

联想控股

LEGEND HOLDINGS

EMPOWERING COMPANIES TOWARD GREATNESS

(A joint stock limited company incorporated in the
People's Republic of China with limited liability)
Stock Code: 03396



2024

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

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ABOUT THE REPORT



ABOUT THE REPORT

The Report is the eighth *Environmental, Social and Governance (ESG) Report* (the “Report”) released by Legend Holdings Corporation (“Legend Holdings”) that aims to disclose the principles upheld, the management methodologies established, the activities carried out and the achievement made by Legend Holdings and its subsidiaries (“the Group”) in connection with ESG related issues in the Reporting Period of 2024 to investors and other stakeholders.

The Report is released in both Traditional Chinese and English and is available on the websites of Legend Holdings (www.legendholdings.com.cn) and the Stock Exchange of Hong Kong Limited (“SEHK”) (www.hkexnews.hk) for downloading. Should there be any discrepancies between the two versions, the Traditional Chinese version shall prevail.

SCOPE OF THE REPORT

Considering the Environmental, Health, Safety and Quality (“EHSQ”) risks and financial materiality, the

Company has selected certain subsidiaries in different business segments and their property assets, which contribute over 90% to the total revenue of the Group, as the disclosure scope of the Report, including:

- Lenovo Group Limited (“Lenovo”, Stock Code: 00992)
- Banque Internationale à Luxembourg S.A.
- Levima Advanced Materials Corporation (Stock Code: 003022.SZ)
- Raycom Infotech Park jointly managed by Raycom Property Investment Co., Ltd. and Raycom Technology Co., Ltd.

The ESG performance of Legend Holdings and the above subsidiaries as well as their property assets (“the Company”) has been covered in the Report¹.

Names of Subsidiaries and Their Abbreviations in the Report

Subsidiaries	Abbreviations in the Report
Lenovo Group Limited	Lenovo
Banque Internationale à Luxembourg S.A.	BIL
Levima Advanced Materials Corporation	Levima Advanced Materials
Raycom Property Investment Co., Ltd. and Raycom Technology Co., Ltd. (including the Raycom Infotech Park, a property asset managed by the two companies)	Raycom

¹ Apart from this scope, the quantitative performance table – social performance in the Report covers Legend Holdings and its subsidiaries (excluding Lenovo) in the consolidated financial statements.

TIME RANGE

This annual report covers the period from January 1, 2024 to December 31, 2024. Part of the text information goes beyond this scope and is explained where relevant.

In compliance with the relevant explanation of SEHK², the content about the investee entity Lenovo in the Report is mainly extracted from its 2023/24 *Environmental, Social and Governance Report* and covers the period from April 1, 2023, to March 31, 2024, the same as its disclosure period³.

The “Reporting Period” in the body and Quantitative Performance Table of the Report always refers to the above period.

PREPARATION BASIS

The Report has been prepared in compliance with mandatory disclosure requirements and the “comply or explain” provisions in the *Environmental, Social and Governance Reporting Guide* (“SEHK Guide”) in Appendix C2 of the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* issued by SEHK, the contents of which are indexed in the appendices to the Report.

DATA DECLARATION

All texts and quantitative data in the Report are sourced from the original records or financial statements of the Company’s actual operations.

All financial data in the Report are denominated in RMB. In case of any discrepancy between the financial data and the Company’s Annual Report, the Annual Report shall prevail.

The disclosed quantitative data of Lenovo is all based on the data for its own FY2023/24, which covers the period from April 1, 2023, to March 31, 2024.

² As what HKEX mentioned in section A5 of FAQs Concerning Environmental, Social and Governance Report, a relevant document of the HKEX *Guide*, “to avoid duplication, the issuer may cite the disclosures in the ESG report of its listed parent company/subsidiaries in its own ESG report through cross reference on the premise that each listed company has fulfilled its disclosure obligations in the *Guide*.”

³ The ESG information of Lenovo for the period from April 1, 2024 to December 31, 2024 will be disclosed in Lenovo’s 2024/25 *Environmental, Social and Governance Report*.

ABOUT THE REPORT

REPORTING PRINCIPLES

The Report has been prepared on the basis of the principles of the SEHK *Guide*, namely materiality, quantitative, balance and consistency, which are detailed as follows:

Materiality

The Company identified the operation-related material issues to the concern of investors and other stakeholders. These material issues are highlighted in the Report, with a focus on the industrial features of the Company's operation and the geographical features of its operational regions. For the analysis process and results, please refer to the "Materiality Analysis" section for details. In addition, the Report highlights the environmental, social and governance matters that may have a significant impact on investors and other stakeholders.

In terms of specific disclosure on material issues, the Company also adheres to the materiality principle by describing relevant companies or subsidiaries subject to the material impact of such issues and focusing on the progress of their management. For relevant information on subsidiaries beyond the organizational scope and the detailed risk factors and management policies and their effect on the subsidiaries covered by the Report, please refer to the announcements and documents released by such subsidiaries separately.

Quantitative and Consistency

The Report discloses the key quantitative performance indicators and the historical data wherever possible. The Report collects statistics and discloses the same indicators during different reporting periods in a consistent manner. Whenever the collection or disclosure manner changes, such change will be explained clearly in the notes to the Report so as to enable stakeholders to conduct a reasonable analysis and thereby evaluate the Company's ESG performance level and development trend.

Balance

The Report reflects the objective facts and discloses both positive and negative information about the Company impartially. The Company searched the objects covered by the Report through open databases and found that during the Reporting Period, no major negative incident occurred that should have been disclosed but was not.

RELIABILITY ASSURANCE

There are no false records, misleading statements, or material omissions in the Report. The Board of Directors of the Company ("Board") is fully responsible for ESG management and reporting.

CONTACT INFORMATION

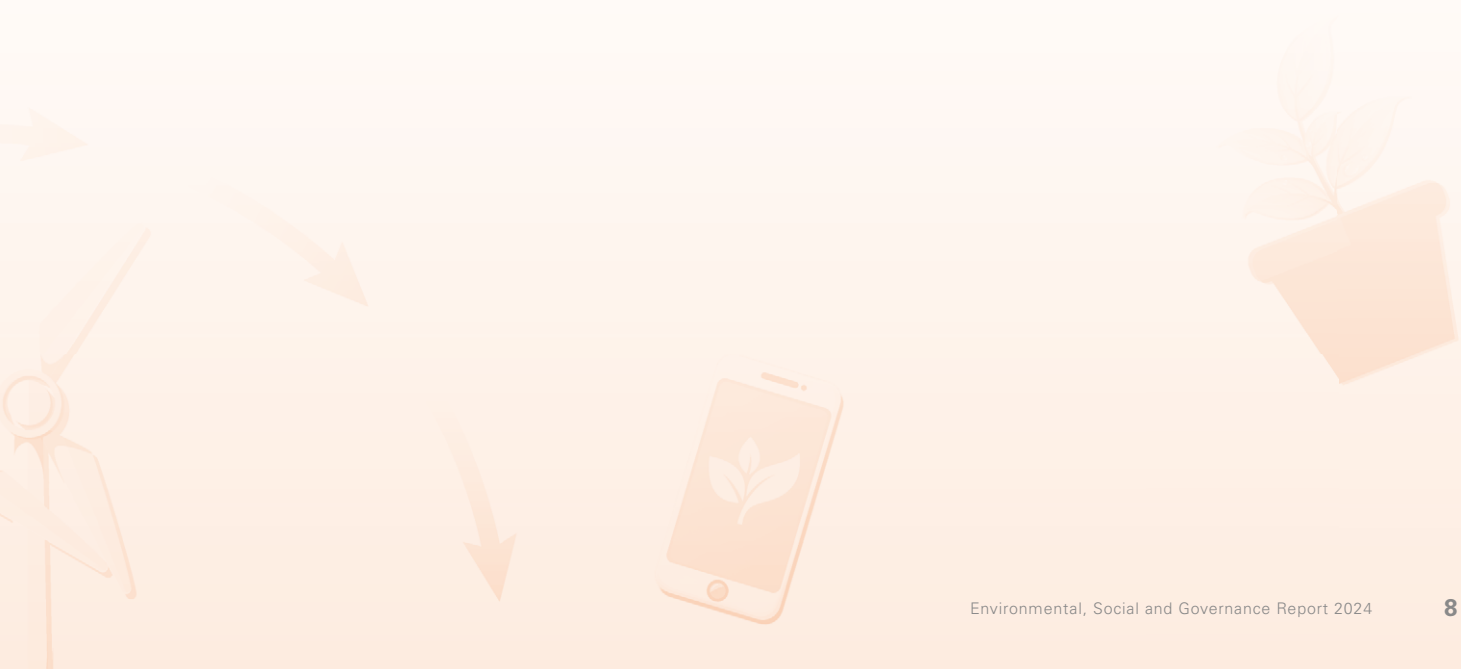
Legend Holdings places significant emphasis on the opinions and feedback from stakeholders, using them as a foundation for ongoing enhancement of its ESG management and performance while continuously optimizing disclosure accordingly. Should there be any opinions or feedback, please feel free to contact the Company via:

Address: B-17, Raycom Infotech Park, No. 2 Ke Xue Yuan South Road, Haidian District, Beijing 100190

Telephone: 010-62509999

Fax: 010-62561056

Email: legendir@legendholdings.com.cn





ABOUT LEGEND HOLDINGS



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COMPANY PROFILE

Legend Holdings Corporation was founded in 1984 by 11 researchers, including Mr. LIU Chuanzhi with funding from the Institute of Computing Technology of the Chinese Academy of Sciences. Over the course of more than 30 years, alongside China's economic development and social progress, Legend Holdings has evolved into an industrial operations and investments group deeply rooted in China. It serves the domestic market while engaging in international businesses. Legend Holdings was listed on the Main Board of the SEHK with stock code 03396 in 2015. Legend Holdings ranked high on the "Top 500 Private Enterprises in China 2024" list released by the All-China Federation of Industry and Commerce.

- Company Name: Legend Holdings Corporation
- Headquarters: B-17, Raycom Infotech Park, No. 2 Ke Xue Yuan South Road, Haidian District, Beijing
- Stock Code: 03396
- Main Operating Locations: China, the United States and Luxembourg

Industrial Layout

With the vision of "revitalizing the country through business", the Company focuses on technological innovation and the real economy, and has established two business segments which are "diversified-industries operation" and "industrial incubations and investments". Through strategic management, operational improvement, resource allocation, financial supports and value-added services, etc., the Company is committed to building industrial pillars, incubating or investing in start-up and growing-stage companies with great potential to promote the continuous growth of the Company's overall value and win-win cooperation with portfolio companies and provide shareholders with long-term favorable returns, contributing to the high-quality development of China's economy.



Business Layout of Legend Holdings

Diversified-industries Operation

Through practical resource allocation, effective management and control methods and extensive empowerment and capability building, Legend Holdings aims to establish a group of leading companies in key industries to strengthen the Company's core competitiveness and build its industrial pillars.



Industry Incubations and Investments

Legend Holdings is oriented toward start-up and growing-stage enterprises. Through incubation or direct and indirect investments, it supports the real economy, especially the development of technological innovation enterprises, by means of equity capital, financial supports and management consulting resources.

Core Subsidiaries

- **Lenovo** is a global *Fortune* 500 company and a global leader in consumer, commercial and enterprise-level innovative technology, providing users with safe and high-quality product portfolios and services.
- **Levima Advanced Materials** is a supplier of advanced material products and solutions, mainly engaged in the research and development, production, and sales of advanced polymer materials and special fine materials. Its business segments include new energy materials, biodegradable and bio-based materials, electronic materials, and other special materials. It is a national high-tech enterprise and a national "green factory."
- **BIL** is the oldest comprehensive bank in the Grand Duchy of Luxembourg. It is headquartered in Luxembourg and has established an international service network that connects China (Beijing and the Greater Bay Area), Luxembourg and Switzerland. Its systemic importance has been certified by the European Central Bank.
- **Joyvio Group** is an industrial investment platform for modern food & agribusiness of Legend Holdings. At present, it has established a leading global industrial platform in the fields of beverages, fruits, animal protein and branded packaged food, etc.

Major Enterprises

- **Listed Companies:** Fullhan Microelectronics, Lakala and Eastern Air Logistics (EAL)
- **Fund Management Companies:** Legend Capital, Legend Star and Hony Capital
- **Non-listed Companies:** ZQET Group, JC Finance & Leasing, Shanghai Neuromedical Center, Hankou Bank, Hyundai Insurance, Raycom Property and Raycom Technology, etc.

ABOUT LEGEND HOLDINGS

Corporate Culture

With the mission of “empowering companies toward greatness”, the vision of “revitalizing the country through business, being committed to becoming a trusted and respected holding company with international influence and equity in leading enterprises in multiple industries” and the core values of “bearing in mind the overall situation and being pragmatic, ambitious and people-centric”, Legend Holdings carries out its cultural building and management and puts forward a series of methodologies and concrete manifestations of corporate culture which form a complete cultural system.

Legend Holdings’ management philosophy can be summarized as “Three Elements of Leadership”: “Leading Group Building”, “Strategies Setting” and “Team Building”.

Management Philosophy of Legend Holdings

Leading Group Building

Competent and honest managers are selected to build a leading group, which formed a vertical and horizontal division of labor, advocating “Say Away” and “Keep Cool” to achieve rational decision-making through teamwork and in an efficient way. This would constrain the implementation of the top leaders and enhance the prestige of the leadership.

Strategies Setting

Depicting vision, clarifying strategy, setting strategies, decomposing tactics, determining leaders, adjusting organizational structure and developing assessment incentives are Legend’s “Seven Steps” to set strategies. However, this is not a simple step-by-step process and no step should be overemphasized. The process entails full consideration, systematical thinking, coordinated promotion.

Team Building

Team building means that the members should be motivated to take actions properly and orderly so as to ensure the implementation of strategies. Incentives and culture are the key to team building.

Running Campaign Themed “Our Long March”

Marking the 40th anniversary of the establishment of Legend Holdings, 2024 witnessed meaningful celebrations held within the Company. On November 1, the founding anniversary of the Company, all staff joined a running campaign themed “Our Long March” in Beijing. The campaign paid tribute to the hard work and entrepreneurial spirit of the elder generation of employees at Legend Holdings. While showing the unswerving commitment to the Company’s original mission of revitalizing the country through business, the campaign also demonstrated the confidence and resolve of the new generation of employees to forge ahead regardless of difficulties head-on. Moreover, it better motivated all employees to unit as one and strive for progress and innovation.



ESG MANAGEMENT SYSTEM

A sound ESG management system is imperative for the sustainable development of an enterprise. Based on the internal and external environment and current status of ESG management, the Company has established and continuously improved its ESG management system consisting of the sustainability strategy, governance structure, risk management and ESG targets, which improves the Company's ESG governance and management and efficaciously responds to the demands of stakeholders.

ESG Governance Structure

The Company incorporates the ESG concept into its operation and management, establishing a top-down ESG governance structure. As the Company's highest governing body of ESG matters, the Board of Directors is responsible for supervising the Company's ESG management and developing and reviewing the Company's sustainability strategies and goals. The Board of Directors leads and participates in the evaluation and determination of the Company's ESG-related risks to ensure the implementation and improvement of an appropriate and effective ESG risk management and internal supervision system.

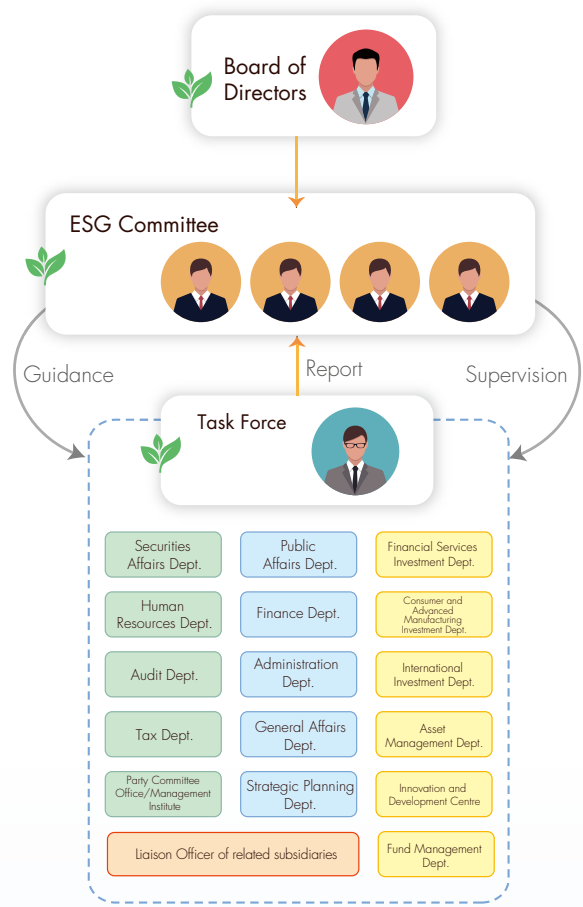
Led by the Board of Directors, the Company has established the Environmental, Social and Governance Committee ("ESG Committee"), and released the *Working Rules of Legend Holdings ESG Committee*. The ESG Committee is responsible for assisting the Board of Directors in continuously discussing sustainable development trends of the domestic and overseas capital markets and peers, guiding and monitoring policies and goals related to the Company's ESG and sustainable development and reviewing the progress of issues and matters relating to sustainable development of the Company. Currently, the Committee consists of three Board members, namely Mr. YUAN Li (Independent Non-Executive Director), Mr. NING Min (Executive Director) and Mr. LI Peng (Executive Director). Mr. YUAN Li serves as the Chairman of the ESG Committee.

Furthermore, Legend Holdings has set up a Sustainable Development Task Force ("Task Force"). With the Secretary of the Board as the convenor, the Task Force is comprised of staff from all relevant departments of the Company and liaison officers from its subsidiaries. The Task Force reports the tracking, analysis and summarization of relevant work to the ESG Committee and material matters directly to the Board. Specific responsibilities include:

- Incorporating the ESG concept into the development and implementation of corporate strategies with innovative ideas and means;
- Offering advice on ESG strategies to the ESG Committee;
- Assisting in evaluating ESG risks and establishing a relevant reporting mechanism;
- Reporting ESG work to the Board and the ESG Committee;
- Communicating with stakeholders by way of questionnaires regarding major ESG issues;
- Collecting ESG materials and preparing ESG reports;
- Assisting in tracking, analyzing and summarizing the implementation of ESG targets;
- Other matters as authorized by the ESG Committee.

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ESG Governance Structure of Legend Holdings



During the Reporting Period, Legend Holdings held a meeting of the ESG Committee to deliberate upon the 2023 ESG Report of Legend Holdings, scrutinize the advancement in the established ESG targets, monitor ESG and climate-related risks, listen to reports on the work of Task Force, and mandate the Task Force to conduct research on ESG targets and the most recent standards for climate disclosures.

Sustainability Strategy

The Company has deeply integrated the concept of sustainable development into all its business segments, establishing a comprehensive system from top-level design to grassroots-level implementation. Based on material ESG issues, Legend Holdings has defined a clear sustainability strategy focused on five areas, including corporate governance, technological innovation, employee development, green and low-carbon development, and public welfare, so as to promote the coordinated and mutually beneficial development of high-quality growth and social responsibility.



Five Paths to Sustainability of Legend Holdings





ABOUT LEGEND HOLDINGS



ESG Risk Management

During the Reporting Period, the Company continuously evaluated and identified ESG-related risks. The summary of the ESG-related risks and solutions are as follows (for details, please refer to *the 2024 Annual Report of Legend Holdings*):

ESG-related Risks	Potential Impact on the Company	Solutions
<p>Supply chain management risk</p> 	<p>The complex supply chains of our subsidiaries may result in exposure to hidden and uncontrollable risks driven by ESG factors, including:</p> <ul style="list-style-type: none"> • The laws and regulatory standards of the countries in which indirect suppliers of the Company's subsidiaries may not be sound enough and thus products may not be sold in the country in which the purchaser locates as such products fails to meet the regulatory standards thereat. • Violation by any supplier (whether direct or indirect) may damage the reputation of our subsidiaries and the operation of the supply chain or even result in revocation of business licenses. • As ESG is increasingly more important in customers' purchasing decisions, our subsidiaries may lose customers who value ESG factors such as suppliers' codes of conduct and environmental impact. 	<ul style="list-style-type: none"> • Our subsidiaries are committed to practicing ESG across its end-to-end supply chain process. • Establish a system backed by contractual obligations, to ensure that suppliers observe all applicable standards regarding labor, environment, health, safety, and ethics. • Work with other players in electronic industry as a member of the Responsible Business Alliance (RBA) to address issues concerning the supply chain and promote the use of RBA standards at all levels of suppliers while maintaining compliance through independent audits. • Further strengthen due diligence for supply chains by using the EcoVadis ESG Risk Management Platform integrated into supplier management practices and the supplier ESG management module on the GSC ESG digital platform, identify risks, give suggestions on improvements, and provide progress reports for improvements.
<p>Safety and Environmental Protection Risks</p> 	<ul style="list-style-type: none"> • As China accelerates the transformation of economic growth and promotes high-quality development, environmental protection awareness has been continuously enhanced and our subsidiaries may need to comply with more stringent regulatory requirements. 	<ul style="list-style-type: none"> • Adhere strictly to the national environmental protection policy, and the pollutant discharge compliance rate has maintained 100% for many consecutive years since they become operational. • Increase investment in energy conservation and environmental protection to ensure normal operations and timely upgrading of existing environmental protection facilities, and continue to optimize the production processes and apply green environmental protection technologies. • Purchase commercial insurance to tackle potential environmental pollution and natural disasters.

ESG-related Risks	Potential Impact on the Company	Solutions
<p>Extreme climate change risks</p> 	<ul style="list-style-type: none"> Continued global warming is causing global sea water to heat up, thereby affecting salmon farming environments and potentially causing more red tides and epidemics. In comparison, Region 12 in Chile, where the subsidiary is focusing its investment and development efforts, is the coldest region in Chile and the least affected by red tides, and at the same time is less affected by warming. If an extreme climate change risk event occurs, the performance of some companies invested by the Group's funds, especially those in the fields of fresh food logistics, consumer catering, tourism, offline services, and manufacturing, will be impacted to a certain extent, with the risk of valuation fluctuations, which will affect the exit process. 	<ul style="list-style-type: none"> Utilize artificial intelligence, machine vision and other advanced farming and monitoring technologies to continuously improve precision farming, and effectively respond to disasters such as red tides and epidemics. Adopt proactive post-investment management, closely monitor the development trend of extreme climate change, and urge investee companies to conduct stress tests and prepare contingency plans to minimize the related impacts as much as possible.
<p>Risk on information, product & cyber security</p> 	<ul style="list-style-type: none"> Legend Holdings and its subsidiaries may face cyberattacks or attacks on their data security or similar circumstances, which may adversely affect their operations. Breaches of our subsidiaries' security measures and misappropriation of sensitive proprietary and confidential data about the subsidiaries and their customers and employees, if not effectively managed in a timely manner, may lead to loss of customer confidence, negative impact on reputation, disruption in business operations, exposure to potential litigation and liability and result in a loss of revenue and increased costs. Subsidiaries' complex supply chains may lead to procurement of products or services from the third party, which contain malicious code or other vulnerabilities that could be unknowingly integrated into their products or services and distributed to customers. 	<ul style="list-style-type: none"> Formulate and maintain a robust cybersecurity risk control and compliance plan, including the policies and processes in response to AI risks. Such policies and processes shall be consistent with industrial standards and frameworks; implement a powerful security culture and plan; execute a robust event response process and business continuity plan; organize employee training centered around important data security and data protection measures; Continuously conduct risk assessment, improve processes, and enhance cyber security controls and information security, product security and privacy protection awareness. Comply with mandatory privacy and security standards and protocols required by laws, regulations, industry standards, or contractual obligations. Ensure that hardware, operating systems, product software and applications that our subsidiaries produce or procure from third parties fully protect and use customer data in a responsible manner. Establish the policies and processes for delivering safe and reliable products and services throughout product lifecycles, from regular supplier security inspections and software code review to quick resolution of any vulnerabilities found later, to restrict risks facing customers.

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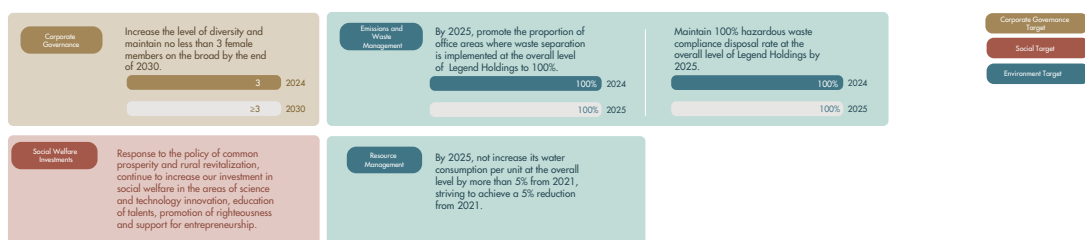
ESG-related Risks	Potential Impact on the Company	Solutions
<p>Risk on intellectual properties</p> 	<ul style="list-style-type: none"> Subsidiaries face IP risks both from the potential insufficient protection of their own innovations as well as costs resulting from third party infringement allegations. 	<ul style="list-style-type: none"> Take appropriate legal measures to protect know-how and trade secrets, apply for and enforce patents, and register and protect trademarks and copyrights. Subsidiaries' intellectual property teams regularly meet business groups, to understand the key focus of research to make their products more competitive, and judge whether patent applications are aligned with such focuses. Obtain intellectual property indemnifications from suppliers, or otherwise transfer the responsibility to protect the intellectual properties to suppliers. Develop, execute and monitor intellectual property litigation defense strategy, and continue to develop and use the subsidiaries' patent portfolios as appropriate to reduce potential costs. Cooperate with other technology/product companies, and recommend patent system reform to reduce costs.
<p>Compliance risk</p> 	<ul style="list-style-type: none"> Legend Holdings and its subsidiaries and their employees may be subject to legal obligations, regulatory penalties, financial or reputation losses due to operations, management or practices in violation of regulations. Increasingly stringent industrial regulation, as well as the laws, regulations and policies of the regions and industries where the Company conducts business activities and investments may restrict the operation of the subsidiaries and increase compliance costs. 	<ul style="list-style-type: none"> Consistently and closely monitor compliance policy adjustment, and put increasing emphasis on the research and understanding of the latest laws, regulations and regulatory policies. Strengthen the review of the effectiveness of the Company's internal control and risk management. Improve and implement the accountability mechanism and strengthen the supervision and punishment of violations. Consult compliance advisors and internal and external lawyers about compliance matters, to adjust compliant corporate development paths in timely response to relevant changes.

ESG Targets and Performance Highlights

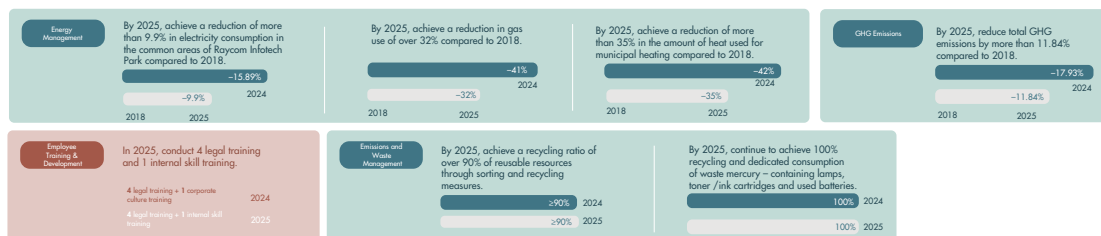
In order to further enhance the Company's ESG governance and management efficiency, the Company formulated and implemented a series of short-, medium- and long-term ESG targets during the Reporting Period, as detailed in the table below.

ESG targets of Legend Holdings and Its Subsidiaries for 2024

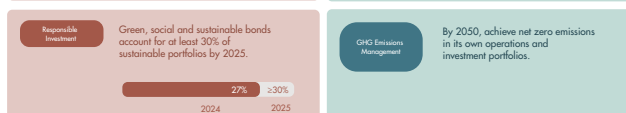
Legend Holdings



Raycom

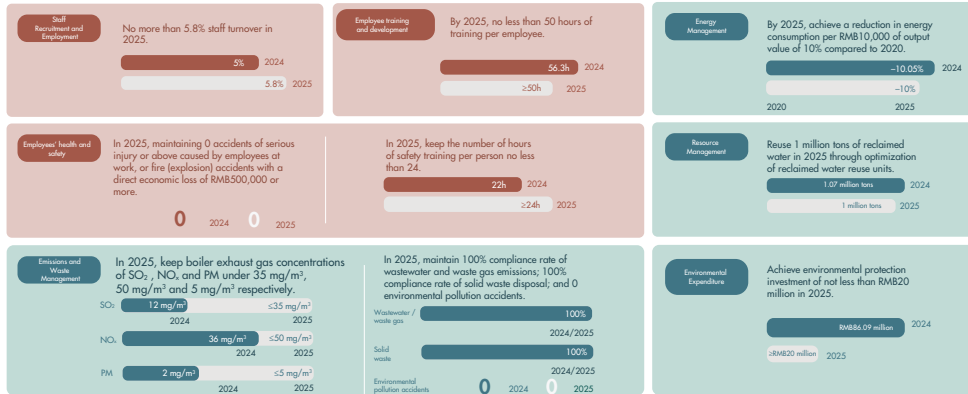


BIL



ABOUT LEGEND HOLDINGS

Levima Advanced Materials



Note: Lenovo's targets can be found in the "Long-term KPI progress" section of its 2023/24 ESG report.

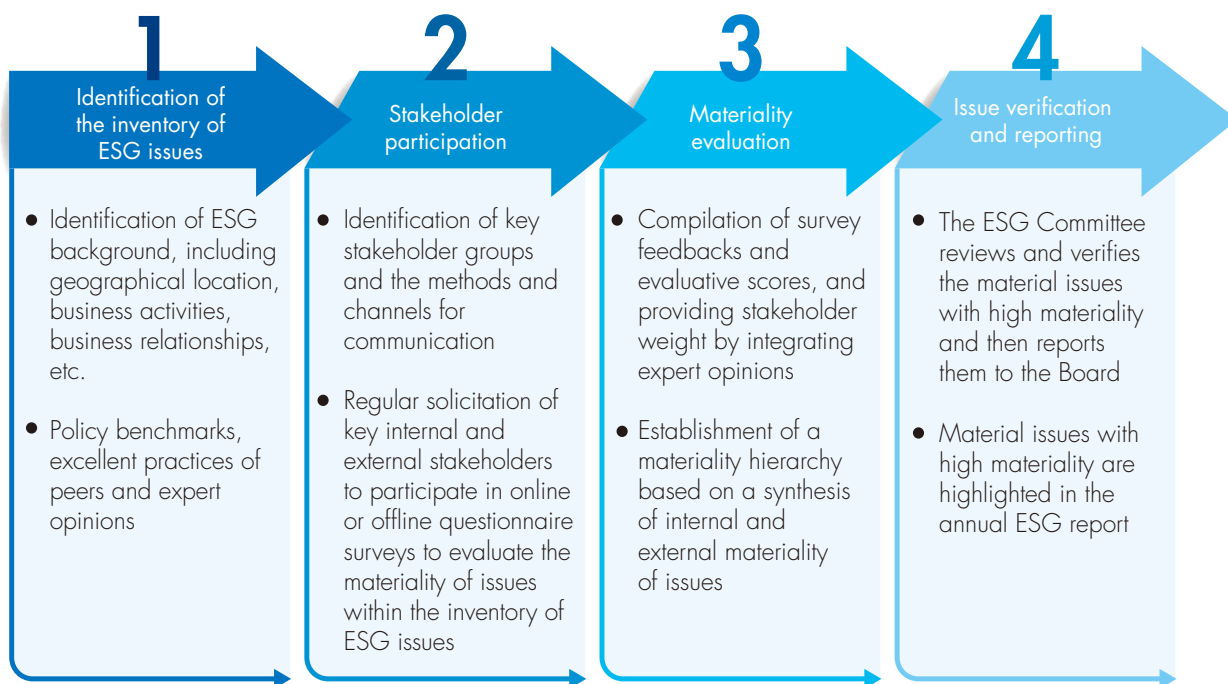
MANAGEMENT OF MATERIAL ISSUES

Management of material issues serves as a pivotal foundation for the Company's sustainable development endeavors. The Company regularly undertakes the identification and analysis of material issues, communicates with the internal and external stakeholders on ESG-related material issues, fully understands their needs and listens to their opinions and advice. During the Reporting Period, the Company revised its material issues based on an evaluation in alignment with domestic and international regulatory frameworks in operating locations and excellent practices of peers and through stakeholder questionnaire survey results and expert analysis.

Analysis of Material Issues

Legend Holdings has formed an inventory of issues based on its business profiles and its impact on stakeholders, domestic and international ESG-related policies and regulations, the latest guidelines of the stock exchanges, the areas of interest to rating agencies like the Hang Seng Corporate Sustainability Indexes, and excellent ESG management practices observed among industry peers. Legend Holdings conducted materiality evaluation in a quantitative or qualitative way, and dynamically adjusted the identification and ranking results of material issues in combination with opinions of external experts.

Process of Materiality Analysis



In compliance with the “materiality” principle specified in the *SEHK Guide*, Legend Holdings conducts one quantitative survey on the issues material to stakeholders every three years, and one qualitative analysis of material issues every year. During the Reporting Period, based on the quantitative survey launched in the previous year, the Company conducted the analysis of material issues for 2024, and adjusted previous issues by deleting the issue of “compliance management”. Because compliance management has been integrated with corresponding issues during the operation process as the Company increasingly improves management, the issue is no longer identified and evaluated separately.

Legend Holdings comprehensively considered benchmarking results, stakeholder research, and external expert opinions to prioritize material issues based on their significance to the Company’s business and the impact on stakeholders. Upon the review and verification of the ESG Committee, the ranking of material issues in 2024 and the high materiality issues requiring key management were determined.

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List of Material Issues in 2024

Materiality	Environmental	Social	Governance
High	<ul style="list-style-type: none"> • Sustainable Products • Emissions and Waste Management • Climate Change Mitigation and Adaptation • Energy Management 	<ul style="list-style-type: none"> • Product and Service Quality Management • Occupational Health and Safety • Information Security and Privacy Protection • Responsible Investments • Innovation and R&D • Intellectual Property Protection • Employees' Rights and Benefits • Diversity and Equal Opportunity 	<ul style="list-style-type: none"> • Protection of Investors' Rights • Business Ethics • Risk Management • Corporate Governance
Medium	<ul style="list-style-type: none"> • Raw Materials and Green Packaging • Water Resource Management • Biodiversity Conservation 	<ul style="list-style-type: none"> • Social Welfare • Sustainable Supply Chain Management • Employee Training and Development 	

Communication with Stakeholders

The Company has implemented regular communication mechanisms to gain insights into the perspectives and expectations of key stakeholders. Through targeted exchanges and responses, it aims to foster long-term relationships and mutual trust with all stakeholders. The Company identifies and reviews the potential impacts of business and operation links and relevant activities on key stakeholders. The Company maintains close contact with each stakeholder and their representatives through various communication channels such as questionnaires, performance evaluations, and business exchanges to listen to their feedback, thus enhancing sustainability management.

Key Stakeholders and Communication Channels

Key stakeholders	Representatives of stakeholders	Major communication channels
 <p>Board and management</p>	Members of the Board, CEO, and department general managers	<ul style="list-style-type: none"> • Board meetings • Administrative meetings • Communication via email and telephone
 <p>Employees (excluding the management)</p>	Representatives of the Labor Union and the congress of workers and staff, and other worker representatives serving the Company	<ul style="list-style-type: none"> • Employee activities • Themed training • Congress of workers and staff • New employee orientations • Employee engagement and satisfactory survey • "Progress email" column
 <p>Shareholders/Investors</p>	Domestic and overseas shareholders and key financial investors	<ul style="list-style-type: none"> • General meetings • Investors' roadshows and reverse roadshows • Annual and interim reports • Communication via email and telephone
 <p>Suppliers and partners</p>	Key manufacturing/non-manufacturing suppliers, industrial associations and chambers, standardization working teams and university partners	<ul style="list-style-type: none"> • Communication meetings • Supplier evaluations • Supplier meetings • Bid invitation and procurement procedures
 <p>Customers</p>	Key customers of subsidiaries	<ul style="list-style-type: none"> • Customer service hotline • The Company's official website • Social media, e.g., official WeChat account
 <p>Community representatives</p>	Non-governmental organizations, non-profit organizations and other social organizations, official media and key we-media at the Company's operating places	<ul style="list-style-type: none"> • Volunteer services • Themed activities • Charity and donation projects • The Company's official website • Social media, e.g., official WeChat account



**STRENGTHENING
THE FOUNDATION,
SHAPING A
COMPLIANCE
GOVERNANCE
SYSTEM**



1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

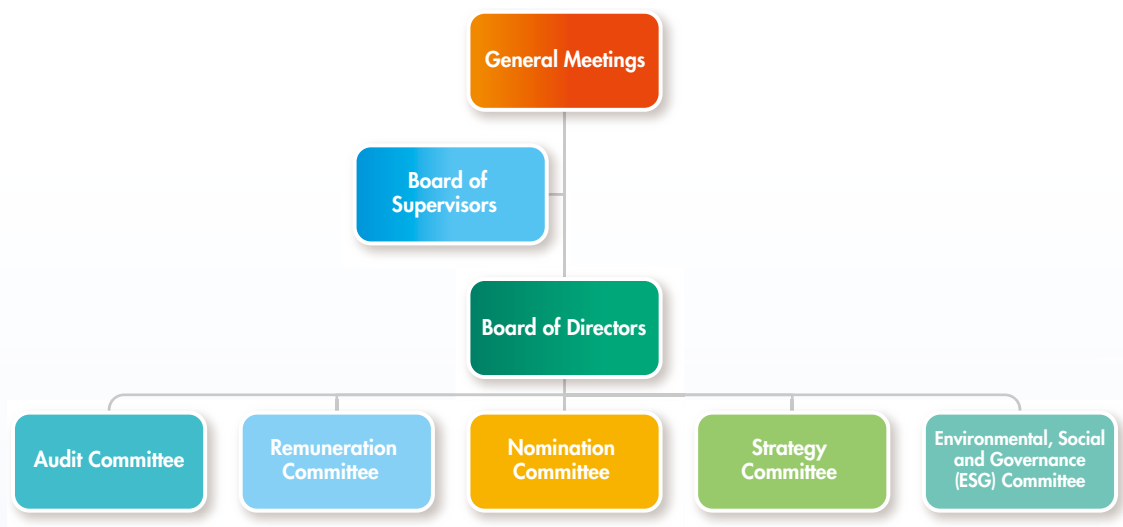
CORPORATE GOVERNANCE

Corporate Governance Structure

Legend Holdings strictly abides by the *Company Law of the People's Republic of China*, the *Codes of Corporate Governance*, Appendix C1 of the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited* and relevant local laws and regulations of the overseas operating locations. It has established a corporate governance system that is clear in accountability, robust, and efficient. Legend Holdings is governed comprehensively through a three-tiered mechanism encompassing the General Meeting, the Board of Directors, and specialized committees, ensuring the accuracy and scientific rigor of corporate governance decisions.

According to the *Articles of Association* of Legend Holdings, each director is elected or replaced by the General Meeting and serves a three-year term, ensuring that the selection, appointment and removal of Board members are standardized and transparent. The Board is responsible not only for formulating and overseeing the Company's development strategy but also for supervising the effectiveness of internal controls and risk management, ensuring its stable and lasting operation.

Corporate Governance Structure of Legend Holdings



Legend Holdings' Board of Directors has established five specialized committees, including the Audit Committee, the Remuneration Committee, the Nomination Committee, the Strategy Committee, and the Environmental, Social and Governance (ESG) Committee, which are responsible for supervising the Company's matters from different perspectives.

Responsibilities of Specialized Committees under the Board of Legend Holdings

Specialized Committees	Responsibilities
Audit Committee	<ul style="list-style-type: none"> Oversee the accuracy of financial reporting, the effectiveness of financial reporting procedures, risk management and internal control systems as well as the efficiency of the internal audit function. Appoint external independent auditors to regularly review the Company's financial reports and oversee the annual audits process, etc. Two-thirds of the members are independent non-executive directors.
Remuneration Committee	<ul style="list-style-type: none"> Conduct research on the remuneration strategy and policy, performance evaluation and incentive mechanisms for the Company's directors, supervisors and senior executives and other affairs related to remuneration, and give advice to the Board of Directors. Two-thirds of the members are independent non-executive directors.
Nomination Committee	<ul style="list-style-type: none"> Provide recommendations on the nomination, renomination, and succession planning of directors, review the Board's structure, size, composition, and the Diversity Policy for Board Members, evaluate the independence of independent non-executive directors, and fulfill related responsibilities of corporate governance functions of the Board. Three-fifths of the members are independent non-executive directors.
Strategy Committee	<ul style="list-style-type: none"> Conduct research on and review the Company's middle- and long-term development strategies and plans, major investment and financing plans, business restructuring, external M&A and asset transfers, major capital operation projects, asset operation projects, etc.; guide, supervise and inspect implementation of relevant resolutions of the Board.
ESG Committee	<ul style="list-style-type: none"> Establish the ESG strategic management system, research and develop the Company's ESG vision, strategic framework, and supporting policies, review and oversee the formulation and implementation of ESG targets, regularly assess the feasibility of ESG targets based on the reports from the ESG Task Force, monitor domestic and international ESG development trends, identify the Company's ESG-related risks and opportunities, and report on these activities to the Board of Directors, offering appropriate recommendations. One-third of the members are independent non-executive directors.

1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

Board Diversity

Legend Holdings adheres to the concept of strategy-oriented talent governance, and establishes a Board governance structure centered on value creation. Legend Holdings has adopted the *Diversity Policy for Board Members*, and systematically plans the Board structure based on its global presence and strategic needs. While ensuring the professional competence, it also aims to optimize the composition of Board members in multiple dimensions including industrial experience, cultural background, race, expertise, skills, knowledge, and length of service. The Company considers the backgrounds of Board members based on its business modes, strategies and demands.

The Nomination Committee holds at least one meeting a year to supervise the Diversity Policy for Board

Members and its effectiveness, and evaluate the Board structure, size and composition in periods covered, how well the skills, knowledge and experience of Board members are, and ensure that the policy matches the Company's operating status, asset size and shareholding structure, in order to improve the Board's review and decision quality and empower the Board to perform its duties efficiently.

During the Reporting Period, following the reelection of the Board, the Company has increased female directors from one to three, raising the proportion of women on the board from 11.1% to 33.3%, and achieving the Board diversity target of having at least two female members by 2030 ahead of schedule. This promoted the gender balance among Board members, contributes to enhancing corporate governance and helps build a more inclusive and diversified decision-making body.

Board Composition and Meetings of Legend Holdings in 2024

Board Composition		
Nine directors on the Board	Two executive directors	
	Four non-executive directors, including two female directors	
	Three independent non-executive directors, including one female director	
Meetings		
Two general meetings	Four Board meetings	Three meetings of the Board of Supervisors
	Seven meetings of the Specialized committees of the Board	

Protection of Investors' Rights

The Company is committed to fostering clear, timely, and efficacious communications with its shareholders and potential investors, protecting the lawful rights of shareholders and safeguarding equal rights for minority shareholders. Legend Holdings has formulated the *Shareholders' Communication Policy* and regularly convenes and holds general meetings, encouraging the shareholders to inquiry and follow the current status of the Company and review the major resolutions. Meanwhile, the Company provides smooth channels for shareholders to offer proposals, advice, and queries to the Board, thus safeguarding their rights to know and participate in the major matters with an impact on the Company's operation under applicable laws, regulations and the Company's *Articles of Association*.

The Company has established an investor relation team, set up communication channels, including communication hotline, email and official website, and continuously enhanced the communication and interaction with investors through performance release conferences, non-transactional roadshows, participation in securities companies' investment strategy conferences, and the research of analysts and investors. The Company keeps pace with business evolution and enhances the frequency of informational updates to ensure that the shareholders and potential investors can be informed of the Company's business progress in time. During the Reporting Period, the Company organized investor communication activities and ESG reverse roadshows, proactively addressing their concerns, thoroughly showcasing the ESG practices of the Company in intelligent transformation, research and development innovation, and green and low-carbon operation, thereby significantly boosting investor confidence.

In addition, to safeguard shareholders' right to be informed, Legend Holdings has fulfilled its legal obligation for information disclosure, continuously regulated information disclosure practices, and

enhancing the management of information disclosure, to ensure that the disclosed information is truthful, accurate, complete, and timely. The Company has established the *Information Disclosure Management System* and the *Code of Ethics for Employees*, to specify the scope, contents, form, internal review process and procedure of information disclosure as well as employees' responsibilities. Relevant training has been conducted for employees to ensure the standardization and effectiveness of information disclosure.

Legend Holdings strictly abides by the rules and requirements of SEHK regarding connected transactions and insider information management, and has formulated and implemented corresponding internal policies and review mechanisms, including the *Information Disclosure Management System* and the *Guidelines for Major Transactions and Connected Transactions*, which clearly stipulate the definition, the reporting mechanisms and information disclosure requirements for connected transactions. This ensures that connected transactions are executed in accordance with the principles of integrity and fairness, commercial principles and general business terms.

RISK MANAGEMENT

The Company places great emphasis on the establishment of a risk prevention and control mechanism, and continuously enhances overall risk control capabilities by building a systematic and comprehensive risk management system. By far, Legend Holdings has established a comprehensive risk management system that supports the key management links of the Company's major business units. The system has effectively integrated risk identification, evaluation, response and monitoring, among other core processes, enabling multi-dimensional risk control, providing a solid institutional foundation for the Company's steady business development, safeguarding shareholders' rights, and ensuring asset security as well as the preservation and appreciation of capital.

1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

Risk Management System of Legend Holdings



Legend Holdings has a comprehensive and systematic organizational structure for risk management. The Board is responsible for assessing and determining the nature and extent of risks to which the Company is capable of responding in order to achieve its strategic objectives, and is responsible for establishing and maintaining an appropriate and effective risk management and internal control system, and through the Audit Committee, overseeing and monitoring the overall effectiveness of the system. The management is responsible for designing, implementing, and reviewing the risk management framework and system, and reports to the Board of Directors and its Audit Committee on the effectiveness of the system every six months. The Audit Department adopts a risk-oriented approach, focusing on areas where there are significant risks or where significant risk changes have been made, and provides independent assurance to the Audit Committee on the adequacy and effectiveness of internal controls.

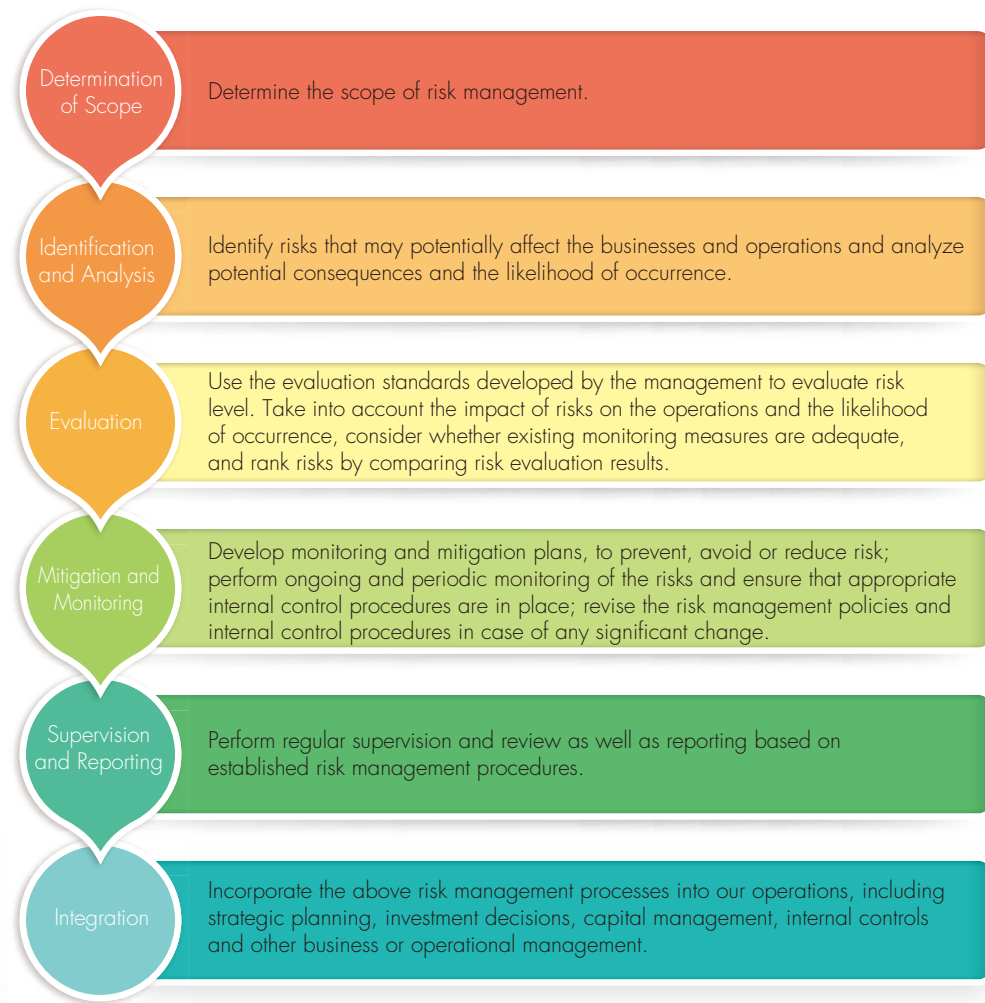
Legend Holdings makes unremitting efforts to enhance its capabilities in risk control. It has formulated the *Risk Management and Internal Control System* to specify the overall targets and strategies of risk management and determine the risk preferences and risk tolerance, selected the appropriate risk management tools and reasonably allocated human resources and funds to implement risk management, ensuring the robust and efficient operation of the Company's risk management system.

In terms of the risk management response mechanism, Legend Holdings implements the risk management and internal control framework guided by the COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework, establishes three lines of defense covering Legend Holdings and its subsidiaries, and regularly monitors and reviews risks through risk identification, evaluation and management procedures that include the scope determination, identification & analysis, evaluation, mitigation & monitoring, supervision & reporting and integration of risks, to ensure the effectiveness of risk management.

Three Lines of Defense for Risk Management and Internal Monitoring of Legend Holdings

Defense line	For businesses of Legend Holdings	For businesses of subsidiaries	Duties
1st Line of Defense	Business departments	Subsidiaries	Integrate risk management concepts and measures into daily business processes and prevent and control specific business risks.
2nd Line of Defense	Relevant functional departments	Business departments and relevant functional departments	Organize and promote risk management activities, identify and supervise risk management and monitoring activities in the course of businesses and operations.
3rd Line of Defense	Audit Department	Audit Department	Monitor and evaluate the effectiveness of risk management and identify areas for improvement.

Risk Identification, Assessment and Management Procedures



Legend Holdings reviews the effectiveness of its risk management and internal control systems annually, encompassing management's opinions and the Audit Department's audit findings for the entire financial year, and discloses the details of its risk management and internal control during the Reporting Period in the *Corporate Governance Report*.

In terms of building risk management culture, Legend Holdings is dedicated to elevating the awareness and competencies of all its staff in shouldering risk management responsibilities conscientiously and enhancing the risk control awareness and analytical ability of risk management personnel. During the Reporting Period, Legend Holdings organized two training sessions on risk control for over 30 employees from the functional departments related to business, risk control and internal audit of the Company and subsidiaries, including ZQET Group and Legend Star.

1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

Key Risk Management Actions of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Outline all types of business risks in formal enterprise risk management procedures, stipulate that each business division must identify various risks (including ESG risks), evaluate the impact of such risks on the strategy execution and thereby formulate the risk mitigation actions.
Levima Advanced Materials	<ul style="list-style-type: none"> Annually organize comprehensive emergency drills, special emergency drills and on-site emergency drills as planned. Standardize emergency response procedures, clarify the responsibilities of emergency response personnel at all levels, and continuously improve emergency handling capabilities. During the Reporting Period, more than 800 emergency drills of various types were conducted. Actively develop a dual prevention system of "risk tiered control, hazard identification, and governance", and establish a secure information system, incorporating modules dedicated to risk and hazard management, along with other features. Form a task force to enhance the risk control management system, review the company's management systems as well as the design and execution of the OA review and approval processes, and provide suggestions on rectification. <i>Corporate Policies and Regulations Compendium</i> for 2024 has been created to strengthen the company's risk management and internal control mechanisms. Conduct a partner satisfaction survey to assess the company's management from the perspective of partners (clients and suppliers) and identify potential business risks at the business front. During the Reporting Period, a partner satisfaction questionnaire survey will be conducted, and a special report will be issued, providing risk management recommendations.
BIL	<ul style="list-style-type: none"> Disclose the <i>BIL Risk Report Pillar 3</i> and the <i>Environmental/Social/Governance Risk Cartography</i> every year, which identify the materiality of different internal risks, delineate the transmission pathways of medium- and long-term climate-related risks across financial and non-financial sectors, and continue to promote the sustainable loan practices and sustainable investments. Establish the <i>Sustainability Risk Policy</i>, implement periodic risk prevention measures and closely track the implementation progress to ensure the identification, continuous monitoring and management of risks. Manage the credit portfolio dynamically, adhere to the "Credit Risk and Expected Credit Losses" roadmap, maintain adequate reserves, improve the identification of vulnerable clients, and introduce the client ESG risk evaluation to address credit risk concerns. Employ ESG stress testing scenarios for the first time to identify potential risks and anticipate the impacts of ESG-driven factors on credit, market, liquidity and non-financial risks.

BUSINESS ETHICS

Mechanism Establishment

The Company is committed to establishing a good atmosphere of integrity and diligence for its businesses, and strictly abides by the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-monopoly Law of the People's Republic of China*, the *Interim Provisions on Banning Commercial Bribery* and other laws and regulations related to prevention of bribery, fraud, money-laundering and unfair competition, etc., applicable to the People's Republic of China and other countries and regions where the Company operates businesses or makes investments. The Company has zero tolerance for any form of bribery and corruption.

Legend Holdings has formulated and continuously improves the *Anti-Fraud Management Policy*, the *Code of Ethics for Employees* and other management rules, to strictly regulate the relevant behaviors of the staff of Legend Holdings. It strives to gradually improve the systematic management of anti-fraud efforts throughout the process of prevention, control, and accountability before, during, and after a violation. It also requires its subsidiaries to operate in accordance with the laws and regulations based on ethics and integrity and improve their anti-fraud work systems to guard against corruption at all levels.

Business Ethics-related Systems of Legend Holdings' Subsidiaries

Lenovo	The <i>Code of Conduct</i> (covering policies related to anti-corruption and anti-bribery, unfair competition and fair competition, etc.)
Levima Advanced Materials	The <i>Anti-fraud Management Measures</i> , the <i>Procurement Management System</i> , the <i>Supplier Management System</i> , the <i>Materials Procurement Management Measures</i> , and the <i>Bidding Management Measures</i>
BIL	The <i>Anti-bribery and Corruption Charter</i> , the <i>Financial Crime Prevention Regulations</i> , the <i>BIL Group Code of Conduct</i> , and the <i>Code of Ethics</i>

On this basis, Legend Holdings has incorporated clean cooperation into daily contract management as a requirement, and added the *Clean Cooperation Agreement* and whistle-blowing channels, etc., to procurement contracts, explicitly mandating partners to uphold honesty and integrity, and to refrain from any illegal or irregular behaviors.

In terms of combating unfair competition, the Company is committed to engaging in competition through lawful and ethical means. Lenovo prohibits employees from participating in unfair competitive activities, including entering into agreements with competitors or engaging in discussions that lead to monopolistic practices such as price-fixing cartels, restricting the supply of products or services, or collectively boycotting specific customers or suppliers. Additionally, BIL has established a comprehensive business ethics management system in key business areas such as procurement and marketing, ensuring that all business activities adhere to ethical standards. This is achieved by setting strict supplier access standards, enhancing procurement process supervision mechanisms, and strengthening compliance reviews of marketing activities.

Corporate Culture Building

The Company attaches great importance to the construction of a corporate culture championing business ethics, and works to build a corporate culture with integrity and honesty at the core. To ensure employees adhere to business ethics and have the corresponding competency. All new employees of Legend Holdings are required to participate in training related to themes such as professional ethics and code of conduct, honesty and integrity, and continuously develop stronger integrity awareness with the help of diverse forms of education, including legal compliance workshops, anti-corruption storytelling videos, anti-corruption reading materials, and case study summaries. During the Reporting Period, 100% of Legend Holdings' employees signed the *Integrity Commitment Letter*, a move to ensure the concept about integrity is widely embraced across the Company.

Subsidiaries have carried out business ethics-themed training sessions that are rich in content and of distinct features, covering directors, supervisors, senior management, and other relevant employees.

1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

Overview of Business Ethics Training of Legend Holdings' Subsidiaries in 2024

Lenovo	<ul style="list-style-type: none"> Internal system training on the <i>Industry Standards</i> was provided to all new employees, and daily training sessions on the requirements and approval processes related to gifts, hospitality and travel policy were conducted. Guidance on adhering to global anti-bribery and anti-corruption regulations and laws was provided. During the Reporting Period, 99% of Lenovo employees with access to the Grow@Lenovo remote learning system completed mandatory remote anti-bribery and anti-corruption courses. A total of 48 sessions covering basic anti-corruption knowledge and anti-corruption case studies, etc., were held, reaching 17,000 employees in China. More than 10 special training sessions on fair competition were held, covering worldwide employees. Anti-corruption and anti-bribery training sessions tailored for the Board of Directors and senior leadership team were conducted.
Levima Advanced Materials	<ul style="list-style-type: none"> Conducted a "Anti-Fraud and Integrity in Professional Conduct Training" covering 229 individuals, including senior and middle management. This initiative further strengthens the company's integrity and internal control system, and enhances employees' awareness of compliance and anti-fraud practices. Organized training sessions for directors, supervisors, and senior management to gain an in-depth understanding of warning cases of financial fraud in listed companies. This initiative further enhances compliance awareness and strengthens the company's internal control system and the audit committee's anti-fraud responsibilities. Conducted a course on "Corporate Compliance and Integrity Self-Discipline" through the internal online training platform. The training content covers key regulatory and policy requirements related to the company's operations, as well as the main risk points and typical cases related to compliance management and integrity self-discipline in practical work.
BIL	<ul style="list-style-type: none"> Directors and employees at all levels were trained on a targeted basis. All employees were required to comprehensively understand the regulations of the <i>BIL Group Code of Conduct</i> and fulfill their job responsibilities. New employees were required to undergo training on business conduct. Employee trainings are organized once every three years. Special training sessions on business ethics issues, including Anti-Money Laundering and Counter-Terrorism Financing (AML/CTF), Anti-Unfair Competition and Anti-Fraud, were organized.

Whistle-blowing Management

The Company has established smooth whistle-blowing channels and a fast response mechanism, providing strong support for fostering a clean and upright corporate atmosphere. The Company continuously strengthens the discovery and identification of risk matters, carries out investigation and verification of fraud clues on the basis of independence, legality and impartiality, and deals with irregularities and violations in accordance with relevant regulations. The Company keeps whistleblowers and the content reported strictly confidential, prohibits any form of retaliation against whistle-blowers and related personnel, develops protection measures and establishes accountability mechanisms.

Legend Holdings has formulated the *Anti-fraud Management Policy* to specify the whistle-blowing, investigation and reporting procedures and the whistleblower protection policy, among other key contents. To ensure the effective implementation of the policy, the Company has set up a variety of whistle-blowing channels, such as email, hotline, official website and official WeChat account, to encourage employees, clients, suppliers and other stakeholders to report actions that may be in violation of business ethics, laws and regulations, corporate code of conduct or other pertinent policies.

Whistleblower Protection	Encouragement of Real-name Whistleblowing	Reward after Verification	Scope of Acceptance
<ul style="list-style-type: none"> Legend Holdings promises to protect whistle-blowers and to keep the contents of the report strictly confidential. Any form of retaliation against whistle-blowers is strictly forbidden, and the Company will hold relevant personnel accountable if retaliation exists. 	<ul style="list-style-type: none"> Whistle-blowers can choose to report in real name or anonymously. Legend Holdings encourages real-name reporting. Reporting shall be based on facts, and false accusations and defamation shall be prohibited. To ensure that the reporting is followed up in a timely manner, detailed information shall be provided. 	<ul style="list-style-type: none"> Whistle-blowers shall be rewarded based on such factors as the efficacy of the information provided, the nature and the severity of the case, and the direct losses recovered by Legend Holdings. 	<ul style="list-style-type: none"> Reporting of illegal and undisciplined behaviors of employees who misappropriate or damage the interests of the Company, including soliciting and accepting bribes, falsifying, the abuse of power for personal gain and other malpractices for selfish ends; leaking or using confidential information of the Company in violation of the law; engaging in a second career without the Company's permission, etc. Other enquiries and complaints concerning products, services, quality, personnel relationship disputes and other issues are not covered by this platform.

1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

Whistle-blowing Channels of Legend Holdings on Business Ethics Compliance

Whistle-blowing e-mail: AF@legendholdings.com.cn

Whistle-blowing hotline: 010-62508756

Whistle-blowing platform: <https://integrity.legendholdings.com.cn/frontend/web/report/index>

Official WeChat account for whistle-blowing: LEGEND_HOLDINGS – Integrity Platform

During the Reporting Period, no violation of laws and regulations related to corruption, bribery, conflict of interest, fraud, money laundering, and unfair competition occurred at Legend Holdings, Levima Advanced Materials, Raycom or BIL. During the Reporting Period, Lenovo received the judgment

results of bribery litigation cases previously referred to the judiciary. The cases had a minor impact on the business of Lenovo, and the details were provided in the *2023/24 Environmental, Social and Governance Report of Lenovo*.

INFORMATION SECURITY AND PRIVACY PROTECTION

Legend Holdings strictly abides by the *Data Security Law of the People’s Republic of China*, the *Personal Information Protection Law of the People’s Republic of China* as well as other regulations applicable to its operating places and cross-border regulations, and promotes the construction of information security and privacy protection system. During the Reporting Period, the Company was not punished by the administrative authorities for the violation of relevant information security and privacy protection laws and regulations, nor has it been involved in other relevant lawsuits or controversial incidents.

Information Security

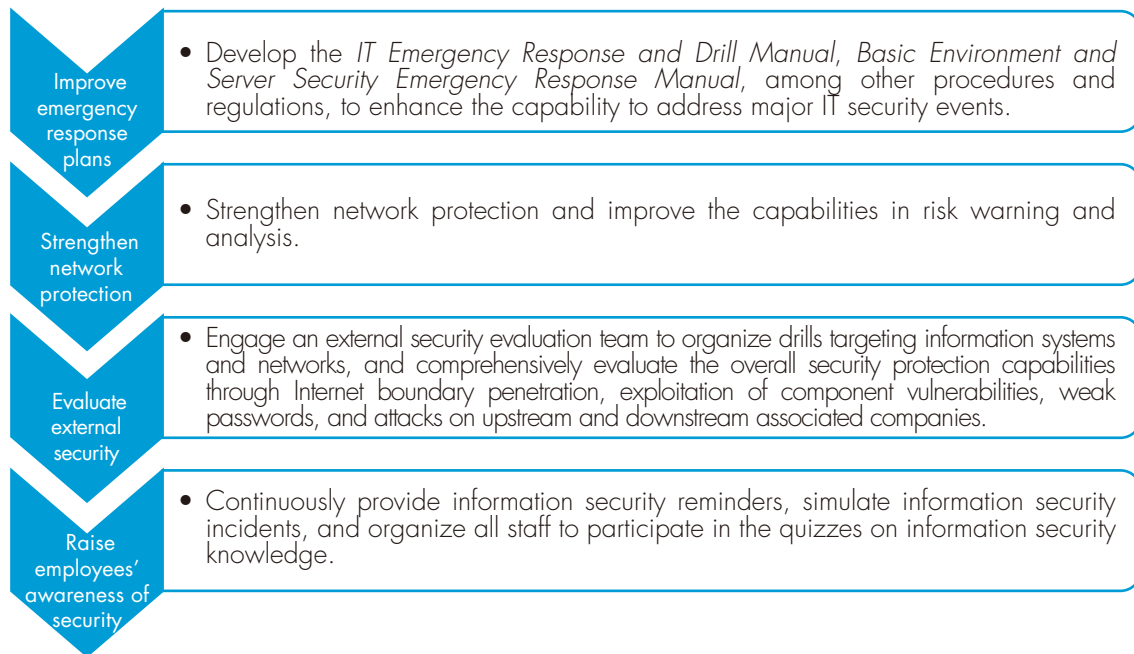
Legend Holdings has formulated the *Information System O&M and Security Management Regulations*, the *Information System and Client Management Regulations*, the *Server Room Management Regulations*, the *Management Measures for Implementation of IT Projects*, the *Information System Data Security Management Standard*, etc., forming a complete information security management system. During the Reporting Period, Legend Holdings implemented a series of information security management measures, effectively safeguarding core data assets and providing strong support for digital transformation.

Information Security Management System of Legend Holdings



1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

Information Security Management Measures of Legend Holdings



Subsidiaries of Legend Holdings attach great importance to the management of information security, and ensure information security for all stakeholders by establishing a comprehensive management system and implementing targeted protection measures.



Information Security Management Practices of Legend Holdings' Subsidiaries

Subsidiaries	Information security system	Main measures and achievements during the Reporting Period
Lenovo	<p>A comprehensive data security strategy for its users:</p> <ul style="list-style-type: none"> • Data processing: Establish a data security center and provide industry-leading data backup and recovery technologies • Cloud service: Construct a multi-cloud management and data center, develop and launch personal cloud storage products, and protect the data of enterprises and individual users in an all-round manner • Intelligent device: Prevent hacking by high-reliability hardware, intelligent algorithm, etc. <p>Information security management for itself:</p> <ul style="list-style-type: none"> • Implement the information security management system construction and certification of data centers in accordance with the requirements of ISO/IEC 27001 • Deploy the third-party professional data platform, realizing the efficient analysis of IDS logs, firewall logs, etc., and safeguarding the data, network and business security 	<ul style="list-style-type: none"> • The first Lenovo AI PC is capable of running personal large models, operating locally without relying on the cloud, thus ensuring personal privacy and data security • Launched the Lenovo hybrid cloud solution that provides users with Classified Cybersecurity Protection 2.0 Level 3 security services, empowering enterprises to avoid data security risks, ensure business continuity, and protect data assets • Provided users with asset recovery service, helping mitigate the environmental and data security risks involved in the disposal of scrapped assets • Required worldwide employees using computers to complete basic courses on the protection of privacy and information security; the course completion rate among relevant employees was 100% during the Reporting Period

1. STRENGTHENING THE FOUNDATION, SHAPING A COMPLIANCE GOVERNANCE SYSTEM

Subsidiaries	Information security system	Main measures and achievements during the Reporting Period
Raycom	<ul style="list-style-type: none"> Develop regulations, such as the <i>Information System O&M and Security Management Regulations</i> and the <i>Information System Client Management Regulations</i> Update the firewall, access equipment and other information equipment including software and hardware in time 	<ul style="list-style-type: none"> Implemented the periodic password update strategy, followed the best practice for account security, and systematically raised employees' awareness of protecting account security
Levima Advanced Materials	<ul style="list-style-type: none"> Improve the <i>Information System Management Measures</i> Implement server room environment management, periodical routine inspection of equipment, and cross-machine and cross-district backup of core data Upgrade cybersecurity equipment, and enhance cybersecurity protection capability 	<ul style="list-style-type: none"> Core devices are configured with dual redundancy to enhance network access stability Deploy cybersecurity equipment at boundaries to enhance overall network security Conducted log audit and data audit of cybersecurity equipment and database access
BIL	<ul style="list-style-type: none"> Observe the <i>General Data Protection Regulation</i> (GDPR), the <i>Digital Operational Resilience Act</i> (DORA), among other regulations and requirements, and formulate the <i>Personal Data Protection Charter</i>, the <i>Personal Data Protection Policy</i> and data protection statements for clients Designate a dedicated data protection team, and a data protection officer (DPO), who supervises BIL's compliance with GDPR, and regularly reports to senior management data protection actions and progress towards fulfillment of objectives Design data leakage solutions, and cooperate with CNPD 	<ul style="list-style-type: none"> The data protection team cooperated with procurement and legal affairs departments, reviewed the list of suppliers, prioritized provision of special contract attachments to critical or important function (CIF) suppliers to meet DORA requirements, and reviewed contracts in accordance with GDPR requirements Issued data protection notifications to strengthen compliance reminders following the launch of BIL GPT and Polaris; organized training on data protection risks associated with the use of AI tools Included the module about data protection awareness into the employee training plan, and provided online training on data security and privacy protection

Privacy Protection

The Company attaches great importance to privacy protection, collecting the minimal amount of information necessary to deliver its services. Meanwhile, Legend Holdings leverages advanced technology and stringent management measures to prevent data breaches, misuse or losses, thereby comprehensively safeguarding the data privacy of all stakeholders.

Privacy Protection Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Continuously advanced the implementation of the global privacy and data protection plan, and used and protected the privacy of customers, consumers, employees and partners in a responsible way⁴; Implemented responsible AI ethics management to protect personal privacy: The AI system only collects the minimum amount of data for legitimate purposes; the AI system is designed to help users abide by privacy regulations, and enable data subjects to review, modify or delete their personal data processed by the AI system within reasonable limits; Continuously improved the management and accountability mechanisms for privacy impact evaluation and pre-release privacy compliance reviews.
Levima Advanced Materials	<ul style="list-style-type: none"> Formulated the <i>Confidentiality Management Measures</i>, which specified the requirements for privacy protection, and established a comprehensive confidentiality mechanism that covers the management of confidential information lists, confidentiality classification, and information protection measures based on the confidentiality classification.
BIL	<ul style="list-style-type: none"> Improved the privacy protection mechanism, explicitly prohibited the sales of personal data, strictly regulated the processing of third-party data, and formulated privacy design documents to regulate privacy protection in new businesses and outsourcing processes; Issued customized <i>Privacy Statements</i> respectively to clients, internal employees, third-party employees and job applicants across channels including official website and contract appendices; Introduced a new-type data privacy tool to meet GDPR compliance requirements. The tool enables intelligent connection between privacy design documents and data protection impact assessment (DPIA), and allows real-time tracking of data breaches and progress of handling GDPR data subject requests, significantly improving the efficiency of compliance management.

⁴ For more information about Lenovo's privacy practices related to its products and website, please refer to <https://www.lenovo.com/us/en/privacy/>.



MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT



2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

INNOVATION AND R&D

Innovation-driven

Guided by the “Sci-tech Innovation” strategy, Legend Holdings adheres to an enterprise-led, market-oriented approach to build an open innovation system that deeply integrates industry, academia, research, and application. Legend Holdings continuously identifies forward-looking seed technologies in cutting-edge fields and collaborates closely with high-potential innovation teams from top research institutions to jointly design and implement the industrialization pathways for technologies.

Legend Holdings has established the Innovation Development Center. During the Reporting Period, it focused on next-generation computing power, advanced materials, data assets, and other cutting-edge industrial fields. By aggregating resources, it could accelerate the industrialization of promising technologies and drive the implementation of key projects.

Innovation-Driven Practices of Legend Holdings’ Subsidiaries

Lenovo

Innovation concept: unwavering commitment to the implementation of 3S⁵ strategy, to accelerate service-oriented transformation and fully advance the technology-driven innovation.

Innovation targets: set a mid-term target to become the “world’s largest provider of end-to-end infrastructure solutions” and double R&D investment centering on “New IT” initiatives.

Innovation achievements:

- At the 2024 International Consumer Electronics Show (CES), over 40 AI-based innovative devices and solutions were displayed, gaining authoritative recognition from global media and winning a total of 105 awards. Among them, the AI PC lineup became the focus of CES 2024, with products such as Legion 7i, ThinkBook X, ThinkPad X1 Carbon Gen 12, and Yoga Pro 9i all receiving awards;
- The advanced project “Cloud Computing Fault Diagnosis Optimization Method and System for Discrete Manufacturing” submitted by Lenovo for solution services won the “Invention and Entrepreneurship Award Project” gold award from the China Association of Inventions, and the “Cloud Computing Health Check Job Orchestration and Scheduling System” won the silver award;
- The launch of “Neptune™” liquid cooling fifth-generation innovative technology and its application in server products achieved up to 98% system heat capture and a 40% power saving rate.

⁵ 3S stands for Smart IoT, Smart Infrastructure, and Smart Vertical.

<p>Levima Advanced Materials</p>	<p>Innovation concept: market-oriented, customer-focused, innovation-driven, and product refined.</p> <p>Innovation targets: to build an excellent advanced material platform enterprise and create a leading “specialized and sophisticated” industrial cluster across multiple advanced materials fields.</p> <p>Innovation strategy: construct an R&D model of “independent R&D + cooperative development”, adhere to the green, high-end, differentiated, and refined development concepts, and further consolidate its layout in new energy materials, biomaterials, electronic materials, and other specialty materials.</p> <p>Innovation achievements:</p> <ul style="list-style-type: none"> • Focusing on the research and development of key functional materials for solid-state batteries and semi-solid-state batteries, with technological achievements in dispersants, binders, new electrolyte additives, and silicon-carbon anode materials entering the pilot testing stage; • A new molecular biology platform was built to promote the industrialization process of new bio-based sugar substitutes; • A holding subsidiary was established, and based on the domestically pioneered special isocyanate (XDI) green preparation technology, it was planned to construct an XDI high-end specialty material project with an annual capacity of 4,000 tons; • The development and innovation of new products and new technologies were continuously advanced, with completion of the laboratory R&D of 21 new products/new processes, the production process development of 13 new products, and the industrialization of 11 new products.
<p>BIL</p>	<p>Innovation strategy: develop advanced digital tools and digital platforms, and leverage artificial intelligence (AI) technology to enhance client service levels and drive the transformation of banking business operations.</p> <p>Innovation achievements:</p> <ul style="list-style-type: none"> • To meet the growing internal demand for AI technology within the organization, “BIL GPT” was independently developed, aiming to be a tool to assist employees in their daily work, enabling employees to master basic AI knowledge while ensuring high levels of security and data protection; • To improve internal and external communication and project management effectiveness, Polaris platform was developed with functions such as text beautifiers, user story creation, multilingual translation, etc., to support employees’ daily tasks, enhance the quality of business emails, promote innovation and inclusiveness in project development, and improve overall productivity.

2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

Industrial Coordination

Legend Holdings, in an application-oriented manner, is committed to connecting upstream and downstream industrial chains, and actively carrying out diversified technological innovation projects. Legend Holdings cooperates with universities such as Peking University to advance cutting-edge topics such as R&D of photonic integration technology, introduces foreign advanced technologies such as supercritical carbon dioxide foaming technology, and conducts surveys on forward-looking seed technologies in advanced materials, new energy, and intelligent sensing fields. During the Reporting Period, multiple innovation projects made significant progress, and the samples for multiple product lines were successfully tested and obtained preliminary results, winning high recognition from partners, and laying a solid foundation for subsequent industrialization layout.

Industrial Coordination Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none">• At the global GTC (GPU Technology Conference) 2024 related to AI, Lenovo and NVIDIA jointly announced the launch of a cutting-edge hybrid AI solution. This collaboration aims to empower enterprises and cloud service providers with the critical accelerated computing capabilities necessary for success in the AI era, effectively translating AI from concept into reality.• Lenovo has entered into cooperation with Intel and iQIYI, jointly focusing on AI PC, core hardware, and application ends to accelerate the implementation of AI transformation at the application level and enable every AI PC user enjoy high-quality intelligent experiences.
Levima Advanced Materials	<ul style="list-style-type: none">• To enhance innovation capabilities in new energy materials, biomaterials, specialty materials, and other directions, Levima Advanced Materials initiated the coordinated innovation projects with relevant institutes under the Chinese Academy of Sciences, and other renowned institutions, to promote the transformation and implementation of scientific and technological innovation achievements.• Levima Advanced Materials, together with relevant institutes under the Chinese Academy of Sciences, has developed a special isocyanate (XDI) project that has been included in the national key R&D program by the Ministry of Science and Technology.

Digital Empowerment

Legend Holdings actively promotes high-quality development of the manufacturing industry chain, with focus on strategic missions such as new industrialization and accelerating the building of a manufacturing powerhouse and digital China, to drive the intelligent transformation and upgrading of the manufacturing sector. Legend Holdings also actively advances digital industrialization and industrial digitization, assisting in the early construction of digital infrastructure, accelerating the formation of a nationwide integrated computing power system, and promoting the deep integration of the digital economy and the real economy.

Digital Empowerment Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Lenovo has developed and launched an enterprise-level ESG digital management platform – ESG Navigator. This platform can monitor key ESG indicators in real-time during the manufacturing process, including greenhouse gas emissions and energy usage. Compared to traditional manual management methods, ESG Navigator is more flexible, transparent, and highly automated, capable of centrally acquiring data from the entire value chain. It can aid the managers in making more scientific, sustainable development decisions based on data. The Southern Base is a green and sustainable industrial ecosystem platform integrating smart manufacturing, innovation incubation, and industrial empowerment, and has successfully been selected for China's benchmark intelligent factory list. The Southern Base applies advanced technologies such as AI, Internet of Things, digital twinning, and big data analytics to achieve comprehensive digital management across multiple scenarios, including man, machine, material, method, and environment. Tianjin Industrial Park utilizes advanced intelligent technologies such as Internet of Things, 5G, edge computing, digital twinning, and AI and integrates nearly a thousand Lenovo patents to fully demonstrate the power of 5G+ smart manufacturing. For example, in the production scheduling phase, the combination of technologies "5G + industrial Internet" is adopted to create a visualizable and analyzable intelligent scheduling system with warning simulation and quick decision-making functions, achieving an average order delivery rate 15% faster than industry standards.
Raycom	<ul style="list-style-type: none"> In response to the national guideline for smart community construction, Raycom has advanced the digital renovation of park spaces by installing smart parking locks, setting up automated cleaning systems, deploying smart lighting systems, and constructing AI control platforms for central air conditioning, with a focus on creating a new community ecosystem that integrates "smart services + energy-saving management + living experience".
Levima Advanced Materials	<ul style="list-style-type: none"> Levima Advanced Materials has carried out the construction of real-time database upgrades and industrial Internet platform. Based on the Supcon Industrial Internet Platform, a real-time database system is constructed in this project, and modules for process management, energy management, process card alarm management, dispatch management, and planning management are built. It integrates data from process inspection, safety, quality, logistics, inventory management, and storage to form a production business data platform. This enhances data analysis and application capabilities, improves the digitalization of production and operation management, and further unlocks the value of data.

2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

Intellectual Property Protection

Legend Holdings has established intellectual property (IP) systems such as the *Patent Reward System* and relies on a specifically established invention review committee and patent management department to systematically advance the lifecycle management of intellectual property. This year, a total of four invention patent applications were completed, all of which have now entered the substantive examination stage. During the Reporting Period, the Company was not involved in any major incidents in which it was subject to administrative punishment due to violations of intellectual property laws and regulations.

IP Protection Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none">Lenovo integrates the concept of diversity and inclusion into its intellectual property (IP) protection system. As a founding member of the "Commitment to Enhancing Diversity with Innovation", it has formulated patent protection strategies for vulnerable inventor groups: setting annual goals, and improving data filing and process mechanisms; leading the development of industry standards, creating tracking indicators, and sharing practices; building industry dialogue and coordinated monitoring networks, and optimizing the patent review system, to safeguard the rights and interests of vulnerable groups. Lenovo protects intellectual property through various legal forms. Employees are required to sign confidentiality and intellectual property agreements, and are encouraged to submit inventions to the Patent Review Committee for protection. At the same time, respect for others' intellectual property is emphasized, and cooperation with the legal department is required to obtain permission before the use of materials not exclusively owned by Lenovo.
Levima Advanced Materials	<ul style="list-style-type: none">Levima Advanced Materials has established multiple IP management systems, including the <i>Intellectual Property Management Measures and Rules for Patent Management</i>, covering approval, maintenance, rewards and punishments, application promotion, and rights protection, etc., with coordinated protection by multiple departments. Specific measures include full-process IP management, ownership of employee creations and confidentiality obligations, and requirements for suppliers to ensure the legality of product IP.During the Reporting Period, Levima Advanced Materials obtained 35 new valid patents, including 11 invention patents. As of the end of the Reporting Period, Levima Advanced Materials had held a total of 273 authorized patents, including 90 invention patents.

PRODUCT AND SERVICE QUALITY MANAGEMENT

Product Quality Management

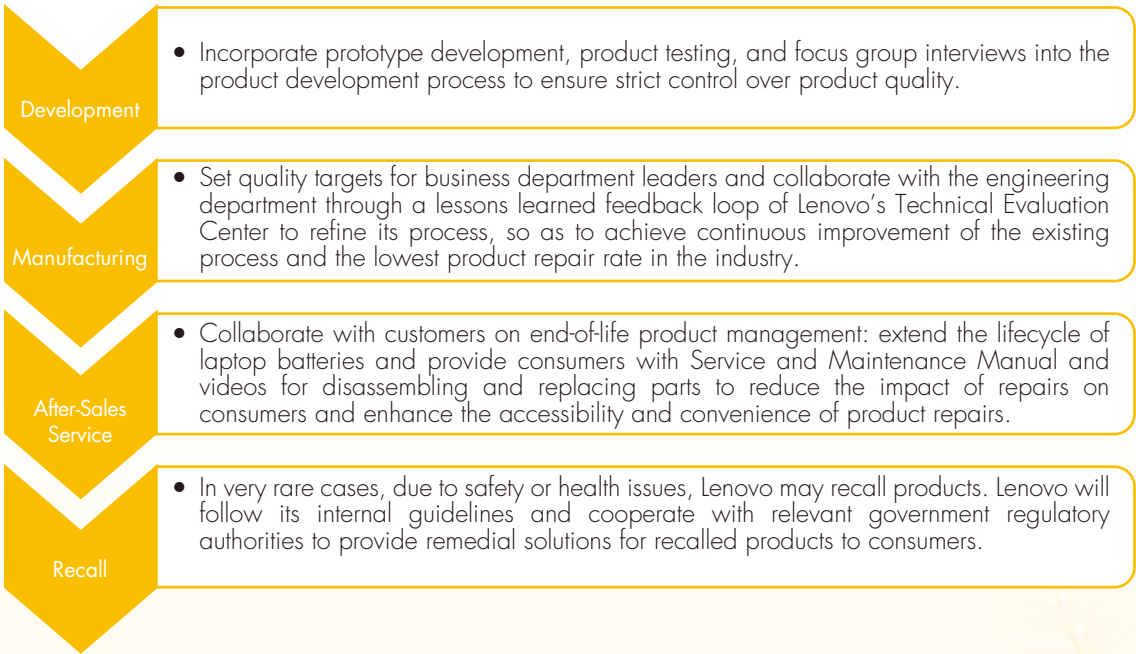
During the Reporting Period, Legend Holdings’ core manufacturing subsidiaries – Lenovo (consumer electronics) and Levima Advanced Materials (advanced materials) further improved their quality management systems to deliver high-standard products for their customers.

Lenovo regards the quality policies as the basis for the quality management system (QMS) and relevant business processes, and has established the

quality assurance system involving all employees of relevant departments such as manufacturing, product development and testing, to ensure they comply with the quality management system requirements, such as ISO 9001.

Lenovo follows product lifecycle assessment (LCA) principles in product development, manufacturing, transportation, installation, usage, after-sales service, and recycling, and has set “priorities for safety of Lenovo products”, covering 7 major aspects, including suppliers, product manufacturing, customers, quality standards, accident investigation and reporting, and enhancing employees’ quality awareness, to ensure superior-quality products.

Quality Management Process of Lenovo



2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

With the quality policy of “striving for excellence and continuous improvement” and the quality target of “manufacturing first-class products for customer satisfaction” and in strict accordance with the requirements of the national laws and regulations and standards, such as the *Product Quality Law of the People’s Republic of China*, and the *Quality Management Systems – Requirements* (GB/T 19001-2016), Levima Advanced Materials has formulated several internal systems and product quality standards, including the *Quality Management Measures*, the *Management Measures for Technical Standards*, the *Management Measures for Key Processes and Quality Control Points*, etc.

Levima Advanced Materials continuously strengthens quality management, establishes a quality management system that covers the whole process, carries out multiple quality control measures, and sets quality-related breakdown indicators for key sectors at each stage annually to ensure refined product quality.

Quality Management Process of Levima Advanced Materials



During the Reporting Period, Lenovo recalled Lenovo USB-C laptop power adapters. The recall involved 46 countries, with 9,281 recalled units, accounting for 12.2% of total production volume⁶. By the end of the Reporting Period, the quality management systems of Lenovo’s global manufacturing sites and Levima Advanced Materials were all certified as compliant with the requirements of the ISO 9001:2015 standard.

Customer Service Management

During the Reporting Period, subsidiaries of Legend Holdings further improved their customer service management systems. By formulating the supporting management systems and establishing efficient complaint response and issue resolution processes, they formed a closed-loop customer service management framework.

⁶ For details on recalls from previous years, please visit www.lenovo.com/recalls.

Customer Service Management System of Legend Holdings' Subsidiaries

Subsidiaries	Customer Service Governance and Strategy	Complaint and Client Satisfaction Management Mechanism
Lenovo	<ul style="list-style-type: none"> Establish a Customer Relationship Management (CRM) System based on Microsoft Dynamics. Execute a closed-loop management process through a dedicated customer service team, dealing with the customer feedback while refining its processes. 	<ul style="list-style-type: none"> Collect customers' complaints through multiple online and offline channels; customer service teams manage complaint cases in an end-to-end manner, completing customer reporting, problem resolution, and agreement with customers within a global average period of 48 hours. Carry out client satisfaction surveys after solutions and measures are implemented. Realize the closed-loop management by means of, e.g., classifying and summarizing feedback, evaluating the improvement progress of key indicators, communicating internally, and optimizing processes.
Raycom	<ul style="list-style-type: none"> Prepare relevant system and process documents, such as the <i>Customer Service Management System</i> and the <i>Customer Move-in Process</i>. Adopt a service design philosophy to identify service touchpoints and scenarios from the customer perspective, uncovering and developing new service opportunities. Incorporate the results of property service quality assessments into employee performance evaluation systems. 	<ul style="list-style-type: none"> Collect customers' demands through multiple online and offline channels; hold customer demand communication meetings monthly, report and analyze key issues from customer feedback, compile the <i>Table for Statistics of Handling Park Customers' Demands</i>; and conduct 100% follow-ups on customer demands. Conduct annual client satisfaction surveys, formulate rectification plans and solutions in response to customer feedback, and follow up on the resolution of the feedback case by case. For instance, environmental and safety improvements were implemented this year based on the feedback. During the Reporting Period, Raycom conducted a satisfaction survey for all office building customers, with an average satisfaction score of 97.23 (on a percentage scale).

2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

Subsidiaries	Customer Service Governance and Strategy	Complaint and Client Satisfaction Management Mechanism
Levima Advanced Materials	<ul style="list-style-type: none"> Formulate the relevant standards for product quality management, inspection and recycling to ensure products meet customer requirements. Integrate after-sales services into the quality management system for unified management. 	<ul style="list-style-type: none"> Formulate the <i>Management Measures for Product Customer Complaints</i>, establish a client satisfaction management system, and conduct annual and irregular client satisfaction surveys and analyses. Implement the targeted improvement and enhancement measures based on satisfaction survey results to continuously improve service quality.
BIL	<ul style="list-style-type: none"> Adopt a “client-centered” management philosophy, integrating consumer perspectives into decision-making processes to effectively manage the impact on clients. Conduct comprehensive market research and directly collect client feedback to ensure ongoing focus on client needs. Enhance data collection and analysis capabilities using Salesforce CRM tools. 	<ul style="list-style-type: none"> Process the client complaints in compliance with CSSF regulations, formulate a Client Complaint Handling Policy to clarify the complaint handling procedures, ensuring efficient resolution and implementation of the accountability system. Record client complaints in Salesforce and analyze them to improve service quality. Use Key Performance Indicators (KPIs) such as Net Promoter Score (NPS) and response time to measure complaint resolution effectiveness, generally requiring a resolution timeframe of 30 days.

During the Reporting Period, the Company received 2,995 publicly reportable complaints about products and services. All the above complaints entered the corresponding investigation procedures and were properly resolved through communication and negotiation with clients.

Responsible Marketing

The Company pays great attention to compliance and accuracy in using and transmitting the publicity, promotion, marketing and labeling information of products and services and abides by the *Advertising Law of the People’s Republic of China*, the *Trademark Law of the People’s Republic of China*, and other relevant regulations in operational jurisdictions and cross-border regulations, implementing the responsible marketing.

Responsible Marketing Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Establish internal standards and management processes for product labeling and sales materials, and incorporate “providing clients with labels, instructions and other information for safe use of Lenovo products” in the product safety-related priorities. Apply all mandatory environmental and regulatory labels, markings, and declarations to products marketed and sold globally.
Levima Advanced Materials	<ul style="list-style-type: none"> Formulate regulations such as the <i>Product Package, Identification, and Traceability Management Measures</i> to standardize the package labels of products and ensure an accurate description of their performance and features.
BIL	<ul style="list-style-type: none"> Formulate the <i>Financial Promotion and Marketing Communication Policy</i> to regulate the clarity, completeness, neutrality, consistency, comparability, and traceability of information for financial instruments governed by the EU’s <i>Markets in Financial Instruments Directive</i> (MIFID & MIFID II), <i>Insurance Distribution Directive</i> (IDD), and <i>Sustainable Finance Disclosure Regulation</i> (SFDR). Ensure strict compliance in marketing processes through support from market experts and sales and business development teams. Provide marketing training to relevant employees to ensure the accuracy of external communication.

During the Reporting Period, the Company had no material regulatory penalties or litigation arising from violations of laws or voluntary regulations related to product and service marketing, information, or labeling.

SUPPLY CHAIN MANAGEMENT

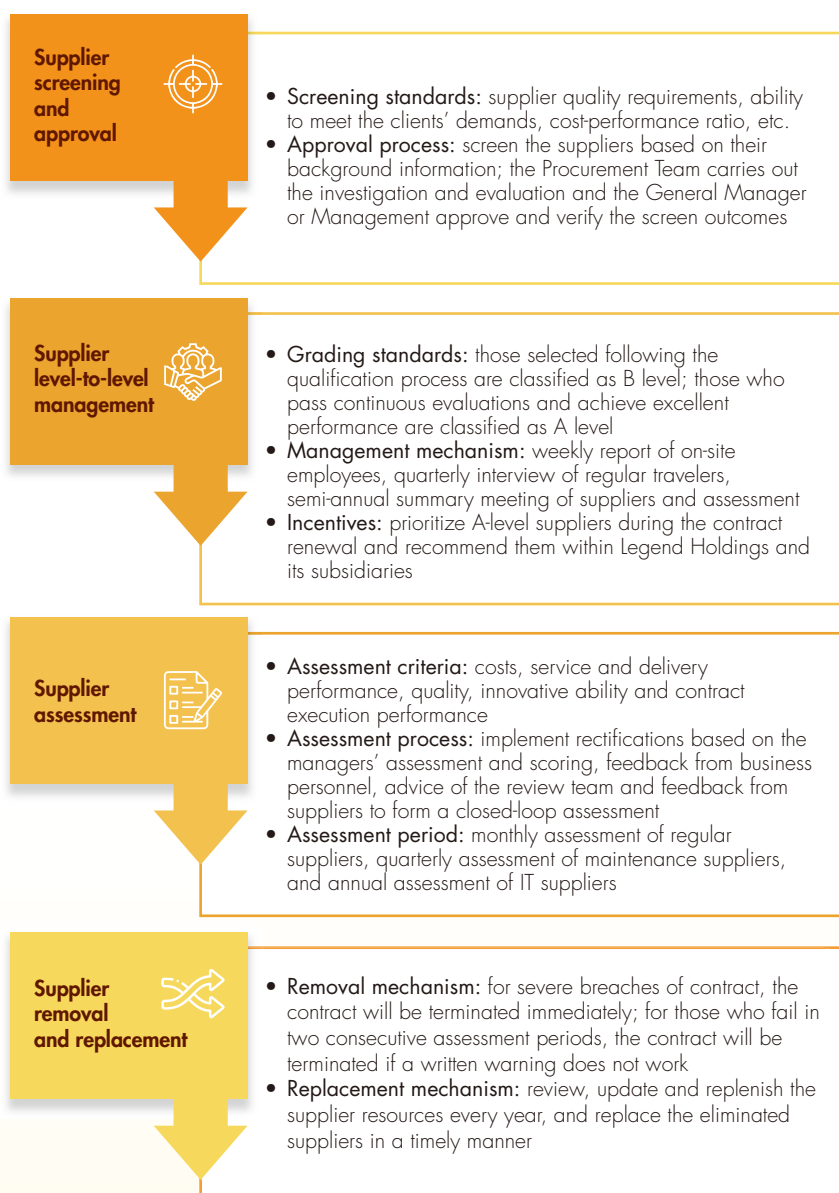
Supplier Management System

The Company engages in a variety of businesses and plays different roles in the global value chain, resulting in different types and structures of suppliers. During the Reporting Period, Legend Holdings, Raycom and BIL were mainly involved in the procurement from non-manufacturing suppliers, while Lenovo and Levima Advanced Materials focused on the procurement activities of manufacturing suppliers with higher ESG risks and impacts.

Legend Holdings has formulated multiple systems, including the *Procurement Management System and Rules*, the *Procurement Tendering Management Regulations*, the *Administrative Procurement Tendering Process* and the *Code of Conduct for Administrative Procurement Business Personnel*, which form a management system covering the whole process of supplier screening, approval, tiered management, assessment and evaluation, removal and replacement. This system helps to reduce the procurement risks and optimize resource matching, ensuring the stability and efficiency of the suppliers.

2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

Supplier Management System of Legend Holdings



Each subsidiary of Legend Holdings has established a supplier management system covering the whole process tailored to its business characteristics based on its own management requirements. This system covers all stages of supplier management, including the screening, approval, daily management, assessment, removal and replacement of suppliers.

Supplier Management System of Legend Holdings' Subsidiaries

	 Screening	 Approval	 Management	 Assessment	 Removal and replacement
Lenovo	<ul style="list-style-type: none"> Conduct ethical assessment for suppliers with regard to prices and terms based on the equal competition principle Select the most capable suppliers based on overall values 	<ul style="list-style-type: none"> Compliance authorization and approval Conduct due diligence on new suppliers in terms of their operation, financial stability, product or information security, and ESG criteria 	<ul style="list-style-type: none"> Manage based on contracts (including legal contracts and operation agreements) Request all manufacturing suppliers to abide by the Code of Conduct for Suppliers and the Code of Conduct of Responsible Business Alliance (RBA) Organize thematic lectures and training sessions 	<ul style="list-style-type: none"> Require 95% of suppliers undergo an RBA VAP audit or an equivalent third-party assessment biennially Invite suppliers with significant strategic importance to participate in the EcoVadis program 	<ul style="list-style-type: none"> Terminate the cooperation with those committing material violations Follow up until the problems are resolved Deduct scores of suppliers on a weighted basis The management shall maintain direct contact with suppliers
Raycom	<ul style="list-style-type: none"> Select suppliers through previous cooperation, internal recommendation, directory of external suppliers and self-recommendation Pre-examine supplier qualifications and collect basic information of the suppliers 	<ul style="list-style-type: none"> Select qualified suppliers based on the pre-examination and onsite assessment results Include selected suppliers in the directory upon approval of department head 	<ul style="list-style-type: none"> Prepare the Methods for Supplier Management to manage suppliers by grouping them into the categories of design and project or marketing and planning Update and maintain the supplier directory on a quarterly basis 	<ul style="list-style-type: none"> Regularly assess qualified suppliers of project/non-project businesses in terms of their contract performance Establish a supplier blacklist 	<ul style="list-style-type: none"> Disqualify blacklisted or unqualified suppliers Review and add new suppliers against a lack of suppliers in the directory
BIL	<ul style="list-style-type: none"> Summarize the supplier list, goals for each business line and other information in the annual budgeting process Business lines work with the procurement department for bid inviting and pre-selection 	<ul style="list-style-type: none"> Assess the technology, service, risk resistance, resilience, reputation, compliance and other indicators of suppliers before the evaluation of bid 	<ul style="list-style-type: none"> Conduct category-based management by risk identification and marking results Communicate with suppliers regularly and organize internal meetings to share supplier information twice a year 	<ul style="list-style-type: none"> Conduct due diligence of designated suppliers by procurement and credit risk management departments Conduct annual financial review for suppliers 	<ul style="list-style-type: none"> Stop signing contracts with and granting businesses to suppliers with material risks and marked with "red codes" Develop plans to terminate businesses with risky suppliers and develop alternative solutions
Levima Advanced Materials	<ul style="list-style-type: none"> Select prime suppliers in accordance with procurement demands and the supplier access certification system 	<ul style="list-style-type: none"> Audit new suppliers in accordance with the Methods for Supplier Management Keep a ledger and archive the suppliers' qualifications 	<ul style="list-style-type: none"> Manage suppliers by categorizing them into two classes and four levels and include them in the Qualified Supplier Directory 	<ul style="list-style-type: none"> Organize annual supplier assessment factoring in the costs, quality, delivery capacity and other aspects Include quality, safety, environmental and other certifications and management system assessment Conduct dynamic field investigations on key suppliers 	<ul style="list-style-type: none"> Regularly disqualify suppliers that fail the assessment to reduce procurement risks.

2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

Responsible Supply Chain

Legend Holdings has formulated the *Code of Conduct for Suppliers*, which covers the concrete requirements for the business ethics, human rights and employees' rights, environmental, health and occupational safety, business operation security and internal procurement practices, etc., and ensures that it has been signed by all the suppliers. Legend Holdings adds the *Integrity Cooperation Agreement* to procurement contracts to strengthen the suppliers' ESG risk management and requests the suppliers to make a commitment to anti-corruption and clean operation. All suppliers must sign the *Legend Holdings Supplier Integrity Commitment*. In order to reduce the impact of procurement activities on the environment, Legend Holdings prefers the suppliers with excellent performance in environmental protection and eco-friendly products with environmental certifications in the course of the administrative procurement.

Legend Holdings' subsidiaries have also established their robust management mechanism and enhance the ESG review on suppliers and continuously optimize their sustainable supply chain management system.



Supply Chain ESG/Sustainable Management Practices of Legend Holdings' Subsidiaries

Subsidiaries	Management mechanism	Concerned areas	Main measures and achievements during the Reporting Period
Lenovo	<ul style="list-style-type: none"> Request all suppliers to abide by the <i>Code of Conduct for Suppliers</i> and the <i>Responsible Business Alliance (RBA) Code of Conduct</i> Include the supplier authorization requirements in the <i>Code of Conduct for Suppliers</i> and support the accountability system and responsible procurement Extend internal ESG policy requirements such as the <i>Human Rights Policy</i> and <i>Environmental Affairs Policy</i>, to suppliers through the <i>Code of Conduct for Suppliers</i> Require manufacturing suppliers to pass RBA VAP review and the Factory of Champions (FOC) certification Review the new suppliers according to its sustainable development policies and ESG standards Develop internal training programs and ESG training records for suppliers 	<p>Corporate governance</p> <ul style="list-style-type: none"> Include the anti-corruption and anti-bribery requirements in relevant agreements <p>Society</p> <ul style="list-style-type: none"> Mitigate the risks of forced labor and child labor Safeguard personal and family well-being of suppliers' employee Support initiatives for responsible minerals and avoid using conflict minerals <p>Environment</p> <ul style="list-style-type: none"> Carry out actions in response to climate changes, actively join in SBTi or set science-based carbon targets, and disclose CDP questionnaires Implement water resource and waste management and provide relevant data Prioritize environment-friendly materials 	<ul style="list-style-type: none"> Utilized ESG digital platforms to quantify ESG performance of suppliers contributing 90% of procurement amount Suppliers contributing above 95% of procurement amount accepted the RBA enterprise-level review Suppliers who accounted for 42% of procurement amount promised to set or have set science-based carbon target Used the EcoVadis IQ tool to screen over 2,000 suppliers, and over 120 suppliers were invited to participate in EcoVadis ESG assessment Adopted Responsible Mineral Assurance Procedure (RMAP) to conduct the conflict mineral investigations in the supply chain, with 247 operating smelters or refineries being 100% compliant

2. MULTIDIMENSIONAL MANAGEMENT FOR CONTINUOUS OPERATIONAL IMPROVEMENT

Subsidiaries	Management mechanism	Concerned areas	Main measures and achievements during the Reporting Period
Raycom	<ul style="list-style-type: none"> Formulate the <i>Methods for Supplier Management</i> for all suppliers, <i>Technical Standards and Requirements</i> for engineering suppliers, and other procedures and standards to strengthen environmental sustainability management 	Environment <ul style="list-style-type: none"> Suppliers' construction materials comply with the relevant requirements of the national green and environment protection standards and harmful substance limit standards The design and construction of relevant projects comply with the requirements of WELL Platinum Certification 	<ul style="list-style-type: none"> Continuously incorporated environment-related requirements such as green materials and green construction into the requirements such as procurement and construction management requirements of relevant suppliers
Levima Advanced Materials	<ul style="list-style-type: none"> Include the requirements for suppliers' environment, labor, and business ethics in <i>Methods for Supplier Management</i> Include the environmental protection requirements in the procurement contracts and technical agreements Formulate the workflow and set up the working team against emergency incidents to resolve the environmental, social and security risks of the supply chain 	Corporate governance <ul style="list-style-type: none"> Include the integrity requirements in the level-to-level management system of suppliers and procurement contracts Society <ul style="list-style-type: none"> Establishment and certification of occupational health and safety management system of suppliers Environment <ul style="list-style-type: none"> Establishment and certification of environmental management system of suppliers Products and services provided by suppliers meet the relevant environmental protection requirements 	<ul style="list-style-type: none"> Added qualification audits and management system certification review in supplier assessment according to the <i>Methods for Supplier Management</i>, and conducted irregular field investigations on key suppliers Suppliers that have integrity issues or major safety accidents and quality issues, will be rated as level four suppliers and the qualification for cooperation will be canceled

Subsidiaries	Management mechanism	Concerned areas	Main measures and achievements during the Reporting Period
BIL	<ul style="list-style-type: none"> Formulate the <i>Sustainable Procurement Policy</i> and the <i>Guide to the Implementation of Corporate Social Responsibility Policy by Suppliers</i> to specify the requirements of sustainable management for suppliers Boost the procurement of environment-friendly products and services through long-term investment, beneficial payment terms, performance-based incentives, public recognition evaluation, resource sharing, etc. 	<p>Corporate governance</p> <ul style="list-style-type: none"> Require suppliers to comply with business conduct guidelines that includes anti-corruption and conflict of interest avoidance, etc. <p>Society</p> <ul style="list-style-type: none"> Prioritize suppliers who maintain fair labor practices, provide safe working environments, and promote labor diversity <p>Environment</p> <ul style="list-style-type: none"> Prioritize suppliers excelling in sustainable practices such as reducing waste, using recyclable materials, and lowering greenhouse gas emissions 	<ul style="list-style-type: none"> All bidding documents included ESG requirements from the Supplier Code of Conduct The procurement team introduced ESG factors in due diligence, cooperated with the sustainable development department to assess the ESG maturity of service providers, and strengthened monitoring or formulated exit plans for those with low maturity Provided ESG-related training to the procurement team to enhance its professional capabilities



**EMBRACING GREEN
DEVELOPMENT,
ADVANCING LOW-
CARBON HIGH-
QUALITY GROWTH**



3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

ENVIRONMENTAL MANAGEMENT SYSTEM

The Company builds an environmental management system and ensures the effective operation thereof in strict compliance with the requirements of the *Environmental Protection Law of the People's Republic of China*, the *Environmental Protection Tax Law of the People's Republic of China*, the *Law of the People's Republic of China on Environmental Impact Assessment*, and other local laws, regulations, and policies in regions where the Company operates.

The Company has formulated corresponding environmental management policies based on its business characteristics and potential environmental impact factors to effectively guide environmental management. During the Reporting Period, the subsidiaries involved in production and manufacturing continuously assessed environmental risk factors under

the guidance of related management systems, and strengthened the environmental impact management by focusing on energy conservation and consumption reduction in the production process. Companies and their subsidiaries which engaged in investment, equity holding, asset management, and other services improved their systems, focused on the environmental impact control during operations, and enhanced environmental management in all aspects.

Legend Holdings has developed the *Office Environment Operation & Maintenance Standardization Manual of Legend Holdings*, the *Emergency Response Plan Manual of Legend Holdings* and the *Office Area Comprehensive Inspection Standards of Legend Holdings*, etc., to standardize management of the environmental operation and maintenance of office areas, green office initiatives, comprehensive inspections, and emergency response, among others.

Environmental Management Systems of Legend Holdings' Subsidiaries

Subsidiaries	Environmental Management Policies	Environmental Management Priorities	System Certification
Lenovo	<ul style="list-style-type: none">The <i>Group Policy #5 – Environmental Affairs</i>The <i>Scope of Lenovo Global Environmental Management System (EMS)</i>	<ul style="list-style-type: none">Environmental management of the whole process covering product design, development, and production and manufacturing in accordance with the global Environmental Management System (EMS).Annual assessment of important environmental aspects and identification of 11 important factors of the year.Inclusion of environmental indicators, environmental policies, compliance requirements, and other factors into the performance evaluation system.	As of the end of the Reporting Period, the environmental management systems of global manufacturing sites have been certified by a third party to meet the requirements of ISO 14001:2015 and obtained corresponding certificates.

Subsidiaries	Environmental Management Policies	Environmental Management Priorities	System Certification
Raycom	<ul style="list-style-type: none"> The <i>Energy Management System</i> The <i>Garbage Sorting Management System, etc.</i> 	<ul style="list-style-type: none"> Energy management: Optimizing building energy and water-saving management systems, and promoting intelligent management and renewable electricity transition. Household waste management: Implementing strict classification and recycling as much as possible; Optimizing disposal locations and minimizing the usage of waste bags. Hazardous waste, construction waste, and food waste management: Targeted collection, transfer, and outsourced disposal. 	Since it is not a manufacturing enterprise, no system certification has been carried out.
Levima Advanced Materials	<ul style="list-style-type: none"> The <i>HSE Supervision and Management System</i> The <i>Energy Management Measures</i> 	<ul style="list-style-type: none"> Implementation of measures such as upgrading standards, high-efficient energy savings, and energy-saving training, in combination with energy consumption and emission targets. Pursuit for the “zero environmental damage” safe production and zero occurrence of environmental pollution incidents in the long term. 	As of the end of the Reporting Period, the environmental management system of Levima Advanced Materials has been certified to meet the requirements of GB/T 24001-2016/ISO 14001: 2015 ⁷ and obtained the corresponding certificates.
BIL	<ul style="list-style-type: none"> The <i>ESG Integration Framework</i> The <i>Sustainable Strategy</i> The <i>Sustainable Risk Policy</i> The <i>ESG Charter</i> 	<ul style="list-style-type: none"> Identification, evaluation and management of the physical and transformation-related environmental risks; inclusion of environmental risks into lending and investment decisions. Refinement of the energy metering and monitoring system for fine monitoring and management. Reduction of carbon emissions in its own operations and investment portfolios, and support for the transition towards a low-carbon economy. 	In 2024, for their social responsibility management systems (which include the environmental management systems), the headquarters and all the three Luxembourg-based subsidiaries were awarded the label L'ENTREPRISE RESPONSIBLE (ESR) for three years.

During the Reporting Period, the Company had no major incident or lawsuit arising from, or was reported to arise from, violations of environmental protection laws and regulations such as those related to emissions, leakage and waste generation, nor any other significant impact on the environment.

⁷ Certified locations include Levima Advanced Materials, Levima (Shandong) Chemical Co., Ltd., Levima (Jiangsu) Advanced Materials Research Institute Co., Ltd., Jiangsu Levima Technology Co., Ltd., and Levima Chemical Sales Co., Ltd.; The certification scope covers R&D, manufacturing and sales of chemical materials such as EVA.

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

CLIMATE CHANGE MITIGATION AND ADAPTATION

Climate Change Response System

In accordance with suggestions of the *International Financial Reporting Standard for Sustainability Disclosure No.2 – Climate-related Disclosures* (IFRS S2) issued by the International Sustainability Standards Board (ISSB), the Company has established a climate-

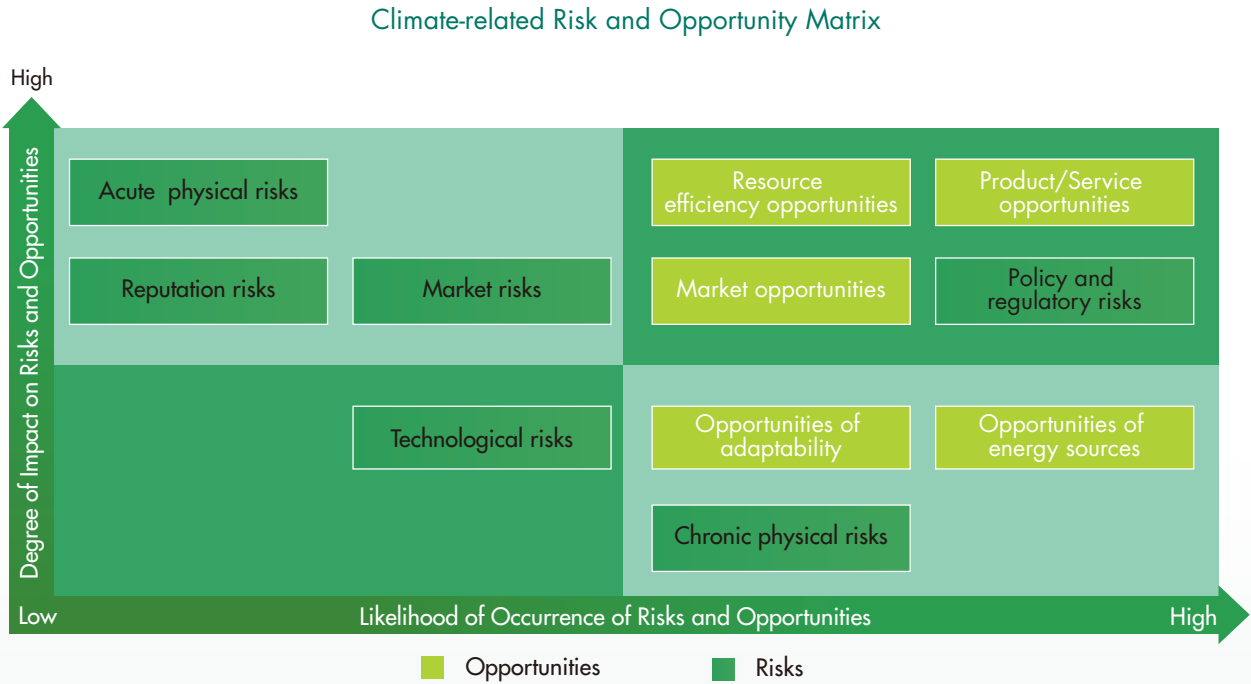
related information disclosure framework by the four aspects of governance, strategies, risk management, and metrics & targets, and thereby solidified the climate change management system and unfolded a low-carbon blueprint.

Climate-related Information Disclosure Framework of Legend Holdings

Governance	Strategies	Risk Management	Metrics & Targets
<ul style="list-style-type: none">• The Board will directly supervise and manage the Company's ESG performance, which includes the climate issue.• The ESG Committee is responsible for facilitating climate management policies and targets.	<ul style="list-style-type: none">• The ESG Committee also leads the identification of relevant climate risks and opportunities.• Analysis on the impacts of climate risks and opportunities on the Company's businesses, strategies and finance.	<ul style="list-style-type: none">• Implementation of diversified management and response measures based on the risk and opportunity identification results, such as energy conservation and emission reduction, green and low-carbon product research and development, green architecture and zero-carbon factory building, green investment, etc.	<ul style="list-style-type: none">• Legend Holdings and its subsidiaries conduct regular greenhouse gas emission accounting and information disclosure and update emission reduction progresses.• The ESG Committee regularly convenes meetings to review the progress of the implementation of the 2025 Green and Low-Carbon targets, and to guide and supervise the ESG Task Force in its research on and formulation of specific targets for carbon emissions.• Each subsidiary has established GHG emission reduction targets and regularly monitors and discloses progress toward these targets.

The Board is responsible for the comprehensive supervision and management of its ESG matters, including the management of climate-related ESG performance. The ESG Committee is responsible for identifying the risks and opportunities brought up by climate change and formulating relevant visions, strategies, and policies to ensure the effective implementation of Legend Holdings' climate-related strategies and objectives and push forward the realization of climate-related management strategies and objectives in subsidiaries.

Based on business characteristics, the current status of development and experts' advice, the Company identifies climate-related risks and opportunities that may have a potential impact on businesses and operations and prioritizes risks based on likelihood and impact severity. The results of the ranking are presented in the Climate-related Risk and Opportunity Matrix.



Legend Holdings analyzes major climate-related risks and opportunities, and assesses their impacts on its operations, strategies and finance, and draws

up corresponding management measures to build a complete climate change response system.



3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

Substantive Climate-related Risks and Opportunities and Their Management

Substantive Climate-related Risk or Opportunity	Specific Description	Potential Impacts		
		Strategic Impacts	Financial Impacts	Response Management
Physical risks				
Acute physical risks	The increasingly frequent physical risks brought about by climate change (including extreme weather events such as heavy rainfall, floods, and hurricanes) may cause damage to the Company's plant buildings, equipment and other fixed assets, thus having a significant impact on the Company's operations.	Operations	Operating cost ↑ Value of fixed assets ↓	Emergency plans Emergency drills Insurance
Chronic physical risks	Global warming and rising sea levels have directly impacted many coastal or low-lying cities, which may greatly affect the mid- and long-term operations of the sites of the Company all over the world.	Operations	Operating cost ↑ Value of fixed assets ↓	Locations assessment Insurance
Transitional risks				
Policy and regulatory risks	With the expansion of different operation businesses of the Company and increasingly strict climate-related laws, regulations, and industry standards, and newly introduced policies and regulations in the places of business, the Company may face corresponding regulatory pressure and litigation and other risks.	Operations	Operating cost ↑	Policy and regulation identification Low-carbon compliance management
Reputation risks	With the public and customers getting more concerned about the impact of global warming and climate change and raising their expectations for the Company to take responsible actions to respond to the global challenges, failure to take appropriate actions to mitigate the impacts of climate change may damage the Company's reputation, thus undermining the Company's financing and market value.	Operations Products and services	Operating income ↓	Low-carbon production and operation Low-carbon product R&D Climate-related information disclosure
Market risks	Under the significant fluctuation in raw material prices due to climate change, any ineffective response of the Company's subsidiaries to the pricing of products and inventory cost controls and other aspects will risk a decline in their operating performance.	Products and services Supply chain	Operating income ↓	Low-carbon and sustainable management of the supply chain

Substantive Climate-related Risk or Opportunity	Specific Description	Potential Impacts		
		Strategic Impacts	Financial Impacts	Response Management
Opportunities				
Product/ service opportunities	Customers and consumers increasingly favor sustainable and climate-friendly products and services. The Company develops new low-carbon products and services to further reinforce its market competitiveness, thereby getting additional revenue, reputation, and businesses.	Products and services	Operating income ↑	Low-carbon product R&D Green production and manufacturing
Resource efficiency opportunities	The Company formulates business strategies and effectively reduces the building energy consumption of water, electricity and gas, etc., by constructing more energy-efficient offices and low-carbon infrastructure, thereby reducing indirect operating costs and facilitating the construction of low-carbon ecosystems.	Operations	Operating cost ↓	Low-carbon production and operation Green factories Green buildings
Opportunities of energy sources	The innovations of technologies in renewable energy development and utilization and of its trade mechanism will bring increasing accessibility and possibly lower prices. The Company purchases green power in various production and operation processes and achieves the renewable energy transition, reducing direct energy costs.	Operations	Operating cost ↓	Purchase of and replacement with renewable energy
Market opportunities	The Company actively seeks opportunities in new markets of the green economy or new types of assets to realize diversified operations and plays a role in the overall transition to the low-carbon economy by participating in carbon asset trading, carrying out the carbon risk assessment for investment portfolios, exploring the organizational and industrial cooperation and supporting or developing green investment and financing projects, etc.	Products and services	Operating income ↑	Participating in carbon trading Conducting green investment and financing

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

Greenhouse Gas Accounting

The Company carries out greenhouse gas accounting with reference to the GHG Protocol and ISO 14064-1:2018, and continuously improves the coverage and statistical categories of data. During the Reporting Period, Legend Holdings and its subsidiaries, including Lenovo, Raycom, Levima Advanced Materials, and BIL, all conducted accounting of their greenhouse gas emissions in Scope 1 and Scope 2. Among them, Lenovo and Levima Advanced Materials regularly entrusted the third-party agencies to conduct greenhouse gas verification.

Legend Holdings is keenly aware that the precise accounting of indirect emissions across value chains is fundamental to the coordinated carbon reduction across industrial chains. During the Reporting Period, Legend Holdings, Levima Advanced Materials and Raycom carried out accounting of greenhouse gas emissions in Scope 3 for the first time, and, based on the availability of activity data, representativeness

of emission factors, and materiality of emission contributions, identified nine key categories of emissions, including purchased goods and services, capital goods, and waste generated in operations. Moving forward, the Company will further improve accounting methods and expand the coverage of accounting. In addition, Lenovo continues to conduct accounting and third-party verification of carbon emissions in Scope 3, and discloses detailed information in its annual *Carbon Neutrality Action Report*. BIL annually performs out greenhouse gas accounting that covers emissions from its own operations and financed emissions, identifies three material categories including waste generated in operations, purchased goods and services, and business travel, at the level of carbon footprints in operations, and conducts accounting of the emissions from emission-intensive credit portfolios and investment portfolios as well as evaluation of the risks and capabilities associated with their low-carbon transitions.

Greenhouse Gas Emission Objectives of Legend Holdings' Subsidiaries

Lenovo: By FY2049/50, reduce all greenhouse gas emissions by 90% compared to FY2018/19, with absolute reductions in Scope 1, Scope 2 and Scope 3 emissions. Neutralize the remaining 10% of emissions through carbon capture, reforestation or other means.

Raycom: By 2025, reduce total greenhouse gas emissions by more than 11.84% compared to 2018.

BIL: Achieve net zero greenhouse gas emissions by 2050 for its own operations and lending portfolios.

SUSTAINABLE PRODUCT AND SERVICE

Product Lifecycle Management

The Company continually reduces the carbon footprints of its products during the R&D and manufacturing processes. Through initiatives such as establishing a comprehensive lifecycle carbon footprint management system, developing a matrix of new green materials and products, and improving the energy efficiency of products, among other measures, the Company provides customers with industry-leading low-carbon solutions.

Lenovo focused on improving the energy efficiency of its products in service and building low-carbon products throughout the lifecycle. During the Reporting Period, a total of three monitors of Lenovo were

recognized as ENERGY STAR® “Most Efficient” products. Also, Lenovo utilized the PAIA (Product Attribute Impact Algorithm) to conduct lifecycle assessment (LCA) of its laptop computers, monitors, servers, parts and components, and other technologies, and disclosed the Product Carbon Footprint (PCF) of its products in public.

As a national “Green Plant”, Levima Advanced Materials implemented a high-end, differentiated and refined layout centered on the green and low-carbon advanced material products and solutions, forming a complete green product matrix and achieving significant headway in this area.

New Energy Materials	Surfactants
<ul style="list-style-type: none">• Focus on the high value-added products made of high-end ethylene-vinyl acetate (EVA) materials, and improve the self-sufficiency rate of core raw materials for the photovoltaic industry while promoting the industry’s development, achieving sustainable carbon reduction.• Proactively deploy Polyolefin Elastomer (POE) products to strategically complement EVA products, and fully seize the market opportunities arising from the fast development of the photovoltaic industry and the lightweight trend of vehicles.• Establish a fully integrated industrial chain for lithium-battery carbonate solvents and electrolyte additives using its advantages in self-producing Ethylene Oxide (EO) and CO₂ raw materials, achieving efficient recycling and utilization of resources.	<ul style="list-style-type: none">• The innovative HIF4130 and HIF4140 surfactants, with their energy-saving, environmentally friendly, and innovative solutions, facilitate the green upgrade of commercial cleaning and household cleaning markets. During the Reporting Period, Levima Advanced Materials successfully had its practice titled “Green Upgrade of Production Technology and Equipment for Photovoltaic Film Materials” selected as one of the “2024 Outstanding Cases of Corporate Green and Low-Carbon Development (Carbon Emission Control & Energy Conservation)”.

While striving to reduce the carbon footprints of products, Levima Advanced Materials also paid attention to the water footprints, recyclability, biotoxicity, ecological friendliness, and other aspects

of its products. Through analysis and optimization of its products in all stages from the raw materials to final disposal, the Company endeavors to reduce the environmental footprints of products comprehensively.

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

During the Reporting Period, Lenovo continued to increase the use of environment friendly raw materials, and advanced the transition towards sustainable packages. Moreover, Lenovo provided customers with accessible support, maintenance and management services, extended the service period of reparable parts and enhanced their reparability, thereby reducing the stress from final disposal. For further information about the use of supplies with low environmental impacts in materials and packaging, please refer to “Raw Material Management” and “Packaging Material Management”.

Based on the intelligent recycle design and use of products, Lenovo continuously carried out Product End-Lifecycle Management (PELM). It provided customized Product Take-back programs (PTB) and Asset Recovery Services (ARS) to customers from its main markets across the globe, cooperated with the production plants, repair network and channel partners to refurbish and reuse the excessive, returned and obsolete products and parts, and enhanced the management of PELM suppliers under the support of the *Standard for Electronic Product Scrapping Suppliers*, database and review process, etc.

Levima Advanced Materials strengthened its layout in new-type biomaterials, focused on PPC products with both carbon fixation capability and biodegradability, and promoted the layout of projects that integrated renewable energy-related materials and biodegradable materials, achieving reductions in both carbon emissions and white pollution.

Green Investment and Financing

The Company emphasizes the role of green investment in promoting green and low-carbon industrial transformation, continuously pays attention to the signals of green finance development, and scales up green finance investment.

BIL closely followed the relevant requirements of policies and regulations, including SFDR, MiFID II and IDD Amendments promulgated by the European Union, and provided clients with sustainable investment solutions that meet their preferred ESG preferences. In 2023, BIL established the Sustainability Investment Framework (SIF) aligned with the requirements of the *Sustainable Finance Disclosure Regulation* (SFDR), with the aim of providing professional services for clients focused on responsible investment. BIL also achieved a breakthrough in responsible investment practices. The BIL Patrimonial Fund, the BIL Invest Bonds EUR Corporate Investment Grade and the BIL Invest Equities Europe under its investment management department successfully renewed LuxFlag ESG label accreditation (valid from October 1, 2024, to September 30, 2025). By far, 6 out of the 17 internal funds managed by BIL have obtained LuxFlag ESG label certification, indicating BIL's dedication to sustainable investment. BIL became a signatory to the United Nations Principles for Responsible Banking (UN PRB) in 2021, and submitted the second Communication on Progress (COP) report in support of the United Nations Global Compact (UNGC) in July 2024. BIL is the first bank in Luxembourg to establish the Green Bond Framework, and has raised funds totaling EUR500 million since the framework was launched. During the Reporting Period, BIL issued 27 green bonds in total, including 17 for institutional and professional clients and 10 for retail clients, with an outstanding amount of EUR519.3 million.

Besides providing investment solutions for private and institutional investors, BIL also proactively optimized its own investment portfolios. According to its investment plan, green, social and sustainable bonds will make up more than 30% of the total amounts of its investment portfolios by the end of 2025. As of the end of the Reporting Period, such bonds accounted for 26.89% of the portfolios, with a total value of EUR2.395 billion, reflecting a 33% year on year increase.

ENERGY MANAGEMENT

During the Reporting Period, the Company used specific types of energy in direct and indirect ways in the production and operation processes. Levima Advanced Materials, a manufacturing enterprise, mainly engages in the direct use of energy (including directly using energy as raw materials); while other companies and their subsidiaries mainly use energy indirectly, such as relying on electricity to meet their energy load.

Main Energies Used by Legend Holdings' Subsidiaries

Energy-using Entities	Energies for Direct Use	Energies for Indirect Use
Lenovo	Gasoline, diesel, liquefied petroleum gas (LPG), compressed natural gas (CNG), and aviation kerosene	Purchased electricity, steam, and refrigerant
Raycom ⁸	Gasoline, diesel, natural gas (for heat supply for restaurants and other certain areas)	Purchased electricity and municipal heating
Levima Advanced Materials	Coal, gasoline, diesel, natural gas	Purchased electricity
BIL	Natural gas and heating oil	Purchased electricity

The Company has established an energy management system, constantly revised and improved the corresponding policies, and actively carried out the energy management system certification. In addition, the Company has also formulated short- to medium-term goals for energy consumption and renewable energy replacement, to promote energy conservation and emission reduction.

⁸ "Raycom" here refers to the Raycom Infotech Park, including the office where Legend Holdings headquarters is located, the same as below.

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

Legend Holdings has formulated policies including the *Equipment and Facility Operation Manual of Legend Holdings*, the *Equipment and Facility Operation and Maintenance Records of Legend Holdings*, and the *Standards of Legend Holdings for Comprehensive Inspection of Office Areas*, etc., to continuously expand the proportion of renewable energy use, and actively promote energy conservation and emission reduction in its subsidiaries.

Energy Management Systems of Legend Holdings' Subsidiaries

Energy Management Entities	Energy Management Policies	Energy Management System Certifications	Energy Management Goals
Lenovo	<p>The <i>Group Policy #5 – Environmental Affairs</i></p> <p>The <i>Scope of Lenovo Global Environmental Management System (EMS)</i> (wherein, energy consumption in workplaces is a key management focus during the Reporting Period)</p> <p>The <i>Lenovo Climate and Energy Policy (POL-00050)</i></p>	All manufacturing bases, EMEA (Europe, Middle East and Africa) offices and Beijing headquarters are certified to meet the requirements of ISO 50001.	By FY2025/26, 90% of the electricity used by Lenovo in global operation activities will be generated with renewable energy.
Raycom	The <i>Energy Management System</i>	Since it is not a manufacturing enterprise, no relevant certification has been carried out.	By 2025, reduce the electricity consumption in the public areas of the Raycom Infotech Park by more than 9.9%, the municipal heating consumption by more than 35%, and the gas usage by more than 32%, compared to the 2018 baseline.
Levima Advanced Materials	The <i>Energy Management Measures</i>	Certified to meet the requirements of ISO 50001 and RB/T 114-2014 systems.	By 2025, reduce the comprehensive energy consumption per RMB10,000 of output value by 10% compared to 2020.
BIL	Since it is not a manufacturing enterprise, no dedicated system has been established.	Since it is not a manufacturing enterprise, no relevant certification has been carried out.	By 2030, achieve electrification of leased vehicles for employees and reduce related greenhouse gas emissions by 42%, while promoting improvement of energy efficiency in buildings, and cutting related greenhouse gas emission by 19.6% compared to 2022.

During the Reporting Period, the Company made unremitting efforts in such aspects as energy conservation and efficiency improvement of equipment, innovation and optimization of energy conservation processes, and transition towards alternative renewable energies. The Company endeavored to give full play to energy management as a pivot in climate response and to maximize the efficiency of emission reduction.

Energy Conservation Measures and Achievements of Legend Holdings and its Subsidiaries

Entities of Energy Conservation	Major Measures and Achievements of Energy Conservation and Emission Reduction
Legend Holdings	<ul style="list-style-type: none"> Phased out high-power LED lights in the office areas and replaced a total of 103 LED downlights during the Reporting Period. After the project was implemented, 8.507 MWh of electricity was saved year on year, equivalent to reduction of 4.56 tons of CO₂e emissions. Utilized the centralized control system to dynamically adjust the temperature of air conditioners in the office areas to 26°C. Upgraded the centralized lightening control system in the office areas, and adjusted the setting of the centralized lightening control system by shortening lightening hours in working days by one hour per day. Increased the routine inspection frequency of power-consuming equipment from 2 times a day to 4 times a day; introduced monthly inspections for air-conditioning systems, and reduced the ineffective energy loss in electrical equipment. Prohibited high-power desktop electrical appliances. For server virtualization equipment, enhanced the utilization rate of computing resources and lowered their operation and maintenance costs.
Lenovo	<ul style="list-style-type: none"> Conducted “active” energy conservation management for equipment and facilities; installed low energy-consumption equipment; implemented compressed air heat recovery and reused technology, harmonic control technology for power distribution networks and high-efficiency energy-saving transformers; and intensified data monitoring through multi-level smart energy metering and integrated campus energy management platforms. Applied energy-saving design to office buildings to “passively” save energy, installed energy-saving windows or low-radiation windows, used energy-saving and environmental protection materials for new buildings, adopted powerhouse-centered design and natural lighting, and improved the thermal insulation performance of loading docks.

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

Entities of Energy Conservation	Major Measures and Achievements of Energy Conservation and Emission Reduction
Raycom	<ul style="list-style-type: none"> Set up the intelligent O&A management platform based on AIoT technology and achieved the continuous optimization of the whole process covering the energy conservation diagnosis, commissioning, and low-carbon O&A; implemented the refined management without incremental investment to comprehensively improve the energy conservation performance in buildings, and achieved an overall energy-saving rate of over 22% compared with the baseline energy consumption before its establishment.
Levima Advanced Materials	<ul style="list-style-type: none"> Upgraded relevant devices, and saved about 9,000 tons of steam per year, equivalent to reduction of about 990 tons of CO₂e emissions. Conducted technical improvement of coal storage and transported devices to reduce electricity consumption. About 300 MWh of electricity was saved per year, equivalent to reduction of about 161 tons of CO₂e emissions.
BIL	<ul style="list-style-type: none"> A high-granularity energy metering and monitoring system was introduced to enable refined energy management at the head office. Reduced the number of high energy-consumption equipment related to illumination and ventilation, upgraded energy-saving LED lighting systems and building management systems (BMS) to efficiently manage or turn off the equipment standby, operating overnight or on non-working days. Continuously promoted the remote working, green commuting, green restaurant and catering, and other measures to reduce the indirect energy consumption and carbon footprints along the value chain. Installed photovoltaic panels on the roofs of trading rooms and replaced ventilation duct systems. <p>After the implementation of the above four projects, during the Reporting Period, about 443.212 MWh of electricity was saved annually, equivalent to reduction of about 142 tons of CO₂e emissions.</p>

In terms of replacement with renewable energy, Lenovo continues to advance the construction of renewable energy facilities under the guidance of the target “By FY2025/26, 90% of electricity used in the global operation activities will be generated by renewable energy”, and purchases Renewable Energy Certificate (REC), International Renewable Energy Certificate (I-REC), Guarantees of Origin (GO) and Non-Fossil Certificates (NFCs) to support the use of clean energy. During the Reporting Period, multiple bases of Lenovo across the globe accelerated their zero-carbon transformation by building photovoltaic power stations. The total installed solar capacity that has been put into operation was about 25 MW, with the solar power generation totaling 16,956 MWh. During the Reporting Period, Raycom actively purchased the green power of 14,000 MWh, equivalent to reducing about 8,198 tons of CO_{2e} emissions. BIL has realized 100% use of electricity from GO-certified renewable sources since 2022 (including EcoMix and hydro-power sources).

During the Reporting Period, the Company continued to strengthen the building of employees’ abilities in tackling climate change, raising their awareness of climate risks and enhancing their abilities in managing such risks. BIL carried out special training for client relationship managers, with the contents covering topics such as green loans, evaluation tools for climate transition maturity and renewable energies, to help employees better understand the company’s climate transition strategy and sustainable product system, and conveyed the concept of sustainability to end consumers through employee-client interaction networks.

Case: Lenovo’s Neptune™ Liquid Cooling Technology Empowers the Green Transition of Data Centers

With the rapid expansion of data centers, energy consumption and carbon emissions are increasingly emerging as significant issues, making it difficult for traditional cooling systems to meet the demand for green development. Lenovo launched the innovative Neptune™ liquid cooling technology, which can effectively tackle the challenge with a warm water circulation cooling solution. It not only reduces energy consumption in data centers by 40%, achieving a heat dissipation efficiency of over 95% and substantially cutting carbon emissions, but also exhibits exceptional application values in frontier areas such as High Performance Computing (HPC) and Artificial Intelligence (AI), offering an innovative solution for worldwide customers to achieve carbon neutrality.

In addition, by optimizing heat extraction and recycling, Neptune™, not only boosts computing performance but also reduces reliance on water resources, making it a more environment-friendly solution. For its outstanding contribution to improving energy efficiency and conserving resources, Neptune™ was honored with the 2024 Most Sustainable Product Award, standing as a strong testimony of Lenovo’s innovation values and industrial leadership in the area of green technology.

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

WATER RESOURCE MANAGEMENT

The Company manages water resources efficiently in strict accordance with the requirements of laws and regulations such as the *Water Law of the People's Republic of China*, the *Law of the People's Republic of China on Water and Soil Conservation*, the *Measures for the Implementation of the Water Intaking Permit System*, and the *Regulations on the Administration of Urban Water Conservation*. Its production entities, including Lenovo and Levima Advanced Materials, based on their own water resource management systems, manage the consumption of water resource in a standardized way, and regularly measure, monitor and analyze water consumption and related risks.

During the Reporting Period, the Company's water supply was mainly from the municipal pipe network (mainly as the source of domestic water supply), and other sources of supply included surface water and underground water, with no difficulty in the acquisition of water.

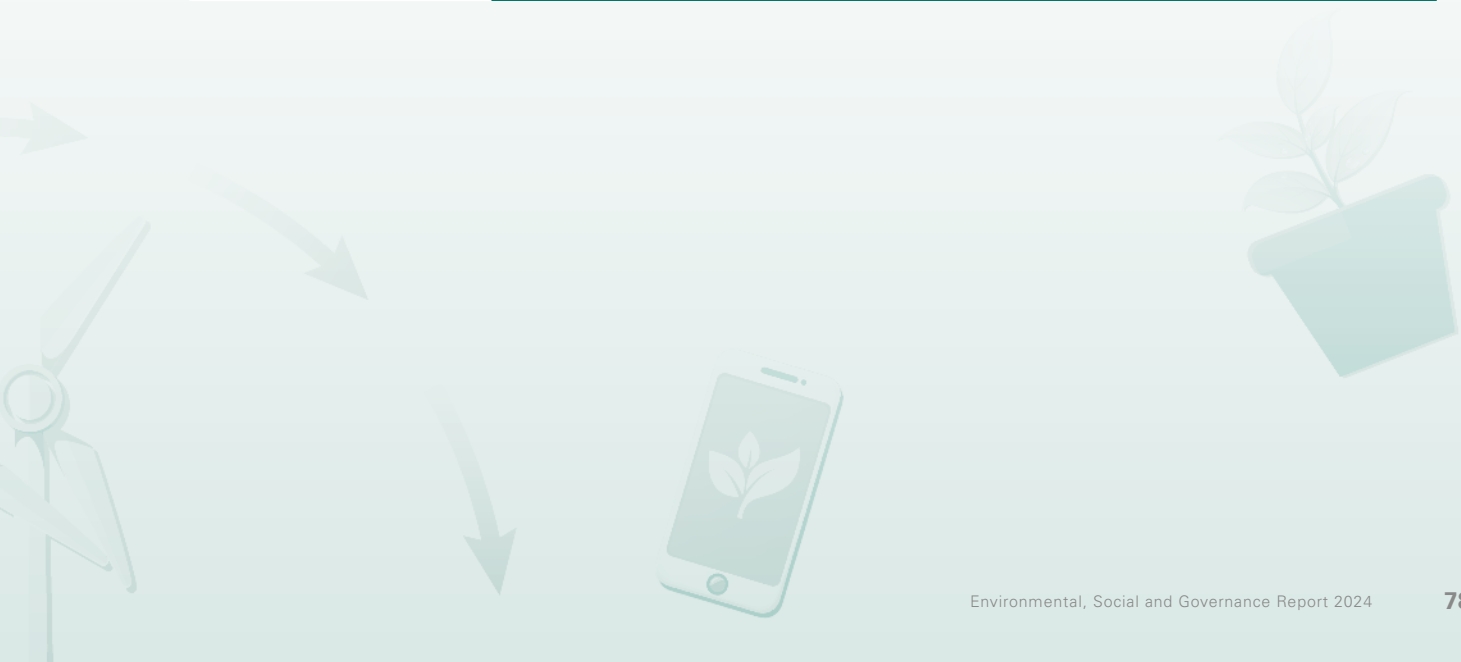
Sources of Water Supply

- All water supply for Raycom Infotech Park, including that of Legend Holdings, was from the municipal pipe network.
- The vast majority (99%) of Lenovo's water was supplied by third parties. Based on WRI Aqueduct tools, Lenovo monitored the volumes and proportions of water obtained from the areas with a high or extremely high baseline water stress.
- All production water supply for Levima Advanced Materials was from surface water reservoirs and the South-to-North Water Diversion Project, supplemented by the reuse of reclaimed water and rainwater, among other water conservation measures. The surface water was obtained with lawful water withdrawal permits.
- BIL headquarters used water from the municipal water supply, with about 60% from the groundwater within Luxembourg and about 40% from the surface water in rivers within Luxembourg. The WRI evaluation suggested that no water was obtained from areas with limited water resources.

Legend Holdings insisted on the overall water consumption goal of “maintaining the current level of water consumption density (with an increase of no more than 5% compared to 2021) until 2025, and reducing overall water consumption by 5% compared to 2021 if possible”. During the Reporting Period, Lenovo set and achieved the short-term goal of “maintaining the current water consumption per capita across all global locations compared with the previous fiscal year (with an increase of no more than 5%)”. Levima Advanced Materials set an annual target of “achieving the reuse of 1 million tons of reclaimed water by 2025”, and, under the guidance of Legend Holdings’ overall target, exceeded both the 2024 annual water consumption target and water consumption quota target for unit polypropylene products set by the local government of its operating location.

Main Measures and Results of Water Resource Management of Legend Holdings’ Subsidiaries

Lenovo	<ul style="list-style-type: none"> Conducted an annual assessment of the Lenovo’s operational water footprints and water risks along the supply chain with publicly available water risk assessment tools; Continuously measured and monitored water consumption and risks of all workplaces across the globe, and disclosed the annual verification report on water consumption; Joined the Science Based Targets Network (SBTN) enterprise participation program, committed to align with SBTN objectives and visions about water resources, etc., and provided suggestions and end user insights for the development of SBTN methods and tools as an SBTN enterprise participant.
Raycom	<ul style="list-style-type: none"> Completed the comprehensive upgrade of the water consumption monitoring system for Buildings A, B and C of Raycom Infotech Park, and installed remote water meters to achieve accurate control, online comparison and weekly analysis of water consumption; Installed a total of 98 sets of water-saving taps for Buildings A and B, achieving a water-saving rate of 30% compared with that before the replacement; Collected condensed water from the fan coil units in Building A of the Park, and used it for the water makeup of cooling towers.



3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

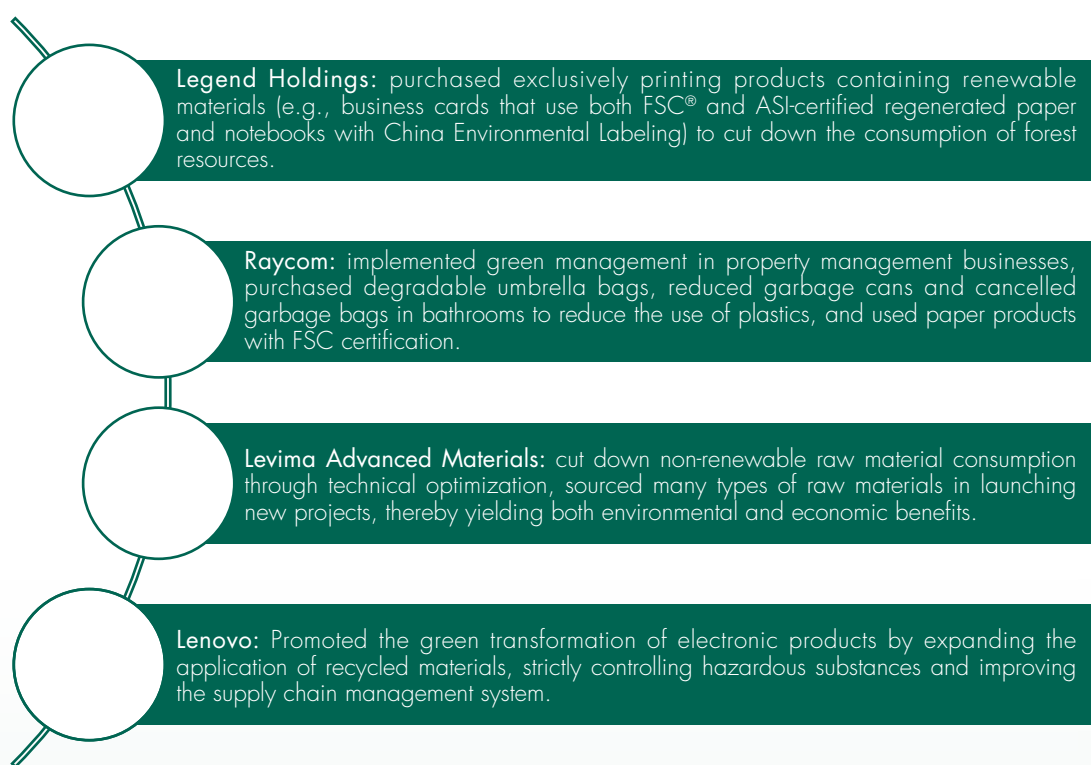
<p>Levima Advanced Materials</p>	<ul style="list-style-type: none"> • Regularly compared the water consumption of devices, conducted economic accounting, summarized the water supply quality, and analyzed relevant indicators, ensuring controllable water consumption and stable water supply quality; • Took water-saving measures for circulating water systems, industrial cooling water systems, water storage equipment and heat supply systems, etc., intensified water conservation through technical improvement and inspections, further promoting water conservation and consumption reduction as well as closed-loop recycling; • Actively promote water resource recycling, achieving the recovery and reuse of 990,000 tons of condensate water, 1.07 million tons of reclaimed water, and 22,000 tons of rainwater; • Reduce deaerated water consumption and save approximately 4,400 tons of desalinated water per year through implementing technical upgrades to equipment.
<p>BIL</p>	<ul style="list-style-type: none"> • Terminated the water-consuming activities of the headquarters in summer, such as water sprinkling and irrigation in gardens and artificial fountains; • Equipped bathrooms with double-button flushing systems; • Equipped the sprinkling and irrigation systems of independent gardens and administrative terraces with monitoring devices; • Continuously monitored water consumption and actively identified and fixed irregular conditions, improving the utilization efficiency of water.



RAW MATERIALS AND PACKAGING MATERIALS

The Company implements traceability management of its various raw materials to ensure the compliant, efficient, and green use of raw materials, promotes the reduction of raw materials by choosing renewable or recyclable ones, and strived to continuously reduce the consumption of packaging materials and improve the proportion of environmental-friendly materials used in packaging materials to support the circular economy.

Raw Material Management Measures of Legend Holdings and its Subsidiaries in 2024 (Partial)



Levima Advanced Materials established a comprehensive raw material management system for the use of non-renewable materials in its production processes. Through technical optimization and breakthroughs, the company improved production capacity and reduced raw material consumption per unit of product. Moreover, in the layout of new projects, Levima Advanced Materials actively considered coordinated cooperation with the existing industrial chain and realized in-house production and supply of various raw materials, including vinyl acetate, ethylene oxide, and carbon dioxide, thereby yielding both environmental and economic benefits.

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

Lenovo has fully implemented the use and procurement of environmental-friendly materials, set the goal of “by FY2025/26, 100% of PC products will contain post-consumer recycled content materials”, and planned to use 136,000 tons of post-consumer recycled content (PCC) plastics by FY2025/26.

- Application of recycled materials: Continued to use post-industrial recycled content (PIC) plastics, post-consumer recycled content (PCC) plastics and closed-loop post-consumer recycled content (CL-PCC) plastics, and expanded the application of secondary metals, such as aluminum and magnesium, and new-type environmental-friendly materials, such as ocean-bound plastic (OBP) in its products.
- Strict control of harmful substances: Restricted the use of harmful materials, such as ozone-depleting substances, persistent organic pollutants, in its products in accordance with the *Stockholm Convention*, the European Union (EU) *Restriction of Hazardous Substances (RoHS)*, and the *Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH)*, and supported phasing out brominated flame retardants (BFRs), polyvinyl chloride (PVC) and other halogen materials.
- Improved supply chain management: Established a list containing more potentially to-be-controlled materials in the product lifecycle management system and required all suppliers to provide their full material disclosure (FMD) information, which was used as the basis for the environmental compliance analysis.

During the Reporting Period, only Lenovo was involved in the substantial use of packaging materials in the provision of products and solutions. Lenovo treated product packaging as an important environmental impact factor in its EMS system, and set the goals of “making 90% of plastic packaging for laptops, desktops and workstations of recycled plastics, increasing the proportion of recycled materials used in packaging to 60%, and reducing the use of single-use plastics by 50% by FY2025/26”.

Lenovo is committed to driving the sustainable transformation of packaging materials. It is actively exploring and applying innovative materials such as Ocean Bound Plastic (OBP) in product packaging to reduce the negative impact of plastic pollution

on marine ecosystems and animals. Lenovo has determined that a 30% OBP and 70% other renewable plastic combination provides the best performance. The use of OBP has been expanded to thermoformed cushions and laptop bags in some desktop/all-in-one computers, consumer laptops, and server products, with an expected annual use of 165 tons of OBP. Additionally, Lenovo has introduced eco-friendly packaging solutions, such as bamboo fiber gift boxes and OBP-based buffer pads, as well as innovative plastic-free packaging solutions. During the Reporting Period, Lenovo achieved a reduction of 548 tons of plastic in packaging materials through packaging innovations, miniaturization, and the promotion of reusable packaging solutions.

EMISSIONS AND WASTE MANAGEMENT

Management of Air Pollutants Emission

The Company controls specific air pollutants generated in production and operating activities in strict compliance with laws, regulations and standards such as the *Law of the People's Republic of China on the Prevention and Control of Air Pollution*, the *Emission Standard of Pollutants for Petroleum Chemistry Industry* (GB31571-2015), the *Emission Standard of Air Pollutants for Thermal Power Plants* (DB 37664-2019), and the *Limitation of Emissions of Volatile Organic Compounds* of Luxembourg.

During the Reporting Period, the Company identified substantial air pollutants in view of different types

of fixed or mobile emission sources. In the business processes, Lenovo did not directly emit a significant amount of exhaust gas containing nitrogen oxide (NO_x), sulfur oxide (SO_x) or particulate matters (PMs), and did not have any process that would use volatile organic compounds (VOCs); and prohibited using ozone-depleting substances (ODSs) in its products and production, except for such equipment as permitted by laws. Only a few of its facilities used household and cleaning products that contained a small number of VOCs, but their emissions were scarce in volume and could not be quantified.

Emission and Control of Air Pollutants of Legend Holdings' Subsidiaries

Emission Entity	Major Emission Sources	Major Emission Pollutants	Pollutant Control Measures
Raycom	Heating boilers, standby diesel generators and self-owned passenger vehicles	Nitrogen oxides (NO _x), sulfur dioxide (SO ₂), carbon monoxide (CO), and inhalable particles (PM ₁₀)	<ul style="list-style-type: none"> Applied the intelligent O&M management platform and a big database of air conditioner operations to reduce the energy consumption of buildings in operation to reduce emissions. Implemented real-time monitoring of such air pollutants as PM_{2.5}, PM₁₀ and TVOC in public areas to meet the relevant standards.
Levima Advanced Materials	Industrial equipment boilers and self-owned passenger vehicles	NO _x , SO ₂ , particulate matters (PMs), VOCs	<ul style="list-style-type: none"> Discharged pollutants processed by professional environmental protection facilities in accordance with relevant regulations and took measures to reduce emissions. During the Reporting Period, continued the technical transformation project to improve the energy efficiency of the RTO in EVA units, enhance RTO treatment efficiency, and reduce VOCs emissions.
BIL	Self-owned passenger vehicles	NO _x , SO ₂ , CO, PM ₁₀	<ul style="list-style-type: none"> Procured and used more new-energy vehicles to reduce the emissions of exhaust gas by vehicles. Encouraged green commuting modes by providing innovative electric cars and bicycle rental services, encouraging carpooling, etc., to reduce the use of high-emission vehicles. During the Reporting Period, conducted tree planting activities among employees, planting a total of 600 trees, actively fulfilling environmental responsibilities.

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

During the Reporting Period, the Company did not incur, nor were they reported to have incurred, any incidents of being penalized by the relevant authorities for violating air pollutant emission limits.

Wastewater Management

The Company controls wastewater and pollutants generated from production and operating activities in strict compliance with laws, regulations and standards such as the *Law of the People's Republic of China on Prevention and Control of Water Pollution*, the *Integrated Wastewater Discharge Standard* (GB 8978-1996), the *Discharge Standard of Water*

Pollutants for Electronic Industry (GB 39731-2020), the *Emission Standard of Pollutants for Petroleum Chemistry Industry* (GB 31571-2015) and the *Wastewater Quality Standards for Discharge to Municipal Sewers* (GB/T 31962-2015).

During the Reporting Period, only Lenovo and Levima Advanced Materials had significant discharges of industrial wastewater and related pollutants. Since other subsidiaries are non-production enterprises, the domestic sewage generated by them was treated by third-party sewage treatment plants and then discharged in a compliant manner.

Lenovo	Levima Advanced Materials
Lenovo has signed agreements with third-party treatment institutions in accordance with its EMS requirements, and determined the discharge limits for wastewater and related pollutants from its factories in accordance with relevant laws and regulations, discharge limits of its places of operation and the treatment capacities of third-party institutions. And over 99% of Lenovo's wastewater has been treated by third parties.	Levima Advanced Materials has controlled wastewater and chemical oxygen demand (COD), ammonia nitrogen (NH ₃ -N), total phosphorus (TP), total nitrogen (TN) and other monitoring indicators in strict accordance with relevant laws and regulations to ensure that all wastewater is discharged in compliance with regulations and that the total amount discharged is lower than that specified in the pollutant discharge permit.

During the Reporting Period, there were no incidents occurred or reported in which the Company were penalized by the relevant authorities for breaching the restrictions on the emission of wastewater and relevant pollutants.

Solid Waste Management

The Company conducts prioritized management of various types of solid waste and their impacts on the environment in strict compliance with laws, regulations and relevant rules of operating places, such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste*, the *Standard for Pollution Control on Hazardous Waste Storage* (GB 18597-2023), the *Notice on Strengthening the Environmental Management of Waste Electrical and Electronic Equipment* issued by the Ministry of Ecology and Environment of the People's Republic of China, the

Regulations of Beijing Municipality on Administration of Domestic Garbage, and *Luxembourg Zero Single-Use Plastics Manifesto*, and *SuperDrecksKëscht® (SDK) Fir Betriber* labeling.

During the Reporting Period, Lenovo and Levima Advanced Materials generated general industrial solid waste and hazardous waste in the production processes; other non-production companies and subsidiaries only generated domestic waste.

Legend Holdings collects and disposes of hazardous and non-hazardous waste in a centralized manner, and reduces the amount of solid waste generated and disposed by such methods as recycling and source reduction. During the Reporting Period, Legend Holdings adhered to the overall waste management target of "implementing garbage sorting in all offices, and maintained 100% of compliant disposal of hazardous waste by 2025", achieving the green and sustainable management of waste.

Emission and Control of Solid Waste by Legend Holdings' Subsidiaries

Emission Entity	Non-Hazardous Waste	Hazardous Waste
Lenovo	<ul style="list-style-type: none"> • Management system: <i>Field Environmental Project Manual</i> • Waste types: office and canteen waste, and non-hazardous packaging and production waste from production factories • Disposal modes: collect and upload the monitoring or estimated data of waste by the waste collection spots of all workplaces on a monthly basis; sort and collect in the fields of generation, then entrust third-party waste management companies for disposal • Management target: Continuously recycle and reuse 90% (+/-5%) of non-hazardous waste across the globe during the Reporting Period (Completed) 	<ul style="list-style-type: none"> • Management system: <i>Field Environmental Project Manual</i> • Waste types: spent oil, refrigerant, organic solvents, batteries, fluorescent bulbs, ballasts, etc. • Disposal modes: collect and upload the monitoring data of waste by the waste collection spots of all workplaces on a monthly basis; sort in the fields of generation, then hand waste over to approved suppliers for disposal
Raycom	<ul style="list-style-type: none"> • Management system: <i>Waste Sorting Management System, Kitchen Waste Management Process, Recyclables Management Process, Construction Waste Management Process and Other Waste Management Process</i> • Waste types: construction waste and non-hazardous domestic waste • Disposal modes: assign special personnel to sort waste into the categories of kitchen waste, recyclables, and other waste; further sort recyclables, and then hand them over to garbage collectors for disposal • Waste reduction measures: reasonable reduce the number of redundant garbage cans and the ration of cancelled garbage bags, and encourage employees to reduce domestic waste 	<ul style="list-style-type: none"> • Management system: <i>Hazardous Waste Management Process</i> • Waste types: batteries, toner cartridges, ink cartridges, mercury-containing waste lamps, etc. • Disposal modes: assign special personnel to manage hazardous waste; entrust third parties with recycling and absorption qualifications for disposal • Waste reduction measures: encourage employees to buy back used computers that can still work • Management target: During the Reporting Period, achieve a recycling rate of over 90% for renewable resources, including waste paper, waste cartons, metals, glass, plastic products, and other recyclable materials. Additionally, ensure 100% recycling and proper disposal of mercury-containing waste lamps, cartridges/toners, and used batteries (Completed)

3. EMBRACING GREEN DEVELOPMENT, ADVANCING LOW-CARBON HIGH-QUALITY GROWTH

Emission Entity	Non-Hazardous Waste	Hazardous Waste
Levima Advanced Materials	<ul style="list-style-type: none"> • Waste types: general industrial solid waste such as boiler ash, desulfurized gypsum, and sludge, as well as non-hazardous domestic waste • Disposal modes: sludge is burnt in boilers; boiler ash and desulfurized gypsum are handed over to qualified companies for disposal and comprehensive utilization • Waste reduction measures: reduce general industrial solid waste through process optimization 	<ul style="list-style-type: none"> • Waste types: discarded packaging materials, spent lubricating oil, spent condensed oil, heavy alcohol, spent catalyst, etc. • Disposal modes: put hazardous waste in temporary storage as required, and then hand them over to organizations with corresponding treatment qualifications for disposal • Waste reduction measures: optimize the operation parameters of the VA refining system in the EVA copolymer plant to reduce waste generation; prolong the service life of the batteries in the instrument cabinet rooms to reduce waste batteries
BIL	<ul style="list-style-type: none"> • Waste types: waste paper, waste glass, food waste, etc. • Disposal modes: classify, collect and store waste; recycle waste paper, cardboard, glass, mixed packing, etc.; treat the food waste with biological methanation technology; treat other domestic waste by burning • Waste reduction measures: encourage the use of regenerated paper, duplex printing, paperless office and electronic signature; cooperate with restaurants and stakeholders to promote vegetarian diet and plant-based food 	<ul style="list-style-type: none"> • Waste types: waste bulbs, lamps, etc. • Disposal modes: Sort in the fields of generation; hand waste over to approved suppliers for disposal

BIODIVERSITY CONSERVATION

Legend Holdings is fully aware of the importance of biodiversity conservation, and has continuously monitored the potential impacts of its subsidiaries' business activities on biodiversity.

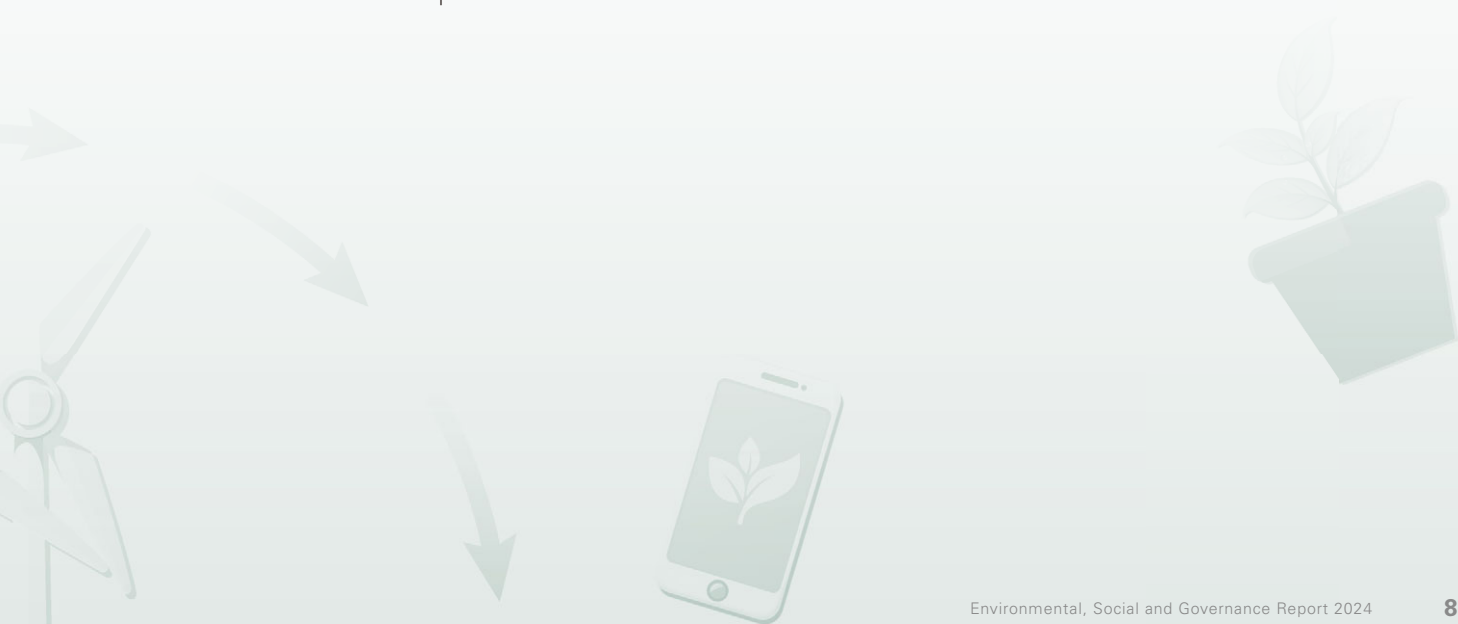
During the Reporting Period, Legend Holdings did not have any significant impact on biodiversity that resulted from any of its production and operating activities, products and services, nor did it have production bases or operating sites located in or near nature reserves or in biodiversity-rich areas outside nature reserves.

Case: Lenovo boosts biodiversity conservation through technological projects

Since 2021, Lenovo has focused on the ecological governance and biodiversity protection of the Yangtze River. Under this scheme, Lenovo has built a model case for intelligent protection of finless porpoises in Hubei Tian'ezhou Reserve, launched the public-interest science dissemination project "Song of the Great Yangtze River" for the biodiversity of Yangtze River, and set up the metaverse "supernatural space" project in Shanghai Natural History Museum. Overall Lenovo aims to cooperate with local governments to optimize the policies for the protection of such endangered species as finless porpoises and to safeguard the ecology of the Yangtze River together with various sectors of society.

During the Reporting Period, Lenovo and Shanghai Natural History Museum created the digital display project of "Awakening Earth Spirits with AI", which "revived" rare specimens of fin whale, Yangtze River dolphin and mammoth in a digital space by means of technological solutions of self-developed spatial computing and AIGC, enriching the presentation forms of popular science education.

Raycom emphasizes the protection of biodiversity and ecosystem integrity of Raycom Infotech Park and its surrounding regions. Specifically, it strategically employed ladybird eggs to control aphid pests, gradually enhancing natural enemy control and reducing the reliance on chemical pesticides. In addition, it specially protected the nests with nestlings during the cleaning of the exterior walls of buildings. During the Reporting Period, Raycom identified the risk of bird collisions caused by the reflection of vegetation on the park's glass curtain walls. In response, the "Bird Collision Prevention Glass Curtain Wall Retrofit" project was implemented in key areas. Dotted stickers were applied to reduce visual errors for birds, thereby providing a safer environment for wildlife around the park.





**PROVIDING CARE FOR
EMPLOYEES, BOOSTING
THEIR ALL-ROUND
DEVELOPMENT**

4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

EMPLOYEE RIGHTS AND BENEFITS

Employee Employment

Legend Holdings strictly abides by 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*, and local labor-related laws and regulations in overseas markets, respects and protects human rights, and complies with international conventions and labor standards. Moreover, it has formulated internal rules and regulations, such as the *Employee Handbook*, the *Code of Conduct* and the *Code of Ethics for Employees*, and standardized contract employment management, ensuring that all employees have signed labor contracts and have their social security contribution paid.

Legend Holdings prevents the use of child labor or forced labor through strict screening and routine supervision and management, and has developed clear accountability procedures against violations of employment regulations. Ledge Holdings respects the political rights and religious beliefs of employees, and resolutely avoids discrimination against any employee or job applicant due to differences in ethnicity, race, gender, age, marital status, disability, nationality, religion, etc., to provide equal opportunities for all employees and applicants.

During the Reporting Period, Legend Holdings further standardized relevant systems, updated the *Employee Non-Disclosure Agreement* to define the liability boundary for confidentiality, ensuring that employees understand the confidentiality requirements while avoiding unnecessary liability risks caused by information ambiguity.



Overview of Employee Employment Rights at Legend Holdings

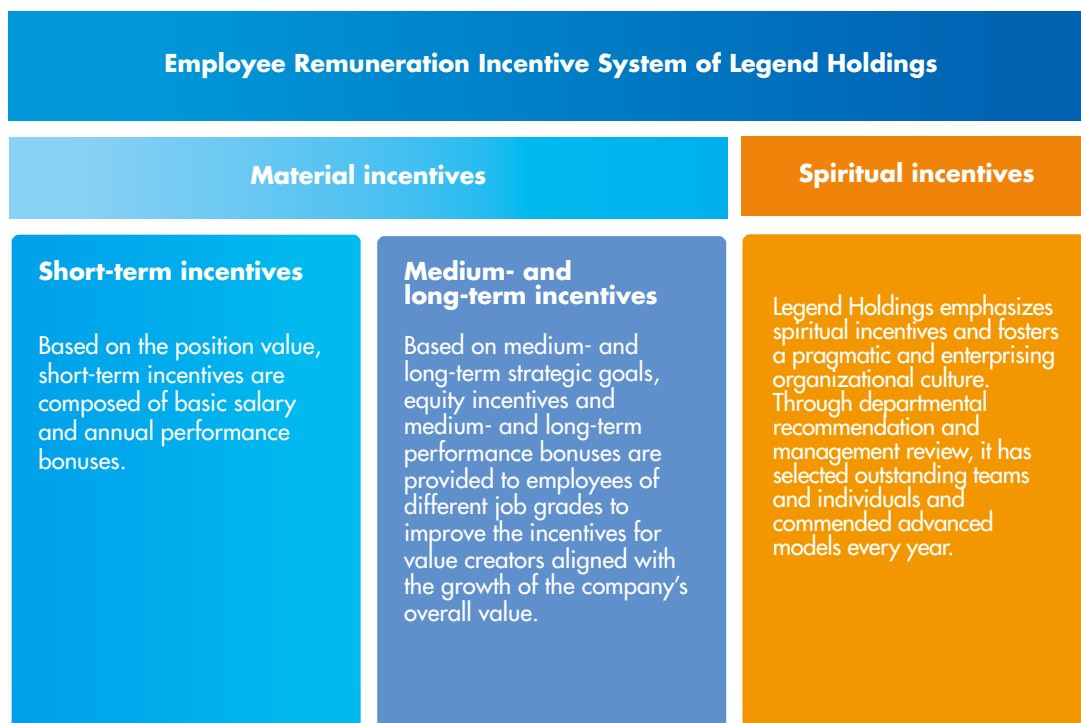
Remuneration and Dismissal	Working Hours and Leave
<ul style="list-style-type: none"> • Remuneration: In accordance with the <i>Remuneration Management Measures</i>, the company adopts a position-based salary and target bonus system, and the annual performance is linked to factors such as performance. • Contract termination: Proceed in accordance with the termination procedures in the <i>Termination Management System</i>; understand why employees decide to leave and gather their suggestions for departments or the company; cooperate in case of background checks for on-boarding and file transfers of employees applying for new jobs, and provide support for their efforts in finding a new job and seek assistance from headhunters and subsidiaries when necessary. 	<ul style="list-style-type: none"> • Working hours: In accordance with the <i>Attendance and Vacation Management Regulations</i>, the company sets 40 standard working hours for employees per week, and makes flexible working-time arrangements. • Leave: Paid annual leaves, paid sick leaves and Spring Festival welfare leaves are provided; state-mandated leaves and rights, such as maternity leave for women, marital leave, bereavement leave and breastfeeding leave, are provided in accordance with national and local regulations.

Human Resource Management System of Legend Holdings' Subsidiaries (Partial)

Lenovo	<i>Human Rights Policy, and Code of Conduct for Employees</i>
Levima Advanced Materials	<i>Labor Contract Management Measures, Recruitment and Employment Management Measures, Vacation Management Measures, and Management Measures for Violations of Rules and Disciplines</i>
Raycom	<i>Labor Relations Management System, Corporate Attendance and Vacation Management Measures, Corporate Remuneration Management Measures, and Corporate Welfare Management Measures</i>
BIL	<i>Human Rights Policy, Diversity Charter, BIL Code of Conduct, and Ethics and Prevention of Sexual Harassment Policy</i>

4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

The employee remuneration of Legend Holdings consists of short-term incentives and medium- and long-term incentives. Legend Holdings considers various factors, such as overall strategic directions and business characteristics, comprehensively analyzes a selected group of market-based remuneration references matching different posts, and dynamically adjusts its remuneration system to ensure its reasonable market competitiveness.



Legend Holdings has established a mechanism for employee complaints and protection of complainants. In case of any infringement upon employees' basic rights, they can lodge complaints or reports through internal channels. The Company comprehensively investigates all complaints and keeps the relevant employee information confidential in strict accordance with relevant requirements.

During the Reporting Period, no case of child labor or forced labor occurred at the Company, and no violations or complaints were reported regarding employment and equal opportunities, diversity and anti-discrimination, remuneration and promotion, working hours and leave policies, or other labor standards.

Employee Communication

Legend Holdings has supported employee communications through multiple channels, including communication meetings for new employees, “progress email” column, regularly departmental meetings and face-to-face communications between senior executives and frontline employees. And employees have the rights to know and participate in both the Labor Union and the Workers’ Congress. During the Reporting Period, Legend Holdings conducted satisfaction surveys on all the employees renewing their labor contracts and the employee satisfaction index was up to 96%. Furthermore, it conducted in-depth interviews and trainings to gather specific feedback. Both mechanisms are complementary to each other, covering the communication needs of employees in an all-round way.



4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

Employee Communication Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Lenovo has carried out the "Lenovo Listens" Annual Employee Engagement Survey to listen to employees' voices and effectively take their opinions and suggestions. The 2024 survey results showed a record-high employee participation rate of 97% and an employee engagement rate of 90%. According to the findings, Lenovo's core strengths lie in diversity & inclusion, ethics & trust, managerial effectiveness and future vision, which further enhanced employees' sense of belonging and alignment with the company's values.
Levima Advanced Materials	<ul style="list-style-type: none"> Levima Advanced Materials has set employee suggestion boxes in office areas to regularly collect employees' opinions and suggestions, which are sent to relevant responsible departments for tracing the handling progress and providing prompt response to employees. Meanwhile, through various methods such as group discussions, Levima Advanced Materials ensures smooth channels for employees to offer suggestions, addresses their concerns, and promotes mutual growth between employees and the company.
BIL	<ul style="list-style-type: none"> Employees have shared their opinions on internal operations through the annual Employee Net Promoter Score (E-NPS) survey. The feedback has been collected as critical guidance for action plans to enhance communications and meet employee needs. BIL has built the internal social platform "Blink" to facilitate open communications, which includes news dynamics of BIL, a social zone for free comments and a virtual collaboration space for information sharing among all employees.



Employee Benefits

Legend Holdings has established a sound welfare system for employees. Aside from contributing to the social security package and housing provident fund of employees in accordance with relevant laws and regulations, Legend Holdings has focused on the health, safety and well-being of employees. Specifically, it has provided comprehensive physical examinations for employees every year, and established a health service system, including healthcare benefits, and health and disease prevention consultations. In addition, Legend Holdings has also offered medical insurance services for employees' minor children and spouses who are not covered by medical insurance, effectively solving employees' worries.

During the Reporting Period, Legend Holdings has kept optimizing employee health management and welfare and support policies, expanded resources through multiple channels, and efficiently interpreted the latest insurance policies online, ensuring that employees fully understand and enjoy relevant benefits.

Supplementary Benefits for Employee of Legend Holdings

Health and safety	Employee support	Care for employees
<ul style="list-style-type: none"> • Supplementary commercial insurance • Healthcare benefits • Physical examinations, health-themed training and disease prevention consulting • Online medical inquiries, online claim settlement, online medicine stores and other online medical services 	<ul style="list-style-type: none"> • Enterprise annuities • Supplementary housing provident funds • Various types of welfare leave (paid annual leave, sick leave, etc.) • Various welfare subsidies (lunch and phone subsidies) • Public rental housing and subsidies for children in nurseries and education • Points for household registration, work residence permits, and work visas for foreign personnel 	<ul style="list-style-type: none"> • Greetings at birthdays, holidays, weddings, and childbirth, visits to patients, and attendance at funerals • Flexible working hours • Department team building • Seasonal beverages, first-aid kits, fitness equipment, and gym • Nursing room and lunch break room

With regard to providing help and support to employees, Legend Holdings has developed the *Subsidy Measures for Employees in Difficulties* and the *Implementation Rules for Care for Employees*. Legend Holdings has provided financial aid to employees according to the corresponding procedures in case that the employees themselves or their immediate family members have critical illnesses, or their families are in serious difficulty due to natural disasters, accidents and other special causes. In 2024, Legend Holdings has further upgraded relevant measures to provide comprehensive support for employees and their families in a timely manner.

4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

Actions of Legend Holdings' Subsidiaries to Show Regards and Sympathy and to Offer Help and Support

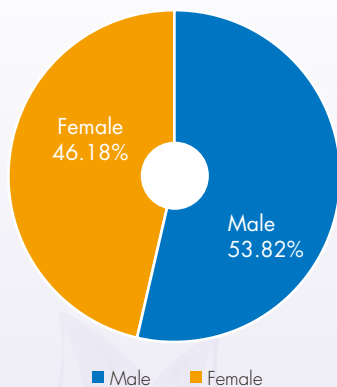
Levima Advanced Materials	Levima Foundation, an internal public welfare organization, has been set up to provide help and support for employees with family difficulties due to acute illnesses, accidental trauma, family crisis, force majeure-caused catastrophes or accidents and those whose immediate family members can hardly continue their study due to financial difficulties, which helped 15 employees with difficulties during the Reporting Period.
BIL	A "People Care" team has been established to address employees' long-term illness, disabilities and psychological problems and offer support for their significant misfortunes, such as death or suicide risks. The team has developed and implemented preventive measures to mitigate relevant risks, and provided timely support and follow-up services in case of critical incidents. Additionally, the team has reassigned jobs for employees and helped them return to work, ensuring comprehensive support for their physical and mental health, as well as career development.

DIVERSITY AND EQUAL OPPORTUNITIES

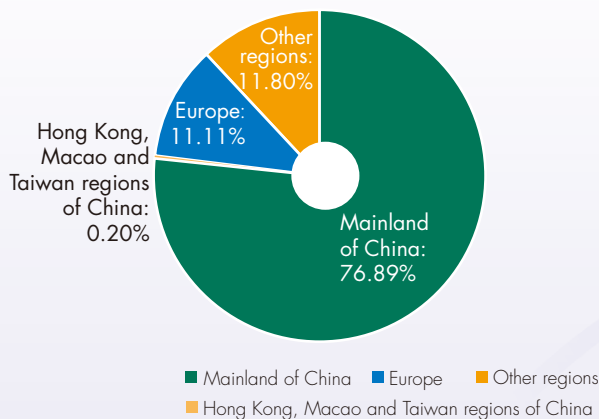
Legend Holdings attaches great importance to creating diverse teams, actively recruits employees with different backgrounds and identities, fosters an inclusive work environment, and actively shares the

concept of workforce diversity with stakeholders. As of the end of the Reporting Period, the total number of employees of Legend Holdings (excluding Lenovo) in the consolidated financial statements was 17,086. Details of employees by gender and region are shown in the chart below:

Gender proportion of employees



The proportion of employees in different regions



Key Diversity and Equal Opportunity Actions of Legend Holdings



Respect for Multiculture

- Show full respect to employees' ethnic or regional cultures and religious beliefs, and organize relevant activities, gives gifts or permits welfare leaves during ethnic festivals, showing its respect and support for multiculture.



Construction of Barrier-Free Facilities

- Set up barrier-free passages, bathrooms, elevators and other amenities in accordance with the *Barrier-free Environment Creation Law of the People's Republic of China* to safeguard the rights of people with disabilities, creating an inclusive and friendly work atmosphere.



Protection of women's rights

- Safeguard the rights of female employees according to the *Special Rules on the Labor Protection of Female Employees*, create an equal working environment, and adhere to the principle of equal pay for equal work between male and female employees.

Measures of Legend Holdings for the Protection of the Rights of Female Employees

Paid maternity leave, daily breastfeeding hours, parental leave, one-child parental care leave, etc.

Health rooms and nursing rooms in the office areas

Women's Day vacation, holiday gifts, and entertaining activities

Individual physical examination items such as cervical and breast cancers screening

Discussion on women's healthy development

4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

Diversity and Equal Opportunity Practices of Legend Holdings' Subsidiaries

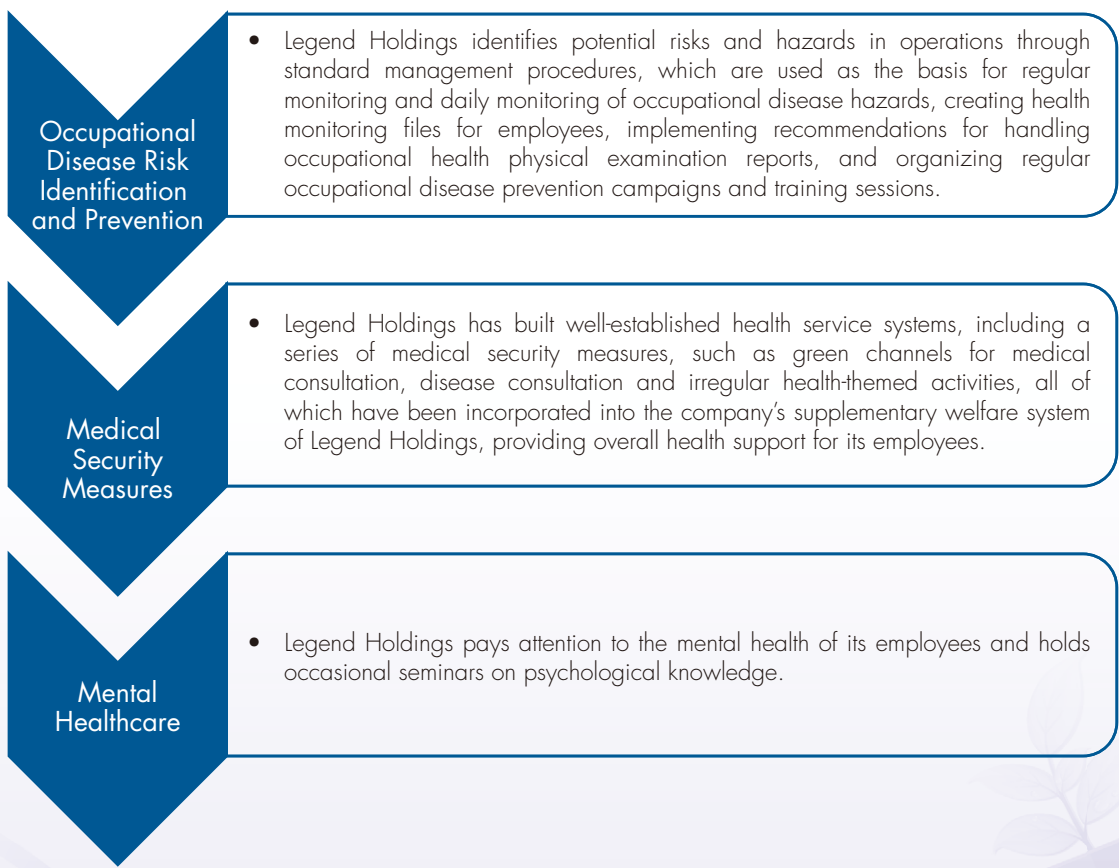
Lenovo	<ul style="list-style-type: none"> Lenovo has set up the Diversity and Inclusion Committee that advocates a diverse and inclusive culture, setting the goals of "27% of female senior executives worldwide and 35% of senior executives from historically excluded groups in the U.S. by FY2025/26". Lenovo has initiated the "self-identification" program, enabling employees to voluntarily self-identify their gender, race and ethnic groups, and disclose their visible or invisible disabilities in the HR system. Lenovo has signed the <i>Women's Empowerment Principles</i> and the <i>Amsterdam Declaration</i> to promote gender equality, creating an inclusive environment for LGBTQIA+ employees. Lenovo has been included in the Corporate Equality Index for six consecutive years.
Raycom	<ul style="list-style-type: none"> Raycom has installed braille markings on elevator buttons to optimize barrier-free infrastructures in the park, improving the experience of people with disabilities. Raycom has organized activities to care for female employees on the International Women's Day, and distributed a total of 1,200 gifts to employees in the park, a gesture that highlights its dedicated care for female staff.
Levima Advanced Materials	<ul style="list-style-type: none"> The canteen provides halal food and other dietary options to meet the diverse needs of ethnic minorities. It also organizes celebrations for multicultural festivals, fostering an inclusive and harmonious work environment and atmosphere. Levima Advanced Materials has signed the <i>Agreement on Protecting the Special Rights of Female Employees</i> with Labor Union to explicitly protect the labor protection, medical treatment and other benefits and rights for female employees during their pregnancy, maternity leave and lactation, ensuring strict implementation of relevant regulations. Levima Advanced Materials held the "Steel Roses" theme activities on the International Women's Day over 150 female employees participated, and the event was highly praised.
BIL	<ul style="list-style-type: none"> As a signatory of the <i>Luxembourg Diversity Charter</i> and the <i>Women in Finance Charter</i>, BIL has specified the diversity policies and carried out active action, and promised to increase the proportion of female executives to 30% by 2028. BIL has launched "diversity & inclusion" training courses for all employees to raise their awareness. BIL has organized a series of multiculture-themed activities to actively support the LGBTQ+ groups and equal rights, demonstrating its firm commitment to diversity, equity and inclusion (DEI).

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health Management

The Company strictly complies with the *Production Safety Law of the People’s Republic of China*, the *Law of the People’s Republic of China on Prevention and Control of Occupational Diseases*, and relevant local laws and regulations of overseas markets, and conducts the occupational health and safety management of employees. As of the end of the Reporting Period, the global manufacturing sites of Lenovo and the production bases of Levima Advanced Materials have passed the certification of ISO 45001: 2018 Occupational Health and Safety Management System. During the Reporting Period, there were no safety accidents such as fires, explosions, chemical poisoning, or occupational diseases at the Company, and there was no work-related fatality.

Key Occupational Health Management Actions of Legend Holdings



4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

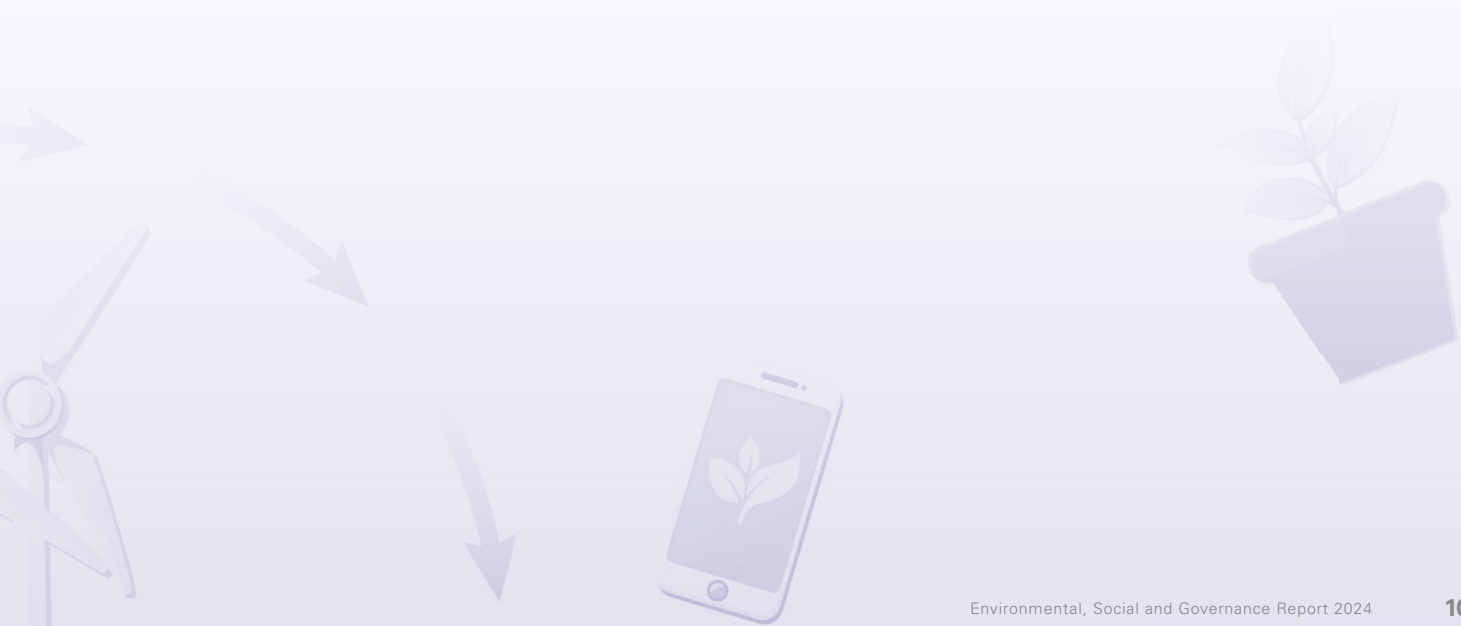
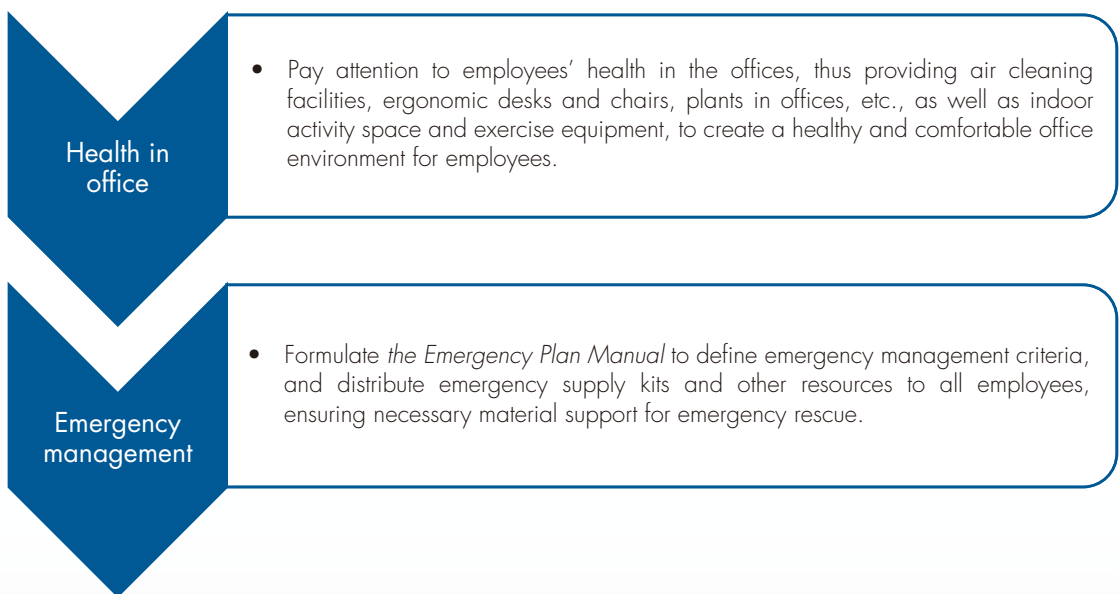
Occupational Health Management Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Lenovo has established the Occupational Health and Safety (OHS) management system in line with international workplace safety standards. It requires all certified factories to implement the management goals. Through overall hazard identification, risk assessment and occupational injury prevention measures, Lenovo has integrated health and safety programs into Lenovo's global manufacturing activities. Lenovo has conducted various on-the-job training and activities to enhance the health and safety awareness of employees and contractors. Meanwhile, it has provided special trainings on breast cancer prevention and treatment, mental health, stress and emotional management to care for its employees' physical and mental health in an all-round way.
Levima Advanced Materials	<ul style="list-style-type: none"> Levima Advanced Materials has formulated and implemented such occupational disease prevention and control systems as the <i>Three Simultaneities System for Construction Projects</i> and the <i>Occupational Hazard Inspection and Evaluation Management System</i>, provided employees with articles for labor protection and guidance on how to use them correctly, carried out the regular classified control of occupational hazard risk, and investigation of hidden occupational hazards, created health monitoring files for employees and monitored the key employees every year. Levima Advanced Materials has focused on employees' mental health. Levima Advanced Materials invited mental health counseling experts to give a mental health lecture focusing on emotional stress identification, sources and management methods, enhancing employees' mental health awareness and emotional management capabilities.
BIL	<ul style="list-style-type: none"> BIL has kept improving its occupational health and safety management system by appointing designated personnel to manage the occupational health of employees, evaluating their occupational health status, and organizing occupational health and safety training, so as to promote the risk evaluation and hazard prevention of occupational diseases. To help employees cope with personal and workplace challenges, BIL has established a comprehensive psychosocial support network, with the aim to enhance the overall well-being and mental health of employees.

Safe Production and Operation

The Company is committed to creating healthy and safe office and production environments for employees. Involved in investment, management, finance, and property management-related businesses, Legend Holdings, BIL and Raycom mainly consider occupational health factors in the office environment. Lenovo and Levima Advanced Materials, on the other hand, operate manufacturing businesses related to electronics, telecommunications equipment and chemical materials. In addition to ensuring the well-being of office-based employees, they also focus on the safety and health of workers involved in production processes.

Key Safety Production and Operation Actions of Legend Holdings



4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

Safety Production and Operation Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Lenovo's global manufacturing sites have been audited by a certified third-party agency and have obtained the triple ISO certifications for Quality, Environment and Occupational Health and Safety. Lenovo's health and safety program focuses on prevention. During the Reporting Period, the "Prevention through Design" (PTD) procedure was updated to adapt to the growth of automation equipment on production lines. The PTD procedure provides the safety guidelines for new equipment installation, and introduces the change management process to ensure effective prevention of occupational injuries when adopting new technologies, processes, services and materials, thereby enhancing overall safety. Lenovo's Emergency Response Team (ERT) collaborates with the facilities management department to design an emergency plan that specifies the appropriate response to unexpected events to minimize related risks, and organizes training on first aid and Cardiopulmonary Resuscitation (CPR) to improve employees' emergency response capabilities.
Raycom	<ul style="list-style-type: none"> Raycom has installed AED facilities in its property service areas, providing effective first aid support for personnel in the park in a timely manner. Raycom has organized a month-long fire safety campaign, including emergency rescue training and fire safety knowledge lectures, to enhance emergency response capabilities of employees and users in the park.
Levima Advanced Materials	<ul style="list-style-type: none"> The Safety Committee organizes regular meetings to promote continuous improvements of safe production, "classification" and chemical process safety management, creating a safety benchmarking enterprise. Levima Advanced Materials has built a safety informatization system for mechanization, automation and remote control. Through online monitoring technologies and automated equipment, it has achieved control of production processes safety and equipment fault monitoring, early warning and maintenance, ensuring the safe and stable operation of production devices. Levima Advanced Materials' employees have further learnt various accident emergency plans, and taken an active part in more than 800 accident emergency drills based on comprehensive plans, special plans and on-site disposal plans during the Reporting Period.
BIL	<ul style="list-style-type: none"> To ensure occupational health, BIL has set a fitness room in the office area, providing a variety of strength training and aerobic exercise equipment for free use of all employees. BIL has established emergency exits, developed evacuation plans, and equipped the premises with emergency medical devices, continuously improving its emergency evacuation system. All BIL employees have been automatically signed up for Luxembourg Air Rescue (LAR), a non-governmental organization. When necessary, LAR would provide the employees with professional rescue and support services, including repatriation by air.

HUMAN CAPITAL DEVELOPMENT

Talent Development and Training

Legend Holdings has developed a comprehensive talent development system according to the “7-2-1” principle, and effectively improved employees’ capabilities through a variety of methods, such as hands-on experience, mentoring by senior personnel and themed training, thus facilitating the growth and development of employees.

“7-2-1” Principle for Talent Development System of Legend Holdings

70% of employee capability enhancement comes from hands-on experience	Legend Holdings’ strategic and business development provides employees with broad opportunities for practical experience. Legend Holdings assign challenging tasks, after taking individual capabilities and characteristics into account, to the employees to enhance their capabilities.
20% of employee capability enhancement comes from coaching	Legend Holdings’ coaching system. Experienced executives or senior employees act as coaches and also provide personalized guidance and experience sharing with employees in their course of career development.
10% of employee capability enhancement comes from training	In response to its business development and employees’ needs, Legend Holdings organizes and supports employees in attending training programs or online courses, so that they can improve competence and gain access to professional information.

Legend Holdings has established a talent training system based on its business development and the needs of employees at different levels for capability improvement to provide employees with diversified career development support, with the aim to create a learning organization and help employees to grow together with the enterprise.



4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

Talent Training System of Legend Holdings

Training of senior management

- In response to the company's major business decision-making needs: hold regular meetings of decision makers to discuss the company's key businesses, providing support for key decision-making.
- In response to the company's development and senior management training needs: invite external experts to carry out training sessions on national macro situation and policies, broadening the horizon of the senior management team and improving their strategic thinking.

Training of mid-level and primary employees

- In response to the professionalism and general skill improvement needs of all mid-level and entry-level employees: hold sessions for sharing cutting-edge information in the industry and skill theme training sessions from irregularly, broadening the horizon of employees and improving their general capabilities.
- In response to the business capability enhancement needs of employees of all departments: carry out various types of intradepartmental training sessions on expertise, improving business practice and professional skills and enhancing overall team effectiveness.
- In response to new employees' needs to adapt to the work scenario: provide systematic orientation training that covers corporate culture and other content to help new employees integrate into the team soon.

Legend Holdings established a management institute and built a learning exchange platform for its subsidiaries to continuously share organizational culture and management experience with subsidiaries and investee enterprises, empowering their organizational development and management capability enhancement, and promoting the joint development of all subsidiaries. In 2024, the management institute continued to provide support for Levima Advanced Materials, Joyvio Group, Legend Star and other subsidiaries. In commemorative events, it invited both new and veteran employees to review the corporate development history in an open history class entitled "Still On The Road: Legend's 40 Years".

Talent Training Programs of Legend Holdings' Subsidiaries

Lenovo	Lenovo provides targeted learning experiences for executives at all levels, supporting their development at different stages of leadership development. Besides, it places special emphasis on diverse leadership development, and provides specific programs for leaders from historically excluded groups, such as Women's and Mosaic Leadership Development Programs (WLDP/MLDP) and Courageous Personal Leadership Development Program (CPLDP).
BIL	BIL provides comprehensive training for employees, covering thematic training and compliance training. Employees may propose personalized training requirements, which will be implemented upon approval by their direct managers and the HR department. In addition, it offers the youth program, talent management and leadership development projects for specific groups to support their career growth and development.
Levima Advanced Materials	Levima Advanced Materials establishes a multi-tier talent pipeline, organizing talent training programs according to a talent echelon development system, including the external advancement programs for mid- to high-level management personnel, the "Hongcai", "Hongxing" and "Young Backbone Cadre Class" projects for mid-level and primary employees, the "Hongshanshu" training program for fresh graduates, and the professional skill enhancement training programs for backbone personnel across business lines.

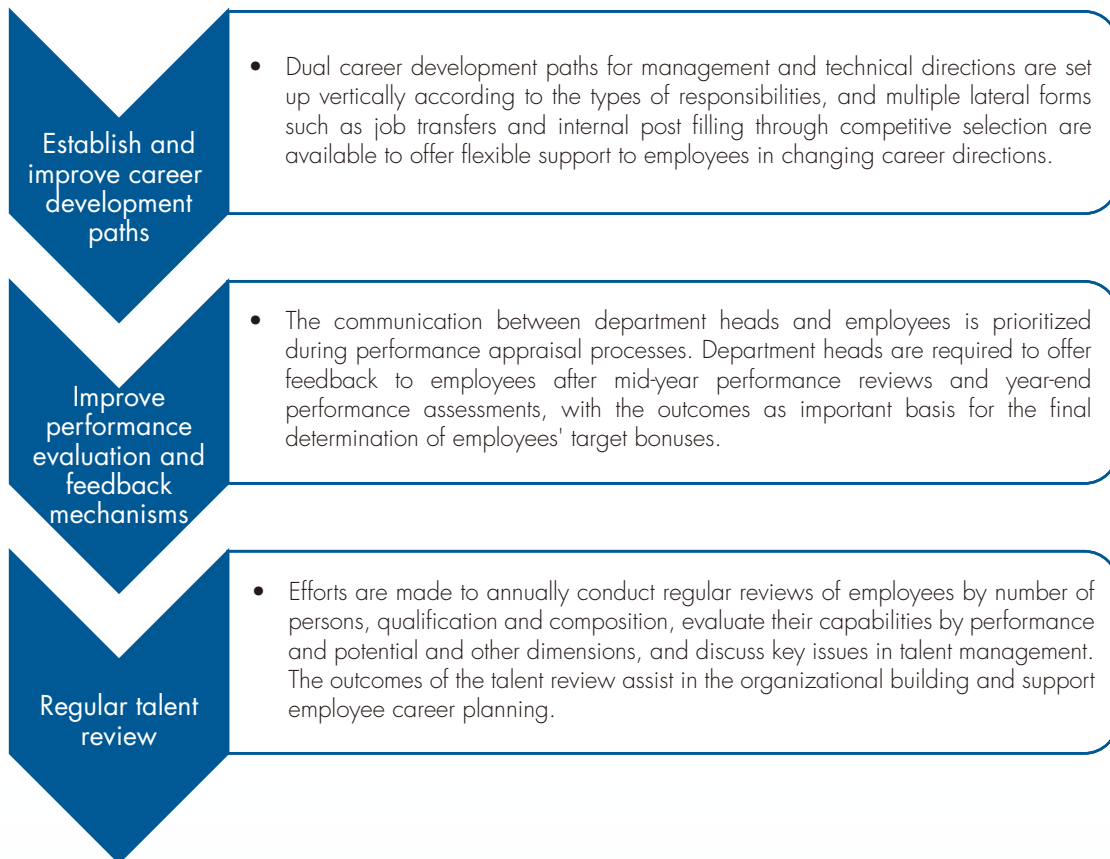
Talent Assessment and Promotion

The Company has developed and refined career development paths, and enhanced performance assessment and feedback mechanisms to support employees in achieving greater success throughout their careers. It clarifies the talent development strategy by means of talent review, offering solid support for long-term organizational growth.



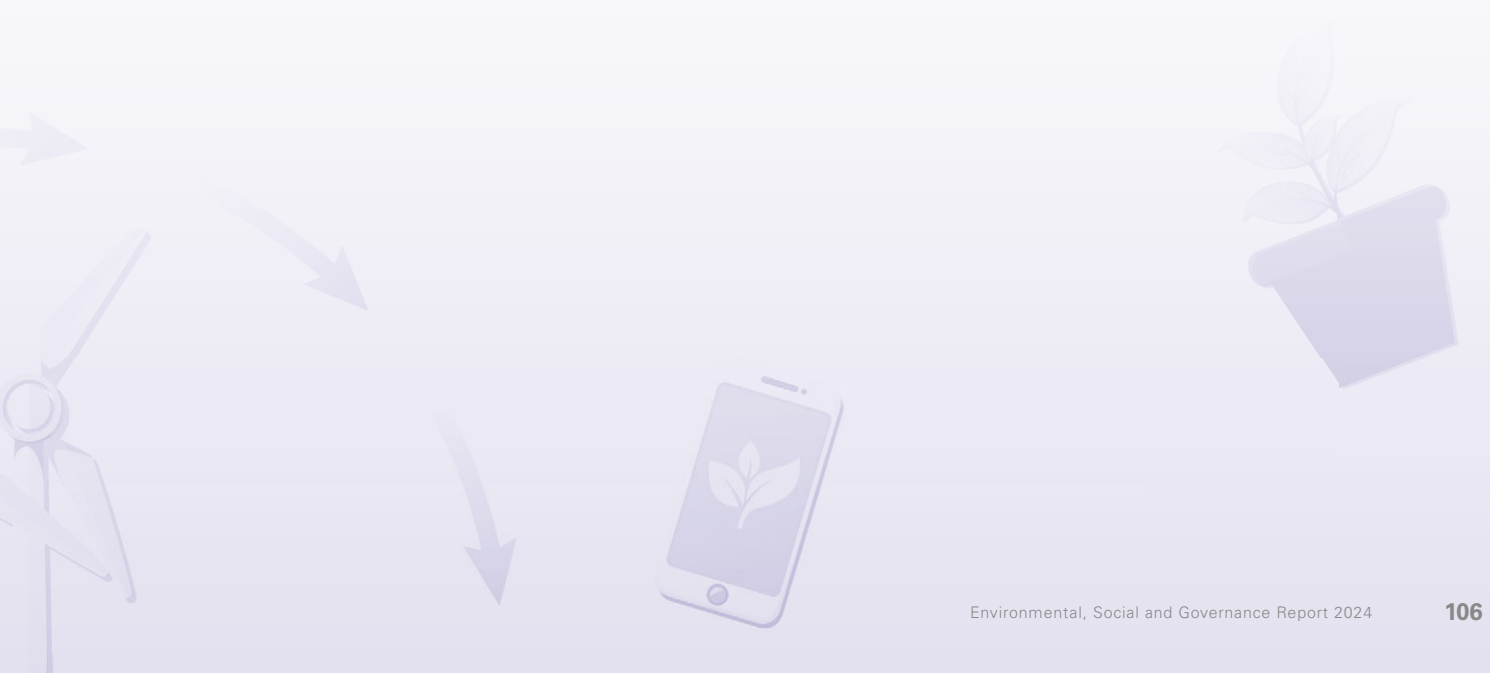
4. PROVIDING CARE FOR EMPLOYEES, BOOSTING THEIR ALL-ROUND DEVELOPMENT

Key Initiatives for Talent Assessment and Promotion at Legend Holdings



Talent Assessment and Promotion Practices of Legend Holdings' Subsidiaries

Lenovo	<ul style="list-style-type: none"> Promotion is based on increased work responsibilities and complexity, and decision makers consider business needs and employee's competencies, including employees' previous performance, seniority and corporate cultural identity. Lenovo has set KPIs at the beginning of the fiscal year, which have been regularly reviewed and updated by leaders. Its employees receive formal performance feedbacks at least once a year, including their performance rating and Individual Performance Modifier (IPM); the results are linked to their incentive pay.
Levima Advanced Materials	<ul style="list-style-type: none"> Levima Advanced Materials has conducted regular performance assessments, with differentiated assessment models for different business lines, and clear improvement goals, measures and timelines for employees who fail to meet performance objectives. Levima Advanced Materials has conducted regular talent reviews to evaluate employees across multiple dimensions such as performance, potential and quality, with training and development plans based on talent review outcomes.
BIL	<ul style="list-style-type: none"> BIL has conducted the annual promotion assessment based on employees' skill development and increased responsibilities, with systematic performance records of annual assessments by direct managers and the management. Promotion proposals shall be discussed at the review meeting attended by business line leaders and HR director, and then approved by the Promotion Committee; those for senior executives shall be further approved by the Executive Committee. This mechanism considers to both the gender equality goal and the business strategy, while allowing special promotions in line with performance standards.





**CONSOLIDATING
COLLECTIVE
ENDEAVORS,
CO-CREATING
A BENEVOLENT
AND
IMPROVED
SOCIETY**



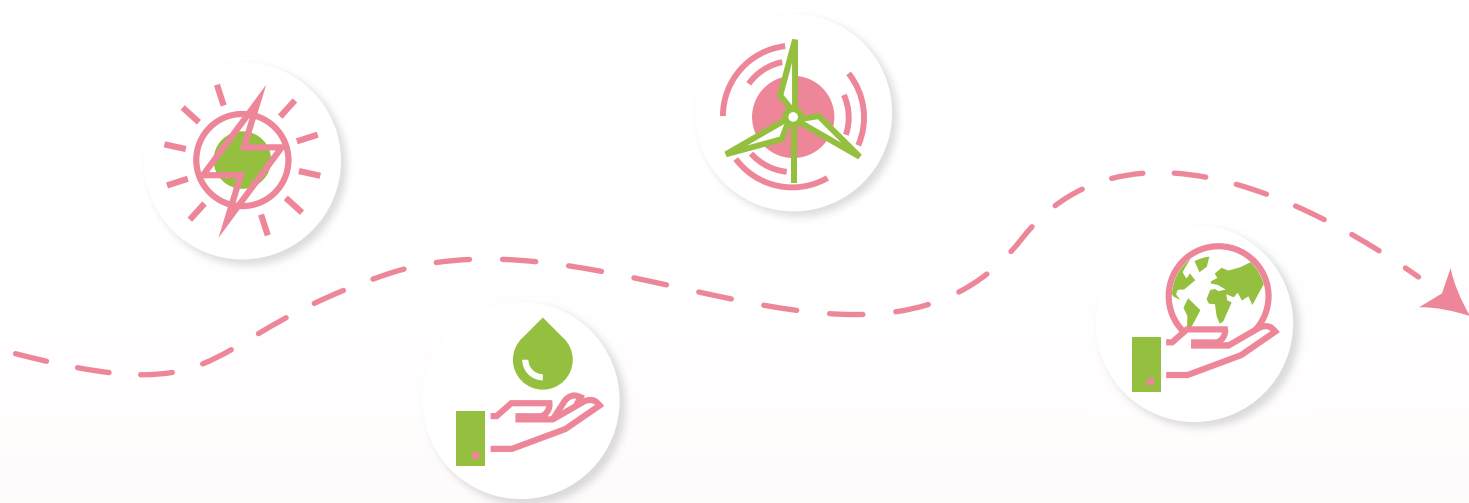
5. CONSOLIDATING COLLECTIVE ENDEAVORS, CO-CREATING A BENEVOLENT AND IMPROVED SOCIETY

SUPPORTING RURAL REVITALIZATION

Empowering Rural Education

Since 2004, Legend Holdings has carried out the rural education aid project of “Legend Enterprising Class” to provide tuition and living expenses for senior high school students from low-income families in Yanqing District, Beijing, Huining, Gansu Province, Duyun, Guizhou Province, and Liupanshan, Ningxia Hui Autonomous Region, and organized a series of empowering training activities to help students broaden their vision and improve their comprehensive competence and accessibility to higher education.

The year 2024 marks the 20th anniversary of the establishment of “Legend Enterprising Class”. Over the past two decades, the project has invested more than RMB40 million, and enrolled 3,215 senior high school students from low-income families; the students achieved an undergraduate admission rate of 99.8% and “Project 985” and “Project 211” universities’ admission rate of 59, and 43 of them were admitted to Tsinghua and Peking universities. Looking forward, Legend Holdings is committed to building upon the success of the “Legend Enterprising Class” to further amplify its investment in rural education, and boost the development of rural education across multiple dimensions, contributing to cultivating more talents in the local rural communities.



“Legend Enterprising Class” Summer Dream Trip Activity

Legend Holdings emphasizes both material support and holistic development in its endeavors of supporting rural education. Legend Holdings seeks to provide students and teachers with more opportunities to go beyond their schools and hometowns. To this end, Legend Holdings launched the “Legend Enterprising Class” Summer Dream Trip Activity.

In July 2024, Legend Holdings’ public welfare team organized the “Legend Enterprising Class” Summer Dream Trip Activity for outstanding student representatives and teachers from “Legend Enterprising Class” of Gansu Huining No. 2 Middle School, Guizhou Duyun No. 2 Middle School and Ningxia Liupanshan High School in Xi’an. In the activity, the students took a tour of universities and scenic spots to gain new insights, learn folk customs and experience the charm of traditional culture, and visited leading enterprises in strategic emerging industries to witness the remarkable power of scientific and technological innovations at close range.



Summer Dream Trip Activity

5. CONSOLIDATING COLLECTIVE ENDEAVORS, CO-CREATING A BENEVOLENT AND IMPROVED SOCIETY

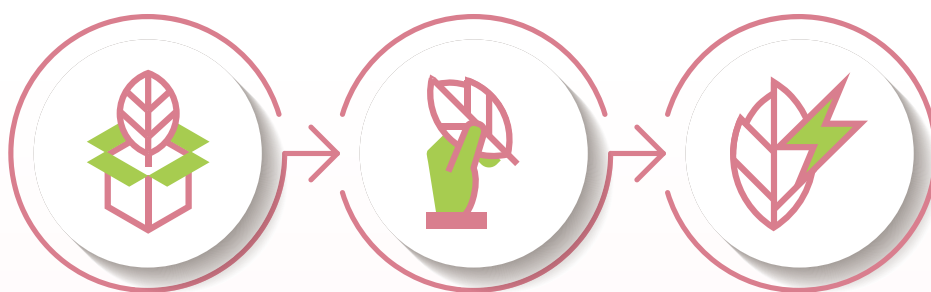
Stepping Up Industrial Assistance

Since 2018, Legend Holdings has partnered with the China Women's Development Foundation to establish the Revolving Loans for Mother project. This initiative aims to provide small-amount interest-free loans and poverty alleviation funds to help women in rural areas start their businesses. So far, the project has helped women from low-income families to start businesses with local characteristics in Shuangjiang County of Yunnan Province, Pengshui County of Chongqing Municipality, Yushu of Jilin Province, Yanbian Prefecture of Jilin Province, Yinchuan of Ningxia Hui Autonomous Region and Guyuan of Ningxia Hui Autonomous Region. These efforts have collectively fostered the local development towards empowering agriculture with high-quality and green products while giving priority to effectiveness.

To gain more insights into the progress of the supported projects, Legend Holdings and the China Women's Development Foundation conducted a field visit in December 2024 to the characteristic homestay

project for women's employment and income growth in Antu County, Yanbian Prefecture, Jilin Province. The project is expected to benefit approximately 120 rural women and their families.

As of the end of the Reporting Period, the "Revolving Loans for Mother" project had deployed revolving funds amounting to RMB6.43 million, directly benefiting over 400 women and their families, impacting around 1,700 individuals, and boosting farmers' income by RMB13 million. During the Reporting Period, a total of RMB1.7 million of revolving loans was invested to support women's entrepreneurship projects, covering the paper-cutting, embroideries and other intangible cultural heritage handicrafts in Xiji County, Guyuan, Ningxia Hui Autonomous Region, the intangible cultural heritage saozhi noodles in Helan County, Yinchuan, Ningxia Hui Autonomous Region, and the characteristic homestay project in Antu County, Yanbian Prefecture, Jilin Province, in a bid to help local women with entrepreneurship and development through traditional culture and characteristic industries.



Levima Advanced Materials actively participates in the initiative of “Ten Thousand Enterprises Assist Ten Thousand Villages”

Levima Advanced Materials cooperated with Wudu District, Longnan, Gansu Province, a national key county for rural revitalization. In September 2024, Levima Advanced Materials purchased distinctive agricultural products worth over RMB600,000 to help local farmers increase their income. Besides, it donated RMB300,000 to aid local college students from low-income families.



陇南市农业农村局

感谢信

联泓新材料科技股份有限公司：

“万企兴万村”行动是党中央立足我国农业农村发展实际，着眼民营企业特色优势作出的重大决策，是大力实施乡村振兴战略的有效举措。贵公司秉承家国情怀，认真落实中央决策，主动承担社会责任，积极参与“万企兴万村”行动，采购我市特色橄榄油农产品，拓宽了我市主导产业的销售渠道，帮助陇南地区脱贫群众增收致富，为我市发展乡村产业做出了积极贡献，也为我市大力推进乡村振兴注入了强劲动力。在此，我们对贵公司的深情厚谊，表示崇高的敬意和衷心的感谢！

近年来，陇南立足资源禀赋和发展基础，多途径发展乡村产业，注重特色优质农产品品牌建设，品质提升，橄榄油产业成为陇南“独一份”“特中特”产业，曾获得众多国际、国内荣誉，受到消费者的普遍认同和青睐。希望贵公司继续发挥企业的社会责任，持续不断关心关注我市发展，聚焦乡村产业和群众增收，进一步拓宽市场合作，携手为陇南乡村振兴做出新的更大贡献。

陇南市农业农村局
2024年11月18日

Levima Advanced Materials Supports Rural Revitalization in Longnan

PROMOTING TECHNOLOGICAL INNOVATION

Legend Holdings and the Chinese Academy of Sciences have jointly initiated the Legend Star since 2008, which aims to identify and nurture technological entrepreneurial leaders through “early investment” and “in-depth incubation” strategies. Its goal is to promote the industrialization of scientific and technological achievements and to foster technological entrepreneurship. In addition, Legend Holdings established the Legend Star Start-up CEO Training Program and Legend Star Entrepreneurship Alliance that integrated resources, shared entrepreneurship, management and investment experience, and facilitated resource sharing among startups and venture capital institutions through free training sessions, promoting the rapid development of technological startups.

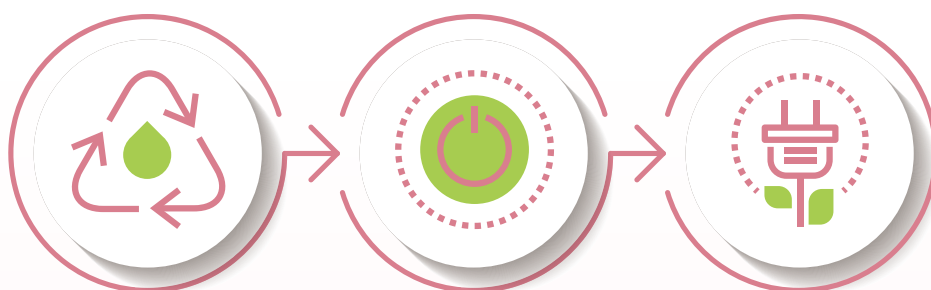
Since the launch of the Legend Star Start-up CEO Training Program, Legend Holdings has consistently dedicated an annual training investment of tens of millions of yuan, enrolling a total of 1,364 innovative entrepreneurial talents to date. Presently, 61 companies founded by “Star-up Friends” have been listed and there are over 66 founders or senior executives of currently listed companies who have graduated from the program. Furthermore, 185 companies have been recognized as national-level specialized and innovative “little giants”, contributing to nearly 400,000 employment opportunities. This initiative has cultivated an influential entrepreneurship and innovation ecosystem nationwide.

5. CONSOLIDATING COLLECTIVE ENDEAVORS, CO-CREATING A BENEVOLENT AND IMPROVED SOCIETY

Legend Star Start-up CEO Training Program	Legend Star Entrepreneurship Alliance
With years of entrepreneurship, management and investment experience and the intellectual resources of the Chinese Academy of Sciences, Legend Holdings meticulously refines the courses, remains committed to public welfare and provides free entrepreneurship training to Chinese entrepreneurs.	The main members of the Entrepreneurship Alliance consist of alumni from the Legend Star Start-up CEO Training Program and the Legend Star investees. It serves as a platform for entrepreneurial learning, knowledge exchange, problem solving, resource sharing, and collaborative success. Diverse entrepreneurship activities and products are introduced as well.
As of the end of the Reporting Period, a total of 18,446 enterprise founders applied for the training courses and 1,364 of them were enrolled.	As of the end of the Reporting Period, there were 1,364 member enterprises, with over 450 entrepreneurship activities held successfully.

BOOSTING SOCIAL JUSTICE

Legend Holdings commits to promoting social integrity and promoting positive social values by consistently supporting acts of courage and heroism. Since 2005, it has made annual donations to the Capital Foundation for Justice and Courage, aiding the individuals injured or disabled while performing righteous acts and their families. As of the end of the Reporting Period, Legend Holdings cumulatively donated RMB3.4 million to the foundation, benefiting nearly 1,000 people.



ENHANCING COMMUNITY HARMONY

On April 20, 2024, over 150 employees and their family members from Legend Holdings, eight subsidiaries and CAS Holdings planted over 100 ginkgo trees in the Legend Holdings' Tree Planting Activity themed on "You and Me Go Green Together" in Beizhai Village, Qiaozi Town, Huairou District, Beijing. Organized jointly by the Legend Holdings' Party Committee and Labor Union, this activity is a traditional brand event that encourages employees to foster environmental awareness and contribute to local ecological and environmental protection as part of their efforts to shoulder corporate social responsibilities.



The 19th Tree Planting Activity of Legend Holdings

5. CONSOLIDATING COLLECTIVE ENDEAVORS, CO-CREATING A BENEVOLENT AND IMPROVED SOCIETY

A Sustainable Development Exhibition at Raycom Infotech Park

In December 2024, Raycom Infotech Park, together with the International Publishers Coalition in China (IPCC), curated an exhibition themed on “Regeneration and Coexistence: A Journey of Environmental Protection and Energy Regeneration”. The exhibition focused on nature conservation, environmental friendliness and energy regeneration, showcasing journal covers illustrating the harmonious coexistence between ecosystems and energy transition on the planet.

In interactive activities, visitors were invited in a green action by dropping used bottle caps into a virtual forest. As more caps were added, trees “grew” colorful “leaves”, transforming daily waste into artistic and educational exhibits. At the exhibition, Raycom Infotech Park inspired surrounding communities to engage in environmental actions, lighting up a sustainable future with artworks.

FOSTERING VOLUNTEER EFFORTS

On November 30, 2024, a volunteer team composed of Legend Holdings’ employees and their families visited Qicaiyangguang Rehabilitation Center, a private rehabilitation service institution dedicated to disabled children in Pinggu District, Beijing. The volunteers warmly interacted with the children, presented them with thoughtful gifts, such as books, stationery and sporting goods, and brain-teasing toys, and donated six Lenovo laptops to the hardworking teachers, offering support for the children’s growth and rehabilitation at the center by means of intelligent technologies.



Volunteer activity at Qicaiyangguang Rehabilitation Center

Employee Volunteer Activities of Legend Holdings' Subsidiaries during the Reporting Period

Lenovo	Launched in 2021, the "Love on" platform enables Lenovo employees to engage in charitable and public welfare activities, supported by volunteer benefits and matching gift benefits. During the Reporting Period, employees contributed a total of 25,236 volunteer hours through the platform's annual projects.
Levima Advanced Materials	The "Levima Foundation", a public welfare organization within Levima Advanced Materials, launched activities to care for orphaned and disabled children. Its volunteers regularly visited the Zaozhuang Municipal Children's Welfare Institute for volunteer activities, bringing thoughtful supplies to the orphaned and disabled children. The activities have been carried out for six consecutive years since 2019, and volunteers visited the Children's Welfare Institute for three times during the Reporting Period.
BIL	Focusing on health, education and environmental protection sectors, BIL's public welfare activities include several events participated in and organized by employee volunteers, such as food drives and cancer awareness campaigns, with the aim to fulfill its corporate social responsibilities.



QUANTITATIVE PERFORMANCE TABLE

CORPORATE GOVERNANCE PERFORMANCE

Economic Performance

Indicators	Unit	2022	Legend Holdings 2023	2024	Raycom 2024	Levima Advanced Materials 2024	BIL 2024	Lenovo FY2023/24
Revenue ¹	RMB10,000	48,366,269.70	43,601,216.61	51,280,643.50	73,107.60	626,791.36	567,491.80	40,876,117.76

- ¹. The financial data of Legend Holdings corresponds to its revenue in the annual report and covers the same scope as the consolidated financial statements. The revenue of Lenovo corresponds to its financial data for the 2023/24 fiscal year. To ensure the consistency of data calculation and the validity of indicators, all data of Legend Holdings related to "calculated by revenue" in the density index of Legend Holdings are calculated based on the sum of the revenues of Raycom, Levima Advanced Materials and BIL. This approach ensures, as much as possible, the consistency with the coverage of the corresponding data of the numerator index.

Business Ethics

Indicator	Unit	2022	2023	2024
Percentage of employees receiving anti-corruption training ¹	%	/	50.41	54.34
Average hours employees receive anti-corruption training ¹	Hour	/	1.44	2.14
Percentage of directors receiving anti-corruption training ²	%	100	100	100
Average hours directors receive anti-corruption training ²	Hour	1	1	1

- ¹. The coverage of anti-corruption training data for employees includes BIL, Levima Advanced Materials, Joyvio Group, ZQET Group, Legend Star, JC Finance & Leasing, and Shanghai Neuromedical Center.
- ². The anti-corruption training received by the directors refers to the integrity education received by members of the Board of Directors of Legend Holdings.

SOCIAL PERFORMANCE

Note: The scope of data for social performance in 2024 covers Legend Holdings and its subsidiaries (excluding Lenovo) in the consolidated financial statements. "/" represents uncounted indicator.

Recruitment and Employment

Indicator	Unit	2022	2023	2024
Total number of employees	Person	19,336	20,081	17,086
By employment type				
Full-time	Person	17,915	19,136	16,228
Part-time ¹	Person	1,421	945	858
By gender				
Male	Person	9,373	9,416	9,196
Female	Person	9,963	10,665	7,890
By age				
Below 21 years old	Person	166	5,500	4,106
21-30 years old	Person	5,075	7,071	6,156
31-40 years old	Person	4,482	4,599	4,185
41-50 years old	Person	2,870	2,911	2,639
By region				
Chinese Mainland	Person	14,601	15,853	13,137
Hong Kong, Macau, and Taiwan	Person	30	39	34
Europe	Person	1,890	2,016	1,898
Other areas	Person	2,815	2,173	2,017
Labor contract signing rate	%	100.00	100.00	100.00
Social insurance coverage	%	97.37	100.00	100.00
Number of human rights and compliance-related employee complaints investigated	–	1	0	0
Number of employees participating in anti-discrimination related training ²	Person	965	2,405	11,433
Number of hours employees participated in anti-discrimination training ²	Hour	508	5,003	53,747

^{1.} In 2024, the number of kindergartens under Better Education Group Corporation ("Better Education"), a subsidiary of the Company, decreased, resulting in a reduction in the number of part-time employees.

^{2.} In 2024, the Company consistently intensified anti-discrimination training, resulting in an improvement in the relevant metrics this year.

QUANTITATIVE PERFORMANCE TABLE

Employee Turnover

Indicator	Unit	2022	2023	2024
Turnover rate ¹	%	28	28	19
By gender				
Male	%	20	20	18
Female	%	36	35	19
By age				
Below 21 years old	%	39		31
21-30 years old	%	35	39	
31-40 years old	%	26	24	17
41-50 years old	%	24	21	10
Above 50 years old	%	26	27	15
By region				
Chinese Mainland	%	29	29	21
Hong Kong, Macau, and Taiwan	%	7	3	11
Europe	%	17	16	18
Other areas	%	33	28	3

¹. Employee turnover rate = Number of employees lost in the year / (0.5 * (Total number of employees at the beginning of the year + Total number of employees at the end of the year)) × 100%.

Occupational Health and Safety

Indicator	Unit	2022	2023	2024
Working days lost due to work-related injury ¹	Day	1,451	1,408	655
Work-related death rate ²	%	0.00	0.00	0.00
Percentage of employees on health and safety training ³	%	66.84	69.26	70.42
Average training hours completed per employee on health and safety ⁴	Hour	21.48	76.22	16.90

1. Joyvio Group, the subsidiary of Legend Holdings is involved in animal farming business, most of the employees in this business line are frontline processing plant and farm workers, there is a risk of accidental injury in the course of the workers' work environment, hence the figure for "Working days lost due to work-related injury" is relatively high. Joyvio Group has compensated the employees according to the work injury recognition.
2. Work-related death rate = Number of fatalities/Total number of employees × 100%.
3. Percentage of employees on health and safety training = Number of employees on health and safety training/Total number of employees × 100%.
4. Average training hours completed per employee on health and safety = Total training hours of employees on health and safety/Total number of employees on health and safety related training.

Employee Training and Development

Indicator	Unit	2022	2023	2024
Training coverage rate of employees ¹	%	97.99	98.04	95.35
By gender²				
Male	%	46.78	97.55	95.40
Female	%	53.22	98.48	95.29
By position level²				
Senior management	%	1.93	99.19	88.44
Middle management	%	10.48	95.85	92.74
Junior employees	%	87.35	98.26	95.84
Average training hours per employee ³	Hour	32.26	41.22	22.18
By gender⁴				
Average training hours per male employee	Hour	40.58	55.45	26.09
Average training hours per female employee	Hour	24.45	28.65	17.63

1. Training coverage rate of employees = Total number of employees trained/Total number of employees × 100%.
2. In 2022, the calculation formula was: Percentage of employees trained in a certain category = Number of employees trained in that category/Total number of employees trained × 100%. Starting from 2023, referencing the *Environmental, Social and Governance Reporting Guide* of HKEX, this calculation formula has been adjusted to: Percentage of employees trained in a certain category = Number of employees trained in that category/Number of employees in that category × 100%.
3. Average training hours per employee = Total training hours of employees/Total number of employees.
4. Average training hours per employees in a certain category = Total training hours of employees in that category/Number of employees in that category.

QUANTITATIVE PERFORMANCE TABLE

Supply Chain Management

Indicator	Unit	2022	2023	2024
Total number of suppliers	–	10,070	10,691	8,472
Number of suppliers from Chinese Mainland	–	5,967	6,662	5,475
Number of suppliers from Hong Kong, Macau, and Taiwan	–	25	27	27
Number of suppliers from Europe	–	1,697	1,617	1,543
Number of suppliers from other areas	–	2,381	2,385	1,427
Number of suppliers conducting ESG/CSR/sustainability assessments	–	288	988	1,013

Customer Relationship Management

Indicator	Unit	2022	2023	2024
Percentage of products sold or shipped that are subject to recall due to safety and health concerns ¹	%	0.90	0.06	0.05
Number of complaints received about products and services ²	Cases	1,137	1,034	2,995
Complaint handling rate for products and services received	%	100	100	100
Total number of confirmed incidents of IPR infringement	Cases	0	0	0
Number of complaints arising from breaches of customer information security and privacy protection regulations and loss of customer data	Cases	0	0	0

^{1.} In 2024, the value of this indicator was only generated by Joyvio Group, a subsidiary of the Company, within the scope of the social performance table. Neither Legend Holdings nor its other subsidiaries (excluding Lenovo) have any product recall-related events or are mainly involved in the provision of services and are not involved in the manufacture of products. Joyvio Group is involved in the frozen seafood business and seafood products are subject to temperature changes during transportation, which affects quality and safety. Customers refused these products due to concerns over food safety. In 2024, Joyvio Group continuously improved its processes, resulting in a decline in the recall rate compared to that of 2023.

^{2.} The coverage of number of complaints received about products and services includes Joyvio Group, BIL, Levima Advanced Materials and ZQET Group.

Social Good and Voluntary Action

Indicator	Unit	2022	2023	2024
Total charitable donations	RMB10,000	13,400	14,415	12,295
Number of volunteer activities organized ¹	–	103	143	235
Number of participants in volunteer events ¹	person-time	2,490	3,048	5,427
Total cumulative hours of volunteer activities ¹	Hour	11,291	13,368	20,579

^{1.} In 2024, the Company actively carried out voluntary actions, and relevant data increased significantly compared to that of 2023.

ENVIRONMENTAL PERFORMANCE

Note: In terms of environmental performance, Legend Holdings' various indicators correspond to the statistical range of data from 2022 to 2024, which includes Raycom (including Legend Holdings headquarters), Levima Advanced Materials, and BIL. Raycom's data covered the Raycom Infotech Park, including public areas, office buildings with operational control, and commercial rental areas; Levima Advanced Materials' data covered Levima Advanced Materials and its subsidiary Levima Chemical, as well as newly added Jiangxi Academy of Sciences and Huayu Tongfang in 2024; BIL's data covered its headquarters and branches; The corresponding data for various indicators of Lenovo came from its 2023/24 fiscal year, and the data coverage was detailed in the *Lenovo 2023/24 Environmental, Social and Governance Report* (Lenovo's ESG Report). Due to the inconsistency between the time range of Lenovo's ESG Report and that of this report, the corresponding data was not consolidated into Legend Holdings' 2024 annual performance; and if the disclosure method and accuracy of the disclosed data are inconsistent with the Lenovo's ESG Report for the 2023/24 fiscal year, the Lenovo's ESG Report shall prevail.

Energy Management¹

Indicators	Unit	2022	Legend Holdings		Raycom 2024	Levima Advanced Materials	BIL 2024	Lenovo FY2023/24
			2023	2024		2024		
Total energy consumption²	MWh	16,680,962.04	13,251,723.85	15,350,193.52	46,959.72	15,292,309.54	10,924.27	376,992
Direct energy consumption³	MWh	15,937,769.39	12,476,987.67	14,435,917.69	2,213.87	14,431,142.22	2,561.59	22,760
Coal ⁴	ton	1,831,618.94	1,767,924.52	2,042,103.04	0	2,042,103.04	0	0
Natural gas	m ³	658,389	701,551	2,136,437	203,048	1,658,936	274,453	1,614,009
Gasoline ⁵	liter	61,738.00	43,735.75	72,663.09	677	71,986	0	30,529
Diesel ⁶	liter	262,101.52	314,152.80	326,901.79	1,200	325,699	2.82	44,850
Indirect energy consumption⁷	MWh	743,192.65	774,736.18	914,275.83	44,745.84	861,167.31	8,362.68	354,232
Purchased electricity	MWh	736,141.82	768,371.28	862,863.13	39,398.62	815,804.40	7,660.11	337,276
Purchased renewable electricity	MWh	8,337.85	20,007.12	26,960.11	19,300	0	7,660.11	0
Self-built photovoltaic power generation	MWh	0	0	0	0	0	0	16,956
Purchased steam ⁸	GJ	0	1,307.65	165,835.71	0	163,306.49	2,529.22	60,207
Purchased heat	GJ	25,383	21,606	19,250	19,250	0	0	2,081
Energy consumption density⁹								
By revenue	MWh/ RMB10,000	12.19	9.71	12.11	0.64	24.40	0.02	0.01
By area	MWh/m ²	/	/	/	0.194	/	0.215	/

QUANTITATIVE PERFORMANCE TABLE

1. In 2024, Levima Advanced Materials' environmental data covered newly added Jiangxi Academy of Sciences and Huayu Tongfang, which led to a significant increase in various energy consumptions from the subsidiary. The energy types and statistical methods included in Lenovo's energy measurement are also different from other subsidiaries. Only basic information is provided here, and detailed information can be found in its ESG report for the 2023/24 fiscal year.
2. Based on data availability, the total energy consumption is calculated as the sum of "direct energy consumption" and "indirect energy consumption".
3. The types of direct energy (fuel) included in the calculation include coal, natural gas, gasoline, diesel; Among them, Raycom selects the lower heating value of the fuel referring to the *China Energy Statistical Yearbook 2021* (the upper limit value in the reference range of natural gas); the Levima Advanced Materials' internal actual value is taken as its lower heating value of the fuel; the selection of the lower heating value of the fuel for BIL is based on the *EU energy in figures – Statistical Pocketbook 2022* and the *COMMISSION IMPLEMENTING REGULATION (EU) 2018/2066*, while the density of natural gas is based on US DOE/EIA at 0.7 kg/m³ (the quantification results may differ from the internally confirmed statistical calculation values, subject to the disclosed values in the sustainability report separately released by BIL in the future).
4. Coal consumption includes the power coal (brown coal) and raw coal (washed coal) used by Levima Advanced Materials.
5. The total amount of gasoline consumption corresponds to the total amount of gasoline consumed by each subsidiary's own vehicles during operation.
6. The total diesel consumption includes the total amount of diesel consumed by each subsidiary's own vehicles during operation, the consumption by Raycom's diesel backup generators during operation, and the consumption by Levima Advanced Materials' boiler ignition and forklift.
7. The types of indirect energy calculated include purchased electricity, self-built photovoltaic power generation, purchased steam, and purchased heat.
8. During the Reporting Period, Levima Advanced Materials' steam consumed sources from those purchased by Jiangxi Academy and Huayu Tongfang of Sciences, and Levima Advanced Materials' steam consumed sources from those generated by its own coal combustion, and no steam has been purchased.
9. Density data calculated based on revenue may not necessarily comprehensively characterize and track the emission performance of subsidiaries under actual operating conditions. Therefore, non-production enterprises such as Raycom and BIL need to collect and disclose greenhouse gas emission density data calculated based on operating area for meaningful comparison and analysis; Legend Holdings is not applicable to calculation of density values based on total operating area, so the corresponding indicators are marked with "/". Among them, the operating area of Raycom during 2022 and 2024 was calculated based on the total building area of Blocks A, B, and C of Raycom Info Tech Park (including public areas and office buildings with operational control and commercial rental areas, including Legend Holdings headquarters) (i.e. 242,494 m²), while the operating area of BIL in 2024 was calculated based on the total net internal area of its headquarters, branches, and subsidiaries operated in Luxembourg (i.e. 50,840 m²); the data related to density indicators "calculated by operating area" were the same below.

Greenhouse Gas Emissions

Indicators	Unit	2022	Legend Holdings		Raycom	Levima Advanced Materials	BIL	Lenovo
			2023	2024	2024	2024	2024	FY2023/24
GHG emissions (Scope 1 + Scope 2) ¹	tCO ₂ e	3,478,352	3,674,396	4,230,682.27	14,331.48	4,212,284.79	4,066	201,828
GHG emissions in Scope 1 ²	tCO ₂ e	3,060,493	3,252,045	3,758,739.66	444.23	3,756,560.44	1,735	4,969
GHG emissions in Scope 2 ³	tCO ₂ e	417,859	422,351	471,942.61	13,887.25	455,724.36	2,331	196,859
GHG emission in Scope 3 ⁴	tCO ₂ e	/	/	7,129,591.78	/	/	/	15,100,063
GHG emission density (Scope 1 + Scope 2) ⁵								
By revenue	tCO ₂ e/ RMB million	254.11	269.23	333.81	19.60	672.04	0.72	0.49
By area	tCO ₂ e/m ²	/	/	/	0.059	/	0.080	/
GHG emission density in Scope 1								
By revenue	tCO ₂ e/ RMB million	223.58	238.28	296.57	0.61	599.33	0.31	0.01
By area	tCO ₂ e/m ²	/	/	/	0.002	/	0.034	/
GHG emission density in Scope 2								
By revenue	tCO ₂ e/ RMB million	30.53	30.95	37.24	19.00	72.71	0.41	0.48
By area	tCO ₂ e/m ²	/	/	/	0.057	/	0.046	/

QUANTITATIVE PERFORMANCE TABLE

1. Due to the different industries and business types of subsidiaries, the types of emission sources included in calculation of greenhouse gas emissions may also vary. Therefore, the changes in this data may not necessarily fully correspond to the changes in energy consumption as follows.
2. Methodology, gas types, emission factors, and other parameter-related information for calculating scope 1 greenhouse gas emissions:
 - Raycom: Reference is given to ISO 14064-1:2018 and the *General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises* (GB/T 32150-2015) to calculate the fixed combustion of natural gas, the operation of diesel backup generators, and the emissions caused by the use of gasoline in self-owned transportation vehicles; the type of gas included in the calculation is CO₂; the calculation of emission factors for natural gas, diesel, and gasoline is based on the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Enterprises – Power Generation Facilities* (2022), and the selection of the lower heating value is based on the *China Energy Statistical Yearbook 2021*; the densities of diesel and gasoline are 0.85 kg/L and 0.74 kg/L respectively based on US DOE/EIA;
 - Levima Advanced Materials: Reference is given to ISO 14064-1:2018 and the *General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises* (GB/T 32150-2015) to calculate the emissions caused by fixed combustion of fuels, torch combustion, and industrial production processes; the type of gas included in the calculation is CO₂; the emission factors of fuel and emissions from torch combustion and industrial production process are calculated based on the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Chinese Chemical Production Enterprises (Trial)* (2013), and the internal actual value is taken as its lower heating value of the fuel;
 - BIL: Reference is given to ISO 14064-1:2018 and *EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019* to calculate the fixed combustion of natural gas and the emissions caused by the use of diesel in self-owned vehicles; the type of gas included in the calculation is CO₂; the emission factors for natural gas are calculated based on *Commission Implementing Regulation (EU) 2018/2066*, while the calculation of emission factors for diesel is based on the values of emission factors of road traffic fossil fuel in *EMEP/EEA* (2019) 1.A.3.b.i-iv (Tier 1 method); the densities of natural gas and diesel are 0.7 kg/m³ and 0.85 kg/L respectively based on US DOE/EIA;
3. Methodology, gas types, emission factors, and other parameter-related information for calculating scope 2 greenhouse gas emissions:
 - Raycom: Reference is given to ISO 14064-1:2018 and the *General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises* (GB/T 32150-2015) to calculate indirect emissions caused by the purchased electricity and heat; the type of gas included in the calculation is CO₂; in 2023, the emission factor of purchased electricity (based on market) is taken as 0.5942 tCO₂/MWh in the *Announcement on Releasing Carbon Dioxide Emission Factors of Electricity in 2021* issued by the Ministry of Ecology and Environment and the National Bureau of Statistics; in 2024, the figure is taken as 0.5856 tCO₂/MWh in the *Announcement on Releasing Carbon Dioxide Emission Factors of Electricity in 2022* issued by the Ministry of Ecology and Environment and the National Bureau of Statistics; the emission factor of purchased heat is taken as 0.11 tCO₂/GJ in the *Guidelines of Accounting Methods and Reporting for Greenhouse Gas Emissions of Enterprises in Other Industrial Industries (Trial)* (2015); the heat of purchased heat is measured in joules based on the actual meter reading;
 - Levima Advanced Materials: Reference is given to ISO 14064-1:2018 and the *General Guideline of the Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises* (GB/T 32150-2015) to calculate indirect emissions caused by the purchased electricity; the type of gas included in the calculation is CO₂; in 2022, the emission factor for purchased electricity is taken as 0.5703 tCO₂/MWh in the *Notice on Proper Management of Greenhouse Gas Emissions Reporting for Power Generation Enterprises from 2023 to 2025* issued by the Ministry of Ecology and Environment; in 2023, the emission factor for purchased electricity (based on location) is taken as 0.5568 tCO₂/MWh in the *Announcement on Releasing Carbon Dioxide Emission Factors of Electricity in 2021* issued by the Ministry of Ecology and Environment and the National Bureau of Statistics; in 2024, the figure is taken as 0.5366 tCO₂/MWh in the *Announcement on Releasing Carbon Dioxide Emission Factors of Electricity in 2022* issued by the Ministry of Ecology and Environment and the National Bureau of Statistics;
 - BIL: Due to 100% use of renewable electricity, greenhouse gas emissions from purchased electricity are calculated as 0. For scope 2 greenhouse gas emissions, a market-based accounting method is applied, calculating only the greenhouse gas emissions associated with purchased steam.

4. Methodology, gas types, emission factors, and other information for calculating scope 3 greenhouse gas emissions:
- Legend Holdings, Raycom, Levima Advanced Materials and BIL: Reference is given to the *GHG Protocol – A Corporate Accounting and Reporting Standard* and the *GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard* to calculate scope 3 emissions, including nine categories, namely purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets and investments;
 - Lenovo: scope 3 accounting data includes business travel, upstream transportation and distribution, waste treatment, employee commuting, purchased goods and services, fuel and energy related activities (not included in scope 1 or 2), use of sold products, disposal of sold products, capital products, and other categories. The accounting results were detailed in its ESG report for the 2023/24 fiscal year.
5. Greenhouse gas emission density includes greenhouse gas emissions in scope 1 and scope 2.

Water Resource Management

Indicators	Unit	2022	Legend Holdings 2023	2024	Raycom 2024	Levima Advanced Materials 2024	BIL 2024	Lenovo FY2023/24
Total water withdrawal ¹	m ³	15,322,900	14,918,168	16,615,081	274,710	16,316,585	23,786	1,420,000
Third-party water supply ²	m ³	322,270	640,258	907,414	274,710	608,918	23,786	/
Surface water	m ³	15,000,630	14,277,910	15,707,667	0	15,707,667	0	/
Total water consumption ³	m ³	/	/	/	/	10,625,315	/	20,000
Total drainage	m ³	/	/	/	/	5,691,270	/	1,400,000
Water intake density								
By revenue	m ³ /RMB10,000	11.19	10.93	13.11	3.76	26.03	0.04	0.03
By area	m ³ /m ²	/	/	/	1.13	/	0.47	/

1. Levima Advanced Materials' environmental data covers newly added Jiangxi Academy of Sciences and Huayu Tongfang, so water resource management data from the subsidiary increase significantly. In addition, the surface water intake of Levima Advanced Materials has obtained water intake permits from the local government authorities, and the total amount of water intake is within the planning and control range.
2. During the Reporting Period, the third-party water used by each subsidiary was municipal water supply.
3. The indicator is estimated using the following formula: total water consumption = total water intake – total drainage. Legend Holdings will further improve the data statistics and traceability of water consumption of its subsidiaries to promote the attainment of water resource management goals.

QUANTITATIVE PERFORMANCE TABLE

Packaging Material Management¹

Indicators	Unit	2022	Legend Holdings 2023	2024	Raycom 2024	Levima Advanced Materials 2024	BIL 2024	Lenovo FY2023/24
Total amount of packaging materials used for finished products ²	ton	7,902	8,104	7,988	0	7,988	0	80,154
Density of finished packaging materials	ton/RMB million	0.58	0.59	0.63	0	1.27	0	0.20

1. Data coverage in 2024: Levima Advanced Materials' data mainly covers packaging materials used in its products, and Levima Chemical and Jiangxi Academy of Sciences use a small amount of packaging materials; Raycom and BIL are non-production enterprises and do not provide physical products, so they do not involve the use of packaging materials; Lenovo's data coverage can be found in its ESG report for the 2023/24 fiscal year.
2. The packaging material consumption (if any) of each subsidiary is estimated based on the original statistical data (such as the number) and corresponding unit quality of each type of packaging material used. Adjustments have also been made using the same conversion method when consolidating Legend Holdings' historical data. Among them, Levima Advanced Materials involves the use of EVA photovoltaic film materials, PP high-end materials, EOD and other corresponding packaging materials; Lenovo's data includes the use of packaging materials for its laptops, desktops, servers, workstations, monitors, smartphones, tablets, and accessories.

EMISSIONS AND WASTE MANAGEMENT

Total Emissions of Atmospheric Pollutants¹

Indicators	Unit	2022	Legend Holdings 2023	2024	Raycom 2024	Levima Advanced Materials 2024	BIL 2024
NO _x	kg	172,445.97	136,470.20	125,651.81	356.39	125,295.40	0.01
SO ₂	kg	49,311.46	47,008.48	40,288.52	81.22	40,207.30	/
PM ²	kg	11,961.00	15,558.29	13,013.58	2.20	13,011.38	/
VOCs ³	ton	/	38.11	51.44	/	51.44	/

1. Both Raycom and BIL have not generated emissions (PM) with significant environmental impacts, and their own vehicle operations have minimal emissions, resulting in limited accuracy in data quantification. Therefore, their emissions have not been quantified; Levima Advanced Materials discloses its Volatile Organic Compound (VOCs) emissions, because non-methane total hydrocarbons are emitted during the production process, wastewater treatment and waste disposal activities. Lenovo does not directly emit a large amount of exhaust gas, so there is no quantified data on air pollutant emissions.
The quantification method, reference methodology, relevant parameters, and other information of air pollutant emissions data from Levima Advanced Materials are as follows: The quantification of NO_x, SO₂, and PM emissions is based on the actual monitoring values of equipment and facilities emissions within the factory boundary, and the data source is the annual report of the subsidiary's pollutant emission permit. Among them, PM emissions are calculated based on the monitoring method in the *Stationary Source Emission – Determination of Mass Concentration of Particulate Matter at Low Concentration – Manual Gravimetric Method* (HJ 836-2017) by measuring the online monitoring data of particulate matter concentration at the fixed discharge outlet of the boiler. The relative proportion of CO and PM emissions generated by mobile sources is minimal, so it has not been quantified; in 2024, Levima Advanced Materials strengthened voluntary reduction of air pollutants, resulting in a decrease in emissions.
2. PM of Levima Advanced Materials refers to all solid and liquid particulate matter suspended in the emission gas generated during the combustion, synthesis, decomposition, and mechanical processing of fuels and other substances.
3. In 2024, Levima Advanced Materials' new EC equipment which was put into use, had more monitoring points and a greater monitoring frequency, so Volatile Organic Compound (VOCs) emissions increased.

QUANTITATIVE PERFORMANCE TABLE

Total Discharge of Wastewater Pollutants¹

Indicator	Unit	Levima Advanced Materials		
		2022	2023	2024
COD	ton	328.76	358.09	413.57
NH ₃ -N	ton	31.80	18.72	18.39

^{1.} Data coverage in 2024: Raycom and BIL are non-production enterprises that do not involve significant emissions of total wastewater pollutants, and the emission concentration and total amount meet the corresponding standards of the local government departments where they operate, so they have not been quantified; Lenovo has entrusted third-party treatment institutions for compliant treatment of over 99% of its global wastewater. Based on its operational management practices, no data related to wastewater pollutants has been disclosed. The quantification of COD and NH₃-N emissions from Levima Advanced Materials is based on the actual monitoring values of the sewage discharge outlets within the factory boundary, and the data source is the annual report of the subsidiary's pollutant discharge permit.

Solid Waste Management¹

Indicators	Unit	2022	Legend Holdings		Raycom 2024	Levima Advanced Materials	BIL 2024	Lenovo FY2023/24
			2023	2024		2024		
Total amount of hazardous waste ²	ton	1,959	2,196.03	4,510.36	0.503	4,506.48	3.38	672
Hazardous waste compliance disposal rate ³	%	100	100	100	100	100	100	100
Total amount of non-hazardous waste ⁴	ton	489,714	447,219.19	433,108.85	5,105.11	427,778.32	225.42	47,780
Hazardous waste density								
By revenue	ton/RMB million	0.143	0.161	0.363	2.07 X 10 ⁻⁴	0.719	6.25 X 10 ⁻⁴	0.002
By area	ton/10,000 m ²	/	/	/	0.02	/	0.66	/
Non-hazardous waste density								
By revenue	ton/RMB million	35.775	32.768	34.173	6.983	68.249	0.040	0.117
By area	ton/10,000 m ²	/	/	/	210.53	/	44.34	/

1. In response to the situation where the quality of hazardous/non-hazardous waste generation was not put into direct statistics, the Company estimated its quality based on the original statistical data of the corresponding hazardous/non-hazardous waste generation amount (such as the number) and the corresponding unit quality, and summed them up.
2. In this case, "hazardous waste" refers to waste lamps, batteries, cleaning oil, toner cartridges, and other hazardous waste included in the *National Hazardous Waste List* and/or the *Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal*. The specific categories of hazardous waste involved in the quantification process of each subsidiary depend on their business characteristics and the actual waste production during the production and operation process: Raycom's statistics cover the generation of mercury-containing waste lamps and related products, paint buckets, paint brushes, and ink cartridges; Levima Advanced Materials' statistics cover the total amount of VA refining residues, waste lubricants, waste initiators, waste packaging materials, and other hazardous waste included in the *National Hazardous Waste List*; In 2024, Levima Advanced Materials' environmental data covered newly added Jiangxi Academy of Sciences and Huayu Tongfang, whose new equipment put into use caused an increase in total hazardous waste production of the subsidiary and Legend Holdings; BIL's statistics cover the generation of waste light bulbs, waste tubes, and toner cartridges/ink cartridges; the data disclosed by Lenovo in this case includes hazardous waste such as waste oil, coolant, organic solvents, batteries, fluorescent bulbs, and ballasts from its manufacturing, processing, operation, research and development sites, and large offices, excluding data related to the last stage of product lifecycle management (PELM). Further details can be found in its ESG report for the fiscal year 2023/24.
3. "Compliant disposal" includes two types of operations: Compliant final disposal (incineration (including those with/without energy recovery), landfill, and other disposal methods), and transfer from disposal (preparation for reuse, recycling, and other recycling operations). In 2024, the waste disposed of by each subsidiary was collected by the corresponding entity and handed over to a third party for off-site disposal. Among them, Raycom signed a solid waste disposal contract with the third party to dispose of its mercury-containing lamp tubes, toner cartridges/ink cartridges, and waste lead batteries in compliance with regulations; 100% of hazardous waste generated by BIL was recycled, and all hazardous waste transferred by Lenovo from disposal was recycled.
4. In this case, "non-hazardous waste" refers to non-hazardous household waste such as paper waste and kitchen waste, as well as general industrial solid waste such as wastewater and biochemical treatment sludge. The specific categories of hazardous waste involved in the quantification process of each subsidiary depend on their business characteristics and actual waste production during production and operation: Raycom's statistics cover the amount construction waste and domestic waste generated (among which, construction waste is estimated based on the annual generated volume and average density, while domestic waste is estimated based on the daily generated volume and average density after compression; domestic waste includes 200 pieces of paper generated per day); Levima Advanced Materials' statistics cover the total amount of boiler ash, boiler slags, gasification slags, filter cakes, desulfurized gypsum, sludge, chrome bricks and mycelium; BIL's statistics cover the generation of paper and cardboard boxes, glass, mixed packaging, other household waste, and kitchen waste; Lenovo's data disclosed cover its office and restaurant waste, as well as packaging and production waste generated by production factories, excluding data related to excluding data related to the last stage of product lifecycle management (PELM). Further details can be found in its ESG report for the fiscal year 2023/24. In addition, during the Reporting Period, 100% of non-hazardous waste generated by BIL has been recycled, and non-hazardous waste transferred by Lenovo from disposal includes conversion, resale/utilization, and recycling (organic waste composting).

KPIS IN ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE OF HKEX

Part B: Mandatory disclosure requirements	
Mandatory disclosure items	Chapters of the report
Governance structure	ESG Management System
Reporting principles	Reporting Principles; Management of Material Issues
Reporting scope	Scope of the Report
Part C: "Comply or Explain" clause	
Level, general disclosure and KPIs	Chapters of the report
A. Environment	
A1. Emissions	Climate Change Mitigation and Adaptation; Energy Management; Emissions and Waste Management
A1.1	Emissions and Waste Management; Quantitative Performance Table
A1.2	Quantitative Performance Table
A1.3	Quantitative Performance Table
A1.4	Quantitative Performance Table
A1.5	ESG Management System; Emissions and Waste Management
A1.6	ESG Management System; Emissions and Waste Management
A2. Resource Utilization	Climate Change Mitigation and Adaptation; Energy Management; Water Management; Raw Materials and Packaging Materials
A2.1	Quantitative Performance Table
A2.2	Quantitative Performance Table
A2.3	ESG Management System; Climate Change Mitigation and Adaptation; Energy Management
A2.4	ESG Management System; Water Management; Raw Materials and Packaging Materials
A2.5	Quantitative Performance Table

Part C: “Comply or Explain” clause	
Level, general disclosure and KPIs	Chapters of the report
A3. Environment and Natural Resources	Environmental Management System; Water Management; Raw Materials and Packaging Materials; Biodiversity Conservation
A3.1	Environmental Management System; Water Management; Raw Materials and Packaging Materials; Biodiversity Conservation
A4. Climate Change	Climate Change Mitigation and Adaptation; Energy Management
A4.1	Climate Change Mitigation and Adaptation; Energy Management
B. Society	
Employment and Labor Practices	
B1. Employment	Employee Rights and Benefits
B1.1	Quantitative Performance Table
B1.2	Quantitative Performance Table
B2. Health and Safety	Occupational Health and Safety
B2.1	Quantitative Performance Table
B2.2	Quantitative Performance Table
B2.3	Occupational Health and Safety
B3. Development and Training	Human Capital Development
B3.1	Quantitative Performance Table
B3.2	Quantitative Performance Table
B4. Labor Standards	Employee Rights and Benefits
B4.1	Employee Rights and Benefits
B4.2	Employee Rights and Benefits

KPIs IN ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE OF HKEX

Part C: "Comply or Explain" clause	
Level, general disclosure and KPIs	Chapters of the report
Operating Practices	
B5. Supply Chain Management	Supply Chain Management; Sustainable Product and Service
B5.1	Quantitative Performance Table
B5.2	Supply Chain Management
B5.3	Supply Chain Management
B5.4	Supply Chain Management; Sustainable Product and Service
B6. Product Responsibilities	Product and Service Quality Management; Innovation and R&D
B6.1	Quantitative Performance Table
B6.2	Product and Service Quality Management; Quantitative Performance Table
B6.3	Innovation and R&D
B6.4	Product and Service Quality Management
B6.5	Information Security and Privacy Protection
B7. Anticorruption	Business Ethics
B7.1	Quantitative Performance Table
B7.2	Business Ethics
B7.3	Business Ethics
Community	
B8. Community Investments	Supporting Rural Revitalization; Promoting Technological Innovation; Boosting Social Justice; Enhancing Community Harmony; Fostering Volunteer Efforts
B8.1	Supporting Rural Revitalization; Promoting Technological Innovation; Boosting Social Justice; Enhancing Community Harmony; Fostering Volunteer Efforts
B8.2	Supporting Rural Revitalization; Promoting Technological Innovation; Boosting Social Justice; Enhancing Community Harmony; Fostering Volunteer Efforts; Quantitative Performance Table