

Farben

Farben

2025

**Environmental, Social,
and Governance Report**

Shenzhen Farben Information Technology Co., Ltd.

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About This Report

This report is the second Environmental, Social, and Governance (ESG) report issued by Shenzhen Farben Information Technology Co., Ltd. The report aims to disclose to stakeholders the Company's initiatives and achievements in environmental, social, and governance aspects during 2025.

Terminology Note

For ease of expression and readability, "Shenzhen Farben Information Technology Co., Ltd." in this report is also referred to as "Farben Information," "the Company," or "we."

Time Range

This report is an annual report covering the period from January 1, 2025, December 31, 2025, with certain sections extending moderately into adjacent years.

Report Scope

Unless otherwise specified, the information and data in this report cover Shenzhen Farben Information Technology Co., Ltd. and its subsidiaries.

Basis for Preparation

This report has been prepared in accordance with the Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation) and refers to current regulations such as the Ministry of Finance of China's Sustainability Disclosure Standards for Business Enterprises—Basic Standard (Trial) (Basic Standard) and the Global Sustainability Standards Board (GSSB)'s Global Reporting Initiative Standards.

Data Description

All data used in this report are sourced from official documents, statistical reports, or relevant public data of Shenzhen Farben Information Technology Co., Ltd. Unless otherwise specified, all monetary amounts referenced in this report are denominated in Chinese Yuan (CNY).

Reliability Assurance

The Company undertakes that the contents of this report contain no false records, misleading statements, or material omissions.

Report Approval and Access

This report was reviewed and approved by the Board of Directors on April 22, 2026. This report is provided in electronic format. Readers may visit the official website of Farben Information (<https://www.farben.com.cn/>) to download the electronic version of the report.

Chairman's Message



2025 marks the 19th year of Farben Information's deep commitment to the IT services industry, and our 5th year as a listed company. As artificial intelligence moves from technological breakthroughs to large-scale application, and as the Information Technology Application Innovation (ITAI) ecosystem shifts from pilot projects to comprehensive restructuring, we stand with greater resolve at the forefront of the digital economy wave. This year, we have not only deeply integrated ESG principles into strategic decision-making and daily operations, but have also driven the synergy of responsibility and growth with the twin engines of "AI + ITAI," writing a new chapter of sustainable development with secure, inclusive, and green code.



Riding the Wave of AI Technology

Large Language Models (LLMs) are reshaping every industry, and artificial intelligence has become the core engine of new quality productivity. We continue to deepen our "AI + ITAI" strategy, leveraging the full-stack capabilities of the FarAI technology matrix to drive continuous iteration and enhancement of our product portfolio, including GPTCoder (intelligent programming), GPTRecruit (intelligent recruitment) and FarCar (intelligent cockpit). We have established a joint AI laboratory with Harbin Institute of Technology to deepen industry-university-research collaborative innovation. We have formulated the *Standard for Intelligent Recruitment System Services Based on Large Models*, which has been officially released on the National Standards Information Platform. In addition, we participated in formulating the *Intelligent Software Engineering* series of group standards, and jointly launched with Huawei the FarAI GPT series AI all-in-one machines based on the Ascend platform. As a Diamond-level Service Provider in the HarmonyOS ecosystem, we have further strengthened our presence at the Wuhan HarmonyOS Base, established a full-stack HarmonyOS Technology Enablement Center, and taken an active role in building the domestic operating system ecosystem. During the reporting period, our R&D investment reached CNY 181,435,000, with a total of 655 software copyrights and 48 invention patents applied to our core business.

Strengthening the Foundation of Transparent Governance

Governance is the cornerstone of trust in the digital age. With a robust and efficient governance system, we continue to earn the trust of customers, investors, and society. In compliance with the *Company Law of the People's Republic of China* and regulatory requirements, we have optimized our governance structure, abolished the supervisory board, and transferred its oversight functions to the Audit Committee of the Board of Directors, achieving streamlined and integrated supervision. Our Board adheres to the principle of diversity, emphasizing gender balance and independent professionalism. We have established a three-tier risk management framework comprising the decision-making level, coordination level, and execution level, embedding integrity and compliance throughout the entire business operation. During the reporting period, total anti-corruption training hours reached 1,997 hours, with 100% coverage of the Board and management. The Company recorded no incidents of commercial bribery or position-related embezzlement, and was not involved in any litigation or subject to administrative penalties arising from unfair competition practices.

Cultivating a Fertile Ground for Talent Growth

Talent is the core asset in the digital age. We are committed to safeguarding the well-being and rights of our employees, enabling every member of the Farben family to feel warmth and a sense of belonging in their pursuit of growth. We uphold an equal, diverse and inclusive employment philosophy. As of the end of the reporting period, we had 30,570 full-time employees, with women occupying 17.22% of STEM positions. We have established three career development tracks: management, professional and technical. We integrate AI technology throughout curriculum development, training delivery, learning and operational management, empowering employees to learn on demand and apply what they have learned immediately. During the year, the Company's total training hours reached 86,978, with a training coverage rate of 99.76%. In addition, we have improved statutory and supplementary welfare benefits, maintained open employee communication channels and a closed-loop complaint handling mechanism, and carried out employee care activities such as women's health lectures. We also regularly organize fire drills and first-aid training to enhance occupational health and safety. During the reporting period, work-related injury insurance coverage reached 100%, and employee satisfaction remained high at 4.16.

Honouring Our Green and Low-Carbon Commitment

Green is the foundation of sustainable development. In active response to the national "dual carbon" strategy, we have fully launched a special green office campaign, implementing refined management measures including intelligent computer shutdown, water conservation initiatives and paperless office operations. During the reporting period, we established a precise measurement system for greenhouse gas emissions. Our Scope 1 + 2 GHG intensity stood at 0.16 tCO_{2e} per million CNY of revenue, and total energy consumption intensity was 0.04 tons of standard coal per million CNY of revenue. In response to extreme weather events such as super typhoons, we promptly activated emergency responses to systematically enhance our climate resilience management capacity.

Innovating with Determination, Exploring the Future

In 2026, we will continue to empower the digital transformation of all industries through the FarAI technology matrix, rebuild industrial genes with the IT application innovation ecosystem, and advance our ESG strategy from compliance-focused disclosure to value creation with more responsible governance, more caring employee support, and greener operational practices. We expect all Farben colleagues to continue taking AI as the oar and IT application innovation as the sail, riding the tide of digital civilization to chart a new course for responsible business.

About Farben Information

Farben Information is a world-class information technology service provider dedicated to delivering advanced digital platforms, proven technologies, and solutions. Leveraging innovative digital technologies, we drive business transformation and value advancement, comprehensively empowering enterprises in their digital transformation across all domains.

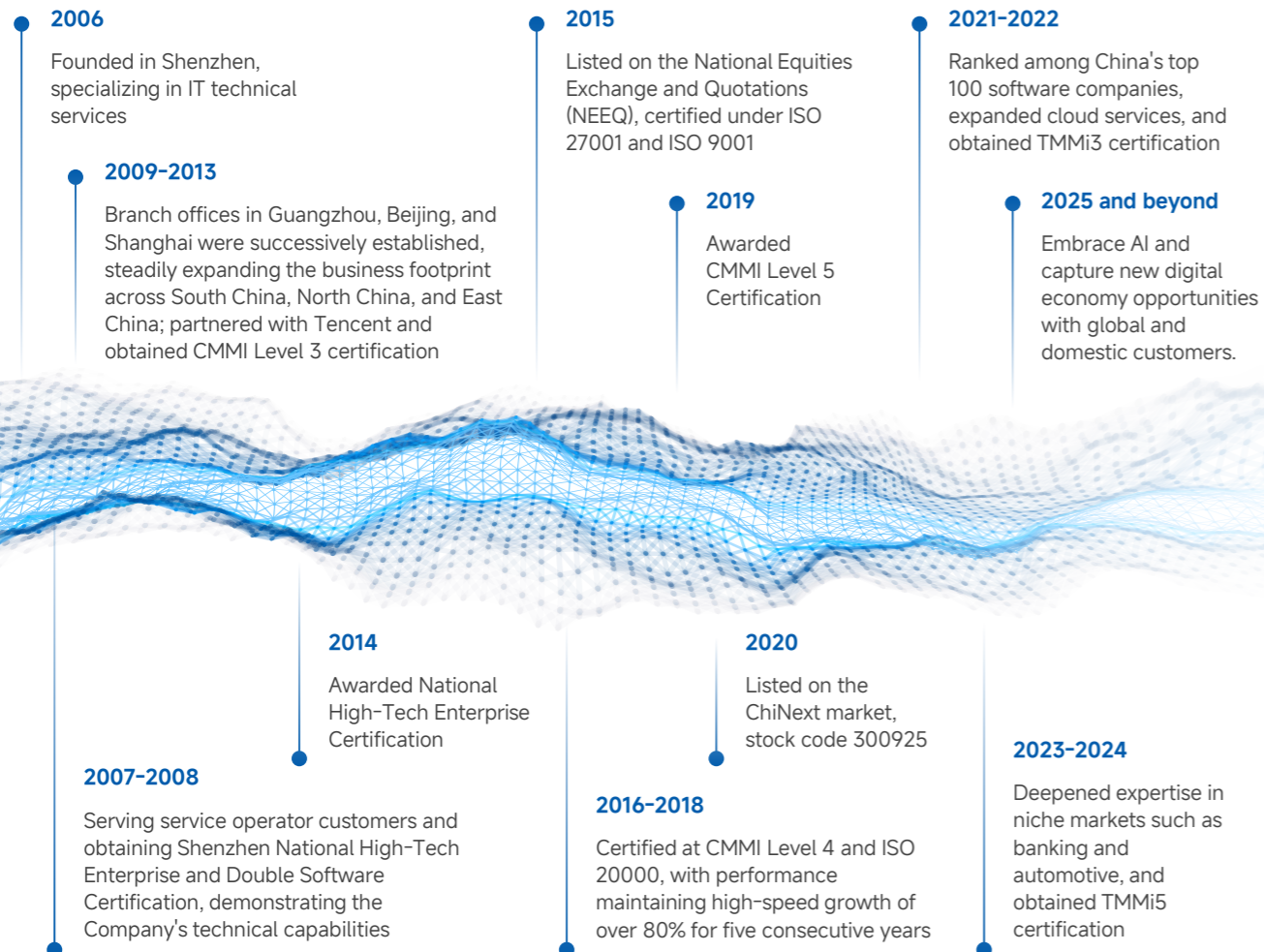
Founded in 2006 and headquartered in Shenzhen, China, the Company has established branches in over 60 cities including Beijing, Shanghai, Guangzhou, Hangzhou, Chengdu, and Xi'an. It operates technical support centers in Germany, Singapore, and Japan. Its services span more than 10 industries, including finance, automotive, internet, telecommunications operators, energy, and intelligent manufacturing, offering software development services, products and solutions, digital operation support services, and consulting services.

Farben Information has established a global presence across 15 countries and regions, with a strong focus on China.

■ **Overseas market:** Business covers **more than 10** regions including Europe, Asia-Pacific, North America, South America, the Middle East, and Africa, with a focus on key international markets such as Japan, Singapore, Malaysia, Indonesia and other countries.

■ **Domestic market:** Shenzhen, Beijing, Shanghai, Guangzhou, Nanjing, Hangzhou, Chengdu, Xi'an, Wuhan, Chongqing, Suzhou, Changsha, Fuzhou, and **over 60** other cities; the Company's operations have covered all major provinces, municipalities, and cities across the country.

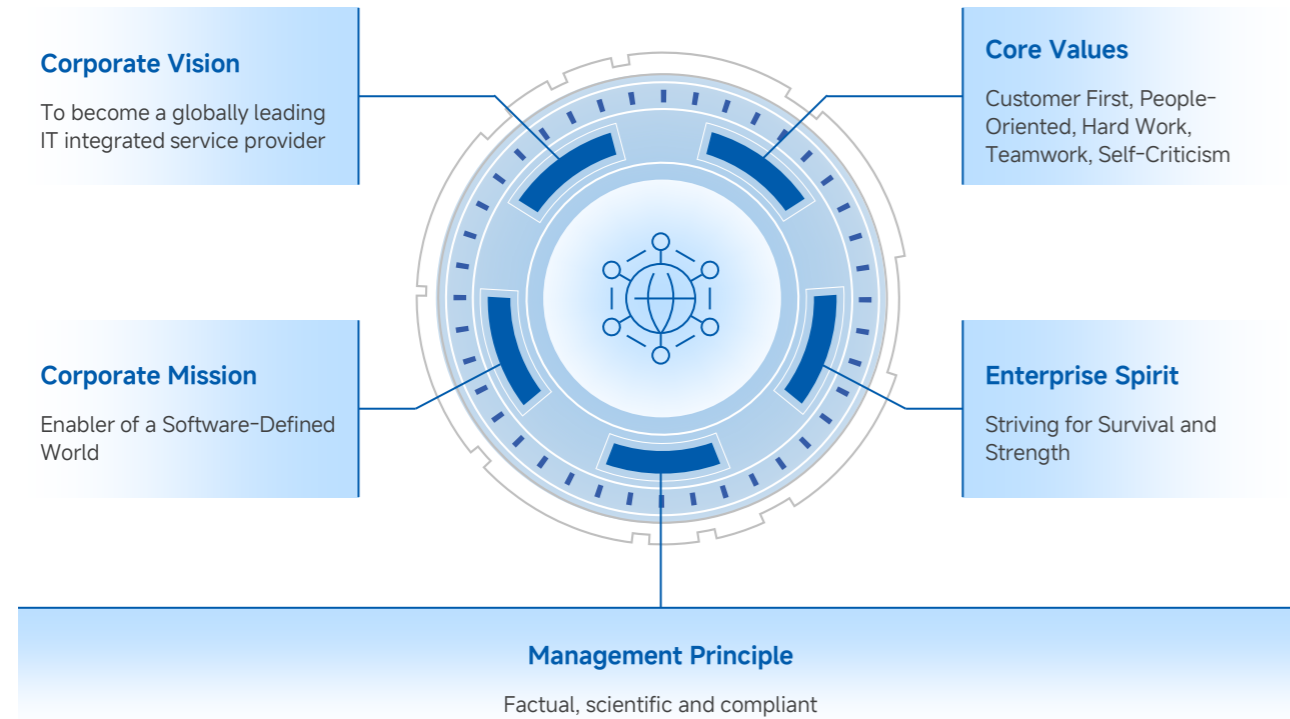
Milestones in Farben Information Development



Main Service Industries

<p>Financial industry</p>	<ul style="list-style-type: none"> Professional Consulting Service Solution for the Financial Industry Product tool empowerment Full-scenario solution services Customization Requirement Development/Testing/Implementation Services Efficient and Agile Delivery Service Industry Expert Talent Pool 	<p>Automotive industry</p>	<ul style="list-style-type: none"> Intelligent Cockpit Solution Smart Cockpit/Integrated Vehicle Testing Software Development Services Intelligent Driving / Overseas Testing Automotive Digitalization Automotive Engineering
<p>Internet industry</p>	<ul style="list-style-type: none"> Fully meet customers' customized service requirements Diversified comprehensive solution services Efficient and agile delivery service End-to-end IT technical services With innovative product tools and advanced product/technical services Premium Consulting Services 	<p>Internet industry</p>	<ul style="list-style-type: none"> ITO services Digital Operations and Maintenance AI and Data Solutions KPO Indicator Operations Digital Testing ICT Innovation Services
<p>Telecommunications industry</p>	<ul style="list-style-type: none"> Financial System Software Service Artificial Intelligence Industry Service Series System Software Industry Services System Porting and Development Services Software Product Localization Services IT Innovation Services 	<p>High-tech industry</p>	<ul style="list-style-type: none"> Financial System Software Service Artificial Intelligence Industry Service Series System Software Industry Services System Porting and Development Services Software product localization services ICT Innovation Service
<p>Energy industry</p>	<ul style="list-style-type: none"> Provide management consulting and technical consulting services Energy System Solution Planning Service Self-developed replicable, highly mature software products/platforms/tools Provide technical support services for the product Provide services for information system design and development, testing, operation, and maintenance Customized Application Scenario Services 	<p>Aviation logistics industry</p>	<ul style="list-style-type: none"> Big Data-Based Precision Marketing Push Solution Intelligent Transportation Allocation Plan Customs Clearance Management System Logistics Management System Business Integrated Management Platform Procurement Management System Solution

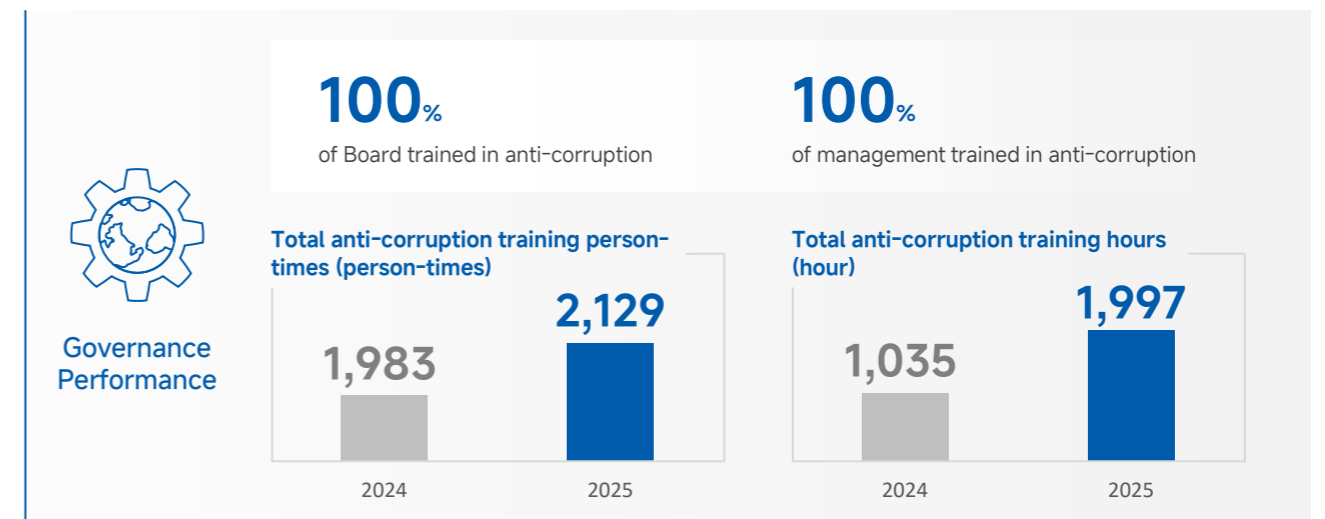
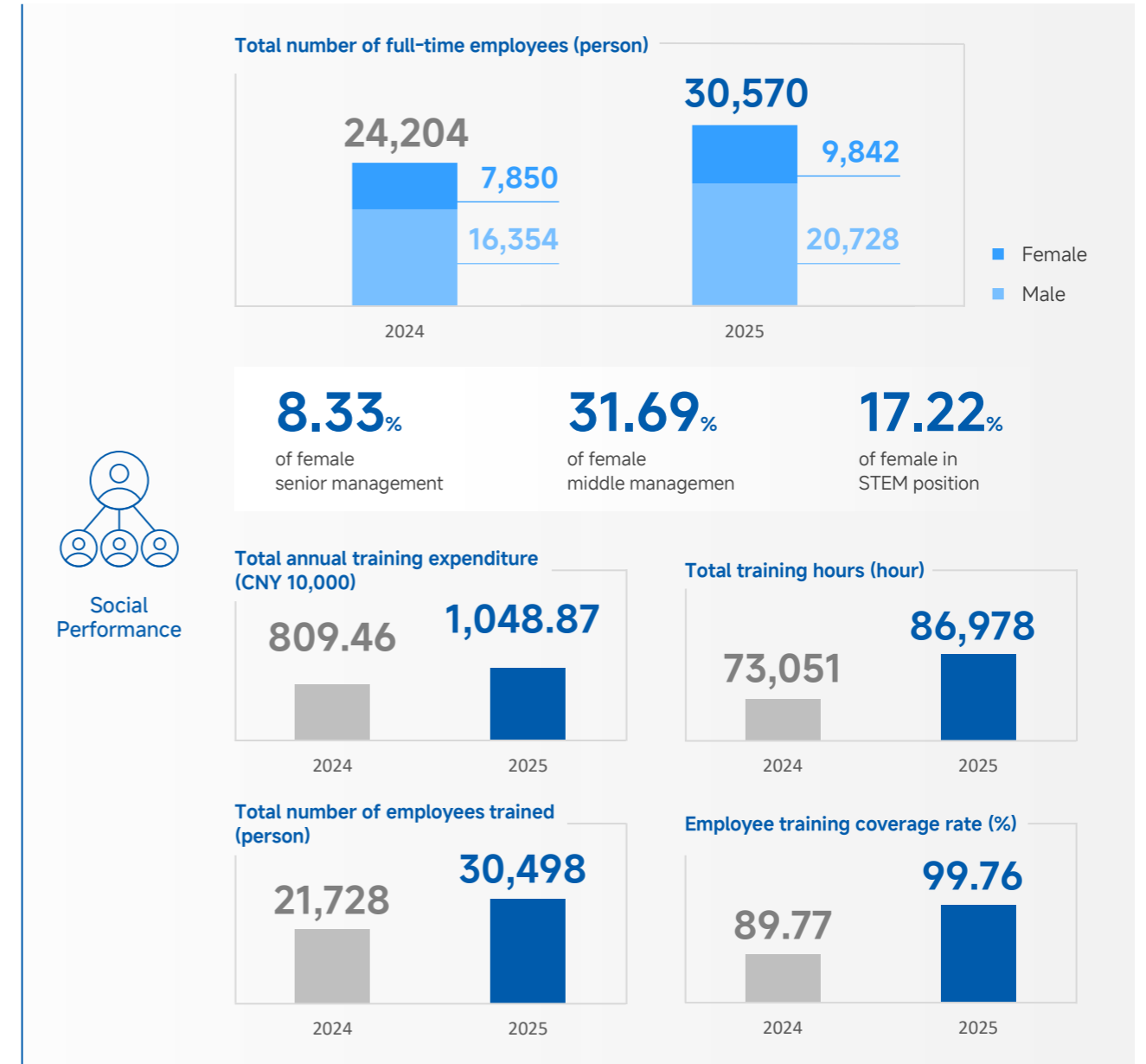
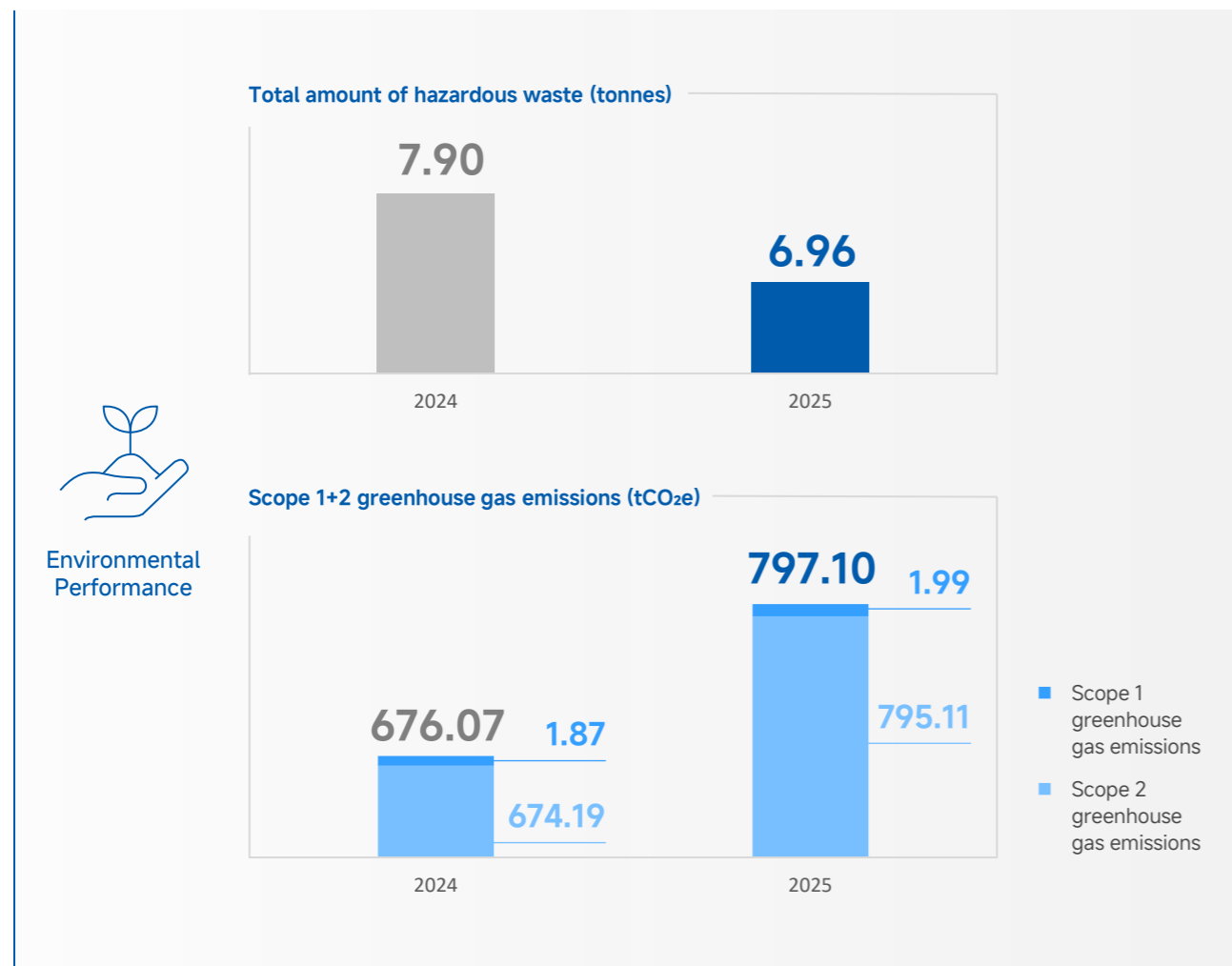
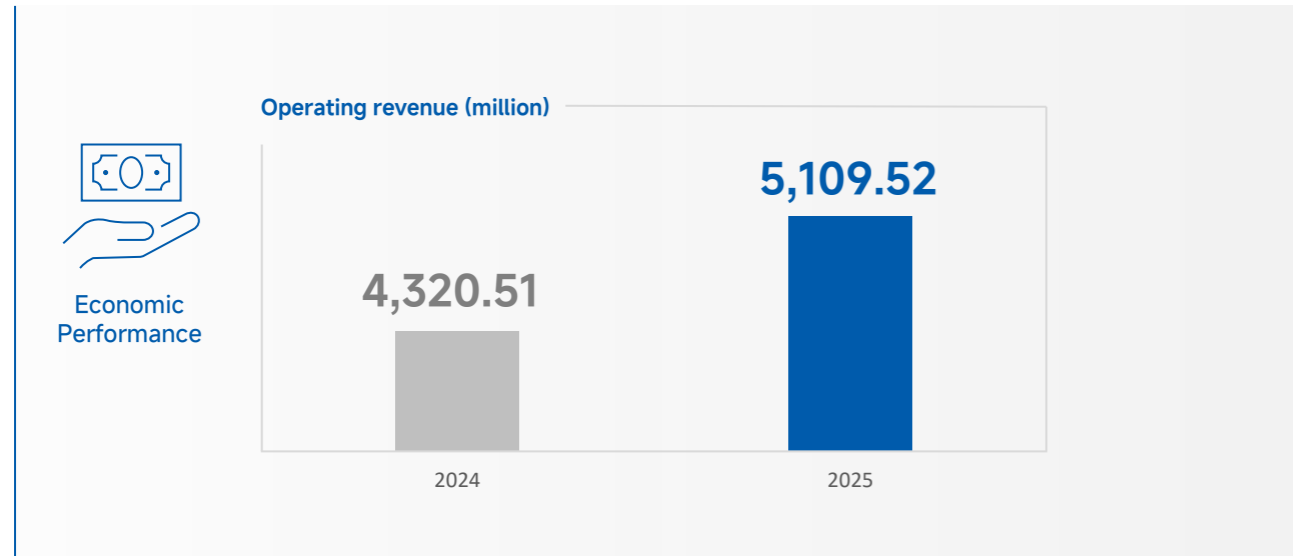
Corporate Culture



Annual Honors

 <p>2024-2026 Nanshan District "Green Channel" Enterprises</p>	 <p>2025 Artificial Intelligence Enterprise Awards 5. 深圳市法本信息技术有限公司</p>
 <p>2025 Top 100 Competitive Enterprises in Software and Information Technology Services</p>	 <p>2025-2028 China Software Integrity Demonstration Enterprise</p>
 <p>2025 Outstanding Software Product Farben Information Unified Regulatory Submission Platform V1.0</p>	 <p>2025 National Enterprise New Quality Productivity Empowerment Typical Case FarAI GPTCoder Enterprise-Level AI-Powered Coding Assistance Platform</p>

Highlights of Performance in 2025



01 ESG Governance

Farben Information consistently integrates ESG governance into the entire process of strategic decision-making and business management, establishing a clear and efficient governance structure with well-defined responsibilities and effective collaboration. Through systematic and transparent management mechanisms, the Company drives comprehensive enhancement of environmental, social, and governance value, laying a solid foundation for sustainable development.

Topics involved

Stakeholder Engagement

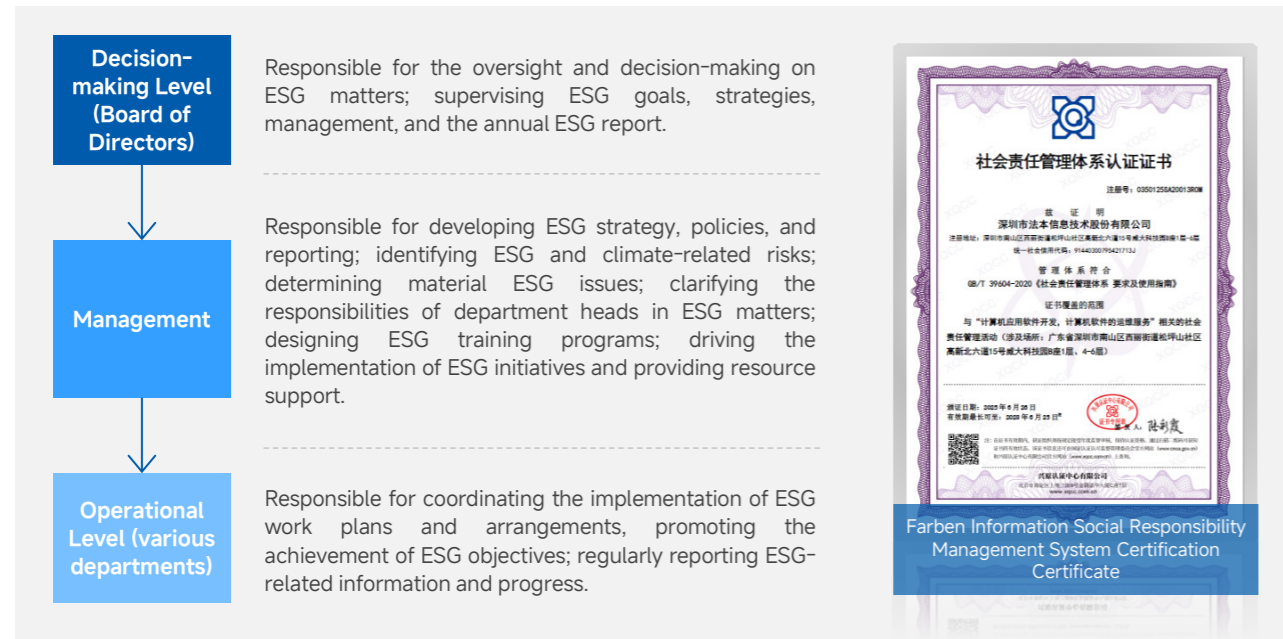
- ESG Management Framework 13
- Stakeholder Engagement and Communication 13

Contributing to the SDGs:



ESG Management Framework

To strengthen the foundation of ESG governance, the Company has established a three-tier ESG governance structure comprising the "Decision-making Level—Management Level—Operational Level," clearly defining the responsibilities of each level and establishing a management closed loop with well-defined authorities and responsibilities and coordinated collaboration.



Stakeholder Engagement and Communication

The Company has established a full-process management mechanism covering information disclosure, investor communication, and responses to stakeholders, ensuring transparency, efficient communication, and timely responses to safeguard the rights of all parties to be informed and to participate, thereby promoting collaborative development.

Information Disclosure and Investor Communication

The Company strictly adheres to regulatory requirements and upholds the principles of truthful, accurate, complete, timely, and fair information disclosure. In accordance with the Information Disclosure Management System and the Investor Relations Management System, it conducts information disclosure and investor communication activities in a standardized manner. During the Reporting Period, the Company held 2 earnings briefings and participated in 25 securities firm strategy conferences, reaching nearly 1,500 investors.

- Information Disclosure:** The Company timely discloses periodic reports and interim announcements through statutory platforms such as the Shenzhen Stock Exchange and Cninfo.com, ensuring compliance and transparency in information disclosure.
- Investor Communication:** The Company maintains regular communication with investors through various channels, including telephone, email, Interactive Easy, earnings briefings, and institutional research, effectively safeguarding investors' right to information and their lawful rights and interests.

Stakeholder Communication and Response

Stakeholders	Expectations and Requirements	Communication Method	Response and Action
Shareholders and Investors	<ul style="list-style-type: none"> Sustainable Investment Value Stable operation Open and transparent information disclosure 	<ul style="list-style-type: none"> Shareholders' Meeting Information Disclosure Performance Announcement 	<ul style="list-style-type: none"> Establish a sound investor communication mechanism Regularly publish reports
Government and Regulatory Authorities	<ul style="list-style-type: none"> Adhere to compliant operations Promote economic development 	<ul style="list-style-type: none"> Regular reporting Supervision and inspection Research and inspection 	<ul style="list-style-type: none"> Honest business operation and paying taxes in accordance with the law Participating in government projects and industry collaborations Actively implement the requirements of government departments Regular disclosure and ad hoc reporting and communication
Customer	<ul style="list-style-type: none"> Provide high-quality products and services Data Security and Privacy Protection 	<ul style="list-style-type: none"> Satisfaction Survey Marketing campaign 	<ul style="list-style-type: none"> Improve the quality management system Enhance service quality Technology Research, Development, and Innovation Ensure customer information security
Employee	<ul style="list-style-type: none"> Protect employees' rights and interests Career Development and Training Occupational Health and Safety Work-life balance 	<ul style="list-style-type: none"> Staff Congress Employee Symposium Employee Activities 	<ul style="list-style-type: none"> Protect employees' rights and interests A reasonable promotion mechanism and training system Improve the occupational health and safety management system
Suppliers and Partners	<ul style="list-style-type: none"> Ensure fair competition Realize mutual benefit through integrity Promote industry development and technological advancement 	<ul style="list-style-type: none"> Regular communication Daily communication On-site inspection 	<ul style="list-style-type: none"> Strengthen supply chain management Compliant Procurement Perform obligations in accordance with the law Establishing a sound cooperative relationship and adhering to mutual benefit and win-win outcomes
Community	<ul style="list-style-type: none"> Serve community development Engage in public welfare and charitable activities 	<ul style="list-style-type: none"> Public Welfare Donation Volunteer activities 	<ul style="list-style-type: none"> Strengthen community communication Public welfare and charitable donations Conduct volunteer activities

Double Materiality Analysis

Based on the "Guidelines No. 17 for Self-Regulatory of Listed Companies on Shenzhen Stock Exchange — Sustainable Development Report (Trial)", and considering its industry characteristics, operational features, and the core concerns of various stakeholders, Farben Information systematically conducted a double materiality assessment for its 2025 sustainability reporting from both financial and impact materiality perspectives.


Topic Identification


By systematically reviewing mainstream domestic and international ESG standards, national regulatory policies, and capital market focus areas, conducting industry benchmarking research, aligning with the Company's operational realities and development strategy, and strictly adhering to the relevant rules and requirements of the Shenzhen Stock Exchange, an initial ESG materiality topic list comprising 27 issues has been established.


Topic Research

- **Significance Assessment of Impact:** Conducting a questionnaire survey among internal and external stakeholders—including senior executives, employees, government and regulatory bodies, shareholders/potential investors, customers, and suppliers/business partners—to evaluate the scale, scope, and significance of the impact of key issues.
- **Financial Materiality Assessment:** Systematically identify the financial risks and opportunities associated with each topic through expert interviews and surveys of internal professionals.


Agenda Order

Based on the assessment results of impact materiality and financial materiality, the topics are comprehensively ranked to form the Farben Information ESG double materiality matrix.


Topic Review and Disclosure

Internally, the Company's management leads the organization of relevant departments to conduct a comprehensive review of the screening and prioritization results of the topics, ultimately identifying data security and customer privacy protection as issues of dual materiality.

In the future, the Company will implement focused management of key issues in its operations and provide enhanced disclosure of these matters in its ESG report.

Farben Information 2025 Double Materiality Matrix

Topics with impact materiality but without financial materiality	Topics with both impact materiality and financial materiality
<ul style="list-style-type: none"> <li style="width: 50%;">■ Climate Change Response <li style="width: 50%;">■ Employee Compensation and Benefits <li style="width: 50%;">■ Energy Utilization <li style="width: 50%;">■ Customer Relationship <li style="width: 50%;">■ Intellectual Property Protection <li style="width: 50%;">■ Protection of Employee Rights and Interests <li style="width: 50%;">■ Technology Ethics <li style="width: 50%;">■ Product and Service Safety and Quality <li style="width: 50%;">■ Supply Chain Security <li style="width: 50%;">■ Anti-bribery and Anti-corruption <li style="width: 50%;">■ Equal Treatment of SMEs <li style="width: 50%;">■ Stakeholder Engagement <li style="width: 50%;">■ Innovation-driven <li style="width: 50%;">■ Risk Management <li style="width: 50%;">■ Employee Care <li style="width: 50%;">■ Anti-unfair Competition <li style="width: 50%;">■ Employee Development and Training 	<ul style="list-style-type: none"> ■ Data Security and Privacy Protection
Topics with neither financial materiality nor impact materiality	Topics with financial materiality but without impact materiality
<ul style="list-style-type: none"> <li style="width: 50%;">■ Environmental Compliance Management <li style="width: 50%;">■ Waste Treatment <li style="width: 50%;">■ Water Resource Utilization <li style="width: 50%;">■ Ecosystem and Biodiversity Conservation <li style="width: 50%;">■ Pollutant Emissions <li style="width: 50%;">■ Rural Revitalization <li style="width: 50%;">■ Circular Economy <li style="width: 50%;">■ Social Contribution <li style="width: 50%;">■ Due Diligence 	

Environmental			
Energy Utilization	Water Resource Utilization	Circular Economy	Waste Treatment
Environmental Compliance Management	Pollutant Emission	Climate Change Response	Ecosystem and Biodiversity Conservation
Social			
Intellectual Property Protection	Equal Treatment of SMEs	Employee Development and Training	Customer Relationship
Technology Ethics	Innovation-driven	Employee Compensation and Benefits	Protection of Employee Rights and Interests
Supply Chain Security	Employee Care	Rural Revitalization	Product and Service Safety and Quality
Social Contribution	Data Security and Privacy Protection		
Governance			
Anti-bribery and Anti-corruption	Stakeholder Engagement	Due Diligence	Risk Management
			Anti-unfair Competition

02 Responsible Operation

Farben Information upholds compliance as the foundation of its operations, integrating governance standards, risk control, and business ethics throughout decision-making and operational processes, establishing a sound, transparent, and responsible governance system to provide solid support for sustainable development.

Topics involved

- Risk Management
- Anti-Unfair Competition
- Anti-bribery and Anti-corruption

- Corporate Governance 19
- Risk Management 21
- Anti-Bribery and Anti-Corruption 22
- Anti-Unfair Competition 22

Contributing to the SDGs:

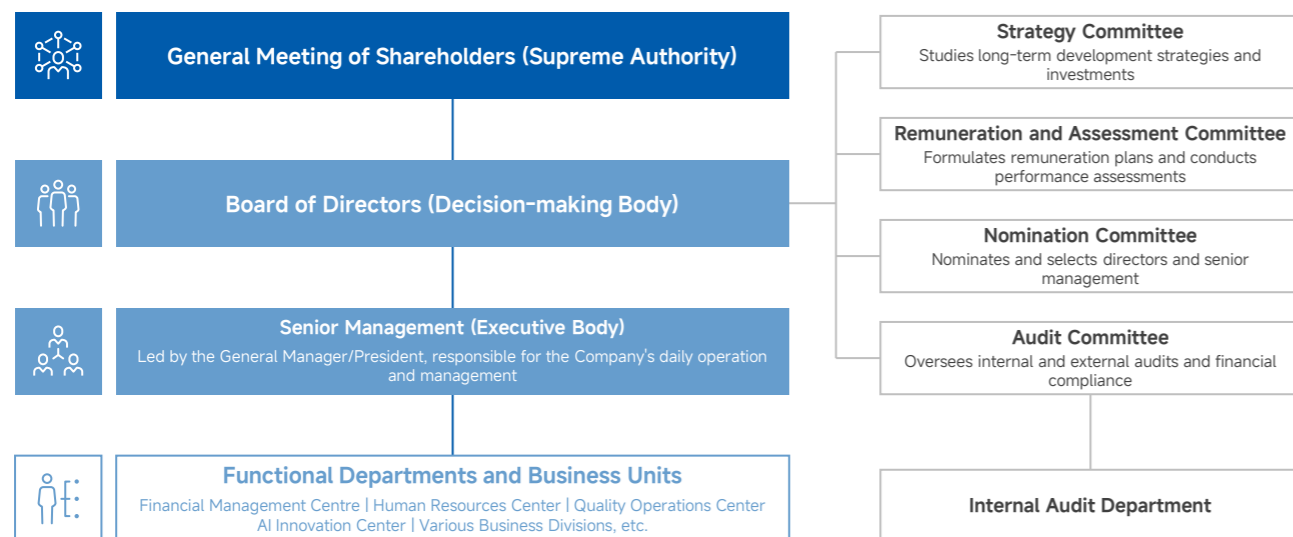


Corporate Governance

The Company has established a clear and efficient governance structure to ensure standardized governance and sustainable development. During the Reporting Period, in accordance with the Company Law of the People's Republic of China and regulatory requirements, the Company carried out a special optimization of its governance structure by eliminating the board of supervisors and transferring its supervisory functions to the audit committee of the board of directors. Concurrently, the Company adjusted the composition of its board committees, strengthening the professional oversight role of independent directors and the audit committee. The Company continues to improve the appointment, duty performance management, and accountability mechanisms for directors and senior management, advancing the transformation of the oversight system from a two-tier to a single-tier model, thereby front-loading supervisory functions and enhancing internal control and compliance capabilities.

The supreme authority of the Company is the General Meeting of Shareholders. The Board of Directors has established four special committees: the Strategy Committee, the Remuneration and Assessment Committee, the Nomination Committee, and the Audit Committee, among which the Audit Committee directly leads the Internal Audit Department to ensure the independence of supervisory functions. Below the Board of Directors, Senior Management is established to be responsible for daily operation and management, with the General Manager (or President) providing overall leadership. Senior Management oversees functional departments and business units, including the Financial Management Centre, Human Resources Center, Quality Operations Center, AI Innovation Center, and various business divisions.

Corporate Governance Structure



Farben Information wins the "Golden Board Award" for Outstanding Board of Directors at the 20th session

Board Diversity

The Company has established and implemented the "Board Diversity Policy," guided by the core principles of "technical compatibility, complementary experience, and inclusive perspectives," to promote board diversity in terms of professional background, management capability, gender, age, nationality, cultural beliefs, and internal-external composition.

Professional Background and Responsibilities	Priority is given to the alignment between professional expertise and the Company's strategic objectives when selecting directors, ensuring the board possesses diverse professional skills in accounting, applied economics, IT, business economics, software, and related fields.
Experience and Management Capability	Emphasize the director's management experience and leadership skills to promote the improvement of governance structure and business development.
Gender Diversity	Prioritize gender balance as a key criterion in the selection process, proactively identify female candidates, and strive to advance gender balance on the board.
Age, nationality, racial, and ethnic diversity	Emphasize age distribution to integrate experience transfer with innovative thinking, and actively expand diversity in nationality, race, and ethnicity by recruiting candidates with international experience and cross-cultural competencies.
Inclusivity of Cultural Beliefs and Marital Status	Upholding the principle of "diversity without discrimination," respecting differences in cultural backgrounds, religious beliefs, and marital status, and fostering an equal and open communication environment.

During the Reporting Period, the Company's Board of Directors consisted of 8 members, including 1 female director, accounting for 12.50%, and 3 independent directors, accounting for 37.50%.

Indicator	Unit	2025	2024
Total no. of directors	no.	8	7
Non-independent directors	no.	5	4
% of non-independent directors	%	62.50	57.14
Independent directors	no.	3	3
% of independent directors	%	37.50	42.86
Female directors	no.	1	1
% of female directors	%	12.50	14.29
Average attendance rate of the Board	%	100	100
Minimum attendance rate of the Board	%	100	100


Risk Management

To effectively prevent operational risks, the Company has established a comprehensive risk identification and control system, formulated and implemented the "Risk Management Framework Guidelines," and built a three-tier governance structure comprising the decision-making level, coordination level, and execution level, clearly defining the respective responsibilities of each tier in risk decision-making, system coordination, and implementation.

Hierarchy	Organization	Core Responsibilities
Decision-making level	Business Management Team	Advance comprehensive risk management and make decisions on significant risk matters.
Coordination Level	Quality Operations Center	Establish the risk management system framework, supervise the closed-loop implementation, organize risk training, and report risk management matters to the decision-making level.
Execution Layer	Monitoring responsible department, business unit	Department heads shall bear primary responsibility for identifying risk points, establishing risk lists, and promptly reporting risk incidents.


The Company has established a full-process management system centered on risk identification, assessment, response, and monitoring, clarifying the principle of "early prevention and early control." Risks are categorized into three major areas: market and environment, business operations, and internal operations. Risk management-related indicators have been incorporated into the organizational performance evaluation system to achieve a closed-loop risk control process.

Farben Information Risk Identification and Management Process




Risk Identification

The Quality Operations Center organizes the refinement of risk categories across all domains annually in January, identifies key risks for the year, and develops the Company's annual risk management map for itself and relevant business units.




Risk Assessment

Risks are classified into three levels based on the severity of their impact: high-risk, medium-risk, and low-risk. Crises are categorized into Level 1, Level 2, and Level 3 based on the extent of their impact.



Risk Response

Managers at all levels are primarily responsible for risk events within their jurisdiction. They shall report incidents according to their level within the specified time limit, promptly coordinate cross-functional teams for resolution to prevent escalation, and crisis events shall be centrally managed by the Quality Operations Center.



Risk Oversight

The Quality Operations Center conducts comprehensive risk identification and review on a monthly basis, reports to the business management teams, and tracks the progress of rectification. Risk management indicators are included as deduction items in the performance assessments of all business units, with a maximum assessment weight of 5%.

Anti-Bribery and Anti-Corruption

The Company has established a clean governance system against corruption and fraud, and has formulated and implemented multiple regulations, including the "Employee Code of Integrity and Management of Self-discipline and Conflict of Interest," "Anti-Fraud Management System," "Anti-Fraud Reporting Management Measures," and "Complaint and Reporting Management Measures," clearly defining employee integrity standards and procedures for handling complaints and reports. During the Reporting Period, the Company did not experience any violations or illegal activities related to commercial bribery or corruption.

- Management of Professional Integrity:** The Company has established and improved management standards for professional integrity, clearly defining requirements for all employees regarding conflicts of interest, commercial bribery, exchange of gifts, financial compliance, and other aspects. During the Reporting Period, the Company continued to expand the scope of conflict-of-interest management by implementing a full-process management mechanism of "universal declaration—tiered screening—closed-loop rectification," with a focus on directors, senior management, and personnel in key positions, continuously strengthening the identification and control of conflict-of-interest risks.
- Whistleblowing Management:** The Company has established a standardized whistleblowing mechanism, which defines the scope of acceptance and diversified reporting channels, and improves the systems for investigation and handling, whistleblower protection and rewards. The Company strictly keeps whistleblowers' information confidential to prevent information disclosure and retaliation. Valid clues are rewarded while malicious reports are punished, so as to ensure the standardized and efficient operation of the reporting channels.

Indicator	Unit	2025	2024
Anti-corruption training – Board	no.	8	/
% of Board trained	%	100	/
Anti-corruption training – Management	no.	279	/
% of Management trained	%	100	/
Anti-corruption training – Employees	no.	1,842	/
% of Employees trained	%	6.03	/
Total anti-corruption training person-times	person-times	2,129	1,983
Board	person-times	8	/
Management	person-times	279	804
Employees	person-times	1,842	1,179
Total anti-corruption training hours	hour	1,997	1,035
Board	hour	16	/
Management	hour	139	16
Employees	hour	1,842	1,019

Anti-Unfair Competition

The Company strictly complies with laws and regulations related to the prohibition of unfair competition, adheres to the principles of fairness and good faith in market competition, and firmly refrains from engaging in unfair competitive practices such as false advertising, commercial disparagement, and imitation causing confusion. It actively contributes to maintaining a fair and orderly market environment. During the Reporting Period, the Company did not experience any litigation or significant administrative penalties arising from unfair competition practices.

03 Service and Quality

Farben Information, with customer value at its core, drives comprehensive upgrades in product and service quality through continuous innovation and lean management, committed to delivering exceptional, reliable, and sustainable solutions for its clients.

- Innovation-driven 25
- Product and Service Safety and Quality 28
- Data Security and Privacy Protection 31
- Supply Chain Security 33

Topics involved

- Innovation-Driven
- Product and Service Safety and Quality
- Data Security and Privacy Protection
- Technology Ethics
- Intellectual Property Protection
- Supply Chain Security
- Equal Treatment of SMEs (Small and Medium-Sized Enterprises)


Contributing to the SDGs:



Innovation-driven


The Company adheres to technology leadership and innovation-driven development, treating innovation capability as the core engine for sustainable growth, continuously exploring cutting-edge technologies and expanding its business boundaries. The Company has established and implemented systems such as the "Management Regulations for Product R&D Project Initiation," "R&D Project Management System," and "Measures for the Management of the Technology Management Committee," building a comprehensive R&D management system covering the entire process, including project initiation approval, process control, and project completion review.

Farben Information End-to-End R&D Management System




Project Initiation and Approval

The Company adopts the OBP product R&D project initiation approach, implementing a mechanism of "centralised management and tiered decision-making", whereby decisions are made at different levels by the product line, the Technology Management Committee, and the Business Management Team. The project initiation process consists of four stages: initiating an "OBP-defined project", conducting technical feasibility analysis, preparing an OBP product project initiation application, and undertaking multi-level reviews. For each stage, the required output documents and key review points are clearly defined.



Process Control and Management

The Company has established a full-lifecycle management mechanism for R&D projects, implementing hierarchical control over abnormal situations such as schedule delays, project suspension, requirement changes, and project termination. A three-level handling mechanism (mild, moderate, severe) is set based on the degree of delay, with clear approval processes for rectification plans and budget release rules defined. During project development, budgets are allocated in phases based on key milestone nodes to ensure that resource investment is aligned with project progress.



Project Closure and Acceptance

After the project is completed as planned and achieves the expected objectives, the project manager shall submit the project closure statement and presentation PPT, and the project can only be closed upon approval by the Technical Management Committee. After closure, all relevant documents are uniformly archived in the knowledge base to ensure the completeness and traceability of technical assets.

The Company has established a multi-level collaborative governance system comprising the business management team, the Technology Management Committee, the Project Management Office, and various business units. This structure clearly defines responsibilities and collaboration mechanisms, ensuring standardized operation throughout the entire process of R&D projects—from decision-making and review to execution.

Organization	Core Responsibilities
Business Management Team	Responsible for decision-making and strategic direction of major R&D projects, with ultimate decision authority over high-risk initiatives
Technical Management Committee	Responsible for technical strategy planning, technical review, and technical management, with subordinate groups including the Technical Planning Team, Technical Review Team, and Technical Management Team, to conduct technical feasibility assessments and make project initiation decisions for R&D projects.
Project Management Office	Responsible for R&D project initiation coding and budget allocation, progress monitoring and risk alerting, process control and project closure archiving, ensuring standardized operation throughout the entire project lifecycle
Product Line/Business Unit	Responsible for initiating projects, forming teams, reviewing project briefs and feasibility reports, and accountable for the project's commercial success.

To encourage technological innovation, the Company has established project-based innovation awards, including the AI Technology Pioneer Leadership Award and the HarmonyOS Technological Innovation Breakthrough Award. Both awards target project teams that have achieved technological breakthroughs, accumulated exemplary cases, and cultivated specialized talent in their respective technical fields. The technical solutions must demonstrate innovation and industry leadership, resulting in independent intellectual property rights or key technological breakthroughs. The Company provides winning teams with special bonuses and honorary titles to promote the transformation of technological innovation outcomes into commercial value.

Indicator	Unit	2025	2024
R&D investment	CNY 10,000	18,143.50	18,348.90
R&D investment as % of revenue	%	3.55	4.25
No. of R&D personnel	no.	644	603
% of R&D personnel	%	2.11	2.49

Ecosystem Collaboration

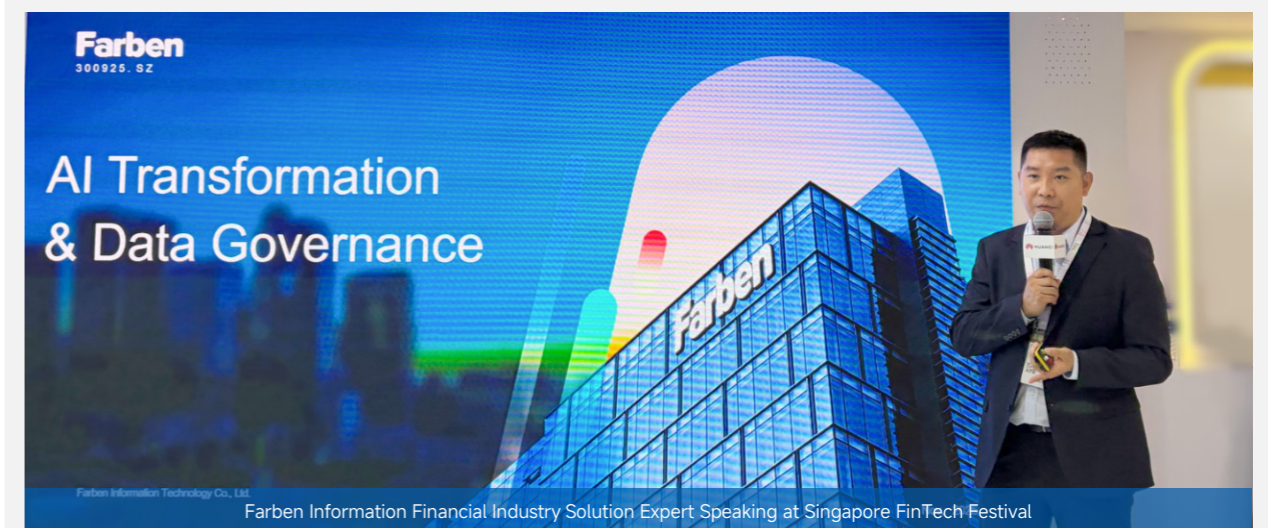
The Company continued to deepen its collaboration with academic and research institutions as well as leading enterprises in technology, and actively participated in the formulation of industry standards. During the Reporting Period, the Company established a joint AI laboratory with Harbin Institute of Technology, achieving key milestones in the core development of industry-specific large models; participated in drafting the "Intelligent Software Engineering" series of group standards, and took the lead in developing the national standard "Service Specification for Intelligent Recruitment Systems Based on Large Models"; and jointly launched the FarAI GPT series of AI all-in-one machines based on Ascend with Huawei.

Farben Information Technology deeply participates in the development of the HarmonyOS ecosystem and establishes regional innovation hubs

During the Reporting Period, the Company, as a Huawei-certified HarmonyOS Ecosystem Platinum Service Provider and Pioneer Partner, participated in the compilation of the HarmonyOS Talent White Paper and related standard development, and assisted in the implementation of the HarmonyOS talent subsidy program. The Company established a dedicated subsidiary for HarmonyOS in Wuhan, building a local innovation hub to enhance service capabilities for domestic operating systems.

Farben Information showcases at Singapore FinTech Festival, empowering global financial institutions in AI transformation

During the Reporting Period, the Company was invited to attend the Singapore FinTech Festival. Addressing industry pain points such as the difficulty of core system modernization, high migration risks, and long implementation cycles for AI in financial institutions' digital transformation, the Company proposed a solution transitioning "from digital transformation to AI-driven transformation." Experts from the Company's financial industry solutions team delivered keynote presentations, introducing the technological architecture covering key scenarios including data governance, intelligent risk control, regulatory compliance, and smart payments.



Intellectual Property Protection

The Company has established and implemented the "Patent Management System" and the "Patent Application Process" to standardize the management of patents throughout their entire lifecycle. The Company has set up an intellectual property management department responsible for formulating patent strategies, handling patent applications and maintenance, managing patent assets, and implementing patent incentive programs. It has also established a tiered approval process and corresponding reward guidelines.

Farben Information's Strategic Layout and Patent Protection Measures

Patent Portfolio & Layout	Patent Maintenance
<ul style="list-style-type: none"> The Company conducts patent document search and analysis prior to the initiation of product technology R&D projects to avoid risks of redundant R&D and infringement. For technologies with overseas market potential, the Company files overseas patent applications after evaluation, building a patent protection system covering both domestic and international markets. 	<ul style="list-style-type: none"> The Company centrally manages patent-related expenses and pays annual patent fees and maintenance fees in accordance with the law on schedule. For patents intended to be abandoned or terminated, the Company conducts standardized archiving management after demonstration, ensuring the effective existence and proper disposal of patent assets.

Indicator	Unit	2025	2024
No. of invention patents used in core business	no.	48	39
No. of invention patent applications	no.	9	11
No. of granted invention patents	no.	11	11
No. of newly granted software copyrights	no.	83	115
No. of total software copyright applications	no.	655	572

Technology Ethics

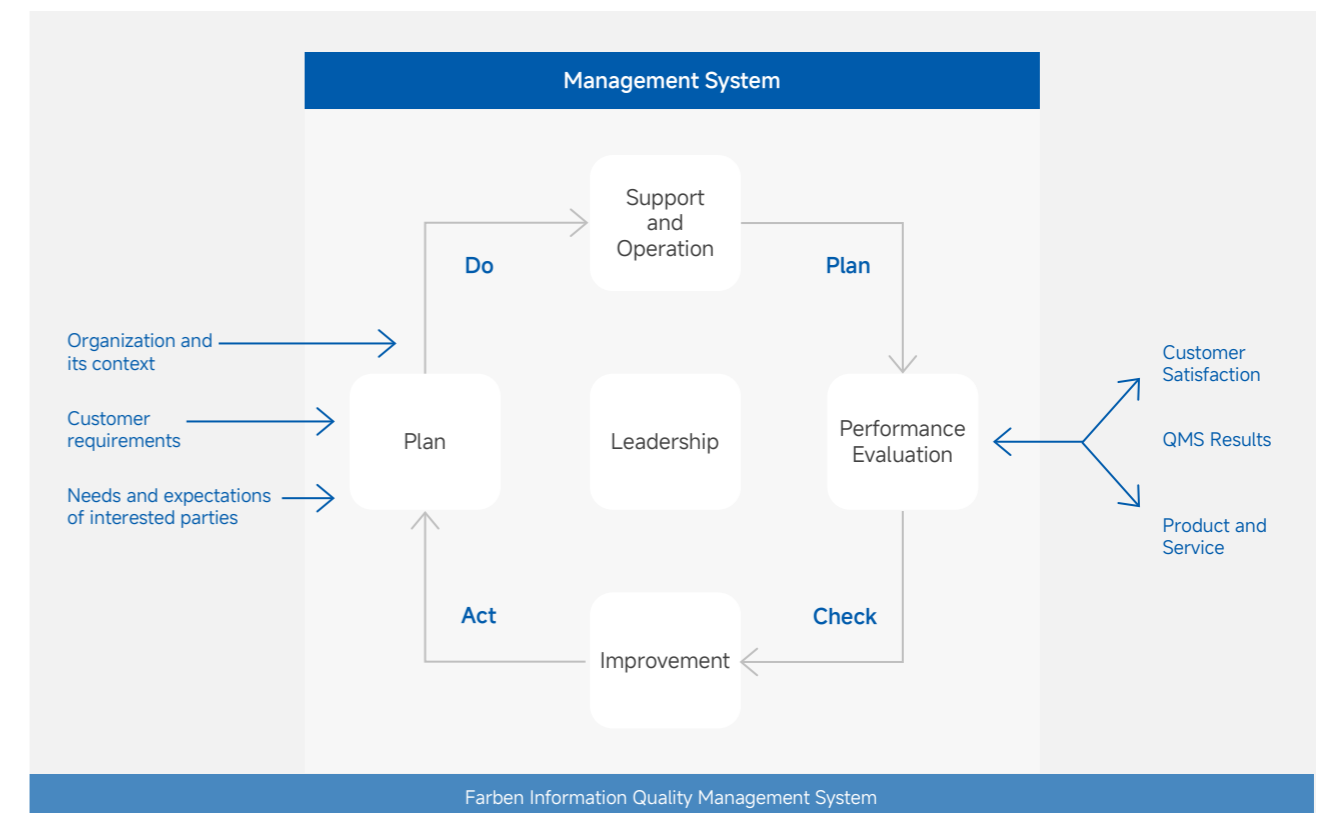
The Company adheres to ethical principles of responsible, transparent, and fair technology, integrating ethical requirements throughout the entire process of technological research and development and product application. With a particular focus on cutting-edge fields such as artificial intelligence and big data, the Company ensures that technology applications do not infringe upon user rights, exacerbate social discrimination, or harm public interests, thereby promoting the coordinated development of technological innovation and ethical standards.

Product and Service Safety and Quality

The Company consistently regards product and service safety and quality as the core lifeline of corporate development and the fundamental cornerstone of customer trust, using continuous improvement as an engine to drive upgrades in service quality and continuously strengthen the foundation for sustainable development.

Quality Management

The Company has established an overall quality objective of achieving a 100% project final acceptance pass rate. It has built a quality management system centered on nested PDCA cycles and guided by a process-based approach, enabling closed-loop operations from planning to improvement and ensuring that products and services consistently meet customer needs.



Phase	Description
Plan	Identify internal and external contexts (e.g., organizational environment, customer requirements, stakeholder expectations), establish quality objectives, and conduct risk assessment and resource planning. This serves as the starting point and foundation of the management system.
Do	Translate planning into practical actions, including resource allocation, personnel training, process control, and delivery of products and services. Emphasis is placed on execution capability and standardized operations.
Check	Evaluate whether implementation outcomes meet expectations through monitoring, measurement, analysis, and review. This primarily relies on performance evaluation mechanisms to identify issues and deviations.
Act	Take corrective actions based on inspection results, optimize processes, drive improvements, achieve system upgrades, and feed back into the next planning cycle, forming a closed loop.

During the reporting period, the Company obtained the Information System Construction and Service Capability Level Certificate (CS3 Level) and the Information Technology Service Standards Conformity Certificate (ITSS Level 2). The Company did not experience any major safety or quality liability incidents related to its products or services, received no administrative penalties as a result, and incurred no related economic losses or adverse impacts.



Customer Relationship

The Company has established and implemented the "Customer Relationship Management System" and the "Customer Satisfaction Management System," building a three-tier customer relationship management framework covering organizational, key, and general levels. Responsibilities are clearly assigned to individuals, with layered management and mutual visit requirements defined, and customer satisfaction is incorporated into performance evaluations.

Hierarchy	Role	Core Responsibilities
Decision-making level	System Head and Above-level Management	Provide resource coordination and strategic guidance to support organizational customer relationships, and participate in at least one executive-level exchange visit annually.
Management	Business Unit General Manager	Responsible for senior-level client relationships, supporting the organization in building and achieving key client relationships.
	General Manager of Production Line, General Manager of Administration	Provide product and technical solution support to facilitate key customer relationships, with mutual visits implemented once per quarter.
Execution Layer	Business Department Manager	Responsible for key customer relationships within the customer decision-making chain.
	System Director	Responsible for overall customer relationships, developing and driving the implementation of customer relationship plans.
Coordination Level	Sales Management and Support Center	Coordinate planning and resource allocation for high-level visits, manage corporate-level key clients, and conduct regular reviews to ensure closed-loop follow-up.

To enhance customer satisfaction and market competitiveness, the Company has established a customer satisfaction management mechanism, designating the account owner as the primary person responsible for customer satisfaction and the delivery owner as the primary person responsible for delivery satisfaction. The Company implements corresponding rewards and penalties for positive events—such as customer recognition and strategic agreements—and negative events—including complaints, penalties, and declines in service level agreement rankings. It standardizes the complaint classification and handling process and incorporates customer satisfaction into both organizational and individual business commitments and key performance indicators (KPIs), with assessment results issued quarterly by the Sales Management and Support Center.

During the Reporting Period

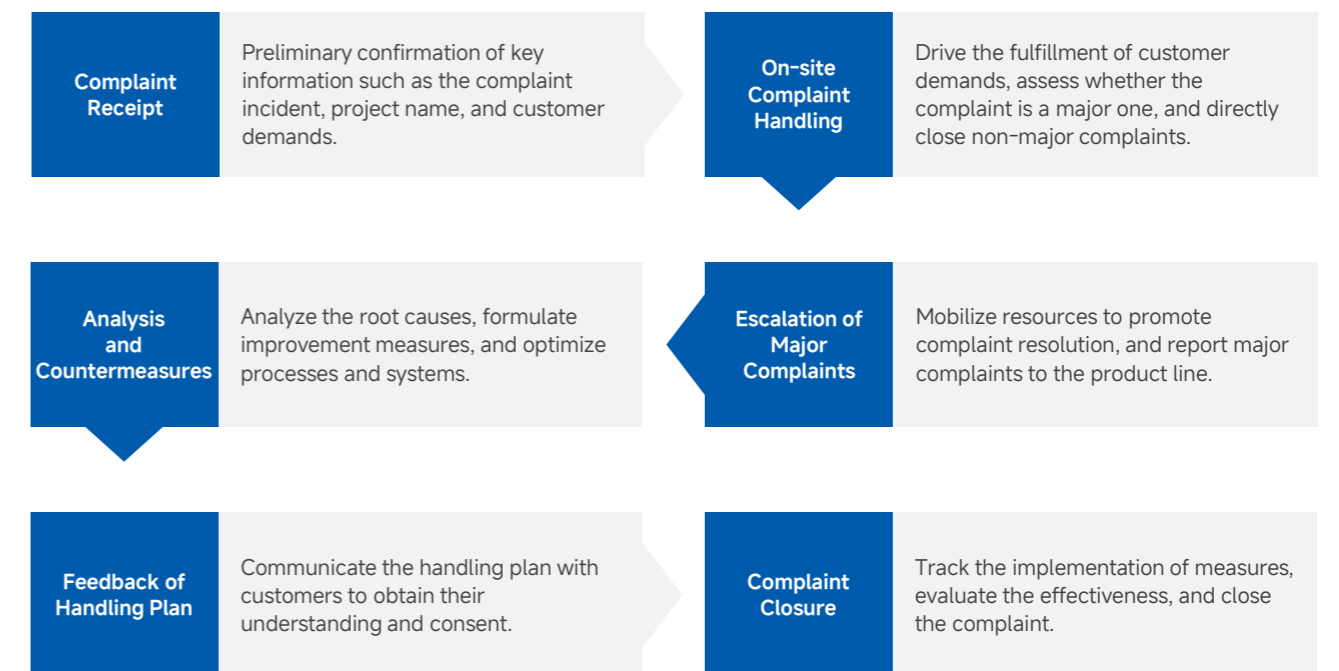
The Company conducted a customer satisfaction survey, achieving an overall customer satisfaction score of

95.4/100

Customer Complaint Handling Mechanism

The Company has established a tiered customer complaint management mechanism, categorizing complaints by product type into general complaints and major complaints. General complaints are handled and closed directly by the business units, while major complaints are escalated for joint resolution by the product lines and business units to ensure effective issue resolution. The Company provides multiple channels for receiving complaints, including its official website, hotline, email, and customer liaison windows.

Farben Information Customer Complaint Handling Process



Indicator	Unit	2025	2024
Customer Complaint Resolution Rate	%	100	/

Data Security and Privacy Protection

The Company consistently prioritizes data security and customer privacy protection as the core foundation of corporate governance and a critical cornerstone of compliant operations, dedicated to building a comprehensive, multi-layered, and proactive defense security protection system.

Governance

The Company has established and implemented internal regulations including the "Information Security Management System," "Personal Information Protection Management System," "Network Equipment Information Security Usage Regulations," "Data Backup and Security Recovery System," and "Information Security Management System for Dispatched Employees." It has built a three-tier management structure comprising the "Decision-making Level — Management Level — Execution Level," forming an information security management system that covers the entire data lifecycle management and customer privacy protection.

Hierarchy	Responsible Department	Core Responsibilities
Decision-making level	Business Management Team	Approve the information security risk management system and make decisions on risk treatment strategies.
	Quality Operations Center	Responsible for the formulation, promotion, maintenance, and updating of systems; organizing risk assessments; coordinating risk control; supervising closed-loop management; and identifying significant common risks.
Management	Process IT Management Department	Assist in identifying technical content and support the identification and closed-loop management of major common risks
	Delivery Management and Support Center	Assist in establishing information security management guidelines, conduct periodic audits of operational sites, and organize training for overseas project teams.
	Business Process Outsourcing Business Center	Assist in developing information security management guidelines, conduct audits for offshore delivery centers, and organize relevant training sessions.
	Internal Audit Department	Develop information security compliance audit content and requirements, and organize compliance audits
Execution Layer	First-level Department	Review and approve the department's information security management system and plans; high-level risks shall be addressed by a prevention plan led by the head of the first-level department; the information security liaison is responsible for policy communication, risk identification, reporting, and follow-up.

During the Reporting Period, the Company's ISO 27001 Information Security Management System and ISO 27701 Privacy Information Security Management System certifications remained valid and effective.



Strategy

The Company operates in the information technology services industry, which is characterized by data-intensive assets and stringent requirements for customer privacy protection. Data security and compliance capabilities directly impact business continuity and customer trust. The Company systematically identifies risks and opportunities related to data security and customer privacy protection, analyzes their financial implications, and formulates corresponding mitigation measures.

Topic Title	Time span	Description of Risks and Opportunities	Financial Impact	Countermeasures
Data Security and Customer Privacy Protection	Short- to medium-term	Operational Risk: Data breaches leading to customer compensation, contract termination, and reputational damage	Increase emergency response and legal compliance costs	Implement the principle of least privilege, endpoint admission control, USB interface disabling, and data encryption for storage and transmission
	Medium- and long-term	Compliance risk: Fines, business restrictions, and regulatory investigations resulting from violation of regulations	Increase investment in compliance audits and rectification	Establish internal policies in accordance with international regulations such as the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA), conduct regular comprehensive and specialized compliance audits, and ensure cross-border data transfers comply with national requirements.
	Short- to medium-term	Operational Risk: Customer claims and service breaches caused by system interruptions	Increased recovery costs and business losses	Establish a data backup and recovery mechanism, implement dual offsite backups, conduct regular recovery simulations, and develop an emergency response plan.
	Medium- to long-term	Strategic Opportunity: A robust data security system enhances customer trust and expands market reach	Reduce compliance costs and enhance brand premium	Continuously improve the information security management system, enhance overall awareness through compliance audits and training, and transform security capabilities into competitive market advantages.

IROs Management

The Company incorporates data security and customer privacy protection risks into its comprehensive risk management system, establishing a closed-loop mechanism that emphasizes both technical protection and risk management.

Farben Information Technology Protection and Risk Management Mechanism

Technical Protection Measures

- **Boundary and Access Control:** Deploy enterprise-grade firewalls to achieve internal and external network isolation, access control, intrusion prevention, and DDoS attack protection. Implement port control, IP whitelisting, and zone isolation based on the "principle of least privilege," and regularly review and clean up security policies.
- **Traffic Monitoring and Early Warning:** Conduct real-time monitoring, visualized management, and anomaly behavior analysis of network-wide traffic. Establish an automated early warning mechanism to promptly detect and respond to risks such as unauthorized external connections and sudden bandwidth spikes.
- **Virus Protection:** Build a unified antivirus system covering office endpoints, servers, and business terminals, enabling centralized management, automatic updates, and real-time protection to effectively defend against security threats such as viruses, trojans, and ransomware.

Risk Management Mechanism

- **Risk Identification and Assessment:** Establish a two-way risk identification mechanism, integrating strategic goal decomposition with departmental reporting, to classify risks into high, medium, and low levels. Standardize the documentation of risk information; high-level risks must have defined control plans submitted for approval by relevant decision-making bodies.
- **Organizational Coordination and Compliance Audits:** Establish a virtual information security management organization to coordinate operations across relevant departments and track closed-loop risk remediation. Conduct regular comprehensive compliance audits and special audits to ensure effective implementation of management systems.
- **Incident Response Mechanism:** Develop comprehensive emergency response plans for information security and personal data protection. Form dedicated response teams and establish end-to-end incident handling procedures, supported by 7×24-hour real-time monitoring. Implement timely measures such as disruption and mitigation, and enhance emergency drills and log traceability mechanisms to ensure rapid response and full traceability of security incidents.

Metrics and Targets

The Company has established management metrics focused on data security and customer privacy protection. During the Reporting Period, no privacy or data breaches caused by information security incidents occurred, and the related economic losses amounted to zero.




Indicator	Unit	2025	2024
Amount of data security incidents	CNY 10,000	0	/
No. of information leakage incidents	no.	0	/
Amount of privacy leakage incidents	CNY 10,000	0	/

Supply Chain Security

The Company has established a comprehensive supplier management system and formulated the "Procurement Management System," managing suppliers in four aspects: supplier evaluation, issue rectification and claims, supplier elimination, and supplier appeals, to ensure standardization and scientific management of suppliers. Meanwhile, the Company adopts digital supply chain management, integrating a digital procurement platform with OA approval processes to enhance the efficiency and transparency of supply chain management.

The Company consistently adheres to the principles of fairness, impartiality, and transparency in its collaborations with small and medium-sized enterprises (SMEs), providing them with equal business opportunities and respect as afforded to large enterprises. During the Reporting Period, the Company did not have any overdue unpaid amounts to SMEs.

Farben Information Supplier Access Management Process

Supplier Screening	<ul style="list-style-type: none"> Complete the recommendation form, including core supplier information; Submit to the procurement/supplier management department to initiate the preliminary review. 	
Supplier Evaluation	<ul style="list-style-type: none"> The procurement department, based on the recommendation information, clarifies the inspection schedule, inspection personnel, and key inspection focus areas. The inspection team conducted an on-site visit to the supplier's workplace to verify the Company's basic information and investigate its business operation model. Signed independently by each evaluator, clearly stating the evaluation conclusion and specific comments. 	
Supplier Registration	<ul style="list-style-type: none"> The supplier management department reviews the assessment comments form to confirm whether the supplier meets the conditions for inclusion in the database. Send warehouse entry invitations to qualified suppliers and categorize them into the qualified/short-term response supplier pool. For projects with confidentiality requirements, sign non-disclosure agreements with suppliers in advance to ensure the security of industry data. 	

The Company places great importance on integrity and compliance management. In its collaboration with suppliers, it incorporates requirements for integrity and self-discipline into cooperation agreements, clearly defining both parties' rights and obligations regarding ethical conduct. It commits to jointly adhering to laws and regulations, as well as the principles of openness, fairness, and impartiality, establishing a cooperative mechanism characterized by mutual supervision and integrity-based, win-win outcomes. Employees found in breach of contract will be held strictly accountable in accordance with regulations. Suppliers violating the agreement will be placed on a blacklist and banned from future cooperation as stipulated; those causing economic losses will be pursued for legal compensation. The Company remains committed to fostering a clean, transparent, and healthy business environment.

Farben Information Supplier Business Ethics Reporting Channel

 Email	ia@farben.com.cn
 Phone	(0755) 26651580
 Address	36th-38th Floor, Unit 1 (A2), Building 1, Nanshan District Science and Technology Innovation Center, No. 880 Longzhu Avenue, Yuncheng Community, Xili Subdistrict, Nanshan District, Shenzhen, Guangdong Province, China

Indicator	Unit	2025	2024
Total number of suppliers	no.	658	635
Mainland China	no.	637	634
Hong Kong, Macao, and Taiwan regions	no.	1	1
overseas	no.	20	0
Number of Supplier Integrity Agreements Signed	no.	551	/
Supplier Integrity Agreement Signing Rate	%	83.74	/



04 Employees and Community

Farben Information adheres to a people-centric value system, focusing on employee well-being and professional development, fostering harmonious and stable employment relationships, and cultivating a diverse, equitable, and inclusive workplace environment. The Company continuously enhances internal communication channels and improves its training systems and curriculum development, providing employees with a broad platform to realize their full potential. Farben Information also actively fulfills its social responsibilities by promoting collaboration and green development across the industrial chain, and proactively participates in community public welfare initiatives, working hand-in-hand with stakeholders to create a sustainable and prosperous future.

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- Employee Development and Training 38
- Employee Benefits 42
- Rural Revitalization and Social Contribution 46

Contributing to the SDGs:



Issues involved

- Protection of Employee Rights and Interests
- Employee Development and Training
- Employee Compensation and Benefits
- Employee Care
- Social Contribution
- Rural Revitalization



Protection of Employee Rights and Interests

Farben Information respects and safeguards the legitimate rights and interests of its employees, actively promotes the principles of diversity, equality, and inclusion, advocates respect for individual differences, opposes all forms of discrimination, and fosters an open and inclusive workplace environment.

Employment

The Company strictly complies with laws and regulations such as the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, adheres to the principles of equal employment and openness and fairness, establishes a standardized and sound recruitment and employment management system, rigorously implements internal human resources management policies, standardizes recruitment procedures, hiring criteria, and employment management, and ensures that recruitment activities are conducted in a compliant and orderly manner.

The Company prohibits the use of child labor and has established a management mechanism to combat forced labor, implementing risk prevention and control measures such as identity verification and qualification review to eliminate violations such as child labor and forced labor. During the Reporting Period, the Company did not experience any incidents of forced labor or child labor, nor did any labor disputes or controversies occur.

The Company continuously optimizes its talent pipeline by combining campus recruitment, social recruitment, and internal recruitment. Meanwhile, we provide career development opportunities for outstanding employees through an internal competitive hiring mechanism.

Farben Information Recruitment Channel

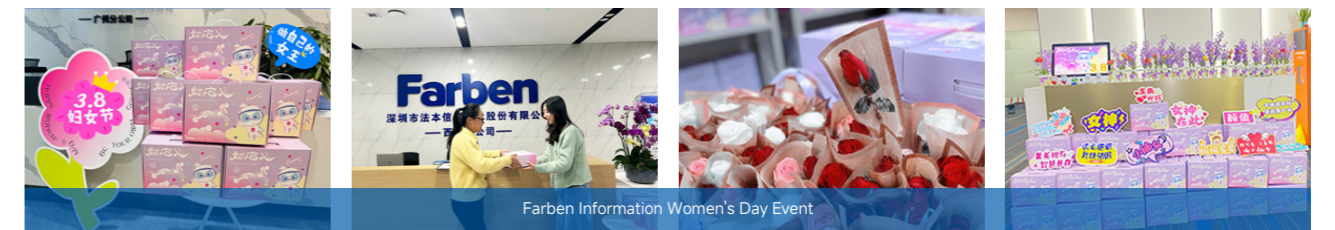
Campus Recruitment	The Company holds dedicated recruitment events at universities and colleges to precisely attract outstanding graduates, continuously injecting fresh talent into its development.
Experienced Recruitment	By leveraging diverse channels such as job portals, social media, and talent markets, the Company extensively identifies various professional talents, precisely matching them to job requirements to ensure efficient and accurate talent selection.
Internal Competition for Positions	The Company actively expands supplementary recruitment methods such as internal referrals and employee recommendations, fully leveraging employees' initiative and their personal networks to identify potential outstanding talents.

Indicator	Unit	2025	2024
Total number of full-time employees	person	30,570	24,204
By gender	Female	9,842	7,850
	Male	20,728	16,354
By age	29 years old and under	17,091	13,876
	30-49 years old	13,413	10,254
	50 years old and above	66	74
By region	Mainland China	30,551	24,198
	Hong Kong, Macao and Taiwan regions	4	0
	Overseas	15	6

Indicator	Unit	2025	2024
By job level	Senior management	36	32
	Middle management	243	181
	General employees	30,291	23,991

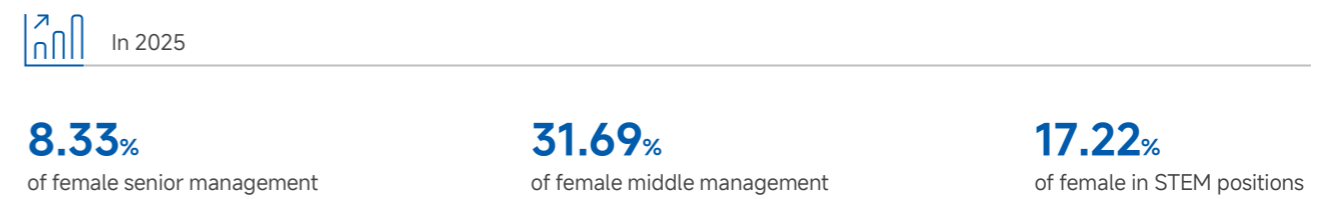
Diversity, Equity, and Inclusion

The Company adheres to the principles of equality, fairness, and impartiality in employment, implements standards of equality, diversity, and inclusion, and respects employees of different ages, races, genders, nationalities, and physical conditions, ensuring that the procedures and processes in recruitment, compensation and incentives, training, and promotion are all conducted fairly and equitably.



"Farben Her Power" Campaign Month

During the reporting period, the Company held the "Farben Her Power" Campaign Month, showcasing the excellence of female employees in all roles and paying tribute to their professionalism and dedication. The Company has always respected and empowered female employees, fully recognizing their professional competence and accountability across diverse positions, while encouraging them to fulfill their duties and realize their potential. Through concrete initiatives we foster a workplace atmosphere of diversity, equality and inclusiveness, and continuously promote the culture of gender equality and inclusion.



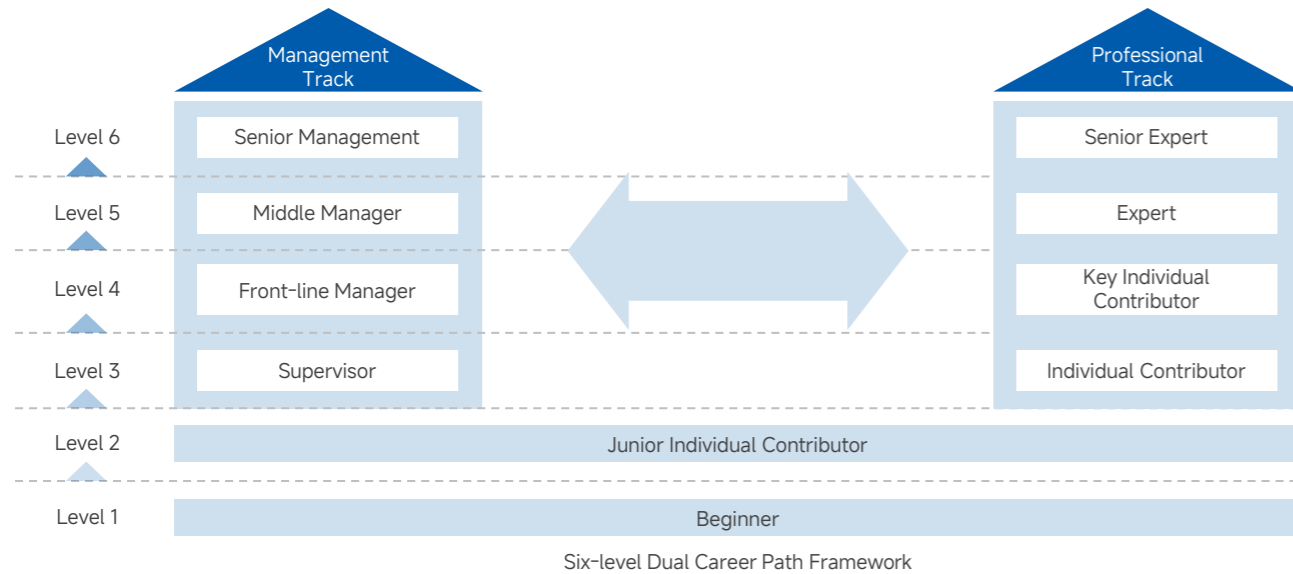
Employee Development and Training

The Company values employee growth, unleashing their potential through systematic training, fair promotion, and diverse incentives, supporting each individual in continuously advancing along their career path and achieving mutual success for both employees and the Company.

Employee Development

The Company adheres to talent-driven development, continuously improving its talent evaluation and career development system. It has established three major career track: management, professional, and technical—and built a multi-path advancement mechanism with clear pathways and scientific standards, facilitating smooth career progression and helping employees achieve their professional aspirations. At the same time, the Company has established a comprehensive mechanism for identifying, developing, motivating, and appointing high-potential talent, defined clear and transparent selection criteria, and built a talent pipeline for key positions, providing solid talent support and organizational assurance for the implementation of corporate strategy and high-quality, sustainable development.

Farben Information Employee Development Sequence



Employee Training

The Company has established and implemented the "Employee Training and Development Management System" to continuously enhance employees' professional skills and overall competencies. It assists employees in designing learning programs suited to their individual career development paths, encourages continuous learning and growth, unlocks employee potential, and achieves a win-win situation for both employees and the Company.

The Company's training programs cover all employees. (Including part-time employees). They are categorized according to trainee groups and training objectives into onboarding training for new employees, competency development training, management skills development training, comprehensive quality enhancement training, corporate culture and policy communication training, and specialized training programs.

Farben Information Employee Training System

Type	Applicable Employees	Content and Objectives
New Employee Onboarding Training	New employee	Help new employees quickly integrate, understand the corporate culture, systems, and processes, complete role transition, and lay a solid professional foundation.
Employee Competency Enhancement Training	Core team members	Provide professional skills and industry knowledge training based on business and job requirements to enhance job performance and work efficiency.
Management Capability Development Training	All employees	Focusing on management thinking, team building, and leadership development to optimize management effectiveness and cultivate a high-quality management team.
Cultural System Promotion and Training	All employees	Promote corporate culture, compliance policies, and management systems to strengthen cultural alignment and compliance awareness, ensuring standardized operations.
Specialized training	Campus recruitment employee	Provide onboarding training for campus recruits and deliver specialized technical and project training for specific positions.

The Company places great emphasis on building an internal talent pipeline and has established a dedicated management trainee development program to cultivate core management and professional talents for its medium- and long-term sustainable development. Centered on systematic and full-cycle development and mentoring, the program sets clear objectives for talent retention and development, empowering trainee growth through scientifically designed development strategies.

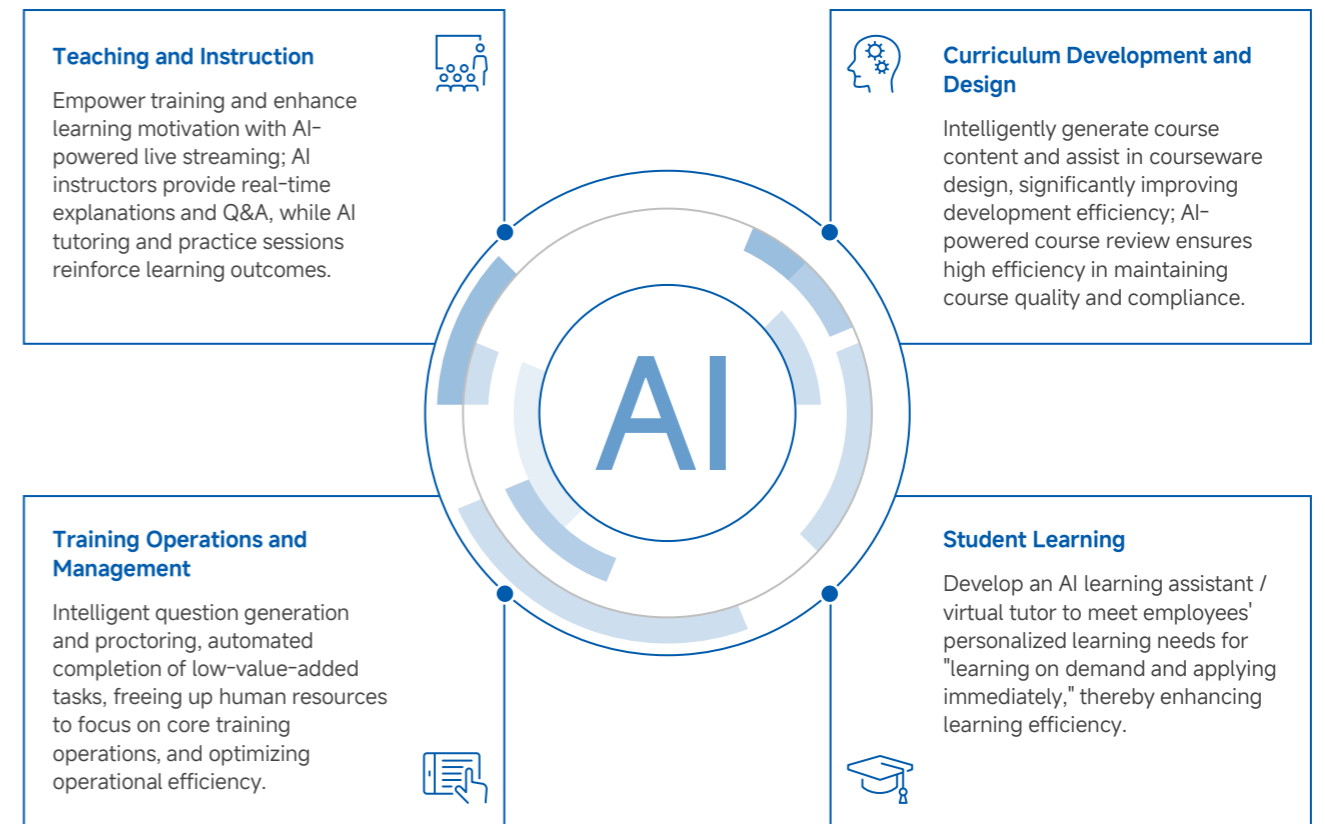
Farben Information Management Trainee Three-Year Development Plan

Objective	Accumulate resources for the reserve talent pool of system managers		
Strategy	Competency Development for Key Positions	Internal and External Linkage Capability Development	Customized Care Promotes Talent Development
Special Actions	Sales Trainee Program Special Project	Three-year development strategy continuously improved	Previous one-on-one customized care

Artificial Intelligence Training Empowerment

In response to the AI (Artificial Intelligence) technological revolution, the Company has proactively embraced transformation and seized emerging opportunities. On one hand, the Company is deeply exploring innovative applications of AI in the field of employee learning and development, comprehensively upgrading training effectiveness and employee learning experiences. On the other hand, the Company is systematically introducing cutting-edge AI concepts and learning resources into the training systems for management personnel and specialized teams, continuously enhancing the organization's sensitivity and foresight regarding AI technology trends, thereby empowering the Company's long-term development through digital learning.

Application of AI in the Four Core Steps



Indicator	Unit	2025	2024
Total annual training expenditure	CNY 10,000	1,048.87	809.46
Average employee training hours	hour	2.85	3.02
Total training hours	hour	86,978	73,051
By job level	Senior Management	hour	1,152
	Middle management	hour	2,930
	General employees	hour	82,896
By gender	Female	hour	28,704
	Male	hour	58,274
Total number of employee training sessions	person-times	144,072	295,265
By job level	Senior Management	person-times	144
	Middle management	person-times	341
	General employees	person-times	143,587
By gender	Female	person-times	24,012
	Male	person-times	120,060
Total number of employees trained	person	30,498	21,728
By job level	Senior management	person	36
	Middle management	person	179
	General employees	person	30,283
By gender	Female	person	9,842
	Male	person	20,656
Employee training coverage rate	%	99.76	89.77
By job level	Senior management	%	100
	Middle management	%	73.66
	General employees	%	99.97
By gender	Female	%	100
	Male	%	99.65

Employee Well-being

The Company adheres to a people-oriented approach, establishing a comprehensive employee benefits system and a multi-channel two-way communication mechanism to listen to employee concerns, address their needs, optimize workplace experience, stimulate organizational vitality, and strengthen the attraction and retention of key talent, thus laying a solid talent foundation for sustainable development.

Employee Benefits

The Company consistently regards employee well-being as a cornerstone of corporate development, establishing a comprehensive benefits system that covers basic security, living support, health care, and cultural development to create a higher-quality work and life experience for employees. We fulfill our social responsibilities by legally providing all employees with endowment insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident fund, ensuring full coverage of social security.

Farben Information Employee Benefits

Statutory Benefits	Additional Benefits	Family Welfare
<ul style="list-style-type: none"> Pension Insurance Medical Insurance Unemployment Insurance Work injury insurance Maternity Insurance Housing Provident Fund 	<ul style="list-style-type: none"> Accident Comprehensive Insurance Communication Allowance Birthday gift Meal allowance Festival benefits Employee Activities 	<ul style="list-style-type: none"> Annual leave Sick leave Maternity leave Wedding leave

During the Reporting Period, the Company continued to organize employee activities, utilizing diverse and multi-level cultural, sports, and care initiatives to enrich employees' extracurricular lives, foster a positive, cohesive, and collaborative work environment, and effectively enhance employees' sense of belonging and well-being.



Farben Information organizes a women's health lecture themed "Her Health"

To genuinely support the physical and mental well-being of female employees, the Company organized women's health seminars during the Reporting Period. Inviting professional medical teams, the seminars provided expert lectures and Q&A sessions focusing on common women's health issues, physiological care, and emotional management. These initiatives helped employees systematically acquire health knowledge, enhance self-care awareness, and strengthen their ability to manage personal health, thereby alleviating work and life stress, and fostering a warm and caring workplace environment.



Employee Communication

The Company builds a bridge of trust between the organization and its employees through diverse employee benefits and democratic communication mechanisms, enabling every employee to grow with care and achieve mutual success through communication, uniting efforts to build a shared bright future.

The Company has established and implemented the "Employee Complaint Management Measures" to foster an open and diverse employee communication environment. It has established and continuously maintains multi-dimensional core feedback channels, while comprehensively promoting various feedback pathways to employees through internal platforms, onboarding training, and other methods, ensuring effective transmission of employee concerns.

- Dedicated Email Box for Employee Letters**

The Company has established a dedicated email address to receive formal employee feedback and suggestions, incorporating the management and handling process into its internal policies to ensure that the process is standardized, confidential, and timely.
- Self-developed APP work order system**

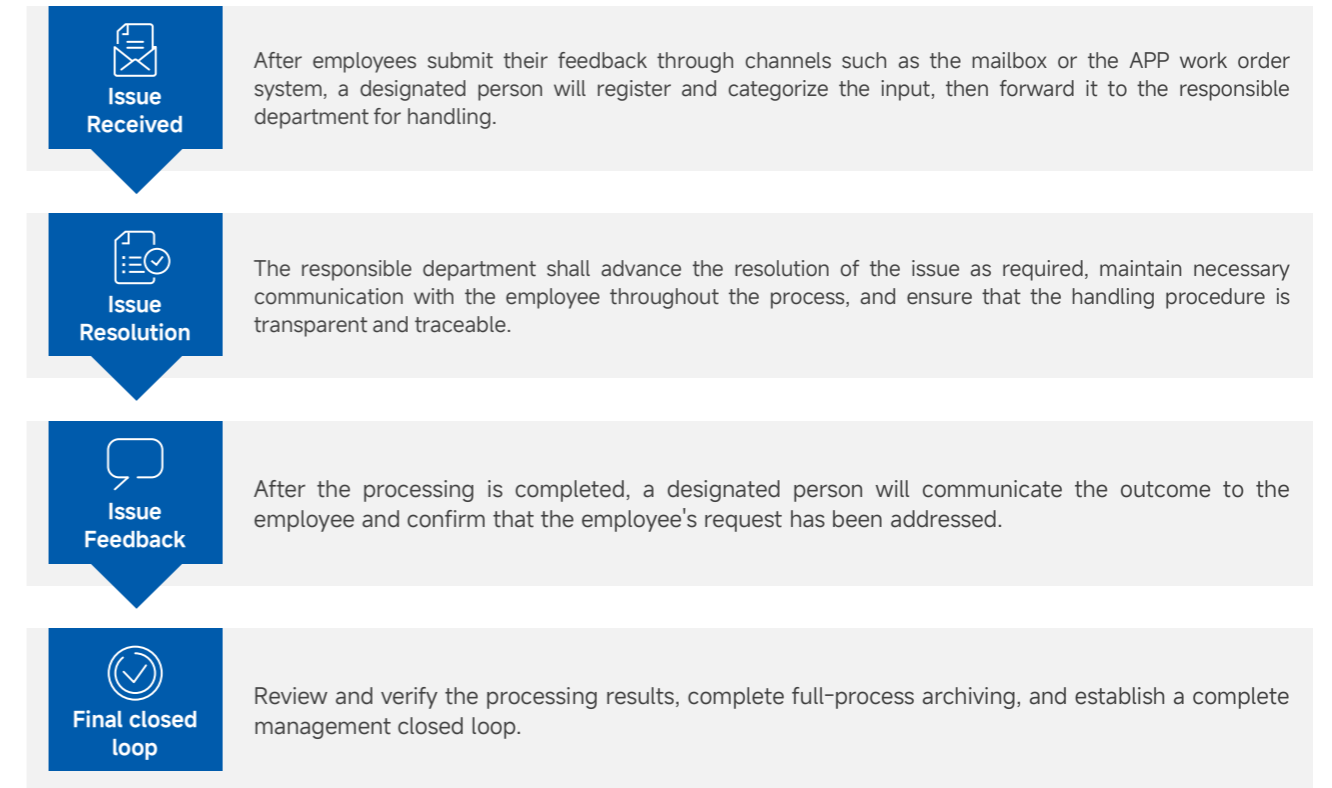
Employees can submit inquiries, suggestions, or complaints at any time through the standardized work order module in the internal office app, specifying processing time requirements to ensure efficient response to employee requests.
- Regular anonymous surveys**

The Company conducts annual/semi-annual anonymous surveys on employee engagement, organizational climate, and satisfaction, systematically collecting employees' feedback and suggestions for improvement regarding Company culture, management, and work environment.
- Team Communication Meeting**

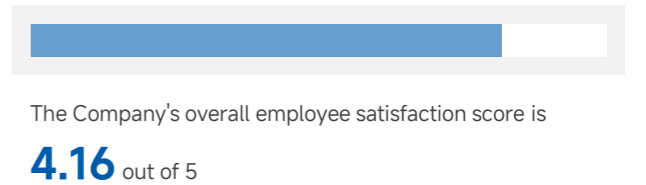
The Company encourages employees to engage in face-to-face direct communication through departmental regular meetings, team-building activities, and atmosphere-sharing sessions, thereby establishing an effective channel for conveying frontline concerns.

The Company has established a standardized closed-loop mechanism for handling employee feedback, centered on efficiently responding to and effectively addressing employee concerns, and building a comprehensive system for employee communication and rights protection through end-to-end management, timeliness assurance, and continuous optimization.

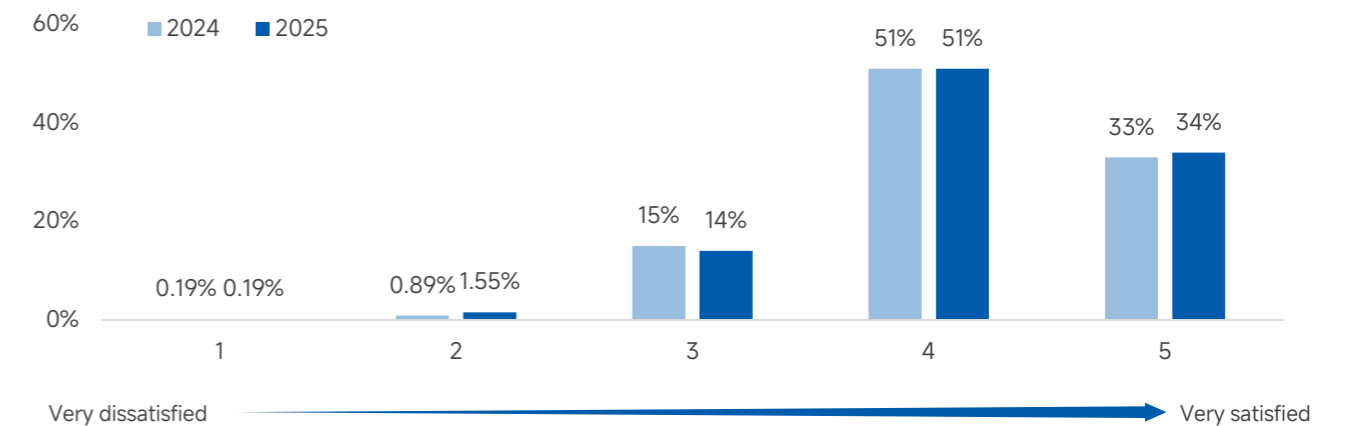
Farben Information Employee Feedback Process



The Company conducts an annual employee satisfaction survey to systematically capture employee feedback and gain a comprehensive understanding of their workplace experiences and key concerns. The 2025 survey results indicate that the Company's overall employee satisfaction score is 4.16 out of 5., the same as in 2024, maintaining a stable overall satisfaction level.



Farben Information Employee Satisfaction Score



Occupational Health and Safety

The Company values employee occupational health and safety and continuously improves its occupational health and safety management system. As the Company does not engage in any production operations, the core safety risks are non-production-related, such as fire and electrical safety risks in office environments. To address these risks, the Company regularly conducts specialized training on fire safety and electrical safety, and organizes fire emergency drills to comprehensively enhance employees' safety awareness and emergency response capabilities, thereby safeguarding employees' occupational health and safety rights.

Farben Information Organizes Annual Fire Drill

During the Reporting Period, the Company conducted annual fire drills to effectively strengthen employees' fire safety awareness and their ability to protect and rescue themselves. Through on-site demonstrations and training, employees learned how to operate firefighting equipment, thereby reinforcing the fire safety management system through multidimensional approaches including drill exercises, routine inspections, and skills training.



Farben Information Annual Fire Drill

Farben Information organizes public emergency training

During the Reporting Period, the Company continued to strengthen employees' emergency response capabilities by organizing participation in government-certified safety and first aid training programs. Several employees obtained relevant safety training certifications, acquiring professional competencies in operating AED (Automated External Defibrillator) devices and managing sudden emergencies such as cardiac arrest. In addition, the Company conducted internal training programs on workplace first aid, further enhancing employees' safety awareness and emergency response skills.



Farben Information Emergency Training

Indicator	Unit	2025	2024
Work injury insurance coverage rate	%	100	100
Investment in work injury insurance	CNY 10,000	469.09	370.90
No. of work injury cases	no.	43	46
Employee medical check-up coverage rate	%	38.80	/

Rural Revitalization and Social Contribution

Farben Information consistently integrates social responsibility into its corporate development strategy, actively responding to the national call for rural revitalization. Leveraging its core strengths in information technology services, the Company explores technology-driven pathways for rural development and supports the consolidation and expansion of achievements in poverty alleviation. Furthermore, guided by the principle of sustainable development, the Company proactively fulfills its responsibilities as a corporate citizen—ensuring stable operations and continuous returns to investors—while actively engaging in public welfare, charitable initiatives, and volunteer services, demonstrating corporate compassion through concrete actions. Farben Information is committed to deepening its social responsibility initiatives, promoting the coordinated enhancement of corporate and societal value, and contributing to high-quality, sustainable economic and social development.



05 Environment and Climate

Climate and the environment are fundamental to human survival and serve as a critical foundation for sustainable economic and social development. Understanding climate patterns, proactively adapting to climate change, actively protecting the ecological environment, and fulfilling environmental responsibilities have become a shared consensus and course of action for society as a whole. Farben Information values ecological conservation adheres to the concept of green and low-carbon development and is committed to reducing the impact of its operations on the natural environment and dependence on resources, promoting high-quality business growth through eco-friendly, low-carbon, and resource-efficient approaches.

- Green Operations 49
- Energy Utilization 49
- Climate Change Response 51

Issues involved

- Environmental Compliance Management
- Energy Utilization
- Water Resource Utilization
- Pollutant Emissions
- Circular Economy
- Climate Change Response
- Waste Treatment

Contributing to the SDGs:



Green Operations

Farben Information is committed to reducing its impact on and dependence on nature, and developing its business in an eco-friendly manner. During the Reporting Period, the Company did not experience any major environmental incidents, nor did it receive significant administrative penalties from environmental protection or other relevant authorities, or face criminal liabilities related to environmental matters.

Waste and Emissions

The Company complies with environmental protection laws and regulations such as the "Solid Waste Pollution Prevention and Control Law of the People's Republic of China," and has formulated and implemented the "Environmental Management Documents" and "Standard Operating Procedures for Sanitation and Environmental Management." During the Reporting Period, the Company did not receive any major administrative penalties or face criminal liabilities related to pollutant emissions or waste disposal.

The Company's core business is information technology services and does not involve any production-related operations. Waste generated during operations originates solely from daily office activities and mainly includes waste paper, used fluorescent tubes, waste toner cartridges, and discarded electronic and electrical equipment. The Company implements standardized classification management for various types of office waste and regularly delivers it to municipal systems for unified recycling and disposal.

The Company's emissions during operations primarily originate from domestic wastewater generated in office settings. All related wastewater is collected through the municipal sewage network and directed to urban wastewater treatment systems for centralized treatment, complying with local environmental discharge requirements.

Indicator	Unit	2025	2024
Total non-hazardous waste	tonnes	49.48	96.00
Non-hazardous waste intensity	tonnes/million CNY	0.01	0.02
Total amount of hazardous waste	tonnes	6.69	7.90
Hazardous waste intensity	tonnes/million CNY	0.001	0.002
Total wastewater discharge	tonnes	8,779.52	5,660.80
Wastewater discharge intensity	tonnes/million CNY	1.72	1.31

Energy Utilization

Farben Information places great importance on efficient resource utilization and sustainable management, advancing comprehensive and refined control throughout the entire process in key areas such as energy management, water resource management, and the circular economy, continuously improving resource efficiency.

Energy Management

The Company complies with relevant laws and regulations such as the Energy Law of the People's Republic of China and the Energy Conservation Law of the People's Republic of China, and has established and implemented internal management systems including the Air Conditioning and Lighting Management Regulations and the Electricity Conservation Rules and Regulations, continuously strengthening the management of the entire energy usage process. During the Reporting Period, the Company effectively reduced unnecessary power consumption by implementing measures such as intelligent shutdown of office equipment and optimizing electricity control during non-working hours, thereby reducing operational costs and carbon emissions. These efforts promote green and low-carbon operations through refined management.

Farben Information launches green office initiatives to jointly build a low-carbon, sustainable working environment

In active response to the national "Dual Carbon" strategy, and to implement the concept of green, low-carbon, intensive, and efficient development, the Company has fully launched a green office initiative during the Reporting Period. This initiative demonstrates our commitment to corporate environmental and social responsibilities, and aims to foster a workplace culture of energy conservation, low-carbon practices, and environmental protection. We encourage all employees to start with small daily actions to adopt low-carbon office behaviors, collectively creating a resource-efficient, eco-friendly, and sustainable green working environment.



Farben Information Computer Intelligent Shutdown Plan

Indicator	Unit	2025	2024	
Direct energy	Gasoline consumption	tce	0.96	0.91
	Direct energy consumption	tce	0.96	0.91
	Direct energy consumption intensity	tce/million CNY	0.0002	0.0002
Indirect energy	Purchased electricity	tce	184.17	154.41
	Indirect energy consumption	tce	184.17	154.41
	Indirect energy consumption intensity	tce/million CNY	0.04	0.04
Integrated Energy	Total energy consumption	tce	185.12	155.32
	Total energy consumption intensity	tce/million CNY	0.04	0.04

Water Resource Utilization

The Company emphasizes water resource management and actively promotes the concept of green offices by prominently displaying water conservation signs in all office areas to guide employees in using water responsibly. Meanwhile, water-saving education is integrated into routine management through regular internal training and awareness campaigns, continuously strengthening employees' awareness and sense of responsibility regarding water conservation.

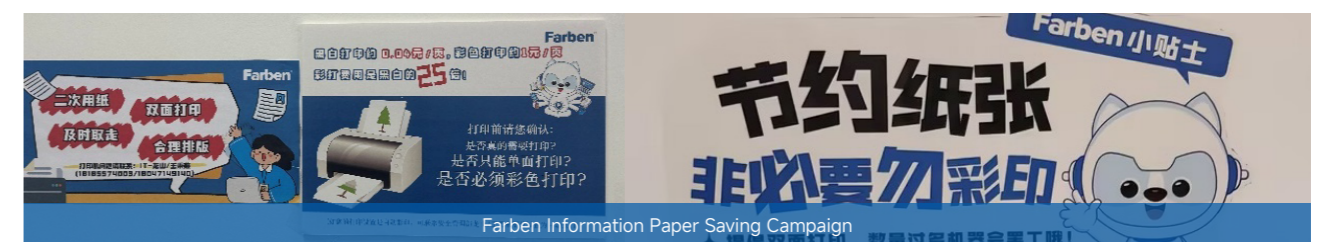
Farben Information Water-Saving Tips

During the Reporting Period, the Company conducted water conservation-themed practical activities in conjunction with occasions such as World Water Day and National Energy Conservation Promotion Week. Employees were encouraged to participate in a "Small Water-Saving Actions" check-in campaign, capturing and sharing their own water-saving behaviors and tips. Those who actively participated and demonstrated outstanding performance received appropriate rewards. Meanwhile, designated personnel regularly inspected water usage in office areas, promptly stopped any wasteful practices, and guided employees to translate the concept of water conservation into concrete actions.

Indicator	Unit	2025	2024
Total water withdrawal	cubic meter	10,974.40	7,076.00
Total water consumption	cubic meter	2,194.88	1,415.20
Total water consumption intensity	cubic meters per million revenue	0.43	0.33

Circular Economy

The Company actively implements the concept of circular economy development and adheres to the 3R principles.³ Core principle: continuously advancing resource conservation, efficient reuse, and recycling. During the Reporting Period, the Company promoted paperless office practices and established a dedicated recycling system for office waste paper, strengthening resource recycling, effectively reducing resource consumption and environmental impact, and actively contributing to green, low-carbon, and sustainable development through concrete actions.



³Reduce, Reuse, Recycle.

Climate Change Response

Farben Information recognizes the urgency of addressing climate change and its profound impacts on global health and human well-being. The Company regularly identifies and assesses climate-related risks and development opportunities, strengthening its proactive response to changes in operations and market environments.

Governance

The Company has established a three-tier climate governance structure covering "decision-making—management—execution," and is committed to systematically integrating climate change into its operational and management processes. Enhance internal consensus by regularly disclosing climate-related information and dynamically communicating progress in climate management through outreach activities., enhance participation at all levels. Regarding professional expertise and capabilities of governance bodies, the Company leverages external professional resources to conduct training and exchanges, continuously enhancing the team's expertise in climate strategy, risk identification, and low-carbon transition, thereby providing strong support for the implementation of its climate strategy. The Company continuously improves its climate-related supervision and management system, Include climate management performance in the assessment scope, ensuring the orderly advancement and effective implementation of the Company's climate governance.

Strategy

The Company follows the disclosure recommendations of the International Financial Reporting Standard S2—Climate-related Disclosures (IFRS S2) issued by the International Sustainability Standards Board (ISSB) and identifies climate-related risks and opportunities through qualitative descriptions. Based on this, the Company develops risk response and mitigation measures tailored to its own business characteristics, thereby enhancing its adaptive capacity and climate resilience in addressing climate change.

Type	Business Model Impact	Potential financial impact	Time Range ⁴	
Acute risk	Heatwave	Extreme high temperatures lead to increased air conditioning energy consumption in office areas, and severe heat in certain areas may cause temporary work stoppages and reduced employee attendance efficiency. At the same time, high temperatures intensify cooling demands in data centers, affecting the stability of service delivery.	Rising costs	S、M
	Heavy precipitation and flooding	Extreme heavy precipitation and flooding may lead to water ingress in offices and data center server rooms, causing equipment damage and business system outages, thereby affecting service delivery and customer project fulfillment nationwide.	Increased loss	S
Chronic risk	Average temperature rise	Prolonged temperature increases continue to drive up energy consumption for office and equipment cooling, raising operational costs; meanwhile, the rising frequency of extreme weather events caused by global warming intensifies business continuity risks and undermines customers' confidence in the stability of the Company's services.	Rising costs	L
Policy and Legal Risks	Strengthen the requirements for emissions reporting	With increasingly stringent carbon disclosure regulations in China, mandatory ESG information disclosure, and mounting pressure from downstream clients through CDP (Carbon Disclosure Project) inquiries, companies need to invest resources in improving their greenhouse gas emissions accounting and compliance disclosure systems; otherwise, they may face regulatory penalties and restrictions on client collaborations.	Increased compliance costs	M、L
Market Risk	Customer behavior is constantly evolving	Downstream customers' demand for low-carbon transition is increasing, incorporating ESG performance and carbon reduction capabilities into supplier qualification and bidding evaluation criteria, compelling the Company to undertake a low-carbon transition to maintain market competitiveness.	Risk of order loss	S、M
Reputation Risk	Insufficient climate-related disclosures / delayed low-carbon transition	The Company faces disclosure pressure from downstream customers through CDP; insufficient disclosure or lagging progress in low-carbon transition could trigger negative assessments from customers, investors, and the public, damage brand reputation, and adversely affect market expansion and capital market performance.	Brand value damaged	S、M
Energy Source	Utilizing low-carbon energy	The Company's core operational energy is electricity. Procuring green power directly reduces operational carbon emission intensity, strengthens the competitiveness of the Company's green service brand, and reinforces long-term cooperative relationships with key clients.	Cost optimization, revenue enhancement	M

⁴Short-term (S): within 1 year (inclusive); Medium-term (M): 1 to 5 years (inclusive); Long-term (L): more than 5 years

IROs Management

The Company fully integrates the management of climate-related impacts, risks, and opportunities into its overall risk management system, establishing a comprehensive management framework for identification, assessment, prioritization, monitoring, and response. It employs qualitative methods to evaluate risks and impacts, appropriately determining the priority of climate risks within the broader risk management system. This ensures deep integration of climate risk management into the Company's internal management processes, effectively mitigating potential adverse effects of climate change on operations, actively seizing opportunities arising from green transformation, and safeguarding the Company's long-term, stable operation and sustainable development.

"Habaishan" Typhoon Emergency Response and Enhancing Climate Resilience Management Capability

During the Reporting Period, in response to the super typhoon "Habaishan," the Company promptly activated its emergency response, comprehensively implemented flood prevention and waterlogging control measures, quickly reinforced windows and doors in office areas, inspected elevated facilities such as outdoor air conditioning units, cleared rooftop and ground drainage systems, and pre-positioned flood control supplies including sandbags and emergency lighting, ensuring unobstructed drainage and preventing internal flooding. Through systematic protective measures, the Company effectively mitigated the impact of flooding on office premises and equipment, safeguarding personnel and assets.



Metrics and Targets

The Company follows relevant laws and regulations and, based on its own operational characteristics, conducts dynamic monitoring and systematic evaluation of climate-related performance. By establishing and improving a climate performance monitoring system, it continuously tracks key indicators such as energy consumption, carbon emissions, and resource utilization, providing a scientific basis for setting climate goals in the next phase.

Indicator	Unit	2025	2024
Scope 1 greenhouse gas emissions	tCO ₂ e	1.99	1.87
Scope 2 greenhouse gas emissions	tCO ₂ e	795.11	674.19
Scope 1+2 greenhouse gas emissions	tCO ₂ e	797.10	676.07
Scope 1+2 greenhouse gas intensity	tCO ₂ e/million CNY	0.16	0.16

Appendix I: ESG Performance

Economic and Governance Metrics

Economic performance

Indicator	Unit	2025	2024
Operating revenue	million	5,109.52	4,320.51

Corporate Governance

Indicator	Unit	2025	2024
Total no. of directors	no.	8	7
Non-independent directors	no.	5	4
% of non-independent directors	%	62.50	57.14
Independent directors	no.	3	3
% of independent directors	%	37.50	42.86
Female directors	no.	1	1
% of female directors	%	12.50	14.29
Average attendance rate of the Board	%	100	100
Minimum attendance rate of the Board	%	100	100

Anti-Bribery and Anti-Corruption

Indicator	Unit	2025	2024
Anti-corruption training – Board	no.	8	/
% of Board trained	%	100	/
Anti-corruption training – Management	no.	279	/
% of Management trained	%	100	/
Anti-corruption training – Employees	no.	1,842	/
% of Employees trained	%	6.03	/
Total anti-corruption training person-times	person-times	2,129	1,983
Board	person-times	8	/
Management	person-times	279	804
Employees	person-times	1,842	1,179
Total anti-corruption training hours	hour	1,997	1,035
Board	hour	16	/
Management	hour	139	16
Employees	hour	1,842	1,019

Social Metrics

Innovation-driven

Indicator	Unit	2025	2024
R&D investment	CNY 10,000	18,143.50	18,348.90
R&D investment as % of revenue	%	3.55	4.25
No. of R&D personnel	no.	644	603
% of R&D personnel	%	2.11	2.49

Intellectual Property Protection

Indicator	Unit	2025	2024
No. of invention patents used in core business	no.	48	39
No. of invention patent applications	no.	9	11
No. of granted invention patents	no.	11	11
No. of newly granted software copyrights	no.	83	115
No. of total software copyrights	no.	655	572

Product and Service Safety and Quality

Indicator	Unit	2025	2024
Customer Complaint Resolution Rate	%	100	/

Data Security and Customer Privacy Protection

Indicator	Unit	2025	2024
Amount of data security incidents	CNY 10,000	0	/
No. of information leakage incidents	no.	0	/
Amount of privacy leakage incidents	CNY 10,000	0	/

Supply Chain Security

Indicator	Unit	2025	2024
Total number of suppliers	no.	658	635
Mainland China	no.	637	634
Hong Kong, Macao, and Taiwan regions	no.	1	1
overseas	no.	20	0
Number of Supplier Integrity Agreements Signed	no.	551	/
Supplier Integrity Agreement Signing Rate	%	83.74	/

Employment

Indicator	Unit	2025	2024
Total number of full-time employees	person	30,570	24,204
By gender	Female	9,842	7,850
	Male	20,728	16,354
By age	29 years old and under	17,091	13,876
	30-49 years old	13,413	10,254
	50 years old and above	66	74
By region	Mainland China	30,551	24,198
	Hong Kong, Macao and Taiwan regions	4	0
	Overseas	15	6
By job level	Senior management	36	32
	Middle management	243	181
	General employees	30,291	23,991

Diversity, Equity, and Inclusion

Indicator	Unit	2025	2024
% of female senior management	%	8.33	/
% of female middle management	%	31.69	/
% of female in STEM positions	%	17.22	/

Employee Training

Indicator	Unit	2025	2024
Total annual training expenditure	CNY 10,000	1,048.87	809.46
Average employee training hours	hour	2.85	3.02
Total training hours	hour	86,978	73,051
By job level	Senior management	1,152	670
	Middle management	2,930	907
	General employees	82,896	71,475
By gender	Female	28,704	24,351
	Male	58,274	48,700
Total number of employee training sessions	person-times	144,072	295,265
By job level	Senior management	144	134
	Middle management	341	406
	General employees	143,587	294,725
By gender	Female	24,012	95,213
	Male	120,060	200,052

Indicator	Unit	2025	2024
Total number of employees trained	person-times	30,498	21,728
By job level	Senior management	36	32
	Middle management	179	79
	General employees	30,283	21,617
By gender ⁵	Female	10,023	7,077
	Male	20,475	14,667
Employee training coverage rate	%	99.76	89.77
By job level	Senior management	100	100
	Middle management	73.66	43.65
	General employees	99.97	90.10
By gender	Female	100	90.15
	Male	99.65	89.68

Occupational Health and Safety

Indicator	Unit	2025	2024
Work injury insurance coverage rate	%	100	100
Investment in work injury insurance	CNY 10,000	469.09	370.90
No. of work injury cases	no.	43	46
Employee medical check-up coverage rate	%	38.80	/

Environmental Metrics

Waste and Emissions

Indicator	Unit	2025	2024
Total non-hazardous waste ⁶	tonnes	49.48	96.00
Non-hazardous waste intensity	tonnes/million CNY	0.01	0.02
Total amount of hazardous waste ⁷	tonnes	6.96	7.90
Hazardous waste intensity	tonnes/million CNY	0.001	0.002
Total wastewater discharge ⁸	tonnes	8,779.52	5,660.80
Wastewater discharge intensity	tonnes/million CNY	1.72	1.31

⁵The data includes the number of part-time staff who received training.

⁶The total amount of non-hazardous waste in this period decreased compared to the previous year, primarily due to the Company's ongoing initiatives to reduce and sort everyday waste as part of conservation efforts. The total non-hazardous waste volume was estimated and calculated based on the actual daily weight of processed waste.

⁷The total amount of hazardous waste is estimated and calculated based on the actual daily weight of processed waste.

⁸All domestic wastewater from the Company is discharged into the municipal sewage network, with no separate external discharge outlet; therefore, the exact total volume of wastewater discharge cannot be accurately determined. The wastewater discharge volume is calculated using a conversion factor of 0.8 multiplied by the water intake volume, and this method has also been applied to revise the wastewater discharge data for 2024.

Energy Management

Indicator	Unit	2025	2024	
Direct energy	Gasoline consumption	tce	0.96	0.91
	Direct energy consumption	tce	0.96	0.91
	Direct energy consumption intensity	tce/million CNY	0.0002	0.0002
Indirect energy	Purchased electricity	tce	184.17	154.41
	Indirect energy consumption	tce	184.17	154.41
	Indirect energy consumption intensity	tce/million CNY	0.04	0.04
Total energy	Total energy consumption ⁹	tce	185.12	155.32
	Total energy consumption intensity	tce/million CNY	0.04	0.04

Water Resources Management

Indicator	Unit	2025	2024
Total water withdrawal	cubic meter	10,974.40	7,076.00
Total water consumption ¹⁰	cubic meter	2,194.88	1,415.20
Total water consumption intensity	cubic meters per million revenue	0.43	0.33

Climate Change Response

Indicator	Unit	2025	2024
Scope 1 greenhouse gas emissions ¹¹	tCO ₂ e	1.99	1.87
Scope 2 greenhouse gas emissions ¹²	tCO ₂ e	795.11	674.19
Scope 1+2 greenhouse gas emissions	tCO ₂ e	797.10	676.07
Scope 1+2 greenhouse gas intensity	tCO ₂ e/million CNY	0.16	0.16

⁹The data on energy conversion into standard coal equivalents are sourced from the "General Rules for Calculation of the Comprehensive Energy Consumption" (GB/T 2589-2020); relevant data for 2024 have been corrected due to differences in statistical coverage.

¹⁰The modified water consumption for this year is defined as the amount of water withdrawn minus the volume of wastewater discharged, reflecting the Company's overall impact on downstream water availability.

¹¹Scope 1 greenhouse gas emissions refer to direct greenhouse gas emissions generated from gasoline consumption during Farben's operational activities.

¹²Scope 2 greenhouse gas emissions refer to indirect greenhouse gas emissions resulting from electricity consumption during Fables Information's operations. The emission factor for 2025 is based on the average carbon dioxide emission factor for 2023, as published in the "Announcement on the Release of the 2023 Power Carbon Dioxide Emission Factors" by the Ministry of Ecology and Environment of the People's Republic of China. The emission factor for 2024 is based on the average carbon dioxide emission factor for 2022, as published in the "Announcement on the Release of the 2022 Power Carbon Dioxide Emission Factors" by the Ministry of Ecology and Environment of the People's Republic of China.

Appendix II: Index Table of the Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)

Dimension	Serial Number	Topic	Corresponding Clause	Corresponding Section
Environment	1	Addressing climate change	Articles 21 to 28	Climate Change Response
	2	Pollutant emissions	Article 30	This topic is neither financially material nor impact material to the Company. The Company's production and operations have no material impact on the environment, and it is not included in the list of key pollutant-discharging entities. Relevant content has been simplified and disclosed in light of actual circumstances.
	3	Waste treatment	Article 31	This topic is neither financially material nor impact material to the Company. The Company's production and operations have no material impact on the environment, and it is not included in the list of key pollutant-discharging entities. Relevant content has been simplified and disclosed in light of actual circumstances.
	4	Ecosystem and Biodiversity Conservation	Article 32	The Company is not involved in ecologically sensitive areas such as ecological conservation red lines, nature reserves, and key ecological function zones, and its production and operation activities have no material impact on ecosystems and biodiversity. This topic is not applicable to the Company's business format and operation scenarios, and is neither financially material nor impact material to the Company, so it is not disclosed in accordance with the relevant guideline provisions.
	5	Environmental Compliance Management	Article 33	This topic is neither financially material nor impact material to the Company. The Company's production and operations have no material impact on the environment, and it is not included in the list of key pollutant-discharging entities, so it is not disclosed in accordance with the relevant guideline provisions.
	6	Energy Utilization	Article 35	Energy Management
	7	Water Resource Utilization	Article 36	Water Resource Utilization
	8	Circular economy	Article 37	Circular Economy This topic is neither financially material nor impact material to the Company. The Company's core business is information technology services, and its business layout, operation model and scale do not involve industrial investment related to rural revitalization. Relevant activities have no material impact on the Company's financial position, operating results and cash flow, and relevant content has been simplified and disclosed in light of actual circumstances.
Society	9	Rural Revitalization	Article 39	This topic is neither financially material nor impact material to the Company, and relevant content has been simplified and disclosed in light of actual circumstances.
	10	Social Contribution	Article 40	Innovation-driven
	11	Innovation-driven Science and Technology Ethics	Article 42	Technology Ethics
	12	Supply chain security	Article 43	Supply Chain Security
	13	Equal treatment of small and medium-sized enterprises	Article 44	Supply Chain Security
	14	Product and Service Safety and Quality	Article 45	Product and Service Safety and Quality
	15	Data Security and Customer Privacy Protection	Article 46	Data Security and Privacy Protection
Governance related to sustainable development	16	Employee	Article 47	Protection of Employee Rights and Interests, Employee Development and Training, Employee Well-being, Occupational Health and Safety
	17	Due diligence	Article 48	This is an encouraging disclosure item. The Company has not made special disclosure in light of its own business format and actual circumstances.
	18	Stakeholder Communication	Article 49	Stakeholder Engagement and Communication
	19	Anti-Bribery and Anti-Corruption	Article 50	Anti-Bribery and Anti-Corruption
	20	Anti-Unfair Competition	Article 51	Anti-Unfair Competition
	21		Article 52	