



2025

Yonyou Network Technology Co., Ltd. Sustainability (ESG) Report

600588.SH



About the Report

Yonyou Network Technology Co., Ltd. (hereinafter referred to as "Yonyou" "the Group" "the Company" or "We") has been regularly disclosing non-financial information annually since 2011, and has issued 15 Social Responsibility/Sustainability (ESG) Reports by 2025.

Scope of the Report

Scope of the report: This report takes Yonyou Network Technology Co., Ltd. as the main entity, covering the Company headquarters, industrial parks, domestic and overseas subsidiaries, Yonyou's controlling shareholders, and actual controllers.

Reporting period: January 1, 2025 to December 31, 2025. To ensure report coherence, some content extends beyond this time range.

Report release cycle: This is an annual report, and the previous report was released in March 2025.

Compilation Principles

This report is prepared in accordance with the "Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)" issued by the Shanghai Stock Exchange (SSE). It also references the "Corporate Sustainability Disclosure Standards-Basic Standards (Trial)" by the Ministry of Finance of the People's Republic of China, the "Sustainability Reporting Standards (GRI Standards) 2021 Edition" by the Global Sustainability Standards Board (GSSB), and the United Nations Sustainable Development Goals (SDGs), among others. The disclosure status of the indicators in this report is provided in the "Index" section.

Data and Information Description

The information and data disclosed in this report were mainly obtained through the following methods:

- The Company's internal data collection system and related statistical reports
- Outstanding sustainability practice cases
- Qualitative and quantitative information collection forms and questionnaires based on the report framework

The operational data disclosed in this report is all sourced from the Yonyou Network Technology Co., Ltd. 2025 Annual Report (hereinafter referred to as the "Annual Report"). In case of discrepancies in the listed data, the Annual Report shall prevail. Unless otherwise specified, all monetary amounts mentioned in this report are denominated in RMB.

Report Access Method

This report is published in electronic form and can be viewed or downloaded from the Company's website (URL: <https://www.yonyou.com/esg/>).

CONTENTS

CONTENTS

Chairman's Speech	02
About Yonyou	04
Sustainability (ESG) Governance and Strategy	08
Special Topic: Anchoring New "Intelligent" Productivity, Defining a New Paradigm for Industrial Intelligence	12
ESG Data Sheet	68
Index	74

01

Painting a Green Picture, Moving Toward a Low-Carbon Future

Empowering Green Transformation, Deepening Low-Carbon Practices	22
Addressing Climate Challenges, Practicing Green Operations	27

02

Gathering the Power Of Goodness, Creating a Harmonious Ecology Together

Achieving Employee Value, Cultivating Fertile Ground for Growth	32
Empowering the Ecosystem for Win-Win Success, Prospering the Digital-Intelligent Business	42
Deeply Cultivating Public Welfare and Charity, Enhancing People's Livelihood and Well-Being	43

03

Adhering to the Governance Path, Laying the Foundation for Enduring Prosperity

Consolidating the Governance Foundation, Leading Sustainable Development	48
Upholding Compliance Boundaries, Building Responsible Procurement	50
Building a Security Foundation, Safeguarding Client Trust	54

Chairman's Speech



Looking globally, AI is the largest technology wave in history, deeply reshaping the operating paradigm and industrial collaboration methods of enterprises, and becoming the core engine driving the iterative upgrading of global industries and practicing the concept of sustainable development. This year, we have moved forward in unison with thousands of clients worldwide, jointly witnessing the vigorous vitality that AI has empowered in the real economy. This year, we have anchored our focus on the core directions of enterprise AI implementation and digital and intelligent transformation upgrades, closely aligning with the core operational needs of digital and intelligent transformation, and have released the landmark YonBIP 5 and YonBIP Enterprise AI. We took the lead in constructing a native, integrated scenario closed-loop of "AI × Data × Process", enabling artificial intelligence to deeply penetrate the entire business process of enterprises, continuously unleashing digital-intelligence value in real industrial scenarios. This year, we have adhered to the development concept of "Collaborative Development, Symbiosis, and Win-win", working with global ecosystem partners to co-innovate and jointly expand our global footprint. We initiated the establishment of the "Overseas Expansion Ecosystem Alliance" to provide global enterprises with precise and efficient digital and intelligent transformation services, creating a new open, inclusive, mutually beneficial global digital-intelligence business ecosystem.

With AI as our brush, we paint a picture of green development, empowering the green transformation of various industries. In the face of the challenge of rapidly growing computing power and energy consumption in the era of artificial intelligence, we persist in both internal and external enhancement, improving AI energy efficiency and releasing digital-intelligence value with lower energy consumption, leveraging green, low-carbon digital-intelligence innovation to support the industrial green transition. Internally, we embed the low-carbon concept into the entire process of operation and management, focusing on optimizing energy supply in campuses and making green upgrades to office processes. Through pragmatic measures such as green power substitution, utilization of renewable energy, and energy-saving technological transformation, we continuously improve the operational energy efficiency of our own operations. In 2025, the Company successfully achieved the predetermined goal of 50% green electricity usage in the Beijing Industrial Park, setting a positive benchmark for low-carbon development in the high-computing-power era. Externally, we focus on addressing the pain points of green transition in high-carbon industries. Leveraging leading AI technology and digital intelligence capabilities, we developed a series of high-energy-efficiency solutions, including building an "Airline Intelligent Fuel-Saving & Carbon Reduction" intelligent data analysis platform for airlines, releasing the 5th-generation Yonyou BIP intelligent scrap classification system, helping clients improve operational efficiency, reduce energy consumption, and effectively promote the implementation of the "Carbon Peaking and Carbon Neutrality" objectives.

With joint construction and sharing as our drive, we promote coordinated development, creating an open and mutually beneficial cooperation system. We adhere to the People-Centricity philosophy and continuously improve a fair, inclusive, and sustainable talent development system by enhancing talent governance structures, introducing intelligent human resources tools, and building multi-channel development mechanisms, fully stimulating employees' professional potential and creative vitality. With the concept of openness and collaboration, we build a global digital intelligence business ecosystem, working together with ecosystem partners to achieve co-development in product innovation, industry empowerment, and service delivery, jointly driving enterprise digital and intelligent transformation and industrial prosperity. Leveraging our technological advantages, we deepen the practice of public welfare and social responsibility through three major public welfare projects, "Great Wall of Commerce" "Yonyou Public Welfare Cloud" and "Walk Side by Side with Friendship", forming the Yonyou public welfare system that covers social, business, and internal spheres, transforming the Company's core competencies into sustainable social value. In 2025, total amount of charitable donation funds reached 5.2455 million yuan. The "Walk Side by Side with Friendship" volunteer service team, consisting of 800 volunteers, accumulated nearly 3,873 hours of service, conveying the warmth of the enterprise through acts of kindness.

With long-termism as our anchor, we build a solid foundation for development, safeguarding the Company's steady growth. We continuously improve our internal institutional system, standardize decision-making processes, and strengthen supervision mechanisms to ensure that company operations are legal, compliant, open, and transparent. We adhere to the principles of fairness and integrity, build a responsible procurement system, and work with partners to create a clean and compliant industrial cooperation ecosystem. We have built a full-link data security protection system, with client privacy protection as our core mission, safeguarding the trust of clients and partners through security management capabilities that meet international standards.

Intelligent economy, the future is here. A new generation of information technology represented by artificial intelligence, big data, and cloud computing is systematically reshaping and reinventing the value of all industries and enterprises with unprecedented depth and breadth. "Artificial Intelligence+" and "Digital and Intelligent Transformation" will become important considerations when enterprises across various fields formulate development strategies. Looking toward the global new blue ocean, we will continue to practice the strategies of "Ecosystem Co-prosperity" and "Global Market", joining hands with domestic and international partners to seize the historic opportunities of digital and intelligent transformation, AI, and the global market. We will build a globally leading enterprise digital and intelligent transformation ecosystem together, activate new productive forces through digital-intelligence innovation, accelerate large-scale AI implementation for enterprises, and promote China's enterprise service ecosystem onto a world-class stage, sharing in future global market opportunities!

Wenjing Wang

Yonyou Network Technology Co., Ltd.

Chairman

About Yonyou

Company Profile

Yonyou Network Technology Co., Ltd. (Stock Code: 600588), founded in 1988, has been dedicated to the application and service of information technology in enterprises and public organizations. Over 38 years, it has grown into a global leading provider of enterprise software and intelligent services. In the new era, Yonyou serves enterprises' digital and intelligent transformation through its strategic-level product YonBIP (Digital-Intelligent Business Innovation Platform), helping enterprises achieve the three core values of "Business Agility, Lean Management, and Global Operation", thus building digital-intelligent enterprises.

YonBIP can provide clients with a more business-savvy enterprise digital and intelligent transformation foundation, featuring the industry's first large enterprise service model, YonGPT, and the world's most comprehensive integrated digital-intelligent services covering financial, HR, supply chain, and ten core areas. It spans multiple industries, including manufacturing, energy, and transportation, and makes enterprise operations and management smarter and more outstanding through "YonBIP Enterprise AI".

YonBIP has become the preferred digital and intelligent transformation platform for many leading enterprises in various industries, and is also the domestic software provider with the largest number of enterprise application system upgrades and replacements from international vendors. At present, YonBIP provides digital and intelligent transformation services to 65,000 large and medium-sized enterprises, and 961,000 small and micro enterprises use the cloud service products of its subsidiary, Chanjet, with users spread across more than 40 countries and regions worldwide. Under its globalization strategy, Yonyou has established 12 overseas branches and set up an overseas data center in Singapore, making it the Chinese enterprise software vendor with the strongest foundation in overseas business and teams.

According to research by Gartner, IDC, and CCID Consulting, Yonyou ranks ninth in the global enterprise application software market. In terms of revenue market share, it ranks fifth globally in the financial cloud market and seventh in the asset management cloud market, and has been included in Gartner's Magic Quadrant for HCM for enterprises with over 1,000 employees. At the same time, digital and intelligent transformation has maintained the top market share in China for multiple years in the enterprise application SaaS, ERP cloud, financial (FM) cloud, human resources (HRM) cloud, supply chain SaaS, and super-large and large enterprise application SaaS markets. It is a leading national brand for autonomous innovation and localization of enterprise services and software in China, and is accelerating toward the vision of becoming one of the global top three enterprise software and intelligent service providers.



Awards and Recognition

Included in Gartner's Magic Quadrant for HCM for Enterprises with Over 1,000 Employees	Top 10 Global Enterprise Application Software Market in 2024
Gartner	CCID Consulting
2024-2025 New Generation Information Technology Leading Enterprises	Top 100 Competitive Software and Information Technology Service Enterprises of 2025
CCID Consulting	China Federation of Electronics and Information Industry
Famous Software and Information Technology Service Enterprises of 2025	2025 GenAI Best Implementation Company Operations TOP 10
China Federation of Electronics and Information Industry	2025 Huxiu Big Whale List
2025 Outstanding Compliance Service Provider for Financial Statements of Chinese Manufacturing Listed Companies	Best Technology Service Provider for Chinese Treasury Construction
Financial Media Center of the Machinery Industry Information Research Institute	Organizing Committee of the China Treasury Annual Conference
Annual Best Financial Shared Service Center	2025 "Finance News Award" "High-Quality Listed Company Award"
CGMA	Caiwen Media
YonBIP won the "2024-2025 New Generation Information Technology Innovative Product"	YonBIP Enterprise AI won the "2024-2025 New Generation Information Technology Innovative Product"
CCID Consulting	CCID Consulting

YonMate won the "2024-2025 New Generation Information Technology Innovative Product"	YonSuite Won the "Trusted Cloud 2024-2025 Annual Technical Best Practice-Application Service Category SaaS+AI"
CCID Consulting	China Academy of Information and Communications Technology
YonBIP 5.0 DataAgent Selected for the "2025 China AI Agent Top 100" List	2025 Outstanding Contribution Member Unit of the Information Technology Application Innovation Working Committee
Internet Weekly	Information Technology Application Innovation Working Committee of the China Electronics Standardization Association
2025 Best Practice Cases of Sustainability for Listed Companies	2025 Outstanding Cases of Social Responsibility of Private Enterprises in Beijing
China Association for Public Companies	Beijing Federation of Industry and Commerce

Management System Certification

In 2025, Yonyou maintained the validity of various management system certifications continuously, covering ISO 9001 Quality Management System Certification, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and SA8000 Social Responsibility Management System. Annual surveillance audits were completed as required, ensuring the ongoing operation of the management systems and compliance with relevant standards.



SA8000 Social Responsibility Management System Certification



ISO 9001 Quality Management System Certification



ISO 14001 Environmental Management System Certification



ISO 45001 Occupational Health and Safety Management System Certification


Sustainability (ESG) Governance and Strategy

Mission and Vision

Practice the "Friend of Users" philosophy, driven by digital and intelligent transformation technology, empowering various industries to achieve green, low-carbon transformation and high-quality development. Become a global leader in the integration of enterprise digitalization and sustainable development (ESG), creating full life-cycle solutions covering "Environmental Friendliness, Social Inclusion, and Excellent Governance" through technological empowerment and ecosystem co-creation, and working with stakeholders to build a future business society that is green and low-carbon, intelligent and efficient, and fair and shared.

Management System

Yonyou establishes and improves the sustainability (ESG) management system, forming a governance structure centered on the board of directors, senior management, and the implementation level, with clear authority and efficient operation, ensuring the smooth advancement and effective supervision of the Company's sustainability plan.




Board Strategy and Sustainability Committee

Research and provide recommendations on the Company's long-term development strategy.

Research and provide recommendations on the Company's sustainability (ESG) strategic objectives.


Review the progress of the Company's sustainability (ESG) strategy and objectives implementation, listen to the Group Executive Council work report, and provide feedback.

Review the Company's annual sustainability (ESG) report and provide recommendations.



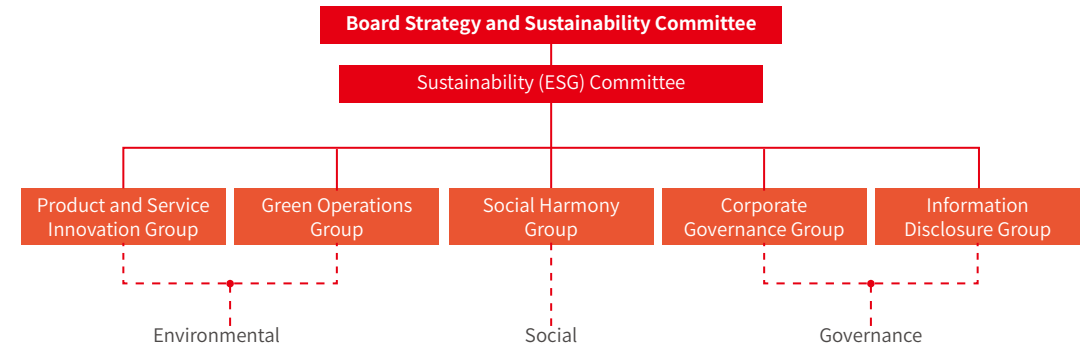
Sustainability (ESG) Committee

Be responsible for the specific implementation of the Company's sustainability (ESG) affairs, report to the Board Strategy and Sustainability Committee on the implementation of the Company's sustainability (ESG) strategies and decisions, and provide the necessary information for research and recommendations on sustainability (ESG).



Sustainability (ESG) Coordination Group

Establish several coordination groups based on the three dimensions of environmental, social, and governance to handle the Company's daily sustainability (ESG) work, such as coordinating various responsible entities within the Company to provide materials for the Company's annual sustainability information disclosure.



Key Regulations

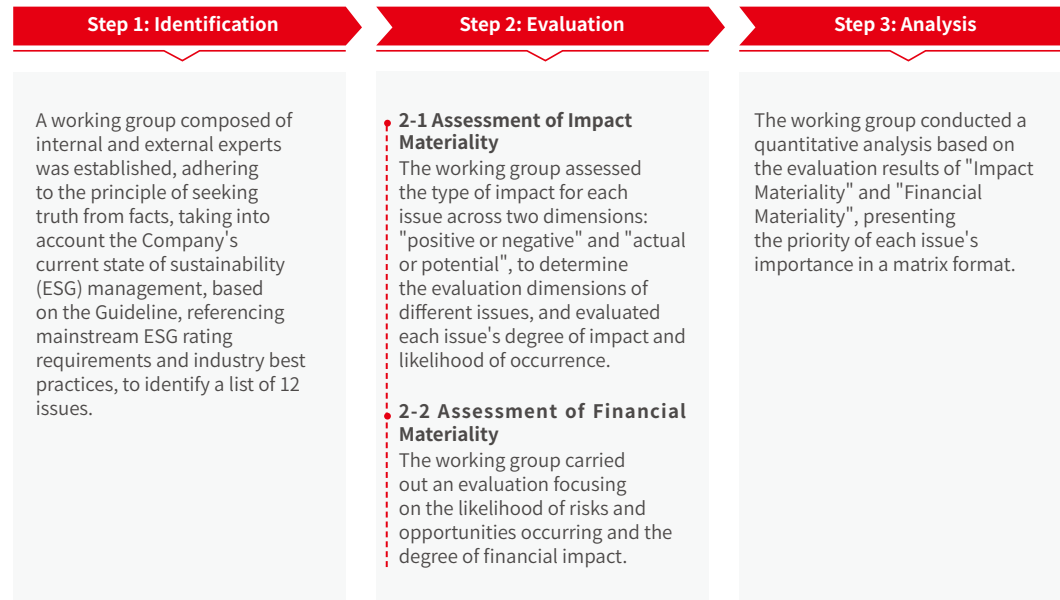
The Company's key ESG policies are published on the Company's official website under the "Sustainability" section.

Category	Publication Location
Data Security and Privacy	Yonyou Trust Center: https://www.yonyou.com/esg/privacy.html
Talent Development	Valuing Talent Development: https://www.yonyou.com/esg/talent.html
Corporate Governance	Excellent Corporate Governance: https://www.yonyou.com/esg/corporation.html

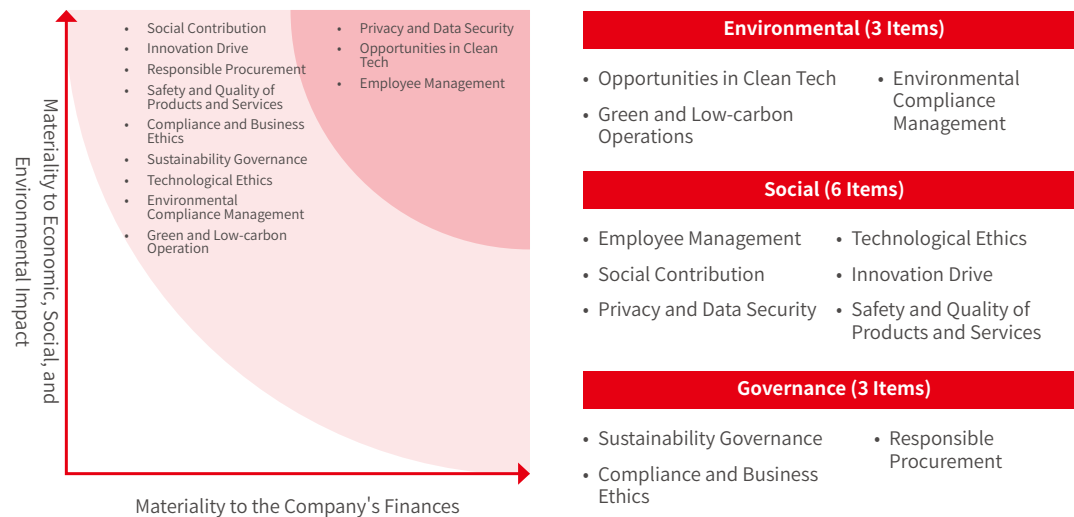


Issue Materiality Analysis

Yonyou continuously improves the identification and assessment of sustainability (ESG) issues. We conduct a materiality assessment of material sustainability (ESG) issues from both financial and impact perspectives according to the requirements of the "Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies-Sustainability Report (Trial)" (hereinafter referred to as the "Guideline"). The importance of sustainability (ESG) issues, highly relevant to the Company's business development, is identified and analyzed from two aspects: "Financial Materiality" and "Impact Materiality", and a materiality issue matrix is formed.



According to the 2025 Yonyou sustainability (ESG) issue materiality analysis result, the issues: Privacy and Data Security, Opportunities in Clean Tech, and Employee Management possess both financial and impact-related Double Materiality.



Stakeholder Communication

Stakeholder	Expectations and Requirements	Communication and Response
Shareholders 	<ul style="list-style-type: none"> Good Profitability Compliance Operations Information Transparency 	<ul style="list-style-type: none"> Company Annual Report Interim Report and Announcement Shareholders' Meeting Investor Meeting
Client 	<ul style="list-style-type: none"> Product Innovation Information Security Service Quality 	<ul style="list-style-type: none"> Client Service Hotline Daily Communication and Exchange Official WeChat, Official Website
Employees 	<ul style="list-style-type: none"> Employee Rights Work-Life Balance Employee Career Development Employee Health and Safety 	<ul style="list-style-type: none"> Employee Representative Conference Employee Training Employee Care Activities
Government 	<ul style="list-style-type: none"> Compliance Operations Integrity Building Transparency in Information Disclosure 	<ul style="list-style-type: none"> Communication and Reporting Major Meetings Policy Consultation Information Disclosure Institutional Visits
Eco Partners 	<ul style="list-style-type: none"> Deepen Cooperation Honest Fulfillment of Commitments Mutual Benefit and Win-Win 	<ul style="list-style-type: none"> Strategic Cooperation Exchange and Interaction
Supplier 	<ul style="list-style-type: none"> Fair Cooperation Honest Fulfillment of Commitments Compliance Management 	<ul style="list-style-type: none"> Supplier Meeting Procurement Activities Field Inspection
Environment 	<ul style="list-style-type: none"> Environmental Protection Green and Low Carbon 	<ul style="list-style-type: none"> Green Operation Green Public Welfare
Society 	<ul style="list-style-type: none"> Livelihood Improvement Harmonious Society 	<ul style="list-style-type: none"> Public Welfare and Charity Volunteer Activities

Special Topic Anchoring New "Intelligent" Productivity, Defining a New Paradigm for Industrial Intelligence

Based on the mission of high-quality development in the new era, Yonyou deeply promotes the integration of digital intelligence technology with physical industries. With the YonBIP digital intelligence business innovation platform as the core carrier, the Company builds an intelligent foundation that empowers industrial transformation and upgrading, helping enterprises achieve a full-chain digital and intelligent transformation leap from production and manufacturing to operation and management, continuously injecting strong digital intelligence momentum into the construction of a modern industrial system and high-quality economic development.

Leading the Future with Intelligence, Integrating for Creative Transformation

When artificial intelligence is deeply integrated from a technological concept into enterprise operations, how can AI truly become an intelligent business partner and create sustainable growth value? Faced with this core proposition, Yonyou, leveraging its long-standing expertise and innovative practices in the "AI + Enterprise Services" domain, helps enterprises leap over transformation thresholds, open a new chapter of intelligent operations, and provide fresh momentum for industrial upgrading.

In August 2025, the Company launched a milestone product-YonBIP 5, whose core advantage lies in the native integration of "AI × Data × Process", enabling enterprise software to evolve from traditional "tool systems" into "intelligent business partners". Through YonBIP's enterprise AI, enterprise data cloud, process services, and digital-intelligent foundation, it empowers enterprises to reshape business and management processes, activate data value, and implement AI applications in a one-stop manner. YonBIP 5 not only comprehensively upgrades AI and data capabilities but also integrates AI into 14 categories of end-to-end business processes and over 2,500 process scenarios, enabling AI applications to take root in enterprises and accelerating their digital and intelligent transformation.



Yonyou Officially Launched YonBIP 5 at the 2025 Global Business Innovation Conference (GBIC · 2025)

YonBIP Enterprise AI is a one-stop product matrix for deploying AI applications in enterprises, including intelligent platforms, general intelligent services, and domain-specific intelligent services. It features four key attributes: "unified digital-intelligence foundation, integration into core business, reliable results, and security compliance", providing various intelligent agents to meet the complex needs of enterprise-level scenarios, enabling AI to truly deliver value in business operations and management.

Unified Digital-Intelligence Foundation	Integration into Core Business	Reliable Results	Safety Compliance
An integrated digital-intelligence foundation combining application platform, data platform, intelligent platform, development platform, integration platform, cloud technology platform, and mainstream large models.	Integrate into the enterprise's business and management scenarios of "R&D, supply, production, sales, service, personnel, finance, asset, client, and project".	Combined with the enterprise's high-quality data and knowledge base, the generated results are reliable and trustworthy.	Ensure data security, clarify permissions and responsibilities, and operate and use in compliance.

YonBIP 5 releases the latest enterprise AI architecture, providing a complete capability system from the data layer, model matrix layer, platform layer to the application layer, realizing the implementation of AI in enterprises across multiple scenarios such as business operations, human-computer interaction, knowledge and application generation, fully empowering enterprises for intelligent upgrades, and effectively improving enterprise operational efficiency and core competitiveness.

YonGPT-Yonyou Enterprise Service Large Model

YonGPT is an enterprise service large model that integrates Yonyou's expertise across various fields and industry practices, pre-trained and fine-tuned with extensive business data. It helps enterprises achieve four key capabilities: intelligent business operations, natural human-computer interaction, smart knowledge generation, and semantic application creation, making it a domain-specific model with a deep understanding of enterprise services.

Currently, as a domain-specific model for enterprise services, YonGPT has developed a model matrix including domain-specific large language models, multimodal large models, vector models, recommendation models, classification/sorting models, and operations optimization/prediction models.

YonAI-Intelligent Platform

The YonAI intelligent platform serves as the foundational intelligent platform for enterprises, aiming to build the digital and intelligent transformation enterprise brain through AIaaS platform services, realizing AI engineering and smart platformization, and helping enterprises apply AI technology with low barriers and high efficiency.

The intelligent platform penetrates core business scenarios of enterprises, integrating the entire process from data aggregation, model training, to application implementation, supporting intelligent applications such as business analysis, intelligent interaction, knowledge generation, and application assistance. By continuously optimizing the synergy between "model + application", the YonAI intelligent platform drives large-scale deployment of enterprise AI capabilities in real business scenarios, improving operational efficiency and the level of intelligent management.

YonMate

YonMate is a general-purpose enterprise intelligent agent that provides each employee with a business intelligence partner and can orchestrate comprehensive multi-agent collaboration, serving as the unified intelligent gateway for the enterprise.

YonMate supports initiating requests in natural language, helping employees efficiently obtain information, handle tasks, and advance work. At the same time, YonMate creates a unified intelligent gateway for enterprises, and YonMate can allocate tasks appropriately based on requirements, the capabilities and status of each intelligent agent, coordinate information exchange and sharing among agents, ensure multi-agent collaboration in complex tasks, and improve overall execution efficiency and effectiveness.

As an intelligent agent with a deep understanding of enterprises, the fully upgraded YonMate achieves deep integration of "data, knowledge, and processes" with AI. It systematically builds multiple core capabilities around interaction experience, business processes, enterprise comprehension, and standardized applications to support large-scale implementation of enterprise intelligent capabilities.

DataAgent-Data Intelligence Agent

DataAgent is an intelligence agent dedicated to data-related work, capable of supporting data processing, analysis, and insight in natural language. It provides users with comprehensive capabilities covering data platform skills, data models, and domain knowledge Q&A, helping users conduct data-related tasks more efficiently.

Relying on the iuap intelligent data platform, DataAgent builds a unified data analysis and collaboration mechanism for various business scenarios, promoting integrated and efficient application of data development, governance, and analysis, and providing strong support for business decision-making.

YonKnow-Knowledge Operations

YonKnow helps enterprises build a multimodal knowledge system and search portal, providing instant search and intelligent Q&A for documents, images, audio, and video within enterprise knowledge. It assists enterprises in constructing a closed-loop system of "knowledge accompanying the entire process and knowledge deposited into the repository", achieving unified management, intelligent application, and value transformation of knowledge.

You Space-Intelligent Collaboration

You Space is a one-stop collaborative office platform of digital and intelligent transformation, centered on the concept of "unified entry, business, organization, permissions, and workflow through one product". It focuses on and integrates capabilities such as multi-business intelligent agents, intelligent meetings, and knowledge bases, enabling enterprises to greatly enhance their office and business collaboration efficiency.

Among them, the Digital Intelligence Secretary is an all-round intelligent office assistant based on a general large model, designed for all employees of an enterprise. It deeply integrates AI into business processes, revolutionizing traditional office models and achieving a leap in work efficiency. The Super Group breaks the single-purpose nature of traditional communication groups by centering on people, business, and intelligent agents, offering diversified communication and business processing capabilities.

Other Intelligent Applications

In addition to general-purpose intelligent agents, YonBIP also deeply integrates AI into business scenarios across ten major fields-finance, human resources, supply chain, procurement, manufacturing, marketing, R&D, projects, assets, and collaboration-embedding dozens of intelligent agents such as Intelligent Accounting Assistant, HR Intelligent Assistant, Intelligent Sales Coach, Procurement Intelligent Assistant, Digital Intelligence Secretary, and Super Group Assistant. These intelligent agents, using a natural language interactive experience mode, help users quickly access services, data, and knowledge within the system, efficiently handle tasks, drive business process automation and intelligent decision-making, and overall enhance the intelligent product experience of YonBIP.

Case

AI + HR Full-scenario Integration, Reshaping a New Paradigm for Human Resource Management

With the significant launch of YonBIP 5, YonyouHR SaaS has also undergone a major update. Leveraging full-scenario intelligent integration, AI is truly implemented across various human resource modules.

On the employee side, YonyouHR SaaS builds an intelligent employee service system covering the entire lifecycle, supporting the handling of HR-related tasks anytime, anywhere. Through specialized intelligent Q&A adapted to different business scenarios, it effectively reduces communication costs, improves employee experience, and enhances service response efficiency. On the management side, YonyouHR SaaS, based on job models and multidimensional data analysis, introduces AI capabilities to assist in resume screening, interview evaluation, and talent development planning. By centrally collecting and intelligently analyzing employee information, it optimizes management processes such as onboarding, transfers, scheduling, and salary adjustments, comprehensively improving HR management efficiency and decision-making accuracy. It also supports CHO mobile terminal thematic analysis, helping managers grasp key HR indicators and business performance in real time and intuitively, enabling more scientific and forward-looking talent decisions. Leveraging the above capabilities, YonyouHR SaaS achieves a 76% improvement in recruitment decision-making, a 45% reduction in average onboarding cycle, a 30% increase in employee performance, a 15% boost in employee satisfaction, a 20% rise in retention rate, and a 25% enhancement in labor productivity.



Independent Control, Value Reshaping

Driven by both the digital and intelligent transformation wave and the Information Technology Application Innovation strategic initiative (hereinafter referred to as "ITAI"), the localization replacement of enterprise software is essentially a deep resonance of product iteration, policy guidance, and market choice, demonstrating an unstoppable momentum for development. Due to complex business scenarios, high system coupling, and significant replacement risks, large enterprise software has become the most challenging-and most strategically valuable-key area in localization replacement. Represented by central state-owned enterprises and leading private companies, the demand for independent control and secure reliability in the digital and intelligent transformation system continues to grow, and software localization is shifting from "usable replacement" to "value replacement".

In the practice of domestic substitution, Yonyou took the lead in proposing and consistently implementing the concept of "Value-oriented Domestic Substitution"-domestic substitution is not merely a change in the source of technology, but an integration of new-generation technologies with digital and intelligent transformation upgrades and trusted innovation-based domestic substitution, creating dual value for enterprises in terms of management efficiency and controllable security.

Relying on YonBIP 5, Yonyou builds a Full-Stack Information Technology Application Innovation Adaptation System centered on "intelligent production line + unified technology foundation", forming a full-chain technical support covering R&D, adaptation, delivery, and ecosystem collaboration. On one hand, the intelligent production line enables a highly automated trusted innovation adaptation process, greatly reducing manual labor and adaptation cycle, addressing the pain points of "high cost and low efficiency" in traditional adaptation from the technical source; on the other hand, it establishes a unified trusted innovation adaptation technology foundation, so that products developed on this foundation naturally have trusted innovation compatibility without repeated adaptation, systematically solving the problems of fragmented adaptation and inconsistent standards, and promoting the evolution of trusted innovation from "single-point adaptation" to "ecosystem collaboration". At present, the YonBIP 5 trusted innovation adaptation system has achieved deep compatibility from CPU chips and server hardware to operating systems, databases, and other core trusted innovation links, building a trusted innovation solution system covering over 20 major industries, over 80 sub-industries, and over 20 joint solutions, having obtained more than 410 adaptation certificates and completed over 540 adaptation projects, providing full-stack support for enterprises to implement their trusted innovation strategies.

In 2025, as a leading domestic software enterprise, Yonyou was invited to participate in the enterprise symposium for the "15th Five-Year" plan of the Ministry of Industry and Information Technology and offer suggestions, and released the new Digital Transformation of Large Enterprises monograph, helping large enterprises with digital and intelligent transformation and value-oriented domestic software replacement. Currently, Yonyou has become the domestic software provider with the highest number of enterprise application system upgrades and replacements for international vendors. A large number of Chinese large and ultra-large enterprises, central state-owned enterprises, and leading private companies have chosen YonBIP to replace their original European and American software products.

In the central state-owned enterprise sector, after the State Development & Investment Corporation replaced its American software system, the consolidated reporting efficiency of its 700 legal entities increased by 300%; China XD Group leveraged YonBIP to build a full business chain digital and intelligent transformation system, realizing highly efficient end-to-end operations throughout the process. Among leading private enterprises, BYD successfully empowered 100,000 R&D personnel for collaborative innovation by replacing its international R&D system. Wanda Commercial Management Group completed a full replacement of Oracle in just four months, successfully implementing financial digital and intelligent transformation. Rifeng Group achieved the rapid construction of an integrated financial platform for 20 overseas companies at a pace of "One Country in Three Weeks". In addition, leading Chinese enterprises such as China Merchants Group, CITIC Securities, State Power Investment Corporation, Bank of Communications, China Life Insurance (Group) Company, and China Logistics Group have all chosen YonBIP to replace their original European and American software.

Case

China XD Group Joins Hands with YonBIP to Open a New Chapter of Domestic Innovation

Driven by the dual forces of the global digital transformation wave and the national "Independent Control" strategy, China XD Group has completed a comprehensive upgrade of its core management system, discontinued the SAP system, and fully switched to YonBIP. This supports XD in achieving full-chain real-time collaboration from R&D design to production control, realizing the transformation goal of "data-driven decision-making". Production planning efficiency has increased by 50%, equipment operation and maintenance costs have decreased by 30%. An integrated business-finance platform has been built, connecting data from production, supply chain, and finance, boosting cost accounting efficiency by 1.5 times, shortening the monthly financial closing cycle by 40%, and increasing supply chain collaborative response speed by 60%.

Riding the Waves Overseas, Creating a Win-Win Ecosystem

Against the backdrop of global economic adjustment and China's ongoing opening-up, globalization has become a key path for the long-term development of Chinese enterprises. The "Belt and Road" initiative and the "Dual Circulation" framework create space for enterprises to integrate into the global market, while also placing higher demands on their operational capabilities. When going global, enterprises should not only "Go Out", but also "Go In". Facing a complex overseas environment, compliance-especially data compliance-is a top priority. Enterprises must adhere to the laws and regulations of both their home country and target markets. Digital and intelligent transformation is an effective tool to address this challenge, integrating global resources through a digital platform, reshaping the value chain, and effectively helping enterprises build global operational capabilities for efficient international expansion.

Since forming its overseas business team in 2003, Yonyou has accumulated mature delivery capabilities in more than 40 countries and regions, serving over 1,600 overseas enterprise clients. In 2025, the Company accelerated its Globalization 2.0 strategy of "Based in Asia-Pacific, Serving the World". Building on its leading advantages in mature Asia-Pacific markets, it actively expanded into emerging markets in Europe, the Americas, and the Middle East, continuously improving its global business layout. The Company operates with a dual-engine strategy of serving Chinese enterprises going global and local clients, relying on BIP product capabilities to provide stable and predictable value empowerment for global clients.

Yonyou Indonesia Signed with PT. Bumi Mineral Sulawesi and has Completed the Phase One Construction of the Digital and Intelligent Transformation.

Leading Indonesian mining enterprise PT. Bumi Mineral Sulawesi teams up with Yonyou Indonesia to complete the Phase One construction of the Digital and Intelligent Transformation, with financial and supply chain systems officially launched and operational.

Yonyou Macau Signed Contract with Macau Electric Power

Yonyou Macau will promote Macau Electric Power's digital transformation in procurement management by providing digital and intelligent transformation products and services.

Yonyou Singapore Signed Strategic Cooperation with Yuxiang Building Materials

Leveraging Yonyou's strong expertise in ERP, financial cloud, and human resource management, it will further enhance Yuxiang Building Materials' cross-border management efficiency and business transparency, providing strong support for its expansion into international markets.

The Company continues to deepen product localization, focusing on adapting to global diverse privacy protection and data compliance requirements, and precisely integrating key regulations such as local taxation systems and labor policies in different countries. By deeply embedding differentiated legal regulations and business processes into products, the Company helps enterprises efficiently advance digital transformation and global operations while complying with local laws.

Establish a Global Product R&D Center in Malaysia	Establish a global product R&D center in Malaysia to support product localization adaptation and integration, promoting the deep integration of core products into different market ecosystems. While meeting product regional compliance and cultural adaptation, achieve effective integration of global standard technologies with localized needs, continuously enhancing product value and market competitiveness.
Support Arabic	Support for 13 mainstream languages, including Arabic. For Arabic and other right-to-left (RTL) languages, the system adapts to their text characteristics and reading habits, supporting RTL display and input, ensuring that interfaces, reports, and documents comply with relevant layout specifications.
Support for Mexican Localized Digital Invoices	Provide Mexican operating enterprises with a complete set of core tax and financial infrastructure adapted to Mexican regulations. Through the Yonyou localization system, CFDI digital invoices compliant with SAT standards can be directly generated and processed, ensuring tax compliance.

The Company actively builds an open and collaborative global ecosystem cooperation system, partnering with overseas industry leaders, local vertical service providers, and international technology innovation partners, deeply integrating global expertise, regional knowledge, and the Yonyou core platform to enrich globalized products and portfolios. In 2025, the Company jointly established the "Overseas Expansion Ecosystem Alliance" with ecosystem partners to serve Chinese enterprises going global and global enterprises' digital and intelligent transformation, helping enterprises build sustainable and evolving digital competitiveness in a complex and ever-changing international business environment.



Yonyou and Ecosystem Partners Established "Overseas Expansion Ecosystem Alliance"

Yonyou Indonesia Signed Contract with Wilmar Consultancy Services	Yonyou Indonesia and Wilmar Consultancy Services (WCS) have formed a partnership targeting the agriculture, manufacturing, retail, and fast-moving consumer goods sectors, jointly providing comprehensive services covering enterprise consulting, system implementation, and digital and intelligent transformation management optimization for the local market.
Yonyou Hong Kong Signed Contract with HKBN Enterprise Solutions	Yonyou Hong Kong has officially signed an exclusive cooperation agreement for small and medium-sized enterprises with HKBN Enterprise Solutions, a leading telecommunications and information technology systems integration service provider. The two parties will work together to deepen their presence in the enterprise service industry, promote digital and intelligent transformation, and continue to help SME clients in Hong Kong achieve business agility and lean operations.
Yonyou América Hosted First Americas Partner Day	The first Americas Partner Day was held in Mexico, with over 70 partners and clients attending. During the event, the Yonyou Spanish-language product was officially launched. By building an efficient cooperation and communication platform, the Company accelerates its market presence in the Americas, continuously consolidates the local ecosystem foundation, and injects new momentum into the digital upgrades of businesses in the region.

Painting a Green Picture, Moving Toward a Low-Carbon Future

Yonyou actively responds to the "Carbon Peaking and Carbon Neutrality" objective, integrating the concept of green development deeply into corporate strategy and operations. Relying on digital and intelligent transformation's service capabilities, the Company develops innovative products and solutions that incorporate environmental benefits, helping various industries achieve energy savings, carbon reduction, and resource optimization. Meanwhile, the Company continuously improves its environmental management system, sets energy-saving and carbon-reduction targets, and promotes green operations, taking concrete actions to actively respond to climate change and contribute to the construction of a Beautiful China.



Empowering Green Transformation, Deepening Low-Carbon Practices

Governance

To systematically advance the application of digital and intelligent technologies in green operations, low-carbon management, and industrial empowerment, and to strengthen strategic coordination and execution synergy, Yonyou has established a working mechanism led by the Board Strategy and Sustainability Committee, with the Sustainability (ESG) Committee responsible for formulating and implementing plans, and a Product and Service Innovation Group responsible for execution on the ground.

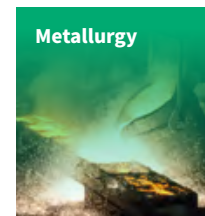
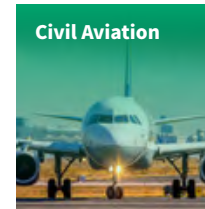
<p>Decision-making Level Board Strategy and Sustainability Committee</p>	<p>Regularly conduct ESG thematic seminars to identify major green development issues highly relevant to the Company's strategy, and provide overall guidance for clean technology-related strategic planning.</p>
<p>Senior Management Level Sustainability (ESG) Committee</p>	<p>Under the guidance of the Board Strategy and Sustainability Committee, design and plan product and service innovation schemes within the target framework of "Carbon Peaking and Carbon Neutrality".</p>
<p>Implementation Level Product and Service Innovation Group</p>	<p>Develop implementation plans for clean technology products and ensure their rollout, supporting clients and ecosystem partners in green transformation of their business and management.</p>

Strategy

As a backbone force leveraging digital intelligence technologies to promote a comprehensive green transformation of the economy and society, Yonyou focuses on major strategic planning in the green and low-carbon development field, fully integrating the practical requirements for green development in the new development stage with the Company's development strategy. Focusing on the decisive role of digital and intelligent transformation in driving the green transformation of the entire industry, the Company proactively identifies market opportunities brought about by green development, concentrates on the transformation needs accelerated by the "Carbon Peaking and Carbon Neutrality" policy, pays attention to the urgent requirements of high-carbon industries such as steel, energy, and civil aviation for production digitalization, refined management, and green operations under carbon reduction constraints, and continuously improves mechanisms for the development and application of clean technologies. Leveraging the digital and intelligent transformation technological advantages of the YonBIP platform, the Company provides integrated green transformation solutions to key industries, ensuring that sustainability solutions can truly empower various industries in their transition to green and low-carbon operations.

Risk Management

Against the backdrop of the in-depth advancement of the "Carbon Peaking and Carbon Neutrality" strategy, Yonyou integrates the "Carbon Peaking and Carbon Neutrality" goals into the core strategy, with the YonBIP platform as the central carrier, combining cutting-edge digital technologies such as cloud technology, industrial internet, AIoT, big data, and AI to build a "Platform + Carbon Peaking and Carbon Neutrality" green development solution. The Company has established and improved the mechanism for identifying target clients for sustainability, deeply cultivating numerous manufacturing industries represented by steel, non-ferrous metals, and pharmaceuticals, and providing efficient digital and intelligent transformation services through co-construction models. It offers targeted solutions for enterprises, helping them open up green transformation pathways and achieve both environmental and economic benefits.



Adhering to the concept of "Green Network, Smart Intelligence Driven", taking the transformation of energy enterprises with digital and intelligent transformation as the starting point to promote the "Low-carbon, Clean" transformation of energy companies.

Relying on YonBIP to build an "Airline Intelligent Fuel Saving & Carbon Emission Reduction" smart data analysis platform for airlines, providing comprehensive data-driven solutions to achieve accurate carbon emission data collection and full-process monitoring of aviation fuel savings, helping aviation enterprises realize green flights.

Leveraging the YonBIP platform and the Intelligent Industrial Internet platform, from dimensions such as refined energy scheduling, scrap steel recycling, and full-process intelligent control, providing steel enterprises with a full-chain digital and intelligent transformation solution to promote the industry's transformation from "Black Smelting" to "Green Manufacturing".

In 2025, Yonyou released the 5th-generation YonBIP intelligent scrap steel grading system. A total of 656,000 intelligent grading operations had been conducted, handling 24.66 million tonnes of scrap steel, covering over 100 industry clients, and contributing to a reduction of 39.44 million tonnes of carbon emissions.

Focusing on the production characteristics of the non-ferrous metals industry, with full-process digital control as the core, efforts are made across dimensions such as intelligent batching, energy optimization, and resource recycling to help enterprises optimize energy structures, reduce energy consumption per unit, and improve resource utilization rates.

Focusing on the green upgrading and transformation of key enterprises, with "Smart+" as the core, an integrated operation management system is built combining "Smart Management" "Smart Operation" "Smart Factory" and "Industrial Internet", helping enterprises fundamentally achieve energy-saving and emission reduction.

Based on the "Green and Natural" industrial characteristics of the traditional Chinese medicine sector, with refined energy management at the core, this initiative assists enterprises in deeply integrating traditional processing techniques with modern digital intelligence technologies, injecting new momentum for green development.

Actively responding to the strategic deployment for building a Beautiful China, leveraging advantageous technologies to empower pollution control enterprises to improve quality and upgrade, continuously contributing to ecological environment improvement and green development.



The YonBIP Scrap Steel Intelligent Grading AI Won the Third Prize in the Industrial Intelligent Agent Category of the 14th China Innovation and Entrepreneurship Competition

Case

Yonyou Helps DingSheng Iron & Steel Achieve a Win-win of Economic Benefits and Green Low-carbon Development

In 2024, DingSheng Iron & Steel introduced the YonBIP intelligent scrap grading system for the first time, achieving full-process automation at 12 unloading points that same year, with real-time data collection on grading, weight proportions, and alarm information, delivering remarkable results. In 2025, DingSheng Iron & Steel once again partnered with Yonyou, purchasing an additional 4 intelligent scrap grading systems for unloading points. By the end of 2025, the system had cumulatively graded over 400,000 tonnes of scrap steel and handled over 10,000 vehicle loads, contributing to approximately 640,000 tonnes of carbon emission reductions. Scrap grading has shifted from "manual-led" to "intelligent management", significantly reducing labor and procurement costs, achieving a win-win of economic benefits and green low-carbon development.

Yonyou Helps Minyuan Steel Achieve Intelligent Energy Optimization Scheduling, Setting a Benchmark for Green Energy Management

In 2025, Minyuan Steel Group joined hands with Yonyou to successfully implement an energy management and scheduling project, building a plant-wide intelligent energy optimization scheduling platform. Through accurate forecasting and monitored allocation of the oxygen and coal gas systems, the platform achieves dynamic resource balancing and maximum value realization, converting flared energy into high-value electricity. It deeply reshapes the energy management model of traditional steel production and explores a replicable new path for energy saving and efficiency improvement to support the steel industry's green and low-carbon transformation.

Yonyou Assists Jiangxi Copper Guixi Smelter in Achieving Full-Process Coordination of Intelligent Batching

To address challenges such as declining ore grade at the source and inconsistent short-term inventory quantity and quality, Jiangxi Copper Group's Guixi Smelter collaborated with Yonyou to build a full-process digital and intelligent transformation closed-loop management system covering source calculation, mid-to-long-term replenishment/replacement strategy recommendations, intelligent batching optimization, and feed monitoring. After the project implementation, production stability and collaborative efficiency significantly improved, with continuous enhancement in resource utilization rate and energy efficiency.

Case

Yonyou Joins Forces with China Nuclear Industry Huaxing to Create the Digital and Intelligent Transformation Benchmark in the Nuclear Power Construction Industry

China Nuclear Industry Huaxing, together with Yonyou, has built a full-process system centered on the data middle platform, covering data aggregation, governance, connectivity, application, and intelligence, achieving the transformation of data resources into data assets. In the "Two Gold" management domain, China Nuclear Industry Huaxing has built a multi-dimensional analysis system to realize visual analysis of data reports and large screens. Through the two gold analysis dashboards, real-time risk monitoring and early warning are achieved. Through data correlation analysis, business process optimization is promoted, enabling management upgrades of "data-driven decision-making, early risk warning, and precise resource allocation", setting the digital and intelligent transformation benchmark for high-quality development in the nuclear power construction industry.

Yonyou Empowers Tong Ren Tang to Create an Energy and Carbon Management Benchmark in the Traditional Chinese Medicine Industry

Tong Ren Tang, in collaboration with Yonyou, is building an energy carbon management platform, using the Daxing branch factory as a demonstration, to establish a comprehensive digital measurement and analysis system covering electricity, water, steam, and gas, enabling real-time collection, accurate calculation, and visual management of energy consumption and carbon emissions.

Yonyou Launches the Super Edition IMPACTs "Carbon Peaking and Carbon Neutrality" Management Platform

Against the backdrop of global green transformation and China's "Carbon Peaking and Carbon Neutrality" strategy, enterprises face challenges such as dispersed data, complex compliance requirements, and difficulty in reflecting the true value of carbon management. The YonBIP super edition IMPACTs "Carbon Peaking and Carbon Neutrality" management platform, through deep integration of business, finance, and carbon, provides enterprises with a complete solution from carbon inventory to value creation. Relying on professional standards, data security, and intelligent iterative capabilities, the platform transforms sustainability from a "cost item" in reports into a "new engine" driving growth, helping enterprises seize strategic opportunities in green transformation.

Direct Cost Reduction and Efficiency Improvement

Save about 90% of manpower and time costs for carbon inventory, accurately identify energy waste and efficiency bottlenecks

Proactively Manage Risks

Meet domestic and international compliance requirements, avoid regulatory penalties and trade barrier risks

Create Green Benefits

Provide data support for carbon market trading, Green Finance, and supply chain optimization

Empower Strategic Decision-making

Transform carbon and ESG data into a company's "second financial statement", offering critical dimensions for investment decisions, product design, and supply chain optimization

As a globally leading cloud service provider, the Company continues to deepen the key role of cloud service technology in promoting energy conservation and consumption reduction, working with partners to advance towards achieving the "Carbon Peaking and Carbon Neutrality" goal.

YonBIP Procurement Cloud

In 2025, a total of 2.31 million enterprises used the YonBIP Procurement Cloud platform to conduct 11,000 online tenders and 313,000 inquiries, engaging 74,500 suppliers. Through full-process digitization and paperless procurement, carbon emissions were effectively reduced, supporting the construction of a green supply chain.

YonBIP Tax Cloud

In 2025, it provided tax-related and invoice-related services for more than 33,000 enterprises, issued over 51.75 million electronic invoices, received over 45.40 million invoices, and generated 42.33 million electronic accounting vouchers. Through digital services, it reduced the use of paper vouchers and helped enterprises effectively lower carbon emissions.

Indicators and Targets

Facing the in-depth advancement of the "Carbon Peaking and Carbon Neutrality" target and the continuous release of green transformation demand in various industries, Yonyou will continue to deepen the integration of digital intelligence technologies with green and low-carbon scenarios, develop and promote clean technologies and low-carbon solutions for key industries, and assist clients and industrial chains in achieving green transformation.



Addressing Climate Challenges, Practicing Green Operations

Yonyou has long adhered to the philosophy of "Green, Environmental Protection, and Intelligence", systematically integrating the low-carbon concept into daily business and management activities. Based on its business structure and operational characteristics, the Company has gradually established and refined a green Low-carbon operations management mechanism, with clear requirements for goal breakdown, execution promotion, and supervision and evaluation, to ensure effective implementation of related management measures across all business processes. The Company has set up an Energy-saving team, formulated and implemented institutional documents such as the Yonyou Industrial Park Energy Conservation Management Regulations, the Yonyou Industrial Park Energy Management Manual, clarified energy-saving management responsibilities, and promoted standardized and orderly energy savings and consumption reduction through energy monitoring and inspection supervision. In 2025, the Company invested 2.1178 million yuan in environmental protection, used for energy-saving renovations and waste disposal. Among them, 83,600 yuan was invested to purchase energy-saving lighting fixtures.

In 2025, guided by the Carbon Peak Implementation Plan of Yonyou Industrial Park, the Company solidly advanced various energy-saving and carbon-reduction tasks, achieving good progress.

Overall Goal: Yonyou Industrial Park (Beijing) to achieve carbon peak no later than 2030 (covering Scope 1 and Scope 2), and carbon neutrality no later than 2060.

Main Indicators	Specific Objectives	Progress in 2025	Goal Achievement Status
Green Energy	Yonyou Industrial Park (Beijing) to achieve a green electricity ratio of no less than 50% of total electricity consumption no later than 2025, and 100% green electricity coverage by 2030.	In 2025, Yonyou Industrial Park (Beijing) purchased 20,000 MWh of green power, accounting for 51.81% of the park's total electricity consumption in Beijing.	The target of 50% of green electricity in 2025 has been achieved
Water Resources	Yonyou Industrial Park (Beijing) to achieve a ratio of recycled water for landscaping irrigation of no less than 50% of total water consumption by 2023, and 100% recycled water coverage by 2024.	In 2024, the east district of the Beijing park achieved the opening of reclaimed water, with all locations in the park connected to the recycled water system reaching 100% coverage.	Achieved
Green Commuting	Yonyou Industrial Park (Beijing) to achieve complete replacement of fuel-powered shuttle buses with 100% new energy shuttle buses no later than 2025.	In 2023, the Beijing park replaced all shuttle buses with electric vehicles and, based on passenger occupancy rates, adjusted shuttle routes in real time to minimize resource waste.	Achieved ahead of schedule

The Company integrates the concept of "Green, Environmental Protection, and Intelligence" into the daily operations of all parks, taking multiple measures to promote the enhancement of green Low-carbon operations standards.

Electricity Usage

- The photovoltaic power station deployed in the Nanchang park generated 699.00 MWh of electricity in 2025, reducing carbon dioxide emissions by 396 tonnes.
- In 2025, the Beijing park purchased 20,000 MWh of green electricity, reducing carbon dioxide emissions by 12,626 tonnes.
- The ground source heat pump and energy storage central air conditioning systems deployed in the Beijing and Nanchang parks have reduced carbon dioxide emissions by approximately 853 tonnes.

Business Travel

The Company launched BIP Expense Control and Business Travel Platform in 2023, and in 2025:

- Human intelligence review executed 50 thousand times.
- Financial digital employees executed audit tasks 700 thousand times.
- The proportion of automatically generated expense control documents reached 45%, and the proportion of unattended review in shared services reached 49%.
- Fully automated income management processed 1.2 million accounting postings.
- In some businesses, contract signing is generated online, and electronic signing has reached 15%, saving a total of 12,000 hours of labor.

Yonyou Industrial Park Energy Conservation and Environmental Protection Management Measures

Energy Measurement

- Establish an energy metering management system and set up an energy metering management framework.
- Centralized management of energy metering instruments and facilities, ensuring proper selection, installation, inspection, and verification, routine inspection, use, maintenance, and repair of metering instruments.

Energy Statistics

- Carry out monthly statistics of energy consumption data, establish and improve energy consumption records, and complete sorting, analysis, and filing of various documents and materials.

Electricity Management

- Dispatch resources reasonably and avoid peak electricity consumption periods as much as possible to improve load rate and reduce unit electricity consumption for major power-consuming equipment.
- Keep general lighting turned off at night, and keep emergency lighting turned on.
- Elevators operate in parallel mode; adjust the waiting floors reasonably according to the passenger flow in each area. Lighting and fans inside elevators stop running when there are no passengers.
- Arrange the air conditioning temperature in elevator machine rooms, power distribution rooms, central control rooms, and UPS rooms in data centers reasonably.

Water Usage

- Regularly patrol and inspect water pipes and faucets to prevent incidents of running, overflowing, dripping, or leaking.
- Promptly stop any wasteful water usage. If someone maliciously wastes water resources and refuses to heed advice, submit a suggestion for punishment to the competent authorities.

Waste Management

- Formulate the Waste Classification Management Measures, establish four collection systems within the park for kitchen waste, recyclable waste, toxic and hazardous waste, and other waste, and equip corresponding garbage bins in each area's garbage room to implement fixed-point categorized disposal and centralized transportation.
- For recyclable electronic waste, implement full-process standardized management in accordance with the Yonyou Group IT Asset Management System, adhering to the principle of "Full Utilization and Reducing Waste" to maximize the service life of equipment. For equipment that has reached its service life or can no longer be used, follow procedures for scrap approval, and have the relevant departments simultaneously complete ledgers and disposal records to ensure management is transparent, accurate, and compliant. Electronically scrapped equipment approved through review shall be uniformly handed over to qualified professional third-party recyclers for processing.

The Company attaches great importance to cultivating employees' environmental awareness, continuously organizing diverse environmental public welfare activities, and encouraging employees to participate extensively, contributing with practical actions to the construction of ecological civilization.



Organizing Volunteer Planting Activities and White Waste Cleanup Activities

Gathering the Power of Goodness, Creating a Harmonious Ecology Together

Yonyou always adheres to a People-Centricity philosophy, committed to achieving the positive symbiosis of business value and social value. The Company continuously stimulates employees' creative potential by building a multi-level talent development system and an inclusive career environment; joins hands with partners to build an open and collaborative digital ecosystem, promoting industry prosperity and sustainable development; actively leverages its technical expertise to drive the upgrade of public welfare organization digital and intelligent transformation through "Yonyou Public Welfare Cloud", and supports the inheritance of Chinese business civilization through systematic public welfare actions, transforming the Company's core capabilities into a warm force that serves society and creates shared value.



Achieving Employee Value, Cultivating Fertile Ground for Growth

Governance

Yonyou has established a systematic human resources governance framework to effectively support talent selection, recruitment, and development. The Company has set up a talent governance system composed of tiered appointment leadership groups, tiered appointment professional committees, and human resources departments at all levels, to coordinate and advance key tasks such as setting talent standards, implementing evaluations, and making talent development decisions. Among them, the Group Human Resources Department, as the lead unit, is responsible for overall planning and coordination, with active involvement from various business departments, to ensure that the talent management mechanism is closely aligned with business strategies, forming a top-down, clear-responsibility, professional, and efficient talent governance structure.

Strategy

Yonyou has integrated risk management into the entire process of talent strategy and daily management, systematically identifying potential risks based on business development needs and changes in the external environment, and building a full-cycle human resources risk management system to provide strong support for steady organizational operations and employee development.

Risk Type	Risk Description	Countermeasures
Key Talent Attrition Risk	Unexpected departures of core personnel or high-potential employees may affect business continuity, weaken technological competitiveness, and incur high replacement and training costs.	<ul style="list-style-type: none"> Implement the "Elite Talent Program" and professional sequence echelon development projects, accelerating the growth of high-potential talent through customized training plans to ensure sufficient backup for key positions.
Management Challenges with the New Generation of Employees	Young employees, represented by Generation Z, have higher expectations for career development paths, instant feedback, and growth transparency. If mechanisms do not align, early attrition is more likely.	<ul style="list-style-type: none"> Provide employees with access to a dedicated area for explaining the job model and clarifying promotion standards. Enhance instant and constructive feedback in talent evaluation.

Opportunity Type	Opportunity Description	Countermeasures
Opportunities in Digital Transformation	Technologies such as AI and big data provide new possibilities to improve the efficiency of talent identification, assessment, and development, helping achieve more precise and personalized management.	<ul style="list-style-type: none"> Pilot AI-assisted evaluation processes to improve efficiency. Plan and build a star-rated sales evaluation system to promote the evolution of talent management toward data-driven and intelligent approaches.
Dual Demands Brought by Global Expansion	Overseas business expansion requires both providing employees with an international development platform and urgently building a stable, efficient localized core team.	<ul style="list-style-type: none"> Systematically advance the construction of an overseas talent system through policy standardization, specialized talent inventory, and localized recruitment strategies to ensure the supply of key overseas business talent.
Opportunities for Organizational Capability Building	Creating a learning-oriented organization can significantly enhance a company's ability to adapt to change and continuously innovate, serving as a crucial foundation for long-term sustainable development.	<ul style="list-style-type: none"> Build a learning-oriented organizational culture by relying on practical "Large-scale Drills", systematic empowerment projects, and an open learning resource platform for all employees, advocating lifelong learning to comprehensively enhance organizational resilience and innovation capabilities.

Risk Management

Yonyou has established a closed-loop management mechanism covering risk identification, assessment, response, and continuous improvement, with compliance as the baseline, strategy as the guidance, and data as the support. This deeply integrates risk management into the full lifecycle of talent management processes, effectively enhancing organizational resilience and providing strong assurance for the Company's standardized, professional, and sustainable operation in core human resource practices such as employee recruitment, training and development, performance evaluation, and promotion channels.

Talent Employment

Yonyou strictly complies with the "Labor Law of the People's Republic of China", the "Labor Contract Law of the People's Republic of China", and other laws and regulations, formulating and implementing a series of management systems such as Yonyou Group Recruitment Management Rules and Yonyou Group Intern Management Rules. It is committed to building a compliant, harmonious, and fair employee employment system and talent development environment, and deeply practicing the Yonyou platform vision of "Allowing Employees to Work Happily, Achieve Their Careers, and Share Success".

The Company upholds the concept of Diversity, Equity, and Inclusion (DEI), ensuring that in all stages of recruitment, hiring, and promotion, employees or candidates are not discriminated against based on race, color, religion, gender, age, disability, marital status, nationality, ethnicity, or any other characteristics protected by law. The Company firmly opposes and prohibits the employment of child labor and forced labor, and continuously strengthens relevant management and supervision. The Company actively supports the diverse development of its employees. In 2025, female employees accounted for 33.8% of the workforce, and the number of employees from ethnic minority groups reached 937, with the structure of diverse talent continuing to improve.

The Company continues to advance the development of its talent acquisition and recruitment system, closely aligning with its business strategy and global expansion plans, deepening school-enterprise cooperation and employer branding, and building an efficient, precise, and forward-looking talent supply chain through both social and campus recruitment channels.

To precisely meet business development needs, the Company places talent quality at the core of its social recruitment efforts, building an efficient, professional, and intelligent recruitment system.

Strategies and Channels	Diversity and Globalization
Establish a dynamic talent acquisition strategy with ongoing assessment and adjustment to ensure high alignment with business pace. Build a multidimensional talent sourcing network, leveraging major domestic and international recruitment platforms, social channels, and internship bases to reach widely and efficiently reserve high-quality talent from society.	Develop a diverse and inclusive talent structure by attracting talent from different backgrounds, fields, cultures, genders, and age groups to stimulate organizational innovation vitality. With the deepening of globalization, the Company increased efforts to attract outstanding overseas talent to provide strong support for the implementation of its global strategy in 2025.
Effectiveness and Experience	Team Enablement and Quality Control
Promote the full-chain digital and intelligent transformation in recruitment, implement multiple technological applications such as recruitment intelligent agents and AI interviews, significantly improving recruitment efficiency and candidate experience. At the same time, continuously optimize the recruitment process through interviewer certification and satisfaction surveys.	Release two systemic enablement manuals for the Yonyou Recruitment Position Empowerment Manual 2025 Version and the Yonyou Recruitment Officer Red Book 2025 Version, comprehensively enhancing the professional capabilities of the recruitment team, and providing precise support with the help of the AI recruitment assistant. Deepen the application of scientific assessment tools, and strictly execute the optimized all-employee background check process, reinforcing the quality and compliance defense for talent.

At the same time, Yonyou focuses on the reserve and development of young talent, attracting and converting high-quality graduates through a systematic campus recruitment process and innovative employer branding activities, injecting future vitality into the Company.

	System Development	Continuously improve the campus recruitment system, with emphasis on promoting the Youxinxing Internship Retention Program and High Potential Talent Program, striving to build a high-quality campus recruitment talent pool to support the Company's long-term strategy.
	School-Enterprise Cooperation	Deepen close connections with more than 30 key domestic universities, strengthening brand awareness and talent links in core institutions through a series of school-enterprise interaction activities such as "Going Out, Inviting In". In 2025, a total of 17 school-enterprise events were held, with over 1,000 student participants and promotional reach exceeding 10,000 people.
	Brand Communication	Build a three-dimensional communication matrix of "core voice layer + outer penetration layer", integrating self-media and university channels to achieve extensive and precise reach. The autumn recruitment online presentation attracted over 30,000 views, demonstrating significant online influence.
	Experience and Conversion	Innovatively designed immersive and highly interactive High-Potential Talent Open Day events (with satisfaction scores reaching full marks) received positive feedback from students, such as "interesting" and "amazing". These events significantly enhanced the candidate experience and the appeal of the employer brand, effectively facilitating talent conversion.



"Going Out, Inviting In" Series of School-Enterprise Interactions



2026 Campus Recruitment Online Presentation



High Potential Talent Program Open Day Event

Compensation and Benefits

Yonyou regards a competitive compensation and benefits system as an important cornerstone for attracting, motivating, and retaining talent. The Company is committed to providing employees with market-competitive remuneration, continuously optimizing and improving its compensation and performance management system to ensure that the incentive mechanism is closely linked with business development, individual contributions, and organizational goals; at the same time, the Company fully pays endowment insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance, and housing provident fund for all employees in accordance with the law, and fully implements statutory paid leave entitlements such as annual leave, marriage leave, maternity leave, paternity leave, parental leave, and sick leave, thereby effectively safeguarding employees' fundamental welfare and work-life balance.

Performance Appraisal and Incentives

In terms of performance appraisal and incentives, the Company formulates and implements performance appraisal policy guidelines for positions in client business organizations, aligns assessment content across different position sequences, and standardizes performance appraisal management. The Company fully considers factors such as general job sequences and regions, unifies salary standards, and establishes a variable pay mechanism to strengthen the role of performance orientation. The Company links the performance evaluation system with the "My Feedback" system, achieving 100% employee feedback coverage. Managers at all levels engage in continuous communication with employees during the evaluation period to ensure effective follow-up on goal setting, process guidance, key events, performance evaluation, growth and development, and improvement plans, and provide feedback on performance results after the period ends. For underperforming employees, a Performance Improvement Plan (PIP) is implemented, specifying the improvement period, goals, and standards to help them improve and enhance performance.

Equity Incentives

In terms of equity incentives, the Company began implementing the Yonyou Network Technology Co., Ltd. Employee Stock Ownership Plan in 2023, setting corresponding performance evaluation indicators and phased vesting mechanisms to ensure balanced incentives and constraints, thereby enhancing the enthusiasm and sense of responsibility of core employees. By the end of 2025, the number of employees participating in the shareholding plan exceeded 2,000. In 2025, in accordance with the planned performance appraisal indicators, the Company successfully completed the second phase of the employee stock ownership plan vesting. By leveraging digital capabilities to empower the full-cycle operation of the equity incentive plan, the Company effectively enhanced the service efficiency of its core key employees. At the same time, the Company implemented equity incentive plans or medium to long-term reward plans for all its subsidiaries to fully stimulate the vitality of the talent team.

Employee Training

Yonyou has established a clear and focused employee training system, forming a three-tier training architecture consisting of the Yonyou Learning and Training Center, training positions within each business unit at headquarters, and training positions within each frontline branch. This system has been continuously optimized and improved to effectively support the ongoing enhancement of employees' core capabilities, ensuring the systematic, continuous, and effective development of talent. In 2025, with the core goal of "Capability Improvement and Organizational Efficiency Enhancement", the Company fully advanced special learning projects such as YonBIP learning certification, job skills enhancement, training system deepening, and AI and intelligent application, thereby supporting the high-quality development of talent building.

<p>General Product Knowledge and AI Application Learning for All Staff</p>	<ul style="list-style-type: none"> For all employees, conduct training on digital and intelligent transformation and YonBIP product knowledge, as well as themed learning sessions on "Implementing AI in Enterprises". Through systematic learning, comprehensively enhance employees' job capabilities and support business development. A total of 20,151 people participated in the digital and intelligent transformation and YonBIP product knowledge learning examination, with a pass rate of 99.61%; the themed learning on "Implementing AI in Enterprises" has cumulatively attracted 19,728 participants.
<p>Job Skills Enhancement Training</p>	<ul style="list-style-type: none"> Carry out specialized training for employees in different positions. In 2025, we conducted intensive training and exams for offline direct sales sequence employees to assess sales star ratings; organized the "Step-by-Step to Win" sales experience extraction workshop and one-on-one practical sales experience extraction, developed 58 online micro-courses on practical sales cases, with a total of 939 participants engaged in learning.
<p>Leadership Training</p>	<ul style="list-style-type: none"> Launch the "Voyage Plan" for newly appointed frontline managers, providing systematic training in four stages throughout the year to empower 197 new grassroots managers to quickly strengthen management awareness, address work pain points, and build a high-quality, high-capability core team of grassroots management for the Group, supporting business growth. Offer leadership workshops and leadership courses for middle and senior managers, covering over 500 managers, to address common issues in improving leadership and management capabilities.
<p>Training System Optimization</p>	<ul style="list-style-type: none"> Based on job tasks and general competencies, create learning maps for sales employees, sales managers, new employees, general capabilities for all staff, and Yonyou culture. After multiple rounds of research, a learning map for sales department managers and reserve personnel has been developed.

Talent Development

Yonyou earnestly practices the "Be Professional" values, implements a multi-channel employee development mechanism, and achieves separate development paths for the management line (M series) and the professional line (P series). In 2025, the Company optimized the professional qualification system guided by "Intelligence, Lightness, and Business Orientation" to enhance employees' professional skills and organizational effectiveness. Through measures such as mechanism innovation, process efficiency improvement, and system integration, significantly improve the efficiency of qualification reviews. At the same time, the Company continues to support employees in obtaining professional qualification certificates by implementing policies such as the Reward Measures for Employees to Obtain PMP® Qualification Certificates and ITIL® Qualification Certificates, the Notice on Encouraging Employees to Participate in the TOEIC Exam. These policies include reimbursement of related exam fees or providing corresponding incentives, encouraging employees to pursue continuous learning and development. The certification achievements are integrated into the job qualification system, clearly specifying them as a priority condition for professional promotion and an important reference for job evaluation. In 2025, the Company invested a total of 234,600 yuan, supporting 66 employees in obtaining relevant certifications (58 PMP®, 2 ITIL®, and 6 TOEIC). In addition, the Company continues collaborating with the School of Business at Renmin University of China to tailor part-time master's programs for employees, covering popular fields such as business management and accounting. The program adopts a combination of online and offline courses, helping employees make full use of their spare time to systematically learn cutting-edge knowledge and theories, improve academic qualifications, and broaden professional perspectives.

In terms of talent reserve and management team development, the Company continuously improves its organizational and talent review methodology, paying special attention to talent structure analysis and formulating development plans based on the talent supply chain model. In 2025, through customized empowerment programs such as the Talent Excellence Program and the Sailing Plan, the Company supported over 500 mid-to-upper-level and grassroots personnel in enhancing their leadership skills.



Talent Excellence Program-Reserve General Manager Training Camp for Client Management Institutions

Employee Communication

Yonyou values communication and interactions with employees, establishing diversified communication and feedback channels, fully respecting and safeguarding employees' rights to know, to participate, to express, and to supervise in business management.

Staff Representative Congress

Continuously improve the democratic management system with the staff representative congress as the fundamental form, hold staff representative congress on a regular basis, and enhance the trade union organizational system.

Employee Workplace Complaints

In the event of workplace disputes such as discrimination or harassment, employees may provide feedback or file complaints through channels such as the Human Resources Department, the Company's General Manager, or the Group Audit and Supervision Department. The Company has established corresponding mechanisms for acceptance, investigation, and handling, to ensure standardized processing of relevant matters and strictly protect the whistleblower's privacy and legal rights.

Employee Satisfaction Survey

Regular employee satisfaction surveys are conducted, focusing on dimensions such as dedication, sense of achievement, work, policies and procedures, colleague relationships, and learning and development. The Company systematically collects and analyzes employees' concerns, holds special meetings with relevant department heads for research, formulates and implements improvement plans, and establishes a closed-loop management mechanism for continuous improvement. In 2025, the Company's employee satisfaction survey scored 77 out of 100, with a total of 17,162 employees participating in the survey.

Digital Platform Communication

Leveraging digital platforms such as "You Space" and the internal SNS community, the Company has established smooth, efficient, and transparent communication channels, encouraging employees to actively provide suggestions on topics such as company strategy, business operations, and technological development.

"CEO Meetup" Activities

In 2025, focusing on business transformation and delivery capability innovation, the Company held two "CEO Meetup" events, with combined online and offline participation exceeding 10,000 person-times. These events effectively expanded the breadth and depth of employee dialogues, further consolidating organizational consensus and strengthening a shared value orientation.

"Face-to-Face with the General Manager" Activity

In 2025, the Company organized 60 "Face-to-Face with the General Manager" activities across its business units, directly communicating and responding to employees' concerns on site, promoting quick problem resolution, and continuously enhancing organizational cohesion and execution.



"CEO Meetup" Activity



"Face-to-Face with the General Manager" Activity

Employee Care

Yonyou consistently integrates employee care into the entire talent management process, striving to create a healthy, warm, and inclusive work environment. The Company values employees' physical and mental health as well as workplace safety, establishing sound health management and safety assurance mechanisms; continuously optimizing office conditions to create a comfortable, efficient, and green workspace; distributing welfare gifts during important holidays to convey organizational care; actively organizing diverse cultural and recreational activities to enrich employees' leisure life, promote team integration, and continuously enhance the cohesion and centripetal force of corporate culture.



Health and Safety

Provide services such as medical insurance, accident insurance, critical illness coverage, and annual health check-ups, and organize Employee Health Month activities to holistically safeguard employees' physical and mental well-being.

Conduct regular promotional and educational activities on safe production, fire prevention, and other safety topics, and organize two fire emergency drills every year to effectively improve employees' safety awareness and their ability to respond to emergencies.

Office premises are equipped with AED defibrillators and other first-aid equipment, building a strong protective barrier for handling emergencies and providing urgent medical care.

Optimize the Working Environment

Provide employees with a safe office environment, equipped with green and eco-friendly furniture, and all panels used are high-quality, environmentally friendly E1 grade.

Conduct regular air quality testing in the new office area and equip it with air purifiers; clean the central air conditioning weekly and disinfect it every two weeks to ensure compliant air quality.

Open shuttle routes and round-trip buses between key areas and transportation hubs to provide convenient commuting services for employees.

Regularly carry out food safety inspections for catering services as well as electrical, gas, and fire safety checks to effectively ensure employee safety.



Holiday Benefits

During important festivals such as the Spring Festival, Mid-Autumn Festival, and International Women's Day, holiday gift packages are distributed to employees to convey organizational care and warmth.



Employee Activities

Provide employees with free venues to carry out sports activities such as badminton and table tennis.

Organize diverse cultural and sports activities such as marathons, music festivals, and photography contests to enrich employees' leisure life, promote physical and mental health, and strengthen team cohesion.





Sports Activities



Spring MINI Marathon and Family Open Day Event



West Lawn Music Festival Event

Indicators and Targets

Yonyou is committed to building an efficient, intelligent, and business-oriented human resources management system to support the implementation of organizational strategies and sustainable development.

Metrics	Goals	2025 Target Achievement Status
Talent Management Mechanism	Promote normalization of equal recommendation, pilot separation of hiring and evaluation, and optimize review algorithms to enhance fairness and organizational effectiveness in talent selection and appointment.	Completed
Operational Efficiency and Level of Intelligence	Improve the efficiency and consistency of talent evaluation and training processes through measures such as streamlining certification scope and piloting AI-assisted reviews.	Completed
System Integration and Standardization Construction	Unify evaluation standards for the sales sequence, establish and operate a multi-channel sales star rating system, and promote professional development.	Completed
Key Position Talent Supply	Ensure the talent reserve and succession capability for heads of business units, overseas positions, and other key roles through systematic talent review, talent pipeline development, and specialized training programs.	Completed
Management Leadership	Empower newly appointed grassroots managers on a large scale and provide customized support for the development of core teams in various units, achieving effective alignment between leadership capability improvement and organizational needs.	Completed

Empowering the Ecosystem for Win-Win Success, Prospering the Digital-Intelligent Business

Committed to building a globally leading YonBIP ecosystem, Yonyou adheres to the partnership policy of "Long-term Cooperation and Win-win Development", continuously improving the ecosystem partner framework, creating a multi-layered structure covering market expansion, solution innovation, and professional service delivery, and promoting collaborative growth among various partners through differentiated empowerment.

In 2025, the Yonyou ecosystem strategy was fully upgraded, focusing on four key partner types: value-added reseller partners, ISV partners, professional service partners, and strategic alliance partners. The strategy will deepen precise empowerment and multidimensional collaboration, aiming for "Pooling Strengths for Mutual Success", accelerating both the scale and quality of ecosystem growth, and injecting stronger momentum into digital and intelligent transformation for enterprises.

Value-added Reseller Partners

The newly upgraded "Five-Star Program" includes "Morning Star" "Sky Full of Stars" "Supernova" "Neutron Star" and "Nuclear Fusion Star", comprehensively supporting partners to accelerate cloud transformation, achieving both business scale expansion and improvements in service capabilities.

ISV Partner

By formulating business strategies such as AI empowerment, joint innovation, and ecosystem co-building, setting business challenge goals, and ensuring resource investment from empowerment experts and professional marketing teams, the company develops high-quality ISV partners at scale.

Professional Service Partners

Through multidimensional training, intelligent settlement, convenient empowerment, and online management, the company builds an open professional service collaboration system, jointly promotes delivery innovation, and develops a new delivery model: intelligent delivery.

Strategic Alliance Partners

The Company focuses on comprehensive strategic cooperation with digital technology companies, operators, banks, and leading cloud infrastructure partners. By creating leading digital and intelligent transformation practices, the Company continuously creates value for clients, fully promotes and supports enterprise digital and intelligent transformation, and helps Chinese enterprises expand into overseas markets.

By the end of 2025, the Company had registered a total of 4,185 ISV partners, pursued high-quality ISV cooperation, added 186 new joint solutions, bringing the total number of ecosystem solutions to 453. The Group had 1,200 professional service partners, more than 8,000 certified consultants, and 1.17 million registered developers.

Deeply Cultivating Public Welfare and Charity, Enhancing People's Livelihood and Well-being

Under the unified planning and management of the Yonyou Foundation, Yonyou has built a public welfare brand matrix centered on "Great Wall of Commerce" "Yonyou Public Welfare Cloud" and "Walk Side by Side with Friendship". Among them, the "Great Wall of Commerce" grant project is dedicated to the protection and inheritance of China's commercial cultural heritage, the "Yonyou Public Welfare Cloud" project focuses on improving digital and intelligent transformation capabilities in the public welfare sector, and the "Walk Side by Side with Friendship" employee volunteer service team actively guides employees to deeply engage in public welfare practices. The three major brands work together to build a three-dimensional Yonyou public welfare system covering the social level, business ecosystem, and internal enterprise operations. In 2025, the Company conducted two corporate social responsibility training sessions covering all employees, with a total amount of 5.2455 million yuan donated to public welfare and charity.

Compilation and Protection of China's Commercial Cultural Heritage

In July 2017, Yonyou officially launched the "Great Wall of Commerce" project, focusing on China's commercial cultural heritage. Through supporting theoretical research, historical data compilation, database construction, and publication and exhibition of results, it systematically promoted the excavation, protection, and research of commercial culture. After nine years of continuous investment and deep development, "Great Wall of Commerce" has grown into a brand public welfare project with broad influence, which not only plays an important leading role in academia but also provides new perspectives and approaches for China's public welfare practice.

In July 2025, the Yonyou Foundation announced the ninth "Great Wall of Commerce" funding project at the 11th International Annual Conference on Quantitative Historical Research, focusing on the theme of "China's Commercial Technology and Data Heritage". In February 2026, the project review was completed, ultimately funding 1 major project, 5 key projects, and 9 general projects. By the end of 2025, the projects had cumulatively allocated 22.79 million yuan, producing 28 monographs, 2 sets of historical materials compilations, 1 collection of papers, 1 bilingual picture book, 1 short documentary, 7 databases, 10 research reports, 7 academic forums/seminars, and over 190 papers.

In November 2025, the Yonyou Foundation participated in the first academic seminar on "Foundations and Knowledge Production in Modern China from a Global Perspective". During the conference exchanges, the academic community used the Yonyou Foundation's "Great Wall of Commerce" project as a typical case, defining it as an innovative model of "indirect knowledge production" for corporate participation in knowledge production. They believed that the project, through the foundation platform, supported the systematic organization and preservation of China's commercial technology and data heritage, breaking through the traditional paradigm of corporate foundations focused mainly on philanthropy or social responsibility, and demonstrated the unique value and exemplary significance of corporate foundations in connecting academic research with social knowledge accumulation, exploring a philanthropic path that empowers long-term corporate development through knowledge production.



2025 "Great Wall of Commerce" Newly Funded Projects

Serial Number	Project Name	Project Leader	Project Leading Unit
1	General History of Modern Chinese Commerce	Wenxiang Wei	Central China Normal University
2	Compilation and Research of Silver Currency Data	Ning Zhang	Hubei University
3	Database Construction of Modern Folk Units of Measurement (Online Platform)	Chunfang Wang	Anhui University
4	Research on the Market Trade Network and Long-Distance Freight Rates in the Qing Dynasty	Ming Lei	Nankai University
5	Compilation and Study of Rare Corporate Account Books and Related Materials	Xiaoming Song	Shanghai Lixin University of Accounting and Finance
6	The Physical Form and Circulation of Chinese Silver Taels and Their Heritage Preservation	Ping Hao	Shanxi University
7	Compilation, Research, and Database Construction of Qing Dynasty and Republican Era Biaoqi Materials	Xiaofeng Rong	Shanxi University
8	Research on Language Translation, Conflicts, and Governance in Sino-Western Trade Exchanges in the 19th Century	Jun Xia	Wuhan University of Technology
9	Concept Formation and Evolution of Measurement: A Study on the History of Measurement Concepts Based on Knowledge Graphs of Ancient Mathematical Texts	Shubin Zhou	Inner Mongolia Normal University
10	Collation and Research on the Business Documents of the Zhou Family Timber Merchants in Wuxi River, Zhejiang	Guojin Wang	Xiamen University
11	Research on Traditional Chinese Commercial Accounting and Practices	Xing Peng	Tsinghua University
12	Settlement and Database Construction of China Telegraph Administration Accounts	Jinhui Li	Sun Yat-sen University
13	Compilation and Study of Chinese Tax Receipts Since the Ming Dynasty	Wenhui Tang	Guangxi Normal University
14	Collation and Research on Commercial Account Books of Luqiao Town, Jingyang County during the Qing Dynasty and the Republic of China	Hongshuai Shi	Shaanxi Normal University
15	Research on Water Transportation Freight Rates in Long-Distance Trade during the Qing Dynasty	Jun Li	China Agricultural University

Yonyou Public Welfare Cloud

The "Yonyou Public Welfare Cloud" project has long been dedicated to providing public welfare organizations with free, professional, efficient, and practical integrated financial and project management products and services. In 2025, the project achieved a strategic transformation, focusing on high-value investment and prioritizing support for public welfare organizations with a certain scale and industry influence to advance digital and intelligent transformation construction. A total investment of 1.6514 million yuan was made throughout the year, supporting 96 organizations in completing the digital upgrade of financial and project management systems. The project also relied on an internal professional volunteer team to provide ongoing technical services and capacity-building support to beneficiary organizations, systematically empowering the sustainable development of public welfare organizations.

List of Newly Contracted Public Welfare Organizations in 2025

Serial Number	Organization Name	Serial Number	Organization Name
1	Beijing PSM Foundation	8	Beijing Rainbow Charity Foundation
2	Changting County Volunteer Association	9	Guangzhou Charity Federation
3	China Guanghua Science and Technology Foundation	10	Ningxia Red Cross Foundation
4	Changsha County Guoyuan Town Community Social Organization Service Center	11	Li Keran Art Foundation
5	Beijing Qunhua Cultural and Art Development Foundation	12	Shandong Rising Star Education Foundation
6	Shanghai Jiu Duan Sha Ecological Climate Protection Foundation	13	China Foundation for Rural Development
7	Ningbo Charity Federation		

"Walk Side by Side with Friendship" Employee Volunteer Service

Yonyou engages in continuous volunteer services by broadly connecting external resources and collaborating with professional public welfare organizations, focusing on areas such as ecological environmental protection, community building, and patriotic education. At the same time, leveraging internal professional talent advantages, it continuously provides consulting, training, and planning professional services for public welfare cloud projects to meet personalized needs. By the end of 2025, the "Walk Side by Side with Friendship" Volunteer Service Team had a total of 800 registered volunteers, with an annual cumulative service time of 3,873.40 hours, including 656.40 hours of professional volunteer service. They provided software implementation services and comprehensive financial information system planning services to more than 10 public welfare organizations.

Adhering to the Governance Path, Laying the Foundation for Enduring Prosperity

Good corporate governance is the core foundation for a company to achieve sustainable development and is the fundamental guarantee for sustainable growth and protecting the rights and interests of all stakeholders. Yonyou always places standardized governance at the core of its business strategy, focusing on board development, continuously optimizing the governance structure, clarifying the rights and responsibilities of the board and each specialized committee, and fully leveraging their strategic decision-making and risk management roles; taking compliance operation as the baseline, strictly complying with laws, regulations, and the Company charter; relying on the construction of the data security governance system as an important support, strengthening the data security safeguard, and effectively protecting client trust.



Consolidating the Governance Foundation, Leading Sustainable Development

Optimization of Governance Structure

Yonyou strictly complies with the "Company Law of the People's Republic of China", the "Securities Law of the People's Republic of China", and various regulatory rules of the Shanghai Stock Exchange (SSE) to establish a corporate governance framework with clear delineation of powers and responsibilities and effective checks and balances. The shareholders' meeting, board of directors, and senior management have clearly defined authorities, each fulfilling its respective duties and operating efficiently. In 2025, the Company held a total of 3 shareholders' meetings; convened 10 board meetings with a 100% attendance rate by directors, and the board reviewed and approved 67 resolutions.

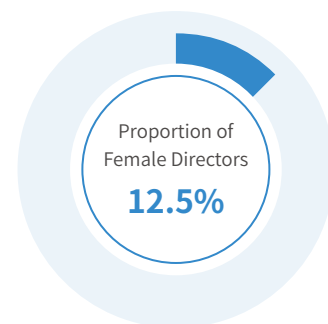
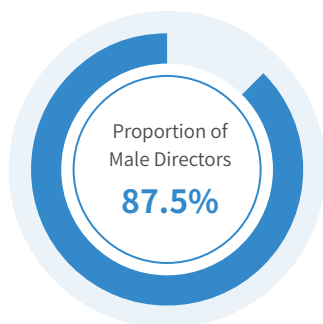
In 2025, the Company revised 21 internal rules and regulations, continuously enhancing governance efficiency. The Company's board of directors deliberated and approved the Proposal to Cancel the Company's Supervisory Board and Revising the Articles of Association and Related Rules of Procedure. According to the requirements of the "Company Law of the People's Republic of China", the "Rules for Shareholders' Meetings of Listed Companies", the "Guidelines on the Articles of Association of Listed Companies", the "Notice on Transitional Arrangements for the Implementation of Supporting Rules of the Revised Company Law" and relevant transitional arrangements for the implementation of supporting institutional rules for the new Company Law, combined with the actual situation of the Company, the supervisory board was canceled, and related powers were assumed and exercised by the Audit Committee of the Board of Directors.

Independence and Diversity of the Board

Yonyou formulates the Working System for Independent Directors of Yonyou Network Technology Co., Ltd. and other related management systems to ensure the independence of the board of directors. Independent directors are nominated by the Company's board of directors or by shareholders who individually or jointly hold more than 1% of the Company's issued shares, and are elected by the shareholders' meeting. The proportion of independent directors on the board of directors shall not be less than one-third, shall not be influenced by the Company, its major shareholders, or actual controllers. They may serve as independent directors in no more than three domestic listed companies in principle, ensuring they have sufficient time and energy to effectively perform their duties as independent directors. By the end of 2025, the Company's board of directors had three independent non-executive directors, accounting for 37.5%.

The Company is committed to building a diversified board, incorporating elements such as gender, age, cultural background, educational background, professional experience, and length of service into the selection of directors to ensure board members have rich backgrounds and diverse capabilities. The current board members come from different industries and possess extensive professional skills and practical experience, covering information technology and corporate management as well as economics, accounting, and law. They also have experience in risk management, continuously enhancing board performance and supporting the Company in making scientific and professional decisions.

In 2025



In 2025



Information Technology Industry Expert 4 persons	Accounting and Auditing Expert 4 persons	Legal Expert 1 person
Risk Management Expert 1 person	Business Administration Expert 1 person	

Senior Management Compensation

Yonyou sets long-term assessment indicators for senior executives, mainly including the implementation of the Company's overall strategic goals, business performance, compliance and safety management, talent development, technological innovation, and other dimensions. This guides the senior management to strengthen risk control and compliance awareness while promoting business development, continuously enhancing organizational capabilities and innovation levels, fostering steady operations and sustainable development, and constantly improving overall strength and market competitiveness.

Information Disclosure and Investor Communication

Yonyou is committed to building transparent, accurate, equal, and timely channels for information disclosure and investor communication, continuously improving the timeliness and quality of information disclosure through multiple channels, ensuring that investors obtain relevant company information in a timely, complete, accurate, and equal manner. In 2025, the Company successfully produced 4 high-quality periodic reports and 2 earnings forecasts, as well as compiled 159 temporary announcements and carried out the disclosure of related documents.

The Company values shareholder rights, especially the protection of the legal rights of minority shareholders, and has formulated a series of targeted communication measures for minority shareholders. In 2025, the Company established a cross-department information synchronization mechanism to ensure the accuracy, consistency, and timeliness of external communications; fully revised and refined the investor relations workflow manual, standardizing communication processes and operational standards; built and improved a regular investor feedback mechanism, widely collecting shareholder suggestions through periodic questionnaires and thematic meetings, actively responding to reasonable feedback, and continuously improving, thus enhancing the professionalism and standardization of investor relations management.

The Company has built diversified investor communication channels, extensively utilizing the investor service hotline, performance briefings, and the SSE e-Interaction platform to respond to investor inquiries, improving the coverage and response efficiency of information delivery. It has actively organized on-site investor research activities, adding product interaction segments centered on live AI product demonstrations to directly showcase technological capabilities and application value, thereby strengthening investor confidence in the Company's strategy and product portfolio. In 2025, the Company carried out a total of 413 investor communication activities, held 27 investor meetings, answered the investor hotline 527 times, responded to 21 questions on the SSE e-Interaction platform, processed 49 IR emails, and maintained efficient and smooth interactive exchanges with a wide range of investors.

Upholding Compliance Boundaries, Building Responsible Procurement Business Ethics and Anti-Corruption¹

Audit and Supervision

Yonyou establishes a Group Audit and Supervision Department independent from business and other functional departments, responsible for internal audit, investigation of illegal or irregular conduct, and handling of violations. It reports to the Board Executive Committee and is accountable to the Board Executive Committee. The Board Executive Committee appoints a member (Director in Charge) to oversee audit and supervision on its behalf, and assigns a senior manager to concurrently serve as the General Manager of Group Audit and Supervision Department. Under the leadership of the Supervising Director, this person is responsible for internal audit and supervision. The Company develops and regularly updates the Supervision System of Yonyou Network Technology Co., Ltd. Internal Audit System of Yonyou Network Technology Co., Ltd. internal control management system covering multiple sectors such as financial management, risk management, compliance review, and anti-fraud, ensuring audit and supervision work is well-founded, efficient, and reliable.

The Company builds a business operation management system of "Rules Before Action, Risk Control During Action, Strict Investigation Afterward", implementing a comprehensive, compliant, fair, and efficient audit and supervision framework. Through auditing, reporting channels, and internal company feedback, it provides comprehensive oversight of all employees, partners, and suppliers. It strictly follows institutional procedures for preliminary investigation, case initiation, and investigation of illegal or irregular matters, ensuring compliance of audit and supervision itself, and adopts a multi-department joint meeting and collective decision-making mechanism for disciplinary actions, ensuring fairness of the handling results.

In 2025, the Company comprehensively promoted the application of AI in audit and supervision work, covering data analysis, collection of audit clue information, precise problem identification, legal and regulatory inquiries, and report writing, significantly improving audit efficiency and report quality.

Focusing on key areas of audit and supervision, the Company continued to advance related work, completing in 2025 a total of three special audits, three routine audits, one departure audit, and annual internal control self-assessments for eight subsidiaries. At the same time, the Company entrusted external agencies to conduct annual internal control audits to provide management with comprehensive and objective external evaluations, promptly implement rectifications for issues and risks found in audits, and continuously enhance operational efficiency and risk prevention capabilities.

In 2025



Complete the Special Audit 3 Items	Routine Audits 3 Items
Outgoing Audit 1 Item	The Annual Internal Control Self-Assessment 8 Subsidiaries

¹The Company's Business Ethics Systems have been publicly disclosed on the Company's official website "Sustainability", please refer to it.

Anti-Corruption and Integrity Promotion

Yonyou continuously improves the Company's supervision system, strengthens the restriction and oversight of power, promotes the integrated development of mechanisms that ensure there is "No Desire to Be Corrupt, No Ability to Be Corrupt, and No Opportunity to Be Corrupt", strives to deeply integrate anti-corruption and integrity promotion with corporate production and operation management, and fosters a sound and upright corporate environment. The Company has established and implemented internal management systems such as the Yonyou Group Anti-Fraud Management Regulations, which clarify the responsibilities, supervision model, workflow, and other aspects of anti-fraud management, including corruption behaviors such as bribery, in order to continuously improve the Company's anti-corruption system. The Audit Committee is responsible for guiding the Company's anti-fraud work, while the Audit and Supervision Department, as the Company's permanent anti-fraud body, specifically organizes and executes cross-departmental and company-wide anti-fraud work; each business unit and department is responsible for anti-fraud work within its own scope.

The Company continuously conducts anti-fraud risk assessments. For risks such as accepting commercial bribes and misappropriating company assets identified in procurement tenders and outsourcing management processes, special response plans are developed. The Audit and Supervision Department focuses on monitoring high-risk matters in various business activities and strictly handles confirmed violations in accordance with regulations.

The Company strictly handles any violations of business ethics and the Code of Integrity in accordance with system documents such as the Employee Standard of Commercial Conduct and the Regulations of Yonyou Network Technology Co., Ltd. on Punishment of Employees' Violations. The Company follows the principle of "Source Control" in anti-corruption and routinely carries out various publicity and training activities on anti-corruption and integrity-related themes. In 2025, the Company conducted 8 themed promotional and educational activities on integrity culture for employees, partners, and suppliers. Among them, three special anti-corruption and integrity training sessions were conducted for the board of directors, management, and all employees, focusing on detailed explanations of the Company's internal management regulations, common occupational violations and crimes, and associated legal responsibilities, continuously strengthening integrity and compliance awareness among all staff. The Company actively implemented the Employee Standard of Commercial Conduct system learning, organizing a total of 13 learning activities in 2025, including the "First Lesson for Newcomers" for new employees, helping 1,042 new employees complete their learning, as well as collective learning and examinations for all employees, with a total of 18,385 employees completing the related learning and passing the examinations. In 2025, the Company handled 13 cases of employee misconduct, with no incidents of employees being disciplined or dismissed due to corruption.

Reporting and Whistleblower Protection

Yonyou develops and continuously optimizes the Yonyou Group Reporting Management Regulations, covering all company employees (including interns, labor dispatch personnel), external consultants, service providers, and ecosystem partners' on-site developers. It clearly stipulates the disciplinary confidentiality work for staff receiving reports and participating in reporting investigations, and prohibits any exposure, discrimination, or retaliation against whistleblowers, ensuring that whistleblowers receive due protection.

Anti-Unfair Competition

Yonyou strictly complies with the "Anti-Unfair Competition Law of the People's Republic of China" and other legal provisions, adheres to the basic principles of "Fairness, Integrity, Law-abiding, and Transparency", and resolutely curbs unfair competition behaviors such as false advertising, monopolistic practices, and infringement of trade secrets. The Company constrains employee behavior through the Compliance with Yonyou Employee Code of Business Conduct and the "Sunshine Operation" Commitment, including honesty and trustworthiness, protecting company interests, avoiding false advertising, refraining from unauthorized use of any trade secrets belonging to others (including competitors), and not engaging in or assisting others in actions that may infringe on others' intellectual property rights or trade secrets.

Responsible Procurement

Yonyou formulates and continuously updates the Yonyou Group Procurement Management System, further improving the relevant management methods and work mechanisms for supplier selection, admission, certification, review, elimination, and safety management. It optimizes the procurement business platform, initiating activities such as supplier information verification, risk subscription, enterprise relationship screening, and intelligent procurement contract review to ensure procurement is fair, just, and transparent. At the same time, the Company has established a comprehensive supply chain risk identification and assessment system, conducting integrated analyses of materials submitted by suppliers and public information sources to identify risks regarding information authenticity, integrity compliance, and information security. Corresponding control measures are formulated, and ESG/social responsibility audits are incorporated into supply chain management, continuously advancing the construction of a responsible supply chain system.

Yonyou Supplier Management	
Supplier Access	<p>A role management approach is adopted, segmenting suppliers into four major categories based on their different backgrounds, and setting different entry and material requirements for each category.</p> <p>The Company verifies information such as suppliers' social integrity, judicial integrity, and social insurance data. For major cooperative suppliers, on-site inspections are conducted, with particular attention to employees' working environment and actual social insurance participation.</p>
Supplier Audit	<p>Require all suppliers to sign the Sunshine Cooperation Commitment and strengthen the supervision of supplier violations. By the end of 2025, the signing rate of the Sunshine Cooperation Commitment among the Company's suppliers was 100%.</p> <p>Conduct ESG/social responsibility audits for suppliers in the corporate category, covering aspects such as the formulation of anti-corruption policies and the establishment of social responsibility management systems. By the end of 2025, the signing rate of the Supplier Social Responsibility Commitment among the Company's suppliers was 100%.</p> <p>Conduct security assessment audits for suppliers related to supply chain information security, focusing on their performance and capabilities in data security and cybersecurity, and allow access only after passing the assessment.</p>
Supplier Re-audit	<p>Conduct regular reviews of suppliers: routine procurement every two years, professional service partners once a year, assessing suppliers' risks and potential from both project and operational perspectives.</p>
Supplier Supervision	<p>Based on the importance of upcoming projects or the overall performance in past projects, conduct on-site inspections during supplier admission certification and review stages.</p>

Equal Treatment of Small and Medium-sized Enterprises

Yonyou always adheres to the principles of equality and integrity, places great importance on cooperative relationships with small and medium-sized enterprises, strictly complies with relevant laws and regulations such as the "Civil Code of the People's Republic of China" and the "Promotion Law for Small and Medium-sized Enterprises of the People's Republic of China", and ensures fair treatment for every partner in the cooperation process. To ensure timely payment of contract funds, the Company has established and improved a contract management system that specifies clauses for the payment schedule, amount, method, and other related terms. The Company has established a dedicated department responsible for payment processing to ensure the professionalism and standardization of payment operations. In addition, the Company conducts regular self-inspections of payment conditions to ensure that there are no overdue unpaid amounts. In 2025, the Company had no overdue unpaid payments to small and medium-sized enterprises.



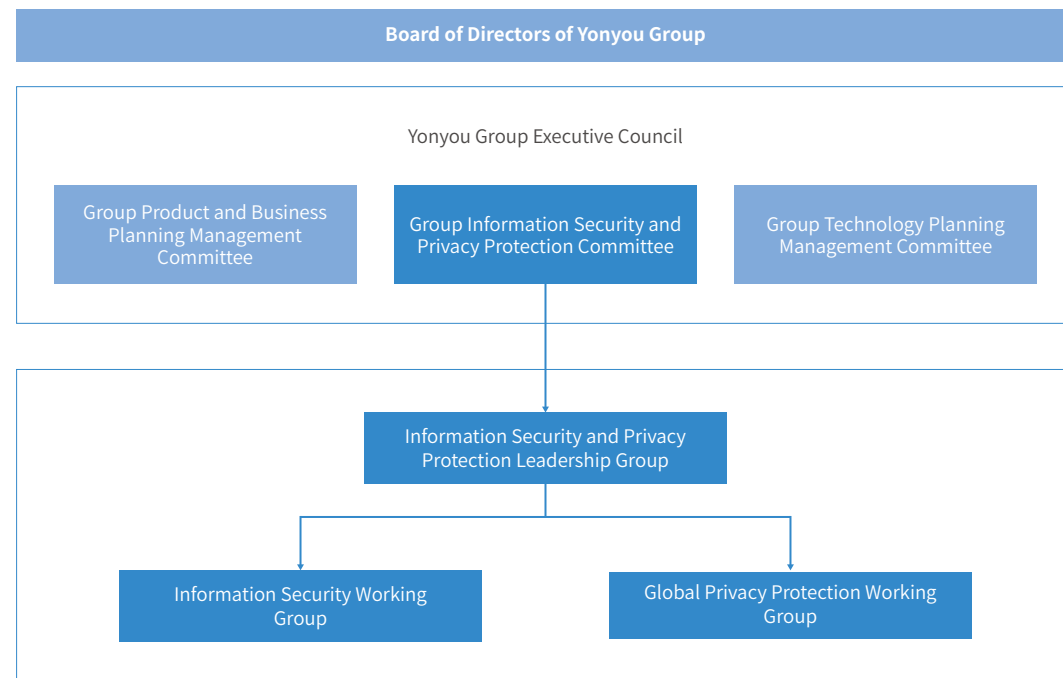
Building a Security Foundation, Safeguarding Client Trust

Privacy and Data Security²

Governance

Yonyou strictly complies with the "Cybersecurity Law of the People's Republic of China", the "Data Security Law of the People's Republic of China", the "Personal Information Protection Law of the People's Republic of China", and other laws and regulations, continuously improving the governance structure for information security and privacy protection. In 2025, it revised the relevant systems of the Information Security and Privacy Protection Committee further to clarify privacy protection management requirements for overseas institutions.

The Company has established a Group Information Security and Privacy Protection Committee under the Group Executive Council, which oversees three subordinate bodies: the Information Security and Privacy Protection Leadership Group, the Information Security Working Group, and the Global Privacy Protection Working Group. Members include frontline organizations from all product lines, subsidiaries, and industry client divisions of the Group. A total of 63 security directors have been appointed, who are fully responsible for the Group's information security and privacy protection-related work.



²The Company's Privacy and Data Security Systems have been publicly disclosed on the Company's official website "Sustainability", please refer to it.

Group Information Security and Privacy Protection Committee

Implement national laws, regulations, and industry supervision requirements related to information security and privacy protection, exercising internal information security management and supervision responsibilities within the Group.

Information Security and Privacy Protection Leadership Group

In accordance with national laws, regulations, and industry regulatory requirements, and in line with the Company's development strategy, assess overall security risks and formulate the Company's information security and privacy protection overall strategy and objectives.

Provide decision-making and resources for information security and privacy protection work, and approve important matters related to information security. Coordinate the development of various security tools and protective measures, guide, and audit the implementation of various security tasks.

Information Security Working Group

With a focus on meeting regulatory compliance and group security objectives, promote internal information security governance and the implementation of information security technologies, promptly handle information security incidents, enforce client-side security measures, and advance the internal promotion and implementation of the Company's security requirements.

Global Privacy Protection Working Group

Interpret domestic and international laws and regulations related to privacy protection, liaise with local regulatory authorities, ensure products and business comply with local privacy protection requirements, and promote localized implementation of privacy protection work globally.



Handle privacy security risks, optimize privacy protection systems and processes, and facilitate the implementation and application of privacy protection technologies.

The Company continuously improves the data security management system, formulates and implements a unified data management system covering the Group headquarters, all domestic organizations, subsidiaries, and business lines, including the Yonyou Group Data Management System, the Yonyou Group Personal Information Protection Management Specification, etc. This system clarifies the departments responsible for data and privacy protection, standardizes methods for data and privacy protection work as well as data classification and grading standards, and ensures that the collection, management, processing, and application of data resources are carried out in an orderly and efficient manner. Under a unified institutional framework, the Company sets consistent basic requirements for data and privacy protection for overseas organizations, and allows them—while not falling below group standards—to formulate suitable management systems based on local laws and regulations, and to refine and implement specific management measures locally.

In 2025, according to relevant management systems, the Company promoted information security governance in 12 subsidiaries, held 12 work meetings on Deployment security management requirements, assisted subsidiaries in resolving difficulties during the security governance process, and advanced improvements in client security protection, privacy governance, internet exposure governance, regular security testing, and security training to further enhance effectiveness.

Strategy

Yonyou earnestly implements the concepts of "People-Centricity" and "Everyone is Responsible for Cybersecurity", actively identifying and analyzing the risks and opportunities brought by information security and privacy protection, assessing their potential impact, formulating management measures, and providing support for product optimization, internal management, and ecosystem development.

Risk Type		
<p>Data Leakage Risk</p> 	<p>Risk Description</p> <p>Client or internal data may be illegally obtained due to system vulnerabilities, operational errors, or external attacks, thereby affecting client trust, damaging corporate reputation, and potentially leading to business interruptions and legal compliance risks.</p>	<p>Countermeasures</p> <p>Deploy a professional data security management platform, strengthen information access control, enhance employee capability training, and reduce the risk of client privacy or internal data leakage.</p>
<p>Cybersecurity Risks</p> 	<p>Risk Description</p> <p>Cybersecurity incidents such as DDoS attacks, malicious intrusions, and phishing websites may cause system crashes, service interruptions, and affect business continuity.</p>	<p>Countermeasures</p> <p>Establish and improve mechanisms for the prevention and emergency handling of cybersecurity incidents, standardize emergency response processes and measures for sudden cybersecurity events, enhance response capabilities, and ensure the safe and stable operation of critical networks and information systems.</p>
Opportunity Type		
<p>Technological Opportunities</p> 	<p>Opportunity Description</p> <p>With the continuous development of emerging technologies such as artificial intelligence and big data, the Company can leverage technological innovation for intelligent data analysis and real-time monitoring, further promoting high-quality business development.</p>	<p>Countermeasures</p> <p>Continue to increase investment in technological innovation, actively integrate cutting-edge technologies such as artificial intelligence into product development, optimize product security design and quality management, and accelerate the transformation of innovative achievements into market competitiveness.</p>

Risk Management

Yonyou formulates the Yonyou Group Operational Security Management Specification, the YonBIP Network and Information Security Emergency Plan, and the Yonyou Group Network Security Incident Reporting Management Measures, establishing a cybersecurity incident management mechanism covering prevention, response, and handling. It further clarifies methods for grading and classifying cybersecurity incidents, refines reporting procedures for different types of incidents such as internal cybersecurity incidents, client security incidents, and regulatory security incidents, extends the dynamic cybersecurity monitoring mechanism to front-line projects, significantly improves emergency response and handling efficiency for cybersecurity incidents, and effectively safeguards the data security of clients and the Company.

The Company has developed a comprehensive response mechanism for potential data leakage incidents. Upon the first sign of a data leak, it implements protection and isolation measures, disconnecting the affected systems or devices from the network to contain further leakage and damage. At the same time, technical personnel urgently carry out recovery or reconstruction work and continuously monitor and fix follow-up issues until closure. In 2025, the Company experienced no major data leakage or information security incidents.

The Company hires external organizations each year to conduct regular IT audits to ensure that information assets are fully protected. In 2025, external agencies audited the overall control environment and mechanisms of the Company's information systems to ensure effective implementation of information technology content controls, as well as to identify threats related to information systems and assess the impact of each threat.

Data Security

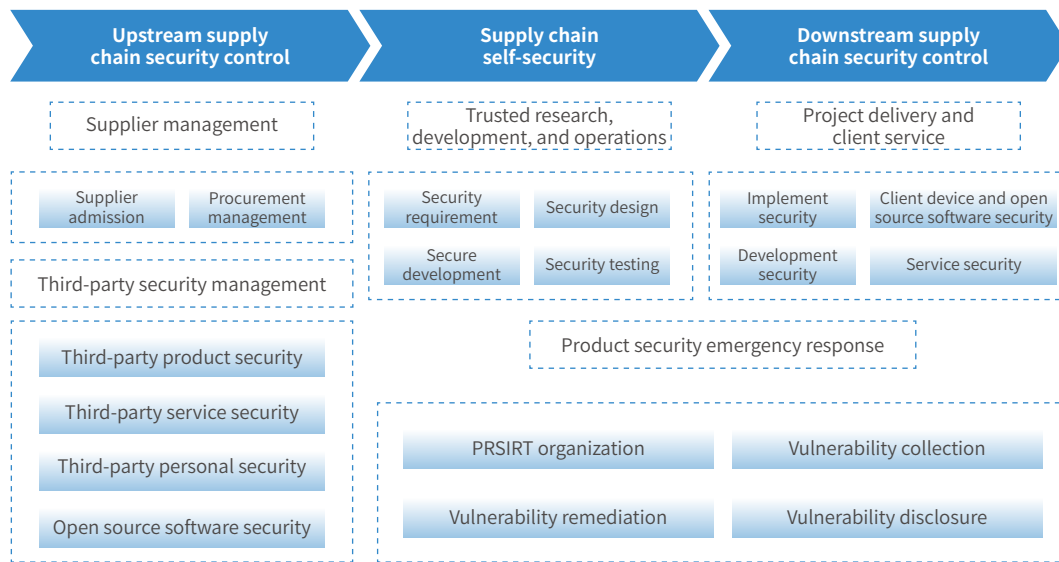
The Company has established a data security systematic management system covering supply chain, product safety, and emergency response, and promotes the effective implementation of data security management requirements across various business scenarios through institutional synergy and process integration, forming a normalized management mechanism.

In terms of supply chain security, the Company has formulated and implemented systems such as the Yonyou Group Supply Chain Security Management Specification, the Yonyou Group Project Implementation and Client Service Security Management Specification, and the Yonyou Group Product Security and Emergency Response Management Rules, aimed at building a full-chain and whole-process security management system to ensure effective control and risk protection in all stages from supply, implementation, to product use. In 2025, the Yonyou Business Innovation Platform (BIP) achieved an excellent-grade standard in the software supply chain security capability assessment conducted by the China Electronics Standardization Institute under the Ministry of Industry and Information Technology.



YonBIP Software Supply Chain Security Capability Assessment Certificate





Upstream Suppliers

- Classify suppliers into types: ISV partners, third-party partners, OEM partners, outsourcing partners, regular suppliers (non-IT), and regular suppliers (IT). Except for regular suppliers (non-IT), all suppliers are required to sign a Supplier Security Agreement. In addition, OEM partners and regular suppliers (IT) must undergo a supplier security review.
- In 2025, hundreds of partners have signed the security agreement, and security reviews have been conducted for more than 60 regular IT and OEM suppliers.
- Deeply implement supplier security governance, adopting the principle of "incremental control and stock governance", and carry out strict security reviews throughout the entire process of supplier onboarding, evaluation, and contracts. Conduct at least one security assessment each year to review suppliers' security qualifications, information security and privacy protection status, and fulfillment of the supplier security agreement.
- Conduct strict safety tests before procurement, covering account permissions, API security, Data security, and 57 test requirements across 9 domains.
- Revise the channel partner cooperation agreement to add security requirements and relevant penalty clauses, specifying that partners are obligated to send risk notification letters to clients and assist them in fixing vulnerabilities.
- Include a security review process in ISV's product initiation, control the scope of OEM products, and refrain from OEM for products involving AI, cross-border data transmission, personal privacy, IaaS, PaaS, and other related categories.

Downstream Clients

- Continue to standardize security work methods for frontline implementation, service, client-specific development, and partner management departments, establish a group-level standardized client security service system, effectively support frontline product safety emergency response, and ensure the security of client systems and data security. This system is the first of its kind nationwide, has gained high recognition from regulatory authorities, and leads the industry's security services.
- Through the independent development of the "Safety Trilogy"-Security Risk Notification, the automated patch repair tool "Cloud Guard Patrol", and the vulnerability detection and repair verification tool "Youyunjian"-nationwide frontline projects have been implemented, guiding all branches to serve clients by repairing security vulnerabilities and promoting regular inspections, ensuring accountability, lowering the security work entry threshold for frontline implementation staff, simplifying the implementation of security services, and safeguarding client security.
- The "Safety Trilogy", as a core tool for fulfilling software security responsibilities, effectively functions as a regulatory firewall, gaining high recognition from regulatory authorities and receiving industry recommendations.

In terms of product security, the Company continuously improves various specialized security tools, focusing on building security capabilities across the entire product lifecycle, advancing AI-driven intelligent security operations, vulnerability management, unified monitoring, and zero-trust architecture, striving to enhance product security protection levels, risk response efficiency, and overall security governance capabilities.

AI-driven Intelligent Security Operations and Analysis

- Launch AI key promotion initiatives, introducing large model capabilities to improve security operations in scenarios such as security alert log analysis, vulnerability knowledge base construction, and offensive-defensive penetration testing.
- In vulnerability management, build a security vulnerability knowledge base to enable rapid and accurate analysis of vulnerability causes, and provide targeted remediation recommendations to improve vulnerability remediation efficiency.
- In log analysis, identify and analyze abnormal behaviors in massive logs and traffic generated by WAFs, firewalls, and other devices, enhancing the accuracy of security risk detection.
- In offensive and defensive penetration, utilize large models to generate diverse penetration testing paths, more effectively identifying blind spots in system defenses.

Security Risk Notification

- As the sole official public channel for product vulnerability disclosure, the Yonyou Security Center consistently releases vulnerability information and remediation plans for all product lines, ensuring that external personnel can promptly obtain authoritative and complete vulnerability remediation solutions. At the same time, for existing clients, frontline institutions proactively push the latest vulnerability information and corresponding remediation plans to clients via Security Risk Notification, enhancing the timeliness and effectiveness of vulnerability response.

Cloud Product Security Hardening Automated Management Platform (Cloud Guard Patrol)

- As a patch repair tool, it can automatically identify security patches that have not yet been installed in the current system, and supports one-click unified patch repair and update.

Group Product Vulnerability Unified Detection Platform (Youyunjian)

- Achieves unified vulnerability detection across all main product lines, enabling immediate discovery of security vulnerabilities in all existing products of the Group.
- Through the security dashboard function, detect security vulnerability conditions of clients nationwide, effectively facilitating targeted remediation work.
- Achieve unified process management and unified data management for security vulnerabilities, enabling real-time understanding of frontline personnel's security service status.

Group Network Asset Security Risk Unified Monitoring and Disposal Platform (YSMD)

- Integrate over 15,000 software and hardware servers and more than 13,000 domain names across the Group's R&D network, office network, and production network.
- Realize real-time monitoring and alerting for exposure risks, security vulnerabilities, attack incidents, and baseline violations.
- Achieve comprehensive control over the security risks and security work implementation of each organization, assign responsibility for all assets to specific individuals, automatically update security risks periodically, and promptly urge rectifications.

Multi-factor Access Control (MFA)

- Establish a Multi-factor Access Control (MFA) system covering all group applications and products, fully transitioning into a passwordless phase. Comprehensively enhance the baseline of overall client security capabilities, aligning with the security service capabilities of leading international vendors.

Zero Trust Center Development

- Promote the deployment and pilot rollout of zero-trust systems in hybrid cloud environments, with priority for IDC local access by the Group's R&D and partners.
- Ensure all business data is securely stored locally, and encrypt and manage endpoint access behavior locally, effectively safeguarding data security and compliance.
- Configure backup safeguard mechanisms for all access services in the Yonyou IDC environment, allowing manual switch to a backup secure access channel in case of anomalies in the primary access environment, ensuring continuity of system access and business operations.

Privacy Protection

The Company places high importance on protecting users' personal privacy, develops and releases the Yonyou Group Personal Information Protection Management Specification, and guides overseas branches to formulate regulations related to personal information and privacy protection in accordance with local laws and regulations. In 2025, the Company continuously improved the You Space Privacy Policy, the Yonyou Cloud Registration Agreement, and the Yonyou Expense Control Privacy Policy based on the latest laws, regulations, and supervision requirements in the field of personal information security protection, further strengthening personal information processing rules and privacy management. At the same time, the BIP Data Retention Period Specification and the BIP Data Destruction Specification were formulated to improve the security management of the data lifecycle, providing a solid institutional foundation for the lawful and compliant operation of the Yonyou privacy protection management mechanism.

Upholding the principles of transparency, compliance, and respect for users, the Company obtains users' consent via pop-up notifications before collecting information and processing data, thereby fully safeguarding users' right to know and right to decide. The Company strictly complies with laws and regulations regarding the collection, transmission, storage, use, and sharing of personal information, and enforces standardized management throughout the entire lifecycle of personal information. Regarding the storage and retention of personal information, unless otherwise stipulated by laws or administrative regulations, the retention period is limited to the shortest duration necessary to fulfill the processing purpose. Once the period expires, personal information will be deleted or anonymized, fully safeguarding users' rights to inquire about, modify, and delete their personal information. The Company strictly regulates cooperation with third parties, explicitly specifying the scope, duration, purpose, and processing methods for the collection of personal information by third parties, and promises not to lease, sell, or provide personal data to third parties for purposes beyond transactions and services.

Yonyou Group Personal Information Protection Management Specification (Excerpt)

Responding to Requests from Personal Information Subjects

Personal information inquiry and modification: The Company should provide clients with channels to inquire about their personal information. If the personal information subject finds that the personal information held by the Company is incorrect or incomplete, the Company should provide a method for requesting correction or supplementation of such information.

Personal information deletion: The Company should provide clients with channels to delete their personal information. If the personal information subject finds that the Company has violated laws or regulations, or breached agreements with the personal information subject, the Company should delete the personal information upon request. If a product ceases service or operation, users should be notified at least thirty days in advance, and after the termination of service or operation, the user's personal information should be deleted or anonymized.

Authorization and withdrawal of personal information: Users should be provided with a method to withdraw their authorization for the use of personal information. After withdrawing consent, the Company shall no longer process the corresponding personal information.

Entrusted Processing of Personal Information

If it is necessary to entrust a third-party organization to process the personal information collected by the Company, the entrusted activities shall not exceed the scope authorized and consented to by the personal information subject.

Assess the entrusted party to ensure it has an adequate level of personal information protection. Including but not limited to: security qualifications, personal information protection standards/Data security standard system, capabilities, and practices.

If the entrusted party fails to handle personal information in accordance with the entrustment requirements, or fails to effectively fulfill the responsibility for protecting personal information security, the Company shall require the entrusted party to immediately delete all personal information obtained from the Company.

When entrusted to process personal information collected by a third-party organization, a contract shall be signed with the third-party organization, and personal information shall be processed in accordance with the provisions of the contract, without exceeding the agreed processing purposes, processing methods, or other limits. If the entrustment contract does not take effect, is invalid, revoked, or terminated, personal information shall be returned to the personal information processor or deleted, and shall not be retained.

The Company integrates data protection measures deeply into the product development process, ensuring that the product is compliant and secure before launch. At the early stage of product development, the Company establishes the DPIA (Data Protection Impact Assessment) assessment system, DTIA (Data Transmission Impact Assessment) and Personal Data Rights Center, to evaluate business scenarios involving personal information in the product, clarify personal information protection requirements and risks, and carry out sensitive data identification and management during the product design phase, identifying and labeling sensitive data within the product across all stages of the data lifecycle. The Company provides customized data security capabilities for sensitive data management, through access control and encrypted transmission and storage of sensitive personal information, adopting de-identification technologies for data masking to enhance overall data security. In 2025, the Company did not experience any major personal information leakage incidents.



Technological Ethics

Yonyou is committed to building a harmonious, fair, inclusive, shared, secure, and controllable algorithm system, with particular attention to respecting and protecting basic personal rights in technology ethics, especially focusing on protecting vulnerable groups, striving to eliminate the digital divide, and fairly sharing the benefits of technological progress with everyone.

The Company has formulated the Yonyou Group YonBIP Algorithm Security Management Specification to integrate technology ethics management into the entire lifecycle of product development and business operations, achieving the goals of open collaboration, shared responsibility, and agile governance in technology ethics management. The Company effectively prevents technology ethics security risks, establishes an algorithm security self-assessment and monitoring mechanism, regularly conducts identification and evaluation of algorithm technology ethics security risks, and steadily promotes algorithm technology ethics security risk management to ensure algorithms operate on a legal, compliant, and secure basis.

Uncontrollable Risk	The risk that algorithmic behavior and impact exceed the scope preset, understood, and controllable by developers, designers, and deployers, resulting in negative effects on social values and related aspects.
Social Risk	The risk that unreasonable use of algorithms, including abuse or misuse, causes negative impacts on social values and related aspects.
Infringement Risk	The risk that algorithms infringe upon or negatively affect people's fundamental rights, including personal security, privacy, property, etc.
Discriminatory Risk	The risk that algorithms' subjective or objective bias toward specific human groups affects fairness and justice, causing rights infringement or negative impacts.
Liability Risk	The risk that improper behavior by parties involved in algorithms and unclear responsibility attribution cause negative effects on social trust, social values, and related aspects.

Capacity Building

Yonyou consistently advances the development of information security emergency response capabilities, organizing at least one emergency training session each year, actively promoting security policies, and enhancing employees' security awareness. In 2025, the Company conducted five privacy and data security-related training sessions, covering more than 17,000 participants across the Group and its subsidiaries. The Company regularly carries out and participates in security offense-defense drills to continuously strengthen its security defenses. In 2025, it conducted two company-wide phishing simulations, implementing joint liability policies: if anyone falls for phishing, the entire department participates in learning and testing. A total of 3,109 employees and associated personnel took part in the security exam, achieving a pass rate of 99.8%.

In 2025, the Company successfully completed nationwide annual defense drills organized by regulatory bodies, the "Digital Security Escort" special action, and supply chain security inspections. It also conducted high-quality annual classified protection self-checks, supply chain security self-checks, and data security risk assessments, and reported the findings to regulators. The Company has been awarded the China National Vulnerability Database (CNVD) Annual Outstanding Vulnerability Handling Contribution Unit title for four consecutive years.

The Company has obtained and maintained multiple information security system certifications, including ISO 27001 (Information Security Management System), ISO 27701 (Privacy Information Management System), ISO 27017 (Cloud Computing Information Security Management System), ISO 27018 (Public Cloud Personally Identifiable Information Management System), CSA-Star (Cloud Security Management System), DCMM (Data Management Capability Maturity Model), Network Security Classified Protection Level 3, Trusted Cloud Service, Trusted Cloud Security, Trusted R&D Operations, EAL3+ (IT Product Security Evaluation Certification), CCRC (Information Security Service Qualification Certification), and SOC 2 (Service Organization Control 2). The Company's information security certification standards cover all products and services across the Group, ensuring the safety and compliance of users when using the products.

In December 2025, the Company officially obtained the ISO/IEC 42001 international certification for Artificial Intelligence Management Systems, becoming one of the first vendors in China's enterprise software sector to receive this certification. This milestone signifies that Yonyou's management capabilities in AI system development, deployment, and risk management have fully aligned with internationally leading standards, reaching industry benchmark levels in technological compliance, ethical norms, and dimensions such as data security.



ISO/IEC 42001 Artificial Intelligence Management System Certification Certificate

Industry Cooperation

Yonyou has established strong communication mechanisms and cooperative relationships with regulatory bodies such as the Ministry of Industry and Information Technology, the Cyberspace Administration, and the Public Security authorities, ensuring compliance and stability in business development. In 2025, the Company formed close partnerships with several well-known security vendors to jointly provide security services for clients and create comprehensive solutions. This not only enhances clients' security protection capabilities but also drives technological innovation and service upgrades across the entire industry.

The Company is deeply involved in industry exchanges. As a member unit, the Company has joined multiple industry organizations, such as the Technical Committee on Information Security Standardization (TC260), the Cloud Computing Standards and Open Source Promotion Committee of the China Communications Standards Association (TC608), the Cyber Security Association of China, and so on. In 2025, the Company maintained regular communication and cooperation with professional institutions such as the China Academy of Information and Communications Technology, CCID, and the First Institute of Electronics, participating in the research and formulation of multiple industry standards and technical specifications related to cybersecurity and artificial intelligence, including the Security Technical Specification for AI Acceleration Chips, the Evaluation Method for Cybersecurity Protection Capabilities of Industrial Internet Platform Enterprises, and the Cybersecurity Assessment Guide for Industrial Internet Platform Enterprises.

Indicators and Targets

To prevent information security risks, Yonyou has established clear information security management objectives. By continuously strengthening security capability building, it aims to reduce the likelihood of information security incidents and promote the standardized operation of related management processes and operational norms.

Metrics	Goals	Unit	2025 Target Achievement Status
Major Data Breach/ Information Security Incident	0	Item	Achieved
Client Privacy Breach Incident	0	Item	Achieved
Amount Involved in Data Security Incident	0	Ten Thousand Yuan	Achieved
Amount Involved in Client Privacy Breach Incident	0	Ten Thousand Yuan	Achieved

Responsible Products and Client Value

Yonyou always regards excellent product quality and client success as the core values for corporate development. The Company continuously improves its product R&D management system, quality management system, and client service mechanism, constantly refining its product lifecycle management and client service experience.

The Company always adheres to independent innovation, building secure and trustworthy software engineering capabilities and a leading independent innovation capability system. It actively establishes national-level R&D platforms, introduces the IPD system, and builds its own intelligent development management platform. By obtaining the highest CMMI Level 5 software capability maturity certification, it has laid a solid foundation for continuous technological breakthroughs, rapid iteration, and global competitiveness of its products.

The Company continues to promote client value-oriented product R&D innovation, building a research and development management system covering the entire product lifecycle, and enhancing R&D efficiency and product quality through the combination of structured processes and agile development. Focusing on diversified product forms and R&D scenarios, the Company has established a full-process management mechanism spanning product planning, design, development, testing, launch, and operation. It defines clear responsibilities in key areas such as product management, architecture design, engineering development, user experience, testing, and operations, and security management, strengthens cross-role and cross-team collaboration, and improves the replicability and delivery stability of the R&D process. In R&D management practices, the Company continuously optimizes its measurement system and iteratively improves its management framework by promoting mature R&D practices, thereby consolidating the foundation for technological innovation and supporting long-term product competitiveness and sustainable development.

Quality Management

The Company has built a product quality management framework centered on the YonBIP quality system. This framework covers six dimensions: process standard quality, testing systems, client verification processes, performance safety standards, automated execution norms, and local deployment standards. A specialized quality control platform has been established to ensure that quality control runs through the entire product lifecycle. At the same time, the Company has established the YonBIP quality model, systematically implementing quality control from three dimensions: process quality, product quality, and usage quality. By standardizing R&D and testing processes and establishing a product quality indicator system, the Company ensures both product quality and process quality; from the user's perspective, it integrates issue feedback, verification reports, and satisfaction surveys to conduct closed-loop evaluation and improvement of the actual usage quality of products.

Client Service

The Company has formulated regulations such as the Yonyou Client Success System Management System, the Group-Level Client Success Operation Standards, the BG-Level Client Success Operation Standards, and the Institutional Client Success Operation Standards to systematically build a client success system, delivery execution system, and service supervision system, ensuring service delivery quality and client experience.

Focusing on client service supervision and complaint management, the Company has established systems such as the Yonyou Group Service Quality Supervision and Management Measures and the Yonyou Group Client Complaint Accountability System, set up two major complaint channels through the 400 hotline and the WeChat CEO public account, ensuring client requests are quickly conveyed directly. Complaint handling strictly follows the closed-loop management principle, with the service supervision department leading and coordinating relevant departments for rapid response, tracking the entire process, and conducting follow-up to confirm the results, while also carrying out internal responsibility determination and corrective accountability. In 2025, the Company achieved a 100% client complaint resolution rate. The Company continuously uses complaint data as a key driver to promote problem classification and analysis, cross-departmental collaborative optimization, personnel capability improvement, and product and service iteration, effectively transforming client feedback into a long-term mechanism for service improvement and value enhancement.

Based on its leading practices in the field of AI applications, the Company actively provides AI operation support services for clients and partners through systematic empowerment. In 2025, the Company, in collaboration with the Ministry of Industry and Information Technology's Education and Examination Center, launched the "Enterprise AI Operations Specialist" training and certification program, and released the Enterprise AI Operations White Paper, proposing the HERO enterprise AI operations model and implementation methods, elaborating on the key paths for enterprises in AI strategic leadership, organizational transformation, agile platform building, and amplification of operational outcomes. At the same time, through the "Enterprise AI Operations Specialist" training and certification system, it helps clients cultivate AI professionals who understand business, know how to apply AI, and can operate AI solutions, promoting the deep integration of AI capabilities into business scenarios, and assisting enterprises in achieving sustainable value transformation and high-quality development from AI investments. In 2025, the Company held a total of 21 AI boot camps globally, covering over 400 clients and serving more than 500 BIP operations specialists.



ESG Data Sheet

Environmental¹

Indicator Name	Unit	Year 2025
Energy Utilization		
Gasoline	Liters	26,461.52
Natural Gas	Cubic Meters	1,114,881.60
Electricity	Megawatt Hour	55,642.95
Of which: Purchased Electricity	Megawatt Hour	54,943.95
Of Which: Purchased Green Electricity	Megawatt Hour	20,000.00
Self-generated Electricity from Photovoltaic Power Station	Megawatt Hour	699.00
Direct Energy Consumption	Tonnes of Standard Coal	1,382.23
Indirect Energy Consumption	Tonnes of Standard Coal	6,838.51
Total Energy Consumption	Tonnes of Standard Coal	8,220.74
Comprehensive Energy Consumption Intensity	Tonnes of Standard Coal per Million Yuan Revenue	0.90
Clean Energy Usage	Tonnes of Standard Coal	3,897.71
Clean Energy Usage	Megawatt Hour	32,755.51
Of Which: Natural Gas	Cubic Meters	1,114,881.60
Green electricity	Megawatt Hour	20,000.00
Self-generated Electricity from Photovoltaic Power Station	Megawatt Hour	699.00
Greenhouse Gas (GHG) Emissions		
Total Greenhouse Gas (GHG) Emissions ²	Tonnes of CO ₂ Emission Equivalent	23,575.50
Of Which: Scope 1 Greenhouse Gas (GHG) Emissions	Tonnes of CO ₂ Emission Equivalent	2,469.35
Scope 2 Greenhouse Gas (GHG) Emissions	Tonnes of CO ₂ Emission Equivalent	21,106.15
Of Which: Combustion	Tonnes of CO ₂ Emission Equivalent	2,469.35
Electricity	Tonnes of CO ₂ Emission Equivalent	21,106.15
Greenhouse Gas (GHG) Emissions Intensity	Tonnes of CO ₂ Emission Equivalent per Million Yuan Revenue	2.57

Indicator Name	Unit	Year 2025
Water Resource Utilization		
Total Water Consumption	Tonnes	561,524.00
Of Which: Municipal Water Withdrawal ³	Tonnes	559,314.00
Groundwater	Tonnes	2,210.00
Total Water Consumption Intensity	Tonnes per Million Yuan Revenue	61.16
Circular Economy		
Recycled Water ⁴	Tonnes	45,238.00
Pollutant Emissions		
Particulate Matter(PM)	Kilograms	122.64
Sulfur Oxides (SO _x)	Kilograms	6.28
Nitrogen Oxides(NO _x)	Kilograms	1,357.07
Volatile Organic Compounds(VOCs)	Kilograms	102.58
Domestic Wastewater		
Total Domestic Wastewater	Cubic Meters	457,689.15
Chemical Oxygen Demand (COD)	Tonnes	190.68
Ammonia Nitrogen (NH ₃ -N)	Tonnes	20.85
Total Nitrogen (TN)	Tonnes	28.86
Total Phosphorus (TP)	Tonnes	2.38
Waste		
Total Waste Generation	Tonnes	721.94
Intensity of Waste Generation	Tonnes per Million Yuan Revenue	0.08
Of Which: Total Hazardous Waste Generation	Tonnes	0.02
Total Amount of Non-Hazardous Waste Generated	Tonnes	721.92
Amount of Waste Disposed of in Compliance by Third Parties	Tonnes	721.94
Of Which: Total Amount of Hazardous Waste Disposed of in Compliance by Third Parties	Tonnes	0.02
Total Amount of Non-Hazardous Waste Disposed of in Compliance by Third Parties	Tonnes	721.92

Indicator Name	Unit	Year 2025
Environmental Compliance Management		
Penalty Amount Imposed by Relevant Ecological and Environmental Departments for Major Administrative Penalties Due to Environmental Incidents during the Reporting Period	Ten Thousand Yuan	0

¹The scope of this statistic is Yonyou Industrial Park (Beijing), Yonyou Industrial Park (Nanchang) and Yonyou Industrial Park (Sanya). Scope 1 Greenhouse gas emissions and direct energy use mainly come from the consumption of gasoline and natural gas. Scope 2 Greenhouse gas emissions and indirect energy use mainly come from electricity consumption.

²The accounting standard and methodology are the "Carbon Dioxide Emission Accounting and Reporting Requirements for the Service Industry" (DB11/T 1785-2020). The relevant emission factors are taken from the "Carbon Dioxide Emission Accounting and Reporting Requirements for the Service Industry" (DB11/T 1785-2020).

³Municipal water withdrawal only counts the amount of fresh water taken, and reclaimed water (reclaimed water) purchased through the municipal system has been included in the "recycled water" indicator.

⁴Recycled water includes reclaimed water (greywater) purchased through the municipal system in the Beijing park and rainwater collected and utilized from the natural environment in the Nanchang park. There is no recycled water usage in the Sanya park. Among them, the amount of reclaimed water used in the Beijing park is 28,438 tonnes. In addition, we have revised the recycled water usage data for the Beijing park in 2024 to 34,447 tonnes.

Social

Indicator Name	Unit	Year 2025
Social Contribution		
Amount of Charitable Donation Funds	Ten Thousand Yuan	524.55
Duration of Volunteer Activities	Hours	3,873.40
Supplier Management		
Number of Suppliers	/	4,429
Of Which: Number of Suppliers in Mainland China	/	4,364
Number of Suppliers in Hong Kong, Macao, Taiwan, and Overseas Regions	/	65
Of Which: Proportion of Suppliers in Mainland China	%	98.53
Proportion of Suppliers from Hong Kong, Macau, Taiwan, and Overseas Regions	%	1.47
Products and Clients Service Security and Quality		
Amount of Audit for Major Safety and Quality Liability Incidents Related to Products and Services During the Reporting Period	Ten Thousand Yuan	0
Client Satisfaction	Points	86.60
Number of Clients Participating in Client Satisfaction Surveys	/	2,319
Data Security and Client Privacy Protection		
Number of Data Security and Client Privacy Protection Training Sessions	Times	5
Number of Participants in Data Security and Client Privacy Protection Training	/	17,000+
Specific Amount Involved in Data Security Incident	Ten Thousand Yuan	0

Indicator Name	Unit	Year 2025
Specific Amount Involved in Client Privacy Breach Incident	Ten Thousand Yuan	0
Employee Diversity		
Total Number of Employees	Persons	19,055
Of Which: Number of Full-time Employees	Persons	19,055
Number of Part-time Employees	Persons	0
Of Which: Number of Male Employees	Persons	12,616
Number of Female Employees	Persons	6,439
Of Which: Number of Employees Under 30 Years Old	Persons	4,121
Number of Employees Aged 30 to 50	Persons	14,274
Number of Employees Aged Over 50	Persons	660
Of Which: Number of Ethnic Minority Employees	Persons	937
Of Which: Number of Newly Recruited Employees	Persons	2,081
Of Which: Total Number of Newly Recruited Female Employees	Persons	718
Of Which: Number of Employees with Postgraduate or Higher Degrees	Persons	1,846
Number of Employees with a Bachelor's Degree	Persons	14,878
Number of Employees with an Associate Degree or Below	Persons	2,331
Proportion of Female Employees in Management	%	22.70
Employee Turnover	%	18.50
Employee Rights and Benefits		
Employee Labor Contract Signing Rate	%	100
Employee Social Security Coverage Rate	%	100
Amount Invested in Employee Work Injury Insurance	Ten Thousand Yuan	409.03
Employee Work Injury Insurance Coverage Rate	%	100
Number of Female Employees on Maternity Leave	Persons	476
Return-to-work Rate of Female Employees after Maternity Leave	%	100
Number of Employees on Parental Leave	Persons	1,234
Return-to-work Rate of Employees on Parental Leave	%	100
Employee Satisfaction Survey		
Employee Satisfaction Results	Points	77

Indicator Name	Unit	Year 2025
Number of Employees Participating in the Employee Satisfaction Survey	Persons	17,162
Employee Training		
Number of Employee Training Sessions	Times	324
Employee Training Expenditure Amount	Ten Thousand Yuan	223
Employee Training Coverage Rate	%	99.90
Number of Employees Covered by Training	Persons	20,151
Of Which: Number of Female Employees Participating in Training	Persons	6,744
Number of Male Employees Participating in Training	Persons	13,407
Of Which: Number of Management Staff Participating in Training	Persons	1,774
Number of General Staff Participating in Training	Persons	18,377
Average Training Hours per Employee	Hours	15.80
Of Which: Average Training Hours per Female Employee	Hours	17.40
Average Training Hours per Male Employee	Hours	15.10
Of Which: Average Training Hours per Management Employee	Hours	13.40
Average Training Hours per General Employee	Hours	16.10

Sustainability Governance

Indicator Name	Unit	Year 2025
Anti-commercial Bribery and Anti-corruption		
Number of Anti-commercial Bribery and Anti-corruption Training Sessions	Times	3
Number of people covered by anti-commercial bribery and anti-corruption training	Persons	All
Of Which: Total Number of Directors Covered by the Training	Persons	All
Percentage of Directors Covered	%	100
Of Which: Total Number of Management Personnel Covered	Persons	All
Percentage of Management Personnel Covered	%	100
Of Which: Total Number of Employees Covered	Persons	All

Indicator Name	Unit	Year 2025
Percentage of Employees Covered	%	100
Anti-Unfair Competition		
Amount Involved in Lawsuits or Major Administrative Penalties during the Reporting Period due to the Company's Unfair Competition Behavior	Ten Thousand Yuan	0
R&D Management		
R&D Investment	Million Yuan	2,427.07
R&D Investment as a Percentage of Operating Revenue	%	26.43
Number of R&D Personnel	Persons	6,429
Number of Invention Patents Granted during the Reporting Period	Items	15
Total Number of Valid Patents Held by the Company as of Year-end	Items	353
Number of Software Copyrights Granted during the Reporting Period	Items	58
Total Number of Software Copyrights Held by the Company as of Year-end	Items	773
Number of Registered Trademark Exclusive Rights Granted during the Reporting Period	Items	12
As of Year-end, the Company's Cumulative Number of Exclusive Registered Trademark Rights	Items	745

Index

Index of "Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies-Sustainability Report (Trial)"

Dimension	Serial Number	Topic	Corresponding Clause	Disclosure Location
Environmental	1	Responding to Climate Change	Articles 21 to 28	Empowering Green Transformation, Deepening Low-Carbon Practices Addressing Climate Challenges, Practicing Green Operations ESG Data Sheet
	2	Pollutant Emissions	Article 30	Addressing Climate Challenges, Practicing Green Operations ESG Data Sheet
	3	Waste Disposal	Article 31	Addressing Climate Challenges, Practicing Green Operations ESG Data Sheet
	4	Ecosystem and Biodiversity Protection	Article 32	Addressing Climate Challenges, Practicing Green Operations
	5	Environmental Compliance Management	Article 33	Addressing Climate Challenges, Practicing Green Operations ESG Data Sheet
	6	Energy Utilization	Article 35	Addressing Climate Challenges, Practicing Green Operations ESG Data Sheet
	7	Water Resource Utilization	Article 36	Addressing Climate Challenges, Practicing Green Operations ESG Data Sheet
	8	Circular Economy	Article 37	Addressing Climate Challenges, Practicing Green Operations ESG Data Sheet
Social	9	Rural revitalization	Article 39	Not involved
	10	Social Contribution	Article 40	Deeply Cultivating Public Welfare and Charity, Enhancing People's Livelihood and Well-being ESG Data Sheet
	11	Innovation Drive	Article 42	Special Topic Building a Security Foundation, Safeguarding Client Trust ESG Data Sheet
	12	Technological Ethics	Article 43	Building a Security Foundation, Safeguarding Client Trust
	13	Supply Chain Security	Article 45	Upholding Compliance Boundaries, Building Responsible Procurement Building a Security Foundation, Safeguarding Client Trust ESG Data Sheet
	14	Equal Treatment for Small and Medium-sized Enterprises	Article 46	Upholding Compliance Boundaries, Building Responsible Procurement

Dimension	Serial Number	Topic	Corresponding Clause	Disclosure Location
Social	15	Safety and Quality of Products and Services	Article 47	Building a Security Foundation, Safeguarding Client Trust ESG Data Sheet
	16	Data security and Client privacy protection	Article 48	Building a Security Foundation, Safeguarding Client Trust ESG Data Sheet
	17	Employee	Article 50	Achieving Employee Value, Cultivating Fertile Ground for Growth ESG Data Sheet
Sustainability Governance	18	Due Diligence	Article 52	Upholding Compliance Boundaries, Building Responsible Procurement
	19	Stakeholder Communication	Article 53	Sustainability (ESG) Governance and Strategy
	20	Anti-commercial bribery and anti-corruption	Article 55	Upholding Compliance Boundaries, Building Responsible Procurement ESG Data Sheet
	21	Anti-unfair competition	Article 56	Upholding Compliance Boundaries, Building Responsible Procurement ESG Data Sheet

United Nations 2030 Agenda for Sustainable Development (SDGs) Content Index

Chapter	Content	Sustainable Development Goals
Special Topic: Anchoring New "Intelligent" Productivity, Defining a New Paradigm for Industrial Intelligence	<ul style="list-style-type: none"> Leading the Future with Intelligence, Integrating for Creative Transformation Independent Control, Value Reshaping Riding the Waves Overseas, Creating a Win-Win Ecosystem 	
Chapter 1: Painting a Green Picture, Moving Toward a Low-Carbon Future	<ul style="list-style-type: none"> Empowering Green Transformation, Deepening Low-Carbon Practices Addressing Climate Challenges, Practicing Green Operations 	
Chapter 2: Gathering the Power of Goodness, Creating a Harmonious Ecology Together	<ul style="list-style-type: none"> Achieving Employee Value, Cultivating Fertile Ground for Growth Empowering the Ecosystem for Win-Win Success, Prospering the Digital-Intelligent Business Deeply Cultivating Public Welfare and Charity, Enhancing People's Livelihood and Well-being 	
Chapter 3: Adhering to the Governance Path, Laying the Foundation for Enduring Prosperity	<ul style="list-style-type: none"> Consolidating the Governance Foundation, Leading Sustainable Development Upholding Compliance Boundaries, Building Responsible Procurement Building a Security Foundation, Safeguarding Client Trust 	



Yonyou Network Technology Co., Ltd.

Yonyou Industrial Park (Beijing), No. 68 Beiqing Road, Haidian District, Beijing, China 100094

Web: www.yonyou.com

E-mail: ir@yonyou.com

Tel: 010-62436838