

2025 Environmental, Social and Governance Report



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About Hikvision

Leading the Future of AIoT

Founded in 2001, Hikvision is a tech company dedicated to technological innovation. At Hikvision, we uphold the business philosophy of "professionalism, reliability, and integrity", and practice the core value of "dedicated to customers' continual success, adding value to companies and communities, acting with honesty and integrity, and pursuing excellence in every endeavor". Over the past two decades, we started with video technology, and gradually built and enhanced our Internet of Things powered by Artificial Intelligence (AIoT) system, centered around IoT perception, artificial intelligence, and big data, providing security and scenario-based digitalization solutions to a variety of industries.

Hikvision is committed to serving various industries through its cutting-edge technologies of IoT perception, artificial intelligence, and big data, leading the future of AIoT: through comprehensive machine perception technologies, we aim to help people better connect with the world around them; with a wealth of intelligent products, we strive to identify and satisfy diverse demands by delivering intelligence at your fingertips; through innovative AIoT applications, we are dedicated to empowering every individual to enjoy a better future by building an intelligent world that is more convenient, efficient and secure.

Message from Management



Feng Wei
Board Secretary,
Head of the Sustainability
Working Group

The considerations of environmental friendliness, social harmony, and governance optimization advocated by ESG are not only the foundation of a company's survival but also define the future of its development. As a tech company in the AIoT sector, Hikvision firmly believes that a company's true value goes beyond technological leadership and business growth; it lies in how the company responsibly engages with society and the environment to achieve long-term, steady, and mutually beneficial development.

As the global digital economy is deeply integrating with sustainability goals, a new wave of industrial transformation is redefining the broader socio-economic landscape. Against this backdrop, we have strengthened our ESG governance system by pioneering the "THRIVE" sustainability philosophy and fully embedding it into our corporate strategy and daily operations. In 2025, Hikvision achieved the EcoVadis Silver Medal, demonstrating our strong performance and global competitiveness in ESG management and sustainable development. Over the year, we stepped up R&D investment in key technologies such as AI, big data, and multidimensional perception, to deliver smarter and more efficient IoT solutions for digital transformation across industries. Guided by our "Tech for Good" commitment, we extend technological innovation to areas such as educational equity, rural revitalization, ecological protection. Through equipment donations and technical enablement, we have supported over 2,000 rural digitalization projects, benefiting more than 10,000 villages. These efforts help narrow the digital divide and ensure that technology delivers meaningful social value.

In response to the global challenge of climate change, we have aligned with China's "carbon peaking and carbon neutrality goals," integrating green and low-carbon concepts across the entire product lifecycle, including design, manufacturing, and operations. We are striving to reduce our own operational emissions by improving energy efficiency, increasing clean energy usage, and building a greener supply chain. We also empower customers and partners with our AIoT capabilities to help them develop a sustainable industry ecosystem. In 2025, Hikvision officially launched the self-developed Green Product Analysis (GPA) platform, marking a key step toward enhanced autonomy and transparency in carbon management.

We are deeply aware that in an increasingly connected world, cybersecurity and data protection are fundamental to business operations and essential to building trust. Therefore, we integrate security into every stage of R&D, and have established a holistic protection system that spans the entire lifecycle. Through a robust management framework, advanced encryption technologies, and strict global compliance practices, we safeguard network and data security, enabling technology to serve people responsibly and reliably. Hikvision is among the first globally to receive NIST CSF 2.0 certification, and multiple products have obtained EN 18031 cybersecurity certification. These achievements reflect our steady progress toward the goal of delivering "trustworthy technology."

By seeing far, we gain vision; by acting on vision, we go further. Looking ahead, Hikvision will remain open to diverse perspectives and respond to the challenges of our times with practical actions. We firmly believe that lasting success comes from responsible innovation and accountable development. Together with partners and stakeholders, we will continue to harness technology to protect the nature and improve everyday life, striving to build a future that is smarter, greener, and more harmonious.

April 2026

ESG Management

Solid and effective ESG governance underpins sustainable development. Hikvision continues to enhance ESG governance, actively responds to the concerns and expectations of stakeholders, and constantly strengthens sustainable development capabilities to create long-term value.



ESG Philosophy

Hikvision upholds the ESG management philosophy of "integrating corporate social responsibility and sustainable development philosophy into business, and becoming an innovation-driven, well-respected global tech company." We aim to establish a distinctive model for ESG management and promote responsible and sustainable business practices.

Like a banyan tree that gives back to its ecosystem as it grows, Hikvision pursues its own sustainable development while supporting progress across industries. We structure our efforts around the "THRIVE" sustainability philosophy. Specifically, with "Tech for Good" as the core, we focus on five key areas—Harmony, Reliability, Integrity, Value Chain, and Environment—to drive balanced and sustainable development among business, society, and the environment.



Reliability

Unleash our advantages in cutting-edge technologies to deliver high-quality products and services in line with customer needs and facilitate digital transformation across various industries.



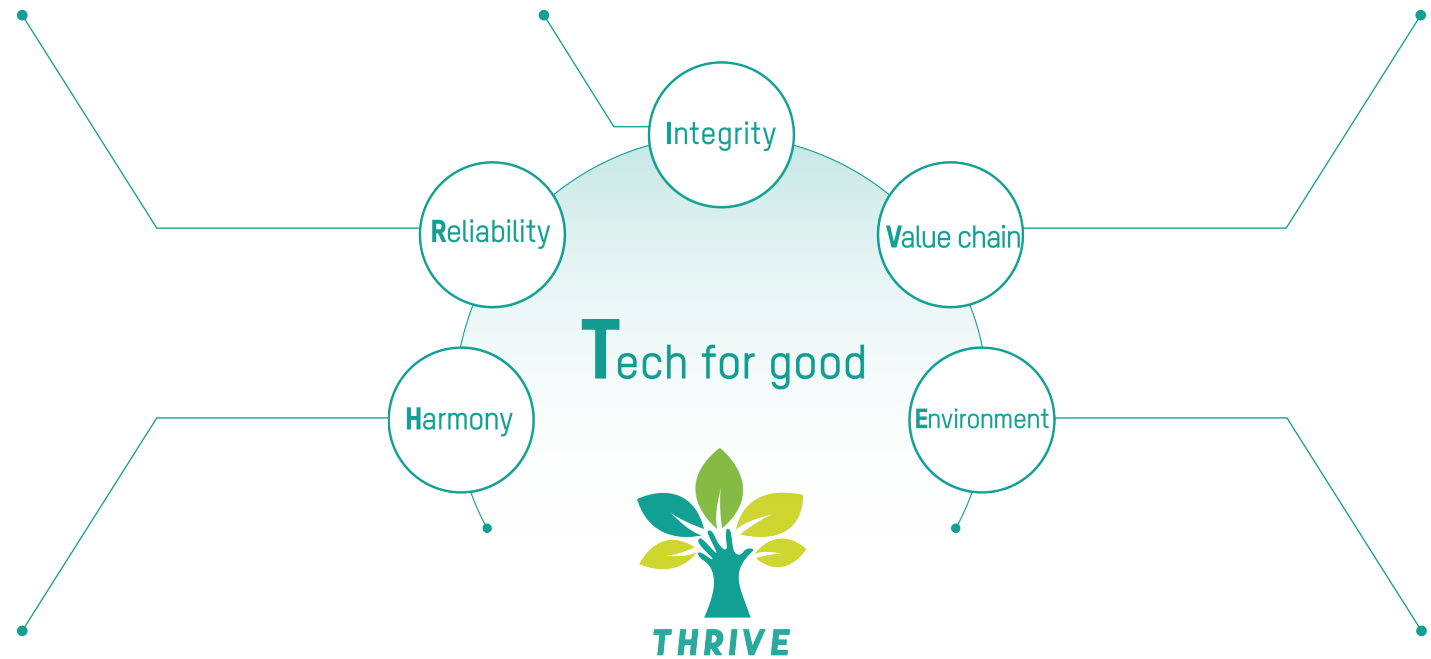
Integrity

Comply with higher standards of business ethics and uphold integrity and compliance in business operations as the cornerstone of long-term robust growth.



Value chain

Build an AIoT ecosystem and promote coordinated development through open collaboration with research institutions, suppliers, and industry partners.



Harmony

Provide ample opportunities for professional development and help our employees lead a better life. Leverage our technological expertise to improve social welfare, thereby bringing good changes and hope to the world.



Environment

Adhere to the concept of green development, constantly improve our energy structure, and proactively explore pathways for carbon neutrality.



Since joining the United Nations Global Compact (UNGC) in 2024, we have consistently upheld its Ten Principles on human rights, labor, environment, and anti-corruption, supporting the achievement of the UN Sustainable Development Goals (SDGs). In 2025, Hikvision Chairman Hu Yangzhong was invited to the 2025 United Nations Global Compact China Office Annual Meeting & Commemoration of the 25th Anniversary of UNGC. During the roundtable session titled "Beyond Corporate Responsibility: Driving Resilient Growth through Sustainable Leadership," he joined global leaders to explore how sustainability can be embedded as a core leadership capability, and shared our practices and insights on green transition and Tech for Good.

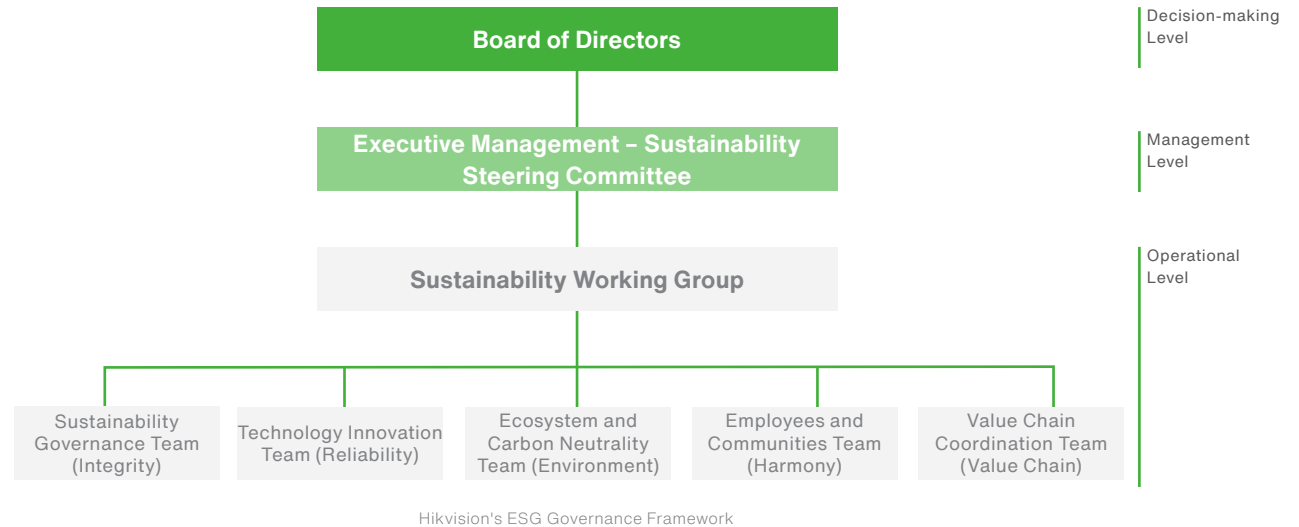


"As we leverage spectral technologies to safeguard water quality and improve efficiency in energy and agriculture, and apply fiber-optic sensing to enhance industrial safety, we are empowering a wide range of industries through multidimensional perception. In doing so, we contribute to environmental improvement and industrial transformation toward sustainability."

—Hu Yangzhong, Chairman of Hikvision

ESG Governance Framework

With ongoing efforts to strengthen the ESG management system, we have established an ESG management structure spanning decision-making, management, and execution. The Board of Directors, as the highest ESG governing body, oversees overall strategic decision-making on sustainable development. The Sustainability Steering Committee manages and supervises ESG-related affairs, while the Sustainability Working Group is responsible for their day-to-day implementation.



Under the Sustainability Working Group are execution teams that focus on five key areas. Each team is headed by the leader of the corresponding core department and appoints an operations leader to foster cross-departmental collaboration and efficient execution.



Integrity:

Strengthens the compliance management system to enhance risk prevention and control; reinforces the management of anti-corruption, anti-commercial bribery, and anti-unfair competition practices; integrates trade compliance, data security, personal information protection, and human rights protection into corporate operations to enhance governance.



Reliability:

Strengthens technological innovation management to improve product and service quality; continuously improves cybersecurity measures; enhances the awareness of technology ethics and continuously refines internal policies and guidelines.



Environment:

Advances systematic management and innovative practices, develops overarching strategies and targets, and tracks implementation progress and outcomes on key issues such as climate change response, environmental compliance management, and pollutant and waste management.



Harmony:

Embeds diversity and inclusion into corporate culture and operations, enhances employee care and benefits to support well-being and growth, and actively fulfills social responsibilities through public welfare and volunteer initiatives.



Value Chain:

Strengthens supply chain risk management, implements end-to-end supplier management and conflict minerals management, and enhances supply chain stability and sustainability; actively engages in industry exchange and cooperation to promote collaborative development of the industrial chain.

Stakeholder Communication

Sustainable development is built on strong stakeholder engagement. We have established open, diverse, and ongoing communication channels to maintain regular engagement with stakeholders. While sharing updates on our development and strategic direction, we also systematically gather and analyze stakeholders' concerns and expectations. These insights are continuously incorporated into our sustainability planning and management processes to ensure that our strategy and operations effectively address the key concerns of stakeholders.

Stakeholder	Topic of Concern	Communication Channel and Frequency	Response
Shareholders/ Investors	Sustained value growth Innovation-driven development Business ethics and compliance Risk management ESG management	Regular reports/interim announcements Field research (sporadic) Phone communication (timely) Email correspondence (timely) Performance briefing/roadshow (quarterly)	<ul style="list-style-type: none"> ● Maintaining steady revenue growth ● Offering industry-leading products and solutions ● Establishing a risk management system and a compliance ecosystem ● Improving the ESG management system
Government and regulators	Tax compliance Contribution to economic growth Addressing social issues Product safety and quality Business ethics and compliance ESG management Environmental protection	Regular reports/interim announcements Official correspondence (sporadic) Field research (sporadic) Government communication meetings (sporadic)	<ul style="list-style-type: none"> ● Tax compliance ● Developing new products and solutions in line with evolving social needs ● Establishing and improving the cybersecurity and quality management systems ● Establishing a risk management system and a compliance ecosystem ● Improving the ESG management system ● Using clean technology to promote the low-carbon transition of Hikvision and the whole industry
Customers	Innovation and R&D Product safety and quality Business ethics and compliance Cybersecurity and data protection ESG management Protection of customer rights and interests	Hotline (timely) Feedback (timely) Official correspondence (sporadic) Field research (sporadic) Satisfaction survey (annually)	<ul style="list-style-type: none"> ● Expanding innovation to meet customer needs ● Adopting a robust quality management system to ensure product safety and quality ● Establishing a risk management system and a compliance ecosystem ● Establishing and improving the cybersecurity and data protection management system ● Improving the ESG management system ● Continuously improving the quality of service
Employees	Protection of employee rights Compensation and benefits Talent training and development Occupational health and safety Business ethics and compliance	Communication meetings (sporadic) Employee training (sporadic) Employee surveys (annually) Hotline and email (timely)	<ul style="list-style-type: none"> ● Establishing an equal and inclusive work environment to safeguard employees' rights and interests ● Providing competitive pay and benefits ● Providing clear career development pathways and training opportunities ● Providing employees with safe workplaces and health protection systems ● Upholding integrity in business operations
Suppliers and partners	Business ethics and compliance Supplier management Conflict minerals management Cybersecurity and data security	Open tenders (sporadic) Assessments and scoring (annually) Field research (sporadic) Supplier meetings (annually) Supplier training (sporadic) Hotline and email (timely)	<ul style="list-style-type: none"> ● Upholding integrity and good faith in business operations ● Integrating sustainability throughout the supplier management process ● Ensuring responsible sourcing of conflict minerals in line with high standards ● Proactively building diverse communication and learning channels, bringing partners across the value chain together to support supply chain development ● Adopting internationally recognized cybersecurity standards and best practices to comprehensively enhance our security assurance capabilities
Community	Community engagement Public welfare Environmental protection	Community activities (sporadic) Media coverage (sporadic) Interviews and research sporadic	<ul style="list-style-type: none"> ● Using technology to support public good, bringing a human touch to innovation, while encouraging employees to actively engage and contribute to social initiatives. ● Promoting the concept of green development and reducing the potential environmental impact of operations
Peers/NGOs/ Industry organizations	Product and service quality Industrial development Business ethics and compliance Social responsibility	Participating in industry forums and meetings (sporadic) Participating in industry research initiatives and standards development (sporadic) Joining international organizations (sporadic) Official correspondence (sporadic) Communication meetings (sporadic)	<ul style="list-style-type: none"> ● Sharing cutting-edge technologies, information, and platforms, and collaborating with a wider range of industry partners for common progress ● Establishing a risk management system and a compliance ecosystem
Media	Business operations Social responsibility Information disclosure	Interviews, press conferences, and product launch events (sporadic) Press releases and media briefings (sporadic) Media activities (sporadic)	<ul style="list-style-type: none"> ● Maintaining steady business development ● Establishing a risk management system and a compliance ecosystem ● Enhancing social responsibility practices and co-creating value with communities ● Promoting green technology innovation and green operations ● Adhering to transparent information disclosure

Identification of Material Topics

Hikvision conducts a double-materiality assessment every three years to identify and address key sustainability issues relevant to the Company, unless significant changes occur in the internal and external environment. In the first year, the Company comprehensively identifies and assesses the materiality of ESG issues through internal and external stakeholder surveys, industry benchmarking, and policy trend analysis. In the following two years, based on business changes, stakeholder feedback, and the evolution of the external environment, the Company verifies and refines the assessment results to ensure that key issues are managed in alignment with its strategy and sustainable development goals.

In 2024, in accordance with the requirements of the *Self-Regulatory Guidelines No. 17 for Companies Listed on the Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* (hereinafter referred to as the "Guidelines"), we identified ESG issues relevant to our operations through internal and external stakeholder surveys, industry benchmarking, and policy trend analysis. In 2025, based on actual business changes, stakeholder feedback, and the evolution of the external environment, we verified and refined the assessment results to ensure that issue management remains consistent with our strategy and sustainable development goals. The process for assessing and prioritizing material issues is as follows:



Step 1: Understanding the Context of Corporate Activities and Businesses

Hikvision comprehensively considers the requirements of mainstream Chinese and international ESG standards, the focus areas of leading ESG ratings such as MSCI and EcoVadis, and international initiatives such as the UN SDGs and the Ten Principles of the UNGC. We also align with China's "3060" carbon peaking and carbon neutrality goals as well as relevant policy guidelines, and follow trends in sustainable consumption. We further combine these factors with our strategic priorities for high-quality development and green transformation to support a systematic analysis of the business and sustainability context in which we operate.

We have identified stakeholder groups that are affected by or closely connected to our business activities, products, and services, including shareholders and investors, government and regulators, customers, employees, suppliers and partners, local communities and the public, industry peers and associations, non-governmental organizations, and media.



Step 2: Developing a List of Topics

In 2024, based on the 21 topics outlined in the "Guidelines," as well as domestic and international policy trends, industry characteristics, and the Company's value chain, we identified 25 ESG topics. In 2025, based on a review of our strategic priorities and business development, we updated the topics to enhance the coverage and focus of our ESG management. The finalized 2025 ESG topic list contains 22 topics.

Category	Topic	Changes from Previous Year
Environment (6 topics)	<ul style="list-style-type: none"> Climate change response (Energy management) Circular economy Biodiversity conservation 	<ul style="list-style-type: none"> Application of clean technology Waste and emissions management Water resource management
		<p>Integrated climate and energy topics: Merged "Climate change response" and "Energy management" into "Climate change response (energy management)" to strengthen the systematic and coordinated management of related issues.</p> <p>Deleted the "chemical management" topic: Given its lower materiality, the topic was integrated into the "occupational health and safety" topic for disclosure.</p>
Social (12 topics)	<ul style="list-style-type: none"> Technological innovation Product quality and safety Cybersecurity Employee development and training Occupational health and safety Sustainable supply chain 	<ul style="list-style-type: none"> Technology ethics Premium customer service Protection of employee rights and interests Industry exchange and collaboration Public welfare and volunteer services Rural revitalization
		<p>Refined the data security topic: Split the original "cybersecurity and data protection" into "cybersecurity" and "data security and personal information protection" to further clarify management boundaries and strengthen targeted management.</p> <p>Integrated employee-related topics: Merged "diversity and inclusion" and "employee care and benefits" into "protection of employee rights and interests" to facilitate the development of a systematic employee rights management system.</p> <p>Strengthened supply chain accountability management: Merged "supplier management" and "conflict minerals management" into the "sustainable supply chain" topic to promote the integration of accountability management across the end-to-end supply chain.</p>
Governance (4 topics)	<ul style="list-style-type: none"> Respect for human rights Business ethics 	<ul style="list-style-type: none"> Risk and compliance management Data security and personal information protection
		<p>Added the "risk and compliance management" topic: Provided a systematic disclosure of risk governance and compliance measures.</p> <p>Optimized and integrated ethics and compliance topics: Merged "anti-commercial bribery and anti-corruption" and "anti-unfair competition" into "business ethics" to improve the consistency of the Company's business ethics practices and related disclosures.</p>

The table below presents our systematic analysis of existing or potential impacts, risks, and opportunities:

Topic	Description of Impacts, Risks, and Opportunities	Impact Scope	Affected Stakeholders	Impact Duration
Climate change response (Energy management)	<ul style="list-style-type: none"> Positive impact: Advancing energy management and transition planning helps reduce the adverse impact of our operations on the climate and environment. The Company also supports customers in their low-carbon transition through green products and solutions, jointly reducing overall emissions. Negative impact: Fossil fuels are still used across operations, production, and product use. As the business continues to grow, failure to effectively manage energy consumption may exacerbate climate change and hinder sustainable development. Risk: Climate change presents both physical and transition risks. Extreme weather events and long-term climate change may disrupt production operations and supply chain stability. Global energy price fluctuations and increasingly stringent carbon regulations could lead to higher operating costs and greater compliance pressures for the Company. Opportunity: By proactively establishing and advancing carbon neutrality goals, the Company can accelerate the transition toward a cleaner energy mix, enhance energy efficiency, and drive technological upgrades. These actions strengthen operational resilience, reduce long-term energy expenses, and may also enable the Company to access policy incentives, green financing, and stronger market recognition. 	Upstream, own operations, and downstream	Government and regulators, customers and users, suppliers and partners, society and the public, industry	Medium- and long-term
Application of clean technology	<ul style="list-style-type: none"> Positive impact: The adoption of clean technologies enables the Company to deliver low-carbon, environmentally responsible products and solutions to customers across industries. This helps guide market demand toward more sustainable offerings while supporting broader efficiency gains and green transformation across society. Risk: Clean technology R&D involves long development cycles and substantial investment. If technology pathways deviate from market demand or commercialization is slower than expected, investment returns and business growth may be affected. Opportunity: Through continuous investment and innovation, the Company can build differentiated advantages in clean technologies, expand emerging markets, develop green products and services, and enhance its brand strength and industry influence. 	Upstream, own operations, and downstream	Suppliers and partners, customers and users, society and the public, industry	Medium- and long-term
Waste and emissions management	<ul style="list-style-type: none"> Positive impact: Promoting digital products enables customers and users to comply with emissions standards and waste treatment requirements, reduce environmental compliance risks, protect the environment, and promote green development. Negative impact: Non-compliant emissions and improper waste management may pollute the environment and negatively affect communities and the public. Risk: Projects involving pollutants that do not complete the required approval or registration procedures, or that fail to properly treat and monitor emissions and waste, may lead to excess emissions and expose the Company to regulatory penalties, financial losses, and reputational damage. Opportunity: By adopting systematic environmental management practices, the Company can ensure regulatory compliance, gain recognition from authorities, obtain relevant certifications, and strengthen its competitive position. The Company can provide digital products that support customers across industries in monitoring pollutants and ensuring compliant treatment, creating additional opportunities for business growth. 	Own operations and downstream	Government and regulators, customers and users, society and the public, industry	Short-, medium- and long-term

Topic	Description of Impacts, Risks, and Opportunities	Impact Scope	Affected Stakeholders	Impact Duration
Water resource management	<ul style="list-style-type: none"> ● Positive impact: Effective water resource management helps reduce pressure on local water supplies and supports water security for surrounding communities. ● Negative impact: Improper management may intensify regional water scarcity and affect both ecosystems and the reliability of water access. ● Risk: If business operations are located in water-stressed areas, the Company may face water shortages that could disrupt operational stability. ● Opportunity: By implementing water-saving, water-recycling, and intelligent water management solutions, the Company can effectively reduce water consumption and associated costs. Leading practices in water management can also help the Company secure government support and local recognition, thereby strengthening its overall competitiveness. 	Own operations and downstream	Government and regulators, customers and users, society and the public, industry	Short-, medium- and long-term
Circular economy	<ul style="list-style-type: none"> ● Positive impact: Advancing circular economy helps alleviate resource scarcity and reduce overexploitation of natural resources and environmental degradation. ● Negative impact: Limited circularity may lead to increased resource waste and emissions, placing greater pressure on the environment. ● Risk: Failure to use or insufficient use of recycled materials may limit the Company's ability to meet sustainability requirements of certain customers, users, and markets, potentially restricting business opportunities. The use of renewable or biodegradable materials may also introduce risks such as inconsistent product performance, additional costs, or supply chain instability, which could in turn affect revenue, profits, and delivery. ● Opportunity: Expanding the use of renewable, biodegradable, and recyclable materials can attract customers and users who value sustainable development, creating new business opportunities. Increasing the recycling of production materials can effectively reduce operating costs. 	Upstream, own operations, and downstream	Suppliers and partners, customers and users, society and the public	Medium- and long-term
Biodiversity conservation	<ul style="list-style-type: none"> ● Positive impact: Developing products and platforms that support biodiversity monitoring and protection can help maintain the complexity and stability of ecosystems, which are essential for human survival and sustainable development. ● Negative impact: Business activities may pose risks to local biodiversity and ecosystems. ● Risk: If operations negatively affect ecosystems, the Company could face regulatory penalties, project delays, and reputational damage. ● Opportunity: Launching biodiversity conservation initiatives helps build a positive brand image and gain public support and trust. 	Upstream, own operations, and downstream	Government and regulators, customers and users, society and the public, industry	Medium- and long-term
Technological innovation	<ul style="list-style-type: none"> ● Positive impact: Actively exploring new AIoT technologies can help improve quality, cost performance, and productivity across society. Such innovations also drive technological upgrades across the industry, thereby raising the overall technological capabilities and supporting industrial progress. ● Risk: Delays in key technological breakthroughs may slow product upgrades and innovation cycles, weaken technological advantages, and affect market competitiveness and long-term growth. Development of cutting-edge technologies often requires substantial resources; if the commercialization of these technologies falls short of expectations or fails to align with market demand, it may result in imbalanced returns and pressure on profitability. ● Opportunity: Sustained, high-quality R&D investment enables the Company to adapt more effectively to changes in the global business environment and reinforces its leading position within the industry. 	Own operations and downstream	Customers and users, society and the public, industry	Medium- and long-term
Technology ethics	<ul style="list-style-type: none"> ● Positive impact: Adhering to technology ethics helps promote a healthy industry ecosystem and strengthen public trust, while supporting continuous product innovation and technological advancement that drive industry progress. ● Negative impact: Failures in technology ethics may harm public interests, deepen social divisions, and slow the pace of product and technology development, ultimately hindering industry growth. ● Risk: If ethical considerations are not properly integrated into the development and deployment of technologies, risks such as algorithmic bias and privacy infringements may arise. These could lead to customer attrition, legal liabilities, regulatory penalties, and compensation claims, increasing operational costs and affecting profitability. ● Opportunity: Establishing a systematic governance framework for technology ethics and promoting responsible technological innovation can enhance the credibility of products and services, strengthen brand reputation, and create differentiated competitive advantages. 	Own operations and downstream	Customers and users, government and regulators, shareholders and investors, society and the public	Short-, medium- and long-term

Topic	Description of Impacts, Risks, and Opportunities	Impact Scope	Affected Stakeholders	Impact Duration
Product safety and quality	<ul style="list-style-type: none"> Positive impact: A strong focus on product safety and quality management ensures the delivery of high-quality products and helps improve quality standards across the industry. Negative impact: Product quality issues or safety hazards may harm user rights and interests and even threaten public safety. Risk: Weak quality management systems could result in product failures or even large-scale recalls, leading to higher after-sales costs, reputational damage, customer loss, and reduced revenue. Opportunity: Providing safe, reliable, and high-quality products can enhance customer and user loyalty, increase sales revenue, and reduce costs associated with post-sale quality issues. 	Own operations and downstream	Customers and users, government and regulators, society and the public, industry	Short-, medium- and long-term
Premium customer service	<ul style="list-style-type: none"> Positive impact: High-quality customer service can enhance customer satisfaction and trust while safeguarding their legitimate rights and interests. Negative impact: Poor service may undermine customer experience and weaken the protection of their legitimate rights and interests. Risk: Inadequate customer service may lead to customer loss, hinder business expansion, and damage brand reputation. Opportunity: High-quality customer service helps promote business growth and create more opportunities for commercial cooperation. 	Own operations and downstream	Customers and users, government and regulators	Short-, medium- and long-term
Cybersecurity	<ul style="list-style-type: none"> Positive impact: Effective cybersecurity protection ensures stable network and system operations for all stakeholders and safeguards data and information security. Negative impact: Security vulnerabilities may disrupt customers' operations and lead to data breaches and potential losses. Risk: If the Company's internal networks, products, or systems fail to withstand cyberattacks, this may lead to security vulnerabilities or outages in customer systems, which in turn could trigger data leakage, business interruptions, regulatory penalties, reputational damage, or even restrictions on market access. Opportunity: Strengthening cybersecurity management and integrating security throughout the product lifecycle can enhance customer trust, improve business compliance, and strengthen product competitiveness. 	Upstream, own operations, and downstream	Customers and users, suppliers and partners, government and regulators, shareholders and investors, employees, society and the public	Short-, medium- and long-term
Protection of employee rights and interests	<ul style="list-style-type: none"> Positive impact: Standardized recruitment processes provide candidates with fair opportunities and support a well-functioning labor market. Fair compensation and comprehensive benefits support employee development and enhance employee well-being. Negative impact: Opaque or unfair hiring practices may undermine candidates' rights and negatively affect industry standards. Unfair or non-compliant compensation and benefits systems may heighten employee concerns and prompt public scrutiny regarding the Company's corporate social responsibility (CSR) performance. Risk: Improper recruitment practices may weaken the Company's reputation as an employer and contribute to talent loss. Insufficient protection of employee rights may lead to labor disputes and regulatory sanctions. Uncompetitive compensation and benefits may affect workforce stability and business continuity. Opportunity: Efficient recruitment can optimize human resources allocation and support the achievement of strategic goals. Fair and competitive compensation systems help attract and retain core talent, providing long-term momentum for the Company's sustainable development. 	Own operations and downstream	Employees, industry, customers and users, society and the public	Short-, medium- and long-term
Employee development and training	<ul style="list-style-type: none"> Positive impact: A well-established training and development system not only supports employees' personal growth but also enhances customer experience and satisfaction, improves overall industry standards, and promotes social development. Negative impact: Insufficient training may limit employee development. High turnover or capability gaps in key roles may affect the quality of products and services, which undermines customer interests. Risk: Insufficient or poorly aligned training and development programs may lead to inefficient use of resources and limit the workforce's ability to support business growth. Inadequate succession planning or unclear career pathways can result in gaps in key roles, declining employee morale, and talent loss, ultimately weakening the Company's innovation capacity and long-term competitiveness. Opportunity: A well-structured training and development framework can continuously strengthen employees' professional skills and overall capabilities. Clear talent pipelines and career pathways help enhance employees' sense of engagement and belonging, reduce turnover, and strengthen the organization's overall competitiveness. 	Own operations and downstream	Employees, industry, customers and users, society and the public	Short-, medium- and long-term

Topic	Description of Impacts, Risks, and Opportunities	Impact Scope	Affected Stakeholders	Impact Duration
Occupational health and safety	<ul style="list-style-type: none"> ● Positive impact: Effective occupational health and safety management systems protect employees' physical and mental well-being, setting positive benchmarks for the industry and reducing broader social healthcare and security burdens. ● Negative impact: Inadequate occupational health and safety management may endanger employees, damage industry credibility, and even pose risks to surrounding communities and the environment. ● Risk: Occupational health and safety incidents may lead to financial compensation, administrative penalties, operational disruptions, reduced employee morale, and reputational damage. ● Opportunity: Establishing a comprehensive occupational health and safety management system can effectively reduce accident rates, strengthen employees' sense of belonging, and lower operational costs. Strong safety performance can position the Company as an industry benchmark, reinforce its reputation as a responsible enterprise, enhance customer trust, and create additional growth opportunities. 	Own operations and downstream	Employees, industry, government and regulators, society and the public	Short-, medium- and long-term
Sustainable supply chain	<ul style="list-style-type: none"> ● Positive impact: Promoting CSR management across the supply chain helps strengthen environmental protection, labor rights, and business ethics among suppliers and within the broader industry. Avoiding the use of conflict minerals supports human rights and contributes to peace and stability in affected regions. ● Negative impact: Weak oversight may lead to labor rights violations, environmental non-compliance, or corruption within the supply chain. Inadequate control of mineral sourcing could lead to the use of conflict minerals, potentially contributing to human rights abuses, environmental degradation, and regional instability, and hindering local economic progress. ● Risk: Lack of CSR management in the supply chain may lead to human rights violations, environmental non-compliance, or corruption, exposing the Company to compliance risks, loss of business, and reputational damage. However, overly stringent requirements may place pressure on small and medium-sized suppliers, potentially weakening supply chain resilience. Geopolitical uncertainties may also disrupt supply, directly threatening business continuity and market competitiveness. ● Opportunity: Effective CSR management in the supply chain can reduce overall compliance risks, strengthen customer trust—particularly among those with high compliance standards—and help ensure business continuity. 	Upstream and own operations	Suppliers and partners, government and regulators, society and the public	Short-, medium- and long-term
Industry exchange and collaboration	<ul style="list-style-type: none"> ● Positive impact: Effective industry collaboration drives technological progress, fosters a more standardized market environment, and supports a healthy industrial ecosystem, ultimately benefiting all participants in the value chain. ● Risk: Failure to achieve expected outcomes in cooperative projects may compromise the efficiency of resource use and lower returns on investment. ● Opportunity: Exchange and cooperation help establish stable partnerships, share resources and market information, reduce R&D costs, improve market responsiveness, and enhance the Company's long-term profitability and market position. 	Upstream, own operations, and downstream	Suppliers and partners, customers and users	Medium- and long-term
Rural revitalization	<ul style="list-style-type: none"> ● Positive impact: Participating in rural revitalization helps drive local economic development, improve the well-being of rural residents, and promote coordinated urban-rural development. ● Risk: Investment of resources in the form of, for example, donations and technical support increases the Company's operational costs. ● Opportunity: Providing technological, product, and service support for rural development enables the Company to explore new markets, build stronger community relations, and promote a sustainable corporate image. 	Own operations	Government and regulators, employees, society and the public	Medium- and long-term
Public welfare and volunteer services	<ul style="list-style-type: none"> ● Positive impact: Continuous investment in public welfare initiatives helps improve the living conditions of specific groups in need while fostering a more inclusive and supportive social environment. ● Risk: Insufficient participation in public welfare initiatives or participation in poorly selected initiatives may weaken the Company's CSR reputation and public trust, potentially affecting brand value and market recognition. ● Opportunity: Impactful community engagement and volunteer programs can enhance employee engagement, elevate brand reputation, and help build lasting trust with local communities. 	Own operations	Government and regulators, employees, society and the public	Medium- and long-term

Topic	Description of Impacts, Risks, and Opportunities	Impact Scope	Affected Stakeholders	Impact Duration
Business ethics	<ul style="list-style-type: none"> ● Positive impact: Upholding business ethics helps safeguard the legitimate interests of stakeholders, foster a culture of integrity and responsible conduct across the industry, and ultimately enable the delivery of reliable products and services. ● Negative impact: Ethical misconduct can create legal and CSR risks, undermine fair competition, increase governance costs, and erode public trust over time. ● Risk: Involvement in bribery, corruption, or unfair competition may expose the Company to serious legal consequences, regulatory sanctions, customer loss, and potential market access restrictions, leading to significant financial and reputational harm. ● Opportunity: Establishing and continuously strengthening anti-bribery, anti-corruption, and fair competition governance mechanisms helps enhance internal controls and transparency, reinforce long-term trust among customers, investors, and partners, and attract business partners that prioritize compliance and sustainability, thereby creating differentiated competitive advantages. 	Upstream, own operations, and downstream	Suppliers and partners, employees, government and regulators, society and the public	Short-, medium- and long-term
Risk and compliance management	<ul style="list-style-type: none"> ● Positive impact: A robust risk and compliance management framework not only supports the Company's stable operations but also contributes to a more reliable business environment for customers, partners, and society. It also promotes higher industry governance standards and supports the healthy and orderly development of the market. ● Negative impact: Weak risk and compliance management may limit the Company's ability to identify and mitigate major operational risks, leading to quality, safety, or compliance issues that may harm customer interests, disrupt market order, and negatively affect industry reputation and socio-economic stability. ● Risk: Without effective risk identification and prevention mechanisms, the Company may face operational disruptions, financial losses, litigation, and regulatory penalties. Non-compliance may also directly damage corporate reputation and long-term stability. ● Opportunity: By establishing a proactive and structured risk governance and compliance system, the Company can improve decision-making and operational resilience, gain recognition from regulators, strengthen investor trust, and build sustainable competitive advantages. 	Upstream, own operations, and downstream	Suppliers and partners, employees, government and regulators, society and the public	Short-, medium- and long-term
Data security and personal information protection	<ul style="list-style-type: none"> ● Positive impact: A compliant and robust data protection system can effectively reduce the risk of data leakage and safeguard the data security and rights of all stakeholders. ● Negative impact: Inadequate protection mechanisms may result in data breaches and negatively affect relevant stakeholders. ● Risk: Vulnerabilities in data management may give rise to data breaches, personal data exposure, unauthorized access, or data alteration, potentially leading to compliance issues, reputational damage, and customer attrition. ● Opportunity: Establishing and continuously improving data security and personal information protection mechanisms can enhance trust among customers and regulators and strengthen brand image and market confidence. 	Upstream, own operations, and downstream	Customers and users, suppliers and partners, government and regulators, shareholders and investors, employees, society and the public	Short-, medium- and long-term
Respect for human rights	<ul style="list-style-type: none"> ● Positive impact: Respecting human rights helps protect the fundamental rights of employees and stakeholders throughout the supply chain, while setting ethical standards for the industry. These efforts contribute to a fairer and more sustainable global business environment, supporting broader social progress and development. ● Negative impact: Human rights violations may harm the interests of partners across the value chain and negatively impact society, undermining industry integrity and social order. ● Risk: If operations or supply chains involve practices that violate human rights, including labor rights abuses and child labor, the Company may face litigation, substantial compensation claims, and trade restrictions, resulting in serious reputational damage and disruptions to business continuity. ● Opportunity: Embedding respect for human rights into corporate policies and supply chain management frameworks can strengthen customer trust, support compliance with market entry requirements, and create additional opportunities for sustainable growth and value creation. 	Upstream, own operations, and downstream	Suppliers and partners, employees, government and regulators	Short-, medium- and long-term

Step 3: Conducting and Validating Materiality Assessments

Building on the assessment process and results from 2024, we further enhanced our understanding of ESG issue management in 2025. Taking into account the Company's latest business developments, we updated ESG topic priorities. In addition, with reference to the *Self-Regulatory Guidelines No. 3 for Companies Listed on the Shenzhen Stock Exchange—Preparation of Sustainability Report* (the "Guidelines"), we improved the presentation of the materiality assessment outcomes and clearly showed whether each topic is considered material.

Impact Materiality Assessment

The method for evaluating the positive and negative impacts of each ESG topic is described below. For the purpose of determining impact materiality, the higher score between positive and negative impact assessments is used as the representative value for each topic.

Type	Assessment Dimension	Key Consideration	Calculation Approach	Evaluation Method
Positive impact	Impact severity	Scale	Positive impact materiality = Impact severity × Likelihood	Stakeholders, including employees, government and regulators, shareholders/investors, customers, suppliers and partners, industry peers and associations, communities and NGOs, and media outlets, were invited to assess the impact severity of each topic (0-5, low to high) and the likelihood of occurrence (0-5, low to high).
		Scope		
Likelihood	Likelihood of occurrence			
Negative impact	Impact severity	Scale	Negative impact materiality = Impact severity × Likelihood	
		Scope		
Likelihood	Likelihood of occurrence			
		Irremediability		

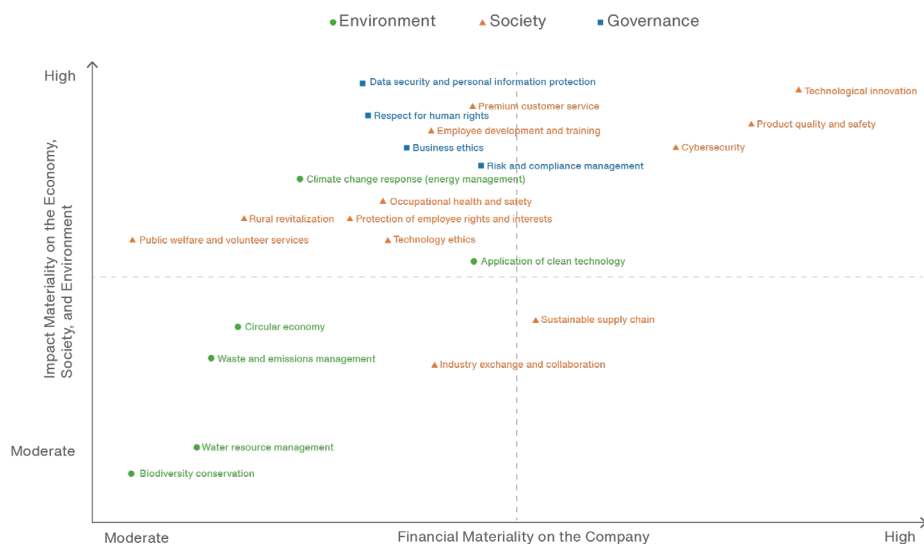
Financial Materiality Assessment

The method for evaluating the risks and opportunities of each ESG topic is described below. For the purpose of determining financial materiality, the higher score between risk and the opportunity assessments is used as the representative value for each topic.

Type	Assessment Dimension	Calculation Approach	Evaluation Method
Risk	Impact severity	Risk materiality = Impact severity × Likelihood	The Company's senior executives and relevant department heads for each ESG topic assessed the impact severity (0-5, low to high) and the likelihood of occurrence (0-5, low to high).
	Likelihood		
Opportunity	Impact severity	Opportunity materiality = Impact severity × Likelihood	
	Likelihood		

Integration of Impact and Financial Materiality Results

Issues that are identified as material from both impact and financial perspectives are classified as "double-materiality" topics for the reporting year. The relative significance and prioritization of all topics are illustrated through a materiality matrix. In 2025, Hikvision identified 16 topics with impact materiality and 4 with financial materiality. Among them, 3 topics met both criteria and were therefore considered double-materiality topics. For topics identified as financially material, disclosures are structured around four dimensions: "Governance," "Strategy," "Management of Impacts, Risks, and Opportunities," and "Indicators and Targets."



Hikvision's ESG Materiality Matrix for 2025

Topics with Impact Materiality

- Premium customer service
- Climate change response (Energy management)
- Technological innovation
- Product quality and safety
- Cybersecurity
- Employee development and training
- Occupational health and safety
- Rural revitalization
- Application of clean technology
- Technology ethics
- Protection of employee rights and interests
- Public welfare and volunteer services
- Risk and compliance management
- Data security and personal information protection
- Respect for human rights
- Business ethics

Topics with Financial Materiality

- Technological innovation
- Product quality and safety
- Cybersecurity
- Sustainable supply chain

Topics with Double Materiality

- Technological innovation
- Product quality and safety
- Cybersecurity

Step 4: Preparing the Topic Report

Upon approval from the Sustainability Working Group, the Board conducted the final review and confirmed the annual ESG materiality matrix. In 2025, we continued to enhance disclosures and initiatives related to material topics, driving ongoing improvements in our sustainable development practices.

Honors and Awards

Development Quality

Won the Fifth China Quality Award from the State Administration for Market Regulation

Selected for the first batch of national "Excellent Smart Factory" and "Leading Smart Factory" cultivation lists

Received the only Gold Award at the national finals of the China Innovation Methods Competition

Won the Excellence Award of the China Patent Awards

Won the Second Prize at the First Emergency Management Science and Technology Innovation Awards

Recognized as a "2025 Leading Case in Digital and Intelligent Transformation of New Quality Productive Forces" by *China Industry News*

Named among the "Top 10 AI Large Model Pioneers among Central and State-Owned Enterprises 2025" by *Intelligent Manufacturing*



ESG Rating

Recognized with the EcoVadis Silver Medal for the first time



Received the highest AAA rating from the China Securities Index ESG Ratings



Rated A by Wind ESG



Received an AA rating from the Sino-Securities Index ESG Ratings



Corporate Governance

Won the "2025 Golden Courser Award for Most Globally Influential Enterprise" by *Securities Daily*

Selected for "China's Top Listed Companies with Durable Competitive Advantage (TMT)" by Yi Ratings

Recognized as an outstanding IT listed company in "The Reputation List of China Listed Companies 2025" by *National Business Daily*

Won the "11th Golden Kirin: Board Secretary Excellence Award" by Sina Finance

ESG Management

Won the "DMCC Global Enterprise ESG Leader Award"

Named among the "Top 100 ESG Companies" at the 3rd ESG Golden Bull Award by China *Securities Journal*

Recognized as a "Sustainable Responsibility Model for 2025" from Yicai's "The Corporate Social Responsibility Ranking in China"

Received "Chief Sustainability Officer" recognition at the CSO Global Summit 2025 by *National Business Daily*

Won the "Annual Social Responsibility Excellence Award" at the ESG Pioneer 60 Awards 2025 by *jiemian.com*

Won the "2025 Zhiyuan Award—ESG Pioneer Enterprise" by *Caillianpress.com*

Named among the "2025 Top 10 Philanthropic Enterprises" under the Action League initiative by *ifeng.com*

Recognized as an "ESG Philanthropy Pioneer among Hangzhou Listed Companies" by Hangzhou Charity Federation

CSR Practice

Selected as an "Annual Eco-Friendly Project" at the 2025 Dream Builders Charity Conference by *Southern Weekly*

Selected as a "Dynamic ESG: Environmental Excellence Case" by *21st Century Business Herald*

Recognized as an "Urban Lifeline Safety Guardian" by the Underground Pipeline Committee of the Chinese Society for Geodesy, Photogrammetry and Cartography

Named among the "Top 30 Employers with the Spirit of New Quality Productivity" at the 2025 China Best Employer Awards by *zhaopin.com*

Named the "2025 NFuture Most Popular Employer among University Students" by Nowcoder

Won the "2025 Extraordinary Employer" award by Liepin

Won the "2025 Most Desirable Employer" award by Maimai

Spotlight

Tech for Good

Hikvision recognizes that the value of technology lies not only in its advancement, but also in the social responsibility and humanistic care it embodies. Guided by the idea of "Tech for Good," we apply cutting-edge technologies to key sectors such as education, transportation, healthcare, and ecology, addressing societal challenges with our technology. In doing so, we create business value while contributing to long-term social well-being.



Tech for Homeland

We integrate innovative technologies into urban infrastructure, building intelligent systems that enable better management across key sectors such as gas supply, water management, transportation, and municipal services. These solutions help ensure the reliable operation of critical urban lifelines while supporting the development of sustainable communities.

Urban Governance

Leveraging our strengths in IoT perception and AI algorithms, we develop end-to-end, scenario-based intelligent monitoring and early warning solutions that efficiently identify infrastructure hazards and precisely predict safety risks. These capabilities help cities shift from "reactive response" to "proactive prevention," advancing the modernization of urban safety governance.

Integrated Gas Safety Protection

To address risks such as gas leaks and damage caused by third-party construction, we deploy an integrated system combining AI-powered PTZ cameras and laser methane detectors. With second-level gas concentration monitoring, real-time video cross-checking, and AI-driven analysis of construction activities, the system delivers warnings for both unsafe behavior and gas leakage.

Comprehensive Urban Drainage Monitoring

By deploying water level and flow sensors in pipelines, radar PTZ cameras at flood-prone locations, and AI-driven hydrological analysis and flood simulation models, we enable cities to monitor drainage conditions and pipeline operations in real time. This approach enables full-coverage drainage monitoring across points, lines, and areas and improves the timeliness of flood warnings.

Water Supply Safety and Leakage Monitoring

Using electromagnetic flow meters, pressure sensors, and pipeline leakage monitoring devices, we help monitor water supply conditions across distribution zones, detect leak risks in real time, and identify leak sources, reducing response costs and lowering water loss rates.

Visualized Bridge Monitoring

Our visual displacement monitoring camera combines sub-pixel algorithms and enhanced imaging technologies to measure bridge deflection with millimeter-level precision at high frequencies, even in complex environments such as extreme heat or fog. This provides accurate, reliable data to support bridge structural safety and infrastructure reliability.

Intelligent Monitoring of Underground Utility Tunnels

Our offerings, including inspection robots, fiber Bragg grating (FBG) sensors, and fiber-optic temperature and vibration sensing technologies, enable millimeter-level monitoring of structural deformation and environmental changes, as well as automated inspections of overall utility tunnel conditions.

Safeguarding Urban Lifelines with Hikvision AIoT Technologies

Case

Digital Safety Management for 110,000 Gas Cylinders

The massive explosive force of LPG cylinders makes their safety critical to protecting urban gas infrastructure. In collaboration with the Linxiang Urban Management Bureau, Hikvision has implemented a digital safety system for gas cylinders. Each cylinder is assigned a QR code as its "digital identity", enabling end-to-end traceability across gas filling, transportation, and inspection. At filling stations, thermal imaging and AI-based visual monitoring detect unsafe behaviors such as smoking or making phone calls in real time. In high-risk locations like restaurants, combustible gas detectors provide early leak alerts. Meanwhile, a digital inspection platform enables coordinated oversight between enterprises and regulators, improving the efficiency of risk identification. Through a closed-loop management approach covering cylinder records, station safety, gas usage, and safety inspections, we have significantly strengthened early warning capabilities and refined governance for urban gas safety.



Scan the QR code to learn more

"The smart gas supervision platform enables effective monitoring across the entire gas cylinder lifecycle. It helps reduce safety risks and protect users' lives and property."

—Director, Linxiang Urban Management Bureau

Smart Transportation

As a key contributor to smart traffic management, we have more than two decades of industry experience. We have developed over 300 dedicated devices and 140 scenario-driven solutions, delivering intelligent traffic management services to many Chinese cities. We have also played a leading role in formulating over 70 industry standards to support a safer, more efficient, greener, and more people-oriented transportation system.

Case

Using Technology to Eliminate Truck Blind Spots

Large trucks are essential to urban logistics and construction but pose safety challenges due to extensive blind spots. Hikvision partnered with the Ningbo Traffic Police Detachment to deploy an integrated smart system across people, vehicle, and road infrastructure, establishing an end-to-end risk prevention framework. By combining high-definition cameras and fisheye cameras, the solution removes blind areas around roadside monitoring equipment and strengthens the collection of evidence for violations such as red-light running. In high-risk right-turn scenarios, radar and video sensing technologies identify pedestrians and non-motor vehicles in real time. Voice alerts, projected ground warning lights, and on-screen reminders are triggered simultaneously, providing real-time alerts to all road users and improving overall road safety.



Scan the QR code to learn more



Case

Hikvision's Guanlan Large-scale AI Models Enhance Expressway Management Efficiency

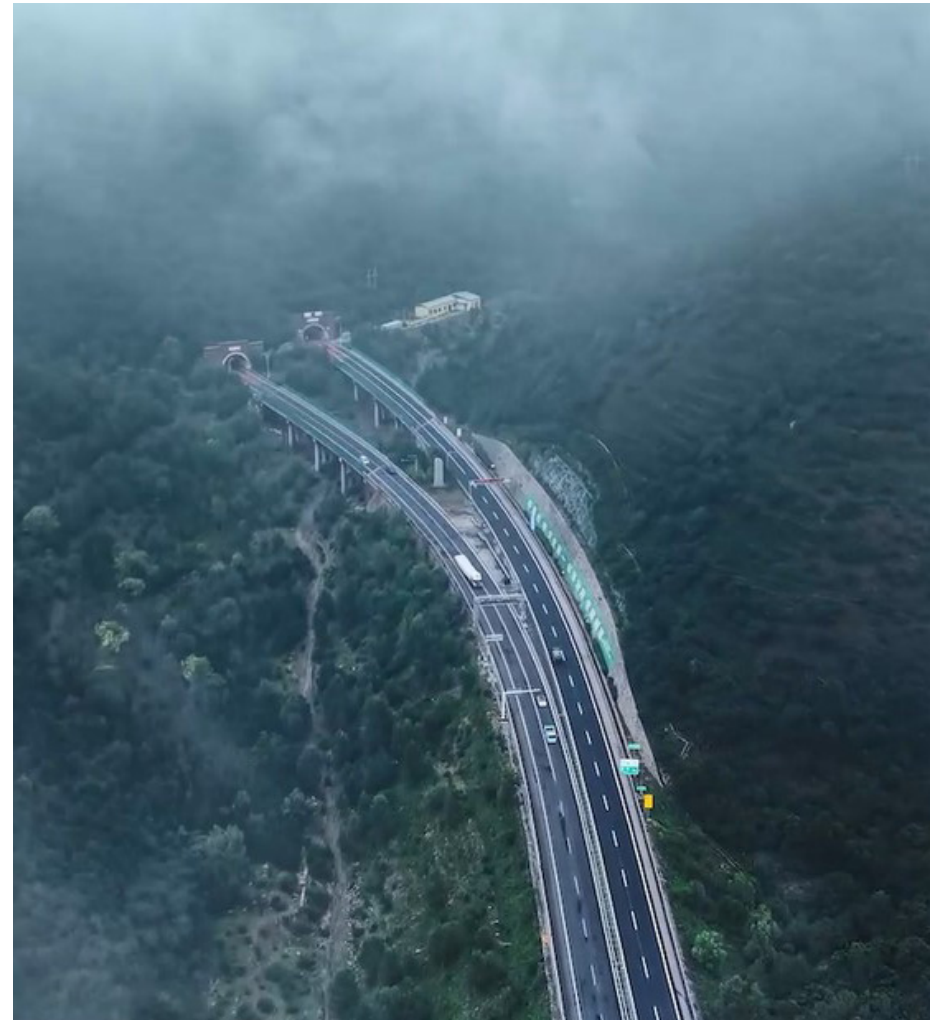
To address heavy traffic volume, complex road conditions, and elevated accident risks along the Lvliang–Xuegongling section of the Qingyin Expressway in Shanxi, Hikvision collaborated with Detachment One of Highway Traffic Police of the Shanxi Traffic Management Bureau to deploy a highway anomaly detection system powered by the Guanlan Large-scale AI Models. By integrating video monitoring and safety alert devices at key monitoring locations, the system automatically detects 12 types of traffic incidents, including road debris, accidents, and illegal parking, with 98% detection accuracy. It enables second-level alerts and minute-level closed-loop responses, improving operational efficiency by around 80% compared with traditional manual patrols while reducing secondary accidents by 30%. The solution offers a scalable model for strengthening highway safety management.

"Technology is more than a tool; it serves as a powerful force in building a reliable safety net. It enables frontline traffic officers to work more efficiently and, most importantly, protects the safety of drivers."

—Head of the "Command-Intelligence-Action" Task Force and Sixth Brigade Instructor, Detachment One of Highway Traffic Police of the Shanxi Traffic Management Bureau



Scan the QR code to learn more



Tech for Environment

Nature is the foundation of life and human civilization. Hikvision respects the rhythms of nature and is committed to supporting the harmonious coexistence between people and nature through digital technologies. By using technology to protect ecosystems, we strive to explore sustainable pathways for a shared future of humanity and the planet.



Water Quality Monitoring at River and Ocean Outlets

Biodiversity Conservation

Through intelligent sensing devices such as bird-monitoring PTZ cameras and hyperspectral water quality analyzers, we actively support the protection of plants, animals, and ecosystems, translating biodiversity conservation into practical actions and providing strong technological support for safeguarding natural environments. We have also led the development of the *Technical Specification for Information-Based Biodiversity Monitoring* (T/LYCY 3075-2024). The Specification has been officially released and implemented, offering systematic technical guidance for biodiversity monitoring. At the 5th World Congress of Biosphere Reserves in 2025, held by UNESCO, Hikvision presented a portfolio of technological products and solutions. By the end of 2025, Hikvision's products had been deployed in China's first batch of national parks, about 30% of national nature reserves, over 200 wetlands, and 50% of the country's biosphere reserves.



Protecting Migratory Birds

Leveraging devices such as bird-monitoring PTZ cameras and hyperspectral water quality analyzers, we help establish intelligent monitoring networks across key habitats. These systems continuously track migratory bird populations and provide real-time alerts for risks such as invasive species, water pollution, and human disturbances. They support authorities in implementing targeted conservation measures and enhance the overall management of habitats.



Protecting Heritage Trees

By integrating growth monitoring, habitat analysis, pest and disease identification, and panoramic live-streaming technologies, we enable dynamic health assessments and risk warnings for heritage trees. This approach supports a sustainable conservation model centered on scientific monitoring, precise management, and cultural preservation.



Safeguarding Marine Ecosystems

We provide solutions for marine meteorological monitoring, ecological monitoring, disaster monitoring, coastal and maritime monitoring, and island monitoring. These solutions strengthen the perception, early warning, and analytical capabilities for marine environments, contributing to enhanced marine ecological security.



Monitoring Water Ecosystem Health

We have developed a full-spectrum water quality analyzer capable of monitoring more than ten key indicators in real time, including chemical oxygen demand (COD), total nitrogen, total phosphorus, and chlorophyll. It enables authorities to quickly assess water conditions and identify ecological trends. The analyzer has been used in pilot projects in Jiangxi, Chongqing, and other regions, providing reliable technological support for water environment protection and governance.

Case

Open Laboratory for Sea Fog Research

Sea fog is a deceptively beautiful hazard. While it creates scenic coastal views, the reduced visibility poses risks to maritime navigation, increasing the likelihood of groundings and collisions and affecting activities such as fisheries and offshore energy operations. To this end, under the guidance of the China Meteorological Administration, Hikvision and the Zhejiang Meteorological Bureau jointly established the country's first "Key Open Laboratory for Intelligent Observation of Sea

Fog" to monitor and analyze the occurrence, development, and dissipation of sea fog. In addition, we are going to develop meteorological observation products based on technologies such as IoT perception, AI, and big data, providing a scientific basis for addressing climate change and maintaining marine ecological security.



Scan the QR code to learn more

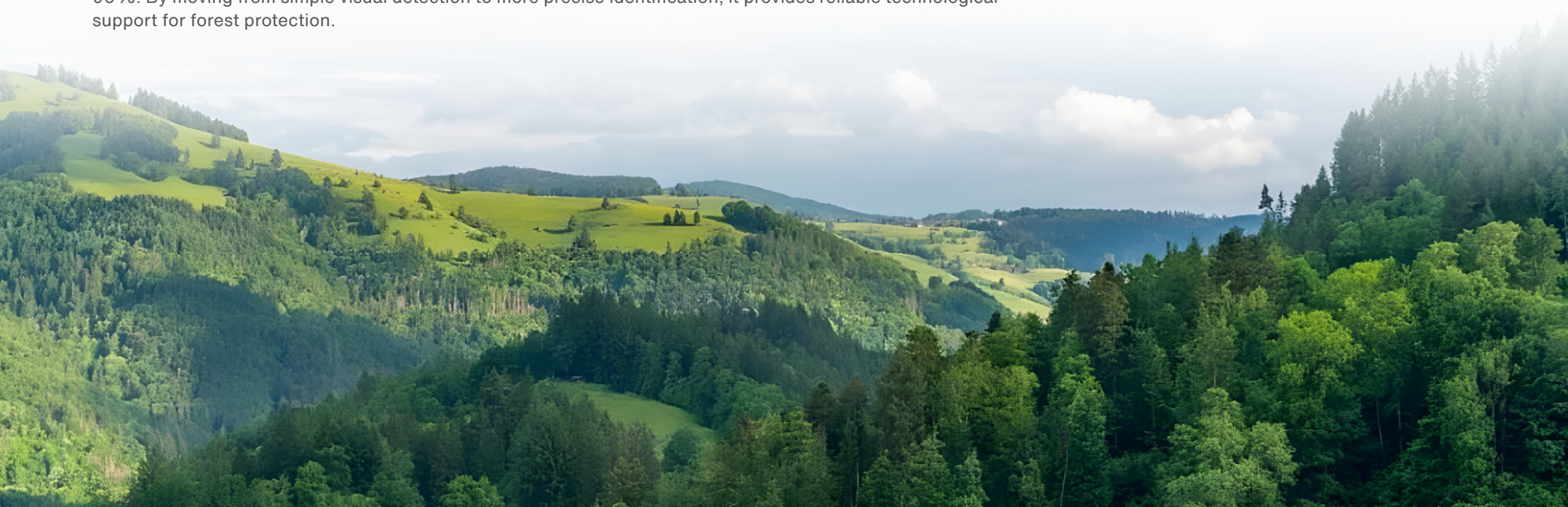
Natural Disaster Prevention

Intelligent perception technologies provide essential support for natural disaster prevention and control. Targeting typical disaster scenarios such as floods, landslides, rockfalls, mudslides, and forest fires, we have built an integrated monitoring network spanning space, air, and ground. By bringing together hazard identification, early warning, and emergency response mechanisms, we aim to build a solid safety net for disaster prevention, mitigation, and relief.

Case

Accurately Detecting Forest Fire Risks with Hikvision's Multimodal Large Model

To reduce false alarms in forest fire monitoring, Hikvision developed a multimodal AI forest fire detection and analysis system for more accurate and efficient wildfire detection and early warning. Using front-end devices such as dual-spectrum PTZ cameras, the system captures images of potential fire sources in forested areas. A multimodal large model then conducts further analysis by examining environmental context, smoke characteristics, and other scene features. This process helps distinguish real fire risks from interference caused by cooking smoke, sunset glow, or mist, significantly reducing false alerts. After its deployment in Anhui, Inner Mongolia, and other locations, the system has increased fire and smoke detection accuracy to 96%. By moving from simple visual detection to more precise identification, it provides reliable technological support for forest protection.



Tech for Industry

Industrial development is the foundation of economic development and an important engine of social progress. Centered on AIoT technologies, Hikvision improves production efficiency through digital operations while strengthening risk management with intelligent safety systems, supporting industries as they progress toward greener, safer, and more efficient development.



Scan the QR code to learn more

"Moving monitoring tasks from the site to a centralized control room has brought work indoors. This not only improves working conditions for staff but also enhances efficiency and reduces operational costs."

—Assistant General Manager and Chairman of the Labor Union, Zhenjiang Jingang Port Service Co., Ltd.

Digital Operations

In response to the global wave of digital transformation, Hikvision leverages IoT perception and data intelligence to embed AI technologies across production and management scenarios. This helps enterprises build flexible and efficient smart operations systems and empowers the digital transformation of industries.

Case

Hikvision's Guanlan Large-scale AI Models Enable Intelligent Belt Inspection at 100-Million-Ton Port

The conveyor belt system operated by Zhenjiang Jingang Port Service Co., Ltd. extends over 10 kilometers and serves as a vital channel for cargo transfer. To address inefficiencies, high risks, and detection delays associated with traditional manual inspections, Hikvision deployed self-cleaning cameras and an AI-powered DeepInMind . Supported by the Guanlan Large-scale AI Models, the system continuously analyzes conveyor operations and detects anomalies such as belt misalignment and material buildup in real time. It is expected to reduce cleaning-related costs by over RMB 300,000 annually. A digital twin platform based on 3D scene technology mirrors equipment conditions and operational processes in real time, enabling accurate fault localization and visualized decision support. With large language models embedded, the system supports natural language commands for operations such as equipment self-checks and alarm inquiries. This simplifies complex processes and significantly improves both operational safety and efficiency.



Case

Enhancing "Freshness" with Smart Cold Storage

Cold chain logistics is critical to the distribution of fresh food. In partnership with Guangdong New Supply and Marketing Tianye Cold Chain Logistics Group Co., Ltd. (hereinafter referred to as "Tianye Cold Chain"), Hikvision has developed a digital cold chain management system powered by IoT perception and AI algorithms, enabling integrated management from vehicle scheduling to cold storage operations. Specifically, the vehicle scheduling module digitizes the entire entry process, significantly reducing truck waiting times. AI-enabled dock cameras monitor loading and unloading in real time, allowing for dynamic allocation of dock resources and improving dock utilization by 50%. To address the challenges of low-temperature environments, a customized cold-chain PDA code scanner has been developed with a sealed design to prevent lens fogging and maintain stable imaging. The device is also equipped with a large-capacity battery, which extends operating time by 80% compared to standard PDAs and reduces the failure rate by 90%. In addition, technologies such as acoustic imaging and macro monitoring allow potential equipment issues to be both "heard and visualized," enabling remote intelligent inspections across the facility.



Scan the QR code to learn more

"By applying AIoT technologies to cold chain logistics, we have established secure and efficient smart cold storage and park management systems. This helps drive intelligent transformation of the industry and support the digital development of the Guangdong supply and marketing cold chain core network for public agricultural products."

**—Director of the Social Services Department,
Tianye Cold Chain**

Safety Management

By combining multimodal AI models with an inspection DeepInMind, Hikvision enables real-time detection of risks involving people, equipment, materials, and the environment, and establishes a closed-loop safety management process from risk identification to response, greatly enhancing the efficiency of smart safety inspections and supporting safe industrial operations.



Scan the QR code to learn more

"Operators now only need to conduct a single on-site verification of key areas during each shift. This approach improves inspection efficiency, while the intelligent early warning system significantly enhances equipment reliability, helping us reduce costs and improve operational performance."

—Head of the Production Technology Department, Wanhua Chemical Penglai Park

Case

Intelligent Inspection Makes Safety "Clear at a Glance"

The corrosive, flammable, and explosive nature of many chemical materials, combined with the facility's coastal exposure to sea winds and salt spray, makes safe production and routine inspections particularly challenging at the Phase I project of Wanhua Chemical (Penglai) Co., Ltd. (hereinafter referred to as "Chemical Penglai"). Traditional manual inspections are further constrained by limited efficiency and the risk of human error. To address these challenges, Hikvision has introduced a three-dimensional inspection system that integrates IoT perception and AI models for aerial, structural, and ground-level inspections. By integrating and analyzing multi-source data, the system greatly improves inspection efficiency and strengthens process safety management. It marks a shift from human-based to technology-driven protection, and from traditional inspection to intelligent monitoring, setting a new benchmark for safe and high-quality development in the chemical industry.



"Intelligent Inspection Cockpit" at Wanhua Chemical

Case

Large Models Enhance Safety at Construction Sites

Construction sites often involve complex, risk-intensive environments. Activities such as working at height and operating heavy machinery can quickly lead to serious accidents if operational errors or equipment malfunctions occur. In collaboration with Guangdong Provincial Construction Engineering Group Co., Ltd. (hereinafter referred to as "Guangdong Construction Engineering"), Hikvision has launched a smart construction site solution. It uses IoT perception devices, including safety inspection recorders and AI-powered cameras, to help safety managers more efficiently identify potential hazards and manage personnel access. It also reduces reliance on manual inspections and streamlines management processes, thereby improving the efficiency of on-site safety management. The solution has been adopted in over 400 construction projects in Guangzhou city, contributing to safer urban development.

"Safety inspection logs that previously relied on handwritten records can now be completed within minutes, improving both accuracy and efficiency."

—Safety Officer at a construction site of Guangdong Construction Engineering



Scan the QR code
to learn more



Quality and Efficiency Improvement

By combining 3D sensing, vision-based large models, and multi-dimensional IoT capabilities, Hikvision has developed a digital management framework covering personnel, equipment, materials, and operational spaces. This approach supports more refined enterprise management, helping companies optimize production processes, enhance energy efficiency, and reduce operational costs.



Scan the QR code to learn more

"Now, we can monitor inventory changes in real time and with much greater accuracy. It helps us meet production needs while reducing capital tied up in inventory and lowering warehousing costs."

—Deputy General Manager of Finance, Handan Yutai Coking Co., Ltd, a Subsidiary of Yutai Chemical.

Case

Intelligent Raw Material Management: Accurate Coal Measurement in 15 Minutes

Managing inventories of energy and industrial raw materials has long been hindered by low efficiency and measurement errors. To address this challenge, Hikvision collaborated with Yutai Chemical Group Co., Ltd. (hereinafter referred to as "Yutai Chemical") to implement an innovative inventory management solution. The system uses more than twenty 3D imaging radar units to scan coal piles with high precision. Enabled by millimeter-wave radar and AI technologies, it can accurately measure the weight of coal stored within a 40,000-square-meter warehouse in just 15 minutes, significantly improving both efficiency and accuracy. In addition, inventory data is synchronized with the financial system in real time to support production planning, logistics scheduling, and cost accounting. This helps reduce inventory losses and optimize cost management while improving operational efficiency. The solution can also be extended to the management of mineral raw materials, offering an effective approach for industries such as coking, coal mining, thermal power generation, steelmaking, and metallurgy.





Tech for Community

Hikvision is committed to promoting cutting-edge technologies application in public service areas such as elderly care, child safety, education, and healthcare. By leveraging digital and intelligent technologies, the Company helps streamline public service processes while improving service efficiency and quality, with a strong focus on the needs of vulnerable groups. These efforts contribute to a safer, more convenient, and smarter social environment, supporting ongoing improvements in public services and social well-being.

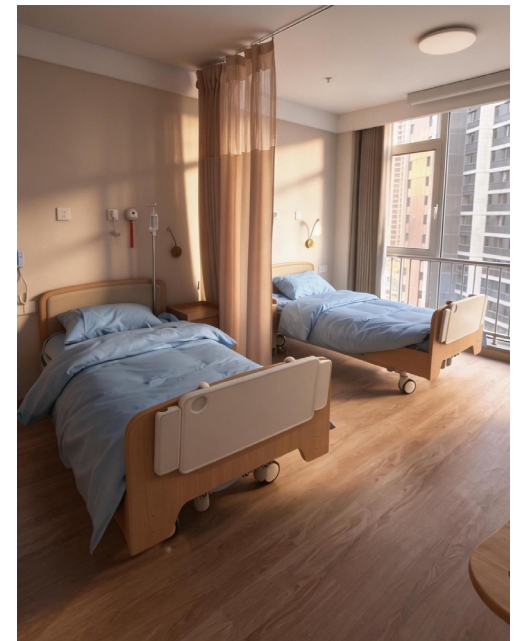
Caring for Vulnerable Groups

We remain committed to smart elderly care, safety protection for seniors living alone, and support for rural children. We have developed a series of AIoT-based solutions combining safety protection, daily care, health management, and emotional support. These solutions enable more people to benefit from technological progress while enhancing their sense of security and well-being.

Case

Enabling Smart Real-time Care Through Technology

As populations age, technology-enabled care solutions are becoming increasingly important. Hikvision has developed a smart elderly care solution covering institutional, community, and home-based settings. By integrating AI, IoT perception, and big data technologies, the solution helps improve the quality and coverage of elderly care services. It has been implemented in cities such as Qingdao, Tianjin, Jinhua, and Shanghai. In Duliu Town, Jinghai District, Tianjin, we have installed smart care terminals, vital sign detection radars, smoke detectors, and methane detectors for rural households with elderly people living alone. These devices can promptly detect abnormal situations, such as falls, gas leaks, or early-stage fires, and issue alerts to help ensure their safety. At Qingdao Laoshan Fuyue Elderly Care Center, we have deployed various sensing devices, and intelligent access control to enable seamless, contactless access. Health-monitoring radar and smart intercom systems enable 24-hour risk alerts for residents and timely responses to requests for assistance, significantly enhancing the facility's care capacity.



Enhancing Emergency Management

To enhance emergency response in complex environments, we have developed an end-to-end solution covering early warning, real-time coordination, and post-incident analysis. Powered by AIoT and AI-based sensing technologies, and supported by continuous situational awareness and a unified command platform, the solution enables faster, more precise decision-making while helping build a resilient, digitally enabled safeguard for public safety.



Scan the QR code to learn more

Case

Supporting Emergency Rescue in the Karkonosze Mountains, Poland

Timely rescue operations can be challenging in the Karkonosze Mountains for its rugged terrain and rapidly changing weather. Hikvision has provided the local mountain rescue team with an integrated solution combining intelligent sensing and centralized command. Smart cameras equipped with Acuseek and DarkFighter technologies are installed at critical locations. Combined with a low-power, high-reliability storage system and a centralized management platform, they enable round-the-clock monitoring and coordinated response. With the system in place, rescue teams can assess conditions in advance, significantly improving deployment efficiency and response times. Ongoing monitoring of high-risk zones, coupled with public access to real-time footage, further enhances risk prevention and early intervention. The solution improves the safety and efficiency of mountain rescue while establishing a comprehensive, technology-enabled protection framework for both the public and emergency services.





Smart Education

Hikvision supports the digital transformation of both higher education and K-12 institutions. Focusing on campus safety, digitalized classroom teaching, and integrated intelligent operations and maintenance, we promote the coordinated development of smart classrooms, smart campuses, and teaching management platforms. These efforts help enhance teaching quality and administrative efficiency while fostering teachers' professional growth and students' well-rounded development.

Case

Smart Classrooms Bring New Vitality to Learning

Hikvision has supported the development of smart classrooms at more than 1,000 tertiary institutions, including Zhejiang University and Huazhong University of Science and Technology. The Smart Classroom Hub centrally manages multimedia and environmental systems—such as large displays, lighting, and audio—and seamlessly integrates with Yunmou Zhike (a HikCloud-enabled digital teaching tool) and university management platforms. This enables coordinated operations between classroom equipment, teaching applications, and administrative systems. When teachers enter the classroom, lighting and air conditioning automatically adjust to preset settings, and teaching materials can be projected with a single click. AI-assisted tools help teachers prepare course materials more efficiently and enable real-time content saving during class to streamline the teaching process. Equipped with array microphones for unobtrusive sound amplification and AI-based blackboard recognition technology, the smart classroom ensures that students in all seating areas can clearly hear and follow the lesson. The system also supports one-click lecture recording and automatic upload of course videos to a resource center, allowing teachers to review lessons and students to revisit content after class. In addition, AI-powered classroom monitoring and data analytics allow administrators to remotely track teaching activities and evaluate teaching performance based on indicators such as student participation and lesson pacing, thereby driving continuous improvements in teaching quality.



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to learn more

Healthcare

Hikvision is expanding the application of digital and intelligent technologies in healthcare. Focusing on key scenarios such as outpatient services, hospital wards, operating rooms, monitoring, and telemedicine, we are building intelligent solutions that support the entire care continuum. Through collaboration with healthcare institutions, along with system training and technical support, Hikvision helps advance healthcare delivery toward greater safety, efficiency, and accessibility.

Advancing Hospital Digital Transformation

Hikvision has formed a strategic partnership with Hangzhou Hospital of Traditional Chinese Medicine to promote the digitalization of healthcare delivery. Centered on key settings, such as inpatient wards, outpatient clinics, and operating rooms, the collaboration introduces solutions such as smart nursing systems and digital operating rooms to improve clinical efficiency and operational safety. We have also explored new models, including integrating AI into clinical workflows and using traditional Chinese medicine to support staff well-being. While helping the hospital advance its digital transformation, we ensure that technologies are used to better support patients, healthcare professionals, and broader public health.

Smarter Healthcare Logistics and Operations

Hikvision has established a strategic partnership with Jiyuan Network to develop digital solutions addressing challenges in operational safety and efficiency across healthcare institutions. The collaboration aims to build more reliable and efficient healthcare logistics services, supporting stable hospital operations and improving the patient experience.



Tech for Culture

Hikvision continues to expand the application of IoT sensing technologies and large-scale AI models in areas such as cultural heritage preservation, scenic site management, and public cultural services. Through intelligent security systems, environmental monitoring, and refined operational management, the Company helps enhance heritage protection while improving the experience of visitors, supporting the sustainable preservation and utilization of cultural resources.

Case

AI-powered Smart Tourism at Mount Emei

Working with the Mount Emei management team, Hikvision has applied technologies including IoT perception and large-scale AI models to upgrade the mountain's smart tourism infrastructure. AI-enabled perimeter cameras installed along hiking trails can accurately detect visitors approaching restricted areas and issue real-time audio alerts through smart speakers, improving safety monitoring. Water-level monitoring PTZ cameras track changes in real time, triggering audio-visual alerts when abnormalities are detected and sending warnings across regions to support swift emergency response during flood seasons. The large model with AcuSeek enables fast retrieval of monitoring data, allowing staff to quickly locate lost visitors or misplaced belongings, thereby improving overall service efficiency. In addition, technologies such as temperature and humidity sensors and wildlife monitoring cameras support more precise and intelligent management of cultural relics and natural resources. Together, these tools help create a safer, smarter, and well-organized tourism environment, allowing visitors to fully appreciate the natural beauty and cultural heritage of Mount Emei.



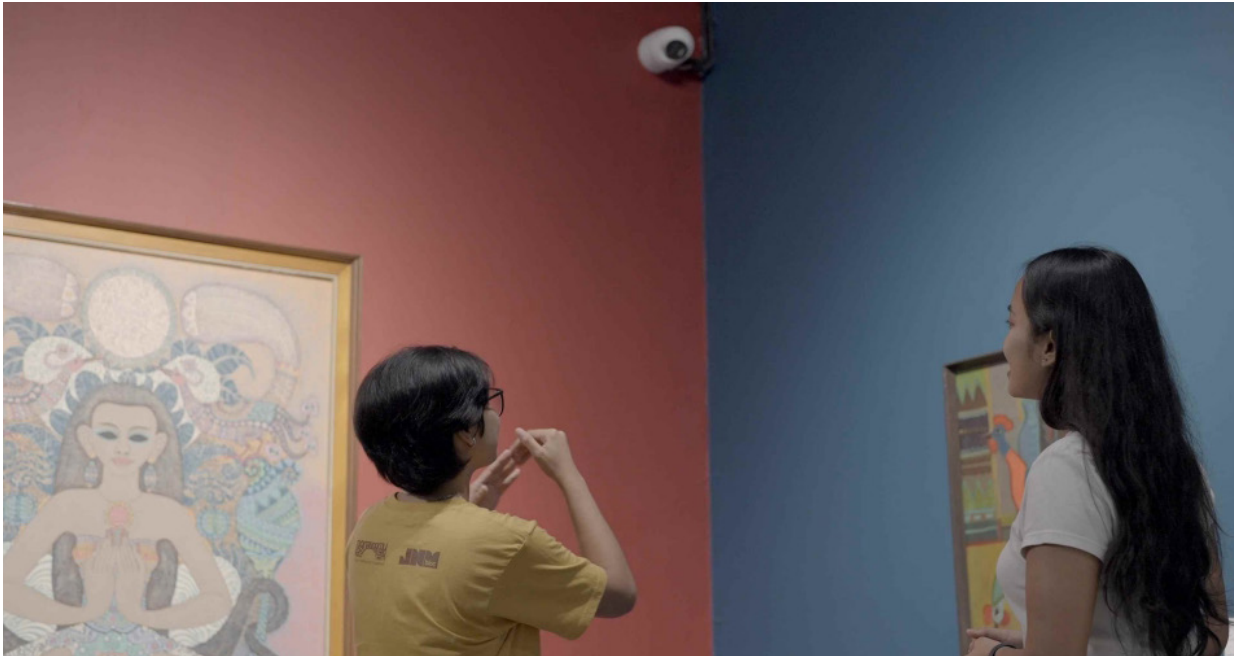
Scan the QR code to learn more



Case

Enhancing Art Protection at Jogja National Museum

Hikvision partnered with the Jogja National Museum, an important center for contemporary visual art in Indonesia, to implement a comprehensive intelligent security solution for artwork protection. The system integrates ColorVu camera with AcuSeek NVR powered by the Guanlan Large-scale AI Models, enabling continuous and refined protection of the museum's collections. During peak visitor periods and special exhibitions, the solution improves response efficiency through intelligent search, event detection, and behavior analysis, helping maintain order within the venue while safeguarding artworks. It also enables the rapid retrieval of misplaced items. By applying these technologies, Hikvision helps the museum protect its valuable collections while ensuring a smooth visitor experience, providing a strong digital safeguard for local art and cultural heritage.



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Environment

Eco-Friendly, Green Development

A future of stable business growth depends on a healthy ecosystem. Hikvision aligns its growth with the national vision of “lucid waters and lush mountains,” integrating ecological stewardship into its core strategy. Through systematic resource optimization and continuous energy efficiency enhancements, we are building a green, low-carbon ecosystem that balances business growth with environmental responsibility. Through these efforts, we uphold our commitment to a sustainable and responsible future through concrete action.

Contributing to the following UN SDGs



Responses to topics

- Climate change response (Energy management)
- Circular economy
- Clean technology application
- Waste and emissions management
- Water resource management

Target	2025 Progress
Comprehensive energy consumption per 10,000 RMB of industrial added value: ≤ 0.032 tce	0.015
YoY increase in regional natural gas consumption: 0%	25.2% decrease
Industrial solid waste recycling rate: 85%	97.23%
Reuse rate of materials from returned products: $\geq 64\%$	67.24%
Compliance rate for wastewater and exhaust emissions: 100%	100%

Addressing Climate Change

According to the Global Risks Report 2025 by the World Economic Forum, climate change remains one of the most urgent global challenges. Hikvision continues to strengthen its climate governance framework, systematically identifying and assessing climate-related risks and opportunities, and setting clear decarbonization targets and action to contribute to global climate resilience.

I Governance

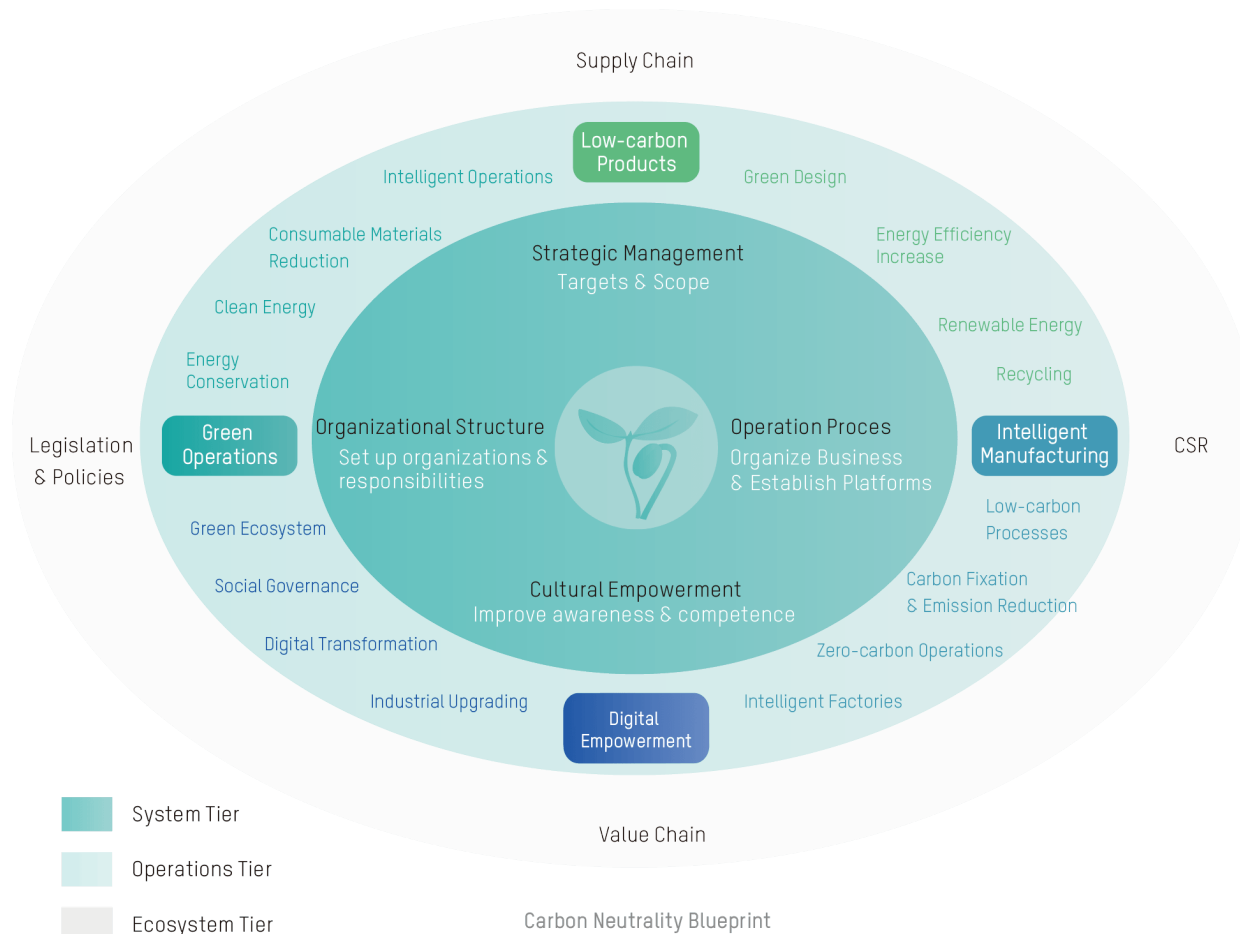
Hikvision has established a three-tier climate governance structure, with the Board providing oversight, the Carbon Neutrality Committee coordinating efforts, and the Carbon Neutrality Operations Working Group responsible for execution. This structure ensures alignment across the entire roadmap from strategy formulation to implementation. The Carbon Neutrality Committee is responsible for formulating annual climate action plans, cascading specific tasks to specialized teams and management. By integrating these objectives into the performance appraisal system, the Committee ensures quantifiable oversight and accountability for all progress.

The Committee consists of senior executives and management personnel from key climate-related functions. The Working Group is composed of teams from climate-related functions with extensive climate management expertise. To continuously strengthen capabilities, the Working Group regularly updates the Committee on carbon-related developments and organizes dedicated management meetings on emerging topics such as the Science Based Targets initiative (SBTi) and EU Carbon Border Adjustment Mechanism (CBAM).

Role	Governing Body	Responsibilities
Decision-making	Board of Directors	Reviews ESG strategies and plans that incorporate climate change considerations, as well as annual KPIs, and target achievements; and integrates climate considerations into operational decisions such as raw material selection, process improvements, and travel management.
Management	Carbon Neutrality Committee	Develops climate strategies, targets, and policies; convenes annual management meetings to review key carbon-neutrality topics and decisions; coordinates the identification and ongoing management of climate-related risks; and regularly reports progress to the Board.
Execution	Carbon Neutrality Operations Working Group	Drives green operations and product innovation through four pillars (green operations, low-carbon products, smart manufacturing, and digital empowerment); tracks monthly carbon reduction performance; and enables value chain partners to reduce emissions collaboratively.

I Strategy

We actively respond to climate-related risks and opportunities through a structured carbon neutrality strategy covering management systems, operations, and the broader ecosystem, with actions centered on four key pillars: low-carbon products, smart manufacturing, digital empowerment, and green operations. In recent years, the Company has steadily advanced its transition by improving device energy efficiency, promoting the application of low-carbon materials, and expanding the use of solar energy solutions. We also leverage digital technologies to support industries such as steel and coal in enhancing operational efficiency and quality, contributing to greener industrial development.



To systematically identify climate-related risks and opportunities, Hikvision conducts assessments in line with the 11 categories recommended by the Task Force on Climate-Related Financial Disclosures (TCFD). Through value chain mapping, climate database risk screening, and industry research, Hikvision identifies and analyzes climate vulnerabilities and opportunities across the value chain, and compiles a list of climate-related risks and opportunities. We also proactively respond to the CDP climate change questionnaire to further identify potential exposures, thereby enhancing management transparency and granularity.

Drawing on low- and high-emissions scenarios from the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), we assess the impacts of climate factors across the short-, medium-, and long-term time horizons. This includes evaluating implications for our business operations and financial planning. Based on these insights, we define our strategic direction and response measures for climate change and adjust our strategies in line with evolving progress.

Risk and Opportunity Category	Time Horizons and Impact Severity	Climate Scenarios
Shared Socioeconomic Pathways (SSPs) from the IPCC Sixth Assessment Report		
Physical risks	Acute <hr/> Chronic	Low-emissions scenarios, consistent with the Paris Agreement: <ul style="list-style-type: none"> SSP1-2.6—This scenario emphasizes sustainable development and low-carbon transformation. The goal is to limit global warming to approximately 2°C, with a strong possibility of keeping it at or below 1.5°C. Net-zero emissions will be achieved around 2075. High-emissions scenarios: <ul style="list-style-type: none"> SSP3-7.0—Regional rivalry: Under a fragmented global socioeconomic system, each country pursues its own interests, leading to scant emissions reduction efforts. Global warming is likely to exceed 3°C. SSP5-8.5—Fossil-fuel-based development: This scenario assumes a global socioeconomic system dominated by high-carbon energy sources, with limited mitigation efforts. Global warming is likely to exceed 4°C.
	Short-term (2026) Medium-term (2030) Long-term (2050) Financial impact is classified into three levels based on potential benefits:	Transition risks Transition opportunities
Policies and regulations <hr/> Technology <hr/> Market <hr/> Reputation	Low: ≤ RMB 1 million Medium: RMB 1 million–10 million High: ≥ RMB 10 million	
Resource efficiency		
Products and services <hr/> Market <hr/> Resilience		

List of Identified Climate-Related Risks

Category	Climate-Related Risks	Short-term (2026)	Medium-term (2030)	Long-term (2050)	Impact	Mitigation Strategies
Policies and regulations	Enhanced emissions reporting obligations	High	High	Medium	<ul style="list-style-type: none"> The Company is required to enhance climate management and information disclosure quality, with an increase in project funding in the short term. In the medium to long term, expenditures related to product carbon footprint, data collection, and verification will increase. 	<ul style="list-style-type: none"> Stay current with domestic and international emissions reporting requirements to ensure compliance in disclosures. Respond to domestic and international disclosure requirements by establishing a mechanism for routine management of emissions data, developing plans and targets for reducing emissions and mitigating climate change, and following up on progress in achieving these targets.
	Growing concerns and negative feedback from stakeholders	Low	Medium	High	<ul style="list-style-type: none"> This risk has attracted wide attention within a short period. In the medium to long term, heightened regulatory requirements will subject the Company to increased compliance demands, potentially elevating the risk of negative feedback. 	<ul style="list-style-type: none"> Keep track of the feedback regarding the Company's climate response measures from domestic and international regulatory authorities, customers, and other stakeholders along the supply chain. Cooperate with supervision and assessments by issuing ESG reports, facilitating external ratings, announcing our climate policies, and engaging with specific groups. Constantly refine our climate policies and emissions reduction measures to address stakeholder concerns.
Transition risk	Costs of transitioning to low-carbon technologies	Medium	Medium	Medium	<ul style="list-style-type: none"> Emissions are reduced through the use of new energy sources in the short term. In the medium to long term, investments will increase in green products in response to the growing market demand for low-carbon products. 	<ul style="list-style-type: none"> Set and work to achieve energy conservation and efficiency targets based on policies and market demands, and regularly assess the input and output of low-carbon technologies. Increase investments in emissions reduction technologies and increase the use of new energy, technologies, and materials to reduce overall energy consumption. Gradually establish a mechanism for product carbon footprint management by starting with a pilot project, to reduce energy consumption.
	Increased greenhouse gas (GHG) emissions pricing	Low	Medium	High	<ul style="list-style-type: none"> Our industry is not yet covered by China's carbon trading market in the short term. However, if it is included in the medium to long term, relevant operating costs will increase. In the short term, carbon tax policies in many countries have not yet covered our industry. However, as these policies tighten in the medium to long term, the expanded coverage could elevate our operating costs. 	<ul style="list-style-type: none"> Stay current with the climate policies of various countries and regions, and adjust accordingly. Use renewables to enhance energy efficiency and reduce operational carbon emissions. Promote investments and practices in energy-saving technologies to reduce emissions.
	Consumer preference for low-carbon products and services	Low	Medium	High	<ul style="list-style-type: none"> Main customers' demands for low-carbon products and services are not yet apparent in the short term. In the medium to long term, customers are expected to gradually opt for low-carbon products and services, which will affect revenues from established business operations. 	<ul style="list-style-type: none"> Keep track of market demand for low-carbon products and services, and adjust accordingly. Increase the use of new energy sources and the supply of low-carbon products and services. Obtain low-carbon labels, certifications, and patents.

List of Identified Climate-Related Risks

Category	Climate-Related Risks	Short-term (2026)	Medium-term (2030)	Long-term (2050)	Impact	Mitigation Strategies
Transition risk	Market	Low	Medium	High	<ul style="list-style-type: none"> In the medium to long term, upstream businesses might boost their investments in technologies and incur higher emissions costs. These increases are likely to be reflected in the prices of raw materials purchased by the Company. 	<ul style="list-style-type: none"> Follow up on the impact of climate policies on upstream companies, and make timely responses and adjustments. Establish mechanisms for supplier communication and awareness building, encourage suppliers to reduce energy consumption, expand our pool of suppliers, and control procurement costs rationally. Comprehensively assess cost increases and develop a reasonable pricing strategy by taking account of changes in consumer demand.
	Reputation	Low	Medium	High	<ul style="list-style-type: none"> As influenced by policies and public opinion, the growing preference for low-carbon products and services will affect the Company's revenues from established business operations. 	<ul style="list-style-type: none"> Constantly address social concerns regarding energy conservation, emissions reduction, and green development to build a green brand image. Stay ahead of market demand shifts by proactively developing and launching green products and services. Adhere to our commitments as a UNGC member by joining domestic and international sustainability associations and advocating for green development.
Physical risks	Acute risks	Low	Medium	High	<ul style="list-style-type: none"> Suppliers in coastal or flood-prone regions face climate risks like typhoons and floods, which might affect supply continuity. As extreme weather events become more frequent, these climate risks also increase. 	<ul style="list-style-type: none"> Foster synergies between production bases to ensure production stability. Adjust the geographic distribution of suppliers to ensure that each production base is supplied from geographically closer suppliers. Expand the supplier base to avoid reliance on procurement from a single supplier.
	Chronic risks	Low	Low	Low	<ul style="list-style-type: none"> Suppliers in coastal or high-temperature regions face climate risks related to precipitation and power rationing, which might affect the continuity of deliveries and their order fulfillment rate. 	<ul style="list-style-type: none"> Plan ahead and stay in touch with suppliers to ensure deliveries in full within short lead times. Foster synergies between production bases to ensure production stability. Adjust the geographic distribution of suppliers to secure supplies from proximate locations. Expand the supplier base to avoid reliance on a single supplier.
	Chronic risks	Low	Low	Low	<ul style="list-style-type: none"> This risk could result in frequent extreme weather events, increase energy consumption and maintenance costs, and even cause damage to equipment. This risk may also accelerate the aging, degradation, and spoilage of materials during storage and transportation. 	<ul style="list-style-type: none"> Strengthen the inspection and monitoring of raw materials to ensure they meet the quality standards. Require suppliers to improve their production processes and equipment to boost efficiency and product quality. Enhance equipment maintenance and devise reasonable schedules that avoid peak production during periods of high temperatures.
	Chronic risks	Low	Low	Low	<ul style="list-style-type: none"> Coastal infrastructure, including ports, may face inundation, which necessitates changes in route planning. This could in turn lead to an increase in transportation time and costs. 	<ul style="list-style-type: none"> Strengthen resilience standards for coastal ports and logistics facilities, and build sea walls and breakwaters to mitigate the impact of saltwater intrusion and storm surges. Adjust shipping routes to bypass areas most threatened by rising sea levels, thus reducing logistics interruptions and delays.

List of Identified Climate-Related Opportunities

Category	Climate-Related Opportunities	Short-term (2026)	Medium-term (2030)	Long-term (2050)	Impact	Key Actions
Resource efficiency	Adopting more efficient production and distribution processes	Low	Medium	Medium	<ul style="list-style-type: none"> Technology will be adopted to optimize the Company's production, operations, and distribution processes, thereby reducing operational costs. Customers will be equipped with digital capabilities and relevant revenues will increase. 	<ul style="list-style-type: none"> Use digital products and solutions, such as dark factories and digital factories, to enhance distribution and warehouse management, reducing energy loss and cutting costs. Constantly improve the hardware and software of digital products through technological R&D. Promote the Company's energy-saving solutions to help more businesses reduce costs, improve efficiency and quality, and generate additional business revenues.
	Recycling	Low	Medium	Medium	<ul style="list-style-type: none"> Product trade-ins and the recycling of internal resources will be promoted to reduce costs. Revenues could be boosted through product cannibalization. 	<ul style="list-style-type: none"> Reduce the use of disposable materials in our production and operations processes to reduce production costs. Organize trade-in campaigns to boost relevant revenue streams.
Products and services	Development and/or expansion of low-carbon products and services	Low	Medium	High	<ul style="list-style-type: none"> Investments will be made in low-carbon product design. The production, operations, and sales management processes will be improved to reduce energy consumption at various stages. 	<ul style="list-style-type: none"> Invest in innovative designs, processes, and technologies while closely monitoring the effectiveness of R&D efforts, so as to lower energy consumption and reduce costs in the long run.
	Products and service R&D and innovation	Medium	Medium	High	<ul style="list-style-type: none"> As extreme weather conditions become more frequent due to climate change, the public sector will increase investments in emergency management, disaster prevention, and relief efforts, presenting new business opportunities in infrastructure projects like ports, shipping channels, mountain tunnels, and urban transportation systems. 	<ul style="list-style-type: none"> Closely monitor business opportunities brought about by climate change, and cater to new market needs by intensifying product R&D and the development of new application scenarios. Develop and launch emergency response equipment and boost revenue with new products and solutions.
	Diversified business activities	Medium	Medium	High	<ul style="list-style-type: none"> As extreme weather conditions become increasingly frequent due to climate change, various industries will increase investments in safety and emergency management, thus presenting new business opportunities. The Company can provide various industries with tools to reduce costs and enhance efficiency during the production, operations, and management processes, helping customers reduce emissions and capture new business opportunities. 	<ul style="list-style-type: none"> Constantly deepen our understanding of customer needs across various industries, build on existing security solutions to provide fire prevention and emergency management tools to generate additional business revenues. Provide digital equipment and solutions to meet customers' needs for reducing energy inputs and waste of raw materials, thereby generating additional business revenues.
	Shifts in consumer preferences	Low	Medium	High	<ul style="list-style-type: none"> With tightening climate policies and growing climate awareness among the public, customers are increasingly favoring low-carbon products and services, which opens up new business opportunities. 	<ul style="list-style-type: none"> In the medium to long term, increase investments in low-carbon products and operations and offer a variety of digital transformation solutions to meet new market demands and generate additional revenues.

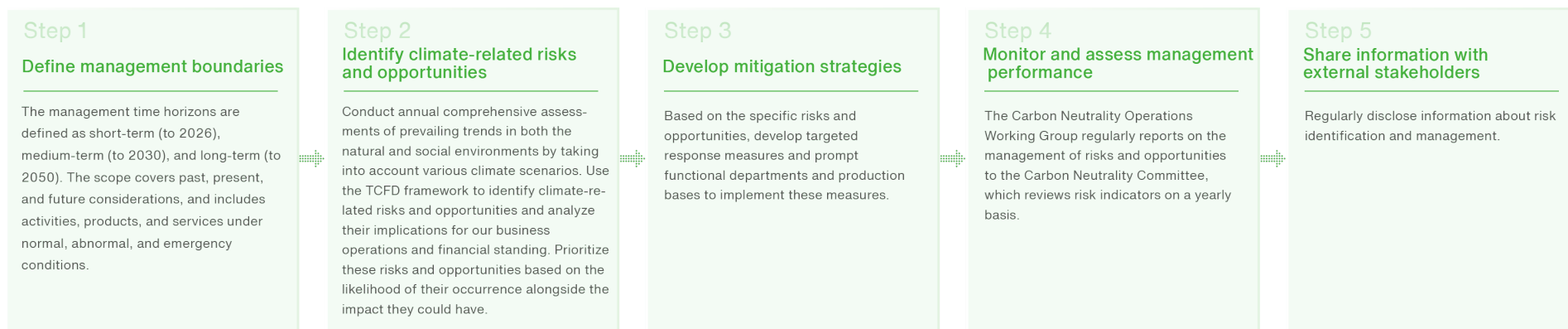
List of Identified Climate-Related Opportunities

Category	Climate-Related Opportunities	Short-term (2026)	Medium-term (2030)	Long-term (2050)	Impact	Key Actions
Market	Entering new markets	High	High	High	<ul style="list-style-type: none"> Under the guidance of national policies, the Company's products can help traditional industries improve quality and efficiency, go digital, and go green. The Company establishes a carbon neutrality management system and uses its influence within the industry and expertise in digital applications to help upstream and downstream partners reduce their carbon footprints. This can constantly boost the Company's brand value. 	<ul style="list-style-type: none"> Stay current with relevant policies in various countries (regions) and industries, and promote emergency management products and solutions based on specific circumstances to boost revenues. Develop digital, green products and solutions that cater to local and niche markets and highlight our sustainable competitiveness and value, to increase revenues from the deep integration of digital technologies and green development.
Resilience	Participation in renewable projects and adoption of energy-saving measures	High	High	High	<ul style="list-style-type: none"> The Company will implement various energy conservation and carbon reduction measures, such as using renewables, to reduce energy consumption, improve production efficiency, and reduce production costs. 	<ul style="list-style-type: none"> Adopt air-source heat pumps and recover waste heat from air compressors. Promote energy restructuring by transitioning from fossil fuels to clean energy sources, such as installing PV systems on rooftops and purchasing green electricity.
	Energy substitution/diversification	High	High	High	<ul style="list-style-type: none"> Low-carbon, green products and services will be introduced to address user needs, increase market share, and boost revenues. 	<ul style="list-style-type: none"> Use clean energy sources, including solar power, and increase the market share of clean technology offerings.



I Management of Impacts, Risks, and Opportunities

Hikvision has established a comprehensive process for identifying, assessing, and managing climate-related impacts, risks, and opportunities in accordance with the *Environmental Aspects Identification and Evaluation Procedure* and the *Greenhouse Gas Emissions Management Procedure*. By combining qualitative analysis with quantitative metrics, the Company systematically evaluates the likelihood of occurrence, magnitude of potential impacts, and transmission pathways of climate-related impacts. These risks and opportunities are then prioritized based on business relevance, financial materiality, and time sensitivity. The Carbon Neutrality Committee regularly reviews climate-related risks and offers guidance to the Carbon Neutrality Operations Working Group on updating the risk list and mitigation measures in line with internal strategic and external environmental shifts, ensuring that climate risk management remains closely aligned with the Company's operations.



The Entire Process of Identifying, Assessing, and Managing Climate-related Risks and Opportunities

GHG Inventory and Management

In 2025, the Company carried out GHG emissions inventory across Binjiang Phase I-V sites in Hangzhou, and its production bases in Tonglu, Chongqing, Wuhan, Chengdu, and Shijiazhuang. In June, the Company underwent third-party verification of its GHG inventory system in accordance with ISO 14064. This verification covered the full-year 2024 GHG emissions data for the Binjiang Phase II site and the Tonglu Phase I and Phase II sites. For the first time, Scope 3 emissions were included in the inventory process, covering emissions from employee commuting, downstream use of major products, and upstream supply of key raw materials.



Green Operations

Hikvision has introduced a series of management policies, including the *Energy Conservation and Consumption Reduction Management Standard* and the *Equipment Energy-Use Compliance Management Standard*. These standards underpin a green operations system that combines standardized processes with digital tools to enable more refined management. The Company also promotes green office practices and environmental awareness initiatives to foster a culture of sustainability, advancing its development as an environmentally responsible enterprise. The Company has obtained ISO 50001 certification for its energy management system, covering key manufacturing sites and major industrial parks.

01 Digital Management

Hikvision has established an energy management center that leverages automation and information technologies and adopts a centralized management model. It operates an energy monitoring platform that consolidates data collection, transmission, and management. The platform supports centralized, dynamic, and digital oversight of energy production, transmission, distribution, and consumption, ensuring full-cycle tracking and closed-loop resolution of energy-use anomalies.

02 Refined Management

In accordance with the *Equipment Energy-Use Compliance Management Standard* and the equipment energy-efficiency requirements, high energy-consuming equipment is excluded from procurement. During operations, key equipment is subject to lifecycle management, and operating schedules for shared facilities are standardized to minimize energy waste. Energy-efficient lighting solutions have also been adopted, including motion-sensor lighting in stairwells, radar-sensor lighting in vehicle and non-motor vehicle parking areas, and intelligent lighting control systems in lobbies, corridors, and dining areas.

Hikvision Green Operations Initiatives

03 Green Office and Awareness

The Company promotes green office practices and has adopted paperless operations, reducing annual A4 paper consumption by nearly 300,000 sheets, equivalent to approximately 2.28 tonnes of carbon emissions reduction*. In addition, environmental initiatives are conducted during events such as World Environment Day and Energy Conservation Publicity Week to help translate green and low-carbon awareness into employees' daily practices.



Energy Conservation and Carbon Reduction Awareness Poster

* Note: Based on the *China Products Carbon Footprint Factors Database (CPCD)*, assuming life-cycle carbon emissions of 7.6 grams per A4 sheet (80 grams)

Intelligent Manufacturing

Hikvision strives to minimize the environmental impact of its production activities through energy transition, process innovation, and enhanced resource efficiency, and is committed to setting a benchmark for green manufacturing. The Chongqing site and Hikvision Co., Ltd. were recognized as national-level "Green Factories" in the year of 2023 and 2025 respectively.



Introducing Energy-Efficient Equipment

The Company continues to optimize the selection of electrical components to reduce power consumption and improve energy efficiency. Through intelligent control system design and smart power management, unnecessary energy use is minimized. In 2025, our Chongqing, Wuhan, and Tonglu sites deployed 47 high-efficiency robots and 88 low-power conveyor motors, and implemented 23 energy-saving programs at production lines. These measures reduced annual electricity consumption by approximately 301,000 kWh and avoided around 159.71 tonnes of CO₂ emissions.



Optimizing Production Processes

By isolating tunnel furnaces and retrofitting circulation fans with variable-frequency drives (reducing frequency from 50 Hz to 30 Hz), the sheet-metal plant reduced gas consumption per unit time from 38 m³ to 28.94 m³, registering a 23.8% decrease. Further improvements—including aligning PID parameters of temperature control systems with operating conditions and improving the pre-treatment cleaning and air blow-off processes and product fixtures—reduced gas consumption per labor hour by 36.45%, saving approximately 235,420 m³ of natural gas annually.

In 2025

The total installed capacity of rooftop photovoltaics reached

25.60 MW

Representing a year-on-year increase

41.84%

A battery energy storage system was commissioned at Tonglu base reached

10 MWh

Green Manufacturing Initiatives and Progress in 2025



Low-Carbon Products

Hikvision continues to advance product development toward lower-carbon and environmentally friendly designs, meeting regulatory requirements while proactively delivering sustainable green solutions. In 2025, the Company contributed to the development of the national standard *GB/T 46041-2025 Greenhouse Gases—Quantification Method and Requirement of Product Carbon Footprint—Electrical and Electronic Appliances*, promoting standardized carbon footprint accounting across the industry and accelerating value chain decarbonization.

By the end of 2025

Product models that completed carbon footprint accounting amounted to:

169

Product models certified under China Environmental Labeling (Type I) amounted to:

78,307

Product models obtained China Energy Conservation Certification amounted to:

over 49,000

The number of LED products that received the TÜV Rheinland Green Product Mark:

13

Case

Building the GPA Platform to Enhance Green Product Management Capabilities

In 2025, Hikvision officially launched the proprietary Green Product Analytics (GPA) platform. The platform integrates Green Product Management (GPM) for environmental compliance and Life-Cycle Assessment (LCA), and serves as a key digital enabler of green and low-carbon development. The GPM module supports compliance with major global regulations such as RoHS and REACH by enabling analysis of full material composition, substance concentrations, WEEE recycling rates, and SCIP submissions, effectively reducing compliance risks. The LCA module enables automated data collection and modeling across the entire product lifecycle—from raw material sourcing to end-of-life recycling—while providing low-carbon material recommendations and supporting design comparisons, thereby facilitating low-carbon product development. The platform also provides multi-dimensional analysis across materials, suppliers, and standards, enabling dynamic monitoring of supply chain carbon emissions and strengthening the Company's supply chain carbon management capabilities.

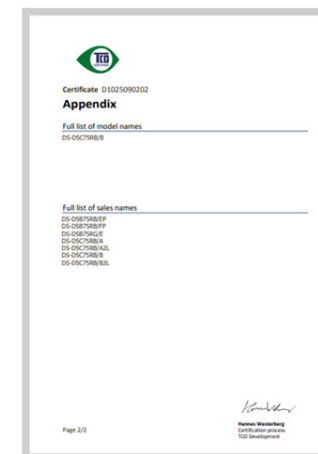
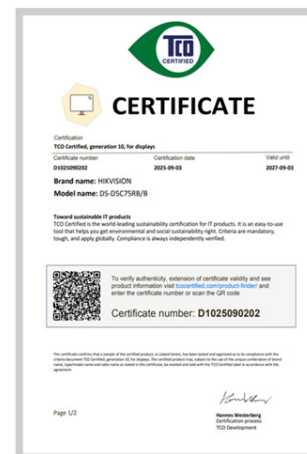
Case

Seven WonderHub Smart Displays Obtained TCO Certification, Setting a New Benchmark for Green Products

Hikvision integrates sustainability into product innovation. WonderHub smart displays feature low blue-light and flicker-free technologies and an intelligent power management system to enhance user experience while reducing energy consumption. Their modular design enables efficient disassembly and recycling of key components, lowering carbon emissions across product use, maintenance, and end-of-life stages. In 2025, seven WonderHub smart displays achieved certification under the TCO Certified, Generation 10 standard issued by TCO Development, becoming the world's first large-format displays to meet this standard.



GPA Platform Obtained TÜV SÜD Certification



Digital Empowerment

Hikvision leverages digital and intelligent technologies to support value chain partners in reducing resource consumption. In 2025, the Company expanded the use of remote support tools such as online commissioning to reduce installer travels. These tools were used 9 million times, saving over 500,000 person-days of labor* while avoiding travel-related fuel consumption and associated carbon emissions. Through its LCA platform, the Company also collects supplier carbon footprint data on a regular basis, enhancing the traceability, compliance, and related risk management of carbon data across the supply chain.

* Note: Each round trip and commissioning session averages 0.5 hours, with 8 working hours equivalent to one person-day.

I Indicators and Targets

Hikvision formulates the *Environmental, Occupational Health, and Safety Objectives, Targets, and Management Plans* annually, setting energy and environmental goals and cascading them across departments through the *Energy Goals and Targets Control Procedure*. *Annual Energy Review Reports and Energy Summary Reports* are prepared to track progress and ensure closed-loop management.

Target*	2025
<ul style="list-style-type: none"> Comprehensive energy consumption per 10,000 RMB of industrial added value: ≤ 0.032 tce 	0.015
<ul style="list-style-type: none"> Year-on-year increase in regional natural gas consumption: 0% 	25.2% Decrease

* Note: The statistical scope covers Binjiang Phases I-III and the Tonglu base, excluding subsidiaries and innovation businesses.

Strengthening Environmental Protection

Hikvision continues to enhance its company-wide environmental management system, systematically controlling pollution and waste-related risks while promoting efficient resource utilization. At the same time, the Company is advancing the development of a "Zero-Waste Group," collaborating across the value chain to explore circular economy models and foster a more sustainable operating ecosystem.

In 2025

The Percentage of the Company's own production sites obtained ISO 50001 and ISO 14001 certification:

100%

I Environmental Compliance Management

The Company further strengthens its environmental management system, revising the *Environmental, Occupational Health and Safety Operation and Monitoring Control Procedure* and the *Environmental Aspects Identification and Evaluation Procedure*, enhancing related management processes, and updating the *Environmental Aspects List*, to ensure effective identification and control of new and evolving environmental risks. During the reporting period, the Company was not subject to any major administrative penalties imposed by ecological, environmental, or other competent authorities, nor was it held criminally liable for any environmental incidents.

The Company has also established the *Emergency Response Plan for Sudden Environmental Incidents* and conducts annual drills covering scenarios such as chemical leaks, hazardous waste incidents, and exhaust emissions to enhance emergency response. To drive continuous progress in our environmental efforts, we conduct monthly awareness and training programs for all employees and organize specialized training tailored to various business scenarios and job requirements. All personnel in key positions have participated in specialized training covering solid waste management, operations of pollution control facilities, and environmental compliance management.



Emergency Drills for Exhaust-Gas Treatment Facilities



Environmental Training Session

I Pollutant Management

Hikvision strictly complies with applicable laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Integrated Emission Standard of Air Pollutants (GB 16297-1996)*, and the *Standard for Fugitive Emission of Volatile Organic Compounds (GB 37822-2019)*. We have updated the *Management Standard for Environmental Pollution Prevention and Control Facilities*, and conducted pollutant source identification, process control, and end-of-pipe control in accordance with the *2025 Environmental, Occupational Health, and Safety Objectives, Targets, and Management Plan*. The Company engages qualified third-party institutions to conduct comprehensive environmental monitoring at least once a year, and continuously optimizes production processes and pollution control measures based on the findings.

Pollutant Source and Type	Treatment
<p>Wastewater</p> <ul style="list-style-type: none"> Industrial processes: Process wastewater generated from production, cleaning, and laboratory activities Employee activities: Domestic sewage from offices, canteens, and dormitories 	<ul style="list-style-type: none"> Classified pre-treatment: Industrial wastewater: Pre-treat at workshops or wastewater treatment stations based on pollutant characteristics (e.g., neutralization, sedimentation) Domestic sewage: Pre-treat in septic tanks Canteen wastewater: Pre-treat using oil-water separators Compliant discharge: All wastewater is pre-treated on-site to meet discharge standards before being released into the municipal sewer network. Discharge outlets are set up in compliance with regulatory requirements.
<p>Exhaust gas</p> <ul style="list-style-type: none"> Process emissions: Organic waste gases (VOCs), acidic gases (e.g., sulfuric acid mist, hydrogen chloride), particulate matter, and characteristic pollutants (e.g., tin and its compounds) generated from testing, welding, and coating processes Fuel combustion: Emissions (SO₂, NO_x, and particulate matter) from gas-fired water heaters Other sources: Cooking fumes from canteens and vehicle exhaust from underground garages 	<ul style="list-style-type: none"> Sorted collection and treatment: Organic waste gas: Capture via fume hoods and treat using activated carbon adsorption to ensure effective removal Acidic waste gas: Neutralize using dry filters filled with alkaline materials Exhaust gas from gas-fired water heaters: Apply low-NO_x combustion technology to reduce emissions at source Cooking fumes: Treat with high-efficiency electrostatic purifiers Garage exhaust: Extract through mechanical ventilation systems and discharge via elevated outlets Source reduction: Replace solvent-based conformal coating with UV-curable alternatives to reduce VOC emissions by 764 kg annually Facility upgrades: Continuously evaluate and upgrade governance facilities; in 2025, additional organic waste gas and acid mist treatment units were installed at Phase IV headquarters.
<p>Noise</p> <ul style="list-style-type: none"> Production equipment: Noise from the operations of fans, pumps, air compressors, and production lines Auxiliary facilities: Noise from cooling towers, air-conditioning units, and transport vehicles 	<ul style="list-style-type: none"> Source control: Give priority to low-noise equipment, and install soundproof enclosures and silencers for high-noise equipment Transmission control: Reduce noise through building insulation, optimized layout (locating high-noise equipment away from site boundaries), and green buffers Management and maintenance: Strengthen regular equipment maintenance to prevent abnormal noise caused by aging, and optimize the scheduling of high-noise operations
<p>Chemicals</p> <ul style="list-style-type: none"> Storage and use: Chemicals used in production, testing, and maintenance 	<ul style="list-style-type: none"> Lifecycle control: Establish strict controls over chemical procurement, storage, use, and disposal. Storage areas are equipped with leak prevention measures (e.g., spill containment pallets and bunds) and emergency supplies. Emergency preparedness: Establish the <i>Emergency Response Plan for Sudden Environmental Incidents</i> and conduct regular drills to ensure effective response capabilities

To reduce the impact of pollutants on employees and the surrounding communities, the Company has established a multi-layered protection system. We reduce occupational exposure through multiple source-control measures, including process optimization, enclosed production, and engineered ventilation. We also offer personal protective equipment and ongoing health monitoring and training to ensure comprehensive protection of employee health and safety. We also strive to mitigate environmental impacts by installing physical barriers and green buffers, conducting regular environmental monitoring to ensure compliance with discharge standards, and proactively disclosing information and engaging with local communities, thereby fostering transparent and trusted relationships.

Target	2025
• Major environmental pollution incidents: 0	0
• Compliance rate for wastewater and exhaust emissions: 100%	100%

Water Resource Management

Hikvision has established a water conservation management system, led by a steering group and a working group, supported by dedicated water-saving plans. Through initiatives such as water balance testing, water use monitoring, water-saving retrofits, and rainwater harvesting and reuse, we aim to minimize water waste and optimize water use efficiency.

Water recycling

All newly built industrial parks of the Company utilize rainwater recycling systems with separate drainage systems for rainwater and wastewater, allowing collected rainwater to be filtered and reused for landscape irrigation. In Binjiang Phases II and III, reclaimed water generated from drinking water systems is used for basement floor cleaning.



Watershed resources protection

We keep a close eye on how watershed resources are managed. In the watersheds where we operate, environmental protection facilities are designed, built, and commissioned in parallel with the main projects.

Water conservation

Water-saving fixtures are widely applied across our industrial parks. For example, Binjiang Phase IV features a grade-I water-saving cooling tower.

Water Resources Protection and Recycling Measures

Target*	2025
Offices (including canteens) at headquarters and the Tonglu base*	
• Year-on-year increase of water consumption: 0	11.87% Decrease
• Per capita water use: $\leq 22.5 \text{ m}^3/(\text{person year})$	20.10

* Note: The statistical scope covers Binjiang Phases I-III and the Tonglu office area, excluding subsidiaries and innovation businesses.

I Waste Management

Hikvision strictly complies with applicable laws and regulations, including the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, the *Measures for the Management of Hazardous Waste Transfer*, and the *Standard for Pollution Control on Hazardous Waste Storage*, and has established a unified, standardized waste management system that covers both the headquarters and all production bases. A task force has been set up under the Work Safety Committee to coordinate planning and oversee implementation of zero-waste initiatives. To further standardize waste management practices, we have developed 25 policies, including the *Solid Waste Management Procedure*, the *Solid Waste Assessment Procedure*, the *Environmental Management Assessment Indicators for the Standardization of Hazardous Waste (Industrial Hazardous-Waste Generating Units)*, and the *Zero-Waste Office Policy*.

In 2025, for the 84 categories of general industrial solid waste and 34 categories of hazardous waste, the Company further enhanced end-to-end management by refining classification standards and strengthening traceability across the full lifecycle, including generation, storage, transport, and disposal processes. These efforts ensure that waste of all kinds is reduced, reused, or rendered harmless in full compliance with regulatory requirements.

Hikvision's Waste Management Initiatives

Reduction in Materials Use

Design stage: Implemented the *Green Design Management Guidelines* and the *Low-Carbon Packaging Design Guidelines* to promote materials reduction and substitution.

Packaging stage: Removed wooden frames and kraft paper cartons for large products and those transported via dedicated vehicles. Replaced plastic with paper and foam with inflatable air columns across multiple product lines, reducing plastic use by 46.2 tonnes and lowering carbon emissions by over 200 tonnes annually.

Production stage: Standardized components to reduce raw material consumption. Deployed automated welding and inspection equipment to improve yield, reducing 2.3 tonnes of waste PCBs and components annually. Optimized the dispensing process to reduce adhesive use per unit by 26%, saving over 54 tonnes of adhesive each year. Redesigned blister packaging to reduce breakage-related scrap by approximately 150,000 units annually.

Logistics stage: Promoted the internal reuse of packaging materials, such as cartons, corner protectors, and foam, reducing solid waste by approximately 108 tonnes in 2025. Required suppliers to use reusable containers to minimize single-use packaging.

Smart Supervision and Administration

- Strengthened technology-enabled controls by developing an innovative solid-waste vehicle management system to ensure vehicles follow designated routes and schedules, with real-time alerts and automatic interception of unauthorized departures
- Deployed a digital platform for end-to-end supervision of solid waste across its entire lifecycle, from generation, collection, and storage to internal transfer, outbound dispatch, and data analysis. Connected the platform to the provincial solid waste management system, and incorporated IoT-enabled weighing and video monitoring to enable more refined lifecycle monitoring and closed-loop data management.

In 2025

Hikvision was recognized as a

district-level "Zero-Waste Group"

included in the development list of

provincial-level "Zero-Waste Group"

Target	2025
• Compliance rate for waste disposal: 100%	100%
• Resource utilization rate of industrial solid waste: 85%*	97.23%

* Note: The data covers all operating entities of Hikvision subject to environmental impact assessment. Industrial solid waste recycling rate = (weight of recycled waste / total waste generated) × 100%.

Case

Replacing Alcohol with Fabric in SMT Cleaning

In electronics manufacturing, the surface mount technology (SMT) process requires frequent stencil cleaning. Traditional alcohol-based wiping releases VOCs and may leave residual contaminants that can compromise soldering, resulting in defective circuit boards and increased material waste and disposal. To address this, Hikvision introduced specially formulated polypropylene wipes to replace alcohol, reducing both air pollutants and hazardous waste. The solution has been implemented at the Wuhan and Chongqing sites, cutting annual alcohol consumption by approximately 4,690 liters and wiping paper waste by around 61,000 rolls, achieving cost reduction, efficiency gains, and pollution reduction.

I Circular Economy

We continue to advance green innovation and explore pathways that align economic growth with emissions reduction, reinforcing our commitment to a circular economy.



Recycling and Reuse

Recovers and repurposes structural components from production lines, discontinued products, and surplus materials. In 2025, 85,000 structural parts were recycled, with a combined weight of 27.2 tonnes.



Return Optimization

Enables rapid collection and processing of returned products through regional hubs in Hangzhou, Chongqing, Wuhan, and Shijiazhuang, while continuously expanding both internal and external reuse channels to maximize residual value.



Waste Reduction Partnerships

Signed an agreement with "Green Island"³ to promote centralized regeneration and reuse of spent activated carbon and other materials.

Target	2025
• Average recycling rate of major products* ¹ : ≥ 85% by 2030	83.95%
• Material reuse rate of returned products* ² : ≥ 64% in 2025	67.24%

* Note: 1.Major products include front-end devices (e.g., cameras) and back-end devices (e.g., NVRs). The average recycling rate is calculated as: $\sum (\text{weight of a material in tonnes} \times \text{recycling rate}) / \sum (\text{weight of the material in tonnes})$. Recycling rates are theoretical values determined based on industry standards and local recycling conditions, rather than actual recovery rates.

2. Material reuse rate of returned products = value of materials reused after disassembly of returned products (RMB) / value of products before the disposal (RMB) × 100%. All values are calculated based on cost.

3. A "Green Island" is a hub (area) established with government funding or government-led financing from various sources. It is equipped with eco-friendly public infrastructure that is shared among multiple market entities for centralized collection and treatment of pollutants and compliance with emission standards.

Integrity

Responsible Governance, Steady Progress

Guided by our core value of “Integrity and Compliance,” Hikvision strictly follows all legal and regulatory mandates. We uphold rigorous business ethics and maintain a zero-tolerance policy toward corruption and unfair competition. Our commitment to responsible governance ensures a fair, transparent, and respectful environment that supports long-term, sustainable development.

Contributing to the following UN SDGs

16
PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17
PARTNERSHIPS
FOR THE GOALS



Responses to topics

- Risk and compliance management
- Business ethics
- Data security and personal information protection
- Respect for human rights

Target	2025 Progress
Major corruption risk incidents recorded: 0	0
Coverage rate of business ethics training: 100%	100%
Cases of litigation, investigation, or penalties related to monopoly and unfair competition: 0	0

Upholding Compliant Operations

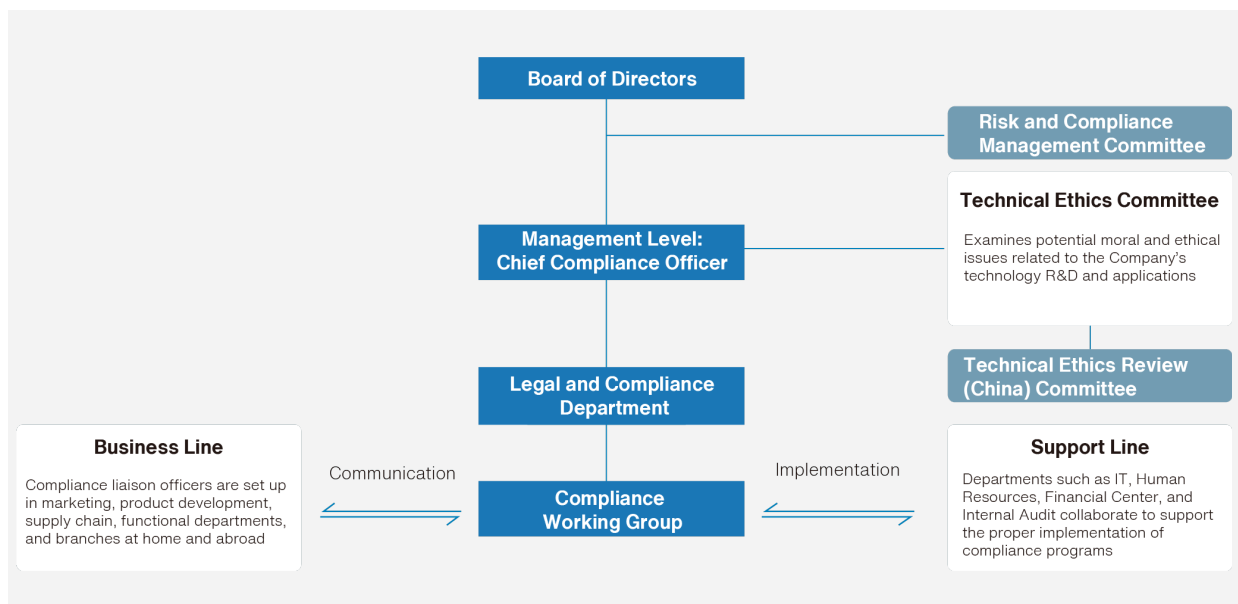
As a fundamental pillar of our corporate development, compliance ensures Hikvision's steady operation and sustained growth. We have fully integrated compliance management into our business operations, refining a global framework that mitigates risk at every level. By systematically building compliance awareness and strengthening oversight mechanisms, we solidify the governance foundation for the company's long-term, sustainable development.

Compliance Organizational Structure

We continue to improve the organizational structure and operating mechanisms of our compliance governance framework. Under this framework, the Board of Directors oversees compliance-related strategies and major decisions, while the management team leads the overall planning and implementation. The Legal and Compliance Department provides coordination and implementation support throughout the organization. In addition, compliance liaison officers have been designated across headquarters functions, business units, and domestic and overseas branches to extend the compliance organizational framework and strengthen capabilities across all entities. This helps enhance compliance risk prevention and control, and ensures the effective implementation of compliance policies and measures.

I Improving the Compliance System

Hikvision has strengthened its compliance organizational framework by developing a comprehensive management system that spans the entire business lifecycle. This system is supported by a well-defined implementation framework with clear roles and responsibilities, enabling effective coordination across the organization. These measures help ensure that compliance considerations are embedded in both strategic decision-making and daily operations, supporting the Company's sustainable development. In 2025, Hikvision obtained ISO 37301 Compliance Management System certification.



Hikvision's Compliance Organizational Structure

Compliance Governance System

We continue to enhance our compliance management by strengthening our policy framework and operational workflows. Guided by our overarching framework, *Hikvision Code of Ethics and Business Conduct*, we have developed dedicated policies covering key areas such as anti-corruption and anti-bribery, fair competition, trade compliance, data protection, human rights governance, and ESG compliance. We have also formulated country-specific guidelines and scenario-based manuals, and standardized procedures that embed compliance requirements directly into our global business processes. Together, these documents provide clear and actionable guidance for all corporate activities.

Hikvision regularly reviews and updates its compliance policies and systems to synchronize with evolving laws, regulations, and industry expectations. By continuously evaluating the effectiveness of our framework, we ensure it remains robust enough to navigate the shifting external landscape while supporting our strategic growth. To further enhance transparency, we have launched a dedicated compliance section on our official website, providing public access to our Code of Ethics, core values, and key policy documents.



Scan the QR code to learn more about the Company's compliance practice

Compliance Implementation Framework

To reinforce accountability for compliance management, raise company-wide compliance awareness, and enhance compliance risk prevention and control, we have established the "Three Defenses, One Ecosystem" compliance implementation framework. Comprising business and functional departments, compliance management teams, and supervisory bodies, this framework empowers all employees to integrate compliance into their daily operations. Furthermore, we are committed to building a compliance ecosystem for customers, suppliers, partners, and other stakeholders to promote coordinated collaboration in a stable, sustainable industry environment.

In 2025, we issued the *Global Compliance Risk Management Standard and the Global Compliance Audit Management Measures*. Building on these documents, we further strengthened the organizational structure and operating mechanisms of the "Three Defenses" for global compliance risk management, and enhanced core rules and procedural requirements governing key activities including risk identification and alert, assessment and analysis, control and response, and review and continuous improvement. These efforts improved organizational coordination and more refined compliance risk management.



Compliance Implementation Framework of "Three Defenses, One Ecosystem"



Constantly Advancing Compliance Practices

Leveraging digital and IT-based management tools, we continue to refine internal management policies, optimize business and management processes, and strengthen operational control and process oversight in key compliance areas. These efforts drive the effective implementation of compliance requirements, and enhance organizational capabilities and risk control.

Trade Compliance

Committed to upholding its trade compliance obligations, we continue to optimize our global trade compliance system. We maintain strict adherence to export control and economic sanctions regulations established by the United Nations and other international organizations, as well as those of China, the United States, the European Union, and all other relevant jurisdictions. By bolstering our policy frameworks, operational mechanisms, and digital capabilities, we have strengthened our ability to identify, assess, and mitigate risks across business partners, transaction scenarios, and operational workflows. These efforts ensure the continued effectiveness and traceability of our proactive compliance management.

In 2025, we upgraded our trade compliance platform to expand both the breadth and depth of business coverage while improving business fit and management efficiency. At the same time, based on operational experience and management needs, we refined policies and procedures, such as the Global Compliance Risk Management Standard and the *Guidelines for the Objection Review for Trade Compliance Screening*, to define process standards as well as roles and responsibilities at key stages, further standardizing and refining trade compliance management.

Tax Compliance

The Company has established a Tax Risk Management Department and developed a comprehensive set of tax management regulations, such as the *Master Guideline for Hikvision Group Transfer Pricing Policy*, *Tax Management Policy of Overseas Entities of Hikvision Group*, and the *Permanent Establishment Risk Management Standard for Overseas Business Operations*, to ensure that the Company conducts tax-related activities in compliance with laws and regulations and discloses tax information as required. Furthermore, we have driven the digital transformation of our tax functions by launching a global tax management platform that monitors real-time changes in domestic and international policies. The introduction of an e-invoicing system has further streamlined our control processes, significantly enhancing the accuracy, efficiency, and auditability of our tax compliance.

In 2025, we updated or introduced tax compliance guidelines for subsidiaries across 34 countries and delivered over 20 new training programs and case studies, addressing topics such as Brazil's tax reform and OECD Pillar Two developments. These efforts have further strengthened our global tax compliance management. Hikvision has maintained an A-level tax credit rating for several consecutive years.



Fostering a Culture of Compliance

Upholding the approach of "making compliance second nature," each year we deliver a variety of training programs, awareness initiatives, and assessments to foster a strong compliance culture and enhance the compliance awareness and professional skills of all employees.

In 2025, under the theme "Integrity in Action, Value in Union," we strengthened our compliance culture through a multi-dimensional approach. By synergizing leadership advocacy, diverse communication methods, targeted training, and interactive engagement, we have successfully embedded compliance into daily business activities. This initiative reinforces a corporate culture where rules are not only understood and followed but also effectively internalized and applied.

In 2025

The number of compliance training sessions:

30

with employee coverage of

100%





Compliance Illustrated

Compliance requirements are illustrated through comic-style, scenario-driven storytelling, making complex rules more accessible and memorable.



Compliance Workshops

We invite external legal experts to share forward-looking insights and experience on trade compliance, data protection, and AI governance. These sessions reach a diverse audience, including senior and middle management, product directors, product managers, and component engineers, fostering a shared understanding of compliance requirements and enabling coordinated implementation across functions.



Training and Assessments

Course content is regularly updated to reflect the latest regulations and practices. We also combine learning with testing to reinforce training results.



Interactive Activities

We have organized interactive games such as themed challenges around avoiding compliance pitfalls to translate rules into engaging, scenario-driven tasks, attracting over 300 participants.



Strengthening Risk Management

We have established a Board-level Risk and Compliance Management Committee, alongside corresponding *Working Rules* and a *Risk Management Policy*. This framework systematically integrates critical ESG factors—including information security, data protection, and human rights—into our core risk assessment and internal control processes. By leveraging these robust systems, we enhance the governance of key sustainability issues and strictly mitigate their associated risks.



Hikvision's Risk Management Process

Adhering to Business

Ethics

Hikvision embeds business ethics throughout its corporate governance and business operations, continuously strengthening its systems for anti-corruption, anti-bribery, and fair competition. By tightening risk controls in key roles and critical processes, the Company works alongside customers and partners in a fair, honest, and mutually respectful manner to foster a transparent, well-regulated, and sustainable business environment.

I Anti-Corruption and Anti-Commercial Bribery

Guided by the operational principles of "professionalism, reliability, and integrity," we uphold a strict zero-tolerance policy toward corruption, bribery, and all forms of misconduct. To support this, we have established and continuously refine our ethics and integrity compliance framework. The Company has developed policies including the *Hikvision Code of Ethics and Business Conduct*, the *Hikvision Global Anti-Bribery and Anti-Corruption Manual*, and tailored Codes of Conduct for both management and general employees. Every year, we require new hires to sign the *Commitment to Integrity*, guiding them to conduct business activities fairly, honestly, and professionally.

The Company has significantly intensified its integrity risk management by systematically identifying vulnerabilities within core business processes and assigning clear accountability to the relevant departments. To proactively address potential corruption and bribery risks, Hikvision has implemented robust internal controls and preventive measures across all business units. These efforts are validated through rigorous annual business ethics audits, which evaluate the implementation and effectiveness of our ethical standards. These audits focus on the robustness of our governance framework, the reach of cultural awareness initiatives, the strength of oversight mechanisms, and the efficacy of compliance controls within high-risk operational areas. In 2025, these comprehensive evaluations identified no material incidents of corruption or related risk cases, reflecting our steadfast commitment to ethical business conduct.

Supervision and Whistleblowing Mechanisms

We have enhanced our anti-fraud whistleblowing and complaint mechanisms by establishing protocols such as the *Whistleblower System* and the *Reporting and Complaint Management Measures*. We are committed to safeguarding the rights of employees, partners, and other stakeholders to voice concerns regarding unethical conduct. To ensure accessibility, we provide diversified reporting channels, including a dedicated email address, a postal address, and a whistleblowing hotline. Central to these mechanisms is our strict non-retaliation policy, which prohibits any form of reprisal against individuals who, in good faith, report misconduct, raise inquiries, or participate in investigations. This framework ensures a transparent and secure environment where integrity is upheld across all levels of the organization.

In 2025

The Percentage of our employees signed the Commitment to Integrity:

99.93%

*Note: The data excludes outsourced staff and interns.

Whistleblowing hotline and e-mail for potential bribery or corruption behaviors

Hotline: 86-0571-86611816

Email: jubao@hikvision.com

Business Ethics Training

The Company has published the *Hikvision Integrity Handbook* to help employees better understand anti-corruption requirements and prohibited conduct. We have also stepped up efforts to promote a culture of business ethics through various initiatives, including orientation programs, compliance assessments, on-site presentations, and dedicated “Integrity Month” campaigns. In 2025, we expanded our online training and assessments covering the *Hikvision Code of Ethics and Business Conduct* across the workforce, achieving a 100% completion and pass rate among new hires. Furthermore, we conducted targeted compliance briefings for senior and middle management, as well as personnel in high-exposure roles across R&D, marketing, and supply chain management, reaching over 15,000 participants. To keep ethical standards top of mind, we distribute compliance reminders during key holidays as well as on International Anti-Corruption Day, seamlessly embedding ethics into our day-to-day operations.



Hikvision Sunshine Auction

In 2025

The coverage of business ethics training on board directors:

100 %

The coverage of business ethics training on management team:

100 %

The coverage of business ethics training on employees (including outsourced staff and interns):

100 %

| Fair Competition

Hikvision conducts its business with a strong commitment to fairness, integrity, and compliance, maintaining strict adherence to global antitrust and anti-unfair competition regulations. The Company has built a tiered antitrust and fair competition compliance system guided by the approach of "globally consistent standards with localized adaptation."

At the policy level, we have issued the *Hikvision Antitrust Compliance Guidelines* as the general policy for global business operations and developed the *Country-specific Antitrust Compliance Guidance* covering more than 20 jurisdictions, including China, the United States, the European Union, South Korea, Singapore, the UAE, Egypt, South Africa, Australia, and Colombia. We have also introduced the *Special Guidelines for Declaration of Concentration of Undertakings in China*. The policies provide clear rules and practical instructions on fair competition to help employees identify and manage compliance risks in business activities.

The Company continuously strengthens the prevention and control of competition-related risks by regularly reviewing key business activities to identify fair competition risk points, developing mitigation measures, and assigning clear responsibilities to relevant departments to ensure effective implementation. This is supported by continuous capacity-building initiatives, including targeted training and assessments for management, sales teams, and key personnel. By continuously expanding our specialized guidelines and updating them to reflect evolving market dynamics, Hikvision ensures compliant operations worldwide. In 2025, the Company recorded no litigation or penalties associated with monopolistic practices or unfair competition.

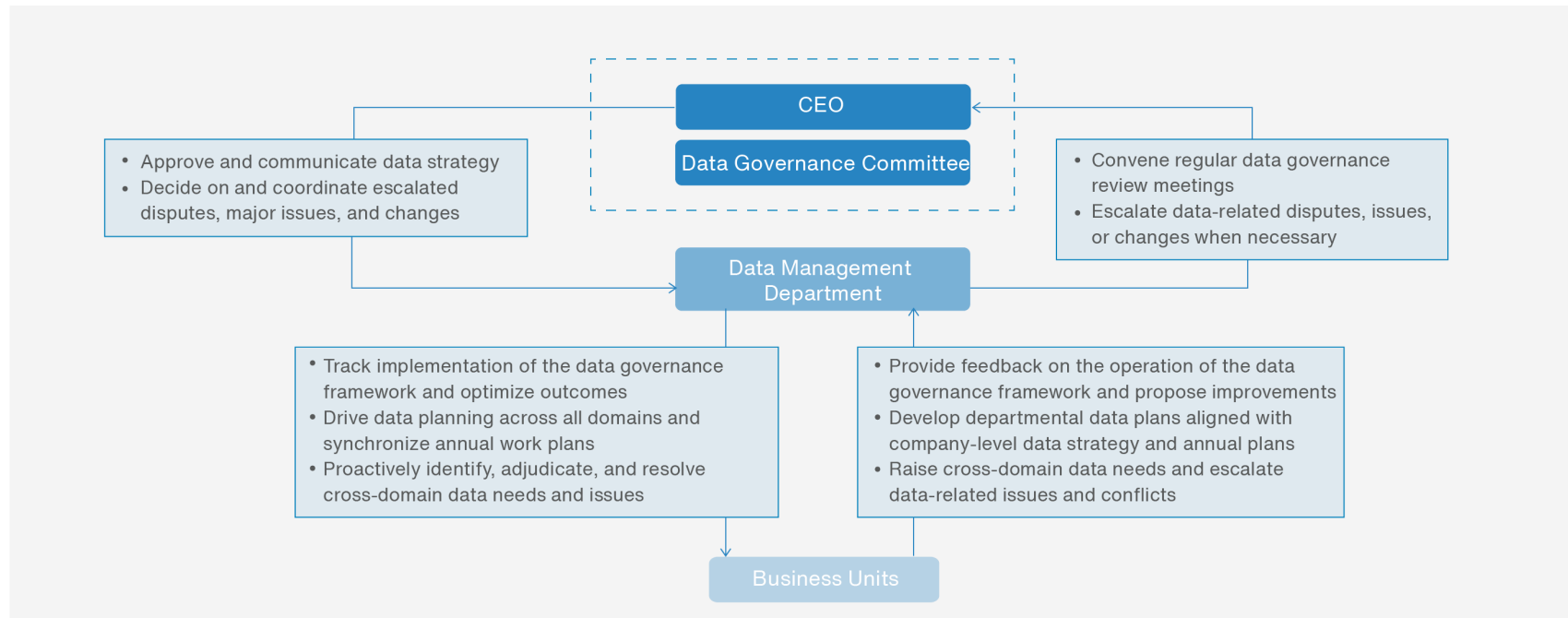
The Company is dedicated to fostering a fair and ethical marketing environment, ensuring that all advertising and labeling activities strictly adhere to the legal requirements of every jurisdiction in which we operate. To guide the conduct of our marketing teams and distributors, we have established robust internal standards, such as the Sales Management Policy and the Ten Red Lines for Integrity Practice. These policies ensure that all promotional materials and communications are accurate, truthful, and compliant with legal requirements. Furthermore, we provide regular training on ethical marketing and regulatory compliance to enhance the professional expertise and compliance mindset of our global marketing workforce. In 2025, the Company recorded zero incidents of non-compliance regarding marketing communications.



Safeguarding Data Security and Personal Information

Hikvision strictly complies with applicable data security and privacy laws and regulations, including China's *Data Security Law and Personal Information Protection Law*, the EU's *General Data Protection Regulation (GDPR)*, the US *California Consumer Privacy Act and California Privacy Rights Act (CCPA & CPRA)*, and Brazil's *General Data Protection Law*. The Company continues to enhance its data security and protection management framework by updating key policies, such as the *Hikvision Personal Information Protection Guidelines*, the *Hikvision Operational Manual for Personal Information Protection Compliance in Platform Management Applications*, and the *Management Measures for Personal Information Protection Compliance Audits*. Furthermore, the company develop and constantly update and expand country-specific compliance guidelines and scenario-driven operating guides to meet the different requirements for compliance. From policy-making, organization, and process design to execution, we constantly strengthen our data protection compliance management mechanism by integrating relevant policies and regulations into main business activities, including R&D, sales, internal operations, and management. These efforts aim to enhance the effectiveness of compliance controls.

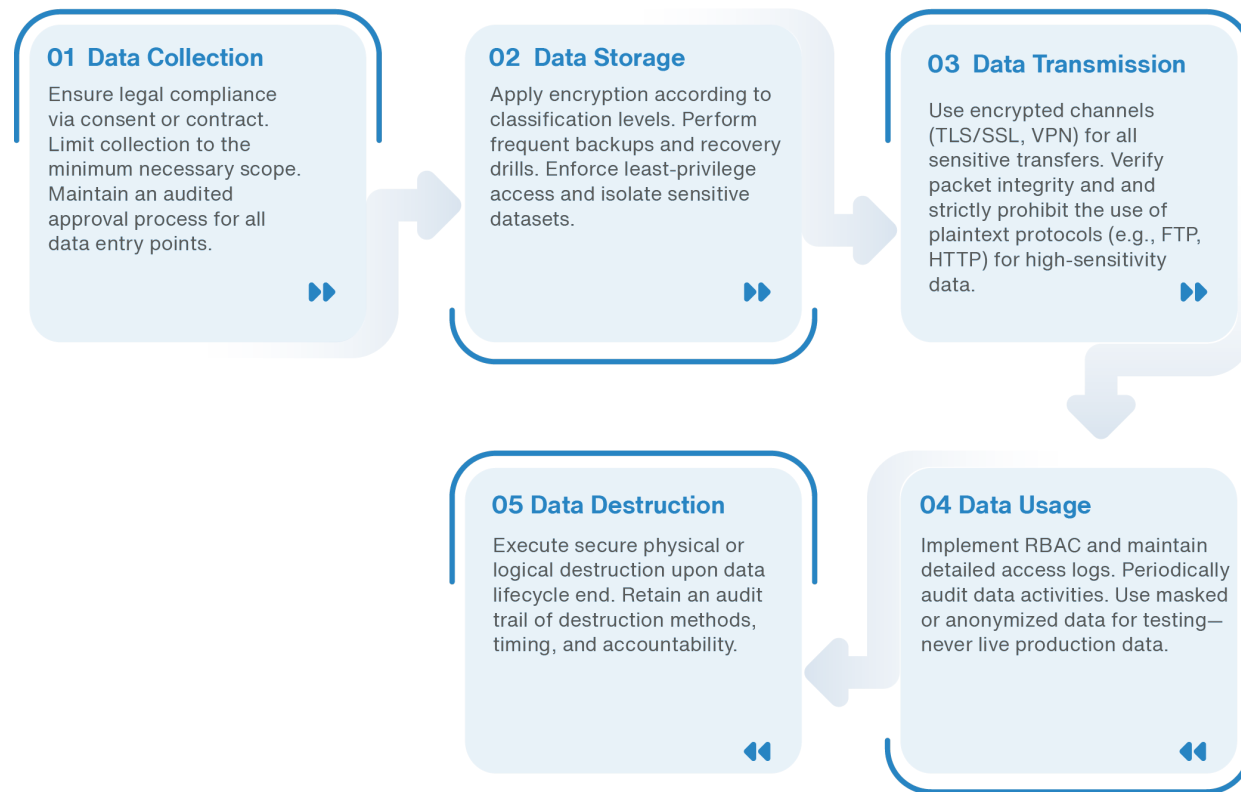
The Company has established a three-tier data governance framework. This structure is led by a management-level Data Governance Committee chaired by the CEO, coordinated by the Data Management Department, and operationalized across all business units. We have implemented standardized protocols for the management of all data generated and collected during daily operations. Furthermore, a structured communication and reporting mechanism ensures seamless cross-level coordination and effective execution. Reflecting our commitment to data security, the Company recorded zero incidents of personal information breaches in 2025.



Organizational Structure of Data Security Governance

The Company has launched a dedicated data protection compliance platform to embed regulatory requirements directly into the product development lifecycle. This platform facilitates a closed-loop mechanism encompassing assessment, execution, incident response, and proactive risk mitigation. By digitizing and standardizing our compliance workflows, we have fostered a culture of continuous improvement while significantly bolstering our operational efficiency and control capabilities. Demonstrating our commitment to global best practices, Hikvision successfully cleared annual audits in 2025 for multiple international standards, including ISO/IEC 27701, ISO/IEC 38505, ISO/IEC 29151, and ISO 37301.

In addition, the Company has developed and deployed comprehensive *Data Classification and Grading Standard* and the *Personal Information Classification and Grading Standard*, enabling sensitivity-based labeling and the application of tiered security measures. Building on this foundation, we have established a robust end-to-end lifecycle management process—spanning collection, storage, transmission, usage, and disposal—ensuring systematic and rigorous protection for all data assets.



Security Controls Throughout the Data Lifecycle

The Company fortifies data protection through advanced technical controls, including Data Loss Prevention (DLP) systems and high-performance firewalls. We maintain rigorous oversight through quarterly internal audits and independent third-party risk assessments, earning an “Excellent” rating in 2025. Data security training is seamlessly integrated into both onboarding and recurring employee development programs, supplemented by periodic phishing and ransomware simulations to sharpen incident-response capabilities. In 2025, our personal data protection awareness initiatives successfully reached 100% of our workforce.

Respecting and Protecting Human Rights

Hikvision respects and aligns its operations with internationally recognized human rights standards, including the *Universal Declaration of Human Rights* and the *International Labour Organization Declaration on Fundamental Principles and Rights at Work*. To uphold these commitments, we have established and continuously strengthen a robust human rights governance framework. This is anchored by the *Hikvision Global Human Rights Policy* and our *Human Rights Risk Management Standard*, which establish clear procedures for identifying, assessing, mitigating, and remedying potential risks. By embedding these protections into all our business activities, we ensure that human rights remain central to our operations. Furthermore, we actively communicate these values to our customers and suppliers, working collaboratively to foster responsible business practices across our entire value chain.

Employees: Uphold equality and mutual respect

We are dedicated to fostering a workplace built on the pillars of equality, inclusion, mutual respect, and trust. In every jurisdiction where we operate, we strictly adhere to all applicable laws and regulations regarding equal employment opportunities. We uphold the principle of fair and equitable treatment for every individual and maintain a zero-tolerance policy toward violence, discrimination, harassment, or any form of unsafe or unethical conduct.

Product and business management: Advancing "Tech for Good" with a People-Centric Approach

To address the potential human rights risks associated with innovative technologies, we embed the core tenet of "respecting and protecting human rights" into every stage of our R&D and application processes. We continuously refine our practices and policies regarding technology ethics and personal data protection. By establishing rigorous due diligence frameworks and sound business judgment mechanisms, we proactively identify, assess, and mitigate potential human rights risks throughout the entire product lifecycle.

Supply chain management: Partnering for Ethical Growth

We conduct our operations with a steadfast commitment to social responsibility, maintaining high vigilance over human rights risks within our supply chain and supplier partnerships. We have formalized our stance through *Hikvision Slavery and Human Trafficking Statement* and implemented robust policies for the management of conflict minerals. We maintain a zero-tolerance policy toward all forms of modern slavery, human trafficking, child labor, and forced labor, ensuring an ethical and transparent supply chain.

Hikvision's Human Rights Approach

Human rights governance is a vital component of our global compliance system. To prevent our business activities from causing or contributing to negative impacts, we maintain a comprehensive *Whistleblower Policy* and a structured reporting mechanism. The Legal and Compliance Department, along with other independent departments, is responsible for investigating and verifying reported concerns to ensure that any suspected human rights violations are addressed objectively, fairly, and efficiently.

Furthermore, we maintain active dialogue with international human rights organizations and participate in global cooperation to integrate emerging expectations and best practices into our operations. In 2025, Hikvision participated in the 14th UN Forum on Business and Human Rights and the 7th UN Responsible Business and Human Rights Forum for Asia-Pacific. By engaging with industry peers, NGOs, and academic experts, we shared our practical insights and adopted leading-edge concepts, continuously elevating our human rights management and performance standards.

Reliability

Innovation Driven, Excellence Achieved

We perceive the world to better understand it. Based on deep insights into customer needs, Hikvision continuously advances AIoT technologies and expands the application of AI models, contributing to a safer and more efficient world. We remain committed to product quality and integrate cybersecurity into our production and operations, ensuring that secure and reliable technologies effectively support users in their work and daily lives.

Contributing to the following UN SDGs



Responses to topics

- Technological innovation
- Technology ethics
- Cybersecurity
- Product quality and safety
- Premium customer service

Target	2025 Progress
Annual launch of a set number of innovative products	Continued investment in R&D and innovation delivered strong results, with product launch targets met.
Remediation rate of product security vulnerabilities: 100%	100%
Coverage of information security training across global manufacturing sites and major office operations: 100%	100%
Incidents of product quality-related administrative penalties: 0	0
Major quality incidents: 0	0
Resolution rate of user/customer complaints: 100%	100%

Upholding Innovation-Driven Growth

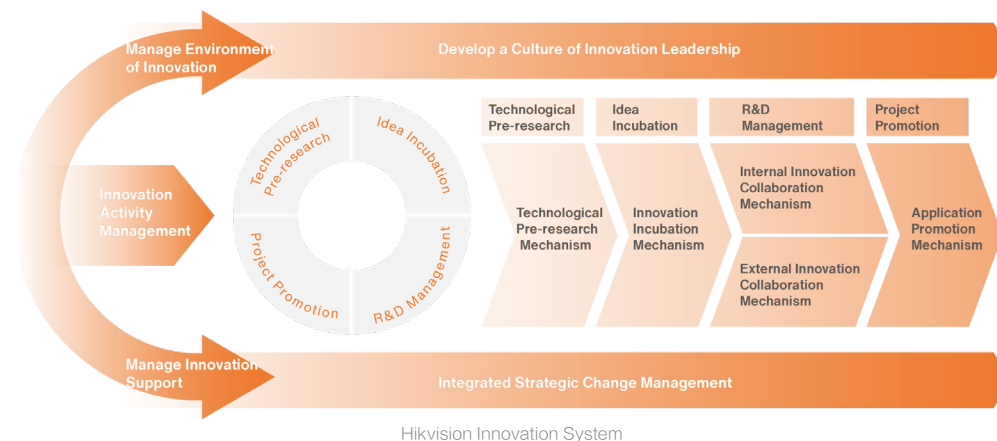
Innovation is the driving force of business development. Hikvision remains committed to technological innovation. By continuously improving innovation mechanisms, sustaining R&D investment, and emphasizing intellectual property protection, we empower industries in their digital and intelligent transformation with high-quality innovation.

I Governance

Hikvision has built a research institute and dedicated hardware and software R&D centers at its Hangzhou headquarters, supported by a global network of R&D facilities. Collectively, they form a multi-level R&D system anchored at the headquarters and extending across regions, underpinning the Company's world-leading AIoT capabilities. The Company has established an integrated leadership framework comprising the Strategy Committee, the Change Management Committee, and the Process Management Committee. These bodies oversee middle- and long-term planning, convene regular innovation-themed meetings, review innovation initiatives, and set innovation priorities.

I Strategy

R&D investment and innovation platforms form the foundation of the Company's innovation and growth. We continuously strengthen our R&D talent base, foster an innovation-friendly environment, and improve both innovation efficiency and commercialization capabilities. We also place strong emphasis on intellectual property protection to ensure the legitimacy and market competitiveness of our innovations, thereby reinforcing our world-leading position in the AIoT sector.



Hikvision is committed to serving various industries through its cutting-edge technologies of IoT perception, AI, and big data, and leading the future of AIoT. Through comprehensive machine perception technologies, we aim to help people better connect with the world around them; with a wealth of intelligent products, we strive to identify and satisfy diverse demands by delivering intelligence at your fingertips; through innovative AIoT applications, we are dedicated to empowering every individual to enjoy a better future by building an intelligent world that is more convenient, efficient, and secure.

Management of Impacts, Risks, and Opportunities

Hikvision has developed a structured innovation system spanning pre-research, incubation, collaborative R&D, and large-scale application. This end-to-end approach offers a pathway from research to commercialization and supports the continuous buildup of the Company's core competitiveness. In 2025, Hikvision obtained certification for the ISO 56001 Innovation Management System for the first time.

01

Technological pre-research mechanism

Product innovation starts with technology research, as we proactively develop key technologies based on corporate strategy and market demand. This ensures we are always technologically prepared to build products, enabling us to capitalize on market opportunities with sophisticated, competitive solutions.

02

Innovative business incubation mechanism

Hikvision has established an "innovation co-investment" mechanism to provide employees with internal entrepreneurship platforms and opportunities. To date, eight innovative business subsidiaries have been incubated, including EZVIZ, HikRobot, HikMicro, HikAuto, HikSemi, HikFire, HikRayin, and HikImaging, expanding the Company's innovation boundaries and becoming a key driver of business diversification.

03

Internal innovation and collaboration mechanism

The Company is committed to building a highly skilled R&D workforce to support innovation. We regularly organize diverse innovation initiatives and continue to promote TRIZ*-based innovation projects, reaching more than 3,000 participants through both online and offline training programs. Initiatives such as the release of the *TRIZ: Hardware Product Cost Reduction Course* and the organization of TRIZ innovation competitions help foster a company-wide culture of innovation.

04

External innovation and collaboration mechanism

We have forged in-depth collaborations with renowned companies, universities, and research institutions in China and across the world, and established joint innovation laboratories with multiple partners. We have built an open and collaborative innovation ecosystem, providing comprehensive access to equipment, platforms, data, and applications, offering end-to-end support to industry developers, and promoting technological advancement and ecosystem development.

05

Promotion and application mechanism

Market demand, customer needs, and product competitiveness are factored in from the initial planning stage to ensure that products under development are market-relevant and competitive. At the same time, a closed-loop management system from project initiation to market launch has been established, enabling innovative products to be rapidly commercialized and achieve expected returns.

Hikvision's Innovation Framework

* TRIZ: Theory of Inventive Problem Solving. In 2020, Hikvision established a TRIZ studio dedicated to introducing TRIZ methodologies during product development. The studio offers training programs, standardized tools, and innovation competitions to drive creative solutions to practical challenges.

Case

Advancing Intelligent Storage through Industry–Academia Collaboration

In 2025, Hikvision partnered with the School of Informatics at Xiamen University to establish the "Hikvision–Xiamen University Intelligent Storage Joint Laboratory." The lab focuses on advancing next-generation core technologies for intelligent storage through close industry-academia collaboration. Combining advanced research with practical engineering, the laboratory works to enhance storage system reliability, performance, and resource efficiency. It provides technical support for the efficient storage and management of massive data, accelerates the commercialization of research findings, and strengthens the Company's competitiveness in intelligent storage.

Hikvision continues to strengthen its intellectual property rights protection framework. We have established the *Trademark Usage Policy* to clarify trademark management responsibilities and usage standards, advancing a more systematic approach to trademark management. In response to compliance challenges arising from AI applications, particularly in areas such as data and copyright, the Company has conducted a comprehensive review of applicable laws, regulations, and industry standards, and clarified roles and responsibilities across R&D, content generation, and external collaboration, enabling proactive risk identification and mitigation. On April 26, 2025, Hikvision marked World Intellectual Property Day by delivering company-wide training on trade secrets and AI compliance, strengthening employee awareness and capabilities in intellectual property rights protection.

Intellectual Property	Newly Granted (No.)	Total Valid (No.)	Pending (No.)
Invention patents	1,553	7,399	Over 4,500
Utility model patents	441	2,042	Over 350
Design patents	571	3,540	Over 290
Software copyrights	227	2,416	Over 20

Indicators and Targets

Target	2025
Annual launch of a set number of innovative products	Continued investment in R&D and innovation delivered strong results, with product launch targets met.
Continuous collaboration with universities and research institutes and commercialization of joint projects	Established collaborations with Zhejiang University, Fudan University, and other leading institutions on large-model technologies to support the ongoing iteration and enhancement of Hikvision's Guanlan Large-Scale AI Models, driving the intelligent upgrading of industries.

In 2025

R&D investment reached **RMB 11,753 million** accounting for **12.70%** of annual revenue

The number of R&D and technical staff **26,806** representing **46.86%** of its total workforce

The number of invention patents applied in core business **7,399** The number of employees certified as Zhejiang Innovative Engineers **32**

Hikvision participated in the development of **2 international standards** and **58 national standards**

18 industry standards and **26 group standards**

Hikvision and 10 of its subsidiaries were recognized as **High and New Technology Enterprises**

Upholding Technology Ethics

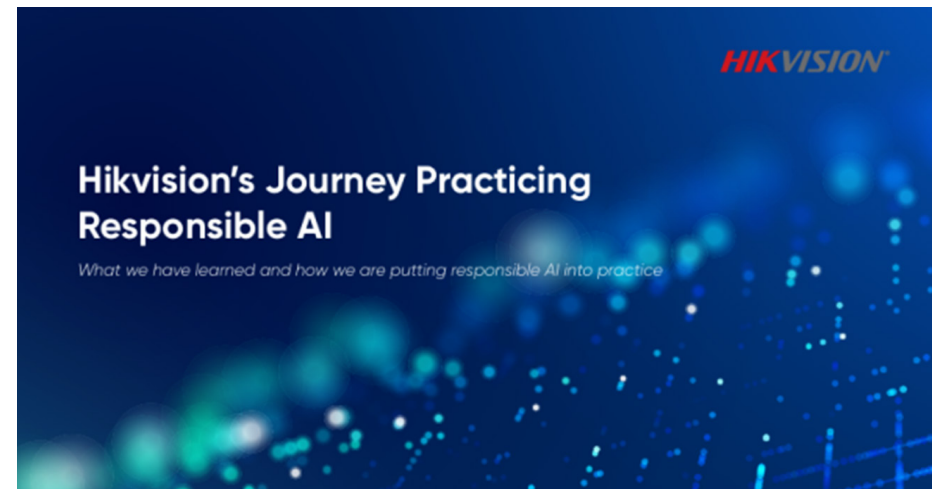
Hikvision attaches great importance to technology ethics governance and complies with relevant laws and regulations, including the Measures for Science and Technology Ethics Reviews (Trial) and the Interim Measures for the Management of Generative AI Services. Ethical principles are seamlessly integrated into the entire lifecycle of innovation, from initial research to commercial application. To institutionalize this commitment, we have established a robust governance structure, including the Technical Ethics Committee and the Technical Ethics Review (China) Committee. This architecture is underpinned by formalized charters and standardized review procedures that ensure rigorous oversight.

We actively champion a culture of responsible innovation by fostering ethical awareness across the organization. This includes providing quarterly briefings on global ethical trends to all employees and delivering specialized training to our R&D and product development teams. A significant milestone in 2025 was the successful registration of Guanlan Large-scale AI Models with the Cyberspace Administration of China (CAC). During the reporting period, no incidents of technology ethics non-compliance were recorded.

Case

Hikvision Published "Hikvision's Journey Practicing Responsible AI"

In 2025, Hikvision actively promoted technology ethics awareness with the release of its white paper, Hikvision's Journey Practicing Responsible AI. The document highlights the critical need for collaborative efforts across industry, government, and society to advance responsible AI, while detailing the Company's own commitments and practices in this area. It emphasizes strict adherence to the principles of safety, accountability, and transparency throughout the entire AI lifecycle. By adopting an open and transparent approach, Hikvision enables stakeholders to better understand its safety capabilities, calling for joint efforts to shape a better future through responsible AI.



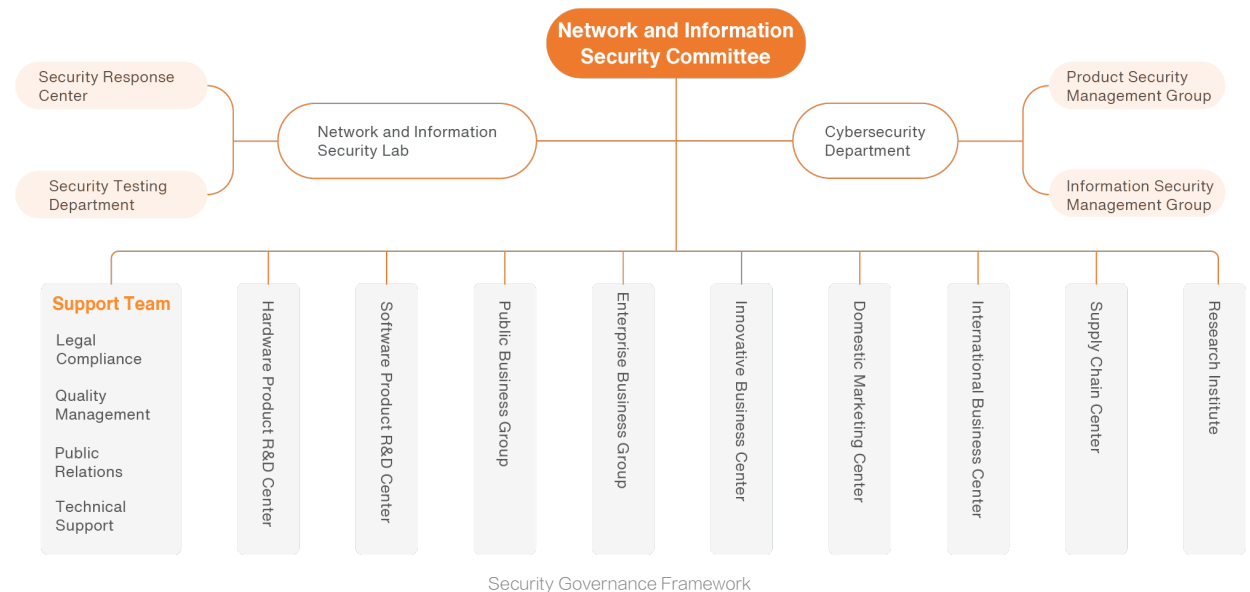
Safeguarding Cybersecurity

Hikvision continues to strengthen the cybersecurity management framework, promote security awareness, and work with global partners to build a secure, resilient, and trusted digital ecosystem that supports smarter living.

In strict compliance with the *Cybersecurity Law of the People's Republic of China* and applicable local regulatory requirements including the UK's *Product Security and Telecommunications Infrastructure (PSTI) Act*, Singapore's *Cybersecurity Labeling Scheme (CLS)*, and *Labeling Scheme based on Japan Cyber-Security Technical Assessment Requirements (JC-STAR)*, the Company has established and implemented policies such as the *Information Security Policy*, *Information Security Management Manual*, and *Internet Security Business Management Standard*, continuously enhancing its cybersecurity management and strengthening its cyber resilience.

Governance

The Company has established the Cybersecurity Committee as the highest governing body for information security. The committee is chaired by the President and comprises heads of key departments such as R&D and legal compliance, all with extensive cybersecurity and technology management experience. The committee closely monitors global cybersecurity policy developments to ensure the Company's cybersecurity strategy remains forward-looking and effective. A dedicated cybersecurity department has been established under the committee, responsible for annual strategy planning, policy development, and quarterly reporting on its work progress to the Committee. The Company has also strengthened incentive and accountability mechanisms by incorporating key metrics—such as major incident rate, incident response effectiveness, information security training coverage, and information security audit coverage—into performance evaluations of relevant teams.



I Strategy

Committed to "customer success, value creation, integrity, pragmatism, and excellence," Hikvision places the security of customers' networks and operations above its commercial interests. Leveraging industry-leading security and privacy technologies, the Company has built an integrated security architecture across its video-IoT application ecosystem, delivering end-to-end protection for user data and supporting a secure, stable, and reliable cybersecurity environment.

Management of Impacts, Risks, and Opportunities

We have established a comprehensive cybersecurity framework covering prevention, management, and incident response. Through measures such as defense in depth, baseline hardening, awareness enhancement, certification, proactive monitoring, tiered response, and continuous improvement, we have enhanced risk identification, control, and closed-loop remediation, supporting resilient business operations.

Prevention

- Defense in depth : Hikvision implements perimeter protections such as firewalls, intrusion detection systems, and web application firewalls, and enables fine-grained internal access control with micro-segmentation technologies. Regular penetration testing, vulnerability scanning, and code reviews are conducted. In 2025, we obtained ISO 29147/30111 certification for vulnerability management, establishing a closed-loop process from vulnerability identification to remediation.
- Baseline security hardening: Standard security configurations are defined for servers, network devices, and industrial control systems (ICS), and automated tools are used for ongoing compliance checks. In 2025, the *Security Vulnerability Remediation Specification* was introduced, setting out procedures of applying critical system patches within 72 hours.
- Employee awareness initiatives: The Company conducts annual cybersecurity training and simulation exercises. In 2025, we launched an English-language cybersecurity portal and an integrated learning platform to strengthen cybersecurity education for foreign staff.

Management

- Standardized systems: We have obtained international certifications including ISO 27001, NIST CSF 2.0, and IEC 62443-4-1. In 2025, we continued to refine more than 30 policies, including the *Information Asset Management Procedure*, to ensure that management requirements can be effectively implemented.
- Proactive monitoring and audit: Security operations centers (SOC) provide round-the-clock threat monitoring and response. Internal audits and independent assessments are carried out regularly to verify the effectiveness of security controls.

Incident Response

- Tiered response framework: Through its security response platform, Hikvision receives, manages, and discloses product and solution vulnerabilities. In accordance with the *Information Security Incident Management Procedure*, incidents are classified into four levels (I to IV), with defined reporting timelines and responsibilities.
- Drills: Regular drills, including phishing and ransomware scenarios, are conducted. In 2025, ICS scenarios were added to validate the effectiveness of the *ICS Security Management Policy*.
- Traceability and improvement: Following an incident, we conduct forensic analysis to identify root causes, update threat intelligence databases, and refine relevant policies and procedures, ensuring continuous improvement.

Measures of Hikvision for Strengthening Cybersecurity Risk Prevention and Control



In 2025, Hikvision obtained certification for the ISO 29147/30111 Vulnerability Management System.



Hikvision was among the first in the world to obtain NIST CSF 2.0 certification.



Multiple products have obtained the EN 18031 cybersecurity certification.

Case

Cybersecurity Awareness Week

From September 1 to 19, 2025, Hikvision held the Cybersecurity Week themed "Strengthening Security Foundations for a Digital Future." The initiative included a message from the Chief Security Officer and coordinated activities across regional branches. Through posters, videos, and other ways, the campaign reinforced cybersecurity awareness and fostered a strong security culture across the organization.



2025 Hikvision Cybersecurity Week

In 2025

- The coverage of employee participating in online cybersecurity training: **100%**
- The number of bilingual cybersecurity awareness posts: **113**, with views of over **120,000**
- Added **12** new cybersecurity courses and updated **13**, bringing the total to **59**
- Conducted **29** in-person training sessions for key business roles, reaching around **7,500** employees
- The coverage of employee participating in information security training assessments: **92.21%**

Indicators and Targets

Target	2025
Remediation rate of product security vulnerabilities: 100%	100%
Coverage of information security training across global manufacturing sites and major office and operational sites: 100%	100%

Honors

- Hikvision received the Digital Trust Assurance Award - Platinum Level (the highest level) from the British Standards Institution (BSI).
- In collaboration with Xi'an Jiaotong University, Hikvision received the "Gold Medals with Congratulations of the Jury" at the International Exhibition of Inventions Geneva for advancements in AIoT terminal network and key technologies for data security.
- Together with the Binjiang Institute of Zhejiang University, Hikvision developed an AI security evaluation and protection platform. The platform was recognized as an "Outstanding Cybersecurity Innovation Achievement 2024".



Ensuring Product and Service Quality

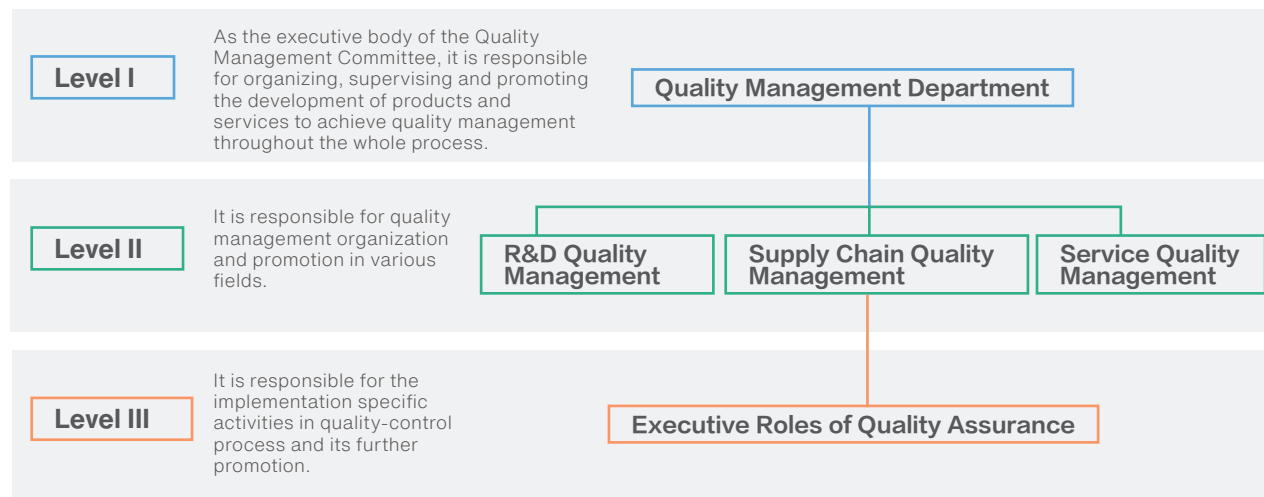
Quality is fundamental to sustainable business growth. Hikvision is committed to meeting customer needs through high-quality products and services. Through a comprehensive, end-to-end quality management system and rigorous control measures, the Company strives to provide reliable and superior product experiences. At the same time, we continue to enhance customer communication and after-sales services, driving improvements in both customer satisfaction and business development.

I Product Quality Management

The Company complies with applicable product quality laws and industry standards, including the *Product Quality Law of the People's Republic of China*, and continuously strengthens its quality management system. Quality control is embedded across all stages—from R&D and design to supply chain management and manufacturing—to ensure consistent and reliable product performance.

Governance

Hikvision has established a hierarchical quality management structure led by the Quality Management Committee and Quality Management Department, which are responsible for setting strategic direction and medium- to long-term quality goals, and for planning, organizing, supervising, and driving the implementation of quality management responsibilities across all levels. Dedicated quality teams across R&D, supply chain, and service functions lead quality management efforts within their respective business lines. At the operational level, quality assurance roles are established to drive execution and ensure the efficient implementation of decisions. The Company has established regular reporting mechanisms, including monthly quality data reviews and quarterly R&D and quality operations meetings, through which quality data, key issues, and improvement progress are reported to the Quality Management Committee and senior management. Key indicators, such as the number of severe and critical customer complaints and out-of-box defect rates, are incorporated into performance evaluations of BU general managers.



Quality Management Structure

Strategy

Guided by the quality policy of "leading with technology, prioritizing quality, delivering customer satisfaction, and driving continuous innovation," Hikvision implements end-to-end quality management across digitally enabled core processes including R&D, supply chain, marketing, and services. By developing big data-based early warning and predictive capabilities, intelligent assistance, and vision + AI automation, we enable key quality activities to become online, digital, and intelligent, fully unleashing the value of data and intelligent technologies in driving quality excellence.



Scan the QR code to learn more

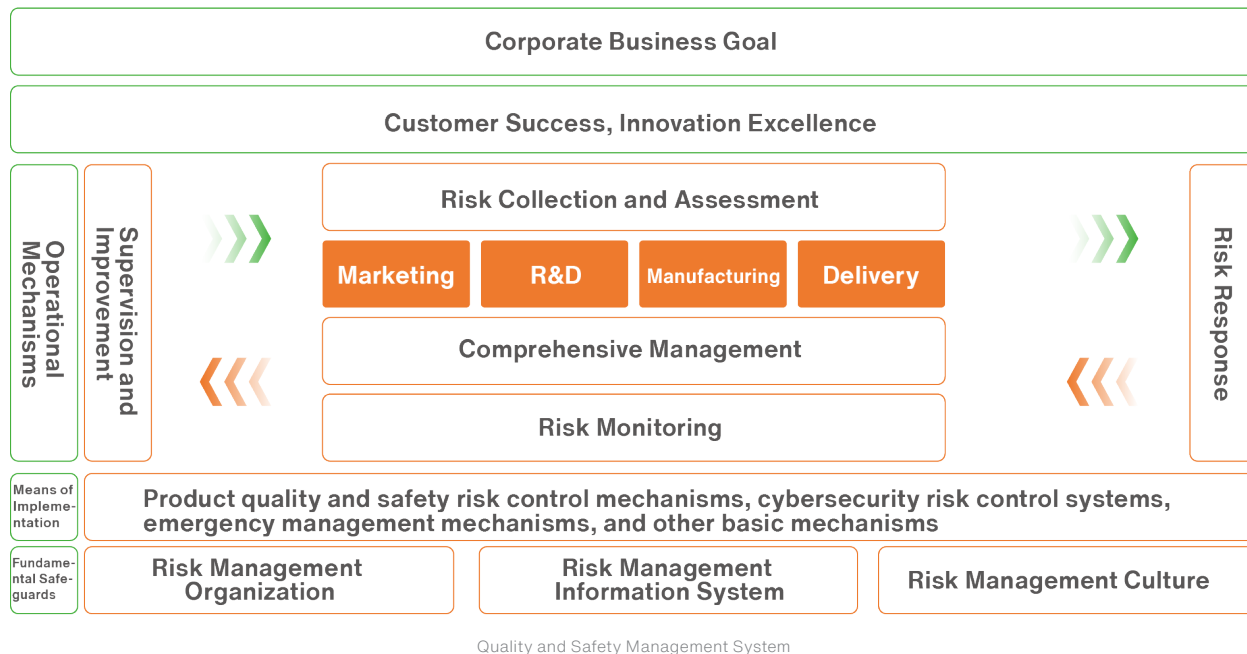
Case

Hikvision's Digital and Intelligent Quality Management Model Won the Fifth China Quality Award

Hikvision's Digital and Intelligent Quality Management Model won the fifth China Quality Award, the highest honor in China's quality field aimed at promoting advanced quality management systems and models. As the only award-winning enterprise from Zhejiang Province, the Company set a benchmark for Zhejiang's manufacturing sector. Hikvision has consolidated its quality management expertise into a systematic digital intelligence solution, which has been deployed across multiple sectors including petrochemicals, coal, steel, non-ferrous metals, and machinery, providing a model for digital upgrading across the value chain. By sharing advanced practices, Hikvision drives improvements in quality, cost efficiency, and productivity across the value chain, contributing to the cultivation of new quality productive forces and the high-quality development of Chinese enterprises.

Management of Impacts, Risks, and Opportunities

Following the management approach of "full participation, risk control, proactive prevention, and continuous improvement", the Company has established a comprehensive quality control system spanning R&D, production, and after-sales services. Standardized processes and digital tools ensure consistent and reliable quality management across procurement, manufacturing, packaging, logistics, and after-sales service delivery. The Company has obtained certifications for ISO 9001 Quality Management System and QC 080000 Hazardous Substance Process Management System.



R&D Quality Management

With a focus on key milestones and core activities in product development, we standardize execution requirements, and strengthen project-level quality controls. We build quality awareness within project teams, encourage proactive product quality improvement, and foster a culture of built-in quality.

Manufacturing Quality Management

We leverage digital technologies to enhance R&D and production, applying big data and AI to overcome bottlenecks in intelligent software development, and using image algorithms and auto-focus technologies to address process challenges. We replace manual inspection with intelligent testing equipment to improve precision and accuracy, and build AI-driven production lines that enable 24/7 automated recognition and positioning, intelligent assembly inspection, and error-proofing alerts, ensuring product quality at every stage.

Product Recall Management

We have established the *Detailed Rules for Product Quality Issue Notification*, applying risk-based, tiered controls for product batches with identified quality defects. By clearly defining the disposal application process and decision-making mechanism, we ensure that products with potential risks are handled promptly and appropriately.

In 2025, through improvements in training content, instructor resources, enablement platforms, and incentive mechanisms, the Company advanced quality awareness and capabilities among employees to support its overall quality capability strategy.

Quality Training to Empower the Business

Hikvision has established a quality curriculum library comprising 117 courses covering quality strategy, philosophy, systems, and tools; delivered 167 quality enablement sessions addressing topics such as root-cause analysis tools and digital and intelligent capabilities, reaching 13,404 employees; and rolled out the *Winning with Quality* learning module company-wide, with 2,505 employees completing the program.

Quality Culture Promotion

The themed campaign *The Path to Quality Excellence: Decoding High-Quality Development* reached over 14,000 employees through a hybrid "manager-led in-person training + online learning and assessment for professional track roles" model, effectively communicating quality strategies from top-down. Supporting policies, including the *Quality Reward and Accountability Rules* and the *Quality Red Lines*, were introduced to reinforce accountability. A combination of ongoing "three-inspection" activities (i.e., self-check and self-correction, targeted audits, and speak-up reporting) and three rounds of red-line case communications further strengthened awareness and enabled early detection and resolution of quality issues.

Long-term Incentive Mechanisms

The Company introduces excellence awards across four quality dimensions at both individual and team levels to encourage participation in quality prevention, control, improvement, and innovation. In 2025, more than 60,000 achievement badges were awarded, enhancing employees' sense of ownership and commitment to quality.

Indicators and Targets

Target	2025
Administrative penalties related to product quality: 0	0
Major quality issues: 0	0

I Premium Customer Service

Committed to service excellence and customer-centricity, Hikvision continuously strengthens its service system and capabilities to efficiently resolve customer issues and enhance customer satisfaction and recognition.

Enhancing the Service System

To meet customer needs and enhance satisfaction, the Company delivers a comprehensive service solution, covering standard product services, installation and commissioning, project delivery, operations and maintenance (O&M), and on-site support. By building localized service resources worldwide, we ensure timely and precise responses to diverse customer needs.

A three-tier service structure comprising the Hangzhou Global Technical Support and Service Center, regional technical service departments, and authorized service partners enables deep, localized support. In China, our service network includes 32 provincial-level technical service departments, over 300 city-level service outlets, and more than 6,000 key partners and authorized service providers. Internationally, we have established 30 directly operated after-sales service outlets and over 400 authorized service stations. We also offer product replacement options for selected products. By expanding overseas warehouse coverage and improving inventory turnover and delivery speed, we have optimized the local delivery network and enhanced responsiveness to customer needs.



Upgrading Service Capabilities

We have enhanced the customer experience by expanding service access channels, improving self-service tools, and empowering customers with knowledge and technologies across the service journey. In 2025, we expanded the use of AI, with AI-powered customer service and online self-service tools handling over 20 million inquiries and self-service interactions, significantly improving user experience.



Customer Outreach

The "Photo-to-Query" feature serves more than 300 interactions daily with an accuracy rate of 82.87%, addressing the common challenge of customers struggling to clearly describe their issues. It shifts interactions from "agent interpretation of customer descriptions" to "AI-powered image recognition and understanding" to improve service efficiency.



Tool-enabled Services

The Company continued to advance its tool optimization strategy, with total downloads exceeding 5 million during the year, significantly expanding user reach and engagement. Among these, the HiTools Delivery (desktop version) now supports 97% of Hikvision products (a 30% increase), serving over 600,000 devices monthly. The Hikvision Software Assistant, integrating service support, knowledge Q&A, and remote assistance, surpassed 5,000 downloads within its first week.



Knowledge Empowerment

AI technologies are used to improve how customer-facing knowledge is applied, transforming it into resources that are easy to understand and use. This enhances the coherence and depth of interactions with the XiaoWei intelligent assistant, bringing the first-contact resolution rate to 82%. Through dynamic updates and precise recommendations, the knowledge base ensures alignment between content and customer needs, further improving response speed and problem-solving efficiency.

Listening to the Voice of Customers

We attach great importance to customer feedback, collecting insights through multiple channels, including the 400 hotline, official website, mini-program, enablement portals, B2B platforms, and cloud platforms. In 2025, we continued to manage customer complaints and track satisfaction levels through the Voice of Customer platform, systematically feeding real customer insights across the entire value chain, from R&D and production to sales and service, embedding a user-centric approach throughout operations.

• Handling Customer Complaints

Through the Voice of Customer platform, we use a ticketing system to tag, route, and respond to customer requests. We also analyze customer feedback data to identify gaps and areas for improvement. We use big data and AI models to proactively detect product and service issues and take timely action. We also conduct monthly reviews and root-cause analyses to drive continuous management improvement.

For complaints involving batch quality issues, cross-functional task forces including technical service, R&D, and quality teams are established to ensure rapid response and on-site resolution until closure. Complex or high-risk issues are escalated to expert teams and management for decision-making, enabling the mobilization of specialized resources to deliver timely and effective solutions.



Complaint Handling Process

Customer Complaint Channels:

Hotline: +86 400-800-5998

Online channels: Hikvision WeChat official account, WeChat Mini-Program, and the official website

Email: 400@hikvision.com

Self-service submission: Complaints and suggestions form available in the lower-right corner of the official website

HPP Online Case (for customers outside China)

Target

2025

Continuously enhance customer service capabilities, accurately identify recurring issues, and drive root-cause analysis and improvement to ensure closed-loop resolution

Achieved

Resolution rate of user and customer complaints: 100%

100%

• **Customer Satisfaction Survey**

Hikvision has established the *Customer Satisfaction Survey and Improvement Procedure* and the *Customer Satisfaction Management Standard for Technical Services*. Leveraging its Voice of Customer management platform, the Company achieves end-to-end management from survey distribution and data analysis to improvement tracking. Both routine and annual customer satisfaction surveys are conducted. Routine surveys focus on product usability, marketing effectiveness, and service quality, enabling rapid collection of feedback to support targeted improvements. Annual surveys adopt a customer-centric approach to systematically track satisfaction trends across business segments and identify their root causes. This enables the development of targeted action plans to drive continuous improvement.

In 2025

Net satisfaction rate of distributors

62%

Net promoter score (NPS)*:

76%

Case

EZVIZ Hosted the 3rd EZ Fans Festival, Creating Smart Living Experiences with Fans

On September 12, 2025, EZVIZ hosted the 3rd EZ Fans Festival under the theme "Smart Living with EZVIZ" at its headquarters. The event centered on user engagement and scenario co-creation, enabling direct interactions between users and product teams. Combining expert talks, interactive experiences, creative workshops, and live performances, the festival provided a platform for smart living that integrated technology and human connection. Through multi-channel promotion, the campaign achieved 1.92 million impressions and significantly boosted user engagement and satisfaction with interactive experiences.



EZVIZ Fans at the Festival

*NPS = (Number of Promoters/Total Sample) × 100% – (Number of Detractors/Total Sample) × 100%

Value Chain

Collaborative Synergy, Shared Value Creation

Upholding "openness and mutual success," Hikvision drives innovation through open collaboration. By integrating its technological platforms with industry resources, the Company continues to build a responsible and sustainable partner ecosystem. We strive to empower partners to strengthen their capabilities and fulfill their responsibilities, foster long-term value through collaboration and shared benefits, and facilitate resilient, win-win growth across the value chain.

Contributing to the following UN SDGs



Responses to topics

- Sustainable supply chain
- Industry exchanges and collaboration

Target	2025 Progress
Identified incidents of child labor or forced labor among suppliers: 0	0
Suppliers with significant negative environmental and social impacts: 0	0
CMRT due diligence coverage among suppliers: 100%	100%
EMRT due diligence coverage among suppliers involving cobalt and mica: 100%	100%

Sustainable Supply Chain

Hikvision embeds sustainable development concepts throughout the entire supplier management process and strengthens supply chain governance and risk management by integrating social responsibility and compliance requirements into supplier approval, evaluation, collaboration, and empowerment. This approach promotes efficient resource allocation, coordinated development, and continuous improvement in supplier accountability, enabling the joint creation of a resilient, efficient, and green supply chain.

I Governance

Hikvision's sustainable supply chain governance operates under the three-tier ESG governance framework. A cross-functional supply chain management structure has been established, spanning planning, procurement, quality, and logistics to ensure full-process oversight from order fulfillment and supplier management to quality control and logistics operations. The Procurement Management Committee, composed of senior executives and representatives from the supply chain and related functions, has been set up as the highest decision-making body for procurement. It reviews and makes collective decisions on major procurement strategies, supplier approval, performance evaluation, and CSR compliance, ensuring the supply chain operates in alignment with corporate strategy and sustainability objectives.

Key performance indicators such as supplier onboarding timeliness, performance evaluation closure rates, delivery fulfillment rates, and the proportion of high-performing suppliers are incorporated into departmental and individual performance assessments. This embeds sustainability objectives into daily supply chain management practices and drives continuous improvements in supply chain efficiency, quality, cost, and social responsibility.

I Strategy

Hikvision has built a diversified and regionalized global supply network to ensure stable raw material supply, integrated cost control, agile market response, and supply chain resilience. We have developed a data-driven intelligent planning system that integrates input from production, sales, and inventory, enabling end-to-end agility and continuous cost optimization. At the same time, we promote the structural upgrade of the supplier system and comprehensive quality management through a smart supply chain platform that integrates "business + AI" for automated supply chain operations and intelligent decision-making. These efforts enhance supply chain resilience, operational efficiency, and long-term competitiveness.

Management of Impacts, Risks, and Opportunities

Hikvision strives to develop a comprehensive supply chain risk management system that integrates sustainability considerations across the full procurement lifecycle. The Company has established a comprehensive management mechanism covering the full supplier lifecycle, from onboarding and evaluation to exit. We enforce strict traceability of conflict minerals to ensure compliance and promote green supply chain practices, ensuring stable operations of the supply chain and sustainable value creation.

Supply Chain Risk Management

We systematically strengthen risk identification, assessment, and response mechanisms across key supply chain management activities, continuously enhancing the overall supply chain risk management system. We also establish strategic investment funds targeting upstream core technologies, especially foundational technologies, integrated circuits, and key components, to enhance our capabilities in related technologies, products, and solutions and build up long-term competitiveness.

In 2025

Risk monitoring coverage of core suppliers*:

100%

01 Enhancing Risk Governance Structure

As the governing body for procurement risk management, the Procurement Management Committee is responsible for formulating procurement strategies, communicating procurement discipline, evaluating market changes and risks, and providing decision-making guidance. The Procurement Department and specialized teams execute procurement strategies by breaking them down into actionable steps, monitor internal and external risks, develop mitigation measures, and update the Procurement Risk List. The internal audit department conducts independent audits regularly to ensure compliance, identifies process risks, and drives corrective actions, thereby forming a closed-loop management system.

02 Optimizing Risk Management and Control

We embed ESG considerations into procurement practices through comprehensive risk controls covering operations, finance, compliance, and external environments. We enhance operational resilience through supplier capability assessments, production capacity planning, and diversification strategies. We strengthen compliance and transparency through contract reviews, supplier approval, and dynamic performance management, and incorporate labor rights, environmental standards, and business ethics into supplier codes of conduct, with zero tolerance for violations. In addition, we strengthen supply chain resilience against external uncertainties through diversified sourcing, emergency planning, and localized collaboration.

03 Enhancing Digital Risk Control Capabilities

An "AI + Big Data" supplier risk management platform integrates third-party data (e.g., Tianyancha) with internal operational data and uses the proven Choice model and Hikvision's risk warning model to enable automated and comprehensive risk identification, classification, and response for suppliers and their key stakeholders, significantly reducing risk likelihood and impact while improving supply chain stability and resilience.

*Core suppliers are those deeply integrated into Hikvision's R&D, production, and daily operations, with established strategic partnerships.

Supplier Management

We have established a systematic supplier management framework and processes, ensuring suppliers' compliance with our standards through approval and performance assessments, identifying potential risks and reinforcing accountability requirements through due diligence, and continuously enhancing suppliers' capabilities and sense of responsibility through training and empowerment, thereby strengthening the stability of supply chain collaboration.

In 2025

The rate of suppliers signing up *Supplier Corporate Social Responsibility Commitment*, the *Supplier Framework Agreement*, and the *Supplier Integrity Agreement*:

100%

The coverage of suppliers participating in social responsibility assessments (including on-site audits and self-assessment questionnaires):

100%

On-site audits for environmental, labor, and human rights compliance of newly onboarded suppliers:

99%

The number of suppliers participated in courses on the training platform:

686

With total learning sessions of

13,394

*Note: The coverage/signing rate is calculated on a rolling three-year basis.

01 Supplier Approval

We have established a series of guidelines such as the *Comprehensive Procurement Management Guidelines* and the *Supplier Development and Selection Management Guidelines* and standardized the approval process. Priority is given to suppliers with strong performance in environmental protection, CSR, human rights, and sustainability. Suppliers lacking ISO 9001 certification or REACH or RoHS 2.0 compliance are disqualified.

03 Training and Empowerment

A dedicated supplier training platform delivers systematic training on environmental compliance, product quality, business ethics, and green supply chains. Specialized courses, case studies, and workshops are prepared to promote suppliers' awareness of compliance and accountability, facilitating collaborative development across the supply chain.

05 Supplier Exit

In accordance with the *Supplier Exit Management Standard*, suppliers posing significant risks in quality, delivery, environmental, or social responsibility performance are removed.

02 Due Diligence

We conduct supplier due diligence through both online and on-site assessments, focusing on suppliers' performance in labor rights, business ethics, occupational health and safety, and environmental protection. We document findings in a *Social Responsibility Assessment Report* as the key basis for evaluating suppliers' CSR performance, and offer targeted improvement recommendations.

04 Assessment and Evaluation

We have formulated the *Supplier Evaluation Management Standard*, and require all suppliers to adhere to the *Supplier Code of Ethics and Business Conduct* and sign the *Supplier Integrity Agreement*, the *Supplier Social Responsibility Agreement*, and the *Supplier Corporate Social Responsibility Commitment*. We conduct quarterly and annual assessments of suppliers' performance in terms of quality, cost, technology, delivery, and hazardous substances-free (HSF) management, and organize annual audits on environmental impact, health and safety, and business ethics. Based on their CSR risks, suppliers are categorized into four tiers: A (Excellent), B (Good), C (Pass), and D (Needs Improvement), with different management strategies for each tier.

Conflict Minerals Management

While Hikvision does not directly use or purchase mineral ores, certain materials required for production may contain mineral resources such as tantalum, tin, gold, tungsten, cobalt, and mica. The Company has established the *Conflict Minerals Management Standard* and signed *Procurement Framework Agreements* with all suppliers, clearly requiring that supplied products comply with conflict-free minerals requirements. In accordance with the *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* formulated by the Organization for Economic Co-operation and Development (OECD), we have established a conflict minerals management system for mineral resources and products, including tantalum, tin, gold, tungsten, cobalt, and mica, to identify and assess risks within the supply chain and implement mitigation strategies.

With reference to the independent third-party assurance framework of the Responsible Minerals Initiative (RMI), we conduct due diligence on suppliers using the *Conflict Minerals Reporting Template (CMRT)* and the *Extended Minerals Reporting Template (EMRT)*. We identify and verify smelter sources in our supply chain against the conformant lists periodically published by RMI to ensure compliance. If any supplier is found to use conflict minerals, we immediately cease procurement of the relevant materials.

In 2025

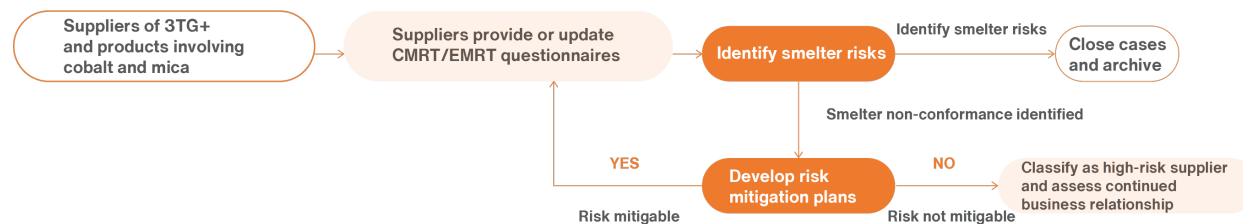
The percentage of new suppliers completed the CMRT due diligence:

100%

The pass rate of results meet the conflict-free minerals requirements:

100%

*Note: Calculated on a rolling three-year basis.

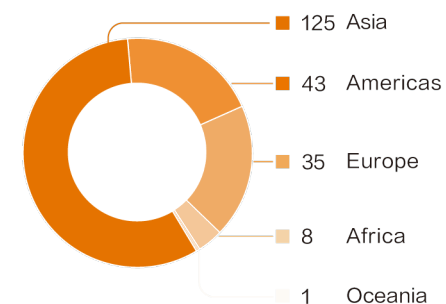


Conflict Minerals Risk Management Procedure

By the end of 2025, the Company had conducted CMRT surveys with 2,121 suppliers* and expanded the scope of investigation to include additional minerals from conflict-affected and high-risk areas, such as cobalt and mica. We also initiated EMRT surveys with 499 suppliers involved with cobalt and mica, progressively moving towards full coverage for suppliers related to 3TG (i.e., tantalum, tin, gold, and tungsten), cobalt, and mica.

By comparing CMRT responses against RMAP audit results and the RMI conformant smelter list, the Company identified 218 3TG smelters in the supply chain. Detailed information about their RMAP audits and RMI status is shown in the table below. Among them, 97.25% were sourced from facilities listed as conformant by RMI. For suppliers associated with non-conformant smelters, the Company initiates additional verification procedures and requires the submission of supporting evidence.

	Tantalum	Tin	Gold	Tungsten	Total
Active	0	1	1	0	2
Conformant	35	47	91	32	205
Non-participating	0	4	5	2	11
Total	35	52	97	34	218
Smelter status					
RMI conformant smelters	35	50	95	32	212
Non-RMI conformant smelters	0	2	2	2	6
Total	35	52	97	34	218



Geographic Distribution of 212 Conformant 3TG Smelters

In 2025, the Company established a comprehensive emergency response mechanism for conflict minerals to handle potential issues. During the reporting period, there were no incidents of conflict minerals non-compliance.

Additionally, the Company held online sessions to communicate its conflict minerals policies and management guidelines and organized themed training programs for suppliers. These initiatives enhanced suppliers' understanding of responsible sourcing and related requirements and reinforced their ability to manage conflict minerals risks, helping mitigate risks from the source.



Detection

If a supplier is found using non-compliant minerals, the affected products are screened and isolated, and a report is submitted to the material specialist team or the Procurement Management Committee for risk assessment and final decision.



Appraisal

If a supplier is found to be non-compliant during performance reviews, a dedicated task force will be established to provide guidance and take corrective actions, including reducing orders, suspending new product releases, or, if necessary, terminating the business relationship.

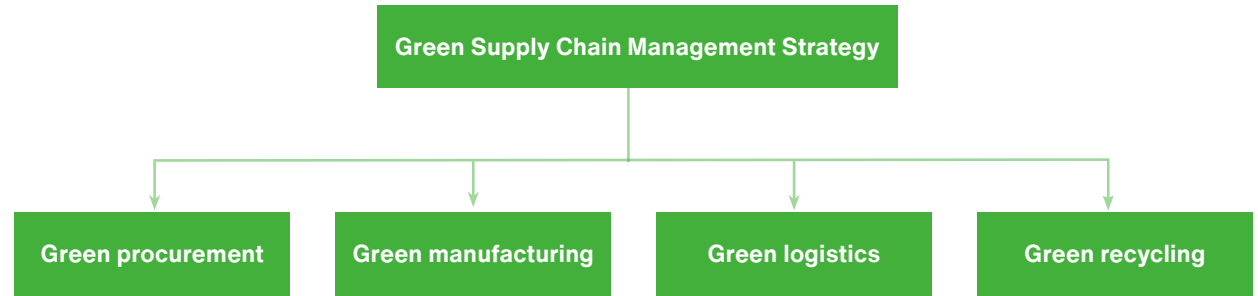


Accountability

In case of serious implications for the Company, we reserve the right to take further action against the supplier as outlined in the *Procurement Framework Agreement*.

Green Supply Chain

Hikvision recognizes green supply chain management as a key element in driving sustainable development. We have released the *Green Supply Chain Management Standard* and developed a comprehensive green supply chain strategy encompassing green procurement, manufacturing, logistics, and recycling. Specifically, we adopt a green supplier evaluation system to prioritize eco-friendly, low-carbon materials and services, reduce environmental impacts during production and transportation, and improve systems for product recycling and reuse, driving the green transformation of the supply chain. In 2025, we enhanced supplier management for cleaner production processes, further improving the environmental performance of our supply chain.



In 2025

We presented green awards to suppliers:

3

Indicators and Targets

Target	2025
Identified incidents of child or forced labor among suppliers: 0	0
Suppliers with significant negative environmental and social impacts: 0	0
CMRT due diligence coverage among suppliers: 100%	100%
EMRT due diligence coverage among suppliers involving cobalt and mica: 100%	100%

Fostering Industry Prosperity

Hikvision is committed to co-building and sharing value across the industry by bringing together diverse stakeholders, advancing industry-academia-research integration, and promoting open technical exchange. Through collaborative platforms and deeper ecosystem partnerships, we leverage complementary strengths, accelerate the application of innovation outcomes, and contribute to high-quality growth and prosperity across the industry.

I Ecosystem Partnerships and Exchanges

Hikvision opens its technical standards and product specifications to partners and works closely with them across products, solutions, services, and sales to co-develop high-quality industry solutions and achieve collaborative growth.

Technology collaboration

We open up our standards, operation and maintenance system, and security system to our partners and work with them on cutting-edge technology research.

Product collaboration

We provide our partners with open access to hardware and software products and access standards, and work with them to develop and select premium hardware and software solutions.

Solution collaboration

We offer open access to our smart digital platforms and work with partners to craft, promote, and deliver industry solutions.

Service collaboration

We open up our hardware and software products and standards and collaborate with certified companies or individuals on data engineering, custom development, AI training, integration implementation, system maintenance, and business operations.

Sales collaboration

Our partners engage in the sale of Hikvision products, solutions, and services on specific sales platforms or within designated regions.

Ecosystem Partner Cooperation

Case

Enhancing Partners' Digital Marketing Capabilities From Lead Generation to Conversion

In 2025, Hikvision further strengthened its SME digital marketing ecosystem. Through the "Gold Host" program, we trained nearly 80 partner livestreamers, generated over 2,000 business leads, and incubated 10 sales influencers. By leveraging platforms such as Amap, Baidu Maps, and Douyin Merchant Platform, the Company optimized service provider management and regional marketing networks, enabling closed-loop coordination from promotion and lead generation to conversion. At the same time, Hikvision provided training to more than 100,000 participants, delivered 5,000 sessions of specialized technical training, and certified over 2,000 technical professionals, significantly enhancing service quality and overall value chain collaboration.

In 2025, training coverage reached:

2,904 for domestic distributors (with coverage rate of 96.80%)

32,990 for international distributors (with coverage rate of 88.50%)



The HikTech Star series returned for a second year. Through an online original video campaign, it encouraged tech innovators worldwide to show their ideas, fostering knowledge sharing across the ecosystem.

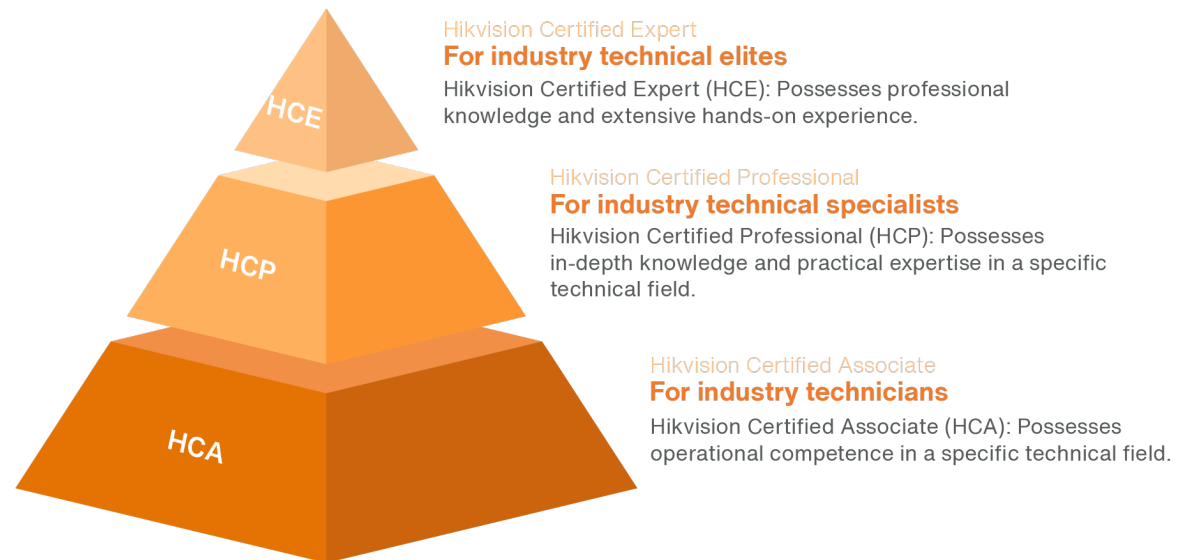
I Industry Talent Development

Hikvision builds open platforms for talent development and exchange among industry professionals and ecosystem partners, empowering industry professionals to strengthen technical capabilities, share expertise, and grow.

Case

Hikvision Engineer Certification Program

To support the growing demand for skilled professionals driven by digital transformation across society and industries, Hikvision has established a structured training and certification system for AIoT practitioners. Designed around the full career lifecycle, the program aligns with specialized skill requirements across segments such as AIoT system architecture, software, and data engineering. With a three-tier certification framework comprising HCA (Hikvision Certified Associate), HCP (Hikvision Certified Professional), and HCE (Hikvision Certified Expert), it aims to cultivate standardized, high-quality technical talent and support technical upgrade and sustainable industry development.



Case

V Community Empowering Developers and Technical Talent

Through its V Community platform, Hikvision provides developers, partners, end users, technology enthusiasts, and university faculty and students with one-stop services for hardware and software related to machine vision, mobile robotics, and articulated robots, covering technologies such as image processing, AI algorithms, 3D vision, deep learning, robot navigation, and motion control. The platform also supports application practices and competitions across industries including automotive, photovoltaics, lithium batteries, and 3C electronics, facilitating exchanges and communication. In 2025, the community added 36,000 new users, recorded 8.118 million page views, and attracted 565,000 visitors, underscoring its broad industry influence. It also offered more than 20 certification programs, including the Hikvision Certified Robotics Engineer program, conducted 350 training sessions and issued 2,542 certificates throughout the year. These efforts have effectively strengthened technical capabilities among engineers and contributed to the sustainable development of the industrial ecosystem.



Industry-Academia-Research Collaboration

Hikvision continues to strengthen partnerships with universities, research institutes, and industry organizations to advance collaborative innovation. Through joint research initiatives, innovation project incubation, skills competitions, and structured training programs, the Company is building a long-term mechanism for talent development and technology exchange, cultivating high-quality, application-oriented talent, and enhancing the innovation capacity and sustainability across the AIoT industry.

Embedded Specialty Programs

Hikvision incorporates real-world case studies and expert-led instruction into programs at universities such as Hangzhou Dianzi University and Nanjing University of Information Science & Technology, helping cultivate a pipeline of industry-ready talent. Over the past three years, the program has reached more than 300 students, with dozens progressing to internships and full-time roles.

Career Development Support

The Company supports career education initiatives at universities such as Harbin Institute of Technology and Zhejiang University by offering career planning courses, personalized coaching, and resume and interview guidance. We also participate in related competitions as judges and mentors, helping students identify suitable career paths and better prepare for the workplace.

"Open Day" Events

In collaboration with nearly 100 universities across China, the Company regularly hosts "Open Day" events, offering faculty and students opportunities for site visits, exchanges, and hands-on experiences, and providing a platform that bridges academic training with industry practice. In 2025, more than 100 such activities were organized at various levels.

Diversified Industry-Academia-Research Collaboration Initiatives

Case

Strengthening Industry-Education Integration to Build a Talent Pipeline

Hikvision's "Qizhi Cup" Machine Intelligence Competition has been held for four consecutive years, covering algorithm, development, and application tracks and attracting more than 5,000 students from over 300 universities, including Zhejiang University, Fudan University, and Nanjing University. The competition provides students with hands-on exposure to cutting-edge machine vision technologies, enhancing their technical skills and overall capabilities while nurturing specialized talent for the field. In 2025, the fourth "Qizhi Cup" attracted 1,206 teams—twice the number of the previous year—highlighting its strong role in driving innovation and cultivating emerging industry talent.



Harmony

Unity and Collaboration, For a Better Future

Sustainable business growth depends on the shared value created by employees and the prosperity of the communities we serve. Guided by a people-oriented philosophy of shared growth, Hikvision is committed to nurturing and empowering every employee, enabling individuals to realize their full potential. At the same time, we respond to societal needs by supporting rural revitalization with our technological strengths and actively engaging in public welfare and volunteer initiatives, working with all stakeholders to build and share a better future.

Contributing to the following UN SDGs



Responses to topics

- Protection of employee rights and interests
- Employee development and training
- Occupational health and safety
- Rural revitalization
- Public welfare and volunteer services

Target	2025 Progress
Percentage of employees provided with social insurance: 100%	100%
Response rate to employee complaints: 100%	100%
Percentage of employees provided with training: 100%	100%
Occupational disease cases: 0	0
Percentage of employees who received safety training: 100%	100%

Supporting Employee Growth

Hikvision remains committed to putting people first and leveraging technology for good, recognizing employees as the primary driver of corporate growth. The Company has established the Human Resources Committee to provide overall governance, while the Human Resources Department acts as the primary functional unit responsible for implementation. The Company adopts a governance approach in which the headquarters sets unified rules and subsidiaries develop tailored policies based on business needs, ensuring both consistency and flexibility in the HR management.

In 2025

Percentage of female executives:

15.38%

Employees of ethnic minorities:

2,460

Employees with disabilities:

29

* Note 1: Hikvision respects employee privacy; as gender disclosure is optional, some employees are categorized under "Gender Unspecified."

Note 2: As some overseas subsidiaries do not adopt a unified grading structure, the job grades of certain managerial personnel are classified as unspecified.

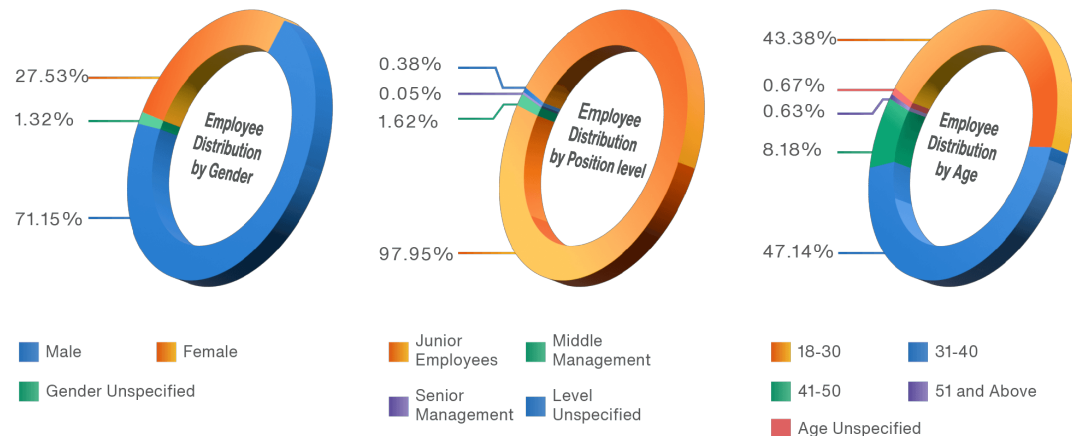
Note 3: Hikvision respects employee privacy; as age disclosure is optional, some employees are categorized under "Age Unspecified."

I Protecting Employee Rights and Interests

The Company complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Provisions on the Prohibition of Using Child Labor*, and all other applicable laws and regulations in the jurisdictions where it operates, continuously refining policies on working hours, leave, performance, and retirement to safeguard employees' lawful rights and interests. In 2025, we ensured full coverage of statutory social insurance (including pension, medical, work-related injury, unemployment, and maternity insurance) and housing fund programs for all employees.

Diversity, Equity, and Inclusion

We are committed to fostering an inclusive workplace where talent is embraced with equality and openness and cultural diversity fuels innovation. In accordance with employment laws and regulations across all operating regions, Hikvision ensures fair hiring practices through policies such as the *Recruitment Management System*, providing equal opportunities to all candidates and supporting the employment of underrepresented groups, including persons with disabilities. The *Employee Handbook* explicitly guarantees equal pay for equal work and prohibits discrimination on any grounds, including race, ethnicity, social origin, social class, ancestry, religion, disability, gender, family responsibilities, marital status, union membership, political views, and age. At the same time, we actively promote women's empowerment through a range of career development initiatives, including in-person dialogue sessions between female managers and new employees. These programs provide dedicated platforms for experience sharing and professional growth, fostering a supportive environment for mutual learning and advancement.



Protection of Employee Rights

The Company adheres to the human-rights provisions of the *Universal Declaration of Human Rights*, the *International Covenant on Economic, Social and Cultural Rights*, the *International Covenant on Civil and Political Rights*, and the *UN Guiding Principles on Business and Human Rights*. We respect and protect employees' rights to freedom of association and expression, and maintain zero tolerance for any form of unfair treatment. We have also formulated the *Hikvision Code of Ethics and Business Conduct*, which explicitly prohibits all illegal practices such as child labor, forced labor, and restrictions on freedom, and ensures the implementation of management requirements for protecting employee personal information and privacy. During the reporting period, there was no incident of child labor or forced labor in the Company.

Pay and Incentives

We uphold equal pay for equal work and are committed to building a structured and standardized compensation management system that ensures all employees receive competitive remuneration and benefits. To maintain fair and competitive compensation, we regularly benchmark against government statistics and market trends and integrate these insights with our business strategy and individual performance evaluations for in-depth analysis of pay differentials and timely adjustments. By doing so, we ensure our compensation system remains both market-aligned and supportive of long-term organizational goals.

Our compensation approach is strongly performance-driven. All employee remuneration consists of base salary, performance-based pay, and a year-end bonus, with the latter two tied to both Company performance and individual contributions. We also offer medium- to long-term incentives through co-investment in innovative business initiatives, creating a platform for employees to participate in growth, share risks, and benefit from outcomes—thereby aligning sustainable business success with continuous talent development.

Enhancing Employee Communication

We highly value employee communication and provide complaint channels including email, the Dabai Hotline, and the My Voice section on BBS, to ensure the prompt resolution of employee concerns. The Dabai Hotline offers flexible access via phone and email, supported by a 24/7 AI-powered chatbot service to meet diverse communication needs. In 2025, we regularly organized engagement initiatives such as "Dialogue with Managers" sessions and "Old Friends" dialogue events to foster an open and transparent organizational climate.



"Old Friends" Sessions

In 2025

The number of employees joining labor unions in China:

47,693

The Number of inquiries handled via the "Dabai Hotline":

over **20,000**

with a satisfaction rate of

98.85%

"Dialogue with Managers" and "Old Friends" sessions held:

14

reaching close to

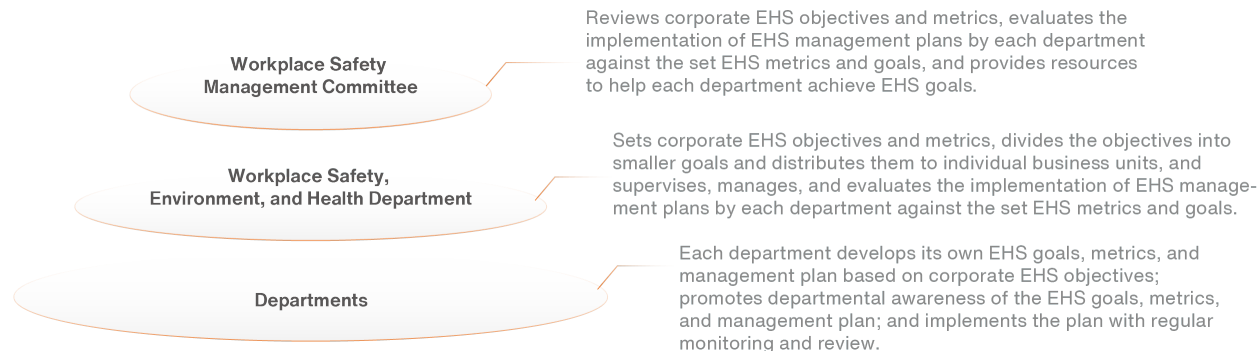
3,000 employees

involving nearly

30 managers

Safeguarding Health and Safety

We regard safeguarding employee health and safety as our top priority. Guided by an established EHS management framework, we implement a series of initiatives to enhance employees' safety awareness and emergency response capabilities, continuously improving overall workplace safety and protecting employees' well-being.



Occupational Health

We strictly comply with occupational health laws and regulations, including the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* and the *Management Measures for Occupational Health Examination*. We continuously improve our occupational health and safety management system and regularly engage qualified third-party institutions to monitor workplace hazards, ensuring all monitoring results meet national regulatory requirements. The Company has obtained the ISO 45001 Occupational Health and Safety Management System certification.

Prevention at Source

We have established the *Hazard Identification and Risk Assessment Control Procedure* and regularly conduct systematic risk identification and assessment across departments. Key risks including fire, chemicals, machinery, special equipment, occupational hazards, and electrical safety are proactively identified and mitigated through measures such as routine inspections, clear risk labeling, and the provision of emergency equipment.

Process Control

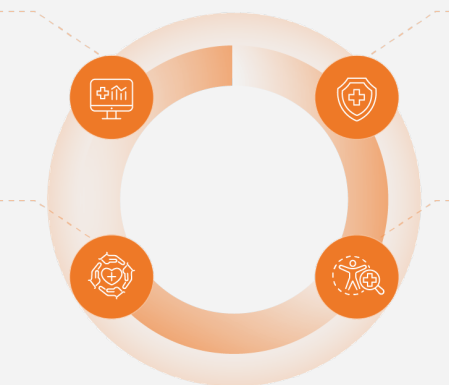
Dedicated occupational health personnel are assigned, supported by a clear accountability system for occupational disease prevention. Occupational hazards are regularly monitored and assessed to ensure compliance. Warning signs and protective instructions are posted for hazard-exposed positions. Occupational health training is conducted to enhance employees' self-protection awareness and capability.

Health Monitoring

We conduct regular occupational health examinations and maintain health records to identify contraindications or health impairments at an early stage. Employees confirmed to have occupational contraindications are transferred from the original positions within one week to new positions free from related risks.

Personal Protection

Employees in hazard-exposed roles are provided with compliant personal protective equipment (PPE) and trained in its proper use. Occupational health examinations are conducted pre-employment, during employment, and upon departure, with results communicated in written form.



Occupational Disease Prevention and Control Measures

In 2025, we revised the Occupational Health Training Management Standard and continued to deliver regular training, health seminars, and employee medical examinations. Monthly health and nutrition tips are shared to promote healthier lifestyles. The Company has also established a comprehensive internal training system covering three-level safety training for new hires, annual refresher training for employees, and specialized training for personnel in high-risk roles. During the reporting period, the Company organized a wide range of emergency response training and drills, including CPR, automated external defibrillator (AED) use, trauma first aid, as well as fire evacuation and civil defense drills, significantly enhancing employees' safety awareness and response capabilities.

Case

EAP Seminar: "Graceful Resilience—Mindfulness-Based Stress Relief for Women"

On March 6, 2025, Hikvision hosted an Employee Assistance Program (EAP) seminar titled "Graceful Resilience—Mindfulness-Based Stress Relief for Women," focusing on the physical and mental well-being of female employees. Through a combination of mindfulness theory and practical exercises such as mindful breathing and relaxation techniques, the session helped participants recognize stress signals and develop effective coping strategies for fast relief of physical and mental fatigue.



In 2025

Workplace safety investment:

RMB **51.37** million

Safety training investment:

RMB **3.39** million

Employee work injury insurance investment:

RMB **38.12** million

with employee coverage rate or

100%

Training coverage for chemical management in relevant roles:

100%

Workplace Safety

We strictly comply with laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Fire Control Law of the People's Republic of China*. We also continuously strengthen our safety management system by updating key policies including the *Environmental, Occupational Health and Safety Operation and Monitoring Control Procedure*, the *Equipment Maintenance Safety Management Standard*, the *Emergency Response Plan for Production Safety Incidents*, and the *Emergency Preparedness and Response Control Procedure*. We continue to reinforce critical processes such as signing of safety accountability agreements, hazard identification and remediation, and high-risk operation approvals, laying a solid foundation for safe production and employee safety.



Accountability and Performance Linkage

Safety responsibility agreements are signed, and performance evaluations are implemented across all levels and functions to ensure end-to-end accountability, with metrics such as annual safety performance linked to incident rates. Dedicated safety management teams are established, staffed with trained full-time and part-time safety personnel. Part-time safety administrators are also assigned at the workshop and team levels.



Hazard Identification and Closed-Loop Management

We have established a four-tier coordinated inspection mechanism covering the management, safety department, workshops, and teams, and put in place an online dynamic repository for hazard identification and remediation, enabling full-process digital management. With a target of 100% hazard rectification, we address all hazards in accordance with a standardized three-step remediation approach to ensure effective and timely resolution.



Strengthening On-Site Safety Management

We install safety light curtains and emergency-stop buttons on high-risk equipment such as stamping and laser cutting machines, and conduct regular safety inspections and maintenance. Outsourced personnel, including labor-dispatch and temporary workers, receive the same standard of safety training, PPE, and on-site supervision as regular employees. Safety agreements are also signed to clearly define responsibilities and prevent the risk of "outsourcing without oversight."

In chemical management, the Company maintains a unified chemical inventory, ensuring all substances are approved, clearly labeled, and accompanied by Material Safety Data Sheets (MSDS). Regular inspections are conducted at key stages such as storage, use, and transportation, with particular attention to leakage risks and labeling compliance. Emergency drills simulating scenarios such as leaks and fires are conducted regularly, covering early warning, evacuation, response, and post-incident review to achieve the goal of zero chemical-related major incidents. At the same time, we deliver systematic, topic-specific training to department heads covering regulatory requirements, risk identification, and emergency response, thereby comprehensively enhancing chemical safety management.



Target	2025
Occupational disease cases: 0	0
Major fire incidents: 0	0
Minor injury rate: $\leq 3\text{‰}$ of total employees	0.5‰
Hazard rectification rate: 100%	100%
Safety training coverage: 100%	100%

I Empowering Employee Growth

We regard employee capability development as a key driver of long-term corporate growth and are committed to building a diversified talent development system by optimizing career pathways and implementing structured training programs, providing employees with broad opportunities for growth and fostering strong internal momentum for high-quality development.

Streamlining Career Paths

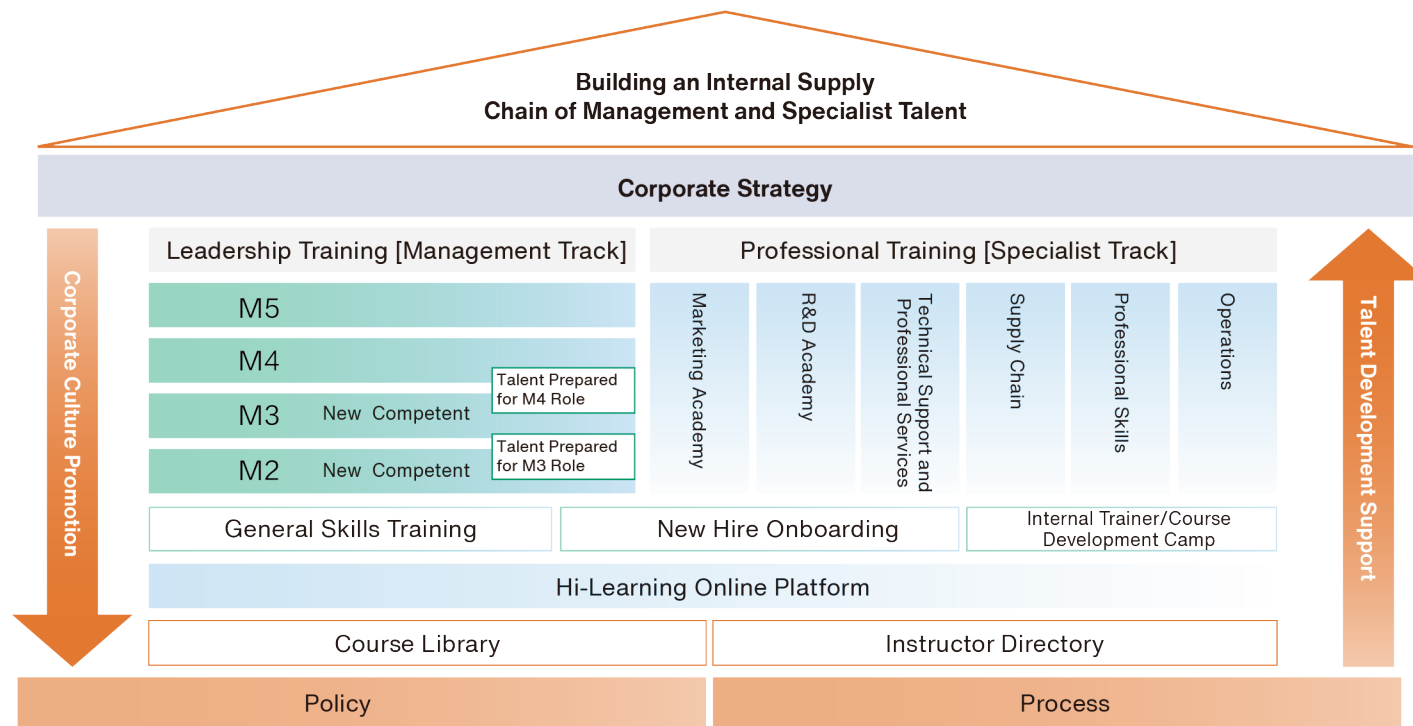
Committed to "fair, impartial, and merit-based employment," the Company provides diversified career progression paths and conducts periodic performance and development reviews on all employees. In 2025, we further refined our qualification and job level system and systematically reviewed existing career pathways. This resulted in a comprehensive framework covering five major talent groups—R&D, marketing, technical support and professional services, supply chain, and professional functions—comprising 37 career tracks and 87 sub-tracks, offering employees clear and structured advancement paths. In addition, guided by a value-driven approach and a focus on enhancing management practices, we advanced reforms to optimize our qualification and job grading system. Specifically, we moved away from the previous rigid one-to-one mapping between qualifications and job levels, streamlined qualification tiers by removing overly granular distinctions while retaining broader assessment levels, and adopted a more holistic approach to evaluating job levels. This helps avoid excessive complexity in qualification requirements and gives departments greater flexibility in talent deployment.



Hikision's Career Development Paths

Enhancing the Training System

The Company has developed various policies including the *Hikvision Training Management Policy*, the *Hikvision Course Management Policy*, and the *Hikvision Internal Trainer Management Policy*. We strive to build a comprehensive talent training framework that aligns with both managerial and professional career pathways, providing full-cycle development support for employees at all levels.



In 2025, we upgraded our traditional curriculum into structured learning maps and developed competency development blueprints for key career tracks based on the "70-20-10" rule. These maps and blueprints were integrated with the qualification system to deliver tailored development plans for employees at different job levels and career stages. For key roles and sub-roles, we introduced an integrated learning approach combining courses, on-the-job training, and knowledge resources, and rolled it out through the Learning Map module of the Haixue online platform. The platform enables precise alignment between learning resources and role requirements, allowing employees to access role-specific development guidance and learning materials. This supports both vertical specialization and horizontal skill expansion, accelerating the effective transformation of knowledge into job performance.

In 2025

Employee training investment:

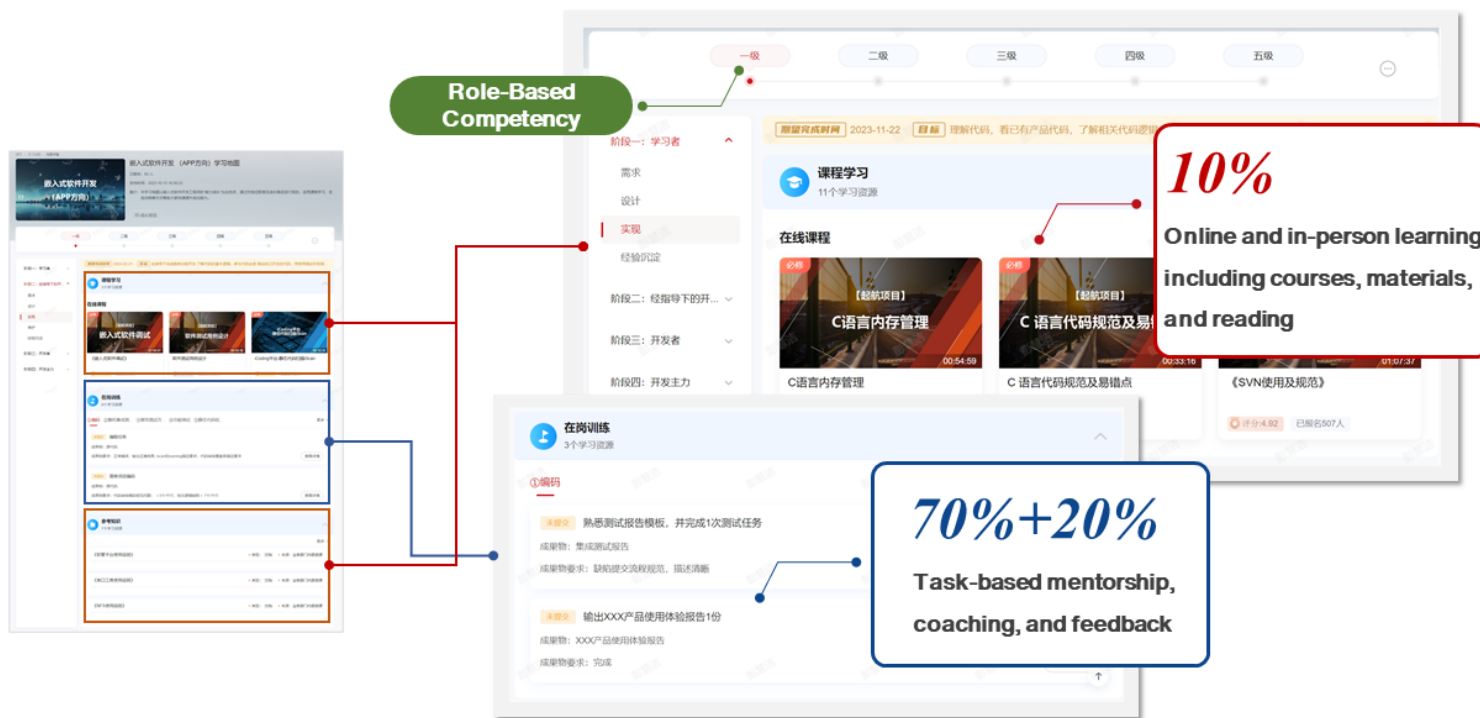
RMB 11.04 million

Percentage of employees provided with training:

100%

Average training hours per employee:

22.63 hours



Case

Empowering Regional Leaders for Business Transformation

In 2025, Hikvision launched a targeted training program for city-level general managers to address challenges in market insight and team cohesion during the transition toward "integrated security + scenario-driven digitalization." The program enabled regional general managers to sharpen market insights, improve performance of integrated security operations, and drive new growth in scenario-driven digital solutions. It also strengthened leadership capabilities in team coaching, motivation, and collaboration, enabling regional general managers to lead teams more effectively and support business transformation and regional development.



Case

Launch of Online Leadership Camp for Mid-level and Front-line Managers

To adapt to evolving business dynamics, the Company introduced an online leadership development program for M2 and M3 frontline and mid-level managers. The program was delivered across three sessions, namely *Leadership without Authority: Leadership Practices in the Digital Era*, *Management Psychology: Unlocking Human Motivation*, and *Systems Thinking*, attracting over 1,600 participants. The program also offered a supportive learning community with dedicated facilitators guiding participants through activities such as knowledge sharing, quick-learning sessions, point-based incentives, and group practices. Through these activities, participants were encouraged to share their thoughts and practices, with more than 720 discussion topics and high-quality learning outputs generated, significantly enhancing knowledge application and learning effectiveness.

Enhancing Employee Care

We place strong emphasis on employee well-being, offering a comprehensive benefits system and organizing a wide range of cultural and recreational activities to support employees in achieving a healthy work-life balance.

In 2025

The number of children receiving Children's Day benefits:

18,000

The number of employee care and visitation activities conducted:

over 1,800

Improving Employee Benefits

We offer a comprehensive range of benefits, including allowances for holidays, birthdays, employee care, and team-building activities to enhance overall well-being. In line with national requirements and relevant policies, we provide paid annual leave alongside additional leave types such as marriage leave, paternity leave, parental leave, nursing leave, and maternity leave. To support employee health, we provide supplementary commercial insurance, annual medical check-ups, and an employee assistance hotline, with coverage extended to employees and their families. In addition, the Company has established supporting facilities such as kindergartens, health service centers, and nursing rooms to better meet employees' daily and family needs, fostering a warm and inclusive workplace.

Healthcare Services



Our on-site health service center provides integrated medical services, including general consultations, traditional Chinese medicine therapy, dermatology care, chronic disease management, and emergency services. A 24-hour on-campus pharmacy is also available for convenient access to medication. In 2025, the center served more than 11,000 visits and organized 44 themed outreach activities such as home medical visits, weekend and evening clinics, and seasonal traditional medicine programs, with participation from over 2,500 employees.



Childcare Support

Hikvision Kindergarten has enrolled over 890 children, offering after-school care, and summer and winter programs to ease childcare burdens. In addition, the IoT Town Kindergarten, open to employees' children from nearby enterprises, has enrolled more than 350 children of Hikvision employees, further supporting family care needs.

Enhancing Employee Engagement

We actively enrich employees' experiences through diverse team-building initiatives, including festive celebrations, and recognition and awards programs. These efforts help cultivate a workplace culture rooted in trust, support, and positivity, strengthening employees' sense of belonging and well-being.



Dragon Boat Championship



2025 Mid-Autumn Festival Concert



Hikvision Day



520 Rose Pop-Up

Bolstering Community Development

The value of technology extends beyond commercial success to its broader contribution to society. Hikvision leverages innovation to deploy digital capabilities in rural development, supporting the modernization of rural governance and local industries. We also continuously advance the STAR Program for Social Good, working alongside employees, partners, and communities to build an inclusive and sustainable public welfare ecosystem. We strive to transform technological breakthroughs into tangible and meaningful social progress.

In 2025

The number rural digitalization projects supported by the Company:

more than **2,000**

The number of national pilot projects to build beautiful, prosperous, and habitable countryside the Company participated:

7

Rural revitalization initiatives benefited over:

10,000 villages

I Supporting Rural Revitalization

In alignment with China's rural revitalization strategy, we support agricultural and rural modernization with our digital village solutions focusing on the five pillars, namely industrial development, ecological conservation, governance enhancement, service improvement, and cultural promotion.



- 01**  **Enhanced Farmland Management Quality and Efficiency**

We have developed a crop-growth monitoring system that integrates multispectral imaging, AI algorithms, and visible-light technologies to enable large-scale, real-time monitoring and quantitative analysis of crop conditions. This solution addresses challenges such as low efficiency and limited accuracy in traditional field inspections.
- 02**  **Smart Rural Ecological Monitoring**

Enabled by hyperspectral technology, the rural water-quality monitoring system is capable of real-time analysis of indicators such as chlorophyll levels and water clarity, significantly improving water resource monitoring and protection efficiency. A disaster-monitoring system integrating video and GNSS technologies enables millimeter-level displacement detection and early warning, supporting soil conservation and disaster prevention.
- 03**  **Coordinated Intelligent Safety Governance**

Using AI-powered perimeter cameras, we enable accurate detection of intrusions, loitering, and drowning risks in rural water areas, providing 24/7 intelligent monitoring. Combined with automated alerts and video verification for geological hazards, these solutions strengthen early warning and emergency response capabilities in rural areas.
- 04**  **Caring for the Elderly in Rural Communities**

The 4D millimeter-wave radar-based care system enables real-time remote detection of emergencies while fully protecting user privacy. Equipped with voice intercom and coordinated response mechanisms, it supports timely and reliable elderly care services in rural areas.

Case

Building a Smart Rural Governance Model

Hikvision has deployed AIoT products such as multispectral vegetation monitoring devices and intelligent network cameras to help develop a digital rural platform in Hongyan Village, Xuyong County, Luzhou. Incorporating systems for meteorological monitoring, pest detection, and integrated smart irrigation and fertilization, the platform enables comprehensive digital services across tea plantation management, tourism guidance, forest fire prevention, and safety monitoring. As a result, traditional tea plantation practices that rely heavily on weather conditions during winter have evolved into data-driven precision agriculture, and rural governance has shifted from extensive to refined management, significantly improving residents' sense of well-being.



Case

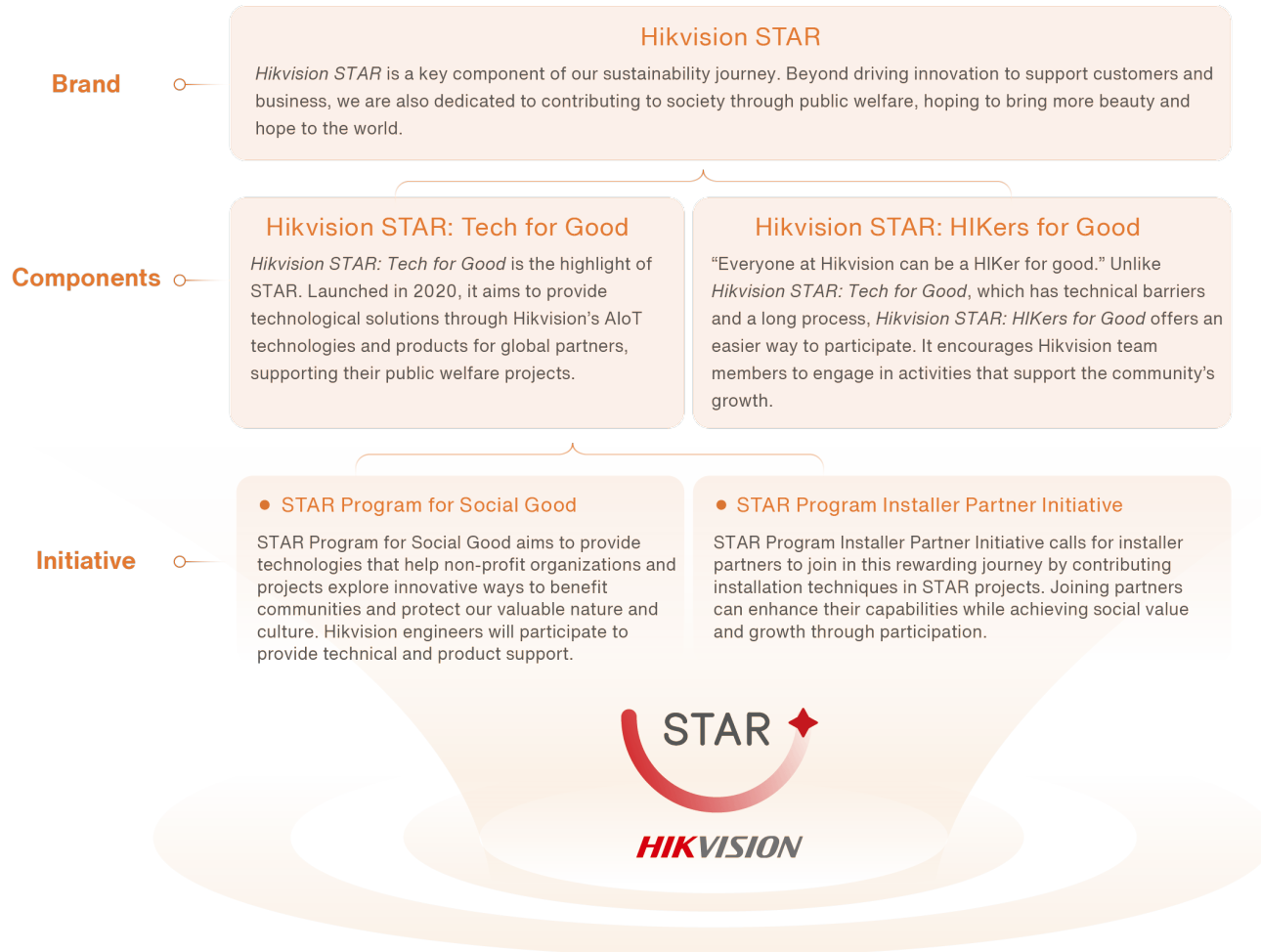
Responding to Rural Needs with Digital Solutions

At the 2025 China (Nanjing) Digital Village Expo, Hikvision showcased its technological expertise and scenario-driven practices in advancing rural digital transformation under the theme "AIoT Empowering Rural Digital Development." During the concurrent summit forum, Hikvision delivered a keynote titled "Multidimensional Intelligent Perception Empowering Rural Digital Applications," showcasing digital products and solutions powered by Guanlan Large-scale AI Models. These solutions address critical needs such as industrial upgrading, disaster early warning, farmland protection, environmental governance, forest fire prevention, and home-based elderly care, thereby contributing to more resilient, intelligent, and sustainable rural communities.



I Hikvision STAR*

Hikvision believes that technology is not only a tool to address business challenges, but also a force for positive social impact. Beyond driving innovation to support customers and business, we are also dedicated to contributing to society through public welfare, hoping to bring more beauty and hope to the world.



*Note: STAR, standing for "Sustainability through Technology, Actions for Responsibility," reflects Hikvision's commitment to advancing the public good through technology.

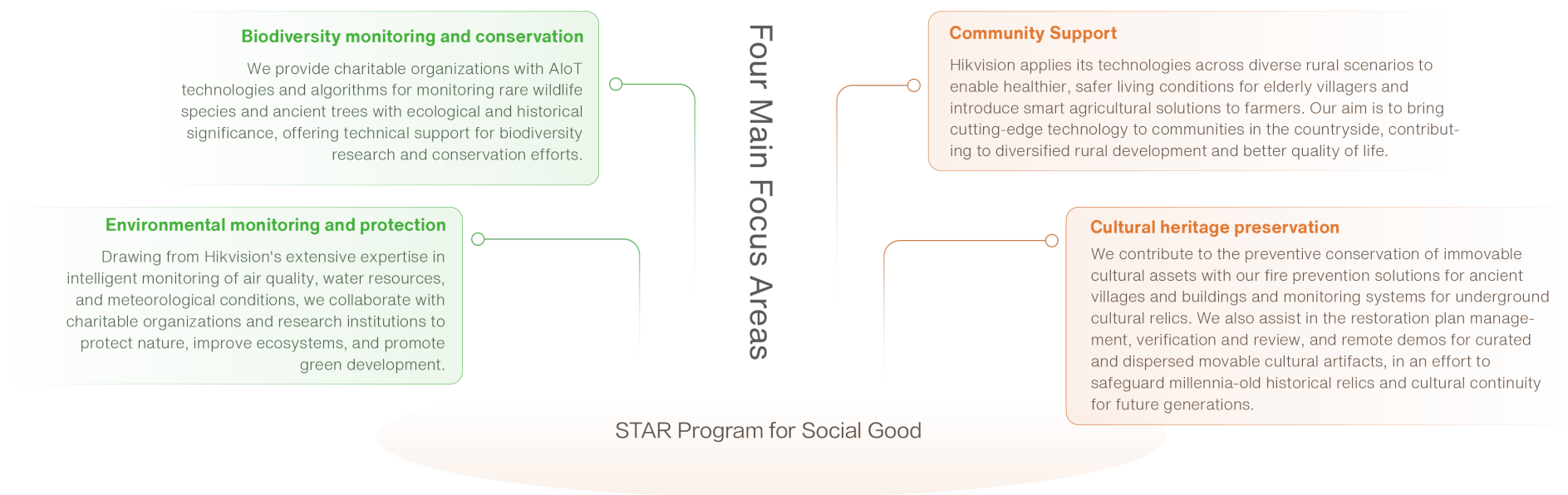
Hikvision STAR: Tech for Good

Hikvision STAR: Tech for Good was officially launched in 2020, alongside the STAR Program for Social Good. Open to public-interest organizations, academic and research institutions, and other non-profit organizations worldwide, the program leverages AIoT technologies and products to address real-world challenges for its global partners and support the effective implementation of public welfare initiatives. Focusing on four key areas of biodiversity monitoring and conservation, environmental monitoring and protection, community support, and cultural heritage preservation, the program has transformed from a series of independent projects into a synergistic, platform-based collaboration model implemented globally. By deepening the convergence of technology and philanthropy, the program enhances its social value through ongoing learning and system improvement.

In 2025, Hikvision further introduced the STAR Program Installer Partner Initiative, hoping to bring installer partners into the ecosystem to provide professional and reliable technical support for project deployment, thereby strengthening a sustainable public welfare network and value chain collaboration.

By the end of 2025, the STAR Program for Social Good

Established partnerships with Partnerships expanded to over
30 public welfare organizations worldwide
With projects across
14 countries and regions



Case

Forging a Digital Armor to Safeguard the Ancient Cypress Trees in Cuiyun Corridor

The ancient cypress avenue along the Shu Road in Cuiyun Corridor, Mianyang, Sichuan, is recognized as the oldest, largest, and best-preserved ancient tree corridor in the world, often described as a "living fossil forest" due to its uniqueness and non-replicability. In January 2025, the Sichuan Green Foundation (SGF) partnered with Hikvision STAR: Tech for Good to advance the conservation and monitoring of these ancient trees. By deploying AIoT-enabled technologies, we established an integrated intelligent system combining forest fire prevention, pest and disease monitoring and forecasting, tree vitality and health monitoring, and microhabitat observation. This system enables real-time tracking of the growth and health of the ancient trees, supporting timely interventions to safeguard their healthy development. The project has not only strengthened the conservation of the ancient cypress trees but also generated valuable data and practical insights for the digital management of natural heritage, as well as for public education and ecological research.



Case

Advancing Glacier Research through Technology

As global temperatures continue to rise, attention to glaciers is increasing. Despite the attention, glacier retreat is still accelerating. To explore innovative approaches to monitoring glacier dynamics, a research team led by Zhang Qiangong at the Institute of Tibetan Plateau Research, Chinese Academy of Sciences, collaborated with Hikvision STAR: Tech for Good to pilot the use of video-sensing technologies for the continuous observation and analysis of glacier retreat and glacial lake environments. After more than three years of research, the team processed over 100 TB of image data and successfully validated a monitoring model that integrated RGB imaging with deep learning. This breakthrough establishes a new technological pathway for studying ecological changes across high-altitude regions. The project was selected as an "Annual Eco-Friendly Project" at the 2025 Dream Builders Charity Conference by *Southern Weekly*.



Scan the QR code
to learn more



Continuous Monitoring of Glacier Retreat and the Environment of Glacial Lakes

"Video-based monitoring provides an innovative and cost-efficient way to track high-altitude water systems in real time, representing a significant advancement in alpine environmental research. It demonstrates tremendous potential for long-term, high-resolution monitoring of water quality in remote glacial lakes."

—Zhang Qiangong Research Group

Case

Smart Monitoring for Snow Leopard Conservation

The snow leopard, a flagship species of alpine ecosystems, serves as a key indicator of ecological health in the Qilian Mountains region. To advance snow leopard conservation in a more scientific and efficient manner, Hikvision STAR: Tech for Good and the Qinghai Baoyuan Ecological Conservation Center jointly launched a monitoring and protection project in the Menyuan section of Qilian Mountain National Park. By deploying wildlife cameras and applying cloud-based AI algorithms to automatically identify images of snow leopards and other species, the project aims to enable intelligent monitoring and analysis of wildlife activities and visualizes the results dynamically on the "Wildlife Conservation Monitoring Dashboard." This approach helps improve the coverage of snow leopard monitoring and data-processing efficiency to some extent and advance snow leopard conservation from traditional patrol-based methods toward more intelligent and precise practices.



Snow Leopard Captured by Wildlife Camera



Scan the QR code
to learn more

"With Hikvision's technical support, we can analyze and visualize species activities, hotspots, and peak activity periods within the monitoring area, significantly enhancing the scientific rigor and comprehensiveness of wildlife monitoring in Qilian Mountain National Park."

—Qinghai Baoyuan Ecological Conservation Center



Supporting Weather Monitoring and Hiker Safety at the Pyrenees

Case

Leveraging Technology for Alpine Weather Monitoring and Hiker Safety

Stretching across Spain and Andorra, the Pyrenees mountain range attracts skiers, hikers, and nature lovers with its breathtaking natural beauty. However, the unpredictable weather and sudden snow conditions in this high-altitude region pose significant risks to explorers and challenges for local environmental monitoring. To enhance safety for those exploring nature and maintain ongoing observation of the delicate alpine ecosystem, Hikvision collaborated with the non-profit organization Associació Projecte 4 Estacions to deploy a network of 4G and PTZ cameras in the high-altitude, extreme environment. The devices support meteorological and ecological research while enhancing avalanche detection and safety warning capabilities. The data collected is shared with the public through open platforms and local media, providing valuable insights to researchers, local communities, and outdoor enthusiasts. This initiative highlights the role of technology in advancing both environmental protection and public safety. In recognition of its impact, Hikvision received the Collaboration Innovation of the Year award at the AV News Awards in 2026.



Scan the QR code
to learn more

Hikvision STAR: HIKers for Good

Hikvision actively supports a diverse range of volunteer activities in science education, environmental protection, and aid for disadvantaged communities. Employees are encouraged to spread love through acts of kindness. In 2025, alongside its ongoing technology-driven public welfare initiatives, the Company donated over RMB 5 million to charitable causes, supporting environmental protection, local communities, and vulnerable groups. These efforts have created many positive changes in our society.

In 2025

Participants in volunteer activities:

Over **350** person-times

with volunteer time:

Over **3,200** hours

Science Education: Lighting the Future

The Company delivers science outreach courses to employees and provides a certification pathway for volunteer science instructors, encouraging staff to become volunteer educators and develop engaging, interactive educational content for children. Through the "Incredible Light" course, we bring optics education to students in cities such as Hangzhou, Nanjing, Ganzi (Sichuan), and Singapore, helping spark curiosity and inspire exploration and creativity.

Environmental Protection: Growing Green Together for a Better World

We work with local streets and communities in cities such as Hangzhou and Wuhan to organize tree-planting activities, translating environmental responsibility into action, enhancing local ecosystems while strengthening connections between employees and the local communities.

Supporting the Vulnerable: Spreading Love and Hope Through Books

In partnership with charitable organizations, we have carried out a range of book donation initiatives and launched an innovative "books-for-fruit" program, delivering reading materials to schools in Zhejiang's mountainous areas, local communities in Hangzhou, and children in remote regions.

Hikvision Volunteer Activities



The Course "Incredible Light" at Yalong Township Primary School, Da County, Garzê Tibetan Autonomous Prefecture, Sichuan



Delivered the Course "Incredible Light" in Partnership with ITE College and Club Rainbow, Singapore



Delivered the Course "Video Technology for Endangered Species Protection" at Hangzhou Hupan School



Donated Books to Caihe Sub-district, Hangzhou, in Partnership with Zhejiang Future Smile Charitable Foundation

Appendix 1: Key Performance

• Economy

KPI	Unit	2023	2024	2025
Direct economic value	RMB million	89,341.2	92,495.53	92,507.80
Cash dividend	RMB million	8,397.54	6,430.24	10,539.60
Tax paid	RMB million	6,494.80	6,679.32	6,768.17

• Environment

KPI	Unit	2023	2024	2025
Energy Use				
Gasoline	Tonne	463.69	1,909.06	869.55
Diesel	Tonne	35.01	167.06	168.28
Natural gas	10 ⁴ m ³	247.19	376.66	352.23
Purchased electricity	MWh	283,433.10	362,596.02	440,239.06
Clean energy (PV power generation and green electricity)	MWh	12,533.73	33,989.22	28,333.22
Energy Consumption				
Total energy consumption	TCE	36,193.33	51,758.70	59,504.55
Direct energy consumption	TCE	3,452.85	7,195.65	5,399.17
Indirect energy consumption	TCE	32,740.48	44,563.05	54,105.38
Proportion of clean energy	%	4.26	8.07	5.85
Energy intensity	TCE per RMB million	0.41	0.56	0.64

KPI	Unit	2023	2024	2025
GHG emissions				
Total GHG emissions	tCO ₂ e	157,687.73	189,877.79	227,464.00
Scope 1	tCO ₂ e	6,838.93	14,385.48	9,732.85
Scope 2	tCO ₂ e	150,848.80	175,492.31	217,731.15
Intensity	tCO ₂ e per RMB million	1.77	2.05	2.46
Water Resources				
Total water withdrawal	Tonne	2,598,300.29	2,178,073.27	6,473,632.80
Municipal water	Tonne	2,584,328.69	2,173,969.35	6,468,760.55
Underground water (overseas operations only)	Tonne	13,969.20	4,102.05	4,872.25
Total discharge	Tonne	2,253,222.97	1,769,300.66	5,178,906.24
Total water consumption	Tonne	345,077.32	408,772.61	1,294,726.56
Water intensity	Tonne per million (RMB)	3.86	4.42	14.00
Packaging Materials				
Total use	Tonne	51,236.72	62,265.85	63,066.67
Plastics	Tonne	8,762.23	8,684.62	8,857.30
Cartons	Tonne	37,413.85	45,896.51	42,830.13
Wood	Tonne	4,865.13	7,594.61	11,269.72
Metal boxes	Tonne	195.51	90.12	109.51
Packaging material use intensity	Tonne per million (RMB)	0.57	0.67	0.68

KPI	Unit	2023	2024	2025
Non-Hazardous Waste				
Total non-hazardous waste	Tonne	25,548.41	32,862.17	45,734.06
Non-hazardous waste intensity	Tonne per RMB million	0.29	0.36	0.49
Recycled volume	Tonne	18,021.44	22,433.82	29,267.04
Recycling rate	%	70.54	68.27	63.99
Hazardous Waste				
Total hazardous waste	Tonne	884.18	1,105.42	1,782.41
Hazardous waste intensity	Tonne per RMB million	0.01	0.01	0.02
Compliance rate for hazardous waste disposal	%	100	100	100
Exhaust Emissions				
Nitrogen oxides (NOx)	Tonne	0.10	4.36	4.84
Sulfur oxides (SOx)	Tonne	0.001	0.02	0.10
Particulate matter (PM)	Tonne	7.35	10.49	2.12
Volatile organic compounds (VOCs)	Tonne	/	17.89	42.78
Wastewater and Pollutants				
Total industrial wastewater	Tonne	/	134,753.00	181,020.00
Total domestic wastewater	Tonne	/	1,580,834.59	4,997,886.24
Chemical oxygen demand (COD)	Tonne	/	435.67	82.54
Biochemical oxygen demand (BOD)	Tonne	/	141.05	206.14
Ammonia nitrogen (NH3-N)	Tonne	/	43.39	5.92
Total nitrogen (TN)	Tonne	/	3.1	19.48
Total phosphorus (TP)	Tonne	/	6.58	0.50

- The time scope of environmental data is from January 1, 2025 to December 31, 2025. The organizational scope of environmental data is listed below:
 1. The energy use, energy consumption, GHG emissions, and water data cover 122 entities in China (including R&D parks, production bases, and marketing centers), international marketing centers (in 59 countries and regions), production bases in Brazil and India, and overseas marketing centers and production bases of EZVIZ, HikRobot, and HikMicro. The above scope is adjusted dynamically as our business evolves.
 2. Other environmental data cover R&D and office areas in China (including Phases I–V of the Hangzhou Binjiang site, and industry parks in Chengdu, Xi'an, Zhengzhou, Nanchang, and Hefei), the production sites in Tonglu, Chongqing, Wuhan, and Fuyang, 32 marketing centers, the marketing and production bases of EZVIZ, HikRobot, HikMicro, and HikAuto in China, international marketing centers in 59 countries and regions, the production bases in Brazil and India, and overseas marketing centers and production bases of EZVIZ, HikRobot, and HikMicro.
- Clean energy power includes electricity generated from solar power represented by purchased green electricity certificates, and that produced by PV systems at Hikvision's manufacturing bases.
- Total energy consumption is calculated in tonnes of coal equivalent (TCE), with reference to the National Standard of the People's Republic of China *GB/T 2589-2020 General Rules for Calculation of the Comprehensive Energy Consumption*.
- Intensity is calculated using the total amount in 2025 divided by the Company's revenue for the year, in millions of RMB.
- Direct greenhouse gas emissions (Scope 1) arise from the use of gasoline, diesel, and natural gas. The calculation of Hikvision's Scope 1 emissions in China follows the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions—China Electronic Equipment Manufacturing Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China. The calculation of Scope 1 emissions out of China follows the *2006 IPCC Guidelines for National Greenhouse Gas Inventories*.
- Indirect greenhouse gas emissions (Scope 2) arise from the use of purchased electricity (from non-renewable energy). The calculation of Hikvision's Scope 2 emissions in China in 2025 follows the *Announcement on the Release of Carbon Dioxide Emission Factors for Electricity in 2023* (December 31, 2025) issued by the Ministry of Ecology and Environment of the People's Republic of China; the calculation of Scope 2 emissions out of China follows the *EIB Project Carbon Footprint Methodologies*.
- Explanation of Data Variations:
 1. The 2024 data includes gasoline consumed by employees' private vehicles for business use; starting in 2025, the Company applies a stricter accounting boundary and excludes gasoline consumed by vehicles not owned or controlled by the Company, which is no longer included in Scope 1. As a result, this year's gasoline consumption data is not directly comparable with that of the previous year, mainly due to the adjustment in the reporting boundary.
 2. In 2025, the water resource data methodology was changed from a location-based to an entity-based approach, significantly expanding the number of entities included and resulting in a marked year-on-year increase.
 3. Changes in the data methodology led to the inclusion of five additional office-based technology parks. These parks mainly generate office and domestic waste and have not yet fully developed recycling facilities, resulting in a lower recycling rate, and thus an overall decrease in the recycling utilization rate compared to last year.
 4. In 2024, wastewater and air pollutant emissions from factories were calculated based on concentration levels from test reports. Starting in 2025, all emissions data is calculated using the national environmental statistics system, which uses the coefficient method and the material balance method, resulting in significant data changes. Specifically, particulate matter is calculated at lower levels using the coefficient method compared to test concentrations, and VOC emissions are higher when calculated via material balance, as the chosen treatment processes have lower efficiency (30%–60%) in material balance calculations compared to actual performance (which exceeds 85%).

• **Society**

KPI	Unit	2023	2024	2025
Employment				
Number of employees worldwide	Person	58,544	59,689	57,202
Male	Person	42,012	42,636	40,699
Female	Person	15,865	16,217	15,745
Gender unspecified	Person	667	836	758
Aged 18–30	Person	30,221	28,158	24,813
Aged 31–40	Person	23,975	26,298	26,965
Aged 41–50	Person	3,268	3,952	4,682
Aged 51 and above	Person	309	332	358
Age unspecified	Person	771	949	384
Occupational Health and Safety				
Number of cases of occupational diseases	Case	0	0	0
Percentage of employees who received safety education	%	100	100	100
Training and Education				
Total investment in employee training	10,000RMB	1,508	1,532	1,104
Average training hours per employee	Hour/person	26.2	26.73	22.63

KPI	Unit	2023	2024	2025
Innovation and R&D				
R&D investment	RMB million	11,392.9	11,864.01	11,752.62
R&D investment as a percentage of revenue	%	12.75	12.83	12.70
Number of R&D and technical staff	Person	28,479	28,272	26,806
R&D and technical staff as a percentage of total employees	%	48.65	47.37	46.86
Number of new patents	Piece	2,682	2,652	2,565
Number of new software copyrights	Piece	166	216	227
Supply Chain Management				
Percentage of new suppliers selected using environmental criteria	%	100	100	100
Percentage of new suppliers selected using social criteria	%	100	100	100
Distributors' training attendance	Person-times	293,309	184,752	107,307
Social Contributions				
Number of volunteers engaged	Person-times	Approximately 500	Approximately 200	Approximately 350
Total volunteer service hours	Hour	20,000	Approximately 8,000	Over 3,200

- Only employees in China are counted for the calculation of the percentage of employees who received safety education.
- Newly added patents include invention patents, utility model patents, and design patents. The 2023 data have been retrospectively revised accordingly.

Appendix 2: Indicator Index

Report Framework		GRI Standards	Self-Regulatory Guidelines No. 17 for Companies Listed on the Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)
About Hikvision—Leading the Future of AIoT		2-1	
Message from the Management		2-22	
ESG Management		2-6; 2-9; 2-12; 2-13; 2-14; 2-22; 2-28; 2-29; 3-1; 3-2; 3-3; 207-3	Stakeholder Communication
Spotlight: Tech for Good		203-1; 203-2; 304-2; 413-1	
Environment: Eco-Friendly, Green Development	Addressing Climate Change	3-3; 201-2; 301-1; 301-2; 301-3; 302-1; 302-2; 302-3; 302-4; 302-5; 305-1; 305-2; 305-4; 305-5	Climate change response; energy utilization
	Strengthening Environmental Protection	3-3; 303-2; 303-3; 303-4; 303-5; 306-1; 306-2	Environmental compliance management; Pollutant discharge; Water resource utilization; Waste treatment; Circular economy
Integrity: Responsible Governance, Steady Progress	Upholding Compliant Operations	2-27; 3-3; 207-1; 207-2; 207-3	
	Strengthening Risk Management	2-23; 2-24	
	Adhering to Business Ethics	2-23; 2-24; 2-25; 2-26; 3-3; 205-1; 205-2; 206-1; 417-1; 417-2	Anti-commercial bribery and corruption; Anti-unfair competition
	Safeguarding Data Security and Personal Information	3-3; 418-1	Data security and customer privacy protection
	Respecting and Protecting Human Rights	2-23; 2-24; 2-25; 2-28; 3-3; 406-1; 409-1	

Report Framework	GRI Standards	Self-Regulatory Guidelines No. 17 for Companies Listed on the Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)	
Reliability: Innovation Driven, Excellence Achieved	Upholding Innovation-Driven Growth	3-3	Innovation-driven development
	Complying with Technology Ethics	2-23; 2-24; 3-3	Technology ethics
	Safeguarding Cybersecurity	3-3	
	Ensuring Product and Service Quality	3-3; 416-1; 416-2	Safety and quality of products and services
Value Chain: Collaborative Synergy, Shared Value Creation	Sustainable Supply Chain	2-6; 2-23; 2-24; 3-3; 308-1; 308-2; 414-1; 414-2	Supply chain security; Due diligence
	Fostering Industry Prosperity	2-6	
Harmony: Unity and Collaboration, For a Better Future	Supporting Employee Growth	2-7; 2-23; 2-24; 2-29; 2-30; 3-3; 201-3; 401-2; 401-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-8; 403-9; 403-10; 404-1; 404-2; 405-1	Employees
	Bolstering Community Development	3-3; 203-1; 203-2; 304-2	Rural revitalization; Social contributions
Key Performance		2-4; 2-7; 201-1; 301-1; 302-1; 302-3; 303-3; 303-4; 303-5; 305-1; 305-2; 305-4; 305-7; 306-3; 306-5; 308-1; 403-10; 404-1; 405-1; 414-1	
Indicator Index		305-7; 306-3; 306-5	
Independent Assurance Report		2-5	
About This Report		2-2; 2-3; 2-14	

Appendix 3: Independent Assurance Report



Assurance statement No.CN-202603-CSR-09

Assurance Statement

TÜV NORD (Hangzhou) Co., Ltd. ("TNHZ" for short) has been commissioned by the management of Hangzhou Hikvision Digital Technology Co., Ltd. ("Hikvision" for short) to carry out an independent Assurance to the 2025 Environmental, Social and Governance Report (ESG report" for short). Hikvision is responsible for the collection, analysis, summary, and presentation of information within the Report. TNHZ is responsible for conducting this work (Assurance the report) is in accordance with terms of reference agreed in the scope of engagement with Hikvision. Hikvision is the intended users of this statement.

This statement is based on the 2025 ESG report which was prepared by Hikvision, who is responsible for the integrity and authenticity of the information and data in the report.

User of Assurance Statement

This Assurance Statement is provided to all stakeholders of Hikvision.

Assurance Scope

- ESG key performance and related information disclosed in the report for 2025;
 - Assurance address: No. 518 Wulianwang Street, Binjiang District, Hangzhou, Zhejiang Province, China, the headquarter of Hikvision;
 - Evaluate the management process involving data and information collection, analysis and inspection in the report.
- The on-site assurance was conducted from 11th to 12th March, 2026.

Assurance Limitations

- The economic data source of this report comes from the financial statements of enterprises independently audited by a third party, and the Assurance is not repeated;
- The greenhouse gas emission data is subject to the third-party Assurance report, and only the data source is sampled and verified in this Assurance;
- Only part of the original data sources of performance data were sampled in this Assurance, and all data sources were not fully verified;
- The Assurance site is limited to Hikvision Group headquarters, and all its molecular institutions are not verified on site.

Assurance Method

The assurance process includes the following activities:

- Review the document information which provided by Hikvision;
- Interview Hikvision managers responsible for ESG performance information collection and statistics;
- Check the public information published on relevant websites and media, and verify the relevant data and information in the report by sampling.

Assurance Guidelines

- According to the GRI Sustainability Reporting Standards (GRI Standards 2021), the sustainability reporting requirements in terms of accuracy, balance, clarity, comparability, timeliness, verifiability, etc;
- Shenzhen Stock Exchange Listed Companies Self-Regulatory Guidelines No. 17 - Sustainable Development Report (trial);
- United Nations Sustainable Development Goals (SDGs);
- Assurance activity is based on TNHZ Report Assurance Supplement Procedure.

Assurance Standard and Level

AccountAbility "AA1000 Validation Standards" (V3): Type 2, Moderate Validation.

Assurance Conclusion

The 2025 ESG report of Hikvision objectively reflects the status of the company's sustainability efforts and the performance achieved in 2025. The data in the report is reliable and objective, and TNHZ has found no systematic or material errors.

- **Inclusivity:** The report identifies eight types of core stakeholders, including shareholders/investors, governments and regulators, customers, employees, suppliers and partners, NGOs/communities, peer/industry organizations, and the media. And ensures that it is able to respond to



Assurance statement No.CN-202603-CSR-09

- the expectations of the different groups through a multi-channel and regular communication mechanism;
- **Materiality:** The report screened 22 ESG issues from the dimensions of "impact materiality" and "financial materiality" and finally determined three issues of "double materiality", "technological innovation", "product quality and safety" and "cybersecurity", which accurately reflect the characteristics of the industry as a leading company in the IOT and security industry. The selection of topics has a high degree of industry relevance;
 - **Responsiveness:** The three highly important issues identified are presented in the report based on the four elements of "Governance - Strategy - Impact, Risk and Opportunity Management - Indicators and Targets" and adhere to the "THRIVE" concept of sustainable development. Adhering to the "THRIVE" concept of sustainable development, the report deeply integrates the five areas (Harmony, Reliability, Integrity, Value Chain, and Environment) with the company's strategy and responds to stakeholders' concerns about the company's long-term value;
 - **Impact:** Through quantitative data and case studies, the report demonstrates the practice and value of "tech for good", which has a positive impact on the economic, social and environmental levels.

Suggestions for Improvement

Through the assurance and evaluation activities, we put forward relevant suggestions for Hikvision to improve the practice and management of sustainable development, which are stated in the assurance report and submitted to Hikvision's management for reference in continuous improvement.

Special Statement

Excluded in this assurance statement:

- The activity outside information reveal;
- The position, idea, faith, object, future developing direction, and promise which stated by Hikvision.

Statement of Independence and Competence

TÜV NORD is a world-leading certification body with branches in more than 100 countries around the world. It provides inspection, testing and verification services, including management system and product certification; audits and training in the aspects of quality, environment, society and compliance; assurance of environmental, social responsibility and sustainability reports.

As TÜV NORD's independent member organization in China, TNHZ ensures that there is no conflict of interest with Hikvision, its branches, or its stakeholders in carrying out this assurance process for the sustainability report. The assurance team is composed of experts with extensive experience and professional technical competence, conducting the assurance activities in accordance with TNHZ's internal procedure documents and global compliance policy requirements. All information in this report was provided by Hikvision and TNHZ did not participate in the report preparation process.

Signature

On Behalf of TÜV NORD (Hangzhou) Co., Ltd.

Jack Yeh:

Sustainable Development Authorized Signatory/Executive Director and
CEO of TÜV NORD Greater China
Date: March 30th, 2026 Shanghai



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Note: In case of conflict between the Chinese and English versions of this statement, please refer to the Chinese version.

About This Report

This Report is the 8th Environmental, Social and Governance (ESG) report released by Hangzhou Hikvision Digital Technology Co., Ltd. The ESG report is released annually and aims to address stakeholder expectations by providing a comprehensive overview of the Company's ESG principles, actions, and achievements.

Reporting Period

This Report covers the period from January 1 to December 31, 2025. Some sections include data beyond the stated reporting period for continuity and completeness.

Organizational Scope

Unless otherwise stated, this Report follows the same organizational scope as the 2025 Annual Report. "Hikvision" and "the Company" refer to Hangzhou Hikvision Digital Technology Co., Ltd.; "EZVIZ" refers to Hangzhou EZVIZ Network Co., Ltd.; "HikRobot" refers to Hangzhou Hikrobot Co., Ltd.; "HikMicro" refers to Hangzhou Hikmicro Sensing Technology Co., Ltd.; "HikAuto" refers to Shijiazhuang Sensor-Tech Intelligence Technology Co., Ltd.; "HikSemi" refers to Wuhan Hikstorage Technology Co., Ltd.; "HikFire" refers to Hangzhou Hikfire Technology Co., Ltd.; "HikRayin" refers to Hangzhou Rayin Technology Co., Ltd.; and "HikImaging" refers to Hangzhou Hikimaging Technology Co., Ltd. In context, the abbreviated subsidiary names may also refer to their respective business operations. The "Headquarters park" refers to Binjiang Phase I, Phase II, Phase III, Phase IV, and Phase V.

Basis of Reporting

This Report is prepared in compliance with the *Self-Regulatory Guidelines No. 17 for Companies Listed on the Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*, and Chapter 1 "General Requirements and Disclosure Framework" of the *Self-Regulatory Guidelines No. 3 for Companies Listed on the Shenzhen Stock Exchange—Preparation of Sustainability Report*, with reference to the *Global Reporting Initiative Sustainability Reporting Standards* (GRI Standards) developed by the Global Sustainability Standards Board (GSSB), and the *SDG Compass* by the United Nations.

Data Source

The financial data included in this Report comes from the 2025 Annual Report, which has been independently audited by Deloitte Touche Tohmatsu Certified Public Accountants LLP. Other information and data mainly come from the official documents, internal statistical reports or documents of the Company. The monetary amounts herein are denominated in RMB.

Reporting Principles

Materiality: Material topics are defined according to Chapter 1 "General Requirements and Disclosure Framework" of the *Self-Regulatory Guidelines No. 3 for Companies Listed on the Shenzhen Stock Exchange—Preparation of Sustainability Report*. Based on discussions with internal and external stakeholders, we have identified issues with significant impact on stakeholders and the Company's financial performance as the focus of this Report.

Accuracy: We have made every effort to ensure the accuracy of the information provided. The Board of Directors guarantees that this Report is free of any false records, misleading statements, or material omissions.

Quantification and Consistency: This Report discloses quantitative targets and performance data tracked against environmental and social indicators. All indicators have specified statistical scopes and calculation methods. Performance data against some indicators have been disclosed for three consecutive years. The Report follows the statistics disclosure methodology adopted in the previous annual report. Changes will be indicated in this Report, if any.

Balance: The Report provides an unbiased picture of the Company's performance and avoids selective omissions or presentation formats that may inappropriately influence a decision or judgment by the report reader.

Access and Feedback

This independent ESG Report is available in both Simplified Chinese and English. To view or download this Report, please visit

Hikvision Official Site: <https://www.hikvision.com/en/>

We highly value stakeholder feedback and insights. You can share your thoughts with us through the provided contact methods or by scanning the QR code. Your suggestions will help us further improve this Report and enhance our ESG performance.

Contact: 86-0571-88075998

Email: ESG@hikvision.com

Address: No. 518 WuLianwang Street, Binjiang District, Hangzhou, Zhejiang Province



Scan the QR code to
send feedback

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See Far, Go Further

杭州海康威视数字技术股份有限公司
HANGZHOU HIKVISION DIGITAL TECHNOLOGY CO., LTD.