



2025

**KINGSOFT CORPORATION LIMITED**

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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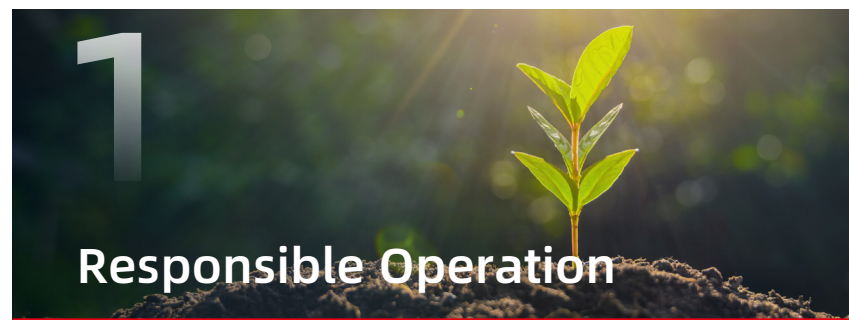
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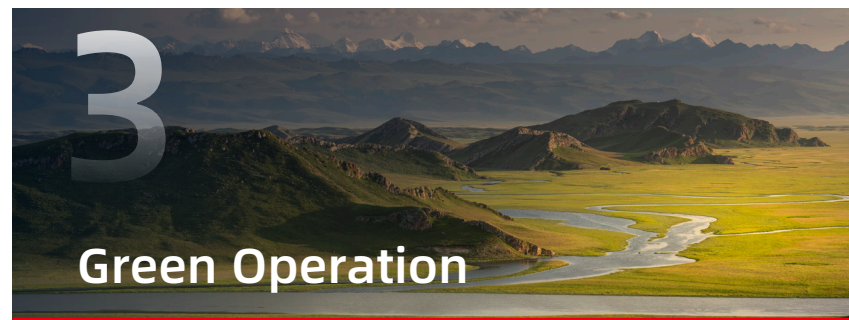
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## About this Report

### Reporting Scope

The report aims to objectively, fairly and justly reflect the environmental, social and governance ( “ESG” ) concept, remarkable milestones and achievements of Kingsoft Corporation Limited (hereinafter referred as “Kingsoft” or the “Company” ) and its subsidiaries. We will discuss all relevant areas in detail, especially the ESG issues that may exert considerable influence over the sustainability of our business operations and are of concern to our stakeholders. Based on the composition of the Group’s revenue in FY2025, we determine the scope of this report to be Kingsoft and its subsidiaries (hereinafter referred to as the “Group” or “we” ) - mainly including Beijing Kingsoft Office Software, Inc. (hereinafter referred to as “Kingsoft Office” ), Seasun Holdings Limited (hereinafter referred to as “Seasun Holdings” ), and Kingsoft Shiyou Holdings Limited (hereinafter referred to as “Kingsoft Shiyou” ). The report covers the period from 1 January 2025 to 31 December 2025. To maintain continuity of information, the report may include practices beyond this time frame.

### Reporting Principles

In preparing this ESG report, the principles of “Materiality” “Quantitative” “Balance” and “Consistency” are applied to define the content of the report and how the information is presented.

**Materiality:** During the preparation of this report, we have identified main stakeholders and key ESG issues of their concern and made targeted disclosure according to their relative materiality. For more information on materiality assessment, please refer to the sections “Stakeholder Engagement” and “Materiality Assessment” below.

**Quantitative:** This report adopts quantitative information to disclose the key performance indicators ( “KPI” ) in the environmental and social aspects. The standards, methods, hypothesis and/or calculation tools, and the source of conversion coefficient used for the measurement of the KPIs are explained in their respective paragraphs.

**Balance:** The purpose of this report is to report the positive and negative ESG information and performance of the Group transparently and objectively. The report covers four aspects: responsible operation, talent management, green practice and contribution to the society.

**Consistency:** The data disclosed in this report adopts the statistical method consistent with previous years, with individual changes explained to ensure consistency.

### Preparation Basis

The report is prepared in accordance with the *Environmental, Social and Governance Reporting Code* set out in Appendix C2 to the *Rules Governing the Listing of Securities (the “Listing Rules” ) on the Stock Exchange of Hong Kong Limited* (the “Stock Exchange” ), and with reference to the *Sustainability Disclosure Standards for Business Enterprises - Basic Standard (Trial)* and the *Sustainability Disclosure Standards for Business Enterprises No. 1 - Climate (Trial)* issued by the Ministry of Finance of China.

### Data Source

The information, data and cases cited in this report are all from the Group’s official documents, statistical and financial reports or public documents, as well as other ESG practices collected and summarized by the functional departments of the Group. The Board of Directors is responsible for the authenticity, accuracy and completeness of the content of this report. For information on governance, it is advisable to read the sections concerning governance in connection with the Corporate Governance Report presented in the Annual Report. This report is published in both Chinese and English. In the event of any discrepancies between the two versions, the Chinese version shall prevail.

### Access to this Report and Feedback Channel

The electronic version of this report is available on the website of the Group ([www.kingsoft.com](http://www.kingsoft.com)) and the website of the Stock Exchange ([www.hkex.com.hk](http://www.hkex.com.hk)). If you have any comments or suggestions about this report, please email us at [ir@kingsoft.com](mailto:ir@kingsoft.com).

## Chairman Statement

In 2025, the rapid iteration and large-scale adoption of artificial intelligence technologies significantly accelerated, continually reshaping the industrial ecosystem and driving the integration of the digital economy and the real economy into a comprehensive, deep-level new stage. Amid transformation, the industry fostered new opportunities and achieved upgrading through adjustment. For thirty-seven years, Kingsoft has remained true to its original aspiration of existing as a “technology-based enterprise”. Driven by innovation and incremental R&D investment, we have broken through barriers and forged ahead, with deep commitment, in office software, gaming products and services, and beyond. We have deeply integrated the ESG philosophy into every aspect of our corporate development strategy, operation and management, business innovation and value creation, driving the Company towards sustainable long-term value. Riding the surging tide of AI application, we uphold the vision of “Tech for Good, Win-Win Symbiosis”. From compliance governance to service enhancement, from low-carbon practices to public welfare empowerment, from talent cultivation to ecosystem co-construction, we have been deepening ESG practices across the board. With concrete actions, we fulfill the mission and responsibility of a technology company, and propel the high-quality development of the industry.

**Staying true to our original aspiration for users, striving for excellence in service quality, we are cementing the cornerstone of trust that sustains long-term development.**

We have consistently integrated compliance, security and service upgrading throughout our entire business process. Adhering to high standards and strict requirements in product development and operations, we continuously enhance product quality and service excellence. To guard data security and privacy, we have been optimizing the collaborative governance mechanism for cybersecurity and information security. We have established a protection system covering the full data lifecycle, and extended security safeguards across the value chain, thereby building a resilient security barrier. During the reporting period, all core products and services offered by the Group’s subsidiaries have obtained a number of widely accepted external cybersecurity certifications. To drive product innovation and quality control, we have been forging ahead with product iteration and upgrading. Thanks to those efforts, platforms such as WPS 365 have been made more stable and user-friendly. In the gaming segment, sticking with a positive value orientation, we have been enhancing our minor protection mechanisms, by improving systems for real-name registration, behavior control and content review, to wholeheartedly safeguard the physical and mental health of minors. Adhering to our core tenet of “user-first”, we have made easily accessible a variety of user feedback channels, optimized complaint resolution processes, and continuously improved customer service capabilities. By doing so, we manage to consistently deliver more efficient, convenient and secure product and service experience.



**Ploughing deep for green growth, treading light with low carbon footprints, together we are nurturing the harvests of sustainability.** Responding to the national “Dual Carbon” strategy and promoting green, low-carbon development represent a significant corporate social responsibility. Grounded in the characteristics of our industry, we have deeply integrated the green development philosophy into the entire process of product R&D, daily operations and supply chain collaboration. We have built a sustainable development model featuring “empowerment through green products, improvement via green operations, and co-construction of a green value chain”. We also support the low-carbon transition of society with concrete actions. We have continuously enhanced features such as paperless office, on-cloud collaboration and remote work, assisting companies in reducing paper consumption and travel emissions, thereby lowering operational costs. Furthermore, we always place green and low-carbon development at the core of the Group’s sustainability strategy. We deeply integrate climate governance and environmental management into daily operations, systematically identify risks and opportunities that come with climate change, and develop full-process response and tracking measures accordingly. In doing so, we aim to safeguard long-term development with a strong sense of responsibility.

**Nurturing talent, empowering public welfare, we are gathering core synergy for sustainability.** Espousing the “people-centric” development philosophy, the Group strives to build a competitive, inclusive and growth-oriented talent ecosystem, with a view to mutual success and shared growth between the Group and its employees. We provide all-around career pathways, along with customized training systems, practice-driven empowerment platforms, and talent development programs to up-skill our people in professional

competence and leadership. Those efforts could quickly adapt the workforce to technological changes and the Group’s development needs. Furthermore, the Group sticks with the core model of “Technology + Public Welfare”. Via the Beijing Kingsoft Foundation, guided by the vision of “Illuminate More Dreams” and the mission of “Drive Innovation Development of Quality Education Through Technology”, we have put persistent efforts in rural education support and the innovative development of quality education. During the reporting period, the public welfare project “Little Golden Carp Science Course” expanded to more remote areas. It helped improve the teaching capacity and quality of rural schools through technological means, and fostered students’ interest in science and technology, with a total investment of approximately RMB 2.016 million. In 2025, the Foundation’s total charitable contributions amounted to RMB 7.019 million, directly benefiting over 46,000 individuals. Our actions conveyed the warmth of technology and testified to our commitment to corporate social responsibility.

**Optimizing the governance system, reinforcing strategic guidance, we are consolidating the institutional foundation for sustainability.** The Group has been pushing forward with ESG governance reform, and, by enhancing the systematicity, standardization and efficiency of ESG management, driving the complete implementation of ESG initiatives. We have established an ESG management system led by the Group and supported by all departments. We have also set up cross-departmental ESG working groups including the carbon emission group, the human capital management group, the business ethics group and the information security group. All departments work together to implement ESG-related work. The Company has been optimizing internal governance continuously. We have issued the *Kingsoft Corporation*

*Limited Code of Business Conduct*, as part of our efforts to strengthen the fostering of business ethics. Moreover, sticking to the principles of “honesty and trustworthiness, integrity and fairness; well-established policies, and high quality at competitive prices”, we have made consistent efforts to improve employees’ legal awareness and professional ethics. We have been improving transparency in information disclosure, as well as the ESG information disclosure mechanism. We provide full, accurate and timely disclosures of the Group’s ESG practices and development plans in response to the expectations of all stakeholders.

As our original aspiration stands firm like an anchor, we shall never slacken our efforts on the long journey ahead. Looking ahead, Kingsoft will continue to build on its foundation as a “technology-based enterprise” and take ESG principles as its guiding rudder, integrating a strong sense of responsibility into every innovation and every service. We will adopt a more open stance and join hands with all stakeholders to contribute “Kingsoft Strength” to the high-quality development of the industry and the sustainable future of society.

Lei Jun

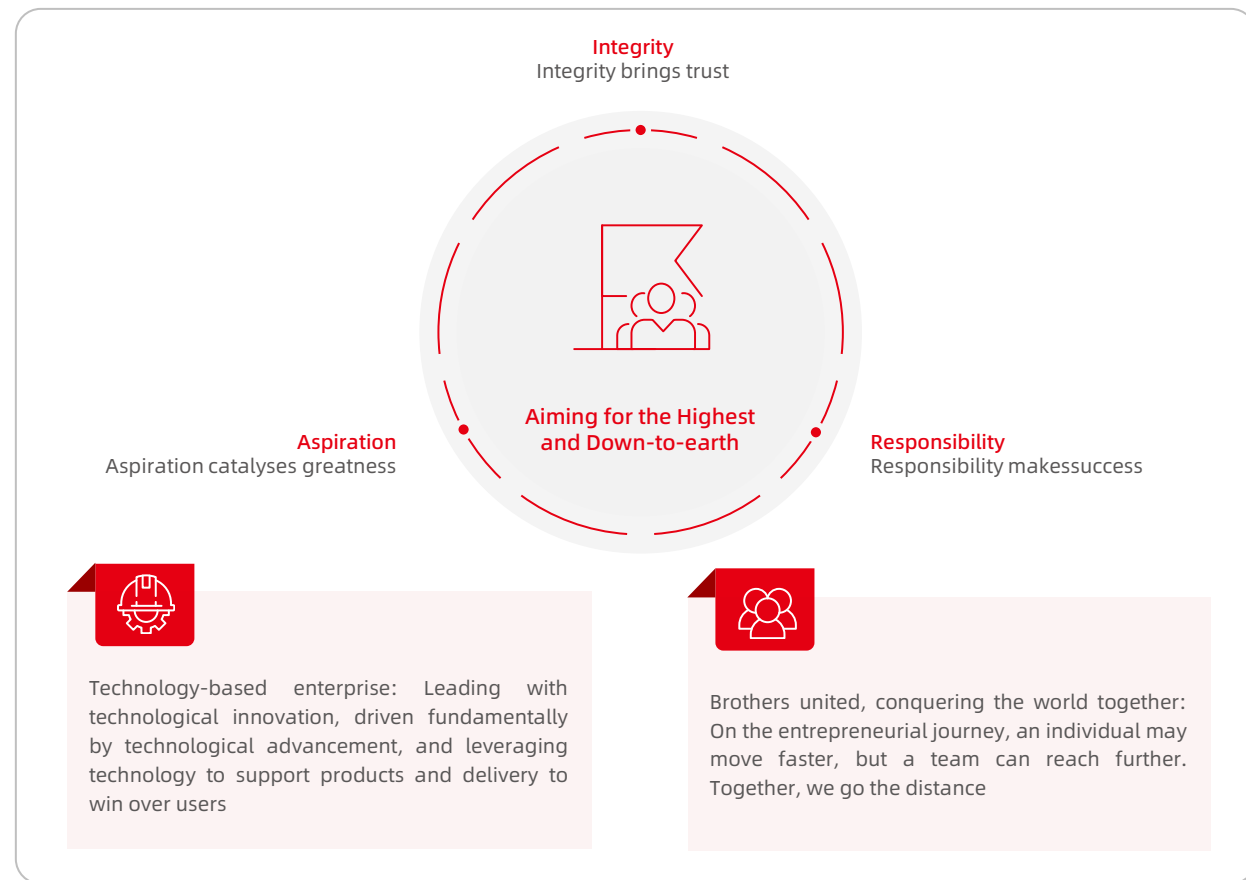
Chairman

25th March 2026

# About Us

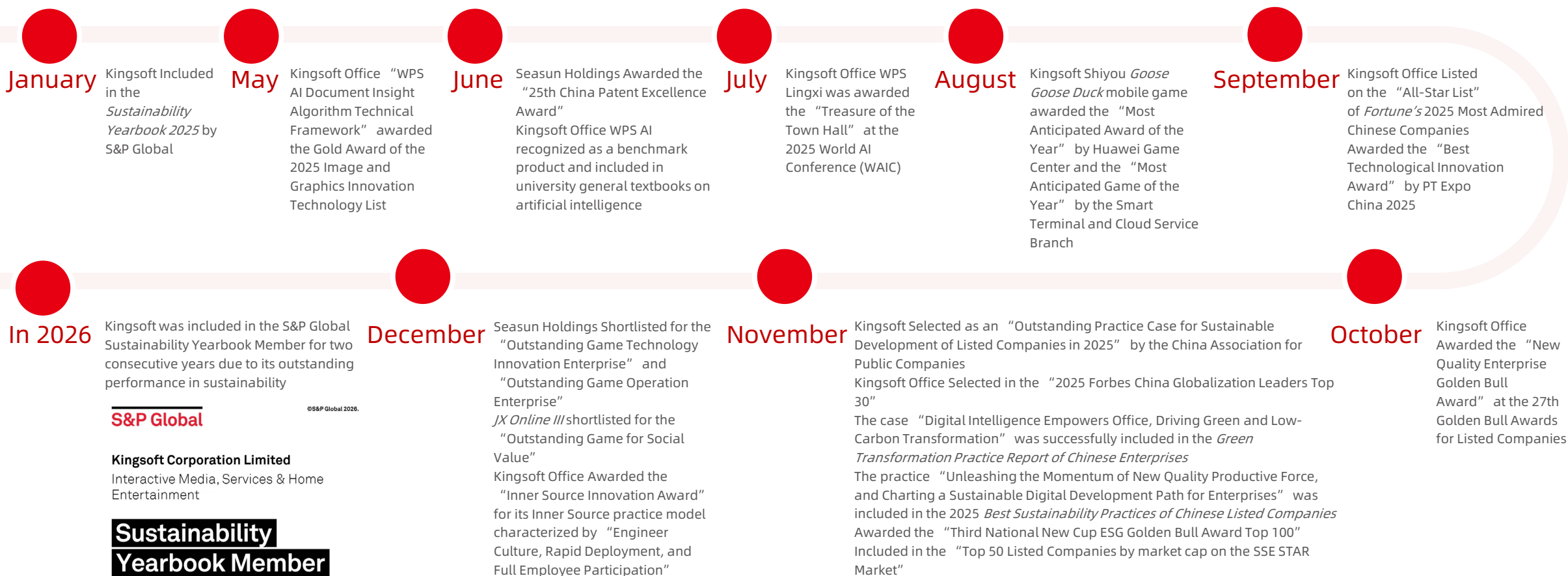
## Corporate Culture Values

Over the past 37 years, the Group has always upheld the corporate spirit of “aiming high with feet on the ground” , and embedded the core values of “Aspiration” “Integrity” and “Responsibility” into each phase of our development. Adhering to the philosophy of “technology-based enterprise” , we focus on our core strategy and continuously invest in research and development, driving technological advancement and enhancing product competitiveness through innovation. Relying on the corporate culture of “teamwork” , we consolidate our talent foundation. While deepening the value of our core products, we actively expand into new businesses, keep pace with the times, respond to diverse user needs, and strive to deliver a more outstanding experience. Going forward, to actively fulfil our corporate social responsibility, we stick to upholding integrity to spark dreams, and empower society with technology for a better future.



## Honors and Awards

As a leading software and internet services company in China, the Group has always adhered to the core philosophy of being a “technology-based enterprise”. We proactively navigate the waves of digitalization and intelligent transformation, fueling global digital progress through sustained innovation. We have achieved breakthroughs in office software AI and made innovative strides in our gaming business, launching a variety of new products and services. With the unremitting efforts of Kingsoft and its subsidiaries, we were honored with numerous awards and accolades in 2025.



# ESG Management

## ESG Strategy

We steadfastly hold to the vision of “technology-based enterprise, service to society”, and firmly believe that technology can help cope with societal challenges and foster the sustainable progress of individuals and businesses. The Group’s development reflects not only an exploration of infusing cutting-edge technology into business practices, but also an innovative journey of constantly embracing change and daring to make breakthroughs.

Nowadays, the ESG concept has been deeply integrated into the Group’s strategy. We aim to be a truly responsible company with a long-term focus on human welfare and sustainable development, and harmonious coexistence with nature. We have fully integrated the ESG concept into our management system. To ensure the implementation of the ESG strategy, the Group’s Board of Directors conducts regular reviews of the strategy to monitor and ensure that the Group’s development remains aligned with its strategic objectives.

We prioritize sustainable development as our core mission, helping achieve UN SDGs goals by utilizing our business characteristics and strengths to make a positive contribution to fuel societal, economic and environmental progress. Based on the global goals of eliminating poverty, protecting the planet and sharing prosperity, we crafted sustainable development plans, and identified responsible operation, talent management, green operation and contribution to society as the four long-term key strategic directions and our core corporate responsibilities, in order to pitch in UN SDGs goals.

## Responsible Operation

The Group is committed to creating a secure online environment, safeguarding user data privacy, and protecting the physical and mental health of minors. We reinforce our sense of product responsibility and continually enhance the quality of our products and services. In addition, we strengthen intellectual property protection and optimize advertising compliance and content safety management. In the continuous development of business, we pay attention to integrity management, adhere to business ethics, and standardize supply chain management to ensure compliance and sustainability in business operations.



## Green Operation

The Group strictly abides by laws and regulations regarding of environmental protection to regulate the management of energy, resources and emissions in the Group’s operations. We also monitor our environmental management performance on an annual basis by setting and tracking the Group’s targets in terms of energy conservation, emission reduction, water saving and waste reduction. We focus our environmental management on “reduce”, “reuse”, “recycle” and “rethink”, with a view to minimizing the negative impact of the Group’s operations on the environment and natural resources. In addition, we keep improving energy conservation and emission reduction measures, including building green campus, creating green supply chains, advocating green offices and low-carbon lifestyles, actively responding to climate change, and engaging in multi-party cooperation

to fulfil our commitment to green operations through practical actions.



## Talent Management

Talent resource forms a core driving force for the development of the Group. We place great importance on building a talented workforce, adhere to the principle of diversity and inclusivity, and actively broaden channels for talent recruitment. We establish a systematic talent development system, and continually optimize performance evaluation and promotion mechanisms to provide tailored career development paths for employees, helping them achieve self-value. We are also committed to safeguarding the rights and interests of employees. Building on this, we strive to create a safe and healthy work environment, promote a work-life balance

lifestyle and actively listen to their voices. With these efforts, we continuously enhance employees’ sense of belonging, and create a pleasing workplace.



## Contributing to the Society

The Group is dedicated to fulfilling charitable mission and creating more social value. We continue to promote the standardized management of public welfare projects as we grow. We have carried out a range of public welfare activities in the areas of educational equality, college student support, public charity, disaster relief aid and rescue, rural revitalization and environmental protection to explore paths for sustainable development and contribute to the well-being of society.



## ESG Governance Structure

### Board Statement

While promoting the sustainable development of the Group's business, our Board of Directors pays great attention to the concept of ESG, and makes efforts to improve the ESG governance system.

**Oversight of ESG issues:** The Group's Board of Directors is the highest responsible and decision-making body for ESG issues. It has established the Environmental, Social and Governance Committee ( "ESG Committee" ), which is responsible for reviewing ESG strategies, supervising ESG efforts and deliberating ESG reports. This year, the ESG Committee attended 1 ESG work report meeting to understand the progress, achievements and plans of ESG efforts. It also made recommendations on the ESG management of the Group. To facilitate ESG efforts, we have established an ESG management system led by the Group and supported by all departments. We have also set up ESG working groups cross departments including

carbon emission group, human capital management group, business ethics group and information security group. Subsidiaries and functional departments are responsible for the specific implementation of ESG-related work.

**ESG management approach and strategies:** The Group regularly assesses the materiality of environmental, social and governance issues. The specific assessment process and results are detailed in the sections "Stakeholder Engagement" and "Materiality Assessment" of the Group's 2025 Environmental, Social and Governance Report, which are reviewed by the ESG Committee. The ESG Committee of the Group has comprehensively identified the significant ESG risks related to the Group, including climate change, privacy and data security, human capital development, intellectual property management, health and safety

compliance of products and services, and business ethics risks. We have not only formulated response measures, but also required relevant departments to implement such measures in their daily operation and management.

**Review of the ESG target:** Each year, the ESG Committee reviews and assesses the achievement of the environmental targets for the current year, and reviews and discusses the setting of the target for the next year. In 2025, the ESG Committee of the Group received a report from cross-departmental ESG workgroups on the environmental goal setting for the current reporting year, reviewed and evaluated the achievement of the goals. Among them, the environmental targets, including improving the proportion of clean energy use and green procurement, using energy-saving and water-saving equipment, and ensuring compliance with waste

treatment and other aspects, have all been achieved. In addition, the ESG Committee reviewed and discussed the annual environmental targets related to the business operation for the next year, including energy saving, reducing greenhouse gas emissions, improving the proportion of clean energy use and green procurement, saving water resource, using energy-saving and water-saving equipment, and ensuring compliance with waste treatment and other aspects. The detailed information of the forementioned ESG issues is also disclosed in this report, which was reviewed and approved by the Board of Directors and the ESG Committee on 25th March 2026.



## Stakeholder Engagement

We recognize the importance of engaging communication with stakeholders and incorporate their feedback as a key driving force to enhance our ESG management. We maintain active engagement with stakeholders via annual ESG-specific surveys and interviews, forums, and diverse daily communication channels, to understand and respond to their demands promptly. We have identified key stakeholders that are closely relevant to the Group's operations, and continuously collected their opinions and expectations through these systematic communication mechanisms. The findings are then applied to the formulation and optimization of our ESG strategy to better direct our ESG practices. We conduct at least one comprehensive ESG-focused stakeholder interview and survey each year, together with targeted questionnaires, to ensure we dynamically track concerns of all parties and translate valuable feedback into concrete ESG actions. These are summarized in the table below:

Main Stakeholders	Main Expectations	Main Communication and Response Methods
Governmental and Regulatory Authorities	Compliance with laws and regulations	Inspection and reception
	Safety and reliability of products	Annual report
	Promoting technological progress	The Group's website
	Serving national interests and people's livelihood	Document submission
Investors	Maintaining good operating performance	Shareholders' meetings
	Compliant operation	The Group's announcements
	Information disclosure	Reporting of special projects
		Visitor reception
Customers	High-quality products and services	Daily communication with customers
	Protecting information security and user privacy	Survey on customer satisfaction
	Satisfying the diversified needs of customers	Handling and feedback of customer complaints

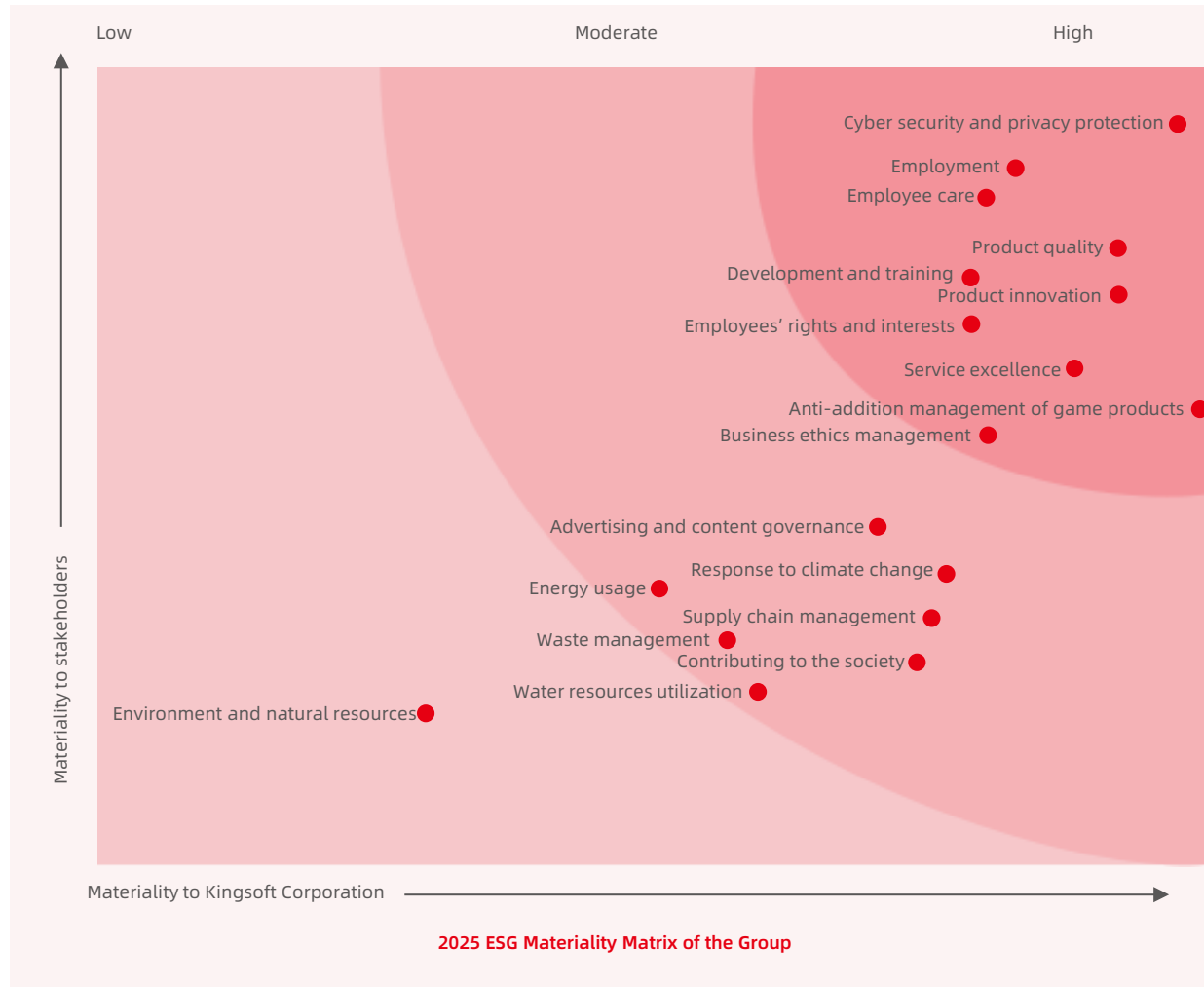
Main Stakeholders	Main Expectations	Main Communication and Response Methods
Staff	Protecting staff's rights and interests	Staff meeting
	Protecting occupational health	Platform for staff's suggestions
	Training and development	Face-to-face communication
	Promotion channels	Staff training
Suppliers and Partners	Open, fair and impartial procurement	Public tendering
	Fulfilling contractual obligations	Face-to-face communication
	Mutual benefits and win-win cooperation	
Community	Community development	Involvement in community activities
	Public welfare undertakings	
	Environmental protection	

## Materiality Assessment

This year, through continuous and effective communication with main stakeholders, combined with stakeholder survey results, suggestions from external experts and the areas of media attention, the Group has identified relevant ESG issues in all spheres and assessed their materiality. The assessment results serve as an important reference for the report.

### Assessment and Analysis Process

- **Identification:** By interpreting regulatory requirements, analyzing the Group's operations and industry trends, and taking into account the key ESG focus of the capital market, a list of ESG issues is formulated.
- **Investigation:** A materiality issue survey is conducted with internal and external stakeholders.
- **Assessment:** Analysis is performed on the survey results of the materiality issues, which are further optimized with input from ESG-related experts, thus forming Kingsoft's 2025 ESG Materiality Issues Matrix.
- **Review:** The process and outcomes of the materiality assessment are reported to the Board of Directors. Upon final review and approval by the ESG Committee of the Board of Directors, the results are disclosed in the 2025 ESG Report.



## 2025 ESG Materiality Issues of the Group

### ESG Issues with High Materiality

- Cyber security and privacy protection
- Employment
- Employee care
- Product quality
- Product innovation
- Development and training
- Employees' rights and interests
- Service excellence
- Anti-addition management of game products
- Business ethics management

### ESG Issues with Moderate Materiality

- Advertising and content governance
- Response to climate change
- Supply chain management
- Contributing to the Society
- Water resources utilization
- Waste Management
- Energy usage

### ESG Issues with Low Materiality

- Environment and natural resources

# 01

## Responsible Operation

The Group has always been committed to building a secure and reliable online environment, safeguarding user data and privacy, and protecting the physical and mental health of minors. We continuously reinforce our sense of product responsibility and enhance the quality of our products and services. In addition, we strengthen intellectual property protection and optimize the promotion and execution of advertising compliance and content safety management. In the course of business development, we pay attention to integrity management, adhere to business ethics, and standardize supply chain management to ensure compliance and sustainability in business operations.

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## Product Responsibility

We always work to serve user needs and provide users with safe and high-quality products and services. To foster a clear network environment, we have been improving our security management system, and enhancing our cybersecurity technologies. We have established a comprehensive data protection mechanism, and reinforced the bottom line of data security to safeguard users' personal information and privacy. For our gaming business, we have implemented anti-addiction measures to steadfastly guard the healthy growth of minors. We have improved the product quality management system, and devised dedicated quality enhancement plans targeting different end products, so as to strictly control the quality of products and services. Furthermore, we ensure the accessibility of feedback channels to users and optimize complaint handling processes, for the purpose of enhancing user satisfaction.

## Cybersecurity and Privacy Protection

Safeguarding cybersecurity and protecting personal privacy are the cornerstones of fortifying our security defense. The Group consistently refines information security systems and management framework and employs a multi-dimensional approach that integrates technical and administrative measures. By doing so, we aim to ensure the integration of security practices across the entire lifecycle of data and products. Additionally, the Group involves all service providers and partners into

the management system for cybersecurity and privacy protection. Regular security training is provided for full-time employees, interns, part-time employees, and third-party dispatched employees (collectively referred to as "all employees"), to enhance their security awareness and create a safe, reliable, and trustworthy online environment for users.

### Safety Policy Regime

We strictly abide by the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, the *Administrative Measures for Internet Information Services*, the *Emergency Response Plan for Internet Security Incidents* and other laws and regulations, as well as relevant national standards such as the *Information Security Technology — Personal Information Security Specification* and the *Information Security Technology — Guidelines for Information Security Risk Executive Management*, to earnestly fulfil our responsibility of cybersecurity protection. In addition, we continue to reinforce real-time monitoring of overseas business compliance, and strictly comply with user privacy and security protection laws and regulations in other countries and regions such as Japan, South Korea, the United States and the European Union, including Korea's *Personal Information Protection Act*, America's *California Consumer Privacy Act*, *Children's Online Privacy Protection Act*, and *European Union's General Data*

*Protection Regulation (GDPR)*, so as to ensure that the products exported are in compliance with the laws and regulations.

Kingsoft and its subsidiaries have established separate and publicly accessible user privacy protection policies for each of their products or services. These policies clearly outline the types of private information collected, purposes of use, scope of use, the consent required for using private information, and the methods for storing and protecting the information, according to laws and regulations, and the need to obtain the user's consent. These individual policies shall apply specifically to the respective product or service. For any matters about products or services not covered by the separate privacy policies of the Group, or if no separate privacy policy has been established, the *Kingsoft Corporation Privacy Policy* shall apply, which covers all business lines and products and services under Kingsoft, Kingsoft Office, Season Holdings and Kingsoft Shiyou.



### Policy Entity Policy Details

The Group	The Group has formulated the <i>Kingsoft Corporation Privacy Policy</i> covering all business lines and products and services.
Kingsoft Office	Kingsoft Office has lawfully formulated the <i>WPS Privacy Policy</i> and other personal information protection rules, which apply to all of its products and services, including WPS and Kingsoft Collaboration.
Season Holdings	Season Holdings has established privacy policies for each of its products. For detailed privacy policies, please refer to the official websites of Season Holdings' respective games and their respective product registration pages.
Kingsoft Shiyou	Kingsoft Shiyou has formulated privacy and data protection policies for all its games and services, including but not limited to the <i>Online Game Service Agreement</i> and the <i>Privacy Policy</i> .

## Public Policy on Personal Information Processing

All products and services under the Group provide users with access to view, copy, rectify, supplement, delete personal information, and deactivate accounts. Users may exercise their relevant data subject rights in accordance with the procedures outlined in the privacy policies. In our publicly available policies, we explicitly outline the rights users hold regarding the processing of their personal information. We provide clear information about the collection of users' personal data, including the relevant provisions outlined in the following personal information processing policy.

- The Group fully respects that users have the right to be informed, choose, access, copy, rectify, supplement, and delete their individual data.
- We retain user data for different periods based on the product type in accordance with the *Personal Information Protection Law and other relevant laws* and regulations. Once the retention period expires, users' personal information will be deleted or anonymized in compliance with applicable laws and regulations.
- In accordance with China's relevant national laws and regulations, users' personal information will generally be deleted or anonymized within 15 working days in cases such as users actively exercising their right to deletion, expiration of retention periods, or handling of illegal or non-compliant content. For products and services launched and provided by the Company in other countries or regions overseas, we delete or anonymize user information within the stipulated timeframe in accordance with local policies and regulations.

## Policy on Disciplinary Actions for Privacy and Data Security Violators

The Group has formulated the *Kingsoft Office R&D Incident Management Measures 4.0*, the *Personal Information Leakage Contingency Plan* and the *Kingsoft Penalty Rules for Information Security Incidents*. Once an employee violation is confirmed, we will impose appropriate penalties on the violator in accordance with the severity of the violation, including warning, suspension and termination of employment. The results of the penalty will be publicized in the whole staff cybersecurity meeting.

## Security Management Structure

### ESG Committee of the Board of Directors



As the highest governing body for cybersecurity and privacy protection, it is responsible for making significant risk decisions related to cybersecurity and privacy protection within the Group, overseeing and managing the effective implementation of security measures within the Company.

### Information Security Taskforce



Composed of the CEO of the Group (who also acts as the acting CEO of Seasun Holdings) as the leader, and senior management personnel including the Vice President of the Group and the Vice President of Kingsoft Office, the taskforce is responsible for making security decisions for the Group and overseeing the orderly implementation of security work within the Group and its subsidiaries.

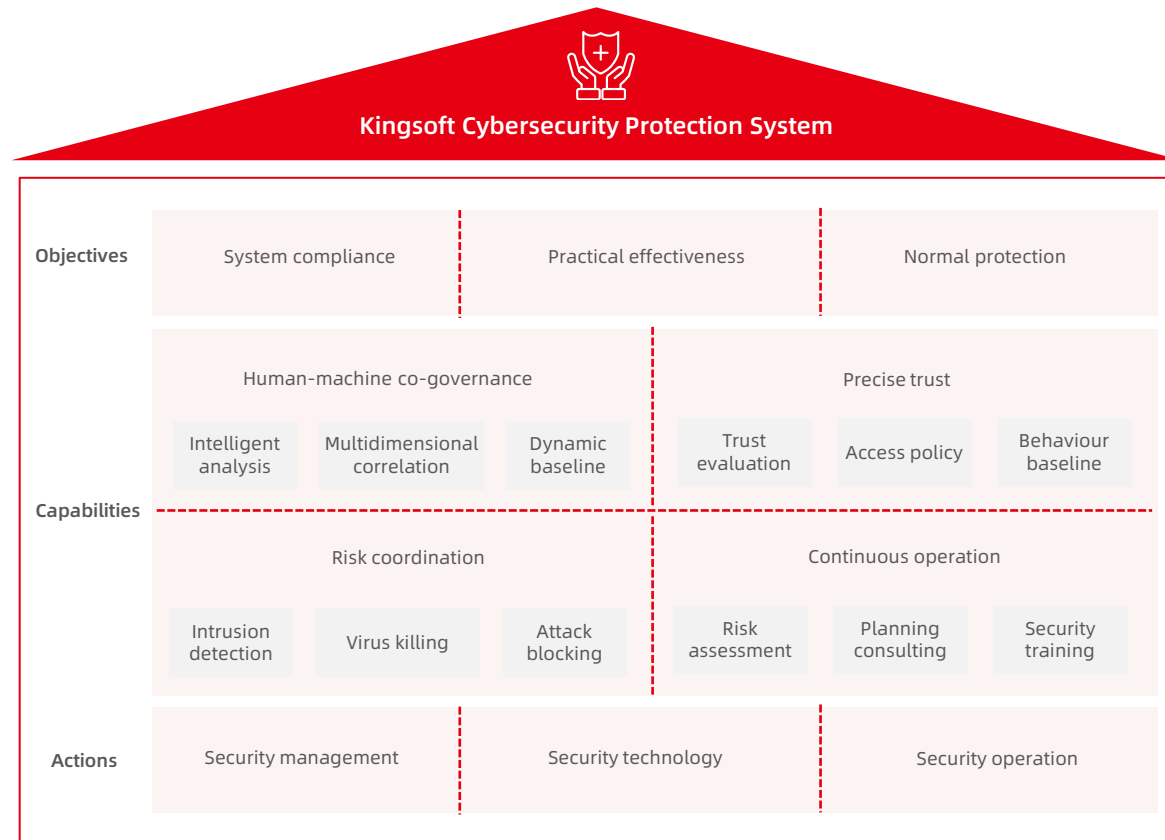
### Security Execution Team of Each Subsidiary



These teams are responsible for issuing regulations on network security and privacy protection management, establishing a security protection system covering all platforms and business lines of the Group, conducting security certification and training, actively participating in industry security ecosystem collaboration, and ensuring the security of the entire lifecycle of data and products.

## Security Protection System

We continue to strengthen cybersecurity management by optimizing top-level design, technical skills and operation and maintenance measures, thereby improving the security protection capabilities in all aspects. We have established a top-down cybersecurity protection system to continuously enhance the defense capabilities from the four dimensions of “human-machine co-governance”, “precise trust”, “risk coordination” and “continuous operation”. Moreover, we have implemented the three main protective measures of “security management”, “security technology” and “security operation”, to realize the three major protection objectives of “system compliance”, “practical effectiveness” and “normal protection”.



To safeguard the core business and data security, Kingsoft and its subsidiaries implement cybersecurity protection measures from four aspects, namely, access, technology, operation and audit, to consolidate the basic capacity of security management, and strengthen the effectiveness of the operation of the management system, thus effectively reducing the risk of network information security.

### Management Dimensions

### Management Measures

	<p>Optimize access management:</p> <ul style="list-style-type: none"> <li>We have introduced a zero-trust security strategy and established an identity-centered access control mechanism for devices and assets to optimize intranet access strategies.</li> <li>We manage the identity of people, terminals and applications in a unified manner to ensure that people and terminals connecting to the network are always trustworthy, by setting up an access whitelisting system to control the source of access and strictly limiting the scope of asset access to ensure that critical information data can only be accessed by authorized personnel and terminals.</li> <li>Kingsoft Shiyou has developed a unified Single Sign-On (SSO) system in house, which enables secure access to applications based on multi-standard protocols and delivers robust user management and fine-grained permission control. Therefore, it effectively supports unified authentication across multiple systems.</li> </ul>
Access management	
	<p>Upgrade protection systems:</p> <ul style="list-style-type: none"> <li>We test the expansion capability of various types of Web application protection systems and the deployment of F5 equipment<sup>1</sup>, to protect BGP<sup>2</sup> routes and ensure the stable operation of the server room network. In 2025, we deployed a new-generation Web Application Firewall and a zero-trust perimeter protection platform, further strengthening our defense-in-depth capabilities from the network perimeter to core applications.</li> <li>We deploy and debug the host-side protection system and event collector to realize in-depth monitoring and protection of servers and to discover and prevent potential malicious activities in a timely manner, ensuring business continuity and data integrity. Additionally, in 2025, we introduced a unified security defense platform covering endpoints and hosts, which enables comprehensive intrusion detection, vulnerability management, and micro-segmentation protection for servers and office terminals.</li> </ul>
Protective technology	

<sup>1</sup> F5 devices are WAN link traffic management devices used to maximize link performance and availability.

<sup>2</sup> BGP, short for Border Gateway Protocol, is a routing protocol used to exchange network layer reachability information between routing domains.

Management Dimensions	Management Measures
Protective technology	<p>Introduce accurate identification and protection tools:</p> <ul style="list-style-type: none"> <li>We adopt third-party tools for security protection and acceleration services. For example, we use the BOT<sup>3</sup> behavior library to identify crawler types such as advertising, screen capture tools, search engines, site monitoring, and link queries. We also enable DDoS<sup>4</sup> attack protection to prevent the malicious theft of data or user information. In addition, we deployed an advanced network traffic threat detection system and an active deception system during the year. The former leverages deep traffic analysis and sandbox technology to accurately identify advanced persistent threats and unknown attacks on the network; the latter, by creating a simulated decoy environment, proactively detects and assesses targeted attack attempts, shifting from passive defense to active early warning.</li> <li>Seasun Holdings has added unified blocking capabilities, which integrate perimeter protection resources across public clouds, delivering unified distribution and rapid enforcement of cross-cloud blacklist policies.</li> </ul>
	<p>Build unified security operations and analysis capabilities:</p> <ul style="list-style-type: none"> <li>To improve the efficiency of response and handling in case of an overall security incident, we have built a new-generation security operations center platform. The platform enables centralized collection, correlation analysis, and visual presentation of alerts and network logs from various security systems including boundary protection, traffic detection, and endpoint security. Through automated response playbooks, it assists the security team in making rapid decisions and coordinated responses, integrating scattered security technologies into a concerted operational force.</li> </ul>
Daily operations	<p>Detect risk information:</p> <ul style="list-style-type: none"> <li>We analyze third-party threat intelligence<sup>5</sup> to identify the characteristics and patterns of potential threats, enhancing the security design and development of our products.</li> <li>We deploy situational awareness systems to assess the cybersecurity situation by analyzing traffic and log data, and in case of anomalies, to provide management personnel with recommendations for security decisions and to formulate a plan of response actions.</li> <li>Seasun Holdings has introduced third-party exposure risk detection services to scan internet assets across 21 dimensions, generating asset inventories and risk reports.</li> </ul>

<sup>3</sup> BOT intelligent analysis identifies friendly and malicious bots through a comprehensive analysis of multiple factors. BOT intelligent analysis classifies requests into normal requests, normal BOT requests, suspected BOT requests, and malicious BOT requests, and configures corresponding action for different types of requests.

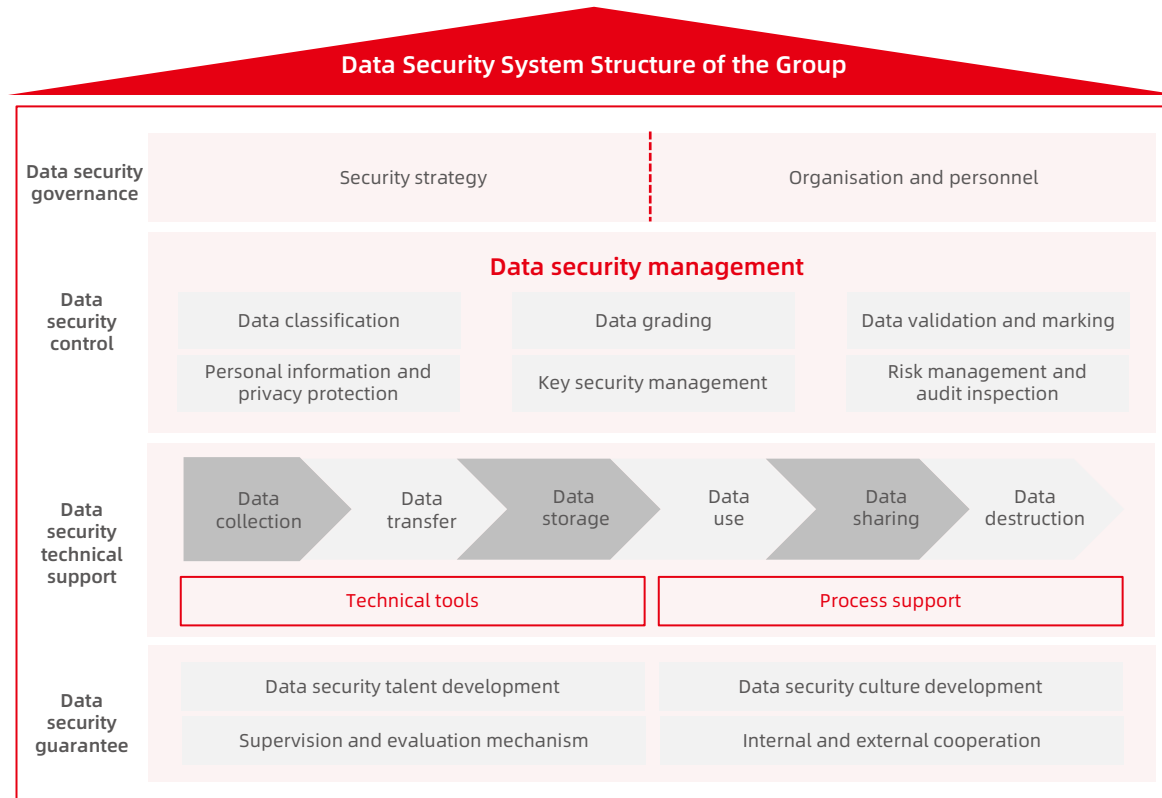
<sup>4</sup> DDoS, or Distributed Denial of Service, targets websites and servers by disrupting network services.

<sup>5</sup> Third-party threat intelligence involves gathering, analyzing and integrating information from external security firms, research bodies and open-source communities to obtain intelligence on cyber threats, threat actors and exploitation.

Management Dimensions	Management Measures
Daily operations	<p>Strengthen risk response capacity:</p> <ul style="list-style-type: none"> <li>We regularly conduct vulnerability scanning and baseline checking of security systems to identify potential security risks in a timely manner for subsequent risk response and rectification.</li> <li>We have formulated security contingency plans and contingency response mechanisms, and actively carry out internal and external attack and defense drills to test the ability to deal with accidents.</li> <li>Seasun Holdings has configured its self-developed GSS security platform to automatically detect and alert against information leakage risks, such as weak passwords and high-risk ports, ensuring closed-loop remediation within 24 hours.</li> <li>Seasun Holdings has completed an annual data security risk assessment and updated the <i>Network Data Security Risk Self-Assessment Report</i>.</li> </ul>
	<p>Conduct internal and external audits:</p> <ul style="list-style-type: none"> <li>To ensure the effective operation of the security management system, we engage external third-party agencies to conduct information security audits every year, including ISO 27001 certification audits and level protection certification audits. Third-party auditors performed 2 audits on the Company's security technology system, security management system, and security operations system using methods such as interviews, on-site observations, and document reviews. These audits comprehensively covered the Company's physical environment, communication networks, security perimeter and computing environment, aiming to validate the effectiveness of the Company's security framework, identify information security risks, and enhance protective capabilities.</li> </ul>
Security audit	<ul style="list-style-type: none"> <li>In strict adherence to the requirements for annual internal security audits, we conducted 2 internal audits, primarily focusing on areas including R&amp;D of sensitive data, and R&amp;D and O&amp;M of critical systems. The audit scope encompassed data lifecycle management, system development and O&amp;M practices, and the detection of exposed network attack surfaces. These measures have ensured the security, integrity, and availability of the Company's information systems and data.</li> </ul> <p>Rectify issues:</p> <ul style="list-style-type: none"> <li>For the problems identified, the internal and external audit teams make specific recommendations and improvement programs, urge the corresponding departments to make timely rectifications, and monitor the implementation of the rectifications in six months, to achieve closed-loop management of cybersecurity and information security.</li> </ul>

## Data Protection Management System Throughout Life Cycle

Following the *Kingsoft Data Security Management Specification*, we establish a data privacy protection management system throughout the full cycle from four aspects: data security governance, data security control, data security technical support, and data security guarantee. We are committed to strengthening our security policies and management framework. To this end, we ensure data security throughout its life cycle - collection, transmission, storage, use, sharing and destruction - via measures such as data classification and grading, data validation and marking and key security management. In addition, with the support of high-quality data security talents cultivation systems and a sound assessment mechanism, we vigorously promote the construction of a security culture and pursue internal and external cooperation and exchanges to safeguard data security in all aspects.



We have developed a security management process for data processing throughout its life cycle, including data collection, transmission, storage, use, sharing, and destruction, to protect users' data security in all aspects.

**Data Lifecycle**

**Data Security Management Measures**

In the privacy policies of all our products, we clearly define users' rights to process their personal information and explicitly inform them about how we collect their personal data. Except in cases where user consent is obtained or required by laws and regulations, we do not collect or provide user personal data to third parties. We have published the *List of Information Sharing with Third Parties*, which shows the major personal information we provide to the external parties and the accessed software development kits (SDK)<sup>6</sup> provided by the third parties.

When collecting or providing users' personal data to third parties, we will take the following measures to ensure the security of user data:

- Legitimacy

Stage of collection and sharing

In accordance with the *Personal Information Protection Law of the People's Republic of China*, the *Regulation on Network Data Security Management*, and other relevant laws and regulations, when collecting users' personal information for third parties, we will clearly inform users of the purpose of the collection, processing methods, scope of use, and the identity of the third parties, and obtain users' explicit consent.

- Information protection obligation

In the service agreements with third parties, we explicitly define the purpose, methods, scope, and security obligations for processing personal information and supervise the fulfilment of these obligations by third parties. When processing personal information, we adopt necessary security measures, such as encryption, access control and data backup, to ensure the security of personal information.

- Personal information protection impact assessment

When providing personal information to third parties, we will conduct a personal information protection impact assessment in advance as required by law. The assessment includes the legality, legitimacy, and necessity of personal information processing; the impact on individual rights and security risks; and the legality and effectiveness of the protective measures taken.

<sup>6</sup>The SDK, a software development kit, is a collection of one or more tools that assist developers in creating, testing, and deploying software applications.

**Data Lifecycle      Data Security Management Measures**

**Stage of collection and sharing**

In cases involving the collection of sensitive personal information, such as biometric data or health-related information, we will implement more rigorous protective measures and, where necessary, obtain explicit written consent from users. In situations where personal information is shared with third parties overseas, we will ensure to be in compliance with applicable laws and regulations, to fulfill cross-border data transfer compliance obligations, such as passing the security assessment on cross-border data transfer organized by the CAC, getting certified by a professional body for protection of personal information and entering into a contract formulated by the CAC with the overseas recipients. Furthermore, we will inform users of the relevant information about the overseas recipients and obtain their separate consent, unless otherwise required by laws and regulations.

We collect data in accordance with the principle of minimum and necessity and the relevant provisions of the privacy agreement. Please see the Compliance Check for Suppliers and Business Partners section of this report for details on all scenarios involving the collection and sharing of user account information (excluding private information) for service provision and management.

- Transmission stage**
- Encrypt data transmission channels and strictly control access to private data.
  - Verify the data content before and after transmission to ensure its integrity, authenticity and availability.
  - Promptly update and iterate the encryption version of network transport layer to prevent user requests from being tampered with and ensure the encrypted transmission of sensitive data.
  - Implement encryption strategy and algorithms to ensure interface data security.

- Storage stage**
- Establish data storage standards to ensure the security of storage media and storage logic.
  - Optimize the sensitive data storage system, protect sensitive data using encryption algorithms and enhance capabilities in encrypted storage, data backup and recovery.
  - Build the GSS security platform independently and regularly conduct penetration tests to promptly identify information vulnerabilities and upgrade the system for protecting users' private information.

- Stage of use and processing**
- Distinguish between production data and test data at the use stage, strictly control the use scope of user data, and establish rigorous technical access procedures. For instance, access to core databases requires prior application and approval. Access operations can only be performed via an encrypted VPN link and after identity authentication through a bastion host with full-process auditing capabilities. By comprehensively implementing "approval for access", "record for operation" and "principle of least privilege", we ensure not only the encryption security of data transmission channels but also make all access operations to critical information infrastructure fully auditable and traceable.
  - Determine the data access of departments and employees based on their roles and responsibilities. The cross-departmental use of data should be controlled in accordance with the access whitelist of the department. In this way, the departments and employees are only allowed to access information within the scope of their responsibilities, to minimize the potential security risks.

**Data Lifecycle      Data Security Management Measures**

- Stage of destruction and deletion**
- In addition to complying with the data destruction and deletion requirements stipulated in the relevant security policies, we have established unified destruction tools and methodologies. Unannounced spot checks are conducted to ensure effective data destruction. For the products and services offered by the Company, once a user requests to close the account associated with their use, we will delete or anonymize the relevant account data to ensure it is irrecoverable after deletion or anonymization.

In response to privacy data leakage, the Group adheres to the principle of "proactive defense and rapid response" and has established a full-process security protection and emergency response system covering pre-event, in-event, and post-event phases. In terms of proactive defense, we primarily undertake the following activities:



**Enhance attack and defense capabilities**

We simulate real attack scenarios through internal and external attack and defense drills to test the Company's security operation system construction and protection capabilities, and identify and remediate potential security issues, ensuring that such system is effective in actual attack scenarios. In 2025, the Group organized one external attack and defense drill, while Season Holdings conducted six rounds of internal penetration tests, covering critical areas including mobile applications, cloud-based assets, and subsidiary intranets. Targeted security investigations were also conducted. All these efforts aim to comprehensively reduce potential risks.



**Establish a closed-loop vulnerability management mechanism**

We have developed a vulnerability management platform independently and launched image security scanning<sup>7</sup> service and host security detection service<sup>8</sup>, assisting the security team in identifying critical system vulnerabilities and promptly organizing self-inspection and repair.



**Strengthen risk early warning and threat detection**

We introduced a risk early warning function, which daily pushes weak password applications and other security vulnerabilities to relevant personnel, eliminating risks at the source.

<sup>7</sup> Image security scanning is a service that helps users identify high-risk system vulnerabilities, application vulnerabilities, malicious samples, configuration risks and sensitive data in images.

<sup>8</sup> Host security detection service refers to the service of detecting security issues in the hosts within a company's internal network environment. It identifies and analyzes security risks and vulnerabilities in the host system through a range of detection technologies and provides corresponding remediation recommendations and measures.

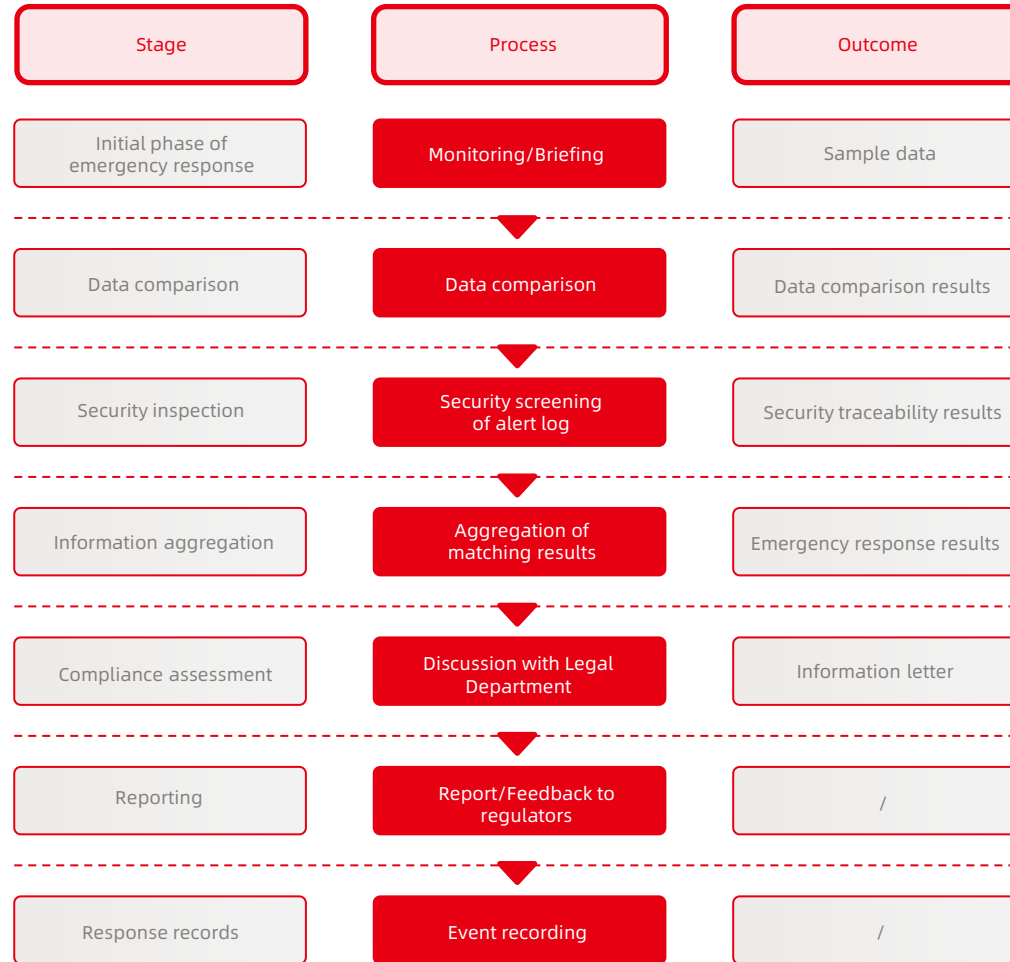
In terms of emergency response, the Group has been continuously improving its emergency response process:

- Kingsoft and its subsidiaries have set up emergency teams and formulated the mechanism for reactively responding to unexpected data leakage, including the *Data Leakage Response Plan*, security contingency plans and contingency response processes. This mechanism establishes a closed-loop handling process of identifying, reporting, researching & judging, prohibiting & restricting, tracking & repairing and strengthening prevention.

- Through regular drills and process optimization, we ensure a rapid and effective response to data leakage, thereby minimizing its impact and safeguarding information system security and business continuity.

- When information security violations occur or potential risks are identified, employees can report promptly through various channels according to their responsibilities: online business personnel can report in real-time via the emergency response coordination group; all staff can submit reports to the cybersecurity team's dedicated work email; and O&M monitoring personnel can provide feedback through the monitoring alert handling process. All reported information is received, verified, and handled by our cybersecurity team.

### Emergency Response Process of the Group for Data Leakage



Regarding user privacy protection, the Group places high importance on and continuously improves its privacy protection and complaint handling mechanisms. We have established multiple, convenient channels for users to report privacy infringement, ensuring timely feedback on related issues. The primary channels include:

- Customer service hotline: We establish a dedicated 24/7 customer service hotline (028-85309911) to specifically handle user privacy protection-related complaints and inquiries, guaranteeing that we promptly receive and address user concerns.

- Customer service email: For each of the Group's game products, we provide an independent customer service email (e.g., MechaBREAKData-Protection@seasungames.com). Users can follow instructions in the game interface to access the online customer service center and submit relevant complaints.

- Online customer service: Users can submit privacy infringement complaints in real-time through the "online customer service" portal on official websites or in the in-game help center and receive immediate response and follow-up. In this way, it is easier for users to submit feedback, enhancing the overall user experience.

### This year

the Group received a total of 3 privacy-related complaints from users.

No such complaints were forwarded by government authorities.

All complaints were handled strictly in accordance with compliant procedures,

achieving a **100%** resolution rate.

This effectively safeguards users' legitimate rights and interests and enhances their satisfaction.



Furthermore, the Group has established dedicated teams for data compliance legal affairs and customer service. With clearly defined roles and responsibilities, these teams are fully responsible for the acceptance, investigation, coordination, and response of privacy protection-related complaints, ensuring all complaints are handled in a professional, efficient, and compliant manner. The specific complaint handling process is as follows:

#### Acceptance and transfer

Upon receiving a user privacy complaint, the customer service team promptly documents the details of the request and transfers it to the operation team and the data compliance legal team, initiating a dedicated handling process.

#### Investigation and analysis

The operation team and the data compliance legal team jointly verify the facts, assess the impact, strictly adhere to relevant laws, regulations, and the Group's privacy protection policies, and propose appropriate solutions.

#### Coordination and remediation

If an investigation confirms the need for corrective action, the Group immediately activates a cross-departmental remediation mechanism. Relevant teams, including legal, R&D, technology, and operations, collaborate to formulate and execute a remediation plan to ensure effective resolution.

#### Response and closure

Based on the consensus from the involving teams and the remediation results, the customer service team or the Public Affairs Department provides the user with a formal and clear response within the legally stipulated time frame (15 working days). For complaints transferred by government authorities, the remediation status and final outcome are also submitted to the relevant government agency, ensuring full traceability of the result.

#### Continuous follow-up

The Group has established a robust complaint tracking and management mechanism. Every privacy protection-related complaint is fully documented and tracked throughout its entire lifecycle, ensuring each case is recorded, handled, and responded. Periodic reviews and analyses of complaint handling are conducted to identify areas for optimization.

## Product Lifecycle Safety Management System

Centered on product lifecycle security management, the Group has established clear cybersecurity and information security standards and measures for each phase, including requirements, design, development, testing, deployment, and maintenance. This deeply integrates security and privacy protection principles throughout the entire product lifecycle, continuously strengthening our security protection and recovery capabilities from security incidents. This year, the Company further refined and standardized its system development processes. Security capabilities were systematically integrated and enhanced at each critical stage, comprehensively improving our products in the areas of data security, privacy protection, and cybersecurity.

Working procedure	Management measures
Product requirements	We regard the protection of users' privacy security as one of the important considerations in screening and confirming requirements. By reviewing the product use scenarios, we reject the requirements that may harm the Company's cybersecurity or users' privacy.
Product design	We regularly carry out vulnerability scanning of design prototypes and assessment of potential security risks such as data leakage and implement risk mitigation measures to minimize the possibility of information security incidents following the operation of the product. Furthermore, security experts are engaged early in the design phase to review the selection of development languages and third-party components. This practice effectively mitigates risks associated with outdated components or those with known vulnerabilities.
Product development	We verify the code input to effectively improve the security of product code. We also actively carry out code security audits and product initialization code detection and other measures to identify the vulnerabilities and potential defects, trace and rectify the vulnerabilities in a timely manner, and proactively prevent the data leakage. We require that encryption technology be used in the storage and transmission of product data and check for privacy compliance prior to the launch of our products. Furthermore, we have introduced component vulnerability scanning tools to identify and rectify problematic third-party components referenced in the code during the development phase, thereby preventing security vulnerabilities from reaching the production environment. Additionally, we have established a Software Bill of Materials (SBOM), providing a critical foundation for the rapid identification and remediation of emergent high-risk vulnerabilities.
Product testing	At the Quality Assurance (QA) testing stage, we carry out comprehensive security testing for our products, including baseline inspections and penetration tests, through the dual review methods of automatic computer system auditing and manual inspections. By doing so, we ensure that our products can identify illegal access and malicious attacks on software in a timely manner. This year, security experts were further engaged in the testing process, focusing on the in-depth detection of business logic vulnerabilities and common web vulnerabilities, such as those listed in the OWASP Top 10, thereby enhancing the relevance and effectiveness of our testing.
Product deployment	Prior to product launch, we take advantage of a security checklist. Our security team performs a final review of the release version, ensuring that no high-risk security vulnerabilities remain and strictly control the risks before the launch.
Product maintenance	We deploy terminal detection and response systems and regularly scan our products and their operating environments for security vulnerabilities. By identifying unauthorized access and other malicious attacks, we support our O&M teams in quickly responding. Furthermore, through the vulnerability alert module of our self-developed GSS security platform, we have comprehensively optimized the closed-loop management process from "vulnerability discovery, asset investigation, vulnerability verification, repair deployment, to verification monitoring". This module integrates multi-source vulnerability intelligence and utilizes AI for intelligent analysis and asset matching. Combined with standardized validation scripts and automated ticket push, it has significantly reduced the overall time required for vulnerability investigation and remediation from the previous 3-7 days to within 24 hours, substantially enhancing O&M security efficiency and risk control capabilities.



## Compliance Check for Suppliers and Business Partners

The Group requires suppliers and business partners to fulfil their obligations on cybersecurity and privacy protection. All service providers and business partners are integrated into the security management system to ensure that suppliers meet the Group’s operational and cybersecurity standards.

Stage	Cybersecurity and Privacy Protection Measures
Supplier admission	<ul style="list-style-type: none"> <li>Suppliers are requested to provide relevant certifications such as cybersecurity audit certification. We include the provision of these documents as a criterion in our scoring table, and prefer suppliers with information security certifications, such as the ISO 27001 Information Security Management System Certification and the ISO 20000 Information Technology Service Management System Certification.</li> <li>Suppliers participating in the bidding process are required to sign the Confidentiality Commitment Letter.</li> <li>For suppliers who may have access to data, we implement a rigorous prior review. Suppliers are required to complete a security assessment questionnaire prior to engagement, ensuring they meet all the Company’s requirements in data security and cybersecurity. This year, our Legal Department updated the supplier investigation documents, contributing to more standardized and comprehensive admission review.</li> </ul>
Supplier engagement	<p>During the engagement phase, the Group requires all suppliers to declare and undergo assessment under the information security review procedures. We conduct the following assessment on suppliers’ cybersecurity management practices and compliance baseline, and issue due diligence reports. Some suppliers are required to participate in security communications and specialized assessments via online meetings or similar formats. For sensitive information handling scenarios involving data security, our Legal Department mandates the signing of supplementary agreements. These agreements explicitly define the specific methods and security requirements for data collection, storage, and use, particularly outlining protection obligations such as deleting fields that contain customers’ personal private information.</p> <ul style="list-style-type: none"> <li>Compliance assessment:                     <ul style="list-style-type: none"> <li>Compliance with laws and regulations: Verify whether suppliers strictly comply with national and local laws and regulations on cybersecurity to avoid any violations by suppliers.</li> <li>Internal compliance systems and procedures: Review whether suppliers’ information security management systems are sound, procedures are standardized, and regular internal audits and compliance training are conducted.</li> </ul> </li> <li>Assessment of internal data processing practices:                     <ul style="list-style-type: none"> <li>Data security and privacy protection system: Assess whether suppliers have a robust data security management system, including data encryption, access control, data backup and recovery measures, to ensure that data is not leaked, tampered with or lost during processing.</li> <li>Data processing procedures and technology: Assess whether suppliers’ data processing procedures are standardized and efficient, and whether the technology used is reliable and meets the Group’s requirements for data processing quality and efficiency.</li> </ul> </li> </ul>
Supplier maintenance	<p>We regularly review our suppliers or partners on cybersecurity and privacy protection, and the relevant results will serve as a reference for future cooperation. Suppliers who fail to meet the review standards will be immediately suspended from cooperation or be required to make rectification. We establish clear rectification requirements along with a defined timeline. We also monitor their progress to ensure all corrective actions are completed within the specified period. Cooperation will only resume when the rectification has been completed, and the supplier has passed the review. The suppliers who have committed serious violations will be held accountable in accordance with laws and regulations, internal management policies or cooperation agreements.</p>



For suppliers or partners with whom we share information, we will conduct compliance inspections of their data and information security environments. We also request suppliers to provide feedback on the privacy protection and cybersecurity due diligence questionnaire, sign data process or confidentiality agreements such as the *Data Compliance Requirement Letter* and the *Confidentiality Commitment Letter* with all suppliers, clarifying the rights and obligations of both parties and security measures in personal data processing. In collaborating with suppliers, we collect/share six types of personal information solely for service completion. We do not collect personal data from, or rent, sell, and provide personal data to third parties for non-service purposes.

### Personal Information Collection or Sharing Channels and Management Approaches in Different Scenarios

Scenario	Information Collection or Sharing	Information Content	Management Approach
Real-name authentication	State regulators access Kingsoft's pass login system to collect user or player information for real-name authentication	Account information	We share user information to state regulators in accordance with the national laws and regulations for accessing real-name authentication
Risk control	We engage qualified third parties to identify risk control scenarios such as game cheats and sensitive words	Account information	For suppliers entrusted with data processing, we conduct assessments of their cybersecurity compliance and data security management practices, and prepare due diligence reports
Cloud storage	Store user or player data	Account information	
Account login and registration	We share user or player information to third-party platforms for them to provide gaming services. Furthermore, during the account login and registration process for the Kingsoft Pass for Season Holding, no personal information is required to be provided to any third party.	Account information, device information, etc.	We sign data processing agreements with suppliers who process channel data, and require them to adopt confidentiality and security measures
Payment	We share user or player information to third-party payment platforms to facilitate in-game payment services	Device information, location information, etc.	
Statistical analysis	We share user or player data to third-party platforms for multi-dimensional and multi-metric statistical analysis to create user profiles and better understand user needs	Device information, application-related information, location information, etc.	We comply with the restrictions on "personalized information 'push' technology based on data analysis" in the laws and regulations and implement corresponding security measures to protect user information



### Security Training

The Group has clarified the general principles of employee training on cybersecurity and privacy protection in the *Kingsoft Information Security Management Specification*. Pursuant to such principles, the subsidiaries organize specific training based on their business characteristics, to clarify the red lines of security and enhance employees' cybersecurity and privacy protection awareness in an all-round way. We conduct cybersecurity and privacy protection training for all employees through material sharing, written propagation, online activities and offline courses to ensure that they comply with laws and regulations and internal policies related to cybersecurity and data privacy protection.

This year, the Group collaborated with its subsidiaries to launch the "2025 All-Staff Security Guardian Initiative". This campaign covers all employees within the Group, effectively enhancing their cybersecurity awareness and promoting preventative measures.



#### Case: 2025 All-Staff Security Guardian Initiative

In the context of national cybersecurity attack and defense drills, the Group embraced a collaborative philosophy of "Brothers united, conquering the world together" and established a security command center. We mobilized our subsidiaries to set up coordinated security command hubs in Beijing, Zhuhai, and Wuhan, forming an integrated defense network. To enhance overall security awareness, internal phishing drills were conducted. Subsequently, 171 employees who interacted with the simulated phishing emails received targeted training. This approach proved effective, achieving "zero phishing attacks" during the subsequent official drill. Furthermore, the Group and its subsidiaries jointly organized online awareness sessions on office security and distributed promotional materials across all office areas to continuously reinforce employees' vigilance and security awareness.

On the technical front, the Group, in collaboration with Kingsoft Shiyou, completed security inspections on all office computers and uniformly installed security software to strengthen endpoint protection. Through simulated attack and defense drills, we identified and rectified 4 zero-day vulnerabilities, effectively mitigating security risks. During the drills, the Group and its subsidiaries established internal and external intelligence sharing mechanisms. Leveraging expert support and on-duty teams, they collaboratively handled over 2.88 million alerts, addressed 63 security incidents, and managed 35 host-related risks. This coordinated effort resulted in "zero compromise and zero impact" on the target system.



2025 All-Staff Security Guardian Initiative Poster

## Security Certification

Kingsoft cooperates with Kingsoft Office, Season Holdings and Kingsoft Shiyou, in completing the following cybersecurity certifications actively. During the reporting period, more than 95% of products and services of the Group's subsidiaries have obtained several widely accepted external cybersecurity certifications.

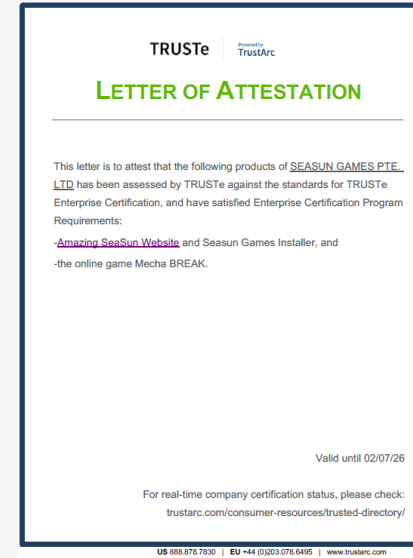
Subsidiary	Certification	Product or service
	National Cybersecurity Classified Protection (Level 3)	WPS 365 System, WPS Cloud Documents, WPS Account System, WPS Collaboration System, WPS Document Center, WPS Email
	ISO 27001 Information Security Management System Certification	Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Center, and Web Office)
	ISO 27017 Cloud Service Information Security Management System Certification	Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Center, and Web Office)
Kingsoft Office	ISO 27018 Public Cloud Privacy Security Management System Certification	Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Center, and Web Office)
	ISO 27701 Privacy Information Management System Certification	Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Center, and Web Office)
	ISO 20000 IT Service Management System Certification	Operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, Kingsoft Teams, Kingsoft Email, Kingsoft Meeting, Kingsoft Heima Proofreading and related support platforms (including Cloud Accounts, Cloud Documents, Web Office, Document Platform, and Document Center)

Subsidiary	Certification	Product or service
	ISO 29151 Personal Data Privacy Protection Management System Certification	Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Center, and Web Office)
Kingsoft Office	BS 10012 Personal Information Management System Certification	Including: Research and development and operation and maintenance services for WPS Office, WPS 365, Kingsoft Documents, WPS Collaboration, WPS Email, WPS Meeting and related support platforms (including Cloud Accounts, Cloud Documents, Collaboration Platform, Document Platform, Document Center, and Web Office)
	CCRC Information Security Service Qualification Certification	Zhuhai Kingsoft Office Software Co., Ltd.
	Capability Maturity Model Integration CMMI Level 3 Certification	Zhuhai Kingsoft Office Software Co., Ltd.
	100% of products and services have obtained related cybersecurity certifications	
	Information System Security Classified Protection Certification (Level 3)	Charge system of the core site xoyo.com, and Wan Bao Lou
Season Holdings	Information System Security Classified Protection Certification (Level 2)	Content management system of Season Holdings
	Trust-e certification	SEASUN GAMES PTE. LTD
	100% of products and services have obtained related cybersecurity certifications	

Subsidiary	Certification	Product or service
Kingsoft Shiyou	Information System Security Classified Protection Certification (Level 2)	Knight
	Information System Security Classified Protection Certification (Level 3)	Kingsoft Shiyou publishing and operation System
	100% of products and services have obtained related cybersecurity certifications	



ISO 20000 IT Service Management System Certification, ISO 27001 Information Security Management System Certification and ISO 27701 Privacy Information Management System Certification of Kingsoft Office



Trust-e Certification of Season Holdings



Information System Security Classified Protection Certification (Level 3) of Season Holdings



Information System Security Classified Protection Certification (Level 2) of Kingsoft Shiyou



Information System Security Classified Protection Certification (Level 3) of Kingsoft Shiyou



Information System Security Classified Protection Certification (Level 2) of Kingsoft Shiyou

## Joint Contribution to Security Ecosystem

We continue to improve our cybersecurity and privacy protection practices and actively cooperate with industry peers, technical experts and relevant organizations. We strengthen industry exchanges to jointly address the challenges of cybersecurity and privacy protection, and establish a security and protection network for the whole industry with mutual benefits, coexistence and common prosperity.

During the reporting period, the Company took part in a number of network security exchanges and technical seminars. We attended a number of conferences in this industry to gain insight into the latest developments and enhance our security system. We participated in numerous events, including the Salon on Cybersecurity Attack and Defense Drill Trends, the ADConf security conference, the Large Model Security Symposium, the Closed-door Seminar on Code Security, and the Beijing Cyber Security Conference (BCS). We held in-depth discussions on topics such as practical attack and defense strategies, intelligent security, AI model risks, code security, and threat intelligence. Furthermore, at the 2025 Game Security Summit, we engaged in discussions on the necessity of security protection, compliance obligations, future industry trends and other topics, jointly analyzing and predicting the development trends of game security with other participants.



2025 Beijing Cyber Security Conference (BCS)



Roundtable Discussion at the 2025 Game Security Summit

## Prevention of Gaming Addiction

We strictly comply with relevant laws and regulations such as the *Law of the People's Republic of China on the Protection of Minors*, the *Cybersecurity Law of the People's Republic of China*, the *Measures of the People's Republic of China for the Administration of Internet Information Services*, the *Provisions on the Administration of Online Publishing Services*, the *Provisions on Ecological Governance of Network Information Content*, the *Regulations to Protect Minors in Cyberspace*, and the *Provisions on the Cyber Protection of Children's Personal Information*, and actively respond to the *Notice on Preventing Minors from Becoming Addicted to Online Games*, the *Notice on Further Strict Management to Effectively Prevent Minors from Becoming Addicted to Online Games* issued by the National Press and Publication Administration, and policies on preventing game addiction of different countries and regions.

At Season Holdings and Kingsoft Shiyou, legal experts, technical specialists, and operational, gaming and customer service teams work together to design, implement and evaluate the system of minor protection and anti-addiction.



In accordance with the *Law of the People's Republic of China on the Protection of Minors*, as well as the anti-addiction system and content management requirements, Season Holdings has assigned dedicated personnel to promote related work, and has set up the Season Holdings Minor Anti-Addiction Special Task Force. The task force adopts a cross-departmental collaboration mechanism to ensure the effective implementation and continuous optimization of relevant anti-addiction measures in Season Holdings's day-to-day operations.



Kingsoft Shiyou's game publishing and operation team, together with its legal and technical teams, carries out special management for each game to prevent addiction among minors. They also produce age-appropriate information and guidelines to protect children's privacy, and strictly implement login reminders and game duration controls within the games. At the same time, a dedicated customer service team has been set up to handle enquiries and issues relating to the prevention of excessive gaming among minors.

Besides, as a co-sponsor of the *Convention on Anti-Addiction and Self-Discipline of the Online Game Industry*, Kingsoft Shiyou has been earnestly delving into scientific approaches against minor gaming addiction since 2021. It facilitates our pragmatic actions to co-build a healthy game ecosystem.

## A "Security Barrier" Built on Technology

Season Holdings and Kingsoft Shiyou keep refining the real-name registration, behavioral analysis, and data strategy for games. By applying various technologies, we reinforce the security defense for the underage.

### Protection Beforehand: Authentication and Identification

During game registration and login, Season Holdings and Kingsoft Shiyou accurately identify minors by means of real-name authentication and age verification. The information for user registration is saved, transferred and destroyed through data encryption to avoid privacy leakage.

### In-Process Analysis: Behavioral Analysis

By means of biometric identification and behavioral analysis, we constantly explore measures to identify minors and monitor their behaviors. Season Holdings initiates facial recognition for suspected minor users to prevent them from entering the game under the guise of an adult. If an account is determined to be used by a minor, we impose time limits, function limits and other restrictions, thus guiding the underage to play games in a reasonable and moderate manner.

### After-Event Optimization: Big Data Improvement

Season Holdings and Kingsoft Shiyou adopt the big data analysis technology to collect and analyze users' behavioral data. By doing so, we continuously enhance the accuracy of identification algorithms and improve the capability of identifying minor gamers.

## A “Safe Environment” Supported by Systems

Season Holdings and Kingsoft Shiyou have established a standardized anti-addiction system, including the anti-addiction system, consumption cap, game content review, parental monitoring, and the whistle-blowing and feedback channel, which strongly protect minors’ safety of online gaming. In addition, we also put public welfare advertising in games and hold educational activities offline, to improve minors’ online behaviors.



### User Registration - Enabling Dual Authentication

- **Real-Name Authentication:** We require users to provide real identity information for registration and provide differentiated services to players based on their age.
- **Age Verification:** We have gained access to the real-name authentication system for addiction prevention of the National Press and Publication Administration.



### Account Management - Implementing Internal and External Protection

- **Anti-Addiction Reminder:** When users create an account or log in the game, we provide them with reminders for the anti-addiction system and healthy gaming. Season Holdings and Kingsoft Shiyou post an age restriction note at the most noticeable location of the login page of the game and also formulate the *Guide on Children’s Privacy Protection* for certain products to clarify policies on collecting, using, transferring, entrusting and disclosing personal information of minors under fourteen.
- **Parental Guardianship:** Season Holdings has carried out protective measures under the “parent-enterprise cooperation” scheme and launched the “Kingsoft Parental Guardianship Services for Minors” to provide parents with flexible and direct guardianship channels. If parents find their minor child uses another adult’s identity for account registration and gaming, they can propose a verification request to Season Holdings platform. If the case is verified, the gaming system will restrict the gaming time or ban the account.



### Gaming Process - Establishing Security Defenses

- **Time Limit:** We restrict the gaming time for minor players, including a daily time limit and a late-night ban.
- **Consumption Cap:** We set a cap on the in-game consumption for underage gamers to prevent overspending.
- **Content Filter:** We use third-party sensitive information detection services for real-time detection of user content, and we have an internal reporting system and an exclusive customer service team to handle reported content promptly. We also block game content that are inappropriate for minors.

In 2025,

Season Holdings and Kingsoft Shiyou had

**100%** of their games connected to the anti-addiction system, and achieved

**100%** blocking of accounts where minors are suspected of impersonating adults, with zero misjudgment of minors’ accounts.



As the Group is furthering business expansion in overseas markets, we regulate our operations in accordance with the host countries’ regulatory requirements on network information. We have developed anti-addiction policies, systems and processes and taken corresponding initiatives to safeguard the physical and mental health of underage users. For example, we set restrictions on underage spending in Japan and South Korea. Furthermore, before releasing the game, we rate it in accordance with the requirements of the country or region that the game targets, and display the rating label on the download page. We also introduce a blocked words list in our games to filter violent, discriminatory and pornographic content. A whistle-blowing mechanism is also set up to strengthen security and civilization management standards.

In 2025, to answer the call of the *New Era Youth Cyber Civilization Convention*, Season Holdings hosted the Eighth “Journey to the West” Public Welfare Summer Camp - Cyber Civilization Enhancement. The event invited 30 young people aged 14-16 and their families to take part in a two-day, one-night immersive project-based learning program. Participants gained first-hand experience of the integration of technology and art throughout the entire creative process, which covered game planning, art design, audio production and animation demonstration. The summer camp delivered cybersecurity knowledge, technological ethics and teamwork among the participants. It also helped them to better understand the creation process and social value of games as composite cultural products by taking them behind the scenes and walking them through the history of game production.



The Eighth “Journey to the West” Summer Camp

## Product Quality

Adhering to the Group’s core operation tenet of “user-oriented” , we continuously improve the product quality. Kingsoft Office, Season Holdings and Kingsoft Shiyou have established sound quality management systems to continuously improve the product quality, thus providing users with high-quality and reliable products and services.

Kingsoft Office attaches great importance to product quality assurance, and has set up a Quality Committee to ensure comprehensive quality control and management. In 2025, to realize in-depth integration of business innovation and technology application, Kingsoft Office established a Product Technology Committee. The committee consists of the CEO as the director, the R&D system vice president as the deputy director, and top experts from various fields as the members. The committee serves as the highest decision-making body for our product research and development. It continues to optimize our quality assurance system and formulate and implement strict quality standards, so as to deliver exceptional products and services to our customers.

During the product development phase, the automated development system is upgraded technically and the “Trunk-Based Development” model is adopted to minimize manual intervention and enhance reliability.

In the product testing phase, the addition of quality monitoring access controls and multi-link monitoring parameters, combined with the AI big model, strengthens code reviews, unit testing and other processes involved in quality assessment and issue addressing. This ensures product quality.

During the product launch phase, product quality and user experience are continuously optimized by monitoring public opinion and user feedback; cross-platform quality standards are unified, covering more than 40 indicators in seven dimensions, including functionality and performance. This ensures consistency and completeness of products used on different platforms.

Season Holdings has formulated the *Product Quality Evaluation Standards*, which specifies the quality standards including game stability, security, performance at the client side and user experience. This year, the application of the *Product Quality Evaluation Standards* extended from PC and mobile games to Xbox, PlayStation 5, and other multi-host platforms and WeChat mini-program games.

Besides, Season Holdings has formed the quality management structure, comprising a Project Review Committee, an Integrated Game Development Department, and a Quality Center. In particular, the Project Review Committee, consisting

of the CEO, vice president, and heads of all platforms, manages and supervises the development progress and service quality of Season Holdings’ products. The Integrated Game Development Department and the Quality Center are in charge of the management of product quality at all stages of the project development process.

All projects of Season Holdings can only proceed after being unanimously approved through quality review in accordance with the *Product Quality Evaluation Standards*. For projects that do not meet the standards, the Integrated Game Development Department will report the problems to the project team as well as the Project Review Committee, and urge relevant departments to rectify the substandard items, to guarantee the quality of products and services.

In 2025, to realize server-client integrated quality assurance goals, the Quality Center of Season Holdings employed AI, protocol analysis and other technologies to build a new cross-platform, full-chain protocol guarantee system. The center continuously upgraded the server-side quality assurance system, the client-side automated testing platform and the downtime analysis system. It also integrated key tools for monitoring coverage rate, performance, stability and anomalies, forming a data-driven end-to-end quality management process. These efforts have effectively reduced the risk of downtime and protocol anomalies, significantly improved system stability, delivery reliability and overall R&D quality controllability, and improved execution efficiency.

Optimized Objects	Product Quality Assurance Measures	Outcomes
Product quality control platform	Building a new cross-platform, full-chain protocol guarantee system	A unified traffic proxy and network simulation platform was used to parse multi-terminal communication links and support automated injection of weak network scenarios. This enables protocol consistency checking and fast anomaly localization, and improves the efficiency of protocol test execution by around 30%. Based on link-level verification and security testing, a number of potential risks were mitigated, effectively guaranteeing the stability and security of multi-terminal interactions in complex network environments and strengthening end-to-end quality assurance capabilities comprehensively.
	Upgrading the downtime analysis system	AI clustering and automatic attribution technologies were introduced to the downtime analysis system, enabling the structured processing of large amounts of crash data and the automatic aggregation and pattern recognition of downtime. Issue analysis was enhanced from a single downtime level to a systematic level that covers stack clusters, exception modes, and root cause dimensions. This has reduced manual analysis costs by 20%, sped up the identification and resolution of high-frequency and high-risk issues, and improved the overall stability and fault treatment efficiency on the client side.

Optimized Objects	Product Quality Assurance Measures	Outcomes
Product quality control platform	Upgrading the client-side automated testing platform	The client-side automated testing platform was upgraded. By integrating tools for automated testing, performance collection, and anomaly monitoring, it realized the full-process linkage and a data-driven closed loop, significantly improving the coverage and regression efficiency of key scenarios. This has reduced the downtime rate of the key scenarios by around 20% and increased the overall test execution efficiency by about 10%, effectively improving the product quality and test efficiency.
	Upgrading the server-side quality assurance system	A metric analysis system that integrates coverage rate and quality indicators was established, which uniformly collects interface coverage rate, performance, stability and anomaly data. This has increased the server-side coverage rate to over 95% and formed an end-to-end closed-loop quality management. The early discovery and rapid treatment of quality issues was promoted by relying on integrated indicator management and continuous online tracking. This has effectively improved the health and maintainability of code, as well as the controllability of product delivery.

To optimize client- and server-side performance, Seasun Holdings have organized a number of training sessions, including the *Host-End Performance Standards*, the *Performance Standards for Mini-Program Games*, the *UE OverdrawCounterTool Development and Application*, the *Power Consumption Optimization for Android Mobile Games*, the *Performance Optimization of WeChat Mini-Program Games*, the *Client-Side Rendering Optimization*, the *Server-Side Performance Optimization*, and the *Server-Side Stability: Code Coverage Rate*. This year, the Quality Center of Seasun Holdings carried out nearly 50 training sessions, with more than 600 participants in total.

Kingsoft Shiyou also guarantees the stability, smoothness and safety of the products through the quality management of the entire process and multiple rounds of review mechanism. Kingsoft Shiyou has set up a Quality Management Department and formulated the *Kingsoft Shiyou Technology Review Standards*. The department conducts real-time follow-ups on project initiation, development and testing and reviews product quality in terms of technology, safety and

platform access. In accordance with the *Kingsoft Shiyou Technology Review Standards*, the department has set clear management and control targets and regularly coordinates the business departments for project progress reviews and product quality evaluations. It initiates as quickly as possible the rectification and optimization process for projects that do not comply with the quality standards. This ensures that all product projects can be launched on time and to a high standard.

This year, Kingsoft Shiyou continued to iterate and optimize its product quality management measures and further strengthened its all-link quality inspection capabilities. Kingsoft Shiyou has incorporated an error tracking mechanism into the SDK, enhancing the efficiency of client-side anomaly collection and analysis. It has strengthened the full-dimensional monitoring and alarming of the production environment, shortening the fault response time. It has also added an automated review mechanism to the distribution platform to enable automated testing of client-side games throughout the entire process. These measures enable the early prevention and control of quality risks.

Optimized Objects	Product Quality Assurance Measures	Outcomes
Product quality control platform	Upgrading the routine automated monitoring report	Employ multiple dimensions in data monitoring to help developers identify and fix problems more quickly and accurately, thus eliminating performance and safety hazards and improving product quality promptly.
	Building a platform to collect performance data at the extranet client side	Enabled the collection and analysis of performance data at the extranet client side, which supported the probing of product performance indicators such as game image quality and speed and the understanding of consumer experience, and in turn facilitated the optimization of products.
Automated review mechanism of the distribution platform	Adding an automated review mechanism to the distribution platform to enable automated testing of all game products	Enhanced the effectiveness of cross-departmental collaboration and realized the early prevention and control of product quality risks. This further guarantees the compliance and safety of client-side game products and helps with the efficient and high-quality launch of products.



## Service Excellence

Adhering to the Group's core operation tenet of "user-oriented", we are committed to enhancing customer experience during the entire life cycle of our products and services. We strive to provide "customer-oriented services", and are expanding service channels to ensure the accessibility and responsiveness of our services.

We strictly abide by laws and regulations such as the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the *E-Commerce Law of the People's Republic of China*.

Kingsoft Office has formulated the *Complaints Handling Process Specification for Kingsoft Office's Customer Service Department*, which specifies employees' responsibilities and code of conduct with regard to products and services. The specification covers complaint handling standards, service quality standards, after-sales service response, product optimization timeliness and other content, ensuring an efficient and smooth after-sales service process.

To meet the requirements of the Regulation on *Network Data Security Management and the Compliance Management Guidelines for Protecting User Rights and Interests in Mobile Internet Application Services*, Season Holdings has improved the entire process and operation standards for its services and products and has further strengthened its service compliance management. The aim is to provide users with more efficient, professional and consistent service experience.

Kingsoft Shiyou has developed the *Basic Service Standard Process Specification of Kingsoft Shiyou Customer Service Department*, the *Complaints and Praise Handling Procedures Specification of Kingsoft Shiyou Customer Service Department*, the *Measures for Handling Game Violations of Kingsoft Shiyou* and other policies. These policies aim to implement a tiered approach to addressing user feedback, and to standardize customer service management.

Kingsoft Office opens diverse channels for handling user complaints, including the 400 hotline, intelligent service mini-program, WeChat account, email, and user feedback platform. This year, Kingsoft Office optimized the multi-channel collaborative response mechanism, further reducing the processing cycle for cross-departmental complaints. By building an efficient "fast-track channel" in collaboration with decision-makers across business units, the customer service and complaint handling team is required to respond to the issue within 4 hours for the first time and resolve it within 24 hours on working days following the service standard of "immediate complaint handling". After closing the case, the team conducts regular retrospective analyses to continuously optimize work procedures and enhance the timeliness of complaint response and resolution.

Season Holdings has opened channels for handling user complaints, including hotline, email, WeChat account (dedicated customer service agent), online platforms, and a smart 315 complaint platform. These channels enable 100% response and handling of players' demands. Season Holdings also provides players with game guide and instructions from experts through Enterprise WeChat Account to help them deal with technical problems in a quick manner.

This year, Season Holdings actively enriched and integrated online and offline interaction models, devised a series of player activities and the 16th-anniversary celebration, and collaborated with renowned historical and cultural sites, such as Yongqingfang and Xijin Ferry, to launch offline co-branded projects. By injecting historical and cultural resources into gaming experiences, Season Holdings created an authentic and immersive atmosphere for players, thus strengthening user engagement and brand identity and consolidating long-term interactions with players.



Season Holdings Holds Offline Activities for Players

In addition to a variety of communication channels such as hotlines, e-mails, Enterprise WeChat Account, and Instant Messaging (IM), Kingsoft Shiyou has set up intelligent customer service windows in the games, official websites and WeChat account to guarantee timely response to players' needs. Moreover, Kingsoft Shiyou has set up online group chats for players to improve communication efficiency between the customer service team and players, so as to better understand the needs of the players.

Kingsoft Shiyou organizes various offline activities for players, providing them with the opportunity to communicate face-to-face with Kingsoft Shiyou's operation and planning teams. This enables the players to have an in-depth understanding of the game's development background and production process, and enhances Kingsoft Shiyou's relationship with the players.



Kingsoft Shiyou Holds Activities for Players

**During the reporting period,**

Kingsoft Office received a total of 839<sup>9</sup> complaints, the average time for closing a complaint was **12.52**<sup>10</sup> hours, and

**100%** of the complaints were handled.

Season Holdings received a total of 2,134<sup>11</sup> complaints,

the average time for closing a complaint was **21.02**<sup>12</sup> hours,

and **100%** of the complaints were handled.

**During the reporting period,**

Kingsoft Shiyou received a total of 178<sup>13</sup> complaints, the average time for closing a complaint was **12.68**<sup>14</sup> hours,

and **100%** of the complaints were handled.



<sup>9</sup> Complaints against Kingsoft Office include discontent over the products, technologies and service quality, and requests for solutions or claims.

<sup>10</sup> The “average time for closing a complaint” of Kingsoft Office is the average duration for handling a complaint, which starts when a user raises a complaint and ends when the complaint is resolved and closed.

<sup>11</sup> The complaints against Season Holdings include negative feedback on products and customer services, as well as requests for compensation.

<sup>12</sup> The “average time for closing a complaint” of Season Holdings is the average duration for handling a complaint, which starts when a user raises a complaint and ends when the complaint is resolved and closed.

<sup>13</sup> The complaints against Kingsoft Shiyou include negative feedback on products and customer services, as well as requests for compensation.

<sup>14</sup> The “average time for closing a complaint” of Kingsoft Shiyou is the average duration for handling a complaint, which starts when a user raises a complaint and ends when the complaint is resolved and closed.

To build a professional customer service team, subsidiaries conduct regular training for customer service staff on laws and regulations, cybersecurity, and typical high-risk service cases to enhance their information security and legal awareness. We delve into the root causes of clients’ emotions, summarize typical cases, and build a feedback knowledge base, thus improving the ability of team members to handle complex and difficult complaints. In addition, we carry out immersive simulation training to study the backgrounds and characteristics of the issues raised by customers. Based on real situations, we conduct customer service practices to acquaint customer service personnel with training details. As such, we enhance user satisfaction and forge a good reputation.

Subsidiaries	Number of Customer Service Training Sessions	Training Content
Kingsoft Office	129	Product knowledge, business processes, service and communication skills, compliance, privacy protection, etc.
Season Holdings	579	Three core areas of business knowledge, process standards and service skills, as well as the establishment of the “Excellence in Service Case Library” to standardize daily training and work with best practices.
Kingsoft Shiyou	49	Product knowledge, business processes, user communication skills, customer service emotion management, review on compliance with user reporting policies, etc.



Training for Kingsoft Office Customer Service Team



Training for Season Holdings Customer Service Team

This year, Kingsoft Office, Season Holdings and Kingsoft Shiyou conducted customer satisfaction surveys, systematically collecting, summarizing and analyzing users' feedback and complaints, in order to improve complaint handling process. Based on the analysis results, we understand our customers' experience with our products and services as well as any related suggestion, and regularly share the outcome of our studies with the product R&D department. By probing into customer complaints to identify key areas of improvement for products and services, we provide feedback to product R&D to satisfy the diversified requirements of our customers.

During the reporting period,

Kingsoft Office achieved a customer satisfaction rate of **98.20%**<sup>15</sup>.

Season Holdings achieved a customer satisfaction rate of **94.13%**<sup>16</sup> for the hotline channel and

**95.47%** for the online channel.

Kingsoft Shiyou achieved a customer satisfaction rate of **95.36%** for the hotline channel and

**89.17%**<sup>17</sup> for the online channel.



<sup>15</sup> "Customer satisfaction rate" of Kingsoft Office covers "service items" related to customer service and "non-service items" related to product quality.

<sup>16</sup> "Hotline satisfaction rate" and "online channel satisfaction rate" of Kingsoft Shiyou cover "service items" related to customer service and "non-service items" related to product quality.

<sup>17</sup> "Hotline satisfaction rate" and "online channel satisfaction rate" of Kingsoft Shiyou cover "service items" related to customer service and "non-service items" related to product quality. During the reporting period, the new product testing phase of Kingsoft Shiyou experienced a temporary impact on overall user satisfaction due to concentrated feedback from users regarding product bugs.





### Kingsoft's ESG Product Development Timeline

2019

- Season Holdings' game JX Online III introduced the "Befriend with the White Dolphin" mission
- Season Holdings' game JX Online III launched the "Blue Ocean Guardian" public welfare campaign



2022

- Season Holdings' game JX Online III carried out the "Travelling to Establish Closer Ties with the Nature" public welfare campaign

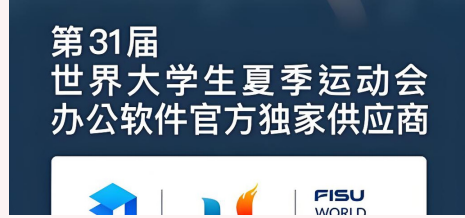


- Kingsoft Office's "Winter Olympics Edition" WPS facilitated paperless office operations



2020

- Season Holdings integrated the "Blue Ocean Guardians - Beach Cleanup" public welfare campaign into games
- Kingsoft Office released paperless Internet office products to empower the Universiade



2023

- Season Holdings' game JX Online III launched the "Desert Expedition Pact" public welfare project



- Kingsoft Office's WPS 365 "marketisation, internationalisation and rule of law" digital platform



2021

- Kingsoft Office launched the Kingsoft digital office platform



- Kingsoft Office launched WPS AI



- Kingsoft Office's WPS 365 high-end manufacturing industry solutions



環境

### Kingsoft's ESG Product Development Timeline

- Kingsoft Office offered free upgrades to the WPS+ Cloud Office Collaboration Assistance Programme

- Kingsoft Office participated in the launch ceremony of the "School Children's Reading Plan"

2019



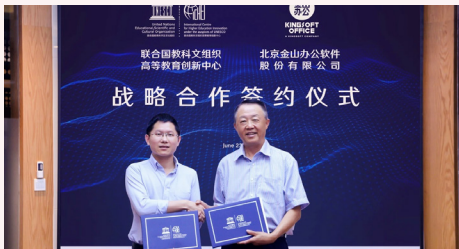
- Kingsoft Office's WPS Office online courses were integrated into the International Institute of Online Education of the UNESCO-ICHE

- Season Holdings' game *JX Online III* opened donation channels within the game for the Wuhan disaster area

- Kingsoft Office's WPS donated online classroom products to 54 primary and secondary schools in Jiangnan District, Wuhan

- Kingsoft Office provided free access to the educational version of Kingsoft Documents to the education system of Xuanhua District, Zhangjiakou City

2020



- Kingsoft Office released the first Tibetan-language version of WPS Office in China

- Season Holdings launched the first free charity game, *Biphase*

- Season Holdings' game *JX Online III* presented permanent game cards and the exclusive title of "Reverser" to the medical staff on the front line of fighting against COVID-19 across the country

- Kingsoft Office launched the Kingsoft digital office document middleware platform

2021



Kingsoft's ESG Product Development Timeline

社會責任

2022

- Kingsoft Office planned the "Border Trilogy" and released the Uyghur-Kazakh-Kirgiz version of WPS Office



- Season Holdings' game *JX Online III* launched the "Keeping Veterans' Memories Alive" public welfare activity



- Season Holdings' game *JX Online III* carried out the "Candlelight Vigil" activity



- Kingsoft Office engaged in "1,000 Enterprises Assisting 1,000 Towns, and 10,000 Enterprises Revitalizing 10,000 Villages" program



2023

- The lantern festival event themed on "Dreamy Street Lantern Fair • A Night of Warm Lights" in *JX Online III*



- Season Holdings "Living in the Mountains and Viewing the Rivers" performance, promoting the culture of traditional Chinese opera



- Kingsoft Office's WPS 365 established a refined organisational structure for event operations



- Kingsoft Office launched the "WPS 365 Free Support for 100,000 Newly Established SMEs to Realise Cloud based Office and Digital Innovation" campaign



- Kingsoft Office's WPS 365 products empowered the financial system information construction of Hubei Rural Credit Cooperatives



2024

- JX Online III* launched the public welfare donation for the conservation-orientated exhibition project of the "No. 009 cave of the Mogao Caves"



- JX Online III* launched the "Voice for Action" time-limited popularisation activity



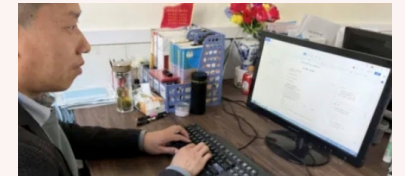
- Kingsoft Office launched the "Let's Listen Together with WPS AI" Initiative



- Kingsoft Office's WPS 365 Education Edition assisted Huize County, Yunnan Province, in creating a one-stop AI education and teaching platform



- Kingsoft Office's WPS 365 assisted the digital transformation of grassroots education in Yunxi County



2025

- JX Online III*: limited-time public welfare event "Nanyin Journey"



- JX Online III*: dissemination and preservation of ethnic culture and ICH resources in northern Xinjiang



- Kingsoft Office kicked off a five-year action plan for digitalization of rural education



- Kingsoft Office rolled out AI instruction design services



## Highlighting Public Welfare Activities to Demonstrate Social Values

Adhering to the development concept of “openness, collaboration and value sharing”, Kingsoft incorporates social responsibility into product innovation in a structured manner. We continue to explore the public welfare value of products. By virtue of the Group’s diversified product matrix, we take the initiative to connect users with public welfare scenarios and address varied needs of different user groups. Meanwhile, we embody the value of culture and art on products, thus bringing users a richer spiritual experience and advancing cultural inheritance and innovation.

- JX Online III Launched the Quanzhou Nanyin Public Welfare and ICH Inheritance Activity

In April 2025, *JX Online III* launched the Quanzhou Intangible Cultural Heritage (ICH) Co-Branding Initiative with the Quanzhou Municipal Bureau of Culture, Radio, Television and Tourism. Focusing on Quanzhou Nanyin, a traditional Chinese music form and a national-level ICH, we conducted a variety of public-interest heritage activities aimed at promoting this cultural tradition while bringing it to a wider audience. The event invited Mr. Chen Lianfa, a provincial-level Intangible Cultural Heritage (ICH) inheritor of Nanyin in Fujian. By leveraging the influence of the gaming platform, it led millions of players to immersively appreciate the essence and cultural significance of Nanyin ancient music, revitalizing this millennia-old art form through innovative means.



Quanzhou Nanyin Public Welfare and ICH Inheritance Activity by JX Online III

In July 2025, the game introduced the limited-time public welfare event “Nanyin Journey”, which guided players through a series of interactive quests to learn about Nanyin and appreciate its musical repertoire, further deepening the reach and impact of ICH. The event featured specially-arranged Nanyin pieces inspired by Li Bai’s poem *On Phoenix Terrace at Jinling*, integrating classical literature with traditional rhythms to reinforce cultural identity and evoke national pride.

In further commitment to social responsibility and chivalry spirit, *JX Online III* partnered with the Nanyin Club from the Quanzhou Cultural Palace to offer “Nanyin Public Welfare Courses”. These initiatives supported traditional music education and talent cultivation, thus contributing to the long-term preservation of ICH skills. In 2025, the game launched the “Donating Books with Love” activity for the ninth consecutive year in the name of “warm-hearted players” to spread warmth and share cultural and public welfare resources.

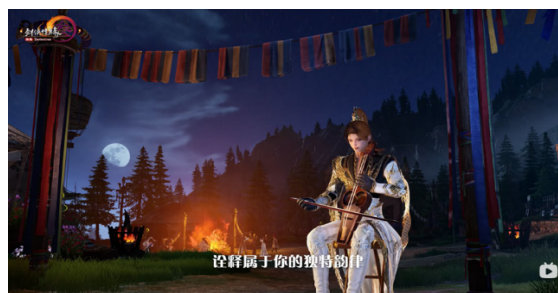


Public Welfare Donation Certificates

## ● Advancing Public Welfare Causes and Inheriting the Ethnic Culture of Northern Xinjiang Through Games

To convey cultural values and fulfill missions for public welfare, *JX Online III* closely cooperated with the Bureau of Culture, Radio, Television and Tourism as well as the Song and Dance Theater of Ili Autonomous Prefecture. Through the gaming platform, we advanced the dissemination and preservation of ethnic culture and ICH resources in northern Xinjiang. We included the distinctive landscapes and ethnic cultural elements of Ili into the game's scenes. We created a brand-new scene called "Ili River", which faithfully recreates renowned northern Xinjiang landscapes such as Apricot Valley and Sayram Lake, capturing the majestic grandeur and serene beauty of the region's natural splendor in a vivid manner.

Focusing on the inheritance of ICH resources and ethnic cultures, the event transformed "Kobyz" - a national-level ICH string instrument of Kazakh - into a wearable back accessory that can be freely played in the game. Players can improvise, compose, and share music in the game scene, experiencing the charm of ICH art. Additionally, *JX Online III* specially invited dancers from the Song and Dance Theater of Ili Autonomous Prefecture for motion capture recordings. We integrated ethnically distinctive dance moves into the game. This enabled players to appreciate ethnic art through virtual interactions, thus facilitating the dissemination of traditional culture among younger generations.



Inclusion of Distinctive Landscapes and Ethnic Cultural Elements of Ili into the Game's Scenes

## ● Kingsoft Office Kicked off a Five-Year Action Plan for Digitalization of Rural Education

In 2025, Kingsoft Office kicked off a five-year action plan for digitalization of rural education. In response to the educational development challenges faced by 160 key rural revitalization counties across China, Kingsoft Office actively answered the national call by leveraging the WPS 365 platform to advance the digital transformation of rural education. In 2025, Kingsoft Office donated to education bureaus in 19 key rural revitalization counties, cumulatively providing 9,987 WPS 365 Education cloud-based office accounts with a five-year service period. This initiative helped establish a high-quality digital office and collaborative teaching platform for teachers and students in rural schools.

## ● Empowering Education with Technology and Facilitating Education with AI Tools

The Group remains committed to advancing the digital transformation of basic education, leveraging technological empowerment to promote educational equity and elevate quality standards. In 2025, Kingsoft Office rolled out AI instruction design services, developing a comprehensive suite of smart educational tools that span all learning stages, from kindergarten, primary and secondary schools to vocational education. The service system integrates various functions, including AI-tailored lesson plan, open course design, teaching scripting, and interactive class setup, which precisely address the practical needs of teachers regarding lesson preparation and classroom observation. By combining educational resources with AI technology, the system alleviates common pain points faced by teachers from different regions during digital teaching. By the end of 2025, these services had reached 120,000 teachers and supported the creation of 80,000 lesson plans, significantly elevating teaching efficiency and quality.

## Empowering Industries with Our Green Genes

Kingsoft Office supports the major national plans on green development, and responds to China's calls for strengthening business model innovation to fuel green transformation and developing new quality productive forces tailored to local conditions. With this in mind, Kingsoft Office is actively developing green and low-carbon products to help drive innovation for a green transformation and sustainability of the economy and society.

To answer the national call for green and low-carbon development, government and enterprise clients are witnessing increasing demands for sustainable office solutions. Kingsoft Office continues to upgrade WPS 365, an office platform coming with new quality productive forces. With this product, Kingsoft Office empowers enterprises with technology to help them achieve smart office and digital transformation, thereby improving enterprises' productivity and reducing carbon emissions during operations.

WPS 365 can digitalize physical files through photo scanning, facilitate sharing and editing of online documents, and reduce paper printing and circulation. These functions help cut down repetitive printing and paper waste. In 2025, users generated over 100 million documents through photo scanning in WPS Office, saving approximately 250 tons of paper. To date, WPS users have uploaded nearly 300 billion cloud documents through the public cloud, equivalent to saving 1.5 trillion sheets of paper and protecting 33 million trees.

WPS 365 applies cloud computing technology to develop cloud document products, enabling resource sharing and dynamic allocation and improving server utilization. This reduces the number of physical servers and the overall space occupied, as well as lowering power consumption.

Thanks to online workflows for approval, reimbursement and document management, Kingsoft Teams has hugely mitigated reliance on paper in traditional office operations. WPS Office has achieved paperless archiving by means of digital encryption and cloud-based storage technologies. Moreover, Kingsoft Meeting replaces traditional offline meetings with cloud-based interactions, reducing energy consumption and carbon footprints from business travel.

Relying on cutting-edge technologies such as cloud computing, AI, and cloud rendering, Seasun Holdings and Kingsoft Shiyou have been optimizing game development, operation, and computing resource scheduling. These efforts help improve production efficiency and reduce resource consumption. By adopting the AI drawing technology, Seasun Holdings and Kingsoft Shiyou have cut down the costs of art production and enhanced the efficiency of content generation. They have also facilitated the development of an intelligent creative model. In addition, Seasun Holdings and Kingsoft Shiyou have been innovating in the deployment of cloud games. For instance, they have optimized the operation architecture of online games, and improved the stability of servers, data processing capabilities and the efficiency of distributed computing, which support the seamless connection of cross-platform games. These efforts have contributed to the digital and intelligent upgrade of the industry.

Seasun Holdings and Kingsoft Shiyou have taken the following actions to reduce the carbon emissions of game development:

### Optimization of cloud energy efficiency

Use intelligent computing power scheduling and load balancing technologies in collaboration with cloud computing service providers. Optimize the allocation of computing resources according to business needs to reduce energy consumption due to idleness of computing resources.

### Low-power rendering technology

Optimize the rendering algorithm through AI to reduce computational redundancy, lower the power consumption of servers, and improve the quality of game operation.

### Green computing power procurement

When selecting cloud computing resources, prioritize IDCs powered by renewable energy sources. This helps to reduce carbon emissions and promotes the development of a green game industry chain.

### Intelligent computing resource management

Through refined management of cloud resources, avoid unnecessary computing loads, improve overall energy efficiency, and reduce the carbon footprint.

## Protection of Intellectual Property Rights

The Group prioritizes the protection of intellectual property rights. We strictly abide by laws and regulations, such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, and have established a comprehensive intellectual property compliance management system. We also have formulated internal policies, such as the *General Rules for Management of Intellectual Property Rights*, the *Provisions on the Management of Trademarks*, the *Provisions on Copyright Management*, the *Provisions on Patent Management*, and the *Provisions on Domain Name Management*. With these policies, we have refined the management principles for handling intellectual property rights in internal and external collaborations to improve the Group's standardized intellectual property management. In 2025, Kingsoft Shiyou also released the *Shiyou Trademark Manual*, which clarifies trademark use standards, authorization scope, and brand management requirements. This initiative raised the awareness of trademark and brand compliance on the business end and reinforced intellectual property compliance management during gaming operations.

The Group conducts regular internal reviews of intellectual property policies, monitors its implementation and adaptability, and makes timely updates. In this way, we put policies into place and build up risk prevention and control. In 2025, the Group revised internal oversight policies, such as the *Guidelines for Patent Management and Verification* and the *Guidelines for Copyright Management and Verification*, conducting inspections on the compliance, completeness, accuracy, and effectiveness of management work and strengthening full-process compliance control. Through intellectual property risk assessments, the Group provides strategic support, enables informed decision-making, and strengthens risk management.

The Group continuously enhance our performance in intellectual property mining, analysis and management by establishing robust protection mechanisms, building specialized teams, and optimizing management systems. Leveraging AI capabilities, we have built an efficient intellectual property management system and information system, standardizing the management of patents, trademarks, copyrights, and domain names. The system reduces the risk of losing intellectual property information due to human error.

For any intellectual property infringement, our rights can be protected in various legal ways, including sending lawyer's letter, filing complaints, reporting to authorities, and filing civil lawsuits. Meanwhile, to enhance users' intellectual property awareness and ensure that they do not infringe others' legitimate rights, the Group constantly refines the user agreements, and intensifies related education on the official websites or in the form of announcements. Any content uploaded by users that infringes others' legal rights will be promptly deleted and blocked in accordance with laws and regulations.

User agreements for Ksyun and other products have included dedicated intellectual property clauses. While respecting users' own intellectual property rights, these clauses clearly outline compliant usage and prevention of infringement.

Seasun Holdings continues to advance the intellectual property management and the global layout of its trademarks. In 2025, Seasun Holdings expanded trademarks for key brands and projects to over 30 countries and regions. A comprehensive "search - evaluation - registration" management mechanism has been established to identify risks and develop protection strategies during the project phase. Concurrently, Seasun Holdings strengthens trademark monitoring and rights protection management, with measures such as filing complaints and issuing letters being employed to promptly address similar trademarks and infringements. By leveraging digital tools, Seasun Holdings has achieved centralized management and dynamic monitoring of its trademark portfolio, effectively safeguarding brand rights and interests.

Kingsoft Office possesses a mature monitoring and rights protection mechanism and actively engages in rights protection efforts. Kingsoft Office initiates lawsuits against unauthorized sales of WPS software and infringement of artistic works to safeguard the Company's intellectual property rights.

Regarding intellectual property rights for games like "The First Myth", "Cats & Soup" and "Goose Goose Duck", Kingsoft Shiyou consistently carries out rights protection actions. Specifically, Kingsoft Shiyou swiftly identifies and addresses infringement cases, and removes infringing content through platform complaints and formal notifications, thereby effectively safeguarding intellectual property rights and authorized privileges.

## Patent Management

The Group implements refined, tiered, and categorized management of patents tailored to the operational characteristics of its subsidiaries. The Group has also formulated management policies at different levels such as the *General Principles of Intellectual Property Management*, the *Patent Management Regulations*, the *Kingsoft Office Patent Application System*, and the *Season Holdings Patent Management System*. In 2025, guided by the spirit of the “15th Five-Year Plan” and the *The Outline for Building an Intellectual Property Powerhouse (2021-2035)*, the Group has strengthened the protection and utilization of intellectual property related to original innovation and key core technologies, and has established and implemented a patent value tiered management system. Season Holdings systematically categorizes and manages its patent assets with differentiated strategies based on multi-dimensional indicators such as technical significance, market value, and legal stability. This approach aims to optimize resource allocation for patent maintenance, enhances the cultivation and operation of high-value patents, and improves the precision and strategic orientation of overall intellectual property management.

As at 31 December 2025,

the total number of patents granted to the Group both domestically and internationally was

**1,620** pieces.

## Trademark Management

The Group has formulated a range of rules and policies such as the *Trademark Management Regulations*, the *Regulations on the Management of Licensed Trademarks*, the *Regulations on the Management of Trademark Enquiry and Registration of Kingsoft Office*, and the *Shiyou Trademark Manual*. We apply trademarks for the Group by the steps of trademark search, strategic selection of applications, submission of registration filings, and other phased initiatives to protect and enhance the value of the Group’s brands.

We have established a complete management process for the use, licensing and transfer of trademarks, and carry out self-examination of the use of trademarks on a regular basis. We also conduct trademark compliance investigation, to ensure the correct use of trademarks for public and to prevent trademark infringement. We have stipulated that the release of Kingsoft related LOGO must comply with the Company’s specifications and agreements. We also step up supervision of trademark use compliance on licensed companies, requiring the companies to regularly report how they manage their use of trademarks, conduct quarterly self-inspection and cooperate with Kingsoft in spot check and recheck. The Group combats the dishonest use of its registered corporate trademarks for keyword traffic through warning letters and platform complaints.

As at 31 December 2025,

the Group had a total of **5,891** domestic and overseas registered trademarks, covering a

total of **145** countries or regions.

## Intellectual Property Training and Exchange

In 2025, to further strengthen the awareness of intellectual property compliance and risk prevention capabilities, we collaborated with our subsidiaries to systematically carry out targeted training and awareness campaigns at multiple levels. This helped establish a coordinated intellectual property training system that coordinates internal and external efforts and span various business areas, providing robust support for the Group’s compliant operations and risk prevention and mitigation.

At the Group level, a series of internal and external training sessions and thematic seminars were organized internally and externally throughout the year. Covering open-source risks, data assets, trademark-related legal risks, AI patent strategies, interpretation of the new trademark law amendments, and other topics, these sessions were delivered to legal, technical, and business personnel with over a hundred participants cumulatively. In addition, various promotional and training events were held at the publicity week centered on “World Intellectual Property Day” on April 26th, effectively raising intellectual property awareness among all employees.

At the subsidiary level, Season Holdings conducted business training on topics such as font compliance, and game trademark strategy. It also developed a regular knowledge-sharing mechanism with the help of the “Legal Assistant” chatbot and in the form of *Patent Bulletin*. Besides, Kingsoft Office organized an “Intellectual Property Publicity Week” event in Wuhan, inviting leaders from relevant authorities to preside over the opening ceremony. The event featured specialized sessions by professional law firms on intellectual property compliance related to AI, further elevating the significance and influence of the training activity.



Intellectual Property Publicity Week of Kingsoft Office

## Advertising and Content Governance

The Group continues to improve the advertising compliance and content safety management system, as well as its vetting and monitoring systems and processes. For example, we adopt a combination of advanced technological tools and integrate it with manual review to strengthen the inspection for improper information under a compliant advertising and content governance system. In this way, we strive to prevent and reduce such information at source. We also conduct staff training to create healthier cyberspace and endeavor to protect the rights and interests of each user.

### Advertising Compliance

The Group rigidly follows relevant laws and regulations such as the *Advertising Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Measures for the Administration of Internet Advertising*. The Group has formulated the *Measures for the Approval and Administration of Public Promotion*, the *Media Management Standard*, the *Measures for the Approval and Administration of Documents of Kingsoft Office*, the *Compliance Management System for Publicity of Kingsoft Office*, the *Media Management Standards of Seasun Holdings*, and the *Measures for the Approval and Administration of Kingsoft Shiyou's Publicity Scripts*. These policies clarify and refine the review scope, writing standards and approval requirements of promotional documents, duties of approval departments, as well as the accountability and punishment standards. The aim is to ensure authenticity, accuracy and verifiability of these documents and avoid misleading information with a standardized release process. In the process of external publicity and advertising releases, we strictly prohibit content related to tobacco, alcohol, weapons, gambling, and the dissemination of inappropriate content such as discrimination, violence, pornography, vulgarity, and false information.

Our advertising compliance review team comprising the Legal Department, the Board Secretary's Office and the Brand Culture Department coordinates advertising management and approval. The marketing department, launch team, design team, operation department, operation and maintenance department of each subsidiary assist in the management and approval to strictly regulate advertising and publicizing activities.

The Group strictly abides by the audit process of "early review - in-process monitoring - post-event inspection", to mitigate advertising compliance risks and ensure systematic management of advertising activities.

- Before placing an advertisement, the Legal Department is mainly responsible for reviewing the legality of promotional materials. The Board Secretary's Office checks if the proposed promotional materials contravene any requirements of the Listing Rules. The Brand Culture Department carefully reviews if the documents align with our overall brand strategy.
- During the release of advertising, we keep monitoring and taking serious punitive measures against those behaviors and personnel who violate the policies for publishing promotional materials without approval in accordance with applicable policies.
- After the release of advertisements, the Group conducts unscheduled self-inspection and self-correction of the contents of published advertisements. For complaints about the contents of advertisements, we promptly investigate and provide feedback, and deal with the risky contents like false and illegal advertising in time.

To raise awareness of advertising compliance among staff, subsidiaries of the Group have carried out a series of tailored publicity and training activities aligned with their respective business operations. Kingsoft Office has made external publicity compliance a key topic in new employee training and R&D security training. Seasun Holdings provides briefings to new employees and occasionally shares knowledge, laws and regulations and case studies through internal platforms to reinforce employees' awareness of advertising compliance and copyright. Kingsoft Shiyou actively participates in trainings organized by market regulators, acquiring an in-depth understanding of the highlights of advertising laws and regulations as well as practical cases of government supervision. These initiatives have strengthened compliance across all business processes, ensuring the legality of our marketing and promotional content.

## Content Security

We strictly abide by the *Cybersecurity Law of the People's Republic of China*, the *Administrative Measures for Internet Information Services*, the *Provisions on Ecological Governance of Network Information Content*, the *Provisions on the Administration of Online Publishing Services*, the *Rules for Mobile Game Contents (2016)*, the *Provisions on the Administration of Information Services of Mobile Internet Apps* and other relevant national laws and regulations. We have clearly defined the responsibilities for content security management. Kingsoft Office has formulated the *Kingsoft Office Emergency Response Policy* and the *Kingsoft Office Content Conduct Guidelines*, to ensure document security for users and foster a wholesome online content ecosystem. Season Holdings has formulated the *Season Holdings Internal General Audit Outline*, the *Season Holdings Game Publishing Manual* and the *Season Holdings Major Public Opinion Response and Handling Measures*, ensuring that game content is compliant, healthy and positive. In strict compliance with the *Kingsoft Shiyou Game Internal Audit Management Policy*, the *Kingsoft Shiyou Internal Audit and Accountability Policy* and other policies on content security, Kingsoft Shiyou has clearly defined the rules and processes for the content security, public opinion management and information review. These policies ensure that the content of the products complies with relevant national laws and regulations. Each parties consciously resist content that jeopardizes national security, or incites terrorism, discrimination, violence, pornography, vulgarity, fraud, and gambling, in a bid to maintain a healthy network content ecology.

The Strategy Committee of the Board of Directors of Kingsoft Office is responsible for decision-making on matters relating to the Company's content security, while the Security Committee is responsible for overseeing content security management. The Content Security Department, as the executive level in Kingsoft Office's content security management structure, is composed of the Content Security Taskforce, the Content Security Manual Review Team, and the Content Security Technical Team. The department is responsible for content review for the Company's products and handling of user reports.



- Kingsoft Office continuously improves its ability to identify and handle risks by continuously updating and optimizing its risky content review system. In addition, Kingsoft Office carries out all-round identification of key contents such as text and images. A full-lifecycle content governance management system has been established, integrating "machine review" and "human review". Through a management model that combines "machine review + human review + real-time inspections", we review users' contents and other materials, forming an end-to-end review process encompassing "pre-event monitoring - in-event interception - post-event tracing", thereby comprehensively enhancing the platform's content security capabilities.



- Kingsoft Office advocates that users actively report any inappropriate contents they encounter when using the product. And diverse easily accessible reporting channels are provided, including the product's built-in function of one-click reporting, and the reporting hotline and email published on the Company's official website.



- Kingsoft Office maintains sufficient professional customer service staff to verify the reported cases promptly and take appropriate measures without delay, ensuring that all concerns are addressed properly.

Season Holdings has established a robust content security management system through cross-departmental collaboration with clearly defined roles and responsibilities, to fully safeguard content security. The Company's Operation and Distribution Department monitors public opinion, each product operation team formulates content security auditing standards, the Decision-making Analysis Department provides data analysis support, the User Service Centre is responsible for daily inspections and handling reports of violations, the Legal Department offers legal opinions and audit announcements, and the Publicity and HR Department is responsible for publishing game content review and training. All departments report on content security management to the CEO on a regular basis.

Season Holdings has established a content review system featuring "AI Machine Review + Manual Inspection + Manual Review + Reporting and Complaints Handling + Special Cleanup". With the system, security audits of newly released text content are completed within 2 hours, covering all self-developed products including JX Online III, Mecha BREAK, Project Snow and the classic JX series of games. Over one billion data entries are reviewed by AI Machine annually and 3.211 million pieces of information are manually reviewed during the same period.

Season Holdings has set up complaint portals in the official websites and in-game page of the games. The User Service Centre handles and reviews violations reported by users. We implement a tiered process for handling these reports. For content confirmed to be in clear violation, measures such as suspending game accounts or mandatory nickname changes are taken in accordance with relevant regulations. In serious cases, the violating content, handling process and results will be directly reported to relevant government authorities. For content where a violation is not clear, the Operation and Legal Departments conduct joint analysis and assessment, and corresponding measures will be taken immediately upon confirmation of any violation.

Season Holdings has developed its proprietary sensitive word filtering technology. Through methods including purchasing third-party lexicons, referencing authoritative national news platforms, and building up operational experience, it added 372 sensitive word entries in 2025 and has been continuously updating its keyword database in real time in response to emerging trends.

To keep enhancing our content review capabilities, Season Holdings has steadily increased investment in technology and tool optimization. Since 2021, Season Holdings has procured and utilized third-party image detection models, and further introduced cloud-based image detection models for trial use and upgrading this year, thereby continuously strengthening the security review capabilities for image content.

For overseas gaming business, Season Holdings leveraged a third-party content security audit tool as a supplement to its audit model to enhance the efficiency of overseas texts audit.

Kingsoft Shiyou has established a clearly defined and efficiently coordinated security management system to comprehensively safeguard the stability and security of the overall gaming environment. Content security review and management are conducted through collaboration among the Content Security Taskforce, the Content Security Review Team and the Technical Team, with responsibilities defined at all levels to build a robust full-chain protection barrier for content security review. The Content Security Taskforce is headed by cross-departmental senior management, and consists of the heads of the Content Security Department, Game Operation Department, Game Publishing Department and Legal Department. It is responsible for overall planning and guiding reviews to ensure the implementation of the content security strategy. The Content Security Review Team serves as the core of our review work. It consists of security risk control and game review experts, and is responsible for carrying out specific review tasks. The Technical Team consisting of technical operation and maintenance experts, is responsible for developing, optimizing and maintaining the review system, providing technical support and guarantee to ensure content security.

Prior to the launch of games, each module shall complete its functional development and testing. A three-tier review process is adopted, comprising self-inspection by R&D, re-inspection by the publishing team, and final inspection by review experts, to verify content compliance item by item and eliminate content security risks at the source. For information such as avatars, nicknames, profiles, and posts that can be edited by players, intelligent technology screening and secondary manual review are applied to effectively identify and block non-compliant content.

A review control model of “Machine Review + Manual Recheck + Manual Inspection” is adopted to strengthen the security defense line for game content. Operation staff monitor the big data backend daily. Content that cannot be accurately determined through machine review is escalated to manual recheck, where professionals review and record violations and label non-compliant users. Manual inspection teams, consisting of operation personnels and compliance experts, perform retrospective investigations periodically for newly identified risks to ensure content safety throughout the lifecycle.

Kingsoft Shiyou provides multiple reporting channels, including in-game reporting, manual customer service, dedicated mailboxes and web portals, fully covering user needs. Kingsoft Shiyou verifies and handles reported contents within 24 hours to ensure timely and effective resolution.

For any suspicious or violating accounts identified, differentiated penalties are imposed based on the severity of the violations, such as banning the account from messaging and suspending the game character. In serious cases, the game service will be terminated.



# Business Ethics Management

The Group practices the concept of honesty and integrity in all business dealings, deeply embedding ethical business requirements into our daily operations to effectively promote the development of a sound corporate compliance ecosystem. We also stick rigidly to the *Company Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Interim Provisions on Banning Commercial Bribery* and other applicable laws and regulations. And we formulate several policies and administrative measures, including the *Punishments Regulations of Kingsoft on Negligence* and *Prepermission for Leaders*, the *Regulations on the Administration of Rebates of Kingsoft* and the *Regulations of Kingsoft on the Management of Whistle Blowing and Complaints*, which cover anti-corruption, prevention of conflict of interests, anti-monopoly, anti-money laundering, prevention of insider trading, protection of whistleblowers, prevention of business secrets leakage and other aspects to actively cultivate the corporate culture of integrity. In addition, the Group issued the *Kingsoft Corporation Limited Code of Business Conduct* to serve as an essential basis for the Group's business ethics audits. The Code covers codes of conduct and ethical standards relating to employee behaviors, investor relations, asset security management, honest market transactions, environmental and social responsibility, anti-bribery, anti-corruption and whistle-blowing mechanisms. It supports the Group in establishing a compliant management system and strengthening business ethics development.

The Group has established a three-tier business ethics management framework consisting of the Audit Committee of the Board of Directors, the Internal Audit Department, and the business departments and functional departments. The Audit Committee of the Board of Directors, the highest governing body in terms of business ethics, is responsible for overseeing the handling of corruption cases, monitoring the implementation of business ethics, and reporting to the Board of Directors on the management of business ethics annually. The Internal Audit Department is mainly responsible for coordinating, supervising and guiding the implementation of special internal initiatives related to business ethics, including audits and training. It also works with various business departments and functional departments to carry out business ethics management. The Group has established a mechanism for assessing and supervising employees' business ethics, and has incorporated business ethics evaluation metrics such as integrity and compliance awareness into the employee performance and compensation assessment system to encourage employees to comply with the Kingsoft Corporation Limited Code of Business Conduct.

From 2022 to 2025, commercial ethics audits have been conducted as planned across all business lines of the company, ensuring **100%** coverage of business operations.

The Group has formulated a business ethics management process. The Internal Audit Department is responsible for auditing business ethics compliance, tracking and auditing the whole process of the project, as well as supervising the implementation of the Company's business ethics to ensure the effective operation of the business ethics management system. The Internal Audit Department conducts comprehensive business ethics compliance audits of the Group's various businesses and all personnel every three years through interviews, on-site observations, and review of documents and records. By doing so, it ensures that all businesses comply with the standards of business ethics compliance, and that corruption, extortion, bribery, conflicts of interest and unfair competition are strictly eliminated.

The Group has established a whistleblower protection mechanism to keep strictly confidential information such as whistleblowers' names, contact details and reported matters. Multiple reporting channels are available, including email, reporting hotline, and the integrity module on our official website. We encourage entities or individuals to report, publicly or otherwise, any behaviors violating national or local laws and regulations as well as the rules and policies of the Group to our Internal Audit Department, including bribery, solicitation of bribes, providing or accepting gifts or entertainment in violation of regulations, misappropriation of benefits, use of authority for personal gain, false reimbursement, conflict of interest, financial malpractice, and disclosure of confidential information of the entities. The Group strictly prohibits any form of retaliation against whistleblowers, and

effectively protects them from unfair treatment such as dismissal, demotion, suspension, intimidation or harassment for reporting concerns in accordance with the law. The Company maintains a zero-tolerance policy towards breaches of business ethics. Any identified violation will be promptly reported and severely investigated. The root causes will be thoroughly analyzed and management loopholes fully rectified, with relevant personnel held accountable in accordance with applicable laws and regulations. Meanwhile, the Company will take such incidents as an opportunity to improve policies and optimize processes, with the firm objective of preventing recurrence. In 2025, the Group did not have any corruption and bribery cases filed and concluded against the entity or our employees.



The Integrity Module on the Official Website of the Group

In enhancing integrity awareness, the Group has organized a series of business ethics training programs to strengthen the compliance awareness and integrity principles of all employees.

### Training for all categories of employees (full-time employees, interns, part-time employees and outsourced or third-party dispatched employees)

We have incorporated business ethics training into the training program for all employees, and have conducted business ethics training for all categories of employees (full-time employees, interns, part-time employees and outsourced or third-party dispatched employees) through online courses and offline training. This year, the Group's Supervision Committee has opened a collaborative account for the Procurement Supervision Committee, regularly releasing integrity and self-discipline news and training information to all employees. Additionally, we conducted policy publicity and training for all employees on the *White Paper on Anti-Commercial Corruption Inspection*. All staff were also required to sign the *Integrity Pledge*. These initiatives effectively reinforce all employees' awareness of integrity and their capacities to prevent business ethics risks.

### Training for the Board of Directors

The Group provides business ethics training to all Directors and raises their awareness of business ethics compliance through quarterly publicity at meetings of the Board of Directors and relevant training materials.

### Training for procurement and supply chain employees

The Group has carried out comprehensive training on integrity and compliance for employees in procurement and supply chain roles. It has organized procurement staff to participate in business capability and integrity self-discipline assessments as well as systematic learning, strengthening ethical practices.

In terms of supplier integrity management, the Group has established a comprehensive integrity management system that covers the entire supplier lifecycle, from admission and collaboration to exit. The supplier management is implemented in accordance with the *Gifts and Hospitality Standards of Kingsoft Supply Chain Management Department*, the *Kingsoft Supplier Management Standards* and other policies. In 2025, the Group conveyed our commitment to ethical compliance to our suppliers both verbally and in writing, informing them of our procurement policies, processes, and guidelines. Additionally, we acquaint them with our anti-corruption policies and reporting channels. In 2025, 100% of the suppliers that we selected via tenders had signed the *Letter of Commitment to Supplier Integrity*. The Group requires that suppliers shall take business ethics management measures to prevent related persons from violating any laws and regulations of anti-bribery, anti-corruption, anti-money laundering, as well as policies of the Group related to business ethics.



Account for the Procurement Supervision Committee



Integrity Promotion

## Supply Chain Management

The Group strictly abides by relevant laws and regulations such as the *Bidding Law of the People's Republic of China* and the *Regulation on the Implementation of the Bidding Law of the People's Republic of China*. The Group has also improved management standards, including the *Kingsoft's Purchasing Management Regulation*, the *Kingsoft's Supply Chain and Purchasing Management Standards*, the *Procurement Management Policy of Seasun Holdings* and the *Kingsoft Supplier Management Standards*. Our tender management process is refined according to four principles of "honesty and trustworthiness, integrity and fairness; well-established policies, and high quality at competitive prices". This framework ensures stable and efficient operation of the supply chain.

## Supplier Lifecycle Management

The Group practices lifecycle management of suppliers, covering the stages of admission, engagement, maintenance and exit. Compliance requirements and integrity principles are thoroughly embedded into each stage. We identify and assess potential risks associated with suppliers, implement tiered supplier management, and ensure the stability of the supply chain. Meanwhile, we are committed to building a "clean, transparent, and win-win" procurement supply chain system, promoting mutual growth with our suppliers.

### ● Phase of supplier sourcing and admission

The Group actively sources suppliers and expands its network of high-quality industry partners. Tailored admission standards are set for different supplier categories, with only approved suppliers being admitted to the supplier database. In 2025, the Group's Supply Chain Management Department organized systematic training sessions on pre-qualification criteria for the bidding process. This initiative aimed to enhance the quality of shortlisted suppliers and mitigate contract performance risks. Admitted suppliers are required to sign the *Confidentiality Agreement* and the *Letter of Commitment to Supplier Integrity* to protect trade secrets, ensure uncorrupted procurement and improve the transparency of business cooperation. This year, the Company's Supply Chain Management Department continued to advance its digital initiatives by establishing a supplier database, and fully digitalizing the supplier admission approval process.

### ● Phase of supplier relationship maintenance and supplier evaluation

The Group has clearly defined the exit criteria, processes, and post-exit management requirements, ensuring that the supplier exit process is conducted in a compliant and orderly manner. For underperforming suppliers, we suspend their right to bid for new projects for a period to monitor their performance. After the period ends, we will decide whether to continue the partnership based on their performance. Suppliers that fail performance evaluations, have not been engaged for an extended period after being admitted, or are blacklisted, will be removed from the database, with thorough records maintained.

### ● Phase of supplier engagement

The Group selects suppliers using one of the six methods including public tender, invitation to tender, and multi-party negotiation based on factors like procurement needs, procurement channel, budget and timeline. This ensures that the engagement process is compliant, transparent and efficient. We require suppliers to provide industry-specific admission qualifications and verify the completeness and validity of such qualifications. Suppliers are also requested to provide valid certifications issued by institutes authorized by the National Certification and Accreditation Administration<sup>18</sup>. These include quality management system certification, information security management system certification, environmental management system certification, energy management system certification, occupational health and safety management system certification, social accountability management system certification, and other certificates. The aim is to fully appreciate and evaluate the suppliers' overall capabilities and environmental and social risks, and to ensure that the suppliers' qualifications meet the Company's requirements.

### ● Phase of supplier exit

The Group continuously improves supplier evaluation criteria, and conducts dynamic monitoring, in-process performance evaluation and post-performance evaluation of suppliers. We examine suppliers' performance in terms of price, quality, delivery, after-sales service, warranty and sustainable development. The evaluation results serve as a key reference for future cooperation.

● In 2025, the Group had **919** suppliers, of which **899** were based in Chinese mainland, and **20** were located in overseas regions (including Hong Kong, Macao, and Taiwan).



<sup>18</sup>The National Certification and Accreditation Administration (NCAA) is the competent authority that manages, supervises and comprehensively coordinates the certifications and accreditations nationwide on behalf of the State Administration for Market Regulation and with the administrative management title authorized by the State Council.

## Building a Sustainable Supply Chain

The Group continues to strengthen the sustainability management of our suppliers and practice the principle of sustainable procurement to build a sustainable supply chain.

We have developed and improved the *Procurement Management Measures*, the *Supplier Management Specification*, the *Kingsoft Supplier Management Standards* and other policies, incorporating suppliers' ESG performance into our evaluation criteria. On a level playing field, we prioritize working with suppliers who excel in sustainable development, protection of human rights, occupational health management, environmental protection, privacy and data security management, anti-corruption management, poverty alleviation and public welfare. We encourage suppliers to establish management models based on environmental management systems, occupational health and safety management systems, and quality management systems. For example, they are required to obtain the ISO 14001 Environmental Management System Certification. We encourage our suppliers to reduce waste, emissions and wastewater and to use energy and resources efficiently, thus reducing their energy consumption and GHG emissions.

We conduct regular reviews of our suppliers' sustainability performance and assess the effectiveness of supplier sustainability management measures. If the supplier fails to take corrective actions or fails to meet the above ESG-related requirements after taking such actions, the Group may suspend or cancel the supplier's qualification as a supplier of the Group.

## Preferring Green IDCs

The IDCs for production at Kingsoft Office and Season Holdings are leased. We advocate the green operation of IDCs and give priority to renting IDCs with low PUE value and using clean energy.



Photovoltaic on the roof of data center

<sup>19</sup> UPS (Uninterruptible Power System) is a power conversion device that uses mains supply, generators as AC energy input, providing stable and reliable AC power to critical loads (or sensitive loads) after proper conversion and adjustment.

<sup>20</sup> The HVAC system refers to the heating, ventilation, and air conditioning system.

<sup>21</sup> A cooling tower is a heat removal device mainly used to remove heat in industrial processes. Hot water is sprayed into the tower and brought into contact with the air inside to lower the water temperature by absorbing heat as the water evaporates.

The following resource-saving strategies and measures have been implemented for the IDCs leased by Kingsoft Office and Season Holdings:

Type	Strategy	Measures
Energy consumption reduction	Cooling equipment energy optimization	Adjust air conditioning parameters: Adjust temperature and fan speed to maintain optimal efficiency.  Dynamic cooling control: Based on the actual operational status (online/offline) of servers and other IT equipment, adjust fan speed at air conditioning terminals accordingly. This ensures precise matching between air supply velocity and heat dissipation demand of the equipment, meeting cooling demands while minimizing fan energy consumption.  Seal cabinet gaps: Use flange covers to seal cabinet gaps to reduce cold air loss.  Optimize circulating pump efficiency: Expand the frequency adjustment range of circulating pumps to allow flexible adjustment of operating frequency based on actual water flow, reducing energy consumption.
	UPS <sup>19</sup> equipment operation optimization	Adjust UPS operation efficiency: When the actual load on the UPS units is less than the rated power, adjust their operating status (e.g., switch to more efficient operating modes) to reduce operating losses and energy consumption.
	Lighting system optimization	Lighting system management: Reduce the number and duration of lights on during off-peak hours to lower energy consumption.
	HVAC system optimization	Optimize HVAC system: Convert the core motors of the HVAC system <sup>20</sup> to variable-frequency start control and change the cold source to natural cooling in winter to reduce overall energy consumption by the supporting facilities.
	Waste heat collection	Install waste heat collection systems: Collect waste heat from IDC servers and other equipment using waste heat recovery units for building heating, water heating, and other purposes, effectively reducing over 70% of electricity consumption.
Water resources conservation		Use water-saving equipment: Use high-efficiency pumps, cooling towers <sup>21</sup> and other equipment with the latest water-saving technology to reduce water consumption in IDC cooling towers .  Reuse rainwater: Collect and utilize rainwater for cooling towers, replacing part or all of the municipal water supply and reducing the freshwater demand.
	Clean energy use	Install PV panels: Install distributed rooftop PV panels. The leased IDC has installed 2,640 PV panels on the roof, generating approximately 700-800 MWh of electricity per year. Coupled with the energy-saving design of IDCs, this move can save 810 MWh of conventional energy consumption.



### Prioritizing Green Products in Procurement

The Group pays attention to the green attributes of the products we purchase, and endeavors to use environmentally friendly and biodegradable materials or recyclable materials to mitigate the impact of our production activities on the environment. Under the same conditions, we will prioritize suppliers who provide environmentally friendly products or services.

In the procurement of equipment for IDCs, the Group prefers green electronic equipment, including hard drives and servers, which are energy efficient or have environmental protection certificates.



Green Certificates of Servers Purchased by the Kingsoft Corporation



Certificates of Energy-Saving Products Purchased by Season Holdings Internet Data Center



Certificates of Energy-Saving Products Purchased by Kingsoft Office Internet Data Center



FSC Certificates of Toilet Paper Purchased



In 2025, **100%** of the hard drives and servers the Group purchased for its offices and leased IDCs had environmental protection certificates.

Currently, all office paper procured for the Group's Zhuhai Campus, all toilet paper procured for the Group's Beijing Campus and all office paper as well as toilet paper procured for the Wuhan Campus are **FSC**-certified.

# 02

## Talent Management

Talent is the core driving force for corporate sustainable development. The Group attaches great importance to talent development and upholds the principles of diversity and inclusion. By establishing a comprehensive system covering recruitment and employment, labor standards and other aspects, we have strengthened the compliance foundation for safeguarding employee rights. Centered on a systematic talent strategic plan, and supported by diversified recruitment, full-cycle performance and promotion mechanisms, as well as a hierarchical and classified training system, we build a development path where employees and the Group grow together. Meanwhile, the Group is committed to fostering a safe, healthy and balanced working environment. We actively listen to employees' voices, and provide diverse welfare care, to build a workplace ecosystem with a sense of belonging and happiness.

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## Protection of Employees' Rights and Interests

The Group strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, the *Special Rules on the Labor Protection of Female Employees*, the *Law of the People's Republic of China on the Protection of Minors* and other laws and regulations. Additionally, we follow international human rights protection requirements, including the United Nations Global Compact and the core conventions of the International Labor Organization. At the same time, we developed internal policies such as the *Employee Recruitment and Employment Policy* to effectively protect the legitimate rights and interests of employees.

## Recruitment and Dismissal Management

The Group adheres to the employment principles of fairness, justice, and transparency, and has established standardized recruitment procedures to offer equal job opportunities to all candidates. We strictly prohibit any form of discrimination against candidates in gender, race, age, nationality, and religious belief. We conduct background checks, qualification verifications and health examinations for prospective employees to ensure the authenticity of their information and their alignment with job requirements.

We conclude labor contracts with employees in accordance with the principle of consensus, strictly abide by legal procedures in the employee contract signing, renewal, termination, dissolution of labor relations and other processes, and protect the legitimate rights and interests of employees at all stages.

## Labor Standards

The Group strictly complies with laws and regulations such as the *Provisions on Prohibition of Child Labor*, and regards the prohibition of employing child labor and forced labor as the fundamental non-negotiable requirements in workforce management. We also set up a reporting mechanism to avoid illegal employments. During the recruitment process, we engage third-party agencies to conduct strict background checks on candidate information to verify and ensure that they meet the minimum working age requirements of the country or region where they are employed, so as to mitigate irregular employment risks at the source. Since the Group's establishment, there has been no illegal employments such as child labor and forced labor. If any such case was found, we would deal with it seriously in accordance with laws and regulations and requirements of the Group.

### Working Hours and Holidays

Abiding by the relevant laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*, the Group strictly implements national provisions on holidays to safeguard employees' reasonable working hours and legitimate rights to leave. In addition to national holidays, we provide employees with additional annual leave and paid sick leave. Besides, we strictly control employees' working hours. Where overtime is genuinely required, we pay overtime compensation in accordance with the law and provide the option of time off in lieu, thereby effectively protecting employees' work-life balance, as well as physical and mental health. Female employees are also entitled to paid maternity leave and other related leave benefits, while male employees are provided with paid paternity leave in accordance with the law.

### Respect for Political Rights and Right to Freedom of Association

The Group fully respects the political rights of the employees and their right to freedom of association. We establish labor unions at the level of each subsidiary, which are empowered to negotiate on behalf of employees on an equal footing with each subsidiary and to sign collective contracts in accordance with the law. In addition, the Group holds regular employees' representative meetings to listen to employees' opinions and suggestions on compensation and benefits, working environment, career development and other aspects. By doing so, we promote communication and collaboration among employees, fostering a democratic, equal and harmonious workplace atmosphere.

### Anti-Discrimination and Anti-Harassment

The Group maintains a zero-tolerance policy toward discrimination and harassment, and strictly prohibits any form of verbal or behavioral harassment in the workplace that violate the unwillingness of others. We have established accessible complaint and reporting channels, including dedicated hotline and confidential email address, with clearly defined responsibilities for handling cases and specified time limits for investigation. Employees are encouraged to report such incidents promptly to their direct supervisors or the Human Resources Department. All reports received will be investigated immediately. We strictly protect the information of reporters and prohibit any form of retaliation. Upon verification, appropriate actions will be taken against the responsible parties in accordance with the laws and regulations and the Group's policies. In addition, we conduct regular anti-discrimination and anti-harassment training in the workplace to continuously raise employees' awareness of rights protection, and strive to build a respectful, equal and safe working environment.

### Compensation and Benefits

We adhere to the principle of equality in setting employee compensation and related benefits, avoiding different treatments based on nationality, race, age, gender, marital status and religious beliefs. We continuously monitor the situation of equal pay for equal work and provide competitive salaries across the industry, which are differentiated in accordance with rank, job responsibilities and employees' abilities. We provide our employees with contributions to pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing funds in accordance with the law. We also offer a range of dedicated benefits, including transportation allowances, meal allowances, holiday benefits, health check-ups and team-building activities, to effectively enhance employees' sense of happiness.

# Talent Development Strategy

The Group has always placed high priority on the growth and development of employees. We are committed to building clear career paths and a comprehensive training system, and provide a platform for their continuous improvement, so that employees can make progress together with the enterprise. We have established a fair and competitive compensation and incentive mechanism that closely links employee contributions with rewards, fully motivating their enthusiasm and creativity. We support every employee in achieving their career goals and coordinated development with the Group.

## Talent Strategic Forecast

The Group values talent development. To enhance the overall capabilities of the talent pool, we have established a systematic talent development strategy encompassing six core elements: management planning, competency criteria, talent inventory, talent pipeline construction, retention incentives, and training development.



To precisely identify talent and support the development of talent strategic, the Group has established a core closed-loop “3P talent assessment process” integrating “talent inventory + performance appraisal”. We also incorporated the “Iceberg Model” to holistically assess both explicit abilities and implicit potentials of the talented workforce.

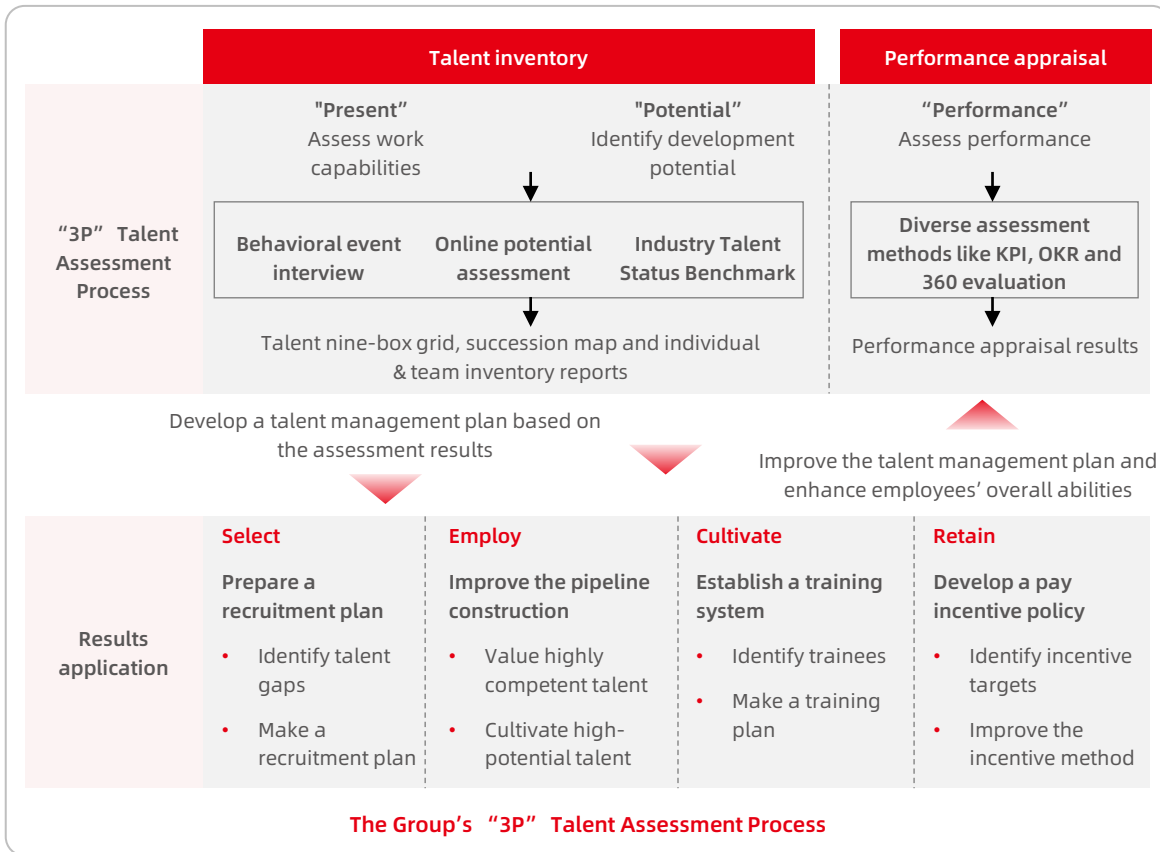
▶ **Talent inventory:** We consider employees’ personality traits, motivations, and values when assessing their implicit competencies. We conduct talent inventory through online potential assessments and behavioral event interviews to evaluate their work capabilities (Present) and development potentials (Potential).

▶ **Performance appraisal:** We consider employees’ knowledge, skills, and overall abilities when assessing their explicit competencies. We conduct annual performance appraisals to evaluate their annual performance (Performance). Additionally, supported by year-end employee debriefing, we are able to assess their annual job performance in a more holistic manner.

▶ **Talent assessment outcomes:** Based on assessment results, we classify employees into nine talent categories, such as “Superstars” with high performance and high potential and “Stable Contributors” with medium performance and low potential. We design tailored development strategies for each category, prioritize identifying high-potential management talents, and cultivate and match key positions with suitable successors through succession mapping. In addition, we conduct scientific and comprehensive career tests for employees. The test results serve as supplementary materials for the talent assessment outcomes, for both employees and managers to conduct comprehensive analysis.

▶ **Application of talent assessment results:** Based on talent assessment results, we have developed talent management plans for selecting, employing, cultivating and retaining talents. We leverage diversified recruitment channels to attract aligned talent and expand the talent pool, achieve the endogenous growth of talent through pipeline construction, and establish robust training systems to help employees develop rapidly. Moreover, we offer competitive compensation and incentives to align employee and corporate development.

The Group actively conducts specialized training on talent inventory, and fully applies digital tools such as AI and big data in the inventory process to foster the inventory more scientific, accurate and efficient. To strengthen talent data management capabilities, we have worked with the Information Technology Department to establish a talent inventory system that includes a database and a visualization display platform. The system, which integrates multidimensional basic data such as employee rosters, promotion performance records, previous talent inventory results, and work experience transfer, is connected to the performance systems of all subsidiaries, thus forming a unified and dynamic employee data management system. The system provides comprehensive and accurate data support for talent inventory and facilitates the precise analysis and efficient application of talent information.



## Diversified Recruitment

The Group uses the talent inventory results as a key basis for optimizing talent team and conducts scientific talent demand forecasting for peer-to-peer talent recruitment. We have been continuously expanding our recruitment channels. Through internship retention, campus recruitment, social recruitment, school-enterprise cooperation and other methods, we provide a solid talent guarantee for the Company's sustainable development.

In 2025, Kingsoft Office continued to expand its campus recruitment, deepened its cooperation with universities through the "Spruce Program" and "Cloud Explorer Program", covering multiple universities including Tsinghua University, Zhejiang University, and Nankai University. The recruitment primarily focused on technical talents, and added AI algorithm talents in line with the AI development strategy. Through multiple channels such as batch recruitment, joint training and direct fast-track recruitment, nearly 100,000 job applications were received in total. Additionally, the recruitment team actively engaged with universities, conducting 161 recruitment and exchange events. Senior executives and alumni were invited to participate in talent exchange events for the first time, to systematically interpret corporate strategy and training mechanism, continuously strengthening employer branding.



### Case: Kingsoft Office Collaborates with Universities on the AI Supply-Demand Matching and Talent Cultivation Project

In 2025, Kingsoft Office, together with six universities including Huazhong University of Science and Technology, Wuhan University of Technology, Central China Normal University, Wuhan University of Science and Technology, Central University of Finance and Economics, and South-Central Minzu University, jointly applied for the AI supply and demand matching employment and training project, laying a solid foundation for talent cultivation through the school-enterprise collaboration. Focusing on the integration of AI and intelligent office scenarios, the project made efforts from multiple dimensions including training models, curriculum settings and career guidance, to build a talent development system with enterprises as the technical base. Through this project, the practical ability of students has been effectively strengthened, helping college graduates achieve high-quality employment, continuously providing high-quality talents to the industry chain, thereby achieving mutual benefit between the education chain and the industrial chain.



Approval Certificate of Kingsoft Office's Supply and Demand Matching Employment and Training Project

Seasun Holdings actively optimized its campus recruitment strategy in line with its talent needs, shifting from a “scaled expansion” recruitment model to a “precision operation” recruitment model. Seasun Holdings focused on talent resources in prestigious universities, and moved its focus to the refined operation of intern projects and talent training camps, efficiently exploring and cultivating potential student talents. At the same time, Seasun Holdings comprehensively upgraded its employer brand communication system, centered on high-quality content and its own communication platforms, effectively increasing the brand’s recognition and influence among target groups, and continuously reserving high-quality talents for our business development.



Campus Recruitment Activities of Seasun Holdings

Kingsoft Shiyou launched the “Young Talent Program” , a core talent reserve recruitment program aimed to build future talent pipelines. Targeting high-potential university students through precise selection, the program employs a cultivation model that combines systematic training, business practice, and executive mentoring to help participants grow rapidly and smoothly transition into full-time employees, providing continuous momentum for the talent pipeline development. By establishing a full-cycle cultivation system of “precision selection - immersive training - merit-based conversion - cultural integration” , Kingsoft Shiyou advanced talent development and conversion in phases. In 2025, over 300 university students were attracted through multiple channels to participate in the selection. Kingsoft Shiyou selected 25 interns, and finally 10 interns were converted to full-time employees, covering multiple core business areas such as product operation, marketing and graphic design.

In 2025

The Group employed **3,322** new employees

Of which **523** were recruited through internal recruitment



Talent Demand	Channels/Projects	Outcomes
Game R&D talent	Apprenticeship program	<ul style="list-style-type: none"> <li>79 talents were hired through school/social recruitment, including the fields of game planning.</li> <li>17 interns retained.</li> </ul>
	Graduate traineeship	
	Social recruitment	
	School-enterprise partnership	
Game operation talent	Apprenticeship program	<ul style="list-style-type: none"> <li>84 operation talents were hired through school/social recruitment, including the fields of overseas operation, product operation and marketing.</li> <li>30 interns retained.</li> </ul>
	Graduate traineeship	
	Social recruitment	
	School-enterprise partnership	
Design talent	Apprenticeship program	<ul style="list-style-type: none"> <li>77 design talents were hired through school/social recruitment, including the fields of game design and development, visual design, game art and audio design.</li> <li>14 interns retained.</li> </ul>
	Graduate traineeship	
	Social recruitment	
	School-enterprise partnership	
R&D and functional talent	Apprenticeship program	<ul style="list-style-type: none"> <li>603 talents were hired through school/social recruitment, including the fields of platform development.</li> <li>102 interns retained.</li> </ul>
	Graduate traineeship	
	Social recruitment	
	School-enterprise partnership	

Talent Demand	Channels/Projects	Outcomes
AI talent	Apprenticeship program	<ul style="list-style-type: none"> <li>338 AI talents were hired through school recruitment.</li> <li>22 AI talents were hired through social recruitment.</li> <li>122 AI interns retained.</li> </ul>
	Graduate traineeship	
	Social recruitment	
	School-enterprise partnership	
Management talent	Management trainee program	<ul style="list-style-type: none"> <li>7 management trainees were hired through school recruitment.</li> <li>3 high-end management talent was hired through social recruitment.</li> </ul>
	Social recruitment	
Marketing talent	Apprenticeship program	<ul style="list-style-type: none"> <li>33 marketing talents were hired through school recruitment.</li> <li>5 overseas market talents were hired through social recruitment.</li> <li>15 interns retained.</li> </ul>
	Graduate traineeship	
	Social recruitment	
	School-enterprise partnership	

During the reporting period, the Group's talent recruitment efforts were widely recognized and won several honors together with our subsidiaries:

Subsidiaries	Awards
Kingsoft Office	<ul style="list-style-type: none"> <li>Nowcoder: 2025 NFuture Campus Recruiter with Most Social Responsibility, 2025 NFuture AI Recruitment Excellence Leadership</li> <li>Moka: 2025 Chinese Human Resources "Sirius" Award</li> <li>Liepin: 2025 National Extraordinary Employers</li> <li>Ciwei: Most Innovative Youth-Friendly Employer Brands</li> <li>Mr. Offer: 2025 Outstanding Talent Development Employer</li> <li>OfferShow: 2025 Star Employer</li> </ul>
Seasun Holdings	<ul style="list-style-type: none"> <li>Moka: Most Popular Enterprise Among University Students - Best Employer Brand Award</li> <li>Shixiseng: 2025 Best Employer Award</li> <li>Ciwei: Most Influential Youth-Friendly Employer Brands</li> <li>LockinChina: Most Influential Employer Overseas Award</li> <li>AUCA: 2025 Best School-Enterprise Cooperation Award, 2025 Popular Employer Award</li> </ul>
Kingsoft Shiyou	<ul style="list-style-type: none"> <li>Lagou.com: Emerging Employer Award</li> </ul>

### Number of Employees

Category	2025	2024	2023
By age group			
30 years old and under	4,610	3,996	3,696
31 - 50 years old	5,070	4,745	4,137
51 years old and above	87	61	41
By gender			
Male	6,533	5,833	5,192
Female	3,234	2,969	2,682
By geographical region			
China	9,753	8,779	7,853
Number of employees outside of China	14	23	21
By employment type			
Full-time employees	8,945	8,047	7,172
Interns and part-time employees	822	755	702
By level			
Management	1,187	81	57
General staff	8,580	8,721	7,817



By 31 December 2025,

the Group had a total of **9,767** employees



The Group firmly practices the concept of diversity and fully respects the diversity of employees. We regularly collect and count quantitative data related to employee diversity to systematically track and evaluate the progress of the implementation of diversity work. We are committed to creating an equal, respectful, diverse and inclusive office environment.

### Female Employee Distribution

Category	2025
Percentage of female employees among management (%)	26.87
Percentage of female employees among top management (%)	18.82
Percentage of female employees in middle management (%)	22.11
Percentage of female employees in junior management (%)	30.54
Percentage of female employees in the management of revenue-generating functions (%)	39.93
Percentage of female employees in STEM-related positions (%)	24.06

### Ethnicity Employee Distribution

Category	2025
Number of ethnic minority employees	505
Number of non-ethnic minority employees	9,262

The Group places emphasis on talent reserve and talent retention. During the reporting period, the Group's total employee turnover rate<sup>22</sup> was 20.54% , of which the voluntary turnover rate<sup>23</sup> was 14.62%. Please refer to the chart below for the specific staff turnover rate:

### Employee Turnover Rate

Category	2025
By age group (%)	
Turnover rate of 30 years old employees and under	26.52
Turnover rate of 31 - 50 years old employees	14.30
Turnover rate of 51 years old employees and above	13.86
By gender (%)	
Male employee turnover rate	18.94
Female employee turnover rate	23.58
By geographical region (%)	
Employee turnover rate in China	20.45
Employee turnover rate outside of China	54.84
By level (%)	
Turnover rate of executive management level employees	0
Turnover rate of senior management level employees	10.53
Turnover rate of middle management level employees	12.14
Turnover rate of junior management level employees	22.38
By ethnicity (%)	
Turnover rate of ethnic minority employees	21.09
Turnover rate of non-ethnic minority employees	20.50

### New Employee Recruitment

Category	2025
Total Number of New Employees Hired	3,322
By gender	
Number of male new employees hired	2,094
Number of female new employees hired	1,228
By age group	
Number of 30 years old new employees and under hired	2,250
Number of 31 - 50 years old new employees hired	1,063
Number of 51 years old new employees and above hired	9
By geographical region	
Number of new employees in China	3,309
Number of new employees outside of China	13
By level	
Management	55
General staff	3,267
By ethnicity (%)	
Number of ethnic minority new employees	154
Number of non-ethnic minority new employees	3,168
Percentage of Vacancies Filled by Internal Employees (Internal Recruitment)	13.60

<sup>22</sup>Statistical caliber of employee turnover rate: Employee turnover rate = Total employee turnover for the current year / ((Total employee turnover for the current year + Number of employees at the end of the period).

<sup>23</sup> Statistical caliber of voluntary turnover rate: Voluntary turnover rate = Total voluntary employee turnover for the current year / (Total voluntary employee turnover for the current year + Number of employees at the end of the period)

## Performance Appraisal and Promotion

### Performance Appraisal

The Group develops and implements the *Group Platform Performance Management System*, continuously optimizes the performance appraisal system, builds an online performance appraisal system and adopts a diversified performance appraisal mechanism. We also conduct quarterly appraisals of individual or team performance of employees, acting as an objective basis for salary adjustments, bonus payments and their promotion rankings, to motivate employees to enhance their work engagement. The Group is not affected by ethnicity, gender, age, marital status or political ideology when conducting the performance appraisal. Evaluations are conducted based on job performance, professional competence, attitude and compliance performance, with a combination of quantitative and qualitative assessments, to ensure the results are fair, just and transparent. During the reporting period, all employees within the scope of the report participated in performance appraisals, except for those who left the Group during the appraisal period.

Kingsoft and Kingsoft Shiyou continuously explore diversified performance appraisal methods, implement the 360-degree performance evaluation process which covers self-evaluation, peer and superior evaluation, and conduct Commitment OKR (Objective and Key Result) and Challenge OKR performance goal management, to ensure employees' performance is evaluated objectively and fairly.

Kingsoft Office adopts a performance management cycle including target setting, performance appraisal and performance interview and improvement based on the OKR model. Also, Kingsoft Office keeps in touch with employees by agile communication throughout the appraisal process, regularly assesses individual or team performance and gives feedback and guidance, to ensure the achievement of performance targets.

Season Holdings combines OKR with Key Performance Indicator (KPI), requiring all departments to set the goals and indicators at the beginning of each quarter, complete the performance appraisal and make improvements in the middle of each quarter and carry out self-evaluation and supervisor evaluation at the end of each quarter. At the end of the performance cycle, Season Holdings conducts performance communication and feedback, to better achieve the overall strategic goal.

In respect of employee stock ownership plan (ESOP), we continuously carry out equity incentive plan to attract valuable talents and retain excellent employees. In 2025, we further expanded the scope of employees covered by the equity incentive plan, with all regular employees eligible for selection, and granted a total of 2,621,445 restricted shares to management personnel, key technical personnel, business backbones, and other employees who have made significant contributions to the Company.

### Employee Promotion

The Group has established smooth and clear career paths for employees of different types and with different strengths, broadens their vocational development path and standardizes the promotion management mechanism. This ensures that employees can achieve career growth in line with their personal development aspirations and capabilities.

Kingsoft, Kingsoft Office and Kingsoft Shiyou established a dual-channel promotion mechanism for management and professional development. We define fair and open promotion standards, with full respect and support for employees who choose the promotion path in accordance with their career development plans. Kingsoft has established the *Competency Standards for Group Platform Positions*. The document specifies that the Company can offer employees opportunities for cross-regional and cross-departmental development opportunities and provide guidance accordingly. This facilitates internal talent mobility.

Season Holdings adopts a point-based promotion policy, setting point threshold based on the job level and promotion requirements at different levels. Employees accumulate points by achieving performance standards, conducting professional sharing and other means. They are entitled to applying for promotion after reaching the threshold and can be promoted upon approval.

The Group provides employees with effective communication channels for promotion results, and an appeal and feedback channel. At the end of the annual appraisal, we conduct one-on-one performance interviews to clearly communicate promotion review results and collect employees' suggestions and questions towards the appraisal process and results and adjust accordingly. According to the *Group Platform Performance Management System*, *Kingsoft Shiyou Promotion System (Trial)* and other relevant management systems, the Group has established a standardized promotion appeal and feedback mechanism. This mechanism clearly defines the appeal acceptance process, resolution time limits, and review standards. If employees disagree with the relevant performance and promotion appraisal results, they can lodge an appeal within the validity period of the appeal. The Group will re-evaluate such results in the light of the appeal handling regulations to ensure the justice and equity.

## Education and Certifications Support

The Group encourages employees to pursue continuous learning and enhance their academic qualifications and professional competencies. We support all employees to obtain work-related education degrees and certificates after work and apply for work-related specific certificates or domestic vocational titles. We regard the degrees obtained, vocational titles of professional skills and other vocational qualification skills certificates as one of the factors to be considered for their promotion and salary adjustment. We open up degree programs and certification support opportunities to all employees.



### Degree Support

We encourage employees to further study and refine in professional domains and actively look for higher educational institutions to establish school-enterprise partnership and jointly offer courses, to improve employees' academic qualifications. After obtaining a work-related academic certificate, employees can apply for reimbursement of registration fee and part of the study costs from the Company.



### Certification Support

We actively encourage and support employees to obtain vocational titles of professional skills, vocational qualification skill and other certificates. We also provide employees with subsidies for the acquisition of vocational skill certificates. The Company provides reimbursement of relevant exam fees after employees receive their work-related skill certificates.



## Employee Development and Training

Under the development strategy of “United Kingsoft, United Dream”, the Group consistently regards employee training as a core initiative to realize the value of both employees and the enterprise. We focus on the direction of sustainable development and the needs of core talent cultivation, and systematically promote the optimization and upgrading of the training system. By improving the training management system, enhancing the implementation of training, and expanding the training scope, we precisely help employees improve their comprehensive competencies and job performance capabilities, so as to achieve the coordinated progress of talent development, corporate growth and social value.

The Group is committed to building a “Learning Organization” and strictly regulates the management and implementation of training work. Guided by the Group’s strategic development and focusing on the growth needs of our employees, we create an all-employee training system with Kingsoft’s characteristics, and continuously optimize training methods, enrich training programs and expand internal and external training resources, in order to provide our employees with a full range of training courses covering all positions and grades, with the aim of comprehensively promoting the growth and development of each employee.

We set up Kingsoft and Kingsoft Shiyou “Action Learning” training platform and Kingsoft Office “Da Wu Xue Tang” online learning platform to provide flexible and convenient learning channels for employees. Highly prioritizing the growth and development of internal employees, and deeply delving into the field of talent cultivation, Seasun Holdings creates the “Eagle Series” talent cultivation system. This system covers a series of employees including new employees, core employees, and managers, encouraging and promoting professional growth and knowledge accumulation within the organization. In 2025, Seasun Holdings officially launched the “Lead Eagle Program”, an internal trainer incentive system for all employees. Through systematic incentive measures, the program accelerates the accumulation and transformation of the Company’s intangible assets and diverse project experience, to better empower employees and continuously advance the cultivation of a talent pipeline. We also actively conduct training provided by external professional organizations and co-operate with various external professional educational institutions, consulting organizations and tertiary institutions to provide employees with a wide range of courses and training to enhance their overall professionalism. By the end of the reporting period, these learning platforms had launched over 92 courses, with a cumulative total of over 12,050 learners.



### Orientation training for new recruits

#### Vocational skills training

- Clarify the company’s strategic objectives, business direction, and understand job responsibilities
- Familiar with the work system and process to enhance work efficiency, accelerate the transition of new employees

#### Corporate culture training

- Understand the company’s history and cultural values
- Strengthen teamwork and communication
- Help new employees to better integrate into the group



### Job-specific development training

#### Green skills training

- Training on office software application, teamwork ability, basic job skills, etc.
- Enhance the basic skills and knowledge of employees

#### Professional advanced training

- Covering the latest industry developments, excellent industry case sharing and other topics of training
- Deepen and enhance the existing professional skills of employees

#### Practical training

- Combine theoretical knowledge and practical business training
- Reinforce the effect of training, improve the practical ability and skill level of employees

### The Group’s Employee Training System



### Management training

#### Reserve management talent training

- Master basic management theories, methods and tools in advance
- Timely filling of key positions when they are vacant

#### Junior manager training

- Combining theory and practice to promote the application of basic management concepts on the ground
- Accelerate the change of management roles

#### Middle manager training

- Refining management concepts and methods to enhance overall management capabilities
- Execute and implement strategic plans

#### Senior manager training

- Enhance strategic thinking, leadership, decision making ability and insight into industry trends
- Promote organisational change and development



### External training

#### Campus talent training

- University-enterprise co-operation in developing professional teaching courses, enriching the talent pool in line with business needs, cultivating high quality applied talents, and achieving win-win situation for all parties

#### Business partner training

- The training covers product knowledge, code of conduct and other areas to promote the exchange of industry experience and business synergies

#### Industry talent training

- Training content covers office, game and other fields, to promote the development and innovation of the industry



### Teachers system

#### Internal trainer

Internal course innovation and development

#### External experts

Introduction of external curriculum resources

### The Group's Employee Training System



### Case: Empowerment through Cooperation with External Institutions

This year, the Group partnered with multiple qualified external institutions in education and training to enhance employees' core competencies. Kingsoft Office continued its cooperation with external education platforms such as Sanjieke, and external professional training institutions including Siyichuang Consulting, First Priority Consulting, Beisen Consulting, and Xingenou Consulting, to help employees enhance their professional capabilities and broaden their horizons. In 2025, we introduced diverse training programs tailored to employees in different positions and levels, including professional technical training, leadership training, general workplace skills training, and onboarding training for new employees. All training materials were uploaded to our internal learning platform, enabling employees to facilitate independent learning at their convenience.

To expand external learning resources, Season Holdings helped employees enhance their professional knowledge reserves and broaden their horizons. Season Holdings collaborated with First Priority Consulting to launch a training program titled *Tango: The Balance between Organizational Development and Business Profitability*, helping senior business executives build dynamic talent pipelines and drive business upgrading through talent development, thus fostering sustainable profitability for the enterprise. The training involved a total of 32 participants, with cumulative learning duration of 416 hours. Additionally, Season Holdings collaborated with Xingyuan Consulting to launch a training program titled *Designing a Successful Business*, helping frontline managers and high-potential talents broader business perspectives and holistic operational insights. The training involved a total of 44 participants, with cumulative learning duration of 572 hours.



Joint Training Programs of Season Holdings

During the reporting period, the training data by category is listed as follows:

#### Employee Training

Category	2025	Category	2025
Percentage of Trained Full-Time Employees (%)	100.00	Top management	8.99
Percentage of trainees by gender (%)		Middle management	11.26
Male	100.00	Junior management	14.54
Female	100.00	General staff	45.83
Percentage of trainees by level (%)		Average training hours of each employee by age group (hours)	
Management	100.00	30 years old and under	13.57
General staff	100.00	31 - 50 years old	7.97
Average Training Hours for Full-Time Employees (FTE) (hours)	45.68	51 years old and above	4.33
Average training hours of each employee by gender (hours)		Average training hours of each employee by ethnicity (hours)	
Male	48.44	Ethnic minority	7.24
Female	28.49	Non-ethnic minority	9.16
Average training hours of each employee by level (hours)		Employee Training Investment (RMB ten thousand)	537.77
Management	13.05		

## Orientation Training for New Recruits

We attach great importance to the growth and development of new employees after joining the Company. By systematic pre-employment training, we help newcomers to quickly master job skills and gain a deep understanding of corporate culture, so as to enhance team identity and sense of belonging. In 2025, Kingsoft and Kingsoft Shiyou continued to conduct new employee orientation training and launched the “Young Talent Program”. Combining a systematic training model, mentor coaching mechanism and practical tasks, the program fully empowered new employees to accelerate their transformation from workplace newcomers to professional talents. This initiative infused enduring vitality into organizational development. Kingsoft Office designed a mentor teaching mechanism and carried out the “Upward Strength” program for campus recruits and the “Star Start” program for social recruits, facilitating new employees to integrate into the workforce environment. Season Holdings initiated the “Chuying Program” for campus recruits to help them better adapt to the workplace environment and reserve young talents.

### The Group’s New Employee Training Program

Target Group	Organizations Conducting Training	Project	Project Description	Outcomes in 2025
	Kingsoft and Kingsoft Shiyou	New Employee Orientation Training	Help new employees swiftly integrate into the Company’s culture, master job skills, enhance teamwork capabilities, and establish a foundation for career development.	A total of 35 campus-recruited new employees participated in the training, achieving a 100% training satisfaction rate. Through the training, new employees familiarized themselves with the Company’s processes and adapted to job requirements within a short timeframe.
New employees recruited from school	Kingsoft Office	“Upward Strength” Training Program	Through a comprehensive introduction to the Company’s products and business landscape, sharing on the development history and corporate culture, experience sharing from outstanding alumni, and soft skill training, we have launched a special “3+1” training model to support fresh graduates in smoothly transitioning from campus to the workplace.	This year, the “Upward Strength” training program was conducted in four sessions, with 535 participants, accumulated training duration of 85.5 hours and an average course satisfaction score of 4.94 (out of 5).
	Season Holdings	Chuying Program	The program aims to strengthen employees’ workplace integration, business understanding and professionalism, and to help new employees transition from students to excellent professionals. Through the “Mentorship” training, one-on-one guidance is provided to employees, helping them better adapt to the Company.	A total of 48 employees attended the training, and 6 courses were conducted, with accumulated training duration of 1,008 credit hours and a course satisfaction score of 9.76 (out of 10).
New employees recruited through social recruitment	Kingsoft Office	“Star Start” Training Program	Focus on introducing the company’s history, culture, compliance requirements, and security red lines to help new employees gain a thorough understanding of the company’s various requirements and promote their understanding of the organization, thereby master working norms.	This year, the “Star Start” program conducted a total of 14 offline training sessions, with 685 participants, accumulated training duration of 112 hours and an average course satisfaction rating of 4.95 (out of 5).
	Season Holdings	Training Program for New Employees Recruited through Social Recruitment	Provide online and offline learning platforms for newly recruited employees to help them integrate into the company quickly.	A total of 538 employees attended the training, with accumulated training duration of 6 hours per employee and a course satisfaction score of 9.6 (out of 10).



Chuying Program of Season Holdings

## Job-specific Development Training

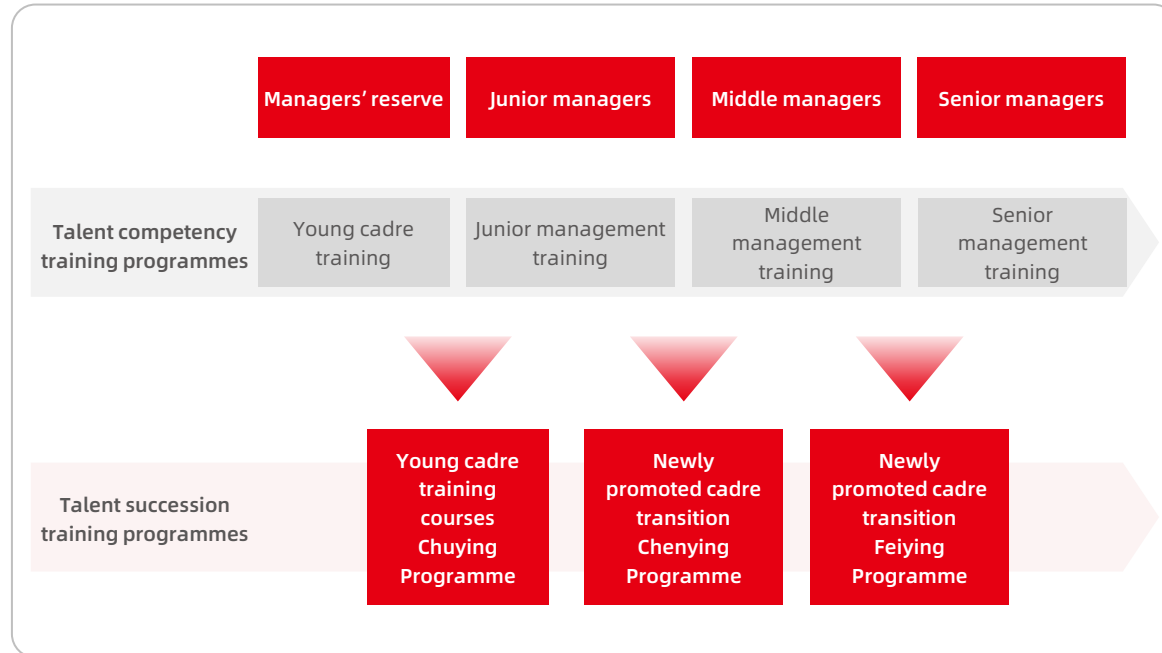
To enhance employees' job competence, the Group conducts a series of professional skills training for talents in the fields of research and development, functions, design and information security, etc. By providing general skills training, professional advanced training and practical skills training, we effectively improve employees' professional skills, and help explore their innovative potential, so as to cultivate various new-type technical talents. In addition, training organizers of each business line will conduct an employee questionnaire survey after every two training sessions. This helps identify topics of interest to employees and pain points in businesses, so as to determine the training themes.

### The Group's Professional Competence Training Program

Target Group	Organizations Conducting Training	Project	Project Description	Outcomes in 2025
Project management talent	Kingsoft and Kingsoft Shiyou	WPS Multi-dimensional Tables: New Perspectives in Business Management	The professional skill training on WPS multi-dimensional tables aims to improve business management efficiency and progressively enhance employees' office productivity. As a next-generation intelligent table tool, WPS multi-dimensional table not only provides data processing functions as traditional tables do, but also integrates features including database-related management, kanban views, automated workflows, offering a new approach for team collaboration and business management.	A total of 281 employees attended the training, with accumulated training duration of 2 hours and a course satisfaction of 99%.
Project management talent	Kingsoft and Kingsoft Shiyou	How to Conduct Effective Project Reviews	Aim to help participants systematically master core methodologies and practical tools for project reviews, improving their project management and review capabilities. Through scenario simulations, case analysis and structured guidance, the training focuses on the full process from goal review and process analysis to experience extraction and action iteration. It helps teams turn review into sustainable improvement capabilities and continuously promote project management and organizational efficiency.	A total of 412 employees attended the training, with accumulated training duration of 4 hours and a course satisfaction of 98.5%.
R&D, product operation and testing talents	Kingsoft Office	R&D Training Institute	Conduct a three-month full-time training for fresh graduates in product and R&D fields, combining "offline in-person instruction + practical guidance". The training is categorized by position role. Core R&D trainees (C++, back-end, front-end, algorithm) undergo 12 weeks of intensive programming training while non-core R&D trainees (product operation, testing, etc.) take 6 weeks of training focusing on AI tools and basic programming.	During the year, fresh graduate R&D training was held, with 516 participants and accumulated training duration of 720 hours.
Sales talent	Kingsoft Office	New Sales Training Camp	In line with annual business priorities, the training curriculum and teaching model are optimized under the guidance of "know the product, be diligent, and abide by discipline". The training covers product introduction, industry trends and cases, business processes and systems, legal compliance and corporate culture. Adopting a "training integrates with practice" approach, the training carries out staged and role-specific customer-facing simulations based on real scenarios, forming a learning cycle of "input - understanding - application", to comprehensively enhance the professional competence of the sales team.	During the year, 2 special trainings was conducted, lasting 27 days, with 295 participants, accumulated training duration of 174.5 hours and a feedback satisfaction score of 4.82 (out of 5).
Gaming talent	Season Holdings	SDC (Season Development Conference) Training	The training covers game research and development, game publishing and game operation, aiming at strengthening employees' professional skills and related vocational abilities.	A total of 19 training sessions were conducted, with training courses offered to 888 employees and a training satisfaction score of 9.74 (out of 10).

## Succession Planning and Leadership Training

Every year, we conduct regular inventory of high-potential managers and successors, clarify the competency requirements for key leadership positions at each level and create a “Kingsoft Manager Succession Plan” in line with the Group’s development strategy and core business needs, to open up the development paths of senior, middle and junior managers. During the inventory, we fully explore high-potential management talents and build up a sufficient pool of reserve talents for the sustainable development of the company. We also implement dynamic tracking and systematic development for talents in the pool, and conduct regular competency assessments of successors to cope with the long-term development of the business.



Based on the results of the inventory, we provide targeted leadership training for managers at all levels and management reserves to help them enhance management skills to meet the requirements of positions.

Target Group	Organizations Conducting Training	Project	Project Description	Outcomes in 2025
Senior managers	Kingsoft and Kingsoft Shiyou	Senior Management Strategic Learning Program	Provide senior managers with communication opportunities for strategic learning and help them gain a holistic understanding of industry trends and the competitive landscape, to enhance their capability of developing long-term strategies.	A total of 28 senior managers participated in the training, with cumulative learning duration of 96 hours and a course satisfaction score of 100 (out of 100).
	Season Holdings	Executive Training of Season Holdings	Build a dynamic and professional talent pipeline for the company's business executives. A systematic talent development system drives business upgrading, and builds sustainable operational development and value creation capabilities for the enterprise.	A total of 32 people participated in the training, with cumulated learning duration of 416 hours and a course satisfaction score of 9.34 (out of 10).
Middle managers	Kingsoft and Kingsoft Shiyou	Middle Management Training Program	Through systematic training, the program enhances the management, leadership and execution skills of middle managers, which promotes the implementation of organizational strategies and the improvement of team performance.	A total of 32 middle managers participated in the training, with cumulative learning duration of 373 hours and a course satisfaction score of 99 (out of 100).
		Middle Management Talent Training	Provide targeted training to middle managers in management and AI innovation.	A total of 32 employees participated in the training, with cumulative learning duration of 96 hours and a course satisfaction score of 100 (out of 100).
	Season Holdings	Advanced Course for Becoming an Effective Manager	To enhance managers' professional management capabilities and overall competence, Season Holdings, in collaboration with Kingsoft Group and Xiaomi Group, launched a series of specialized team management courses to systematically empower managers with improved knowledge and skills.	A total of 106 people participated in the training, with cumulative learning duration of 717 hours and a course satisfaction score of 9.55 (out of 10).

Target Group	Organizations Conducting Training	Project	Project Description	Outcomes in 2025
Junior managers	Kingsoft and Kingsoft Shiyou	Kingsoft Cadres Training Program	Enhance the comprehensive capabilities of junior managers to ensure the effective implementation of organizational goals at the junior level and develop effective performers.	A total of 76 junior managers participated in the training, with cumulative training duration of 1,832 hours and a course satisfaction score of 98 (out of 100).
	Kingsoft Office	Newly Promoted Manager Training	Kingsoft Office continues to empower frontline managers and focuses on the development of newly promoted managers. In accordance with the Company's management philosophy and leadership standards, we optimize and refine the core tips and curriculum system. Through modular teaching, real business case studies, and sharing sessions by business experts, the training achieves efficient delivery of core knowledge and deep integration with real business scenarios, steadily improving training effectiveness.	A total of 4 newly promoted manager training sessions were held, with 134 participants and a course satisfaction score of 4.79 (out of 5).
	Season Holdings	Super Manager Series Open Course	The Super Manager Series Open Courses are training programs designed by Season Holdings to empower front-line managers. These courses focus on essential managerial skills and provide high-quality learning materials to ensure learning effectiveness. It is committed to cultivating "Super Managers" within Season Holdings and helping improve organizational effectiveness.	During the year, a total of 378 employees participated in the training, with cumulative learning duration of 2,003 hours and a course satisfaction score of 9.49 (out of 10).

Target Group	Organizations Conducting Training	Project	Project Description	Outcomes in 2025
Managers' Reserve	Kingsoft and Kingsoft Shiyou	Kingsoft Management Cadres Training Program	The Management Cadres Training Program aims to enhance cadres' management competencies, strengthen teamwork, drive the implementation of corporate strategies, and support Kingsoft's continuous innovation and development.	A total of 58 management cadres participated in the training, with learning duration of 210 hours and a course satisfaction score of 5 (out of 5).
	Kingsoft Office	Youth Cadres Training Courses	Select and train high-potential young cadres, help them to understand the Company's management philosophy and their positioning in management roles, as well as their missions and responsibilities through a series of training programs. Interactive teaching is adopted to enhance young cadres' overall management skills, systematic thinking abilities, innovation abilities and collaborative communication skills. Each participant is also assigned a mentor and given one-on-one communication opportunities with senior executives.	Based on Kingsoft Office's cadre standards, we identify core competencies and qualities required, and 21 high-potential young cadres were selected and trained. The program received a participant feedback score of 4.82 (out of 5).
	Season Holdings	Feiyong Program for Young Cadres	The program is a special talent development program tailored for young cadres. With the core purpose of realizing the training philosophy of "Getting them started, and supporting them along the way", it helps employees enhance all-round capabilities, enabling them to meet the requirements of the next-stage positions. The training includes broadening horizons, enhancing overall perspective and business awareness, assisting them in rapidly growing into core management talents who meet the enterprise's strategic development needs.	A total of 44 people participated in the training, with learning duration of 1,320 hours and a satisfaction score of 9.74 (out of 10).

## Industry Talent Training

The Group is committed to promoting knowledge sharing and advancement in the industry. In addition to internal training for employees, we also actively provide our course resources to support the learning and development of university students, business partners and industry talents. This year, Kingsoft and Kingsoft Shiyou and Kingsoft Office actively carried out school-enterprise cooperation projects to achieve a close connection between the training of talents in universities and the employment needs of enterprises.



### Case: Wuhan University and Kingsoft's Legal AI Joint Laboratory: 2025 Achievements Implemented to Empower Intelligent Rule of Law

Kingsoft and the Law School of Wuhan University jointly established the "Legal AI Joint Laboratory", promoting industry-education integration in the legal AI field through a "technology + academia + practice" model. In the first year of cooperation, the core achievement, the "Qingzhou Legal Large Model, completed algorithm filing and was selected as one of Wuhan's first vertical industry large models, with outstanding performance in authoritative evaluations. Kingsoft Xiaofa, a product incubated based on the model, has been commercialized. Its functions such as intelligent contract review and judicial assistance can reduce document drafting time by 75%, effectively improving corporate compliance and judicial efficiency. The laboratory also launched the "Legal AI Product Manager Training Program", providing students from Wuhan University with full-process practice in R&D and building an interdisciplinary talent development system. This cooperation represents an important practice for the Company to fulfill social responsibility and advance the construction of intelligent rule of law, effectively reducing social compliance costs through technology application and cultivating interdisciplinary talents for the industry.



Wuhan University and Kingsoft's Legal AI Joint Laboratory



### Case: Kingsoft & Wuhan University Launch Themed Practical Activities for 1024 Programmers' Day

On 24th October, 2025, Kingsoft joined hands with the School of Computer Science of Wuhan University to organize industry-university collaborative themed activities for the 1024 Programmers' Day, with participation from students of the School of Artificial Intelligence and the School of Mathematics and Statistics.

The activity covers three segments: immersive park experience, WPS technology sharing salon, and carnival interactive sessions. Students toured modern office spaces, experienced go-kart programs, listened to presentations on Kingsoft's development history and practical technologies including WPS AI Continuation and cloud document collaboration, won commemorative rewards through interactive Q&A, and teamed up with engineers to participate in fun mini-games.

This initiative breaks the traditional research study model, builds a bridge between theory and practice, helps students clarify their career development directions, conveys Kingsoft's open and vibrant corporate culture, and deepens the effectiveness of industry-university-research collaborative education.



1024 Programmers' Day



### Case: Kingsoft Office Collaborates with Multiple Universities to Establish Training Bases

Since 2021, Kingsoft Office has cooperated with many universities in Wuhan, including Huazhong University of Science and Technology and China University of Geosciences (Wuhan), to integrate core technologies such as C++ and server-side development into the curriculum. Through training camps and practical teaching, students' engineering capabilities have been enhanced. Outstanding graduates may intern at the Company and may be hired based on merit. By the end of the reporting period, nearly 3,500 students had participated in the training camps, and over 830 had officially hired, strongly promoting graduate employment and local talent retention. In 2025, the Company further expanded this model nationwide, launching the Elite Engineer Training Program in cooperation with Xidian University and Northwest University to continuously broaden the scope of industry-academia integration.



The Third Phase Corporate Ecology Course of Kingsoft Office and Huazhong University of Science and Technology



### Case: "Spruce Empowerment Workshop" Technical Mentoring Sessions of Kingsoft Office

In 2025, Kingsoft Office successfully held the "Spruce Empowerment Workshop" technical mentoring sessions at Xidian University and Northwest University. The Company invited outstanding alumni to provide specialized training for students in both universities, focusing on C++ technology. Through practical case studies, training system explanations, and career development guidance, the Company strengthened its employer brand influence. In the future, the Company will continue to hold "Spruce Program" and adopt diverse approaches such as technical sharing, internship training and joint cultivation to strengthen the talent pipeline foundation. This initiative empowers youth development and promotes the industry-education integration ecosystem.



"Spruce Empowerment Workshop" Technical Mentoring Session of Kingsoft Office

## Employee Care

The Group focuses on employees' work, life and physical and mental health needs, and cares about their sense of belonging and well-being. We build a comprehensive employee care system and are committed to fostering a harmonious, equal and united working atmosphere. We attach importance to our people's physical and mental health, strengthening the management of their occupational health and safety to secure their health and safety. In addition, we establish an effective employee communication mechanism, listen to employees' voices, organize enriched employee activities and provide multiple employee benefits. These efforts not only meet the different needs of our employees in work and life, but also create a warm, harmonious and cohesive workplace atmosphere.

## Safe Office Environment

In strict compliance with the *Labor Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China* and other laws and regulations on occupational health and safety and fire safety in the workplace, we formulate and implement various safety-related policies such as the *Management Policy for Office Environment of Kingsoft*, the *Measures for the Management of Visitors' Entrances and Exits of Kingsoft*, the *Occupational Health Inspection Policy*, the *Policy for the Labor Protection Supplies Distribution*, and the *Emergency Response Policy*. Adhering to the core principle of "safety first, prevention foremost", we regularly inspect and assess the risks and hazards associated with occupational health and safety in our premises. In addition, the Group integrates office environment safety requirements into daily operations, and prioritizes and implements action plans. We also provide necessary safety protective equipment and organize occupational safety and health training to comprehensively safeguard the health and safety of employees in office areas.

In 2025, we carried out various measures to effectively enforce workplace safety management requirements, providing a healthy and safe working environment for employees.

- Emergency Response Management:** We focused on upgrading emergency safety protection in office settings, and completed a special safety assessment based on building structure and employee distribution density. We added automated external defibrillator (AED) devices to achieve full coverage of emergency rescue equipment across all buildings. This initiative effectively shortened the emergency response time and ensured equipment accessibility to life-saving devices within the golden 4-minute rescue window, thus comprehensively improving the emergency response capability for sudden health and safety incidents in the office.
- Safety Emergency Drills:** We organized all employees to participate in fire evacuation drills and elevator entrapment emergency drills. Through practical simulations, we enhanced employees' on-site response capabilities and coordination abilities in dealing with various sudden safety incidents, strengthening offline workplace safety defenses.
- Occupational Health and First Aid Training:** During the "Safety Month" in July 2025, the Group conducted professional training on AED operation specifications, cardiopulmonary resuscitation (CPR) and trauma care. All employees and property personnel of the Group participated in the training, with a total of 156 participants passed the assessment and obtained certificates, effectively improving the emergency self-rescue and mutual aid capabilities.
- Health-Themed Special Activities:** In August 2025, the Group successfully held the 3rd fitness month activity themed "Full of Vitality and Walking Together". The activity integrated health challenges, public welfare initiatives, and team competitions, attracting over 700 employees through various forms and helping them develop healthy work and living habits. Additionally, the Group co-organized the "Walking for Good" public welfare walking activity with the Foundation, in which 296 employees participated. Over 21 days, the participants achieved the walking target of a total of 34.72 million steps, with the Foundation donating a total of RMB 3,000 in public welfare funds to Jinshan Primary School. This effort fostered the mutual promotion of employee health improvement and corporate public welfare value.
- Health Month Activities:** In November 2025, the Group launched special employee health month activities. AI testing equipment was introduced to provide professional health examinations for all employees, enabling scientific and convenient health assessments. Meanwhile, the Group held psychological sandplay workshops for employees, inviting lecturers to offer mental health counseling and emotional management guidance. These efforts addressed employees' psychological well-being, ensuring comprehensive care across all dimensions of employee health.

In 2025, the number of lost days due to work injury was 92.75<sup>24</sup> days in the Group and 0 work-related fatalities occurred over the past three years.

<sup>24</sup>A total of 3 employees were injured, primarily due to traffic accidents during their commuting.



## Employees' Mental and Physical Health

The Group attaches great importance to people's physical and mental health, and offers a diverse range of fitness options and psychological care services. In 2025, the Group provided health examination services for all employees and set up fitness areas in the office, equipped with treadmills, yoga mats, dumbbells and other fitness equipment to encourage employees to exercise during work breaks. Kingsoft Office continued to carry out Employee Assistance Program (EAP<sup>25</sup>). By building the "Heart-warming EAP" platform, we regularly promoted mental health knowledge to improve employees' mental health awareness. During the year, the Group launched an online psychological counseling channel for all employees and organized offline psychological support services in Beijing, Zhuhai, Wuhan and Guangzhou, providing a total of 618 professional counseling sessions. Moreover, a variety of group activities such as EAP carnival and singing bowl therapy were held to help employees relieve stress and systematically care for their mental health.

## Employee Communication

The Group has always regarded the protection of employees' rights and interests as a core corporate priority. We strive to provide our people with smooth and anonymous appeal and feedback channel and an appeal handling process. Strict confidentiality is maintained regarding appellants and information on their appeals, and the necessary means are taken to protect the appellants' personal safety and legitimate rights and interests. Employees can file complaints regarding discrimination, harassment, bullying and other issues related to their rights and interests. They can also voice concerns about the results of performance appraisals, promotion decisions, or salary matters, to effectively protect their legitimate rights and interests.

To ensure comprehensive coverage and efficient implementation of the appeal mechanism, the Group has established standardized appeal management rules:

### Objects

The appeal and feedback channels are open to all full-time employees, part-time employees, contractual employees, interns, and other personnel who have a labor relationship with the Group, for all parties to lodge appeals on violations of labor rights and interests, as well as other human resources-related incidents, fully protecting the appeal rights of each employee.

### Grievance reporting or escalation channel

We set up a multi-form complaint channel whereby employees can lodge a complaint verbally, in writing, by email, by telephone, or through the internal online communication platform.

### Grievance reporting or escalation handling process

We set up the Group's Human Resources Department as an appeal handling center, responsible for recording, accepting, investigating, handling and following up replies to grievance reporting or escalation. We regularly analyze and summarize the Group's grievance reporting or escalation acceptance and handling work every year and report to the leadership. Upon the receipt of an appeal, the appeal handler shall complete the investigation through various means within the time limit and issue a report on the results of the investigation to ensure a rigorous investigation process and object results. If the results of the investigation show that the grievance reporting or escalation is substantiated, the grievance reporting or escalation handler shall supervise the rectification of the violation after the issuance of the report on the results of the investigation, or enforce the penalties of warning, demerit, or termination of the labor contract in accordance with the provisions of the regulations.

### Appellant protection

We keep the appellants' personal information and the content of the appeal strictly confidential to protect their legitimate rights and interests. We will protect them against any unfair retaliation, dismissal, persecution or unauthorized disciplinary action as a result of the appeal, effectively eliminating employees' concerns to appeal.

We did not receive any feedback in 2025. If we receive a complaint, we will contact and resolve each named complaint individually to actively implement related employee needs.

In addition, we conduct annual employee satisfaction survey based on the Gallup Q12 model<sup>26</sup>. Focusing on dimensions including employee communication efficiency, implementation effectiveness of the appeal mechanism, and satisfaction with appeal handling, we understand employees' demands and work experience, and actively respond to them. In 2025, Kingsoft Office conducted 2 employee satisfaction surveys on topics closely related to daily experience, such as working experience and office facilities, with an average satisfaction rate of over 93%. We responded to the issues raised by employees in the survey by holding executive communication meetings, etc., and formulated targeted improvement plans to continuously enhance employee satisfaction and recognition of us.

<sup>25</sup>EAP refers to Employee Assistance Program, which is a set of systematic and long-term welfare and support programs set up by an enterprise for its employees. Through the diagnosis and advice of professionals to the organization and the provision of professional guidance, training and counselling to employees and their immediate family members, it aims to help solve various psychological and behavioral problems of employees and their family members, and to improve the performance of employees in the enterprise.

<sup>26</sup>The Gallup Q12 model is a widely used tool for organizational management and employee attitude assessment. It consists of 12 questions designed to measure employee engagement and working environment, with a particular focus on front-line participation and feedback.

## Employee Benefits

On the basis of a sound compensation and benefits system, the Group also improves various non-salary benefits for all employees. We provide supports covering benefits subsidies, health protection, activity benefits, maternity support, family support and flexible working, bringing warmth and care to all employees. Specific welfare measures are set out below:



### Allowances

- Festival allowances** ▶ • Chinese New Year bonus.

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- Birthday allowances** ▶ • Kingsoft, Kingsoft Shiyou and Seasun Holdings distributed birthday cash or gift cards to employees for their birthdays.

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- Funeral allowances** ▶ • Compensation for employees whose immediate family members have died.

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- Marriage and Childbirth allowances** ▶ • Kingsoft, Kingsoft Shiyou and Seasun Holdings provide employees with wedding allowances and maternity allowances, each ranging from RMB 500 to RMB 1,000.

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- Meal allowances** ▶ • Reimbursement for lunch and overtime meal expenses.

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- Transportation allowances** ▶ • Full reimbursement for transportation expenses arising from overtime work.

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- Difficulties assistance** ▶ • Kingsoft Office has developed the Measures for the *Administration of Special Funds for Helping Employees in Straitened Circumstances* to regulate the support funds for employees with financial difficulties.

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### Health Services

- Medical insurance** ▶ • Basic medical insurance and supplementary commercial medical insurance.

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- Physical health service** ▶ • Annual physical examination and interpretation of physical examination reports.  
• Specialised health services, such as the “Intangible Cultural Heritage Moxibustion Therapy” and “Women’s Health” lectures of Seasun Holdings and the dental services and TCM therapy provided by Kingsoft Office.

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- Mental health service** ▶ • Psychological counselling services for employees.  
• Psychological health activities, such as the “Psychological Healing” and “Worry-free Valley Psychology Salon” organized by Seasun Holdings.

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- Health facilities** ▶ • Fitness facilities are provided in the office space, with staff assigned to inspect them and guide employees in exercising scientifically and reasonably.

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- Health activities** ▶ • The Group has established football, basketball, yoga, and other clubs, which have organised wonderful events.  
• The Group also organises fun physical activities such as hiking and stress-relieving pillow competitions.

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### Family Support

- Nursing leave**
- Paid nursing leave for only-child employees. Kingsoft Office provides its employees with 10 days of nursing leave.
  - The “Kingsoft Family Day” of Kingsoft and Kingsoft Shiyou.

- Family activities**
- The “Parents’ Day” and the “Tenth Family Open Day” of Seasun Holdings.
  - The “Mid-Autumn Family Day” of Kingsoft Office.

### Activities Welfare

- Holiday activities**
- During traditional festivals such as the Mid-autumn Festival and the Dragon Boat Festival, as well as special observances like Programmer’s Day, activities are organised, where employees can enjoy afternoon tea, holiday gift packages, and other benefits.

- Cultural activities**
- The “Fish Lantern Making” of Kingsoft and Kingsoft Shiyou.
  - The “Hanfu Festival”, the Reading Season and fellowship activities of Seasun Holdings.
  - The “3rd Role Model Selection Campaign” of Kingsoft Office for promoting the stories of role models and enhancing employees’ understanding and recognition of our corporate culture.

### Maternity Support

- Maternity leave**
- Prenatal check-up leave, maternity leave, breastfeeding leave, parental leave, and paternity leave as specified by the law. Seasun Holdings provides up to 208 days of maternity leave, 15 days of paternity leave, and 20 days of parental leave.

- Supporting facility**
- Nursing rooms are provided at major office spaces for pregnant and lactating employees. In 2023, Seasun Holdings was awarded the title of “Guangdong Mommy’s Cabin”.

### Flexible Working

- Flexible working hours**
- In bad weather, we allow employees to flexibly adjust their arrival and departure times within permissible limits.

This year, we organized a variety of activities to enrich employees' leisure time, foster a positive and healthy organizational atmosphere, and support employees in achieving a sustainable work-life balance.



Spring Festival Calligraphy Activity



Kingsoft Hiking Activity



Dragon Boat Race Activity



Lantern Festival Activity



Kingsoft Family Day



Sports Games

# 03

## Green Operation

The Group strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and other relevant laws and regulations to systematically manage energy, resource use, and emission treatment in the Group's operations. We establish and continuously monitor our annual targets in terms of energy conservation, emission reduction, water saving and waste reduction, and regularly assess environmental management performance. We review the achievement of the previous year's targets, with a view to minimizing the negative impact of the Group's operations on the environment and natural resources. In addition, we continue to upgrade energy conservation and emission reduction measures, commit to building green campus and creating green supply chains, and actively advocate green offices and low-carbon lifestyles. Through multi-party collaboration and practical actions, we actively respond to climate change and fulfill our commitment to green operations. The impacts of Kingsoft's operation on the environment and natural resources are mainly reflected in energy, resource consumption and emissions generated during the operation of office buildings and third-party IDC rented in various regions.

We focus our environmental management on the following four areas:

**Reduce:** Reduce resource use and save unavoidable resource consumption.

**Reuse:** Extend the useful life of the Company's resources.

**Recycle:** Effectively recycle the Company's resources and reduce waste emissions.

**Rethink:** Rethink resource management methods and innovate means of conserving resources.

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## Environmental Targets

### The Group's 2025 Environmental Targets and Progress

Category	Existing targets	Unit	Performance in 2025	Target year	Target Progress
Energy conservation and emission reduction	Kingsoft gradually will expand the proportion of clean energy use, such as solar and air energy, and reduce the amount of purchased electricity by no less than 180 MWh per year.	MWh	182.5 MWh	2024 and beyond	Achieved in 2025, ongoing
	The servers purchased by Season Holdings will be 100% compliant with the green product certification requirements.	%	100%	2024 and beyond	Achieved in 2025, ongoing
	In 2025, the per capita power consumption in the Group's Zhuhai Campus will be decreased by 5% compared to 2024.	%	8.53%	2025	Achieved in 2025
	In 2025, the per capita power consumption in the Group's Beijing Campus will be decreased by 1% compared to 2024.	%	13.19%	2025	Achieved in 2025
	In 2025, the Power Usage Effectiveness (PUE) of the self-owned data center in the Group's Wuhan Campus will not exceed 1.39.	%	1.38	2025	Achieved in 2025
	In 2025, 95% of the air-conditioning equipment installed in the Group's Wuhan Campus will meet the Grade 1 energy efficiency rating.	%	95%	2025	Achieved in 2025
Water conservation	Water-saving taps will be used in the office areas of each of the Group's operating locations.	Not applicable	Achieved	2024 and beyond	Achieved in 2025, ongoing
	In 2025, the per capita water consumption in the Group's Zhuhai Campus will be 3 tonnes less than that of 2024.	tonnes	3 tonnes	2025	Achieved in 2025

### The Group's 2025 Environmental Targets and Progress

Category	Existing targets	Unit	Performance in 2025	Target year	Target Progress
Waste reduction	The Group will have 100% of end-of-life hard drives, servers, switches, displays, batteries, and other related wastes from the leased IDCs processed by qualified recyclers in accordance with regulations.	%	100%	2024 and beyond	Achieved in 2025, ongoing
	The Group will fully implement waste sorting in its self-owned office buildings.	Not applicable	100%	2024 and beyond	Achieved in 2025, ongoing
	In 2025, the Group's Wuhan Campus will recycle up to 100% of non-hazardous waste, and dispose of 100% hazardous waste in accordance with regulations.	%	100%	2025	Achieved in 2025
	In 2025, all office paper procured for the Group's Zhuhai Campus, all toilet paper procured for the Group's Beijing Campus and all office paper as well as toilet paper procured for the Group's Wuhan Campus, are FSC-certified.	Not applicable	All have been FSC-certified	2025	Achieved in 2025

### The Group's 2026 New Environmental Targets

Category	Description of the target	Target year
Energy conservation and emission reduction	In 2026, the per capita power consumption in the Group's Zhuhai Campus will be decreased by 5% compared to 2025.	2026
	In 2026, the Group's Zhuhai Campus plans to deploy approximately 200 kW of photovoltaic (PV) capacity, with an estimated annual power generation of 200,000 kWh. Meanwhile, the Group's Zhuhai Campus will advance the electrochemical energy storage projects with a scale of approximately 2,500 kW/5,000 kWh, targeting an annual charging and discharging capacity of 3,000,000 kWh.	
	In 2026, the Power Usage Effectiveness (PUE) of the self-owned data center in the Group's Wuhan Campus will not exceed 1.37.	
	In 2026, 95% of the air-conditioning equipment installed in the Group's Wuhan Campus will meet the Grade 1 energy efficiency rating.	
Water conservation	In 2026, the per capita water consumption in the Group's Zhuhai Campus will be 2 tonnes less than that of 2025.	
Waste reduction	In 2026, the Group's Wuhan Campus will recycle up to 100% of non-hazardous waste, and dispose of 100% hazardous waste in accordance with regulations.	
	In 2026, all office paper procured for the Group's Zhuhai Campus, all toilet paper procured for the Group's Beijing Campus and all office paper as well as toilet paper procured for the Group's Wuhan Campus, are FSC-certified.	



## Response to Climate Change

The Group has referred to the initial two sets of ISSB Standards issued by the International Sustainability Standards Board (ISSB), the *Sustainability Disclosure Standards for Business Enterprises - Basic Standard (Trial)* and the *Sustainability Disclosure Standards for Business Enterprises No.1 - Climate (Trial)* jointly issued by the Ministry of Finance and nine ministerial-level authorities, and the relevant provisions in Part D of the *Environmental, Social and Governance Reporting Code* set out in Appendix C2 to the Rules Governing the Listing of Securities by the Stock Exchange of Hong Kong Limited. We identify the climate-related impacts, risks and opportunities, develop climate risk-related response actions and actively explore climate opportunities<sup>27</sup>. We reduce energy consumption and carbon emissions due to traditional energy consumption by replacing the use of traditional energy sources with renewable energy sources. We also increase our research, development and investment in research and development of green and low-carbon products, and work with our customers and industry partners to move towards a greener future. To better understand the Group's carbon emissions during our operations, we continuously conducted a GHG emissions inventory. We continued our efforts to measure and disclose our Scope1, 2 and 3 GHG emissions.

The section concerning climate change response measures encompasses forward-looking statements pertaining to the Group's future objectives and investment strategies. These statements are formulated based on the information accessible at the time of the report's publication, current anticipations, and pertinent assumptions, while also being contingent upon the prevailing industrial and regulatory landscape. Known or unknown risks, uncertainties, and various other factors may lead to substantial discrepancies between the actual outcomes and the forward-looking statements, with certain risks lying outside the Group's purview of control. Forward-looking statements are typically identifiable through terms such as "may," "expect," "anticipate," among others. Unless mandated by applicable laws, the Group bears no obligation to revise any forward-looking statements in light of subsequent developments or events.

## Governance

The Group places high importance on climate change issues. The ESG Committee of the Board of Directors holds ultimate responsibility for climate-related matters, overseeing all ESG management efforts, including the identification, assessment and management of climate risks, as well as the ongoing monitoring and review of climate-related targets and their progress. The ESG Committee of the Board of Directors obtains the latest information on climate-related risks and opportunities each year through written reports and dedicated meetings, including carbon emission data, assessment of climate-related risks and opportunities, and progress toward targets. The ESG Committee of the Board of Directors participates in the decision-making of major corporate matters and decides other significant matters related to climate change. We attach great importance to and fully practice the ESG philosophy, and actively promote the integration of ESG-related performance indicators into compensation evaluation scope. In particular, the achievement of climate-related targets is incorporated into the performance appraisal indicators for senior management and relevant departments, and is directly linked to compensation incentives.

The ESG Committee of the Board of Directors authorizes the Carbon Emissions Working Group to implement climate change related management tasks and conduct daily identification and assessment of climate risks and opportunities. The Carbon Emissions Working Group also coordinates cross-departmental initiatives related to climate change and reports the management and progress to the ESG Committee of the Board of Directors on climate-related management annually. The ESG Committee of the Board of Directors supervises the Carbon Emission Working Group through annual work evaluation, regular progress reviews and key performance indicator (KPI) assessments to ensure that it fulfills its responsibilities effectively.

The Company regularly organizes sharing sessions on climate-related topics, for the ESG Committee of the Board of Directors and management to enhance their professional understanding and competency in climate-related matters.

## Strategy

The Group employed climate scenario analysis, integrating predictions from authoritative institutions regarding changes in the natural environment and socio-economic conditions under different warming scenarios with the Group's identified climate-related risks and opportunity events. This approach enabled a comprehensive examination of climate risks and opportunities confronting self-built data centers and office campuses across various time horizons<sup>28</sup>. By incorporating feedback from business units regarding the probability of occurrence and potential impact of these risks and opportunities, the Group assessed and prioritized them accordingly. This process facilitated the establishment of risk response priorities, thereby assisting the company in formulating more robust mitigation measures and enhancing climate resilience.

<sup>27</sup>We have applied the proportionality mechanism for entities voluntarily adopting the ISSB Standards, as well as the reasonable information relief provided under the *ESG Code*. Consequently, in relation to the financial impacts of significant climate-related risks and opportunities for the Group, as well as certain cross-industry metric categories, precise quantitative disclosure has not been provided for the current reporting period.

<sup>28</sup>Taking into account core business planning, the timeline of societal low-carbon development goals, climate-related disclosure standards, and management recommendations, we have defined the time frames as follows: short-term (within 1 year after the reporting period, including 1 year); medium-term (1 to 5 years after the reporting period, including 5 years); and long-term (more than 5 years after the reporting period). This framework enables reasonable assessments of how climate impacts may affect business development across different time frames.

## Climate-related risks and opportunities

In terms of physical risks, climate change-induced typhoons and floods (acute risks), rising average temperatures, shifts in rainfall (precipitation) patterns, and extreme climatic variations (chronic risks) may pose potential operational impacts on Kingsoft, though the overall risk level remains low.

Risk Category	Business Impact Pathway	Financial Impact	Time Frame	Risk Control Measures
Acute risks	<p>Increasingly severe extreme weather events, such as typhoons, tornadoes and hurricanes</p> <p>Kingsoft's Zhuhai Campus is located in Zhuhai, Guangdong Province, a high-risk area for typhoons, tornadoes and hurricanes.</p> <p>As for business operations, these extreme weather events may damage equipment and/or buildings, increasing renovation and/or repair costs. To mitigate these risks, Kingsoft may invest in operational facilities (e.g., typhoon resistant moulds) for typhoon prevention. Moreover, large-scale power and water outages in operating areas caused by more frequent occurrence of extreme weather events, such as typhoons, tornadoes and hurricanes, could disrupt Kingsoft's business operations, resulting in financial losses.</p> <p>In terms of assets, Kingsoft's infrastructures in Zhuhai, including office buildings, electronic equipment, lighting devices and/or infrastructure like municipal pipelines in Zhuhai Campus may sustain damage or become obsolete due to extreme weather events like typhoons, tornadoes and hurricanes. This could result in increased expenditures for equipment procurement and accelerated depreciation of fixed assets. Frequent occurrences of such events may prompt insurers to raise premiums for fixed asset (such as equipment or buildings) coverage, elevating insurance costs. Over the medium-to-long term, if the frequency of such extreme weather events escalates, insurance payouts may fail to fully cover the losses on fixed assets, resulting in additional out-of-pocket expenses.</p>	<ul style="list-style-type: none"> <li>Increased operating costs</li> <li>Impairment of fixed assets</li> </ul>	Short-term, medium-term, and long-term	<ul style="list-style-type: none"> <li>In campus construction and management, fully integrate natural disaster risk considerations, develop and refine emergency plans for flood control, typhoon resistance, windstorm mitigation, and snow disaster preparedness, and ensure scientific and actionable response measures;</li> <li>Procure professional typhoon-resistant door/window reinforcement molds, and reinforce park-area windows and doors before the typhoon season to ensure structural safety; Equip emergency supplies including sleds, snow/ice melting agents, and sandbags for windstorm, flood, and snow disaster preparedness, ensuring readiness for extreme weather emergencies; Construct stormwater retention ponds within the park to alleviate pressure on municipal drainage systems during floods and enhance overall flood control capacity.</li> </ul>
	<p>Increasingly severe extreme weather events, such as floods</p> <p>The Group's Wuhan Campus is located in a flood-prone area.</p> <p>As for business operations, floods may damage equipment and/or buildings, increasing renovation and/or repair costs. To mitigate these risks, the Group may invest in operational facilities (e.g., waterproof sandbags) for flood control. Moreover, large-scale power and water outages in operating areas caused by more frequent occurrence of such events could disrupt the Group's business operations, resulting in financial losses.</p> <p>In terms of assets, Kingsoft's infrastructures in Wuhan, including office buildings, electronic equipment, lighting devices and/or municipal pipelines in Wuhan Campus may sustain damage or become obsolete due to extreme weather events like floods. This could result in increased expenditures for equipment procurement and accelerated depreciation of fixed assets. Frequent occurrences of such events may prompt insurers to raise premiums for fixed asset (such as equipment or buildings) coverage, elevating insurance costs. Over the medium-to-long term, if the frequency of such extreme weather events escalates, insurance payouts may fail to fully cover the losses on fixed assets, resulting in additional out-of-pocket expenses.</p>			

Risk Category	Business Impact Pathway	Financial Impact	Time Frame	Risk Control Measures
Chronic risks	<p>Rising average temperatures</p> <p>The rise in average temperature not only increases the cooling burden on data center equipment in leased facilities but also potentially reduces the efficiency of cooling systems, increases energy consumption, and further raises operational costs. Moreover, extreme high temperatures can cause data center equipment to overheat, malfunction, or even shut down, disrupting the normal operation of critical services.</p> <p>In terms of leased data center operations, the increase in temperature and extreme weather events can lead to a shortened lifespan of equipment, increasing the frequency and cost of equipment replacement. Additionally, to maintain normal data center operations, it is necessary to increase the energy and water consumption of cooling and heat dissipation systems. This not only raises operational costs but also may result in higher carbon emissions. In addition, extreme weather events may damage the building structure and infrastructure of data centers and affect their normal operation.</p> <p>In terms of assets, equipment and infrastructure in leased data centers may be damaged due to extreme weather events such as high temperatures, rainstorm and typhoons, resulting in accelerated depreciation or scrapping of fixed assets.</p>	<ul style="list-style-type: none"> <li>Rising capital expenditures</li> <li>Rising operating expenses</li> </ul>	Medium-term and long-term	<ul style="list-style-type: none"> <li>Preferably locate IDCs in regions with abundant natural cooling resources and renewable energy supplies to reduce energy consumption for cooling;</li> <li>Select IDCs adapt to advanced cooling technologies based on local conditions (e.g., moderate-temperature chilled water systems in North China) to elevate chilled water supply temperatures. This approach reduces reliance on mechanical refrigeration and cuts energy consumption.</li> </ul>
	<p>Changes in rainfall (precipitation) patterns and extreme changes in weather patterns</p> <p>Climate change-induced precipitation and extreme weather events are experiencing dynamic shifts in frequency, intensity, and duration under the influence of global warming.</p> <p>Due to geographical distribution, Zhuhai Campus and Wuhan Campus may face more frequent and severe rainfalls and floods, potentially damaging physical assets such as office equipment and buildings, which could lead to accelerated write-offs or premature replacements of equipment, thereby increasing capital costs;</p> <p>Meanwhile, rising maintenance expenses for such equipment and buildings would drive up operating costs; and extreme weather events could escalate health and safety risks for employees, requiring additional investment in safety measures/monitoring, and elevated insurance premiums for accident injury, further increasing labor-related costs. As extreme heat weather heightens heatstroke risks for employees, higher costs are allocated for employee health and safety; The Group's Beijing Campus may face higher energy costs for cooling equipment such as air conditioning due to reduced rainfall and extreme heat;</p> <p>Extreme changes in weather patterns could destabilize infrastructures such as power grids and networks, compromising the stability and reliability of online services. This would necessitate costly maintenance, contingency planning for climate volatility, and higher market risk premiums, ultimately inflating the Company's overall capital costs.</p>			

In terms of transition risks, the main risks identified by the Company relate to policy and legal risks and technology risks driven by societal demands for low-carbon development, though the overall risk level remains low.

Risk Category	Potential Business Impact	Potential Financial Impact	Time Frame	Risk Control Measures
Policy and regulatory risks	<p>Enhanced emissions reporting obligations</p> <p>In April 2024, the HKEX officially amended the Appendix C2 <i>Environmental, Social and Governance Reporting Code under the Main Board Listing Rules</i>, introducing a new "Part D: Climate-related Disclosures" that imposes stricter requirements on corporate reporting of carbon emissions.</p> <p>To comply, the Group shall refine the granularity of climate-related disclosures, improve information transparency, and strengthen ESG-related mechanism building. This may necessitate R&amp;D or investment in advanced data management and analysis technologies or third-party consulting services regarding information disclosure/data forensics to ensure data accuracy and report reliability, increasing the Group's compliance costs.</p>	<ul style="list-style-type: none"> <li>Rising operating expenses</li> </ul>	Medium-term and long-term	<ul style="list-style-type: none"> <li>Continuously monitor policy developments to manage policy risks, enhance communication with stakeholders, and proactively respond to the demands of various stakeholders;</li> <li>Keep advancing refined energy management, establish a system for energy measurement, analysis and control, and regularly compile and disclose energy efficiency data.</li> <li>Establish a digital online ESG reporting information collection platform to connect various relevant departments, enabling real-time collection and efficient management of climate-related information, and enhancing the efficiency and quality of ESG information disclosure.</li> <li>The Company's management and the carbon emission team actively participate in professional training on climate change organized by exchanges and other institutions. They also study climate-related management knowledge through publicly available training materials to improve their capacity to respond.</li> </ul>
Technology risks	<p>High-efficiency buildings can be achieved through preferential procurement of high-efficiency, low-energy-consumption, and environmentally friendly equipment and services, and promoting the building of green IDCs.</p> <p>For example, during the construction of Wuhan Campus, the capital expenditure soared due to the installation of energy-saving and water-saving facilities (air conditioning, lighting, and sanitary wares) with higher costs, the procurement of 100% green and eco-friendly devices for the machine rooms, and the optimization of the building structure to reduce energy consumption;</p> <p>In addition, advanced devices with elevated technical complexity lead to higher costs as professional technicians and specific tools and accessories are equipped for device maintenance. Different from traditional equipment, advanced devices with newer technologies also require specialized maintenance expertise, necessitating staff training and inventory reserves of special accessories, thereby raising operating costs.</p>	<ul style="list-style-type: none"> <li>Capital expenditures increase</li> </ul>	Medium-term and long-term	<ul style="list-style-type: none"> <li>Install energy-saving and water-efficient facilities in office areas, such as air conditioning, lighting, and sanitary fixtures. Optimize system design and equipment selection to reduce energy consumption and enhance water resource utilization efficiency;</li> <li>Encourage leased IDCs to prioritize the adoption of low-carbon energy-efficient technologies for pilot validation, and further scale up implementation in self-built IDCs.</li> </ul>

Low-carbon development also provides the Company with opportunities in terms of improving resource efficiency, using low-emission energy, and delivering green products and services. As additional revenue and carbon reduction resulted from renewable energy trading are conducive to the Company to a greater extent, the Company will make active responses to seize potential opportunities.

Opportunity Category	Potential Business Impact	Potential Financial Impact	Time Frame	Responses to Opportunities
Energy sources	Adoption of low-carbon energy	Lower expenditures	Short-term, medium-term, and long-term	<ul style="list-style-type: none"> <li>Adoption of low-carbon energy such as solar and air energy can lower carbon emissions from workplaces. This reflects that we have been fulfilling our environmental responsibilities, and practicing the sustainability strategy. For example, Kingsoft has gradually increased investments in installing photovoltaic panels and procuring air energy equipment in Zhuhai Campus and Wuhan Campus to further raise the use of low-carbon energy.</li> </ul>
Products and services	Development and/or provision of additional low-carbon products and services	Revenue growth	Medium-term and long-term	<ul style="list-style-type: none"> <li>Kingsoft has released WPS 365, a new quality productivity platform for office. Kingsoft empowers enterprises with technology to help them achieve smart office and digital transition, thereby improving their productivity, and reducing carbon emissions during operations.</li> </ul>
Adaptation	Adoption of emerging carbon-reducing technologies/devices/products	Introduction of green and carbon-reducing technologies will reduce energy consumption and operating costs	Long-term	<ul style="list-style-type: none"> <li>Actively implement green development concepts in the procurement process by prioritizing the purchase of hard drives and servers with environmental certifications for equipment upgrades in office premises and leased data centers.</li> </ul>

## Business Model and Value Chain

The Group's business model mainly consists of software development and internet service provision. Our value chain covers upstream hardware procurement and data center leasing, in-house product R&D, operation and maintenance, as well as downstream customer services and product delivery. Climate-related risks and opportunities are mainly concentrated in the following areas: energy consumption and carbon emissions generated by upstream leased data centers, energy use in operating office campuses, and energy efficiency during downstream product use.

## Strategies and Decisions

The Group has formulated and initially implemented a climate-related transformation plan<sup>29</sup>, covering several key areas. In terms of energy structure transformation, we are committed to gradually increasing the proportion of renewable energy use and continuously adopting clean energy such as air energy and solar energy in self-built campuses. Meanwhile, we steadily improve energy efficiency by conducting energy audits, prioritizing the procurement of high-efficiency and energy-saving equipment, and continuously monitoring and optimizing the power use efficiency (PUE) of leased data centers. In addition, the Group actively develops and promotes green products such as low-carbon office solutions, aiming to help users effectively reduce carbon emissions.

The Group plans to provide resource support for climate-related actions through internal capital allocation. This includes capital expenditures for the procurement of energy-saving equipment and construction of renewable energy facilities, operating expenditures for energy audits and carbon emission management, and R&D investments for green product innovation.

During the previous reporting period, the Group completed the following climate-related initiatives as scheduled: conducting energy audits of the Zhuhai Campus, completing the inventory of Scope 1, Scope 2 and Scope 3 GHG emissions; deploying solar water heating systems at the Zhuhai Campus and Wuhan Campus, and formulating emergency response plans for natural disasters. In 2025, we continued to advance the accounting for Scope 3 emissions, expanded the application of renewable energy, and improved the climate risk management system.

## Financial Position, Financial Performance, and Cash Flows

This year, we have reviewed the potential financial impacts of various significant climate-related physical and transition risks. Based on the current assessment, climate-related risks and opportunities do not have a material impact on the Group's financial statements for the year ended 2025. For physical risks, potential asset losses may include maintenance and repairs of office buildings, lighting equipment and/or municipal pipelines in our campuses; potential operational costs may include procurement of flood prevention sandbags, and construction of water storage facilities. For transition risks, potential losses may include purchasing green electronic equipment to replace energy-intensive old equipment, while operational costs may include energy audit services and consulting fees for emissions reporting. During the reporting period, the above risks did not have any material impact on the Group's financial position, financial performance and cash flows, and are not expected to have a material impact on the carrying amounts of assets and liabilities in the next reporting period. Considering the Group's stable and standardized business operation model, along with the established preventive measures and response mechanisms for major climate-related risks, no material financial impact is expected in the future either.

<sup>29</sup>The key assumptions of the transformation plan include: the continuous decline in renewable energy technology costs, green development under the support of policy environment, and growing market demand for green products.



## Climate Resilience<sup>30</sup>

To have an accurate and comprehensive understanding of the Company's risk level under different climate scenarios, this year, the Company prioritized a detailed assessment for the financial impact of acute physical risks and technology risks at self-built offices under low-carbon and high-carbon scenarios<sup>31</sup>. The assessment had taken into account factors such as risk concentration, impact level and data availability, aiming to get the whole picture of the Company's resilience to climate-related risks in daily operations under different scenarios.

Risk Overview	Type	Potential Risk	Time Frame <sup>32</sup>	Climate Scenario Selection <sup>33</sup>
Physical risks	Acute risks	Rainstorms and floods may lead to potential asset losses to the Group's campuses.	2030, 2050	SSP2-4.5 <sup>34</sup> and SSP3-8.5 <sup>35</sup> scenarios released by the Intergovernmental Panel on Climate Change (IPCC)
Transition risks	Technology risks	Potential investment costs will soar due to installing energy-saving and water-saving facilities with higher costs, procuring 100% green and environmental devices, and optimizing the building structure to reduce energy consumption.	2030, 2050	Net Zero 2050 <sup>36</sup> and Current Policies <sup>37</sup> scenarios released by the Network for Greening the Financial System (NGFS)

<sup>30</sup>Substantial uncertainties exist with respect to the Group's climate resilience assessment include: (1) Uncertainty in climate model predictions: There are differences among different climate models in predicting future climate parameters such as temperature and precipitation; (2) Uncertainty in policy evolution: There is uncertainty in the evolution path of carbon emission policies and renewable energy support policies; (3) Uncertainty in technological development: There is uncertainty in the pace of cost reduction of clean energy technologies and the development of carbon capture technologies; (4) Uncertainty in market response: There is uncertainty in customers' acceptance of and willingness to pay for green products.

<sup>31</sup>Key assumptions we adopted include: 1) no significant changes in mitigation measures for climate-related physical risks in the future; and 2) accelerating low-carbon energy transition to address transition risks.

<sup>32</sup>Analyze the average change under each scenario over time by 2030 and 2050 to assess the potential impact of climate-related risks within different periods.

<sup>33</sup>The Company considers the following factors when selecting scenarios: 1) time frames available for scenario analysis is compatible with those set out in the Company's strategic planning; and 2) climate factors under the scenarios effectively describe potential climate pressure on the Company in the future.

<sup>34</sup>SSP2-4.5: A low-emission scenario (optimistic scenario) that carbon emissions peak in 2040 and then decline, with stable economic development.

<sup>35</sup>SSP3-8.5: A high-emission scenario (pessimistic scenario) that carbon emissions keep rising at the global level, with unbalanced economic development.

<sup>36</sup>Net Zero 2050: A scenario that the globe witnesses strict climate policies and swift actions across countries/regions, rapid updates on technical development, application of CDR (carbon dioxide removal) technologies to accelerate decarbonization, net zero CO<sub>2</sub> emissions by 2050, and a substantial growth in clean electricity use.

<sup>37</sup>Current Policy: A scenario that countries/regions around the world maintain their current climate policies, with slow technical development and less application of CDR technologies, and a continuous rise in carbon emissions by 2080.

According to the scenario analysis results, the Group's assessment of climate resilience shows that: under circumstances where the geographical locations and business models of the Group's self-built campuses remain unchanged materially, we have the ability to respond to climate-related changes, developments or uncertainties. The analysis results indicate that asset losses caused by rainstorms and floods show a slight upward trend in the medium and long term, but do not constitute material financial impact. While losses from extreme weather events cannot be entirely avoided, we have established a series of natural disaster prevention systems and emergency response plans tailored to the campuses. Extreme climate event risks were also factored into site selection to mitigate the associated impacts to the greatest extent possible. Regarding transition risks, considering factors such as rising energy consumption, increased cooling demand, and energy efficiency improvements driven by business growth, electricity costs are projected to show an upward trend in the medium to long term. To effectively reduce energy costs, the Group has formulated a clean energy infrastructure development plan for campuses, including measures such as distributed renewable energy direct supply and energy audits to identify abnormal consumption and implement energy-saving measures, thereby alleviating cost increases from electricity price volatility.

To enhance climate change risk resilience for self-built campuses, the Group has developed a series of emergency management protocols, including the Emergency Response Plan System, and refined extreme weather notification mechanisms. We have established emergency plans for extreme weather scenarios, such as deploying data centers through dispersed leasing and conducting off-site backups for critical systems and operational data, to minimize impacts on the



## Risk Management

We integrate climate-related risks into the Company's risk management system. Taking into account actual business performance, scenario analysis results, industry analysis, and external expert advice, we proactively identify potential risks and development opportunities resulted from various climate-related risks. We prioritize the identified risks and opportunities based on their incidence and impact on finance and business, taking into account departmental feedback. We also formulate targeted responses, and regularly monitor climate-related risks to gradually improve the Company's resilience to climate change.

In 2025, the ESG Committee of the Board of Directors and the Carbon Emissions Working Group closely monitored industry climate risk trends and relevant policy changes, including government regulatory requirements on carbon emission restrictions and environmental protection, as well as industry best practices and standards. They also made constant efforts in assessing climate-related risks, and proposed feasible countermeasures on different timescales. In addition, we continuously collected climate-related data and conducted quantitative and qualitative analysis, including data on energy consumption and Scope 1, Scope 2 and Scope 3 carbon emissions, to master the Group's climate-related management performance. In the future, the Group plans to further improve carbon emission data management and actively pursue digital solutions.

## Metrics and Targets

### Greenhouse Gas Emissions

We strive to record more detailed and accurate GHG emission data. Since 2018, we have disclosed Scopes 1 & 2 emissions at our primary office locations every year. Following the *Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)* of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), we accounted for GHG emissions in Scope 3. We systematically evaluated the Group's Scope 3 GHG emission categories. We selected the categories to be included in the Scope 3 GHG emission accounting according to their proportion in the total GHG emissions. We accounted for and disclosed major emissions in four categories: Category 1 Purchased goods and services, Category 2 Capital goods, Category 3 Fuel- and energy-related activities, and Category 7 Employee commuting. In the subsequent reporting period, we will continue to improve the coverage of Scope 3 GHG emissions accounting and to improve the management of underlying data quality. For details, see the "Environmental Key Performance Indicators" section. In addition, for detailed climate-related targets, see the "Environmental Targets" section.

### Climate-related Transition Risks

The primary climate-related transition risk faced by the Group is technology risk. Potential investment costs will increase due to installing energy-saving and water-saving facilities with higher costs, procuring 100% green and environmental devices, and optimizing building daylighting structures. By the end of the reporting period, assets or business activities affected by climate-related transition risks mainly include energy-saving and environmental protection facilities and the procurement of green electronic equipment at the Beijing, Zhuhai and Wuhan campuses, representing a relatively low proportion of the total fixed assets.



## Climate-related Physical Risks

The primary climate-related physical risks faced by the Group are acute risks such as typhoons and floods. The Group's offices are mainly located in Beijing, Wuhan (Hubei), Zhuhai (Guangdong) and other regions. Geographic dispersion has effectively mitigated the impact of climate events in a single region on overall operations. By the end of the reporting period, climate-related physical risks had not caused significant economic losses to the Group. Such risks are expected to account for a relatively low proportion of total revenue in terms of impact on current and future business activities.

## Climate-related Opportunities

The Group attaches great importance to the commercial opportunities brought by the transition to a low-carbon economy. Our core product, WPS Office, effectively helps users reduce carbon emissions by providing digital and paperless office solutions, representing the Group's most important climate-related opportunity. In accordance with the exemption clauses under the *Environmental, Social and Governance Reporting Code*, the Group does not disclose precise quantified revenue from "low-carbon products and services" for the current reporting period. This is primarily due to the lack of a unified methodology within the industry for recognizing revenue from "low-carbon software products", and the current absence of conditions necessary to provide such quantified information. By the end of the reporting period, Kingsoft Office's products and services have reached more than 220 countries and regions worldwide. The global monthly active devices of WPS reached 678 million, representing a year-on-year increase of 7.29%. Specifically, the PC version of WPS Office recorded 329 million monthly active devices, up 13.18% year on year, while the mobile version reached 349 million monthly active devices, up 2.28% year on year. Kingsoft Office provides office products and services to a wide range of sectors, including Party and Government organs, finance, energy, aviation, healthcare, and education. The continuous growth of the user base directly reflects our positive contribution to digitalization and emission reduction for society. The Group is committed to continuously following up the progress of relevant methodologies, and develops an internal measurement method to provide investors with such climate-related financial information when conditions permit.

## Capital Deployment

During the reporting period, the Group's capital expenditures for addressing climate-related risks and seizing opportunities mainly invested in the procurement of energy-saving equipment, the construction of renewable energy facilities and other fields.

## Internal Carbon Prices

By the end of the reporting period, the Group had not formally adopted an internal carbon pricing mechanism in its decision-making. We plan to research and establish an internal carbon pricing mechanism when conditions are mature, to assess carbon cost factors in decision-making.



## Green Office

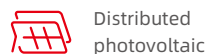
The heads of the Administration Department, Engineering Department, Season Holdings Internet Data Center, Kingsoft Office Internet Data Center, Supply Chain Management Department and other departments of the Group form a Carbon Emissions Working Group (the "Working Group"). The Working Group carries out relevant work under the supervision of the ESG Committee of the Board of Directors. The Working Group makes ongoing efforts to optimize the Group's environmental management processes in a bid to achieve energy conservation and emission reduction targets. It is responsible for setting environmental targets and continuously monitoring the progress, regularly analyzing the Group's resource consumption, developing resource efficiency improvement solutions for the Group, monitoring and reducing emissions, conserving natural resources, etc. The Working Group regularly reviews and assesses the use of resources and the implementation of environmental management policies, and reports the assessment results to the ESG Committee of the Board of Directors to solicit their guidance recommendations. The Working Group carries out corresponding improvement measures in accordance with these recommendations to enhance the Group's environmental management.

We integrate the low-carbon development concept into our value chain, and have developed energy conservation and emission reduction solutions throughout the process, and planned strategies for energy conservation and emission reduction. We also design efficient energy management systems, encourage the use of cleaner energy, and build green campuses, to achieve sustainable operations. The impact of Kingsoft on the environment and natural resources mainly lies in emissions from our office operations and consumption of purchased electricity and municipal water. During the reporting period, the Group was not exposed to any incidents that had a significant impact on the environment or natural resources.

### Energy Conservation and Emission Reduction Solutions of the Group

#### Deployment of green clean energy

Supply-side



Distributed photovoltaic



Air energy



Electrochemical Storage Unit

#### Efficient energy system application

Energy use-side



Smart lighting

- Smart lighting system
- Scientific reduction of lighting power and use time
- Area- and tier-based refined control
- Strict supervision of lighting time



Smart cooling system

- Air conditioning automatic control system
- Adjustment of air conditioning system operating parameters
- Setting of air conditioning operating benchmark temperature
- Inverter centrifugal chiller



Air-conditioner use end management

- Area- and tier-based refined control
- Intelligent adjustment of office temperature and humidity



Centralised control of Electricity use

- Patrol inspections of switch status
- Holiday operating mode
- Reduction of standby and idle rates of electrical equipment

#### Green building certification

- The Group's office building in Beijing has obtained the LEED Platinum certification.
- The Group's R&D Zone Phase II of Zhuhai Kingsoft Campus has passed the evaluation of the two-star rating of green building projects

#### Green campus operating practices

- When selecting locations, consider the protection and utilization of urban natural landscapes such as mountains, rivers, lakes, wetlands, farmland, forests, and grasslands
- Consider measures for flood prevention and drainage, ensuring that the city has strong "resilience" and "adaptability" to cope with climate change and extreme weather events like rainstorms
- Use environmentally friendly building materials in line with green building standards
- Consider the orientation of the buildings and the light transmittance of external window curtain walls to maximise the utilization of natural light at the campus design phase
- Incorporate ecological conservation into the planning and construction of the campus, creating green space as well as ecological landscape
- Lay permeable bricks and concrete around the buildings to recycle rainwater for irrigating greenery
- Install rainwater harvesting tanks to collect rainwater for flushing the garages
- Encourage employees to commute by new energy vehicles, such as electric cars, to reduce carbon emissions from traditional fossil fuel consumption

We make coordinated efforts to build green campuses. We focus on developing high-end, intelligent, green and integrated businesses, to improve resource utilization efficiency and circular regeneration level, and reduce resource consumption. We actively promote the use of clean energy, reduce pollutant discharge and expand green space in the campuses to improve their ecological quality. The Group's Beijing Campus has obtained the Leadership in Energy and Environmental Design (LEED) Platinum Certification. The R&D Zone Phase II of the Group's Zhuhai Campus has passed the engineering quality assessment for two-star green building.



LEED Platinum Certification for the Group's Beijing Campus



### Case: Multi-Campuses Collaboration in Green Practices to Support a New Ecosystem of Sponge City Construction

The Group's Wuhan Campus officially operated in the current year and has become the largest R&D base of the Group's multiple core businesses nationwide. During the construction of the campus, we have fully implemented the design concept of "Sponge City". We lay permeable tiles and concrete and install rainwater harvesting tanks. Collected rainwater is recycled for flushing the underground garages. In addition, to ensure indoor environmental quality in office areas, we engaged a professional third-party agency to conduct environmental audits, testing indicators such as formaldehyde concentration and TVOC<sup>38</sup> concentration. All indicators meet the *Standards for Indoor Environmental Pollution Control of Civil Building Engineering (GB 50325-2020)*. The Group's Wuhan Campus conducts energy audits at least once a year to analyze energy consumption and develop measures to reduce energy consumption based on the analysis results. We built the first green campus in response to the national "sponge cities" call, the R&D Zone Phase II of Zhuhai Kingsoft Campus. In the overall design, following the green and environmental protection philosophy, we avoid large pieces of decoration and prioritize renewable materials.



Wuhan Campus of Kingsoft

We used geographic data to optimize the building orientation and the angles of its windows and curtain walls, to maximize natural light and reduce indoor lighting energy consumption. In terms of water resource management, we adopted water-efficient irrigation methods such as sprinkler irrigation, micro irrigation, infiltration irrigation and low-pressure pipe irrigation. Ecological porous ceramic bricks were laid, and a rainwater recycling system was used, allowing rainwater to be recycled and reused for irrigation, effectively reducing reliance on municipal water supply. In addition, ecological landscapes with rainwater regulation and storage functions such as undercrofts and rain gardens were built, further enhancing stormwater management capacity.

In 2025, the Group's Zhuhai Campus fully conducted energy audits. Through systematic auditing, monitoring, diagnosis and comprehensive evaluation of the campus' energy utilization efficiency, consumption level, energy economics and environmental benefits, we identify potential opportunities for energy-saving optimization, providing a scientific basis for the Group to optimize its energy structure and improve energy efficiency management.



The R&D Zone Phase II of Zhuhai Kingsoft Campus

<sup>38</sup>TVOC (Total Volatile Organic Compounds) is a major air pollutant.

## Energy Consumption Management

The Group is committed to energy conservation and consumption reduction in office buildings. We conduct scientific energy management and monthly analysis of energy consumption based on the results of the energy consumption benchmark test and the assessment results of the Working Group. The data obtained from the analysis is used as the basis for revising policies and implementing measures.

## Energy Management Strategy

The Group applies scientific methods to energy management. Our overall goal is to minimize energy consumption while maintaining normal operations, reducing financial costs and achieving sustainable development. To achieve this, we have implemented the following strategies:

### Setting energy consumption assessment criteria

The Group has established an energy performance management strategy and quantified the energy use intensity<sup>39</sup> (EUI) of our campuses by measuring the energy consumption per square meter of floor area. The EUI helps us measure and monitor the energy efficiency of our campuses over time, compare energy consumption of buildings in our campuses with that of other similar buildings, and make continuous improvements with the aim of reducing energy consumption. In 2025, the Group's Wuhan Campus fully used smart meters to monitor electricity consumption and regularly analyzed electricity consumption data to identify and replace high energy-consuming equipment.

### Planning energy saving projects

To continuously improve energy efficiency and optimize costs, the Working Group carries out planning and research on energy saving projects. Based on the project investment cost recovery period, the Group classifies energy saving projects into low, medium and high priority projects and determines the order of project implementation based on the priority. Based on national policies, market demands, financial budget and the Company's energy conservation targets, we coordinate all energy saving projects in an overall manner for reasonable resource allocation.

<sup>39</sup>Energy Use Intensity (EUI), the ratio of a building's total annual energy consumption to the building's total floor area, is a key indicator for the building's energy efficiency.

## Energy Management Practices

The Group continues to improve energy use management systems. We have formulated the *Energy-Saving Plan*, the *Management Rules for Turning on/off Lights*, the *Air Conditioner Use Rules*, the *Office Environment and Safety Management Standards*, and other policies, to regulate the use of lighting, air conditioners and other equipment.



### Smart lighting

Lighting power densities in all our offices are controlled below the levels specified in the *Standard for Lighting Design of Buildings (GB 50034-2013)*. We strictly monitor the hours of use of electrical devices such as lighting and multimedia equipment. Measures such as zoning, timing and sensing are adopted to control lighting in the corridors, stairwells, foyers, lobbies, underground car parks, etc. We require lighting and multimedia light boxes and other electrical devices to be shut down after work, and use sensor and LED lights or even natural light through glass curtain walls. In addition, we introduce the intelligent control system for weak current, and install time-control switches on landscape lighting fixtures to flexibly adjust their working hours and reduce energy consumption. We equip the underground garage in the Group's Wuhan Campus with an intelligent lighting system. This system automatically switches off lights during low-usage periods at night, thereby reducing energy consumption.



## Smart air conditioning

Our office buildings are all equipped with centralized heating and air conditioning systems. Air conditioners with Grade 1 energy efficiency are used to reduce the electricity used for cooling. The design parameters such as temperature, humidity and fresh air volume of the rooms are all in compliance with the applicable national standard *Design Code for Heating Ventilation and Air Conditioning of Civil Buildings (GB 50736-2012)*. All the part-load performances of the selected air conditioning cold sources comply with the national standard *Design Standard for Energy Efficiency of Public Buildings (GB 50189-2005)*.

We adjust the operating parameters of air conditioning systems in a timely manner. We also encourage the switching off of air-conditioning units in office areas and non-critical areas and the greater use of natural air ventilation when the temperature is suitable and under the appropriate seasonal conditions. On non-working hours, air conditioners at workplaces remain off, and employees can turn them on after applying in the system. To avoid unnecessary energy consumption, we have also set a reference temperature for operation of the air conditioner: 24°C to 26°C for cooling and 25°C to 27°C for heating. To effectively reduce the impact of refrigerants on GHG emissions, we use environmentally friendly refrigerants that meet the national standards. This aims to improve energy efficiency of refrigeration equipment and reduce carbon emissions. We also plan to add a control system to the air conditioning control panel in the office area to intelligently control the switch and save energy.

We use high-performance inverter chillers and pumps to improve energy efficiency. To eliminate abnormal energy consumption, we check the insulation of pipelines and the running condition of wind sets and clean the filter of wind sets on a periodic basis.

The Group's Wuhan Campus has made the following efforts to reduce energy consumption in the operation of the cooling system:

- Install inverter centrifugal chillers in the office building to automatically adjust the operating frequency of the compressors based on the building's temperature. This prevents overcooling and frequent starting and stopping, ensuring precise cooling and lower energy consumption.
- Install fixed-frequency centrifugal chillers with high air-conditioning energy efficiency and comprehensive cooling performance factors. All chillers are Grade 1 energy efficient.
- Equip each chiller with a cooling water circulating pump and use variable frequency operation to increase pump efficiency and reduce energy consumption.

The Group's Beijing Campus installed an air conditioning automatic control system in several buildings. This system can automatically adjust the operating mode of the air conditioning based on indoor and outdoor environmental temperatures, staff distribution and usage requirements, ensuring maximum energy savings while maintaining comfort. The system also supports remote monitoring and data analysis. Managers can check its operating status anytime and anywhere via their mobile phones or computers, and optimize operating strategies based on data feedback. This further improves energy efficiency.



## Power consumption management

On workdays, we try to minimize the lighting in the public areas in our campuses at night and set up "light intervals" in corridors and passageways, which is inspected and managed by the property management personnel. Meanwhile, we continue to implement "three checks when leaving office" policy, encouraging employees to switch off power to computers, displays, printers, and other devices to avoid unnecessary standby energy consumption. On non-working days, the property management personnel also conducts comprehensive checks on the power switches and all the other devices in the office area to ensure complete power shutdown when not in use and reduce power loss. In addition, to reduce elevator usage, employees working on adjacent floors (two to three floors apart) are encouraged to use stairs as a priority. The campus is also gradually installing timed sockets for electric water heaters in restrooms, enabling automatic power shutdown at night when not in use, achieving refined energy-saving management.

## Use of Renewable Energy

We attach great importance to the use of renewable energy. In 2025, we continued to use air and solar energy to provide energy for the hot water systems in the showers and dishwashing rooms. We deployed air-source heat pump water heaters and solar thermal siphon systems in some applicable areas of Kingsoft Building. This indirectly contributed to reducing carbon emissions by cutting the use of traditional energy through the use of air and solar energy, which could save about 182,500 kWh of electricity equivalent to traditional energy on an annual basis. We use outdoor solar lights to provide lighting in Zhuhai Campus, which could reduce electricity due to traditional energy consumption by 3,942 kWh per year. We also installed solar heating and energy supply facilities in the campus. More than 80% of the energy used for domestic hot water and air condition in the R&D Zone Phase II comes from solar energy. A total of 40 sets of solar water heating systems have been installed and put into use at the Wuhan Campus, effectively reducing the consumption of conventional energy for hot water supply. We also expect to gradually increase the proportion of renewable energy used in our own operations and in leasing third-party IDCs, and raise the proportion of green power consumption.

## Water Resources Management

The Group primarily relies on municipal water supply, and there are no issues with water sourcing. The Group is committed to the efficient use of water resources and takes several water management measures. We use water-saving sanitary wares in our office areas and check sanitary appliances and pipe valves in toilets and pantries on a regular basis to prevent leaks. We have also adjusted the water flow on toilet flush valves and water taps in the pantries to minimize water waste. This year, Kingsoft Building at the Group's Beijing Campus completed a water-saving diagnosis. Based on the diagnosis results, relevant water-saving measures were identified, and rectification and repair have been carried out for the identified water leakage issues. Additionally, we monitor the overall water consumption of Wuhan Campus, and identify high water-consuming conducts and equipment. Improvement measures have been developed accordingly.

## Waste Management

We have formulated the *Management Measures for Solid and Hazardous Wastes at Kingsoft Campus*. We insist on fine waste management and record the amount of each type of waste we produce on a regular basis. Non-hazardous wastes are collected with sorting bins at the offices and are sent to the garbage collection station, where they are then handed over to the urban garbage disposal unit for recycling and treatment. Hazardous wastes from our operations are sent to qualified recyclers for recycling, which include waste toner cartridges, ink cartridges, batteries, and other wastes generated by our office and printing equipment. We ensure that the disposal of related waste is 100% compliant with rules.



## Green Awareness

The Group continuously promotes the low-carbon concept to employees in many ways and encourages them to practice green behaviors at work and in daily life. We post slogans promoting energy and water conservation in public areas such as offices, lobbies and elevators, and play environmental protection videos to guide employees in scientific use of lights, air conditioners and other electrical devices. In 2025, the Group organized special energy-saving training, which systematically introduced office energy consumption management and low-carbon working methods, effectively enhancing employees' awareness and practical capabilities in energy conservation. Meanwhile, through water-saving publicity and guidance on the efficient use of water resources, we have effectively raised employees' water-saving awareness and jointly improved the overall water management efficiency of the campus. We launched the "Green Office, Start with Me" campaign, encouraging employees to develop energy-saving habits in their daily work, such as turning off lights, computer monitors and printers when they're not in use, and setting proper air conditioning temperatures. We also established a "Green Office Star" selection mechanism, monthly recognizing employees with strong energy-saving awareness and proactive energy-saving action. We rewarded them with gifts and certificates to motivate more employees to participate in green actions.



To reduce paper waste, we assess the paper needs of each department and encourage double-sided printing. In addition, we provide sorting bins and put up sorting signs in the offices to encourage employees to sort their waste.



To advocate green travel, we encourage employees to use green transport methods. The Group's Beijing Campus replaced official fuel vehicles with electric types. In addition, the campus also optimized the routes of commuter buses, effectively reducing carbon emissions resulted from unreasonable route planning.

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插头一拔  
既安全 又省电



· · · 倡导低碳生活 节约办公能耗 · · · 集团行政部宣

Energy-Saving and Water-Saving Publicity



## Environmental Key Performance Indicators

Unless otherwise stated, the following data covers major office buildings located in Beijing, Zhuhai, Wuhan, Guangzhou, Chengdu and Hong Kong.

EMISSIONS	Unit	2025	2024	2023
Total GHG emissions (Scope 1, Scope 2)	tCO <sub>2e</sub>	14,410.01	11,875.59	12,699.76
Scope 1 GHG emissions	tCO <sub>2e</sub>	594.32	477.62	1,179.41
Including: Petrol	tCO <sub>2e</sub>	57.16	45.26	46.03
Natural gas	tCO <sub>2e</sub>	537.16	432.36	475.57
Scope 2 GHG emissions	tCO <sub>2e</sub>	13,815.69	11,397.97	11,520.35
Including: Purchased electricity for office buildings	tCO <sub>2e</sub>	13,815.69	11,397.97	11,520.35
Scope 3 GHG emissions	tCO <sub>2e</sub>	70,707.44	50,199.18	28,760.23
Including: Purchased goods and services	tCO <sub>2e</sub>	63,780.18	45,310.11	25,451.28
Capital goods	tCO <sub>2e</sub>	5,662.03	3,652.75	2,232.49
Employee commuting	tCO <sub>2e</sub>	692.27	835.25	605.30

EMISSIONS	Unit	2025	2024	2023
Fuel-related and energy-related activities	tCO <sub>2e</sub>	572.96	401.07	471.16
GHG emissions per employee in office buildings (Scope 1, Scope 2)	tCO <sub>2e</sub> /employee	1.48	1.35	1.61
GHG emissions per floor area in office buildings (Scope 1, Scope 2)	tCO <sub>2e</sub> /square meter	0.04	0.06	0.06
Total hazardous waste	tonnes	5.36	0.32	0.30
Hazardous waste per employee	tonnes/employee	0.000549	0.000036	0.000038
Total non-hazardous waste	tonnes	927.19	699.10	703.97
Non-hazardous waste per employee	tonnes/employee	0.095	0.079	0.089

ENERGY CONSUMPTION	Unit	2025	2024	2023
Total energy consumption	MWh	42,081.35	27,935.87	25,017.83
Direct energy consumption	MWh	2,980.62	2,396.04	2,620.19
Including: Petrol	MWh	233.52	184.90	188.05
Natural gas	MWh	2,747.10	2,211.15	2,432.14
Indirect energy consumption	MWh	39,100.73	25,539.83	22,397.64
Including: Purchased electricity for office buildings	MWh	39,100.73	25,539.83	22,397.64
Energy consumption per employee in office buildings	MWh/employee	4.31	3.17	3.18
Energy consumption per floor area in office buildings	MWh/square meter	0.11	0.15	0.11
Total water consumption	tonnes	349,092.08	184,113.75	190,543.05
Water consumption per floor area in office buildings	tonnes/square meter	0.93	0.97	1.01

## Notes:

1. Due to its business nature, the major gas emissions of the Group are greenhouse gases, resulting from the burning and use of gasoline and natural gas and electricity converted from fossil fuels.

2. The Group's greenhouse gas inventories include carbon dioxide, methane and nitrous oxide, etc. GHG emissions are measured in carbon dioxide equivalents and calculated based on the Announcement on the Release of CO<sub>2</sub> Emission Factors for Electricity in 2023 issued by the Ministry of Ecology and Environment of the People's Republic of China and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories issued by the Intergovernmental Panel on Climate Change (IPCC).

3. Scope 3 calculation categories include purchased goods and services, capital goods, employee commuting, and fuel- and energy-related activities.

4. We continue to improve the integrity, science and accuracy of accounting for Scope 3 GHG emissions. During the reporting period, the Group's total Scope 3 GHG emissions increased compared to the previous year. The changes in specific categories include: increases in the capital goods category and the purchased goods and services category, primarily due to the continuous expansion of our statistical scope for these categories; and an increase in the fuel- and energy-related activities category, resulting from the rise in electricity and natural gas consumption in newly occupied buildings following the operational launch of the new Wuhan campus.

5. The hazardous waste generated from the Group's operations primarily includes waste toner cartridges, ink cartridges, and batteries from office printing equipment. These are uniformly collected and processed by qualified recyclers. In the current reporting year, we included the hazardous waste from the new Wuhan campus within our statistical scope. The usage of hazardous waste increased significantly, mainly due to a substantial rise in battery consumption for access control systems and smart devices during the construction phase of the new campus buildings.

6. The non-hazardous wastes involved in the Group's office buildings mainly include domestic wastes, which are handled by property management companies and cannot be individually measured. Therefore, we estimate wastes generated from the operation of the office buildings in accordance with the *Handbook on Domestic Discharge Efficiencies for Towns in the First Nationwide Census* on Contaminant Discharge published by the State Council.

7. The current scope of water consumption statistics includes the Beijing campus, Zhuhai campus, Wuhan campus, Chengdu office, and Guangzhou office. Water consumption for other office locations could not be separately measured as water utility costs are included in the overall property management fees. This year, water consumption data from the new Wuhan campus was incorporated into our statistics, leading to an overall increase in reported water usage.

8. Energy consumption is calculated based on the fuel consumption and electricity and the conversion factors in the *National Standard General Principles for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020)*. This year, electricity consumption from the new Wuhan campus was included in our statistical scope, resulting in an increase in overall electricity consumption.

9. Due to the nature of our businesses, the Group does not produce any packaging products, therefore does not use packaging materials.

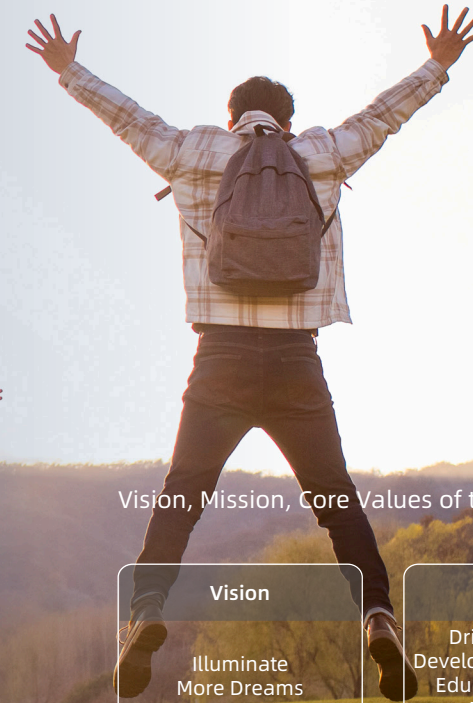
# 04

## Contributing to the Society

The Group is dedicated to fulfilling charitable mission and creating more social value. We have carried out a range of social practice activities in the areas of educational equality, public charity, disaster relief and rural revitalization to contribute to the well-being of society.

The Beijing Kingsoft Foundation ( "the Foundation" ) serves as the core platform through which the Group systematically fulfills its social responsibilities. The Foundation anchors its development in standardized governance, compliant operation and sustainable public welfare. The Foundation has established a decision-making and oversight mechanism with the Board of Trustees ( "Board" ) at its core to ensure that charitable investments are professional, efficient, and transparent. This year, the Foundation held two board meetings and improved 27 internal policies, including the *Project Management Policy* and the *Working Procedures for the Board and Supervisors*. The Foundation's total charitable contributions amounted to RMB 7,019,305.20, benefiting 46,000 people. This year, the Foundation was rated as a 4A Social Organization.

With the vision of "Illuminating More Dreams" and the mission of "Driving the innovative development of quality education through technology" , the Foundation adheres to the Group's values of "Dream, Integrity, Responsibility" . By deeply integrating technological innovation capabilities and digital development expertise into the Company's public welfare efforts, the Foundation carries out initiatives that demonstrate our commitment to social well-being. The Foundation has declared its plan to implement public welfare projects in four "Technology + Public Welfare" areas. These are "Technology + Rural Education Support Project" , "Technology + University Student Support Project" , "Technology + Disaster Relief Support Project" , and "Technology + Public Welfare Partnership Support Project" . The aim is to fulfill our social responsibilities while driving technological progress.



### Vision, Mission, Core Values of the Beijing Kingsoft Foundation

**Vision**  
Illuminate More Dreams

**Mission**  
Drive Innovative Development of Quality Education Through Technology

**Core Values**  
Dream, Integrity, Responsibility

▶ Promoting Educational Equality	95
▶ Participating in Public Welfare Activities	97
▶ Supporting Rural Revitalization	99

## Promoting Educational Equality

The Group is actively engaged in education public welfare, using the power of science and technology, conducting diverse education support activities. We are committed to promoting a more balanced allocation of educational resources, narrowing the education gap and promoting equality in education.

The Group continues its educational support through “funding + cultivation”, encompassing material donations, financial assistance, innovative volunteer teaching, and digital study activities. These efforts contribute to promoting educational equity and youth development. This year, the Group invested approximately RMB 7 million in educational support projects.

## Driving Technology Empowerment to Promote Educational Equality

To improve the quality of science education in rural schools and practice the concept of “empowering rural education through technology”, the Group has launched the public welfare project “Little Golden Carp Science Course”. In 2025, the Group invested a total of RMB 2.016 million in the project. These funds were primarily used to strengthen teacher training and enhance teaching quality, thereby helping rural students cultivate scientific interest, innovative awareness, and hands-on practical skills.

The project has effectively stimulated rural students’ curiosity about science and enhanced their practical skills, garnering attention and coverage from authoritative media such as the *Chinese People’s Political Consultative Conference Network* and the *China Philanthropy Times*.



Public Welfare Project “Little Golden Carp Science Course”

By the end of the reporting period,

the project had reached **31** rural schools nationwide, supporting **171** classes.

A total of **189** teachers were funded to teach **6,826** class hours in the “Dual-teacher

Science Course” program. Meanwhile, **6,487** science experiment kits were distributed to

partner schools, benefiting over **12,000** students.



The Foundation’s Social Organization Evaluation Certificate



Students’ Creative Hand-drawn Art

## Upgrading Teaching Equipment and Improving the Learning Environment

The Group focuses on addressing gaps in rural basic education, and is committed to improving educational infrastructure and optimizing resource allocation in rural areas to enhance its overall quality.

This year,

the Group invested over RMB **1.753** million to implement its school renovation plan in

rural schools across **11** districts and counties in **6** provinces (including municipalities and autonomous regions), such as Beijing, Inner Mongolia, and Qinghai. We upgraded the infrastructure of remote rural schools, enhanced teaching and office equipment for teachers, and promoted the digital transformation of education in these areas.

By the end of the reporting period, the project had cumulatively benefited approximately

**27,000** teachers, students, and community residents.



Rural School Teaching Equipment Upgrade: Before and After

## Supporting Students in Need and Empowering Dreams of Success

The Group focuses on supporting the growth and career development of university students in difficult circumstances. It has launched university scholarships such as the “Kingsoft Social Practice Scholarship”, the “Kingsoft Scholarship”, and the “Kingsoft Advance Scholarship”. These scholarships aim to support underprivileged students to complete their studies and achieve stable employment.

By the end of the reporting period,

the project had reached **16** universities,

providing **537** underprivileged students with high-quality social practice opportunities. The financial assistance had helped alleviate their academic and living pressures while comprehensively promoting their career development and overall competencies.

This year, the total donation for this project amounted to RMB **3.25** million.



Scholarship Granting Ceremony at Central China Normal University

## Participating in Public Welfare Activities

As a responsible corporate citizen, the Group adheres to the principle of “taking from society, giving back to society” and actively participates in public welfare activities. To meet social development needs, we leverage our resources and capabilities to continuously carry out multiple public welfare projects in educational support and community care. These initiatives have benefited thousands of children, the elderly, special groups, and rural students. In this way, we fulfill our corporate social responsibility with concrete actions and contribute to social harmony and progress. In 2025, employees of the Group and their family members actively participated as volunteers in various online and offline public welfare activities, dedicating their service to give back to the community.



## Engaging in Public Welfare Activities and Volunteering to Serve Society

The Group has launched the brand project “Kingsoft ‘Benefits’ Family”, organizing regular public welfare activities centered on volunteer services and social care. This year, we integrated our charitable efforts with the Family Open Day by launching the book donation activity “Deliver Hope Through Books, Grow Together for Good”. The activity engaged 44 employees to donate idle books to primary schools in the mountainous areas of Mentougou. It promoted the green recycling of resources, conveyed warmth and care through books, and effectively helped broaden rural children’s horizons and illuminating their hopes for growth.



Book Donation Activity “Deliver Hope Through Books, Grow Together for Good”

# Caring for Special Groups and Spreading Compassion

In 2025, the Group continued to deepen its commitment to multi-dimensional social welfare practices, conveying humanistic care through concrete actions. Kingsoft Office and Season Holdings launched a series of public welfare activities focused on caring for children, special groups, and the elderly. Through material donations, emotional companionship, thematic documentation, and cultural interactions, these programs facilitated the precise resource allocation and helped build a warm, inclusive, and sustainable ecosystem for public welfare.

## Caring for Children

In August 2025, Kingsoft Office visited the Beijing Haidian District Children’s Welfare Institute. 15 employee volunteers and 6 of their children accompanied the children in interactive activities such as handicrafts, painting, and performances, providing emotional support and care.



Visiting the Children’s Welfare Institute

## Caring for Special Groups

In September 2025, Season Holdings donated supplies to Zhuhai Special Education School and produced a documentary short film on special education. These efforts aimed to raise public awareness and attention towards special education, spreading kindness through diverse channels.



Supplies Donation

During the Mid-Autumn Festival in October 2025, Season Holdings distributed care packages to 50 families with disabilities in Zhuhai. The team also visited 5 families in remote areas to better understand their specific needs and provide tailored support. Additionally, Season Holdings organized community gatherings for these families, building a platform for communication and interaction. These efforts helped special groups feel the warmth and support from all sectors of society.



Visiting Scene

## Caring for the Elderly

In December 2025, Kingsoft Office, together with 8 employee volunteers from Wuhan, visited Wuhan Guannan Nursing Home. They donated care packages and organized a cultural performance to enrich their spiritual and cultural lives.



Donating Materials

## Empowering Post-Disaster Education and Lighting Hope for Learning

The Group has implemented the “Jishishan Earthquake Post-Disaster Education Empowerment Project” and a campus disaster mitigation plan. These efforts deepen our specialized educational support to aid in the recovery of schools in affected areas. From April to May 2025, the Group organized the second phase of specialized training for teachers on campus safety in Jishishan County, Gansu Province, and Xunhua County, Qinghai Province. Through systematic theoretical instruction and practical drills, the training helped teachers from 10 partner schools master disaster prevention and mitigation knowledge and teaching methodologies. By the end of the reporting period, the campus disaster mitigation project had reached 6,259 students. Additionally, during the National Disaster Prevention and Mitigation Day in May 2025, the Group collaborated with partner schools to launch the campus safety activity “Say No to Disasters”, aiming to raise public awareness of disaster prevention and mitigation.



Campus Safety Activities for Disaster Prevention and Mitigation



## Supporting Rural Revitalization

Thoroughly implementing the national rural revitalization strategy, Kingsoft takes the initiative to respond to the national call and treats supporting rural revitalization as an important part of fulfilling its corporate social responsibility. This year, we stepped up our efforts to support rural education, contributing to the revitalization of basic education in mountainous areas and to educational equity.

## Organizing Charity Sales of Local Specialties to Support Agriculture

In 2025, Season Holdings launched a public welfare activity “Charity Sales of Hometown Specialties on Thanksgiving Day” to support farmers. Through offline charity sales, the activity promoted distinctive agricultural products, expanded sales channels for local specialties, and boosted income from agricultural products. These concrete actions demonstrate our commitment to supporting agricultural support and contributing to the development of rural industrial economy.



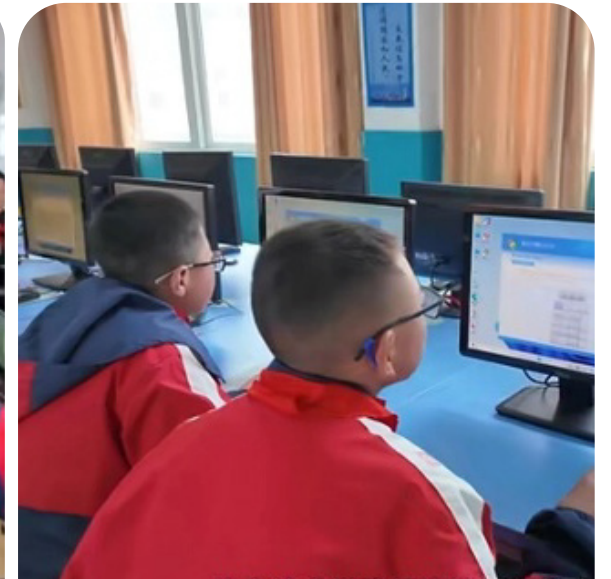
Public Welfare Activity “Charity Sales of Hometown Specialties on Thanksgiving Day”



## Focusing on Rural Education Support to Revitalize Basic Education

To support the national rural revitalization strategy and its ongoing educational efforts, the Foundation provided sustained volunteer teaching support to Jinshan Primary School in Xiaojin County. Concurrently, the Foundation implemented a specialized activity "Wish List Fulfillment", providing high-quality educational resources and personalized growth support to rural students. These efforts aim to build a solid talent foundation for long-term development of rural areas.

Additionally, Season Holdings continued its educational and teaching support project "XI Hope Star", providing one-on-one financial support to underprivileged students to help them complete their studies. In March 2025, Season Holdings organized employee volunteers to visit Jinshan Primary School in Xiaojin County, Sichuan Province. They donated teaching materials to the school and conducted innovative subject-based teaching support activities. This dual approach of "material support + course instruction" aims to optimize educational resources in rural areas.



Volunteer Teaching at Jinshan Primary School in Xiaojin County

"XI Hope Star" Educational Support and Teaching Support Activity

# HKEX ESG Reporting Code Index

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters	Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
Mandatory Disclosure Requirements			"Comply or Explain" Provisions		
Governance Structure	A statement from the Board containing the following elements:		A. Environmental		
	(i) a disclosure of the board's oversight of ESG issues;		Aspect A1: Emissions		
	(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and		General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.  relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Operation
Reporting Principles	(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.		KPI A1.1		
Reporting Boundary	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: materiality, quantitative, consistency.		The types of emissions and respective emissions data.		
	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.		KPI A1.3		
			Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		
			KPI A1.4		
			Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		
			KPI A1.5		
			Description of emissions target(s) set and steps taken to achieve them.		
			KPI A1.6		
			Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.		

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Operation
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Key Performance Indicators
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Operation
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green Operation
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	No significant relevance to the Group's business
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Green Operation
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Operation
B. Social		
Employment and Labor Practices		
Aspect B1: Employment		

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
Information on:		
General Disclosure	(a) the policies; and	Protection of Employees' Rights and Interests
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Talent Development Strategy Employee Care
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Talent Development Strategy
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Development Strategy
Aspect B2: Health and Safety		
Information on:		
General Disclosure	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Employee Care
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Employee Care
KPI B2.2	Lost days due to work injury.	Employee Care
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employee Care

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Development Strategy
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Talent Development Strategy
KPI B3.2	The average training hours completed per employee by gender and employee category.	Talent Development Strategy
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Protection of Employees' Rights and Interests
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Protection of Employees' Rights and Interests
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Protection of Employees' Rights and Interests

Subject Areas, Aspects, General Disclosures and KPIs		Correspondent Chapters
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management Building a Sustainable Supply Chain
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management Building a Sustainable Supply Chain
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management Building a Sustainable Supply Chain

## Subject Areas, Aspects, General Disclosures and KPIs

Correspondent  
Chapters

## Aspect B6: Product Responsibility

General Disclosure	Information on:	Correspondent Chapters
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	No significant relevance to the Group's business
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
KPI B6.4	Description of quality assurance process and recall procedures.	No significant relevance to the Group's business
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility

## Subject Areas, Aspects, General Disclosures and KPIs

Correspondent  
Chapters

## Aspect B7: Anti-corruption

General Disclosure	Information on:	Correspondent Chapters
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics Management
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Business Ethics Management
KPI B7.2	Description of preventive measures and whistle-blowing procedures and how they are implemented and monitored.	Business Ethics Management
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics Management
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests.	Contributing to the Society
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Contributing to the Society
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Contributing to the Society

**D. Climate-related Disclosures**

(I) Governance	Governance	<p>19. An issuer shall disclose information about:</p> <p>(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.</p> <p>(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.</p>	Response to Climate Change
(II) Strategy	Climate-related risks and opportunities	<p>20. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. 20. Specifically, the issuer shall:</p> <p>(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;</p> <p>(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;</p> <p>(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons - short, medium or long term - the effects of each climate-related risk and opportunity could reasonably be expected to occur; and</p> <p>(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.</p>	Response to Climate Change
	Business model and value chain	<p>21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:</p> <p>(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and</p> <p>(b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).</p>	Response to Climate Change
	Strategy and decision-making	<p>22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.</p> <p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).</p>	Response to Climate Change
		<p>23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).</p>	Response to Climate Change

**D. Climate-related Disclosures**

(II) Strategy	Financial position, financial performance and cash flows	<p>Current financial effect</p> <p>24. An issuer shall disclose qualitative and quantitative information about:</p> <p>(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and</p> <p>(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.</p>	Response to Climate Change
		<p>Anticipated financial effect</p> <p>25. The issuer shall provide qualitative and quantitative disclosures about:</p> <p>(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:</p> <p>(i) its investment and disposal plans; and</p> <p>(ii) its planned sources of funding to implement its strategy; and</p> <p>(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</p>	Response to Climate Change
	Climate resilience	<p>26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>(a) the issuer's assessment of its climate resilience as at the reporting date;</p> <p>(b) how and when the climate-related scenario analysis was carried out.</p>	Response to Climate Change

**D. Climate-related Disclosures**

(III) Risk Management	Risk Management	<p>27. An issuer shall disclose information about:</p> <p>(a) the processes and related policies it uses to identify, assess, prioritize and monitor climate-related risks;</p> <p>(b) the processes the issuer uses to identify, assess, prioritize and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and</p> <p>(c) the extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.</p>	Response to Climate Change
(IV) Metrics and Targets	Greenhouse gas emissions	<p>28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO<sub>2</sub> equivalent, classified as:</p> <p>(a) Scope 1 greenhouse gas emissions;</p> <p>(b) Scope 2 greenhouse gas emissions; and</p> <p>(c) Scope 3 greenhouse gas emissions.</p>	Response to Climate Change
		<p>29. An issuer shall:</p> <p>(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;</p> <p>(b) disclose the approach it uses to measure its greenhouse gas emissions;</p> <p>(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and</p> <p>(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</p>	Response to Climate Change
	Climate-related transition risks	30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Response to Climate Change
	Climate-related physical risks	31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Response to Climate Change

**D. Climate-related Disclosures**

(IV) Metrics and Targets	Climate-related opportunities	32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Response to Climate Change
	Capital deployment	33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Response to Climate Change
	Internal carbon prices	34. An issuer shall disclose:  (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and  (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;  or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	The Company did not apply a carbon price in its decision-making
	Remuneration	35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement.	Response to Climate Change
	Industry-based metrics	36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry.	Response to Climate Change
	Climate-related targets	37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:  (a) the metric used to set the target;  (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);  (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);  (d) the period over which the target applies;  (e) the base period from which progress is measured;  (f) milestones or interim targets (if any);  (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and  (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Response to Climate Change

**D. Climate-related Disclosures**

(IV) Metrics and Targets	Climate-related targets	<p>38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:</p> <p>(a) whether the target and the methodology for setting the target has been validated by a third party;</p> <p>(b) the issuer's processes for reviewing the target;</p> <p>(c) the metrics used to monitor progress towards reaching the target; and</p> <p>(d) any revisions to the target and an explanation for those revisions.</p>	Response to Climate Change
		<p>39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.</p>	Response to Climate Change
		<p>40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:</p> <p>(a) which greenhouse gases are covered by the target;</p> <p>(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;</p> <p>(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;</p> <p>(d) whether the target was derived using a sectoral decarbonization approach; and</p> <p>(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target.</p>	Response to Climate Change
	Applicability of cross-industry metrics and industry-based metrics	<p>41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).</p>	Response to Climate Change