

国联股份

Beijing United Information Technology Co., Ltd Sustainability Report



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Executive Summary

About the Report

Report Information Disclosure

This report is the second Sustainability Report released by Beijing United Information Technology Co., Ltd. (hereinafter referred to as "Beijing United", "the Company", or "we"). It outlines the Company's sustainability philosophy and policies, as well as its efforts in 2024 in areas such as environmental protection, social responsibility, and corporate governance (ESG). The report addresses the expectations and concerns of stakeholders, demonstrating our commitment to sustainable development and transparent communication.

Reporting Period

The report covers the period from January 1, 2024, to December 31, 2024. To maintain information continuity, certain content has been retrospectively reviewed and extended. All information is sourced from internal company data and public records.

Reference Standards

- *GRI Sustainability Reporting Standards (GRI Standards 2021)* issued by Global Sustainability Standards Board (GSSB)
- *Shanghai Stock Exchange Listed Company Self-Regulatory Guidelines No. 14 – Sustainability Reporting (for Trial Implementation)*
- *Shanghai Stock Exchange Listed Company Self-Regulatory Guide No. 4 – Preparation of Sustainability Reports*
- *Recommendations of the Task Force on Climate-related Financial Disclosures* released by Task Force on Climate-related Financial Disclosures (TCFD)
- United Nations 17 Sustainable Development Goals (SDGs)

Access Methods

This report is published in both Chinese and English versions and made available to the public in electronic format. You are invited to click on the Company's official website (<https://www.ueiibi.com>) to access and download the reports, as well as to learn more relevant information.

Message from the Chairman



Liu Quan

Chairman

Beijing United Information Technology Co., Ltd.

Dear Beijing United's shareholders, partners, and all other friends:

The year 2024 marks a pivotal moment for the deep integration of the digital economy with the real economy, and a significant year for Beijing United as we deepen our presence in the industrial internet sector and advance sustainable development. Confronted with the transformative opportunities of global industrial evolution and the era of "dual carbon", we remain steadfast in our strategic core of "platform services, technology-driven innovation, and data empowerment." We have embedded ESG principles into our development, continuously exploring technological innovation, ecological synergy, and green transformation to contribute Beijing United's strength to industrial upgrading and societal progress.

This year, we wielded technology as our brush to paint a new vision of industrial digitalization. Leveraging our technological matrix, the Ibisaas.com empowered over 30,000 industrial enterprises. Through digital twin factories, we enhanced production efficiency and optimized energy consumption, earning recognition as a "chain-style" digital transformation model case by the Ministry of Industry and Information Technology. Our smart warehousing and intermodal transport solutions were efficiently deployed along the Belt and Road routes. Digital cloud warehouses, powered by IoT and algorithmic optimization, significantly shortened supply chain cycles, extending the benefits of digital trade to more partners. Upholding technological ethics, we strengthened algorithmic fairness reviews and data security mechanisms, driving more transparent and efficient industrial collaboration through responsible innovation.

This year, we used collaboration as our ink to outline a new green, low-carbon ecosystem. Beijing United actively responded to global climate imperatives, integrating climate governance across our entire value chain. Internally, smart energy management sys-



tems and green office initiatives enabled precise control over operational energy consumption. Externally, our "digital technology + digital factory" model empowered SMEs in their green transition, catalyzing carbon reduction across production, logistics, and service chains. Innovating in supply chain ESG management, we embedded sustainability standards into supplier selection and collaboration processes. Through blockchain traceability and intermodal emission reduction, we built a green industrial community spanning upstream and downstream partners, ensuring our growth delivers tangible environmental value.

This year, we took responsibility as our canvas to write a new chapter in governance and talent development. We refined our sustainable governance framework, incorporating ESG metrics into executive evaluations to ensure strategic execution and sustainability move in unison. In talent cultivation, the "Beijing United Academy" metaverse training platform created immersive digital skills classrooms, while our diverse and inclusive culture ignited innovation. We firmly believe that robust governance and exceptional talent are the bedrock for navigating cycles and the core engine for creating shared value.

Looking ahead, Beijing United will continue its mission to "drive cost reduction and efficiency enhancement in traditional industries," deepening our commitment at the intersection of the digital economy and green transition. We will embrace technological change with greater openness, advance "dual carbon" goals with stronger resolve, and give back to society with deeper purpose. Together with all stakeholders, we will navigate the new frontiers of industrial internet and jointly compose a magnificent blueprint for the digital economy and sustainable development!

Thank you for your trust and partnership!

About Us

Corporate Profile

Established on September 6, 2002, Beijing United Information Technology Co., Ltd. (stock code: 603613.SH) was listed on the main board of A-share market of the Shanghai Stock Exchange ("SSE") on July 30, 2019.

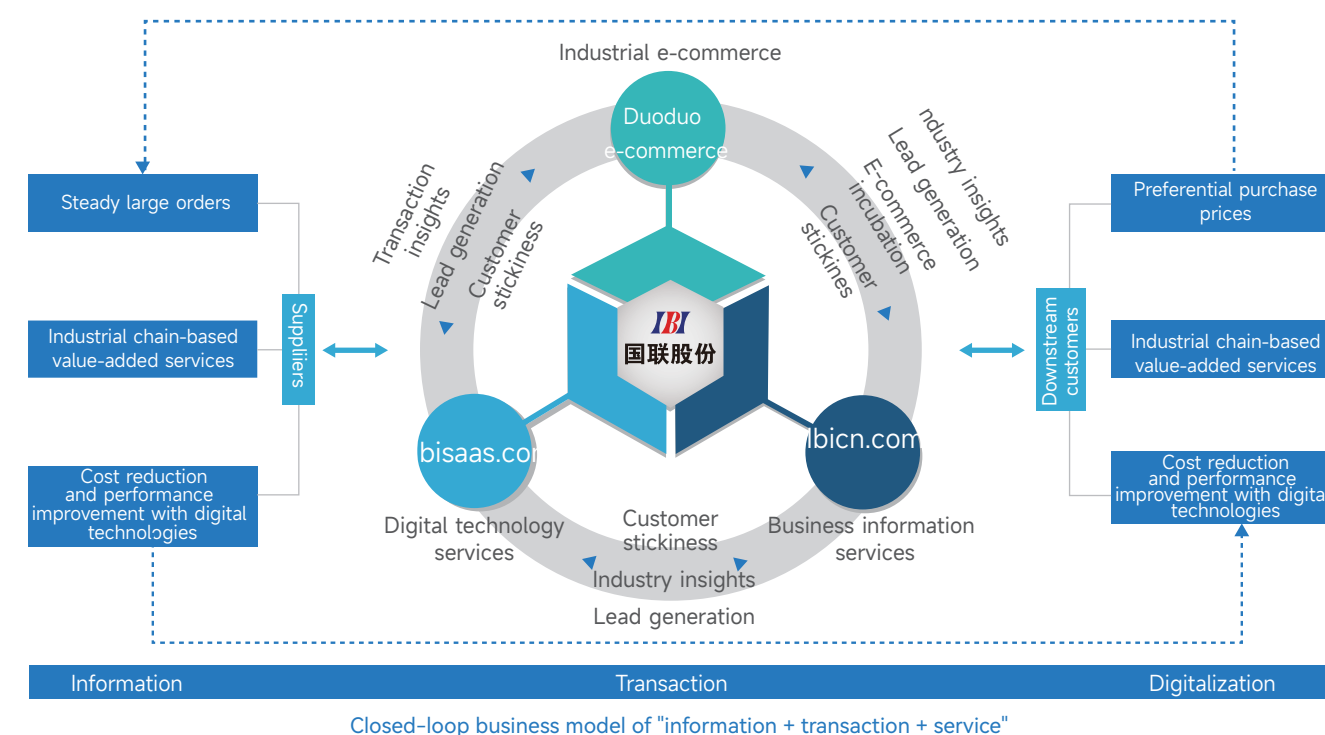
Focusing on the main business of business-to-business ("B2B") digital commerce and industrial Industry platforms, the Company, based on industrial e-commerce and supported by industrial big data, provides online commodity trading of industrial products and raw materials, business information services, and digital technology services for related industry customers.

Vision and Mission



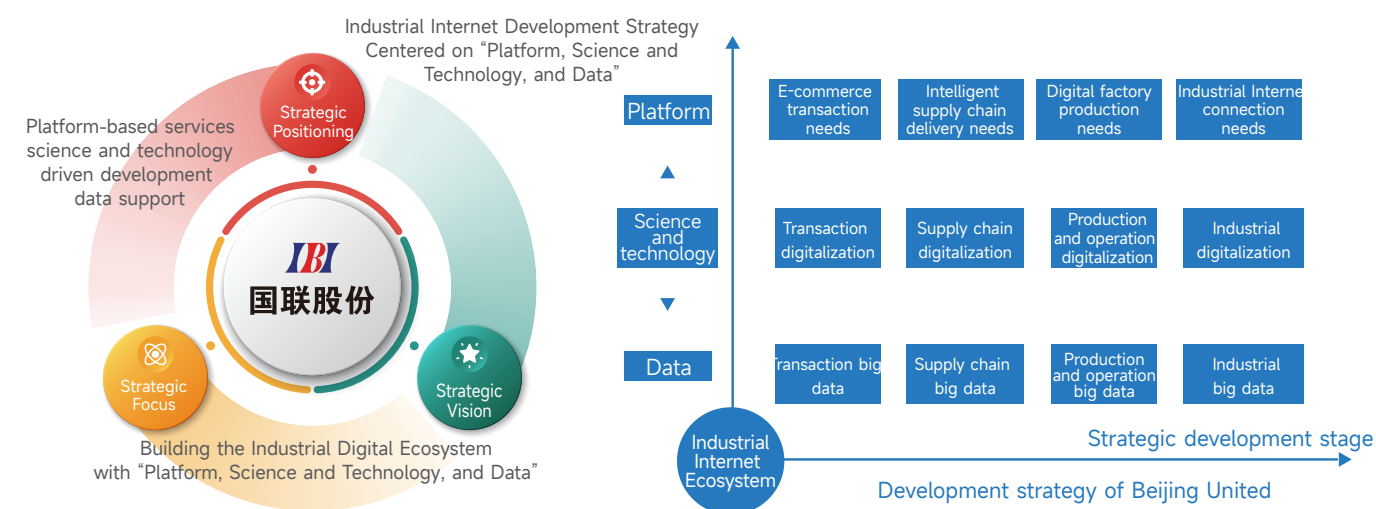
Business Layout

The Company comprehensively implements its Industrial Internet development strategy centered on Platform Services, Technology-Driven Innovation, and Data Empowerment. The Company executes the "One Body with Two Wings" operational approach: the Body drives rapid expansion of transaction scale and platform influence through Duoduo E-commerce, while the Wings propel enhanced integrated information services via lbicn.com and strengthened digital technology capabilities through lbisaas.com. Supported by proactive nationwide marketing system development, efficient R&D capabilities, and standardized management enhancement, the Company achieves sustained and rapid business growth.



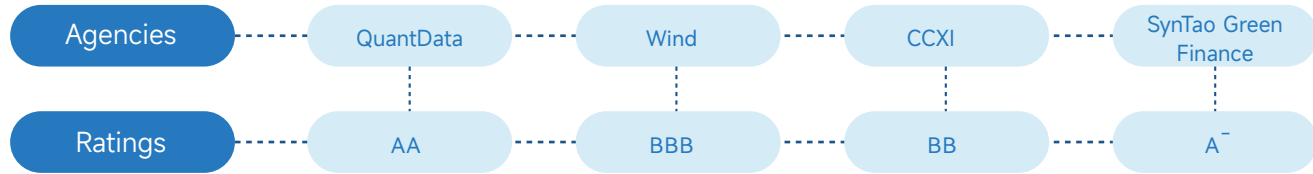
Development Strategy

Beijing United closely aligns with national strategic priorities in the digital economy, industrial e-commerce, industrial internet, and innovative supply chain applications. Anchored in integrating, transforming, and upgrading traditional industries, the Company vigorously implements its B2B e-commerce and industrial internet development strategy. This centers on industrial e-commerce platforms as the core growth vector, leverages industrial information services and digital technology capabilities as Dual Engines, and is propelled by a nationwide marketing infrastructure—collectively accelerating the rapid expansion of core business operations.

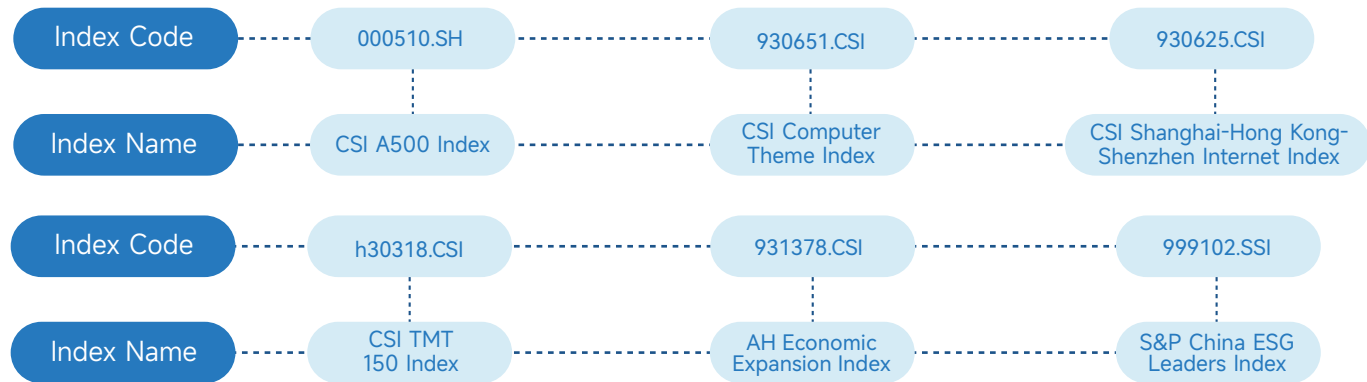


Major Honors — Rating Performance

■ ESG Ratings



■ Passive Index



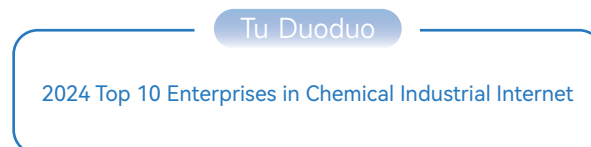
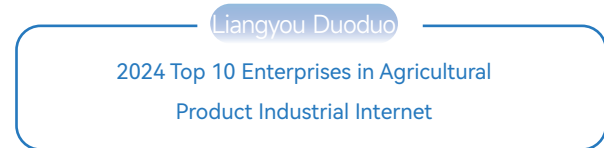
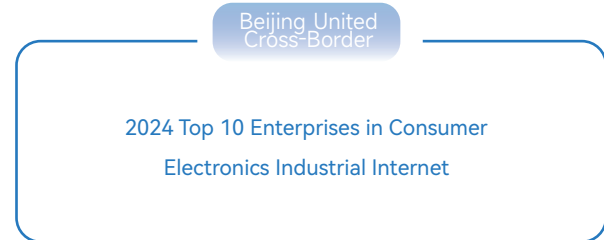
■ Social Awards



Awards and Recognitions of Subsidiaries and Affiliated Companies



Beijing United's subsidiaries shone at the "2024 China Industrial Internet TOP 10 Enterprises in Vertical Segments" awards co-hosted by Industrial Internet Panorama and B2B Neican, securing multiple honors:



Sustainable Development (ESG) Management

ESG Strategic Positioning

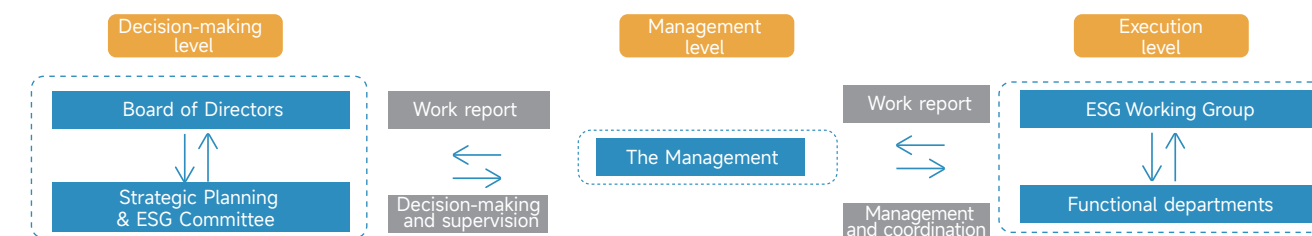
The Company, in line with its business characteristics and development situation, set nine long-term strategic courses as its strategic positioning of ESG from the three dimensions of environmental (E), social (S) and governance (G). Each small gear will drive the corresponding large gear, and the coordinated operation of the three large gears will drive the sustainable development of the Company.



ESG Management Structure

As a leading enterprise in the digital economy, industrial e-commerce, and industrial internet sectors, the Company actively supports the United Nations' 2030 Agenda for Sustainable Development by ESG principles into every aspect of its operations, ensuring the effective implementation of its sustainable development philosophy.

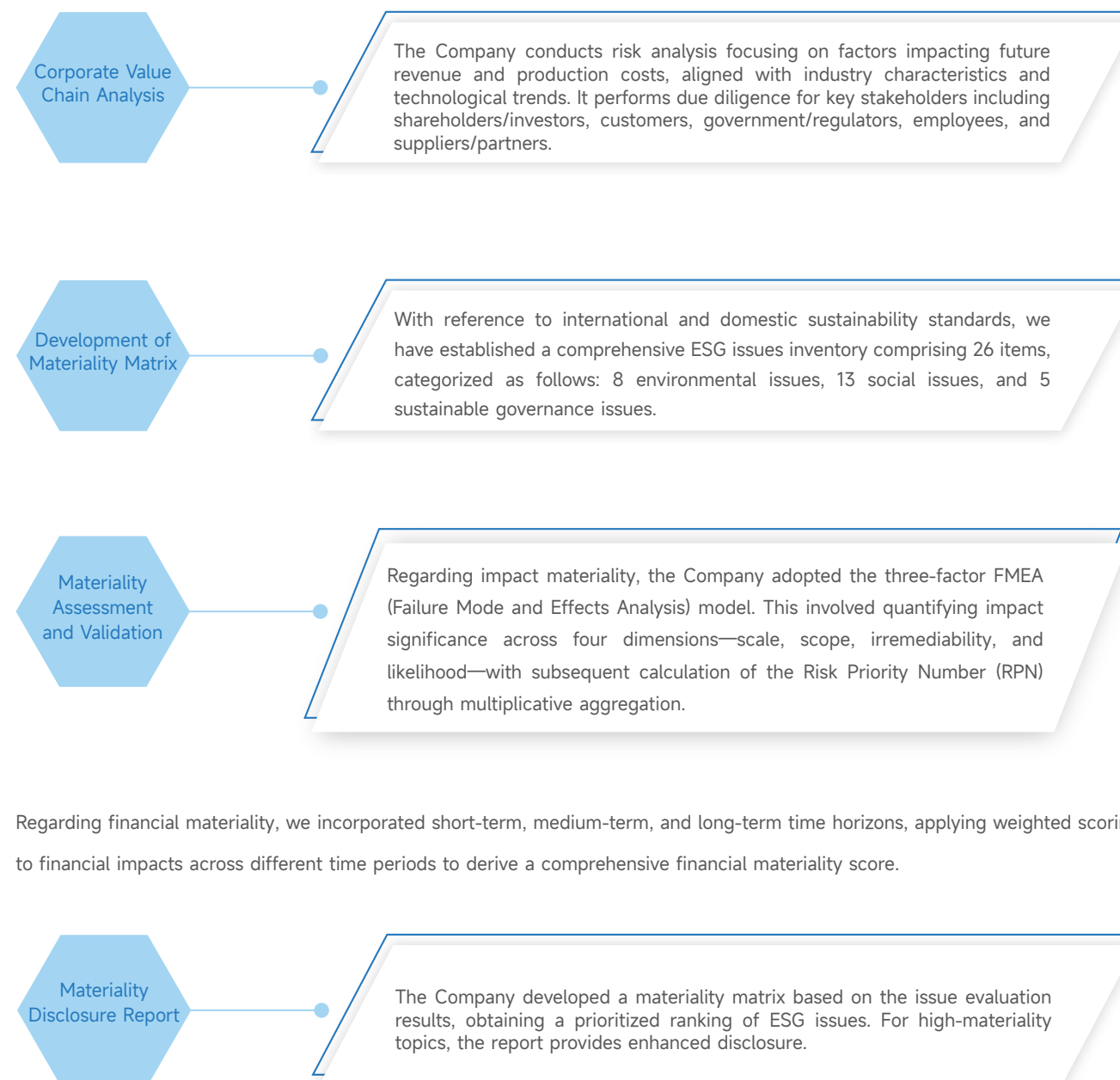
The Company's Board of Directors has established several specialized committees, including the Strategy Planning & ESG Committee, Nomination Committee, Audit Committee, and Remuneration Committee. Among these, the Strategy Planning & ESG Committee is responsible for formulating the Company's ESG strategies and policies, overseeing their execution, addressing key ESG-related challenges, and providing expert support and recommendations for ESG decision-making. In 2024, the Company further enhanced the effectiveness of its ESG governance framework by collaborating with more functional departments and business teams to refine ESG management practices. It achieved multiple innovations in advancing dual-carbon strategies, upgrading green operations, and promoting sustainable development concepts across the industrial chain. Additionally, we actively studied the latest sustainability policies and guidelines. Grounded in the principle of financial materiality, it improved ESG data collection and disclosure processes, deeply embedded ESG management into core business operations, and progressively refined its ESG performance indicator system.



ESG Management Structure of Beijing United

Materiality Assessment Process

Double Materiality Analysis constitutes the core methodology for Beijing United in compiling annual sustainability reports, formulating long-term ESG strategic objectives, and engaging with stakeholders. By integrating financial materiality and impact materiality dimensions, the Company has developed its ESG issue inventory through rigorous alignment with the following frameworks: Shanghai Stock Exchange Listed Company Self-Regulatory Guidelines No. 14 – Sustainability Reporting (for Trial Implementation), Shanghai Stock Exchange Listed Company Self-Regulatory Guide No. 4 – Preparation of Sustainability Reports, UN Sustainable Development Goals (SDGs), GRI Universal Standards 2021, ISO 26000, SASB industry-specific topics, and ESG rating systems from MSCI, China Securities Index (CSI), and Wind.



Regarding financial materiality, we incorporated short-term, medium-term, and long-term time horizons, applying weighted scoring to financial impacts across different time periods to derive a comprehensive financial materiality score.

Due Diligence and Stakeholder Engagement

Beijing United' social responsibility stakeholders encompass shareholders/investors, customers, suppliers, employees, government/regulators, and communities.

Stakeholder Group	Communication Channels	Key Concerns	Company Responses
 Shareholders/Investors	<ul style="list-style-type: none"> Shareholders' Meetings Investor Relations Website Earnings Conference Analyst Meetings Brokerage Conferences 	<ul style="list-style-type: none"> Data Security & Customer Privacy Energy Utilization Product/service Safety & Quality IP Protection Environmental Compliance Management Climate Change Response 	<ul style="list-style-type: none"> Strengthen Data Encryption Optimize Energy Structure Strict Quality Control Improved IP Protection Enforce Green Management Advance Carbon Neutrality
 Customers	<ul style="list-style-type: none"> Telephone Conferences Emails Customer Visits Online Meetings Annual Conferences Customer Surveys 	<ul style="list-style-type: none"> Data Security & Customer Privacy Product/service Safety & Quality Supply Chain Security Innovation-Driven Development Environmental Compliance Management Climate Change Response 	<ul style="list-style-type: none"> Enhance Data Encryption Strictly Control Service Standards Audit Supply Chain Security Maintain Continuous Innovation Comply with Environmental Regulations Advance Carbon Neutrality
 Suppliers	<ul style="list-style-type: none"> Telephone Conferences Emails On-Site Visits Supplier Conferences Online Platform Meetings 	<ul style="list-style-type: none"> Supply Chain Security Energy Utilization Product/service Safety & Quality Environmental Compliance Management Climate Change Response 	<ul style="list-style-type: none"> Strengthen Risk Assessment Green Energy Transition Ensure Product Quality Carry Out Green Management Advance Carbon Neutrality
 Employees	<ul style="list-style-type: none"> Internal Emails Staff Meetings Online Meetings Employee Suggestion Boxes 	<ul style="list-style-type: none"> Labor Rights and Employee Benefits Employee Innovative Digital Services Anti-Bribery and Anti-Corruption 	<ul style="list-style-type: none"> Enhance Employee Benefits Protect Labor Rights Optimize Service Processes Eliminate Commercial Bribery
 Government/Regulators	<ul style="list-style-type: none"> Government Reports Regulatory Meetings Policy Consultations Compliance Reviews Industry Seminars 	<ul style="list-style-type: none"> Data Security & Customer Privacy Energy Utilization Environmental Compliance Management Anti-Bribery and Anti-Corruption Labor Rights and Employee Benefits 	<ul style="list-style-type: none"> Strengthen Data Protection Optimize Energy Use Enforce Strict Environmental Standards Eliminate Commercial Bribery Enhance Employee Benefits
 Communities	<ul style="list-style-type: none"> On-Site Activities Online Exchanges 	<ul style="list-style-type: none"> Rural Revitalization Public Welfare and Charity 	<ul style="list-style-type: none"> Conduct Regular Donations and Support Organize Periodic Donation Activities

Key Findings of Materiality Assessment

In 2024, the Company continued to identify sustainability issues and conduct materiality assessment and prioritization. The report discloses and responds to the management and performance of all 26 identified issues, with key focus areas including innovation-driven development, corporate governance, supply chain security, product/service safety and quality, intellectual property protection, and climate change response.

Beijing United's Materiality Assessment Results



Materiality Matrix

Quadrant	Composite Ranking	Material Topics	Topic Categorization
1 Core Issues	1	Innovation-Driven Development	Social
1 Core Issues	2	Corporate Governance	Governance
1 Core Issues	3	Supply Chain Security	Social
1 Core Issues	4	Product/Service Safety & Quality	Social
1 Core Issues	5	Intellectual Property Protection	Social
1 Core Issues	6	Climate Change Response	Environmental
2 Financially Material Issues	7	Anti-Unfair Competition	Governance
2 Financially Material Issues	8	Stakeholder Engagement	Governance
2 Financially Material Issues	9	Anti-Bribery & Anti-Corruption	Governance
2 Financially Material Issues	10	Employees	Social
2 Financially Material Issues	11	Equal Treatment of SMEs	Social
3 Impact Material Issues	12	Digital Service Innovation	Social
3 Impact Material Issues	13	Premium Customer Experience	Social
3 Impact Material Issues	14	Pollutant Emissions	Environmental
3 Impact Material Issues	15	Circular Economy	Environmental
3 Impact Material Issues	16	Environmental Compliance Management	Environmental
3 Impact Material Issues	17	Digital Management	Social
4 General Issues	18	Waste Management	Environmental
4 General Issues	19	Water Resource Utilization	Environmental
4 General Issues	20	Clean Technology Adoption	Environmental
4 General Issues	21	Technology Ethics	Social
4 General Issues	22	Ecosystem & Biodiversity Protection	Environmental
4 General Issues	23	Social Contribution Initiatives	Social
4 General Issues	24	Social Contribution	Social
4 General Issues	25	Due Diligence	Governance
4 General Issues	26	Rural Revitalization	Social

Corporate Governance and Sound Operation

Corporate governance plays a pivotal role in the Company's development. We have established a comprehensive governance framework where the Shareholders' Meeting, Board of Directors, and Supervisory Committee each fulfill their distinct responsibilities to ensure scientific decision-making and effective oversight. The Company prioritizes information disclosure to maintain transparency, keeping shareholders and the market promptly informed of operational developments. Regarding internal controls, we continuously optimize our systems to mitigate risks, safeguard asset security and operational compliance, while implementing rational incentive mechanisms to motivate employees and drive business expansion. This sound corporate governance framework provides a solid foundation for the company's steady progress in e-commerce and industrial internet sectors, powerfully advancing sustainable development.

2024 Key Performance Indicators (KPIs)

- ◆ The Company held **8** board meetings, **2** shareholders' meetings, and **8** supervisory committee meetings in 2024.
- ◆ As of the end of 2024, independent directors accounted for **33.3%** of the Company's board, while female directors represented **22.2%** of board membership.
- ◆ The Company received approximately **70** media outlets and a total of about **390** institutional investors; it responded to **207** inquiries on the Shanghai Stock Exchange's e-interaction platform.
- ◆ In 2024, the Company provided anti-corruption training for all new employees, with a total of **464** participants, achieving **100%** coverage of new staff.
- ◆ As of the end of 2024, the company had a cumulative total of **101** patents, applied for **44** patents during the reporting period, and held **1,245** software copyrights.

Commitment to Sustainable Development Goals (SDGs)



Corporate Governance Structure

The Board of Directors of the Company is steadfastly committed to safeguarding the legitimate rights and interests of the Company and all shareholders. It proactively fulfills its management responsibilities, continuously enhances corporate governance capabilities, and strengthens the independence and diversity of the board. The board actively engages with investors and participates in investor relations management, while ensuring standardized information disclosure practices.

Governance Structure

Beijing United strictly adheres to laws, regulations and policy provisions including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Corporate Governance Code for Listed Companies*, and the *Shanghai Stock Exchange Listing Rules*. The Company remains committed to exploring best practices in modern corporate governance, while comprehensively integrating ESG principles into all aspects of its governance framework to continuously enhance sustainable value creation capabilities.

The Board of Directors has established four specialized committees - the Strategy & ESG Committee, Nomination Committee, Audit Committee and Remuneration Committee - all of which operate in strict compliance with corporate governance and internal control systems to effectively protect shareholder rights and ensure standardized corporate development.

Optimize Responsibility Fulfillment Capabilities

The Company has established detailed provisions in the *Rules of Procedure for the Board of Directors of Beijing United* regarding the convening of board meetings, voting, and deliberation of proposals to ensure compliance and efficiency in all types of board meetings. In 2024, all directors of the Company diligently fulfilled their duties, achieving a 100% attendance rate at board meetings. Additionally, we have systematically reviewed past work practices, optimized workflows, and scientifically structured the board's approval authority to streamline processes while ensuring compliance and effective risk control. By strategically scheduling meetings based on the urgency of agenda items, the Company has maximized efficiency in approvals.

In 2024, the board deliberated on a series of key proposals, including the *Proposal on the 2023 Annual Report and Summary*, the *Proposal on the 2023 Board of Directors Work Report*, the *Proposal on the 2023 Internal Control Evaluation Report*, the *Proposal on the 2023 Environmental, Social, and Governance (ESG) Report*, and the *Proposal on the Election of Members and Chairpersons of the Special Committees of the Ninth Board of Directors*. These efforts have continuously driven corporate governance enhancements.

Key Performance Indicators

The Company held **8** board meetings, **2** shareholders' meetings, and **8** supervisory committee meetings in 2024.

Meanwhile, to enhance the governance capabilities of directors, supervisors and senior management, the company actively organized their participation in various training programs during the reporting period. These included the "Specialized Training for Directors and Supervisors of Beijing Listed Companies" organized by the Beijing Listed Companies Association, as well as training courses organized by the China Listed Companies Association such as "Administrative Responsibilities and Typical Cases of Information Disclosure Violations by Listed Companies", "Interpretation of Latest Regulatory Policies for Listed Companies (Part I)", and "Interpretation of Latest Regulatory Policies for Listed Companies (Part II)". Additionally, the company arranged for independent directors to attend the "2024 Special Compliance Training for Independent Directors of Listed Companies" organized by the Shanghai Stock Exchange.

Promote diversity and independence

The Company has long been committed to enhancing board diversity. As of the end of 2024, our board comprises nine directors, including three independent directors representing 33.3% of the board membership. All directors bring extensive knowledge and professional experience across various domains including industry expertise, corporate management, and financial governance, enabling the board to make well-informed decisions that drive the Company's sustainable and healthy development.

Our independent directors are all highly qualified professionals with specialized expertise in accounting, legal affairs, technology and other relevant fields. They fully comply with the independence requirements stipulated in the *Administrative Measures for Independent Directors of Listed Companies*, including but not limited to holding no positions in the Company other than independent director, maintaining no relationships with the Company or its controlling shareholders that could impair independent judgment, and receiving no undisclosed benefits from the Company, its controlling shareholders or related parties.

Key Performance Indicators

Independent directors accounted for **33.3%** of the board, while female directors represented **22.2%**.

Standardize Compensation Management

The Company's Remuneration and Appraisal Committee is responsible for formulating and reviewing the remuneration policies and schemes for directors and senior management. These are based on: (1) the business strategies and objectives set by the Board; (2) compensation benchmarks from peer companies; and (3) the specific responsibilities and time commitments of the individuals. The Committee also provides recommendations regarding performance evaluation matters. Additionally, it oversees the implementation of remuneration systems and ensures no director or their associates participate in decisions concerning their own compensation.

Independent directors receive an annual stipend of RMB 200,000 (pre-tax) from the Company. Non-independent directors who hold management positions are compensated according to their respective roles without separate director fees. Similarly, supervisors receive compensation based on their actual positions within the Company and do not receive additional supervisor allowances.

Protection of Investor Rights and Avoidance of Conflicts of Interest

The Company strictly adheres to the Company Law, Securities Law, the CSRC's *Notice on Further Implementing Cash Dividend Distribution by Listed Companies*, *Guidance No. 3 for Listed Company Supervision - Cash Dividends of Listed Companies*, and its *Articles of Association* when implementing profit distribution policies and conducting deliberation procedures. Our dividend standards and payout ratios are explicitly defined, supported by well-established decision-making processes and mechanisms. In the process of formulating and approving distribution plans, independent directors diligently fulfill their oversight responsibilities. They actively engage with minority shareholders to understand their concerns and ensure all proposals undergo thorough review by both the Board and Supervisory Board before being submitted to shareholders' meetings for approval. All ratified dividend plans are promptly executed within specified timeframes to effectively protect the interests of all shareholders.

During the reporting period, to improve and strengthen the Company's sustainable, stable, and scientific dividend decision-making and supervision mechanism, actively reward investors, and guide them to adopt long-term and rational investment concepts, the Company reviewed the *Proposal on the 2023 Profit Distribution Plan* in accordance with the requirements of the *Company Law of the People's Republic of China*, the *Notice on Further Implementing Cash Dividend Distribution by Listed Companies*, the *Guidance No. 3 for Listed Company Supervision - Cash Dividends of Listed Companies*, and other relevant documents, as well as the provisions of the *Company's Articles of Association*, taking into account the Company's actual circumstances. For details, please refer to the *Announcement on the 2023 Profit Distribution Plan of Beijing United Information Technology Co., Ltd.* (Announcement No.: 2024-014) published on April 29, 2024.

The Company has always placed the interests of minority shareholders in a paramount position. Through long-term exploration and efforts, we have gradually established a highly comprehensive and effective policy system to avoid and prevent conflicts of interest. In daily operations and major decision-making processes, the Company has clearly defined the responsibilities and authority of each department and position at the institutional level, eliminating ambiguous areas where overlapping functions might lead to conflicts of interest.

Information Disclosure and Market Value Management

Beijing United remains firmly committed to safeguarding the interests of all stakeholders, with particular emphasis on protecting minority shareholders' rights. The Company rigorously adheres to applicable information disclosure regulations and fulfills all disclosure obligations, ensuring all published information meets the highest standards of timeliness, accuracy, completeness and fairness while continuously enhancing transparency and reporting quality.

During 2024, Beijing United successfully prepared and published its *2023 Annual Report*, *2024 First Quarter Report*, interim report and third quarter report. The Company issued a total of 55 ad-hoc announcements without any disclosure errors. Beijing United maintained active engagement with approximately 70 media organizations and conducted meetings with around 390 institutional investors. Through the SSE e-Interaction platform, the Company responded to 207 investor inquiries, achieving an 83.47% response rate. Additionally, Beijing United's investor relations team handled hundreds of investor inquiries via the dedicated hotline.

Key Performance Indicators

The company conducted **180** online and offline earnings communication meetings, received approximately **320** institutional investors, and saw securities firms publish **120** in-depth research reports on the company.

Case Beijing United Investor Communication Activities



Business Ethics and Anti-Corruption

Beijing United strictly adheres to China's anti-corruption laws and regulations as well as the *United Nations Convention Against Corruption*. The Company upholds integrity commitments for both internal operations and business partnerships, continuously strengthening its ethical culture. Neither the Company nor its employees (including contract and temporary workers) may engage in or accept any form of corrupt, bribery, fraudulent, or money laundering activities under any circumstances or in any jurisdiction. These requirements extend equally to suppliers, contractors, and service providers. All domestic and international business operations and investments strictly comply with these anti-corruption, anti-bribery, anti-fraud, and anti-money laundering principles.

Under the Board's leadership, Beijing United has implemented comprehensive anti-corruption measures across all business units in accordance with legal and internal requirements. The Company continues to enhance its internal oversight systems to ensure full supervision coverage of directors, supervisors, senior management, and all personnel exercising managerial authority.

Implementation of Anti-Corruption and Integrity Building

Beijing United maintains a "zero-tolerance" stance against corruption, continuously improving its anti-corruption governance system and whistleblowing mechanisms while strengthening integrity culture development to foster a clean and ethical internal environment.

Guided by principles of justice, fairness and transparency, the Company strictly prohibits all forms of corrupt practices. Through institutional frameworks including the *Anti-Corruption Management Policy* and *Professional Integrity Development Regulations*, Beijing United rigorously investigates bribery and fraud cases, ensuring standardized anti-corruption governance to cultivate fair, transparent and trustworthy operational practices.

The Company conducts regular anti-corruption compliance training and awareness campaigns to deepen employees' understanding of relevant laws and regulations. These initiatives clearly define prohibited conduct while enhancing staff vigilance and capabilities. In 2024, Beijing United achieved 100% coverage of new hires through anti-corruption training for all 464 newly onboarded employees.

Case Beijing United's Anti-Bribery Rules for Employees

- Providing or accepting cash, bank cards, or cryptocurrency
- Providing or accepting any form of membership cards, gift cards, shopping vouchers or other marketable securities
- Providing or accepting physical goods or materials
- Providing or accepting business sponsorships that violate fair competition principles, travel, study tours or other activities under improper arrangements
- Providing or accepting equity without capital contribution or dividends
- Providing or accepting benefits through Gambling activities, Falsely labeled payments including Promotional fees, Advertising fees, Training fees, Consultant fees and Advisory fees



Anti-Corruption Internal Controls and Auditing

We consistently adhere to the bottom line of compliant operations and regard internal corporate controls as a critical measure to safeguard long-term development. The Company strictly complies with the relevant requirements of the enterprise internal control supporting guidelines and continuously advances the optimization of the internal control system with rigorous and meticulous attention. On one hand, we meticulously improve the corruption risk assessment mechanism by establishing professional teams to conduct in-depth analysis of each business process segment - from supplier selection and contract signing in procurement to customer development and discount approval in sales - comprehensively identifying potential corruption risk points while applying scientific quantitative models to evaluate their likelihood of occurrence and potential impact severity.

Simultaneously, we significantly strengthen internal control evaluation and auditing efforts. Internal control evaluations are conducted periodically, where experienced professionals thoroughly examine the design rationality and operational effectiveness of the internal control system according to established standards to accurately identify existing weaknesses. The audit work employs flexible and precise audit methodologies, combining system optimization with self-inspection audits. Through these measures, we effectively promote the continuous improvement of the Company's internal controls, enabling them to flexibly adapt to changes in both internal and external environments while progressively enhancing the effectiveness of internal controls, thereby establishing a solid foundation for the Company's stable development.

Key Performance Indicators

In 2024, the Company's internal audit department conducted anti-corruption audits covering **100%** of over **200** projects.

Whistleblower Protection

The Company encourages all types of stakeholders to provide any form of suggestions or feedback on business ethics to the Company, and guarantees confidential handling of relevant reports. The Company has established relevant policy clauses and promises to treat whistleblowers fairly in terms of reporting channels and handling procedures, whistleblower protection, etc. It is explicitly stipulated that personnel responsible for accepting reports shall not disclose whistleblowers' information in any form, shall not arbitrarily investigate whistleblowers, and shall conceal whistleblowers' personal identities in the procedures of report acceptance and result notification when necessary, so as to effectively protect whistleblowers' legitimate rights and interests. At the same time, the Company has listed reporting channels as necessary clauses in relevant policy documents such as the Employee Handbook and Bidding & Procurement policies, and ensures that all reporting channels are unblocked and effective.

The scope of complaints and reports covers violations and disciplinary acts in the following areas: human resources recruitment, employment, job arrangements for relatives of leading cadres, bidding and procurement, fund management, illegal charging, financial fraud, party conduct and integrity, harboring and connivance, qualifications of special operation personnel, failure to declare kinship, etc. Reports and complaints can be made through channels such as telephone, internal network, email, and on-site visits. The Human Resources Department is responsible for accepting reports, and will jointly investigate and handle them with the Security Department. General cases will be settled within 30 days, and complex cases can be extended by 20 days with approval.

Whistleblowers shall be responsible for their reporting actions. False accusations, framing, or fraudulently seeking rewards are strictly prohibited. Those who obstruct reporting or retaliate against whistleblowers will be severely punished. Personnel with knowledge of reporting information must strictly maintain confidentiality. The Company will provide spiritual or material rewards to whistleblowers with meritorious deeds. The reward standards are determined according to the nature of the report and the investigation results. Different reward amounts apply to situations such as serious acts involving corruption or economic loss recovery. Promotions and salary increases require approval, and there are corresponding procedures for reward approval and payment.

Beijing United Whistleblower Channel Information

Whistleblowing Hotline: 58950745

Whistleblowing Email: lzjs@ueiibi.com

Whistleblowing QR Code:



Compliance Management & Risk Control

Beijing United attaches great importance to compliance management, driving business development through robust compliance practices. The company continuously optimizes and improves its compliance systems in accordance with its operational realities, ensuring that both the organization and its employees strictly adhere to all applicable laws, regulations, industry standards, and internal corporate policies.

Compliance Governance Framework

Internal audit serves as a critical component within the Company's compliance governance framework, functioning as a vital safeguard to ensure lawful and compliant operations, mitigate risks, and enhance management efficiency.

To further standardize internal audit practices, enhance audit quality, and protect investors' legitimate rights and interests, the Company has established a comprehensive compliance management system encompassing corporate governance, market transactions, labor laws and other key areas, in compliance with the *Supervision Law of the People's Republic of China*, the *Audit Law of the People's Republic of China*, the *Provisions on Internal Audit Work issued by the National Audit Office*, the *Shanghai Stock Exchange Listing Rules*, and the *Shanghai Stock Exchange Self-Regulatory Guideline No. 1 - Standardized Operations*.

In daily operations, the Company's compliance department conducts regular evaluations and updates of compliance documentation to maintain alignment with the latest legal requirements and industry developments, with active participation and implementation by management and employees at all levels to ensure effective compliance governance. We continuously improve our business compliance review mechanisms and have implemented regulatory documents including the Basic Standards for Enterprise Internal Control and the *Risk Management Principles and Implementation Guidelines*, achieving comprehensive coverage across all business domains and operational levels.

Risk Control and Identification

The Company has established a joint risk governance structure led by the Board of Directors and primarily composed of the "Board of Directors" and the "Strategic Planning and ESG Committee," tailored to its operational realities and business development needs, to manage ESG risks. Meanwhile, the Company has outlined in the *Working Rules of the Board's Development Strategy and ESG Committee* that the committee's responsibilities include the identification, research, and analysis of ESG-related risks and significant matters.

Risk Categories		Risk Descriptions	Response Strategies
Market Risk	Demand Volatility Risk	With the rapid evolution of market demands and business models, application scenarios are becoming increasingly fragmented and customized. If our products and solutions fail to maintain sufficient market competitiveness, significant market risks may emerge.	Proactively monitoring the latest technological developments both domestically and internationally, the Company continuously innovates and develops products and services that meet user needs through ongoing market research and customer studies.
			Through comprehensive and detailed market research, we analyze market dynamics and emerging trends to drive the development of cutting-edge new products.
Supply Chain Risk	Supply Chain Disruption Risk	The Company is exposed to the risk of complete or partial business operation interruptions caused by force majeure events including natural disasters, human accidents, system failures, and supply chain disruptions.	The Company's senior management team leads the Supply Chain Continuity Task Force, which is responsible for making strategic material reserve decisions and overseeing their implementation.
			Supported by digital information platforms, we are transforming our supply chain operations to improve end-to-end agility and build a specialized rapid-response system for bulk product management.
Legal & Compliance Risk	Regulatory Compliance Risk	The Company and its employees face exposure to legal consequences, supervisory penalties, monetary damages and impairment of reputation arising from violations of compliance requirements in business management or professional practices.	By establishing multiple production bases and logistics hubs, we strengthen delivery capabilities and build a more resilient supply chain.
	Integrity & Ethical Compliance Risk	The Company faces the risk that its employees or associated persons may improperly use their authority or influence to solicit benefits, or embezzle corporate assets through deception, concealment, or collusion for personal enrichment, thereby causing financial detriment to the Company; additionally, there exists the risk of bribery to third parties that may impair the Company's goodwill and reputation.	We are building a robust compliance risk management framework, including organizational structures, policies, procedures, and operational standards, to strengthen risk prevention, incident response, and resolution capabilities, ensuring effective and timely risk containment.
Financial Risk	Taxation Risk	The risk that tax-related practices may fail to properly and effectively comply with tax laws and regulations, potentially resulting in legal penalties, financial losses, or reputational damage.	Develop comprehensive compliance documents and business ethics governance frameworks to guide employee behavior, ensuring zero tolerance for bribery and corrupt practices.
	Data Security Risk	Data security risks obtained through means such as detection, assessment, information collection, and authorized monitoring, including but not limited to data breaches, data tampering, data abuse, illegal transmission, unauthorized access, and abnormal traffic.	We establish a comprehensive tax risk management mechanism covering risk identification, assessment, response, and control, as well as information reporting and continuous supervision for improvement.
			A professional security team provides full-spectrum support for all products, encompassing security audits and testing for both in-development and released products, delivering targeted security training, and actively monitoring emerging security issues and threats.

Tax Compliance


Fulfilling tax obligations constitutes a fundamental requirement of corporate social responsibility and serves as a vital manifestation of enterprises' participation in socioeconomic circulation and support for national development. We resolutely upholds tax compliance as a core operating principle, actively discharging tax obligations to contribute to state fiscal revenue and social progress.

The Company strictly adheres to laws and regulations including the *Enterprise Income Tax Law of the People's Republic of China* and the *Tax Collection and Administration Law of the People's Republic of China*, having established a comprehensive tax governance system to ensure all business activities fully comply with national tax legislation. Annually, the Company conducts at minimum one internal audit alongside financial and tax compliance reviews to faithfully execute tax obligations and mitigate tax risks. During the reporting period, the Company maintained proactive collaboration with tax authorities and other stakeholders, regularly participating in official tax policy seminars to stay abreast of evolving regulatory requirements.

Intellectual Property Protection

Beijing United rigorously complies with the *Trademark Law of the People's Republic of China*, the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China* and other relevant laws and regulations. The Company has established the *Intellectual Property Management Policy* to standardize project and intellectual property administration, strengthen IP protection, and promote the application and dissemination of technological achievements.

The Company has set up a dedicated Intellectual Property Management Department responsible for defining ownership of intellectual creations, conducting infringement risk assessments, and formulating corresponding incentive and disciplinary measures.

Key Performance Indicators

As of the end of 2024, the company had a cumulative total of 101 patents, applied for 44 patents during the reporting period, and held 1,245 software copyrights.

Climate Action and Green Synergy

Climate and environmental management constitute the foundational pillar of Beijing United's development strategy. Our service innovations align with global decarbonization trends while mitigating operational risks across industrial chains and unlocking new opportunities. Internally, we implement comprehensive energy conservation measures—deploying smart lighting systems, energy-efficient appliances, and optimized logistics solutions to reduce transportation emissions. Regarding climate transition, we proactively drive supply chain consolidation, collaborate with partners to promote green standards, and assist suppliers in process upgrades for emission reduction. The Company actively participates in environmental initiatives, translating commitments into tangible ecological protection actions that accelerate industry-wide green transformation.

2024 Key Performance Indicators (KPIs)

- ◆ In 2024, the Company completed the disclosure of climate-related risks and opportunities identification in accordance with the TCFD framework.
- ◆ In 2024, the Company's annual electricity procurement reached **1,858.57** MWh, with gasoline consumption totaling **184,439.54** liters. The Scope 1 (direct) carbon emissions amounted to **425.76** metric tons of CO₂ equivalent, while Scope 2 (indirect) carbon emissions reached **1,080** metric tons of CO₂ equivalent.
- ◆ In 2024, the Company's total comprehensive energy consumption amounted to **499.62** tons of standard coal equivalent (tce), with a per capita comprehensive energy consumption of **0.36** tce.

Commitment to Sustainable Development Goals (SDGs)



Addressing Climate Risks

Facing the increasingly severe impacts of climate change, the 29th Conference of the Parties (COP29) to the United Nations Framework Convention on Climate Change (UNFCCC) in 2024 set forth a vision to enhance climate action ambition and promote implementation. The conference called on all Parties to submit higher-quality Nationally Determined Contributions (NDCs) and translate them into effective policies, concrete actions, and specific projects. The Company recognizes the impact of climate change on its operations and has conducted disclosures in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) this year.

Climate Risk Governance Framework

The Company actively responds to the 1.5°C temperature control goal set forth in the *Paris Agreement* and the *Carbon Peak Action Plan Before 2030* issued by the State Council. Building upon our existing ESG governance infrastructure, we have integrated a comprehensive climate risk governance framework. By referencing industry best practices and incorporating regulatory recommendations, we have established a climate governance management structure led by the Board of Directors with cross-departmental collaboration.

Climate Risk Governance System

We have classified climate-related risks and opportunities in accordance with the *Final Report: Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)*. Taking into account our industry-specific characteristics, including cash flow patterns, investment cycles, and business operations, as well as the legal jurisdictions of applicable policies, the nature of risks and opportunities, and asset lifespans, we have established defined time horizons for material impacts. The "short-term" refers to within one year following the end of the current reporting period (inclusive); the "medium-term" denotes one to five years after the reporting period (inclusive); and the "long-term" indicates more than five years beyond the reporting period.

The Company has conducted comprehensive analyses of how various risks and opportunities may affect our business model, operations, development strategy, financial position, operating results, cash flows, financing methods and associated costs. We have evaluated the adaptability of our corporate strategy and business model to climate change, and have formulated corresponding transition plans with specific measures to address climate-related risks and capitalize on opportunities, while regularly monitoring implementation progress.

Risk Category			Risk Description	Financial Impact	Mitigation Measures	Time Horizon
Transition Risks	Policy & Legal Risks	ESG Reporting Obligations	As the system of sustainability information disclosure standards for domestic enterprises is increasingly improving, failure to timely disclose relevant information may expose companies to compliance risks.	Decreased costs, Increased non-operating expenditures	The Company discloses environmental information regularly in compliance with laws and regulations, and prepares and releases standalone ESG reports.	Medium-term
	Technological Risks	Low-carbon Technology Transition	Against the backdrop of the "dual carbon" goals, the Company faces greater challenges in operational energy conservation and consumption reduction.	Increased expenses	The Company actively optimizes and deploys water- and electricity-saving technologies to achieve energy conservation and consumption reduction.	Long-term

Risk Category			Risk Description	Financial Impact	Mitigation Measures	Time Horizon
Transition Risks	Reputational Risks	ESG Negative Incident	Stakeholders (including clients and investors) are placing greater emphasis on environmental information disclosure. Failure to meet their expectations in such disclosures may adversely impact the Company's corporate image and reputation.	Declined revenue	The Company has established a robust ESG management system, integrating ESG governance into risk control frameworks to mitigate potential ESG incidents.	Short-term
Physical Risks	Short-term Risks	Extreme Rainfall and Urban Waterlogging	The Company headquarters is located in Beijing, situated on the North China Plain with a temperate monsoon climate characterized by concentrated summer precipitation. Climate change has increased the frequency of extreme rainfall events and urban waterlogging, elevating both the probability of disasters and potential losses, which may pose threats to data center security.	Increased costs, Declined revenue	The Company has formulated and implemented flood prevention emergency management protocols. Emergency equipment and supplies are provisioned, with established emergency drill mechanisms. Continuous enhancements are being made to data center disaster recovery capabilities, including the expansion of geographically dispersed backup data centers based on existing infrastructure.	Short-term
	Long-term Risks	Mean Temperatures Increase	The Company is exposed to rising mean temperatures under long-term climate pattern shifts, which may lead to computing equipment overheating, resulting in service disruptions and operational efficiency impacts.	Increased costs, Declined revenue	Optimize server cooling systems to ensure equipment operates normally under extreme high-temperature conditions, achieving energy conservation and consumption reduction in cooling systems.	Medium-term
		sea level rise	The Company's digital economy headquarters in Beijing is situated at a relatively low elevation, making it vulnerable to sea level rise impacts, which may exacerbate flood risks.	Increased costs, Declined revenue	The Company prioritizes climate risk assessment in office site selection, while ensuring business operations can be conducted remotely whenever possible.	Long-term

Risk Category		Risk Description	Financial Impact	Mitigation Measures	Time Horizon
Resource Efficiency	Enhanced Resource Utilization Efficiency	Through optimized management practices, implementation of low-carbon technologies, and upgrading to energy-efficient equipment, the company reduces resource consumption in both production and office operations, thereby lowering costs.	Declined Cost	Optimize server cooling technologies to reduce water and energy consumption; promote green office practices to cut emissions from workplace operations.	Short-term
Products and Services	Green Products and Services	The implementation of the dual-carbon strategy has expanded the market demand for cloud services with low carbon emissions. By leveraging technological innovation, the Company can develop products that better align with dual-carbon policies, cater to market needs, and enhance corporate revenue.	Increased revenue Increased short-term cost, Increased long-term revenue	The Company actively develops and deploys energy-saving technologies to reduce the carbon footprint of its services, gaining strong customer recognition.	Long-term
Market	Industrial E-Commerce Market	The smart logistics, digital factories, and digital warehousing services provided by the Company can help upstream and downstream industrial clients achieve energy savings and carbon reduction.	Increased revenue	The Company, with sharp market insights, accelerates innovation by leveraging its industrial e-commerce platform strengths. By integrating technologies like Internet +, artificial intelligence, and cloud computing, it transforms traditional enterprise operations, empowering clients to reduce costs and enhance efficiency.	Short-term
Resilience	Corporate Resilience	The Company's resilience to climate change enables better management of related risks and opportunities.	Increased revenue Decreased cost	The Company has established a comprehensive climate risk and opportunity management system to forecast, evaluate, and respond to potential risks and opportunities by assessing their impact levels and formulating corresponding mitigation strategies.	Medium-term

Metrics and Targets

Facing the severe challenges of global climate change, the Company has proactively responded to China's "Dual Carbon" strategy by integrating climate action into corporate strategy and daily operations. Through a series of practical measures, the Company is contributing to climate change mitigation and green development.

At the climate indicator level, while the Company's business model doesn't involve physical production activities, the continuous expansion of operations has necessitated large-scale occupation of new office buildings, making carbon emission growth inevitable. Beijing United is currently establishing a comprehensive carbon emission management system to accurately account for and monitor its carbon footprint. In 2024, our operational activities were primarily powered by purchased electricity and fossil fuel consumption from gasoline vehicles. Accordingly, we have implemented monitoring and statistical tracking of these energy sources. All calculations strictly adhere to national Dual Carbon standards to ensure data accuracy and regulatory compliance.

Key Performance Indicators

Purchased electricity: **1,858.57** MWh; Gasoline consumption: **184,439.54** liters

Scope 1 carbon emissions: **425.76** tCO₂e; Scope 2 carbon emissions: **1,080** tCO₂e

Environmental Management System

In our environmental governance structure, the Board of Directors serves as the supreme decision-making and oversight body. It is responsible for formulating ESG strategies, including key environmental management directives, and reviewing major environmental risks. The Strategic Planning and ESG Committee, operating under the Board, assumes delegated responsibilities by conducting research on corporate sustainability planning related to environmental management and providing professional recommendations to the Board.

Under the supervision of the Board and the Strategic Planning and ESG Committee, the executive management team oversees the comprehensive implementation of environmental management strategies. They coordinate the advancement of various environmental initiatives and regularly report environmental management performance to the Board.

Environmental Compliance Governance

As an industrial internet enterprise, Beijing United generates office waste and similar byproducts as its primary emissions. The Company strictly complies with Chinese environmental regulations including the *Air Pollution Prevention and Control Law*, the *Urban Drainage and Sewage Treatment Regulations*, and the *Solid Waste Pollution Environment Prevention Law*. We have established an Emissions Management System and implemented strict categorized waste management to advance pollution control efforts. In our office areas, we have set up categorized waste bins to separately collect recyclable materials such as waste paper, plastics, metals and glass, which are regularly collected and processed by professional recycling agencies to achieve resource circularity. We have also implemented an e-waste recycling system to centrally collect and process discarded computers, mobile phones, servers and other electronic equipment. These items are handed over to qualified environmental protection enterprises for proper dismantling and reuse, effectively preventing environmental pollution from electronic waste. Through these comprehensive measures covering waste classification and specialized e-waste handling, we ensure full compliance with environmental regulations while promoting sustainable resource utilization across our operations.

Deep Green Operations and Circular Economy

Beijing United strictly complies with Chinese environmental laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law*, the *Urban Drainage and Sewage Treatment Regulations*, and the *Solid Waste Pollution Environment Prevention Law*. The Company continuously optimizes its energy consumption and material management, and has established internal regulations such as the *Corporate Energy Management System*, *Water Conservation Management System*, *Emissions Management System*, and *Green Office Management System* at the organizational level.

Water Resource Management

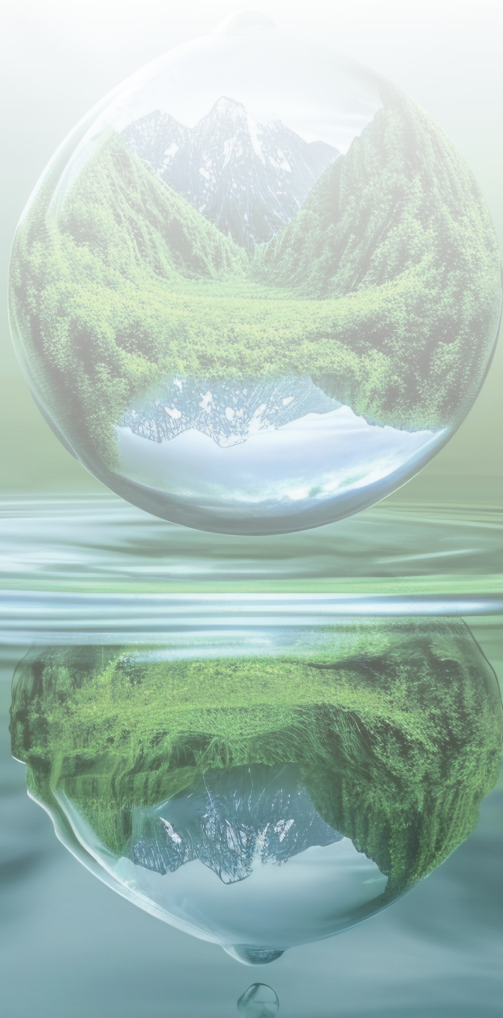
The Company has consistently strictly complied with relevant laws and regulations including the *Energy Conservation Law of the People's Republic of China*, while continuously improving its energy management system. The Company has established the *Corporate Energy Management System* and *Water Conservation Management System* to strengthen statistics and monitoring of energy usage, implement real-time monitoring and data analysis of water resource consumption, and endeavor to reduce the growth rate of energy and water resource consumption. Moving forward, the Company will continue to actively adopt energy-saving measures to improve its energy and water resource management performance.

Key Performance Indicators

In 2024, the Company's water resource consumption amounted to **130,732.68** cubic meters.

Green Office and Energy Conservation & Emissions Reduction

Facing increased energy consumption due to the occupation of new office buildings, in 2024 we vigorously advanced green office initiatives, implementing energy-saving and emission-reduction measures across all aspects of daily operations to comprehensively deepen our green operational philosophy.



Beijing United' Green Office Initiatives

Categories	Company Initiatives
Resource Utilization	<ul style="list-style-type: none">■ Promoting Paperless Office: Relying on its own internet technology advantages, the Company strengthens the construction and use of online office systems. For example, through the remote office platform of the Ibisaa.com, inter-departmental document transmission and approval processes are fully digitized.■ Saving Office Supplies: Following the principle of taking only what is needed, office supplies are issued in limited quantities to improve utilization efficiency.■ Paper Recycling: Double-sided printing is encouraged. Dedicated paper recycling bins are set up to classify single-sided used paper by size for reuse.
Energy Management	<ul style="list-style-type: none">■ Lighting Management: The Company rationally plans the lighting systems in office areas, making full use of natural light and reducing the use of artificial lighting when light is sufficient. Meanwhile, intelligent lighting systems are adopted to optimize energy consumption.■ Equipment Power Management: Employees are required to turn off power sources of computers, air conditioners, and other equipment in a timely manner before leaving work. Office computers should be set to appropriate brightness, and put into standby mode with monitors turned off when leaving workstations. For high-power consumption appliances such as copiers, using a single socket simultaneously is avoided to reduce the impact of instantaneous current on the power grid and energy consumption.
Waste Sorting & Treatment	<ul style="list-style-type: none">■ Rational Setup of Waste Sorting Facilities: In office areas, corresponding trash bins are set up according to classification standards such as recyclables, hazardous waste, wet waste, and dry waste. Clear classification labels with brief descriptions are pasted above the bins.■ Strengthening Employee Training and Advocacy: Regular waste sorting training is conducted to popularize relevant knowledge, and environmental protection activities are organized to enhance employee participation and environmental awareness, encouraging active engagement in waste sorting.■ Establishing Supervision and Feedback Mechanisms: Dedicated personnel are assigned to monitor waste sorting to ensure employees correctly classify and dispose of waste.
Green Procurement	<ul style="list-style-type: none">■ Priority on Green Products: When purchasing office equipment, furniture, consumables, and other materials, products with environmental certifications and energy-saving labels are prioritized to reduce environmental impact at the source.■ Promoting Green Development of Suppliers: Leveraging its influence in the industrial chain, the Company requires suppliers to comply with environmental regulations, adopt green production processes and packaging materials, and promote green development throughout the supply chain.
Employee Awareness Cultivation	<ul style="list-style-type: none">■ Green Office Training: Regular or irregular green office training courses and seminars are organized to popularize knowledge and skills related to green office practices among employees, including energy conservation and emission reduction, resource recycling, waste sorting, and other relevant topics, so as to enhance employees' environmental awareness and sense of responsibility.■ Environmental Theme Activities: Various environmental theme activities are held to encourage active employee participation, foster a cultural atmosphere of green office practices, and deeply ingrain green concepts in everyone's mindset.

Key Performance Indicators

In 2024, the Company's total comprehensive energy consumption amounted to **499.62** metric tons of standard coal equivalent (tce), with a per capita comprehensive energy consumption of **0.36** tce.

Empowering Low-Carbon Transition

Amid the global wave of transition toward a low-carbon economy, Beijing United fully leverages its industrial internet platform and diversified technological strengths to profoundly empower low-carbon transformation across various sectors, emerging as a pivotal force in advancing green development.

Data-Driven Solutions for Corporate Energy Conservation and Emissions Reduction

Beijing United leverages its big data analytics models to collect and integrate production and operational data from enterprises across the industrial chain, covering multi-dimensional information including energy consumption, raw material usage, and production processes. Through in-depth analysis, the Company accurately identifies issues in energy utilization and carbon emissions.

For example, when serving chemical enterprises, by analyzing operational data from production equipment, the platform identifies energy-inefficient processes. Through optimized production workflows and rational adjustments to equipment operating parameters, it helps enterprises reduce energy consumption, decrease greenhouse gas emissions, and effectively enhance their low-carbon development capabilities.

Innovation-Driven Green Solutions

The Company places high importance on the critical role of technological innovation in low-carbon transition, continuously increasing R&D investment to explore applications of green technologies across various industries. By establishing an energy management system that monitors corporate energy consumption in real-time and performs intelligent regulation based on actual demand, the company achieves refined energy management, improves energy utilization efficiency, and reduces comprehensive energy costs by an average of 10%.

Platform Synergy for Green Industrial Ecosystem Development

Beijing United fully leverages the convergence effect and collaborative advantages of its platform, dedicated to assisting small and medium-sized enterprises in achieving high-quality transformation through cost reduction and efficiency improvement by means of its "digital technology plus digital factory" model. The Company promotes green cooperation and collaborative innovation among upstream and downstream enterprises in industrial chains. With the ultimate objectives of quality upgrading, cost efficiency, green development and operational safety, the Company focuses on consolidating the foundation for digital transformation, deepening the application of enabling digital technologies, strengthening hardware-software coordination, and improving support systems. Through driving business transformation across entire industrial chains via industrial digitization, the Company accelerates the high-end, green, safe and efficient development of raw material industries. By collectively exploring new pathways for low-carbon transition, the Company is constructing a green and sustainable industrial ecosystem.

Ecological and Environmental Protection

The Company maintains ongoing focus on the impacts of its operations on biodiversity. In strict compliance with relevant laws, regulations and policies including the *State Council's Guidelines on Strengthening Biodiversity Protection*, the *Soil Pollution Prevention and Control Law of the People's Republic of China*, and the *Regulations on Groundwater Management*, we conduct systematic identification of opportunity factors and business quality risk assessments.

Looking ahead, the Company will increase investment in terrestrial and aquatic ecological protection, explore innovative integration points between green business and environmental practices, expand the social reach of sustainable operations, and enhance brand influence. According to internal evaluations during the reporting period, all business operations adhered to ecological protection principles, with no negative environmental impacts on any nature reserves or surrounding areas. All production and storage facilities maintain safe buffer distances from protected areas, effectively mitigating potential risks at source and substantively fulfilling corporate ecological responsibilities.

Data Innovation and Quality Service

Data innovation and quality service serve as the dual engines driving the Company's growth. We focus on innovating data services to help clients accurately grasp market supply and demand trends, providing robust support for decision-making and empowering rapid industrial expansion. Quality service remains the cornerstone for strengthening client relationships and building the Company's brand reputation. In 2024, we comprehensively expanded the scope of our data platform services, deeply leveraged industry data to empower upstream and downstream partners, and optimized supply chain efficiency. Simultaneously, we established a professional service team to deliver attentive after-sales support, ensuring swift responses from order tracking to issue resolution. Through data and service excellence, we are writing a new chapter in high-quality, sustainable development.

2024 Key Performance Indicators (KPIs)

- ◆ The Company was selected as a "2024 National Supply Chain Innovation and Application Exemplary Case" by the Ministry of Commerce and recognized as an "Outstanding Data Provider of 2024" by the Guiyang Big Data Exchange.
- ◆ In 2024, the Company obtained certifications for both the GB/T 19001-2016/ISO 9001:2015 Quality Management System and the ISO/IEC 20000-1:2018 Information Technology Service Management System.

Commitment to Sustainable Development Goals (SDGs)



Technological Innovation

Innovation System

Guolian Securities remains steadfast in its customer-centric philosophy, continuously advancing technological innovation to elevate service and product quality. With a dedicated research and development team of approximately 300 professionals, the Company deeply understands that innovation serves as the perpetual driving force for enterprise development. Actively responding to China's innovation-driven development strategy, we persistently explore new technological applications within the industrial internet sector. Through these innovation efforts, we strive to deliver enhanced services to clients and create greater value for enterprises across the industrial chain, thereby propelling the entire industry forward.

The Company places paramount importance on innovation and R&D, having established comprehensive systems and founded specialized Innovation Centers and Data Business Divisions. Concurrently, we have strengthened our technical platform infrastructure, developing a holistic technology R&D platform that supports full lifecycle project management - encompassing development, testing, deployment, and ongoing maintenance. Our commitment to cutting-edge technological research is demonstrated through sustained investments, most notably in establishing the Digital Intelligence Integration Laboratory. This facility concentrates research capabilities across big data analytics, digital twin technology, the Internet of Things, and cloud computing. In 2024, these innovation initiatives garnered significant recognition, including the "Outstanding Data Provider of the Year" award from Guiyang Big Data Exchange and designation as a "Beijing Digital Literacy and Skills Training Base."

Key Performance Indicators

In 2024, the Company's R&D team comprised **217** members, including **1** Ph.D. holder and **77** master's degree holders.

Case

Data Industry Accolades



Key Innovation Focus Areas for Beijing United' Business Development

R&D of Core Capabilities in Large-Scale Models

Customized Vertical Domain Models

For industrial scenarios (such as mechanical manufacturing, electronic components, chemical engineering, etc.), domain-specific large models are being developed that integrate industry-standard data, product parameters, and supply chain rules to enhance semantic understanding, logical reasoning, and decision-support capabilities. A hybrid architecture of "industrial knowledge graph + large model" has been created to achieve functions including product model matching, fault diagnosis, and process optimization.

Multimodal Fusion Technology

Integrating text, images, videos, and IoT data (e.g., sensor signals) to train models that enable intelligent quality inspection (defect detection) and equipment condition monitoring (predictive maintenance), among other applications.

Lightweight Optimization and Edge Deployment

Optimize the model architecture to reduce computational resource requirements, enabling real-time inference on edge devices (e.g., factory terminals, logistics nodes), thereby minimizing latency and safeguarding data privacy.

Upgrading Intelligent B2B Trading Platforms

Smart Procurement Assistant

Powered by large language models, it allows users to input needs (e.g., "Find 150°C heat-resistant connectors") and automatically matches suppliers, suggests models, and creates procurement plans.

Dynamic Pricing and Inventory Optimization

Combining historical transaction data, market trends, and supplier production capacity, large models are used to predict price fluctuations and optimize inventory strategies.

Automated Contracting and Compliance

Analyze contract terms, automatically generate risk alerts (such as delivery deadlines, quality standards), and integrate with electronic signature systems.

Supply Chain Synergy Optimization

Connect to enterprise ERP/MES systems, leverage AI models to analyze order volatility and production bottlenecks, and autonomously optimize supplier scheduling and logistics routing.

Intelligent Industrial Internet Platform

Equipment Health Management

Leverage IoT data and predictive AI to anticipate equipment failures, provide actionable maintenance alerts, and reduce unplanned downtime.

Industry Solution Market

Open platform APIs to enable third-party developers to build vertical applications (e.g., energy consumption optimization in steel industry, material traceability in electronics) using large AI models.

Industry-Academia-Research Collaboration

Beijing United adheres to the philosophy of open innovation and collaborative development, actively engaging in industry-academia-research partnerships with universities and scientific institutions. The Company deeply recognizes that universities and research institutes possess cutting-edge scientific achievements, specialized talent resources, and advanced research facilities, while enterprises offer rich market experience, robust industrial transformation capabilities, and sufficient funding support. Through tripartite collaboration, all parties can complement each other's strengths, accelerate the transformation of scientific achievements into real-world productivity, and jointly drive innovative industrial progress.

Joint Cultivation of Innovative Talents	Collaborate with universities to develop talent training programs, integrating real-world projects and industry needs into the curriculum for targeted talent development.
Joint Research Projects	Partner with research institutions for in-depth collaboration in key areas such as Industrial Internet, digital supply chain, and AI, jointly advancing R&D projects.
Joint R&D Platform	Explore the establishment of joint R&D platforms with universities and research institutions, integrating resources to create innovation hubs that combine industry, academia, research, and application. Through these collaborative platforms, achieve resource sharing in talent, technology, and equipment, enhancing R&D efficiency and accelerating the transformation and application of scientific achievements.
Promote Industrial Synergy	Leverage the enterprise's strengths in market and industrial transformation to actively promote the application of academic and research achievements in the industrial internet sector. For jointly developed technologies and products, the company facilitates market promotion and application validation through its own platforms and channels, accelerating the commercialization of scientific and technological outcomes.
Advance Tech Implementation	Drive collaborative development across the industrial chain by commercializing industry-academia-research achievements. The Company promotes successful innovation models and technical expertise to partner enterprises, accelerating digital transformation and upgrading across the entire sector.

Case

Beijing United Supports University R&D, Empowering Industrial Digital Upgrade

In November 2024, at the Innovation and Development Conference of the Fengtai Innovation Alliance Fund under the Beijing Natural Science Foundation, the technical team of Beijing United held in-depth discussions with over 20 expert representatives from prestigious institutions including Tsinghua University, Beihang University, Beijing Institute of Technology, Beijing University of Technology, University of Science and Technology Beijing, Beijing University of Chemical Technology, and the Institute of Automation, Chinese Academy of Sciences regarding funded projects. Additionally, a strategic cooperation agreement was signed with Beihang University.



As a leading industrial e-commerce and industrial internet platform in China, Beijing United actively promotes the digital transformation and innovative development of SMEs across industrial chains. By continuously deepening collaborations with universities and research institutions, the company leverages complementary strengths to jointly conduct R&D projects, tackle key technological challenges, and expand cooperative domains. These efforts ensure precise alignment between scientific achievements and industrial needs, while accelerating the commercialization and application of research outcomes—driving industrial advancement through technological innovation. Recognized for two consecutive years as a "Chain-based" Digital Transformation Benchmark Case by China's Ministry of Industry and Information Technology, Beijing United has emerged as an industry exemplar, fostering synergistic growth within the industrial ecosystem.

Participate in Digital Innovation for Key Regional Industries

As a benchmark enterprise in supply chain system development, Beijing United has achieved remarkable accomplishments in national and regional key technological innovation as well as digital ecosystem development. The Company was selected as a "2024 National Supply Chain Innovation and Application Best Practice Case" by China's Ministry of Commerce, demonstrating its leadership in digital-intelligent supply chain transformation, green development, collaborative innovation, and international cooperation.

In the fields of industrial e-commerce, industrial internet, and industrial big data, Beijing United, guided by new quality productivity, actively promotes multi-dimensional supply chain collaboration, helping SMEs reduce costs, improve efficiency, and achieve digital transformation. The Company is committed to enhancing supply chain management capabilities and supporting the advancement of industrial infrastructure and the modernization of industrial chains. Beijing United proactively collaborates with relevant institutions to establish "Industrial Internet Data Zones," facilitating the integrated development of data chains, industrial chains, supply chains, and capital chains.

Moving forward, Beijing United will continue to invest in supply chain development, technological innovation, and digital ecosystem advancement, making active contributions to China's industrial upgrading and digital economy development.

Case

Doodoo Digital Warehouse Platform


The Tianjin Smart Digital Cloud Warehouse Project carries out digital management based on actual operations, using practical training as the medium, with the goal of mastering intelligent warehouse management systems. Warehouse operations have achieved digitization in goods receiving/shipping, inventory counting, shelf planning, and delivery route optimization. By employing smart identification, automated scanning, real-time data updates and algorithm optimization, the project has improved efficiency and accuracy across all processes. This promotes the development of informatized, standardized and normalized warehouse management and operations.



Case

Doodoo Digital Warehouse Successfully Listed in Khorgos

Toodudu officially launched its Digital Cloud Warehouse in Khorgos. This milestone not only marks a significant advancement in the Company's digital supply chain expansion in Xinjiang but also unlocks new opportunities for its e-commerce platforms and upstream/downstream industry partners. Furthermore, it injects fresh vitality into trade development along the Belt and Road Initiative. The digital warehouse will provide one-stop storage management services for e-commerce platforms, suppliers, and clients, enabling intelligent operations in goods storage, allocation, and transportation. This will substantially improve warehouse utilization and logistics efficiency, making supply chain services more transparent, efficient, and controllable.



Industry Associations Empowerment

The Company, leveraging its extensive expertise in B2B e-commerce and industrial internet, actively empowers industry associations and provides multi-dimensional support for sector development.

Case

In October 2024, a delegation from the China Customs Brokers Association visited the Company and held in-depth discussions with the Company's senior executives. During the symposium, Ji Jingjing, CEO of Beijing United lydodo, presented the Company's business model, highlighting the Company's role as a leading B2B e-commerce and industrial internet platform committed to driving innovation in industrial and supply chain operations. As a core subsidiary of Beijing United, lydodo leverages industrial e-commerce, deep supply chain solutions, and big data services to continuously unlock the potential of industrial digitalization. The platform supports enterprises in reducing costs and improving efficiency, injecting strong momentum into industrial transformation, upgrading, and high-quality economic development. Qiu Yueling, the Vice President, expressed full recognition of the Company's industrial internet platform, particularly its digital factor construction and digital supply chain service system. She encouraged the Company to further assist traditional enterprises in overcoming challenges related to digital tool selection, adaptation, and implementation costs under the trend of technology-driven digital transformation. By advancing digital supply chain services and digital industrial park initiatives, Guolian Securities can facilitate the integrated development of traditional enterprises and digitalization.



Comprehensive Innovation in Data Factor Services

As a leading digital solution provider in the industry, the Company leverages five core technologies—big data, artificial intelligence, IoT, digital twins, and cloud computing—to drive industrial digital transformation. Our mission is to empower enterprises within innovative technologies, enabling data-driven decision-making, optimizing business processes, improving operational efficiency, reducing costs, and ultimately achieving sustainable development.

In the field of big data, the Company has established vertical industry big data platforms to deeply mine data value through precise analysis and application, facilitating the digital transformation and upgrading of industrial chains. These technologies have been applied to scenarios such as transactions, logistics, warehousing, and production, enabling market demand insights, sales trend forecasting, supply chain bottleneck identification, and intelligent production transformation.

Artificial intelligence serves as a key pillar of the Company's capabilities, particularly in large language models (LLMs), generative AI, and multimodal technologies. The Company's AI solutions have been deployed across business processes, sales and procurement forecasting, e-commerce recommendations, intelligent customer service, and industrial inspection, significantly enhancing operational efficiency and service quality for enterprises.

The application of IoT technology enables the company to provide intelligent solutions and technical support for enterprises, promoting collaborative development across industrial chains. This technology has already demonstrated its value in smart manufacturing, warehousing and logistics, environmental monitoring, safety management, and energy management—enhancing both production efficiency and safety.

Digital twin technology allows for the simulation and optimization of real-world production processes and system operations in virtual environments, offering data-driven strategic support for decision-makers. The Company's digital twin solutions have been applied in smart factories, supply chain visual management, remote equipment maintenance and health management, production environment safety warnings, and energy and resource optimization.

Cloud computing technology provides the Company with virtualization, distributed computing, automated management, cloud storage, cloud security, and cloud computing platforms, supporting enterprise innovation and R&D. This technology has been widely adopted in education, scientific research, and enterprise applications, improving resource utilization and response speeds.

Through continuous R&D and application of these technologies, the Company has achieved a series of notable accomplishments, including over 20 big data-related patents, multiple industry-leading AI use cases, and groundbreaking progress in IoT and digital twin domains. Moving forward, the Company will remain committed to technological innovation, delivering more comprehensive and efficient digital transformation services to clients.

In the field of big data, the Company has established a vertical industry big data platform, leveraging precise data analysis and application to unlock deeper data value and drive the digital transformation of industrial chains. The Company's technology has been deployed across multiple scenarios, including transactions, logistics, warehousing, and production, enabling market demand insights, sales trend forecasting, supply chain bottleneck identification, and intelligent production transformation.

Case

Beijing United Innovation Cases in the Data Industry



Technology Ethics and Algorithmic Applications

The Company, with its deep accumulation in the fields of B2B e-commerce and industrial internet, has actively empowered industry associations, providing strong multi-dimensional support for industry development.

Corporate Principles for Technology Ethics and Application

Data Privacy and Security	<ul style="list-style-type: none">When conducting data collection and analysis, it is essential to protect user privacy and ensure data security.All relevant laws and regulations must be complied with, and strict data management policies must be implemented.
Transparency and Fairness	<ul style="list-style-type: none">Ensure transparency in technology applications, enabling users to understand how technologies are used and their impacts.Prevent algorithmic bias to maintain fairness in technological decision-making, ensuring no discrimination against any group.
Accountability and Sustainability	<ul style="list-style-type: none">Technological innovation should consider its impacts on society, economy and environment to drive sustainable development.Enterprises must take responsibility for the consequences of their tech products and services, ensuring positive contributions to society.
Ethical Review Mechanisms	<ul style="list-style-type: none">Enterprises should establish ethical review mechanisms to assess potential ethical risks associated with new technologies and products.Ethical reviews must be conducted at all stages of technology R&D and application to ensure alignment with societal values.

Corporate Future Goals for Technological Innovation and Development

Diversified Platform & Data Collection	<ul style="list-style-type: none">Develop diversified platforms to enable comprehensive data collection, thereby enhancing the functionality of the smart hub.30% KPI completion scheduled for 2025
Warehouse & Logistics Automation	<ul style="list-style-type: none">Achieve automated warehouse dispatch to enhance logistics efficiency.40% deployment milestone to be reached in 2025
Transparent Customer Process	<ul style="list-style-type: none">Enhance customers' shipment monitoring capabilities to improve service transparency.20% KPI completion scheduled for 2025
Intelligent Supply Chain Management	<ul style="list-style-type: none">Drive automation in supply chain processes to enhance overall decision-making efficiency.60% AI-enabled decision penetration by 2025
Knowledge Management System	<ul style="list-style-type: none">Establish a comprehensive knowledge management system to facilitate information sharing and experience accumulation.Full system implementation targeted for 2025

Data Security and Privacy Protection

Data Security and Privacy Protection Philosophy and Framework

Beijing United attaches great importance to data security and privacy protection. The Company has established a sound internal information security management system and organizational structure, while continuously enhancing its technical capabilities in information security to comprehensively safeguard security requirements.

The Company strictly complies with Chinese laws and regulations including the Cybersecurity Law, Data Security Law, Regulations on Security Protection of Computer Information Systems, and Network Data Security Management Regulations.

Beijing United has implemented a comprehensive information security management system based on internal policies such as the Corporate Network Security Management System, Information Security Management System, Comprehensive Risk Management System, IT Procurement Management System, and Data Change Management System. Under the leadership of the General Manager, the company has established a security management organization to ensure well-organized information security management activities. Furthermore, Beijing United has developed a multi-level information security responsibility system that clearly defines responsibilities at all levels. The Company focuses on policy implementation and accountability, conducts regular safety responsibility inspections, and ensures timely reporting of potential risks.

During the reporting period, the company obtained the following certifications: GB/T19001-2016/ISO9001:2015 Quality Management System Certification, ISO/IEC20000-1:2018 Information Technology Service Management System Certification, and GB/T22080-2016/ISO/IEC27001:2013 Information Security Management System Certification. These certifications fully ensure the privacy and security of stakeholders including employees, customers, and suppliers, effectively preventing data leakage incidents. In 2024, Beijing United remained fully compliant with all legal requirements, with no violations related to information security occurring throughout the year.



The Company's Information Technology Service Management System Certification

Data Security and Privacy Protection Measures

Technical Security

- **Data Encryption Technology:** Advanced encryption for storage/transmission, with dedicated encrypted storage for confidential contracts and customer data to ensure maximum confidentiality.
- **Access Control Technology:** Strict role-based access protocols that precisely align data permissions with job functions and responsibilities.
- **Security Monitoring & Alert Technology:** Real-time network traffic analysis and system monitoring through cutting-edge detection systems for immediate threat identification.

Personnel Management

- **Security Training & Education:** Conducts regular employee training programs covering data security laws, risk awareness, and operational protocols to strengthen organizational security posture.
- **Background Screening & Supervision:** Implements strict pre-employment vetting for data-handling positions, coupled with ongoing employee monitoring and whistleblowing mechanisms to ensure compliance.

Emergency Response

- **Emergency Response Planning:** Developed comprehensive data security and privacy protection contingency plans that clearly define emergency procedures and departmental responsibilities during security incidents.
- **Drills & Continuous Improvement:** Conduct regular data security emergency drills simulating various breach scenarios to validate and enhance the Company's incident response capabilities.

Data Security and Privacy Protection Achievements

■ Data Security Assurance

Through the implementation of the above systems and measures, the Company did not experience any major data security incidents in 2024, ensuring the normal operation of its business and the security of its data. The system stability and data integrity of the company have been effectively maintained, providing customers with a safe and reliable service environment and enhancing customers' trust in the Company.

To prevent sudden system failures and ensure information security, the Company has established a security emergency response mechanism and formulated the Backup and Recovery Management System and Information System Disaster Recovery System. By setting up a disaster recovery project team, the company has stipulated matters such as disaster prevention, recovery processes, power and network outage plans, and data catastrophic recovery.

■ Implementation of Privacy Protection

During the reporting period, the Company strictly complied with privacy protection regulations, and no incidents of customer information leakage or abuse occurred. The Company's measures to protect customer information have been recognized by clients, enhancing its brand image and market competitiveness, and laying a solid foundation for its sustainable development.

Focus on Service Product Quality

Beijing United adheres to the principle of "quality first," integrating product quality throughout the entire business process, including procurement, sales, and logistics. The Company recognizes that high-quality products are the foundation for meeting customer needs, earning market trust, and achieving sustainable development.

In strict compliance with relevant laws and regulations such as the Product Quality Law of the People's Republic of China and the Import and Export Commodity Inspection Law of the People's Republic of China, the Company has established a comprehensive, multi-tiered quality management system supported by a digital management framework. This system clearly defines the responsibilities of each role in product quality control, ensuring that quality management follows established protocols.

The Company has developed a cloud-based logistics tracking system that integrates with the BeiDou Navigation Satellite System (BDS) to provide real-time updates on vehicle location, speed, and other critical data, enabling continuous monitoring of the transportation process. This approach enhances transportation efficiency and service quality, mitigates logistics risks, and ensures that product quality remains uncompromised during transit.

Enhance Customer Service

The Company upholds a "customer-centric" service philosophy, deeply understanding client needs and striving to deliver high-quality, efficient, and personalized services. We are committed to continuously enhancing customer satisfaction and loyalty.

Customer Service System

The Company continuously refines its after-sales management system by clarifying assessment rules, performance metrics, and reward-penalty mechanisms to effectively motivate relevant departments to enhance after-sales service quality. We actively develop and optimize the functionalities of Beijing United's Cloud Customer Service System and After-sales Management System to improve service handling efficiency, elevate customer shopping experience, and maintain strong client relationships.

Customer Feedback & Satisfaction

The Company has established a closed-loop complaint management mechanism that encompasses preemptive prevention, real-time control, and post-incident improvement. The Company provides multiple customer complaint channels to ensure timely and effective resolution of client issues. Additionally, we organize offline bulk procurement salons and industry conferences to gain in-depth understanding of customer needs, thereby continuously enhancing customer satisfaction.

Beijing United Customer Complaint & Communication Channels

Social Media

We actively monitor the evolution of social media and proactively engages with clients through these platforms. Customers may follow our official social media accounts (including WeChat Official Accounts, etc.) to access the latest corporate updates and service information, while also utilizing these channels to provide valuable feedback and suggestions.

Online Platform

Our business platform website offers comprehensive service information and multiple consultation channels. Clients can visit our official business website to access detailed service offerings, policies, contact information, and other relevant details.

Responsible Marketing

The Company rigorously adheres to relevant laws and regulations including the *Advertising Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, ensuring full compliance of all marketing activities. Throughout advertising campaigns and market promotion initiatives, we implement stringent content review protocols to eradicate false advertising, prevent consumer deception, and uphold fair market competition standards.

Beijing United Customer Complaint & Communication Channels

Ensure information authenticity and accuracy

- Product Information Disclosure: In all marketing activities, Global Linker guarantees the authenticity, accuracy, and completeness of product information provided to customers. Product introductions comprehensively cover characteristics, quality standards, usage instructions, after-sales services, and other essential aspects to enable customers to make well-informed purchasing decisions.
- Data Security: We maintain the highest standards for customer data security. All marketing operations strictly comply with relevant regulations to prevent any leakage or misuse of customer information.

Promote sustainable development

- Supporting Clients' Low-Carbon Transition: Leveraging our platform and technological strengths, we empower small and medium-sized enterprises across the industrial chain to achieve green and low-carbon transformation.
- Sustainable Supply Chain Management: In procurement practices, we prioritize suppliers with strong sustainability credentials, giving preference to those demonstrating excellence in environmental protection and social responsibility.

Case

Beijing United TDD-global Co-hosted: 2024 China-Pakistan Animal Fodder and Fruits, Vegetables Processing B2B Matchmaking Meeting

On November 26, 2024, the 2024 China-Pakistan Animal Fodder and Fruits, Vegetables Processing B2B Matchmaking Meeting, jointly organized by the Embassy of Pakistan in China, Board of Investment Pakistan, China Association for the Promotion of International Agricultural Cooperation (CAPIAC), China Grain Association, and Beijing United TDD-global, was successfully held at the Marriott Hotel, HNA Plaza, Beijing.

The meeting served as a strategic bridge to enhance agricultural cooperation and exchange between China and Pakistan. It brought together 200 enterprises, culminating in the signing of 12 Memorandums of Understanding (MoUs) and 1 Letter of Intent (LoI), with a total projected trade value of USD 25 million, marking a significant milestone in bilateral agricultural collaboration.



Case

Beijing United Achieves Multiple Milestones at 2024 CIFTIS

On September 15, 2024, the "China Enterprises Going Global Forum" hosted by the China Enterprises Going Global Alliance, as a special forum of the 2024 China International Fair for Trade in Services, grandly opened at the Beijing National Convention Center. Xu Jian, Executive President of Beijing United' cross-border platform CNAUTO, was invited to attend the summit and served as a dialogue guest at the high-end dialogue on "How Service Trade Enterprises Should Explore and Integrate into the Global Market". Starting from the practical problems encountered by service trade enterprises in exploring international markets and carrying out international cooperation, he discussed the development path of service trade together with guests such as Zhou Wuzhong, President of the International Design Science Society. During this period, CNAUTO reached a cooperation intention with the China Chamber of Commerce in South Africa, hoping to further deepen economic and trade cooperation and exchanges in other fields with South Africa.



Partnerships & Social Responsibility

Supply chain management serves as the cornerstone of enterprise development. We have established a highly efficient supply chain to ensure timely raw material supply and rapid product delivery, enhancing customer loyalty, strengthening market competitiveness, and fostering innovation in industrial operations. Simultaneously, we maintain close ties with local communities, not only accessing regional resources but also giving back to society, thereby building a strong brand reputation. Looking ahead, we remain firmly committed to integrating AI and digitalization with green development principles. We will comprehensively optimize supply chain processes, achieve precise supply-demand matching, and reduce logistics waste. We actively engage in community initiatives by supporting local education and elderly care programs, organizing employee volunteer activities, and promoting regional prosperity. Through these efforts, we aim to create a mutually beneficial relationship between the enterprise and the community, working together toward a sustainable future.

2024 Key Performance Indicators (KPIs)

- ◆ In 2024, the company has progressively strengthened the management of ESG-related documentation, including the signing of Integrity Agreements, Environmental and Occupational Health & Safety Communication Letters to Stakeholders, and Supplier SA8000 Social Accountability Commitment Statements with its suppliers.
- ◆ In 2024, the Company has further strengthened supplier training and market engagement initiatives.
- ◆ In 2024, the Company's public welfare service duration was **193** hours, with a total of **43** person-times; the participation in public welfare environmental sanitation services was **305** hours, with a total of **233** person-times.

Commitment to Sustainable Development Goals (SDGs)



Responsible Supply Chain

The Company is committed to developing a sustainable supply chain that not only meets procurement requirements and fulfills commitments in a timely manner but also actively drives suppliers to enhance their sustainability performance. We implement end-to-end management across supplier qualification, procurement, evaluation, and capacity-building, with targeted integration of ESG risk assessments.

To ensure supply chain sustainability and mitigate financial and ESG risks, the Company has established a rigorous supplier management mechanism, featuring a two-tier governance structure that operates at both corporate and project/city-company levels.

Supply Chain Governance Framework

The Company has established a supply chain management system centered on internal regulations such as the Procurement Management Standards, Supplier Management Regulations, and Stakeholder HSE Management Guidelines, which comprehensively cover supplier development, evaluation, qualification, and full lifecycle management. These regulations clearly define supplier classification criteria, development principles, and differentiated management strategies. Through dynamic assessments and ongoing performance monitoring, the system ensures suppliers consistently meet the company's requirements in quality, delivery timelines, environmental protection, and other key areas. Additionally, the company has implemented a supplier compliance review mechanism that incorporates ESG indicators - particularly environmental protection and workplace safety - into qualification requirements, thereby significantly strengthening supply chain sustainability



Beijing United Supply Chain Governance Framework

Supply Chain Security Risk Identification

The Company's monitoring and management of supply chain risks are essential to ensuring business continuity, compliance, and reputation protection while promoting sustainable development. We adhere to the principle of implementing comprehensive supply chain risk management to identify and evaluate potential risks, take effective preventive and responsive measures, thereby enhancing supply chain resilience and responsiveness, guaranteeing product and service quality, protecting environmental and human rights standards, and upholding the company's business ethics and governance principles. Our primary focus lies in risk identification and management optimization for suppliers in the areas of product quality, ethical business practices, green production, and occupational health and safety

Supply Chain Lifecycle Management

Beijing United places high importance on supplier sustainability development and ESG governance. The Company has established clear management requirements for environmental protection, social responsibility, and business ethics during the supplier qualification process. Furthermore, we have integrated these requirements into all core stages of supplier management and conduct regular evaluations to ensure suppliers' ongoing compliance and effective risk prevention and control.

Beijing United Supply Chain Management System	
Supplier Selection	Each subsidiary shall prioritize selection from the existing supplier directory based on Company needs and the technical specifications of the R&D department. If unsuitable, they may proceed to select from the open market for preliminary screening. Upon passing the document review, a thorough evaluation will be conducted.
Supplied Product Quality Management	Suppliers must inspect their supplied products and provide valid qualification reports or certificates. Any changes must be notified in advance, and renaming requires submission of detailed documentation. If a supplier has not supplied goods for an extended period or exhibits quality irregularities, they must undergo re-evaluation or face disqualification.
Supplier Assessment & Re-evaluation	Dynamic management shall be implemented, with evaluations conducted annually at year-end or when new qualified suppliers are added. Each subsidiary shall organize the assessment and revise the list of qualified suppliers based on comprehensive evaluation results, including supplier audit reports.
Supplier Dynamic Classification & Management	Suppliers shall be periodically classified and rated based on their performance evaluation results, enabling dynamic management to reward excellence, eliminate underperformers, and drive continuous improvement in product and service quality. Supplier management approaches shall be differentiated according to the total number of suppliers available to the Company.

In the introduction of new suppliers, Beijing United prioritizes the comprehensive service capabilities of suppliers while also assessing their performance in environmental and social risk management aspects such as labor rights and business ethics. The Company has established systems including the Supplier Review Form and Supplier Evaluation Form to conduct qualification capability assessments, on-site audits, and credit rating evaluations during the selection and approval process of new suppliers, thereby ensuring quality, safety, and environmental compliance while promoting sustainable supply chain development. Simultaneously, when introducing new suppliers, the Company signs ESG-related documents with suppliers such as the Integrity Agreement, Environmental and Occupational Health Safety Communication Letter to Relevant Parties, and Supplier SA8000 Social Responsibility Commitment Letter to ensure their ESG performance.

Beijing United's Supplier Screening Process	
Supplier Sourcing	Based on market research findings, potential suppliers are screened and compiled into a list of candidate suppliers.
Supplier Qualification Assessment	Establish a supplier evaluation team to conduct comprehensive assessments on quality, service, ESG and other dimensions in accordance with internal admission requirements. Based on field research, consolidate and complete the Supplier Survey and Evaluation Report.

■ Supply Chain ESG Training

Beijing United periodically organizes supplier exchange and training sessions to facilitate friendly and equitable development through face-to-face communication between both parties. Additionally, the Group conducts regular awareness campaigns on work safety and safety management requirements for qualified suppliers, aiming to enhance their safety awareness and empower their development.



Case

Beijing United's Jiangxi Xinzhen Supplier Training

In 2024, to enhance suppliers' overall capabilities and safeguard employees' occupational health, the Company organized supplier training sessions for Jiangxi Xinzhen, with particular emphasis on compliance with operational protocols and workplace safety standards. The training covered proper operational procedures, safety management measures, and occupational health protection requirements. It aimed to heighten suppliers' awareness of safety and health in production processes, ensure work environments meet safety regulations, reduce occupational diseases and accidents, and promote both operational efficiency and the physical/mental well-being of employees.



Case

Beijing United's Shandong Fuxiangrun Supplier Training

To enhance service quality, the Company organized supplier training for Shandong Fuxiangrun, designed to improve suppliers' accuracy and timeliness in product delivery as well as their overall service capabilities. The training program encompassed customer needs analysis, quality control, after-sales service, and communication skills. It aimed to strengthen suppliers' attention to detail in service processes, boost their responsiveness and service attitude, thereby ensuring better fulfillment of client requirements, increased customer satisfaction, and the development of long-term collaborative partnerships.



■ Conflict Minerals

The Company's production process does not involve the use of 3TG minerals. At the same time, Beijing United adheres to responsible procurement practices, committing to refrain from using minerals sourced from conflict-affected regions. The Company also explicitly requires its suppliers not to use minerals from such areas or any sources that violate its policies.

Beijing United pledges to comply with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* issued by the Organization for Economic Co-operation and Development (OECD), as well as the regulations on tungsten, tin, tantalum, and gold minerals from conflict zones under the *Dodd-Frank Wall Street Reform and Consumer Protection Act*. These requirements are incorporated into contracts or agreements with mineral suppliers to ensure that neither the company nor its supply chain uses minerals originating from conflict-affected areas or those that contravene the Company's *Non-Use of Hazardous Substances Commitment*.

■ Equal treatment for SMEs

In 2024, the Company strictly adhered to the contractual terms with small and medium-sized enterprises (SMEs), ensuring all due payments in compliance with agreements were made on time. We remain committed to maintaining strong cooperative relationships with SMEs, upholding financial responsibility and sound asset management to ensure equal treatment for all partners.

Social Welfare and Volunteer Services

Beijing United has consistently carried out a series of public welfare and philanthropic initiatives over the years, advancing charitable causes such as poverty alleviation and educational support. These efforts not only demonstrate the Company's commitment to creating social value but also highlight the positive corporate ethos of the Group. Adhering to the spirit of volunteerism—"dedication, fraternity, mutual assistance, and progress"—the Company actively encourages employees to participate in volunteer activities, contributing compassion and warmth to society. Through initiatives such as rural revitalization, support for major events, and community-building programs, Beijing United has effectively leveraged the power of volunteer service to drive meaningful impact. Looking ahead, we will further strengthen its efforts to give back to society, striving to make even greater contributions to the community.

Volunteer Engagement

Beijing United profoundly recognizes the symbiotic relationship between enterprises and society. A company's thriving development is never an isolated phenomenon, but rather deeply rooted in the fertile soil of societal support from all sectors. It is for this reason that the Company steadfastly advocates for and actively encourages every employee to dedicate their leisure time to participating in diverse volunteer activities. Through these tangible actions, we expect our team members to embody our collective gratitude and give back to the community.



Key Performance Indicators

In 2024, Beijing United organized:

- Environmental Cleanup Activities: **233** participants contributed **305** service hours
- Volunteer Service Programs: **43** staff engagements totaling **193** service hours
- Public Awareness Campaigns: **20** employee involvements with **42** service hours

Supporting Public Health Initiatives

Beijing United has always placed public medical and health endeavors at an extremely important strategic level, with particular attention and care given to the rare disease patient community. The Company has keenly recognized the challenges faced by rare disease patients—including scarce medical resources and exorbitant treatment costs—and the multiple layers of difficulties these circumstances impose on patients and their family lives. Based on this understanding, Beijing United has taken proactive action, dedicating full efforts through various channels and approaches to enhance societal awareness and prioritization of all types of rare diseases.

Throughout its history, Beijing United has not only invested substantial human, material, and financial resources in combating viruses as part of major public health missions—demonstrating strong social responsibility—but in recent years has also continuously broadened its philanthropic vision, gradually expanding robust support to numerous other medical public welfare initiatives. Whether through active participation in awareness campaigns about rare disease medical knowledge, generous contributions to the construction of rehabilitation facilities for rare disease patients, or the promotion of collaborations and funding for rare disease research projects with medical research institutions, Beijing United has spared no effort. The ultimate goal is to create a more hopeful and friendly social environment for the rare disease patient community, supporting them to feel less alone in their battle against illness and to gain more assistance and support. This aims to improve their quality of life to a certain extent, while contributing unique and crucial strength to building a healthy and harmonious society.



Case

Beijing United Charity Medical Consultation

In 2024, Beijing United organized multiple charity medical consultation events that were warmly welcomed and well received by participants. These activities provided medical services to over 100 participants in total. The consultation sites maintained an enthusiastic yet orderly atmosphere throughout the events, successfully enhancing participants' health awareness and disease prevention knowledge. Participants unanimously expressed their appreciation for these events, noting that such activities spared them the inconvenience of hospital visits while giving them a better understanding of their health conditions. Many voiced their hope that similar events would be held more frequently in the future.

During these medical consultations, a team of 14 healthcare professionals conducted comprehensive examinations for participants, including blood pressure monitoring, blood glucose testing, blood type identification, as well as specialized checkups for neck, shoulder, back and leg pain, along with ear-nose-throat examinations. All medical specialists performed thorough assessments and provided professional, science-based diagnosis and treatment recommendations to each participant.



Achieving Rural Revitalization

Beijing United has consistently upheld a profound understanding and strong sense of mission, fully recognizing the pivotal role of rural revitalization in the nation's comprehensive development. The Company firmly believes that corporate growth is inextricably linked to the prosperity of rural communities. Guided by this conviction, Beijing United has proactively shouldered its corporate social responsibilities, making comprehensive efforts in rural revitalization and philanthropic initiatives, with the continuous improvement of people's livelihoods as its unwavering goal.

In practice, the Company has closely aligned with the objectives of the 14th Five-Year Plan, focusing on pioneering industrial digital economy practices as its core strategy to expand government-enterprise collaboration. By establishing innovative industrial digital economy models, Beijing United actively promotes the effective allocation and integration of resources into rural areas. In agricultural industrial upgrading, the company leverages digital technologies to optimize agricultural supply chains and enhance the added value of farm products. For rural talent development, it utilizes online platforms to provide skills training and knowledge sharing, fostering endogenous momentum for rural growth. Through these concrete measures, Beijing United fully unleashes the immense potential of the industrial digital economy in advancing rural revitalization, painting a vibrant blueprint for sustainable rural development and setting an exemplary model for corporate participation in this national endeavor.



Case

Beijing United's Strategic Partnerships Powering Rural Revitalization

CUFE Rising Capital Management Co., Ltd. (hereinafter referred to as "CUFE Rising Capital Management"), Guangdong Dongjiang Green Agricultural Products Trading Co., Ltd. (the operator of Heyuan's consumption assistance production-marketing platform, hereinafter referred to as "Dongjiang Green"), and Beijing United have officially signed a tripartite cooperation agreement. The core objective of this collaboration is to advance rural revitalization by leveraging advanced digital technologies to promote the green, high-quality, and brand-driven development of regional agriculture.

Under the agreement, Beijing United, CUFE Rising Capital Management, and Dongjiang Green will fully integrate their respective strengths to deepen cooperation in three key areas: B2B information services, digital technology, and B2B vertical e-commerce. Specific initiatives include providing digital factory solutions, centralized e-commerce procurement, digital trading platforms, digital supply chain systems, and PTDCloud internet services for Heyuan's rural revitalization efforts, with the goal of establishing a regional agricultural digital innovation demonstration system.

The signing of this strategic partnership marks a significant milestone for CUFE Rising Capital Management in expanding its "fund +" business model, particularly in the "capital supports agriculture, technology empowers agriculture" sector. Moving forward, CUFE Rising Capital Management will continue collaborating with Beijing United and other stakeholders to multi-dimensionally and comprehensively support the development of smart agriculture, driving digital empowerment for rural revitalization.



Case Beijing United's Strategic Collaboration Drives Rural Revitalization

Lydodo has strategically collaborated with leading rice producers in Tailai County, including Liushuixiang Ecological Agriculture Co., Ltd. These partners specialize in premium varieties such as "Longyang 16" and "Daohuaxiang", implementing strict quality control across the entire production chain—from rice cultivation and field management to storage, processing, packaging, and sales. This comprehensive approach ensures the superior quality of Tailai rice, enhancing its market competitiveness and enabling farmers to sell their produce at better prices, thereby indirectly increasing rural incomes.

Through this deep integration with Tailai's rice industry, Lydodo has significantly advanced local agricultural development. The collaboration extends beyond production support to foster synergistic growth in logistics, packaging, and related sectors, creating more employment opportunities locally. These initiatives not only stimulate rural economic prosperity but also provide stronger income growth channels for farmers, contributing to the sustainable development of Tailai's rice industry.



Advancing Green Practices

Deep Integration of Sustainability Principles into Business Operations and Innovation

- Actively responding to the national "dual carbon" goals, namely the carbon peak and carbon neutrality strategy, the company continuously enhances its environmental governance capabilities through optimized green management, embedding green development principles throughout its corporate growth journey.
- In the construction of its digital economy headquarters, the company adheres to the principles of "low-carbon, eco-friendly, and smart," selecting durable building materials while fully utilizing information technology to enhance construction and management efficiency. It emphasizes the circular use of construction materials and the recycling of construction waste, reducing environmental pollution at the construction site.
- The Company leverages its platform and technological strengths to help small and medium-sized enterprises (SMEs) across the industrial chain reduce costs, improve efficiency, and achieve green, low-carbon transformation. Through its "digital technology + digital factories" approach, the company assists partnered cloud factories in their digital transformation, enhancing production and operational efficiency while realizing energy savings and reduced carbon emissions.

Promoting Green Practices in the Chemical Industry/Brand Development

- Beijing United's Duoduo Platform has established a titanium concentrate storage network connecting Panxi and Shandong with multimodal transportation. After consolidating large volumes of stable titanium concentrate purchase orders in Shandong, the company has transformed the long-standing logistics pattern dominated by road transport from Panxi by setting up central warehouses in Tianjin Port and Huanghua Port (Hebei) for multimodal transportation.
- Multimodal transportation optimally utilizes the advantages of each transport mode while mitigating their weaknesses, achieving both energy conservation/emissions reduction and significant cost savings. This approach has reduced titanium concentrate logistics costs from the original 450-600 yuan/ton to no more than 350 yuan/ton. Compared to the average selling price of about 2,200 yuan/ton for titanium concentrate, logistics costs can be directly reduced by approximately 10%.
- Beijing United is dedicated to constructing a green supply chain system for China's coatings industry. Through digital management and multimodal transportation practices, we are driving low-carbon development across the industrial chain to new heights.
- Beijing United has established a "Digital Cloud Factory + Digital Supply Chain + Industrial Internet" ecosystem to facilitate energy conservation and emissions reduction in manufacturing, fully committed to building a sustainable green industrial circle.

Employee Employment and Career Development

Beijing United adheres to a people-oriented approach, providing employees with multi-dimensional benefits and care covering health, life, financial security, etc. By continuously improving talent development paths, optimizing the employee training system, and establishing employee incentive plans, it creates a comfortable and safe working and living environment for employees, enabling them to integrate self-worth with corporate values and achieve common development and progress with the Company.

2024 Key Performance Indicators (KPIs)

- ◆ As of the end of 2024, the Company had **1,380** on-the-job employees, with female employees accounting for **56%**.
- ◆ In 2024, the Company had **1,184** person-times participating in work safety training, with an employee coverage rate of **85.8%**.
- ◆ In 2024, the headquarters of Beijing United and its subsidiaries organized a total of **358** training sessions, with a combined participation of **38,924** person-times.
- ◆ In 2024, the Company's new employee training covered all newly hired staff, with a **100%** coverage rate.

Commitment to Sustainable Development Goals (SDGs)



Employee Development

Employee Development Management Framework

Our overall employee development strategy is formulated by the Board of Directors, with the management team led by the President responsible for execution. As the primary department in charge of human resources, the Human Resources Department is responsible for the specific implementation of a series of employee development-related affairs, including compensation and benefits, diversified employment, labor rights, and employee training. All our subsidiaries have established human resources departments or personnel specialists to carry out related work and protect employee rights.

The Human Resources Department has overall responsibility for the Company's employee development, including formulating and executing recruitment policies, employee training and development, compensation and benefits management, as well as employee promotion and incentive mechanisms. The department also ensures compliance with policies against child labor and forced labor during the recruitment process, and manages the introduction and administration of high-end talent. In addition, the Human Resources Department oversees employees' career planning and job changes, promoting their continuous growth and development within the Company.

Employee Development Risk Management

Through systematic surveys, interviews, audits, data analysis, and other multi-channel approaches, we continuously identify and assess employee satisfaction and engagement, training and development needs, the effectiveness of benefits and work-life balance, as well as the actual impact of innovative incentive mechanisms. Meanwhile, we conduct regular reviews of internal communication efficiency and compliance with human rights and labor standards to ensure effective protection of employee rights. By deeply analyzing diversity and inclusion opportunities and continuously benchmarking against external standards and industry practices, we continuously optimize our employment compliance strategies, turnover rate management, and supply chain human rights and labor standards reviews. On this basis, supported by rigorous supervision and assessment mechanisms, we integrate key performance indicators (KPIs) into human resources strategies and department heads' evaluations to ensure that employee-related issues remain closely aligned with the Company's overall development goals and continue to improve.

Employee Development Strategy

Equal and Diverse Employment Strategy

We uphold a high sense of social responsibility and legal awareness, strictly comply with a series of international conventions and domestic laws and regulations, effectively protect human rights in all aspects of corporate operations, safeguard the legitimate rights and interests of employees and suppliers, and actively build harmonious and stable labor relations. The Company fully abides by important international conventions approved or signed by the Chinese government, such as the *International Covenant on Economic, Social and Cultural Rights*, the *International Covenant on Civil and Political Rights*, and the *Convention Concerning the Elimination of Discrimination in Respect of Employment and Occupation*, integrating international human rights standards into corporate management concepts and practices.

The Company has formulated internal documents such as the *Discrimination Prohibition Management System*, *Policy and Procedure Document for the Prevention of Child Labor Employment*, *Forced Labor Prohibition System*, and *Basic Personnel System*. Adhering to open, fair, and just recruitment processes and the principle of equal employment, it opposes any form of discrimination, prohibits child labor, resists all forms of forced and compulsory labor, promptly completes the signing of labor contracts for new hires, and makes every effort to protect employees' legitimate rights and interests. In terms of employment principles, the Company has always adhered to the concept of equality and non-discrimination, treating every employee fairly and justly. Regardless of gender, region, race, or religious belief, it provides them with equal employment opportunities, development space, and compensation. The Company also actively promotes the construction of a diversified team, encourages talents from different backgrounds to gather, learn from each other, collaborate, and jointly contribute to corporate development.

Key Performance Indicators

As of the end of 2024, the company had **1,380** on-the-job employees, with female employees accounting for **56%**.

The Company has no form of employment discrimination or forced labor, and the labor contract signing rate for employees is **100%**.

Comprehensive Compensation, Benefits and Care

We firmly believe that talent is the core driving force for enterprise development, and unswervingly implement an innovative distribution policy that combines salary incentives with non-salary benefits, while carefully carrying out a targeted hierarchical management model. In terms of salary incentives, the company has always adhered to the core philosophy of "efficiency first, fairness consideration, and legal compliance", and made every effort to create the *Salary and Welfare Management* system of Beijing United that is highly aligned with the enterprise strategy.

Basic Principles of the Company's Salary Distribution

Flexibility Principle	The design of salary focuses on establishing a reasonable value evaluation mechanism. Under unified rules, the final income of employees is determined through performance evaluation.
Legality Principle	To break the rigidity of wages and enhance wage flexibility, performance appraisal is used to closely link employees' income with both company performance and individual performance, thereby stimulating employee enthusiasm.
Economy Principle	The growth of labor costs corresponds to the profit margins of each branch. The appropriate increase in wage costs is used to inspire employees to create more economic value, achieving sustainable development.
Incentive Principle	The salary distribution complies with national and local labor laws and regulations. In the distribution process, employees' basic rights and interests are protected, and any discriminatory or unfair practices are prohibited.
Fairness Principle	The business environment and development strategies of enterprises are constantly changing, so the salary distribution system should have a certain degree of flexibility to adjust according to the changes of the enterprise.

Welfare System: The Company strictly formulates the *Insurance and Housing Fund Management* policy of Beijing United in accordance with relevant national and local policies and regulations. It fully contributes to social insurances such as endowment, medical, work-related injury, maternity, and unemployment insurances for employees, ensuring they can obtain solid protection when facing various life risks. Meanwhile, it actively implements the housing provident fund system to help employees achieve the dream of having a stable residence. In terms of implementing national policies, the Company has always adhered to a rigorous and responsible attitude, strictly enforcing a series of policy regulations involving employee benefits such as maternity leave and parental leave, effectively protecting employees' legitimate rights and interests during special periods, and making employees feel the warmth and support of the enterprise.

Social Insurances

Endowment insurance, medical insurance, work-related injury insurance, maternity insurance, unemployment insurance

Housing Benefits

Housing provident fund system, staff dormitories

Statutory Holidays

Maternity leave, parental leave, marriage leave, sick leave

Communication Benefits

Communication allowance

Employee Care Benefits

Afternoon tea, birthday parties, exclusive birthday surprises for employees, team building activities, monthly kick-start packs, performance incentive promotion activities

Seasonal Care

Cool drinks, heatstroke prevention supplies (summer), warm blankets, hot drinks (winter)

Assistance and Relief Benefits

Assistance and relief work (pairing assistance, life, medical and educational support), condolences to employees in difficulty

Life Benefits

Marriage bonus, festival greeting gifts, seasonal care packages



Birthday Parties for Employees



Monthly Kick-Start Packs

Employee Assistance: Beijing United has long been committed to providing comprehensive support and relief initiatives, conducting thorough and meticulous research to ensure effective aid. The Company dispatches multiple professional research teams to various departments and grassroots positions, engaging in in-depth conversations with employees in need and their families to fully understand their practical challenges in daily life, healthcare, education, and other areas. Through extensive collection of employee feedback and analysis of first-hand data, the company identifies precise directions for its assistance programs. It implements targeted support measures, such as "one-to-one employee assistance partnerships," ensuring that "genuine difficulties receive genuine help." Additionally, Beijing United has institutionalized "Warmth Delivery" initiatives. During holidays, the company provides thoughtful seasonal care packages to employees in need, conveying corporate care and goodwill. Moreover, the company continues to expand universal welfare programs, extending support beyond financially strained staff to cover all employees—ensuring everyone feels the warmth of the corporate family.



Case

Beijing United's Employee Assistance Program for Staff in Need

At Beijing United, employee care is not just a slogan—it's reflected in daily actions.

In 2024, Xiaohua, an employee of Beijing United, faced significant financial strain due to long-term medication needs, making life difficult for his family. Upon learning of his situation, leaders of the Company immediately activated the assistance program, providing Xiaohua with a monthly stipend of 500 yuan (totaling 6,000 yuan annually) to ease his burden. Additionally, Beijing United assigned a colleague to support Xiaohua's workload, allowing him flexible scheduling to care for his family without compromising his job responsibilities.

To systematically assist employees like Xiaohua during unexpected hardships, Beijing United conducts ongoing research into employee challenges, strengthening assistance policies and establishing a comprehensive emergency support system with clear guidelines and procedures. The Company has also implemented a dynamic tracking system, maintaining detailed records of employees in need to ensure timely and effective aid.



Case

Beijing United "NextGen Support Program"

Beijing United places great emphasis on employee training and education, while also paying close attention to the academic development of "NextGen" (children of employees).

"NextGen" members who gain admission to prestigious universities are eligible for educational grants ranging from 5,000 to 30,000 yuan. All those admitted to undergraduate programs receive a special enrollment gift. In 2024, a total of 14 employee families received the "NextGen Enrollment Gift" - a gold jewelry set from Caibai - provided by the Company's assistance fund.



Care for Female Employees: In protecting female employees, the Company has established the *Regulations on Maternity Leave and Salary Payment* in accordance with the *Special Provisions on Labor Protection for Female Employees* and the *Population and Family Planning Regulations*, providing special care for female staff to safeguard their rights and interests at the institutional level. Additionally, the company prioritizes and enhances labor protection for female employees in production processes by conducting regular hygiene inspections of their work environments and continuously improving their working conditions. Furthermore, the company actively implements a regular health check-up system for female employees, paying close attention to their physical and mental well-being. Recognizing the unique challenges women face in balancing work and family life, the company has also designed a series of exclusive care initiatives to support them.

Case

"Joy Within, Joy in Action" Mother's Day Event

In May, as the Mother's Day arrived, Beijing United meticulously organized a special celebration under the theme "Joy Within, Joy in Action", presenting its female employees with a holiday gift brimming with love and care.

The Company premises were adorned with exceptional warmth, suffused with festive cheer throughout. Vibrant fresh flowers and exquisite refreshments graced the venue. The event commenced with an enlightening "Women's Self-Care and Psychological Wellness" lecture delivered by a professional counselor. Through vivid case studies and accessible explanations, the expert guided participants to recognize the importance of nurturing their inner selves while caring for their families, emphasizing essential stress-relief techniques and emotional management strategies.

Continuous Employee Training and Development

The talent development strategic vision of Beijing United is closely linked to the Company's overall mission and vision - to achieve the common growth of talent and the enterprise.

Talent Development Principles

Full Coverage Principle	In terms of talent development, we have achieved full coverage, ensuring that employees at any job level or position will have matching learning plans at different stages.
Competency-Oriented Principle	Beijing United upholds the philosophy of "valuing both qualifications and character while attaching less importance to academic credentials and seniority", which embodies a practical competency orientation that emphasizes both virtue and talent. During recruitment and talent promotion, the Company places greater emphasis on employees' actual work capabilities. For example, for business positions, it prioritizes practical business competencies such as market development and customer relationship management. Training is also carried out in a targeted manner to address the specific capabilities required for different positions.
Talent and Business Matching Principle	With the development and changes of the Company's business, dynamic adjustments will be made to talent. For example, when the company transforms from traditional information service business to big data services, it will reassess and redeploy internal talent. Employees with potential in data analysis will be key-trained and adjusted to big data-related positions. Meanwhile, talents with professional skills such as big data algorithms and data mining will be recruited to ensure that the talent structure adapts to the business structure.

Corporate Training System and Performance Appraisal System

Employee Training System	<ul style="list-style-type: none">● Implement an online+offline integrated model to create a full-coverage training and learning environment.● Complement internally developed courses with external premium courses, and build an in-house trainer team.● Establish learning maps for key positions to assist in course development.● Create an internal learning operation system to foster a positive learning and sharing atmosphere.
Training Performance Confirmation	<ul style="list-style-type: none">● Regularly carry out employee training activities through open courses, external training, team-building activities, etc., combined with tests to understand employees' acceptance level.● Establish a complete training management process and execution standards to achieve integration of company-wide training performance data.● Improve the human resources digitalization system.

Training Program System

Leadership Development	Leadership programs are primarily aimed at management cadres of the group and its subsidiaries, with the goal of cultivating leaders who possess strategic vision, market insight, and team cohesion to drive the Company's business expansion and technological innovation. The courses cover content ranging from basic leadership skills such as communication techniques and team building to advanced strategic management and change management.
Professional Skill Enhancement	The group coordinates while each professional line including finance, technology, trading, commerce, and customer service organizes training independently, introducing unified work thinking, concepts, and standardized processes to enhance job-specific professional skills and collaborative capabilities.
Professional Competence	Professional competence programs mainly focus on general knowledge projects, where lecturers Beijing United's internal trainer team and external professional teams provide Company employees with general office knowledge such as Office applications, marketing skills, business etiquette, and effective communication.
New Employee	After joining the Company, new employees will enter the "Hello New Colleague Onboarding Camp". Focused on the growth path of "enlightenment - wing practice - feather enrichment - flight" and guided by the training mainline of "Guolian first experience - deeper understanding of industry chains - methodical work - strongest in the workplace", the camp provides training on the Company's corporate culture, basic employee rules and regulations, legal and integrity construction, business introduction, work processes, and skill training.
Reading Sharing	The Company has formulated the <i>Reading Together for Knowledge Sharing - Annual Co-reading and Co-cultivation Plan</i> , creating a long-cycle and diversified learning project through curated booklists, selected content, customized schedules, and interactive dialogues. Taking books as the carrier and booklists as the basis, it guides members' learning directions, creates more internal interactive channels, and fosters greater consensus, co-creation, and win-win outcomes.

Meanwhile, the company encourages employees to actively participate in training activities organized by the company, providing both online and offline training formats for employees to choose from, so as to maximize employee participation rate.

Key Performance Indicators

In 2024, the headquarter of Beijing United and its subsidiaries organized **358** training sessions in total, with **38,924** person-times participating.

The important trainings included **19** new-employee training camps, **27** experience-sharing sessions, **43** technical trainings, **10** Silk Road-themed activities and **6** management-level trainings.

The new-employee training covered all the new employees in 2024, with a coverage rate of **100%**.

The general-skill open-classes were participated by all employees, with a coverage rate of **97.23%**.

Systematic Employee Assessment and Promotion

We have always placed great importance on employees' career development, committing to building a scientific, transparent, and diversified career promotion system. We continuously improve the construction of talent growth channels, expanding career paths for employees in both horizontal and vertical dimensions to provide broad space for their professional development.

The Company has formulated institutional documents such as the *Group Promotion Policy*, *Group Internal Talent Mobility Management System*, *Group Internal Competition Management System*, *Personnel Performance Appraisal Management System*, and *Cadre Management System*. These documents establish clear internal promotion mechanisms, job rotation systems, competition standards, and long-term talent development mechanisms to ensure the fairness and impartiality of promotion work and assist employees in rapid growth. By building a promotion system platform, we clarify promotion evaluation criteria, processes, and ratios to ensure transparency, while continuously improving promotion communication platforms and incentive-restraint mechanisms. In the vertical dimension, based on the actual needs of the group and its subsidiaries, we standardize the internal and cross-unit promotion mechanisms to ensure clear, fair, and orderly paths; in the horizontal dimension, we regulate the flat transfer mechanism across units or departments in line with the group's strategic layout, promoting rational talent flow and optimal allocation to achieve the right person in the right position.

From March to May 2024, Beijing United carried out a comprehensive talent inventory across the group. Through systematic sorting and in-depth analysis, we fully grasped the overall talent status and development potential, providing a solid basis for precise talent cultivation and rational utilization. Immediately following, in May, the Company held a rigorous public internal selection and competition, further tapping into internal talent potential, stimulating employees' competitive awareness and enterprising spirit, and injecting continuous momentum into the Company's sustainable development.

Furthermore, to fully stimulate the work enthusiasm and initiative of all employees, comprehensively enhance organizational vitality and efficiency, and strongly promote the steady development of the Company's business and continuous improvement of management, the Company implements a regular performance appraisal system for all employees at the headquarters and subsidiaries. Through a scientific and reasonable appraisal index system and a rigorous and fair evaluation process, we accurately measure employees' work performance and contribution value, providing key bases for salary adjustments, promotion rewards, and training development. This effectively motivates employees to pursue excellence, achieving common growth between individuals and the organization.

Beijing United Talent Performance Management System

Core Strategy	Strategy-Oriented Objective Setting Strategy	Strategy of Combining Precision Quantification with Qualitative Evaluation	Continuous Feedback and Communication Strategy	Differentiated Incentive and Development Strategy	Data-Driven and Dynamic Adjustment Strategy
Governance Structure	Strategic Layer Performance Management Committee	For the supreme management body in the implementation of the group's performance management, it is responsible for the final review and approval of the performance management system, plans, and results, provides guidance on the implementation of performance management, and ensures the smooth implementation of the entire performance management work.			
	Management Layer Group Human Resources Center	Responsible for designing performance management systems and process tools, organizing and promoting line managers at all levels to carry out performance management work.			
	Management Layer Group Operation and Finance Center	Formulate the group-level operating budget and provide specific data and result verification for each business unit during the organizational goal-setting and goal assessment processes.			
	Execution Layer Business Departments	Responsible for implementing the formulation and decomposition of performance assessment objectives for each department, and providing operational data verification for intra-departmental or cross-departmental purposes.			

Case

Boosts Employees' Career Development through Qualification Certificates

In 2024, Beijing United actively committed to promoting the continuous progress of professional and technical personnel, vigorously optimized employees' career development paths, and made every effort to build an excellent talent system with specialized skills and multiple competencies. By revising the *Administrative Measures for Encouraging Employees to Obtain Qualification Certificates* (2023 Edition), the company has stimulated the high enthusiasm of professional and technical personnel for technical research through clear reward mechanisms, thereby laying a solid foundation of human resources and qualifications for the company's long-term development. This ensures that the company always maintains abundant intellectual resources and professional advantages in the fierce market competition, steadily advancing toward a more brilliant development journey.

Smooth Employee Communication and Appeal Mechanism

At Beijing United, employee communication and participation are regarded as important cornerstones of corporate development. The Company is committed to building an all-round and multi-level communication and participation system to promote in-depth understanding and close cooperation between employees and the enterprise, and jointly drive the sustainable progress of the enterprise. The Staff Congress is one of the important channels for communication between the Company and employees. Every year, the group and its subsidiaries conduct research on employee needs through holding Staff Congresses, and promote exchanges and interactions between the Company and employees on issues such as work safety, environmental protection, enterprise management, production and operation, and salary distribution.

In addition to the Staff Congress, based on the principle of equality for all employees, Guolian Shares has established "online + offline" direct communication channels with employees. The company regularly notifies employees of the Company's operation and management information through training, meetings, announcements, cultural promotion and other forms. The group headquarters and its subsidiaries hold management meetings and all-staff communication meetings. At the same time, the company conducts annual employee satisfaction surveys and project-specific satisfaction surveys through internal online surveys and other special survey methods.

In response to employee feedback, the Company makes every effort to facilitate the expression of employee concerns by establishing a formal grievance mechanism. Employees may anonymously report any misconduct, negligence, or violations through multiple channels, including complaint boxes, dedicated hotlines, and email. All reported matters or violations will be treated as confidential information. To ensure accountability, the Company has established an independent investigation department responsible for conducting timely inquiries, adjudicating cases, providing resolutions, and responding to complainants. This structured approach fosters a healthy, orderly, and positive corporate environment.

Key Performance Indicators

In 2024, the Company received 6 employee complaints, achieving a **100%** satisfactory resolution rate.

Health & Safety

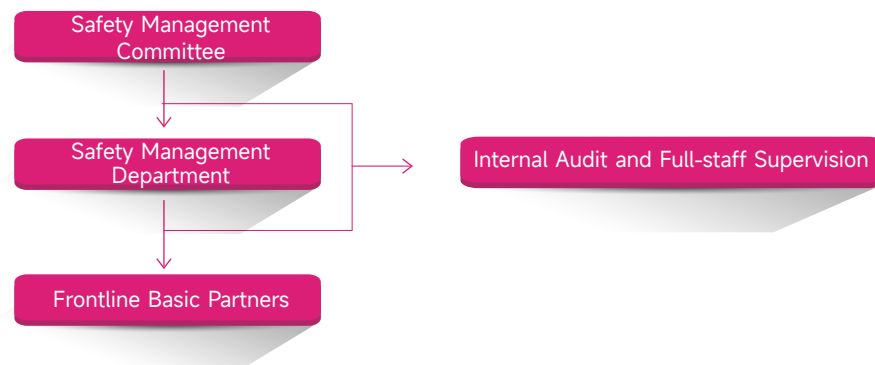
The Company strictly abides by relevant laws, regulations and policy provisions such as the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the *Environmental Protection Law of the People's Republic of China* and the *Fire Protection Law of the People's Republic of China*. Combined with the annual new regulations requirements of regulatory authorities, it continuously improves the construction of the company's safety management system and management system, and promotes the company's safety operation level to a new stage.

In terms of health management, the Company has established and improved employees' health files, regularly organized health check-ups, and paid attention to employees' physical and mental health status. It actively carries out occupational health protection training, equips employees with necessary labor protection articles, optimizes the working environment, and prevents the occurrence of occupational diseases.

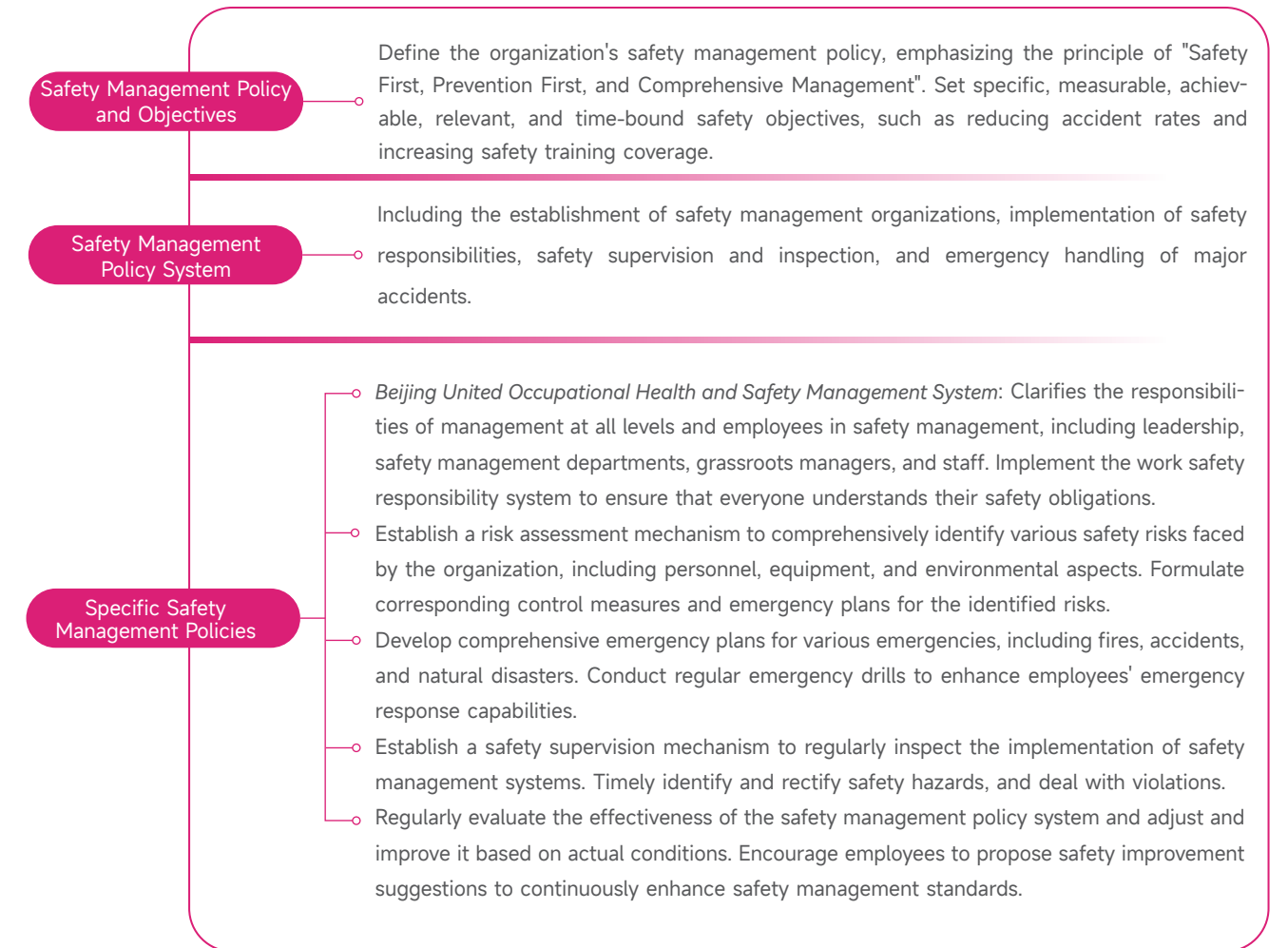
Health and Safety Management Structure

Beijing United attaches great importance to Health, Safety and Environment (HSE) management, making every effort to build and continuously improve the HSE management system, and comprehensively safeguarding personnel health, operational safety and the ecological environment in the company's production and operation. The Company has established a Safety Management Committee, with the Group President personally serving as the team leader, and senior management personnel respectively acting as executive team leaders, deputy team leaders, secretaries general and team members, forming a strong leadership team. The Safety Committee comprehensively coordinates safety management work to ensure that the company strictly complies with all national, local and industry laws and regulations, rules and regulations, and standards in the field of safety, environmental protection and occupational health.

Beijing United Safety and Health Management Structure



Safety Management Policy System



Implementation of Work Safety Responsibility System

In terms of clarifying management responsibilities, the Company has further refined safety management objectives, implemented responsibilities layer by layer to each safety management entity, ensuring that every link and position has clear safety obligations. Meanwhile, it optimizes work safety processes to eliminate potential risks through sound process design; strengthens work safety assessment, closely linking safety performance with employee incentives to stimulate the initiative of all staff to actively participate in safety management.

Additionally, the Company has carefully formulated management improvement projects with core focuses on grassroots construction, inherent safety, process systems, performance evaluation, and accountability. These efforts include: strengthening the standardization of grassroots safety management to build a solid safety line; focusing on inherent safety to eliminate hazards from the source; optimizing process systems to improve safety management efficiency; implementing strict performance evaluation to ensure the fulfillment of safety responsibilities; and strengthening accountability to form a strong deterrence.

Beijing United remains steadfast in its commitment to the safety management principle of "Safety First, Prevention Foremost," considering workplace safety as the fundamental cornerstone of corporate development. Guided by the foundational tenets of "Whoever Leads is Responsible" and "Operations Management Includes Safety Management," the Company has established a comprehensive and effective occupational safety management system.

In 2024, the Company significantly intensified its safety management efforts. Through diversified training programs ranging from basic safety awareness to specialized operational skill enhancement, Beijing United has achieved all-round improvement in employees' safety competencies. Concurrently, the company leverages various meeting formats - from large assemblies to departmental briefings - to consistently communicate and reinforce safety principles, embedding a robust safety consciousness into every employee's mindset. These substantive measures have effectively reduced workplace injury risks, erected a solid safety barrier for both sustainable business operations and employee well-being, and demonstrated resolute progress on the path to operational safety excellence.

Health & Safety Risk Management

■ Health & Safety Strategy

The company regards safety knowledge training as a critical component of occupational health and safety (OHS), establishing a comprehensive employee safety education system. Through diversified approaches—including training sessions, meetings, safety posters, and on-site demonstrations—we conduct targeted safety instruction to enhance employee awareness and substantially elevate the competency of OHS management personnel. Simultaneously, we leverage multiple internal communication channels such as bulletin boards, digital displays, the company intranet, and social media groups to widely disseminate OHS knowledge. This creates a robust safety culture where employees are continuously exposed to safety education during daily operations, steadily reinforcing their safety awareness and behavioral habits. The Company regularly organizes emergency drills, followed by thorough evaluations to address identified gaps. This strengthens employees' emergency response capabilities and cultivates intrinsic motivation for OHS management, driving our safeguards to new heights. In 2024, our safety training programs achieved 1,184 participants in workplace safety training with 85.8% employee coverage rate.



Case

Beijing United Occupational Mental Health Training

Guided by its fundamental principle of "Safety First, Prevention Foremost," Beijing United Group has implemented a comprehensive occupational mental health program that systematically addresses critical workplace psychological challenges including job burnout and declining work satisfaction. The initiative's multifaceted approach focuses on equipping employees across all organizational levels with practical psychological tools to optimize work attitudes, enhance professional self-efficacy, and reinforce safety-conscious behaviors. This organization-wide program has achieved exceptional engagement levels, successfully reaching 1,184 employees and attaining an 85.8% workforce participation rate.



Indicator	Unit	2022	2023	2024
Safety Education & Training Participants	Persons	916	965	1,184
Coverage Rate of Safety Education & Training	%	76.6%	78.8%	85.8%

■ Promote Employee Health

At Beijing United, employee health is regarded as a fundamental element of safety management. The company consistently upholds its high level of responsibility toward employees, strictly adhering to regulations such as the *Work Safety Law of the People's Republic of China* and the *Occupational Disease Prevention and Control Law of the People's Republic of China*. Through comprehensive measures, Beijing United strengthens occupational disease prevention and health management, committed to creating an optimal environment where employees can fully dedicate themselves to work while enjoying a healthy and fulfilling life.

Each year, the group headquarters and subsidiaries systematically carry out a series of health initiatives. Structured health check-ups are efficiently implemented, and the thoughtfully organized "On-Site Medical Services" program delivers care directly to employees. The company invites medical experts to provide professional consultation services tailored to employees' occupational health needs, ensuring timely and accurate health advice for early detection, prevention, and treatment of potential health issues. Starting in 2024, Beijing United has introduced an open lecture series, regularly hosting sessions led by seasoned mental and physical health experts. Topics include psychological well-being, common disease prevention, and healthy lifestyle habits—offering holistic support for employees' physical and mental health.

Furthermore, Beijing United actively promotes a culture of "Healthy Living, Joyful Working." The group headquarters and subsidiaries organize activities such as hiking and mountain climbing, encouraging employees to embrace physical exercise, build endurance, and cultivate resilience and positivity. This approach fosters a balanced lifestyle where employees can thrive professionally while enjoying personal well-being.

In 2024, employee participation in health programs reached 840 attendees, achieving an impressive 60% engagement rate. These figures highlight employees' strong endorsement of and active involvement in wellness initiatives, reflecting Beijing United's significant achievements in health management. Moving forward, Beijing United will continue to enhance employee health programs, innovating new approaches to sustain workforce well-being and drive long-term corporate growth.



Case

Beijing United's 14th Annual Fragrant Mountain Climbing

In April 2024, with the crack of the starting pistol, Beijing United's 14th Annual Fragrant Mountain Climbing event kicked off energetically. Over 270 participants, including employees and their family members, departed from the East Gate of Fragrant Hills Park, charging toward the summit under brilliant sunshine. Centered on the theme "Vitality in Motion, Journeying Together," this year's event was designed to create a healthy and positive work environment while enhancing employees' cultural engagement and wellness awareness. The activity sought to encourage regular exercise habits among staff members, deepen mutual understanding, strengthen personal bonds, and boost team cohesion.

