



Glodon 广联达

Stock Code: 002410

2025

Glodon Company Limited

Sustainability Report

(Environmental, Social, and Governance Report)



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About This Report



Introduction

This report systematically reviews the environmental, social, and governance (ESG) practices and performance of Glodon Company Limited (hereinafter referred to as "Glodon," "we," or "the Company") for the fiscal year 2025. It aims to enhance communication, engagement, and mutual trust with stakeholders, drive high-quality and sustainable corporate development, and deliver long-term value creation.



Publication

This is Glodon's seventh annual Sustainability Report publicly disclosed to its stakeholders.

Reporting Period

This report covers the period from January 1, 2025, to December 31, 2025. To ensure completeness and relevance of the content, key years from Glodon's development history are referenced where necessary.

Organizational Scope

This report covers all entities over which Glodon exercises control or significant influence regarding financial and operational policies, consistent with the scope disclosed in the Company's annual report.

Source of Data

Data in this report are sourced from Glodon's official documents, statistical reports, and sustainability performance data within the organizational scope. The Company will continue improving its indicator system and enhancing data quality and statistics capacity to disclose sustainability practices and performance in a more comprehensive and standardized manner.

Reporting Guidelines

- Shenzhen Stock Exchange (SZSE): *Self-Regulatory Guidance for Listed Companies No. 3 – Industry Information Disclosure; Self-Regulatory Guidance for Listed Companies No. 17 – Sustainability Reporting (Trial); Self-Regulatory Guidelines for Listed Companies No. 3 – Sustainability Report Compilation.*
- PRC National Standards: *Guidelines for Social Responsibility (GB/T 36000–2015); Guidelines for Social Responsibility Reporting (GB/T 36001–2015); Guidelines for Classification of Social Responsibility Performance (GB/T 36002–2015).*
- Global Sustainability Standards Board (GSSB): *GRI Standards.*
- Sustainability Accounting Standards Board (SASB): *SASB Standards.*
- International Sustainability Standards Board (ISSB): *IFRS Sustainability Disclosure Standard No. 2 – Climate-Related Disclosures (IFRS S2, 2023).*
- International Organization for Standardization (ISO): *Guidance on Social Responsibility (ISO 26000:2010).*
- United Nations: *The 2030 Agenda for Sustainable Development (SDGs).*
- United Nations Global Compact (UNGC): *The Ten Principles of the UN Global Compact.*

Report Access

This report is released electronically. You may download it from Glodon Company Limited's official website (www.glodon.com).

Chairman's Speech



Against the overriding trends of the times, we have moved in tandem with the construction industry, collectively experiencing and witnessing the iteration and upgrading of industrial development. As the industry increasingly focuses on quality, efficiency and intrinsic value, refinement, intelligence and green development have become inevitable choices for high-quality corporate growth. Faced with a complex and volatile market environment, Glodon has always adhered to prudent operations and firmly maintained its core development foundation. We have deeply integrated the sustainability philosophy into the core of corporate development, and continued to deepen our efforts in responsible governance, technological innovation, green and low-carbon development, and ecological co-construction, delivering an impressive record of high-quality development achievements.

To lay a solid foundation with governance and consolidate the cornerstone of long-term development. For an enterprise to achieve steady and sustained growth, the top priorities are clarifying responsibilities and strengthening governance. We are fully aware that at this critical stage of industrial transformation and development, compliant operation is a solid bottom line to navigate market cycles, and efficient governance is a vital cornerstone for creating long-term value. The Company has continuously optimized its three-tier governance structure of "Decision-Making - Organization - Implementation," promoting the in-depth integration and effective penetration of the supervision system. Over the past year, we have further consolidated our sustainability governance system, transforming sustainability from external compliance requirements into an inherent development logic and conscious action of the enterprise. We adhere to the bottom line of business ethics and integrity, promote the concept of integrity and compliance across the entire supply chain, and are committed to building a transparent, fair, stable and predictable responsible ecosystem in a complex business environment.

To take security as a shield and safeguard trust in digital transformation. As a digital building platform service provider, we regard data security and privacy protection as our lifeline, and have built a full-process, multi-level security protection system. Through a series of international certifications and national cybersecurity level protection accreditations, we have established a standardized data governance mechanism,

achieving zero data security incidents throughout the year. With dual guarantees of technology and systems, we ensure that digital transformation advances steadily on a secure track.

To take innovation as the core and empower high-quality industrial development. Glodon insists on independent innovation to consolidate the technical foundation for industrial transformation and upgrading. We released the Industrial AI White Paper, promoting the in-depth application of the AecGPT large model throughout the whole process of design, cost management and construction, turning industrial AI from a cutting-edge concept into tangible value. We have continuously increased investment in the research of key core technologies, built a comprehensive intellectual property system, consolidated the industrial technical foundation through independent innovation, and provided solid support for intelligent construction.

To shoulder green responsibility and lead the industry's low-carbon transition. Guided by the national "Dual Carbon" goals, Glodon is committed to serving as a "navigation system" for the low-carbon transition of the entire construction lifecycle. We have shifted the focus of "green development" from end-of-pipe treatment to the initial design stage, redefining the "growth" mode of buildings with digital technology. Through the "Glodon Carbon Cloud" carbon factor database, we provide an accurate "calculation tool" for carbon neutrality across the full construction lifecycle. We are transforming digital practices into industrial infrastructure, making "green construction" evolve from policy requirements to market initiative, and turning every building from an "energy consumer" into a "low-carbon contributor."

To take ecology as a wing and build a prosperous industrial ecosystem together. One can go fast alone, but far together. Relying on the AECOS industrial business platform, we are building a vibrant industrial software ecosystem with global developers. We are deeply engaged in industry talent cultivation, linking more than 1,800 colleges and universities and 500,000 enterprises. By building a "digital construction talent supply chain," we are fostering a new generation of "digital craftsmen" for the industry. Moving from technology export to standard co-construction, we empower global construction with digital experience originating from China.

Such an ecological layout that balances internal development and external cooperation is converging into a powerful driving force for the industry's sustainable development.

To take the globe as a stage and embark on a new journey of international development. With Hong Kong as the bridgehead, we have accelerated our global layout, improved our overseas R&D and service networks, and expanded our business to more than 100 countries and regions. We promote the localized implementation of products and the co-construction of international standards, enabling global construction with China's digital construction solutions, and demonstrating the international responsibility of Chinese technology enterprises.

To put people first and gather synergy for organizational development. We always uphold the mission of "generate happiness and engagement of our teams," build a diverse and equal workplace environment and a sound incentive and security system, and enhance employees' sustainable engagement. Through systematic training and care initiatives, we enable employees to grow together with the enterprise.

To uphold an entrepreneurial spirit and rise to the call of the times. We firmly believe that only by breaking inertia and maintaining an entrepreneurial mindset can we navigate market cycles and live up to the expectations of the times. In the future, we will fully promote the deep integration of "Data + AI," and take "customer success" as the sole criterion for measuring value. We will continue to uphold the corporate mission of "generate happiness and engagement of our teams, and develop a better working and living environment with technology." Joining hands with every partner, we will take digital technology as the pen and responsibility as the ink to jointly write a new chapter of high-quality development for the construction industry, and contribute all of Glodon's strength to building a sustainable and better future.



Chairman and President of Glodon Company Limited

About Glodon

Company Profile

Digital Building Platform Service Provider

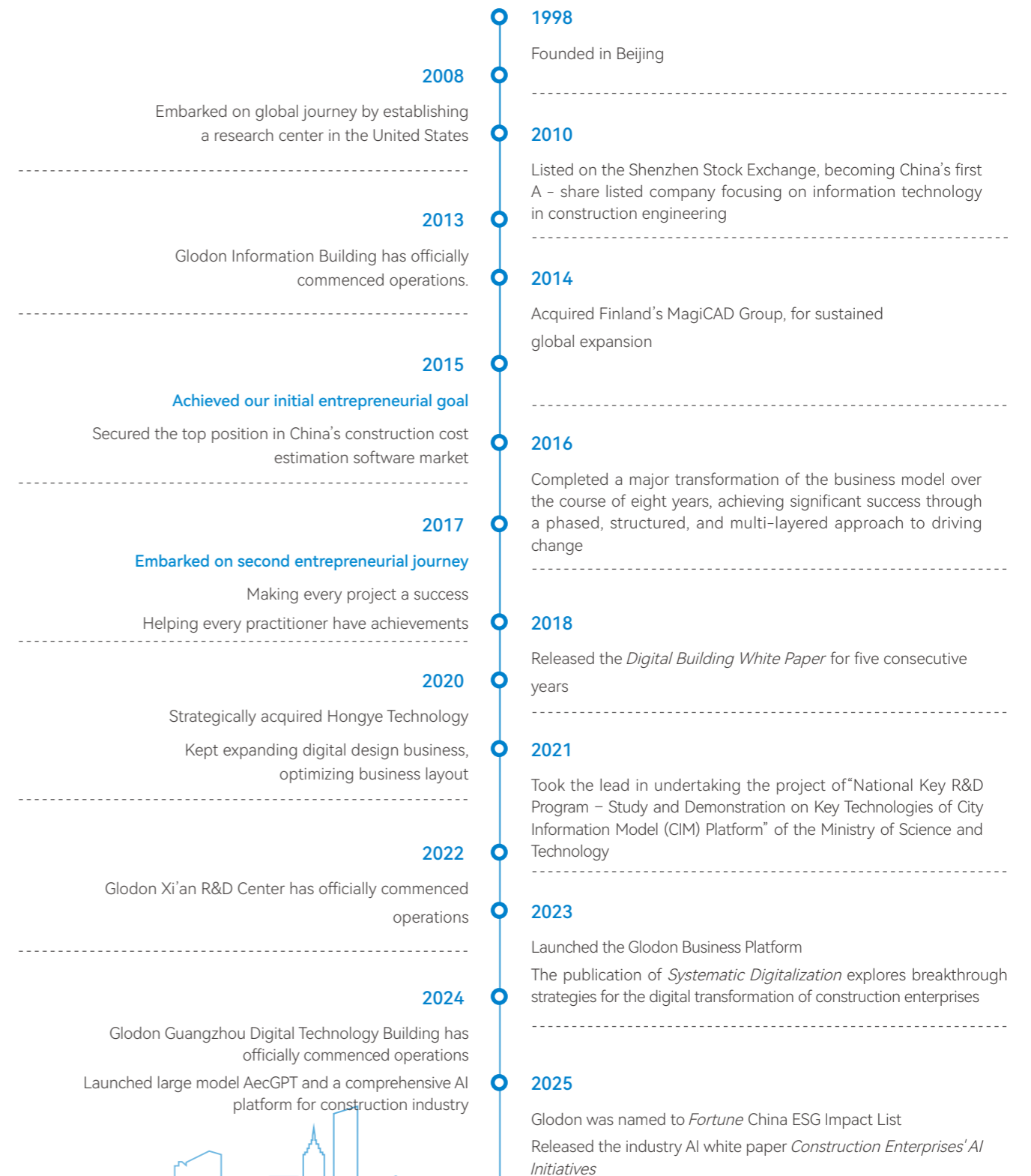
Glodon Company Limited has been dedicated to the digitalization of the construction industry for almost three decades and is China's first A-share listed company focusing on information technology in construction engineering. As a digital building platform service provider, Glodon offers comprehensive digital building lifecycle solutions, focusing on specialized applications in construction engineering, and providing value-added services like industry big data and supply chain finance. Our solutions cater to various stakeholders, including industry regulators, developers, designers, consultants, contractors, equipment and material manufacturers, and sectors like city operation, finance, and education. We leverage core digital technologies and systematic digital capabilities to drive high-quality development in the construction industry.

Mission, Vision, and Values



Deeply Rooted in the Industry

Pioneering Digital Transformation in the Global AEC Industry



Dedicated experience in the
digitalization of construction industry

28

years

Global technology R&D
centers

8

Countries and regions

100+

Subsidiaries and branches

80+

Corporate customers

500,000

Construction projects

7 million+



End users

10 million+

2025 Sustainability Honors & Recognitions

Ratings

- CNI Index ESG Rating: **AA**
- CSI ESG Rating: **A**
- Wind ESG Rating: **AA**
- Sino-Securities Index ESG Rating: **BBB**
- Quantdata ESG Rating: **AAA**
- China Corporate Public Transparency Evaluation: **AAA** (for Glodon 2024 Sustainability Report)



Honors

- Deloitte China **Best Managed Companies**
- 2025 *Fortune* China **ESG Impact List**
- 2025 Wind China A-Share Listed Companies **ESG Best Practices Top 100**
- Constituent Stock of CSI **Private Enterprises ESG 50 Index**
- 2025 **AAA Rating** for Corporate Social Responsibility Governance, Beijing Software and Information Services Industry
- 2025 China High-Tech Enterprises Charity **Top 500**
- 2025 **Best Practice Case** for Effective Corporate ESG Governance (CSO Global Sustainability Forum)
- Member of the **United Nations Global Compact (UNGC)**
- Vice-Chairman Unit, **ESG Professional Committee of China Engineering Construction Standardization Association**



Cases

- Glodon Intelligent Construction and South China Headquarters Project: Awarded three certifications by the **World Green Design Organization — Demonstration Project of World Green Design City, Green Leaf Label Green Design Product Certification, and Green Design Engineer Certification.**
- *Building a Green Future With Digital Intelligence, Connecting the World With Technology — Empowering a Sustainable Future for Global Infrastructure*: Selected as an **Excellent Case in the Special Topic of Green Development and ESG Practice** at the 2025 (8th) China Enterprise International Image Construction Forum.
- Ecological Restoration Case: Smart Governance Reshapes Ecological Restoration, Digital Empowerment Builds a Beautiful China: Included in **2025 Report on Green Transformation Practices of Chinese Enterprises** and showcased at the China Corner Side Event of COP30.



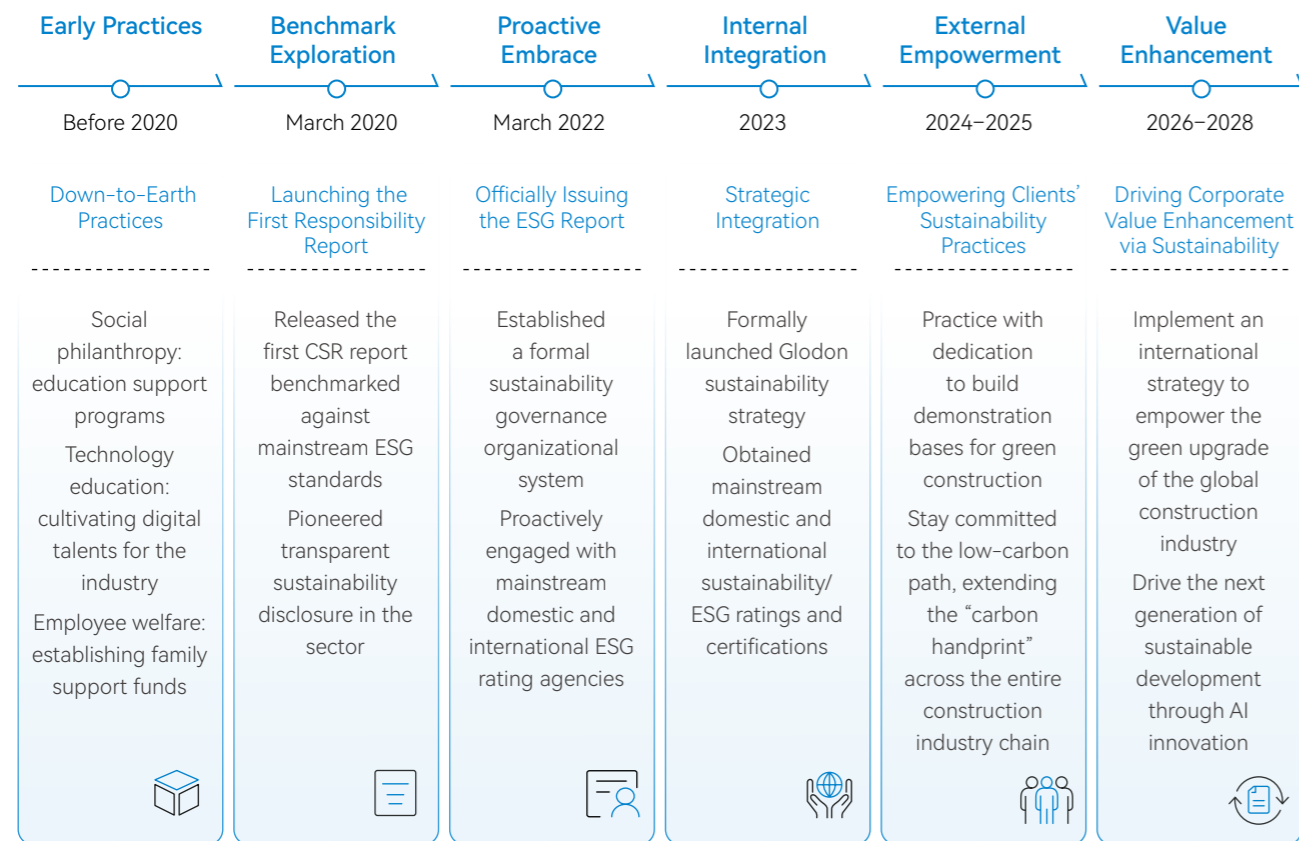


Sustainability Management

Based on its historical sustainability practices and forward-looking strategic trends, Glodon has established a robust sustainability management system to comprehensively consolidate the foundation for corporate sustainability efforts and support the upgrade of future sustainable initiatives.

Sustainability Journey

Glodon has always deeply integrated the concept of sustainability into its corporate development strategy. As early as the initial stage of development, the Company incorporated sustainability-related topics into its business layout and operation management system, adhering to long-termism, promoting efforts systematically, and continuously iterating and improving its sustainability management framework and practical path. After years of accumulation and in-depth cultivation, the Company has continuously extended the sustainability concept from internal governance to industrial chain collaboration, achieving a steady leap in sustainability value from "internal integration" to "external empowerment." In the future, Glodon will focus on empowering its business with sustainable development to realize the leap of corporate value, and promote common progress of the industry with its own high-quality development.

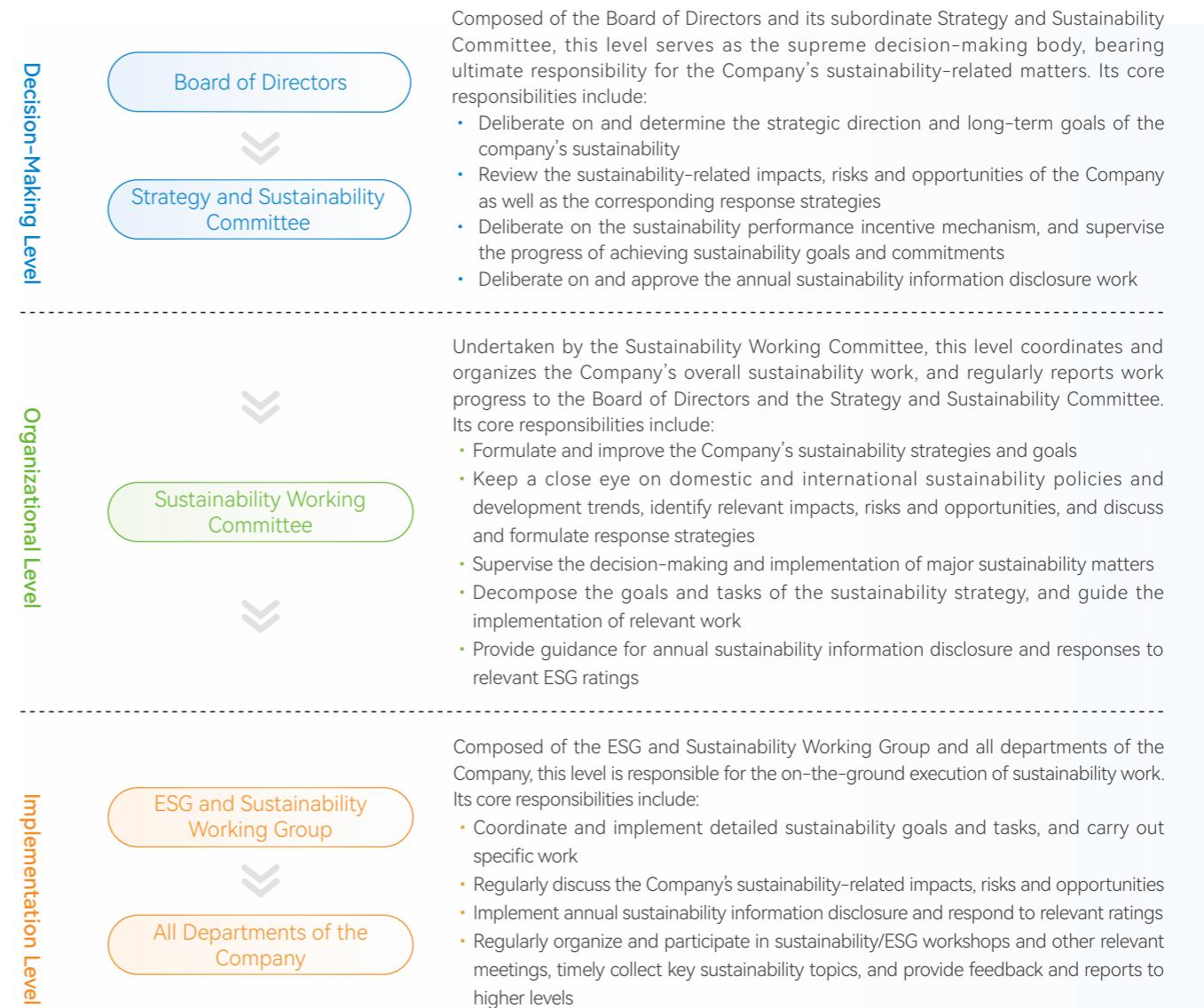


Governance

The Company has always taken sustainability governance as the core cornerstone of its high-quality corporate development, and has built a three-in-one sustainability governance system of "strategic decision-making, risk control, and multi-stakeholder co-governance."

Continuously Improving the Company's Sustainability Governance Framework

The Company strengthens the board of directors' role in leading decision-making and supervision on major sustainability-related topics, and continuously improves a top-down three-tier sustainability governance framework covering "decision-making level, organizational level, and implementation level." It clarifies the responsibilities of each tier, and promotes the standardization, systematization and normalization of sustainability governance.



Glodon Sustainability Governance Framework

Glodon's benchmark practices in sustainability governance have gained high international recognition. In May 2025, upon special recommendation from the International Sustainability Standards Board (ISSB) Beijing Office, the 2025 Global Study Tour of MBA faculty and students from London Business School visited Glodon for in-depth exchanges themed on "Digitalization Empowering Sustainability." Regarded by ISSB as an important case for gaining insights into the sustainable development pathways of Chinese enterprises, Glodon's innovative sustainability governance model and industry influence highlight the professionalism and global exemplary value of the company's sustainability governance system.



2025 Global Experience Tour of MBA Faculty and Students from London Business School Visits Glodon



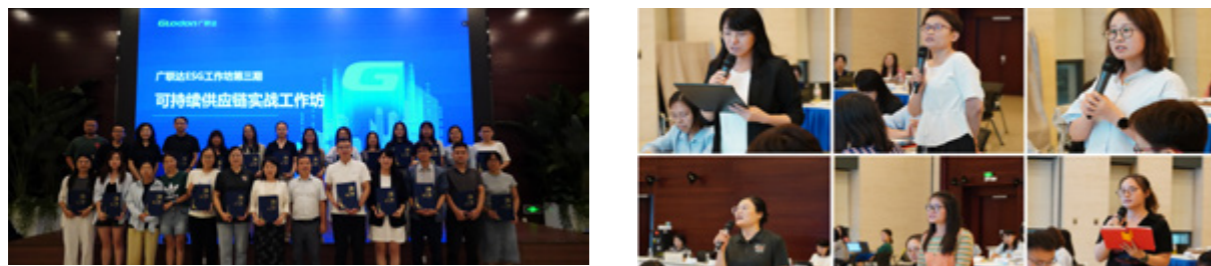
Glodon has won the award for "Best Practice Case for Effective Corporate ESG Governance"

Driving Company-Wide Participation in Sustainability Management

In accordance with Glodon's *Sustainability Information Disclosure Manual*, the Company regularly organizes multiple annual ESG workshops. Actively inviting internal and external stakeholders to participate together, the workshops conduct in depth discussions and experience exchanges focusing on cutting edge industry trends, hot sustainability topics, and key corporate practices. Through multi party collaboration and collective wisdom, the Company continuously builds consensus on sustainability, improves its management and practical pathways, embeds sustainability principles deeply into strategic decisions, business processes, and daily operations, and supports high quality, sustainable long term development.

Case | Glodon Continuously Conducts ESG Workshops to Promote Multi-Party Participation and Collaborative Co-Governance for Improved ESG Management

Glodon carries out ESG workshops focusing on core sustainability topics, drives multi-party participation, facilitates the implementation of sustainability concepts into practice, and continuously enhances the company's sustainability governance capacity. In 2025, the Company successively held workshops with the themes "International ESG Disclosure Trends and Unlocking Glodon's Characteristic Disclosure Topics" and "Implementation Practices for Supply Chain Sustainability Topics." The Company invited industry experts to deliver professional interpretations, and the workshops covered the Sustainability Working Group, Procurement Management Department and all relevant business and functional departments, realizing collaborative participation across multiple departments and positions. All workshops are equipped with interactive sessions such as practical drills and case discussions, guiding participants to carry out practical training including solution planning and system formulation combined with actual business scenarios. This promotes the transformation of sustainability concepts from awareness to practice, and drives the in-depth integration of sustainability concepts and business practices.

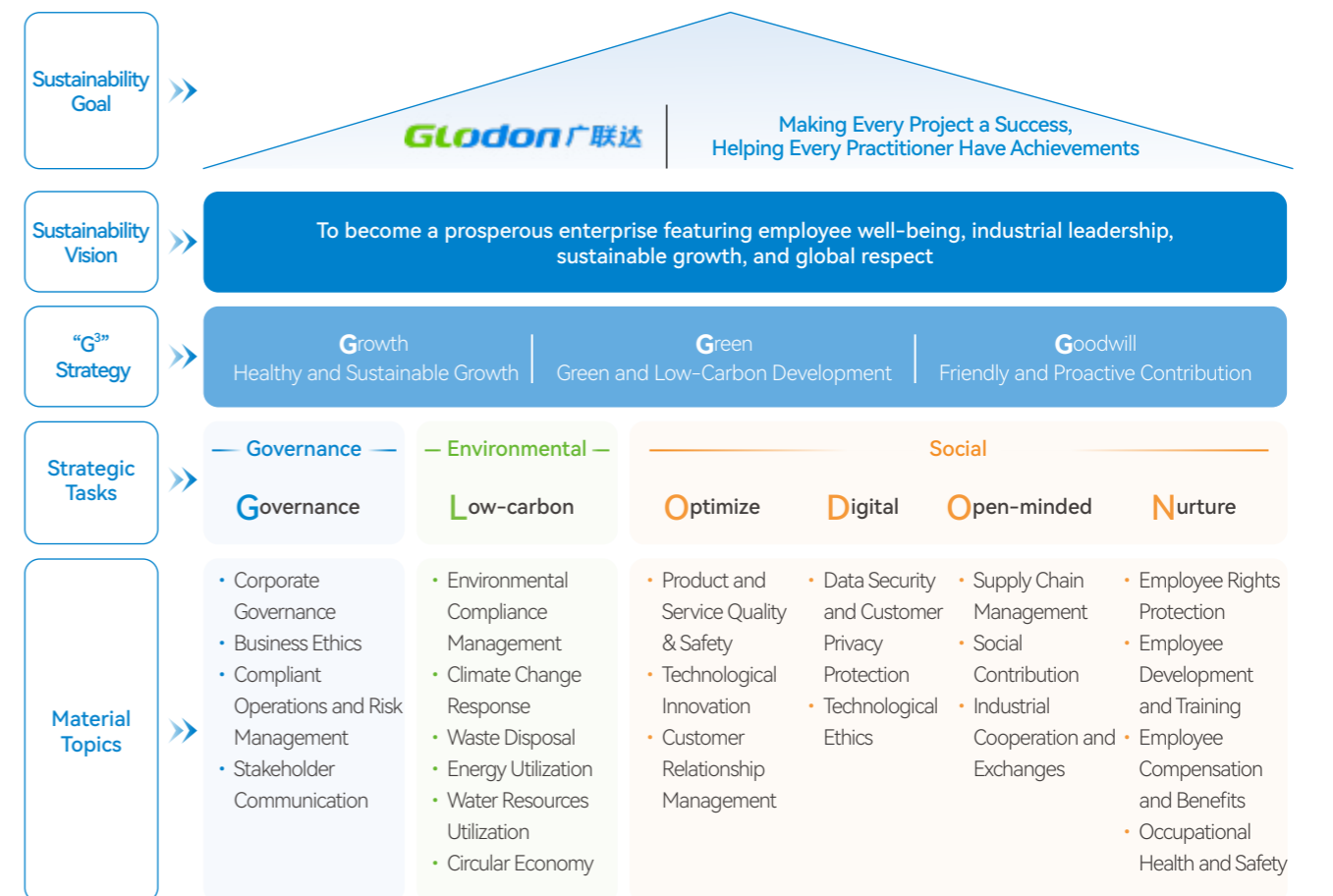


Glodon ESG Workshops



Strategy

The Company continuously deepens the Sustainability gene within its corporate culture. Inheriting its Second-Venture goal and corporate vision of "Making Every Project a Success, Helping Every Practitioner Have Achievements," the Company proposes the "G³ (G-Cubic)" Sustainability Strategy centered on the core philosophies of Green, Goodwill, and Growth. Focusing on one goal and three dimensions, the Company promotes six major responsibility directions and clarifies 22 key topics to drive corporate sustainability and create value for society.



Impact, Risk and Opportunity Management

Leveraging its Sustainability governance framework, the Company has established a three-tier governance mechanism under the supervision of the Board of Directors, coordinated guidance from the Strategy and Sustainability Committee, and led implementation by the Sustainability Working Committee. It formulates rigorous and closed-loop workflows to systematically manage Sustainability-related impacts, risks and opportunities. By conducting regular monitoring and dynamic management of key risks and opportunities, the Company proactively develops and implements response measures to continuously enhance Sustainability resilience and provide solid assurance for long-term corporate Sustainability.



Metrics and Targets

The Company establishes management targets for each of the six pillars of its sustainability strategy. We develop and dynamically improve the *Sustainability Metrics System*, allocate targets and indicators to relevant departments, oversees and facilitates implementation at the department level, and continuously tracks progress against the targets.

Strategic Pillars	Strategic Targets	2025 Target Progress	Completion Status
Governance	<ul style="list-style-type: none"> Uphold stringent business ethics to evaluate the Company's sustainability governance standards Ensure no major business operation disruption throughout the year 	The corporate governance and business ethics system has been continuously improved, and no major business operation disruption incidents occurred.	✓
Low-carbon	<ul style="list-style-type: none"> Deepen the promotion of green buildings and build a healthy and better living environment Develop smart ecological products to support ecological restoration and biodiversity conservation Actively respond to climate change, driving decarbonization across our operations and the construction value chain, with the aim of implementing accurate carbon accounting and achieving a 50% reduction in emissions from benchmark projects compared to industry peers by 2025 	Glodon's products support the green development of the construction industry value chain; the Company has developed an integrated management platform for ecological restoration projects and an integrated supervision platform for nature reserves, facilitating ecological restoration and biodiversity conservation; carbon emission data has been measured in a refined manner.	✓
Optimize	<ul style="list-style-type: none"> Make substantial investments in innovative research and development to bolster our autonomy over key technologies Continuously optimize customer service experience, help customers improve quality and efficiency; achieve refined project cost management and increase project profit by 30% by 2025 Comprehensively safeguard project safety; achieve zero major safety and quality liability accidents for 80% of large-scale projects by 2025 	The Company focuses on the R&D of underlying technologies and platforms for digital construction, continuously tackles common technical problems in the industry, and achieves breakthroughs in independent research and development of core key technologies; empowers customers in multiple dimensions to help them reduce costs, improve efficiency and break development bottlenecks; successfully achieved zero major safety and quality liability accidents for 80% of large-scale projects.	✓
Digital	<ul style="list-style-type: none"> Continuously expand the reach of our proprietary technologies, leveraging data governance to drive broader societal progress Prioritize data and privacy security, committing to zero incidents of data or privacy breaches throughout the year 	The Company has built a clear and efficient information security governance framework with clear rights and responsibilities, and continuously enhanced data security and privacy protection capabilities; no data or privacy leakage incidents occurred throughout the year.	✓
Open-minded	<ul style="list-style-type: none"> Drive industrial progress, provide everyone with their own digital tools, and make the construction industry a high-tech industry Build a sustainable supply chain, and enhance sustainability management capabilities and risk prevention and control capabilities for upstream and downstream of the construction supply chain Engage in community development, foster inclusive growth and progress in partnership with local residents 	The Company actively participates in formulating industrial standards, cultivates industrial talents, connects global partners, and promotes common industrial progress; builds a sustainable supply chain through full life-cycle risk management of suppliers, and empowers the ecological co-construction of upstream and downstream of the construction industry through digital technologies; actively participates in community co-construction and promotes inclusive community development.	✓
Nurture	<ul style="list-style-type: none"> Cultivate a diverse and equal workplace to fully attract and retain top talents Increase investment in education, and utilize digital platforms to nurture a more extensive pool of high-quality, industry-ready professional 	The Company has built a diverse and equal workplace environment, with an employee sustainable engagement rate of 89%; the Company has connected more than 1,800 construction colleges and universities nationwide and 500,000 construction enterprises, built a digital construction talent supply chain, and continuously cultivated industrial talents.	✓

Stakeholder Engagement

Glodon places high priority on communication and engagement with all stakeholders. Through regular and multi-channel communication mechanisms, the Company actively listens to and promptly responds to the concerns of all parties, promotes win-win cooperation, and lays a solid foundation for the steady and sound development of the Company.

Stakeholders	Expectations and Demands	Communication Methods	Company's Responses
Government Regulators / Industry Associations	<ul style="list-style-type: none"> Operate in accordance with laws and regulations Implement national strategies Boost employment Promote technological innovation Conserve energy and reduce emissions 	<ul style="list-style-type: none"> Policy consultation On-Site inspections Meetings and exchanges with government agencies Information disclosure 	<ul style="list-style-type: none"> Improve corporate governance and ensure internal control compliance Fully implement national policies Provide job positions and professional training Continuously invest in technological innovation Uphold the concept of low-carbon operations
Shareholders / Investors	<ul style="list-style-type: none"> Operate in accordance with laws and regulations Reduce operational risks Enhance corporate market value 	<ul style="list-style-type: none"> General Meetings of Shareholders Release of interim and regular announcements via stock exchanges / company official website Investor roadshows and earnings conferences 	<ul style="list-style-type: none"> Strengthen the construction of compliance system Conduct regular information disclosure Maintain active communication and exchanges
Customers	<ul style="list-style-type: none"> Guarantee product quality Ensure service quality Achieve sustainable win-win cooperation 	<ul style="list-style-type: none"> Communication channels including telephone and email Company official website Customer satisfaction surveys 	<ul style="list-style-type: none"> Promote product iteration and innovation Improve the customer service system Carry out customer satisfaction surveys
Partners / Suppliers	<ul style="list-style-type: none"> Win-win cooperation Fairness and openness Compliant performance of contracts 	<ul style="list-style-type: none"> Supplier evaluation On-site inspections Industry exchanges 	<ul style="list-style-type: none"> Strengthen government-industry-university-research cooperation Conduct active external exchanges and dialogues Strengthen business ethics management
Employees	<ul style="list-style-type: none"> Protect employee rights and interests Ensure occupational health and safety Support employee career development Provide employee care 	<ul style="list-style-type: none"> Diverse training and exchanges Internal activities and communication Employee feedback sessions Internal communication channels including telephone and email Employee representative assembly Employee consultation forums Labor contracts 	<ul style="list-style-type: none"> Improve the salary system and employee representation and participation mechanism Provide a favorable working environment Offer vocational training and promotion opportunities Optimize the welfare system and organize diverse activities
Community / Public	<ul style="list-style-type: none"> Support community development Voluntary public welfare activities Employment opportunities 	<ul style="list-style-type: none"> Community visits Public welfare activities 	<ul style="list-style-type: none"> Support the economic and social development of the operation location Organize and participate in voluntary public welfare activities Provide job skills training

Double Materiality Assessment

In accordance with the requirements specified in the *Shenzhen Stock Exchange Self-Regulatory Guidance for Listed Companies No. 17 (Trial)*, Glodon takes the 21 topics listed by the Exchange as the baseline topic inventory. Combined with industry characteristics, development stage, business model, value chain positioning and other practical conditions, the Company establishes a complete topic inventory and conducts materiality assessment from two dimensions: "Impact Materiality" and "Financial Materiality."





Background Analysis and Topic Identification

By sorting out sustainability-related regulatory requirements, standards, international frameworks and industry initiatives, and integrating business layout, practical progress and stakeholder concerns, Glodon systematically identifies and forms the *Glodon Long List of Sustainability Topics*. After verification by internal and external experts as well as management evaluation, the Company confirms topic materiality and applicability, clarifies naming definitions and boundary scopes, and analyzes impacts, risks and opportunities (IROs), finally forming the *Glodon Short List of Sustainability Topics*.

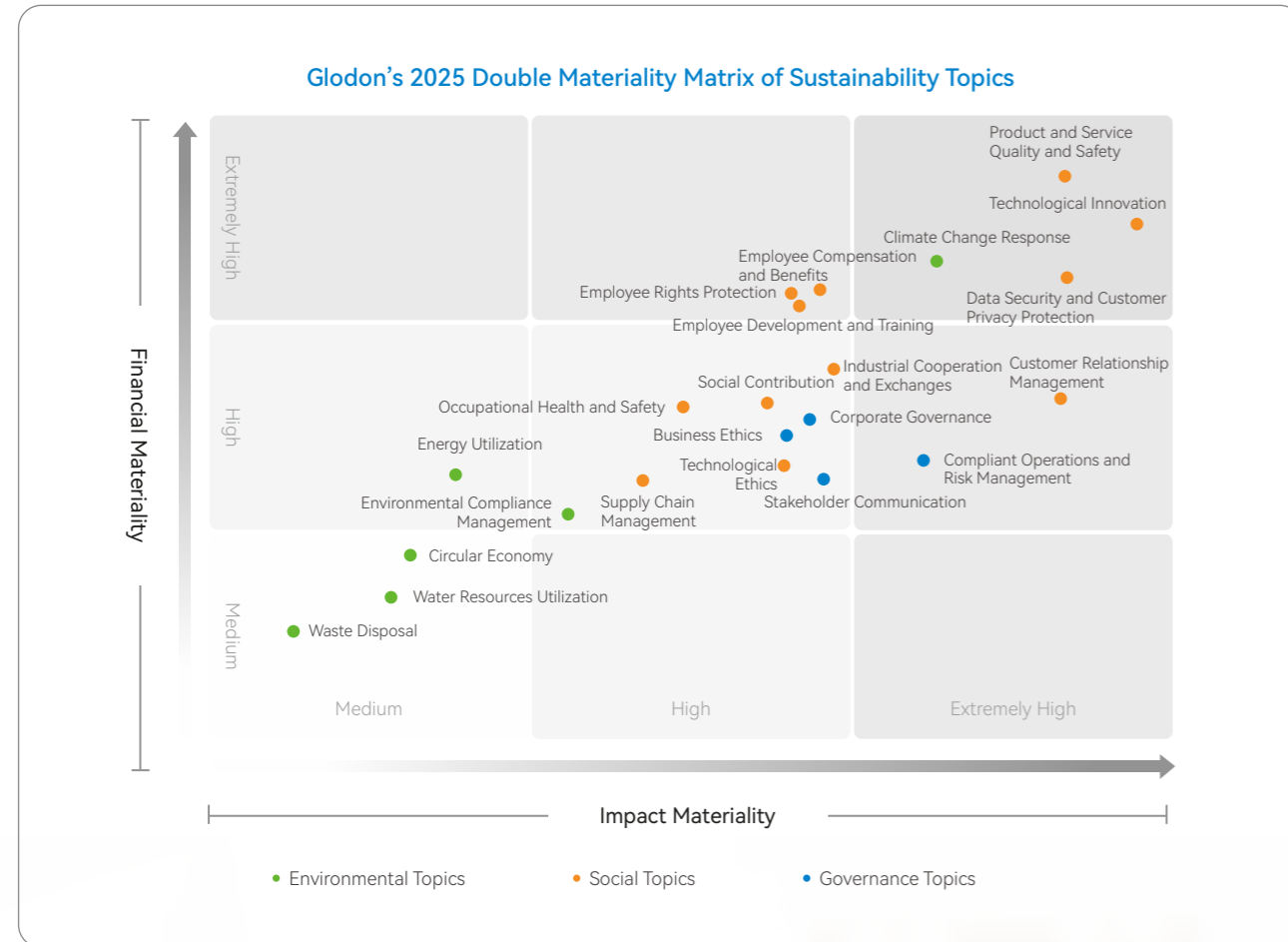
Materiality Assessment and Analysis

Based on the *Glodon Short List of Sustainability Topics*, Glodon designs research questionnaires covering both financial materiality and impact materiality, defines clear IRO descriptions and judgment criteria for each topic, and conducts extensive surveys targeting core stakeholders to ensure the assessment process is scientific, comprehensive and objective.

Dimension	Assessment Indicators	Assessment Implementation
 <p>Impact Materiality Assessment</p>	<p>Impact materiality assessment covers the following dimensions:</p> <ul style="list-style-type: none"> Likelihood of Impact: The probability that the company's performance on a given topic will exert economic, social and environmental impacts. Magnitude of Impact: The scale of the impact once incurred, characterized by: <ul style="list-style-type: none"> Scale: The size/volume of the impact; Scope: The breadth and coverage of the impact; Irremediability (For Negative Impacts): The difficulty of offsetting or remedying the harm once a negative impact occurs. 	<ul style="list-style-type: none"> Opinions were solicited from nine categories of stakeholders via targeted distribution and online public release, including government and regulatory authorities, investors, customers, suppliers/contractors, sustainability experts, media, partners, management and employees, with a total of 151 valid questionnaires collected. The judgment threshold for impact materiality was set through discussions with stakeholder representatives; the final impact materiality assessment conclusions were formed via internal and external seminars and consultations, deliberation by the Strategy and Sustainability Committee, and review by the Board of Directors.
 <p>Financial Materiality Assessment</p>	<p>Assess whether a topic is expected to have a material impact on the company's business model, business operations, development strategy, financial position, operating results, cash flow, financing methods and costs, etc. Financial materiality assessment covers the following dimensions:</p> <ul style="list-style-type: none"> Likelihood of Impact: The probability that a topic will bring financial impacts to the company; Magnitude of Impact: The scale of the financial impact once incurred. 	<ul style="list-style-type: none"> Considering the professionalism of financial materiality assessment, the questionnaire survey was mainly conducted among five key categories of stakeholders, including shareholders, investors, company management, strategy department staff and financial personnel, with a total of 22 valid questionnaires collected. The final financial materiality assessment conclusions were formed via stakeholder opinion collection, internal and external expert seminars and consultations, deliberation by the Strategy and Sustainability Committee, and review by the Board of Directors.

Materiality Topic Assessment Results

Based on the cross-analysis of impact materiality and financial materiality assessment results, combined with stakeholder evaluation opinions, the assessment findings were submitted to the Company's management for deliberation and confirmation, and the final conclusions on the double materiality topic analysis were formulated accordingly.



Compared with the material topics of 2024, the adjustments for this year are as follows:

- Revised Topic Names**
 - Renamed "Product / Service Safety & Quality" to "Product and Service Quality and Safety."
 - Renamed "Innovation-Driven Development" to "Technological Innovation."
- Split and Newly Added Topics**
 - Split the original "Employee Rights and Welfare" into four independent topics: "Employee Compensation and Benefits," "Employee Rights Protection," "Employee Development and Training," and "Occupational Health and Safety."
 - Newly added "Customer Relationship Management."
 - Newly added "Industrial Cooperation and Exchanges."
- Merged Topics**
 - Merged "Supply Chain Security" and "Fair Treatment of Small and Medium Enterprises" into the newly defined "Supply Chain Management."
 - Merged "Anti-Bribery and Anti-Corruption," "Anti-Unfair Competition Measures," and "Due Diligence" into "Business Ethics," "Compliant Operations and Risk Management," and "Corporate Governance."
 - Merged "Pollutant Emissions" into "Waste Disposal" and "Environmental Compliance Management."
 - Merged "Ecosystem and Biodiversity Protection" into "Environmental Compliance Management."
 - Merged "Rural Revitalization" into "Social Contribution."
- Adjusted Materiality Levels**
 - Considering the Company's core business characteristics, the impact materiality of "Waste Disposal," "Water Resources Utilization," and "Circular Economy" has decreased accordingly.



Material Topic Management

Six topics with extremely high financial materiality were identified through this double materiality assessment. Detailed analysis of the risks and opportunities associated with two topics, namely Customer Relationship Management and Compliant Operations and Risk Management, is presented in the table below¹.

Topic	Definition	Impact Term	Risks	Opportunities
Customer Relationship Management	Measures taken to actively accept customer feedback, unblock communication channels, promptly respond to and resolve customer issues, and maintain sound relationships with customers.	Short Term Medium Term Long Term	Organizational Efficiency Loss: Poor communication with customers or ineffective cross-departmental collaboration within the Company may lead to unsolvable problems or prolonged resolution cycles, resulting in customer churn and reduced industry recognition.	Market Expansion: Professional customer services can enhance the company's market reputation, customer satisfaction and loyalty, facilitating market expansion. Business Model Innovation: Shift from "product sales" to "experience sales" to explore a second growth curve.
Compliant Operations and Risk Management	Initiatives to ensure compliant operations, optimize the internal control system, and improve risk management mechanisms.	Medium Term Long Term	Legal Risk: Failure to comply with laws, regulations and standards (e.g., environmental-related laws and regulations) may lead to serious legal consequences, including fines, sanctions and even potential litigation. Operational Risk: Non-compliance may cause production stagnation, project delays or supply chain disruptions, further affecting overall operational efficiency and business performance. Reputational Risk: Exposure as a non-compliant enterprise may damage brand reputation, strain relationships with customers, investors and partners, and lead to a decline in market share.	Improved Risk Prevention and Control: Establish and improve internal control systems, supervision mechanisms and compliance management systems to predict and take the initiative to resolve various risks including compliance, operational and reputational risks in advance, reduce operational and error correction costs, and enhance the Company's risk resistance capacity and operational stability.

¹ For detailed analysis of risks and opportunities related to the topics of Product and Service Quality and Safety, Technological Innovation, Climate Change Response and Data Security and Customer Privacy Protection, please refer to the chapters of "Forging Excellence in Quality," "Proactive Independent Innovation," "Addressing Climate Change," and "Ensuring Information Security" respectively.

Moreover, Glodon has carried out targeted impact assessment and measurement for the two material topics that exert the greatest influence on external stakeholders, with the aim of clarifying the extent of the Company's operational impact on the external environment and society.

Topic Name	Source of Impact	Scope of Impact	External Impact Description	Impact Measurement Indicators	Impact Assessment
Product and Service Quality and Safety	Functions, quality, usage experience, service experience and information security of the company's products	All types of customers / users	<ul style="list-style-type: none"> Stable and reliable product quality and user experience can reduce customers' project budget errors, project management risks and schedule delay risks, ensuring project delivery efficiency, benefits and quality; A sound information security protection system effectively prevents the leakage of confidential information and safeguards customers' commercial interests and compliance bottom lines; High-quality service experience improves customer satisfaction and loyalty, and promotes the construction of a digital trust system in the industry. 	<ul style="list-style-type: none"> Product error rate, defect rate, stability and other indicators; Customer complaint rate, satisfaction rate, renewal and retention rate, net promoter score and other indicators; Number of data security incidents. 	Through high-quality products and security services, the Company creates stable value for customers, supports the digital transformation and quality and efficiency improvement of the construction industry, and strengthens the company's brand credibility and market competitiveness at the same time.
Technological Innovation	Technological innovation capabilities of the Company, external cooperation partners and the industry	Upstream and downstream enterprises in the global construction industry, scientific research institutions, and all types of users	<ul style="list-style-type: none"> Master advanced core technologies in the industry and participate in the formulation of industrial standards; Innovative products empower customers to reduce costs, improve efficiency and achieve low-carbon transformation, driving the construction industry to upgrade from traditional construction to intelligent and green construction; Output innovative solutions and technical standards for the industry, supporting climate governance and the achievement of carbon peaking and carbon neutrality goals. 	<ul style="list-style-type: none"> R&D investment; Number of core technology patents / grants; Market penetration rate of technological innovation products; Contribution rate of innovative technologies to environmental, social and economic benefits. 	Through continuous technological innovation, the Company leads the digital and green transformation of the construction industry, creates long-term value for customers, the industry and society, and achieves a win-win situation between commercial and social values.



2025 Sustainability Special Features

At a pivotal moment when the “Dual Carbon” strategy and digital civilization are deeply integrated, the construction industry is undergoing a paradigm shift centered on digitalization and green development. Faced with shared global challenges including intensifying climate change and tightening resource constraints, only through global collaboration to reshape the development ecosystem and digital-intelligent technologies to restructure industrial genes can the traditional construction sector achieve a sustainable leap forward.

As an active enabler of this transformation, Glodon, on the one hand, leverages its global layout to share Chinese insights and sustainable solutions worldwide through technology export and ecosystem co-construction. On the other hand, Glodon deepens technological innovation via the All in AI strategy, and empowers whole-life-cycle low-carbon efficiency and safety governance through industrial large models.

Advancing on both fronts with internal excellence and external engagement, Glodon draws a new blueprint for the sustainable development of the global construction industry — one featuring global governance, digital empowerment and intelligent leadership — backed by technological strength and corporate responsibility. Together, we stride toward a future of harmonious coexistence between people, buildings and nature.

8

GLOBAL TECHNOLOGY R&D CENTERS

BEIJING R&D CENTER | SHANGHAI R&D CENTER | XI'AN R&D CENTER
GUANGZHOU R&D CENTER | U.S. R&D CENTER | FINLAND R&D CENTER
POLAND R&D CENTER | SWEDEN R&D CENTER

5

INNOVATION BASES

GLODON BUILDING | GLODON INFORMATION BUILDING | GLODON SHANGHAI BUILDING | GLODON XI'AN DIGITAL BUILDING PRODUCT R&D AND INDUSTRIALIZATION BASE | GLODON GUANGZHOU DIGITAL TECHNOLOGY BUILDING



BUSINESS COVERING **100+**
COUNTRIES AND REGIONS

80+ SUBSIDIARIES AND BRANCHES





Special Features

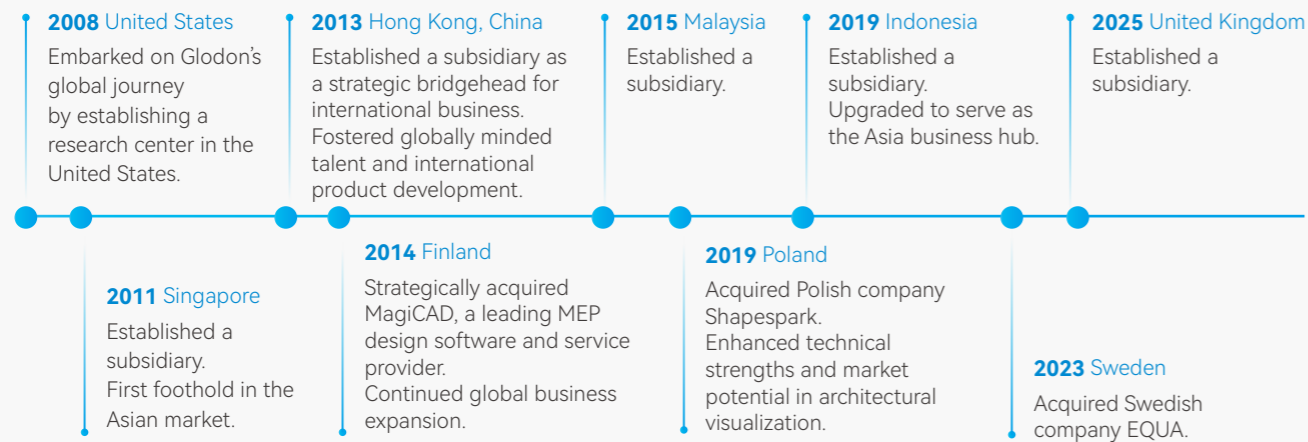
Digital Intelligence Going Global to Build a Green Future

— Global Collaboration for Sustainable Development of the Construction Industry

Against the backdrop of deep integration between the wave of globalization and the “Dual Carbon” goals, the global development of the construction industry is shifting from the flow of resource factors to the coordinated upgrading of technology, standards and ecosystems, with sustainable development emerging as the core consensus for the transformation of the global construction sector.

As a leading digital construction platform service provider in China, Glodon deeply integrates its internationalization strategy into its sustainable development system. Building on the completion of the Ninth Three-Year Strategy Plan and steering toward the “full achievement of internationalization goals” as set forth in its Tenth Three-Year Strategy Plan (2026–2028), the Company upholds its core international positioning: “Digital Building Drives Industrial Upgrade and Sustainable Development.” Through technology-enabled innovation, responsible market layout, global ecosystem co-construction and compliance governance, the Company has built a global service network covering Asia, Europe, the Middle East and other regions. Glodon translates China’s mature experience in construction digitalization and green development achievements into sustainable solutions for the world. While supporting Chinese enterprises in going global, the Company links global construction through digital technologies, driving the global construction industry toward greater efficiency, intelligence, greenness and sustainability. In doing so, the Company achieves globally coordinated win-win outcomes between commercial and social value, demonstrating the international responsibility and commitment of a Chinese technology enterprise.

Scan the QR code to watch the video introducing Glodon's global development layout.



Dual Engines Driving Global Expansion

We continuously invest in independent R&D, gain an in-depth understanding of customer needs, and refine product and service experiences, thereby gradually building industry-leading technical capabilities and solutions.



Through strategic cooperation and resource integration, we rapidly develop end-to-end digital service capabilities covering the entire project lifecycle, from design and construction to operation and maintenance.

Building a Foundation With Technological Innovation, Empowering Global Green Transformation in Construction Through Digital Intelligence

Technological innovation serves as the core driver of Glodon's internationalized sustainable development and the key instrument in advancing the green development philosophy. Aligning with the differentiated demands of the global construction market, the Company takes its “One Horizontal, One Vertical, One AI” technology framework as the digital foundation, and focuses on building platform-based product adaptability across the entire process of design, cost management and construction. It integrates the low-carbon development philosophy into the full chain of product R&D and technology application, and leverages digital-intelligent technologies to help global construction projects improve energy efficiency, optimize costs and conserve resources, thereby driving the green and low-carbon transformation of the construction industry from the source.

In-House Products and Solutions

Glodon Innova Software Series	Glodon AI 5D BIM Digital Cost Management Solution	Glodon Construction Project Management Platform
<ul style="list-style-type: none"> Architecture Road Piping Structure MEP Bridge 	<ul style="list-style-type: none"> TBQ TRB TAS TME 	<ul style="list-style-type: none"> Gsite

Acquired Products and Solutions

MEP Design Software and Service Provider	Simulation Software and Service Provider	Real-time Rendering Solution
<ul style="list-style-type: none"> MagiCAD GROUP MagiCAD MagiCAD CLOUD 	<ul style="list-style-type: none"> EQUA IDA ICE IDA Tunnel ESBO IDA Tunnel Road 	<ul style="list-style-type: none"> Shapspark



In the design sector

In response to the green design and compliance standards of Europe's mature established market, we continuously deepen the localized adaptation of BIM design tools. Backed by core products such as MagiCAD and IDA ICE, we help designers enhance the efficiency of mechanical and electrical (M&E) design and the accuracy of energy efficiency analysis, achieve performance optimization and low-carbon design of building M&E systems, and promote the adoption of digital workflows among M&E designers, supporting local construction projects in complying with higher sustainable design standards. Meanwhile, Shapspark cloud rendering technology facilitates efficient sharing and visualization of architectural design outcomes, reduces resource waste in design communication, and accelerates the low-carbon transformation of the construction industry in the European region.



In the cost management sector

With the Cubicost 5D BIM solution as the core, we achieve full cost process coverage through pricing tools, and consolidate our foundation in emerging Asian markets by empowering transaction links with AI. Meanwhile, we upgrade quantity surveying capabilities via BIM + AI technologies, improving the accuracy and efficiency of regional cost management. This provides digital support for green building cost accounting and low-carbon investment decision-making, helping overseas clients optimize costs and mitigate risks throughout the entire project lifecycle, and realizing the dual improvement of economic and environmental benefits.



In the construction sector

We have developed the Gsite construction project management platform by benchmarking against international best practices, enabling integrated application of multiple products and data resources. The platform flexibly adapts to the management needs of overseas projects, effectively breaks down data silos at construction sites, boosts project collaboration efficiency, and drives the digitalization of construction processes and upgraded safety management. It also cuts down resource waste and environmental impact during the construction phase, provides digital construction support for the construction of regional bases in Asia and Europe, and helps overseas projects achieve green construction.

Looking ahead, the Company has rolled out AI-driven solutions for the construction industry, promoting the in-depth application of the AecGPT large model across the full building lifecycle, from design and contract procurement to construction. By integrating industry expertise with technological innovation, we help global cost engineers and construction professionals tackle practical business challenges. We continue to unlock the potential of digital technologies in low-carbon construction transformation, drive the digital and green upgrade of the entire value chain, and deliver robust technical support for the sustainable development of the global construction sector.

Deepening With Diversified Layouts, Building a Global Market Ecosystem Through Responsible Operations

Glodon adopts the core strategy of "multi-polar drivers and incremental breakthroughs," integrating the sustainable development principles of "openness, win-win cooperation and social contribution" into its global market expansion. The Company has established a global sales and service system combining direct channels and partners, focusing on in-depth development in existing markets and innovative expansion in emerging markets. Through localized operations, the Company empowers the development of local construction industries, creates employment and drives technology spillovers, achieving deep integration of corporate growth with regional economic and social sustainability.

In terms of existing markets

The Company has formed a dual-polar growth framework centered on Asia and Europe, and formulates targeted sustainable development strategies tailored to local conditions. In Asia, we focus on cost management products to precisely match the digital transformation needs of the construction industry in emerging markets, providing digital solutions for cost control and sustainable investment decision-making for local projects, and supporting high-quality development of regional infrastructure. In Europe, we prioritize design solutions that align with local green design and compliance requirements, enabling the implementation of green building practices and driving the regional construction industry toward low-carbon and high-efficiency transformation. Leveraging the mature local industrial ecosystem, the Company also explores models for deep integration of digital construction and green development.

In emerging growth markets

The Company focuses on expanding into high-potential regions including India and the Middle East to establish new poles of business growth. Through localized product adaptation and the development of regional service systems, the Company delivers digital construction solutions tailored to local needs, supporting the digital upgrading of local construction industries and enhancing the efficiency and quality of regional infrastructure development. Meanwhile, by leveraging project cooperation as a link, the Company nurtures local digital construction talents, creates employment opportunities, promotes sustainable development of the local construction sector, and achieves mutual prosperity with emerging markets.

Since launching its internationalization journey in 2008, the Company has established more than 80 subsidiaries and branches worldwide, with sales and service networks covering over 100 countries and regions and serving 500,000 corporate clients. The Company has built a globally adaptive sustainable ecosystem and localized service system. With subsidiaries in Finland, the United Kingdom and Sweden covering the European market, entities in Singapore, Malaysia and Hong Kong SAR of China deeply engaged in Southeast Asia, and continuous expansion into Indonesia, the Middle East and other emerging regions, Glodon adheres to the principle of "responsibility first, local adaptation" in its global layout. The Company integrates digital development achievements with the actual needs of local construction industries, and promotes the coordinated development of the global construction sector through responsible market operations.

Case

ASN Apartment: The National Key Project in Indonesia's New Capital

This national key project adopted Glodon's Cubicost 5D BIM Digital Cost Solution (including TAS, TRB, TME and TBQ modules) to drive the digital transformation of project cost management and implementation. The solution significantly boosted work efficiency and calculation accuracy, fully eliminated rework caused by design changes, enabled real-time cost tracking, improved cross-team collaboration efficiency, and delivered clear visual reports for project management. Ultimately, the project realized a dual improvement in overall benefits and operational efficiency, cutting work time by 50%, raising calculation accuracy to 99%, avoiding rework triggered by design adjustments and achieving remarkable resource savings.



Case Helsinki Central Library Oodi

In the Helsinki Central Library Oodi project in Finland, Glodon provided a full-process BIM solution for M&E systems. Leveraging MagiCAD, the Company completed the design and development of digital M&E information models, and conducted professional digital simulation based on real product parameters, which optimized the performance of M&E systems and controlled procurement costs effectively. Meanwhile, on-site pre-commissioning via digital simulation significantly improved the efficiency of on-site M&E commissioning.

The project made full use of MagiCAD's core calculation capabilities to compute and verify hydraulic and pressure loss, ventilation ductwork and noise analysis, and completed system inspection and balancing through its basic functions, ensuring that designers could reliably verify system operation status. The full application of MagiCAD effectively boosted overall project efficiency, and in-depth optimization in the design phase also eliminated waste of resources and energy in the subsequent construction stage from the source.



Case Gsite Empowers Digital Transformation for Broham, a UK General Contractor in the Petroleum Industry

Broham Forecourt Developments LTD is a UK-based general contractor specializing in the petroleum industry, undertaking projects including fuel system decommissioning, forecourt demolition and renovation, and site remediation for gas stations. Since the launch of cooperation between the two parties, Glodon's Gsite construction project management platform has provided full-lifecycle support for the company's on-site project operations, helping Broham successfully transform from traditional paper-based office work to a modern, digital model for corporate and project management. The integrated functions of Gsite enable the Broham team to manage project drawings, health and safety matters, and work communication all on a single platform without relying on multiple tools, greatly streamlining overall workflow efficiency.



Promoting Collaborative Ecosystem Development, Building Global Consensus for Sustainability Through Standard Leadership

Alone one goes fast, together one goes far. Upholding the core sustainable development philosophy of "ecosystem co-construction, openness and win-win cooperation," Glodon collaborates with the global construction industry value chain and upstream and downstream supply chain partners. The Company joins hands with multi-stakeholders including government agencies, industry associations, research institutes and leading enterprises. With technological empowerment as the core, cooperation as the path, talent development as the support and standard-setting as the guide, the Company promotes the high-quality upgrading of the global construction industry ecosystem in an all-round way, and builds consensus and synergy for the sustainable development of the global construction industry.

◆ Cultivating Global Talent to Consolidate the Foundation for Sustainable Industrial Development

Talent is the core pillar of digital and green transformation in the global construction industry. Glodon regards talent development as a key part of its international sustainable development practices. Through localized employment and global industry-university-research cooperation, the Company addresses the shortage of digital talents in overseas projects and cultivates professionals for the global construction industry who possess both digital capabilities and sustainability awareness.

In terms of localized employment, Glodon has established a systematic mechanism for local talent recruitment and development, and built an organizational management system that integrates global coordination with local adaptation. Overseas subsidiaries operate with locally based management teams, with local employees accounting for more than 85% of the workforce, forming a sustainable talent pipeline that ensures the steady growth of overseas operations. At the same time, the Company creates substantial local employment opportunities and promotes the development and upgrading of local human resources.

In terms of global industry-university-research cooperation, Glodon has established close partnerships with universities and institutions worldwide, including the University of Maryland, the Hong Kong University of Science and Technology, Universiti Teknologi Malaysia, the Hong Kong Polytechnic University, and The GEAR by Kajima in Singapore. The Company conducts joint research and talent cultivation in areas such as BIM technology, intelligent tower crane technology, digital construction robots, and virtual simulation teaching, promoting the application and popularization of digital technologies in the construction sector. Meanwhile, in collaboration with enterprises including China Communications Construction Company Limited (CCCC), Glodon has held advanced seminars on intelligent construction and smart cities, nurturing digital construction talents for 14 countries along the Belt and Road. The Company has translated China's advanced intelligent construction technologies and green development experience into localized practical capabilities, consolidated the talent foundation for the value chain to go global, and boosted the competence upgrading and concept renewal of construction professionals worldwide.



Glodon Signs Cooperation Memorandum with The Hong Kong Polytechnic University



Glodon Establishes Strategic Cooperation with Universiti Teknologi Malaysia



Glodon Signs Cooperation Memorandum With The GEAR to Jointly Advance the Transformation of Digital Construction Education

Case

Digital Intelligence Talent Empowerment Supports Chinese Enterprises Going Global and Boosts Digital Upgrading of the Belt and Road Infrastructure Construction

In October 2025, the Advanced Seminar on Intelligent Construction and Smart Cities, co-hosted by Chongqing Jianzhu College, the International Engineering Branch of the Talent Development Research Institute of CCCG Group, and Glodon, was successfully launched. The seminar attracted 28 key participants from overseas projects of Chinese-funded enterprises across 14 countries, including Singapore, Malaysia and Thailand.



Centered on the demand for digital talents of Chinese enterprises expanding overseas, the seminar offered practical courses focusing on core topics such as BIM technology application, smart site management and digital cost control. Leveraging its strengths as an industrial digitalization platform, Glodon opened its corporate resources, shared practical cases, and guided participants in realizing the localized implementation of China's intelligent construction technologies, addressing the pain point of digital talent matching for Chinese enterprises going global.

The seminar effectively enhanced the digital capabilities of talents supporting Chinese enterprises overseas, cultivated core professionals for CCCG Group's overseas projects, and strengthened talent team building and technical standard export for Chinese-funded enterprises along the Belt and Road. As a benchmark practice of Glodon's empowerment for Chinese enterprises expanding globally, this initiative also promoted the global application of China's digital construction technologies in infrastructure development, laying a solid talent and technical foundation for central SOEs to deepen their overseas presence.

◆ **Fostering Industry Exchanges and Cooperation to Unleash Innovation Vitality in the Global Construction Industry**

Glodon gathers global industrial insights and shares achievements in digital construction and green development through a variety of approaches, including building exclusive industry exchange IPs, deeply participating in major international conferences, and deepening cross-regional cooperation, to build a global platform for the construction industry featuring idea collision, experience sharing and strategic cooperation.

The Company has built authoritative industry exchange IPs such as AEC Connect Day and Vietnam BIM UP Conference, covering regions including Southeast Asia and the Middle East. Focusing on core topics including "AI Empowering the Future," "Digital Construction and Green Development," and other key themes, these events have attracted thousands of professionals in the AEC sector, promoting the in-depth integration of artificial intelligence and digital tools with the construction industry, and deepening cross-regional exchanges and cooperation in construction technology. Notably, AEC Connect Day has been successfully selected into the *First Batch of Typical Cases of Digital Economy Enterprises Going Global* by the Beijing Digital Economy Enterprises Going Global Innovation Service Base.



▶ Glodon AEC Connect Day Held in Malaysia

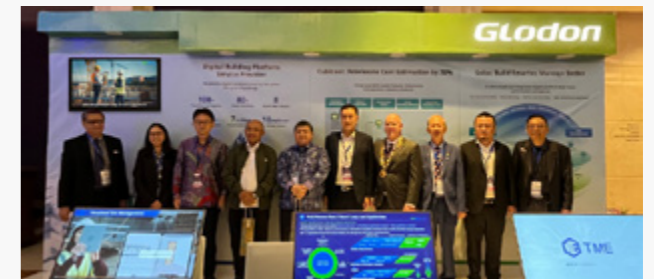


▶ Glodon Vietnam BIM UP Conference 2025 Successfully Concluded

Glodon actively participates in pivotal international industry conferences including the Pacific Association of Quantity Surveyors (PAQS) International Conference and the Construction Industry AI and Digital Innovation Symposium. The Company joins global industry leaders, scholars and practical experts to explore the new future of digital construction and quantity surveying consulting led by industrial AI, and research the implementation paths of digital innovation and green building. Meanwhile, Glodon was invited to join the business and trade delegation led by the Chief Executive of the Hong Kong Special Administrative Region of China on visits to Middle Eastern countries such as Qatar and Kuwait. The Company deepened ties with local governments and enterprises, reached multiple cooperation consensuses, effectively expanded its global layout, and promoted international exchanges on China's digital construction technologies and standards.



▶ Glodon Joins the Delegation Led by the Chief Executive of Hong Kong SAR on a Visit to the Middle East



▶ Glodon Attends the PAQS 2025 International Conference in Jakarta, Indonesia

◆ **Leading with Standards and Ecosystem Initiatives to Drive the Upgrading of Global Sustainable Construction**

As a key player in global construction digitalization, Glodon actively establishes benchmark cooperation with governments, industry associations and leading clients in major countries worldwide. The Company takes the initiative to participate in and lead the formulation of international policies and industry standards related to construction digitalization and green development. Through technology export and experience sharing, the Company promotes consensus and practices across the global construction industry in digital transformation, low-carbon emission reduction and sustainable construction, exercising responsible industry leadership.

Leveraging its extensive engineering experience accumulated from serving hundreds of thousands of enterprises and tens of millions of end-users in China, Glodon translates China's mature digital construction standards and green development experience into replicable global solutions, helping overseas construction projects achieve standardized, digital and low-carbon delivery. Meanwhile, by delivering global benchmark projects including the ASN Apartment in Indonesia's new capital, Helsinki Central Library Oodi and the petroleum engineering renovation project for Broham in the UK, the Company demonstrates the value of digital technologies in green construction through real-world cases, providing practical references for the sustainable development of the global construction industry.

In terms of supply chain collaboration, Glodon has formulated and issued the *Glodon Overseas Subsidiaries Procurement Management Rules* and implements localized procurement tailored to the characteristics of overseas business regions. By upholding the concept of a responsible supply chain, the Company creates local employment and drives technology spillovers, supports Chinese enterprises in expanding overseas together, and promotes the sustainable development of the global construction supply chain and value chain.



Case Localized Procurement in Malaysia

In 2025, the Group stepped up the construction of overseas R&D centers and the deployment of overseas public clouds. The Group's procurement management team intensified the development of localized overseas resources, collaborated with the Industry, Research and Management Center and local customers in Malaysia to implement the procurement of R&D materials and project delivery, and successfully built the first overseas R&D center in Malaysia. This has laid a solid underlying foundation for Glodon's subsequent overseas product deployment, data link transmission and overseas customer service support. Meanwhile, to accelerate the cloud deployment and application of overseas products, in the second half of 2025, the Group's Procurement Management Department conducted a panoramic survey and insight into global cloud resources, strategically and targetedly determined the site selection of overseas data centers, public cloud deployment strategies and business support models, and realized multi-region, multi-format and multi-cloud collaborative deployment. This has provided favorable support for the incremental upgrade of Glodon's overseas business in the next three years.

This localized procurement practice in Malaysia has not only created employment opportunities and generated technology spillover effects for the local area, but also consolidated a localized supply chain foundation for the stable operation and technical support of Glodon's overseas business. It serves as a typical practice of the Company in practicing the concept of a responsible supply chain and empowering regional development.

Upholding Compliance Governance to Consolidate the Foundation for Global Sustainable Development With Steady Operations

Glodon integrates the sustainable development philosophy of "governance as the foundation and risk prevention and control" throughout the entire chain of its global business operations. The Company deeply understands and respects local laws, regulations, policies, cultural differences and sustainable development norms, and has established a cross-border operation compliance and risk management system covering the full business chain. Adhering to integrity and ethical business practices in its global operations, it maintains a zero-tolerance stance against corruption, attaches great importance to intellectual property protection and data security. Through responsible corporate governance, Glodon has won the trust and respect of the international market, consolidating the compliance bottom line for sustainable global development.

◆ Building a Systematic Compliance Management System to Ensure Controllable Risks in Global Operations

For overseas compliance management, Glodon has formed a systematic "five-in-one" compliance management framework, with core dimensions including entity compliance, product compliance, operational compliance, employment compliance, and resource development. This framework ensures clear rules and regulations govern all aspects of the Company's overseas operations, covering entity establishment, product localization adaptation, operational process standardization, human resource employment and other key matters, with professional support leveraged from external lawyers, consultants and institutions. In parallel, the Company has mapped a comprehensive panorama of overseas compliance risks, formulated a detailed compliance risk inventory and risk grading matrix, and carried out regular compliance training sessions to drive business teams to proactively implement risk prevention and control measures, realizing normalized and dynamic management of overseas compliance risks. In terms of tax compliance, guided by the Tax Management System, the Company strictly fulfills its tax obligations in accordance with the tax laws of the host countries and regions, as well as international tax treaties signed by China, ensuring full tax compliance across all global operations.



◆ Upholding Bottom Lines of Business Ethics to Establish a Responsible International Corporate Image

In terms of anti-corruption and business ethics, Glodon implements unified policies and regulations, and fully implements internal systems including *Conflict of Interest Reporting System and Administrative Measures for Mitigation and Exemption of Liability for Violations of Discipline and Rules*. We have also launched a supervision and reporting channel for anti-corruption and integrity promotion, and conducts training on business ethics and anti-corruption for global employees and suppliers. These measures ensure that the Company upholds integrity and fairness in all global business operations, sticks to the bottom line of anti-corruption, and builds a transparent and fair global business cooperation ecosystem.

◆ Strengthening Intellectual Property and Data Security Protection to Safeguard the Core Rights and Interests of Global Customers

In terms of intellectual property rights (IPR) protection, in response to the continuous expansion of overseas business footprint, the Company has completed special IPR risk assessment and rectification for multiple overseas products including Gsite, Innova and the international version of quantity calculation software, defusing potential risks in advance. At the same time, the Company has systematically promoted trademark layout in key countries and regions, building a legal "protection barrier" for brand internationalization and safeguarding the Company's IPR and rights in global market competition.

For data security and privacy protection, Glodon has systematically established and continuously deepened its data compliance management system, making coordinated efforts in three dimensions: system improvement, practical implementation and asset protection. We conduct systematic data compliance effectiveness assessments for all newly launched products both domestically and overseas, ensuring full compliance of all products with privacy policy requirements. Particularly in overseas product compliance, the Company has successfully adapted to the differentiated regulatory requirements of different jurisdictions, completed compliance implementation in key overseas markets, built a solid global data security line of defense, protected the privacy and information security of global customers, and provided solid data compliance support for the steady progress of the Company's globalization strategy.

Strategic Leadership for the Future, Charting a New Blueprint for Global Sustainable Development With the 10th Three-Year Plan

2025 marks the conclusion of Glodon's Ninth Three-Year Strategy Plan and the launch of its Tenth Three-Year Strategy Plan (2026-2028). With a firm focus on "fully achieving internationalization goals," the Company deeply integrates the concept of sustainable development into its international business development plan. Through all-round upgrades in product competitiveness, channel strength, brand influence and corporate governance capabilities, Glodon leverages digital technologies to advance the deep integration of digitalization and green initiatives in the global construction industry, contributing Chinese solutions and strength to the sustainable development of global construction.

Going forward, Glodon will focus on the upgrade of four core capabilities for sustained development: we will strengthen product competitiveness by building platform-based product adaptability, deepening cross-functional collaboration and integration horizontally and improving development and localization adaptation efficiency vertically, so as to achieve large-scale rollout of design products in Europe, make breakthroughs in cost-control products in the Asian market and enable construction products to adapt to multiple international scenarios; we will expand channel strength by consolidating market footholds in Europe and Asia, accelerating the exploration of emerging markets including India and the Middle East, and forming a global channel pattern featuring "deepening presence in existing markets while expanding into new ones;" we will enhance brand influence by building a "1+N" international brand system, realizing high-potential connection through the delivery of benchmark projects and hosting of international market events, and boosting the brand's international exposure; and we will consolidate corporate governance capacity by establishing an international operation and management center, building a globally unified platform for business-finance collaboration and digital operation, and developing replicable models for global compliance, talent supply chain and organizational management.

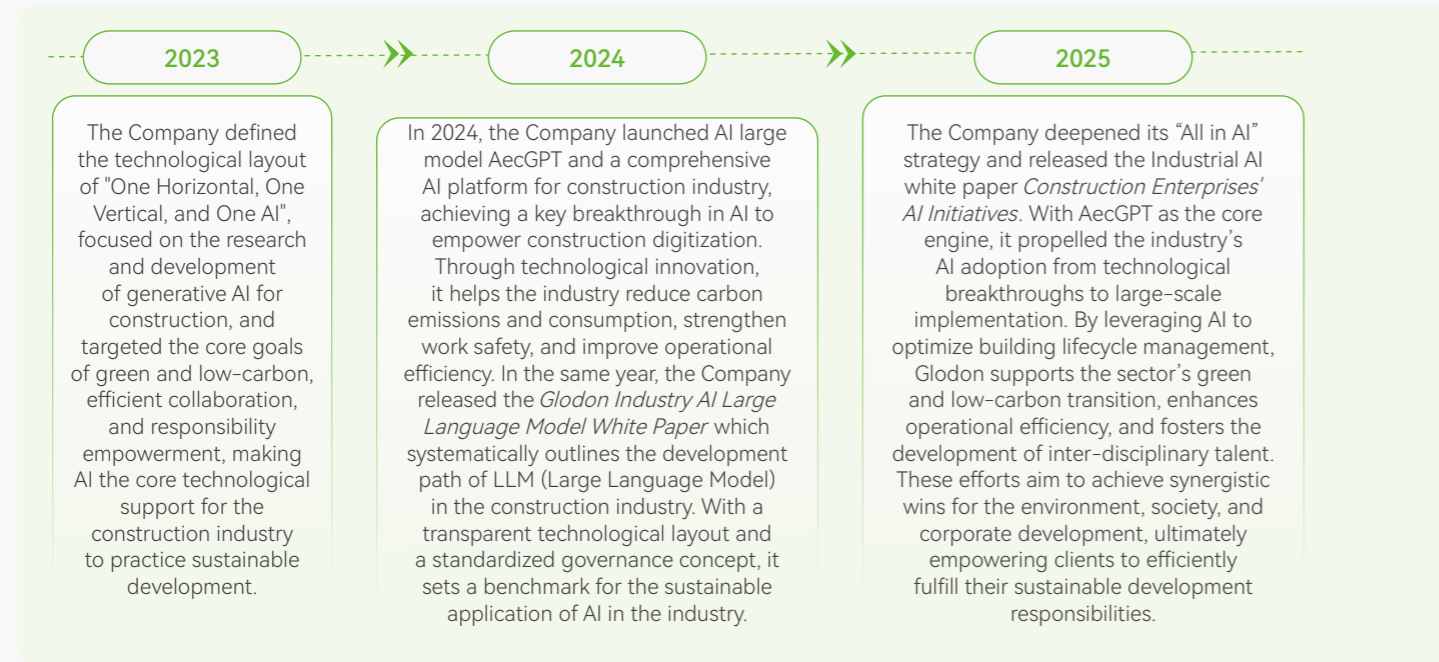
From deepening its roots in China to connecting with the world, and from technology export to ecosystem co-construction, Glodon has always taken sustainable development as its core direction, deeply integrating digital technology with the vision of green development. Guided by its globalization strategy in the Tenth Three-Year Strategy Plan, Glodon will join hands with partners across the global construction industry to empower the green transformation of the global construction sector through digital intelligence, and jointly foster a sustainable industrial ecosystem through global collaboration. Every overseas engineering project will be built into a benchmark of green, intelligent and efficient development, as Glodon devotes all its strength to building a sustainable and better future for the world.



All in AI

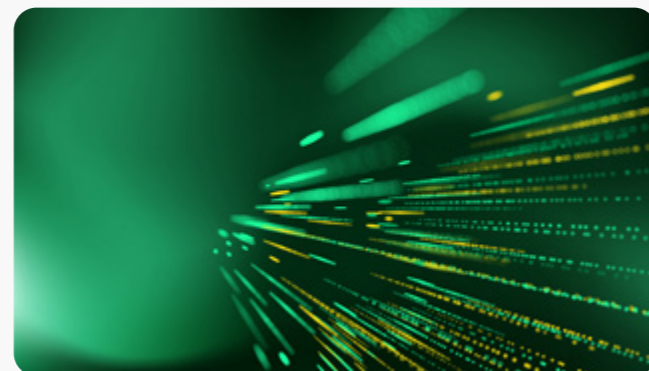
Empowering the New Journey of Sustainable Development in the Construction Industry With Digital Intelligence

Since initiating the layout of AI research and development in 2015, Glodon has consistently taken the concept of sustainable development as its core guiding principle. We deeply integrate the innovation of artificial intelligence technology with the responsibility for sustainable development, deeply delve into the research and development of AI technology and the implementation of scenarios in the construction field. By leveraging technology for good, we promote the high-quality development of the industry, earnestly fulfilling the second entrepreneurial goal of "making every project a success, and helping every construction practitioner make a difference."



Sustained Technological Innovation: Consolidating the Foundation of AI Large Models for the Construction Industry

Glodon has positioned artificial intelligence as the core engine driving its strategic governance and green innovation. Through a decade of exploration, the Company has established a comprehensive three-tiered AI technology system. Progressing from the optimization of underlying algorithms to innovations in model architecture, and from the comprehension of multimodal data to the development of core capabilities, the Company has consolidated its technological foundation across the board. This enables the construction industry's large models to evolve from being merely "functional" to becoming "user-friendly and efficient," with robust technological innovation solidifying the groundwork for the industry's sustainable development practices.

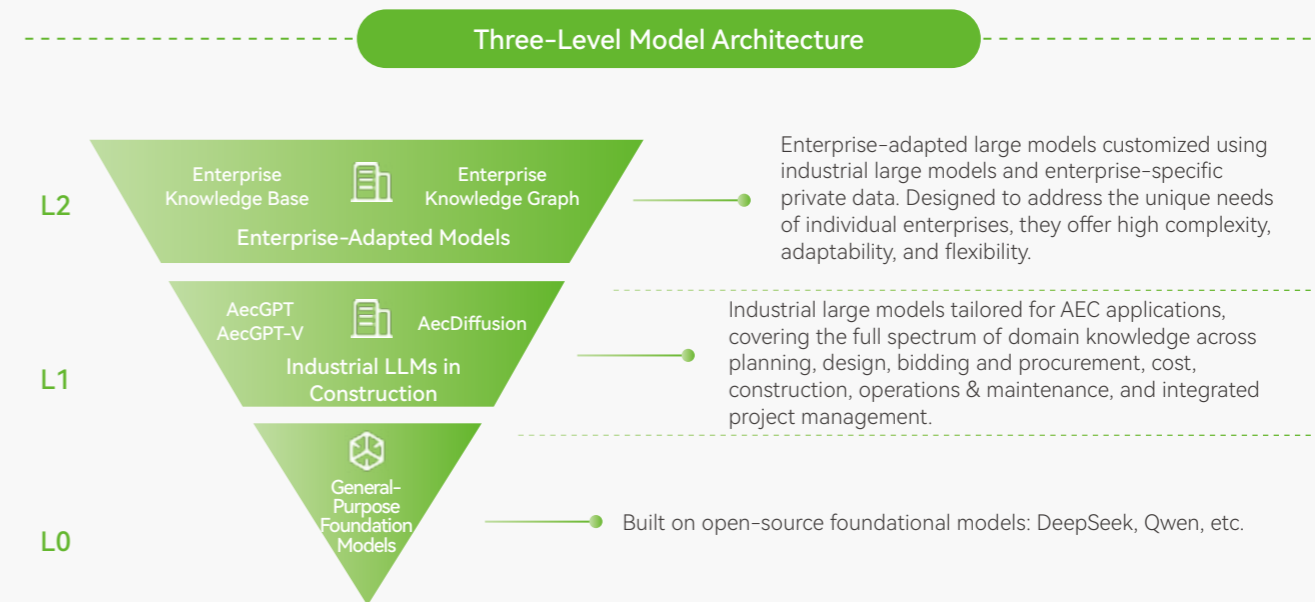


◆ Enhancing efficiency through technological innovation and optimizing resource utilization

The Company is expanding the capabilities of general-purpose large language models to understand and generate construction-related multimodal data, such as engineering diagrams and BIM models. This enhances the pre-training efficiency and reduces the computational complexity of inference for construction engineering LLMs, thereby decreasing computational resource consumption. Concurrently, it drives the intelligent upgrade of digital software, achieving a two-way empowerment between technological innovation and low-carbon development.

◆ Building a foundational system and strengthening technological support

Glodon has constructed a three-tiered technological system for construction industry LLMs, forming a clearly layered and efficiently synergistic architecture. This provides stable, scalable, underlying support for the full-scenario application of AI technology in the construction field.



◆ Empowerment through core capabilities, elevating the application experience




Glodon has equipped its construction industry large language model with four core capabilities, enabling: precise comprehension of building elements, textual descriptions, and graphic annotations; rapid generation of architectural design 3D models and renderings; professional decision-making inference based on industry knowledge; and simulation that integrates specialized rule-based algorithms. This comprehensive suite of capabilities is designed to meet the full-spectrum business requirements across the entire construction industry value chain.



Full-Chain AI Integration and Application: Empowering High-Quality Sustainable Development in the Construction Industry

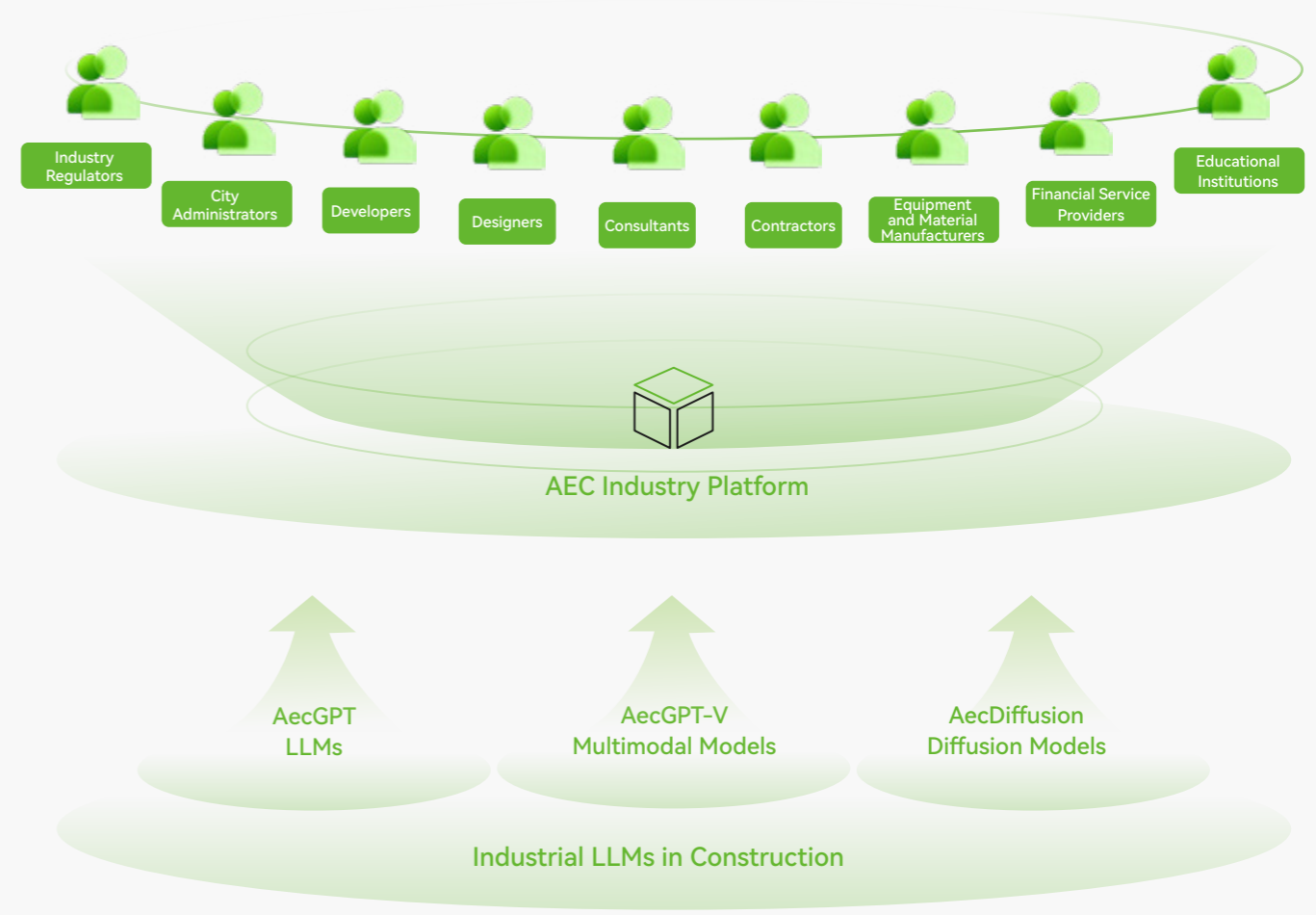
The Company has developed construction industrial LLMs, such as AecGPT, AecGPT-V, and AecDiffusion, focusing on building universal industry capabilities that cover the entire spectrum of construction business scenarios—from planning and design, bidding and cost estimation, to construction, operation & maintenance, and integrated management. We innovatively adopt an Industrial LLMs+Engineering Software integration model. Through the AI engineering toolchain of its industrial AI platform, the Company facilitates complementary advantages between the innovative ideation output of large models and the precise calculation as well as code-compliant verification capabilities of professional engineering software. This drives the transformation of AI capabilities from models to products, and from technology to tangible value.

Addressing diverse stakeholders including city administrators, developers, designers, and contractors, the Company provides intelligent solutions across five major scenarios: intelligent design, intelligent bidding and procurement, intelligent construction, intelligent operation & maintenance, and intelligent enterprise. By deeply integrating AI into the entire business workflow, the Company assists construction enterprises in achieving tangible, reusable, and scalable AI implementation outcomes, comprehensively empowering the industry's sustainable development from the three dimensions of environmental, social, and governance.

Environmental Dimension	Social Dimension	Governance Dimension
<p>We employ digital and intelligent solutions to achieve efficient resource utilization, enhance production quality and efficiency, and reduce operational costs and carbon emissions. This contributes to decreasing energy consumption and pollutant emissions within the construction industry, aiding the national "dual carbon" goals.</p> 	<p>Through intelligent upgrades that optimize operational models, we enhance construction safety controls and improve employment quality within the sector. The initiative also promotes collaborative development across the upstream and downstream industry chain, solidifying the social foundation for the industry's growth.</p> 	<p>Establishing a standardized and transparent AI application system to regulate industry processes, enhance refined management and digital governance capabilities, and build a healthy ecosystem for industry development.</p> 

Industrial LLMs + Engineering Software Enabling Scalable AI Adoption for Construction Enterprises

Intelligent Design	Intelligent Bidding and Procurement	Intelligent Construction	Intelligent O&M	Intelligent Enterprise
<ul style="list-style-type: none"> AI-Powered Conceptual Design AI-Powered Construction Drawing Design AI-Powered Detailed Design AI-Powered Collaborative Design AI-Powered Drawing Review 	<ul style="list-style-type: none"> AI-Powered Bidding AI-Powered Bid Clarification AI-Powered Bid Evaluation AI-Powered Quantity Takeoff AI-Powered Cost Estimation 	<ul style="list-style-type: none"> AI-Powered Labor Management AI-Powered Equipment Management AI-Powered Material Management AI-Powered Safety Management AI-Powered Progress Management 	<ul style="list-style-type: none"> AI-Powered Asset and Equipment Management AI-Powered Energy Management AI-Powered Safety and Emergency Management AI-Powered Operations Inspection 	<ul style="list-style-type: none"> AI-Powered Contract Management AI-Powered Financial Management AI-Powered Enterprise Knowledge Base AI-Powered Data Query AI-Powered Customer Service AI-Powered Human Resource Management





AI Empowerment Across Full Scenarios, Driving the Leap in Sustainable Development Value for the Construction Industry

In 2025, Glodon advanced the deep integration of AI technology with traditional construction businesses such as design, cost management, construction, bidding and procurement. It horizontally broke down data barriers across the entire building lifecycle and vertically penetrated various industry segments. The Company achieved significant results across four key dimensions: green design, safety enhancement, fair trading, and lean management. By empowering the comprehensive upgrade of the entire construction industry chain through intelligent means, it helps clients reduce costs, improve efficiency, and enhance core competitiveness. Simultaneously, the Company drives the industry to achieve elevated sustainable development value in green low-carbon practices, safety compliance, and fairness and justice, facilitating the construction industry's transformation from "experience-driven" to "intelligence-driven."

◆ Practicing Green Design to Reduce Building Carbon Footprint From the Source

The Company empowers the entire architectural design process with AI technology, integrating the concept of green design into the schematic phase. Leveraging large models such as AecGPT, the Company integrates massive architectural design cases, environmental data, and national green building standards to accurately simulate building daylighting, energy consumption, carbon emissions, and other indicators. This optimizes building structure and material selection, replacing "human trial-and-error" with "algorithmic optimization." We reduce the consumption of primary materials like steel and concrete from the very source, lower the carbon emissions across the building's entire lifecycle, and support the green and low-carbon transformation of the construction industry.

Core application outcomes:

Scenario	Key AI Application Outcomes
 <p>Design</p>	<ul style="list-style-type: none"> • AI Rendering: Significantly improves output consistency and quality, establishing an efficient workflow from inspiration generation, iterative optimization, to video translation, with efficiency increased by 10x. • AI Color Master Plan: Supports direct generation of color master plans from images, CAD files, or external models, meeting delivery-grade requirements, with efficiency increased by 10x.
 <p>Cost</p>	<ul style="list-style-type: none"> • AI Quotation and Price Review: For a branch of a construction group, the quotation cycle was reduced from 5 hours to 10 minutes; material price review efficiency for a single project improved by 50%. • AI-Driven Quota Price Auto-Updates: Integrates the online quota pricing process, standardizes materials for quota pricing, and automates review, addressing the lack of basis for material pricing. This resulted in 100% efficiency gain and 50% reduction in labor costs. • AI Highway Quantity Surveying: Achieves breakthroughs in AI-powered quantity takeoff for bridges and tunnels. • AI Industrial Installation Quantity Surveying: Implements a new AI RaaS model, enabling one-click quantity generation from multiple drawings with accuracy exceeding 90%.


Case Glodon Carbon Cloud Empowers Rapid Carbon Calculation in CONCEPTO's Schematic Design Phase

In 2025, to embed green design concepts from the earliest stage, the Company deeply integrated the "Glodon Carbon Cloud" carbon factor database into the CONCEPTO schematic design platform. We standardized the categorization of data within the carbon factor database and provided standard data interfaces, enabling precise matching with the platform's material quantity estimates from schematic designs. This achieved rapid carbon emission calculation during the schematic design phase, accurately identifying carbon emissions and emission intensity under different schemes, business formats, as well as building and structure types. It facilitates the optimization of project carbon emissions right from the design source. From October 2025 to December 2025, this feature has been used 3,211 times by 604 users, establishing itself as a vital tool for low-carbon planning in the architectural schematic design phase.

◆ Innovating Safety in Production: Building a Robust Industry Safety Defense With Technology

The Company actively responds to construction safety management policies, strictly implements safety production requirements, and is committed to leveraging technology to create a safe and healthy working environment for construction workers. We focus on key construction scenarios to promote the deep integration of intelligent technology with safety in production.

Core application outcomes:

Scenario	Key AI Application Outcomes
 <p>Construction</p>	<ul style="list-style-type: none"> • AI Safety: Implements image recognition for potential safety hazards, constructing an industrial knowledge base for safety hazards and a safety multimodal large model. The system covers 38 hazard scenarios, achieving an internal test recognition accuracy of 86%. • Intelligent Tower Crane: Integrates technologies such as LiDAR, BeiDou positioning, and AI vision to enable real-time monitoring, risk warning, and collision prevention braking, with a protection effectiveness rate exceeding 98%. • AI Inspection: Utilizes AI video surveillance technology to achieve 24/7 intelligent inspection, automatically identifying potential safety hazards and issuing real-time alerts.

Case Application of Intelligent Tower Crane in Huangbai Railway Project Enhances Safety Management Level

From October to December 2025, the Huangbai Railway project successfully deployed Guizhou Province's first intelligent tower crane remote control system, pioneering a new ground control model for railway construction in mountainous areas. This system integrates LiDAR, RTK high-precision positioning, and AI visual reconstruction technologies, relocating crane operators from heights of over a hundred meters to a ground-based centralized control cabin. It enables all-weather precise operation through panoramic maps and automatic hook tracking. The intelligent tower crane achieved multi-dimensional value breakthroughs in the project: in terms of safety, it completely eliminated high-altitude operation risks, with its active anti-collision system reducing human-caused accidents by over 80% and improving hazard identification accuracy by 40%; regarding efficiency, precise positioning increased hoisting efficiency by 20%, laying the foundation for future "one operator, multiple cranes" scenarios; on economic benefits, AI scheduling reduced no-load energy consumption by 30%, and remote operation minimized temporary construction waste. This project exemplifies how new quality productive forces can empower traditional infrastructure, setting a benchmark for the industry in safeguarding lives and promoting intelligent construction.



Remote Operation Reduces High-Altitude Work Risks for Tower Crane Operators


Case Glodon Gong'anbao AI Safety Inspection Empowers Closed-Loop Construction Safety Management

The Henan Provincial Construction Group's "Two Academies and One Center" Phase II project implemented the Glodon Gong'anbao AI safety inspection system to build an intelligent construction safety management model. The system achieves intelligent hazard identification, automatic determination of regulatory basis, precise generation of rectification measures, closed-loop reverification of rectification, and automated collection of inspection documentation, completely replacing traditional manual safety inspection processes. Leveraging AI technology, the project significantly improved hazard identification efficiency and inspection quality. Rectification tasks are efficiently assigned online with ledger-based closed-loop management, achieving over 90% improvement in hazard rectification efficiency and 100% on-time rectification rate. The system also automatically generates various safety management documents, reducing workload for frontline safety management personnel by over 80%. This technology empowerment enables precise and efficient construction safety management, establishing an intelligent defense line for safe and stable project construction.

◆ Empowering Fair Transactions, Building a New Paradigm for Digital and Intelligent Market Regulation

Centered on its AI large model AecGPT, the Company has built a dual-driven "AI + Business" platform covering the entire bidding and tendering process. Addressing industry pain points in traditional bidding such as high evaluation intensity, significant discretionary space, and difficulties in monitoring bid-rigging and collusion, the platform breaks down information barriers and minimizes room for human intervention through digital-intelligent means. This promotes the establishment of new rules for a fair, transparent, and trustworthy construction market, thereby elevating industry governance standards.

Core application outcomes:

Scenario	Key AI Application Outcomes
 <p>Bidding & Tendering</p>	<ul style="list-style-type: none"> • AI Bid Evaluation: AI bid evaluation has been fully implemented across ten major specialties including civil engineering, installation, municipal works, transportation, and water conservancy, achieving an evaluation accuracy rate exceeding 95%. • AI Technical Bid Review: The integrated editing, checking, and revising function has been launched, increasing the penetration rate for new purchases by over 30%. • AI Bid Scrutiny: Capabilities for AI-based tender document recognition and inspection have significantly improved, raising document inspection efficiency by 5 times and compliance risk identification rates by 30%.

Case Engineering Construction Bidding and Tendering AI Intelligent Assistance in Guizhou

In April 2025, Glodon assisted the Guizhou Public Resources Trading Center by implementing the national first AI-assisted evaluation for technical bids by experts in the engineering construction bidding sector. This was applied across five bid sections of a building construction project in Guizhou, marking the official entry of the engineering construction bidding field into a new era of "human-machine collaboration" in bid evaluation. To tackle industry challenges such as the high specialization required for technical reviews and the extensive discretionary power of experts, the Guizhou Public Resources Trading Center integrated Glodon's AI large model to establish a standardized, quantified evaluation framework covering 44 objective and 256 subjective assessment points. The evaluation accuracy is ensured through training on massive datasets from the construction field. In this initiative, intelligent recognition and analysis of 47 tender documents were completed within just 1 hour and 40 minutes, extracting 139 key review points and improving evaluation efficiency by 46%. This practice unified evaluation standards, quantified results, provided an objective basis for supervision, and effectively prevented issues of unprofessionalism and unfairness in reviews by constraining discretionary power. It has created a new, fair, and transparent digital-intelligent supervision paradigm for the bidding and tendering sector.



◆ Driving Lean Management, Empowering Project Cost Reduction and Efficiency Improvement With Data

With the support of AI technology, Glodon PMSmart is redefining the efficiency boundaries of refined project management. This digital tool centers on scheduling with quantity surveying as its foundation. Without increasing individual workload, and by leveraging AI capabilities in data collection, governance, connection, and analysis, it automatically integrates various project data streams such as quantities, schedules, materials, and labor, effectively breaking down the data silos between different project roles. This enables project managers to conduct operational analysis and make management decisions based on real-time, dynamic data, thereby increasing project profitability.

Case Digital Empowerment Enables the Implementation of Refined Project Management, Achieving Cost Reduction, Efficiency Gains, and High-Quality Development

Beijing UN-Construction Second Development Co., Ltd took digital transformation as the starting point and introduced the Glodon PMSmart system to break down data barriers between quantity surveying, schedule, materials, and labor, driving the implementation of refined project management with data. The system focuses on two core cost items: steel reinforcement and concrete, achieving precise control of material losses through real-time data comparison and early warning.

In the Shunyi New Town project, the system helped identify a 3.34% steel reinforcement optimization rate and recover 629 cubic meters of concrete loss, enabling profitability under stringent contract conditions. In the Yanqing Resettlement Housing project, data early warnings achieved 53 tons of steel reinforcement optimization, with the system identifying approximately 177 cubic meters of concrete deviation issues, generating approximately CNY 80,000 in economic benefits. PMSmart replaces experience-based management with data-driven approaches, providing digital and intelligent support for cost reduction and efficiency improvement in engineering construction, serving as an exemplary practice for refined management in construction projects.

Digital-Intelligence Driving Renewal, Leading the Construction Industry Towards a New Sustainable Future With AI

From a decade of dedicated AI technology development to the deepened "All in AI" strategy, Glodon has achieved comprehensive breakthroughs in construction industry AI, spanning from underlying architecture to full-chain application, and from technological innovation to scenario implementation. The scaled practices of 2025 have fully demonstrated that AI is the core driving force for reducing costs and increasing efficiency, promoting green and low-carbon development, ensuring safety and compliance, and ultimately, practicing sustainable development within the industry.

Looking ahead, Glodon will continue to advance with its "One Horizontal, One Vertical, One AI" technological framework, iterating on the AecGPT large model and deepening the integrated application of "Industrial LLMs + Engineering Software" to propel AI's comprehensive coverage across the entire building lifecycle. The Company remains committed to integrating the concept of sustainable development into both AI R&D and its practical application. We will empower the green transition, enhance governance standards, and demonstrate social value through technological innovation, ensuring AI becomes the new quality productive force for the high-quality development of the construction industry.

Progressing from empowering individual projects to leading the entire sector, Glodon will persistently drive the industry's digital, intelligent, and green transformation with the power of digital intelligence. In collaboration with our ecosystem partners, we will contribute solid strength to the high-quality development of the construction industry and the realization of the "dual carbon" goals.





Sound Operations and Strong Governance

Glodon always takes sustainable development as its core guidance, strives to build a modern corporate governance system that is standardized, efficient and with clear rights and responsibilities, continuously improves corporate governance mechanisms, and upholds a corporate culture of business ethics, integrity and compliance. Meanwhile, the Company fully strengthens risk management, internal control and compliance development, integrates compliance requirements into the entire business chain and all operational processes, builds a “firewall” for corporate governance, and promotes the healthy operation and steady development of the enterprise.

In 2025



The stock option incentive plan covered **485** people



Internal anti-corruption communications reached more than **8,000** people



The signing rate of supplier integrity commitments reached **100%**



A total of **2,012** participants attended compliance and legal training

UN Sustainable Development Goals



Improving Corporate Governance

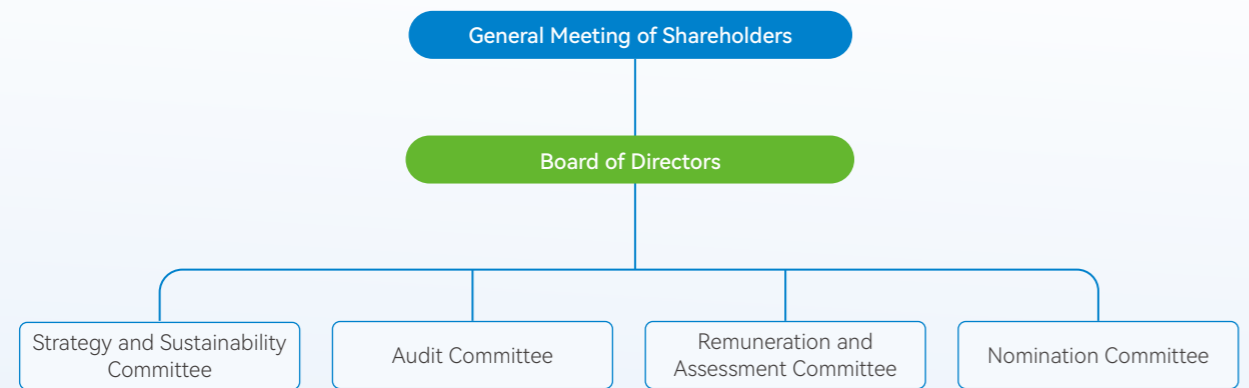
Glodon is committed to improving corporate governance, abiding by laws and regulations, implementing the articles of association and various internal systems, continuously optimizing its governance structure, and establishing the framework for sound governance. Meanwhile, the Company attaches importance to compliant information disclosure and investor communication, effectively safeguards the legitimate rights and interests of diverse stakeholders, and supports the healthy and long-term development of the Company.

Corporate Governance Overview

The Company continuously improves its governance structure, establishes and strengthens internal management and control systems, and steadily advances governance initiatives in strict accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Guidelines for the Governance of Listed Companies*, the *Listing Rules of the Shenzhen Stock Exchange* and other relevant laws, regulations and regulatory provisions, so as to further standardize operations and enhance governance effectiveness.

Glodon has established a sound and compliant corporate governance system. In strict compliance with the provisions of the *Rules for the General Meeting of Shareholders of Listed Companies*, the *Articles of Association* and the *Rules of Procedure for the General Meeting of Shareholders*, the Company regulates the convening, holding and voting procedures of general meetings, and engages lawyers to issue legal opinions on the legitimacy of such meetings, ensuring that all shareholders, especially minority shareholders, fully exercise their rights. The Board of Directors has established four special committees: the Strategy and Sustainable Development Committee, the Remuneration and Assessment Committee, the Audit Committee and the Nomination Committee, for which detailed work rules have been formulated and rigorously implemented. All directors attend meetings of the Board and general meetings of shareholders in accordance with the *Company Law*, the *Articles of Association*, the *Rules of Procedure for the Board of Directors*, the *Work System for Independent Directors* and other provisions, and participate in training programs organized by the China Securities Regulatory Commission, stock exchanges and industry associations to enhance professional knowledge and performance capabilities.

Glodon held its Second Extraordinary General Meeting of 2025 on November 17, 2025, which reviewed and approved the *Proposal on Amending the Articles of Association*. The supervisory board was officially abolished, with its functions assumed by the Audit Committee. Prior to this, the Company's former supervisory board had held communication meetings with the Audit Committee and completed the handover of relevant matters.



▶ Glodon Corporate Governance Structure

Rules and Regulations

To regulate corporate governance and organizational conduct and safeguard the legitimate rights and interests of the Company, shareholders, employees, creditors and other stakeholders, Glodon has formulated a complete set of internal rules and regulations in accordance with the *Company Law*, the *Securities Law*, the *Guidelines for the Governance of Listed Companies*, the *Guidelines for the Articles of Association of Listed Companies*, the *Listing Rules of the Shenzhen Stock Exchange*, various self-regulatory guidelines of the SZSE and other relevant laws and regulatory provisions. These rules include the *Articles of Association*, the *Rules of Procedure for the General Meeting of Shareholders*, the *Rules of Procedure for the Board of Directors*, and the *Work Rules of the Strategy and Sustainability Committee of the Board of Directors*. They have been compiled into a systematic document and fully implemented across the Company.

Remuneration Management

The Company ensures a reasonable and transparent remuneration structure for directors and senior executives through a sound management framework and strict institutional implementation. Remuneration for directors is reviewed by the Remuneration and Assessment Committee and the Board of Directors, ultimately determined by the General Meeting of Shareholders, and disclosed on a regular basis. Remuneration for senior executives is decided by the Remuneration and Assessment Committee and the Board of Directors. The performance-based portion is reviewed annually by the Committee and the Board, with the final payout amount determined based on actual performance achievement.

Equity incentives have long been an important measure for Glodon to motivate and attract talents. The 2025 Stock Option Incentive Plan has been launched and implemented. The total number of stock options to be granted under the plan is 26,439,500, covering RMB-denominated A-share common stock, accounting for approximately 1.60% of the Company's total share capital of 1,651,944,300 shares at the time of the plan announcement. A total of 485 people are included as incentive recipients, consisting of directors and senior management, core management personnel, and core technical (business) backbones. The waiting periods for the granted stock options are 12 months and 24 months from the date of grant respectively. The vesting assessment covers the two fiscal years 2025–2026, with one assessment per fiscal year. Achievement of performance targets is one of the vesting conditions for the stock options.

▶ In 2025

The total number of stock options to be granted under the plan is

26,439,500

A total of

485 people

are included as incentive recipients



Information Disclosure Management

The Company has formulated and issued the *Information Management and Disclosure Policy* to regulate information disclosure and external reporting, enhance corporate transparency, and strengthen the management of information disclosure and external reporting. It clarifies that the Chairman of the Board assumes primary responsibility for the management of information disclosure of the listed company, and the Secretary of the Board is responsible for organizing and coordinating information disclosure matters and handling the public release of information of the listed company. Meanwhile, the Company strictly abides by the *Listing Rules of the Shenzhen Stock Exchange*, the *Measures for the Administration of Information Disclosure by Listed Companies* and other provisions, clarifies the responsibilities of the Board of Directors, management and relevant responsible persons, conducts regular compliance training on information disclosure, and carries out routine reviews of information disclosure through a risk early warning system, so as to continuously improve the compliance of information disclosure.

Investor Relations Management

The Company attaches great importance to investor communication. In accordance with the *Measures for the Administration of Information Disclosure*, the *Internal Reporting System for Material Information* and other internal rules, the Company conducts real-time communication with investors and efficiently responds to inquiries, complaints and suggestions via the interactive platform of the stock exchange. A dedicated telephone line, fax and e-mail address are set up with designated staff on duty to ensure smooth and effective communication.

▶ In 2025

4 regular reports and **99** interim reports were disclosed



8 investor briefings were held

Nearly **1,000** investor visits and communications were received



Upholding Business Ethics

The Company strictly abides by the *Company Law*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and other laws and regulations. The Company firmly opposes and severely cracks down on corruption, bribery, monopolistic practices and unfair competition, maintains a fair and competitive market environment, protects the legitimate rights and interests of the Company and its stakeholders, and fosters a culture of integrity and transparency.

Anti-Corruption and Anti-Bribery

The Company has formulated strict anti-commercial bribery and anti-corruption policies that explicitly prohibit all forms of bribery, fraud and other violations. Through the implementation of the *Conflict of Interest Reporting Policy*, the *Administrative Measures for Mitigation and Exemption of Liability for Violations*, the *Cadre Accountability System* and other internal policies, the Company continuously improves its internal restraint and supervision mechanisms.

In 2025, the Company continued to focus on high-risk positions, strengthened proactive analysis and clue screening of key personnel, and severely punished corrupt practices. We optimized the audit and anti-corruption notification mechanism, issuing timely and effective company wide notices on serious violations that caused substantial harm to the Company. An internal supplier integrity notification mechanism was established. Through offline integrity briefings for suppliers, distribution of the *Proposal on Building a Clean and Honest Cooperation Ecosystem* and other forms of anti-corruption education, the Company communicated its zero-tolerance integrity requirements to thousands of suppliers, enhancing anti-corruption awareness among employees and suppliers.

▶ In 2025



More than **100** suppliers participated in offline anti-corruption and integrity briefings



The signing rate of supplier integrity commitments reached

100%



Internal anti-corruption notices covered more than **8,000** people

The Company has established a dedicated reporting channel, put in place a mechanism for dedicated staff follow-up and whistleblower protection, ensuring that all stakeholders can safely report potential misconduct.

Anti-Corruption Whistleblowing Channels

Website Reporting

Glodon Official Website - Glodon Sunshine Integrity Platform (Website: yglz.glodon.com) - Integrity Reporting Column

Letter Reporting

Address: Glodon Information Building, E-13, 10 Xibeiwang East Road, Haidian District, Beijing, China
 Recipient: Glodon Audit and Supervision Department
 Zip Code: 100193

Email and Telephone Reporting

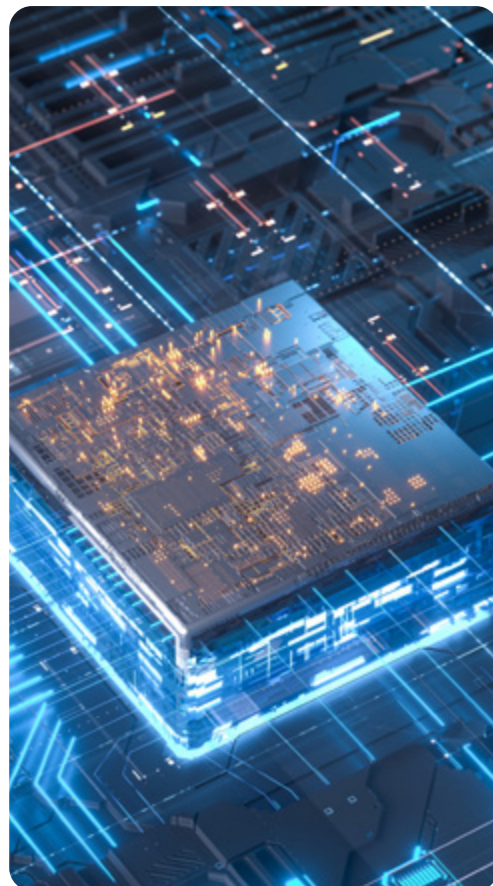
Email: jubao@glodon.com
 Telephone: 010-56403197

Other Reporting Channels

Enterprise WeChat - Workbench - Office Assistant - Integrity Reporting
 Digital Office Platform - Sunshine Integrity Platform - Integrity Reporting Column

Whistleblower Protection

The Company strictly prohibits the disclosure of any whistleblower information. The reporting channels are managed via dedicated lines, with access restricted to personnel outside the Audit and Supervision Department. All records related to reported matters are uniformly archived and classified as top-secret level.



Anti-Unfair Competition

To uphold a sound industry order, the Company took the lead in advocating "fair competition" within the industry, formulated the *Brand and Brand Application Behavior Management System*, and established a special task force. On the one hand, we focused on ensuring the compliance of its own competitive practices, guaranteeing that technologies, products, business competition strategies and approaches comply with applicable laws and regulations. On the other hand, we addressed malicious competition in the industry through litigation, administrative complaints, communication via government channels and other measures, safeguarding the Company's legitimate competitive rights and promoting a clean industry competition environment.

Anti-Monopoly

In 2025, Glodon's anti-monopoly compliance efforts achieved a leap from "system establishment" to "value creation." Through on-site visits covering eight major branches nationwide, we fully implemented compliance management down to frontline business operations and launched the development of a "customer quotation confirmation system" to address root causes through technical means. During the reporting period, the Company recorded zero market complaints related to anti-monopoly issues. The pass rate of internal compliance random inspections continued to rise to over 98%. Experience drawn from existing compliance practices was summarized into a compliant methodology and submitted as an outstanding case for the national implementation of the *Compliance Management Specification for Fair Competition of Business Operators*. This marks that Glodon's anti-monopoly compliance system is gradually evolving from an internal control tool into core competitiveness and strategic assets trusted by customers and recognized by the industry.

Strengthening Risk and Compliance

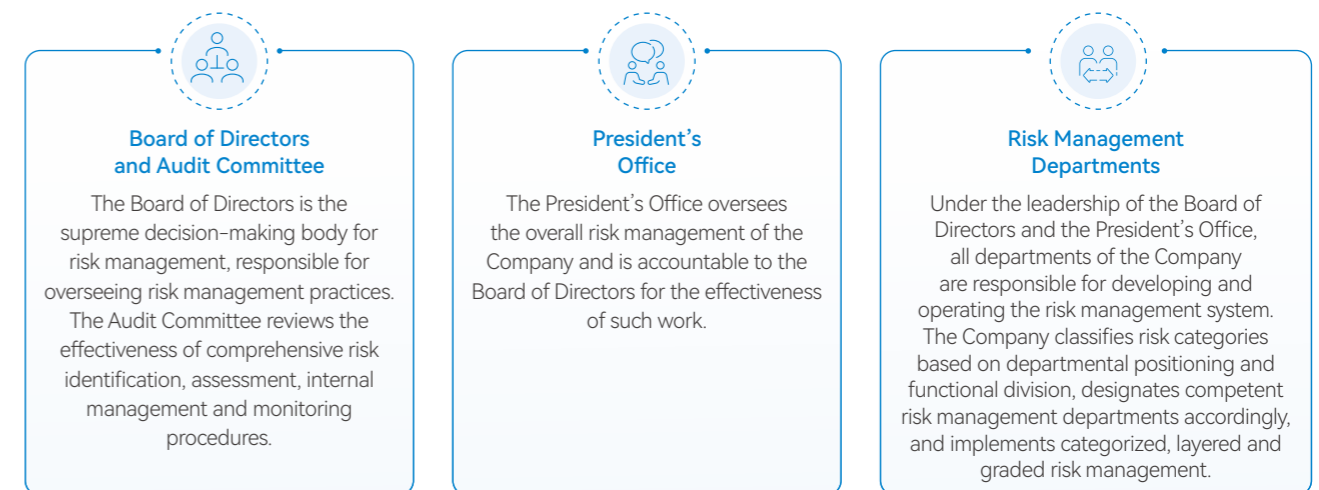
The Company attaches great importance to internal control, compliance and risk management. In accordance with relevant laws and regulations in the industry, it has established an effective internal management system and institutional procedures, forming a "defense line" for operational management.

Risk Management

The Company has established a rigorous risk and compliance management structure, management systems and procedures, and addresses various potential risks in operations through scientific and reasonable risk control defenses, risk identification and response measures.

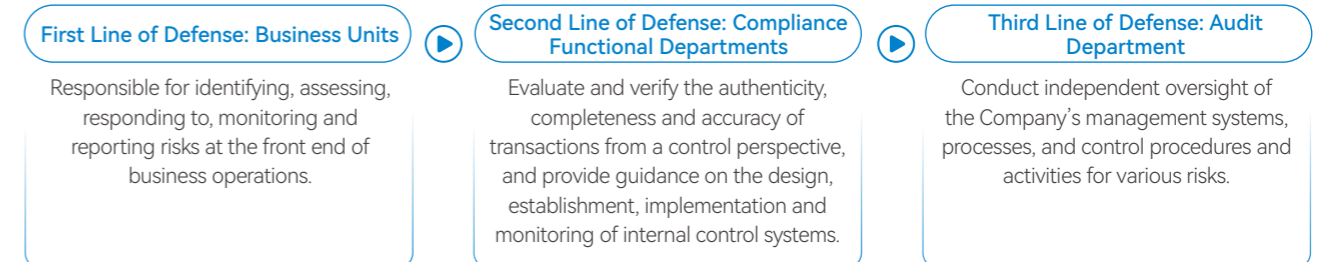
Risk and Compliance Management Structure

The Company has established a risk and compliance management structure composed of the "Board of Directors and Audit Committee - President's Office - Risk Management Department."



Risk Management System

The Company has established and improved a comprehensive risk management system. In accordance with the *Comprehensive Risk Management System*, it defines functional departments including the Financial Management Center, Board Office, Legal Department, President's Office, Human Resources Department, Process Digital Management Department, Administrative Department, Procurement and Supplier Management Department, Marketing and Service Management Department, and Audit and Supervision Department as professional risk coordination entities, defines their respective risk coordination and management responsibilities, and formulates implementation guarantee mechanisms for risk management to ensure the effective implementation of risk control.



Glodon's Three Lines of Defense for Risk Prevention and Control

Risk Identification and Response Measures

Risk Management Mechanism for Strategic Planning and Annual Business Plans

When initiating strategic planning and annual business plans, the Company clearly requires relevant departments to conduct comprehensive risk identification and assessment in accordance with the overall division of labor in kick-off meetings, preparation requirements, guidelines and templates, and to formulate response measures based on the identified and assessed risks.

Risk Management Mechanism for Daily Operation Management and Reporting

This includes business analysis meetings, process and digital transformation, regular financial statement preparation and issuance, information disclosure, internal control evaluation, internal audit, early warning and monitoring of risk events coordinated by the President's Office, external audit, etc.

Risk Management Mechanism for Important Business Matters and Transaction Links

This includes investment, R&D, financial business, innovative business and special matters, contracts, delivery project management, major events, IT system operation and maintenance, fund receipt and payment, litigation cases, connected transactions / guarantees and other matters, as well as supervision and inspection by audit and oversight authorities.

Three Levels of Comprehensive Risk Management

Emerging Risk Identification

All risk management departments of the Company continuously evaluate and track emerging risks in relevant fields in accordance with their professional divisions. In 2025, the emerging risks identified by the Company included geopolitical risks, policy and regulatory risks, technological and industry risks, new business model risks, among others, and corresponding response measures were formulated for management and control.

Emerging Risks	Response Measures
<p>Geopolitical Risk: The long-tail impacts of geopolitical conflicts and high interest rates have far exceeded expectations. Geopolitical risks have comprehensively affected the Company's overseas business environment, and the risk of global trade protectionism remains high.</p>	<p>The Company prudently selects key countries and regions for overseas business expansion.</p>
<p>Government Regulatory Risk: Securities regulation, tax supervision, financial regulation, anti-monopoly oversight, cybersecurity and data security regulation, and protection of small and medium-sized enterprises have all become stricter. The digitalization and coordination of government regulation have been further enhanced.</p>	<p>The Company adopts a basic strategy of "proactive compliance." By deeply understanding regulatory requirements, actively improving systems and procedures, and opening up communication channels, it enhances the quality of standardized operations and meets compliance requirements to high standards.</p>
<p>Technological and Industry Risk: AI technologies are advancing by leaps and bounds, raising customer expectations and intensifying competition amid rivals' adoption of AI-enabled solutions. The construction sector has shifted to stock optimization and quality improvement, while infrastructure continues to serve as a key pillar for stable economic growth.</p>	<p>The Company proactively responds to industry changes by building AI capabilities spanning language, vision and foundational models, empowering products and ecosystem partners through Data+AI to create new business models. It focuses on its core business, stabilizing existing markets while exploring new growth areas.</p>
<p>New Business Model Risk: As the Company continuously expands its business and business models, it may face uncertainties such as lower-than-expected market demand, immature profit models, and resource conflicts between new and existing businesses.</p>	<p>During the demonstration phase of new business models, the Company organizes finance, legal and other teams to conduct risk assessments, identify relevant risks and develop corresponding solutions.</p>

Risk Culture Development

The Company continues to foster a robust risk culture with full employee participation, integrating risk management philosophy into its entire internal governance and operations. It strengthens accountability and value orientation by continuously improving the audit and supervision system, and optimizing internal management processes and working methods.

In 2025, the Company upgraded and updated the *Risk Evaluation Methodology*, *Business Internal Control Maturity Evaluation Methodology*, *Implementation Methodology for Internal Control Audit Projects*, and *Implementation Methodology for Business Internal Control Self-Assessment*, forming a systematic set of internal working methodologies. Meanwhile, addressing core capability gaps in key tasks, the Company enhanced employees' professional capabilities by benchmarking against industry best practices and continued to develop its organizational talent pipeline. The Company also conducted multiple specialized training sessions on topics including updated securities regulatory policies and regulations, contract risk management, financial information security, tax risks, tax compliance for technical contracts, and internal control self-assessment, further raising the risk awareness and practical capabilities of all employees.

Internal Control and Compliance

The Company's internal control audit fully covers all Level-1 organizations, promoting improvement through evaluation and enhancing corporate governance. Starting from the overall business architecture and processes of each Level-1 organization, the Company identifies risks, evaluates control activities, conducts control tests, and focuses on the rectification and implementation of identified issues, effectively advancing internal control governance.

In 2025, focusing on risks in key business transaction links, the Company completed high-risk audits and special audits of fixed assets, strengthened accountability in a precise and in-depth manner, and safeguarded the operational security of the Company. Meanwhile, a data middle platform was established for special audits, and a risk-oriented audit data application model was basically completed.

In addition, the Company promoted and completed internal control self-assessments for key organizations, issued *Business Internal Control Self-Assessment Reports*, conducted audits of the *Business Internal Control Self-Assessment Evaluation Reports*, and carried out performance evaluations of corresponding internal control development.

Tax Management

The Company's tax strategy is based on compliance first and risk controllability. Tax administration follows the principles of compliance, integrity, accuracy and timeliness, adaptation to local conditions, appropriate planning and risk reporting. The Company has formulated and issued the *Tax Management System*, which clearly regulates tax registration, tax declaration, tax payment, tax planning, tax inspection, tax archives and other management matters, and defines the responsibilities, supervision and assessment requirements of all parties. The finance executive takes the lead in the Company's tax work. The finance organization has set up tax experts who are overall responsible for tax planning and management and coordinate internal transactions. The finance manager of each legal entity is specifically responsible for tax registration, tax declaration and other work of the respective legal entity.

The Company has been rated as a Class A Taxpayer for consecutive years, and more than ten key subsidiaries have maintained their high-tech enterprise qualifications. No tax-related penalties were imposed on the Company in 2025.





Low-Carbon Development for a Greener Future

Glodon integrates green development at the core of its corporate strategy and is committed to leading the low-carbon transformation of the construction industry through digital technologies. We firmly address the challenges of climate change, systematically identify climate risks and opportunities, and empower industrial transformation with low-carbon products and services. This is not only our strict requirement for ourselves, but also our long-term commitment and pursuit to drive the construction industry toward a green, low-carbon and sustainable paradigm through digitalization.



In 2025

Environmental protection investment
CNY **113,000**

Total consumption of clean energy
199,100 kWh

Number of records in Glodon's Carbon Factor Library
29,863

Electronic seal system reduced document mailing by
58,341 copies

UN Sustainable Development Goals



Addressing Climate Change

For Glodon, climate change represents both a challenge and a vital opportunity to drive the low-carbon transformation of the industry and innovate business strategies. The Company actively addresses climate change, empowers carbon reduction throughout the entire construction lifecycle with digital technologies, diligently pursues the carbon peaking and carbon neutrality goals, and contributes to the sustainable development of the industry and society.

Governance

The Company's climate governance framework is aligned with its sustainability governance framework. Climate-related governance is promoted top-down through the decision-making level, organizational level and implementation level.

Decision-making Level	The Board of Directors and the Strategy and Sustainable Development Committee serve as the decision-making body, assuming overall leadership and ultimate decision-making authority. They are responsible for supervising and guiding climate change-related issues, holding at least one special meeting on climate risks annually to review and assess the Company's climate-related risks, opportunities and response strategies, and putting forward improvement suggestions as necessary to ensure climate-related initiatives are consistent with the Company's overall development strategy.
Organizational Level	The Sustainable Development Working Committee acts as the organizational body, responsible for coordinating the Company's low-carbon development, continuously identifying and managing risks and opportunities arising from climate change, formulating climate targets, clarifying action directions, supervising the implementation of relevant management measures, and regularly reporting progress to the governance level.
Implementation Level	The ESG and Sustainable Development Working Group and all departments of the Company serve as the implementation level, jointly responsible for the concrete execution and implementation of climate change response initiatives.

To ensure the effective implementation of climate-related targets, the Company has established an ongoing target monitoring mechanism to regularly track key emission sources in its operations. During the reporting period, the Company monitored and analyzed electricity consumption, evaluated trends in energy use, and optimized energy conservation and emission reduction measures in a timely manner based on monitoring results, driving continuous improvement in climate management objectives. At present, climate change initiatives have been fully integrated into the daily operations of all departments of the Company. Relevant measures and targets have been broken down into routine departmental tasks and incorporated into the departmental performance appraisal system.

Strategy

The Company has established a systematic process for assessing the financial impacts of climate change to identify and analyze climate-related risks and opportunities. Based on the established financial materiality threshold, a financial impact assessment team led by the Financial Management Center with the participation of all functional and business departments conducts assessments and analyzes of climate-related financial impacts. Using a quantitative evaluation approach, the Company assesses its climate resilience by examining the likelihood, intensity, trends and impact pathways of major uncertainties such as low-carbon policy transition, low-carbon technologies and extreme weather events.

Risk Type	Risk Description	Impact Level	Impact Period	Affected Value Chain Links	Response Measures
Policy and Regulatory Risk	Pressure from international and domestic policies and regulations; stricter supervision risks such as rising carbon prices, carbon tariffs, and carbon emission reporting.	High	Short-, medium- and long-term	Own operations, downstream	<ul style="list-style-type: none"> Continuously monitor policies, regulations and regulatory requirements of regional markets in the fields of climate change and sustainable development; Strengthen its own carbon footprint management, implement classified management of greenhouse gases, and reduce own greenhouse gas emissions; Regularly disclose climate change-related information.
Transition Risks	Low-Carbon Technology Risk	Medium	Long-term	Own operations	<ul style="list-style-type: none"> Integrate new technologies with actual demands of the construction industry to develop more competitive products and solutions; Enhance differentiated competitiveness, such as providing customized solutions.
	Reputational Risk	Low	Medium-term	Own operations, downstream	<ul style="list-style-type: none"> Improve transparency in disclosing climate change response actions and progress; Develop low-carbon demonstration projects, host low-carbon forums or activities, join low-carbon initiatives or organizations, and participate in drafting industry low-carbon standards.
Physical Risks	Acute Risks	Low	Short- and medium-term	Own operations	<ul style="list-style-type: none"> Consider climate impacts in data center site selection; Improve energy efficiency and reduce energy consumption through energy-saving renovation of equipment and application of energy-saving technologies; Build and maintain facilities for responding to extreme weather.
	Chronic Risks	Low	Long-term	Own operations	<ul style="list-style-type: none"> Consider climate impacts in operational site selection; Strengthen supplier management and establish a diversified supply system.

Climate Risk Analysis

Opportunity Type	Opportunity Description	Response Measures
Market Opportunities	<ul style="list-style-type: none"> Opportunities arising from changes in the regulatory environment, such as policies and regulations driven by climate factors that promote the low-carbon transformation of the construction industry in various countries. 	<ul style="list-style-type: none"> Expand service scope, accelerate international market layout, provide customers with digital low-carbon transformation solutions, and support the industrial low-carbon digital transformation.
Product and Service Opportunities	<ul style="list-style-type: none"> The market may tend to choose low-carbon products and services, such as growing industry demand for whole-life-cycle carbon accounting of buildings and low-carbon design tools. 	<ul style="list-style-type: none"> Develop new technologies and products that meet market demand for low-carbon transformation, such as expanding the low-carbon product portfolio around the whole life cycle of buildings; Support innovative products or services for the transition to a low-carbon economy (e.g., green building materials platform, new energy construction solutions, green building services, etc.).
Resource Efficiency Opportunities	<ul style="list-style-type: none"> Opportunities brought by the advancement of climate change actions, including the resilience of the Company's supply chain and improved design efficiency driven by BIM technology. 	<ul style="list-style-type: none"> Help upstream and downstream stakeholders strengthen supply chain resilience and realize green traceability of key building materials (e.g., steel, concrete); Promote in-depth technology development and ecosystem construction to build a resource recycling ecosystem.
Impact Opportunities	<ul style="list-style-type: none"> As an industry leader and pioneer in sustainable development, contribute expertise to the digital transformation of the construction industry and gain advantages in green financing and cooperation; Opportunities arising from increasing stakeholder attention to climate change. 	<ul style="list-style-type: none"> Continue technology export and ecosystem co-construction, and participate in formulating relevant standards and policies; Proactive response to climate change exerts a positive impact on the Company's reputation, which may lead to an increase in product market share in emerging markets.

Climate Opportunity Analysis

Carbon Emission Management

Glodon continues to strengthen the management of greenhouse gas emissions and gradually reduces its carbon footprint in own operations and the value chain.

For Scope 1 greenhouse gas emissions, the Company continuously optimizes operational management and improves resource utilization efficiency:

- For mobile combustion: strengthen fuel consumption statistics for company vehicles, optimize driving routes for fuel-powered vehicles, and conduct regular maintenance to ensure proper vehicle operation.
- For stationary combustion: install energy-saving cooking appliances to improve energy efficiency.
- For fugitive emissions: adopt environmentally friendly refrigerants and strengthen the operation, maintenance and inspection of air conditioners to prevent refrigerant leakage.

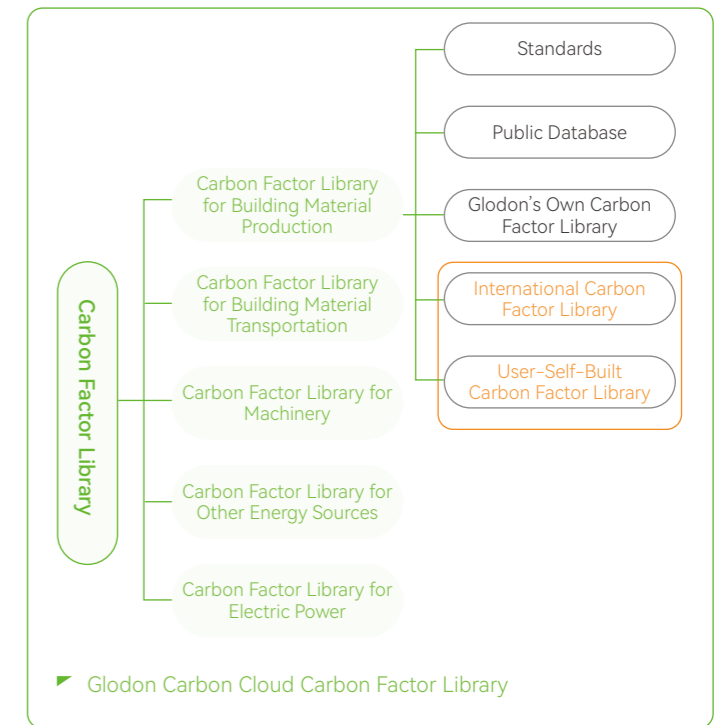
For Scope 2 greenhouse gas emissions, the Company improves the comprehensive energy efficiency of buildings and reduces emissions through projects such as digital operation and maintenance of office premises, energy-saving renovations, and integrated intelligent microgrid management of source-grid-load-storage systems.

For Scope 3 greenhouse gas emissions, the Company continuously optimizes emission management across upstream and downstream value chains:

- For business administration: promote digital online process approval, online meetings, online registration systems, email communication and other paperless practices. In 2025, the national electronic seal system reduced the mailing of paper documents by 58,341 copies.
- For employee commuting: uphold the green transportation concept and encourage employees to use public transport; all 8 employee shuttle buses are new energy vehicles. The Company has properly planned parking lots and increased charging parking spaces, with 189 electric vehicle charging stations installed, an increase of 89 from 100 in 2024. Employees are encouraged to use new energy vehicles to lower transportation carbon emissions.
- For logistics and transportation: give priority to logistics providers that uphold low-carbon principles, set carbon reduction targets and take proactive actions. The Company also promotes paperless operations through electronic signing platforms to reduce greenhouse gas emissions from contract express delivery.
- For procurement: prioritize products and services from suppliers with low carbon footprints and conduct environmental performance assessments for manufacturing suppliers.

Product Empowerment for Industry-Wide Carbon Reduction

Guided by its low-carbon development strategy, Glodon has continuously increased R&D investment in low-carbon products and services, empowered the industry's carbon emission reduction process through digitalization, and actively contributed to global climate change mitigation. Digital tools such as Glodon's green BIM design and low-carbon construction solutions cover the entire project lifecycle including design, construction and operation, enabling precise and efficient carbon reduction throughout the building lifecycle. To effectively support carbon emission calculation and accounting for construction projects, Glodon Carbon Cloud was iteratively optimized and upgraded in 2025 based on its existing carbon factor library. The upgrades included optimizing the library architecture, adding a carbon factor management module, classifying carbon factors, and launching user-defined and international carbon factor sub-libraries. At present, the total number of carbon factors reaches 29,863, with more than 10,000 records available for domestic use. It fully covers various types of carbon factors including building material production, material transportation, machinery, energy and electricity, effectively supporting carbon emission measurement and accounting for projects.



Risk Management

Glodon has formulated the Comprehensive Risk Management System, which explicitly incorporates climate-related risks into the Company's overall risk management system. The Company further analyzes the actual impacts of climate change on operations, governance and finance through qualitative and quantitative methods, and implements unified hierarchical management based on an integrated risk management framework. In addition, the Company has developed sound management and response plans for climate-related risks in the *Emergency Response Plan for Unexpected Events*.

While continuously improving its own climate risk management, Glodon also provides customers with solutions for addressing and managing climate risks through digital products and services. By digitalizing factors such as the impacts of climate change, and based on low-carbon and energy-saving design control, the Company takes ecological sponge cities and ecological microclimates as the core, and promotes the systematic and forward-looking implementation of ecological measures through data models. This helps customers enhance the resilience and overall operational efficiency of urban projects under extreme rainfall and high-temperature environments, solves industry challenges such as excessive focus on end-of-pipe storage in sponge design and the lack of project-scale quantification in microclimate research, and effectively supports cities in managing and adapting to climate risks.

Case Special Programs for Ecological Sponge City and Ecological Microclimate

Glodon's Ecological Sponge City Program establishes a data model for sponge functions. Through topographic zoning modeling, systematic control covering "source-process-end" and a sponge storage and regulation system, it quantifies indicators to achieve runoff peak clipping and rainwater reuse. A sponge planning, construction and management platform is also built to optimize resource allocation, reduce infrastructure investment, enhance urban disaster prevention, mitigation and emergency management capabilities, and promote coordination between ecological and engineering measures.

The Ecological Microclimate Program develops dual data models for park microclimate and energy-carbon management, and establishes nine major modules including cooling, shading, pavement design and carbon reduction, forming a computable and comparable indicator system to realize collaborative regulation of microclimate by buildings and ecology. A carbon management platform is also established to quantify carbon sequestration by green spaces and carbon emissions from buildings, forming a closed-loop full-cycle carbon measurement and carbon balance, which supports low-carbon and efficient operation of parks with data.

Metrics and Targets

Glodon accurately identifies its corporate carbon emission sources, implements classified management of greenhouse gases, conducts scientific inventory of carbon data, and steadily reduces its own carbon footprint.

Indicator	Unit	Xi'an	Shanghai	Beijing	Guangzhou	Total
Scope 1 GHG Emissions	tCO ₂ e	93.75	3.75	124.80	0.80	223.11
Scope 2 GHG Emissions	tCO ₂ e	3,916.09	1,195.50	4,282.45	542.32	9,936.36
Total Scope 1 + Scope 2 GHG Emissions	tCO ₂ e	—	—	—	—	10,159.47
Scope 1 + Scope 2 GHG Emission Intensity	tCO ₂ e / million	—	—	—	—	1.67

Glodon Greenhouse Gas Emissions in 2025

Scope 1 emission sources mainly include GHG emissions from natural gas used in the Company's canteens, gasoline for vehicles, and diesel for generators. Greenhouse gas emissions are presented in carbon dioxide equivalent. The average net calorific values of various energy sources are derived from GB/T 2589-2020 *General Principles for Calculation of Comprehensive Energy Consumption* issued by the State Administration for Market Regulation and the Standardization Administration of China. The average net calorific value is 356.09 GJ per 10,000 m³ for natural gas, 43.12 GJ/t for gasoline, and 42.7 GJ/t for diesel. The carbon content per unit calorific value and fuel oxidation rate for different energy sources are obtained from *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Public Building Operation Enterprises (for Trial Implementation)* issued by the National Development and Reform Commission. GWP values are sourced from the IPCC Sixth Assessment Report (AR6) on Climate Change 2022.

Scope 2 emission sources mainly include GHG emissions from purchased electricity and purchased heat consumed by the Company. The emission factor for purchased electricity adopts Announcement on Issuing the 2023 Power Sector Carbon Dioxide Emission Factor released by the Ministry of Ecology and Environment in December 2025, which specifies that the national average carbon dioxide emission factor for electricity in 2023 is 0.5306 kg CO₂/kWh. The emission factor for purchased heat adopts the value specified in *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Industrial and Other Enterprises (for Trial Implementation)*, which is 0.11 tCO₂/GJ.

Environmental Impact Control

Glodon has always adhered to the concept of green development, systematically established a standardized environmental management system, strictly regulated waste disposal, promoted resource recycling, and firmly upheld the bottom line of ecological protection. The Company reduces environmental burdens through refined management and safeguards the natural ecology with responsible actions, forming a "green barrier" for environmental management, and promoting the harmonious coexistence of corporate development and the natural environment.

Environmental Management

Glodon strictly complies with the *Environmental Protection Law of the People's Republic of China* and other national and local laws and regulations where it operates. Relying on the ISO 14001 environmental management system standard, the Company has established and continuously improved its environmental management system. In response to changes in internal and external conditions, the Company regularly revises environmental management documents, improves the waste management mechanism, enhances the environmental incident risk assessment system, and formulates emergency response plans for sudden environmental risk incidents to effectively prevent environmental risks. During the reporting period, the Company had no major sudden environmental incidents and no administrative penalties due to environmental incidents.



Biodiversity Conservation and Ecological Restoration

The entire process of land use, project planning, construction, and operation and maintenance in the construction industry is closely related to biodiversity conservation. While empowering customers to protect biodiversity through its products and services, Glodon also applies digital technologies to ecological protection and restoration. Based on the concept of "smart ecological development and ecological digital intelligence," the Company has innovatively proposed the theory of "dual-gene integration and double-helix development" for smart ecology, established an Ecology Information Modeling (EIM) system, and built four major application systems: smart ecological indicators, EIM digital twin platform, "Ecological Hospital" management model, and ecological algorithm models, actively promoting high-quality development in the field of ecological protection and restoration.

Integrated Management Platform for Ecological Restoration Projects

Covering the full life cycle of territorial ecological restoration projects (pre-restoration, during restoration, post-restoration) and focusing on three core businesses (ecological monitoring, project supervision, and assessment and evaluation), the Company has developed an integrated management platform for ecological restoration projects, establishing a new digital supervision model for ecological restoration featuring the "trinity of online sensing of ecological operation, collaborative supervision of ecological restoration, and quantitative assessment of ecological effectiveness."

Core Functions

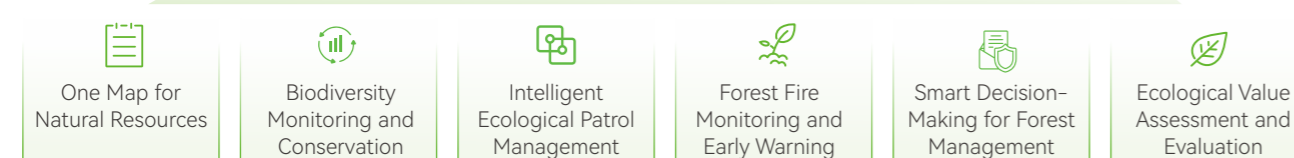


Interface of the Integrated Management Platform for Ecological Restoration Projects

Integrated Supervision Platform for Nature Reserves

In response to the ecological protection and supervision needs of nature reserves and natural parks, and centering on six core businesses: "natural resource asset management, biodiversity conservation, ecological patrol management, forest fire prevention, forestry industrial operation, and ecological value assessment," the Company has built an integrated supervision platform for nature reserves based on the EIM platform. The platform realizes three-dimensional sensing of ecological elements, overall overview of ecological resources on one map, precise prevention of ecological risks, and efficient collaboration of ecological management and protection in reserves. It drives ecological management, operation and services with data, comprehensively improves the efficiency of ecological protection and supervision, and achieves sustainable development of nature reserves.

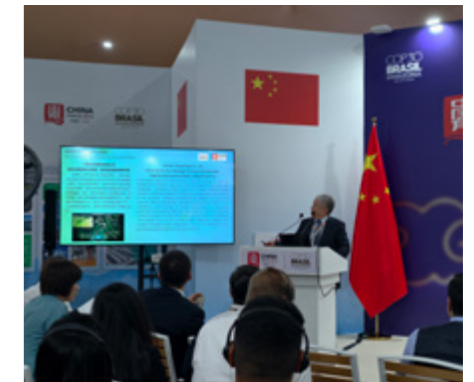
Core Functions



Interface of the Integrated Supervision Platform for Nature Reserves

Case Ecological Restoration Practice of Hainan Shanshui Project

In the Hainan Shanshui Project, the Company has established a model of digital empowerment for holistic ecosystem governance." It uniformly presents and dynamically displays problem identification, measure implementation, functional evolution, and governance effects during the restoration process through a digital platform, forming a data-driven management closed loop. With its digital innovation practices in the field of ecological restoration, Glodon was successfully selected into the *China Enterprise Green Transformation Practice Report 2025*, and participated in the China Pavilion Side Event on "Low-Carbon Technology Innovation and Industrial Practice" during the UN Climate Change Conference COP30. As a benchmark case of "smart governance for ecological restoration," the ecological restoration practice of the Hainan Shanshui Project was prominently included, becoming a typical demonstration of digital technology enabling ecological governance.



Waste Treatment

The Company strictly abides by the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, improves its waste management system, continuously refines the waste classification management system as well as the waste classified collection and treatment system, standardizes waste disposal and reduces pollution. The Company sets clear waste reduction targets, promotes waste reduction at the source and resource utilization, and minimizes waste generation during production and operation.

The Company strictly implements classified waste treatment: domestic waste is sorted and transferred to locations designated by the environmental sanitation department; food waste is collected and disposed of by qualified recycling and treatment entities; construction waste is required to be promptly cleaned up and properly disposed of by the construction party; and confidential documents are destroyed in an environmentally friendly manner. Hazardous waste is stored in classified warehouses that meet pollution control standards, with obvious warning signs posted. In accordance with the Company's administrative measures on the retirement of fixed assets, hazardous waste is disposed of by waste recycling vendors qualified by the environmental protection department, with complete recycling records and filings implemented to ensure compliant waste disposal.

Indicator	Unit	2025
Non-Hazardous Waste Emission Target	t	1,670
Non-Hazardous Waste Emission Volume	t	1,622.65
Non-Hazardous Waste Emission Intensity	t / million CNY	0.27
Hazardous Waste Emission Target	t	0.36
Hazardous Waste Emission Volume	t	0.16
Hazardous Waste Emission Intensity	t / million CNY	0.00026

Glodon Waste Emissions in 2025

Efficient Resource Utilization

Guided by the goal of efficient resource utilization, Glodon actively promotes green and low-carbon operation of the Company. The Company continuously strengthens refined energy management to promote energy conservation and consumption reduction; attaches importance to the intensive use of water resources and water-saving practices; vigorously develops a circular economy to facilitate resource recovery and reuse. Through the optimal allocation of resources across the entire chain, the Company improves utilization efficiency, reduces consumption and waste, and forms a "green micro-ecosystem" for corporate operations.

Energy Management

Adhering to the concept of green operation, the Company fully implements the *Energy Conservation Law of the People's Republic of China*, strengthens energy management, and continuously improves the efficiency of energy use.

Energy Management System

Glodon has established a systematic energy management system for its Beijing Phase I & II Buildings, with core documents including the *Energy Consumption Management Plan for Beijing Phase I & II Buildings*. Considering seasonal variations, Shanghai Building has formulated differentiated energy consumption control strategies, namely the *2025 Energy Consumption Management Strategy for Shanghai Building* and the *Operation Strategy for Air Conditioning & Fresh Air Units in Shanghai Building*, which specify the on/off scheduling of air conditioning, fresh air and lighting systems in different seasons. Guangzhou Building has developed the *Energy Consumption Management Work Instruction for Guangzhou Building*, which defines differentiated air conditioning operation and lighting control strategies based on seasonal changes. Energy conservation is achieved through digital and refined energy management.

Energy Consumption Analysis and Energy Audit

The Company continuously promotes energy audits and focuses on the development of an energy measurement and statistics system. In 2025, Beijing Phase I & II Buildings improved the configuration of sub-item metering devices, realizing real-time collection and dynamic monitoring of energy consumption data such as water, electricity and gas. Based on the analysis of current energy consumption, the energy-saving potential of key energy-consuming sectors such as air conditioning and lighting systems is identified, and the feasibility of technical renovation is evaluated. Shanghai Building identified on-site energy-saving bottlenecks and conducted multi-level energy-saving diagnostics, resulting in the *Energy Saving and Consumption Reduction Plan for Shanghai Glodon Building Project*, with total energy cost decreased by 6.24% year on year. Relying on the energy consumption management system, Guangzhou Building monitors energy consumption on a daily basis, makes timely adjustments to areas with abnormal energy use, and issues monthly energy consumption analysis reports, with energy consumption decreased by 15.42% year on year.

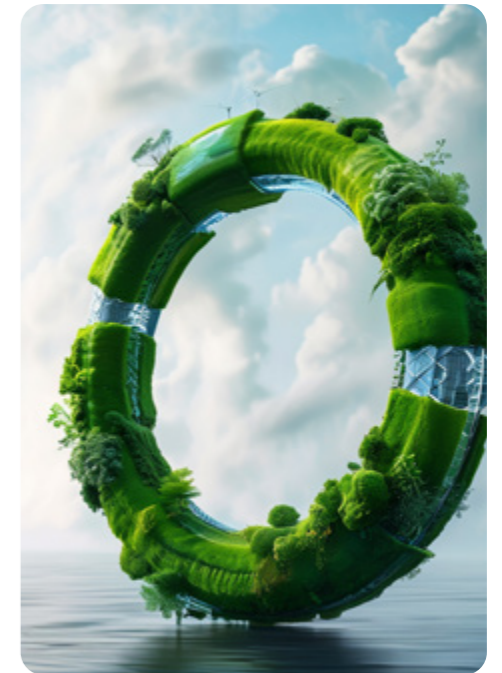
Energy Management Practices

In 2025, Beijing continued to promote energy conservation and consumption reduction. Measures such as the commissioning of photovoltaic power generation, centralized control of cooling stations, and construction of energy storage systems further consolidated energy-saving effects, achieving a dual decline in energy costs and consumption. Phase I Building completed a number of energy-saving technical renovations: investment in the construction of a rooftop photovoltaic power generation system, deployment of a cooling station centralized control system and energy storage system, establishment of a microgrid platform, and formation of an integrated "source-grid-load-storage" energy management system. Concurrently, energy-saving publicity was strengthened among employees of Phase I & II Buildings, and behavioral energy conservation was enhanced through training, signage guidance and other means. Driven by both technical and management energy conservation, energy utilization efficiency was comprehensively improved.

Relying on the energy consumption management system, Guangzhou Building reviewed air conditioning power consumption on a daily basis and implemented the "Clear Desk & Five Turn-Offs" requirement to ensure electrical equipment was turned off promptly during non-working hours. Practicing the concept of green office and energy conservation, the building launched an energy-saving PK campaign to raise employees' awareness of energy saving.

Based on an energy-saving potential assessment, Xi'an Building optimized the construction of its office area and garage ancillary areas. High-light-transmittance glass curtain walls and skylight designs were adopted, together with sunshades, light pipes and other devices to introduce natural light indoors, achieving complementarity between natural and artificial lighting. The indoor natural daylight coverage rate increased to 75%, and the average daily natural light utilization duration in the office area exceeded 6 hours, saving approximately 12,000 kWh of lighting electricity in 2025. Meanwhile, a 24.6 kW rooftop photovoltaic system was deployed at the Xi'an computer room, generating a total of 11,340 kWh in 2025.

Glodon has deployed and operated four core data centers and IT infrastructure in Beijing, Xi'an, Shanghai and other locations. The Company continuously focuses on the energy efficiency of data centers. Through continuous monitoring and analysis of key energy-consuming links such as computer room power consumption and cooling system operation, the Company gradually optimizes resource allocation and operation strategies, reduces energy consumption per unit of business load, and cuts emissions. The average Power Usage Efficiency (PUE) is controlled at 1.35, outperforming the industry average.



Indicator	Unit	Xi'an	Shanghai	Beijing	Guangzhou
Total Direct Energy Consumption	tonne of standard coal	57.51	1.70	80.55	0.35
Total Indirect Energy Consumption	tonne of standard coal	992.12	294.10	991.90	125.37
Total Energy Consumption	tonne of standard coal		2,543.61		

Glodon Energy Consumption in 2025

Glodon Clean Energy Consumption in 2025

Total Clean Energy Consumption	Of Which: Total Solar Energy Consumption	Installed Capacity Of Rooftop Photovoltaic Systems	Power Generation of Rooftop Photovoltaic Systems
199.1 MWh	187.8 MWh	219.0 MW	156.6 MWh

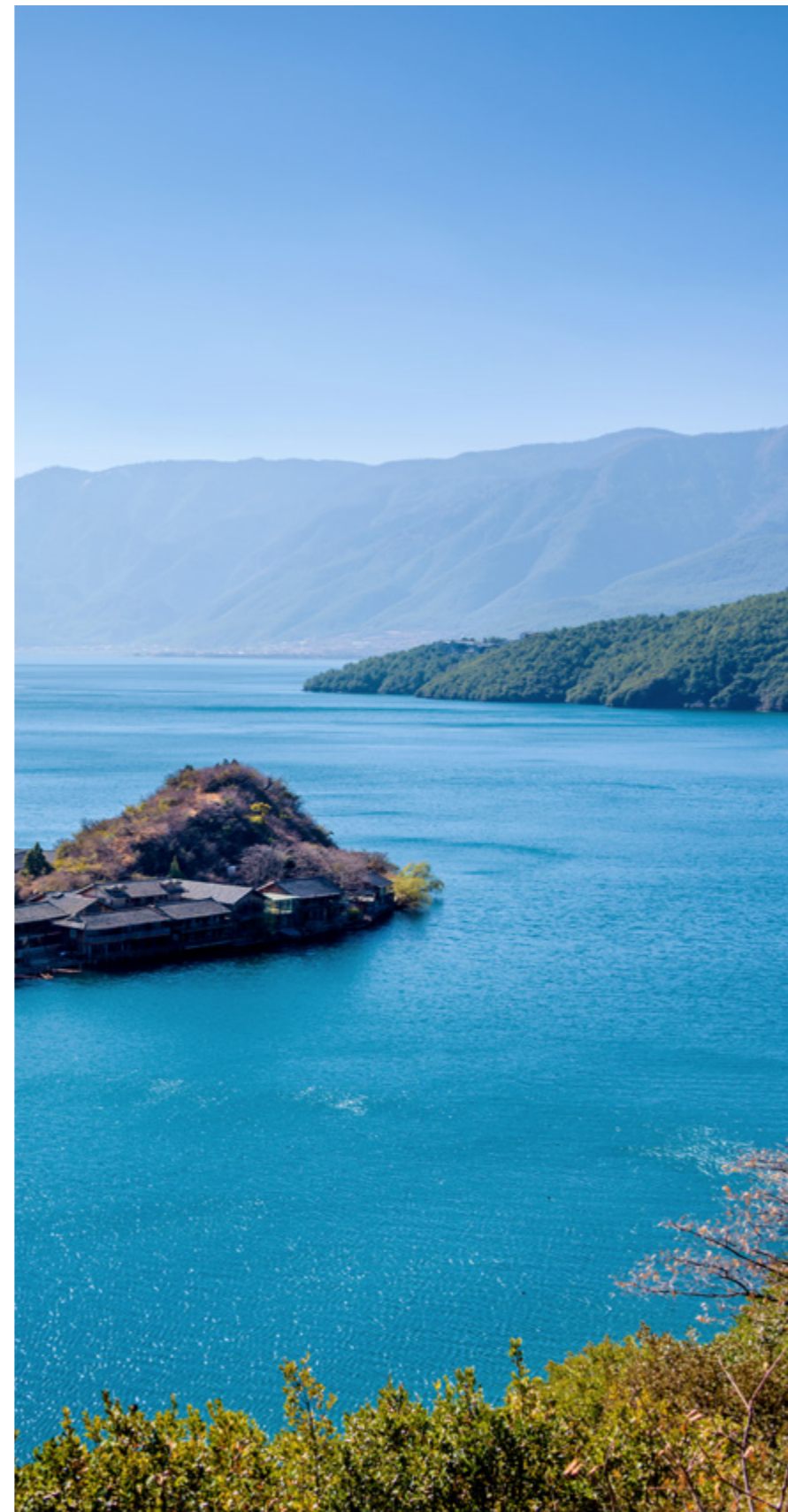
Glodon Data Center Energy Usage in 2025

Average Power Usage Efficiency (PUE)	Total Energy Used in Data Centers
1.35	3,117 MWh



Case Energy-Saving Renovation Project of Phase I & II Buildings

Glodon launched the smart microgrid renovation project at its Phase I Building, exploring an integrated "investment + construction + operation" model. The project aims to build an integrated smart microgrid operation and management platform featuring "source-grid-load-storage," improve the overall efficiency of building energy use, reduce operating costs, and create a replicable and scalable demonstration case for smart microgrids. The project was fully completed in June 2025. The distributed photovoltaic power generation system has an installed capacity of 217.77 kWp, with an estimated annual power generation of about 270,000 kWh and an annual carbon emission reduction of 30 tonnes. The HVAC system has been intelligently renovated, upgrading from manual extensive management to automatic and refined control. The integrated smart microgrid management platform was officially put into operation, integrating big data and artificial intelligence algorithms to achieve precise energy dispatch and optimized management, providing replicable practical experience for energy conservation and emission reduction in the construction sector.



Water Resources and Circular Economy

The Company strictly abides by national laws and regulations including the *Water Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*. The Company is committed to the efficient utilization and protection of water resources, further strengthens water resource management, sets water conservation targets, optimizes the structure of water resource utilization, actively explores new water-saving technologies and management models, improves water use efficiency, and eases pressure on urban water resources.

Glodon Xi'an Building has comprehensively upgraded water-saving facilities. Water-saving faucets, water-saving sanitary ware and other equipment have been uniformly installed in office areas, public areas and merchant spaces to control consumption at the source. The Company implements water quota management and tiered pricing, deploys smart water meters for real-time monitoring, and ensures 24-hour response and rectification for abnormal alerts. The rainwater harvesting system operates stably, replacing part of tap water for greening irrigation and public area cleaning. Meanwhile, water-saving training is provided to new employees and settled merchants to clarify standards and rules and enhance water-saving awareness. During the construction phase, Guangzhou Building responded to Guangzhou's design planning and developed a sponge city design scheme to realize rainwater recycling and reuse. In 2025, the volume of recycled and reused rainwater reached 1,072 cubic meters.

Indicator	Unit	2025
Total Water Consumption	t	106,024.8
Water Consumption Intensity	t / million CNY	17.47
Rainwater Usage	t	1,072.8

Glodon Water Resources Usage in 2025



The Company actively promotes the development of a circular economy, adhering to the principles of "reduction, reuse and recycling." We continuously improve resource utilization efficiency through institutionalized measures to conserve material resources and reduce resource consumption and waste. We also explore diversified approaches to resource recovery and reuse, facilitating the efficient conversion of recyclable waste to achieve resource recycling.

The Company attaches importance to the conservation of materials and resources, and incorporates environmental protection and packaging recyclability into the procurement assessment criteria for some material categories to reduce the use of disposable packaging materials. The Company encourages paperless office work by adopting digital tools such as online process approval, online meeting room reservation and e-mail, and promotes double-sided printing for informal documents. To advocate resource recycling, the Company has established a recycling mechanism for office supplies, which provides unified collection, maintenance and redistribution of reusable office supplies. We also cooperate with professional recycling enterprises to collect recyclables such as waste paper, waste plastic and waste metal monthly, realizing resource recovery and reuse and reducing the burden of landfills. Waste sorting signs are set up in office areas to guide employees in sorting waste and improve the waste recovery rate.

Indicator	Unit	Xi'an	Shanghai	Beijing	Guangzhou
Waste Recycling Volume	t	2.36	1.35	1.70	0.90
Total	t	6.31			

Glodon Waste Recycling Status in 2025



Excellence Through Technology, Quality and Service

Glodon regards the "Technology, Quality, and Service" trinity assurance system as the solid foundation for high-quality development. We are driven by independent innovation to tackle core technologies, thereby bolstering a technologically resilient industrial foundation for China Construction. Guided by the benchmark of full-process refined management, we infuse excellence into every product detail, making authoritative certifications the ultimate testament to our craftsmanship. Starting from the core of customer value, we elevate our service from merely responding to needs to actively enabling success, transforming service into a bridge that connects technology with the industry. This is not only Glodon's responsibility and commitment, but also our firm determination to write a new chapter for China's construction industry through excellent practices.

In 2025



R&D investment accounted for **26.77%** of operating revenue



The customer satisfaction score reached **90.6**



The customer complaint resolution rate reached **100%**

As of the end of 2025



Obtained a cumulative total of **383** valid patents



721 registered trademarks



1,102 software copyrights

UN Sustainable Development Goals



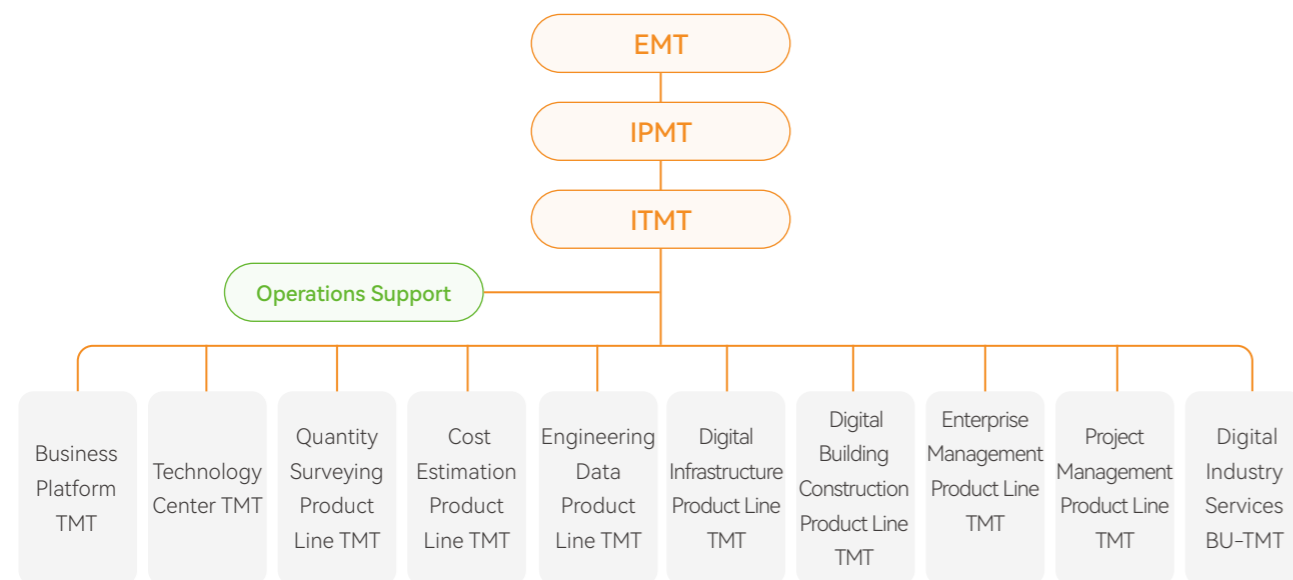
Proactive Independent Innovation

Glodon has established a systematic innovation and R&D management system, continuously improving the full-chain innovation mechanism from technological research and development to achievement commercialization. The Company places equal emphasis on independent R&D and technological breakthroughs, consistently increasing investment in core and key technology research. We have built a comprehensive independent intellectual property system to solidify technological competitive barriers, empowering industry transformation and upgrading with scientific research and technology, thereby driving the high-quality digital development of the construction industry.



Governance

Glodon has built a systematic innovation management organizational system, with ITMT (Integrated Technology Management Team) serving as the decision-making and professional support body for technology management. The Company implements a domain-specific, tiered management model, with multiple segment ITMTs coordinating implementation, forming "top-level coordination, professional division of labor, collaborative linkage" technology governance architecture. This standardizes technology decision-making processes, strengthens technology governance effectiveness, and drives sustainable innovation and high-quality development.



► Innovation Management Organizational Structure

Strategy

R&D and Innovation Strategy

The Company adheres to technological innovation as its core engine for development. Centered on the "One Horizontal, One Vertical, One AI" ² technology strategy, we strengthen technology empowerment and industry integration, establish clear R&D and innovation management objectives and strategic plans, persistently deepen efforts in core and key technologies, and focus on building a digital foundation that supports the new quality productive forces for the construction industry, which drives high-quality and sustainable development through technological innovation.

Core Technology Platform for Industrial Digital Transformation

AECOS Industrial Business Platform

20+ years of deep industry expertise
Experience accumulated from serving 300,000+ enterprise clients
Rooted in construction, but goes beyond construction



Proprietary 3D graphics and design platforms

With continuously upgraded key technologies

Proprietary graphics technology
50+ formats supported for BIM/GIS
20,000+ developers on our platform
Capability to handle BIM models exceeding 400,000 square meters
GIS capacity covering over 2,000 square kilometres

AI applications
Gradually implemented during the stages of design, procurement and construction

Continuous iteration of AecGPT, the industry's AI large model
Systematic development of enterprise AI capabilities
AI + BIM accelerating data-driven dual cycles



► Consolidates technological advantage in the "One Horizontal, One Vertical, One AI" framework through independent R&D

Enhancing Independent Innovation Capability

R&D Layout: Global Vision, Local Deep Cultivation

The Company actively integrates premium global technology resources. With 8 technology R&D centers established worldwide, we continuously strengthen independent innovation and iterative upgrading of core technologies, leading the high-quality development of the global digital construction industry. Domestically, we have set up 5 innovation bases, adhering to a parallel approach of theoretical exploration and practical verification. Through independent R&D and project practice, we propel digital construction technologies from theoretical innovation to scaled implementation. This global R&D system coupled with localized innovation carriers provides solid technological support for the digital, green, and intelligent transformation of the construction industry.

² The "One Horizontal" refers to a construction industry business PaaS platform with independent intellectual property rights that spans the entire project lifecycle. The "One Vertical" is a self-developed 3D graphics platform that provides comprehensive support for 3D application development. The "One AI" denotes the construction industry AI large model, which empowers AI applications in the design, transaction, and construction phases. It assists the construction industry in achieving digital transformation and high-quality development, guided by the principles of refined management.

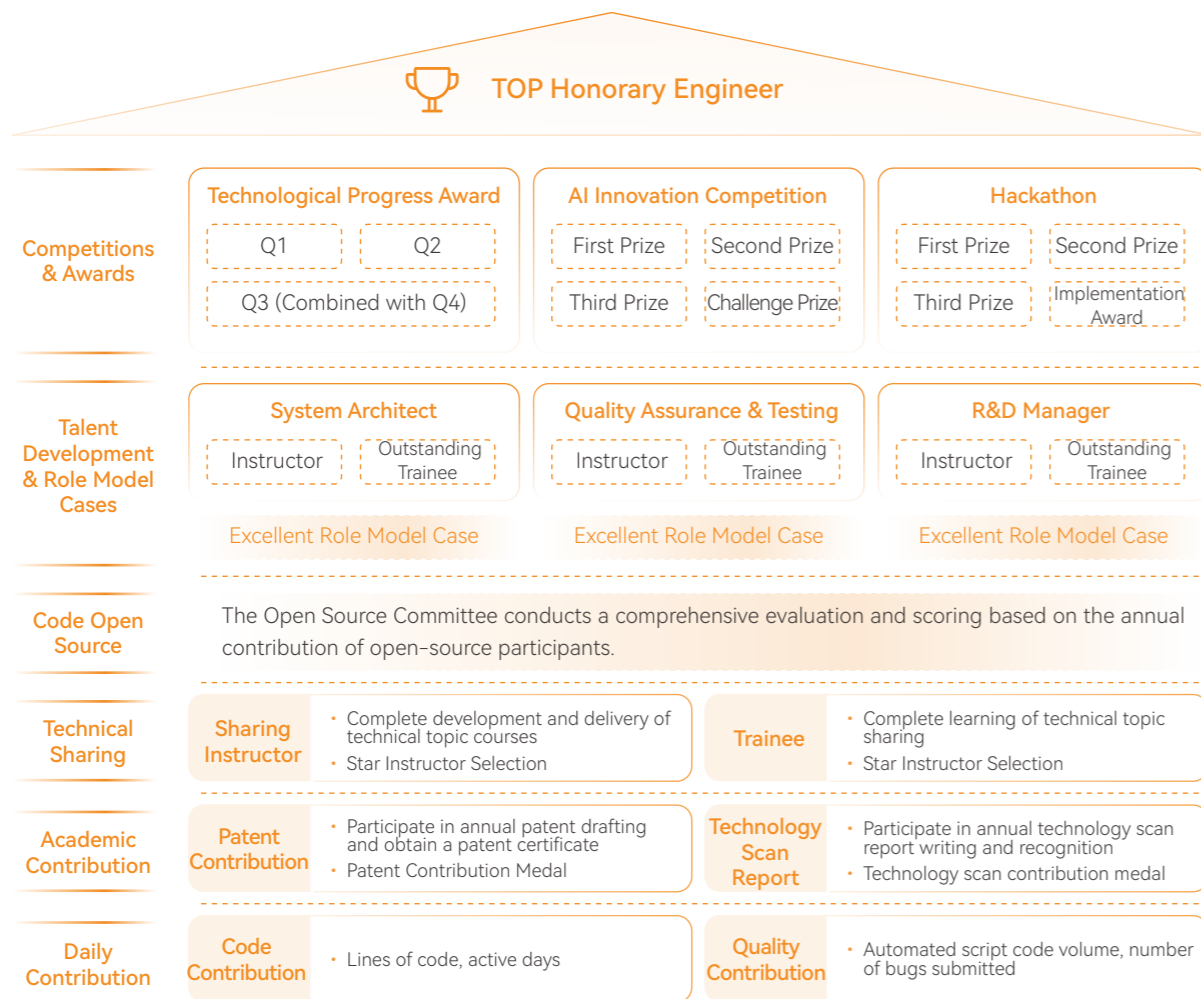
Talent Ecosystem: Igniting Vitality, Building a Strong Pipeline

The Company proactively cultivates an innovative corporate culture. Through initiatives such as the Honorary Engineer recognition program, the development of a systematic talent growth plan for software architects, the launch of R&D management bootcamps, and the organization of internal R&D events like "Hackathons" and "AI Innovation Competitions," we encourage our technical professionals to deepen their expertise and pursue excellence. This approach builds a well-structured, high-caliber R&D talent pipeline, injecting strong momentum into the Company's sustained technological innovation and high-quality development.

Case

Glodon's "Technology Achieves Customer Success, Innovation Leads the Future" Honorary Engineer Recognition Program

In 2025, to cultivate a spirit of "daring to innovate, daring to break through, and daring to take responsibility" among its technical staff and to foster an enthusiastic technical atmosphere focused on pursuing "customer success and product success," Glodon launched the "Technology Achieves Customer Success, Innovation Leads the Future" Honorary Engineer recognition program. The program targeted personnel involved in various daily R&D activities, including technical contributions, breakthroughs, exploration, and knowledge sharing. By establishing an evaluation and incentive system that covers all dimensions of technical behavior, it systematically stimulated the organization's innovation vitality.



Glodon 2025 Honorary Engineer System

Knowledge Systematization: From Experience-Driven to Data-Driven

The Company regards the development of its knowledge system as the core engine for driving technology application and industry upgrading, establishing an R&D capability building system characterized by "guidance from external top-tier think tanks + systematization of internal expert resources." Externally, we engage in deep collaboration with the team of Academician Ding Lieyun, jointly tackling national-level research projects. By leveraging the academician's platform, we connect with leading industry resources to achieve technology empowerment and industrial synergy. Furthermore, by utilizing the National Technology Innovation Center for Digital Construction, we showcase our core products, significantly enhancing our influence within the sector. Internally, we continuously systemize expert resources, iterate talent mapping, and strengthen talent support for key technology initiatives, thereby consolidating the Company's technological leadership in the field of intelligent construction.

In terms of knowledge asset accumulation, the Company systematically constructs a construction business knowledge base. This transforms fragmented industry experience into reusable standardized models and decision logic, thereby providing a solid digital foundation for technological innovation.

Case

Construction and Application of Glodon's Construction Industry Knowledge System

Through the implementation of its own projects, Glodon has established a stable business architecture framework and a construction business knowledge base. This transforms fragmented industry experience into standardized models and reusable capabilities, driving the industry's transition from experience-driven to data-driven. In 2025, the Company completed the categorization of 155 space types for office formats, defined 174 professional systems, and preliminarily formed spatial formation logic models alongside 147 business rules, laying a solid foundation for the standardized management of industry knowledge.

This framework was concurrently applied and validated within the Company's own projects, covering 62 professional disciplines. It has identified cost-saving opportunities exceeding CNY 10 million, effectively enhancing resource utilization efficiency. Simultaneously, leveraging the knowledge base, the Company explored building renovation projects, completing the design for the refurbishment of the Beijing Phase I & II Building. This effort has accumulated a reservoir of reusable capabilities for urban renewal and the green operation and maintenance of buildings. Supporting tools for knowledge production and digital presentation have been deployed, facilitating the efficient accumulation and reuse of industry knowledge. Collectively, this provides both a digital foundation and knowledge-based support for the construction industry's transition towards greener, more intelligent, and high-quality development.

Intellectual Property Protection

The Company continuously improves its intellectual property protection system. We have revised internal regulations, including the *Patent Management Regulations*, *Copyright Management Regulations*, and *Trademark Management Regulations*, incorporating new stipulations on overseas IP management, refined budget control, and compliance standards for new business scenarios. This ensures that our management framework evolves in tandem with the Company development.

The Company places high importance on the full lifecycle management of intellectual property. We have established a closed-loop management mechanism centered on IP creation, utilization, protection, and administration, thereby effectively safeguarding innovation outcomes and the order of market competition.



Proactively manage risks and fortify the compliance line of defense

Draw and dynamically update the "Intellectual Property Risk Map", and implement risk classification and hierarchical management. For high-risk areas such as the use of open-source software, collaborate with product research and development departments to complete special governance and process solidification. Shift risk control to the early stage of research and development, reducing compliance risks at the source.

Cracking down on infringement to maintain market order

In response to challenges such as industrialization, technologization, and concealment of copyright infringement, the Company has adopted a stringent enforcement stance, implementing comprehensive governance through full-chain, multi-measure approaches. By leveraging coordinated actions across criminal, civil, administrative, and platform complaints, significant results have been achieved.

Safeguarding overseas operations and expanding global market presence

As the Company continues to expand its overseas business footprint, specialized intellectual property risk assessments have been completed for multiple overseas products, with targeted rectifications implemented to proactively mitigate potential risks.

Foster a culture of compliance and enhance overall competence

Conduct regular intellectual property training and promote legal knowledge and risk identification methods to all employees through the "Legal Corner" column, effectively strengthening the organization's overall awareness of intellectual property protection and ability to prevent infringement.

Digital empowerment for management and enhanced service efficiency

Successfully developed and launched the "Intellectual Property Certificate Assistant" agent, providing business units with convenient, personalized data queries and certificate management services, thereby improving management efficiency and employee experience through digital means.

Innovation and R&D Achievements

The Company adheres to independent innovation and core technology research and development, striving for breakthroughs, deepening research and development of fundamental digital construction technologies and platforms, focusing on key technological fields including building information modeling (BIM), artificial intelligence (AI), digital twins, and graphics technologies. By persistently tackling common technical challenges within the industry, we have produced a series of significant achievements that serve as industry benchmarks. This high-level technological innovation underpins the high-quality development of the construction industry.

Case

Technical Breakthrough in GDMP Geometry Kernel Solidifies the Foundational BIM Bedrock Through Independent Innovation

Leveraging its self-developed GDMP and geometric modeling kernel components, the Company achieved a core graphics technology breakthrough in the field of complex BIM modeling for water conservancy and hydropower projects. The R&D team persistently tackled key technologies, including geometric modeling and mesh modeling, within major project scenarios, successfully resolving fundamental BIM technical issues specific to the hydropower industry. This empowers leading enterprises in the sector in their BIM platform development, supporting the creation of specialized products across three major disciplines: survey, civil engineering, and mechanical & electrical (MEP). As of the end of the reporting period, this platform has undergone full-process application validation in two national key projects and has obtained the highest-level certification (Excellence Grade) for independent BIM software R&D and innovation. This demonstrates the Company's robust R&D capabilities in critical and core technology domains.

Case

Continuous Advancement in Graphics Technology Fuels the Synergistic Development of Design Products and the Industry Ecosystem

The Company has persistently driven the iterative advancement of its core graphics technology. In 2025, we achieved multiple breakthroughs in Digital Dimension Building, Digital Dimension Infrastructure products, and core design capabilities. The Digital Dimension Building product now delivers optimized line smoothing in drawings, with dashed-line effects approaching industry-leading quality, and provides comprehensive support for complex architectural forms. The Digital Dimension Infrastructure product has introduced new traffic signal simulation capabilities, achieving photorealistic rendering effects, marking the initial establishment of an independent, platform-based application framework. Following the enhancement of GCAD capabilities, the system now supports the detailed modeling of regularly shaped components and multi-level assembly, enabling the realization of Concetto's free-form modeling scenarios. Within the Smart Construction & Beautiful Living application scenario, the time required for quantity and cost takeoff has been reduced by over 60%, and the error rate has been lowered by more than 80%, providing substantial support for improved design efficiency and industry advancement.

The Company has been deeply involved in national major scientific research projects. An innovation center we spearheaded has successfully passed acceptance, with multiple core technologies and innovative products reaching industry-leading standards.

Case

The Beijing "Future Building Digital Twin Technology Innovation Center" Project Successfully Passes Acceptance

The "Future Building Digital Twin Technology Innovation Center" project, led and established by Glodon, successfully passed acceptance in August 2025. The project focused on three major tasks: a building digital twin platform, industry-specific AI technology, and the next-generation smart construction site. It achieved breakthroughs in six key core technologies: AI-assisted planning, AI construction scheduling optimization, smart site field networking, construction organization planning and simulation, panoramic video recognition, and the construction industry AI large model. Furthermore, it developed seven innovative products, including AI-powered massing studies, AI reverse modeling tools, and a 360 ° smart site inspection system. The project realized comprehensive collaborative innovation across research, production, academia, and application. These outcomes have been successfully demonstrated and applied in dozens of design and construction projects, with the overall technical capability reaching a leading level in the industry.

R&D Innovations Gain Widespread Recognition

- Glodon's project on "Building the Key Technology System for Building Information Modeling (BIM) 3D Graphics and Its Industrial Application" was awarded the Beijing Municipal Science and Technology Progress Second Prize.
- The "Glodon Digital Dimension Building Integrated Design Solution" received the award for "Typical Case of Digital Transformation in the Software Industry 2024".
- The "Glodon AI+BIM Highway Measurement Product" and the "Glodon Digital New Consulting Productivity Platform" were recognized as "New Generation Information Technology Innovation Products (2024-2025)".
- The "Glodon AI + Integrated Design and Cost Solution" was selected for the 2024 Information Technology Application Innovation Solutions list by the Cybersecurity Administration Center of the Ministry of Industry and Information Technology (MIIT).
- The case "Glodon AecGPT Large Model Helps Reduce Costs and Increase Efficiency in Project Material Management" was selected as a Typical Case of Artificial Intelligence Large Model Scenario Application in 2025.
- Glodon's "Integrated Cost Estimation and Accounting Solution" and "Digital Dimension Building Design Solution" were included in the *BD50 (2025): Excellent Cases of Big Data Innovation and Application case collection*.
- The "Construction Industry AI Large Model" was honored as an "Excellent Case of New Quality Productive Forces in Private Enterprises 2025".

Meanwhile, the Company actively contributes to the development of industry standards and policy research. We have released multiple industry white papers and research reports, undertaken national key scientific research projects. By means of collaborative innovation in production, education, research, and application, the Company empowers the digital transformation of the construction industry, continuously injecting new impetus into the high-quality development of the construction industry.

Research Project Outcomes

- Completed the compilation and publication of a 12-month column series for *China Construction Informatization*. The annual publication was launched at the Digital Construction Summit.
- Completed the preparation and submission of the report *Recommendations on Establishing a New High-Quality Development Model for the Construction Industry with Industrial AI at its Core*.
- Served as the exclusive organizer of the inaugural Graduate Student Intelligent Construction Innovation and Entrepreneurship Competition.
- Published the industry AI white paper *Construction Enterprises' AI Initiatives*.
- Undertook national-level scientific research projects: the National Key R&D Program projects *Key Technologies for Construction Engineering Large Model Development and Application* and *Key Technologies and Equipment for Multimodal Human-Machine Collaboration in Intelligent Construction*.

Risk Management

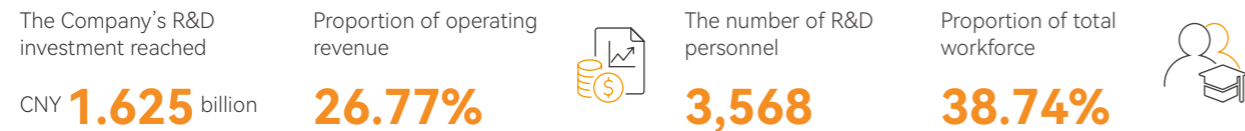
The Company integrates risk management into its R&D and innovation processes. We adhere to a closed-loop process spanning from risk identification to monitoring and control, systematically assessing associated risks and opportunities. Based on this assessment, we formulate targeted response measures and establish a continuous monitoring mechanism to dynamically track implementation effectiveness. This approach builds a robust protective barrier, ensuring the smooth execution of the Company's R&D and innovation strategy.

Risk/Opportunity Type	Risk/Opportunity Description	Impact Period	Financial Impact	Response Measures	
Risk	Technology Risk	Innovation projects in areas such as BIM and the construction industry AI large model may face the risk of R&D failure or not meeting expected targets. This could lead to resource waste and investment losses, adversely affecting the Company's financial performance and innovation capabilities.	Medium to Long Term	Increased operating costs	<ul style="list-style-type: none"> • Strengthen industry-university-research collaboration to reduce the difficulty of tackling key technical challenges • Continuously track industry technology trends and deploy diversified technology roadmaps • Improve full-lifecycle IP management to solidify the compliance defense line for innovation • Strengthen R&D team cultivation and recruitment, and establish a knowledge accumulation system
	Compliance Risk	In a rapidly evolving innovation environment, the Company may face intellectual property disputes or compliance issues, which could impact corporate reputation and operations.	Short, Medium, and Long Term	Increased operating costs Decreased operating revenue	
Opportunity	Resource Efficiency Improvement	New technologies and processes driven by innovation can significantly improve resource utilization efficiency, reduce operational costs, and support the Company's sustainable development strategy.	Medium to Long Term	Increased operating revenue Decreased operating costs	<ul style="list-style-type: none"> • Strengthen R&D team cultivation and recruitment, and establish a knowledge accumulation system
	Market Opportunity	Through continuous innovation, the Company can maintain its leading position in technology and the market, especially by entering emerging sectors such as digital design, smart construction, and carbon management. This helps set industry benchmarks, attract more strategic partners and investors, and enhance the overall competitive advantage of the enterprise.	Short, Medium, and Long Term	Increased operating revenue	

Metrics and Targets

In 2025, the Company continued to strengthen its R&D investment, efficiently transforming innovation outcomes into intellectual property, which has laid a solid technological and industrial foundation for achieving its medium-to long-term sustainable development goals.

► In 2025



Indicator	Unit	2025
Number of Patent Applications	/	76
Number of Invention Patent Applications	/	75
Number of Patents Granted	/	175
Number of Invention Patents Granted	/	96
Number of Software Copyrights	/	61
Number of Trademarks Registered	/	28

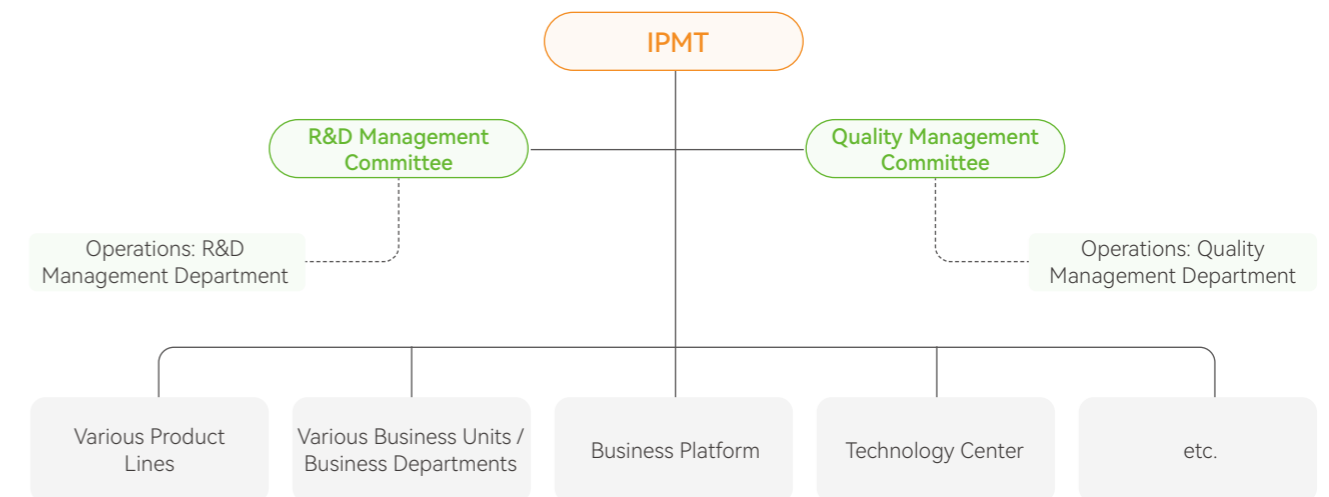


Forging Excellence in Quality

Glodon has systematically built a quality control system that spans the entire product lifecycle. By establishing comprehensive quality safeguards, a standardized quality framework, and a closed-loop governance mechanism, we achieve full-process control from assessment to improvement. We are deepening the culture of quality, leveraging AI to enhance workforce capabilities and forge a professional quality team. Concurrently, we strengthen guarantees for stable product operation to ensure business continuity. By delivering exceptional quality, we create long-term value for our clients and solidify the foundation for the Company's sustainable development.

Governance

The Company has established a quality management structure characterized by a clear hierarchy and well-defined responsibilities, ensuring the efficient implementation of the quality system through systematic organizational support. The Company has set up a Quality Management Committee, which serves as a specialized committee for quality governance, providing expert recommendations and actionable solutions for major decisions regarding the planning, development, and implementation of the quality management system. This drives the enhancement of system construction and capabilities within the quality management domain, continuously elevates the Company's quality management standards, and provides solid organizational assurance for the quality of its products and services.



► Quality Management Organizational Structure

Strategy

Enhancing the Quality Management System

Guided by the principle of "Do the right thing, and do it right the first time," Glodon has developed the *Quality System White Paper* to direct quality management and testing activities. The Company has established a standardized quality system that provides actionable solutions for quality issues, reinforcing product and service excellence through end-to-end quality control. In 2025, the Company successfully obtained ISO 9001 Quality Management System certification.



► ISO 9001 Quality Management System Certificate

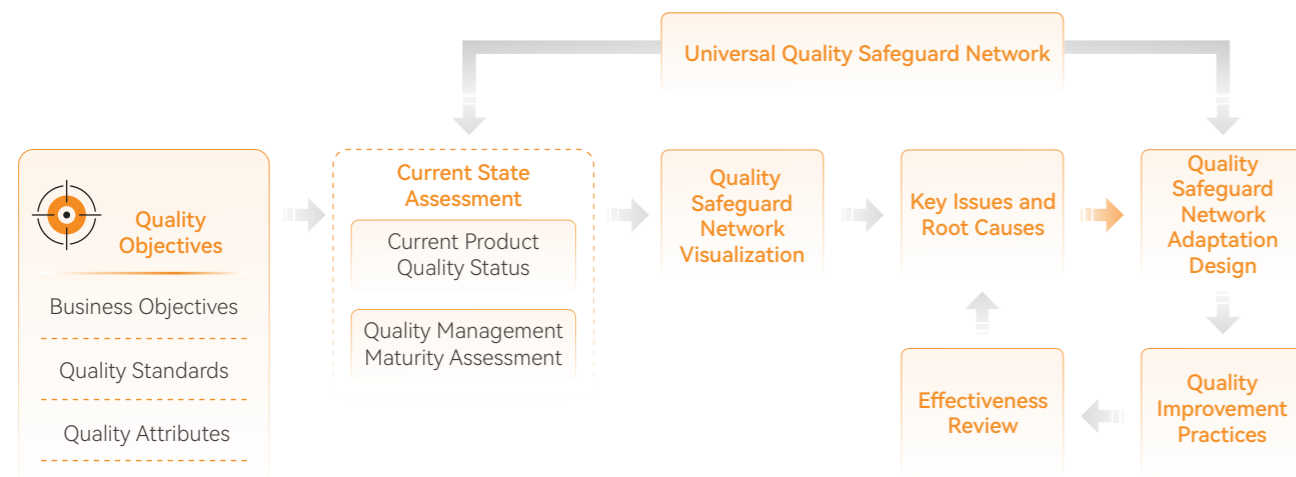
During the reporting period, the Company received multiple prestigious honors in recognition of its outstanding quality management practices and industry influence:

- Top **500** Chinese New Economy Enterprise
- 2025 **Most Influential Private Enterprise** of the Year
- Top **10** Leading Enterprises in Quality-Driven Nation Building (Industry Category)



Strengthening Full Lifecycle Quality Control

The Company upholds the *Quality Red Line Management Policy* as its fundamental baseline requirement. Quality protection network construction serves as the core initiative for product quality control. With the consistent goal of achieving high product quality standards, the Company has systematically built an integrated framework encompassing quality standards, phase-specific quality gates, scientific metrics, standardized process norms, key implementation activities, and best practices. This approach lowers the barrier to adopting the quality management system, providing quality leaders with systematic construction frameworks and implementation roadmaps to help teams deeply internalize quality-built-in principles. Through continuous assessment of internal and external quality performance and organizational maturity, the Company accurately identifies weak links in end-to-end value streams, dynamically optimizes protection mechanisms, and establishes a closed-loop governance system covering the full chain of "goal setting, strategy formulation, test execution, quality assessment, and optimization and improvement," continuously enhancing product quality and reliability.



Systematic Construction Framework of the Quality Protection Network

To solidify the foundation for quality control, the Company has formulated the *R&D Defect Management Policy*, systematically standardizing product R&D defect management activities to enable full lifecycle defect management. This provides data support and analytical basis for continuous quality improvement, continuously reducing product quality risks and enhancing core product competitiveness. Additionally, the Company has established the *Quality Incident Management Policy*, clarifying the quality incident handling process for all products to ensure rapid and effective response and resolution of quality incidents through standardized management.

Quality Culture Development

To continuously enhance the professional capabilities of quality and testing teams, the Company launched the Quality and Testing Talent Bootcamp in 2025, focusing on the deep integration of AI technology and testing practices to systematically empower core quality and technical personnel. The bootcamp covered 42 core participants overall, combining course training, hands-on workshops, and peer learning groups to drive innovation in testing methodologies and the implementation of efficiency improvement scenarios.

►► In 2025

Two specialized courses were conducted (*Testing Trends in the AI+ Era* and *How to Develop Quality Strategies*), with a course participation rate of **93%**

Two AI-assisted testing workshops were organized (*AI-Assisted Test Analysis and Design* and *AI-Assisted API Testing*), with over **70** participants

Ensuring Product Stable Operation

The Company places high priority on the stable and reliable operation of its products and services. We have established a comprehensive emergency response and business continuity assurance mechanism centered on "prevention beforehand, response during incidents, and review afterward."

At the technical level, the Company continuously advances the high-availability architecture construction for data centers, IT infrastructure, and critical systems, covering key components such as facility infrastructure, computing resources, platform services, and networks. Through redundancy design, fault isolation, and rapid switching capabilities, the impact of single points of failure on business continuity is minimized. At the operational level, the Company has established a unified monitoring, alerting, and operations (OCC) mechanism for real-time monitoring of critical system status. Combined with tiered alerting and emergency response procedures, this enables rapid localization, coordinated resolution, and service restoration when anomalies or failures occur.

Risk Management

The Company has established a systematic risk and opportunity management mechanism, fully integrating product and service quality and safety issues into its impact assessment framework. The Company conducts regular risk identification and opportunity analysis, develops response measures based on assessment results, and maintains a dynamic optimization mechanism to ensure business continuity while continuously enhancing the safety and reliability of its products and services.

Risk/Opportunity Type	Risk/Opportunity Description	Impact Period	Financial Impact	Response Measures
Risk	Quality Issues	Medium to Long Term	Increased operating costs Decreased operating revenue	<ul style="list-style-type: none"> Establish standardized quality systems and obtain ISO 9001 certification to standardize end-to-end processes Product or service quality failures, such as technical issues in cost estimation, BIM modeling, or cloud platform services, may directly lead to customer engineering budget errors, project delays, customer complaints, contract renewal losses, and even legal litigation, damaging corporate reputation
	Security Risks	Short, Medium, and Long Term	Increased operating costs Decreased operating revenue	<ul style="list-style-type: none"> Product or service quality failures, such as technical issues in cost estimation, BIM modeling, or cloud platform services, may directly lead to customer engineering budget errors, project delays, customer complaints, contract renewal losses, and even legal litigation, damaging corporate reputation
Opportunity	Brand Enhancement	Medium to Long Term	Increased operating revenue	<ul style="list-style-type: none"> Build quality protection networks and closed-loop defect and incident management mechanisms to strengthen process control
	Market Expansion	Short, Medium, and Long Term	Increased operating revenue	<ul style="list-style-type: none"> Foster a company-wide quality culture and strengthen quality talent development Deploy high-availability architecture and emergency response mechanisms to ensure continuous stability

Metrics and Targets

The Company has established a comprehensive quality metrics system covering the entire product lifecycle, using quantifiable and traceable indicators to guide management actions and ensure that every commitment to customers is solidly delivered.

► In 2025

100% of products met crash rate red-line requirements **100%** of Service Level Agreements (SLA) met red-line requirements

95% of products achieved customer defect (bug) leakage rate **< 0.05**

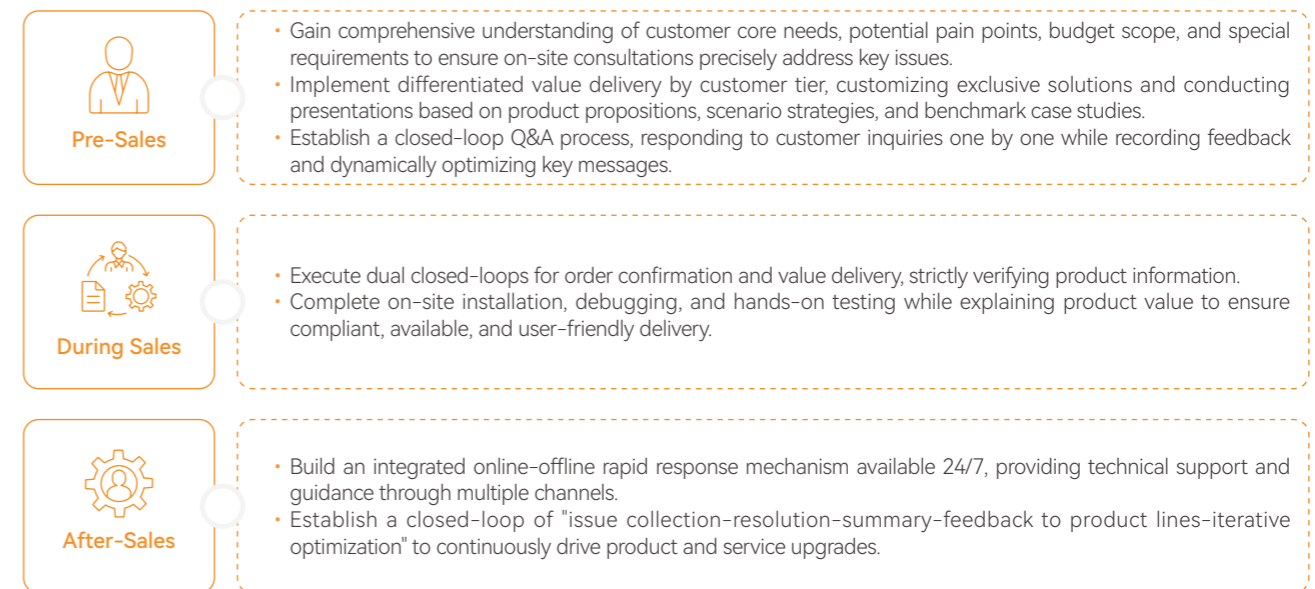


Optimizing Customer Service

Glodon consistently practices the philosophy of "Empowering Customer Success," continuously improving its service system and building a one-stop service network covering the entire customer lifecycle. The Company focuses on elevating service quality, ensuring efficient and precise service delivery through standardized processes and digital tools. The Company deepens customer relationship management by establishing regular communication mechanisms to accurately understand customer needs. By comprehensively empowering customer success and making the realization of customer business value the goal of service, Glodon creates long-term value through excellent service experiences.

Improving the Service System

The Company has established the Customer Management Policy, defining objectives and principles for customer management and regularly reviewing customer management activities. The Company continuously improves and deepens its customer service system across pre-sales, sales, and after-sales stages, delivering standardized, closed-loop, and professional services throughout the entire customer lifecycle to continuously enhance service quality and customer value.



Enhancing Service Quality

The Company continuously deepens its customer service system construction by increasing investment in professional resources, improving issue response mechanisms, sharing industry best practices, advancing AI scenario-based applications, and conducting customer co-creation product iterations. These efforts comprehensively enhance service professionalism, response efficiency, and value creation capabilities, effectively helping customers reduce costs, improve efficiency, and accelerate digital transformation, thereby empowering sustainable industry development through high-quality service.

Strengthening Professional Service Investment	Expand the service team with refined professional division of labor, assign dedicated service personnel, and enhance customer tool application capabilities through case-based teaching and hands-on exercises.
Standardizing Issue Resolution	Regularly update the customer issue database, categorize issues from demand, operation, and business perspectives, and provide standardized resolution steps and guidelines to improve issue resolution efficiency.
Sharing Industry Best Practices	Integrate benchmark customer collaboration cases and share experiences in digital transformation, process optimization, and technological innovation to provide customers with reusable practical references.
Empowering with Scenario-based AI Technology	Promote AI implementation in scenarios such as intelligent engineering quantity calculation and dynamic cost control through workshops and study tours, guiding customers in applying AI tools to improve operational decision-making efficiency.
Deepening Co-Creative Product Iteration	Invite core customers to participate in product optimization. Incorporate real-scenario needs into product iterations to continuously improve the fit between products and business scenarios.

► Initiatives for Improving Customer Service Quality

Case Call Center – Driving Bidirectional Improvement in Service and Product With the Customer's Voice

Aiming to drive improvements in both service and product based on the customer's voice, the Company continuously strengthens the core service capabilities of its call center. In 2025, in collaboration with the product department, we launched the "New Starting Point Crucible Plan." This initiative established an agile closed-loop for the entire process of collecting, providing feedback on, and implementing customer needs. It cumulatively facilitated the product implementation and closed-loop verification of 135 customer requirements, effectively transforming customer feedback into motivation for product optimization. Concurrently, leveraging AI technology, we comprehensively upgraded the intelligent customer service system. Through model iteration and refined data annotation, we significantly improved issue matching accuracy and response efficiency. Throughout the year, the intelligent customer service handled 6.65 million service requests, with the problem resolution rate increasing by 4.8% compared to before the upgrade. Driven by the dual engines of demand closed-loop management and AI-powered intelligent service, the Company continuously enhances service efficiency and response quality, steadily strengthening customer perception of value and service experience.

Customer Relationship Management

The Company consistently regards the customer's voice as the core foundation for driving business refinement and value creation. In 2025, we comprehensively upgraded our satisfaction management mechanism, constructing a complete business closed loop of "problem discovery, root cause analysis, improvement implementation, and effectiveness verification." We continuously optimized the indicator framework and analytical dimensions to ensure that our research accurately identifies customer pain points and areas for enhancement. With a focus on core business units and centered on the three key pillars of product experience, service quality, and customer loyalty, we deeply integrate internal system data with external research feedback to guarantee the objectivity and representativeness of the evaluation results. Leveraging the research findings, the Company accurately identifies issues, formulates enhancement strategies, and drives improvements in a closed-loop manner, continuously strengthening customer trust and brand reputation.

The Company has established a full-process customer complaint handling system covering pre-incident prevention, in-incident response, and post-incident management. Strictly following the *Complaint Management Policy*, the Company clearly defines department responsibilities and work standards to ensure all complaints receive rapid response within 2 hours, guaranteeing timely attention to customer requests. In the improvement and enhancement phase, the Company continuously strengthens rectification principles, time limit controls, review mechanisms, and implementation requirements. Through regular and special complaint interview mechanisms, we deeply analyze root causes, clarify responsible parties and improvement milestones, and drive precise implementation of corrective measures, achieving closed-loop management of the entire complaint handling process. This effectively reduces the risk of repeated complaints and continuously improves customer satisfaction and trust.

► In 2025

Overall customer satisfaction reached	Product satisfaction reached
90.6 points	90.2 points
Service satisfaction reached	Customer loyalty reached
92.3 points	89.8 points

The Company received product and sales service-related customer

112	
Completion rate	Complaint follow-up rate
100%	100%

Empowering Customer Success

Glodon always aims to empower customer success, building a comprehensive customer empowerment system through diverse service initiatives: integrating benchmark customer collaboration practices to share reusable experiences in digital transformation, process optimization, and technological innovation; guiding customers to proficiently use AI tools to improve operational decision-making efficiency through scenario-based formats such as workshops and study tours; and building an online learning course system to enrich product support service content, empowering customers from multiple dimensions to help them reduce costs, increase efficiency, and break through development bottlenecks.

Case Glodon Collaborates With the Hong Kong Construction Industry Council to Host a BIM Innovation Workshop

In 2025, to help customers deeply embrace the digital wave, the Company partnered with the Hong Kong Construction Industry Council (CIC) to co-host a BIM Innovation Workshop for SMEs, gathering numerous industry partners to explore efficiency improvement paths for quantity surveying. The event closely followed Hong Kong construction industry and BIM development trends, providing in-depth interpretation of AI+BIM application prospects in refined cost management, and highlighting how Glodon's 5D BIM solution helps quantity surveying achieve breakthrough efficiency upgrades. During the hands-on software session, participating companies experienced core functions such as intelligent tender document recognition and quantity-price correlation, directly feeling the efficiency revolution brought by digital tools.





Digital Intelligence, Grounded in Security

At the confluence of digitalization and industrial transformation, security and trustworthiness constitute the core value Glodon brings to the digital construction era. We fortify data security barriers with a multi-layered defense system, safeguard the bottom line of customer privacy through full-cycle compliance management, and guide the development of AI for good through responsible innovation. By embedding security into the corporate DNA and making trust the inherent quality of technology, Glodon is leveraging the power of trustworthiness to steadily drive the intelligent transformation of the construction industry. We are fulfilling our role as a guardian, committed to building a secure and sustainable digital construction ecosystem.

CLOUD COMPUTE ARCHITECTURE

In 2025

 **No** data security incidents occurred

 **No** personal information leakage incidents occurred

 Employee information security training coverage reached **100%**

 Security assessment coverage for key suppliers reached **100%**

As of the end of 2025

Obtained the Information Security Service Qualification **Level 2** Certification from the China Cybersecurity Review Technology and Certification Center (CCRC)

21 systems passed the Cybersecurity Level Protection 3.0 (Class 3) Certification

Passed the DCMM (Data Management Capability Maturity Model) **Level 4** Certification



UN Sustainable Development Goals

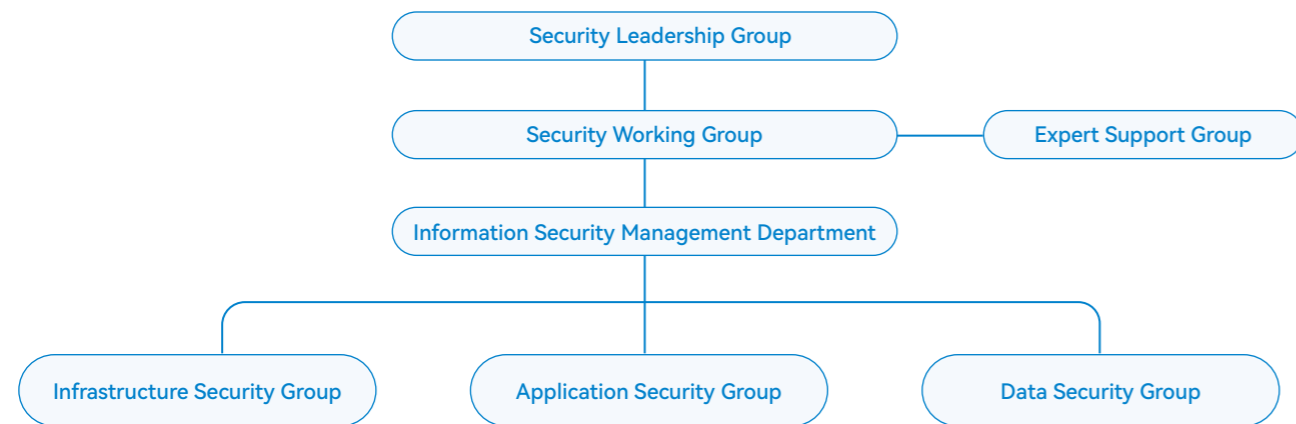


Ensuring Information Security

Glodon has established a standardized information security management system, achieving data compliance management through institutional norms and process controls. The Company continuously advances security capability building, strengthens technical protection and emergency response mechanisms, and effectively prevents risks of external attacks and data leakage. Through regular training and awareness campaigns, the Company continuously enhances all-employee security awareness, integrating privacy protection and data security requirements into daily operations to form an information security assurance pattern of "system leadership, technical support, and all-employee participation," effectively safeguarding customer rights and corporate operational security.

Governance

The Company has built an information security governance architecture with clear responsibilities and efficient collaboration, with the Security Leadership Group as the top-level decision-making core to coordinate information security strategic direction. Under it are security working groups led by the Process and Digitalization Department, Product R&D Management Department, and Business Platform Department, supported by an expert support group providing professional technical backing. The Information Security Management Department is responsible for formulating and driving the implementation of an information security blueprint aligned with corporate strategy, systematically controlling cybersecurity, data security, and privacy protection risks, ensuring business continuity, and comprehensively supporting the Company's sustainable development.



Glodon Information Security Governance Architecture

Strategy

The Company adheres to the management principles of "legal compliance, controllable risks, and continuous improvement," gradually solidifying its data security foundation through the combination of institutional building, technical protection, process control, and personnel management, reducing potential impacts of data security incidents and privacy risks on corporate operations, customer rights, and corporate reputation.

Information Security Management System

Company has formulated regulations such as the *Data Security and Compliance Regulations*, *Information Security Emergency Response Management Regulations*, and *Personal Information Protection Security Guidelines*. This establishes a comprehensive regulatory system with data security as its overarching principle, covering the entire lifecycle of personal information protection, business continuity, secure development, vulnerability management, and emergency response, providing a solid institutional guarantee for information security work.

The Company has established a standardized and systematic information security and data compliance management system and has obtained ISO/IEC 27001 Information Security Management System certification, covering the headquarters and core business systems, encompassing major data processing activities and key business processes, with certification coverage of approximately 60% as of the end of 2025. In 2025, the Glodon Industry AI Platform officially passed the National Information System Security Classified Protection Level 3 certification, marking that the security protection capabilities, risk control levels, and data security assurance mechanisms of Glodon's construction industry large model and industry AI platform have met national regulatory standards, ensuring compliant AI business operations and customer data security.



In 2025

- The "Glodon Core Data Asset Governance Practice" was selected for the "Top 100 Excellent Data Management Cases of 2025"
- Glodon won the Second Prize in the Cybersecurity Competition of the 5th "Haidan Craftsman Cup" Employee Vocational Skills Contest

Security Capability Building

Focusing on external attack prevention and internal risk control, the Company continuously strengthens security protection capability building for information systems and products, gradually constructing a multi-layered, defense-in-depth security protection system.

Network Boundary Security Protection

Deployed Alibaba Cloud WAF, SOC, and attack surface management security capabilities to conduct real-time monitoring and protection of external access traffic, effectively preventing Web attacks, malicious scanning, and abnormal access behaviors, continuously reducing external attack risks.

Host and Endpoint Security Protection

Unified deployment of Host Intrusion Detection Systems (HIDS) to continuously monitor server operating status, abnormal behaviors, and potential threats, enabling timely discovery and handling of host security risks.

Application Security Management

Through vulnerability scanning, DAST detection, and manual security penetration testing, conducts regular security detection of information systems to timely discover system vulnerabilities and security risks, and drives closed-loop rectification of issues.

Security Issue Discovery and Handling Capability

Through the combination of technical monitoring and process management, establishes rapid security issue discovery, response, and handling mechanisms to ensure timely identification, assessment, and handling of security risks, continuously improving overall security operations capabilities.



The Company attaches great importance to the compliance and security management of information systems. Focusing on key control points such as account and permission management, we organize two external information system audits annually. By introducing third-party professional audit forces, we conduct independent assessments of system access control, permission allocation, and management processes, continuously discovering and improving management weaknesses, and ensuring the standardization and security of information system operations.

To enhance all-employee data security awareness, the Company continuously carries out multi-level, systematic information security training and emergency drills. Through diverse forms such as inviting external experts for special lectures and organizing internal security awareness campaigns, we continuously strengthen employees' cognitive levels and execution capabilities regarding data security risks and compliance requirements. At the same time, we regularly conduct information security practical drills, simulating security incident scenarios to test and optimize emergency response processes and collaborative handling mechanisms, comprehensively improving all-employee security awareness and the enterprise's practical capabilities in responding to security risks and handling emergencies.



Preventing External Attacks

The Company has established security management systems targeting external attack and virus intrusion risks, continuously improving product and information system security protection capabilities through the combination of pre-incident protection, in-incident monitoring and reporting, and post-incident handling and summary.

<p>Pre-incident Protection</p>	<ul style="list-style-type: none"> • Deploy necessary security protection mechanisms at network boundaries and system levels to control and protect external access. • Implement basic security hardening and security configuration management for servers, operating systems, and application systems. • Identify potential system vulnerabilities and risks through security detection methods and drive issue rectification. • Incorporate security requirements into management processes during product R&D and launch to enhance products' ability to resist external attacks.
<p>In-incident Monitoring and Reporting</p>	<ul style="list-style-type: none"> • Establish security incident monitoring and response mechanisms to continuously monitor and handle abnormal behaviors and security risks during system operation. • Identify abnormal access, attack behaviors, and suspicious activities through security monitoring methods. • Once potential external attacks or virus intrusion events are discovered, conduct graded assessment and internal reporting according to established escalation processes, collaborate with business and technical teams for emergency response, and promptly take isolation, blocking, and remediation measures to prevent risk expansion.
<p>Post-incident Handling and Improvement</p>	<ul style="list-style-type: none"> • Analyze and summarize the causes, impact scope, and handling process of security incidents. • Formulate and implement rectification measures for exposed technical or management issues. • Incorporate incident experience into security management and technical improvement work, continuously optimizing protection capabilities to prevent similar issues from recurring.

Risk Management

The Company has established a systematic closed-loop management mechanism for risk identification, assessment, control, and monitoring, building information security defenses comprehensively and at multiple levels, effectively reducing potential impacts of data security incidents and privacy risks on business continuity.

Risk Type	Risk Description	Impact Peirod	Financial Impact	Response Measures
Data Leakage Risk	As a data-intensive enterprise, inadequate data security measures may lead to leakage of cost estimation data, project BIM models, and bidding data, causing customer losses and legal liabilities.	Short, Medium, and Long Term	Increased operating costs Decrease operating revenue	<ul style="list-style-type: none"> • Improve data classification and full lifecycle control mechanisms, clarifying responsible parties at each stage.
Compliance Risk	Failure to comply with domestic data protection regulations such as the <i>Data Security Law</i> and <i>Personal Information Protection Law</i> , or relevant local regulations in business locations, will result in substantial regulatory penalties and may even affect normal business operations.	Short, Medium, and Long Term	Increased operating costs Decrease operating revenue	<ul style="list-style-type: none"> • Deploy technical measures such as access control, encryption, and security monitoring to reduce data leakage risks. • Regularly conduct data compliance inspections and audits to timely discover and rectify violations.
Customer Trust Risk	Customers have extremely high requirements for data confidentiality. Once data security incidents occur, core government and infrastructure project orders may be permanently lost, with irreversible damage to brand reputation.	Short, Medium, and Long Term	Decrease operating revenue	



Metrics and Targets

The Company continuously strengthens technical protection and compliance capabilities, ensuring information security goals are quantifiable, traceable, and achievable, building solid defenses for stable business operations and customer rights protection.

Target	2025 Completion Status
Zero data and privacy leakage incidents for the year	Achieved
Zero personal information leakage incidents for the year	Achieved
Zero regulatory penalties due to privacy protection issues	Achieved
Zero valid client complaints due to client data protection issues	Achieved

► In 2025

Pre-launch security testing coverage for core business systems 100%	Closed-loop rectification rate for high-risk vulnerabilities 100%	Annual code security scans completed 38,425 times	
Annual third-party penetration tests completed 149 times	Employee information security training held 6 sessions	Employee information security training coverage 100%	
Security assessment coverage for key suppliers 100%			

As of the end of 2025



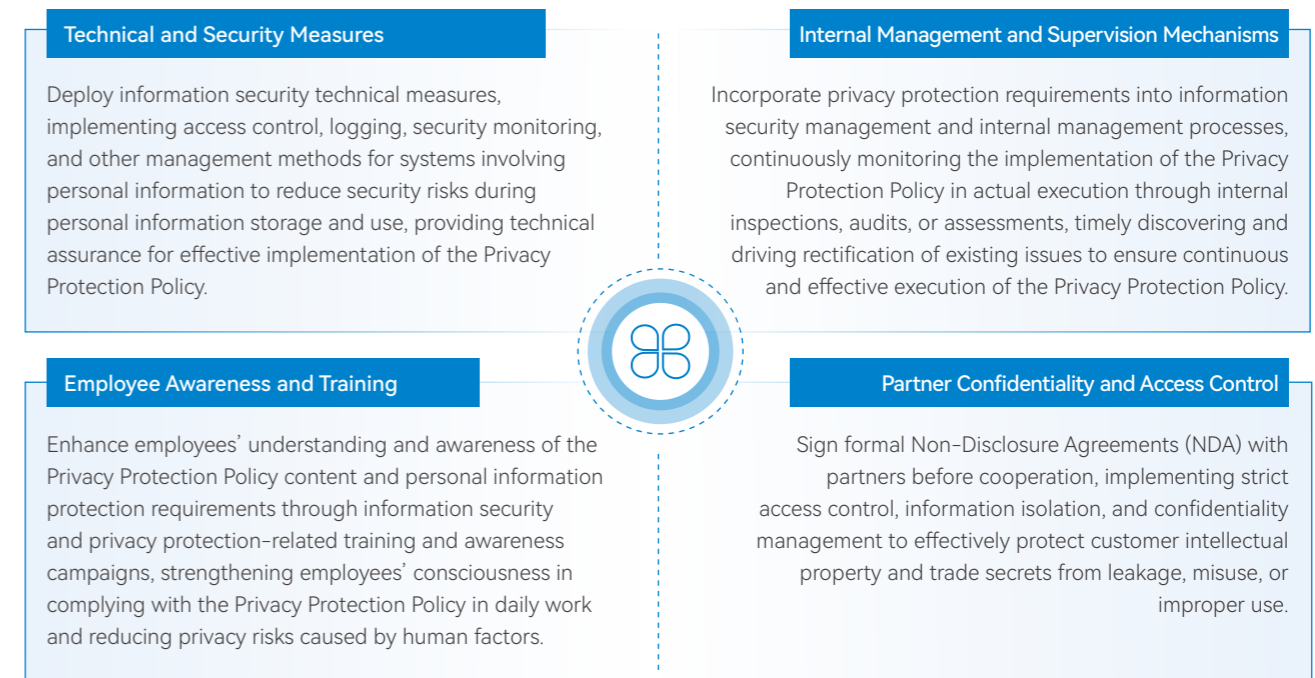
Obtained the CCRC Information Security Service Qualification **Level 2** Certification

21 systems passed the Cybersecurity Level Protection 3.0 (Class 3) Certification

Protecting Customer Privacy

In an era of deep integration between digital technology and the construction industry, privacy protection is not only a baseline for compliance but also a covenant of trust between the enterprise and its clients. Glodon regards privacy protection as a vital component of its corporate governance and sustainable development framework. We continuously improve our privacy protection management mechanisms in close alignment with business development and legal/regulatory requirements. The Company has obtained ISO 27701 Privacy Information Management System certification, demonstrating our standardized, systematic management capability to safeguard clients' personal information rights and data security.

The Company adheres to the principles of legality, legitimacy, and necessity in processing personal information, standardizing the collection and use of personal information. The Company has formulated and published a Privacy Protection Policy, which serves as an important basis for personal information processing activities. During information system construction and business operations, all relevant systems and business activities are required to comply with the Privacy Protection Policy to ensure its implementation in actual business operations.



► In 2025

Conducted privacy and confidentiality training for business, supplier, and customer information 4 sessions	Customer information leakage incidents 0	Customer information requests received from government or law enforcement agencies 0	
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The Company clearly informs clients about matters related to personal information protection through its *Privacy Protection Policy*, *User Agreement*, and relevant business pages, ensuring clients fully understand how their personal information is processed and their own rights.

Nature of information captured

Include but not limited to information actively provided by users during registration and use of products or services, as well as relevant information necessary to achieve product and service functions. The Company collects personal information only within the scope of legality, legitimacy, and necessity.

Use of the collected information

Collected information is primarily used to provide products and services, ensure system security, optimize user experience, and fulfill obligations stipulated by laws and regulations. Customer personal information will not be used beyond the scope of notification.

How long the information is kept on corporate files

Personal information is retained only for the shortest necessary period to achieve stated business purposes and meet legal and regulatory requirements. After the retention period expires or relevant purposes are achieved, the Company will delete or anonymize personal information in accordance with the law.

How the information is protected

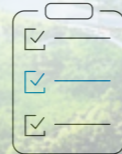
Include but not limited to access control, security monitoring, and log auditing to prevent unauthorized access, leakage, alteration, or misuse of personal information.

Customer rights and choices regarding personal information

- Customers are informed of their personal information-related rights by law.
- Right to know and choose regarding personal information collection, use, and processing methods.
- Subject to compliance with laws, regulations, and practical business requirements, customers may choose to opt-in to related information processing activities or exercise their right to opt-out.
- Right to request access to personal information held by the Company.
- Right to request correction of inaccurate or incomplete personal information.
- The right to request deletion of their personal information under circumstances provided by law.
- The right to request the portability of their personal information to another service provider, where technically feasible and permitted by law.

Third-party disclosure policy (private and public entities)

Personal information will only be disclosed to third parties under legal circumstances such as compliance with laws and regulations, obtaining customer authorization and consent, or fulfilling legal obligations. For situations involving third-party processing of personal information, relevant parties are required to fulfill corresponding data protection obligations.



Key Points of Glodon's Privacy Protection Policy

Upholding Technology Ethics

In an era where artificial intelligence is profoundly reshaping industry rules, technology for good is not an optional choice but a value baseline ingrained in Glodon's DNA. The Company commits to upholding the highest ethical standards throughout the entire R&D and application process of artificial intelligence, ensuring technology serves beneficial purposes with controllable risks. Glodon has issued the *Guidelines for Using External Public AI Services* and the *Security Guide for Large Model AI Applications* to manage specific risks introduced by emerging AI technologies.

Guidelines for Using External Public AI Services

- Standardize the use of external public AI services in the Company's product development processes.

Security Guide for Large Model AI Applications

- Establish security assessment and approval processes for introducing AI models/tools.
- Strictly prohibit inputting un-desensitized code, core data, or customer personal information into external AI services.
- Formulate security review and publication standards for generated content (outputs).



Open Collaboration and Shared Value, Building an Inclusive Ecosystem

Anchoring in Value Co-Creation, Building a New Ecosystem for Inclusive Social Development. Glodon consistently practices the core corporate value of "Fostering Openness and Shared Value." We regard the supply chain as a critical link for value delivery. By strengthening supplier responsibility management and empowering with digital intelligence, we aim to build a more resilient and sustainable industrial ecosystem. Leveraging our practical experience in digital construction as fertile ground, we cultivate more talent in intelligent construction for the industry through multiple channels such as industry-education integration and professional certification, injecting new momentum into the sector's high-quality development. Using technological strength as a bridge, we actively participate in public welfare practices such as rural revitalization and supporting disadvantaged groups, promoting balanced and inclusive social development.

In 2025

The signing completion rate for the *Social Responsibility Commitment Letter* among new suppliers reached **100%**

With the overall signing rate reaching **88%**

Completed **16** supplier audits

Accumulated **232** volunteer service participations

With a total service duration of **1,336** hours

Conducted over **2,400** talent assessments

Reaching **110,000** participants

Participated in the formulation of **23** national standards

And **170** industry, local, association, and corporate standards

UN Sustainable Development Goals



Building a Sustainable Supply Chain

Glodon not only deepens its own sustainable supply chain construction, integrating sustainable risk management into the full lifecycle management of the supply chain, but also builds consensus on responsible, collaborative chain development. Furthermore, using digitalization as a bridge, the Company constructs a sustainable supply chain digital product matrix covering the entire construction industry process, helping the entire industry achieve cost reduction, efficiency improvement, and green transformation. Glodon adheres to using technological strength to practice its core value of "Openness and Win-Win," co-building a sustainable ecosystem for high-quality development of the construction industry.



Improving Supply Chain Management

Glodon attaches great importance to sustainable supply chain development, with compliance, integrity, and risk control as its bottom line. The Company builds a full-process supplier management system, promotes localized procurement and green, low-carbon practices, continuously improves supply chain management capabilities, and works with suppliers to build a stable, responsible, green, and efficient supply chain ecosystem.

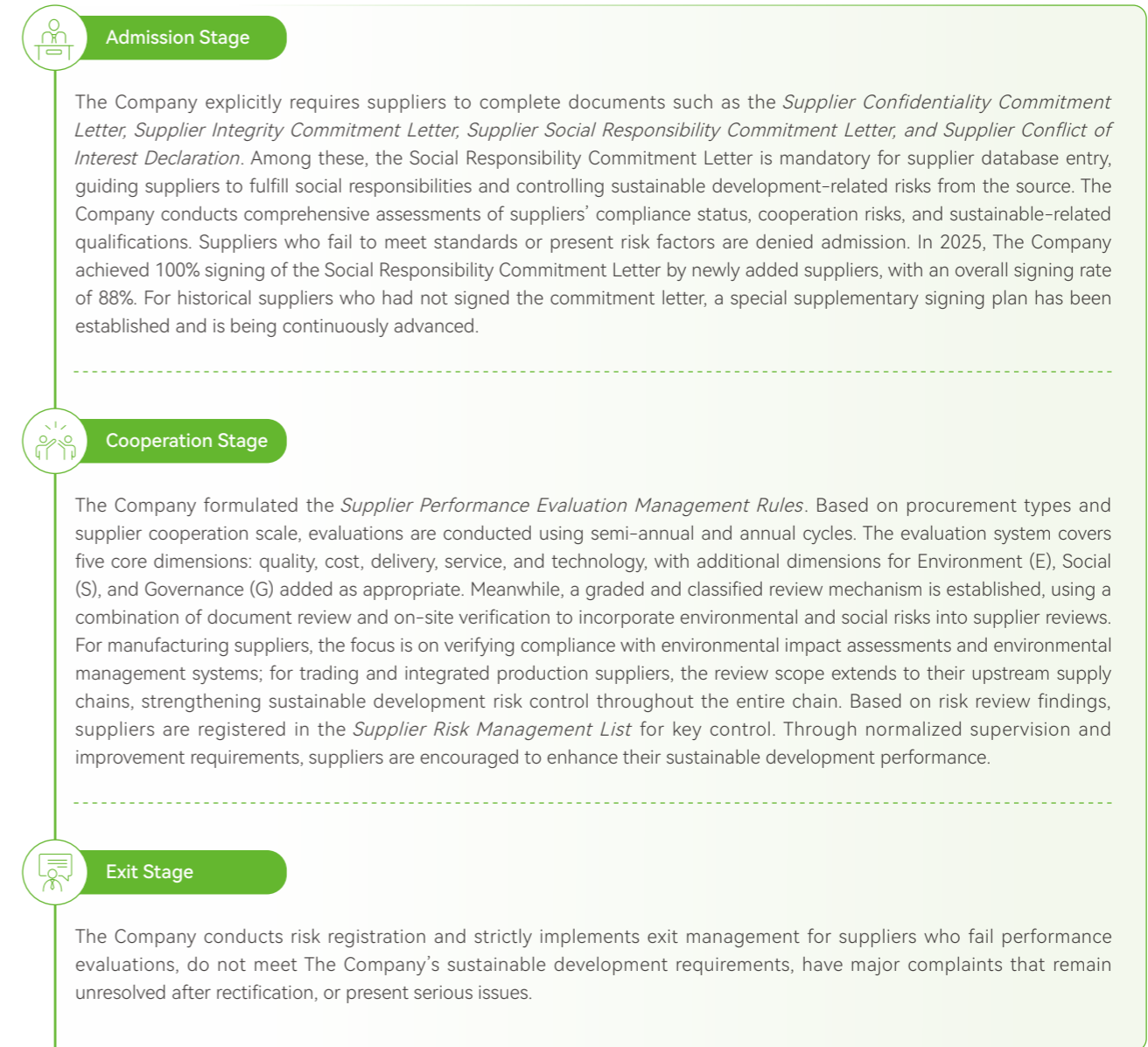
Transparent Procurement

In 2025, in accordance with laws and regulations such as the *Company Law of the People's Republic of China* and the *Bidding Law of the People's Republic of China*, Glodon revised and updated its *Procurement Management System* to standardize procurement practices, strengthen procurement risk management, and ensure fairness, impartiality, efficiency, and transparency in procurement work. The Procurement Committee, established under the President's Office, is responsible for coordinating the formulation and supervision of procurement management systems, process systems and digital construction, internal control and compliance management, follow-up on procurement strategy implementation, and organizational capacity building, providing professional advice for major procurement management decisions. The Procurement Management Department serves as the executive body of the Procurement Committee, responsible for promoting the implementation of procurement matters at all levels of the Company.

To strengthen transparent procurement and integrity construction, the Company sends integrity initiative letters to stakeholders through various channels before specific holidays, clarifies the "Eight Prohibitions" discipline for procurement personnel, proposes three commitments for transparent procurement, and carries out the "Three Cleans" campaign, effectively strengthening the integrity awareness of procurement personnel and partners. The Company simultaneously ensures smooth supervision channels, with the Procurement Management Department responsible for accepting procurement-related complaints and the Audit and Supervision Department responsible for accepting procurement-related feedback and reports.

Full Lifecycle Risk Management of the Supply Chain

In 2025, Glodon comprehensively revised its Supplier Management System, strengthening closed-loop management throughout the full lifecycle of suppliers. The Company integrates sustainable development-related risk control throughout the entire process of supplier admission review, performance evaluation, and exit, achieving continuous optimization of supply chain compliance and sustainable management levels, supporting business development and customer success, while collaborating with suppliers to build a responsible and traceable supply chain ecosystem.



By the end of 2025, Glodon had 786 suppliers, completed 16 supplier audits, promoted sustainable development-related compliance rectification by 10 suppliers, and terminated cooperation with eight non-compliant suppliers, effectively preventing sustainable development risks in the supply chain and continuously optimizing supply chain compliance and sustainable management levels.

Low-Carbon Supply Chain Management and Green Procurement

To fulfill its responsibility for low-carbon supply chain transformation, the Company integrates green and low-carbon concepts throughout the entire procurement process, building a systematic supplier low-carbon management system, promoting collaborative carbon reduction across the supply chain, responding to national green supply chain construction requirements, and supporting enterprise green and sustainable development.

In supplier engagement and management, the Company actively promotes green and digital transformation, reducing process carbon emissions from the source and practicing low-carbon management concepts.



In procurement process control, the Company strictly practices green procurement requirements through multiple measures to jointly build a green, low-carbon, and sustainable supply chain ecosystem.



Equal Treatment of Small and Medium-sized Enterprises (SMEs)

In 2025, Glodon implemented the Supreme People's Court's reply, removing the "back-to-back" payment prerequisite restrictions for SMEs, alleviating funding pressure of over CNY 29 million for SMEs. The Company formulated detailed subsequent cooperation strategies to treat SMEs equally and promote healthy industrial ecosystem development.

- **Optimizing Contract Terms:** Implementing the Regulations on Guaranteeing Payment to Small and Medium-sized Enterprises, removing back-to-back clauses, standardizing deposit collection, and ensuring timely payment to SMEs.
- **Conducting Management Training:** Assisting SMEs in improving quality management, compliance levels, and operational efficiency, strengthening supply-demand coordination.
- **Expanding Cooperation Channels:** Including SMEs in the supply chain system and building docking platforms to help SMEs expand domestic and international markets.
- **Strengthening Procurement Information Disclosure:** Simplifying publication processes, eliminating information barriers, and facilitating SME participation in cooperation.
- **Establishing Complaint and Feedback Mechanisms:** Ensuring smooth contact channels, protecting SMEs' rights to appeal, and strictly prohibiting retaliation.

Enhancing Sustainable Supply Chain Management Capabilities

Guided by compliance as the foundation and concept integration into business, the Company continuously improves full-process supply chain management, conducts diverse training for practitioners in relevant positions, and promotes the deep implementation of responsible procurement and sustainable development concepts.

Case From Policy to Action, Building a Unified Front for Sustainable Supply Chain Management

To transform the commitment to sustainable supply chain management into unified action across the Company, we launched a specialized internal empowerment program in 2025. This program was not a single training session, but a systematic project encompassing system transmission, concept deepening, and tool transformation.

First, we organized specialized briefing sessions on the *Supplier Management System and Procurement Management System* for key personnel in procurement, legal, finance, and business departments, ensuring that over 50 relevant colleagues deeply understood the full-process standards for supplier admission, performance evaluation, and exit, laying a solid foundation for compliance awareness.

On this basis, we further held cross-departmental sustainable development workshops. Focusing on topics such as "responsible procurement" and "supplier code of conduct," the workshops guided colleagues from procurement, business, legal, and finance departments to collaborate and co-create, transforming abstract sustainable development concepts into executable supplier evaluation checklists, risk screening points, and negotiation terms. Through practical simulations, we jointly developed specific management plans for embedding sustainable development requirements throughout the pre-procurement, during-procurement, and post-procurement cycles.

These two coherent initiatives successfully advanced sustainable supply chain management from "written systems" to "internal consensus," and then to "action frameworks," ensuring that frontline employees possess the capability to implement the Company's sustainable development strategy in daily supplier management and procurement decisions, laying a solid internal human and knowledge foundation for building a responsible supply chain ecosystem.

- Procurement System Briefing and Training
- Sustainable Supply Chain Practical Workshop

Building a Sustainable Industry Ecosystem

With years of deep immersion in the construction industry, Glodon has a profound understanding of the pain points and demands across the entire industry chain. We leverage digital solutions to dismantle barriers in areas such as bidding, value chain finance, and supplier-procurement matching, efficiently connecting industry resources. We systematically empower the sustainable development of the supply chain, helping to build an open, efficient, and sustainable construction industry ecosystem.

Digitally and Intelligently Empowering Bidding, Establishing a Fair and Transparent Transaction Model

Focusing on the digital and intelligent upgrade of the entire public resource transaction process, Glodon, building upon its digital mindset to revolutionize industry transaction models, further deepens the intelligence level of bid clearing tools and industry transaction tools. Through intelligent algorithms, the Company achieves full-process compliance and transparency in bidding "invitation, submission, opening, evaluation, and awarding," empowering industry operational efficiency, ensuring transaction fairness, and strengthening compliance supervision with technology. This precisely addresses pain points in traditional public resource transaction fields and drives the industry toward sustainable development characterized by green, low-carbon, fair, and efficient collaboration.

Fully Digitalized Transaction Process

Utilizing an integrated digital solution for public resource trading, it enables the efficient online operation of all stages including tender preparation, evaluation, and opening, reducing offline resource consumption and practicing green development principles.

Intelligent Bid Evaluation and Scrutiny

The AI-powered trading solution is equipped with multi-scenario intelligent tools. AI-driven bid scrutiny accurately identifies anomalies across all dimensions of tender documents, while AI-assisted evaluation brings intelligence to every stage, fortifying the defenses for fair transactions.

Penetrating Full-Coverage Supervision

The public resource transaction sunshine supervision platform achieves online project supervision, intelligent early warning, and complaint management, strengthening industry governance effectiveness.

Visualized and Professional Bidding

The BIM bidding solution creates a five-dimensional visualization system, markedly improving the professionalism and standardization of tender documents.

Streamlined and Compliant End-to-End Process

The integrated solution for intelligent venue and bidding services achieves smart venue management and convenient full-process bidding support, striking an optimal balance between efficiency and compliance control.

Case

Successful Implementation of "AI Qualification Review + AI-Assisted Bid Evaluation + AI Collusion Detection" in Shenzhen

In May 2025, Glodon successfully deployed three major application scenarios—"AI Qualification Review, AI-Assisted Bid Evaluation, and AI Collusion Detection"—in 12 pilot projects of the Shenzhen Trading Group. This initiative has become an industry benchmark for sustainable development governance innovation, propelling Shenzhen's public resource trading into a phase of deep AI integration.

The project utilized a multimodal large language model to build an intelligent qualification review system featuring "automatic parsing, cross-verification, and risk warning," overcoming traditional file format limitations to achieve comprehensive coverage of review criteria. Leveraging large model semantic recognition technology, an intelligent matching mechanism was established, enabling complete parsing of 19 technical bid documents encompassing 178 review items. This process demonstrated an efficiency nearly three times that of manual review, with accuracy exceeding 95%. Through AI-powered collusion detection technology, it successfully identified 88 instances of substantively identical content in suspected bid-rigging cases, providing critical evidence for bid rejection. The results of this practice are quantifiable and traceable: the review time for 260 evaluation items was reduced to one-eighth of the manual processing time, achieving 100% accuracy. This has formed a replicable and scalable "Shenzhen Model" for smart transactions, offering practical experience for the nationwide intelligent transformation of public resource trading and the industry's sustainable development.

Converging Industry With Tech-Enabled Finance, Forging a New Supply Chain Finance Ecosystem

Leveraging its digital advantages in the construction industry, Glodon deeply integrates industrial resources, technological innovation, and financial service capabilities to create the "Zhurong Cloud" supply chain finance platform. Relying on full-lifecycle project data accumulation, the platform empowers through industrial data and scenario binding, unblocking capital flow bottlenecks, effectively solving information asymmetry problems among fund providers, core enterprises, and small and micro suppliers, helping enhance supply chain resilience. The platform has become a benchmark for the deep integration of the construction industry and financial technology, driving the integration of sustainable development concepts into the industry ecosystem.

Relying on the "Zhurong Cloud" platform, Glodon has established a comprehensive supply chain financial service system across four dimensions: risk management, product offerings, data application, and ecosystem development, propelling the sustainable advancement of the supply chain.

Digital Risk Management Fortifies Supply Chain Security

Integrating core data from the construction industry and enterprises, and fusing credit risk control logic with industrial scenarios, the Company constructs three core risk control models to achieve penetrating risk control and prevent financial risks.

Full-Category Financial Products Matching Diverse Supply Chain Needs

The Company launches full-category products including electronic guarantees, factoring, and order financing, capable of customizing solutions jointly with financial institutions. Electronic guarantees replace traditional security deposits, reducing enterprise capital occupation; factoring and credit loans focus on solving accounts receivable challenges for small and micro suppliers, helping them maintain stable operations. The Company simultaneously promotes online and paperless transformation, indirectly supporting green and low-carbon development.

Data Integration and Credit Enhancement Solving Small and Micro Financing Difficulties

Breaking data barriers among all construction participants, the Company achieves full-process project data collection, building an enterprise digital asset credit enhancement system to solve the pain points of difficult and expensive financing for small and micro enterprises. This helps them integrate into the supply chain ecosystem, practice social responsibility, and enhance the sustainable endogenous momentum of the supply chain.

Ecosystem Collaboration and Linkage Building a Win-Win Development Pattern

Linking hundreds of thousands of construction enterprises and suppliers, the Company promotes full-process online financing. Simultaneously, the Company provides technology output and joint operation services for financial institutions, guiding financial resources toward green projects and small and micro enterprises to enhance supply chain resilience.



By the end of 2025, "Zhurong Cloud" had cumulatively served over 120 construction enterprises, with financing scale exceeding CNY 10 billion, gathering data on nearly 1.4 million suppliers. Associated factoring disbursement exceeded CNY 6.5 billion, directly serving over 2,000 suppliers with real-time monitoring of 50 projects. Trade background verification accuracy exceeded 99%, achieving full-process online financing. The platform has established cooperation with multiple financial institutions and holds 27 software copyrights and related patents.



Building Digital Platforms, Precisely Linking Supply and Procurement Resources

Glodon builds a bridge linking supply and procurement resources in the construction industry. Based on the digital supply chain platform "Pingfang Procurement," the Company integrates massive supplier and procurement demand information, relying on big data and artificial intelligence to achieve precise supply-demand matching, significantly improving docking efficiency and reducing information asymmetry and communication costs in traditional models. In 2025, a total of 14,000 procurement clients published over 68,000 project demands on Pingfang Procurement, linking upstream and downstream ecosystem partners covering over 180,000 supplier interactions, recommending 68,000 supplier resources, with an average response time of 10 minutes after each demand release. The Company held 964 supply-demand matchmaking meetings throughout the year, linking 2,444 procurement parties with 3,675 suppliers, effectively enhancing supply chain transparency and traceability. In May 2025, at the 2nd Low-carbon Decoration Ecosystem Joint Annual Conference, Glodon Pingfang Procurement won the "Cross-border Integration Innovation Award" for its "scenario-based intelligent marketing solution services," marking its comprehensive strength in driving low-carbon transformation across the entire construction industry chain receiving authoritative recognition once again.



► Cross-Border Integration Innovation Award

Linking Green Building Materials, Connecting the Last Mile of Green Development in the Construction Industry

Glodon Pingfang Procurement green building materials platform uses green building material certifications and government centralized procurement catalogs as its core criteria, rigorously selecting and onboarding high-quality building material resources. It establishes end-to-end data interconnectivity, employing digital means to bridge the final gap from "policy guidance" to "industry practice," and from "quality supply" to "effective application." It overcomes the bottleneck in operationalizing supply-demand matching for green materials, precisely connects industry value chains, and unlocks new value for sustainable materials. The platform accelerates the efficient development of the green building materials supply chain through digital technology, ensuring that every quality material maximizes its environmental and economic benefits. Through responsible supply chain practices, it aids the low-carbon transformation and high-quality development of the construction industry, continuously fostering an open, green, and efficient construction industry ecosystem. As of the end of 2025, the Green Building Materials Service Platform has onboarded over 5,000 green building material suppliers, facilitating successful tender awards totaling over CNY 4.4 billion.

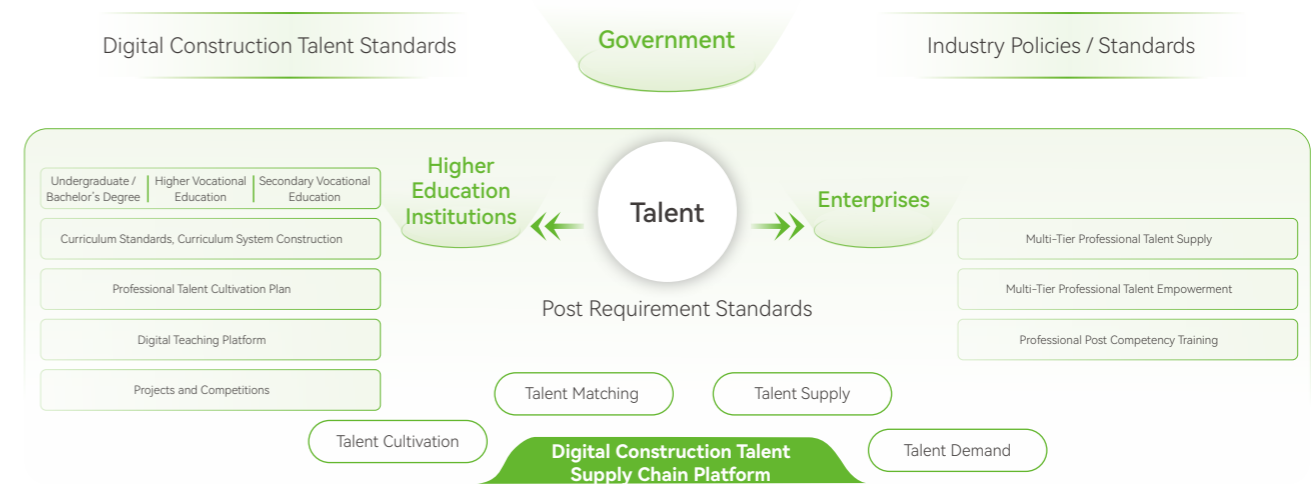


Empowering Industry Development

As a steadfast practitioner and professional enabler of digital transformation in the construction industry, Glodon consistently upholds the philosophy of openness and sharing. Grounded in profound technological expertise and acute industry insight—from cultivating digital construction talent and reshaping industry knowledge systems to opening its ecosystem platforms and connecting with global partners—we are committed to transforming our exploration and achievements into shareable digital infrastructure for the industry, providing impetus for collective industry progress.

Cultivating Industry Talent

Through integrating cutting-edge industry technical standards and quality digital resources, Glodon precisely connects with two main entities: construction-related colleges and construction enterprises. Relying on digital means to synchronize teaching resources with industrial standards, the Company builds a full-chain closed-loop ecosystem covering campus cultivation, talent evaluation, and lifelong workplace learning, fully creating a "digital construction talent supply chain." Currently, the Company serves and links over 1,800 construction-related colleges nationwide and 500,000 construction enterprises, providing solid support for industry talent cultivation and industrial upgrading.



► Glodon Fosters a New Synergistic Education Ecosystem of "Government-Industry-Institution-Enterprise"

Institutional Talent Cultivation and Teaching Reform

In 2025, with the core mission of "benchmarking industry demand, restructuring the professional system," the Company provided in-depth support for institutional talent cultivation and teaching reform.

Accelerating Curriculum System Upgrades

By introducing AI learning assistants and releasing courses aligned with industry standards, we drive the digital transformation of traditional disciplines. Concurrently, we assist institutions in developing new programs in areas like green and low-carbon and intelligent construction, embedding industry demands such as carbon emission calculation into the curriculum.

Building an AI Digital Teaching Platform

Leveraging the construction industry-specific AecGPT large language model, we developed an AI Digital Teaching Platform, achieving automated management of the entire teaching process and enhancing pedagogical efficiency.

Constructing a Multi-Tiered Competition Framework

Engaging 505 universities nationwide and over 250,000 faculty and students, we introduced emerging competition categories and brought Chinese digital construction standards to international arenas, using competitions to stimulate learning and cultivate interdisciplinary talent.

Corporate Talent Services and Evaluation

In 2025, the Company completed a strategic shift from traditional training models to providing "digital talent supply chain" services. Centered on building an "assessment, empowerment, competition" closed loop, we established a comprehensive digital talent service system.

Talent Evaluation and Capability Certification

Throughout the year, the Company conducted over 2,400 talent assessments across 271 enterprises nationwide, reaching 110,000 participants, with assessment frequency increasing 60% year-over-year. Over 50% of surveyed enterprises adjusted talent structures based on assessment results, and 40% formulated precise training plans accordingly.

Specialized Empowerment and Faculty Development

Jointly building with over 10 industry associations, the Company assembled a practical expert team of over 500 people, developing over 1,000 digital courses covering frontier fields such as BIM, intelligent construction, and low-carbon, with an annual course update rate exceeding 30%. Simultaneously, using the ESP platform and AI technology (AecGPT), the Company provides intelligent talent empowerment services for central enterprises.



Industry-Education Integration and Ecosystem Building

With talent cultivation as the core, the Company promotes industry-education integration, building a multi-linkage ecosystem to assist construction industry transformation.

Building Industry-Education Integration Communities

Leading the establishment of the "Digital Construction Industry Industry-Education Integration Community" with 407 member units, the Company establishes professional research centers for intelligent construction and international talent exchange, achieving substantive operation and integrating multi-party resources to solidify the foundation for collaboration.

Outputting Industry Standards

Publishing the "Digital Construction Industry Talent Demand Forecast Report" and the "Intelligent Construction Talent Capability Map," the Company provides data support for college professional settings and guides standardized talent cultivation.

In 2025, Glodon was officially approved to undertake the annual training project of the Ministry of Education's Vocational Education Center, themed "Industry-Education Integration and Practical Training Base Construction for Civil Engineering Majors from the Perspective of New Quality Productive Forces," playing a demonstrative and leading role.

During the reporting period, the Company built bridges between enterprises and institutions, assisting China Construction Third Engineering Bureau and Chongqing Industry & Trade Polytechnic in directly translating corporate post competency standards into the institutional curriculum system. This streamlined the path from education to employment, facilitating precise alignment between talent supply and demand.

International Empowerment and Regional Collaboration

Glodon is deeply committed to international empowerment and regional synergy, practicing sustainable development principles and promoting the collaborative digital advancement of the construction industry.

Focusing on Guangdong-Hong Kong-Macao Greater Bay Area Synergy

Using Hong Kong as a strategic hub, we established partnerships with universities including the University of Hong Kong and Hong Kong Polytechnic University, introducing BIM technology modules tailored for the "Northern Metropolis" development, aiding the region's construction digitalization upgrade.

Deepening Engagement in the ASEAN Market

Successfully localized 51 international educational resources, with 4 core courses receiving authoritative ASEAN certification, solidifying the foundation for cultivating local construction talent.

Strengthening International Platform Development

Hosted the "Belt and Road" Construction Talent Forum, collaborating with institutions like Malaysia's CIDB and RISM to promote mutual recognition of industry certifications and professional training. This builds bridges for transnational cooperation, enabling two-way empowerment in technology, talent, and standards, thereby demonstrating the Company's international responsibility and commitment.

Driving Industry Advancement

Glodon actively participates in industry construction, closely monitors industry dynamics and frontier technology development trends, and distills digital transformation practical experience and value insights into systematic, replicable methodologies. The Company provides a clear and feasible digital transformation "navigation map" for high-quality development of the construction industry. Starting with technological innovation and closing with standard implementation, the Company drives the construction industry from traditional experience-driven to digital rule-driven acceleration, advancing collaboratively with the entire industry to build a prosperous and sustainable industrial future.

Summarizing and Refining Industry Experience

With systematic thinking integrating technological innovation and practical experience, the Company builds a knowledge system covering the full industrial cycle, publishes forward-looking research reports, and proactively outputs Glodon's digital thinking and best practices, indicating paths for industrial transformation and upgrading. In 2025, Glodon officially released the *Construction Enterprises' AI Initiatives*, systematically clarifying for the first time the overall cognitive framework and methodology system for industrial AI, identifying the "three highs"³ as critical success factors, and providing a full-chain action framework covering cognitive upgrading, capability building to scenario implementation, indicating directions for construction enterprise AI application and initially forming professional influence and industry consensus in the industrial AI field.

► In 2025

Published a total of **5** industry reports and white papers

Participated in or organized **8** various policy-oriented exchange seminars and discussions



Case

Glodon Releases Research Reports, Empowering High-Quality Development of Public Resource Transactions

As a leading enterprise in the digital construction field, Glodon deeply cultivates the digitalization and intelligentization of public resource transactions, continuously driving industry upgrading through government-enterprise-academia-research collaboration. In 2025, Glodon successively cooperated with relevant research institutions of Renmin University of China and multiple provincial and municipal public resource transaction institutions to release two authoritative achievements: the *China Public Resource Transaction Development Report (2024)* and the *Engineering Construction Project Bidding and Tendering AI Application White Paper*. Among these, the *China Public Resource Transaction Development Report (2024)* systematically organizes frontier theories and practices in the field, incorporating exploration of new quality productive forces applications. The *Engineering Construction Project Bidding and Tendering AI Application White Paper* responds to the national "Artificial Intelligence +" guidance policy, proposing full-process intelligent upgrade solutions for bidding industry pain points, and includes Glodon's AecGPT industrial AI large model and multi-provincial practice cases. Both achievements demonstrate Glodon's professional accumulation and leading role, providing important theoretical and practical support for the digital and intelligent transformation of public resource transactions and the construction of a unified national market, injecting strong development momentum.



► *China Public Resource Transaction Development Report (2024)* Officially Released



► *Engineering Construction Project Bidding and Tendering AI Application White Paper* Officially Released

³ The "Three Highs" proposed by Glodon refer to focusing on high-value scenarios, building high-quality data, and creating highly reliable models.

Participating in Industry Standard Building

Based on long-term practice and technical accumulation in the digital construction field, Glodon comprehensively participates in various standard formulations and technical specification improvements, supporting industry standard and rule system construction with professional capabilities and driving standardized, digital, and green transformation across the entire value chain. In 2025, as a main drafting unit, Glodon deeply participated in the formulation of Parts 1-5 of the *Information Technology—Building Information Modeling (BIM) Software* standard. Relying on self-developed BIM technology and engineering practical experience, the Company provided core support for standardizing BIM software functions, data interfaces, and application architecture. The release of this standard unified industry technical requirements, promoted software interconnection and data mutual recognition, assisted standardized and scaled application of BIM technology, and accelerated digital transformation and intelligent construction upgrading in the construction industry.

► By the end of 2025

Participated in formulating **23** national standards

Participated in formulating **170** industry, local, group, and enterprise standards



Fostering Open Ecological Cooperation

Glodon continuously builds globalized, professional multi-exchange platforms, sharing frontier practices and deep thinking in digital construction through high-end summits, industry forums, and thematic seminars, promoting efficient dialogue and wisdom collision among government, academia, and enterprises. The Company continuously improves an open, shared, and innovative industrial ecosystem system, using open ecological platforms as a link to deepen global partner collaboration, growing and winning value together with customers, ecological partners, and industry colleagues.

Case

AECOS Industrial Business Platform—Empowering Industry Digital Transformation Through Open Ecosystem

In 2025, Glodon's AECOS Industrial Business Platform entered the systematic construction stage, achieving substantive breakthroughs in open technology ecosystems. The platform encapsulates and outputs core capabilities, opening calls to developer ecological partners and supporting their rapid construction of software-defined products, providing innovative solutions for key fields such as power, infrastructure, transportation, and water conservancy. Through the "platform + ecosystem" collaborative model, AECOS effectively integrates upstream and downstream resources across the value chain, achieving benchmark project cooperation with multiple central enterprises and local leading enterprises, continuously strengthening platform support in digital transformation. Glodon is committed to gathering more industry participants through AECOS to jointly build a prosperous and healthy industrial software ecosystem, providing solid support for digital transformation across thousands of industries.

With a broader global vision, the Company drives coordinated advancement of digitalization, greening, and internationalization in the construction industry. The Company deeply participates in industry association and industrial alliance construction, accelerating the formation of a vibrant and more resilient industry digital ecosystem through technology openness and standard co-construction, building a symbiotic, prosperous, open, and win-win new industrial future.



► Glodon has consecutively hosted 16 China Digital Construction Conferences, providing the industry with a high-end value platform for idea collision and practical implementation.



► Glodon hosted the Chinese Enterprises Going Global Forum, assisting construction enterprises in overseas development.



► Glodon successfully held the micro-forum "Gathering Global Wisdom, Exploring Sustainable Practices, Building a Green Future for Engineering Construction."

The Company actively engages in industry associations, industrial alliances, and professional committee construction, deeply participating in industry governance and proactively undertaking organizational responsibilities. Through technology output, standard development, resource coordination, and ecosystem co-construction, the Company gathers industry consensus and pools innovative strength, working with industry partners to build an open and win-win digital ecosystem for the construction industry.

Case

Glodon Elected as Vice Chairman Unit of ESG Professional Committee of China Association of Engineering Construction Standardization, Assisting Industry Green Development With Digital Power

In December 2025, the Environment, Social and Governance (ESG) Professional Committee of China Association of Engineering Construction Standardization was formally established. Based on its long-term accumulation and practice in construction digitalization and sustainable development, Glodon was elected as the vice chairman unit of this professional committee. Liu Gang, Vice President of Glodon and Dean of the Digital Construction Research Institute, also serves as the vice chairman of the committee.



Beijing Intelligent Construction Development Alliance was established in Beijing, with Glodon attending the founding ceremony as an initiating unit.



Glodon was appointed "Vice-Chair Unit of the Beijing Federation of Industry and Commerce Artificial Intelligence Industry Committee."

Supporting Social Welfare

Glodon adheres to its original intention of public welfare and goodness, actively engaging in rural revitalization, promoting technology-assisted education, assisting vulnerable groups, and rushing to aid disaster-stricken frontlines with technology empowerment and humanistic care. The Company promotes inclusive and balanced social development, continuously conveying warmth through sustained action to build a harmonious and beautiful society.

To strengthen the Company's management of donation undertakings and better fulfill corporate social responsibility, Glodon formulated the *Glodon External Donation System* in accordance with laws and regulations such as the *Law of the People's Republic of China on Donations for Public Welfare*, the *Company Law of the People's Republic of China*, as well as the *Glodon Articles of Association and Glodon Budget Management System*. During the reporting period, Glodon continued to cooperate with international organizations, social welfare organizations, mass organizations, colleges and universities, and medical institutions, focusing on issues such as rural revitalization, improving people's livelihood, responding to climate change, and supporting equitable education, carrying out public welfare assistance and volunteer activities to practice corporate citizenship responsibility.

▶▶ In 2025

Cumulative volunteer service

232 person-times



Cumulative volunteer hours

1,336 hours



Deepening Technology-Assisted Education

Glodon consistently integrates social responsibility into its corporate development bloodline, insisting on empowering education with technology and conveying warmth through public welfare. Focusing on educational equity and talent enlightenment, the Company builds bridges connecting dreams and the future with action.

Case

Technology-Assisted Education—"Little Engineers, Building Big Dreams" Technology Experience Camp

Public welfare empowers growth; volunteer service lights up the future. Glodon Cares Volunteer Service Team partnered with over 200 teachers and students from four schools—Beijing 101 Middle School Wenquan Campus, Haidian Foreign Language Experimental School, Beijing Haidian District Second Experimental Primary School, and Beijing Shangdi Experimental School—to organize the "Little Engineers, Building Dreams for a Big Future" Tech Experience Camp. Volunteers applied their professional expertise through exhibition hall tours, popular science lectures, and hands-on modeling sessions, providing students with a platform to interact with construction technology. They used volunteer services to link career exploration with the national talent strategy, allowing the seed of "revitalizing the nation through science and technology" to take root in practice.



Supporting Rural Revitalization

Glodon deeply recognizes that serving national strategy is fundamental to the Company's achievement of sustainable and high-quality development. The Company consistently regards assisting comprehensive rural revitalization as an important responsibility and opportunity. In 2025, adhering to the concept of "practical and earnest action, long-termism," the Company advanced through two parallel lines: direct assistance to solidify foundations and innovative models to stimulate vitality. The Company not only made practical contributions to rural immediate needs but also actively explored sustainable and replicable empowerment paths, committed to creating shared value.



Targeted Support, Aiding Rural Infrastructure With Substantive Donations

The Company actively responds to national and local government calls, precisely docking with key assistance area needs. In 2025, the Company provided special assistance donations to Dafang County in Bijie City, Guizhou Province, Qiandongnan Miao and Dong Autonomous Prefecture, and Wuchuan Gelao and Miao Autonomous County, among other locations, with funds directly used to support local characteristic industry cultivation and rural living environment improvement. This work is a direct manifestation of the Company's fulfillment of social responsibility and consolidation of poverty alleviation achievements, ensuring that assistance resources reach the ground and benefit the people.

Deep Engagement, Stimulating Rural Endogenous Motivation Through "Public Welfare +" Models

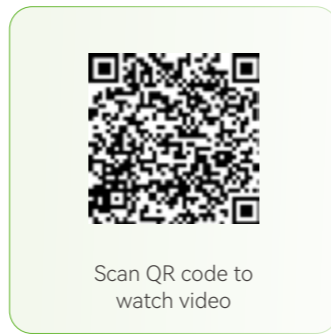
Beyond material assistance, the Company actively explores sustainable models that can stimulate endogenous motivation. In 2025, the Company paid attention to and deeply participated in the "Intangible Cultural Heritage Empowering Rural Women" project initiated by the Tide Public Welfare Center. The Company not only provided financial support but also mobilized over 200 employee volunteers to participate. Through personally learning intangible cultural heritage skills, crafting handicrafts, and conducting public welfare advocacy on the streets, volunteers brought rural women's stories and skills to the public. The project successfully reached nearly 10,000 people, with all raised funds specifically used to support disadvantaged women in entrepreneurship. In 2025, the project created over 10,000 hours of fair labor income for rural women in Yunnan, Gansu, Inner Mongolia, and other regions. This practice effectively connected cultural inheritance, skill enhancement, and market returns, injecting vibrant cultural and human capital into the germination of rural characteristic industries.



Handicraft Production Site for "Intangible Cultural Heritage Empowers Rural Women"



"Intangible Cultural Heritage Inheritance" Public Welfare Activity



Glodon's rural revitalization practice begins with down-to-earth direct contributions and succeeds through pioneering innovative model exploration. The Company starts with the most practical livelihood and industrial needs while focusing on empowering and developing "people," transforming simple economic assistance into deep investment in human capital and cultural assets through innovative public welfare models. Looking to the future, the Company will more systematically transform its accumulated core technical capabilities in the digital construction field into popularizable, empowering, and sustainable rural development momentum. This is not only a high-level manifestation of corporate social responsibility but also an inevitable choice for the Company, as a digital technology company, to create unique social value and explore long-term development space while serving national grand strategy. The Company will continue to explore, allowing the warmth and power of digital technology to penetrate rural textures and empower countless dreams.

Caring for Disadvantaged Groups

The Company consistently adheres to humanistic care and social responsibility, focusing on the needs and expectations of vulnerable groups, nourishing people's livelihood with warmth and conveying warmth through action. The Company carries out multiple public welfare activities for the elderly and disabled, conveying society's respect and care.

Case

"Safe at Home, Guarding the Elderly by Tech" Public Welfare Project

In the context of actively responding to population aging having become a national strategy, Glodon extends its years of accumulated digital construction capabilities to the livelihood field, initiating the "Safe at Home, Guarding the Elderly by Tech" public welfare project. Targeting the three major pain points of "fall prevention, fire prevention, and emergency prevention" faced by solitary and empty-nest elderly, the project relies on Glodon's FIM (Family Information Model) algorithm capabilities to innovatively build a "device + system + service" three-in-one intelligent protection solution. Through intelligent terminals such as SOS one-click calling, fall radar, and smoke sensors, combined with a 24-hour AI and human-manned duty platform, the project upgrades traditional "passive help-seeking" to "active early warning," allowing emergency response to outpace the golden moment.

By the end of 2025, the project had covered over 10 provinces and cities nationwide, donating equipment to over 500 households, with AI duty processing over 6,000 safety warnings cumulatively and human response exceeding 1,000 times, successfully handling multiple emergency calls. With the power of technology, the Company builds an invisible but always-online safety defense line for the silver-haired population.



Providing Disaster Relief Aid

In the face of major emergencies, Glodon consistently chooses to stand on the front line of responsibility. In November 2025, after a serious fire occurred at Wang Fuk Court in Tai Po District, New Territories, Hong Kong, the Company responded immediately to the call, urgently donating HKD 1 million to the disaster-stricken area through the Hong Kong Chinese Enterprises Association channel, specifically for emergency rescue and living resettlement work for affected residents. This aimed to provide the most timely transitional protection for families who lost momentary peace due to the fire, practicing the spirit of compatriots watching and helping each other and overcoming difficulties together with practical action, contributing a share of power from a technology enterprise.



Talent Development and Organizational Growth

Glodon has always regarded talents as the core driving force for its sustainable development. Upholding the philosophy of "Uniting exceptional talents worldwide to accomplish ambitious aspirations," and guided by the strategy of "professionalism, professionalism and internationalization," the Company builds a strong talent pipeline, fosters a healthy and inclusive workplace environment, and empowers employee growth as well as industry talent development. We adhere to a people-oriented approach to unlock individual value, nurture the future with intelligence to boost industrial momentum, and strive to achieve shared prosperity among employees, the Company, the industry and society.

In 2025



Employee sustainable engagement rate

89%



Social insurance coverage rate for employees

100%



Supplementary medical insurance coverage rate

100%



Proportion of management personnel receiving training

100%



Investment in employee training

CNY **6.61** million



Investment in employee benefits

CNY **13** million

UN Sustainable Development Goals



Building an Outstanding Team

Glodon adheres to talent-driven development. By establishing an equal and compliant employment environment, a scientific and comprehensive compensation and incentive system, and systematic career development paths for employees, the Company fully protects employees' rights and interests and stimulates organizational vitality. We are committed to gathering diverse and outstanding talents, empowering employee growth through continuous investment, unlocking potential and creativity, and achieving common development of individuals and the organization.



Equal Employment

The Company strictly abides by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, relevant laws and regulations of the listing location, as well as international conventions ratified by the Chinese government and legal requirements of the regions where it operates, and has established a systematic and standardized recruitment management system.

The Company adheres to the recruitment principle of "openness, fairness and impartiality," ensuring consistent standards and employment based on merit. We actively fulfill social responsibilities by prioritizing employment opportunities for vulnerable groups and people with disabilities, advocate a corporate culture of diversity, equality and inclusion, and prohibit any discrimination based on nationality, ethnicity, race, gender, religious belief or cultural background. Meanwhile, we are committed to protecting the rights and interests of female employees, ensuring their equal access to career development opportunities, and continuously promoting employment for local residents, women and ethnic minorities, creating more job opportunities for the community.

In strict accordance with applicable laws and regulations, the Company legally pays social insurance and housing provident fund for employees, fully implements the paid annual leave entitlements, and additionally provides company seniority annual leave beyond statutory annual leave (one additional day of company annual leave for each full year of service).

Regarding employment compliance, the Company upholds two bottom lines: strict prohibition of child labor and elimination of all forms of forced labor. To fulfill this commitment, the Company has systematically established a safeguard system. It not only blocks risks through digital verification during onboarding but also incorporates relevant provisions into the *Employee Code of Conduct* for strict management. In addition to full legal compliance, the Company has actively advanced the institutional development of collective contracts through collective bargaining, comprehensively ensuring that employment relations are legal, compliant, fair and impartial.

The Company adopts a "zero-tolerance" policy toward sexual harassment and has established a systematic prevention and handling mechanism. The *Employee Code of Conduct* clearly defines sexual harassment, specifies relevant scenarios and handling measures, and sets out transparent complaint and investigation procedures. To ensure effective implementation, upon receiving a complaint, the Company assigns dedicated personnel to promptly transfer the case to an investigation team for an objective and impartial inquiry. It maintains full attention to the conditions of the individuals involved and provides necessary psychological support, striving to create a safe and respectful working environment.

Compensation and Incentives

The Company has created a competitive workplace environment for outstanding talents, continuously improved its compensation and performance management systems, and formulated and updated the *Compensation Management System*. During the revision process, the Company maintained frequent communication with employee representatives to make the compensation structure more scientific and reasonable, ensure that employees' efforts are matched with rewards, and fully motivate their initiative and creativity.

The Company continuously optimizes its medium- and long-term multi-level incentive system, formulates and updates the *Performance Management System*, and steadily improves the closed-loop operation mechanism of corporate performance appraisal management. It gives full play to the role of performance incentives and constraints, drives teams to pursue high goals, effectively supports the achievement of the Company's strategic objectives, and realizes the common development of the organization and individuals. Among them, organizational performance targets are set and annual summaries are conducted in the form of organizational performance task statements, with an annual assessment cycle covering 100% of all primary organizational units of the Company (excluding overseas organizations). Job performance targets are set in the form of task statements or OKRs, and assessed through semi-annual and annual work reviews, covering 100% of all regular employees, rehired employees. Organizational performance results are announced via company-wide emails, and a clear appeal process is established for individual employee performance to ensure fairness and transparency of results.

Employee Development and Training

The Company has designed clear and comprehensive career development paths for employees, guiding them to achieve continuous vertical improvement in professional capabilities through qualification standards. At the same time, the Company encourages cross-path horizontal mobility to give full play to individual strengths and cultivate interdisciplinary talents. In terms of employee promotion, the 2025 promotion process was launched in the first quarter. A total of 2,484 employees at various levels applied, and after professional review and comprehensive assessment, 1,397 employees were successfully promoted.

The Company focuses on building a comprehensive talent development system and develops diversified training programs tailored to different types of employees considering industry characteristics and business needs.



In September 2025, to implement the systematic development of two key positions, namely Product Manager and Branch Manager, the "Product Manager Talent Pool Program" was designed for prospective product manager talents. A total of 107 participants from 15 product lines were enrolled in the talent pool. Based on job qualification requirements, two modules covering essential knowledge and core competencies were organized, consisting of 23 courses in total. A dual-track development model was adopted, featuring an online learning roadmap and offline thematic training. Two offline training workshops were held in November 2025 and January 2026 respectively, delivering instruction on essential professional skills and the underlying logic of methodologies for the role, and systematically enhancing participants' understanding of the product management position. The satisfaction rate for both sessions reached 100%, and the retraining rate exceeded 60%. Participants reported that the program greatly benefited their practical work and brought them a completely new understanding of the position.

Case

"Joint Learning & Co-Creation 2025" – Special Program for Embracing AI and Empowering All Employees Through In-depth AI Application

From September 2025 to January 2026, Glodon launched the "Joint Learning & Co-Creation 2025" special program, aiming to deeply integrate AI into employees' daily work and turn it into a new engine for organizational efficiency improvement. The program established a four-level learning path covering all employees, ensuring precise skill delivery ranging from office efficiency enhancement to R&D empowerment. It attracted 5,278 participants, with a total of 23,576 learning attendances. In the "Practical Challenge" phase, participants actively applied what they had learned into practice. They conducted interactive Q&A via the Company's proprietary AI platform, and submitted 1,194 individual efficiency improvement cases and 116 organizational efficiency improvement cases for the PK challenge. The program team also held eight AI workshops, under the guidance of which participants created a total of 506 agents and 493 intelligent robots during the joint learning and co-creation period. Finally, a series of role-based efficiency benchmark cases were selected, including *AI Agent Generated Test Cases* and *AI-Driven Digital Operation of Marketing Campaigns*. These achievements effectively ignited internal enthusiasm for AI application and realized the effective transformation from knowledge accumulation to value creation in multiple key areas such as R&D, testing, marketing and corporate functions.



In addition, the Company has developed an employee honor system, continuously building a well-positioned, purpose-driven and effectively motivating honor framework, and formulated the Honor System Management Measures. This gives full play to the exemplary role of role models to drive the achievement of the Group's strategic goals and the deepening of cultural values. The honor system consists of group-level and department-level awards, covering more than ten categories including the Special Achievement Award, Outstanding Contribution Award, Critical Moment Award, Excellence in Operation Award, Excellence in Management Award, Star Employee Award, and North G Star Award.

Building a Healthy Workplace

Glodon places great importance on employee well-being and is committed to fostering a safe, healthy, harmonious and supportive workplace. The Company listens to employee feedback through open and effective communication mechanisms, strengthens employees' sense of belonging through diverse benefits and care initiatives, and adopts a systematic approach to occupational health and safety management. Through these efforts, Glodon safeguards employees' physical and mental well-being and provides strong support for their well-being both at work and in life.

Employee Relations Management

Employee Representation and Participation

The Company promotes employee representation and participation through mechanisms such as the Employee Representative Assembly, safeguarding employees' rights to be informed, to participate, and to exercise oversight. In June 2025, the Company convened an Employee Representative Assembly to review policies closely related to employees' interests, including compensation, performance management, and the employee code of conduct. Upon the expiration of the previous term in November 2025, the Company successfully completed the election of 151 new employee representatives through a rigorous, transparent, and well-governed process. The election was conducted by secret ballot using a multi-candidate voting method, ensuring a fair, orderly, and compliant transition to the new term.



Employee Representative Assembly

Employee Services and Communication

The Company continuously enhances the employee service experience through digital means. In 2025, the Company fully integrated AI capabilities into the employee service platform. Based on in-depth training on knowledge bases and historical service data, the platform provides 7×24 intelligent Q&A services, enabling employees to obtain the support they need at any time. Since its launch, it has served more than 3,000 employee visits in total, making care accessible through technology.



North G Star Forum

In addition, the Company has established online communication channels and interactive platforms through the operation of internal forums to efficiently resolve employee issues and enhance positive organizational atmosphere. At present, the North G Star Forum has become an important internal platform for corporate communication and publicity, playing a key role in strategic and business communication, cultural promotion and exchange, feedback on employee suggestions, and interaction on employees' work and life.

Career Well-Being Survey

In 2025, the Company conducted an employee career well being survey focusing on sustainable engagement and career well being, with an employee participation rate of 79%, an overall sustainable engagement rate of 89%, and a career well-being score of 77.2%. Based on the survey results, the Company identified four key dimensions as its main improvement directions for the future: "work itself, training and development, innovation, and communication." In terms of the work itself, the Company will continue to optimize flat organizational management and advocate efficient work; in terms of training and development, it will optimize the job grade, compensation and training systems, broaden development paths and stimulate internal motivation; in terms of innovation, it will promote the practice of Founder's Way, deepen organizational and institutional innovation, and support and encourage entrepreneurial and innovative initiatives; in terms of communication, it will further strengthen the communication of strategic thinking, the collection of employee opinions, and the feedback and resolution of issues.

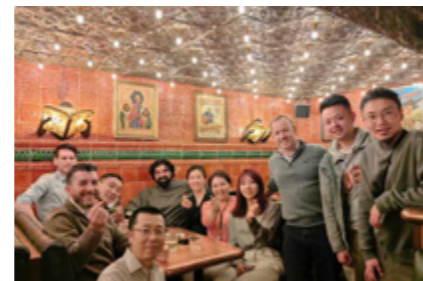


Localized Operation

In the process of implementing its globalization strategy, the Company integrates employee relations management into localized operation practices. By establishing a systematic localization mechanism and implementing scientific management of expatriate employees, we have achieved remarkable results, built an organizational management system featuring both global collaboration and local adaptability, and laid a solid foundation for the steady development of overseas businesses.

Glodon adopts a global layout strategy of "dual cores + bridgehead," focusing on the two core markets of Asia and Europe, with Hong Kong as the bridgehead for international development. The Asian market centers on subsidiaries in Singapore, Malaysia and Indonesia, covering Southeast Asia and the Middle East, with a fully localized management team. The European market takes subsidiaries in Finland (MagiCAD), the United Kingdom and Sweden as the core, radiating across the European continent. By fully leveraging local technological and talent advantages, local teams are responsible for finance, administration and human resources affairs, while the overall corporate decisions are implemented under the governance of the board of directors.

In overseas regions and Hong Kong, China, the Company has specially carried out training on product, business, corporate culture and other topics. In 2025, a total of 28 training sessions were held in Asian regions (Malaysia, Indonesia, Singapore, Hong Kong, China) and the United Kingdom, with 174 participants, achieving favorable outcomes.



Adhering to Localized Employment in the Global Layout

Employee Benefit System

To foster a warm, innovative and dynamic organizational atmosphere, the Company continuously updates and optimizes its employee benefit system to provide more diversified options and meet the diverse needs of employees. In addition to traditional festivals such as the Spring Festival, Mid-Autumn Festival and Dragon Boat Festival, the Company also creates a warm organizational atmosphere during festivals including International Women's Day and New Year's Day, ensuring employees receive gifts and participate in activities, which has continuously improved employee satisfaction. To give employees a stronger voice in the selection of holiday benefits, the Company introduced an Employee Holiday Benefits Committee for the first time. Open to voluntary employee participation, the committee helps review and shortlist benefit options, which are then submitted to all employees for a company-wide vote. This participatory approach has supported the continuous improvement of the Company's holiday benefits program.

Case Family Day Event

In 2025, to express gratitude to employees' families for their support, the Company extended its care for employees to their families by holding a themed event entitled "Hand in Hand, Building the Future Together — Glodon Happy Family Carnival." Taking place around the back-to-school season, the event integrated corporate culture into various session designs. Meanwhile, guided tours were arranged inside the office building to showcase the Company's brand image, enhance family recognition and pride, and further strengthen cohesion among employees. The event covered all regional offices of the Company, attracting more than 2,300 employees and family members. The overall satisfaction rate reached 99%, and the activity was widely praised.



Case Family Care Fund

The Glodon Family Care Fund was founded in 2009 by the Company's founding shareholders and senior management team, targeting employees and their family members as beneficiaries to help them through difficulties such as critical illnesses, major disasters and death. It embodies mutual care and assistance, provides relief in urgent situations, offers support to employees' families, and serves as an important manifestation of Glodon's big-family culture. Over the 16 years since its establishment, the Glodon Family Care Fund has fostered mutual support, solidarity in adversity and warmth among the community.

By the end of December 2025, the Fund had received more than CNY 1 million in loving donations from over 1,200 participants throughout the year, and provided support to more than 100 beneficiaries with a total care amount of nearly CNY 1.15 million.

Employee Physical and Mental Health

Environment, Health and Safety (EHS) Management

In 2025, the Company upgraded and improved the EHS management system across the Group. Focusing on top-level designs including EHS vision, guidelines and objectives, and organizational structure, the Company systematically sorted out key processes such as risk management, process management and emergency management, comprehensively identified and controlled EHS management risks, and completed standardized documents including the *EHS Management Manual* and *Building Hazard Identification and Risk Assessment Form*, promoting standardized and systematic operation of EHS management.

Meanwhile, the Company continued to strengthen its building safety operation capacity by comprehensively upgrading property service providers for all buildings, selecting top-ten large-scale professional property service companies nationwide. With higher-standard professional services and management capabilities, we have consolidated the safety foundation of office premises. The Company regularly carried out company-wide safety training and emergency drills covering fire safety, first-aid skills, emergency evacuation and other contents. The drill procedures were made into visual teaching videos for review, summary and regular publicity and education, enabling employees to master emergency response procedures and risk avoidance skills proficiently. In 2025, a total of 60 emergency drills, 50 emergency training sessions and 7 emergency incident responses were conducted in self-owned buildings, effectively enhancing the safety awareness and emergency response capabilities of all employees and creating a safe, stable and reliable office environment for them.



ISO 45001 Occupational Health and Safety Management System Certification

The Company organizes regular welfare physical examinations for employees every year with comprehensive items. In addition to basic check-up items, six differentiated packages are provided for employees to choose from according to their different needs, covering gastric, liver and kidney biochemistry, in-depth cardiac examination, cardiovascular and cerebrovascular examination, etc., meeting the needs of employees of all age groups.

The Company has purchased accident insurance, critical illness insurance, life insurance and supplementary medical insurance for employees, providing financial support when employees suffer from serious illnesses. The insurance plan offers a convenient reimbursement method. For supplementary medical expenses below CNY 2,000 per time, employees can submit applications for reimbursement via mobile terminals by taking photos of receipts, with funds arriving in as fast as one working day.

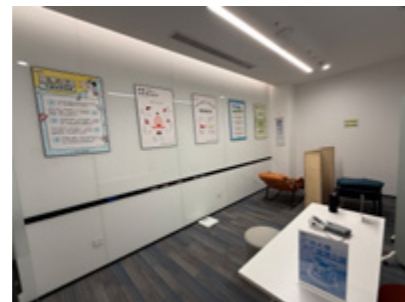
The Company has established cultural and sports associations including basketball, football, badminton, table tennis, running, yoga and chorus, building a diversified cultural system. Taking key festivals such as Work Launch Day, International Women's Day and the Mid-Autumn Festival as opportunities, we foster a healthy, warm and dynamic corporate culture ecosystem.

Employee Physical and Mental Health

The Company attaches great importance to the physical and mental health of employees and has established a multi-level health support system. The Company organizes annual physical examinations to enable early detection and intervention of diseases, and has created stress-relaxation spaces such as relaxation rooms and fitness areas to meet employees' daily needs for rest and relaxation, improving work efficiency and quality of life. An employee health station has been set up, equipped with intelligent health check-up all-in-one machines, oxygen cylinders, wheelchairs, first-aid medicine cabinets, AEDs and other medical or emergency rescue facilities. Nursing rooms are provided to offer convenience for female employees during special periods. Care training sessions are held to focus on mental health. Through a combination of facility support, service provision and cultural guidance, a healthy and harmonious working environment is created.



Nursing Room



Health Station



Gym



Basketball Association



Running Association



Badminton Association



Yoga Association

Appendix

Key Performance Indicators

Environmental Performance⁴

Performance Indicator	Sub-Indicator	Unit	2023	2024	2025
Climate Change Response	Total Carbon Emissions (Scope 1 and Scope 2)	tCO ₂ e	7,619.23	10,316.22	10,159.47
	Scope 1 Carbon Emissions ⁵	tCO ₂ e	222.15	234.41	223.11
	Scope 2 Carbon Emissions ⁶	tCO ₂ e	7,397.08	10,081.81	9,936.36
Energy Consumption	Total Purchased Electricity	million kWh	16.0726	16.3676	17.6615
	Total Purchased Heat	million kWh	-	-	1.4272
	Total Natural Gas Consumption	m ³	9.58	9.70	10.29
	Total Gasoline Consumption	t	5.18	8.55	6.22
	Total Diesel Consumption	t	-	-	0.26
Resource Consumption	Total Office Paper Consumption	t	11.16	9.17	14.09
Waste	Non-Hazardous Waste	t	1,169.26	1,271.52	1,622.65
	Hazardous Waste	t	0.56	0.41	0.16
Water Resources	Total Water Consumption	t	109,689	115,187	106,024.8
	Water Consumption Intensity	t/million CNY	16.81	18.57	17.47

⁴ For the years 2023–2024, environmental performance statistics covered the office buildings in Beijing, Shanghai, and Xi'an. Glodon's Guangzhou building commenced operations in July 2025 and was included in the statistics for that year.

⁵ Scope 1 emission sources mainly include GHG emissions from natural gas used in the Company's canteens, gasoline for vehicles, and diesel for generators. Greenhouse gas emissions are presented in carbon dioxide equivalent. The average net calorific values of various energy sources are derived from *GB/T 2589–2020 General Principles for Calculation of Comprehensive Energy Consumption* issued by the State Administration for Market Regulation and the Standardization Administration of China. The average net calorific value is 356.09 GJ per 10,000 m³ for natural gas, 43.12 GJ/t for gasoline, and 42.7 GJ/t for diesel. The carbon content per unit calorific value and fuel oxidation rate for different energy sources are obtained from *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Public Building Operation Enterprises (for Trial Implementation)* issued by the National Development and Reform Commission. GWP values are sourced from the IPCC Sixth Assessment Report (AR6) on Climate Change 2022.

⁶ Scope 2 emission sources mainly include GHG emissions from purchased electricity and purchased heat consumed by the Company. The emission factor for purchased electricity adopts *Announcement on Issuing the 2023 Power Sector Carbon Dioxide Emission Factor* released by the Ministry of Ecology and Environment in December 2025, which specifies that the national average carbon dioxide emission factor for electricity in 2023 is 0.5306 kg CO₂ /kWh. The emission factor for purchased heat adopts the value specified in *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Industrial and Other Enterprises (for Trial Implementation)*, which is 0.11 tCO₂ /GJ.

Social Performance

Performance Indicator	Sub-Indicator	Unit	2023	2024	2025
Employment	Total Number of Employees	/	10,349	8,463	7,676
	Number of Male Employees	/	6,259	5,036	4,560
	Number of Female Employees	/	4,090	3,427	3,116
	Number of Employees from Ethnic Minority Groups	/	885	409	364
	Number of New Recruits During the Reporting Period	/	1,874	787	612
	Number of Part-Time Employees	/	0	0	0
	Number of Full-Time Employees	/	10,349	8,463	7,676
	Number of Interns	/	147	50	325
	Number of Employees Under 35	/	-	-	5,575
	Number of Employees Aged 35–45	/	-	-	1,972
	Number of Employees over 45	/	-	-	129
	Number of Senior Management Employees	/	-	-	39
	Number of Middle Management Employees	/	-	-	638
	Number of Junior Management Employees	/	-	-	255
	Number of General Employees (Non-Management)	/	-	-	6,744
Employee Satisfaction	Number of Disabled Employees	/	-	-	116
	Number of Employees with Master's Degree or Above	/	2,017	1,746	1,569
	Number of Employees with Bachelor's Degree	/	7,677	6,185	5,563
	Number of Employees with Associate Degree or Below	/	655	532	544
	Percentage of Employees Covered by Five Statutory Social Insurance and One Housing Fund	%	100	100	100
	Coverage Rate Labor Contract Signing	%	100	100	100
	Number of Employees Participating in Satisfaction Survey	/	-	-	5,865
	Percentage of Employees Participating in Satisfaction Survey	%	-	-	79
	Satisfaction Survey Result (Sustainable Engagement)	%	-	-	89
	Overall Employee Turnover Rate	%	20.35	23.05	15.64
Male Employee Turnover Rate	%	21.25	24.45	17.04	
Female Employee Turnover Rate	%	18.97	20.90	13.49	

Social Performance

Performance Indicator	Sub-Indicator	Unit	2023	2024	2025
Employee Satisfaction	Turnover Rate for Employees Under 30	%	-	-	20.22
	Turnover Rate for Employees Aged 31-40	%	-	-	13.84
	Turnover Rate for Employees Aged 41-50	%	-	-	11.90
	Turnover Rate for Employees Aged 51-60	%	-	-	15.25
Employee Training and Development	Total Number of Employees Trained (Person-Times)	/	-	-	6,236
	Overall Percentage of Employees Receiving Training	%	96.75	87.55	81.20
	Percentage of Male Employees Receiving Training	%	97.89	88.56	81.40
	Percentage of Female Employees Receiving Training	%	95.01	86.05	80.30
	Percentage of Senior Management Trained	%	-	-	100
	Percentage of Middle Management Trained	%	-	-	100
	Percentage of General Staff Trained	%	-	-	100
	Average Training Hours per Male Employee	Hour	-	-	8
	Average Training Hours per Female Employee	Hour	-	-	8.2
	Average Training Hours per Senior Management	Hour	-	-	46
	Average Training Hours per Middle Management	Hour	-	-	26.11
	Average Training Hours per General Staff	Hour	-	-	8.07
Health and Safety	Number of Fire Drills	/	13	24	48
	Occupational Health Checkup Coverage Rate	%	100	100	100
	Maternity Leave Utilization Rate	%	100	100	100
	Number of Fatalities due to Occupational Injuries	/	0	1	1
	Fatality Rate due to Occupational Injuries	%	0	0.01	0.01
	Number of Lost Workdays due to Occupational Injuries	Day	193	275	1,198.5
Employee Care	Number of Donors to the Family Fund	/	2,305	1,477	1,200+
	Total Amount of Donations to the Family Fund	Million CNY	1.84	0.8646	1.00+
	Number of Supported Employees and Family Members Supported	/	135	138	100+
Community Engagement	Number of Employee Volunteer Participations	/	283	580	232
	Total Amount of Charitable Donations	Million CNY	18.7580	1.8997	2.2839

Performance Indicator	Sub-Indicator	Unit	2023	2024	2025
R&D and Innovation	Number of Patent Applications	/	138	286	76
	Number of Patents Granted	/	59	87	175
	Number of Software Copyrights Registered	/	85	58	61
	Number of Trademarks Registered	/	44	55	28
	Total R&D Investment	Billion CNY	1.963	1.805	1.625
	Proportion of R&D Investment to Total Revenue	%	30.09	29.10	26.77
Customer Relations	Proportion of R&D Employees	%	45.43	39.25	38.74
	Customer Satisfaction Management	Score	-	-	90.6
Supply Chain Management	Complaint Resolution Rate	%	100	100	100
	Total Number of Suppliers	/	3,246	905	786
	Number of Domestic Suppliers	/	3,233	902	778
	Number of Overseas Suppliers	/	13	3	8
	Number of Manufacturing Suppliers Assessed for Environmental and Social Risks	/	26	0	0
	Percentage of Suppliers Signing the <i>Corporate Social Responsibility</i>	%	92.6	87	88
	Number of Supplier Audits	/	60	10	16
	Number of Suppliers Improved following Audits	/	35	8	10
	Number of Suppliers Terminated following Audits	/	0	3	8

Corporate Governance Performance

Performance Indicator	Sub-Indicator	Unit	2025
Corporate Governance	Number of Board Members	/	9
	Number of Female Board Members	/	0
	Percentage of Female Board Members	%	0
	Average Tenure of Board Members	Year	7.20
	Number of Independent Directors	/	3
	Percentage of Independent Directors	%	33
	Number of Executive Directors	/	3
	Number of Board Meetings Held	/	6
	Board Member Attendance Rate	%	100
	Number of Directors Attending <75% of Meetings	/	0
	Percentage of Independent Directors on Audit Committee	%	66
	Percentage of Independent Directors on Remuneration and Appraisal Committee	%	66
	Percentage of Independent Directors on Nomination Committee	%	66
	Number of Senior Executives	/	8
	Of Which: Number of Female Senior Executives	/	1
	Shares Held by Senior Executives	Share	7,060,689
	Number of General and Extraordinary General Meetings Held	Time	3
	Anti-Corruption and Anti-Bribery	Internal Anti-Corruption Investigations	/
Cases Transferred to Judicial Investigation		/	4
Suppliers Covered by Integrity Initiative		/	1,253
Risk Management	Number of Major Risk Incidents (e.g., Litigation, Arbitration)	/	0
	Number of Regulatory Violations and Penalties	/	0
	Total Fines Paid for Violations	Million CNY	0
	Participation in Risk-Related Training	/	50
Internal Control and Compliance	Number of Compliance and Legal Training Courses	/	26
	Participation in Legal Training	/	2,012

Index to the Shenzhen Stock Exchange Guidelines

Dimension	Issue	Section Reference
Environment	Climate change tackling	Addressing Climate Change
	Pollutant discharge	Efficient Resource Utilization
	Waste disposal	Environmental Impact Control
	Ecosystem and biodiversity protection	Environmental Impact Control
	Environmental compliance management	Environmental Impact Control
	Energy usage	Efficient Resource Utilization
	Usage of water resources	Efficient Resource Utilization
	Circular economy	Efficient Resource Utilization
	Rural revitalization	Supporting Social Welfare
	Contributions to the society	Supporting Social Welfare
Social	Innovation-driven	Proactive Independent Innovation
	Ethics of science and technology	Upholding Technology Ethics
	Supply chain security	Building a Sustainable Supply Chain
	Equal treatment to small and medium-sized enterprises	Building a Sustainable Supply Chain
	Safety and quality of products and service	Forging Excellence in Quality
	Data security and customer privacy protection	Ensuring Information Security Protecting Customer Privacy
	Employees	Building an Outstanding Team Building a Healthy Workplace
Sustainable development-related governance	Due diligence	Building a Sustainable Supply Chain
	Communications with stakeholders	Sustainability Management
	Anti-Commercial bribery and anti-corruption	Upholding Business Ethics
	Anti-Unfair competition	Upholding Business Ethics

GRI Index

GRI	Disclosure Item	Section Reference	
GRI 2: General Disclosures 2021	2-1 Organizational details	About Glodon	
	2-2 Entities included in the organization's sustainability reporting	About This Report	
	2-3 Reporting period, frequency, and contact	About This Report	
	2-4 Restatements of information	Appendix	
	2-5 External assurance	/	
	2-6 Activities, value chain and other business relationships	About Glodon	
	2-7 Employees	Key Performance Indicators	
	2-8 Workers who are not employees	Key Performance Indicators	
	2-9 Governance structure and composition	Improving Corporate Governance	
	2-10 Nomination and selection of the highest governance body	Improving Corporate Governance	
	2-11 Chair of the highest governance body	Improving Corporate Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Improving Corporate Governance	
	2-13 Delegation of responsibility for managing impacts	Improving Corporate Governance	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management System	
	2-15 Conflicts of interest	Improving Corporate Governance	
	2-16 Communication of critical concerns	Stakeholder Engagement	
	2-18 Evaluation of the performance of the highest governance body	Improving Corporate Governance	
	2-19 Remuneration policies	Improving Corporate Governance	
	2-20 Process to determine remuneration	Improving Corporate Governance	
	2-22 Statement on sustainable development strategy	Sustainability Management System	
	2-23 Policy commitments	Sustainability Management System	
	2-24 Embedding policy commitments	Sustainability Management System	
	2-27 Compliance with laws and regulations	Strengthening Risk and Compliance	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	
	2-30 Collective bargaining agreements	Building an Outstanding Team	
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment
		3-2 List of material topics	Double Materiality Assessment
		3-3 Management of material topics	Double Materiality Assessment

GRI	Disclosure Item	Section Reference
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and supporting services	Supporting Social Welfare
	203-2 Significant indirect economic impacts	Building a Sustainable Supply Chain
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Upholding Business Ethics
	205-2 Communication and training about anti-corruption policies and procedures	Upholding Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Upholding Business Ethics
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and anti-monopoly practices	Upholding Business Ethics
	207-1 Approach to tax	Strengthening Risk and Compliance
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	Strengthening Risk and Compliance
	207-3 Stakeholder engagement and management of concerns related to tax	Strengthening Risk and Compliance
	302-1 Energy consumption within the organization	Efficient Resource UtilizationKey Performance Indicators
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Efficient Resource UtilizationKey Performance Indicators
	302-3 Energy intensity	Efficient Resource UtilizationKey Performance Indicators
	302-4 Reduction of energy consumption	Efficient Resource Utilization
	302-5 Reductions in energy requirements of products and services	Efficient Resource Utilization
	303-1 Interactions with water as a shared resource	Efficient Resource Utilization
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Efficient Resource Utilization
	303-3 Water withdrawal	Efficient Resource Utilization
	303-4 Water discharge	Efficient Resource Utilization
	303-5 Water consumption	Efficient Resource Utilization
	305-1 Direct (Scope 1) GHG emissions	Addressing Climate ChangeKey Performance Indicators
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Addressing Climate ChangeKey Performance Indicators
	305-4 GHG emissions intensity	Addressing Climate Change
	305-5 Reduction of GHG emissions	Addressing Climate Change

GRI	Disclosure Item	Section Reference
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	Not Applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not Applicable
GRI 306: Waste 2020	306-1 Generation of Waste and Waste-Related Significant Impacts	Environmental Impact Control
	306-2 Management of significant waste-related impacts	Environmental Impact Control
	306-3 Waste generated	Environmental Impact Control
	306-5 Waste diverted from disposal	Environmental Impact Control
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Building a Sustainable Supply Chain
	308-2 Negative environmental impacts on the supply chain and actions taken	Building a Sustainable Supply Chain
GRI 401: Employment 2016	401-1 New employee hires and employee turnover rate	Key Performance Indicators
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	Building a Healthy Workplace
	401-3 Parental leave	Key Performance Indicators
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Building a Healthy Workplace
	403-2 Hazard identification, risk assessment, and incident investigation	Building a Healthy Workplace
	403-3 Occupational health services	Building a Healthy Workplace
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Key Performance Indicators
	404-2 Programs for upgrading employee skills and transition assistance programs	Building an Outstanding Team
GRI 405: Diversity and Equal Opportunity 2016	404-3 Percentage of employees receiving regular performance and career development review	Building an Outstanding Team
	405-1 Diversity of governance bodies and employees	Building an Outstanding Team
GRI 406: Non-discrimination 2016	405-2 Ratio of basic salary and remuneration of women to men	Refer to Annual Report
	406-1 Incidents of discrimination and corrective actions taken	Building an Outstanding Team
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No incidents reported
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No incidents reported
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Building a Sustainable Supply Chain
	414-2 Requirements for product and service information and labeling	Building a Sustainable Supply Chain
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Optimizing Customer Service
	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents reported
	417-3 Incidents of non-compliance concerning marketing communications	No incidents reported
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protecting Customer Privacy

Report Rating



《广联达科技股份有限公司 2025 年可持续发展报告》评级报告

受广联达科技股份有限公司委托，中国企业公众透明度研究中心可持续发展报告评级专家委员会抽取社会责任与可持续发展、企业所属行业以及公共传播等领域专家组成评级专家组，对《广联达科技股份有限公司 2025 年可持续发展报告》(以下简称《报告》)进行评级。

一、评级依据

国家标准委《社会责任指南 GB/T 36000-2015》、国际标准化组织《组织社会责任标准 ISO 26000》、全球报告倡议组织《可持续发展报告标准》(GRI standards)、中国企业公众透明度研究中心《中国企业可持续发展报告评级管理办法(2026)》。

二、评级过程

企业公众透明度的可持续发展报告评级工作由中国企业公众透明度研究中心可持续发展报告评级专家委员会组织实施。评级专家组通过报告评审会，对提交《报告》进行过程、内容、形式和传播四个维度评价、打分，形成评级报告，并确认签字。

三、评级结果

经过评级专家组最终评定，《广联达科技股份有限公司 2025 年可持续发展报告》为 **AAAA** 级报告。

四、评级分析

(一) 过程维度

1. 外部参与性 (AA)

《报告》识别政府监管部门/行业协会、股东/投资者、客户、合作伙伴/供应商、员工、社区/社会公众 6 类利益相关方，在信息披露过程中主动纳入外部参与，开展问卷调查。建议进一步邀请可持续发展领域专家对报告进行评价、解读，从第三方视角审视各项议题实践成果。

(二) 内容维度

1. 理念一致性 (AAA)

《报告》中披露公司承袭企业目标与愿景，建立以绿色 (Green)、友善 (Goodwill)、持续进步 (Growth) 为核心理念的“G³ (G 立方)”可持续发展战略，并制定可持续发展相关工作目标及计划。公司完善涵盖“决策层-组织层-执行层”的三层可持续发展治理架构，明确各层组织职责。建议进一步描述可持续战略对企业商业模式或价值链的的定量财务影响，并将可持续绩效指标纳入高管薪酬政策。

2. 议题实质性 (AAAAA)

《报告》依据《深圳证券交易所上市公司自律监管指引第 17 号——可持续发展报告(试行)》，以 21 项议题为议题清单基础，开展可持续发展实质性议题问卷调查，并披露了影响重要性和财务重要性评估过程，参与问卷调查的内外部利益相关方比例均衡。专题部分，对科技创新、产品和服务质量与安全等重要议题进行回应，议题实质性高。

3. 指标完整性 (AAAAA)

《报告》编制对标了国内外多份可持续发展相关标准、指南，制作深交所《指引》内容索引表，指标覆盖较全；《报告》说明了报告范围、时间的口径，各个章节均披露了定性、定量指标；在附录中披露连续三年的环境、社会、经济关键绩效指标，纵向展示公司实践情况；《报告》披露可持续发展相关量化目标，并描述公司对上下游产业链的影响及管理，整体内容清晰、完整。

4. 信息平衡性 (AAAAA)

《报告》识别、评估可持续发展风险及机遇，针对具有极高财务重要性的议题进行影响周期、风险、机遇的详细描述。对监管处罚、信息泄露、工伤情况等负面信息进行汇报，信息平衡性良好。

(三) 形式维度

1. 文字可读性 (AAA)

《报告》报告逻辑清晰，主线鲜明，便于读者快速了解公司在可持续发展战略引领下的各项实践，及其创造的社会与环境价值。可尝试增加故事、专栏等拓展性内容，进一步增强报告可读性。

2. 设计多元性 (AAAAA)

《报告》通过放大数据、绘制图表等方式进行多元化呈现，有效提升了读者的信息获取效率。建议进一步增加与外部利益相关方互动的真实场景图，体现与相关方的沟通、交流。

(四) 传播维度

1. 获取便捷性 (AAAAA)

《报告》对外公开发布，在公司官网、交易所信息披露网站上均可下载，获取便捷性较高。

2. 互动体验性 (A)

《报告》中引用二维码，延伸展示公司在相关议题下的实践视频，丰富了报告的信息承载量，拓展了信息传递形式，提升了读者互动体验。建议借助融媒体平台，多形式、立体化展示公司可实践。

评级专家组

组长: 组员:

评级时间: 2026 年 3 月 27 日



扫一扫，了解更多评级信息

Terminology Interpretation

Digital Building	Digital building refers to the industry strategy of promoting transformation and modernization of the construction industry with information technologies such as BIM, cloud computing, big data, IoT, mobile internet, and AI. The strategy employs advanced lean construction methods and integrates people, processes, data, technologies, and business systems to make all construction processes, factors and stakeholders online, digital, and smart. It creates a new ecosystem that involves projects, enterprises and the entire industry. By promoting industrial innovations featuring digital design, construction and O&M approaches, Glodon aims to improve the industry and achieve the goal of making every project a success.
Digital Design	A methodology driven by digitalization and engineering data integration, establishing a unified collaborative work model encompassing the whole process, all design factors, and all participants involved in the design phase. This approach facilitates pre-simulation of construction and operational scenarios during the design phase, enabling fully digital prototypes and integrated delivery solutions. Its objectives include enhancing design efficiency, fostering project collaboration, expanding enterprise operations, improving industry supervision and regulation, and ultimately empowering the digital transformation and advancement of the design sector, ensuring the success of every engineering project.
BIM	BIM refers to Building Information Modeling, a modeling approach that leverages diverse construction project-related information and data as the foundation for building models, enabling the simulation of real-world building information through digital means.
AI	Artificial Intelligence (AI) represents a burgeoning technology dedicated to studying, developing, and applying theories, methodologies, technologies, and application systems aimed at simulating, extending, and augmenting human intelligence.
Engineering Project Lifecycle	The entire lifecycle of engineering project encompasses the whole process of construction project, from the project approval to its completion, utilization, and eventual obsolescence. This lifecycle typically spans the phases including, feasibility analysis, design, tendering (trade or purchasing), construction, operation and maintenance, and project demolition.
Digital Twin	Digital Twin is a technology that creates a real-time digital representation of a physical entity (such as a building, a campus, or a city) within a virtual space. Leveraging a core mechanism of "Data + Connectivity + Algorithms," it enables the simulation, verification, prediction, and control of the physical object throughout its entire lifecycle.



Reader Feedback

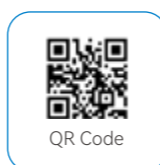
Dear Reader,

Thank you for reading the 2025 Sustainability Report of Glodon Company Limited. We sincerely welcome your feedback on this report and on Glodon's sustainability efforts. Your comments and suggestions are highly valued, and will be carefully considered and handled with the utmost confidentiality. Please rest assured that all feedback will not be disclosed to any third parties.

We look forward to hearing from you!

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