

# **CleNET ESG**

# **Report**

## **FY 2025**

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## 1.About CleNET

CleNET Technology was founded in 2000 and joined the Alten Group in 2021. Through its high-quality delivery capabilities, flexible cooperation models and customer-oriented philosophy, CleNET has become a globally leading service provider of technical consulting, software development and industry-level overall technical solutions.

CleNET has over 20 years of profound R&D experience in fields such as telecommunications, embedded systems, IoT, automobiles, mobile Internet, and enterprise software solutions, and has won many Fortune 500 company customers. CleNET's headquarters is located in Beijing, and it has offices and R&D centers in major cities such as Nanjing, Chengdu and Shanghai. In recent years, CleNET has been rated as one of the top 100 global outsourcing companies by the International Association of Outsourcing Professionals (IAOP) for 16 times. It has also received numerous awards and honors from domestic and international institutions such as Gartner, IDC, and China Outsourcing Network.



## 2.About Report

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### Report Scope

Organization scope: CleNET Technologies (Beijing) Co., Ltd with CleNET affiliated companies. For details of the branch information, please refer to the CleNET's official website.

The report period: 2024/1/1~2025/3/31

### Report Principles

This report is compiled in accordance with the requirements such as the Sustainable Development Reporting Standards (GRI Standards) issued by the Global Reporting Initiative, the Ten Principles of the United Nations Global Compact, and ISO26000 "Social Responsibility Guidelines (2010)" of the International Organization for Standardization.

The information in this document is for reference only. CleNET shall not be held responsible for any actions you take based on this document. CleNET may modify the above information without notice. No further notice will be given.

### Report Form

The report is released in the form of an online version on the Internet and can be accessed on the company's official website (<https://www.cienet.com/zh-hans/corporate-social-responsibility>).

### Declaration:

Third-party data verification has been conducted by BSI. For details, please refer to the BSI report and verification statement.

### Contact Information

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## **3.A Message from the CEO**

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CleNET is committed to driving positive social impact through practical actions, creating long-term value for stakeholders, including shareholders, customers, employees, communities, and partners with professional capabilities, and to foster joint sustainable development with all stakeholders. Sustainability is fully embedded in CleNET's strategy, supported by the professional management system and integrated risk management framework, enabling effective corporate governance and enhancing both risk control and overall ESG performance.

**Jarter FANG**

**Chief Executive Officer**

## 4. Corporate Culture

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### Quality:

We understand the importance of the work that we do in influencing the future of our clients, therefore we always maintain the highest level of quality. We apply ourselves and our efforts to the maximum and pride ourselves on our ability to execute our commitments on time.

### Integrity:

Integrity is the steadfast adherence to a strict moral and ethical code. We strive to do what is right, whether that means respecting Intellectual Property Rights (IPR) or implementing a non-competition clause. Our dedication and focus on integrity helps to separate ourselves from the competition. Integrity is the foundation for conducting our daily activities.

### Leadership:

We believe that exhibiting and encouraging leadership is a cornerstone for achieving excellence. We strongly emphasize our succession planning for employees and frequently provide the necessary training to empower our employees to become leaders. We are constantly amazed by what our staff is capable of accomplishing when they are empowered to do so.

## 5. Honors and Awards

As a leading company in technical consulting service industry for over 20 years, CieNET has been recognized by the following industry awards.



International Standard Organization

ISO 27001, ISO 9001, ISO 45001, ISO 14001



Capability Maturity Model Integration

CMMI L3 with Agile-based Processes



Trusted Information Security Assessment Exchange

Assessment Level 3



International Association for Outsourcing Professionals

Global Outsourcing Top 100

Best 5 Leaders: Automotive

Best 20 Leaders: Telecom



International Data Corporation

Top 15 Global IT Outsourcing SPs in China

Top 10 China-based Offshore Software Development Vendors  
in North America & Europe



ChinaSourcing

TOP50 China Service Provider

TOP20 Service Outsourcing MNCs in China

TOP20 ITO Companies in China

Best Innovative Practices in China



Gartner

China's Top 100 Growing Outsourcing Enterprises

China's Best Innovative Practice in Sci & Tech Sector



Minority Business Development Agency

Minority Global Technology Firm of the Year by the U.S.  
Department of Commerce

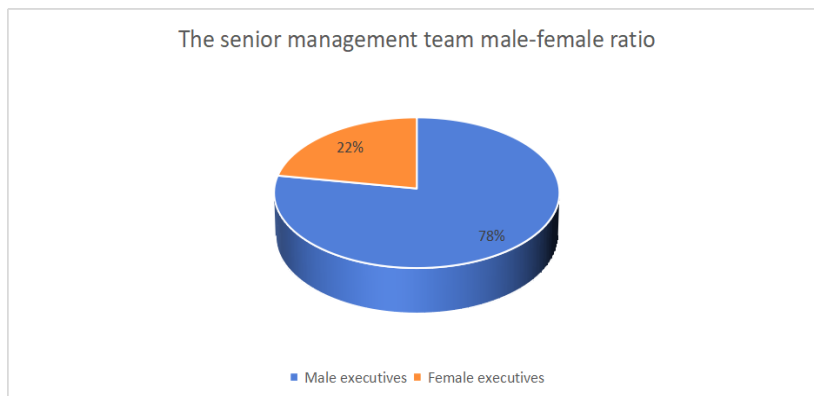


EcoVadis

## 6. Governance

Even not a listed company in any stock market, CleNET also understands the equally important significance of good corporate governance in maximizing the company and its stakeholders' values as well as achieving sustainable growth and development. Therefore, CleNET sets high standards for a transparent and balancing corporate governance with a strong emphasis on internal control, risk forecast & assessment plus strict quality & security & environment, health, safety management.

We believe that a high standard of corporate governance is the key to sustainable development of a business. We strive to comply with all relevant rules, regulations, and laws. CleNET has an independent internal corporate audit and quality department, ensuring continuous quality, information security, data protection, and business operation management.



### ➤ Roles and Responsibilities

The senior management team plays the role of core decision-makers and strategic drivers in the ESG governance of CleNET, and its responsibilities run through the entire chain, including strategy formulation, execution supervision, resource allocation and external communication.

### ➤ Formulate ESG strategies and objectives:

Integrate the demands of all stakeholders, incorporate environmental and social responsibility into the company's long-term vision, and include ESG issues in the agenda of senior management reviews to ensure that the company's development direction and major investments comply with ESG standards.



➤ **Resource allocation and implementation supervision:**

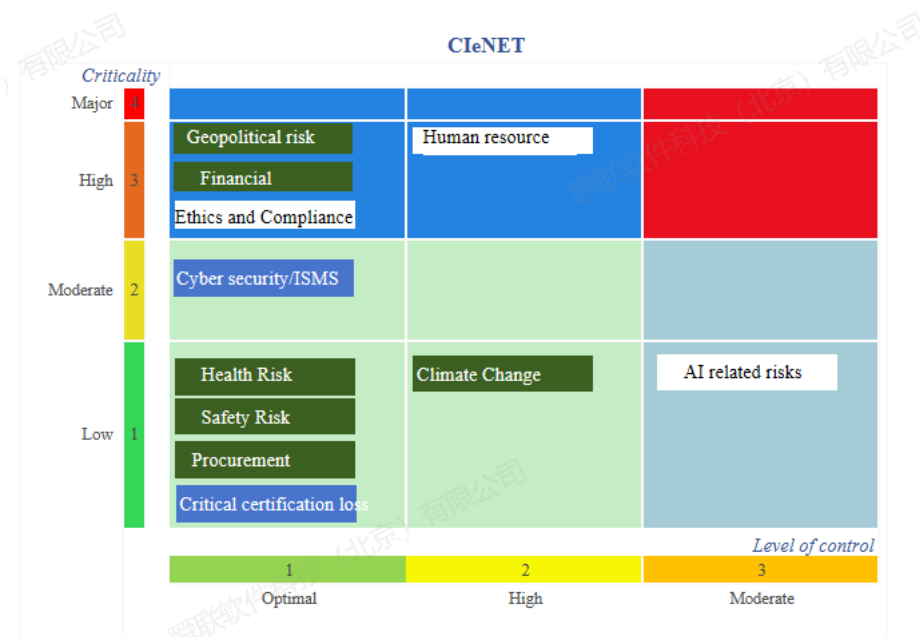
Promote the collaborative implementation of ESG goals by all departments, including operation, marketing, sales and execution teams, and provide financial, technical and human support. During the report period, CieNET has invested approximately 1.73 million yuan in environmental protection and safety and health, including physical examinations, festival benefits, cultural and recreational team-building activities, office environments, accident insurance, and training, etc. Supervise the implementation of ESG goals, regularly review relevant data, and assess the company's performance in environmental protection, employment, business, and ethics through ESG quantitative indicators.

➤ **Compliance management and risk control:**

As the ultimate responsible person for the executable strategy and actions of ESG, the senior management team needs to prevent legal and regulatory risks and reputation crises related to ESG, and maximize the long-term value of CieNET through the improvement of environmental sustainability, social responsibility and governance effectiveness.

## 6.1 Risk Management System

The risk management system is a dynamic management framework that CieNET uses to identify, assess, respond to and monitor various risks through systematic and standardized processes in order to achieve strategic goals and ensure stable operations. Risk assessments have been completed for 100% of the company's operational locations. Keep the risks within the tolerable range of CieNET, avoid major losses caused by sudden risks, and at the same time seize the opportunities behind the risks to enhance our resilience and competitiveness.



### Response:

CieNET has established a clear decision-making chain with clear rights and responsibilities to avoid delaying the best response time due to lengthy processes, and regularly updates response measures based on the evolution of risks. By triggering the corresponding processes through risk monitoring indicators (such as financial early warning indicators and market fluctuation thresholds), the senior assessment team confirms the nature, impact scope and development trend of the risks in the shortest time and invokes the predefined risk response plan (BCP). Coordinate human resources, funds, technology and other resources to ensure the implementation of response measures, and promptly and synchronously inform stakeholders of the progress, and track the effectiveness of response measures in real time.

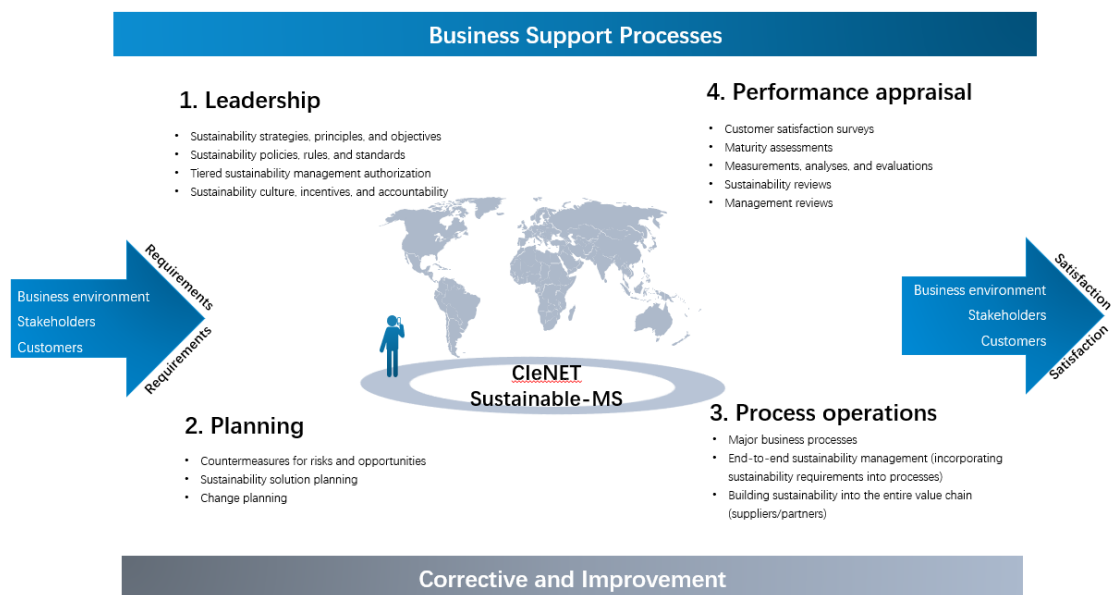
**Action:**

CleNET takes systematic measures to prevent future risks and enhance the enterprise's risk resistance capacity, emphasizing a shift from "passive response" to "active management". At the top management review meeting, a comprehensive review of the risk events that have occurred within the enterprise will be conducted, the timeline, responsibility chain and decision-making process will be sorted out, the causes of risks will be decomposed from the dimensions of personnel, processes, technology and environment, and relevant actions such as process improvement, technological upgrading and training drills will be formulated to enhance the enterprise's long-term risk control and improvement capabilities.

By integrating the "emergency response capability" of Response with the "long-term mechanism" of Action, CleNET forms a dynamic and iterative risk management system, achieving an upgrade from "risk control" to "risk value creation".

## 6.2 Sustainable Management System

To work towards our strategic sustainability goals, we have, based on international standards and guidelines such as ISO 26000/SA 8000, determined the scope of our sustainability management system and we have created the system using the PDCA (Plan, Do, Check, Act) cycle. This process took into account factors in CleNET's internal and external environment, local and international laws and regulations, and the requirements of stakeholders like governments, customers, and employees.



To ensure CleNET's compliant operation and safeguard the rights and interests of all relevant parties, CleNET has established a complete set of procedures to prevent and mitigate conflicts of interest among all parties:

- **Identification and definition of conflicts of interest**

Clarify the specific circumstances of conflicts of interest, such as the personal financial interests of management or employees in the company's business, employees seeking personal gain by taking advantage of their positions, and related-party transactions not going through fair pricing or approval processes, etc.

- **Formulate policies on conflicts of interest**

CleNET has issued a series of relevant written policy documents, clearly stating prohibited behaviors, application requirements, review procedures and consequences of violations.

- **Training and cultural shaping**

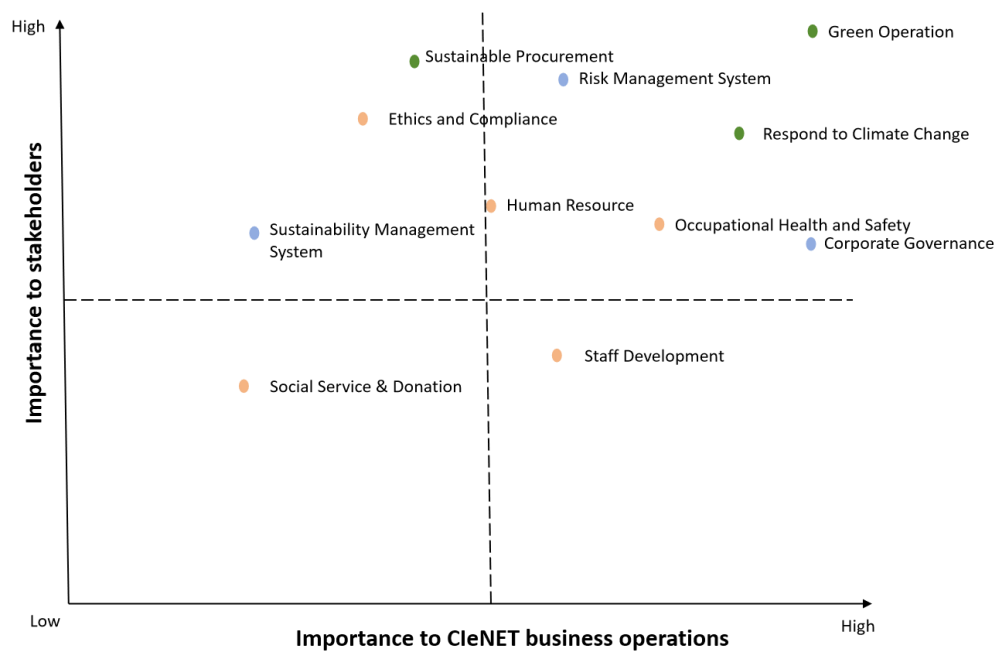
Conduct annual conflict of interest management training for all employees (including anti-corruption, anti-competition, anti-bribery, human rights, etc.), and explain policy requirements and compliance risks through case studies. Employees in core positions are required to sign relevant responsibility agreements.

- **Risk prevention and response mechanism**

Summarize historical conflict cases, analyze high-incidence areas, formulate targeted preventive measures, and form a visual risk map. Establish a response mechanism when conflicts occur. After receiving the conflict report, the review committee initiates the investigation procedure in accordance with the review process, collects relevant evidence, and conducts accountability for violations and continuous improvement activities.

CleNET takes its stakeholders' concerns and requirements seriously. We have developed effective mechanisms for identifying and engaging with stakeholders so that we can hear, understand, and promptly respond to their needs. A clear understanding of which issues are material for us is key to improving our sustainability. Materiality allows us to focus on the major issues that concern our stakeholders and that affect our business operations most.

In 2024/4, after a comprehensive analysis and re-prioritization of our material issues, we adjusted the materiality matrix to include more issues that our stakeholders are concerned about.



## 7. Social Responsibility

CleNET believes that community involvement and community development are both integral parts of sustainable development for a company.

In response to the social call for environmental protection, CleNET holds relevant promotional activities for Earth Day every year. In 2024, the administrative department took the lead in organizing employees to place green plants in the corridors and meeting rooms of the office area, creating "green corners". From 12:00 to 13:00 on Earth Day, the entire office carried out a lights-off activity to save energy and reduce carbon emissions. Also, CleNET plans to set up an environmental commitment wall in 2025, encouraging employees to write down their personal environmental goals (such as: "Order less takeout once a month", "Participate in outdoor garbage cleaning volunteer activities once a week"), creating a collective action atmosphere.

In 2024, Alten Group released a fundraising link regarding the earthquake in Mexico, and CleNET responded positively, actively participating in the fundraising activities.

Every year, CleNET actively participates in the fire drill activities organized by the park property, undertakes the cultural construction task of the enterprise being responsible for the safety of employees' lives and property, conveys the value of "life first", and enhances employees' sense of belonging and the social image of the enterprise.



## 7.1 Human Resources

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CleNET promises to treat all employees, whether temporary, part-time or full-time, equally, fairly and with respect, and has been striving to jointly build a sustainable workplace ecosystem. Our employee handbook covers various aspects such as salary and benefits, rewards and punishments, working hours, rest time, vacations, training systems, working environment, and occupational health and safety.

This policy takes "compliance, fairness and humanity" as its core, aiming to create a workplace environment that is both competitive and warm, enabling employees to realize their personal value while growing together with the company. CleNET will also regularly assess the effectiveness of policies in accordance with the adjustment of laws and regulations and the needs of business development to ensure that the rights and interests of employees are balanced with the sustainable development of the enterprise.

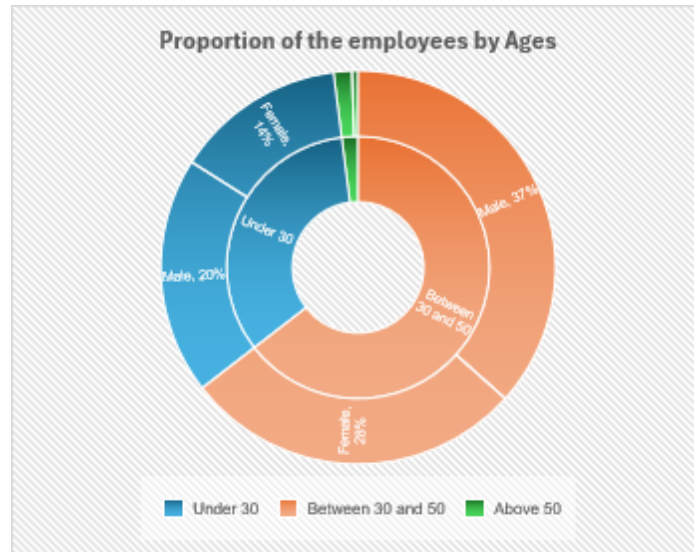


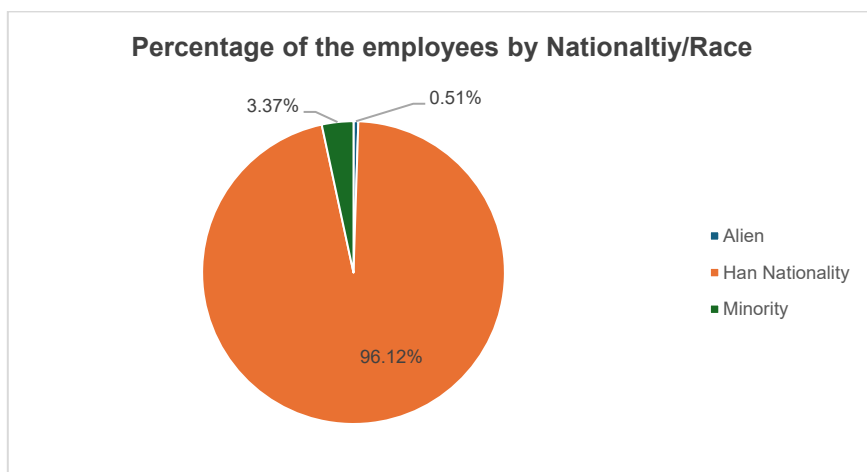
### ➤ Employee employment situation

CleNET attaches great importance to the construction of its talent team and has always adhered to the principle of being a responsible recruitment enterprise. We will continue to improve recruitment management, strictly control the entry of practitioners, treat every job seeker equally, including the disabled, and must not set or publicly release discriminatory conditions such as nationality, ethnicity, race, gender, marital status, or religious belief. We must not set conditions irrelevant to job requirements and must not charge any fees from job applicants, so as to create a fair and just competitive environment for job seekers.

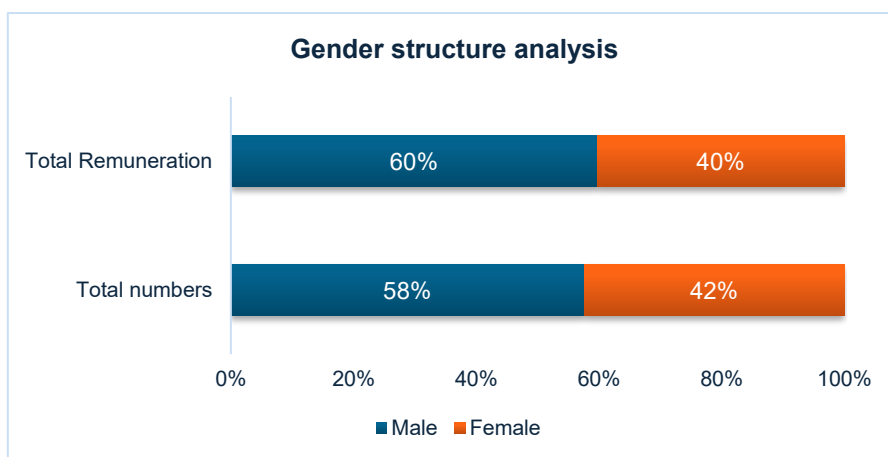
During the operation of the company, the stability of the staff turnover rate and the ratio of male to female salaries, as well as the diversity of the employee composition, play a crucial role in the sustainable development of CleNET. The data in the following charts is up to the first quarter of 2025.

### ➤ Employee Diversities Distribution





➤ **The Gender structure**



➤ **Deepen democratic management:**

**Continue to improve the management system of the EHS Representative**

- EHS representatives are elected from each department across all sites, ensuring a 100% coverage rate. The EHS representative meeting is organized every March.
- In report period, 7 improvements have been completed in 2024 and there will be 5 improvements underway in 2025.

**Continue to improve employee satisfaction**

- CleNET attaches great importance to employee satisfaction and has established a multi-level, multi-dimensional, regular and closed-loop feedback and improvement mechanism for employee satisfaction surveys. It does practical things and solves problems for employees, strives to stimulate their cohesion and centripetal force, and promotes the coexistence and common prosperity of employees and CleNET.
- In report period, the employee satisfaction rate achieved 86%.

**Improve the employee complaint mechanism and procedures**

- CleNET has established and improved the employee complaint mechanism and procedures. When labor disputes occur, employees can resolve them through relevant mechanisms. If the negotiation fails or the agreement reached is not fulfilled, an application for mediation may be made to the company's dispute mediation committee.
- In report period, CleNET received 0 Employee complaint incidents.

➤ **Employee compensation and benefits**

CleNET commits that employees who are on regular duty have a monthly after-tax salary total higher than the minimum wage issued by the local government of the place where they work and all regular employees are eligible to enjoy various bonus plans of the company. In fact, CleNET offers competitive salaries in the same industry to meet the basic needs of workers and their families and provides a certain amount of discretionary income. CleNET commits to keep the 100% of employees who can enjoy medical insurance by 2030.

CleNET implements a compensation policy that is in line with the requirements of corporate governance, aligns with the goals of high-quality development, is compatible with the risk management system, and matches the value contribution of employees.

CleNET strives to build a fair, transparent, scientific and standardized assessment and distribution mechanism through reasonable system design, comprehensive policy promotion,

fair performance appraisal, sufficient performance communication and strict supervision and control. It has established a complete performance management process and linked the performance appraisal results with the salary resource allocation mechanism.

➤ **Fertility and gender equality protection**

**Reproductive rights and interests' protection:**

- During maternity leave and family planning leave, salaries shall be implemented in accordance with the requirements stipulated by the laws and regulations of the country and local governments, and shall not affect job promotion, salary adjustment and welfare enjoyment.
- Set up a "mother and baby room" to provide lactating women with one hour of breastfeeding leave every day (until the baby reaches one year old).
- It is prohibited to reduce an employee's salary, dismiss them or restrict their promotion due to pregnancy, childbirth or breastfeeding.

**Gender equality policy:**

- The principle of "ability first" is implemented in recruitment and promotion, and gender discrimination is prohibited.
- Carry out anti-workplace sexual harassment training, set up anonymous reporting channels, and seriously investigate and handle violations.

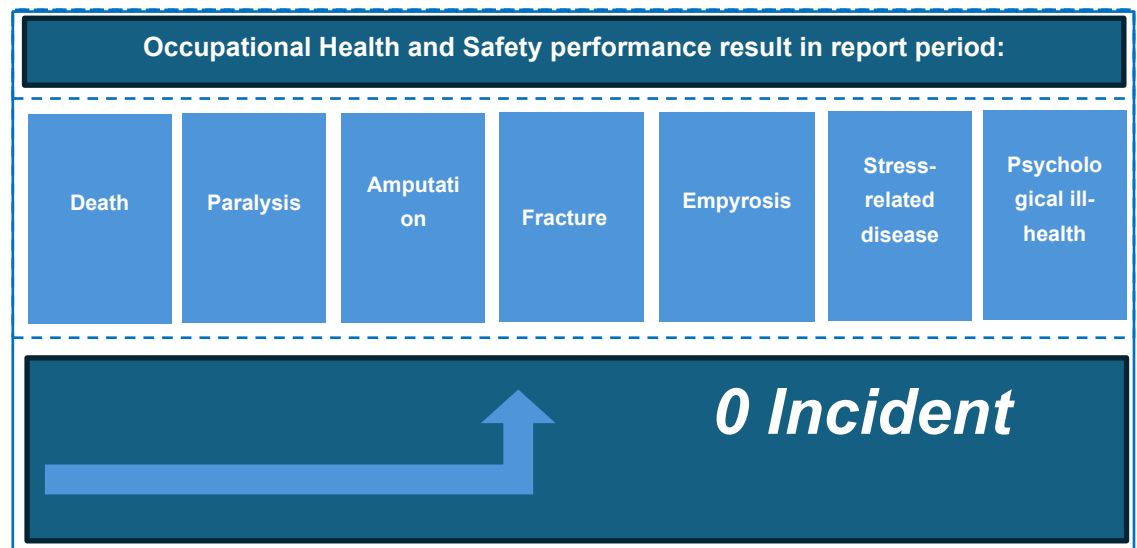
## 7.2 Occupational Health and Safety

CleNET commits to strictly abide by national and local laws and regulations on occupational health and safety as well as customer requirements, ensure the physical health and life safety of employees during the work process, prevent and reduce the occurrence of safety accidents, and create a people-oriented, safety-first, collaborative, healthy and happy working environment.

Based on the requirements of customers and laws and regulations as well as the company's business development direction, the CleNET EHS Committee has formulated CleNET's Health, Safety and Environment (EHS) strategy. This strategy implements preventive control measures based on risk awareness, enhances employees' awareness through training, and accordingly establishes and implements a supervision and reporting mechanism, encouraging employees to report any faults or abnormal situations discovered by the company.

The Beijing office of CleNET has passed the ISO 45001 certification and the other offices are requested to follow the employee health and safety management system as well.

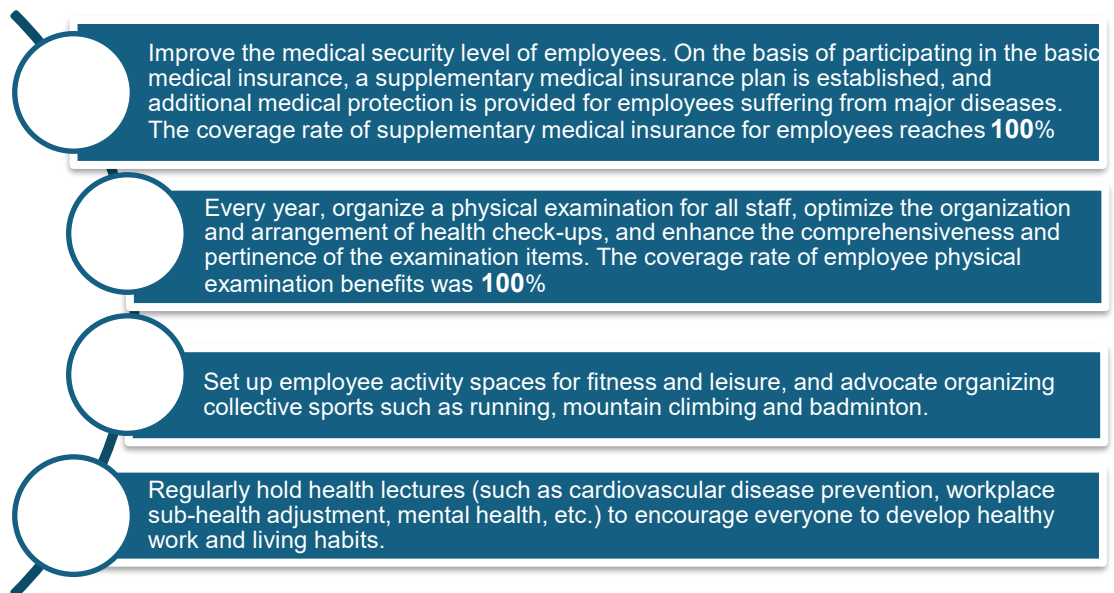
CleNET commits to providing a safe working environment for all employees by conducting frequent health and safety risk assessments and providing adequate personal protective equipment and keep the 0 critical work-related incident until 2030.



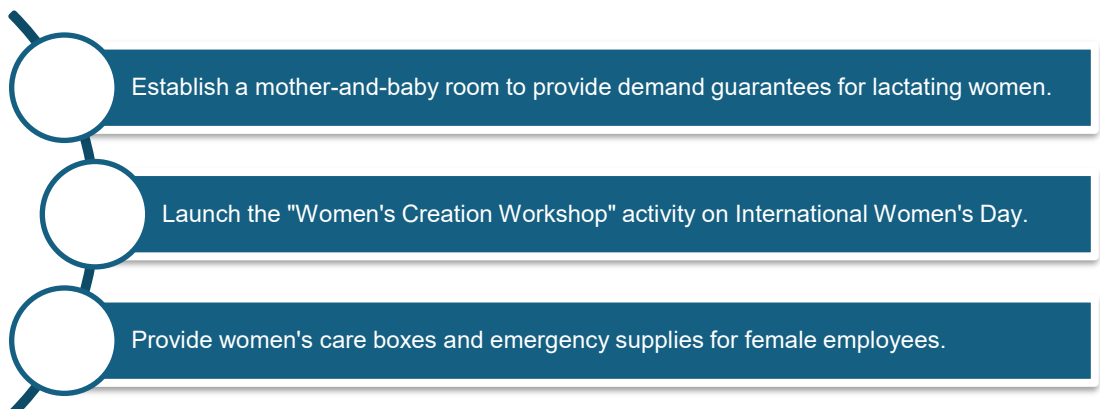
### ➤ Care about the health of employees

CieNET attaches great importance to the physical and mental health of its employees, strengthens employee care, continuously carries out employee assistance and support, and protects the special rights and interests of female employees. It has established and improved a non-salary and welfare system covering all employees to enhance their sense of happiness and belonging.

#### 1. Employee health management



#### 2. Special rights protection for female employees



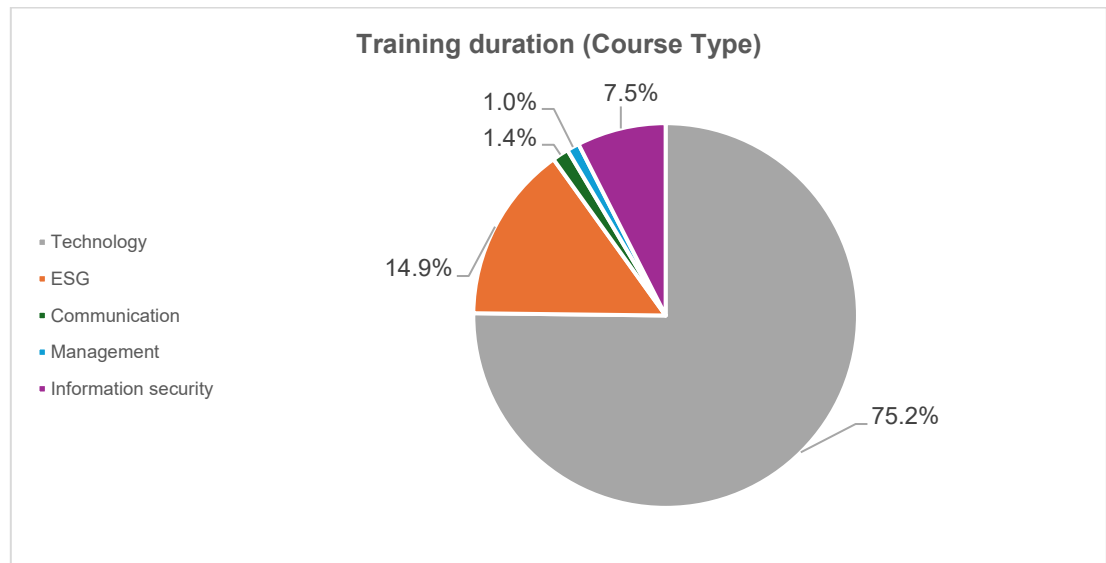
➤ **Establish and improve the safety management system**

Regularly identify the environmental factors and hazard sources in the office premises, and manage them through physical control, engineering control and other methods to prevent and reduce the occurrence of safety accidents, create a safe, healthy and comfortable working environment, and promote the sustainable development of the company.

1. Provide office premises that meet national safety standards. For each newly delivered office, air quality, noise, dust and other indicators are tested in advance to ensure the occupancy conditions of employees.
2. All offices are equipped with CCTV surveillance and access control systems to ensure the personal and property safety of employees. Regularly conduct safety inspections in the office to ensure the effectiveness of the infrastructure and eliminate all potential safety hazards.
3. Configure ergonomic office equipment, such as adjustable chairs and height-adjustable desks, etc.
4. Establish a comprehensive safety education system, covering fire prevention, emergency escape, occupational hazard protection and other contents.
5. Develop a company-level emergency response plan and organize fire drills, first aid training and other emergency accident drills every six months.

## 7.3 Staff Development

### ➤ Proportion of training courses



CleNET believes that the long-term success of an organization depends on its people and is committed to providing them with a safe and healthy working environment, professional training, and equal opportunities. Compared with 2020, our target of training time per employee will be kept for 32 hours and the rate of employees participating in the training on awareness of discrimination and harassment keeps 100% by 2030.

For every newcomer, they attend CleNET's mandatory New Employee Orientation (NEO) training program, including the information security, occupational health and safety, environmental protection courses, etc. In the report period, a total of 1,611 hours were used for the training of new employees.

CleNET has launched a comprehensive trainee program for new graduates to develop young professionals into skilled engineers with professional qualifications and capabilities to play a key role in engineering and project management. CleNET provided its staff with a variety of training programs and over 19,000 hours to enhance their technical knowledge, communication and management skills.

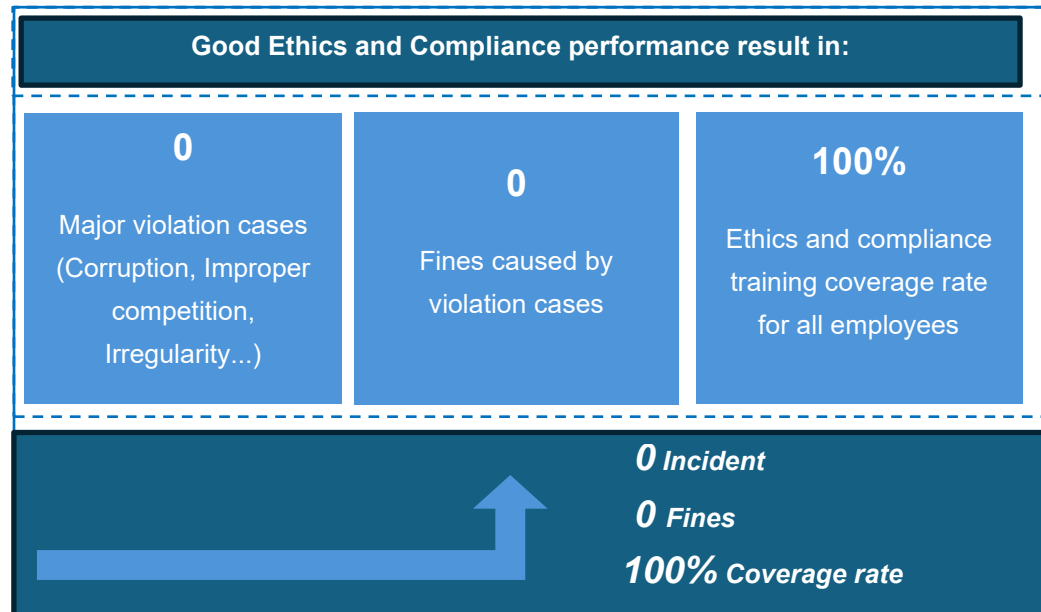
In terms of ESG, CleNET organized and arranged the Code of Conduct. Fire Prevention and Safety Training, Performance Appraisal Management and Employee Career Development,



First aid and cardiopulmonary resuscitation and so on, with over 8,900 hours were dedicated to enhancing employees' environmental awareness, occupational health and safety awareness, helping them balance the rhythm of work and life, and contributing to their own development.

## 7.4 Ethics and Compliance

### ➤ Ethics and Compliance related Key performance Indicators



CleNET sets up an anonymous whistle-blowing system on the company's official website for both internal and external stakeholders. And establish a compliance issue handling mechanism. In the report period, there were 0 whistleblowing happened.

CleNET has a "zero tolerance" policy for any form of corruption. It is working to disseminate this message to all stakeholders. It also acts in accordance with the national and international standards it adheres to in detecting and preventing corruption. CleNET defines and implements its anti-corruption policy in accordance with the eight pillars of Sapin II. It was formalized in the form of a set of reference documents, guidelines and policies that reviewed the commitments and guiding principles of the Working Group on corruption. CleNET recognized that sometimes invitations and gifts offered or received contribute to good business relationships. However, these practices can sometimes be interpreted as a means of influencing decision-making, constituting corrupt practices or creating conflicts of interest. To ensure oversight, CleNET has developed a gift and invitation rule in the ethics policy that outlines guidelines and criteria for granting/accepting. It advises employees on how to deal with potentially risky situations. CleNET's ethics policy (Code of Conduct) and our oversight

system for monitoring reporting are provided on the CieNET website, with direct access open to CieNET internal and external stakeholders (<https://cienet.com/code-of-conduct>).

Prevention and management of conflicts of interest: Every CieNET employee must act objectively in the performance of his or her duties. The Working Group therefore encouraged a transparent approach to any situation that might give rise to a potential or proven conflict of interest. CieNET has developed guidelines for practical rules on conflicts of interest to raise employee awareness and provides several channels of information/communication to report potential or actual conflicts of interest. CieNET's policy on conflicts of interest is also set out in the Anti-corruption Code of Conduct and Ethics and Compliance Policy.

Managing Lobbying and interest representation: CieNET is committed to conducting lobbying activities in accordance with applicable national and international laws, conventions and compliance policies. The Anti-corruption Code of Conduct Outlines lobbying rules: CieNET ensures that lobbying is clear and transparent, and that information is not obtained in a dishonest way. It also ensures that the information provided is up to date, complete and accurate. To do this, lobbying always requires the approval of headquarters. CieNET has so far done no lobbying and is therefore not on any register. CieNET is committed to complying with all these obligations if such practices develop. CieNET carries out its activities in strict accordance with international sanctions. CieNET's compliance policy includes risk prevention in relation to violations of international sanctions. This is stated in the Ethics and Compliance Policy distributed to all ethics oversight and regulatory committees.

Respecting competition law, CieNET and its employees comply with Chinese, French, European and international competition law and the laws of each region in which it operates. CieNET and its partners shall not, directly or indirectly, distort free competition in all commercial transactions. They also avoid unfair behavior toward competitors and engage in illegal agreements. In order to achieve this, the company conducts special training to raise the awareness of all employees to abide by the rules of the competition. CieNET's principles are also reaffirmed in the Ethics and Compliance Policy. CieNET provides several information/communication channels for employees to report non-compliance.

Protection of personal data: CleNET takes all necessary precautions to ensure that personal data is handled safely and in accordance with regulations. During the reporting period, CleNET has taken many improvement measures in personal data protection to enhance the security of personal data. For instance, update the requirements for personal data protection into the all-staff training materials to enhance the awareness of personal data protection among all employees. CleNET's internal system has deployed an automatic information blocking function for employees who have been absent for more than five years. The recruitment department has posted a privacy protection policy on the recruitment website and added an identity verification process when collecting candidate information.

During the reporting period, CleNET has established a dedicated supervision and management committee (affiliated with the Ethics and Compliance Group) to handle all issues related to personal data and information security incidents. The Supervisory and Management Committee has all the means necessary to carry out its tasks and reports directly to the company's senior management. During the reporting period, no personal data leakage or information security incidents occurred.

Information security and combating cyber-attacks are our strategic concerns. CleNET integrates Information Security Management System (ISMS) in all of its processes. The growth of the consulting industry, the international growth of activities, the importance of information and the increase in cyber-attacks led to the company initiating the ISO 27001 certification process in 2010 and achieving its first certification in 2011. For the requirement of the customer, CleNET initiated the Tisax certification process in 2022 as well. During the reporting period, CleNET successfully obtained the renewal of ISO27001 and Tisax certification. The headquarters has defined and implemented an information security management strategy, which is applicable to all entities of CleNET. The objective of this policy is to achieve consistency in information security management within CleNET.

CleNET firmly resists forced labor and child labor. Modern slavery and forced labor shall not be used, the labor employed shall not be derived from human trafficking, and employees shall be free to leave their jobs with reasonable notice as required by applicable law or contract. No employee shall be required to deposit money or identity documents with the employer. If modern slavery/forced labor/human trafficking is found in the supply chain, local regulatory authorities should be contacted to rescue employees involved in forced work, and to liaise with regulatory authorities to track employee health, etc. No person who is below the minimum legal

age for employment shall be employed. If child labor is found in the supply chain, local regulatory authorities should be contacted immediately and follow the result whether the child has been taken to a guardian.

CleNET commits to increasing the coverage rate of internal audits for assessing ethical and compliance issues such as child labor and forced labor, corruption, and the others in its business operations by 100% by 2030.

## 8.Environment

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CleNET is deeply aware of the urgency and significance of environmental protection and regards it as one of the important responsibilities for the development of the enterprise. Strictly abide by the relevant national and local environmental protection laws, regulations and customer requirements, actively respond to the national and social calls for environmental protection, and fully promote the sustainable development of the company. CleNET promises to create a corporate culture of energy conservation and emission reduction, green office, full participation and protection.

During the report period, CleNET has 0 violations of environmental management incident. The office premise of CleNET in Beijing has passed the ISO 14001 certification. As part of the environmental protection policy, 100% of CleNET offices are covered by the Environment Management System.

## 8.1 Green Operation

### ➤ Carbon footprint management

- **Carry out carbon accounting steadily**

Through the promotion of the carbon accounting system, CleNET has clearly identified the sources, intensity and trends of its own carbon emissions, thereby formulated a practical low-carbon development strategy and set long-term emission reduction targets and short-term action plans.

CleNET requires relevant departments to regularly collect carbon activity data, analyze and prompt abnormal data, and organize relevant departments to make corrections. At the same time, CleNET invites a third-party professional company to verify the data during the reporting period through on-site inspections, document reviews and other methods to ensure the completeness and accuracy of the data.

- **Energy conservation and carbon reduction measures**

In addition to monitoring data, we have also implemented the following environmental protection measures in our daily work.

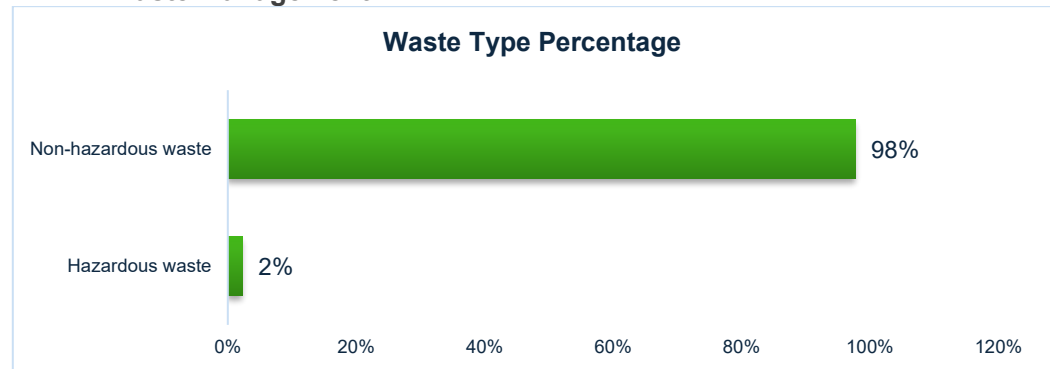
- ❖ Adopt virtualization technology, data optimization technology, redundant data deletion technology, software scheduling and management technology to improve the utilization rate of IT equipment.
- ❖ We purchase high-efficiency equipment and advocate the habit of using electrical appliances in an environmentally friendly way to avoid unconscious waste of electricity.
- ❖ We use video conferences instead of unnecessary business trips and adopt online training instead of unnecessary on-site training.
- ❖ We give priority to purchasing equipment made of recyclable and renewable materials.
- ❖ We carry out publicity and training to ensure that our employees understand the company's environmental protection policies.

### ➤ Green Office

- **Paperless office**

CleNET encourages its employees to jointly promote energy conservation and consumption reduction, continuously expand the application scope of paperless meetings and paperless faxes, vigorously promote the smart office platform, increase the recycling rate of office supplies, and reduce the generation of office supply waste.

- **Waste Management**



In order to actively practice the concept of green environmental protection, CleNET reduces mixed pollution through garbage classification, lowering the difficulty of disposal and environmental risks from the source. Inside the company, classified trash cans are placed and clear signs are posted to remind employees to sort and dispose of garbage. And select high-quality waste recycling suppliers who promise to carry out harmless treatment of waste, which meets the requirements of green environmental protection.

During the report period, the total amount of waste is 7.93T, 11% of the waste was effectively recycled, including electronic waste and recyclable office waste. However, 89% of the waste still could not be recycled, including consumed paper products.

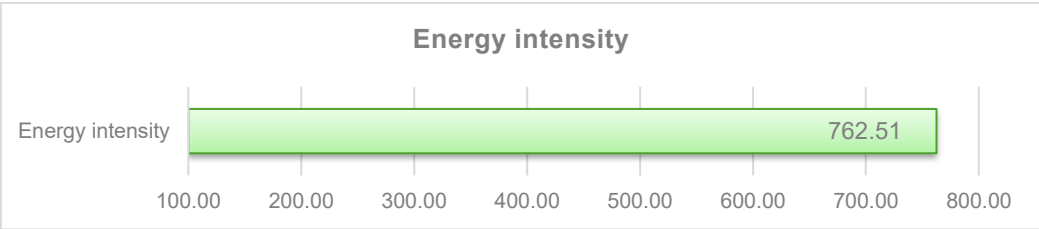
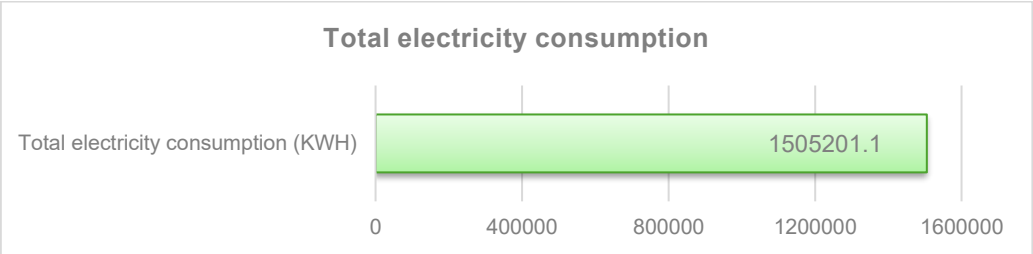
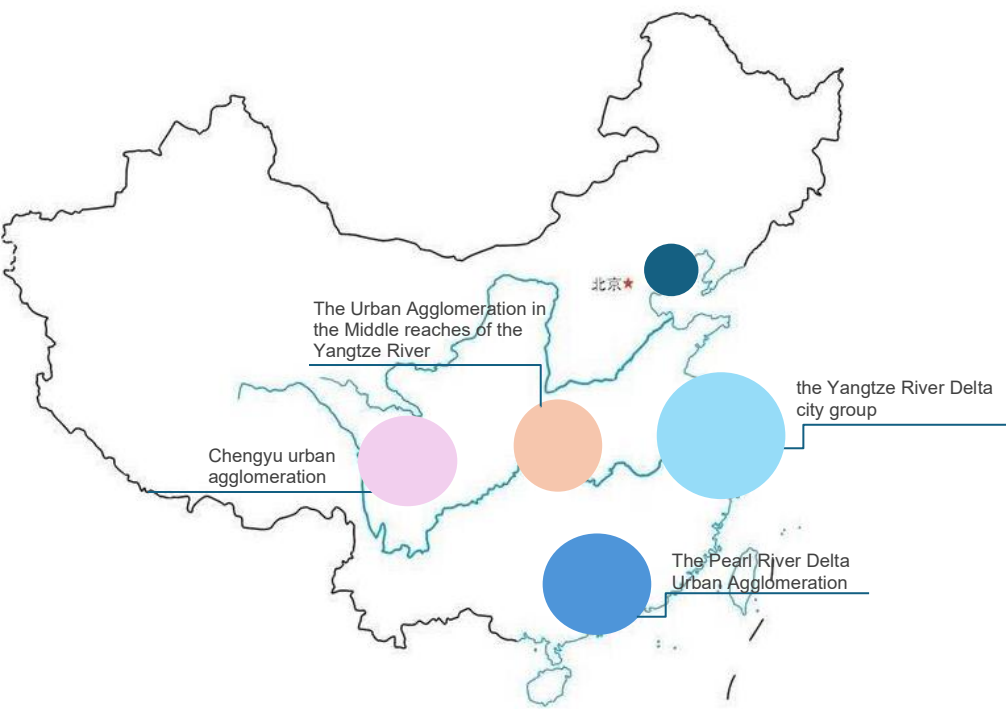
- **Strengthen supplier management**

CleNET strictly adheres to national laws, regulations and regulatory requirements, and clearly stipulates the qualification requirements for suppliers in terms of environmental protection, energy conservation, occupational health and safety and other social responsibilities during procurement. Meanwhile, suppliers are required to sign the "Supplier Code of Conduct" to enhance their sense of responsibility for environmental protection and other aspects. During the project implementation stage, strengthen the supervision and acceptance of delivery, installation, commissioning and other links to ensure that all requirements are implemented in place.



## 8.2 Respond to Climate Change

➤ Electricity consumption distribution



➤ **Water consumption**

In the company's business operations, apart from the use and consumption of water for employees' daily life, there is no additional water consumption. The relevant data disclosed here is the consumption of the company's bottled water.

**Total water consumption: 189811.6L**

**Water intensity: 96.16**

➤ **Carbon Emissions distribution**

Based on the GHG Protocol, the framework requirements of the SBTi, and international standards such as ISO 14064-1:2018, CieNET has compiled its greenhouse gas (GHG) inventory, aiming to identify carbon emission inventories, promote the formulation of carbon management strategies, and support the disclosure of ESG reports and the realization of carbon neutrality goals.

**Total Carbon Emissions (tCO<sub>2</sub>e): 1763.16**

Scope1 Emissions: 72.15

Scope2 Emissions: 1152.98

Scope3 Emissions: 538.02

**Total Carbon Intensity (Per employee): 0.89**

➤ **Analyze and assess climate-related risks and opportunities**

**Climate-related risks**

Risk Type	Business interruption risk
Risk description	Extreme weather events that cause damage to facilities, business disruptions, etc., may result in losses.

Solutions	<p>Take preventive measures against extreme weather in advance to ensure the safety of employees' lives and property.</p> <p>Establish and improve the company's emergency management system, do a good job in emergency plans and related event drills, and proactively respond to the risk of important business operation disruptions that may be caused by climate change.</p> <p>Regularly update the risk assessment to reflect the new risks brought about by climate change and adjust the risk management strategy.</p>
The impact on finance	Income decrease

Risk Type	Market risk
Risk description	Customers have increasingly higher requirements for CleNET in terms of climate change. If we fail to meet these requirements, there is a risk that we will be removed from the supplier list.
Solutions	<p>Establish a comprehensive ESG management policy and incorporate climate risks into the long-term planning and control of the enterprise.</p> <p>Referring to the Science Based Targets Initiative (SBTi), formulate emission reduction targets in line with the Paris Agreement and incorporate these targets into the CleNET performance assessment system.</p> <p>Optimize energy efficiency management and waste management at the operational level to reduce carbon emissions and enhance climate resilience.</p>
The impact on finance	Increase in operating costs

#### Climate-related opportunities

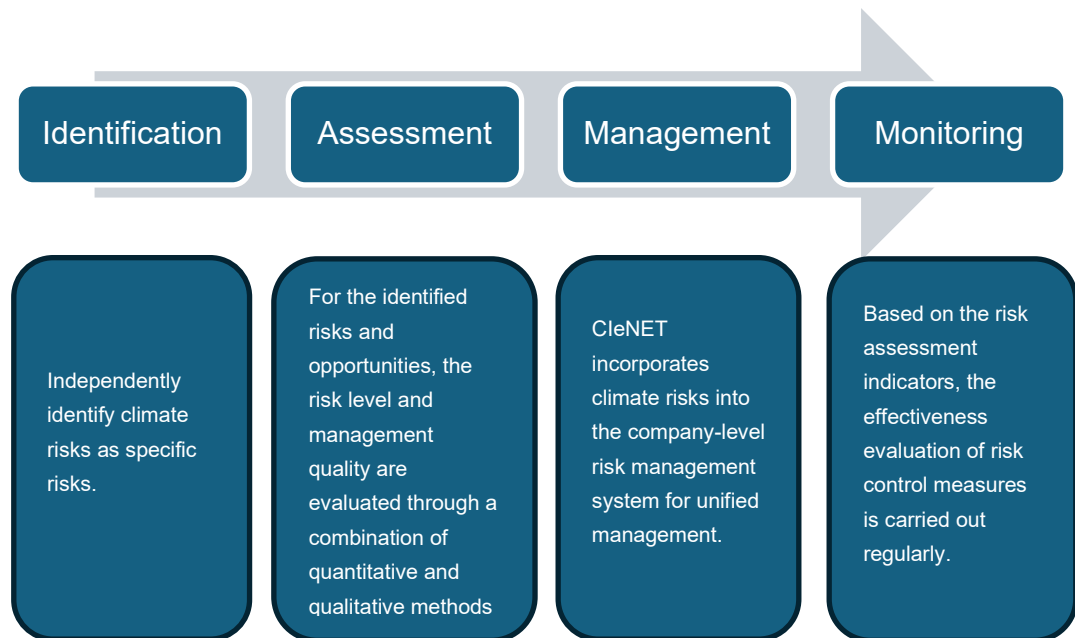
Opportunity type	Market
Opportunity description	Under the guidance of the "dual carbon" goals, CleNET promptly pays attention to the control of climate change and carbon emissions, thus being able to quickly respond to and meet

	customer requirements, enhancing customer trust and the continuity of cooperation.
Solution	Adhere to the green concept, seize the market opportunities brought by the green and low-carbon transformation and development of the industry, enhance the corporate image and competitiveness of CleNET, and explore new customer markets.
The impact on finance	Income increase.

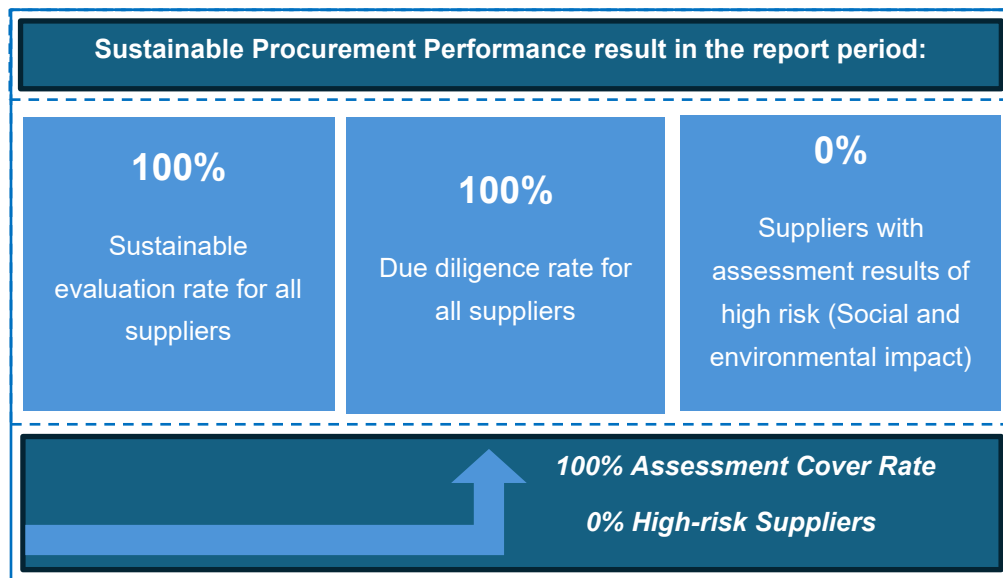
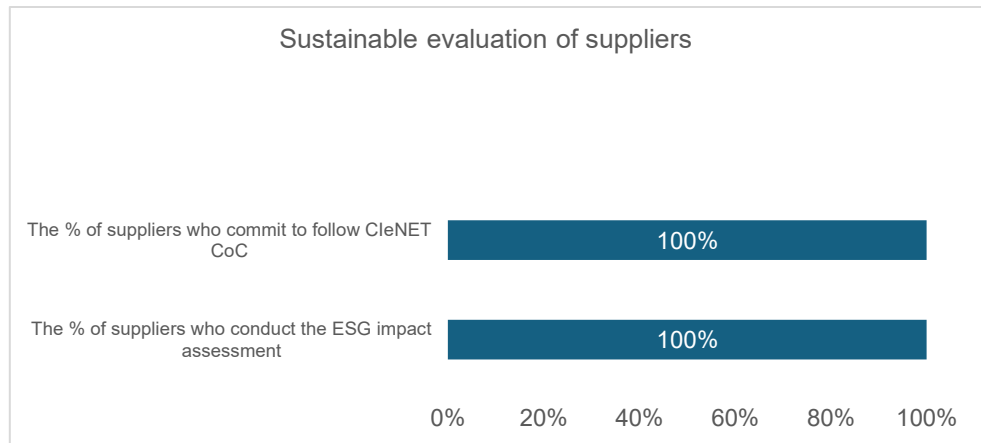
Opportunity type	Energy efficiency
Opportunity description	The use of low-emission energy has led to an improvement in energy efficiency.
Solution	Conduct in-depth research on policies such as subsidies and tax reductions for low-emission energy issued by the national and local governments.
The impact on finance	Profit increase

Opportunity type	Resource efficiency
Opportunity description	Due to the improvement of resource efficiency and the reduction of resource waste, it brings new opportunities for the low-carbon development of enterprises.
Solution	Increase the utilization rate of recyclables during the operation process, establish recycling channels, cooperate with recycling enterprises, collect recyclable materials, and classify, test and process recyclables.
The impact on finance	Reduced operating costs

➤ **Strengthen the management of climate risks and opportunities**  
Establish processes for identification, assessment, management and monitoring



## 8.3 Sustainable Procurement



Sustainable procurement, based on the CleNET sustainable management system, the supplier Code of Conduct referred to setting out the commitments and obligations of all suppliers. It builds on the UN World Compact, the UN Universal Declaration of Human Rights, the CORE Conventions of the International Labor Organization and the OECD Guiding Principles for Multinational enterprises. The procurement team incorporates sustainable procurement requirements into telephone consultations, documented bids and evaluation. It therefore ensures that its suppliers commit to these principles and pass them on to its own suppliers. During the report period, all target suppliers and subcontractors have verified the requirements contained in the supplier Code of Conduct policy within the framework of the tender.

The procurement department develops and maintains an up-to-date profile of human rights, health, safety, environment and corruption risks associated with the supplier's activity sectors, and assigns a corporate social responsibility risk level to each supplier based on the procurement category they belong to. The social responsibility performance of suppliers will be evaluated during the bidding process, and industry-specific corporate social responsibility issues of suppliers can also be discussed in the annual supplier review. According to CleNET's risk analysis, suppliers with high corporate social responsibility risks must demonstrate their understanding of business and value chain issues by completing corporate social responsibility questionnaires. If necessary, CleNET will support suppliers with medium or low performance evaluation results. Responses to the questionnaire will lead to subsequent action plans, and even on-site audits may be organized if the documents submitted by suppliers are unsatisfactory. If the action plan is not implemented, it may affect cooperation with suppliers. CleNET will give priority to business relationships with efficient suppliers. The CleNET supplier management mechanism requires 100% completion of on-site audits for high-risk suppliers. During the period covered by this report, CleNET evaluated 100% of the key suppliers and found no high-risk suppliers.

One of the key points of CleNET's corporate social responsibility strategy is to be a responsible partner. In this way, CleNET encourages and promotes the practice of ethical and social responsibility within companies, partners and their supply chains. These commitments translate into a strict responsible procurement policy and the intention of TNCS to respect the ten main principles of the UN Global Compact, the Universal Declaration of Human Rights, the Conventions of the UN, the International Labor Organization and the guiding principles of the OECD formalized in the Supplier Code of Conduct. CleNET also encourages development, for example, by encouraging suppliers to evaluate themselves through certification and auditing.

Employees can also make suggestions based on responsible suppliers' values in the purchasing department.

CleNET's procurement strategy has been improved under the guidance of the procurement management during the report period. It is built around five axes:

1. Business axis, which aims to share and support formal, applied and monitored processes and good procurement practices.
2. Economic axis to ensure the company's procurement performance.
3. Quality and performance axis to measure and pilot the performance of suppliers, partners and subcontractors.
4. Business relationship axis, dedicated to the integrity and sustainability of supplier relationships, while encouraging innovation and competition.
5. Risk axis, involving any type of risk control: financial, social, SSI, privacy, corporate social responsibility, legal, corporate image, regulatory and certification.

As part of its responsible procurement policy, CleNET's actions comply with GRI. Examples of responsible purchasing: Since 2021, CleNET has required its service providers to have environmental skills in order to provide on-site cleaning services (ISO 14001 certified, Environmental-friendly home products). As stated in the corporate tourism policy, green taxis are preferred. Moving server rooms to external data center with these standards in mind (ISO 14001; ISO 45001; ISO 27001).

The operation of enterprises cannot be separated from the support of upstream suppliers. Establishing and maintaining a good cooperative relationship with suppliers is one of the key points of supply chain management. Maintaining a long-term and stable cooperative relationship can bring a lot of potential direct benefits and avoid a lot of potential problems.

We conduct an annual supplier sustainability performance evaluation based on the supplier's sustainability performance, reevaluation or on-site audit (if necessary) results and rectification, as part of the supplier's overall performance. For suppliers with good CSR performance, we will increase the purchase share under the same conditions and give priority to providing business cooperation opportunities; For suppliers with poor CSR performance, especially those who violate the CSR red line requirements, we require a deadline for rectification, while reducing



the purchase share or limiting business cooperation opportunities until the cooperation relationship is cancelled.

In addition, through the Supplier Code of Conduct, level-1 suppliers are required to pass on CSR requirements to level-2 suppliers step by step as part of the CSR performance management of level-1 suppliers.

## Appendix I: Sustainability Goals and Performance

● Achieved ◎ On track ○ Not achieved

No.	Sustainability Strategy	Goals and Initiatives	Progress	Status
1	Corporate Governance	The average IT service request ticket created-resolved time should be less than 25 hours	Achieved	●
2		Reduce the installation of unauthorized software to zero	Achieved	●
3		Zero critical information security events and incidents	Achieved	●
4		Critical systems >=99.9% meet system availability objective, ensure business continuity	Achieved	●
5		Complete the assessment of TISAX AL3	Achieved	●
6	Green Management	The reduced rate >=2% of carbon emission intensity	Achieved	●
7		EHS training covers 100% for all employees	Achieved	●
8		0 critical EHS incident happens.	Achieved	●
9	Health and Safety	The effectiveness of fire extinguishers is 100%	Achieved	●
10		0 critical EHS incident happens.	Achieved	●
11		Safety check frequency >=3 quarterly	Achieved	●
12		Employee satisfaction rate >=82% annually	Achieved	●
13		Physical examination cover rate =100%	Achieved	●
14		EHS training covers 100% for all employees	Achieved	●
15		Emergency response drills should be conducted at least once a year	Achieved	●
16	Ethics and Compliance	Ethics and compliance training covers 100% for all staff	Achieved	●
17		0 fines caused by violation cases.	Achieved	●
18		0 case for major violation (corruption, improper competition, discrimination...)	Achieved	●
19	Sustainable Procurement	Organize sustainability training at least once a year	Achieved	●
20		100% of suppliers committed to CleNET supplier Code of Conduct	Achieved	●
21		100% key suppliers' annual CSR assessment will be completed	Achieved	●

## Appendix II: GRI Standards

Statement of use	CleNET Technologies (Beijing) Co., Ltd. has reported in accordance with the GRI Standards for the period 01/01/2024~03/31/2025.	
GRI 1 used	GRI 1: Foundation 2021	
General		
Disclosure	Indicators	Page
2-1	Organizational details	1-5
2-2	Entities included in the organization’s sustainability reporting	2
2-3	Reporting period, frequency and contact point	2
2-4	Restatements of information	2
2-5	External assurance	2, 49
2-6	Activities, value chain and other business relationships	10-13
2-7	Employees	14-23
2-8	Workers who are not employees	14
2-9	Governance structure and composition	6-7
2-10	Nomination and selection of the highest governance body	6-7
2-11	Chair of the highest governance body	6-7
2-12	Role of the highest governance body in overseeing the management of impacts	6-7
2-13	Delegation of responsibility for managing impacts	8-12
2-14	Role of the highest governance body in sustainability reporting	8-12
2-15	Conflicts of interest	8-12, 24-27
2-16	Communication of critical concerns	8-12, 24-27
2-17	Collective knowledge of the highest governance body	6
2-18	Evaluation of the performance of the highest governance body	8-9
2-19	Remuneration policies	14-18
2-20	Process to determine remuneration	14-18
2-21	Annual total compensation ratio	15-16
2-22	Statement on sustainable development strategy	10-12, 36-39
2-23	Policy commitments	10, 14, 17,19,28
2-24	Embedding policy commitments	10, 14, 17,19,28
2-25	Processes to remediate negative impacts	7-11
2-26	Mechanisms for seeking advice and raising concerns	7-11
2-27	Compliance with laws and regulations	24-27
2-28	Membership associations	1-5
2-29	Approach to stakeholder engagement	10-12

2-30	Collective bargaining agreements	/
<b>Material Topics</b>		
3-1	Process to determine material topics	10-12
3-2	List of material topics	10-12
3-3	Management of material topics	10-12
<b>Economic Performance</b>		
201-1	Direct economic value generated and distributed	1-3
201-2	Financial implications and other risks and opportunities due to climate change	32-35
201-3	Defined benefit plan obligations and other retirement plans	/
201-4	Financial assistance received from government	/
<b>Market Presence</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	17
202-2	Proportion of senior management hired from the local community	/
<b>Indirect Economic Impacts</b>		
203-1	Infrastructure investments and services supported	13
203-2	Significant indirect economic impacts	13
<b>Procurement Practices</b>		
204-1	Proportion of spending on local suppliers	36-39
<b>Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	24-25
205-2	Communication and training about anti-corruption policies and procedures	24-25
205-3	Confirmed incidents of corruption and actions taken	24-25
<b>Anti-competitive Behavior</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	26
<b>Tax</b>		
207-1	Approach to tax	/
207-2	Tax governance, control, and risk management	/
207-3	Stakeholder engagement and management of concerns related to tax	/
207-4	Country-by-country reporting	/
<b>Materials</b>		
301-1	Materials used by weight or volume	29-30
301-2	Recycled input materials used	29-30
301-3	Reclaimed products and their packaging materials	29-30
<b>Energy</b>		
302-1	Energy consumption within the organization	31-32

302-2	Energy consumption outside of the organization	31-32
302-3	Energy intensity	31-32
302-4	Reduction of energy consumption	31-32
302-5	Reductions in energy requirements of products and services	31-32
Water and Effluents		
303-1	Interactions with water as a shared resource	32
303-2	Management of water discharge-related impacts	32
303-3	Water withdrawal	32
303-4	Water discharge	32
303-5	Water consumption	32
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	/
304-2	Significant impacts of activities, products and services on biodiversity	/
304-3	Habitats protected or restored	/
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
Emissions		
305-1	Direct (Scope 1) GHG emissions	32
305-2	Energy indirect (Scope 2) GHG emissions	32
305-3	Other indirect (Scope 3) GHG emissions	32
305-4	GHG emissions intensity	32
305-5	Reduction of GHG emissions	32
305-6	Emissions of ozone-depleting substances (ODS)	/
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/
Waste		
306-1	Waste generation and significant waste-related impacts	29-30
306-2	Management of significant waste-related impacts	29-30
306-3	Waste generated	29-30
306-4	Waste diverted from disposal	29-30
306-5	Waste directed to disposal	29-30
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	36-39
308-2	Negative environmental impacts in the supply chain and actions taken	36-39
Employment		
401-1	New employee hires and employee turnover	15-18

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	15-18
401-3	Parental leave	15-18
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	14, 17-18
Occupational Health and Safety		
403-1	Occupational health and safety management system	19-21
403-2	Hazard identification, risk assessment, and incident investigation	19-21
403-3	Occupational health services	19-21
403-4	Worker participation, consultation, and communication on occupational health and safety	19-21
403-5	Worker training on occupational health and safety	19-21
403-6	Promotion of worker health	19-21
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19-21
403-8	Workers covered by an occupational health and safety management system	19-21
403-9	Work-related injuries	19-21
403-10	Work-related ill health	19-21
Training and Education		
404-1	Average hours of training per year per employee	22-23
404-2	Programs for upgrading employee skills and transition assistance programs	22-23
404-3	Percentage of employees receiving regular performance and career development reviews	22-23
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	15-17
405-2	Ratio of basic salary and remuneration of women to men	15-17
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	24
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	36-39
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	26-27
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	26-27
Security Practices		
410-1	Security personnel trained in human rights policies or procedures	24-27
Rights of Indigenous Peoples		

411-1	Incidents of violations involving rights of indigenous peoples	24
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	13
413-2	Operations with significant actual and potential negative impacts on local communities	13
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	36-39
414-2	Negative social impacts in the supply chain and actions taken	36-39
Public Policy		
415-1	Political contributions	25
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	19-21
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	19-21
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	3
417-2	Incidents of non-compliance concerning product and service information and labeling	24-27
417-3	Incidents of non-compliance concerning marketing communications	24-27
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	24-27

In the above form, certain GRI disclosures are not reported due to the unavailability of reliable data or limited relevance to the company's operations. This information is noted with commitment to assessing the feasibility of future disclosure.

## Appendix III: Key Disclosure Information Mapping

Key Performance Indicators	Primary Indicators	Secondary Indicators	Page
Risk Management System	Risk assessment coverage rate	The percentage of operating locations where risk assessment is conducted	8
Respond to Climate Change	GHG data	scope 1: Direct GHG emission data	32
		scope 2: Indirect GHG emissions data from energy	
		scope 3: Other indirect GHG emission data	
Green Operation	Water usage and management	Total water consumption	
	Waste management and recycling	The total amount of hazardous waste generated and the total amount of its recycling and utilization	30
		The total amount of harmless waste generated and the total amount of its recycling and utilization	
	Energy management	Electricity	31
Occupational Health and Safety	Environmental compliance	The number of environmental management violations	28
	Occupational injury	The number of employees who died due to occupational diseases	19
Human Resources	Employment	Employee ratio (by gender, age, type of employment)	15-16
	Employee diversity and equal opportunities	Employee ratio (by nationality, gender proportion of senior executives, ethnicity/race)	15-16
	Working conditions and fair treatment	Coverage rate of legal benefits such as social security, medical care and pensions	20
		Coverage of the EHS Representative Committee	17
		EHS represents the processing rate of relevant suggestions	17
		The ratio of employee complaint handling	17
Ethics and Compliance	Anti-corruption	Participation rate in anti-corruption training	24
	Compliance system	Participation rate in compliance training	
		Pass rate of compliance evaluation examinations	
Sustainable Procurement	Whistle-blowing mechanism	The number of whistle-blowing issues and the handling ratio	
	Policy commitment	The ratio of key suppliers have signed the supplier Code of Conduct	36-39
	Supply chain management	The proportion of key suppliers participating in environmental assessment and social assessment	
		The number of suppliers with significant actual and potential negative environmental impacts	
		The number of suppliers with significant actual and potential negative social impacts	
		The number of high-risk suppliers that have undergone on-site audits	



# INDEPENDENT ASSURANCE OPINION STATEMENT

**Statement No: SRA-830923**

**CIeNET Technologies (Beijing) Co., Ltd.**

**Environmental, Social and Governance Report FY2025**

The British Standards Institution is independent of CIeNET Technologies (Beijing) Co., Ltd., with CIeNET affiliated companies (hereafter referred to as "CIeNET" collectively in this statement) and has no financial interest in the operation of "CIeNET" other than for the assessment and assurance of CIeNET Environmental, Social, and Governance Report FY2025 [Jan. 2024 to Mar. 2025] (the "Report").

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of the Report presented by CIeNET. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and adequate.

## Scope

The scope of engagement agreed upon with CIeNET Technologies (Beijing) Co., Ltd. includes the following:

1. The assurance scope is consistent with the description of the Report. The Report is prepared in accordance with Global Reporting Initiative ("GRI") Universal Standard 2021 (GRI Standard 2021).
2. In accordance with Type 2 Moderate Level of Assurance as defined in the AA1000 Assurance Standard V3 ("AA1000AS V3"), BSI evaluates the nature and extent of CIeNET's adherence to the four reporting principles of Inclusivity, Materiality, Responsiveness and Impact in preparing the Report. The reliability of specified sustainability performance information and data disclosed in the Report has also been evaluated.

## Opinion Statement

We conclude that the Report provides a fair view of CIeNET's sustainability plan and performance in the reporting period. The Report subject to assurance is free from material misstatement based upon evaluation within the limitations of the scope of the assurance, the information and data of CIeNET group provided by CIeNET and the samples taken. Based on our work carried out during the assurance process, nothing has come to our attention that causes us to believe that data and information stated in the Reporting Organization's Report is not correctly presented and that Inclusivity, Materiality, Responsiveness and Impact based on AA1000 criteria are not correctly addressed. We believe that the environmental, social and governance general disclosures and key performance indicators are fairly represented in the Report, in which CIeNET's efforts to pursue sustainable development are recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS V3. We planned and performed this part of our work to obtain the necessary information and explanations. We considered CIeNET has provided sufficient evidence to support its self-declaration of compliance with GRI Standard 2021 is fairly stated and the Report is considered acceptable in meeting the principles as set out in AA1000 AccountAbility Principles 2018 ("AA1000AP (2018)").

For and behalf of BSI:

  
Dr. Tatiana Schmollack-Tarasova, Managing Director Greater China, APAC Assurance

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Issue Date: 2025-07-07

Effective Date: 2025-07-07

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**Methodology**

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- A top level review of issues raised by external parties that could be relevant to CIE NET' policies to provide a check on the appropriateness of statements made in the Report.
- Discussion with staff on CIE NET' approach to stakeholder engagement. We had no direct contact with external stakeholders during this assurance process.
- Interview with staff involved in ESG management, report preparation and provision of report information.
- Review of key organizational developments.
- Review of supporting evidence for claims made in the Report, and
- An assessment of CIE NET' reporting and management processes concerning reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000AP (2018).

**Conclusions**

A review of the Report issued by CIE NET against the AA1000AS V3 principles of Inclusivity, Materiality, Responsiveness and Impact, as well as GRI Standard 2021 is set out below:

Based on the procedures performed and evidence obtained, we believe that data and information stated in the Reporting Organization's Report is correctly presented and that Inclusivity, Materiality, Responsiveness and Impact based on AA1000 criteria are correctly addressed.

Although BSI reviews all reporting period [Jan. 2024 to Mar. 2025] ESG data indicators within our Sustainability Data Transparency Index ("SDTI") as part of our assurance process, specific attention and further review was paid to the following data points:

Key Performance Indicators	Primary Indicators	Secondary Indicators
Risk Management System	Risk assessment coverage rate	The percentage of operating locations where risk assessment is conducted
Respond to Climate Change	GHG data	scope 1: Direct GHG emission data scope 2: Indirect GHG emissions data from energy scope 3: Other indirect GHG emission data
	Water usage and management	Total water consumption
Green Operation	Waste management and recycling	The total amount of hazardous waste generated and the total amount of its recycling and utilization The total amount of harmless waste generated and the total amount of its recycling and utilization
	Energy management	Electricity
	Environmental compliance	The number of environmental management violations
Occupational Health and Safety	Occupational injury	The number of employees who died due to occupational diseases
Human Resources	Employment	Employee ratio (by gender, age, type of employment)
	Employee diversity and equal opportunities	Employee ratio (by nationality, gender proportion of senior executives, ethnicity/race)
	Working conditions and fair treatment	Coverage rate of legal benefits such as social security, medical care and pensions Coverage of the EHS Representative Committee
		EHS represents the processing rate of relevant suggestions The ratio of employee complaint handling
Ethics and Compliance	Anti-corruption	Participation rate in anti-corruption training
	Compliance system	Participation rate in compliance training Pass rate of compliance evaluation examinations
	Whistle-blowing mechanism	The number of whistle-blowing issues and the handling ratio
Sustainable Procurement	Policy commitment	The ratio of key suppliers have signed the supplier Code of Conduct
	Supply chain management	The proportion of key suppliers participating in environmental assessment and social assessment The number of suppliers with significant actual and potential negative environmental impacts The number of suppliers with significant actual and potential negative social impacts
		The number of high-risk suppliers that have undergone on-site audits

We considered CIE NET has provided sufficient evidence that its self-declaration of compliance with GRI Standard 2021 is fairly stated and the Report is considered acceptable in meeting the principles as set out in AA1000AP (2018).

Issue Date: 2025-07-07

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## **Statement No: SRA-830923**

### **Assurance Level**

The Type 2 Moderate Level of Assurance provided in our review is defined by the scope and methodology described in this statement.

### **Responsibilities**

It is the responsibility of CIE NET' senior management to ensure that the information being presented in the Report is accurate. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

### **Ability and Independence**

The assurance team was composed of Lead Assuror and Assuror, who are experienced in the industrial sector, and trained in a range of sustainability, environmental and social standards including GRI Series Standards, AA1000, SZSE ESG Guideline, HKEX Environmental, Social and Governance Reporting Guide, ISO 14064, ISO 14001, ISO 50001, ISO 45001, ISO 9001, etc.

British Standards Institution is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Team Leader: Shaoli QIAN



Issue Date: 2025-07-07

Effective Date: 2025-07-07

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The British Standards Institution is independent to the above named client and has no financial interest in the above named client. This Opinion Statement has been prepared for the above named client only for the purposes of verifying its statements relating to its carbon emissions more particularly described in the scope. It was not prepared for any other purpose. The British Standards institution will not, in providing this Opinion Statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used or to any person by whom the Opinion Statement may be read. This Opinion Statement is prepared on the basis of review by The British Standards Institution of information presented to it by the above named client. The review does not extend beyond