

# 2024

# Sustainability Report

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# CONTENTS



Stock code  
300348

<b>01 About This Report</b>	<b>02</b>
<b>02 Chairman's Address</b>	<b>04</b>
<b>03 Company Overview</b>	<b>06</b>
Company Introduction	06
Main Products and Business	10
Corporate Culture	16
Corporate Honors	20
<b>04 Sustainability Management</b>	<b>22</b>
ESG Governance System	22
Stakeholder Engagement	23
Materiality Identification and Analysis	24
<b>05 Corporate Governance</b>	<b>26</b>
Corporate Governance Structure and Governance Status	26
Investor Rights Protection	28
Legal and Regulatory Compliance	30
<b>06 Social Responsibility</b>	<b>36</b>
Serving Clients and Partners Collaboration	36
Employee Care	48
Social Welfare	58
<b>07 Environmental Protection</b>	<b>60</b>
<b>08 Appendix</b>	<b>64</b>

# 01

## About This Report

Shenzhen Sunline Tech Co., Ltd. ("the Company" "Sunline" or "we") hereby releases the 2024 Sustainability Report ("this Report"), which elaborates on the Company's sustainability philosophy, policies, and practices in environmental protection, social responsibility, and corporate governance in 2024. This Report aims to address the expectations and concerns of stakeholders regarding the Company's sustainability management and performance.

### Report Scope

- Organizational Scope: Unless otherwise specified, it is consistent with the scope disclosed in the Company's 2024 Annual Report.
- Reporting Period: January 1, 2024, to December 31, 2024.

### Report Preparation Basis

This Report has been prepared in accordance with the following regulations and guidelines:

- Guidelines for Self-Regulation of Listed Companies No. 2 – Standard Operation of GEM Listed Companies (Revised December 2023)
- Guidelines for Self-Regulation of Listed Companies No. 4 – Industry Information Disclosure of GEM Listed Companies (Revised 2023)
- GEM Listing Rules (Revised 2024)
- Guidelines for Self-Regulation of Listed Companies No. 17 – Sustainability Report (Trial)

Additionally, this Report references materiality disclosure topics for the software services industry as outlined in the MSCI ESG Ratings framework, while integrating Sunline's specific operational and sustainability context.

### Report Data Description

Unless otherwise specified, the operational data cited in this Report is sourced from the Company's periodic reports, financial reports, and other publicly available documents. Additional data is obtained from internal records, and all monetary figures are in renminbi (RMB).

This Report is published in both Simplified Chinese and English. In the event of any discrepancies between the two versions, the Simplified Chinese version shall prevail.

### Report Access

Investors and stakeholders can access and download this Report from:

- The Company's official website: <https://www.sunline.cn/>
- The China Securities Regulatory Commission's designated information disclosure platform (CNINFO): <https://www.cninfo.com.cn/>

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# 02 Chairman's Address



The year 2024 was marked by immense challenges—and by extraordinary resilience. In the face of adversity, we stood shoulder to shoulder, finding strength and hope together. This year also represents a defining chapter in Sunline's journey. On behalf of the Board of Directors, I extend my sincere gratitude to our dedicated employees and to all our investors for your unwavering trust and support.

## 2024 in Review: Resilient Growth Through the Cycle

Looking back, we achieved strategic breakthroughs across three key dimensions:

### Strengthened Fundamentals

While revenue and net profit were impacted by timing differences in revenue recognition, our core indicators reflected strong momentum, reversing the sluggish trend driven by macroeconomic headwinds:

- **Contract value** reached RMB 2.29 billion, up 16% year-on-year, maintaining double-digit growth for a second consecutive year.
- **Operating cash flow** exceeded RMB 122 million, remaining above RMB 100 million for two straight years and significantly improving our financial self-sufficiency.
- **Year-end inventory** surged to nearly RMB 700 million, a 73% year-on-year increase, establishing a robust pipeline for future growth.
- **Overseas business** recorded a historic breakthrough, including a single contract exceeding RMB 330 million. As a result, overseas contract contribution rose from 6% to 20%.

These milestones underscore Sunline's resilience and adaptability in navigating economic cycles. The winter is behind us—spring is near. Our project momentum, strategic positioning, and capital reserves have laid a strong foundation for the next stage of growth.

### Sharpened Strategic Focus

We are more convinced than ever that digitalization and intelligence are the unstoppable tides of our time. Breakthroughs in AI are accelerating the digital transformation of society, while digitalization, in turn, fuels the advancement of AI—together forming a self-reinforcing value acceleration loop that underpins the next era of technological and societal evolution.

While foundational AI and digital technologies command the spotlight today, we believe the next transformative leap will come from application-level breakthroughs—real, tangible innovations that reshape daily life and industry. With more than two decades of deep expertise in digital banking applications, Sunline holds strategic advantages in philosophy, technology, and market readiness. Seizing this opportunity will elevate us to new heights.

The rise of DeepSeek has deeply inspired us. It affirms that with perseverance, clear values, and continuous innovation, even small companies can achieve greatness—a powerful reminder of what is possible.

In this new era of intelligent, platform-based ecosystems, success hinges on deeply integrated platforms that unify computing, data, and AI. We are advancing resolutely in this direction.

We also believe China possesses unique strengths to lead the coming global transformation—from its extensive market experience to technological depth, talent base, and spirit of innovation. Our next mission is clear: to globalize, broaden our vision, and tell the story of Chinese technology—through Sunline.

### Strategic Adjustments Bearing Fruit

To rise to future challenges and seize emerging opportunities, we launched several transformative initiatives in 2024:

- We reaffirmed our “application-first” strategy, accelerating the integration of product lines to form an end-to-end, closed-loop digital finance solution. New integrated offerings like DataMind and SmartRT have already launched, with more to come in 2025.
- We established a unified platform framework based on our Taishan Open Application Framework, comprising APStack (cloud-native platform), AIStack (AI productivity platform), and DStack (integrated digital intelligence platform). Our aim is full product migration to this unified structure—enabling cloud deployment and eventual third-party openness.
- We reaffirmed our ‘Local is Global’ strategic doctrine, which centers on exporting China's fintech DNA to the world. Our core products have been embraced by top-tier international clients, proving that Chinese-developed solutions can thrive on the world stage. We are now committed to an integrated domestic and global development path.

## Looking Ahead

In this era of rapid change, our guiding belief endures: to create value through technology, and to earn trust through service. Our confidence in the future rests on three convictions:

### Confidence in Our Governance

Though publicly listed for 13 years, our strategic direction remains firmly in the hands of “Sunliners”—those who know the company best and care most deeply about its long-term future. This resilient, adaptive governance model provides lasting institutional strength.

### Confidence in Our Path

We are more certain than ever: we are entering an Application-Driven Value Creation Era, where the true impact of digitalization and intelligence will be realized through real-world applications. For more than two decades, we have pursued applied innovation with proprietary IP and a spirit of originality. Staying true to this path will lead us ever forward.

### Confidence in Our Culture

Our foundation rests on two cultural pillars. First, long-termism—we plan and invest not for short-term gains, but for sustainable, lasting success. Second, a people-first ethos—we stand by everyone who chooses to grow and fight alongside Sunline. These values will continue to guide our journey.

The progress we've made is built on your dedication and trust. The future we envision depends on our unity and shared ambition. The future belongs to the steadfast.

Let us move forward—together, with courage and conviction—toward the vast horizon that lies ahead for Sunline.

—  Chairman of the Board



# 03 Company Overview



## Company Introduction

### Basic Information

Sunline is a global leader in fintech solutions and services. Since its inception in 2002, Sunline has been at the forefront of innovation, delivering comprehensive end-to-end solutions across core banking, financial management, and advanced data platforms. Leveraging cutting-edge cloud-native technologies such as containerization, micro-services, and distributed architectures, Sunline provides high-performance, scalable tailored solutions to meet the evolving needs of financial institutions.

With a proven track record in AI-powered modelling methodologies, Sunline redefines development efficiency and enables seamless digital transformation through automated processes, digitized applications, and agile delivery models. We empower financial institutions to optimize their operations, enhance customer experiences, and adapt to the dynamic financial landscape.

Drawing on extensive experience from China's financial sector and global market insights, Sunline has helped diverse financial institutions worldwide. By fostering collaborative ecosystems with clients and partners, Sunline is committed to driving operational excellence and strengthen global competitiveness in the fintech industry. Our dedication to collaboration and innovation positions us as a trusted partner for financial institutions striving to thrive in the digital age.



2024

Strategic Direction

- Embracing AI as the core driver of productivity innovation, Sunline continuously integrates new technological advancements to enhance efficiency.
- Strengthening competitive barriers in domestic markets while delivering greater value-added products and services to clients.
- Expanding overseas with a long-term strategic vision, showcasing the strength of Chinese financial technology on a global scale.



### Over Two Decades of Industry Leadership

Since our inception in 2002, we have diligently pursued our mission: "Pioneering Innovative Financial Technology, Enriching Interconnected Living Experiences." Our sustained success is rooted in a steadfast commitment to professionalism, innovation, and practical excellence.



### Industry Leadership

Sunline stands at the forefront of China's fintech solutions industry, excelling in:

- Core business systems
- Digital finance
- Big data analytics
- General ledger solutions
- Intelligent financial management



### Serving Over 800 Financial Clients

With an extensive portfolio exceeding 800 financial sector clients, our client base includes: Banks, Securities firms, Fund management institutions, Other financial entities  
Notable clients include: Postal Savings Bank of China, Bank of Communications, Bank of China, Industrial and Commercial Bank of China  
Our overall market coverage rate stands at 84%.



### A Pioneer in the Fintech Industry

Sunline employs 7,000+ professionals, with over 90% specializing in technical fields. Our 10 subsidiary companies provide comprehensive services, reinforcing our position as the industry leader with the most extensive and sophisticated product portfolio.

7

### Key Delivery Centers

Strategically positioned across diverse regions in China, our delivery centers ensure efficient, high-quality project execution and on-time implementation.

4

### Prominent Research and Development (R&D) Centers

Sunline's R&D centers, located in Shenzhen, Guangzhou, Nanjing, and Changsha, drive continuous technological innovation and business advancements, ensuring the development of sophisticated and market-ready solutions.

5000+

### Dedicated Delivery Team

Our expert delivery team consists of highly skilled project implementation specialists and certified professionals, dedicated to delivering excellence across the region.

15000+

### Project Completions

Leveraging extensive hands-on experience, Sunline has built a robust support system with standardized procedures, leading to over 50 industry accolades and a proven track record of success.

## ► Development History

2002–2012

### Establishing a Strong Foundation

#### Targeted Expansion in Small and Medium-Sized Banking Institutions

- Served 100+ financial institutions
- Successfully delivered 1,000+ projects for large and medium-sized enterprises
- Built leading-edge, autonomous, and scalable research & development (R&D) capabilities

#### Innovative Core Business Solutions

- SunLTTS Series Core Business System – A cutting-edge solution for banking institutions
- SunCard Credit Card Business System – Revolutionizing credit card operations
- Comprehensive Credit Management System – Covering the entire credit lifecycle

#### Milestone Achievement: Public Listing

- Listed on the Growth Enterprise Market (GEM) of the Shenzhen Stock Exchange
- Became the first publicly listed financial technology company on GEM in China

Stock code: 300348

2013–2019

### Pioneering New Frontiers

#### Embarking on New Horizons with the Joint-Stock Banks

- First to implement independent and controllable application servers in joint-stock banks' core business systems
- First to deploy VAT reform solutions and intelligent financial management in joint-stock banks

#### Global Outreach: A Journey Beyond Borders

- Actively expanded into international markets
- First to introduce intelligent financial solutions to a global audience

#### Breaking New Ground: Industry Firsts in Innovation

- First distributed core business system in China
- First Chinese core banking system successfully replacing a global core banking system overseas
- First to develop a national database core banking system in China
- First to introduce the transaction-level general ledger model

#### Expanding into New Technology Domains

- Merged with Hadoop and established a data business subsidiary
- Expanded into emerging areas such as digital finance

2020–Present

### Expanding Business Across China's Financial Sector

#### Broader Expansion into State-Owned Banks



Partnered with leading Chinese national banks, including:

- Postal Savings Bank of China
- Bank of Communications
- Bank of China
- Industrial and Commercial Bank of China
- And many more

#### Advancing a High-Quality Business Development Strategy



Defined a strategic direction for financial services subsidiaries



Launched one-stop financial consulting services

#### Enhancing Core Products and Solutions Through Innovation



First to introduce a microservices-based, unitized core business system in the region



Developed the next-generation bulk credit management system



Established an integrated big data platform combining stream processing and batch processing

#### Accelerating the Development of a Digital Finance Ecosystem



Partnering with leading Chinese software and hardware providers



## ■ Main Products and Business

With the rapid development of China's software industry, the deep integration of next-generation information technology and financial industry business innovation has become a defining trend.

In January 2022, the People's Bank of China issued the "Financial Technology Development Plan (2022-2025)," emphasizing the importance of deepening digital financial applications, optimizing the balance between security and efficiency, expanding open innovation, and overcoming the "last mile" of technological transformation.

In 2023, the China Academy of Information and Communications Technology released the "China Financial Technology Ecosystem White Paper (2023)," highlighting fintech's critical role in the structural reform and digital transformation of the financial sector. National policy frameworks and top-level designs have positioned fintech as a strategic priority, paving the way for extensive industry growth and innovation.

The increasing significance of digital transformation has presented new opportunities in financial technology, with data assets emerg-

ing as key assets for financial institutions. Simultaneously, the global expansion of Chinese fintech companies has surged, becoming an important trend.

Sunline is a leading financial IT solutions provider in China, specializing in serving banking clients. Leveraging independent core technologies and integrating big data, artificial intelligence, and blockchain, Sunline delivers cutting-edge security solutions, financial consulting, fintech products, and full-stack solutions in digital finance, smart finance, and intelligent financial ecosystems, meeting the diverse digital transformation needs of financial institutions.

### Product Categories

Sunline's products are categorized into four primary areas:

### ► Digital Financial Business Solutions

This category includes core banking systems, credit and internet financial products, credit card business solutions, banking channels, business middleware, and distributed technology platforms.

Sunline has maintained a leading position in China's core banking systems, offering a next-generation core banking system that integrates modern business architecture with advanced technical frameworks.

Key Features:

- Comprehensive business capabilities: Supports multi-entity structures, an advanced financial product factory, and flexible pricing strategies
- Customer-centric approach: Enables rapid product innovation and quick adaptation to market changes
- Secure, scalable, and agile architecture: Built on an enterprise-level distributed technology platform with microservices + unitized architecture
- High efficiency and cost-effectiveness: Ensures low cost, high availability, and rapid deployment
- Robust development and maintenance: Offers agile development tools and enhanced operation control

These solutions empower banks to achieve rapid digital transformation and maintain a competitive edge in the evolving financial landscape.

### ► Big Data Application System Solutions

Sunline has extensive experience in financial big data applications, offering comprehensive data solutions that span consulting, planning, implementation, and management.

Key Areas:

- Data Foundation: Infrastructure and database management
- Data Services: Seamless integration and interoperability
- Data Applications: Business intelligence and analytics
- Data Asset Management: Monetization and governance solutions

These solutions form a closed-loop data value ecosystem, enabling financial institutions to maximize data-driven decision-making.

### ► Full Financial Value Chain Management Solutions

With decades of expertise in financial technology, Sunline has developed industry-leading financial transformation solutions to optimize enterprise finance management.

Key Capabilities:

- Strategic Financial Management: Industry-finance integration
- Comprehensive Digital Solutions: Covering budgeting, cost management, accounting, assessment, and business analytics
- Value-Driven Management: Enables enhanced business efficiency and operational insights

These end-to-end financial management tools empower institutions to enhance performance evaluation, strategic decision-making, and financial control.

## ► Overseas Business and Global Expansion

Sunline has been a pioneer in international fintech expansion, becoming the first Chinese fintech company to secure overseas contracts.

2016-2020

### Pioneering Global Expansion

- 2016**
  - Established Sunline Holdings in Hong Kong, launching global operations
  - Founded Sunline International in Malaysia, marking entry into Southeast Asia
- 2017**
  - Expanded into Indonesia, Thailand, and Singapore
  - Secured CIMB Vietnam as a strategic partner
- 2018**
  - Expanded banking initiatives across Vietnam and Thailand
- 2019**
  - Won core banking projects for Hong Kong's first virtual banks
  - Strengthened presence in Indonesia, Thailand, and Malaysia
- 2020**
  - Developed "Sabah Pay" for Sabah Credit Corporation (SCC) in Malaysia
  - Partnered with Bank Neo Commerce (BNC) in Indonesia
  - Launched Kept by Krungsri Bank in Thailand

- 2024**
  - Signed a \$49.6 million contract with SCB, the largest core banking system replacement in Sunline's history
- 2023**
  - Secured Malaysia KIBB's first overseas data lake project
  - Won SCB's largest-ever core banking system project
  - Achieved record-breaking international contracts in the billion-dollar range
  - Completed a core banking system deployment in the Philippines in just 35 days
- 2022**
  - Strengthened Southeast Asian market leadership, covering top banks in five countries
  - Led in digital core banking, foreign exchange, and lending
  - Drove cloud computing and open banking innovations
- 2021**
  - Secured projects with Hong Kong CNCBI, Malaysia SCC, Shanghai Pudong Development Bank (Hong Kong), and Thailand's Siam Commercial Bank (SCB)
  - Launched digital banking projects for OCBC Singapore, OCBC Hong Kong, and BNC Indonesia
  - Developed a digital lending system based on Huawei Cloud for top-tier Thai banks
  - Enhanced BNC's customer data processing, improving scalability from millions to billions
  - Expanded into credit card core systems and general ledger solutions

2021– Present

### New Strategies and Growth



► Market Leadership in China's Banking IT Solutions

Core Business:

- Secured over **70%** of project tenders in the market.
- Accumulated assets exceeding **300 billion RMB** in the past five years, capturing over **85%** of banking opportunities.
- Leading in Core Business System production and implementation.

Industry Rankings:

Intelligent Data Solutions  
**TOP3**

Digital Finance  
**TOP5**

Compliance Risk Management  
**TOP5**

► Significant Achievements in Business



- Awarded the first Kunpeng Native Development Certification in China's financial industry.
- "Kunpeng Native APStack Platform" won the "Most Scalable Case of Financial Technology Innovation Application" at the 4th "Jin Xintong" Financial Technology Innovation Application Awards.
- The Transaction General Ledger System received the "Golden Ding Product Award" at the "Dingxin Cup" competition for three consecutive sessions.
- The "Distributed Bank Core Business System" received the "2023 Powered by Kunpeng Selected Solution Best Application Software Award."
- The "Distributed Bank Core System Solution" was recognized in the "Xin Zhi Award – 6th Financial Data Intelligence Excellent Solution Selection" as one of the Top 10 Expert-Recommended Solutions.
- Jointly released the next-generation overseas bank distributed core solution, SunCBS, in collaboration with Huawei.

► Market Trend Observations and Future Development Directions

Market Trend Observations

Characteristics of Future Banks:

- Business Modernization: Enhanced operational efficiency and service models.
- Architecture Modernization: Adoption of flexible, scalable, and cloud-native architectures.
- Application Modernization: Integration of AI, big data, and automation for seamless operations.
- Technology Modernization: Emphasis on security, compliance, and advanced digital capabilities.

Future Banking Needs:

- Anytime, Anywhere: Seamless financial services across all touchpoints.
- Personalized Experiences: Understanding and anticipating customer needs.
- Customization and Scalable Innovation: Flexible solutions that adapt to evolving demands.
- Security and Reliability: Robust risk management and cybersecurity frameworks.
- Green Responsibility: Sustainable and environmentally conscious financial practices.

Transformation of Vendor Roles:

- From Single-Point Builders to Strategic Architects: Shaping holistic digital ecosystems.
- From Function Deliverers to Capability Enablers: Empowering financial institutions with future-ready tools.

From Passive Supporters to Active Value Co-Creators: Driving innovation in collaboration with clients.

Company Future Development Directions

Business Transformation:

- Mobile and Ecosystem-Driven Channel Services: Enhancing customer interaction and engagement.
- Digitalization of Core Financial Operations: Streamlining traditional processes for efficiency.
- Intelligent Business Management: Leveraging AI and automation for decision-making.
- Capitalization of Data Management: Unlocking value from financial data assets.
- Agility in Technology and Security: Ensuring adaptability while maintaining robust security frameworks.

Digital Ecosystem Development:

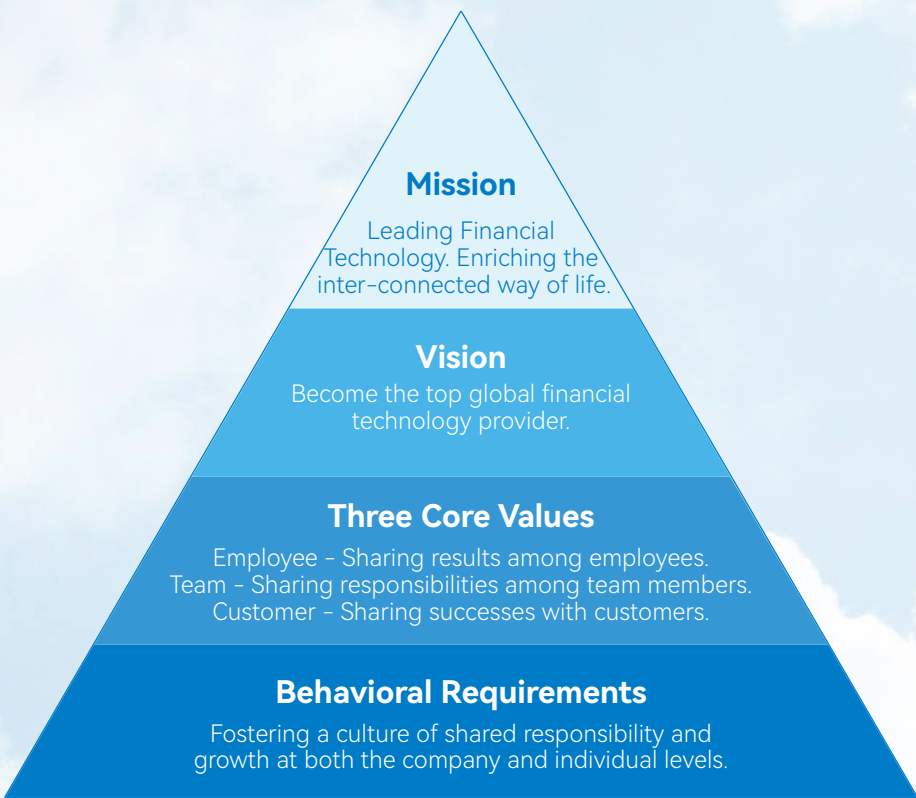
- Financial Institutions: Encompassing finance, pan-finance, and overseas finance sectors.
- Localization Partnerships: Strengthening collaboration with regional players.
- Technology Companies: Integrating cutting-edge solutions from industry leaders.

Three Pillars of Future Growth:

- Full-Stack Leadership: Delivering end-to-end financial technology solutions.
- Comprehensive Services and Solutions: Addressing diverse client needs with tailored offerings.
- Excellence in Delivery and Product Innovation: Maintaining industry-leading quality and innovation standards.

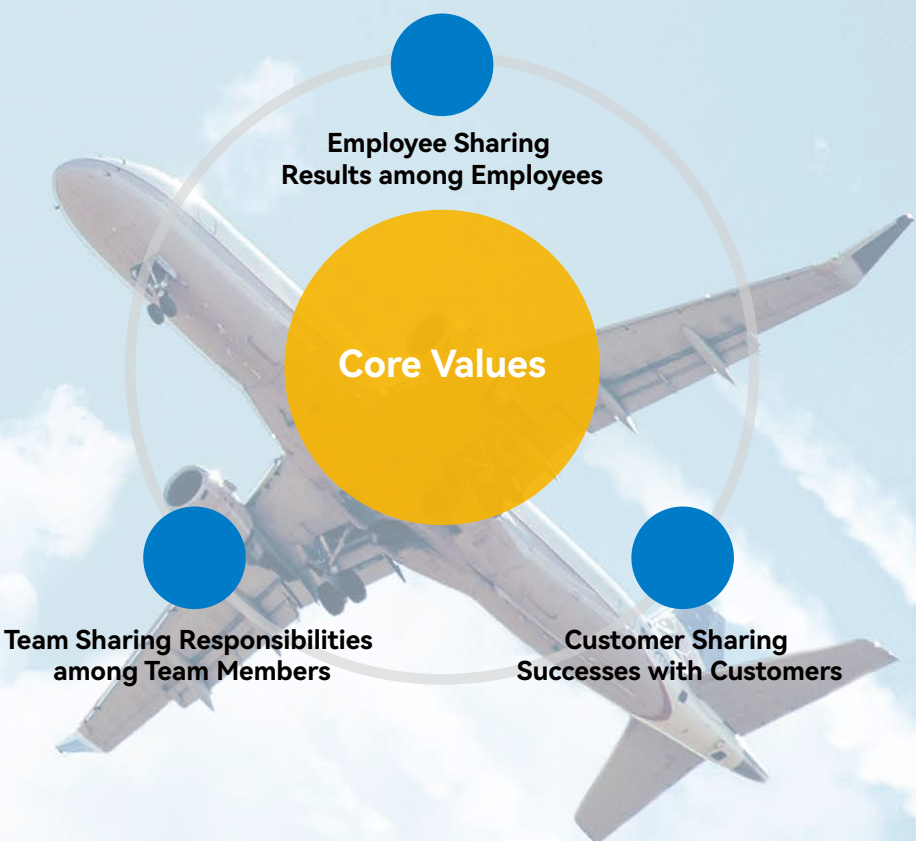
■ Corporate Culture

► Corporate Culture Structure



► Core Values

Sunline’s core values form the foundation of its corporate philosophy. They permeate every aspect of the company— from internal systems and processes to team collaboration and employee conduct. At the heart of Sunline's values lies a deep commitment to its people, with employees placed at the forefront. Employee sharing ranks as the top priority, followed by team collaboration, ultimately leading to mutual success with customers and the sustainable development of the company.





### Employee Sharing Results among Employees

Sunline is built on a culture of shared success. From its inception, the founding team envisioned an employee-shareholding model, ensuring that all employees are active stakeholders in the company's growth.

### Team Sharing Responsibilities among Team Members

Unity is more important than "truth". We should be open-minded to listen others' opinions. Being pragmatic is helpful to solve the problem. There is nothing that is absolute right or wrong. Most importantly, we should unite to make things happen. Sunline is a project-based company. We work as a project team. To accomplish project goals, a project team emphasizes pragmatism, sharing, collaborating, and overcoming difficulties together.



#### Benefit Sharing

Sunline ensures that employees' contributions are recognized and rewarded fairly. Value creation is directly linked to returns, allowing employees to share in the company's success. Accountability is key—employees and management work together to navigate challenges, ensuring that growth is mutual.



#### Platform Sharing

Every employee is a stakeholder in the platform. Sunline creates opportunities for employee development by sharing platform resources, experiences, and growth opportunities, including but not limited to career development, knowledge and skill accumulation, sharing of best practices, and access to various training resources. This fosters mutual growth for both employees and the company.



#### Information Sharing

Sunline upholds honesty, transparency, and openness. There is no tolerance for falsehoods or withholding information, ensuring that information is shared openly and transparently.

### Customer Sharing Successes with Customers

Customer-oriented, creating value for customers while reflecting our value. The relationship between Sunline and its customers is mutually beneficial and win-win. We insist customer-orientation strategy and focus on customers' needs, challenges and pressures. We continue to make innovations and create value for customers. Customer win-win is our strategy. We take customer win-win as the basis to achieve the common development of customers and the Company and to ultimately achieve a harvest that can benefit staffs and the platform.

## Corporate Honors



### Recognitions from Industry, Media, Association and Partners

- Designated Key Software Enterprise in National Planning Layout.
- Integral Enterprise in the National Torch Program Software Industry Base.
- Outstanding Enterprise in "Belt and Road" Projects in the Electronic and Information Industry.
- Top 10 Information Technology Services Leaders in China's Financial Industry.
- Included in the Top 100 Enterprises for Comprehensive Competitiveness in China Software and Information Technology Services.
- Recognized as an Integrity Demonstrative Enterprise in China.
- 2024 Forbes China Fintech Influence Enterprise TOP 50.
- Excellent Practice Award of Kunpeng Native Development (2024).
- Global Deep Cloud "North Star" Award (2024).
- 2023 Shenzhen's Top Industry Recommended Software.
- Huawei's Outstanding Industry Solution Partner (2023).
- Best Practice Award in Tencent Cloud Key Application Development Localization.
- Alibaba Cloud Annual Industry Cultivation Award (2023).

### Industry Contributions and Standardization Leadership

- White Paper on Modern Financial Core Systems: Practical Applications.
- Measurement Model for the Modernization Level of Bank Core Systems.
- Guidelines for the Construction of Data Asset Management Systems.
- Terminology and Definitions for Data Assets.
- Development Report (White Paper) on Financial Data Warehousing.
- Research Report on Privacy-Preserving Financial Applications Based on Consortium Blockchain Technology.
- Specification for Quantitative Assessment of Data Capabilities in the Financial Industry.
- Reference Model for Evaluating the Maturity of AI Service Capabilities in Information Technology.
- Guidelines for Data Security Classification in Financial Data Security.
- Technical Requirements for Data Indicator Platforms.

### 1. Industry Leadership in Financial Technology

- Top 50 Fintech Companies in China – Recognized by CB Insights.
- Sole China Financial Technology Solutions Provider featured in IDC Financial Insights' report: IDC Perspective: Pioneering Core Modernization in the Asia-Pacific Banking Sector.
- Recognized as "The Leading IT Solutions Provider in the China Banking Sector" in IDC's Industry Report.
- Consistent Presence in IDC's Prestigious Global Fintech Top 100 List.



# 04 Sustainability Management

## ■ ESG Governance System

In 2024, Sunline took significant steps to enhance its governance structure, aligning with its strategic development goals and reinforcing its Environmental, Social, and Governance (ESG) management framework. Key improvements include:

### Supervision Level

Sunline’s Board of Directors renamed the Strategic Committee to the Strategic and ESG Committee, broadening its scope to oversee ESG-related matters. This committee is responsible for:

- Developing ESG strategies, goals, and policies.
- Reviewing ESG reports and providing recommendations to the Board.
- Supervising and evaluating ESG implementation, offering timely guidance to ensure alignment with best practices.

### Institutional Level

To formalize ESG governance, Sunline introduced and disclosed the Strategic and ESG Committee Work Rules. These guidelines:

- Standardize ESG-related institutional processes.
- Ensure compliance with ESG principles across corporate operations.
- Identify areas for improvement, fostering continuous enhancement of ESG initiatives.

### Execution Level

The Board Secretary's Office serves as the daily operational hub of the Strategic and ESG Committee, responsible for:

- Coordinating daily ESG activities and communications.
- Organizing committee meetings and preparing decision-making materials.
- Compiling the annual ESG report, ensuring transparency and accountability.

Sunline remains committed to integrating ESG principles into its corporate strategy, reinforcing sustainable development, and driving long-term value for stakeholders.

## ■ Stakeholder Engagement

Sunline values open and transparent communication with its stakeholders, ensuring that their expectations and key concerns are fully integrated into the company’s sustainability strategy. By maintaining active engagement with shareholders, investors, regulatory authorities, employees, suppliers, partners, and the wider community, Sunline is committed to mutual growth and long-term sustainable development.

Stakeholder Groups	Key Concerns	Engagement Channels
Governments and Regulators	① Alignment with National Strategies	Corporate Information Disclosure, Company Website, WeChat Official Account, etc.
	② Compliance Management	
	③ Technology Empowerment	
Shareholders and Investors	④ Ensuring Steady Financial Returns	Shareholders’ Meetings
	⑤ Strengthening Corporate Governance	Regular Reporting
	⑥ Compliance and Risk Management	
	⑦ Transparent and Timely Disclosures	Corporate Information Disclosure, Company Website, WeChat Official Account, etc.
Employees	⑧ Employee Rights Protection	Employee Training
	⑨ Employee Career Development	Team Building Activities
	⑩ Talent Attraction and Retention	Employee Care
Customers	⑪ Product and Service Quality	Strengthen Quality Management
	⑫ Privacy and Data Security	Establish Communication and Complaint Channels
Partners	⑬ Business Compliance	Cooperation and Exchange
	⑭ Business Ethics	
Public and Community	⑮ Support Social Welfare	Community Activities
	⑯ Implement Energy Saving and Emission Reduction Measures	Corporate Information Disclosure

Sunline remains dedicated to fostering strong, collaborative relationships with all stakeholders, ensuring that their concerns are addressed and their interests are aligned with the company’s long-term sustainability goals.

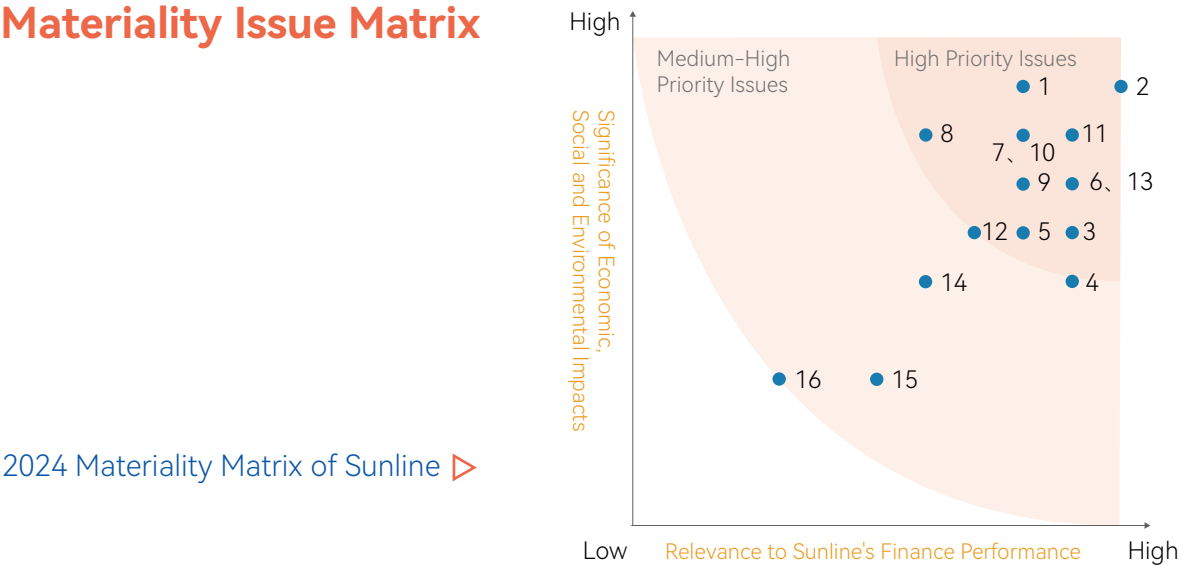
Materiality Identification and Analysis

During the reporting period, Sunline conducted a materiality assessment, identifying 16 material issues for the Company and its stakeholders based on its business operations and industry characteristics, combined with the information disclosure requirements of the exchange, regulatory and industry requirements, and the focus of ESG ratings.

Materiality Analysis Process

Understanding Company Background	<ul style="list-style-type: none"><li>Assess the Company’s business operations, value chain, and external environment within the financial software and IT services industry.</li><li>Identify key stakeholder groups affected by the Company’s activities and engage them to understand their expectations and concerns.</li></ul>
Developing an Issue Inventory	<ul style="list-style-type: none"><li>Align with the SZSE Self-Regulatory Guidelines for Listed Companies No. 17 – Sustainability Reports (Trial) (the Guidelines), national macroeconomic policies, and industry regulations.</li><li>Conduct peer benchmarking and incorporate stakeholder feedback.</li><li>Create an initial pool of 21 sustainability issues from the Guidelines and MSCI ESG Ratings’ key disclosure points for the software services industry.</li><li>Screen and finalize 16 sustainability issues most relevant to the Company.</li></ul>
Assessing and Prioritizing Issue Importance	<ul style="list-style-type: none"><li>Engage stakeholder groups and internal/external experts to conduct quantitative analysis of impact significance and financial materiality.</li><li>Evaluate specific impacts, risks, opportunities, likelihood, and severity to assign scores and determine priority rankings.</li></ul>
Validating and Reporting Key Issues	<ul style="list-style-type: none"><li>Develop a Materiality Matrix to visualize the prioritization of sustainability issues.</li><li>Submit the matrix for review and approval by the Board of Directors.</li><li>Highlight key high-priority issues for 2024 in the sustainability report.</li></ul>

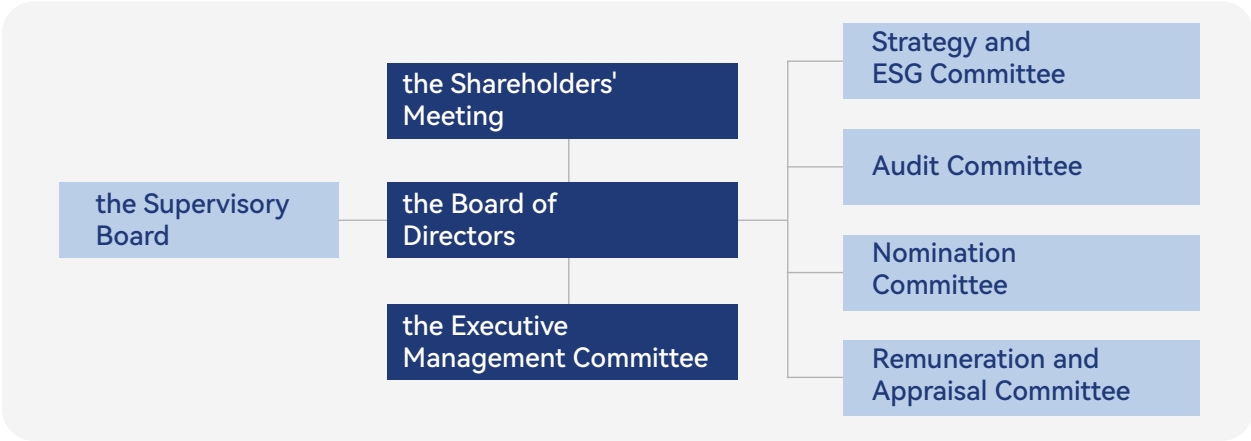
Materiality Issue Matrix



Materiality Issue Analysis

Stakeholder Groups	Key Concerns	Corresponding Sections
Governments and Regulators	1 Alignment with National Strategies	3.2 Main Products and Business
	2 Compliance Management	5.3 Legal and Regulatory Compliance
	3 Technology Empowerment	6.1 Serving Clients and Partners Collaboration
Shareholders and Investors	4 Ensuring Steady Financial Returns	5.2 Investor Rights Protection
	5 Strengthening Corporate Governance	5.1 Corporate Governance Structure and Governance Status
	6 Compliance and Risk Management	5.3 Legal and Regulatory Compliance
	7 Transparent and Timely Disclosures	5.2 Investor Rights Protection
Employees	8 Employee Rights Protection	6.2 Employee Care
	9 Employee Career Development	6.2 Employee Care
	10 Talent Attraction and Retention	6.2 Employee Care
Customers	11 Product and Service Quality	6.1 Serving Clients and Partners Collaboration
	12 Privacy and Data Security	5.3 Legal and Regulatory Compliance
Partners	13 Business Compliance	5.3 Legal and Regulatory Compliance
	14 Business Ethics	6.1 Serving Clients and Partners Collaboration
Public and Community	15 Support Social Welfare	6.3 Social Welfare
	16 Implement Energy Saving and Emission Reduction Measures	7.1 Energy Conservation and Emission Reduction

# 05 Corporate Governance



## ■ Corporate Governance Structure and Governance Status

### ► Governance Structure of Shareholders' Meeting, Board of Directors, Supervisory Board, and Management

Sunline strictly complies with the "Company Law of the People's Republic of China" (the "Company Law"), "Securities Law of the People's Republic of China" (the "Securities Law"), "Corporate Governance Guidelines for Listed Companies," "GEM Listing Rules of Shenzhen Stock Exchange" (the "Listing Rules"), "Guidelines for Self-Regulation of Listed Companies No. 2—Standard Operation of GEM Listed Companies" (the "Standard Operation Guidelines for Listed Companies"), and other laws, regulations, normative documents, and relevant provisions of regulatory authorities, as well as the requirements of the "Articles of Association," to establish and improve the internal management and control systems, promote the standardize operation, and ensure the efficient operation of the Company.

Sunline has implemented a Three-Tier Corporate Governance System, comprising the Shareholders' Meeting, the Board of Directors, the Supervisory Board, and the Executive Management Committee under the leadership of the Board of Directors.

To strengthen governance and oversight, the Board of Directors has established four specialized committees: Audit Committee, Remuneration and Appraisal Committee, Nomination Committee, Strategy and ESG Committee. Additionally, Sunline has implemented a special meeting mechanism for independent directors, ensuring they actively fulfill their duties in accordance with the Articles of Association and internal governance policies. These committees and independent directors provide expert opinions and recommendations to support the Board in informed and strategic decision-making.

This structured governance framework, with well-defined responsibilities, transparent decision-making processes, and coordinated operations, continues to enhance corporate transparency, compliance, and long-term sustainability.

### ► Composition of the Board of Directors and Supervisory Board and the Operation of the Three Meetings in 2024

Meeting type	Meeting Frequency	Proposals Reviewed
Shareholders' Meetings	3	23
Board of Directors' Meetings	11	54
Independent Directors' Special Meetings	8	20
Supervisory Board Meetings	11	38

#### Board of Directors Composition:

Total Directors: 9 , Independent Directors: 3 (33.33% of the Board);  
Female Directors: 2 (22.22% of the Board)

#### Supervisory Board Composition:

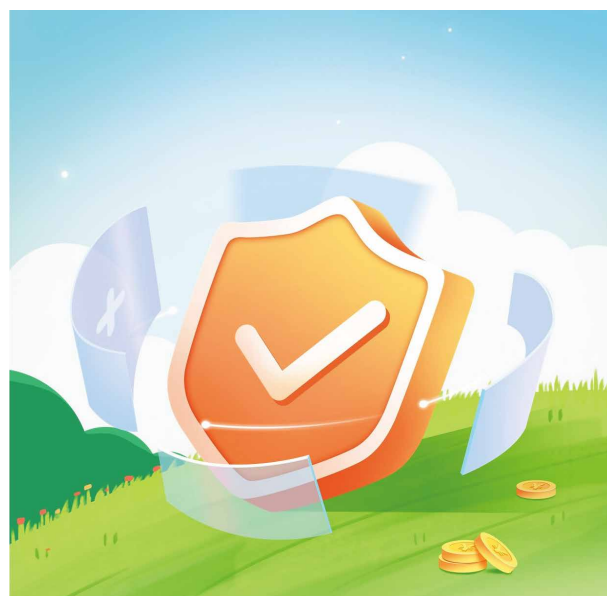
Total Supervisors: 3 , Employee Supervisor: 1



## Investor Rights Protection

### ► Information Disclosure Transparency and Quality

Sunline strictly complies with the "Company Law," "Securities Law," "Listing Rules," "Measures for the Administration of Information Disclosure of Listed Companies," and other relevant laws, regulations, normative documents, and regulatory requirements. The Company continuously enhances its information disclosure management, ensuring that disclosures are accurate, timely, and compliant. Regular reports and temporary announcements are disclosed in a truthful, precise, timely, and complete manner.



During the reporting period, Sunline issued 197 announcements and related documents, with zero errors, corrections, or compliance issues, successfully completing all information disclosure obligations for the year.

In addition, Sunline is committed to standardized operation and legally compliant operations, improving its corporate governance practices. The Shareholders' Meetings incorporate both on-site and online voting mechanisms, encouraging active participation from small and medium-sized investors. This approach ensures that all shareholders—especially minority investors—are fully informed, engaged, and able to exercise their voting rights, effectively safeguarding their legitimate interests.

### ► Shareholder Rights Protection

Sunline attaches great importance to investor relations management, implementing the "Information Disclosure Management System," "Investor Relations Management System," "Major Event Information Internal Reporting System," and other regulations. The Company maintains transparent and effective communication with investors through investor hotlines, public investor email, interactive platforms, investor visits, and participation in research activities organized by securities companies.

During the reporting period, Sunline strengthened investor engagement by hosting the 2023 performance briefing and participating in the 2024 Shenzhen-listed Companies Collective Reception Day event, enhancing investor understanding, communication, and recognition.

Focusing on long-term and sustainable development, Sunline has established a continuous, stable, and scientifically sound investor return mechanism. The Company considers factors such as actual conditions, development plans, shareholder expectations, social capital costs, and the external financing environment when formulating its return policies. Adhering to regulations such as the "Notice on Further Implementing Cash Dividend Distribution by Listed Companies" and the "Guidelines for the Supervision of Listed Companies No. 3—Cash Dividend Distribution by Listed Companies," Sunline

strictly follows the profit distribution policies and approval procedures outlined in its Articles of Association, ensuring policy continuity and stability.

To ensure fairness, transparency, and compliance in related-party transactions, Sunline formulated and revised key regulations in 2024, including:

- **"Prevention of Major Shareholders and Affiliates Occupying Company Funds Management System"**
- **"External Guarantee Management System"**

These measures ensure that related-party transactions do not harm shareholder interests, with strict control over external guarantees. During the reporting period, Sunline's related-party transactions remained routine and minimal, with all necessary procedures fulfilled and disclosed. No external guarantees occurred, and no actions harmed shareholder interests.



## Legal and Regulatory Compliance

### ► Internal Controls

Sunline has established a strict, standardized, comprehensive, and effective internal control system, embedding risk management and compliance management requirements into business processes to ensure legal and compliant business operations.

The governance structure consisting of the Shareholders' Meeting, the Board of Directors, the Supervisory Board, and management, with clearly delineated responsibilities:

- **Board of Directors:** Responsible for establishing and ensuring the effective implementation of the Company's internal control and risk management functions.
- **Risk Control Department and Internal Audit Department:** Oversees risk management, internal control review, and internal audits.
- **Supervisory Board:** Supervises the Board of Directors in implementing internal control mechanisms.
- **Management:** Organizes and leads the daily operation of internal controls.

Sunline has established internal control management processes and systems covering:

- **Risk Management**
- **Quality Management**
- **Operation Management**
- **Development Management**
- **Security Management**
- **Service Continuity**

These systems define the scope, responsibilities, and management processes for internal control. Sunline regularly reviews and updates its internal control, risk, and compliance frameworks, ensuring alignment with external regulatory requirements and continuously improving governance mechanisms.

### ► System Construction

In the second half of 2024, Sunline completed the revision and disclosure of 19 internal systems, including the Management System for Shares Held by Directors, Supervisors, and Senior Management and Their Changes, Board Strategy and ESG Committee Work Rules, and Public Opinion Management System". These updates were implemented to further strengthen the Company's corporate governance framework.

### ► Information Security Assurance

Sunline consistently regards information security as a core pillar of business operations. The Company is committed to establishing a comprehensive, multi-level information security management system to ensure the security, integrity, and availability of its information assets. Through the adoption of robust technical measures, standardized management processes, and ongoing security training, Sunline safeguards customer data, internal company information, and business systems—delivering reliable information security assurance to both customers and partners.

#### Information Security Management System

Since 2016, Sunline has maintained ISO 27001 certification for its Information Security Management System and has continued to optimize and upgrade this system. The Company has established a security management framework covering physical security, network security, application security, and data security to embed information security across all aspects of its operations.

- **Physical Security**

Strict access controls are enforced at key facilities, including office areas and data centers, to prevent unauthorized access to sensitive information.

- **Network Security**

The Company deploys firewalls, intrusion detection systems, and network access controls to mitigate the risk of cyberattacks and prevent data breaches.

- **Application Security**

Sunline adheres to secure development protocols during the software development lifecycle and performs regular code audits and penetration testing to ensure application system integrity.

- **Data Security**

Data encryption, access control mechanisms, and regular backups are used to protect the integrity and confidentiality of customer and internal company data.

#### Information Security Technical Measures

Sunline has implemented advanced technologies to construct a multi-layered information security protection system, ensuring the security and controllability of its information assets.

- **Endpoint Security**

The Company employs endpoint management software to centrally manage employee devices, prevent unauthorized software installations, and reduce the risk of data leakage.

- **Data Backup and Disaster Recovery**

An off-site disaster recovery center has been established. Critical business data is backed up regularly to support rapid recovery in the event of emergencies.

- **Security Auditing and Monitoring**

Sunline utilizes log management, security audits, and real-time monitoring tools to proactively identify and respond to potential security threats, maintaining secure system operations.

Information Security Management System

The Company has formalized its Information Security Management System in alignment with ISO 27001 standards. This framework covers security policies, incident response procedures, and emergency preparedness measures. Regular training and drills are conducted to raise employee awareness and enhance incident response capabilities.

• Security Policies

Clearly defined information security objectives and principles provide structured guidance for systematic management across the organization.

• Security Incident Management

A formal incident reporting and response mechanism ensures that security incidents are handled promptly and effectively.

• Emergency Response

Sunline regularly organizes information security emergency drills to strengthen team responsiveness and ensure business continuity under unexpected circumstances.

Customer Information Security Protection

Sunline places strong emphasis on the protection of customer data, strictly adhering to relevant security protocols throughout its service delivery processes to prevent unauthorized access or data leakage.

• Off-site Service Management

While delivering off-site services, the Company complies fully with customers' information security requirements, ensuring no unauthorized access to sensitive systems or data.

• Data Privacy Protection

The use of encryption and access control technologies ensures the confidentiality and integrity of customer data.

• Compliance

The Company actively monitors developments in domestic and international data protection regulations and security standards, ensuring full compliance with applicable laws and best practices.

International Certifications and Recognitions

As Sunline expands globally, its information security management practices have received recognition from international standard-setting organizations.

• PCI DSS Certification

The Company's Suncard software product has obtained Payment Card Industry Data Security Standard (PCI DSS) certification, demonstrating compliance with global standards for the secure handling of cardholder data and payment transactions.

• SOC 2 Certification

Sunline Holdings (Hong Kong) Limited, a wholly-owned subsidiary, has obtained SOC 2 certification, affirming the Company's robust controls in areas including security, confidentiality, and privacy protection.

► Tax Compliance

Sunline always adheres to the principles of lawful operation and honest tax payment, strictly complying with national tax laws, regulations, and policies. The Company actively fulfills its tax obligations while ensuring the compliance, standardization, and transparency of all tax-related activities. A robust tax management system, supported by a professional tax team and ongoing tax training, lays a solid foundation for Sunline's sustainable development.

• Comprehensive Tax Management System

Sunline has established a comprehensive tax management system that covers tax declaration, payment, and tax risk prevention and control. Clear job responsibilities and standardized processes ensure orderly tax operations and effective risk mitigation. The Company regularly reviews and updates its tax management framework to align with the latest tax policies and regulations.

• Professional Tax Team

Sunline has built a professional tax team with deep expertise in taxation, accounting, and financial management. In addition to managing daily tax filings and payments, the team actively participates in tax planning for major projects, ensuring cost optimization and operational efficiency within the bounds of legal compliance. The team maintains close communication with tax authorities to stay abreast of policy developments and ensure regulatory foresight.

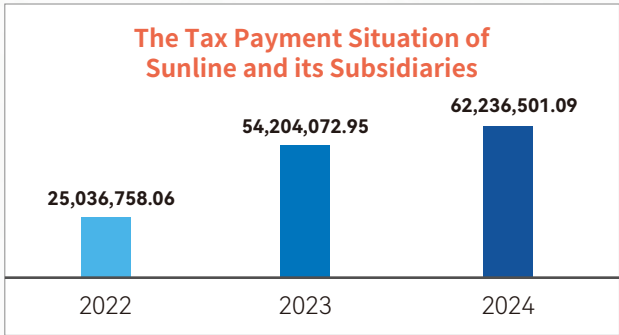
• Tax Compliance and Risk Prevention

Sunline places strong emphasis on tax compliance and risk management. The Company conducts regular internal tax audits and risk assessments to ensure accuracy and compliance in tax reporting. A tax risk warning mechanism has been established to identify and resolve potential issues in a timely manner, thereby maintaining stability and reliability in tax management.

• Tax Credit and Recognition

Sunline has been recognized as a Grade A Taxpayer by tax authorities for multiple consecutive years—an acknowledgment of the Company's lawful tax practices and integrity in operations.

Below is a summary of Sunline's tax contributions over the past three years (Unit: RMB Yuan):



Note: The data includes taxes paid by Sunline and its subsidiaries across the country.

• Employee Tax Awareness and Education

Sunline promotes tax awareness among employees through a variety of tax education and training initiatives. During the annual individual income tax settlement period, the tax department shares policy updates and guidelines—covering topics such as special additional deductions—via internal emails and informational posters. These efforts aim to support employees in fulfilling their personal tax obligations and foster a culture of legal compliance across the organization.



► Intellectual Property Protection

Sunline places strong emphasis on the creation, protection, and management of intellectual property (IP) and is committed to developing financial technology solutions with independent intellectual property rights. Through a combination of technical safeguards, legal protections, and internal management mechanisms, the Company ensures the protection of its legitimate IP rights, which in turn drives technological innovation and business growth.

Technical Protection

Technical safeguards form the foundation of Sunline’s approach to intellectual property protection. The Company ensures the security and integrity of R&D outcomes through the following measures:

- **Isolated Development Environment**  
Virtual desktop infrastructure (VDI) and network isolation are employed to create a secure and independent R&D environment, preventing unauthorized access and data leakage.
- **Permission Management**  
Strict permission protocols are enforced to ensure that only authorized personnel can access or utilize specific technologies and software.
- **License Management**  
Sunline manages software product licenses to ensure the legal and compliant use of intellectual property, thereby preventing unauthorized reproduction or distribution.

Legal Safeguards

Sunline actively enforces its intellectual property rights through legal mechanisms, ensuring that its innovation achievements are fully protected.

- **Intellectual Property Declaration**  
The Company lawfully registers software copyrights, patents, and trademarks. As of now, Sunline has been granted 523 software copyrights and 11 patents (including 9 invention patents), and continues to promote the formalization of technological innovations into protected IP assets.
- **Legal and Regulatory Compliance**  
Sunline’s Legal Department is responsible for coordinating IP protection efforts initiating legal action to counteract unfair competition, including trademark, copyright, and patent infringements.
- **Contractual Agreements**  
In all third-party collaborations, Sunline clearly defines intellectual property ownership in contractual terms to avoid disputes and ensure transparent and enforceable IP boundaries.

Internal Management

A robust internal IP management system ensures that all intellectual property is managed in a standardized, compliant, and efficient manner.

- **Intellectual Property Management Measures**  
Sunline has implemented dedicated IP management procedures to classify and govern patents, copyrights, and trademarks. These procedures outline application, usage, and maintenance workflows for each type of IP.
- **Employee Training**  
Regular training sessions are conducted to raise employee awareness of intellectual property laws and internal compliance requirements, fostering a culture of respect and responsibility toward IP assets.
- **Confidentiality Agreements**  
All technical personnel are required to sign Confidentiality and Non-Competition Agreements upon joining the Company. These agreements implement multi-level protections to prevent the disclosure of trade secrets and core technologies.

Intellectual Property Achievements

Through ongoing innovation and robust IP protection practices, Sunline has accumulated a broad portfolio of intellectual property, which provides critical support for its business development.

- **Software Copyrights**  
As of December 31, 2024, Sunline holds 523 software copyrights, spanning core business systems, big data platforms, financial management solutions, and related technologies.
- **Patent Technologies**  
As of the same date, Sunline has obtained 11 patents, including 9 invention patents, covering fields such as distributed architecture, digital twins, and process modelling.
- **Trademark Protection**  
Trademarks have been registered for Sunline’s core brands and product lines, safeguarding the legitimacy and uniqueness of the Company’s brand identity.

# 06 Social Responsibility



## Serving Clients and Partners Collaboration

### Technological Innovation

#### Commitment to Innovation

Sunline is dedicated to independent innovation, investing heavily in R&D and cutting-edge technology. With four R&D centers nationwide and a workforce composed of over 90% technical personnel, over the Company has obtained 523 software copyrights and 11 patents (including 9 invention patents).

Sunline remains at the forefront of technological advancement by actively exploring emerging technologies such as distributed systems, cloud-native architectures, big data, and large AI models. The Company is committed to accelerating the practical application of these innovations within the financial industry. In key domains such as core banking systems, financial management, big data platforms, and credit solutions, Sunline has achieved multiple industry-first breakthroughs, transitioning “from 0 to 1”, and promoting the scalable sharing of technological capabilities across the financial sector.

#### Pragmatic Approach and Enterprise-Grade Capabilities

With a strong focus on practical implementation, product excellence, and customer-centric service, Sunline has evolved from an IT system provider into a comprehensive business solution partner. Backed by over 23 years of experience in the financial services industry, Sunline has successfully supported numerous financial institutions including state-owned commercial banks, joint-stock commercial banks, provincial rural credit cooperatives, and city commercial banks.

Through the adoption of rigorous methodologies, the Company has developed a robust banking IT asset model, enabling efficient reuse of organizational capabilities and streamlined enterprise-wide integration.

## Key Certifications and Recognitions

### 2024:

- Achieved TMMi-ML5 certification (highest maturity level for software testing recognized by the TMMi Foundation)
- Passed CS4 level of the System Integration Construction and Service Capability Assessment
- Certified for ITSS Level 3 (Information Technology Service Standard Compliance)

### 2023:

- Received High-Tech Enterprise Certificate
- Passed ISO 22301 Business Continuity Management System certification
- Passed ISO 50001 Energy Management System certification
- Passed ISO 14001 Environmental Management System certification

### 2022:

- Awarded AAA-Level Enterprise Credit Rating Certificate
- Passed ISO 9001 Quality Management System certification
- Passed ISO 27001 Information Security Management System certification
- Passed ISO 20000 IT Service Management System certification
- Passed CMMI Level 5 assessment
- Passed ISO 45001 Occupational Health and Safety Management System certification





Global Vision and Leading Practices

In 2016, leveraging its leading position in the domestic market, Sunline became the first Chinese financial technology company to expand internationally and successfully secure overseas contracts. By developing localized service systems and cultivating a robust ecosystem of partners, Sunline has set a benchmark for Chinese fintech enterprises in their global expansion efforts.


With standardized products, localized financial industry solutions, and mature business models, Sunline strives to build a globally recognized Chinese brand of digital financial solutions. In response to the ongoing digitalization and cloud transformation of the global financial sector, Sunline actively shares its overseas experience and collaborates with stakeholders across the value chain to bring Chinese technology to global markets.

Global Reach and Brand Recognition:



Operational presence in over 10 countries and regions

**10+**



Service coverage extending to over 60 overseas financial institutions

**60+**



Industry Recognition:

- Recognized as a leading Chinese fintech solutions provider in the IDC Financial Insights Report: Pioneers of Core Modernization in the Asia-Pacific Banking Landscape
- Ranked among the Top 3 core banking platform providers in the Asia-Pacific region in Forrester's 2019 Global Banking Platform Deals Survey
- Honored as an Integrity Demonstrative Enterprise supporting the Belt and Road Initiative
- Listed among the Top 50 China Fintech Companies by CB Insights
- Named one of the seven founding companies of the Huawei Smart Finance Global Go Partner Program (FPGGP)

By offering diversified products and tailored solutions, Sunline has earned a strong brand reputation and continues to be recognized as a trusted digital transformation partner across the financial services ecosystem.



CORPORATION  
 BY THE GOVERNMENT OF ONTARIO


**UnionDairy**  
 ————  
 DAIRY



## ► Products and Solutions

### Process-Level Innovation

#### • AI-Powered Modelling Methodology

Sunline has pioneered an AI-Powered Modelling Methodology that integrates artificial intelligence with industry best practices across the entire software development lifecycle (SDLC)—from requirement gathering and analysis to design, development, testing, deployment, and go-live. This approach enables the transformation of traditional business requirements into structured digital assets, shifting development from a code-driven to an asset-driven model. By embedding generative AI into each stage of the SDLC, Sunline provides intelligent assistance to help financial institutions reimagine development workflows and accelerate intelligent system construction.

### Comprehensive Product Portfolio

#### • Digital Finance

Built on a robust enterprise architecture, Sunline's digital finance solutions combine cutting-edge technology with deep financial business expertise. Utilizing microservices and componentized structures, our offerings span core banking, lending, card services, and channel management—empowering end-to-end digital transformation for financial institutions of all sizes.

#### • Data Intelligence

With a foundation in real-world financial data practices, Sunline provides full-spectrum data solutions covering data strategy, data middle platforms, data governance, analytics applications, and asset management. These solutions enable institutions to extract actionable insights, improve operational efficiency, and drive data-informed innovation.

#### • Financial Management

Sunline empowers financial institutions to achieve digitization in finance and accounting operations. Our financial management solutions support value-based data measurement, evaluation, and analysis, providing the foundation for strategic decision-making and holistic financial value management.

### Technology Platform

#### • APStack

Sunline's proprietary digital productivity platform, APStack, is cloud-native, enterprise-grade, and built on unit-based distributed architecture. Featuring a modeling and implementation methodology centered on "application-centric" design, APStack meets the core banking system's high requirements for security, reliability, performance, and agile development. It serves as a digital foundation that enables financial institutions to undergo deep and effective transformation.

### Solutions and Key Cases

#### • Digital Financial Business Solutions

Our new-generation core banking system is designed on an enterprise-level microservices framework with a unique "microservices + unitized" distributed architecture. It supports flexible service deployment, limitless scalability, and customer-centric transformation through multi-legal entity support, a comprehensive product factory, and differentiated pricing mechanisms.

#### Key Highlights:

##### ① Seven Major Capability Centers

The system is built around seven centralized capabilities: Customer Center, Pricing Center, Public Service Center, Accounting Center, Product Center, Parameter Center, Transaction Center.

These centers streamline business processes and consolidate data, enabling integrated, agile operations.

##### ② Unitized Architecture

Each application operates independently, enhancing system resilience, maintainability, high availability, and disaster recovery. The architecture supports elastic scalability and dynamic peak-load management to ensure seamless business continuity.

##### ③ Parallel Verification

A multi-round parallel verification mechanism ensures system stability and data accuracy, minimizing the risk of system launch failures and facilitating a secure go-live process.

##### ④ Seamless Online Migration

Our online migration solution features three interconnected systems:

- Transition System: Supports dual-system message routing and traffic switching.
- Migration System: Offers rule-based, incremental migration scheduling and policy-driven execution.
- Global Routing System: Accurately routes customer and account data between legacy and new systems.

This end-to-end strategy ensures uninterrupted operations and an imperceptible system transition for users.

##### ⑤ Model Asset Construction via Process Tools

Sunline leverages intelligent process toolkits to accelerate project implementation through rapid iteration and efficient asset reuse. These toolkits significantly enhance productivity, reduce implementation costs, build team capabilities, and ensure long-term system stability. By transforming project documentation into standardized model assets, the tools shorten project timelines while supporting refined project management and deep integration between business logic and technology. This approach plays a key role in driving banks' comprehensive digital transformation.

#### Case: New Core-Banking System Project for a Provincial Rural Credit Union in East China

For a leading provincial rural credit union, Sunline built a high-performance, highly available, scalable, and secure next-generation core banking system tailored to the distinct needs of the agricultural finance sector. The system was designed to support unique business fields relevant to agriculture and included customized agri-finance service modules.

#### Key achievements of this project include:

- Seamless migration and full integration of the legacy mainframe core system, query-down platform, and Internet core banking system.
- Support for accounting separation and enhanced business field modeling.
- Provision of process tools capable of ingesting project documentation and converting them into standardized model assets, greatly shortening the delivery cycle.
- Deep collaboration with rural commercial banks under the union's jurisdiction to ensure the system's full compatibility with their unique operational needs.

The system currently serves:

- **60 rural commercial banks**
- **3,000+ branch outlets**
- **10,000+ inclusive rural financial service points**

It represents the largest and most widespread financial service network among provincial institutions. By the end of 2024, the network's total assets surpassed 4 trillion RMB, with leading rankings in deposit and loan growth across provincial banks.

The upgrade of this core banking platform not only strengthens the digital backbone of the province's rural financial sector but also accelerates its digital transformation journey—elevating the quality and efficiency of financial services for the agricultural economy.



## • Big Data Application System Solutions

In the age of data-driven finance, emerging technologies such as data lakes, data middle platforms, and real-time analytics are transforming how financial institutions manage and utilize data. Yet, traditional data warehouses remain foundational for analysis. Many financial institutions, after more than a decade of data warehouse development, now face challenges including architectural complexity, data redundancy, and usability issues—stemming from outdated designs, inadequate maintenance, and a lack of standardization.

To address these challenges, Sunline has launched a new-generation bank data warehouse model, drawing from over 20 years of industry experience. This model emphasizes clarity, usability, and standardization, offering a high-quality prototype that supports comprehensive, business-aligned data construction.

### ① Business-Oriented Data Models

Designed from a business perspective, these models are intuitive, business-readable, and aligned with operational needs.

### ② Clear Data Linkages

Well-defined architectural hierarchies and standardized data call protocols streamline data flow and improve processing efficiency.

### ③ Universal Standardized Models

Banking-standard-based models offer flexibility for a wide range of downstream applications when integrated with core systems.

### ④ Layered Decoupling Architecture

The architecture decouples core and data processing layers, isolating the impact of changes and enhancing system flexibility and adaptability.

### Efficient Full-Scope Data Warehouse Reconstruction

Recognizing the complexity of large banks' existing data environments—marked by massive data volumes, tangled architecture, and extensive interdependencies—Sunline has developed an efficient, tool-driven data warehouse

reconstruction methodology. Departing from traditional manual data management, this approach uses a full-lifecycle, fully online development and governance model to simplify large-scale transformations.

### Key Methodology Elements:

#### ① Full Scope Coverage

All participants and data objects involved in transformation projects are governed using project management tools, ensuring visibility and control.

#### ② Full Process Control

All implementation steps follow a standardized project execution model, supported by defined technical specifications and operational rules for each phase.

#### ③ Full Tooling Support

Sunline's tooling manages metadata throughout the entire data lifecycle, integrates with agile development processes, enforces technical standards, and significantly reduces manual overhead.

This approach turns complex data warehouse overhauls into manageable, structured, and even rewarding "puzzle assembly" experiences—bringing order, efficiency, and accuracy to the digital transformation of financial data systems.

### Case: Comprehensive Reconstruction Project of a Joint-Stock Bank's Core Data Warehouse

In December 2024, Sunline successfully launched the "First Comprehensive Reconstruction Project of a Large Domestic Bank's Core Data Warehouse", in collaboration with a prominent joint-stock bank. The project fully met all technical performance expectations, significantly enhancing the bank's operational capabilities and providing a strong boost to its overall performance growth. The new core data warehouse achieved four key improvements over its predecessor:

### 1.Streamlined Data Assets

Data assets were reduced by nearly 50%, improving data management efficiency.

### 2.Shortened Data Links

The data-processing link was streamlined, reducing the batch processing time by 50%.

### 3.Accelerated Data Applications

Most data-related batch processing jobs were completed ahead of schedule, accelerating operational processes.

### 4.Resource Cost Savings

The new system reduced CPU usage and storage usage by approximately 40%, leading to significant cost savings.

Throughout the reconstruction project, Sunline and the bank jointly developed specialized tools to facilitate seamless migration and management. Key achievements include:

- **Full Scope Management:** The entire project was comprehensively managed, ensuring smooth and efficient execution.
- **High Automation Success:** The migration process achieved a 90% success rate for script automation, while the data comparison and verification process reached a 100% coverage rate, ensuring accuracy and consistency.
- **Early Completion:** Thanks to innovative project management and automation tools, the project was completed three months ahead of schedule, shattering the stereotype of long, resource-intensive data warehouse reconstructions.
- **Zero Production Incidents:** Over nearly two years of implementation, the project achieved zero production incidents, setting a new benchmark for successful, large-scale data migrations.

This groundbreaking project not only streamlined the bank's core data management but also introduced innovative methods for data warehouse construction, marking a significant achievement in the industry.

## • Full Financial Value Chain Management Solutions

As commercial banks accelerate their digital transformation, the deep integration of emerging technologies such as big data, cloud computing, and artificial intelligence with financial operations has become essential. To facilitate this transformation, Sunline offers Full Financial Value Chain Management Solutions that leverage these technologies to enable comprehensive digitalization and enhance operational efficiency.

One of the most critical components of this transformation is the general ledger system, which serves as the backbone of accounting information systems. With the continued development of financial technology, this system has become a crucial entry point for banks to drive domestic substitution and advance digital financial transformation.

"Enterprise-Level Mega General Ledger" product offers three key advantages:

### ① Industry-Leading Technology

Leveraging cutting-edge "domestic substitution + cloud-native" technologies, this system utilizes a microservices + unitized architecture, fully compatible with domestic ecosystems. It provides unparalleled flexibility, scalability, and stability, enabling rapid response to product innovations and supporting both internal operations and future business growth.

### ② Outstanding Product Performance

The system integrates measurement, accounting, management, and analysis capabilities, delivering unified, real-time accounting processing for diverse banking operations. With the capacity to handle high-volume transactions and concurrent processing scenarios, it significantly improves accounting efficiency and supports business decision-making.

### ③ Extensive Implementation Expertise

Sunline has successfully implemented enterprise-level mega general ledger systems for over 60 financial institutions, including 40+ banks, 13 of which manage assets exceeding one trillion RMB. This extensive experience has allowed Sunline to develop proven implementation methodologies and data standards, ensuring rapid deployment of fully localized general ledger systems for financial institutions.

#### Case: Next-Generation Transaction-Level Mega General Ledger Project for a State-Owned Large Commercial Bank

In alignment with national financial technology innovation policies and aimed at accelerating its financial digital transformation, a state-owned large commercial bank launched a three-year initiative focused on the digitalization of its financial core systems. This initiative is designed to integrate business-finance-expense-taxation management, improving efficiency and ensuring a future-proof infrastructure for the bank.

Guided by the principle of “consolidating foundations and prioritizing urgent needs,” the bank embarked on the development of a next-generation transaction-level mega general ledger system. The system aims to meet the growing demands for greater financial transparency, flexibility, and integration of financial data across different departments.

#### Sunline's Role:

Sunline’s general ledger system was selected due to its robust capabilities and flexible full-stack localization adaptability, making it an ideal solution for this ambitious project. The collaborative effort aims to deliver a secure, high-performance, and scalable general ledger system that is fully localized to meet the specific needs of the bank.

The system will help the bank achieve:

- **Refined Financial Management**

Enhanced management of financial data to support real-time decision-making and financial planning.

- **Unified Accounting Standards**

Streamlined integration across all financial departments, ensuring standardized accounting processes.

- **Business-Finance-Tax Integration**

Seamless integration of business, financial, and taxation data, facilitating comprehensive data analysis and regulatory compliance.

- **Flexible System Operations**

Agile system capabilities that can quickly adapt to changing business requirements.

- **Autonomous Controllability**

Empowering the bank to maintain full control over its financial systems and operations.

This collaboration will significantly accelerate the bank’s financial digital transformation, advancing its technological innovation and enhancing its ability to meet modern financial service demands.

- **Overseas Business and Related Solution**

#### Case: Core-Banking System Modernization Partnership with SCB

In 2024, Sunline secured a strategic agreement with Siam Commercial Bank (SCB) in Bangkok for the modernization of its core banking system. This partnership marks a significant milestone, as SCB becomes the first Thai bank to choose a Chinese fintech provider, demonstrating a breakthrough for Chinese financial technology companies in the Southeast Asian market.

#### ① Cooperation Highlights

- **Core-Banking System Modernization:** Sunline will provide SCB with comprehensive core IT infrastructure upgrades and digital transformation solutions aimed at enhancing the bank’s operational capabilities and customer experience.

- **Technical Advantages and Industry Experience:** Leveraging 23 years of industry experience, Sunline’s technological innovation stood out, winning the project and reinforcing its competitiveness in the global market.

#### ② Strategic Significance

- **A Key Milestone in Sunline's Internationalization Strategy:** This collaboration is a significant breakthrough for Sunline's international expansion, positioning it as a key player in the Southeast Asian market and setting a benchmark case for future business growth in the region.

- **Promoting Sino-Thai Cooperation and Digital Transformation:** Beyond strengthening its market influence, Sunline’s partnership with SCB enhances the digital transformation efforts of Thailand’s financial industry, marking a pivotal moment in Sino-Thai cooperation.

#### ③ Future Outlook

Sunline will continue to focus on technological innovation, driving the global digital transformation of the financial technology industry. The company is committed to providing efficient and sustainable solutions for its international customers, strengthening its global competitiveness.

## ► Partners Ecosystem

Sunline maintains close collaborations with leading partners such as Huawei, Tencent Cloud, and Alibaba Cloud.

- **Huawei Connect 2024:**

At the Huawei Connect 2024 conference, themed “Win-Win Industry Intelligence,” Sunline, alongside Huawei and other partners, released the “Modern Financial Core System White Paper: Practice Chapter” and jointly launched the “Huawei Financial Distributed New Core Solution 5.0.” Additionally, Sunline signed strategic agreements with Huawei Cloud and introduced a joint solution for financial core modernization. This partnership underscored Sunline’s product strength, innovative solutions, and leadership in the financial digital-intelligent transformation field, contributing to the shared vision of a new future for digital-intelligent finance.

- **Tencent Industry Partners Summit 2025:**

At the 2025 Tencent Industry Partners Summit in Sanya, Sunline was invited due to its long-standing successful collaboration and significant influence in the industry. During the event, Sunline was honored with the “2024 Financial Industry – Best Practice Award”. This award highlights Sunline’s innovative breakthroughs in the financial technology sector and acknowledges its ongoing partnership with Tencent Cloud to accelerate the financial industry’s digital transformation.



## Employee Care

Sunline adheres to a "people-oriented" philosophy, striving to create a healthy, harmonious, and vibrant working environment. We are committed to safeguarding employee rights, fostering professional growth, enhancing well-being, and ensuring a mutually beneficial cycle of development between employees and the Company. Our approach encompasses diversified recruitment channels, a comprehensive compensation and benefits system, varied career development paths, enriching employee activities, and holistic health support.



## Recruitment Channels

Sunline attracts top talent through diverse recruitment channels, offering employees expansive career development opportunities:

### Campus Recruitment

Sunline recruits fresh graduates through partnerships with universities and industry-academia-research projects. The "Reserve Program" launched in 2023 and 2024 offers graduates significant career growth opportunities. In March 2024, Sunline also partnered with Shenzhen University to establish the "AI Financial Software Engineering Joint Laboratory", promoting deep integration between industry, academia, and research in alignment with national strategic goals for next-generation AI development.

### Social Recruitment

Through platforms like BOSS and 51jobs, Sunline attracts talented professionals from a wide range of fields. We also strategically use specialized recruitment platforms to efficiently match candidates with specific industry needs.

### Internal Job Posting

Sunline provides vertical and horizontal career development opportunities, encouraging current employees to expand their capabilities and achieve the best internal job-employee alignment.

### Employee Referral Program

The "Bo Le Plan" rewards employees who successfully refer candidates, enhancing team cohesion while attracting high-quality talent.

### Rehiring Program

Emphasizing an "open and inclusive" culture, Sunline welcomes outstanding former employees back to the Company, bringing valuable experience, business insights, and continuity of trust.



## ► Employee Compensation and Benefits

Sunline adheres to a compensation and benefits system that prioritizes fairness, legal compliance, and employee well-being. Guided by the Labor Law of the People’s Republic of China and the Labor Contract Law, we ensure strict adherence to salary regulations and distribution. Our compensation policy integrates qualification management and performance management mechanisms, promoting both internal equity and cost-effectiveness.

### Compensation System

Sunline’s compensation policies are designed to be fair and reasonable, taking into account job responsibilities, individual performance, and market benchmarks. Annual performance evaluations and incentive mechanisms ensure that outstanding employees are duly rewarded for their contributions, supporting both personal and organizational growth.

### Benefits System

We offer a comprehensive range of benefits to ensure the well-being and satisfaction of our employees, including:

- **Health Protection**

Supplementary commercial insurance and regular health checkups to safeguard employees' health.

- **Holiday Care**

Special celebrations during key holidays such as the Spring Festival and Mid-Autumn Festival, along with dedicated activities for Programmer’s Day to recognize and appreciate our tech teams.

- **Paid Leave**

Employees are entitled to statutory holidays, annual leave, and additional family visit rewards to ensure a healthy work-life balance.

- **Internal Special Care Fund**

To further support our employees, Sunline established the Internal Special Care Fund in 2018. By December 31, 2024, the fund had accumulated over RMB 1.36 million, benefiting more than 30 employee families facing exceptional hardships. This initiative reflects Sunline’s strong commitment to employee care and well-being.

- **Team-Building Activities**

We regularly organize team-building activities, cultural events, and sports activities to foster communication, collaboration, and team cohesion.

## ► Career Development and Training

Sunline offers diverse career paths and extensive training resources to help employees achieve their personal and professional goals. By focusing on dual career paths, structured training systems, and employee competency development, Sunline fosters continuous growth and development for all team members.

### Dual Career Paths

Employees can choose between two distinct tracks—management or professional—depending on their career aspirations. Both tracks are supported by tailored training programs and promotion channels. Regular career assessments and feedback sessions ensure employees are aligned with their development goals and help them adjust strategies to reach their desired career milestones.

### Training System

Sunline’s training system encompasses a broad range of learning opportunities for new hires, existing employees, and management:

- **New Employee Training**

Our onboarding programs are designed to help new employees integrate seamlessly into the company culture and their roles. Training includes business skills development, professional modules, and mentorship programs. By utilizing blended learning (both online and offline) and hands-on practice, new employees quickly master core job skills and become valuable contributors to the Sunline team.

- **Professional Skills Training**

Sunline offers a range of technical and business courses. Internal experts conduct training sessions, sharing practical knowledge and real-world experience. This approach ensures efficient talent development, aligning employee growth with the company’s business expansion goals.

- **Management Training**

Sunline employs a targeted and differentiated training approach for different levels of management:

**Reserve Cadre Pool:** Sunline builds a systematic talent resource pool to identify and nurture individuals with exceptional potential for managerial roles. Tailored programs enhance their business knowledge, management skills, and team collaboration capabilities, helping them evolve into effective leaders.

**New Manager Transition:** From February to May 2024, Sunline launched a comprehensive New Manager Transition Camp. The camp offered a combination of practical case studies, leadership coaching, and experience-sharing sessions to support newly appointed managers as they adapted to their new responsibilities.

**Current Managers:** To foster continuous leadership development, Sunline offers a diverse online course library covering areas like leadership, team management, strategy, and more. Managers can engage in self-directed learning at any time. Additionally, seminars and workshops are regularly held to promote innovative thinking, helping leaders enhance their strategic decision-making and organizational management capabilities. In 2024, Sunline organized workshops focused on management standards, enabling managers to discuss key metrics and application scenarios. These discussions fostered a unified understanding of leadership principles and encouraged self-reflection and continuous improvement.



### Employee Competency Development

#### • Role-Specific Training

Sunline helps employees develop the core skills necessary for their specific roles, thereby improving efficiency and quality. As part of our internationalization strategy, Sunline actively responds to market demands by offering specialized programs, including English learning initiatives, English proficiency certifications, and cross-cultural exchange programs. These efforts help broaden employees' global perspectives, enhance cross-cultural communication skills, and equip the organization with versatile talent for international growth.

#### • External Certifications

Sunline encourages employees to pursue relevant professional certifications to increase their career competitiveness and expertise in their fields.

#### • Growth Platforms

Employees are supported with personalized learning plans, career counseling, and hands-on project opportunities. These resources ensure that each employee has the tools and guidance necessary to grow both personally and professionally.



## ► Employee Activities and Cultural Development

Sunline places a strong emphasis on fostering team cohesion and cultivating a positive company culture. Through a variety of engaging activities, Sunline promotes employee well-being, celebrates traditions, and strengthens collaboration across all teams.



### Health Initiatives

Sunline promotes healthy lifestyles through various wellness lectures, running clubs, and fitness programs. These initiatives encourage employees to prioritize their physical health, ensuring a well-rounded and balanced work-life environment.

### Festive Events

To celebrate traditional holidays such as Lunar New Year and Mid-Autumn Festival, Sunline organizes festive events that not only bring employees together but also foster a deep sense of belonging and community spirit. These celebrations provide employees with opportunities to connect outside of work, reinforcing cultural traditions and team unity.



### Team Building

Sunline regularly organizes offsite team-building activities, designed to enhance collaboration and strengthen interpersonal relationships. These activities create a positive and supportive atmosphere, helping teams work more cohesively and effectively toward shared goals.

### Role Model Recognition

The "Sunline Role Model" program recognizes and honors employees who consistently demonstrate outstanding performance and embody Sunline's values. By highlighting these role models, the program spreads positive energy throughout the organization, motivating others to strive for excellence and contribute to the company's collective progress.



## ► Health Support and Mental Well-being

Sunline is dedicated to supporting the physical and mental well-being of its employees through comprehensive health initiatives:

### Health Checkups

Sunline offers annual comprehensive medical examinations to ensure employees' health is consistently monitored, promoting a proactive approach to well-being.

### Wellness Lectures

Expert-led wellness lectures are organized to raise awareness about health issues and disease prevention. These sessions help employees improve their understanding of maintaining a healthy lifestyle, both physically and mentally.

## ► Employee Incentives

Sunline motivates and recognizes employees for their contributions through various incentive programs designed to drive performance and long-term success:

### Equity Incentive Plans

Introduced in 2022, equity incentive plans have been implemented in 2023 and 2024 to align core talent with the company's long-term growth. These plans aim to increase employee engagement, boost retention, and provide employees with a stake in the company's success.

### Diverse Incentives

Sunline provides performance-based bonuses, including project, year-end, and sales bonuses, as well as allowances and recognition awards to incentivize employees. These rewards promote a culture of innovation and encourage employees to achieve outstanding business results.

## ► Employee Feedback and Communication

Sunline places a high value on employee input, fostering an open environment for communication:

### Satisfaction Surveys

Regular satisfaction surveys are conducted to gather employee feedback, helping the company identify areas for improvement and enhance management practices.

### "Visit Project Sites" Initiative

As part of the "Visit Project Sites" initiative, executives regularly engage with frontline teams. This approach allows leadership to better understand challenges, improve operations, and demonstrate a strong commitment to the well-being of employees.





## Social Welfare

In 2024, Sunline reaffirmed its commitment to giving back to society by engaging in impactful public welfare initiatives:



### • "Walk for Good" Charity Event (April 2024)

Sunline organized the "Walk for Good" charity event, which saw widespread participation from employees. The funds raised through this initiative were donated to support educational development in two rural schools in Guizhou Province. These donations contributed to the construction of 8 public reading corners, providing children with access to books and learning resources. This effort played a pivotal role in promoting rural education and fostering hope for the future.



### • Public Educational Exchange Program (August 2024)

Sunline hosted an educational exchange program for students and teachers from Guangxi Baise Tianyang High School and Shenzhen University of Technology Affiliated Middle School. During the program, Sunline shared insights into Shenzhen's transformation into a modern metropolis, its corporate journey, and its achievements since inception. Participants had the opportunity to experience Sunline's corporate culture and workplace environment, inspiring future collaborations with outstanding students and contributing to the growth of the next generation.



# 07 Environmental Protection

Sunline prioritizes environmental protection as an integral part of its commitment to sustainable development. Through energy-saving initiatives, paperless operations, green travel encouragement, and responsible waste management, we strive to reduce our environmental footprint and support carbon neutrality goals.

## ■ Energy Conservation and Emission Reduction

Sunline applies scientific management and technological innovation to reduce energy consumption and carbon emissions effectively.

### ► Air Conditioning Efficiency

#### Scheduled Shutdowns

Air conditioners are turned off 20 minutes before daily closing time to avoid standby energy consumption.

#### Temperature Control

Summer cooling is set no lower than 26°C, while natural ventilation is prioritized in winter to reduce usage.

#### Maintenance

Annual cleaning and maintenance (at least twice yearly) ensure optimal performance and energy efficiency.

### ► Lighting Efficiency

#### Natural Light Utilization

Areas with sufficient natural light minimize artificial lighting.

#### Energy-Efficient Lighting

All offices use energy-saving bulbs, and employees are encouraged to turn off lights when not in use.

### ► Equipment Efficiency

#### Computers and Printers

Employees are required to set monitors to medium brightness and enable duplex printing to reduce paper and energy use.

#### Standby Management

All devices must be powered off when unused to eliminate standby consumption.





## ■ Paperless Operations

Sunline actively promotes paperless workflows to reduce paper consumption and enhance resource recycling.

### ▶ Print Management

Duplex printing is encouraged, and single-sided paper is reused where possible.

### ▶ Digital Processes

Email, electronic documents, and digital tools replace paper-based workflows.

### ▶ Office Supplies Management

Employees are encouraged to request supplies based on necessity and prioritize reusable items, such as refillable pens.

## ■ Green Travel

Sunline advocates for low-carbon commuting and business travel:

### ▶ Public Transit

Employees are encouraged to use buses, subways, or other public transportation for daily commutes and business trips.

### ▶ Cycling and Walking

Employees living nearby are urged to bike or walk to work.

### ▶ Carpooling and EVs

Carpooling is promoted, and employees purchasing vehicles are encouraged to choose new energy models.

## ■ Waste Management

Sunline has implemented a comprehensive waste management system to promote recycling and reduce environmental impact.

### ▶ Recyclables

Old computers, printers, and other recyclables are centrally collected and processed for reuse.

### ▶ Hazardous Waste

Batteries and other hazardous materials are collected and disposed safely to avoid environmental contamination.

# 08 Appendix

## Key Performance Indicators

### Economic Performance (Financial Indicators)

Indicator	Unit	2024
Total Operating Revenue	RMB 10,000	173,642.18
Total Profit	RMB 10,000	2,871.82
Total Tax Payment	RMB 10,000	6,223.65
Total Assets	RMB 10,000	288,486.10
Basic Earnings Per Share (EPS)	RMB/share	0.0243

### Environmental Performance

Indicator	Unit	2024
Total Greenhouse Gas Emissions (GHG)	tCO <sub>2</sub> e	467.04
GHG Intensity (per million revenue)	tCO <sub>2</sub> e/million revenue	0.27
GHG Intensity (per m <sup>2</sup> )	tCO <sub>2</sub> e/m <sup>2</sup>	0.05
GHG Intensity (per capita)	tCO <sub>2</sub> e/person	0.46
Gasoline Consumption (official vehicles)	liters	4,980.15
Total Electricity Consumption	10,000 kWh	84.99
Electricity Intensity (per capita)	kWh/person	839.87
Electricity Intensity (per m <sup>2</sup> )	kWh/m <sup>2</sup>	99.99
Total Water Consumption	tons	5,301.63
Municipal Water Supply	tons	5,103.95
Bottled water (barrel)	tons	195.70
Bottled water (bottle)	tons	1.98
Water Intensity (per capita)	m3/person	5.24
Water Intensity (per m <sup>2</sup> )	m3/m <sup>2</sup>	0.62
Office Paper Consumption	kg	4,345.89
Paper Consumption (per capita)	kg/person	4.29

Notes:

- GHG emissions include direct emissions from official vehicles, indirect emissions from purchased electricity (calculated using factors from the China Energy Statistical Yearbook 2022 and guidelines from the Ministry of Ecology and Environment), and Scope 3 emissions from business travel (per GHG Protocol standards).
- Floor area covers offices in Shenzhen, Beijing, Shanghai, and Guangzhou. Headcount excludes on-site project staff.



Employee Performance Indicators

Indicator		Unit	2024
Total Number of Employees		Persons	7,147
By Employment Type	Full-Time Employees	Persons	7,147
	Employees in Mainland China	Persons	7,006
	Employees in Hong Kong, Macao, Taiwan, and Overseas	Persons	141
By Gender	Female Employees (% of Total)	%	26.3
	Male Employees (% of Total)	%	73.57
By Age Group	≤30 Years Old	%	44.28
	30–50 Years Old	%	54.13
	>50 Years Old	%	1.58
By Education Level	Master’s Degree or Higher	%	3.28
	Bachelor’s Degree or Below	%	96.71
Annual Training Coverage (Key Groups*)		%	100
Total Annual Training Hours (Key Groups*)		Hours	7,061
Average Annual Training Hours (Key Groups*)		Hours/Person	15

GRI Standards Content Index

GRI Standard	Indicator/Content	Report Section
GRI 1: Foundation	1.1 Organizational Profile	3.1: Company Introduction
	1.2 Reporting Content	1: About This Report
	1.3 Reporting Period	1: About This Report
	1.4 Contact Information	1: About This Report
GRI 2: General Disclosures	2.1 Organizational Name	1: About This Report
	2.2 Activities, Brands, Products, Services	3.2: Major Products and Business
	2.3 Headquarters Location	1: About This Report
	2.4 Operational Locations	3.1: Company Introduction
	2.6 Markets Served	6.1: Client and Partner Collaboration
	2.7 Organizational Scale	3.1: Company Introduction
GRI 3: Material Topics	2.8 Employee Information	8.1: Key Performance Indicators
	3.1 Material Topic Identification	4.3: Materiality Analysis
	3.2 Material Topic Management	4.3: Materiality Analysis
GRI 200: Economic	201 Economic Performance	8.1: Key Performance Indicators
	202 Market Presence	6.1: Client and Partner Collaboration
GRI 300: Environmental	302 Energy	7: Environmental Protection 8.1: Key Performance Indicators
	303 Water	7: Environmental Protection 8.1: Key Performance Indicators
	305 Emissions	7: Environmental Protection 8.1: Key Performance Indicators
	306 Waste	7.4: Waste Management
GRI 400: Social	401 Employment	6.2: Employee Care 8.1: Key Performance Indicators
	404 Training and Education	6.2: Employee Care 8.1: Key Performance Indicators
	405 Diversity and Equal Opportunity	6.2: Employee Care 8.1: Key Performance Indicators
	413 Local Communities	6.3: Social Welfare
	418 Customer Privacy	5.3: Legal and Regulatory Compliance



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