



Thunder Software Technology Co., Ltd.
2025 Environmental, Social and Governance (ESG) Report

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2025
Environmental, Social
and Corporate Governance Report

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About the Report

| Introduction

This report is the second Environmental, Social and Governance (ESG) Report released by Thunder Software Technology Co., Ltd. (hereinafter referred to as "ThunderSoft", the "Company" or "we"). In accordance with the principles of objectivity, standardization, transparency and comprehensiveness, it details the Company's practices and performance in environmental, social and governance (ESG) aspects for the year 2025.

| Basis of Preparation

This report has been prepared in accordance with the requirements of the Shenzhen Stock Exchange's Self-Regulatory Guidelines for Listed Companies No. 17-Sustainability Report (for Trial Implementation) and the GRI Standards (2021), while also aligning with the United Nations Sustainable Development Goals (SDGs). It focuses on reporting the Company's efforts in promoting social, environmental, ecological, and economic sustainable development.

| Reporting Scope and Boundaries

This report takes Thunder Software Technology Co., Ltd. as the reporting entity, including its subordinate subsidiaries and branch companies. Unless otherwise specified, the scope of this report is consistent with that of the Company's annual report. The disclosure period of this report is from January 1, 2025 to December 31, 2025 (hereinafter referred to as the "Reporting Period"). In consideration of the continuity and comparability of the disclosed information, certain contents may also cover matters prior to the Reporting Period.

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| Data Source and Reliability Assurance

All information and data in this report are derived from the Company's financial reports and the environmental, social and governance (ESG) information compiled, summarized and reviewed by the Company. Unless otherwise specified, all monetary amounts referenced in this report are denominated in RMB.

This report was approved and released by the Board of Directors on April 21, 2026. The Company undertakes that there are no false records or misleading information in this report, and assumes full responsibility for the authenticity, accuracy and completeness of its contents.

| Report Release and Availability

This report is available in both Chinese and English versions for readers' reference. The electronic copy of this report can be viewed and downloaded from the official website of Thunder Software Technology Co., Ltd. (www.thundersoft.com), the Shenzhen Stock Exchange (www.szse.cn) and CNINFO (www.cninfo.com.cn).

In case of any discrepancy between the Chinese and English versions of this report, the Chinese version shall prevail. For further information about the Company, you may refer to the annual report or visit the official website for supplementary details.

Message from the Chairman

2025 marked a pivotal year when industry transformation deeply converged with the AI wave, as well as the 10th anniversary of ThunderSoft's listing.

Amid the global momentum of sustainable development, ESG has become a crucial guideline for enterprises pursuing high-quality development. ThunderSoft has consistently integrated ESG principles into the entire process of corporate operations, actively fulfilled its commitments to environmental protection, social responsibility and corporate governance, and steadily advanced the effective implementation of the sustainable development strategy.

We have continuously improved our corporate governance system, established a well-defined and efficient governance structure to ensure scientific decision-making and standardized operations; adhered to truthful, accurate, timely and complete information disclosure to effectively safeguard the rights and interests of stakeholders; embedded compliance requirements into the entire business chain, and strengthened employees' awareness of compliance and risk prevention capabilities; built a comprehensive information security system covering cybersecurity, data encryption and emergency response, fully protecting the data security of the Company and our customers.

In terms of green development

We have actively integrated climate response and environmental management into daily operations, closely monitored environmental policies, regulatory requirements and climate-related risks, and promoted green and low-carbon development with practical actions. In technological innovation, the Company adheres to AI operating systems as the core, comprehensively supports AI agent technology, maintains continuous investment in key fields such as intelligent vehicles, intelligent software, intelligent hardware, and intelligent robots, and ultimately builds an AI-native ecosystem with "edge-cloud collaboration".

We have always put people first, abided by the principle of equal employment, and fostered a fair, inclusive and diverse career development environment; by improving compensation and benefits, unblocking promotion channels and providing systematic training, we have helped employees realize personal value and career growth.

Looking ahead, ThunderSoft will stay true to our original aspiration, focus on core technologies and pursue steady progress. We will fulfill our responsibilities in the wave of the intelligent industry, take sustainable development as the foundation, and contribute long-term value to the industry, society and the global ecosystem.



Thunder Software Technology Co., Ltd.
Chairman: Zhao Hongfei

About ThunderSoft

| Company Profile

Thunder Software Technology Co., Ltd. (Stock Code: 300496) is a global leading provider of AI operating system products and technologies. Since its founding in 2008, the Company has seized the emerging momentum of mobile operating systems, leveraged its core capabilities in technological research and development to enter the fast-growing market, and thus laid the foundation for its rapid growth in the mobile internet era. The Company successfully listed on the Shenzhen Stock Exchange in 2015, becoming China's first publicly listed intelligent operating system technology enterprise. Our operating system products and technologies have been widely applied to empower various intelligent applications and scenarios, including smartphones, intelligent vehicles, intelligent hardware, and intelligent industries. Based on different product services and customer groups, the Company's business mainly consists of three segments: intelligent software business, intelligent vehicle business, and intelligent Internet of Things (IoT) business. Today, with the rapid development of artificial intelligence technologies, the Company continues to deploy AI-related fields and drives the transformation of the entire operating system from the traditional OS (Operating System) to AIOS.

The "AIOS" defined by the Company is an extensible AI system built on a multi-modal model as the core, an agent platform as the framework, and integrated edge-cloud implementation. Driven by AIOS, the Company will achieve a brand-new upgrade of computing paradigms, a leap in AI efficiency, and a comprehensive innovation in human-computer interaction, thereby empowering intelligent terminals to deliver a brand-new AI experience. The Company's AIOS platform is continuously promoting the all-round development of automobiles, robots, and intelligent terminals represented by mobile phones and the IoT, forming a rich and diverse full-scenario map of edge intelligence. Adhering to the principle of "technology-oriented", the Company has achieved full technical coverage from the chip layer, system layer, application layer to the cloud in the field of full-stack operating system technologies. The Company has maintained continuous R&D investment and innovation in key technologies including intelligent vision, on-device AI, human-computer interaction engines, and agents.

Through strategic cooperation under the philosophy of "ecology-oriented", the Company has established an in-depth and extensive ecological network, forged close strategic partnerships with world-leading enterprises in the upstream and downstream of the industrial chain, including chip manufacturers, component suppliers, terminal vendors, internet companies, operators, and cloud service and model providers, and realized collaborative innovation in the intelligent industrial chain. The Company has firmly pursued a globalization strategy, fully expanded the international market, deepened strategic cooperation with leading international partners, integrated with cutting-edge global technologies, and continuously created long-term value for customers. The Company is also committed to helping Chinese enterprises go global and promoting the integration and progress of the global intelligent industry. By virtue of a global ecosystem, global technologies, global business expansion, global talents, and global investments, the Company further empowers the global intelligent industry and maintains its core position and strategic competitive edge.



 **90%+**
engineers

 **40+**
cities

 **2500+**
patents & copyrights

| Business Layout

AIOS: Building a New Platform for On-Device AI

Since its founding in 2008, the Company has seized the emerging trend of mobile operating systems, leveraged its core technological R&D capabilities to enter the rapidly growing market, and thus laid the foundation for the rapid growth in the mobile internet era. With the rapid advancement of artificial intelligence technologies, the emergence of large models, AI technologies, and multimodal models has brought about disruptive changes to the form of operating systems (OS). The Company is driving the transformation of traditional operating systems toward AIOS (AI Operating Systems). Focusing on the AI-enabled evolution of operating systems, the Company has continuously advanced its AIOS product platform. By evolving from a traditional program-controlled operating system to a hybrid model of "program control + AI model decision-making", the Company has built new-generation OS capabilities tailored for the era of AI chips and large models.

Intelligent Vehicles: AIOS + AIBOX Forge a New System Foundation for AI-Defined Vehicles

Today, AI-Defined Vehicles (AIDV) have become the mainstream theme of the automotive industry. In advancing the platformization of intelligent vehicles, the Company takes DISHUI AIOS—an AI-native operating system for full-vehicle intelligent scenarios—as its core. Based on an edge-end-cloud collaborative architecture, it supports mainstream chip platforms and covers application scenarios including intelligent cockpit, cockpit-driving integration, and cockpit-parking integration. With its three core strengths of integrated experience, AI-native design, and faster mass production, DISHUI AIOS redefines the experience boundaries of intelligent vehicles. Meanwhile, as AI scenarios continue to proliferate in the automotive sector, end-cloud integrated hybrid AI is reshaping automotive computing architectures, making AIBOX a critical enabler. The Company's DISHUI AIOS and AIBOX achieve in-depth collaboration, forming a software-hardware integrated product portfolio. This not only facilitates the efficient large-scale deployment of large AI models in vehicles and the rich implementation of scenario-based applications for AI agents, but also accelerates the AI-driven transformation of the intelligent vehicle industry.

Intelligent Software & Smart IoT: An AIOS-Centric Diversified Agent Matrix Expanding the Frontiers of Intelligent Terminals

Intelligent Software: Starting with mobile operating systems, the Company's intelligent software business has built up years of platform-based technological capabilities in smartphones. With the continuous improvement of on-device computing power and the accelerated evolution of AI-enabled smartphones, the Company has actively explored AIOS for smartphone devices, collaborated with customers to co-create AI phone product prototypes, implemented AI agent practices, and promoted the deployment of AIOS on smartphone terminals. Meanwhile, the Company has broken through the boundaries of the intelligent terminal sector, successfully expanded into emerging fields such as home appliances, consumer electronics and home intelligence, achieved cross-industry integrated innovation of core technologies and breakthroughs in commercial value, and built a diversified business ecosystem.

Smart IoT: As the era of ubiquitous connectivity arrives, leveraging its profound expertise in AI and operating systems, the Company continuously innovates and enhances the IoT products and technologies, giving full play to its deep integration capabilities across communications, sensing, connectivity, computing, intelligence and systems. Centered on AIOS, the Company has built an AIoT (AI + IoT) platform featuring an architecture of AI + software + computing + intelligent hardware. After years of strategic deployment, its IoT business has covered a wide range of vertical segments and scenarios, including industrial handheld terminals, intelligent vision and edge computing, smart conference systems, robots, AIPCs, and wearable devices (AI glasses, speakers, watches and other categories). For instance, diversified handheld terminals, as enterprise-oriented mobile communication devices, have been applied in retail, logistics, finance, industrial and healthcare sectors. Through highly customized mobile communication products such as industrial PDAs, tablets, industrial wearables and payment POS terminals, the Company provides integrated hardware-and-software total solutions, which serve as a growth engine for the rapid development of its AIoT platform. In addition, a number of integrated and innovative product categories, such as AI-powered video conferencing systems and a range of AI wearable products (including AI glasses), have also become key drivers for the development of the AIoT platform.

Intelligent Robotics: A New Engine for the Smart Industry

Building the Next-Generation Super Terminals: As robots increasingly show potential to become the "next super terminal", the Company integrates its core capabilities accumulated in smartphones, intelligent vehicles and the smart IoT sector, and transfers them to the new field of software-defined robotics. Relying on its comprehensive strengths in operating systems and AI, the Company is driving robots to become AI carriers in the physical world. To date, the Company's full-range mobile robot product matrix includes core products such as under-ride robots, fork-lift robots, and hybrid & embodied robots. The Company provides a variety of AMRs and driverless forklifts for production line logistics and warehouse logistics in factories and warehouses, with applied intelligent solution cases in industries including automotive manufacturing, e-commerce warehousing, and 3C electronics, while continuously promoting the industrial application of embodied intelligence technologies.

Accelerating Empowerment for Industrial Intelligent Transformation: The achievements of mobile robots in the smart industry through AI technology integration and core technological innovation are merely a microcosm of the Company's layout in the smart industry sector. Today, artificial intelligence technologies are accelerating the intelligent transformation of various industries. Facing the smart industry with broad prospects and diverse demands, the Company leverages the capabilities of the AIOS platform, deeply integrates core technologies including the Internet of Things, cloud computing and artificial intelligence, and provides one-stop end-edge-cloud solutions for the industry. Industrial intelligence is a key extension of the Company's operating system and AI to vertical industry scenarios. The Company will strategically focus on three major areas: industry, energy and transportation.

Corporate Culture

MISSION

Enriching an Intelligent World












VISION

Empowering Every Device with Our Technology

VALUES

Customer Focus, Dedication as Essential, Technology-Drivenness

2025 Highlighted Performance

Dimension	SDGs	Highlighted Performance
Governance	 	Total tax payment 368.04 million yuan
Environment	  	Total greenhouse gas emissions 7,142.91 tCO ₂ e
Social	     	Total employee training hours 149,694 hours Information security training coverage rate 100% R&D investment 1,768 million yuan Cumulative number of patents obtained 384, software copyrights 2,173 Supplier integrity commitment signing rate 91%

Positions in Major Social Organizations

Organization	Positions
China Federation of Electronics and Information Industry	Member Unit
China Enterprise Evaluation Association	Governing Unit
Global Alliance for Trade in Services (GATIS) Digital Economy Committee	Executive Vice President Unit
Zhongguancun High Technology Enterprise Association	Governing Unit
Beijing Software and Information Service Industry Association	Member Unit
Haidian Association of Trade in Services and Sourcing Service	Vice President Unit
Information Technology Application Innovation Committee of Beijing Informatization Association	Member
Jiangsu Association of Trade in Services	Standing Governing Unit
Jiangsu Software Industry Association	Member Unit
Shanghai Transportation Electronic Association	Member Unit
Shanghai Mobile Internet Industrial Promotion Center	Member Unit
Chongqing Software Industry Association	Member Unit
Global Intelligent IoT Consortium (GIIC)	Joined
Linux Foundation	Silver Member
Automotive Grade Linux	Joined



| Main Awards and Honors

Awards and Honors	Issuing Authority
Key Software Enterprise Encouraged by the State	National Development and Reform Commission
National High-tech Enterprise	Ministry of Science and Technology , Ministry of Finance, State Taxation Administration
National Manufacturing Single Item Champion Enterprise	Ministry of Industry and Information Technology
National Specialized, Sophisticated, Differential, and Innovative SMEs	Beijing Municipal Bureau of Economy and Information Technology
Provincial-Level Specialized and Sophisticated SMEs	Sino-Foreign Management Media
China Hidden Champion Enterprise	China Federation of Electronics and Information Industry
Top 100 Enterprises in Software and Information Technology Service Competitiveness 2025	Beijing Software and Information Service Industry Association
Top 100 Beijing Enterprises with Comprehensive Strength in Software and Information Technology Services 2025	Beijing Enterprise Confederation
2025 Digital Economy Benchmark Enterprise	Beijing Entrepreneurs Association
Top 100 Beijing Service Enterprises 2025	China Enterprise Evaluation Association
Top 100 Beijing High-Precision Advanced Enterprises 2025	Beijing Federation of Industry & Commerce
Top 100 Beijing Digital Economy Enterprises 2025	Jiangsu Association for Science and Technology
Top 100 Service Enterprises in the Beijing-Tianjin-Hebei Region 2025	China Council for International Investment Promotion
2025 Top 500 Innovative Sci-Tech Enterprises	eNet
Top 100 Private Enterprises in Beijing 2024	DBC
Top 100 Private Enterprises in Beijing for Scientific and Technological Innovation 2024	Jiangling Motors Co., Ltd.
2024 Outstanding Sci-Tech Achievements of Jiangsu Province (Electronic Information Field)	SAIC General Motors Co., Ltd.
2025 Leading Enterprises in Digital Services and Service Outsourcing-Top 10 Digital Service Leading Enterprises&Top 100 Enterprises&Excellent Cases	
Top 50 China's Sci-Tech Innovation Leading Enterprises in Various Industries 2025	
Top 100 Automotive Software Service Providers 2025	
Top 50 Enterprises in Smart Transportation Innovation 2025	
Top 100 China Enterprises Promoting Digital Transformation 2025	
Top 50 Enterprises in Edge Computing 2025	
Top 100 VR/AR Innovation Enterprises 2025	
2025 Annual Development Collaboration Award	
2024 Annual Technology Innovation Award	

Our Sustainable Management

| ESG Management

ThunderSoft adheres to the development principle of "Strategic Guidance, Management Integration, Practical Focus, and Continuous Improvement", and regards sustainable development as the core of its long-term competitiveness. By establishing a sound institutional framework, strengthening supervision and assessment, and standardizing information disclosure, the Company has built a comprehensive and in-depth ESG management system.

Systems and Framework

The Company has formulated the Sustainable Development Management Measures, which clarify the management responsibilities and objectives at all levels. In terms of organizational structure, the Legal, Compliance & IP Department takes overall responsibility for coordination, with dedicated personnel appointed in each business center, R&D center, customer center and headquarters platform. This forms an efficient working mechanism of "vertical linkage and collaborative advancement", ensuring that the ESG philosophy is deeply integrated into the Company's strategic decision-making and daily operations.

Supervision and Assessment

The Company has established a sound supervision and assessment mechanism for sustainable development. Through strict monitoring and performance evaluation of the governance system operation process, dynamic evaluation and improvement strategies are implemented. The Company timely tracks the implementation of the annual work plan and makes timely corrections to ensure that all sustainable development initiatives are effectively implemented.

Information Disclosure

The Company has established a standardized sustainable development information disclosure mechanism. We strictly comply with relevant domestic and international standards, release reports on schedule, and transparently and accurately communicate the Company's practical achievements in environmental, social and governance (ESG) aspects to investors, customers and the public through diversified channels such as the official website and annual reports.

Awarded the 2025 "SSE Eagle · Golden Quality" ESG Award



ESG Strategy

The Company actively aligns with the United Nations Sustainable Development Goals (SDGs), and builds a systematic and forward-looking sustainable development strategy and action path by integrating our own business characteristics and technological advantages. In the process of strategy implementation, the Company follows a closed-loop management mechanism of “formulation - review - implementation - evaluation - improvement”, regularly assesses goal achievement, analyzes gaps and their causes, and develops targeted optimization measures to steadily advance the implementation of sustainable development objectives.

Dimension	Response to SDGs	Our Actions	Response to SDGs	Our Actions
Environment (E)	 6 CLEAN WATER AND SANITATION	Regulate water resource management, implement water-saving measures, and promote the sustainable utilization of resources.	 7 AFFORDABLE AND CLEAN ENERGY	Strengthen energy conservation and emission reduction in daily office operations, and continuously reduce energy consumption.
	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Improve the environmental management system, reduce the environmental impact of products throughout their life cycle, and promote resource recycling.	 13 CLIMATE ACTION	Actively respond to the national “Dual Carbon” goals, and adopt climate change adaptation measures to gradually achieve emission reduction targets.
	 14 LIFE BELOW WATER	Strictly control the production process and product design to ensure no negative impact on marine ecosystems.		
Social (S)	 1 NO POVERTY	Drive local economic development and support poverty alleviation by creating localized jobs and providing vocational skills training.	 2 ZERO HUNGER	Take the initiative to participate in and support public welfare activities that contribute to the well-being of communities and residents.
	 3 GOOD HEALTH AND WELL-BEING	Strengthen occupational health and safety protection, improve protective facilities, conduct regular health examinations and employee care programs, and focus on employees' physical and mental health.	 4 QUALITY EDUCATION	Continue to invest special training funds, build a sound employee training and development system, and empower talent growth.
	 5 GENDER EQUALITY	Guarantee equal employment rights, prohibit gender discrimination, provide equal promotion opportunities for female employees, and implement specific care measures during pregnancy, childbirth and lactation.	 8 DECENT WORK AND ECONOMIC GROWTH	Protect the legitimate rights and interests of employees, comply with working hours and leave regulations, provide clear promotion channels, and improve work efficiency.
	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Adhere to technological innovation, increase R&D investment, deepen industry-research integration, and cooperate with partners to build an intelligent industrial ecosystem, providing technical support for collaborative innovation in the industry.	 10 REDUCED INEQUALITIES	Abide by the principle of fair and non-discriminatory employment, ensuring that employees are not affected by factors such as age, religion and health status in recruitment, compensation, training and other aspects.
Governance (G)	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Adhere to compliant operation, implement the risk management responsibility system, strictly abide by business ethics, and establish a reporting mechanism.	 17 PARTNERSHIPS FOR THE GOALS	Formulate a sustainable supplier code of conduct and strengthen access evaluation; actively participate in the formulation of industry standards, and conduct in-depth technical exchanges and cooperation with all parties.

Stakeholder Communication

The Company attaches great importance to communication with stakeholders and actively listens to voices from all parties through diversified channels to ensure transparent and efficient communication.

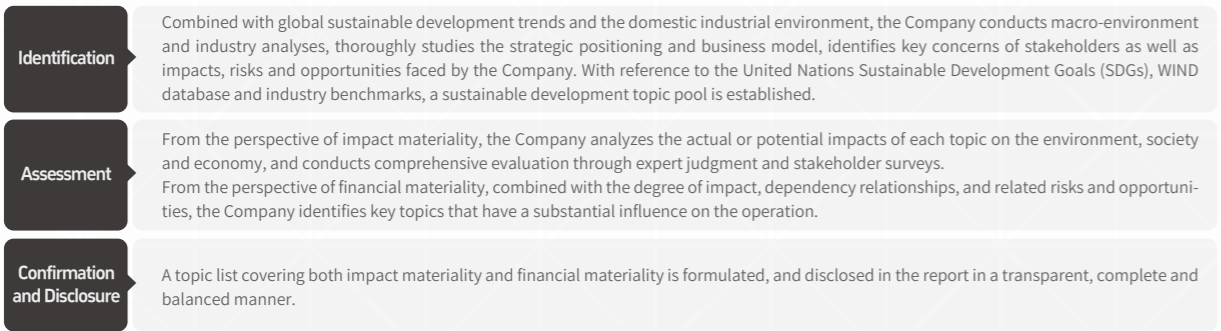
Stakeholders	Expectations and Demands	Company Responses
Government	Integrity in operation Tax payment in accordance with law	Abide by laws and regulations Fulfill tax obligations
Shareholders	Information disclosure Risk management Stable returns R&D and innovation	Disclose information timely and accurately Strengthen the risk management system Improve operational efficiency Industry-university-research cooperation
Customers	Product quality Information security	Strengthen quality control Ensure information security
Employees	Salary and welfare Health and safety Training and development Democratic management	Stable salary and incentives Protect employees' rights and interests Support employees' development Hold staff congresses
Suppliers	Mutually beneficial development Transparent procurement	Carry out strategic cooperation Build a responsible supply chain
Community	Community development People's livelihood and well-being Drive community progress	Participate in community co-construction Launch public welfare activities Provide employment opportunities
Industry Associations	Industry development Cooperation and exchanges	Participate in standard formulation Attend industry conferences

Material Topics Management

Material Topic Assessment

The Company refers to relevant domestic and international standards including the Self-Regulatory Guidelines for Listed Companies No.17-Sustainable Development Report (for Trial Implementation) issued by the Shenzhen Stock Exchange, and establishes a material topic identification and assessment method that takes into account both impact materiality and financial materiality, forming a systematic and standardized topic management process.

Topic Assessment Process

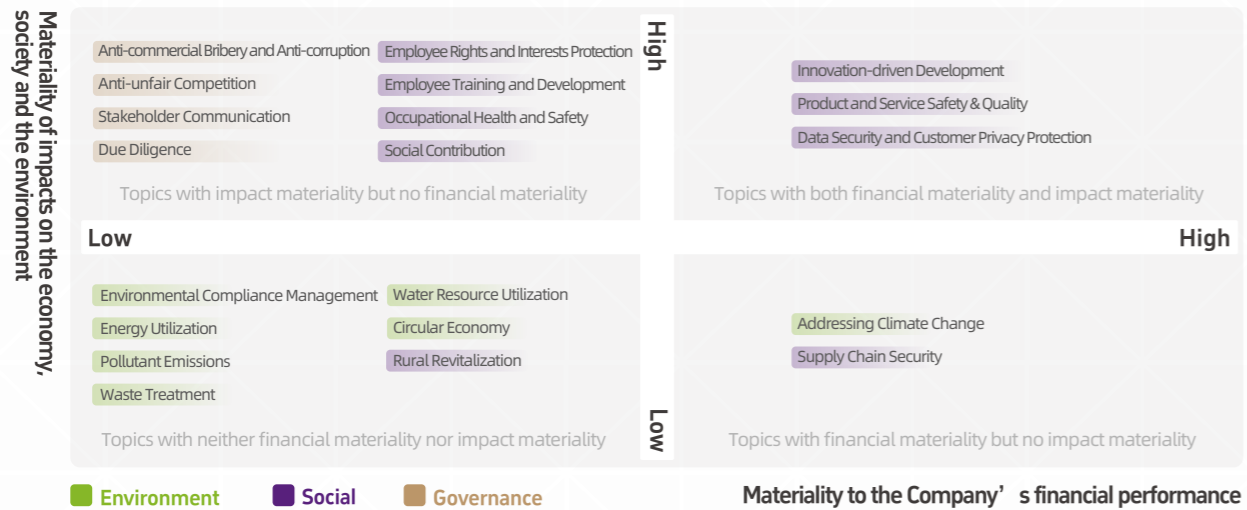


Results of Materiality Identification

A total of 20 sustainable development topics were identified this year, including 3 topics with dual materiality, 2 topics with financial materiality, and 8 topics with impact materiality. The results are presented in the ESG Materiality Analysis Matrix.



ESG Materiality Analysis Matrix



Sustainable Risk Management

The Company has established a sound ESG risk management mechanism, formulated and implemented the Control Procedures for Response Measures to Risks and Opportunities, systematically identified and assessed risks related to sustainable development, and continuously strengthened the capabilities in risk early warning, emergency response and resource allocation. Through training and assessment, the Company has improved employees' ability to identify and respond to ESG risks, and continuously enhanced the Company's risk management level and sound development capacity. Based on our own business model, the Company has conducted a double materiality analysis of material topics from the perspectives of operational impact pathways, compliance requirements and industry risk characteristics. The results are shown in the table below.

Dimension	Material Topics	Potential Impact on the Company's Finance	Impact on Economy, Society and Environment
Environment	Addressing Climate Change	Increased investment in carbon management and energy conservation; higher low-carbon requirements from customers and international markets affecting market access and cooperation opportunities	Reduced operational carbon emissions; promotion of green office and low-carbon digital economy
	Environmental Compliance Management	Irregular management of office operations, electronic equipment and waste may lead to compliance risks and rectification costs	Improved corporate environmental management; reduced resource and environmental pressure
	Energy Utilization	Fluctuations in electricity costs for offices and data centers affect operating expenses; improved energy efficiency helps reduce costs and increase efficiency	Enhanced energy efficiency; reduced indirect carbon emissions
	Pollutant Emissions	Mainly related to office operations and electronic equipment disposal; improper management may cause compliance and reputational risks	Reduced environmental impact from electronic waste and office pollutants
	Waste Treatment	Improper disposal of waste may increase compliance and disposal costs	Promoted standardized recycling and resource utilization of waste
	Water Resource Utilization	Limited impact on business; mainly involves office operation cost management and water-saving investment	Improved office water efficiency; reduced resource waste
	Circular Economy	Recycling and asset management of IT equipment help reduce procurement and disposal costs	Promoted resource conservation and recycling; reduced generation of electronic waste
Social	Innovation-driven Development	Increased R&D investment affects short-term profits but directly determines product competitiveness, market share and long-term revenue	Promoted intelligent operating systems and industrial digital upgrading; accelerated technological progress
	Product and Service Safety and Quality	Software instability or system defects may lead to customer claims, project losses and damage to the brand image	Improved product reliability; ensured terminal equipment and user safety
	Data Security and Customer Privacy Protection	Data breaches or security incidents may trigger regulatory penalties, customer churn and major reputational risks, directly affecting business cooperation	Protected user privacy and data security; maintained security and trust in the digital society
	Supply Chain Security	Risks in key hardware/software supply or partners may affect project delivery and cost stability	Enhanced industrial chain stability; promoted responsible supply chain management
	Employee Rights Protection	Labor disputes or improper management may increase employment risks and compliance costs; sound management helps reduce turnover	Safeguarded legitimate rights and interests of employees; built harmonious labor relations
	Employee Training and Development	Increased short-term costs for talent development but helps improve technical capabilities and organizational efficiency	Enhanced technical talent competence; promoted high-quality employment and human capital development
	Occupational Health and Safety	Mainly risks in office and R&D environments; inadequate management may affect employee stability and operational continuity	Protected employees' physical and mental health; created a safe working environment
Governance	Social Contribution	Increased short-term public welfare expenditure but helps enhance brand image and recognition from the government and society	Supported technological education and community development; improved social value creation
	Rural Revitalization	Related investment may increase costs but contributes to policy coordination and social responsibility image	Promoted regional digitalization and employment; supported rural revitalization
	Anti-commercial Bribery and Anti-corruption	Violations may result in major legal risks, fines and termination of customer cooperation	Maintained a fair competition environment; promoted integrity-based operation
	Anti-unfair Competition	Violations may trigger litigation and regulatory penalties, affecting market access	Maintained industry order; fostered a healthy competitive environment
Governance	Stakeholder Communication	Insufficient information communication may undermine customer and investor trust, causing reputational and cooperation risks	Improved corporate transparency; strengthened trust with all sectors of society
	Due Diligence	Insufficient risk identification of partners or customers may lead to compliance and business interruption risks	Promoted responsible business cooperation; reduced compliance and reputational risks

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Compliant Governance

Committed to Sustainable Long-Term Growth

ThunderSoft adheres to the development philosophy of law-abiding compliance and steady operation. The Company takes standardized governance, risk management and control, and business ethics as important foundations for achieving high-quality development. Focusing on optimizing the corporate governance structure, improving the transparency of information disclosure, and perfecting the internal control and risk management system, the Company has continuously improved the institutional system, strengthened implementation and supervision, and promoted the continuous enhancement of governance capacity and compliance management level, so as to consolidate the foundation for the long-term, steady development and sustainable growth of the enterprise.

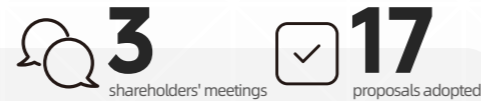
Improving Corporate Governance

| Governance System

The Company strictly abides by the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Guidelines for the Governance of Listed Companies and other laws, regulations and regulatory requirements, and continuously optimizes the corporate governance structure and institutional system to steadily enhance the standardized operation and risk management capabilities.

Through dynamic revision of the Articles of Association of the Company and supporting governance rules, the Company has established a governance framework composed of the shareholders' meeting, the board of directors and the management team, which realizes clearly defined rights and responsibilities, coordinated operation and effective checks and balances, so as to ensure the scientificity, standardization and transparency of decision-making. In accordance with the arrangement for optimizing the governance structure, the Company discontinued the supervisory board and supervisor positions as of September 2025. The relevant oversight functions are undertaken by the Audit Committee of the Board of Directors, further streamlining governance levels and strengthening internal supervision and risk management. As the supreme authority of the Company, the shareholders' meeting exercises its powers in accordance with the Company Law and the Articles of Association. The Company convenes and holds meetings in strict compliance with the Articles of Association and the Rules of Procedure for the Shareholders' Meeting, ensuring that all shareholders, especially minority shareholders, enjoy equal rights and participate in the decision-making of major matters in an open and transparent environment.

During the reporting period, the Company convened 3 shareholders' meetings and adopted 17 proposals. Meanwhile, the Company systematically revised relevant governance systems in line with the latest regulatory requirements and disclosed the updated versions on August 27, 2025, further enhancing the standardization and transparency of corporate governance.



| Board of Directors Development

The Company has formulated and continuously improved the Rules of Procedure for the Board of Directors, which regulate the convening procedures, deliberation methods and decision-making mechanisms of the Board, clarify the boundaries of authority and responsibility as well as decision-making processes of the Board and its special committees, ensure directors perform their duties diligently, and continuously enhance the standardized operation and scientific decision-making capacity of the Board.

Board Diversity

The Company attaches great importance to the rationality and diversity of the Board structure. In the selection and appointment of directors, the Company comprehensively considers factors such as gender, age, professional background, industry experience, knowledge structure and management experience, so as to continuously optimize the overall competence and decision-making quality of the Board.

During the reporting period, the Board of Directors consisted of 9 directors, including 4 female directors and 3 independent directors, maintaining a sound composition in terms of professional structure and independence.



Independence of Directors

Independent directors perform their duties in strict accordance with the Measures for the Administration of Independent Directors of Listed Companies and other relevant provisions. Based on independent and objective professional judgment, they issue clear opinions on connected transactions, financial reports, internal control and other material matters to be disclosed, give full play to the role of supervision and checks and balances, and effectively protect the legitimate rights and interests of all shareholders, especially minority shareholders.

During the reporting period, the independent directors attended all meetings of the Board of Directors and the Shareholders' Meeting, and performed their duties in a standardized and effective manner.

Professional Support from Special Committees

The Board of Directors has four special committees: Strategy Committee, Audit Committee, Remuneration and Assessment Committee, and Nomination Committee. These committees carry out their work in accordance with their respective responsibilities, providing professional review opinions and decision-making support for major business decisions, development strategies, financial audits, internal control, nomination and assessment of directors and senior management, so as to ensure the professionalism, independence and prudence of decision-making.

Remuneration and Performance Management Mechanism

The Company continuously improves the compensation and performance management mechanism for directors and senior management. The remuneration of directors is reviewed and determined by the shareholders' meeting, and the remuneration of senior management is approved by the board of directors.

2025 Highlights

Corporate governance operated efficiently and in a standardized manner. The Board of Directors held 6 meetings and adopted 42 proposals; 9 meetings were held by all special committees, including 1 meeting of the Strategy Committee, 3 meetings of the Remuneration and Assessment Committee, and 5 meetings of the Audit Committee, which fully guaranteed the professionalism and implementation efficiency of the Board's decision-making.



Investor Relations Management

The Company attaches great importance to communication and interaction with the capital market, continuously improves the investor relations management mechanism, enhances information transparency through diversified communication channels, and effectively protects the legitimate rights and interests of shareholders through a stable return policy, so as to strengthen investors' recognition of the Company's long-term value.

Investor Communication

The Company has formulated and continuously improved the Investor Relations Management System to standardize the information communication mechanism with investors. The Board of Directors serves as the decision-making and supervisory body for investor relations management, and the Secretary of the Board is the person in charge, who coordinates and organizes various investor communication activities to ensure the standardized and orderly conduct of communication.



Investor communication

The Company maintains regular communication with investors through various forms such as meetings of shareholders, performance briefings, investor surveys, telephone communications, the irm.cninfo.com.cn, timely responds to market concerns, and comprehensively introduces the Company's operations, development strategies, technological innovation progress and sustainable development practices, so as to continuously improve the transparency and timeliness of information disclosure.

During the reporting period, the Company held 5 performance briefings and responded to 366 investor inquiries on the irm.cninfo.com.cn.

5
performance
briefings

366
respond to investor
inquiries

Shareholder Rights Protection

The Company has always regarded the protection of shareholders' rights and interests as an important part of corporate governance. The Company strictly implements the profit distribution policy in accordance with the Articles of Association and relevant regulatory requirements. On the basis of balancing the Company's long-term development and capital needs, the Company gives priority to cash dividends to reward investors and ensure that shareholders share the achievements of the Company's development.

In May 2025, the Company distributed a cash dividend of RMB0.58 per 10 shares (tax inclusive) to all shareholders as the 2024 annual dividend, with a total distribution amount of RMB26,647,329.70 (tax inclusive). Together with the interim cash dividend of RMB5,399,986.75 (tax inclusive) already distributed for 2024, the total cash dividend distributed by the Company for the 2024 fiscal year amounted to RMB84,047,316.45 (tax inclusive).

cash dividend distributed

84,047,316.45
yuan

Information Disclosure

The Company adheres to the principles of authenticity, accuracy, completeness, timeliness and fairness in information disclosure, strictly abides by the Measures for the Administration of Information Disclosure by Listed Companies and other laws, regulations and regulatory requirements, and continuously improves the information disclosure management system to enhance the quality and transparency of information disclosure. The Company has formulated and continuously implemented the Information Disclosure Management System and the Inside Information Insider Registration System, standardizes the approval and release procedures of information disclosure, strengthens the management of inside information and the registration of insiders, effectively prevents illegal acts such as insider trading, and ensures the compliance and seriousness of information disclosure. Through designated information disclosure media and statutory channels, the Company timely releases periodic reports and ad hoc announcements to ensure that shareholders and other stakeholders can obtain timely and sufficient important information on the Company's operations, financial performance and corporate governance, effectively protecting their right to information and supervision.

During the reporting period, the Company disclosed a total of 139 announcements to the public. The Company strictly implemented the self-regulatory requirements for information disclosure, and no penalty was imposed by regulatory authorities due to information disclosure violations. The information disclosure work was generally standardized and operated steadily.

139
publicly disclosed
announcements

Ensuring Compliance in Operation

| Compliance Management System

The Company adheres to law-based corporate governance, strictly abides by national laws, regulations and regulatory requirements, and continuously improves the compliant operation and management system to ensure the standardized and steady conduct of business activities. The Company has established a clear compliance management mechanism, defined the division of compliance responsibilities at all levels, and integrated compliance requirements into business processes and management procedures, realizing the regularized and institutionalized operation of compliance management. Meanwhile, the Company keeps improving the compliance system, dynamically revises and refines internal rules and regulations focusing on key areas of operation and management, and strengthens the implementation and supervision of such rules, ensuring that all business activities are conducted in a standardized and well-regulated manner.

| Internal Control

The Company strictly follows the relevant requirements of the Basic Standard for Enterprise Internal Control and has established a systematic internal control system as well as a corresponding evaluation mechanism. The Audit Committee has been set up under the Board of Directors, which takes overall responsibility for supervising the effective implementation of the internal audit system, coordinating internal and external audit affairs, and reviewing the implementation of internal control and the quality of financial information. This aims to enhance operational transparency and management efficiency, effectively prevent potential operational risks, and safeguard the steady development of the Company.

The Company conducts an annual internal control self-assessment to systematically identify and evaluate potential risks in all aspects of operations, formulate corresponding control measures, and dynamically monitor their implementation effectiveness, resulting in the Internal Control Self-Assessment Report. In accordance with the criteria for identifying material weaknesses in internal control over financial reporting and non-financial reporting, no material weaknesses in internal control at either the financial or non-financial level were identified by the assessment report's benchmark date.

| Risk Management

Pursuant to the Company Law of the People's Republic of China and other laws and regulations, and combined with industry characteristics, the Company has established a sound risk management organization system, forming a closed-loop management mechanism covering risk identification, assessment, monitoring and response, so as to achieve systematic and standardized control over various risks. The Company carries out whole-process risk management focusing on key areas such as market, technology, operation and legal compliance, and ensures that the overall risk level is within a controllable range by continuously identifying key risk points and implementing dynamic monitoring and response measures. Meanwhile, the Company incorporates environmental, social and governance (ESG)-related risks into the comprehensive risk management framework, and takes into account environmental impacts and social responsibility factors in operational decision-making and business management to enhance the sustainable development capacity of the enterprise. In terms of special risk management, the Company adheres to the principles of institutional standardization, strict implementation and timely early warning, strengthens risk prevention and control in key areas, and improves the forward-looking and effectiveness of risk response.

To foster a sound risk management culture, the Company regularly conducts risk management training to continuously improve employees' risk identification and response capabilities.

During the reporting period, the Company held more than 30 risk management training sessions, with a total of 500 participants and a total training duration of over 70 hours.



Upholding Business Ethics

| Anti-Corruption and Clean Governance

The Company always adheres to the principle of integrity-based operation and strictly abides by the Interim Provisions on Prohibiting Commercial Bribery and other laws and regulations. The Company has formulated and implemented the Code of Business Conduct and the ThunderSoft Anti-Fraud Management System, which clearly define requirements for business integrity and anti-fraud. Employees and their related parties are strictly prohibited from soliciting or accepting improper benefits of any form in business activities, including cash, securities, gifts, services or other benefits beyond normal practices, so as to effectively safeguard the Company's business reputation and market image. The Company has established a clean governance risk prevention and control system covering prevention, supervision and accountability. The Company strengthens employees' awareness of integrity through carrying out special anti-corruption compliance training, organizing integrity and clean governance examinations, and extends integrity requirements to supplier management, urging partners to abide by business ethics standards together.

During the reporting period, the Company had no violations of business ethics such as corruption, money laundering or insider trading, nor any concluded litigation cases involving embezzlement.

| Anti-Monopoly and Fair Competition

The Company strictly abides by the Anti-Monopoly Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and other laws and regulations, integrates anti-monopoly and fair competition requirements into the Code of Business Conduct, and explicitly prohibits any act that disrupts market order or undermines the fair competition environment, ensuring that all business activities are conducted in accordance with laws and regulations. The Company strengthens anti-monopoly and fair competition risk control through institutional norms and process management, enhances employees' compliance awareness in business operations, advocates sound interactions with industry peers, and jointly maintains a healthy, orderly and transparent industrial ecosystem.

During the reporting period, the Company had no illegal or regulatory incidents related to unfair competition or anti-monopoly violations.

| Appeals and Reporting

The Company has formulated and implemented the ThunderSoft Whistleblower System and established an open and standardized reporting mechanism to ensure that employees and other stakeholders can promptly report acts involving corruption, breaches of business ethics or violations of the Code. Employees and external stakeholders may report to the direct supervisor of the reported person, relevant professional departments, or submit reporting information through the dedicated email address of the Discipline Committee. Meanwhile, the Company promises to keep the content of reports and the identity of whistleblowers strictly confidential, ensuring that information is only disclosed within necessary scope, and strictly prohibits any form of retaliation, including personal threats, workplace exclusion or other improper pressure, so as to protect the legitimate rights and interests of whistleblowers and their normal work and life order, and foster a fair, transparent and supervisable compliance environment.

Reporting Email: COD@thundersoft.com



Addressing Climate Change

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Green Development

for a Beautiful Earth

ThunderSoft adheres to the concept of environmental friendliness and takes addressing climate change as an important mission to advance sustainable development and fulfill green and low-carbon responsibilities. Based on the overall development strategy, the Company actively promotes energy conservation and emission reduction, continuously strengthens green operation and low-carbon development practices, and earnestly fulfills the primary responsibility for ecological and environmental protection.

02

Addressing Climate Change

| Governance System

We integrate climate change governance into daily management, and keep a close eye on policy changes, laws and regulations, corporate reputation, climate-related risks and other relevant topics. We formulate reasonable response strategies for identified climate risks, and take concrete actions to address risks and seize opportunities in light of external environmental changes and internal development status.

| Management Strategy

The Company identifies and assesses the materiality of climate-related risks and opportunities with potential impacts, and analyzes and judges their possible financial implications in light of the geographical location, business layout and industry characteristics.

Impact Type		Description	Financial Impact	Response Strategy	Likelihood	Period
Physical Risk	Extreme rainfall	Triggers regional power grid failures, network outages and computer room water ingress risks, leading to unplanned downtime of software service platforms, increased service interruptions, order delays and customer performance risks.	Direct revenue loss and compensation expenses	Optimize protection measures for office and operation premises, strengthen redundant configuration and daily maintenance of power, network and key facilities to ensure stable business operation under extreme weather and reduce service interruption risks.	Medium	Short-term
	Extreme high temperature	Increases the Company's operating costs such as electricity consumption, refrigeration and equipment heat dissipation; additional investment in emergency power supply, environmental regulation and other related expenses is required to ensure stable business operation.	Increased operating expenses	Pay close attention to employees' working environment and occupational health under extreme weather, and implement protective measures such as heatstroke prevention, flood control and safe travel to safeguard employees' personal safety and normal work order.	High	Medium-to-long term
Transition Risk	Market risk	Customers' requirements for service providers' low-carbon capabilities, green services and climate risk management level are constantly rising. Failure to timely provide low-carbon and sustainable digital service solutions may affect market competitiveness and customer willingness to cooperate.	Decreased operating revenue	Strengthen market research and analysis, establish a market monitoring system, and enhance the competitiveness of products and services.	High	Medium-to-long term
Opportunity	Market	Leverage digital technology advantages to develop low-carbon digital products such as carbon emission management, energy monitoring and green supply chain, meet the growing emission reduction and compliance needs of various industries, and expand new business growth points.	Increased operating revenue	Carry out technological R&D and iteration in a timely manner in accordance with the Company's overall strategy and business conditions.	High	Medium-to-long term

| Impact, Risk and Opportunity Management

We have established a risk management process covering risk identification, assessment, monitoring and response. Combined with institutional improvement and daily operational control, we have adopted practical measures in various aspects to proactively address potential challenges posed by climate change.

Risk Management Process

Risk Identification

By studying climate change policies, domestic and international industry developments, technological changes and other factors, and in light of the Company's own operating conditions and business characteristics, we sort out potential climate change risks faced by the Company, and identify and describe the physical risks and transition risks affecting various business segments of the Group.

Risk Assessment

Using a combination of quantitative and qualitative methods, we conduct a comprehensive analysis of the impacts of climate change on the Company's business model and value chain. We rank the identified climate-related risks in terms of likelihood, impact magnitude and resilience.

Risk Monitoring and Response

Based on the results of risk identification and assessment, we formulate targeted measures, regularly evaluate and monitor their effectiveness, establish a climate change risk management system, and promote the normalized implementation of climate change risk management.

| Metrics and Targets

To support the global low-carbon transition, the Company has systematically promoted energy conservation and emission reduction in line with its environmental objectives. The Company has continuously raised employees' environmental awareness through awareness campaigns on energy saving, green commuting and other related themes, and exercised strict control over the annual greenhouse gas emissions.



Note: The above data only covers ThunderSoft headquarters and its subsidiary HANGZHOU KNEWBOTS TECHNOLOGY CO., LTD.

Improving Environmental Governance

The Company strictly complies with the Environmental Protection Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China, and other laws and regulations. The Company implements the environmental policy of "Protecting the Environment, Conserving Energy and Reducing Consumption, Abiding by Laws and Regulations, and Pursuing Continuous Improvement". The Company has formulated system documents including the Quality/Environment/Occupational Health and Safety Management Manual and the Control Procedures for Environmental Aspect Identification and Evaluation, established a sound environmental management system, standardized environmental risk identification and operational control, and ensured the effective implementation of environmental policies, objectives and targets.

2025 Environmental Targets

Based on external regulatory requirements, internal rules and regulations, as well as actual production and operation conditions, the Company has continuously improved the environmental management system in accordance with standards such as the ISO 14001 Environmental Management System, and has obtained ISO 14001 certification.



ISO 14001 Environmental Management System Certificate

 **100%** **Achieved**
100% classification and harmless disposal of solid waste

 **0** **Achieved**
Zero environmental safety incidents

No environmental violations or non-compliance incidents occurred.

Resource Utilization and Pollution Control

| Energy Management

The Company complies with the Energy Conservation Law of the People's Republic of China and other relevant laws and regulations, formulates and implements systems including the Energy Resource Control Procedure and Energy Conservation and Consumption Reduction Control Procedure, and systematically promotes energy conservation and consumption reduction to achieve efficient utilization of resources and energy. Meanwhile, to practice the concept of green development, the Company has fully implemented energy-saving and low-carbon initiatives in all office locations nationwide, actively fosters environmental awareness among employees, and deeply integrates the green and low-carbon concept into the entire process of daily operations.

Energy Conservation and Consumption Reduction Measures in Office Areas

Electricity Saving

Rational use of air conditioners:

set the temperature above 26°C in summer and below 20°C in winter; close doors and windows when air conditioners are in use to avoid the loss of cold or hot air.

Turn off non-essential equipment:

immediately turn off projectors, electronic whiteboards, large screens, audio systems and other equipment after meetings; unplug power cords or use power strips with switches.

Shorten equipment operating hours:

test meeting materials in advance to reduce equipment setup time. Encourage screen sharing via laptops to replace high-power projectors.

Paper Saving

Paperless office:

prioritize electronic documents for file transmission and use online collaboration tools instead of paper.

Streamline printing:

reduce unnecessary covers and color printing; decrease font size and margins to save paper.

Water Saving

Take water on demand to avoid waste:

fetch only the amount of water needed for drinking.

Use personal water cups:

reduce the use of public cups to cut down water for cleaning.

Total Electricity Consumption
1,118
10,000 kWh




Promotion of energy conservation and consumption reduction

| Water Resource Management

The Company strictly abides by the relevant laws and regulations of the Water Law of the People's Republic of China, formulates and implements the Energy Conservation and Consumption Reduction Control Procedure, continuously strengthens the whole-process management of water use and water conservation, accelerates the transformation of the water use mode towards conservation and intensification, and comprehensively improves the efficiency and effectiveness of water resource utilization.

Water Conservation Measures

- Prioritize the use of water-saving appliances and properly manage office and domestic water use.
- Eliminate running water; turn off valves promptly after use to develop water-saving habits.
- Regularly maintain water supply pipelines and timely repair and rectify water leakage, dripping, running and overflow issues.

Total Water Consumption
 **49,415.9**
 ton

No industrial wastewater is generated during the Company's daily operations. Domestic wastewater from office activities is connected to the municipal sewage pipe network and uniformly treated and recycled by local sewage treatment plants.

| Waste Management

The Company strictly complies with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, formulates and implements the Solid Waste Control Procedure, and implements whole-process management over the collection, storage, disposal and other links of various types of solid waste. The Company continuously strengthens the standardized management of waste to minimize environmental impacts.

Waste Classification

Hazardous waste

waste fluorescent tubes, waste batteries, waste ink cartridges, etc.

Non-hazardous waste

waste paper, etc.

Domestic waste

household waste

Solid Waste Disposal

Fixed classified waste bins are set up in office areas with clear classification signs.

Office recyclables are stored centrally and disposed of regularly; other domestic and office waste is placed in waste bins designated by the property management company for unified treatment.

Waste fluorescent tubes, waste batteries, waste ink cartridges, etc. are placed in special recycling containers provided by environmental sanitation authorities in accordance with environmental protection requirements.

Employees shall collect and store all types of waste by classification as required to prevent hazardous waste from being mixed with non-hazardous waste and avoid environmental pollution.

| Noise Management

As a software enterprise, the Company does not generate noise that fails to meet national standards during daily office operations; only equipment operating noise exists in the equipment room. The Company constructs special equipment rooms in strict accordance with the Code for Design of Standard Electronic Computer Rooms, implementing standardized standards from planning and design, site selection to construction. In actual operation, the Company adopts independent arrangement and closed management for equipment rooms. Through physical isolation, sound insulation and noise reduction measures, the server operation noise is minimized to the outside, creating a quiet, comfortable and healthy workplace for employees.

Biodiversity Conservation

The Company strictly abides by laws and regulations including the Wild Animal Protection Law of the People's Republic of China and the Regulations of the People's Republic of China on Nature Reserves, actively responds to national initiatives for biodiversity conservation, and earnestly fulfills ecological protection responsibilities. Adhering to the green operation philosophy, the Company supports biodiversity conservation with concrete actions to promote the sustainable development of the ecological environment. During the reporting period, none of the Company's operation sites were located in biodiversity-sensitive areas or key ecological protection areas designated globally or nationally.



Creating Quality Products

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Striving Together

for Quality Services

ThunderSoft adheres to quality as the foundation and innovation as the engine. Focusing on product quality improvement, customer rights protection, information security management, and supply chain collaborative development, the Company has established a full-process management system covering R&D, procurement, delivery, and services. By strengthening quality governance and technological innovation capabilities, improving supplier management and responsible procurement mechanisms, and promoting collaboration and complementary advantages with partners, the Company continuously enhances the value creation capacity of products and services, and works with industrial chain partners to build a new pattern of high-quality development.

Creating Quality Products

Governance System

The Company strictly abides by the Product Quality Law of the People's Republic of China and other laws and regulations, and has established a quality management system covering the entire product life cycle. The Company has formulated institutional documents including the Quality/Environment/Occupational Health and Safety Management Manual and Quality Assurance Process, clarifying quality responsibilities and authorities at all levels. The Company strengthens the leadership role of the management team, which is deeply involved in quality planning, target setting, and continuous improvement to ensure adequate resources and operating environment for quality management. The Company promotes full participation in quality management, breaks down departmental boundaries, and clarifies employees' quality responsibilities in their respective positions, fostering a management atmosphere of "everyone pays attention to quality and everyone is responsible for quality".

The Company has obtained ISO 9001 Quality Management System Certification. The management team conducts regular quality management reviews to assess the achievement of quality objectives, the effectiveness of risk control, and improvement measures, ensuring proper resource allocation and system implementation. Adhering to a customer-centric approach, the Company embeds quality management requirements into key business processes such as R&D, procurement, production, delivery, and after-sales service, realizing the layered implementation of quality responsibilities and process traceability.



ISO 9001 Quality Management System Certificate



Management Strategy

The Company regards product quality as the lifeline of the enterprise and the cornerstone of sustainable development. The Company has formally formulated and implemented the quality management policy, which serves as the driving force for the continuous improvement of the management system and the core commitment to providing high-quality services to global customers.

Quality Policy

- Quality is the red line of the Company and the cornerstone of its sustainable development.
- We listen to customer needs, involve all employees, and provide intelligent technology products and solutions.
- We respect the Company's rules and processes, do things right the first time, and pursue continuous improvement.
- We build a customer-centric quality management system to continuously create value for customers.

The Company systematically identifies impacts, risks and opportunities related to product quality, assesses their likelihood and impact, and implements targeted response measures while continuously tracking management effectiveness to enhance product quality stability and market competitiveness.

Type of Impact	Description	Financial Impact	Response Strategy	Likelihood	Period
Supply Chain Risk	Quality problems of raw materials or key components provided by suppliers, or insufficient supply capacity and stability, may affect product quality and delivery schedule.	Increased procurement costs, increased rework and quality losses, reduced sales revenue	Establish supplier access and dynamic evaluation mechanism; implement incoming inspection of raw materials and key components; strengthen supply chain quality collaboration and performance monitoring, regularly assess supply risks and optimize supply structure.	Low	Short to medium term
Market Risk	Customers' requirements for product quality, performance and reliability continue to increase. Failure to respond promptly to changing demands may lead to customer churn or declining market competitiveness.	Reduced sales revenue, declining market share	Conduct customer satisfaction surveys and complaint analysis; establish quality data monitoring and trend analysis mechanism; continuously improve product performance and service level based on customer feedback.	Low	Medium to long term
Market Opportunity	Continuous improvement of product quality and customer experience helps enhance customer loyalty and brand competitiveness, and expand high-quality customers and market space.	Increased sales revenue, improved market share, enhanced brand value	Identify improvement directions through customer feedback and quality data analysis; set quality and satisfaction improvement targets; continuously optimize product performance and services to transform quality advantages into market competitive advantages.	Medium	Medium to long term

| Impact, Risk and Opportunity Management

In line with product quality and sustainable operation requirements, the Company has established a systematic quality risk management mechanism. Through standardized procedures, the Company carries out risk identification, assessment, monitoring and response, continuously improves the operational effectiveness and improvement capability of the quality management system, reduces the impact of potential quality risks on the Company's operation and customer satisfaction, and safeguards the steady development and market competitiveness of the Company.

Quality Risk Management

Risk Identification

Through internal audit and evaluation, production and quality data analysis, the Company systematically identifies various potential risk factors that may affect product quality.

Risk Assessment

For the identified risk items, the Company conducts a comprehensive evaluation from the two dimensions of impact degree and occurrence probability, analyzes the possible quality impacts and business consequences caused by the risks, and determines the risk levels accordingly, providing a basis for subsequent management decisions and resource allocation.

Risk Response and Management

Based on the results of risk assessment, the Company prioritizes risks according to their levels and formulates targeted management measures, including risk avoidance, risk control, risk sharing or risk mitigation strategies, to ensure that key risks are controlled timely and effectively.

Risk Monitoring and Effectiveness Evaluation

The Company continuously monitors and conducts follow-up evaluations on the implementation effectiveness of risk response measures. Meanwhile, performance reviews are conducted semi-annually, and at least one quality risk assessment is carried out annually to analyze the operation of risk management and identify areas for improvement, so as to drive the continuous optimization and enhancement of the quality management system.

| Metrics and Targets

Centering on the quality policy and annual key points of quality management, the Company sets clear and quantifiable quality management objectives, decomposes relevant indicators to all departments and responsible positions, and promotes their implementation through performance appraisal and process supervision mechanisms to ensure that quality management objectives are measurable, traceable and evaluable.

Through regular quality data statistics and trend analysis, the Company incorporates key indicators such as customer satisfaction, number of complaints and process compliance into the performance management system, forming a dynamic management mechanism of "objective setting - process monitoring - result evaluation - improvement and upgrading". For indicators that fail to meet standards or fluctuate, the Company promptly launches cause analysis and improvement measures to ensure continuous optimization of quality objectives.

During the reporting period, the Company had no major quality liability accidents, nor did it suffer any administrative penalties or lost lawsuits due to violations of product health and safety-related regulations, and no major product quality and safety incidents occurred.

| Quality Management Measures

Full Life Cycle Quality Management

In accordance with the Product Quality Law of the People's Republic of China and other laws and regulations, the Company has established a full life cycle quality management system covering demand, design, R&D, testing, production, delivery and O&M. Through a combination of institutional norms and process control, the Company ensures that products continuously meet customer and compliance requirements. The Company has implemented measures including software and hardware quality planning to conduct front-end planning and full-process control over key quality nodes. In response to inconsistent project-level review mechanisms, the Company has established unified company-level review standards and templates to promote the standardization of review processes and enhance the maturity of quality management.

The Company has established a quality management operation system based on the PDCA cycle, realizing closed-loop management and continuous improvement of quality-related impacts, risks and opportunities. In the planning phase, the management team clarifies the quality policy, objectives and applicable standards, identifies key links including requirements, design, R&D, testing, delivery, operation and maintenance and defect management, and establishes a full-process quality management framework. In the execution phase, in accordance with the quality manual, procedural documents and work instructions, the Company implements various quality control activities throughout the product life cycle to ensure the standardized operation of processes. In the improvement phase, the Company verifies the operation of the system through multiple dimensions, including quality data and key performance indicator monitoring, customer satisfaction analysis, internal audits, management reviews and third-party audits. For identified problems, the Company implements Corrective and Preventive Actions (CAPA) and achieves closed-loop management through problem collection, root cause analysis, rectification and implementation, and effectiveness verification. Meanwhile, the Company continuously promotes the optimization of the PDCA cycle, and constantly enhances the effectiveness and adaptability of the quality management system through system improvement and training.

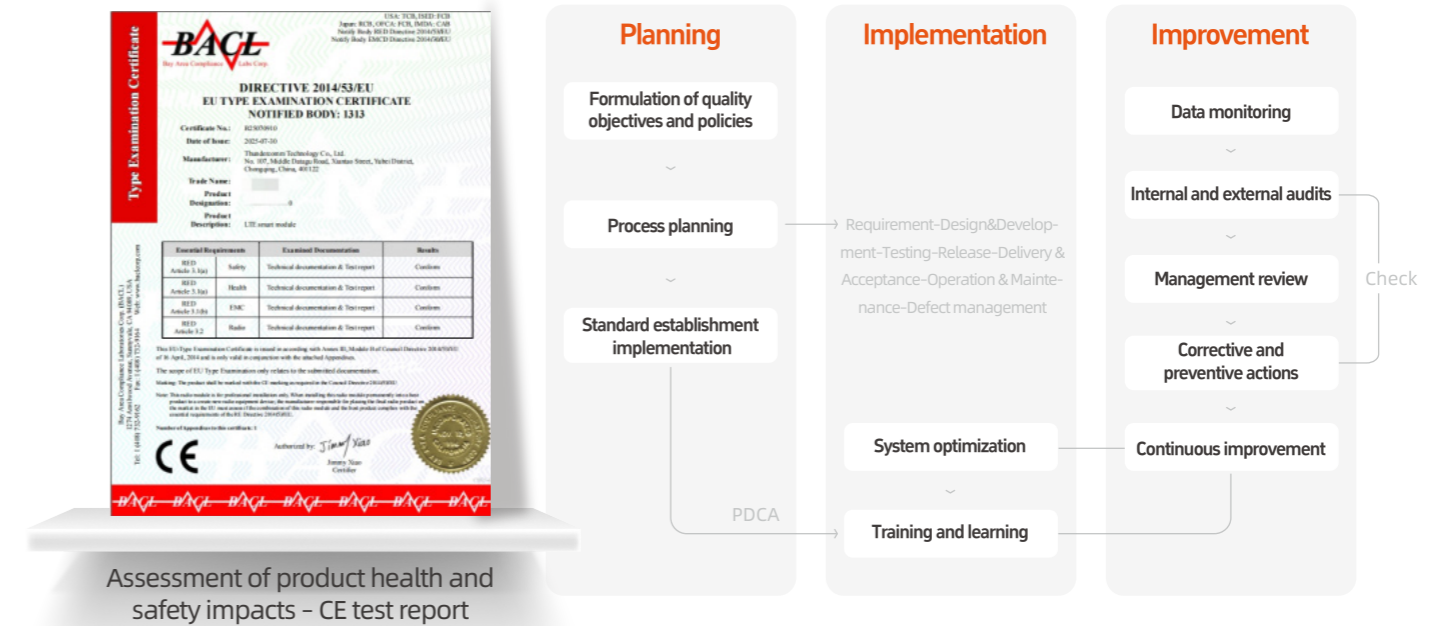
During the reporting period, the Company conducted 1 quality risk assessment, 1 internal quality audit and 1 third-party audit. The quality management system operated effectively as a whole.

1
quality risk
assessment

1
internal
quality audit

1
third-party
audit

Quality Management Mechanism and Process



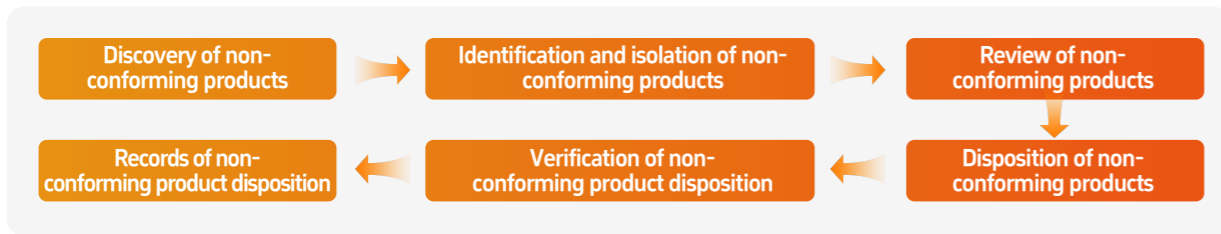
Assessment of product health and safety impacts - CE test report

Non-Conforming Product Management

The Company has established the Control Procedure for Non-Conforming Products to implement full-process closed-loop management over non-conforming products covering identification, isolation, review, disposition and verification. When abnormalities are detected during product realization or inspection, the business department or Quality Management Department shall promptly identify and notify the responsible personnel, label and isolate non-conforming products to prevent misuse or release to customers. The Company organizes reviews to confirm the scope, severity and impact of non-conformities, and develops corresponding disposition measures, including rework, replacement, rejection or recall when necessary. After disposition, designated personnel verify effectiveness and keep records. Relevant information is integrated into the Corrective and Preventive Actions (CAPA) system for subsequent quality improvement and risk prevention.

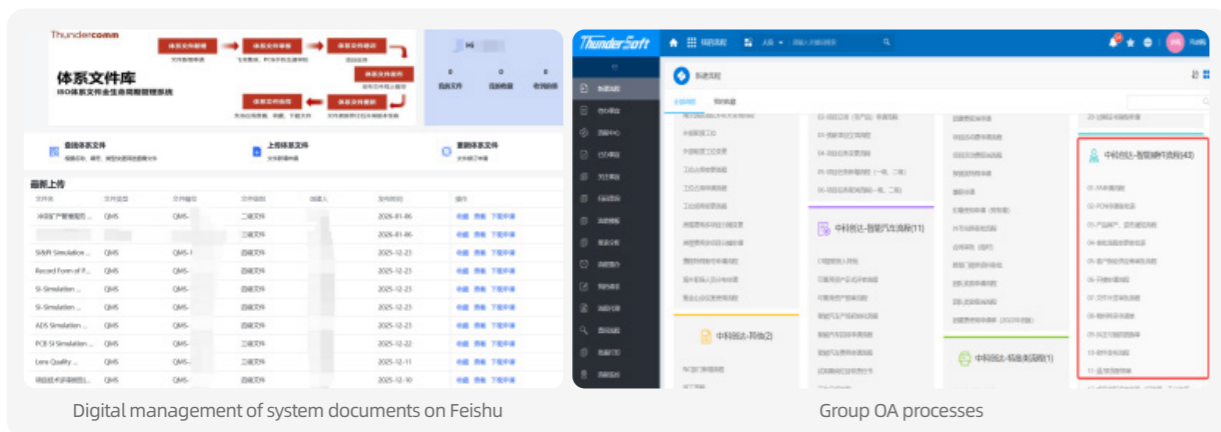
The Company classifies non-conformities by severity and uniformly manages non-conformities related to products, processes, internal audits and customer satisfaction to reduce recurrence risks.

Non-conforming product management process



Digital Quality Management

The Company has built a digital quality management platform based on Feishu, Group OA and NCC systems, realizing online operation of quality policy issuance, process approval, process recording and archive management, improving the standardization, transparency and traceability of quality management. Information-based approaches integrate policy implementation with business processes to ensure effective deployment of quality requirements. In data application, the Company has established a quality data analysis and improvement mechanism to statistically analyze and track trends of customer complaints, process deviations, quality abnormalities and key performance indicators, identify high-risk areas and drive targeted improvements. Relevant quality issues are tracked throughout the process in the system with clear responsible parties and rectification timelines, achieving closed-loop management of problem correction and effectiveness verification. By continuously deepening the integration of quality management and information systems, the Company improves management efficiency and data support capabilities, advancing quality management toward refinement, digitalization and continuous improvement, providing strong support for product quality stability and customer satisfaction.



Digital management of system documents on Feishu

Group OA processes

Quality Culture Development

The Company continuously promotes the development of quality culture. Through policy promotion, special training and case sharing, the Company constantly improves employees' quality awareness and professional capabilities. Quality requirements are integrated into the performance appraisal system to strengthen the quality responsibility of all staff. During the reporting period, the Company conducted a number of quality training sessions for key positions including R&D, production, supply chain and project management. The contents covered software release procedures, quality red-line management, environmental protection regulation compliance, material and process control, reliability testing, information security and so on. The training was delivered through a combination of online and offline methods, and the training effectiveness was evaluated via examinations and satisfaction surveys.

During the reporting period, the Company held a total of 6 quality training sessions. The pass rate of relevant training examinations reached more than 90%, and the overall training satisfaction remained at a high level.

6
quality training sessions

90%
pass rate of training examinations



Promoting Technological Innovation

Governance System

To standardize R&D activities and improve innovation efficiency, the Company has established a systematic research and development management system and formulated institutional documents including the Software R&D and Management Process, Software Requirement Analysis and Management Process, and Project Initiation, Change and Closure Management Process. These documents clarify the division of responsibilities among various departments and related positions, and standardize the whole-process management requirements covering project initiation, requirement analysis, technology development, testing and verification, as well as achievement transformation, so as to ensure that R&D activities are carried out in a standardized, orderly and efficient manner. In terms of organizational structure, leveraging the talent advantages and technical characteristics of different countries and regions, the Company has built software engineering teams with an "operating system" mindset, forming a flexible and efficient global R&D collaboration system. The R&D teams give full play to the advantages of regional technical capabilities and market understanding, so as to enhance the responsiveness to local customer needs and the level of technical support.

The Company continuously optimizes the structure of R&D personnel and the construction of talent echelons. Through scientific talent allocation and capability development mechanisms, the Company provides organizational guarantee for core technological breakthroughs and product innovation.

Indicator		Unit	2025
Total R&D Personnel		person	17,240
Percentage of Total Employees		%	92.15
By Age	Under 30	person	8,370
	30-40	person	7,613
	Over 40	person	1,257
By Education	Doctorate	person	12
	Master's Degree	person	1,322
	Bachelor's Degree	person	12,143
	Below Bachelor's Degree	person	3,763

Management Strategy

Type of Impact	Description	Financial Impact	Response Strategy	Likelihood	Period
Transformation Risk	If the Company's R&D investment fails to form new products or core intellectual property rights with market competitiveness, the transformation of R&D achievements may fall short of expectations, affecting the realization of sales revenue.	Increased R&D costs, reduced sales revenue	Establish a sound R&D process and project management mechanism; conduct feasibility analysis at the project initiation stage, keep close to customer needs in combination with industry trends and technological development directions; strengthen phased review and process control to improve R&D success rate.	Medium	Medium to long term
Market Opportunity	Demand for intelligent operating systems and edge intelligent products in intelligent vehicles, the Internet of Things, intelligent industries and other fields continues to grow. The Company can expand market space through technological innovation and product upgrading.	Increased operating revenue	Focus on core technical fields and increase R&D investment; strengthen collaborative innovation with customers to enhance differentiated competitive advantages of products; accelerate the transformation and commercialization of achievements.	Medium	Medium to long term

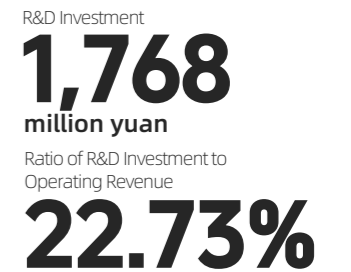
Impact, Risk and Opportunity Management

The Company has formulated the Control Procedure for Response Measures to Risks and Opportunities, which clarifies the processes and control requirements for risk identification, assessment, response and monitoring in daily operation and R&D management. Through a systematic management mechanism, the Company reduces the possibility of potential risks turning into actual problems and minimizes the impact of risk events on project schedule, cost and quality.

Risk Management Plan	Formulate risk management strategies and implementation plans by analyzing risk management requirements, summarizing historical project experience and combining resource allocation.
Risk Identification	Identify factors that may have negative impacts such as schedule, cost, resources, technology and environment during project implementation.
Risk Assessment	Establish a risk assessment method to analyze risk type, occurrence probability and impact degree, calculate risk value and conduct priority classification.
Risk Treatment	Select treatment methods such as avoidance, transfer, acceptance or mitigation according to risk levels.
Risk Emergency and Response Implementation	Develop emergency plans for high-priority risks, designate responsible persons to implement response measures and reduce potential losses.
Risk Tracking and Monitoring	Regularly review the Risk List, check changes in risk status, implementation effect of response measures and whether new risks emerge, and dynamically update the risk list based on review results.

Metrics and Targets

The Company takes R&D and innovation in AIOS as the core driving force. Focusing on key sectors such as intelligent vehicles, the intelligent Internet of Things, and intelligent robots, the Company continues to increase R&D investment to enhance the independent innovation capabilities and technological accumulation. The Company closely integrates its R&D objectives with the overall AIOS strategy, promoting the development of an extensible AI system built on a multimodal model core, an agent platform framework, and end-cloud integration. Meanwhile, in response to the industrial trend of transitioning from general-purpose chips to AI chips, the Company strives to create more new applications and product forms, continuously building, strengthening, and upgrading its core competitiveness and moat around operating systems plus AI.



Transformation of Innovation Achievements and Development of Intellectual Property System

R&D and Innovation Achievements

The Company adheres to the core strategy of "Operating System + On-Device AI", and makes in-depth arrangements for AI-native operating systems. With AIOS as the core technical support, the Company builds an intelligent technology foundation, and delivers standardized and modular AI innovations such as on-device AI, heterogeneous computing, and end-edge-cloud collaboration to all business scenarios including intelligent software, intelligent vehicles, intelligent hardware, mobile robots and intelligent industries. The Company provides full-stack solutions for the entire industry covering from technology R&D to mass production and deployment, driving industrial transformation toward "AI-defined" development and building an open, collaborative and win-win global ecosystem. As of the end of the reporting period, the Group had been granted a total of 384 patents and 2,173 software copyrights. Going forward, we will continue to strengthen patent layout to provide solid support for the transformation of technological achievements.

AI-Native Vehicle Operating System and On-Device AI

DISHUI OS 1.0 EVO: The Company launched DISHUI OS 1.0 EVO, an AI-native vehicle operating system designed for central computing. Centered on an end-edge-cloud collaborative AI-native architecture, the system reconstructs the intelligent cockpit system across the full chain, with AI technologies integrated throughout multiple links. Supported by the Kanzi toolchain, it delivers high-precision rendering and pioneers the SR+AVM Smart Dome Fusion Reality Technology. By incorporating multimodal interaction and agent technologies, the system features fast response and accurate intention recognition, establishing a full-chain integrated ecosystem and providing a standardized, mass-producible development platform for global automakers. The system has won numerous awards including the Lingxuan Award and the Jinji Award. DISHUI OS 1.0 EVO, powered by the Kanzi 3D engine, received the German iF Design Award, setting a benchmark for vehicle AIOS. It has already secured project appointments from leading automakers.

AIBOX: In response to the trend of AI-defined vehicles, the Company rolled out the AIOS+AIBOX software-hardware collaborative solution. Based on the NVIDIA DRIVE AGX Orin platform and the DISHUI AIOS end-edge collaborative architecture, the solution enables the smooth real-time operation of a 7B large model on the vehicle for the first time. Without modifying the original vehicle EE architecture, it helps automakers rapidly deploy AI Agents in vehicles, advancing intelligent vehicles from "software-defined" to "AI-defined".

AI + Intelligent Hardware and Open-Source Ecosystem

TurboX AI Glasses: TurboX AI Glasses adopts an innovative dual-core distributed architecture with a built-in dedicated lightweight AI-native operating system, balancing performance and power consumption optimization. Featuring a lightweight ergonomic design of approximately 36 grams, it is fully compatible with mainstream large models and search engines, building an all-scenario intelligent service ecosystem. Supported by core multimodal AI technologies and deeply integrated on-device AI inference capabilities, the product realizes practical core functions such as AI quick note-taking, meeting summarization, simultaneous interpretation, and large-model visual understanding, covering diverse scenarios including life skill learning, cultural tourism guidance, and food & entertainment exploration.

AIPC: As the most important carrier for work and study, AI PC has become the preferred terminal for inclusive AI applications. Leveraging over 10 years of profound deployment experience in Qualcomm chip platforms and Windows systems, the Company took the lead in launching four innovative AI Mini PC reference designs: AI Mini PC G1 Elite, AI Mini PC G1, AI Mini PC G1 IoT, and AI Mini PC G1 IoT Fanless. These designs aim to help industrial customers quickly develop innovative products for the consumer AI PC market and industrial scenarios.

Open-Source Hardware Ecosystem - RUBIK Pi 3: The Company independently developed RUBIK Pi 3, its first open-source development board based on the Qualcomm QCS6490 chip platform. Equipped with the Qualcomm QCS6490 chip, it delivers 12 TOPS of AI computing power and supports the deployment of large language models with 1.8B parameters. It is fully compatible with mainstream operating systems including Ubuntu 24.04, Qualcomm Linux, Android 13, and Debian 13, and has obtained official certification from Canonical. RUBIK Pi 3 supports 10 years of security updates and mainline kernel maintenance services, accompanied by complete technical documentation and a global developer community, providing a high-performance, highly compatible open-source hardware platform for on-device AI application development.

Software-Defined Mobile Robots

Robotic Hybrid Scheduling Platform: Equipped with a built-in process engine and device description capabilities, it supports low-code development of complex business processes and reduces project delivery costs. Adopting automotive-grade exception design and testing standards, the platform ensures stable system operation. It enables hybrid scheduling and task management for multi-brand, multi-form robots, realizes intelligent traffic control, obstacle avoidance and congestion optimization centered on algorithms, breaks down hardware barriers, and achieves unified full-site scheduling. Driven by algorithms, it optimizes resource efficiency, resolves on-site resource competition issues, dynamically matches tasks with robots, optimizes storage location allocation and picking sequences, and improves overall handling efficiency.

Automated Forklift: Core technologies and control system: The Company has developed a proprietary robotic core controller and built a full-link software system covering perception, planning, control and execution. It reconstructs logistics handling decision-making with an AI-native approach, realizing high-precision positioning and multi-vehicle collaboration, and has won multiple industry recognitions.

Cutting-edge hardware platform and product matrix: Launched a high-performance core board based on Qualcomm chips, providing top-tier computing power for high-precision, high-load handling and complex environment perception of industrial robots.

Collaborative innovation and global ecosystem: A full-range standard vehicle matrix has been established, including pallet trucks, stackers, counterbalanced trucks, reach trucks and multi-directional stackers, covering the full load range of 1,500-3,500 kg. The Company conducts in-depth aftermarket intelligent retrofitting for leading vehicle bodies of multiple brands, with capabilities in rapid adaptation, large-scale delivery and customized integration.

Collaborative Innovation and Global R&D Ecosystem

Strategic Partnerships: Jointly promoted intelligent cockpits into the "AI-defined" era with NVIDIA; partnered with Amazon Web Services (AWS) to launch an edge-cloud integrated edge AI solution and co-create generative HMI (Human-Machine Interaction). Leveraging AWS' s cloud-based large model capabilities and the Company' s AIOS, automotive cockpits are transformed from passive responders into intelligent digital companions capable of active understanding. Collaborated with Qualcomm to launch the IntelliSphere Reality intelligent driving HMI solution.

Global R&D Ecosystem: Integrated global technical resources to advance cross-regional iteration of AIOS and on-device AI technologies. Actively participated in international exhibitions and industry exchanges, including CES 2025, Embedded World 2025, and Qualcomm Edge AI Developer Ecosystem Summit, showcasing core achievements such as AI cockpits, cockpit-driving integration, open-source hardware, and AI Agent. Meanwhile, deepened collaboration with global partners to build an open, collaborative and win-win global R&D ecosystem, supporting the global deployment of technological achievements and industrial upgrading.



Awarded the 2025 Artificial Intelligence Technology Innovation Golden Bull Award

Intellectual Property Protection

The Company strictly complies with the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China and other laws and regulations. An Intellectual Property Department has been set up under the Legal, Compliance and IP Department at the headquarters, which uniformly manages patents, trademarks and software copyrights. The Company has formulated and implemented the Patent Administration Measures, Trademark Administration Measures, Software Copyright Administration Measures, and issued the Intellectual Property Handbook, integrating IP application procedures and management essentials. Through patent applications, trademark registrations, copyright registrations and technical confidentiality measures, the Company has built a systematic intellectual property protection system to promote the continuous accumulation of intangible assets. The Company has improved the patent mining mechanism for key products. Through hierarchical management and the combination of professional support and independent mining, it ensures the patent quality of key products through the professional involvement of the IP team, and stimulates the innovation motivation of the entire team through multiple mechanisms.

The Company has established a regular intellectual property training mechanism. In 2025, targeted training was conducted for business lines including intelligent vehicles, intelligent software and robots, focusing on patent mining, disclosure document drafting and patent risk prevention. Through joint teaching by external experts and internal teams, the IP awareness and risk prevention capabilities of R&D personnel were improved.

Global launch of DISHUI OS 2.0 Pre, synergistic efforts in technological innovation and patent layout

In January 2026, the Company held the global launch event of DISHUI OS 2.0 Pre at CES 2026. This version is equipped with the "Smart Dome Integrated Reality" HMI system, which deeply integrates three independent layers: Lane-Level Map (LD Map), Surrounding Reality (SR), and AVM Around-View Monitoring image. It realizes one-screen integration of multi-dimensional data, significantly improving the intuitiveness and efficiency of information presentation. The key technologies of this system have been protected by patents. During the patent application process, inventors maintained close communication with the intellectual property team, refined innovation points multiple times, and revised the patent application documents through several rounds, ultimately achieving precise protection of the product' s core technologies. The Company is committed to prioritizing the protection of key technologies through patents, continuously improving patent quality and value, and building a portfolio of high-competitiveness patents to provide solid support for technological innovation and market expansion.



Special training on patent mining for DISHUI OS products to strengthen intellectual property competitiveness

On June 27, the Company successfully held a special training session on patent mining for DISHUI OS products for its intelligent vehicle team. The training invited a senior partner from a professional institution to deliver lectures. Focusing on DISHUI OS and combined with patent application trends in the operating system industry, it guided R&D personnel to gain an in-depth understanding of cutting-edge technological developments. During the training, by retrieving and analyzing patent layouts of other enterprises in related sub-fields, the team was assisted in identifying technological gaps and clarifying directions for patent mining.

Tech Ethics

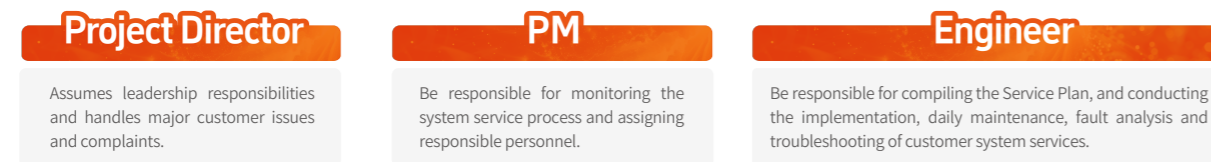
The Company attaches great importance to the development of tech ethics, and integrates ethical compliance, security and controllability, and people-orientation throughout the entire process of technology R&D and business operations. We strictly abide by relevant laws, regulations and industry guidelines regarding data security, privacy protection, and algorithmic fairness, regulate the application of cutting-edge technologies such as artificial intelligence and intelligent connected vehicles, adhere to technology for good, strengthen algorithm transparency and responsibility definition, protect data security and personal rights, and prevent risks of technology abuse. We are committed to promoting the coordinated development of technology and society through responsible innovation, and supporting the healthy, sustainable and high-quality progress of the industry.

Safeguarding Customer Rights and Interests

| High-Quality Services

Customer Service System

Upholding the core philosophy of "customer-centricity", the Company has formulated and implemented the Service Control Procedure to standardize the management of the entire service process. The Company has established a service management structure with clear responsibilities and division of work, and continuously improved the customer service system to ensure the stability and controllability of service quality.



The Company has established a multi-channel customer communication mechanism to ensure smooth communication:

Customer Communication Channels
Service Hotline:010-62662686 Official Website:https://www.thundersoft.com

Customer Complaint Management

The Company has established a standardized complaint acceptance and disposal mechanism, defining the complaint handling process to ensure timely response and effective resolution of issues. For written or verbal objections, protests or compensation claims raised by customers, the relevant responsible departments shall respond promptly, conduct investigations and disposal, formulate corrective measures and feed back the handling results.

Complaint Handling Process



Customer Satisfaction Survey

The Company continuously conducts customer satisfaction surveys and has formulated and implemented the Customer Satisfaction Survey Procedure to systematically measure and analyze customer satisfaction through a combination of qualitative and quantitative methods. This procedure applies to the satisfaction management activities of external customers regarding the Company, our products and services, clarifies the division of responsibilities among roles such as sales, AM, PM, QA and business, and establishes a mechanism of quarterly survey, analysis and improvement, feedback confirmation and annual summary.

During the reporting period, the Company conducted customer satisfaction survey. The survey results show that customers spoke highly of the Company's overall technical capabilities and product quality, with satisfaction concentrated in the "satisfied" and "very satisfied" ranges. In response to feedback indicating room for improvement in response efficiency and business services, the Company has formulated special improvement measures to continuously optimize service processes and resource allocation, and steadily enhance customer experience and service quality.



| Responsible Marketing

The Company actively practices the concept of responsible marketing, strictly abides by the Advertising Law of the People's Republic of China and other laws and regulations, formulates and implements the Code of Business Conduct for Employees, and clearly requires employees to adhere to the principle of integrity in external business interactions. The Company strictly prohibits obtaining unfair competitive advantages through illegal or irregular acts such as false publicity, exaggerating efficacy, concealing risks, stealing trade secrets and defaming goodwill. The Company implements a compliance review mechanism for marketing content to ensure that publicity information is true, accurate and complete without misleading customers, providing transparent and reliable products and services to the market. During the reporting period, the Company had no incidents of non-compliance in marketing communication.

In terms of marketing management, the Company integrates compliance requirements into the entire process of customer life cycle management, and regulates customer access, demand connection, contract signing, project delivery, service maintenance and information management in accordance with the Customer Management System. Meanwhile, the Company has established a risk emergency response mechanism. If the products or services provided are proven to pose potential or actual threats to customers' lives or property safety, the Company will immediately activate a special emergency procedure, including suspending the supply of relevant products or services, conducting risk assessment, issuing necessary statements and implementing product recalls. For damages that have occurred, the Company will formulate compensation plans in accordance with laws and regulations and properly handle them. During the reporting period, the Company had no incidents endangering customers' health and safety due to production and operation activities, nor any products subject to recall for safety and health reasons.

Safeguarding Information Security

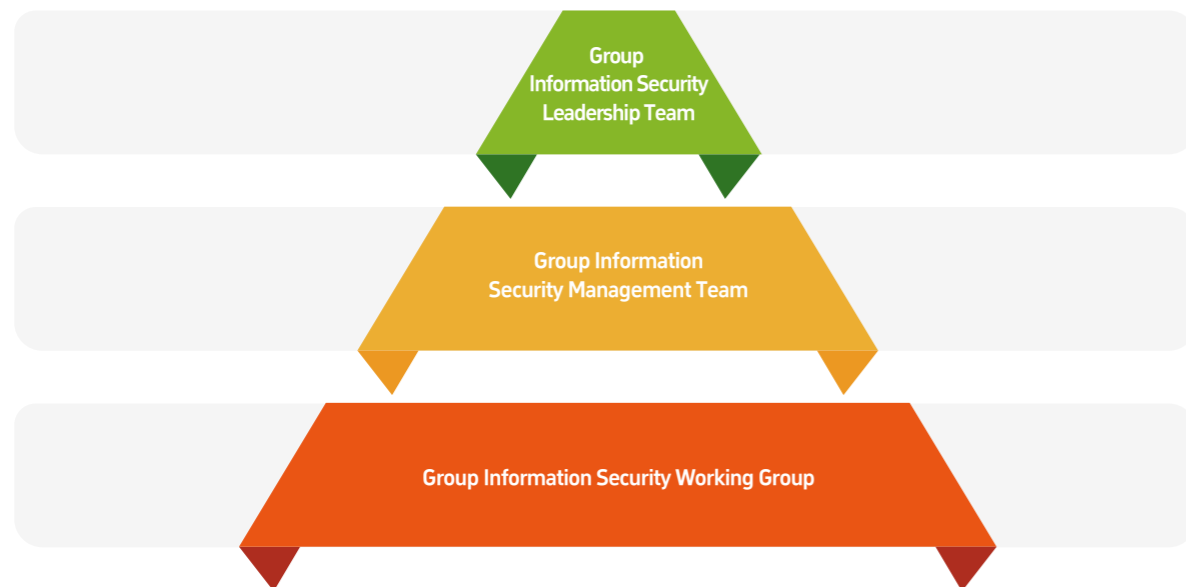
| Governance System

The Company strictly complies with the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China and other laws and regulations, and abides by the strictest legal requirements concerning data protection and personal privacy in the jurisdictions where the Company operates. The Company has formulated systems including the ThunderSoft Cybersecurity Management System and the Measures for the Administration of Employees' Network and Information Security, which specify management norms and work procedures. In addition, the Company has established an information security management structure and set up a Cybersecurity and Information Security Committee to clarify the responsibilities of all parties, forming a standardized and systematic information security governance mechanism.

Information Security Management Structure



Cybersecurity and Information Security Committee



| Management Strategy

The Company strictly implements the information security management policy, formulates the Procedures for the Control and Management of Information Security Incidents and Vulnerabilities and other relevant systems, establishes and improves the information security incident management process and working mechanism, strengthens the responsibility awareness of managers and operators at all levels, effectively prevents and reduces the occurrence of information security incidents, and minimizes the impact of emergencies and accidental disasters.

Information Security Policy

Implement risk management to ensure information security, protect personal privacy, emphasize cybersecurity, and achieve continuous improvement

Information Security Event/Incident Handling Process

Prevention of Information Security Incidents

- Conduct regular information asset risk assessments in accordance with the Information Security Risk Assessment and Control Procedure, identify risks and formulate prevention and control measures.
- Carry out information security training for employees based on assessment results to improve security awareness.
- Establish an information security event reporting mechanism, and report hidden dangers to the Committee and the Working Group in a timely manner.
- Establish an information security event monitoring mechanism, conduct regular inspections on information security and fire safety, and rectify issues in a timely manner.
- Allocate emergency resources in accordance with the Business Continuity Plan, and conduct regular plan drills to ensure plan effectiveness.

Information Security Event Reporting

- After discovering an information security event, the user department shall immediately report to the Committee and the Working Group. The Committee shall record it in the Information Security Event Record Form, and document the handling process and causes after disposal.
- For extremely major, major and general information security incidents, the relevant departments shall submit the Information Security Incident Report Form within the specified time limit.

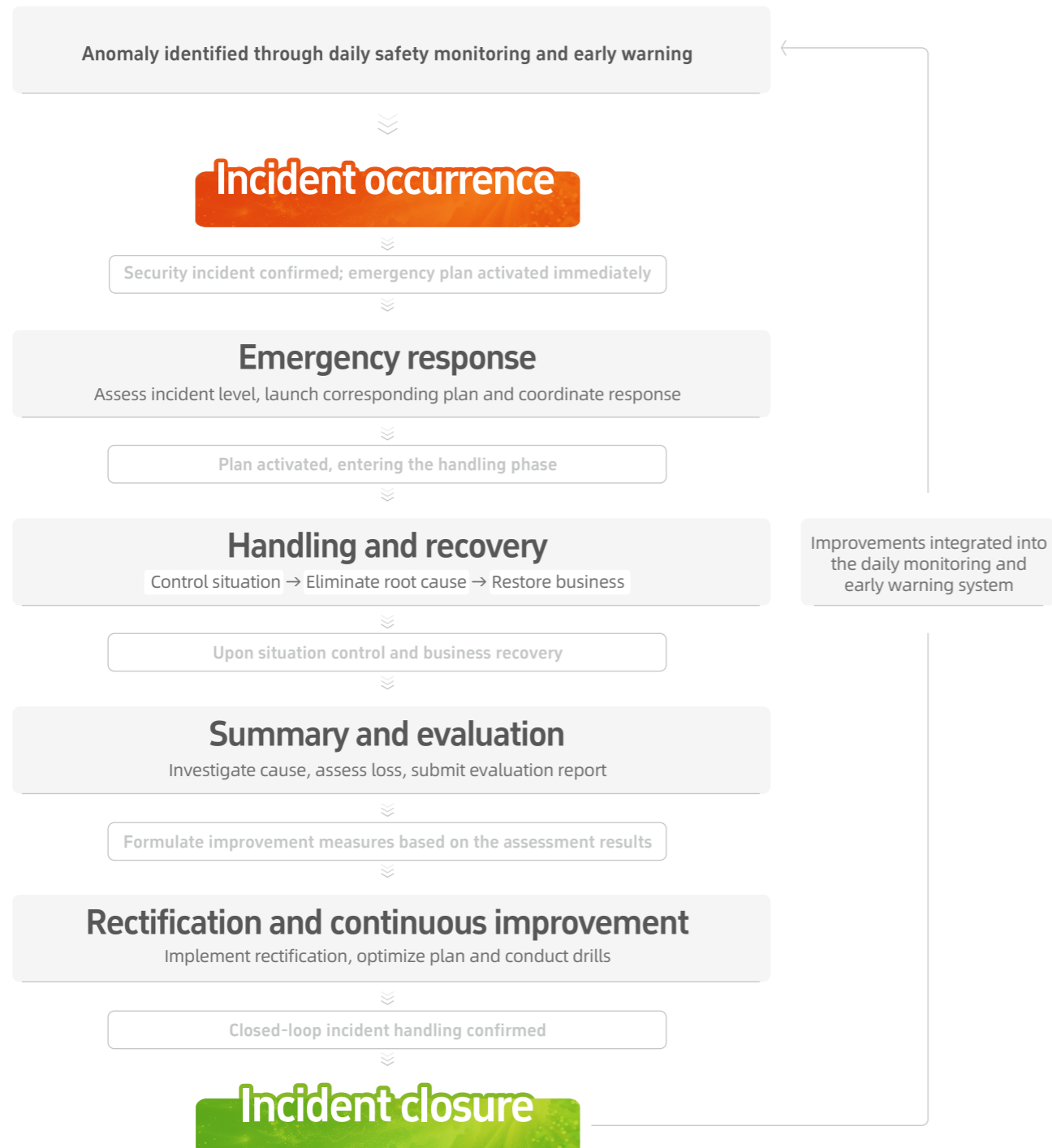
Information Security Event/Incident Handling Process

- Information security events caused by system abnormalities, office environment, system failures, power supply, etc., shall be handled promptly by the corresponding departments.
- Events not recovered within 1 hour shall be escalated to incidents and handled in accordance with the relevant emergency plans in the ThunderSoft Business Continuity Plan.

Investigation and Rectification of Information Security Incidents

- The Committee and the Working Group organizes investigation, evidence collection and cause analysis, clarifies the incident level and responsibilities, puts forward handling and rectification suggestions, and the information system user department prepares the Information Security Incident Report Form.
- After the investigation, formulate and implement rectification measures, clarify the content, time limit, responsible department and verification method, supervise the implementation and evaluate the rectification effect.

Information Security Event/Incident Handling Process



Information Security Risks and Opportunities

Type of Impact	Description	Financial Impact	Response Strategy	Likelihood	Period
Data Leakage Risk	Leakage of customer data, intellectual property rights or internal sensitive information due to system vulnerabilities, human operational errors or improper third-party cooperation.	Compliance penalties, breach of contract damages	Implement hierarchical and classified data management; deploy Data Loss Prevention (DLP) systems; provide security training for employees; sign strict data protection agreements with third-party suppliers.	Medium	Medium to long term
Cyber Attack Risk	Malicious acts such as ransomware and DDoS attacks may cause business system paralysis and service interruption, affecting customer delivery and contract performance.	Revenue loss, breach of contract damages, increased emergency response costs	Deploy next-generation firewalls and intrusion prevention systems; formulate cybersecurity emergency response plans and conduct regular drills.	Medium	Short term
Technological Upgrade Opportunity	The maturity of security technologies such as zero-trust architecture and AI-driven threat detection enables the Company to deploy intelligent security systems to improve defense efficiency and reduce operation and maintenance costs, while transforming technical capabilities into security products and services for customers.	Reduced security operation and maintenance costs, increased revenue from new business lines	Increase R&D investment in cutting-edge security technologies and upgrade the internal security system, productize mature security technologies.	Medium	Long term

Impact, Risk and Opportunity Management

To effectively prevent and resolve information security risks, the Company has formulated systems including the Information Security Risk Assessment Process and Business Continuity Management Procedure, which define assessment methods and risk acceptance criteria, standardize risk identification, analysis and evaluation, scientifically determine risk levels and formulate disposal measures, providing solid support for information security and realizing the prevention and control of potential security hazards.

Risk Assessment

- Conduct risk assessment at least once a year, and carry out timely assessment when major changes occur in the internal and external environment.
- Evaluate potential risks by combining the likelihood and impact of risks.
- Assess the impact of business interruptions that may be caused by information security incidents.

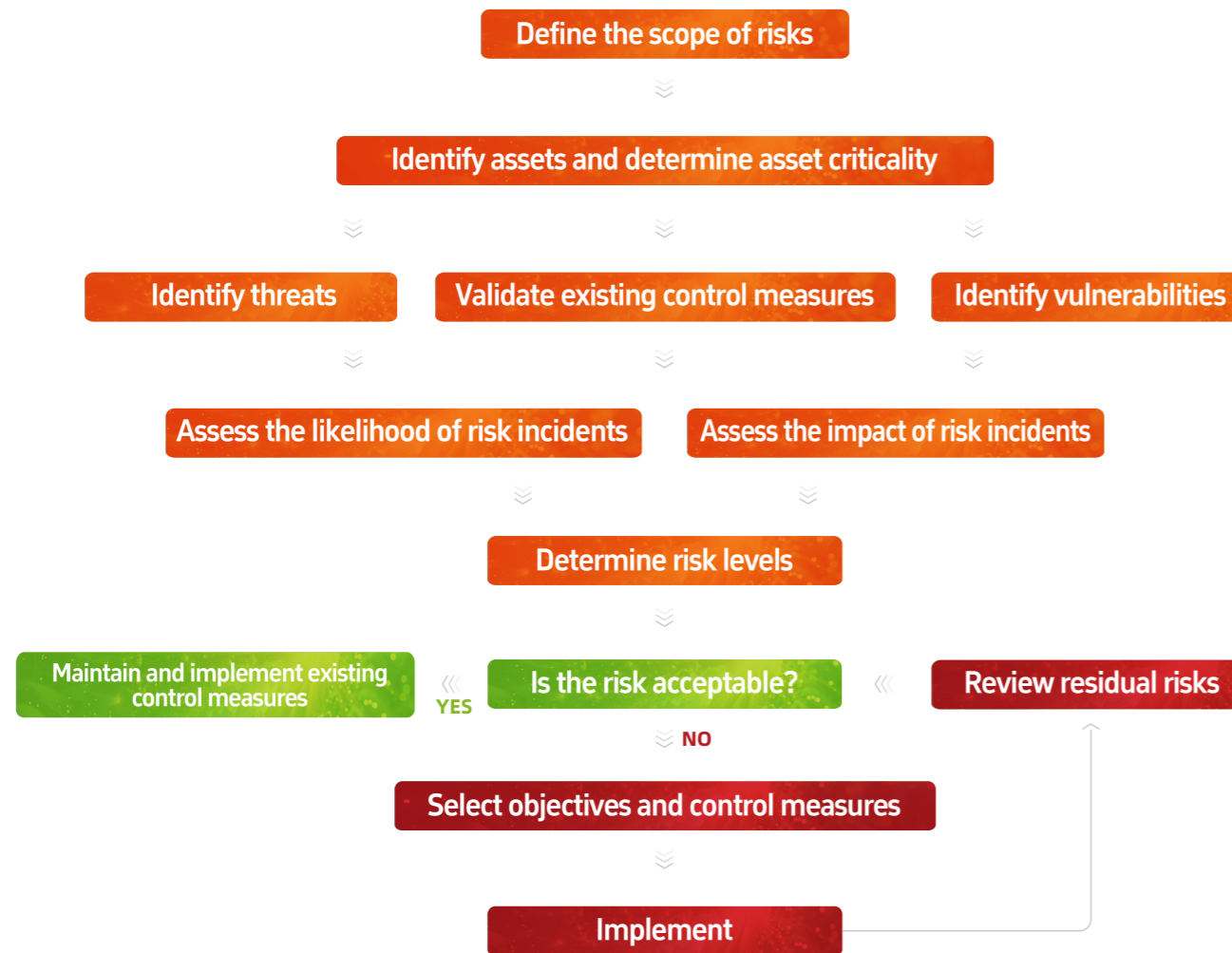
Risk Disposal

- Formulate disposal plans according to the causes and vulnerabilities of risks, specifying security measures, expected effects, implementation conditions and responsible departments.
- Determine control measures based on risk acceptance criteria and priorities, taking into account regulations, costs and risk levels.

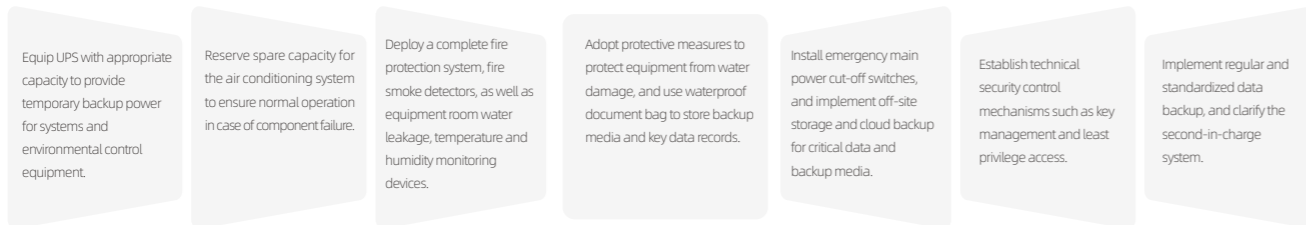


ISO 27001 Information Security Management System Certificate

Information Security Risk Assessment Flowchart



In addition, the Company has formulated a number of information security management systems, including the Data Security Audit Management System, Personal Information Security Management System, User Access Control Procedures, and Information Classification and Grading Control Procedures, establishing a sound management system to ensure the continuous and effective operation of the information security management system from multiple dimensions. Meanwhile, the Company adopts scientific and effective security protection and technical defense measures to comprehensively safeguard the security of its information assets. The main measures are as follows:



Information security promotion and training

On July 2, the Company conducted an online video-based information security training for all employees with interactive sessions, helping employees understand the importance of information security, protection methods and the sensitivity of data and information, enhancing employees' information security awareness, and effectively reducing relevant information security risks.

Metrics and Targets

To ensure the security and reliability of the Company's information assets, the Company has established clear information security management objectives. By continuously improving the internal control system and strengthening management review and supervision, the Company effectively reduces information security risks and ensures the efficient operation of various management processes and operational specifications.

2025 Information Security Target Achievement

Target	Completion Status
Number of information security breaches (including PII, trade secrets, etc.) ≤ 1	No information security breaches occurred throughout the year
Number of lawsuits or customer complaints arising from PII disclosure ≤ 1	0
Unscheduled outages of core systems lasting ≥ 30 minutes	0
Large-scale virus outbreaks affecting ≥ 20% of endpoints	No information system outages occurred throughout the year; number of information system outages: 0
Information security training coverage rate (headcount) ≥ 90%	Full staff coverage achieved, with a coverage rate of 100%



Information and Privacy Protection

We strictly comply with all applicable laws and regulations concerning data protection and personal privacy. We have formulated and implemented internal policies including the Personal Information Security Management System and the Personal Information and Privacy Protection Policy, under which we exercise strict management of personal and corporate information and earnestly respect personal information privacy and relevant rights. We are committed to processing and using personal information related to all stakeholders in a responsible manner. Meanwhile, we require our employees and suppliers to also abide by the relevant laws, regulations and policies on personal information and privacy protection.

Personal Information Protection Measures

Collection of Personal Information

Within the scope permitted by laws and regulations, we collect only the minimum necessary personal information of visitors, suppliers, customers and employees after fulfilling the notification obligation and obtaining the consent of relevant parties.

Use of Personal Information

Under no circumstances will the personal information we collect be used for commercial purposes. Personal information of visitors, suppliers, and customers will only be used within necessary scopes such as internal visitor management and business communication.

Security Safeguards for Personal Information

We have issued the Personal Information Security Management System and adopted appropriate and necessary security measures to protect the security of personal information.

Sharing of Personal Information

Without the consent of visitors, suppliers, or customers, the collected personal information will not be shared with unrelated third parties.

Cross-border Transfer

In the event of cross-border data transfers, we shall obtain the consent of relevant parties in advance, adopt appropriate measures to protect personal data, and comply with relevant data protection laws and regulations of China and applicable international jurisdictions.

Retention Period

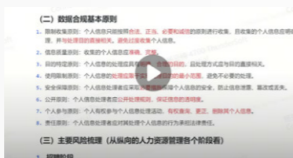
In accordance with data protection laws and general practices, personal data will only be retained for the necessary and legally permitted period. Upon achievement of the purpose or expiration of the data retention period, personal data will be deleted or permanently anonymized.

The Company has set up a contact window for information protection management to ensure smooth and efficient communication and feedback channels related to personal information security.

Information protection management contact channel:
compliance_data@thundersoft.com

Legal compliance and personal privacy information protection training

On September 2, the Company conducted an online special training session on legal compliance and personal privacy information protection. Through the training, participants systematically mastered relevant compliance requirements, deeply understood the importance of personal information privacy protection, and further enhanced employees' awareness of compliance and responsibility for personal information protection.



Online video training



ISO 27701 Privacy Information Management System Certificate

Information security training sessions

1,058

Total training hours

2,047 hours

Total participants

31,861 person-times

No information security or privacy protection violations occurred throughout the year

The Company has continuously improved the information security and technical service management system, and has successively obtained a number of certifications including ISO 20000-1 Information Technology-Services Management System Certificate, ISO 21434 Road vehicles—Cybersecurity engineering Certificate and the Information System Construction and Service Capability Level Certificate, which have comprehensively enhanced the information security assurance and compliance management capabilities.



ISO 20000-1 Information Technology-Services Management System Certificate



ISO 21434 Road vehicles—Cybersecurity engineering Certificate



Information Security Service Qualification Certification



Information System Construction and Service Capability Level Certificate



Information Technology Service Standard Compliance Certificate

Win-Win Cooperation with Partners

| Supply Chain Management

Governance System

The Company strictly complies with laws and regulations such as the Law of the People's Republic of China on Tenders and Bids, and integrates compliance requirements throughout the entire procurement management process to ensure that procurement activities are conducted in accordance with laws and regulations. The Company has established a supply chain management system centered on the Procurement Management System, Supplier Management Measures and Supplier Development and Process Management Control Procedures, which clearly stipulate procurement procedures, supplier access standards, and process control requirements, ensuring that purchased products and services meet the Company's relevant quality and compliance requirements.

Management Strategy

Type of Impact	Description	Financial Impact	Response Strategy	Likelihood	Period
Supplier Technical Risk	The supplier's technical capabilities in software development, system integration, etc., fail to meet the Company's technical standards, which may result in substandard product quality or delayed project delivery.	Increased R&D costs, increased rework costs, delayed revenue recognition due to project delays	Establish a supplier technical capability evaluation mechanism and set technical evaluation indicators; organize professional technical personnel to conduct phased reviews and supervision over the supplier's development process, and timely identify and correct technical deviations.	Low	Short to medium term
Compliance and Legal Risk	The supplier uses or provides products or services involving intellectual property infringement or non-compliance with relevant laws and regulations without authorization, which may trigger legal disputes and damage the Company's reputation.	Increased legal fees, compensation losses, customer churn and reduced market share	Improve the supplier compliance management system and clarify legal, environmental and social responsibility requirements; strengthen access review and regular compliance inspections, and urge suppliers with violation risks to rectify or terminate cooperation.	Low	Short to medium term
Supply Stability Risk	Insufficient production capacity, unstable delivery capacity or supply interruption due to external factors may affect project progress and customer delivery.	Increased procurement costs, increased liquidated damages for delayed delivery, reduced sales revenue	Conduct supplier performance capability evaluation and performance monitoring; optimize the supplier structure and establish alternative supply resources for key materials or services to enhance supply security capacity.	Medium	Short to medium term
Supply Chain Synergy Opportunity	Establishing long-term cooperation and quality synergy mechanisms with core suppliers can improve delivery efficiency and product quality, and enhance overall competitiveness.	Cost optimization, improved delivery efficiency, increased customer satisfaction and order volume	Promote supplier performance evaluation and continuous improvement, and strengthen quality and delivery synergy management; prioritize in-depth cooperation with high-performing suppliers to facilitate resource sharing and capability enhancement.	Medium	Medium to long term

Impact, Risk and Opportunity Management

The Company continuously promotes the development of the supply chain risk management system, establishes a risk prevention and control mechanism covering supplier selection, evaluation, supervision and compliance management, and formulates targeted response measures based on operational characteristics to identify and control potential risks from the source. Through the closed-loop mechanism of Identification-Assessment-Response-Supervision-Improvement, the Company steadily enhances the stability and resilience of supply chain management, providing support for the sound development.

Timing of Risk and Opportunity Analysis

The Company conducts timely risk and opportunity analysis at the following key stages:

- When planning, establishing or making major adjustments to the supply chain management system
 - When the organizational environment or the needs of relevant parties change
 - When projects encounter non-conforming services or abnormal performance
 - During the annual supplier review and performance evaluation stage
- By carrying out systematic risk analysis at key nodes, the Company ensures proactive identification and preparedness for potential risks.

Risk Identification and Assessment

The administrative office organizes all departments to conduct risk identification in accordance with the Company's policies and objectives, combined with internal and external environments and the needs of relevant parties. The Company adopts the risk assessment index method to comprehensively evaluate the likelihood and impact of risks, determine risk levels, and formulate risk response analysis and measure reports accordingly.

Formulation and Implementation of Risk Response Measures

For identified risks, the Company clarifies responsible departments, formulates specific response measures, and implements them in relevant business processes. Relevant departments organize the implementation of the established measures, and the administrative office supervises and inspects the execution to ensure effective deployment of risk control measures. Meanwhile, the Company strengthens risk awareness education and training to improve employees' ability to identify and respond to supply chain risks, enhances cross-departmental collaboration and resource integration, and elevates the overall risk prevention and control capacity.

Effectiveness Analysis, Evaluation and Improvement

The Company annually organizes relevant departments to analyze and evaluate the effectiveness of the previous year's risk response measures. Combined with changes in internal and external environments and the needs of relevant parties, a risk analysis report is formed. Management measures are optimized based on evaluation results to achieve continuous improvement of the supply chain risk management system.

Metrics and Targets

Based on annual supplier reviews and risk analysis reports, the Company systematically summarizes and conducts trend analysis on supply chain management performance. For identified issues or fluctuating indicators, rectification and optimization measures are promptly initiated to ensure the continuous achievement and improvement of supply chain management objectives.

| Responsible Procurement

The Company adheres to integrating responsibility principles into the entire process of procurement and supply chain management. By improving the institutional system, strengthening ESG and compliance management, enhancing risk prevention and control, and promoting integrity and fair procurement, the Company continuously enhances the standardization, transparency and sustainable development level of the supply chain.

Full Life Cycle Management

Under the overall framework of the Procurement Management System, the Company has formulated institutional documents such as the Supplier Management Measures, which regulate key links including supplier access, classification and grading, performance evaluation and review, as well as withdrawal, forming a management mechanism covering the full life cycle of suppliers.

Supplier Access

The Company conducts qualification review through the procurement platform, focusing on evaluating suppliers' business qualifications, financial status, operational compliance, quality management system, technical capabilities and performance capabilities. According to procurement categories and risk levels, on-site inspections or special audits are organized when necessary to ensure that suppliers meet the Company's quality, delivery and compliance requirements before being included in the qualified supplier list.

Supplier Review and Assessment

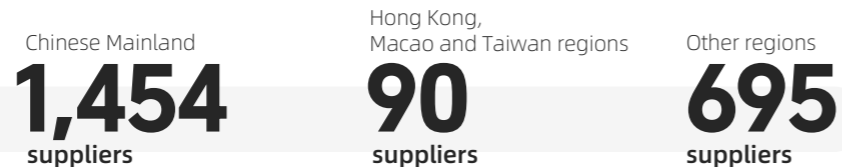
The Company adopts a management approach combining regular evaluation and dynamic project assessment. The procurement management department conducts comprehensive performance evaluation based on indicators such as delivery timeliness, product or service quality, price rationality, response efficiency and compliance performance, and implements classified and graded management. For suppliers with fluctuating performance or potential risks, the Company requires them to formulate rectification plans and track improvement effects to ensure timely correction of problems.

Supplier Withdrawal Management

For suppliers assessed as having major quality problems, serious breaches of contract, compliance risks or inadequate rectification, the Company initiates withdrawal procedures in accordance with regulations, including suspending cooperation, revoking qualified supplier status or terminating partnership, so as to reduce supply risks and ensure the overall stability of the supply chain.

The Company has established a supplier risk identification and assessment mechanism. Through annual audit plans and special inspections, the Company identifies potential risks in quality, delivery, operation and compliance, implements hierarchical risk control, and promotes continuous optimization of supplier management. In terms of supply assurance, the Company reduces the risk of supply interruption by setting safety stocks, evaluating supplier production capacity, establishing potential and backup supplier lists, and stocking alternative materials. In the event of delivery exceptions or supply fluctuations, the Company activates an emergency response mechanism according to the impact level, coordinates the original supplier to expedite supply or adopts alternative supply plans, and communicates delivery arrangements with customers in a timely manner to ensure business continuity.

As of the end of the reporting period, the Company had a total of 2,239 suppliers, with regional distribution as follows:



Supplier ESG Management

The Company incorporates requirements on environmental protection, occupational health and safety, labor rights, and business ethics into the supplier management system, urging supply chain partners to align with the Company's management standards in environmental, social, and governance (ESG) aspects. The Company requires suppliers to sign documents including the Information Security Agreement, Environmental Protection Agreement, and Responsible Business Alliance (RBA) Commitment, pledging compliance with national laws and regulations, and meeting the Company's requirements in compliant operation, information security, environmental protection, and responsible employment.

In social and environmental management, the Company conducts social and environmental performance reviews and risk assessments on suppliers focusing on environmental management system development, hazardous substance control, corporate social responsibility (CSR) management, labor, and occupational health and safety. Meanwhile, the Company actively guides suppliers to improve system development and standardized management.

As of the end of the reporting period, 562 suppliers had obtained ISO 9001 Quality Management System certification, 375 had obtained ISO 14001 Environmental Management System certification, and 312 had obtained ISO 45001 Occupational Health and Safety Management System certification, continuously promoting the overall ESG management level of the supply chain.



Integrity in Procurement

The Company adheres to the procurement principles of openness, fairness, and impartiality, and continuously strengthens the prevention and control of integrity risks in procurement. The Company signs Integrity Commitments with suppliers to clarify codes of conduct for both parties in business cooperation, and strictly prohibits any form of commercial bribery, kickbacks, and improper interest conveyance. In addition, the Company has established a complaint and supervision mechanism with unobstructed internal and external reporting channels, encouraging stakeholders to supervise and report violations to ensure standardized and transparent procurement activities. In terms of organizational management, the Company adopts a management model that separates procurement management from procurement execution. It standardizes business processes through the procurement platform, strengthens process record-keeping and supervision, improves procurement transparency, and prevents risks of fraud and misconduct. For suppliers involved in commercial bribery or material violations, the Company applies a one-vote veto system, suspending or terminating cooperation according to the severity of the case, and pursuing relevant liabilities in accordance with laws and regulations.

Supplier Empowerment and Capacity Building

The Company attaches importance to establishing long-term and stable cooperative relations with suppliers, and improves their quality and compliance capabilities through training exchanges and management guidance. Focusing on quality management requirements, compliance standards and the Company's procurement specifications, the Company regularly conducts communication and training for suppliers, promoting their continuous improvement in management, and advancing the overall capability enhancement and coordinated development of the supply chain.

Support for SMEs

The Company applies unified evaluation standards in supplier access and cooperation, and sets no differentiated thresholds based on enterprise scale, ownership type or years of establishment, providing equal participation opportunities for all types of suppliers including SMEs. By establishing a standardized and transparent access and evaluation mechanism, the Company supports SMEs with strong technical capabilities and service quality to join the supply system, promoting diversified and stable development of the supply chain structure.

During the reporting period, the Company did not have accounts payable (including notes payable) exceeding 30 billion yuan or accounting for more than 50% of total assets.

During the reporting period, the signing rate of supplier integrity commitments was 91%.

91%

| Industry Exchanges and Cooperation

Relying on the core business advantages, the Company actively plays a leading and synergistic role in the industrial chain, strengthens exchanges and cooperation with upstream and downstream enterprises, universities and research institutions, promotes technological innovation and achievement transformation, and facilitates coordinated development of the industrial chain. Through industry-university-research cooperation, the Company has established regular communication mechanisms and collaboration platforms with partners in key technology R&D, product application and quality standard improvement, realizing resource sharing and complementary advantages to enhance the overall competitiveness of the industrial chain.

In terms of standardization development, the Company actively participates in building the standard system. Focusing on product technical requirements, quality control and inspection specifications, the Company has engaged in the formulation and revision of a number of domestic and international standards, continuously improving its product quality control capability and technical standardization level, while promoting industry-wide technical exchanges and co-construction of rules.

The Company's participation in or leadership of the formulation and revision of service/product standards includes:

Participation in formulating the national standard GB/T 35421-2017 IoT Identification System—Storage of Ecode in Radio Frequency Tags

Participation in formulating of the industrial standards SJ/T 11712-2018 Speech Recognition for Smart TVs – Test Methods and SJ/T 11713-2018 Speech Recognition for Smart TVs – General Technical Requirements

Participation in formulating the group standard T/ZGTXXH 096—2024 Chiplet Interconnection Interface Specification

In terms of cooperation mechanism development, the Company has established long-term strategic partnerships with ecological partners including upstream and downstream industrial chain partners, research institutes and universities. By signing strategic cooperation agreements, jointly building experimental platforms and establishing technical exchange mechanisms, the Company has formed a stable model for collaborative development. Through the sharing of experimental resources, data support and technological achievement exchanges, the Company enhances information and experience sharing, improves cooperation efficiency and innovation capabilities, and promotes collaborative innovation and high-quality development across the industrial chain.

ThunderSoft attended "Industry Exchange Conference on Standards and Regulations for Intelligent Connected Vehicles"

On August 27, the Industry Exchange Conference on Standards and Regulations for Intelligent Connected Vehicles was held in Suzhou. China's intelligent connected vehicle industry is developing rapidly; however, new technologies have brought about safety and compliance challenges, making it urgent to establish supporting standards and regulations. At the conference, ThunderSoft shared its DISHUI OS and the concept of "AI Equalization", providing practical references for the implementation of standards and regulations through the integrated software and hardware solutions. The conference consolidated industrial consensus. Going forward, ThunderSoft will continue to participate in standards development through technological and ecological collaboration, so as to promote the high-quality development of the industry.



ThunderSoft delivered a cutting-edge technology presentation

Open Day event held successfully by ThunderSoft (Shanghai) and Software Engineering Institute, East China Normal University

On May 14, the Enterprise Open Day and School-Enterprise Training Base Unveiling Ceremony co-hosted by ThunderSoft (Shanghai) and the Software Engineering Institute, East China Normal University was successfully held. Through on-site visits, real-vehicle experiences, mock interviews and other activities, students enjoyed an immersive experience of the industry atmosphere and professional charm. The two sides held a roundtable forum for in-depth exchanges on industry-education integration and talent development, reached consensus, and established a school-enterprise training base, further facilitating the precise alignment of talent cultivation with industrial demands.



The delegation from the Software Engineering Institute, East China Normal University visiting ThunderSoft (Shanghai)



Group photo at the unveiling ceremony of the school-enterprise training base

ThunderSoft has joined hands with AWS to host exchange conference on AI scenario-based implementation

On November 12, the Exchange Conference on Digital Intelligence Typical Scenario Applications and Practices - Intelligent Leadership for the Future & Intelligent Collaboration was held in Suzhou. The conference focused on in-depth discussions of core topics including the empowering value of AI Agent, breakthroughs in manufacturing implementation, and embodied intelligence development. Through cutting-edge insights and practical case studies, it injected new momentum into the digital and intelligent transformation of the industry. In the future, ThunderSoft will continue to deepen cooperation with ecosystem partners including AWS. With technological integration as the core and scenario implementation as the orientation, the two sides will jointly tackle industry pain points and accelerate the digital and intelligent transformation and upgrading of various industries.



Scene of the exchange conference

Protecting Employees' Rights and Interests

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- 62 Diversity and Equality
- 63 Employee Care
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People-Oriented

Creating a Warm Workplace

ThunderSoft adheres to the people-oriented development philosophy and has established a systematic and standardized human resources and safety management system centered on employee rights protection, career development support, and occupational health and safety management. By improving compliant employment mechanisms, optimizing compensation, benefits and performance management, promoting diversity and inclusion, strengthening training and career promotion pathways, and continuously enhancing workplace safety and occupational health management, the Company is committed to creating a fair, respectful, healthy and stable working environment for employees. This helps enhance organizational cohesion and employee satisfaction, and achieves the coordinated growth and sustainable development of employees and the enterprise.

Protecting Employees' Rights and Interests

| Compliant Employment

The Company strictly abides by the Labor Law of the People's Republic of China, the Provisions on the Prohibition of Child Labor, and relevant international conventions. It has established a standardized human resource management system and formulated and implemented policies on compliant employment to ensure an open, fair and impartial recruitment process. Through the HRSSC Process and System Standards and Specifications, the Company implements a multi-level review mechanism for recruitment screening, approval control and onboarding verification, preventing risks of child labor and forced labor at the source. No incidents of child labor or forced labor occurred during the reporting period.

Three Lines of Defense Against Child Labor

Recruitment Screening	Approval Control	Onboarding Verification
Strict identity verification during resume review and interview stages	Systematic secondary review in the offer approval process	On-site document verification conducted by dedicated staff of the HRSSC (Human Resources Shared Service Center)

The Company implements the requirements of relevant international conventions such as the Convention concerning Discrimination in Respect of Employment and Occupation, upholds the principles of equal employment and anti-discrimination, and strictly prohibits unfair treatment based on gender, race, ethnicity, religious belief and other factors. The Company continuously attracts talents through diversified channels including campus recruitment and social recruitment, and collaborates with universities and research institutions to provide talent support for corporate innovation and business development.

| Compensation and Benefits

Based on job value and market benchmarks, the Company has established and continuously optimized the Compensation Management System and Performance Appraisal Management Measures, clarifying the salary structure, payment standards and adjustment mechanisms to ensure the compensation system features internal equity and external competitiveness. Compensation consists of basic salary, allowances, performance bonuses and special incentives, with an incentive mechanism linked to business performance and innovation contributions, including project bonuses and special contribution awards. In terms of performance management, the Company adheres to the principles of "strategic orientation, objectivity and fairness, and integration". The Company standardizes the processes of performance goal setting, process coaching, evaluation feedback and result application, and establishes a transparent appeal mechanism. HRBP completes fact-checking and feedback within 14 days to ensure a fair and open evaluation process.

Salary Structure

Salary	Subsidies	Bonuses	Allowances	Welfare Benefits
basic salary, post allowance, etc.	meal subsidy, missed-meal subsidy, transportation subsidy, etc.	individual incentive bonus, project incentive bonus, special contribution bonus, etc.	business trip allowance, expatriate allowance, etc.	Home leave, physical examination, staff dormitory, holiday gifts, commercial insurance, employee housing loans, etc.
			Social insurance and housing fund	

During the reporting period, the Company's employee social insurance coverage rate was 100%, and the proportion of employees receiving regular performance and career development reviews was approximately 100%.

100%
employee social insurance coverage rate

100%
proportion of employees receiving regular assessments

| Diversity and Equality

The Company is committed to building a diverse and inclusive talent system, treating employees of different nationalities, ethnicities and cultural backgrounds fairly, and providing equal development and promotion opportunities for all talents.

During the reporting period, the Company had a total of 18,708 employees, with a 100% labor contract signing rate. In accordance with the law, the Company provides employment for employees with disabilities and protects their rights to equal employment and career development. At present, there are 118 active employees with disabilities.



Classification	Category	Unit	2025
By Position	Production Staff	Person	0
	Sales Staff	Person	122
	Technical Staff	Person	17,240
	Finance Staff	Person	95
	Administrative Staff	Person	1,251
By Education	Postgraduate Degree or Above	Person	1,563
	Bachelor's Degree	Person	13,083
	Junior College Degree	Person	4,062
By Gender	Male	Person	13,524
	Female	Person	5,184
By Ethnicity / Nationality	Han Chinese	Person	16,725
	Other Ethnic Minorities	Person	840
	Other Nationalities	Person	1,143
By Region	Chinese Mainland	Person	17,226
	Hong Kong, Macao and Taiwan Regions	Person	164
	Other Regions	Person	1,318
	Permanent Employees (Open-ended Employment Contracts)	Person	2,204
By Contract Type	Fixed-term Contract Employees	Person	16,504

The Company continuously improves the qualification system, training and development, compensation performance and welfare management systems to promote employee stability and growth. Regarding employee turnover, HRBP conducts exit interviews and systematically analyzes reasons for resignation by combining Feishu Human Resources System records and data analysis tools. The Company adopts the Q12 indicators to evaluate the retention of key positions, continuously optimizes talent retention mechanisms and the workplace environment, and enhances organizational stability and employee satisfaction.

| Employee Care

The Company continuously improves the employee care system, focuses on employees' physical and mental health and career development experience, and is committed to creating a warm and dynamic organizational environment. During the reporting period, the Company carried out systematic work centered on employee care, cultural development and experience improvement, covering holiday care, support for special groups, protection of female employees and satisfaction management.

Multiculturalism and Holiday Care

Based on corporate culture and industry characteristics, the Company organizes themed activities such as World Smile Day and 1024 Programmers' Day, enhancing employees' sense of belonging and cohesion through interactive communication and team participation. The Company also provides condolences and holds themed events during traditional and festive holidays including the Dragon Boat Festival, Mid-Autumn Festival and Christmas, conveying corporate care by distributing holiday gifts. Meanwhile, the Company offers special support and ongoing care to employees in need, those with serious illnesses and retired employees.



1024 Programmers' Day

World Smile Day

Protection of Female Employees' Rights and Interests

The Company strictly implements labor protection requirements for female employees, guarantees statutory rights and interests such as maternity leave and breastfeeding leave, and provides supporting facilities including nursing rooms. The Company adheres to the principles of equal pay for equal work and equal development between men and women.



Nursing room

During the reporting period, 196 employees took maternity leave, with a 100% return-to-work rate for employees who took maternity leave and a 100% return-to-work rate for employees who took parental leave. The Company also organized special care activities such as International Women's Day celebrations.

Employee Satisfaction

To continuously improve employee satisfaction, the Company regularly conducts employee satisfaction surveys and implements the Better Us | Workplace Improvement Program. Through questionnaire surveys, engagement diagnosis, and improvement plans at the group and business unit levels, the Company systematically collects employee feedback and drives continuous improvement. During the reporting period, the average employee satisfaction score was 88%.

Through the above measures, the Company continuously optimizes the employee work experience, enhances organizational cohesion and stability, and supports the common development of employees and the enterprise.

| Democratic Management

The Company advocates a communication culture of "simplicity and directness" and has established a multi-level, multi-channel employee communication and participation mechanism to safeguard employees' rights to information, participation and supervision. Feedback channels are kept open through the Staff Representative Congress, employee forums, performance communication sessions, internal email, the corporate website and internal communication platforms, enabling employees to participate in corporate governance and management improvement.

Internal Email

in-heart@thunder-soft.com

Corporate Website

The Company's external website (<https://www.thunder-soft.com>) serves as a key platform for corporate information release and brand image building.

The Company's intranet acts as a carrier for internal information transmission and corporate culture communication.

Internal Communication Platforms

Official WeChat Accounts: ThunderSoft (Official) and Hi TS (Internal)

Feishu communication platform

During the year, the Company continued to hold multi-level employee communication activities, including the "Promising Youth" forum for new campus recruits, Superman forums, the "New Voices, Integrate for the Future" first on-site forum for 2025 campus recruits, as well as the "2025 TS-Force Listen to You" and on-site special communication sessions. These events focused on new employee onboarding, organizational collaboration and workplace experience, facilitating in-depth exchanges and analysis, and leading to targeted improvement measures. Meanwhile, the Company has established a standardized appeal mechanism in the performance management system. If employees disagree with their assessment results, they may file an appeal to their department head or HRBP. A dedicated staff member will conduct a factual review and provide feedback within the specified time limit, ensuring a standardized, fair and confidential process.



Supporting Employee Development

| Career Development

The Company aims to support employees in achieving their career aspirations and long-term development, and has established a dual-channel career development system combining vertical promotion and horizontal expansion. In accordance with the 2025 Qualification System Promotion Materials, the Company continuously improves relevant standards and management mechanisms.

Vertical Development

The Company has built a job grade system covering multiple professional tracks, including design, technology, R&D management, product management and general management. Grading and evaluation are conducted based on unified qualification standards, with clear promotion paths and competency requirements, providing employees with distinct and transparent career growth channels.

Horizontal Development

The Company encourages employees to pursue job transfers across different functional areas based on their personal career intentions and competency potential, such as expanding from project management to business management, marketing, customer management and other fields. Through diverse job experiences, employees broaden their career horizons, which helps cultivate interdisciplinary capabilities and optimize the allocation of human resources.

| Professional Training

In accordance with the ThunderSoft Training Management System, the Company has established a professional training system aligned with its strategic development and employees' growth needs. By identifying differentiated requirements of various departments and positions, the Company formulates tiered and classified training plans, forming a full-career-cycle development mechanism to continuously enhance employees' professional capabilities and management competence.

Tiered and Classified Training System

The Company implements targeted specialized training programs based on employees' different development stages and job categories.

Training Type	Main Content
New Employee Development	<ul style="list-style-type: none"> Launches the "TS-Force" program for fresh graduates to enhance professional ethics and technical foundations, facilitating a smooth transition from campus to workplace Provides onboarding training and corporate policy briefings for externally hired employees to help them integrate into the organization quickly
Professional Competence and Reserve Talent Development	<ul style="list-style-type: none"> Implements the "Eagle Program" for employees with 1-3 years of work experience Conducts the "Cutting-Edge Program" (Level 3) and "Navigator" (Level 4 and above) for R&D and project management personnel Improves the practical capabilities of the sales team through programs such as the "GPP2025 & WinSales Joint Training Camp"
Leadership Development	<ul style="list-style-type: none"> Establishes a multi-level management competency development system to continuously enhance strategic and management capabilities, including: <ul style="list-style-type: none"> The "Superman" program for high-potential managers ISLC leadership certification training for functional managers Sponsoring senior executives to pursue advanced studies at institutions such as CEIBS and CKGSB



Eagle Program



2025 Navigator R&D Leadership Training Camp



GPP2025 & WinSales Joint Training Camp



Superman training session

Internal & External Instructor and Course Resources

The Company actively builds an internal lecturer team by selecting core managers and business experts to participate in course development and delivery, promoting experience accumulation and knowledge sharing. Internal lecturers set teaching objectives based on business needs, and their teaching contributions are included in the point system and linked to performance appraisal. Meanwhile, the Company engages external professional institutions to conduct specialized training on sales management, professional competencies, working methods and other topics, continuously enhancing the professionalism and forward-looking nature of training content. During the reporting period, the Company invited professional training institutions to deliver specialized courses including Sales Management in GPP, The 7 Habits of Highly Effective People, and McKinsey 7-Step Working Method for Superman, introducing advanced management concepts and practical approaches.

Empowered by Digital Learning Platform

The Company has built an internal online learning platform, ThunderSoft Academy, which integrates course resources covering technology R&D, management practices, industry frontiers, compliance and risk control through flexible online learning. It supports employees in conducting self-directed learning in line with their career plans, achieving continuous learning and capability improvement, and helping build a learning-oriented organization.



ThunderSoft Academy

During the reporting period, the total employee training hours reached 149,694 hours, with an average of 8 hours per employee, and the training coverage rate stood at 100%.

149,694
total employee training hours

8
average training hours per employee

100%
training coverage rate

Building a Safe and Secure Development Path

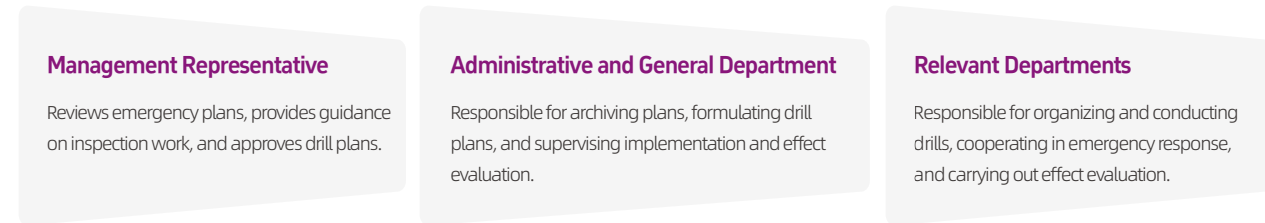
| Workplace Safety

The Company strictly complies with the Work Safety Law of the People's Republic of China, the Fire Protection Law of the People's Republic of China and other relevant laws and regulations, and has established a management system covering the entire process of workplace safety and operation. Through institutionalized and standardized management, the Company continuously improves the risk prevention and control capabilities. The Company has established a systematic workplace safety management mechanism, clarifies division of responsibilities, standardizes emergency response procedures, and continuously promotes safety culture to ensure the safe and stable operation of the enterprise.

Development of Emergency Management System

The Company has formulated and implemented the Emergency Preparedness and Response Control Procedures, establishing an emergency management mechanism featuring "prevention first, rapid response and continuous improvement". Based on the operational characteristics, the Company identifies and classifies potential risks such as fire, explosion, equipment failure and natural disasters. The Company has established an emergency equipment inventory and a regular inspection and maintenance mechanism, and is equipped with fire-fighting facilities, first-aid supplies and intelligent monitoring systems to ensure all emergency resources are in good and usable condition. Meanwhile, the Company has developed a comprehensive emergency plan covering accident handling, personnel evacuation, information reporting and external coordination, and regularly organizes cross-departmental emergency drills to continuously enhance employees' risk prevention awareness and emergency response capabilities.

Division of Responsibilities

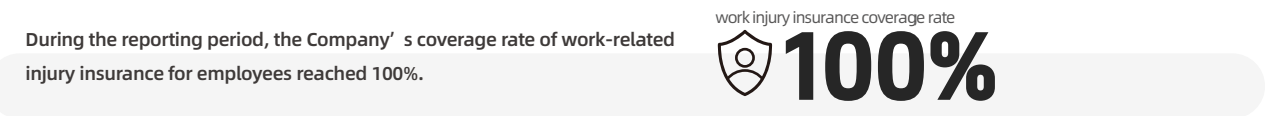


Hazard Investigation and Risk Management

The Company has established a safety hazard investigation and management system, conducting risk identification and safety assessment through a combination of routine inspections and special checks. Identified issues are rectified in a timely manner to continuously reduce the probability of accidents.



Meanwhile, the Company continues to increase investment in workplace safety, improve the allocation of safety facilities, and strengthen employees' safety awareness through safety publicity and training activities to promote the development of a safety culture.



| Occupational Health and Safety

Development of Occupational Health and Safety Management System

The Company strictly complies with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and other relevant laws and regulations. In accordance with ISO 45001:2018 Occupational health and safety management systems — Requirements with guidance for use, the Company has formulated and improved the Quality / Environment / Occupational Health and Safety Management Manual and established a Health and Safety Committee, which is responsible for the overall management and supervision of occupational health and safety affairs. Regular internal reviews and rectifications are conducted to ensure the effective implementation of the system.

During the reporting period, the Company has obtained the ISO 45001 Occupational Health and Safety Management System Certification, and no major occupational health and safety incidents occurred.

Implementation of Management Policy and Objectives

The Company adheres to the management policy of "Full Participation, Prevention First, Safety and Health, Compliance with Laws and Regulations, and Continuous Improvement". In light of industry characteristics and actual office conditions, the Company formulates annual occupational health and safety objectives and decomposes and implements them to all departments.

During the reporting period, the incidence of electric shock accidents was zero, the incidence of fire accidents was zero, and all set objectives were achieved.

Risk Prevention and Health Management Measures

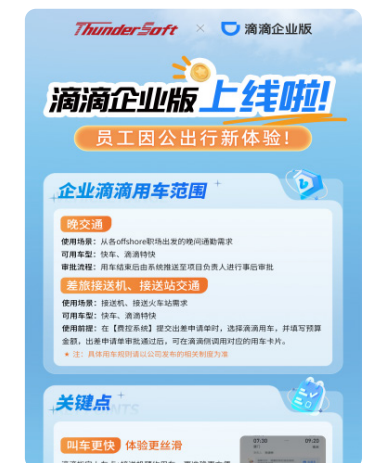
The Company continuously carries out hazard identification and potential risk investigation, identifies potential occupational health and safety risks through systematic risk assessment, improves management systems, optimizes the working environment, and increases training investment based on investigation results, forming a continuously improving risk prevention and control mechanism. The Company establishes employee occupational health files, organizes annual physical examinations, and reasonably arranges work intensity and improves working conditions based on examination results to reduce the risk of occupational diseases from the source. Meanwhile, the Company enhances employees' safety awareness and self-protection capabilities and strengthens the development of a safety culture through publicity on occupational disease prevention and safety training activities. The Company also pays attention to employees' mental health, improves care mechanisms and support measures, and promotes the physical and mental development of employees.

Employee Travel Safety Management

The Company attaches great importance to the safety of employees during commuting and official travel, and has established an enterprise-level management system for safe vehicle use. By providing an exclusive enterprise ride-hailing application for safe travel, the Company enables online application and centralized management of employees' official trips, and exercises full-process control over vehicle qualifications, driver background checks, and travel routes, ensuring the entire vehicle use process is traceable and monitorable. Meanwhile, the platform is equipped with safety functions such as trip sharing and emergency assistance, which effectively reduce travel risks and improve the personal safety protection for employees during outdoor work and business trips.



ISO 45001 Occupational Health and Safety Management System Certificate





05 Acting for Good

Giving Back to Society with Sincerity

ThunderSoft has always attached great importance to and actively fulfilled its corporate social responsibilities. While adhering to technological innovation and high-quality development, the Company actively promotes digital inclusion and the open sharing of technologies. Through community co-construction and public welfare services, the Company contributes to regional economic development, people's well-being, and sustainable social progress.



Blood donation in Yueqingyuan community

Technology lights up dreams: Teenagers visited the Joint Innovation Center

On August 24, students participating in the technology education program jointly launched by Qualcomm and the ADream Foundation visited the Qualcomm China-ThunderSoft Joint Innovation Center in Hangzhou Future Sci-Tech City. The center integrated new technology exhibition, technical testing and experimentation, professional talent training, and incubation and acceleration of technology enterprises. The event stimulated teenagers' interest and enthusiasm for exploring technology, helping to improve their scientific and technological literacy and foster innovative talents.



The students listened to the explanations

Meanwhile, adhering to the philosophy of openness, sharing and technology for good, the Company practices technological public welfare through the development of the open-source ecosystem, promotes industrial collaborative innovation via open cooperation, and facilitates the inclusive development of digital technologies.

OpenHarmony ecosystem development

Since 2024, OSWare, a subsidiary of the Company, has been deeply involved in the R&D of the Car Sig Group as a Silver Donor of the OpenAtom Foundation and a Class B Donor of the OpenHarmony project. It has driven the technological evolution of the smart cockpit sector based on OpenHarmony, giving back to the industry with open-source technologies and practicing technology for public welfare through an open ecosystem.

ThunderSoft takes an active part in RISC-V ecosystem development

As a founding council member of the Beijing Institute of Open Source Chip, the Company has long been engaged in the operating system sector and deeply involved in building the RISC-V ecosystem, developing operating systems adapted to the RISC-V architecture. The RISC-V architecture has opened the "black box" of chip design, enabling more participants to join the wave of innovation. Going forward, the Company will continue to uphold the philosophy of openness and cooperation, leverage its technological strengths, and provide core impetus for the upgrading of the industrial landscape.

ESG Key Performance Indicators Table

Data Topic	Indicator	Unit	2025
Financial Data	Operating Revenue	Million yuan	7,778.04
	Net Profit	Million yuan	450.14
	Total Tax Payment	Million yuan	368.04
Lawsuits	Number of concluded corruption lawsuits filed against the Company or its employees	Case	0
	Cases related to health and safety of products and services	Case	0
	Cases related to product information and labeling	Case	0
	Cases related to marketing practices	Case	0
	Cases related to customer privacy and data	Case	0
	Cases related to environmental aspects	Case	0
	Number of intellectual property rights infringement cases	Case	0
	Financial losses from legal proceedings related to anti-competitive conduct regulations	Yuan	0
	Total Number of Employees	Person	18,708
By Gender			
Male	Person	13,524	
Female	Person	5,184	
By Contract Type			
Permanent Employees (Open-ended Employment Contracts)	Person	2,204	
Fixed-term Contract Employees	Person	16,504	
By Education			
Postgraduate and Above	Person	1,563	
Bachelor's Degree	Person	13,083	
Junior College Degree	Person	4,062	

Data Topic	Indicator	Unit	2025
Employment & Diversity	By Position		
	Production Staff	Person	0
	Sales Staff	Person	122
	Technical Staff	Person	17,240
	Finance Staff	Person	95
	Administrative Staff	Person	1,251
	By Ethnicity / Nationality		
	Han Chinese	Person	16,725
	Other Ethnic Minorities	Person	840
	Other Nationalities	Person	1,143
	By Region		
	Chinese Mainland	Person	17,226
Hong Kong, Macao and Taiwan Regions	Person	164	
Other Regions	Person	1,318	
Number of Active Disabled Employees	Person	118	
Management Diversity	Middle and Senior Management by Gender		
	Male	%	74
	Female	%	26
Recruitment & Retention	Labor Contract Signing Rate	%	100
	Social Insurance Coverage Rate	%	100
Employee Care	Total Number of Supported Employees	Person	35
	Total Investment in Employee Support	Ten thousand yuan	175
	Annual Physical Examination Coverage Rate	%	100

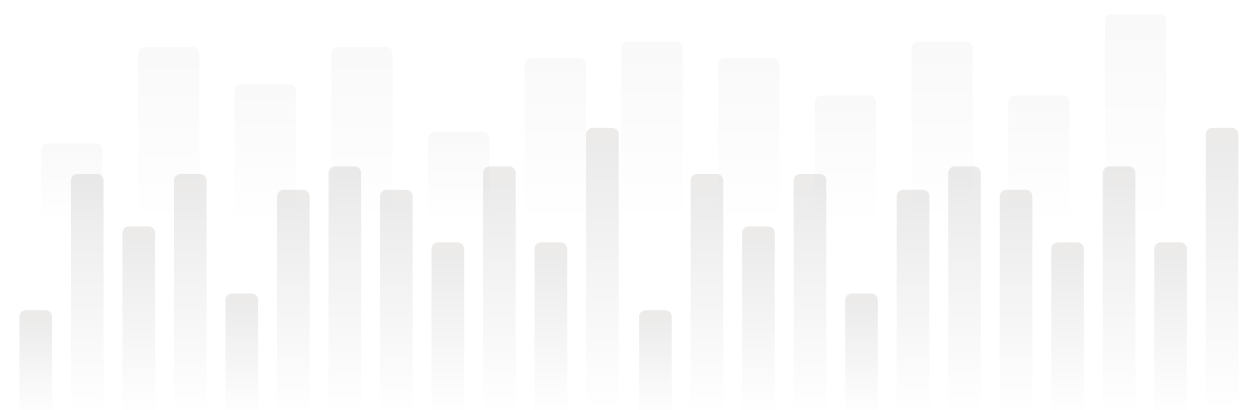
ESG Key Performance Indicators Table

Data Topic	Indicator	Unit	2025
Training	Total Number of Trained Employees	Person	18,708
	By Gender		
	Male	Person	13,524
	Female	Person	5,184
	Percentage of Trained Employees	%	100
	By Gender		
	Male	%	72
	Female	%	28
	Total Training Hours	Hour	149,694
	Average Training Hours Per Capita	Hour	8
Occupational Health & Safety	Number of Industrial Injury Accidents	Case	2
	Number of Work-Related Injuries	Person	2
	Number of Work-Related Fatalities	Person	0
	Work-Related Fatality Rate	%	0
Work Safety	Number of Regular & Irregular Safety Inspections	Time	12
	Number of Potential Hazards Identified	Case	32
	Hazard Rectification Rate	%	100
Information Security	Total Number of Information Security Training Sessions	Time	1,058
	Total Attendance of Information Security Training	Person-Time	31,861
	Total Duration of Information Security Training	Hour	2,047
	Information Security Training Coverage Rate	%	100

Data Topic	Indicator	Unit	2025
Innovation & R&D	Number of R&D Personnel	Person	17,240
	Ratio of R&D Personnel to Total Employees	%	92.15
	Cumulative Software Copyrights Obtained	Piece	2,173
	Cumulative Patents Obtained	Piece	384
	R&D Investment	Millionyuan	1,768
	R&D Investment as a Percentage of Operating Revenue	%	22.73
Supply Chain Management	Total Number of Suppliers	Unit	2,239
	Chinese Mainland	Unit	1,454
	Hong Kong, Macao and Taiwan Regions	Unit	90
	Other Regions	Unit	695
	Number of Suppliers Terminated Due to Social / Environmental Issues	Unit	0
	Signing Rate of Supplier Integrity Commitments	%	91
	Number of Suppliers Certified with ISO 14001 (End of Reporting Period)	Unit	375
	Number of Suppliers Certified with ISO 45001 (End of Reporting Period)	Unit	312
Public Welfare Activities	Number of Suppliers Certified with ISO 9001 (End of Reporting Period)	Unit	562
	Number of public welfare/voluntary activities held	Time	11

Standard Index

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Our Sustainable Management	Stakeholder Communication	GRI 2-14, GRI 2-16, GRI 2-22 GRI 2-26, GRI 2-29, GRI 3
Compliant Governance, Committed to Sustainable Long-Term Growth	Improving Corporate Governance	/
	Ensuring Compliance in Operation	/
	Upholding Business Ethics	Anti-commercial Bribery and Anti-corruption, Anti-unfair Competition
Green Development for a Beautiful Earth	Addressing Climate Change	Addressing Climate Change
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Striving Together for Quality Services	Creating Quality Products	Product and Service Safety & Quality
	Promoting Technological Innovation	Innovation-driven Development, Tech Ethics
	Safeguarding Customer Rights and Interests	Product and Service Safety & Quality
	Safeguarding Information Security	Data Security and Customer Privacy Protection
	Win-Win Cooperation with Partners	Supply Chain Security, Equal Treatment of SMEs, Due Diligence
People-Oriented, Creating a Warm Workplace	Protecting Employees' Rights and Interests	Employee
	Supporting Employee Development	Employee
	Building a Safe and Secure Development Path	Employee
Acting for Good, Giving Back to Society with Sincerity	Rural Revitalization, Social Contribution	GRI 203, GRI 413



Feedback

Thank you for reading the 2025 Environmental, Social and Governance (ESG) Report of Thunder Software Technology Co., Ltd. We would highly appreciate your evaluation and valuable comments on this report. Your feedback and suggestions will serve as important references for our continuous improvement of future reports. Please complete the feedback form below and send it to us via email at: ir@thundersoft.com

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Do you have any other comments on ThunderSoft's environmental, social and governance practices?

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