

# Glodon Company Limited

## Environmental, Social, and Governance (ESG) Report

# 2024



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# About this Report

## Introduction

The report reviews the endeavors and accomplishments of Glodon Company Limited (“Glodon” or “the Company” or “we”) in the fields of environmental, social, and governance (ESG) in 2024. It aims to bolster mutual understanding and engagement between Glodon and its stakeholders, thereby fostering sustainable growth and long-term value.

## Publication

This is Glodon’s sixth public annual report, detailing our sustainability initiatives.

## Reporting Period

The report primarily covers the period from January 1, 2024, to December 31, 2024, with occasional historical insights that mark significant milestones in Glodon’s journey.

## Organizational Scope

The organizational scope of this report encompasses all entities over which the Company has control or significant influence regarding financial and operational policies and measures, consistent with the scope covered in the Company’s annual report.

## Reference Documents

- *GRI Sustainability Reporting Standards (GRI Standards)* by Global Sustainability Standards Board;
- *ISO 26000: Guidance on Social Responsibility (2010)* by International Organization for Standardization;
- *United Nations’ 2030 Agenda for sustainability (SDGs)*;
- *Guidelines for Compiling Social Responsibility Reports (GB/T 36001-2015)*, *Guidelines for Social Responsibility (GB/T 36000-2015)*, *Guidance on Social Responsibility Performance Classification (GB/T 36002-2015)* by PRC National Standards;
- *Self-Regulatory Guidelines No. 11 for Listed Companies - Information Disclosure Work Assessment*, *Self-Regulatory Guidelines No. 3 for Listed Companies - Industry Information Disclosure*, *Self-Regulatory Guidelines No. 17 for Listed Companies - sustainability Report (Trial) (Draft for Comment)* by Shenzhen Stock Exchange.

**Source of Data**

This report derives its disclosure information from Glodon's official records and statistical reports, as well as sustainability performance statistics within the organizational scope. Our commitment is to continuously refine our data metrics to showcase our sustainability progress in an all-around way.

**Availability of the Report**

This report is available in online format. It can be downloaded from Glodon's website ([www.Glodon.com/en/](http://www.Glodon.com/en/)).

## Chairman's Speech

In 2024, the construction industry faces increasing demands for quality upgrades, rapid technological iterations, and ongoing reinvention in the competitive landscape. Each of these changes presents significant challenges to the strategic focus and innovation capabilities of industry players. As participants deeply involved in the global sustainability process, we prioritize customer success as the guiding principle and innovation as core values and continually create value across economic, social, and environmental dimensions.

**Gaining momentum and setting a clear vision, we are breaking through industry boundaries through digital innovation, and offering the industry upgrade programs.** We view digital transformation as the key pathway to advancing refined construction management. Our digital transformation model, guided by the principles of refined management, has achieved significant breakthroughs in crucial business areas, including design, construction, and cost management. We have undertaken major national research and development projects, all of which have successfully passed acceptance and earned several national-level technology awards, continuously strengthening our brand influence and technological leadership. Additionally, we actively foster the deep integration of technology and business and align manufacturing industry upgrades with graphic technology. We have launched the AI-powered big model, AecGPT, and an industry-specific AI platform for the construction sector, alongside the release of Concetto, the next-generation AI-driven design product. The Glodon Guangzhou Digital Technology Building has officially been established, showcasing the immense potential of BIM-based digital building lifecycle management. Furthermore, we vigorously promote our international operations, with service networks extending to over 100 countries and regions, including the UK, Luxembourg, Germany, and Malaysia. We have established localized product and service teams in Singapore, Malaysia, and Indonesia, effectively integrating the technological expertise of our Chinese headquarters with local talent through over a decade of collaboration. Furthermore, we actively participate in the development of international standards and have created a digital solution for the construction industry that balances industry expertise with international adaptability to showcase Glodon's capabilities on the global stage of digital construction.

**We are advancing toward a sustainable future by reshaping the green attributes of buildings through digital technology and establishing an industrial**

**pathway for climate governance.** We empower green buildings, green industrial chains, and ecological governance via digital technology. We are committed to constructing a carbon management ecosystem that encompasses the entire lifecycle of buildings. This includes launching the Glodon Carbon Cloud—a carbon emission measurement platform—alongside other carbon reduction solutions and developing a carbon factor library specific to the Chinese construction industry. We are also establishing a green building materials service platform to promote the practical application of sustainable materials in construction. Furthermore, we are exploring innovative models of intelligent ecological protection and restoration based on Environmental Information Management (EIM) and contribute to globally collaborative environmental governance. Simultaneously, we integrate the principles of green development into our building projects. The Glodon Xi'an Digital Building Product R&D and Industrialization Base is certificated as the LEED Gold and the WELL Platinum, and the Glodon Intelligent Construction and South China Headquarters project has been awarded the “World Green Design Capital Green Design Demonstration Project” by the World Green Design Organization, creating a new model of the building that is driven by the synergy of digitalization and sustainability.

**Delivering goodness, we responsibly share the warmth of the industry, and ensure that digitalization benefits a broader population.** We support employees in their lifelong education, strengthen the cooperation of industry and university, and enhance cross-cultural competencies, providing robust support for the cultivation of high-quality talent with international perspectives and innovative abilities. We promote cross-border educational exchanges and cooperation, hold over 10 international education activities, and collaborate with 19 global universities to collaborate in course delivery, which shares our wisdom for development with the global construction sector; We have supported 89 universities in winning international skills competition awards and contributed to innovative vocational education. Through the AI+ digital teaching platform and the textbooks, *Intelligent Construction* series, we seek to reshape architectural education and provide the industry with tens of thousands of high-quality professionals. We are dedicated to making technological progress more relevant to people's everyday lives. Building on our strengths, we undertake public welfare initiatives, promote rural revitalization, support vulnerable communities, and specifically conduct emergency rescue training and free medical clinics for construction workers, exemplifying our commitment to promoting technology for social good through innovation and promoting technology for good causes through innovation

**Building a solid foundation for governance upgrades, we establish compliance benchmarks and safeguard high-quality development.** We strictly adhere to the laws, regulations, and international conventions of the countries and regions in which we operate, ensuring compliance in our operations. We also strengthen communication and cooperation with international organizations and have been recognized as a P4EAST by the ISSB Beijing Office. Our sustainable development governance system integrates strategic decision-making, risk management, and stakeholder governance, which forms a more adaptable and sustainable operation model. We maintain high standards of business ethics and optimize internal audit and supervisory processes. Additionally, we have established a group-level anti-monopoly compliance committee to ensure transparency and fairness in our operations. We prioritize product quality and data security by creating a stable operating environment and data protection systems through advanced technologies. Concurrently, we emphasize employee well-being by implementing a sound talent training and development system. Through employee surveys on career satisfaction, the “G’s Talk” initiative, and the “North G Star” internal forum, we foster a positive corporate culture, enabling every employee to achieve personal and professional growth within the Company.

**Adversity reveals courage and perseverance, while hard work paves the way for success.** We will embrace the changes and opportunities of our time, and in alignment with the United Nations Sustainable Development Goals, advance the implementation of Glodon’s Ninth Three-year Strategic Plan and the “G<sup>3</sup>” sustainability strategy. With unwavering determination and pragmatic actions, we will continue to create value for our clients, make every project a success and help every practitioner have achievements. We are eager to collaborate with global partners to contribute to the sustainable construction industry in this new era.

Chairman and President of Glodon Company Limited



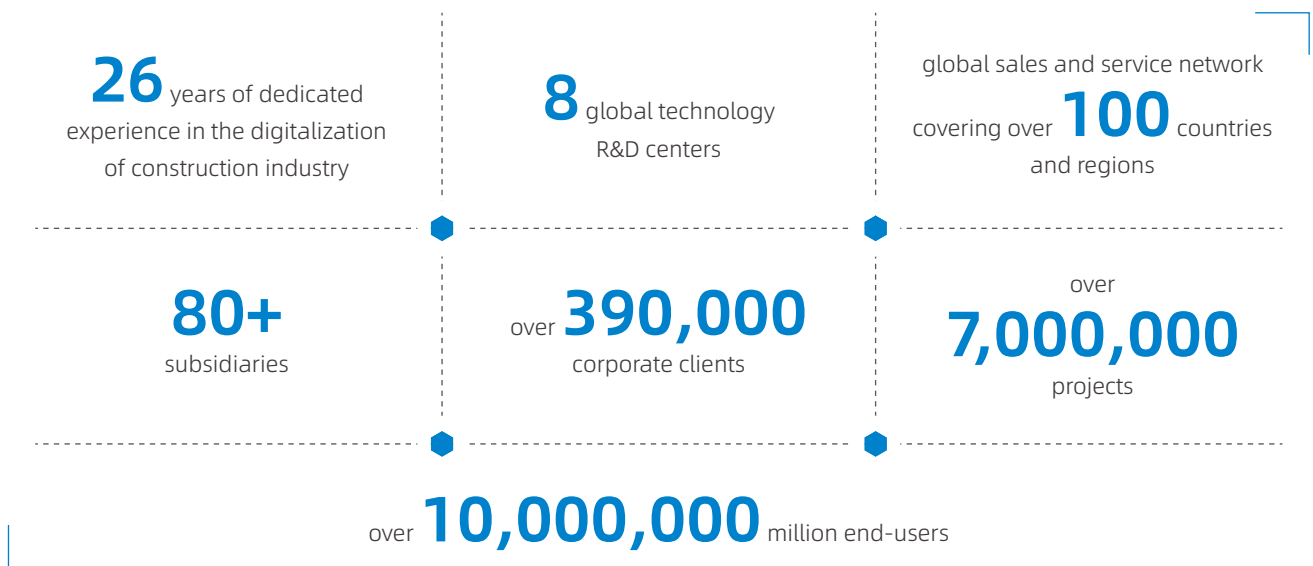
# About Glodon

## Company Profile

### Digital Building Platform Service Provider

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

#### As of the end of 2024



## Mission, Vision, and Values



### Our Mission

Generate happiness and engagement of our teams, and develop a better working and living environment with technology



### Our Vision

Be an enterprise with Happy Staff, Industrial Leadership, Ever-Growing Business and Good Reputation



### Our Values

Customer Success, Win-Win, Integrity, Keep Learning, One Glodon, Day One

# Deeply Cultivated in the Industry

## Leading Digital Development in Construction

Launched internationalization efforts by establishing the U.S. Research Center and settling in the China-U.S. Science and Technology Park at the University of Maryland.

2008

Completed and relocated to the self-built Glodon Information Building, a benchmark for BIM technology exploration and practice.

2013

Achieved "First Entrepreneurial Success" - empowering budget estimators to transition from manual calculations to digital tools.

2015

Released the Digital Building White Paper, defining the concept of "digital building" and providing new ideas and paths for industry transformation.

2018

Collaborated with industry, academia, and research institutions to lead the Ministry of Science and Technology's "National Key R&D Program - Key Technology Research and Demonstration of City Information Modeling (CIM) Platforms."

2021

Launched the Glodon Business Platform, a PaaS platform for core digital capabilities in the construction industry.

2023

Published Systematic Digitalization, exploring breakthroughs for construction enterprises' digital transformation.

2024

1998  
Founded in Haidian District, Beijing, with the original mission of "serving the nation through technology and promoting IT applications in the construction sector."

2010  
Listed on the Shenzhen Stock Exchange, becoming China's first A-share listed company focusing on information technology in construction engineering.

2014  
Strategically restructured Menglong Software to accelerate integrated solutions targeting large- and medium-sized construction enterprises.

2017  
Strategically restructured Finland's MEP design software MagiCAD to expand global operations.

2020  
Initiated "Second Entrepreneurial Journey" - aiming to make every project a success and help every practitioner have achievements.

2022  
Strategically restructured Hongye Technology to expand design capabilities and complete the digital construction ecosystem layout.

2023  
The Glodon Xi'an Digital Building Product R&D and Industrialization Base was put into use.

2024  
Co-established the National Center of Technology Innovation for Digital Construction and led the development of the "Digital Construction Software Laboratory."

2024  
Established a National Enterprise Technology Center jointly certified by four ministries, including the National Development and Reform Commission.

2024  
The BIM full-process application demonstration project, Glodon Guangzhou Digital Technology.

2024  
Released AecGPT, an AI large language model for the construction industry, and the Construction Industry AI Platform.

# Global Layout

Equal Focus on Technological Innovation and Practical Exploration

## 8 Global Technology R&D Centers

Eight global R&D centers driving core technological innovation and upgrading, leading the global digital construction development

- Domestic Centers** | Beijing R&D Center | Shanghai R&D Center | Xi'an R&D Center | Guangzhou R&D Center  
**Overseas Centers** | U.S. R&D Center | Finland R&D Center | Poland R&D Center | Sweden R&D Center



## 5 Innovation Bases

Five national innovation bases constructed to simultaneously validate and explore, supporting in-depth practical application of digital building theories through independent R&D and self-construction

- Glodon Building | Glodon Information Building | Glodon Shanghai Building  
Glodon Xi'an Digital Building Product R&D and Industrialization Base  
Glodon Smart Construction and South China Headquarters



2009 / Beijing  
11000m<sup>2</sup>



2013 / Beijing  
30000m<sup>2</sup>



2018 / Shanghai  
12000m<sup>2</sup>



2022 / Xi'an  
66000m<sup>2</sup>

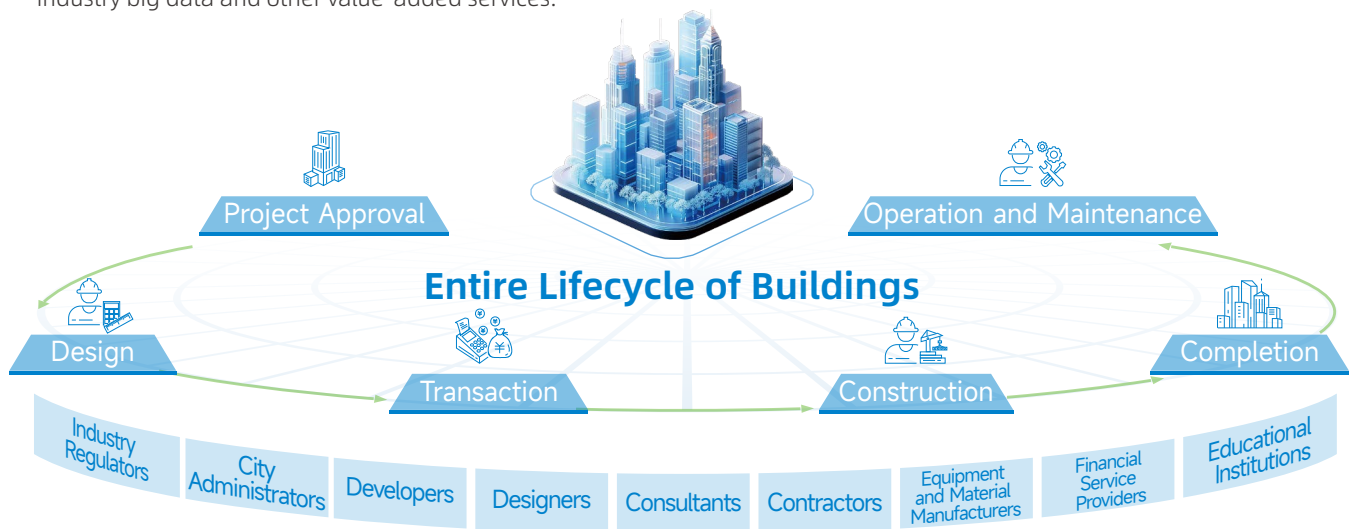


2024 / Guangzhou  
18000m<sup>2</sup>

# Business Layout

## Serves the Entire Lifecycle of Buildings

Glodon's solutions are built on a foundation of specialized applications in the construction domain and are supported by industry big data and other value-added services.



# Systematic Digitization:

## Achieving Holistic Solutions

As the gap between siloed digitalization and the need for holistic digital transformation at the enterprise level grows, Glodon introduces systematic digitalization as a solution. This approach, centered around data, connectivity, and algorithm, builds an integrated support platform to create key digital application scenarios like the digital construction site, integrated on-site production, BIM-based design and cost management integration. This promotes full-scale, full-supply-chain, and full-element digitalization, enhancing enterprises' control over people, finances, events, materials, and information, expanding their capabilities in the value chain, supply chain, and industrial chain, and driving large-scale, high-quality development.

### Integrated Enterprises

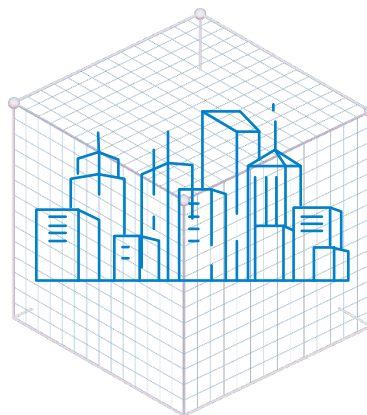
An integrated organization is formed by connecting individual roles, business processes, and management areas.

Integrated solutions for enterprise digital transformation

### Individual Roles

In the construction industry, there are numerous specific roles and responsibilities.

Specialized tools tailored to each roles



### Projects and Functional Departments

Beyond individual roles and processes, there are larger-scale management areas including entire projects and enterprise functional management.

Extensive support for comprehensive project management and functional management

### Business Processes

The industry consists of several key business processes such as cost management, labor management, technology implementation, and materials handling.

Precise management of business processes

# Glodon's Journey of Honors and Responsibilities in 2024

On the journey of digitization, Glodon accumulates experience and views every honor as the driving force for continuous progress.



## Excellence in Open Standards Innovation and Organization Award

The Open Group APAC



### China's National Enterprise Technology Center

National Development and Reform Commission of the People's Republic of China, Ministry of Finance of the People's Republic of China, General Administration of Customs of the People's Republic of China, State Taxation Administration of the People's Republic of China

### China's Intelligent Construction Engineering Technology Innovation Center (Ministry of Housing and Urban-Rural Development of the People's Republic of China)

Ministry of Housing and Urban-Rural Development of the People's Republic of China

### Excellent Cooperative Enterprise in Industry-University Collaboration Education Project

Higher Education Department, Ministry of Education of the People's Republic of China

### Beijing Leading Enterprise in Intelligent Construction (First Batch)

Beijing Municipal Commission of Housing and Urban-Rural Development

### Beijing Intelligent Construction Innovation Center

Beijing Municipal Commission of Housing and Urban-Rural Development

### 2023 Beijing Top 100 Private Enterprises, Top 100 in Technological Innovation, Top 100 in Social Responsibility

Beijing Federation of Industry and Commerce

### 2023 Beijing Digital Economy Benchmark Enterprise

Beijing Municipal Bureau of Economy and Information Technology

### China Software Integrity Demonstration Enterprise

Liaoning Provincial Department of Industry and Information Technology, China Software Industry Association

### 2023 Construction Industry Digital Transformation Leading Enterprise

CCIDNET, Digital Economy Magazine

### 2024 China Scenario Innovation Pioneer Enterprise

Hefei Municipal Development and Reform Commission



**China Software Industry 40-Year Contribution Enterprise**

China Software Industry Association

**2024 Innovative Software Enterprise**

China Software Industry Association, Beijing Daxing Economic Development Zone Administration Committee

**2024 Listed Company Sustainability Excellence Practice Case**

China Association of Listed Companies

**China New Economy TOP500 Enterprise**

China Enterprise Evaluation Association

**National Industry Enterprise Competitiveness 5A-Level Unit**

China Productivity Society, China Council for the Promotion of International Trade Commercial Industry Committee

**China Real Estate Technology Leading Enterprise TOP30**

China Real Estate Association

**2024 Smart City Pioneer Award Excellent Unit**

China Society for Geodesy, Photogrammetry and Cartography, China Association of Trade in Services, China Remote Sensing Committee

**2024 Software and Information Service Industry Social Responsibility Governance "AAA Leading Level"**

Beijing Software and Information Service Industry Association

**AI High-Quality Development Industry Responsibility Award**

Shenzhen Artificial Intelligence Industry Association



**2024 Great Powers Brand National Brand Ceremony "Annual Brand"**

China Central Television

**3rd Xinhua Credit Jinlan Cup ESG "Sustainable Supply Chain" Excellent Case**

China Economic Information Service

**"2024 China Enterprise ESG100 Index" Member**

People's Daily Overseas Edition, China Environmental Protection Federation

**Corporate Social Responsibility Excellent Case "ESG Pioneer Case of the Era"**

China National Radio

**2024 Best Listed Company Board**

National Business Daily

**High-Quality Development Benchmark Enterprise**

Economic Observer Media

**2024 Xiangguang Award·Annual ESG Sustainable Development TOP15**

Xiangguang Future, China Business Journal

**2024 Changqing Award·Sustainable Development Innovation Award**

Caijing Magazine

**China Excellence Management Company**

Deloitte China, Harvard Business Review Chinese Edition

**2024 Digital Twin Solutions Provider TOP50**

DeBen Consulting (DBC), Chinese Academy of Social Sciences Institute of Information Research (CIS), Internet Weekly (CIW)

# Sustainable Development Management

## 1) Assessment of Topic Materiality

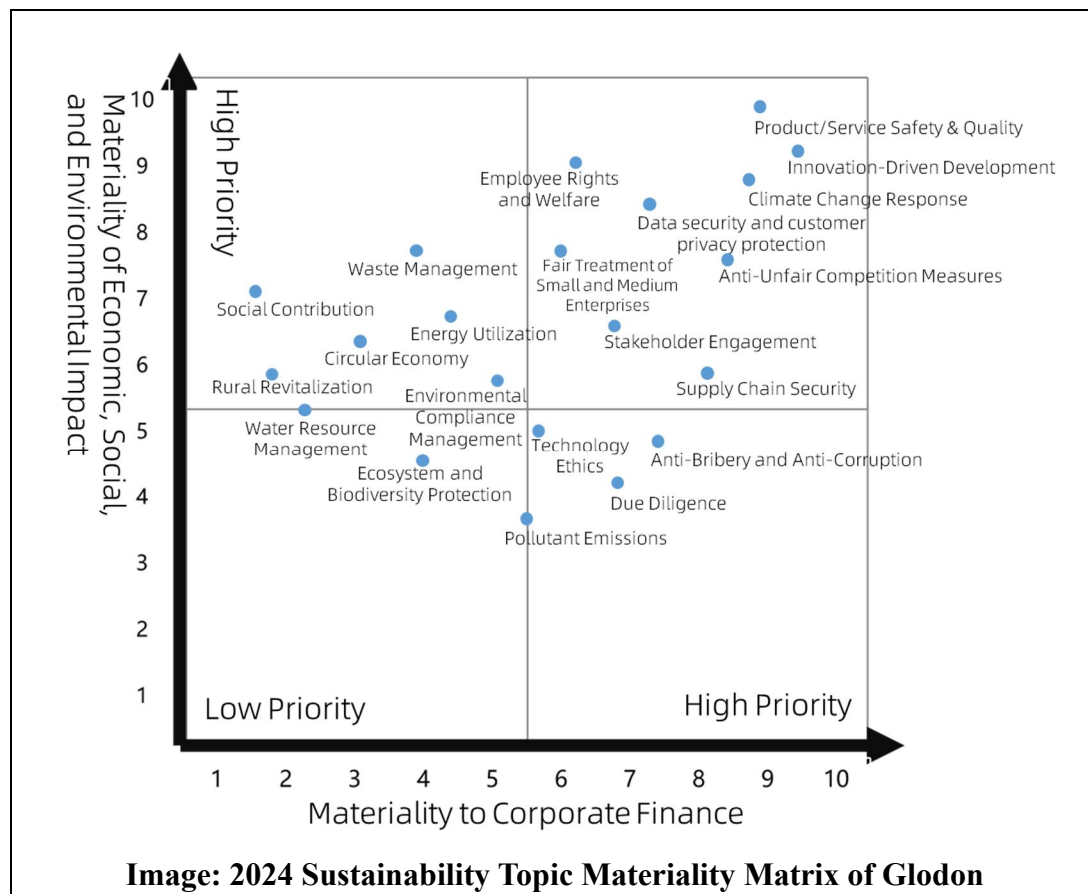
Following globally recognized sustainability disclosure frameworks, regulatory guidelines issued by Chinese authorities, and considering industry-specific characteristics, development stages, business models, and value chain positioning, the Company established a comprehensive topic list. The materiality assessment was conducted from two dimensions: Impact Materiality and Financial Materiality.

<p><b>Impact Materiality Assessment</b></p>	<ul style="list-style-type: none"> <li>• A total of 291 valid responses were collected through targeted distribution and online public release of Glodon’s 2024 Material Sustainability Topics Questionnaire, covering six stakeholder groups: employees (46.05%), clients (16.49%), partners/suppliers (12.85%), communities/public (12.37%), shareholders/investors (7.22%), and government/industry associations (5.15%).</li> <li>• Impact materiality thresholds were defined through discussions with stakeholder representatives, internal expert workshops, external expert consultations, reviews by the Strategy and Sustainability Committee, and final approval by the Board of Directors.</li> </ul>
<p><b>Financial Materiality Assessment</b></p>	<ul style="list-style-type: none"> <li>• Topic-owning departments conducted initial financial impact assessments.</li> <li>• A dedicated financial materiality workshop was organized, guided by external sustainability experts. Twenty-four department heads closely involved in sustainability topics evaluated the likelihood and financial impact of each topic, established thresholds for financial materiality, and prioritized topics.</li> <li>• Financial materiality conclusions were validated through stakeholder feedback, internal-external expert consultations, and reviews by the Strategy and Sustainability Committee and Board of Directors.</li> </ul>



**Image: Glodon’s Financial Materiality Assessment Workshop**

After aggregating and analyzing both impact and financial materiality results, the 2024 Sustainability Topic Materiality Matrix was finalized and approved by the Board of Directors.



## 2) Four-Element Disclosure

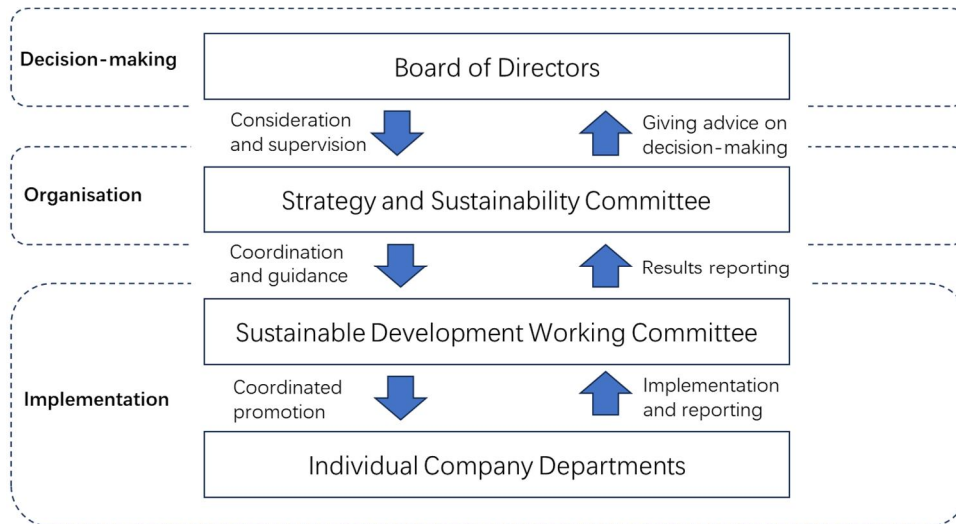
### 1. Governance

The Company regards sustainable governance as the foundation of scientific enterprise development. It has established a trinity sustainable development governance system integrating “strategic decision-making - risk management - stakeholder co-governance”, while strengthening the board’s oversight and engagement in critical sustainability issues, enhancing organization-wide participation in sustainability initiatives, and fostering relevant capabilities.

#### (1) Upgrading corporate sustainable development governance structure

To ensure orderly implementation and continuous integration of sustainability into business operations, the Company has been optimizing its three-tier internal governance framework comprising “decision-making - organization - execution”. At the execution level, the Sustainable Development Promotion Team has been upgraded to the Sustainable Development Working Committee led by directors and senior vice

presidents. This committee brings together department heads from finance, legal affairs, procurement, HR and other key sustainability-related departments to regularly review sustainability impacts, risks and opportunities while supervising work progress. A dedicated secretariat with two full-time staff has been established under the committee to coordinate ESG implementation.



**Glodon's Sustainable Development Governance Structure**

**(2) Promoting organization-wide sustainability engagement**

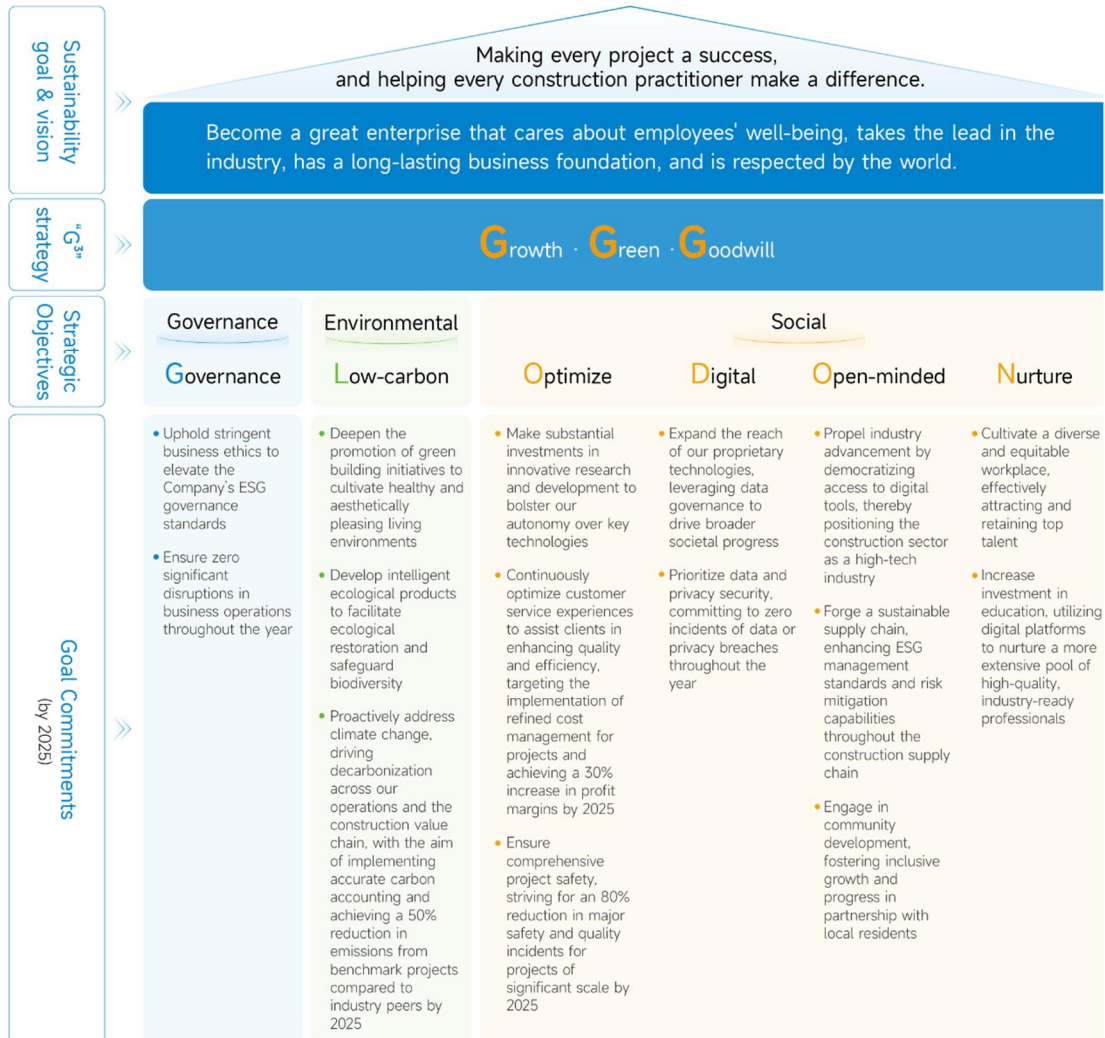
The Company compiled a Sustainable Development Information Disclosure Handbook to guide systematic sustainability management. A total of 15 departments and 23 department heads participated in ESG Risk & Opportunity Workshops led by external experts, who utilized real-case scenarios to train participants in applying sustainability principles to problem-solving. Internal media platforms have launched “ESG Mini-Classes” to enhance employees’ understanding and recognition of sustainability concepts.



**Image:** ESG Workshops Enhanced Executive & Key Department Capabilities in Addressing Sustainability Risks/Opportunities, Facilitating Business Integration.

## 2. Strategy

We foster the sustainability ethos within our corporate culture, committed to the vision of “making every project a success and helping every practitioner have achievements”. In alignment with the vision, we unveil a sustainable development strategy built upon the fundamental principles of Green, Goodwill, and Growth, encapsulated in the innovation concept of G<sup>3</sup> (G-Cube). Through financial materiality assessment, the Company identified “Innovation-Driven Development,” “Product and Service Safety and Quality,” and “Climate Change Response” as its 2024 financially material topics, corresponding to strategic pillars of “Optimize,” “Digital,” and “Low-carbon” respectively. Enhanced work deployment and resource allocation were prioritized, alongside targeted management improvement initiatives.



### 3. Impact, Risk & Opportunity Management

Leveraging its sustainable development governance structure, the Company implements impact/risk/opportunity management under board oversight, guidance from the Strategy & Sustainability Committee, and leadership of the Sustainable Development Working Committee. This systematic approach ensures continuous monitoring and proactive responses to priority risks/opportunities, safeguarding high-quality development.

<b>Information Collection &amp; Identification</b>	➤ We systematically collect/analyze internal/external information affecting sustainability from all aspects to identify risks/opportunities.
<b>Assessment</b>	➤ We develop risk/opportunity inventories, establish evaluation criteria, and conduct analysis and assessment to prioritize key control risks and top opportunities.
<b>Response</b>	➤ We formulate response strategies based on existing management systems and activities.
<b>Monitoring &amp; Early Warning</b>	➤ We continuously monitor risks/opportunities with real-time alerts for changes.
<b>Reporting</b>	➤ We regularly publish ESG reports disclosing management progress and outcomes of sustainability impact/risks/opportunities to stakeholders.

### 4. Goals & Indicators

The Company advances its sustainability strategy through the *ESG Indicator System*, setting targets aligned with financially material topics to optimize management, achieve targets and drive value creation for the economy, society, and environment.

<b>Financially Material Topics</b>	<b>Goals and Indicators</b>
<b>Innovation-Driven Development</b>	<ul style="list-style-type: none"> <li>• Significantly invest in R&amp;D to enhance control over core technologies</li> <li>• Expand reach of proprietary technologies, utilizing data governance to promote broader social progress</li> </ul>
<b>Product/Service Safety &amp; Quality</b>	<ul style="list-style-type: none"> <li>• Achieve zero major business disruptions annually</li> <li>• Ensure data/privacy security with zero leakage incidents</li> </ul>

	<ul style="list-style-type: none"> <li>• Optimize customer service experiences and assist customers' business, aiming to increase project profits by 30% YoY by 2025</li> </ul>
<p style="text-align: center;"><b>Climate Change Response</b></p>	<ul style="list-style-type: none"> <li>• Promote green buildings to create healthy living environments</li> <li>• Develop smart ecological products for ecological restoration/biodiversity protection</li> <li>• Proactively address climate change by promoting carbon reduction across our operations and the entire construction industry value chain. Achieve accurate carbon emission measurement by 2025, reduce carbon emissions in benchmark projects by 50% compared to industry peers</li> </ul>

### 3) Stakeholder Engagement

Valuing insights from both internal and external stakeholders, we identify six stakeholder types in accordance with the *AA1000 Stakeholder Engagement Standard (2015)*: government/regulatory bodies, shareholders/investors, customers, partners/suppliers, employees, and the community/public. We connect with these groups to quickly grasp their expectations, integrate their feedback, address their concerns and enhance their active engagement, so as to nurture a harmonious environment that supports sustainable development both inside and beyond our company.

Stakeholder	Expectations and Demands	Our Response
<b>Government/ Regulatory Bodies /Industry Associations</b>	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations</li> <li>• Implementation of national strategies</li> <li>• Job creation</li> <li>• Technological innovation</li> <li>• Energy conservation and emission reduction</li> </ul>	<ul style="list-style-type: none"> <li>• Enhance corporate governance, implement internal control compliance</li> <li>• Implement national policies</li> <li>• Create jobs and specific training</li> <li>• Invest in technological innovation</li> <li>• Practice low-carbon operations</li> </ul>
<b>Shareholders /Investors</b>	<ul style="list-style-type: none"> <li>• Legal compliance</li> <li>• Reduced operational risks</li> <li>• Enhanced company market value</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen the compliance system</li> <li>• Regularly disclose information</li> <li>• Maintain frequent communication and exchanges</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Product quality assurance</li> <li>• Service quality guarantee</li> <li>• Sustainable win-win cooperation</li> </ul>	<ul style="list-style-type: none"> <li>• Innovate and iterate products</li> <li>• Improve customer service systems</li> <li>• Conduct customer satisfaction surveys</li> </ul>
<b>Partners /Suppliers</b>	<ul style="list-style-type: none"> <li>• Win-win cooperation</li> <li>• Fairness and openness</li> <li>• Compliance with agreements</li> </ul>	<ul style="list-style-type: none"> <li>• Enhance collaboration with government, academic, and research institutions</li> <li>• Actively engage in external exchanges and dialogues</li> <li>• Strengthen business ethics management</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Protection of employee rights</li> <li>• Occupational health and safety</li> <li>• Career development</li> <li>• Employee care</li> </ul>	<ul style="list-style-type: none"> <li>• Improve compensation structures and democratic management mechanisms</li> <li>• Provide a good working environment</li> <li>• Offer professional training and promotion opportunities</li> <li>• Enhance welfare systems and organize diverse activities</li> </ul>
<b>Community /Public</b>	<ul style="list-style-type: none"> <li>• Support for community development</li> <li>• Volunteering and charity work</li> <li>• Employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Support the economic and social development of operational locations</li> <li>• Organize and participate in volunteer and charitable activities</li> <li>• Offer employment and skill training</li> </ul>

# Ensuring Healthy Operations

Building a modern governance foundation to lead standardized industry development. Glodon actively establishes a robust corporate governance system based on sustainable development principles, continuously improving governance structures, standardizing decision-making processes, and promoting the modernization of governance systems and capabilities. We prioritize compliance and ethical operations to safeguard steady development, driving industry integrity and healthy growth with a strong sense of responsibility and mission. Maintaining strategic focus, we steadily advance the Company's sustainable development journey.

In 2024,

**18.75%**

female representation on the Board of Directors, Supervisory Board, and senior management team

**100%**

supplier integrity pledge signing rate

**195**

compliance training sessions conducted

**1446**

employees trained on antitrust regulations



## Sustainable Development Goals



## **1) Enhancing Corporate Governance**

Glodon is committed to refining governance structures in alignment with international business ethics frameworks and legal requirements of both home and host countries. By continuously upgrading governance mechanisms, we ensure coordinated collaboration among governance bodies while enhancing operational efficiency and standardization. In information disclosure, we prioritize transparency, accuracy, and timeliness to protect investors' rights and interests, while building a strong foundation for long-term capital market development.

### **1. Standardizing Governance Body Operations**

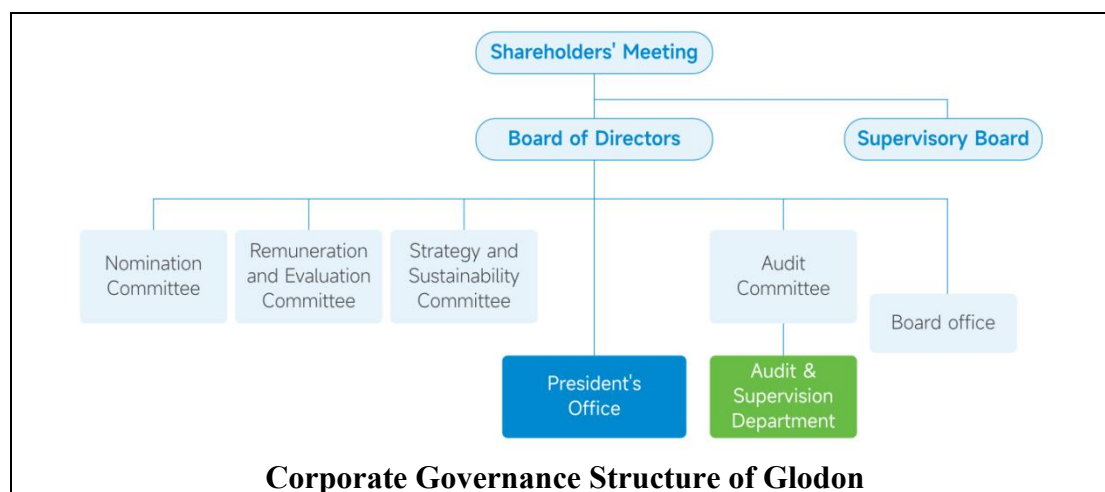
The company adheres to the principles of well-structured governance, complementary expertise, and exceptional capabilities, prioritizing board effectiveness to meticulously cultivate a diverse leadership team, while actively creating expansive career development opportunities for female executives to empower their professional growth. By the end of 2024, our Board of Directors, Supervisory Board, and senior management team comprised 16 members, including 3 women (18.75%). The Board structure balances career backgrounds, industry experience, and age diversity, with one-third each from the construction, digital economy, HR, and finance sectors. Their abundant knowledge, collective expertise, and competence drives strategic decision-making for stable and long-term growth.

The Company has established a scientific and standardized system for the operation of the three governance bodies.

The general meeting of shareholders serves as the highest governance body, with the Company convening regular and extraordinary general meetings of shareholders on a periodic basis. Glodon actively creates conditions to facilitate the participation of small and medium-sized shareholders, introduces online voting methods, and effectively enhances shareholder engagement.

The board of directors has established four specialized committees: nomination, compensation and appraisal, strategy and sustainable development, and audit. Each committee has clear responsibilities and works in synergy to provide professional support for the board's decision-making, effectively promoting the improvement of corporate governance. The Company's compensation and performance appraisal system for directors and senior executives fully balances various factors, demonstrating its responsibility to shareholders and society.

The board of supervisors consists of three supervisors, responsible for reviewing the Company's periodic reports prepared by the board of directors, supervising their performance and senior management in their official duties, and regularly inspecting the Company's financial status to review the authenticity, accuracy, and completeness of financial reports, safeguarding the legitimate rights and interests of the Company and all shareholders.



**In 2024,**

- 9 board members, including 3 independent directors, with an average tenure of 6.97 years
- 3 supervisory board members, including 2 female supervisors, with an average tenure of 4.7 years
- 7 senior management members, including 1 female executive, with an average tenure of 4.87 years
- Independent directors account for 33% of the board of directors and 67% of the audit committee, nomination committee, and compensation and appraisal committee

**In 2024,**

- Convened 4 general meetings of shareholders and extraordinary general meetings, reviewing 16 proposals
- Convened 9 board meetings, reviewing 44 proposals, with 100% attendance by board members
- Convened 6 supervisory board meetings, reviewing 13 proposals, with 100% attendance by supervisory board members
- Convened 2 strategy and sustainable development committee meetings, 2 nomination committee meetings, 2 compensation and appraisal committee meetings, and 6 audit committee meetings

## 2. Enhancing Information Disclosure Quality

Glodon clarifies the responsibilities of the board of directors, management, and relevant responsible parties, regularly conducts compliance training on information disclosure, and utilizes a risk early warning system to conduct routine reviews of information disclosure for compliance.

We prioritize investor engagement, leveraging the stock exchange's interactive platform to maintain real-time communication and promptly address inquiries, grievances, and feedback. Dedicated communication channels, including phone lines, fax, and email, are staffed around the clock to ensure seamless connectivity. To foster transparency and trust, we regularly host investor and analyst site visits, along with proactive briefings on financial performance, dividend policies, and strategic updates. These initiatives provide comprehensive insights into our operations, enabling us to attentively listen to investor perspectives and reinforce confidence in our long-term growth trajectory, thereby supporting our steady advancement in capital markets.

### In 2024,

- Disclosed 4 periodic reports and 134 interim reports
- Organized 5 investor briefings
- Received over 1,000 investors
- Achieved a 100% response rate on the stock exchange's interactive platform

## 3. Strengthening Risk Control Systems

Glodon strives to build a resilient risk management framework. Systemically, we adhere to listed company internal control standards, optimize resource deployment, and implement a three-tier risk governance structure with layered defense mechanisms to bolster risk mitigation capabilities. Operationally, we maintain an exhaustive risk inventory, clearly delineate accountability, employ scientific methodologies for risk assessment, and formulate tailored response strategies, embedding risk oversight into every facet of our business. Continuous improvement is ensured through periodic reviews of our risk protocols to sustain their relevance and efficacy, with iterative refinements based on evolving circumstances.

Our international risk preparedness is further fortified through enhanced oversight of overseas investments. This includes rigorous due diligence for outbound projects and refined post-investment oversight. We put the *Subsidiary Management System* in place to strengthen internal controls and risk governance across our global subsidiaries. We prioritize comprehensive training on local regulatory environments and international

compliance standards, ensuring strict adherence to host country corporate governance norms. These measures collectively elevate our cross-border operational resilience.

<b>Three Lines of Defense for Risk Prevention and Control in Glodon</b>	
<b>[First line of defense] business unit</b>	<ul style="list-style-type: none"> <li>Responsible for identifying, assessing, responding to, monitoring and reporting risks at the front end of the business</li> </ul>
<b>[Second line of defense] Compliance function</b>	<ul style="list-style-type: none"> <li>Check and confirm the authenticity, completeness and accuracy of transactions from a risk-control perspective, and provide guidance on the design, establishment, implementation and monitoring of internal system risk-controls.</li> </ul>
<b>[Third line of defense] audit function</b>	<ul style="list-style-type: none"> <li>Provide independent oversight of the Company's management systems, processes and control procedures and activities for each risk</li> </ul>

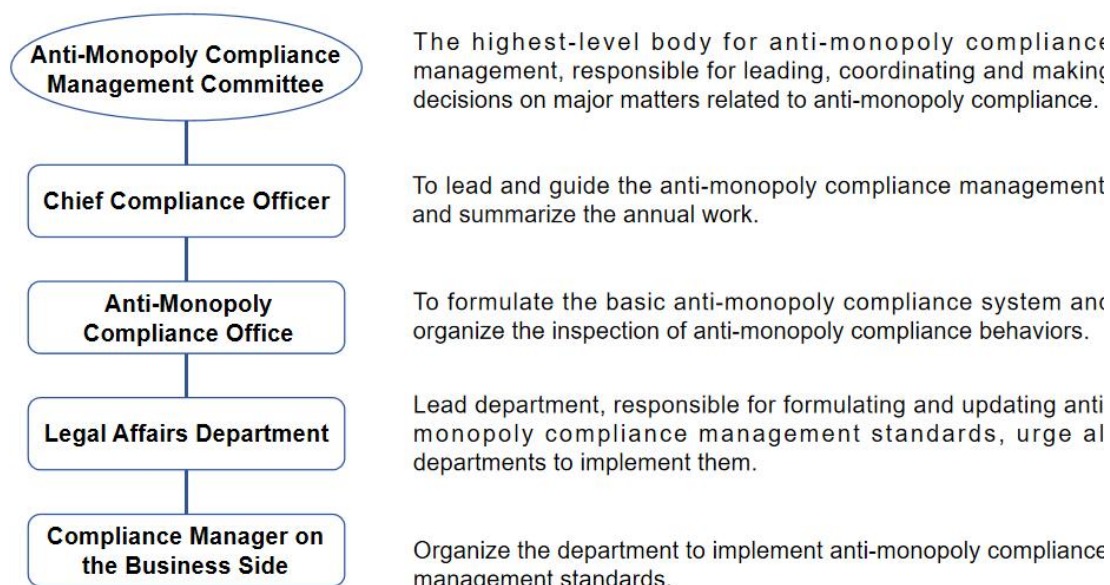
<b>Glodon Risk Prevention and Control Flow</b>	
<b>Establishment of a risk checklist</b>	<ul style="list-style-type: none"> <li>Conduct a thorough review of risks at both corporate and operational levels, including organizational structure, strategic development, internal governance, and tax compliance, to establish a risk checklist</li> <li>Maintain an up-to-date risk checklist to ensure timely and accurate risk profiling</li> </ul>
<b>Identify and analyze risks</b>	<ul style="list-style-type: none"> <li>Each department systematically gathers and analyzes internal and external data impacting business objectives, proactively identifying, categorizing, and flagging potential risks.</li> <li>Prioritize risks through ranking or quantitative analysis to determine control focus areas and mitigation priorities</li> </ul>
<b>Sound control measures</b>	<ul style="list-style-type: none"> <li>Evaluate risk-reward trade-offs to select optimal management strategies, considering risk drivers and our risk tolerance level</li> <li>Formulate response strategies and control measures aligned with existing frameworks to address identified risks</li> </ul>
<b>Strengthening early warning reporting</b>	<ul style="list-style-type: none"> <li>Monitor across all functions to ensure timely alerts for material risk changes, enabling proactive management adjustments.</li> </ul>

## 2) Upholding Business Ethics

We place great emphasis on business ethics and reputation. Grounded in laws and regulations, we resolutely oppose and crack down on monopolistic and unfair competition practices, upholding a fair and competitive market environment while safeguarding the Company's and stakeholders' legitimate rights and interests. We continue to advance our efforts against commercial bribery and corruption, fostering a corporate culture of integrity and transparency and cultivating a development atmosphere characterized by openness and honesty.

### 1. Anti-Monopoly Measures

The Company has refined its organizational structure and institutional system for anti-monopoly compliance management. In 2024, we established the Anti-Monopoly Compliance Management Committee, appointed a Chief Compliance Officer, and set up the Anti-Monopoly Compliance Office. We also revised the *Anti-Monopoly Compliance Guidelines* into the *Anti-Monopoly Compliance Management System*.



### Glodon's Anti-Monopoly Compliance Management Organizational Structure

Glodon has implemented anti-monopoly compliance constraints and measures throughout the business processes. During the pricing and sales strategy formulation stage, we have added a compliance review procedure prior to finalization. In the price transmission phase, we have developed and distributed compliance promotional materials to strictly regulate frontline business practices. In the offline quotation process, we have made public the prices of individual products on its official website, promoted

compliant quotation models, and piloted an online quotation model. Quotation contents and prices are first confirmed and recorded by customers before orders are generated, ensuring customers' right to know about product contents and prices. In the online sales process, we have added adjustment paths and prompt contents for renewal products to fully protect small and medium-sized customers' rights to independently adjust their products. We have also added a secondary channel for customers to contact the Company in its quotations to ensure that customer feedback is genuine and effectively communicated upwards.

We have implemented anti-monopoly compliance measures and reviewed their effectiveness. We have selected pilot business departments and, at the first level, focused on conducting spot checks and sampling inspections from the customer and sales sides to assess business compliance in areas such as price transmission, quotation, and services. At the second level, the Anti-Monopoly Compliance Office has reviewed and inspected the effectiveness of business implementation based on the results of spot checks, internal complaint records, and external industrial and commercial complaint data, identifying gaps and continuously strengthening implementation capabilities in weak areas.

Glodon has emphasized strengthening guidance on anti-monopoly compliance awareness. We organized compliance training for key personnel in relevant business lines, covering three major customer groups, five major business units, and the marketing service sector, with a total of 1,446 participants. We invited renowned experts and scholars, as well as senior legal counsel, to teach anti-monopoly compliance knowledge, with senior leaders of the group taking the lead in participating in training. We organized two centralized anti-monopoly compliance training assessments, with a participation rate of 97% and a passing rate of 96%. We gradually promoted the signing of the *Anti-Monopoly Compliance Commitment* by senior management, anti-monopoly compliance management personnel, personnel responsible for the Company's product pricing and sales policies, distributor management personnel, bidding staff, business leaders, and sales personnel.

**In 2024,**

- Anti-monopoly training covered a total of 1,446 individuals.

**As of the end of 2024,**

- 293 individuals had signed the Anti-Monopoly Compliance Commitment.

### **Anti-Monopoly Reporting Channels**

- Dedicated consultation and reporting hotline: 010-56402233
- Dedicated consultation and reporting email: fldhg@Glodon.com

## **2. Anti-Unfair Competition Measures**

The Company has adopted multiple internal measures to carry out anti-unfair competition compliance initiatives. It has formulated the *Brand and Brand Application Behavior Management System*, prohibiting any employee from disseminating false information related to the Company and eliminating defamation and slander against the Company and any other business entities to safeguard brand reputation. It has also formulated the *Internal Data Sharing and Data Access Management Measures*, revised the *External Information Release Management System*, prohibited the leakage, dissemination, and theft of the Company’s confidential information, trade secrets, and technical secrets, effectively preventing unfair competition risks, and maintaining a healthy and transparent business environment.

The Company has proactively identified and responded to external competition risks and resolutely safeguarded its own rights and interests. It has established a special rights protection team, shifting its approach from “cracking down on infringement channels” to “cracking down on technological crackers” for trademark infringements. It has actively assisted administrative law enforcement agencies and judicial organs in cracking down on counterfeit infringements and shaping a lawful and compliant business environment.

### **In 2024,**

- Conducted 4 anti-unfair competition training sessions.
- 200 participants attended anti-unfair competition training.



**Image: Glodon Conducted Anti-Unfair Competition Training**

### 3. Upholding Internal Control and Compliance

Glodon adheres to a law-based governance strategy, ensuring strict compliance with national laws and regulations, while conducting comprehensive legal education programs for all employees. This integrates compliance into every operational layer, with particular emphasis on implementing fiscal and taxation policy requirements, diligent tax obligation fulfillment, and safeguarding financial integrity.

Glodon continues to improve its internal audit mechanisms by introducing the *Audit and Supervision Management System*. It adopts an audit model of “data analysis - anomaly identification - risk prediction - anomaly specification - on-site audit - evidence solidification,” enhancing the application of digital risk analysis models in special audit projects. This approach achieves comprehensive internal control audit coverage across multiple businesses and value chains, focusing on core areas such as business units, customer groups, product lines, and functions. Through pre-project internal control evaluation and consensus-building sessions, the Company strengthens the empowerment of internal control management for business operations. Additionally, we have added online notification features and improved rectification inspection mechanisms to build a closed-loop work process of “objective - risk - control.”

Glodon deepens internal control management by establishing specialized committees based on operational needs, including the Integrated Portfolio Management Team (IPMT), Marketing Committee, Process Digitization Committee, Procurement Committee, and Anti-Corruption Compliance Committee, to oversee compliance efforts. We further strengthen internal control knowledge among organizational leaders, enhancing their risk awareness and management capabilities. The release of the *Internal Control Evaluation Management System* and pilot self-assessment projects for business units have enabled iterative updates of internal control audit methodologies, practical operation manuals, rectification workflows, internal control maturity evaluation models, and business self-assessment methodologies. These measures effectively safeguard operational compliance and asset security, promoting the management objectives of “strengthening internal control, preventing risks, and promoting compliance.”

**In 2024,**

- Over 5,000 participants in legal training
- Legitimacy review of 142 regulations, systems, and documents
- Legitimacy review of over 3,000 contracts
- Audit recoveries exceeding 10 million yuan
- No major litigation, arbitration, or other risk events

#### 4. Anti-Commercial Bribery and Anti-Corruption

Glodon has formulated strict anti-commercial bribery and anti-corruption policies, explicitly prohibiting any form of bribery, fraud, and other illegal activities. By establishing the *Conflict of Interest Declaration System*, the *Violation Accountability and Exemption Management Measures*, and revising the *Cadre Accountability System*, we improve our internal restraint and supervision mechanisms.

We enhance the integrity awareness and compliance capabilities of all employees. We have conducted internal integrity training sessions for over 200 employees involved in procurement activities and over 100 employees in sales, detailing illegal activities in procurement and sales processes. We also strengthen anti-corruption warning education and training for directors, senior executives, and middle managers, guiding them to establish correct values and views on power.

Glodon adheres to transparent and clean procurement practices, strengthening contract signing requirements by adding “anti-commercial bribery” clauses and setting penalties for violations. It has held special integrity training sessions for suppliers, introducing requirements for external partners’ integrity and self-discipline, and promoting the *Supplier Management System*. Suppliers are required to sign the *Supplier Integrity Commitment and Declaration of No Conflict of Interest*, setting a positive example for the industry’s healthy development.

Glodon has established a dedicated whistleblowing channel with a specialized team for handling reports and protecting whistleblowers, ensuring that all stakeholders can safely report potential misconduct.

**In 2024,**

- 650 *Anti-Commercial Bribery Commitment Letters* signed
- 3 anti-commercial bribery training sessions conducted
- 13 reports of dishonesty and corruption received
- 100% follow-up rate on reported cases
- 100% satisfaction rate with case handling
- Over 10 million yuan recovered through anti-corruption efforts

## **Anti-Corruption Whistleblowing Channels**

### **Website Reporting**

Glodon Official Website - Glodon Sunshine Integrity Platform (Website: [yglz.Glodon.com](http://yglz.Glodon.com)) - Integrity Reporting Column

### **Letter Reporting**

Address: Building 13, Glodon Information Building, East Zone, No. 10 Yard, Northwest Wangdong Road, Haidian District, Beijing, China

Recipient: Glodon Audit and Supervision Department

Zip Code: 100193

### **Email and Telephone Reporting**

Email: [jubao@Glodon.com](mailto:jubao@Glodon.com)

Contact Number: 010-56403197

### **Other Reporting Channels**

Enterprise WeChat - Workbench - Office Assistant - Integrity Reporting

Digital Office Platform - Sunshine Integrity Platform - Integrity Reporting Column

## **Whistleblower Protection**

The Company strictly prohibits the disclosure of any whistleblower information, manages reporting channels through dedicated lines, and restricts access to authorized personnel within the Audit and Supervision Department. All whistleblowing case files are uniformly archived and classified as top-secret.

# Low-Carbon Development

**Addressing Climate Change and Redefining Green Construction Paradigms.** Glodon is committed to a low-carbon development path, actively implementing energy conservation, emission reduction, and carbon mitigation initiatives. The company strengthens environmental management to minimize greenhouse gas emissions and other environmental impacts in daily operations, reducing its carbon footprint. Through relentless technological advancements and product innovation, Glodon empowers green buildings, sustainable supply chains, and ecological governance.

In 2024,

Environmental protection investment:

**148,800** RMB

Electronic seal system reduced paper mailings by

**57,551** documents

Glodon Carbon Factor Database compiled

**8,000** carbon factor entries for building materials



## Sustainable Development Goals



## 1) Upholding Low-Carbon Operations

The Company proactively aligns with international frameworks such as the *Paris Climate Agreement*, the *2030 Agenda for Sustainable Development*, and the *United Nations Framework Convention on Climate Change (UNFCCC)*. It reinforces carbon footprint management through categorized governance of greenhouse gas emissions and energy monitoring measures to cut carbon emissions at the source. Meanwhile, Glodon drives climate-resilient transformations in its strategies and business models, enhancing overall climate adaptability and contributing to global sustainability efforts.

### 1. Climate Action Implementation

Following the Task Force on Climate-related Financial Disclosures (TCFD) guidelines, Glodon conducts comprehensive climate-related work. We optimize governance structures for strategic planning, analyze impacts, risks, and opportunities, and conduct targeted indicator and goal assessments. Through systematic approaches, we advance climate-related financial impact evaluations and adaptability analyses. We identify carbon emission sources, implement categorized greenhouse gas management, and reduce our carbon footprint. Glodon continues to increase R&D investments in low-carbon products and services, leverages digital solutions to empower industry-wide carbon reduction and contributes to global climate mitigation efforts.

<b>Identifying Glodon's Carbon Emission Sources</b>		
<b>GHG Emission Scope</b>	<b>Source</b>	<b>Scenario</b>
<b>Scope 1</b>	Mobile combustion	Company vehicles using fuel
	Stationary combustion	Cafeteria areas
<b>Scope 2</b>	Purchased electricity	Electricity used in office spaces
	Purchased heat/cooling	Supply of heat/cooling
<b>Scope 3</b>	Upstream and downstream along the supply chain	Emissions from employee commuting
		Emissions from business travel
		Emissions from logistics and supply activities
		Emissions from the procurement of purchased goods

<b>Glodon's Carbon Emissions in 2024</b>				
<b>Emissions</b>	<b>Regions</b>	<b>Beijing</b>	<b>Xi'an</b>	<b>Shanghai</b>
Scope 1 Carbon Emissions (tCO <sub>2</sub> ) by Region		133.49	97.13	3.79
Scope 1 Carbon Emissions (tCO <sub>2</sub> )		234.41		
Scope 2 Carbon Emissions (tCO <sub>2</sub> ) by Region		4321.45	4547.14	1213.22
Scope 2 Carbon Emissions (tCO <sub>2</sub> )		10081.81		
Scope 3 Carbon Emissions <sup>2</sup> (tCO <sub>2</sub> ) by Region		8.70	9.81	0.84
Scope 3 Carbon Emissions (tCO <sub>2</sub> )		19.35		
<b>Total Scope 1 and 2 Emissions (tCO<sub>2</sub>)</b>		10316.22		
<b>Carbon Intensity (t/million yuan)</b>		1.66		

<b>Glodon's 2024 Carbon Emission Factor Statement</b>
<p><b>1. Electricity CO<sub>2</sub> Emission Factor</b>            Adopted factor: 0.5366 kg CO<sub>2</sub>/kWh (based on the 2022 power sector CO<sub>2</sub> emission factor published by the Ministry of Ecology and Environment and the National Bureau of Statistics in 2024).</p>
<p><b>2. Natural Gas CO<sub>2</sub> Emission Factor</b>            Adopted factor: 2.16 kg CO<sub>2</sub>/m<sup>3</sup>.            Calculation formula: Natural Gas CO<sub>2</sub> Emission Factor = (Natural gas calorific value-based CO<sub>2</sub> emission factor: 55.54 tCO<sub>2</sub>/TJ) × (Natural gas lower heating value: 389.310 GJ/10,000 Nm<sup>3</sup>) = 2.16 kg CO<sub>2</sub>/m<sup>3</sup>            (Source: <i>Building Carbon Emission Calculation Standard GB/T51366-2019; Greenhouse Gas Emission Accounting &amp; Reporting Guidelines for Chinese Iron &amp; Steel Producers (Trial)</i>).</p>
<p><b>3. Gasoline CO<sub>2</sub> Emission Factor</b>            Adopted factor: 2.92 kg CO<sub>2</sub>/kg.            Calculation formula: Gasoline CO<sub>2</sub> Emission Factor = (Gasoline calorific value-based CO<sub>2</sub> emission factor: 67.91 tCO<sub>2</sub>/TJ) × (Gasoline lower heating value: 43.07 GJ/t) = 2.92 kg CO<sub>2</sub>/kg            (Source: <i>Building Carbon Emission Calculation Standard GB/T51366-2019; Greenhouse Gas Emission Accounting &amp; Reporting Guidelines for Chinese Iron &amp; Steel Producers (Trial)</i>).</p>
<p><b>4. Tap Water CO<sub>2</sub> Emission Factor</b>            Adopted factor: 0.168 kg CO<sub>2</sub>/t (<i>Building Carbon Emission Calculation Standard GB/T51366-2019</i>).</p>
<p><b>5. Purchased Heat CO<sub>2</sub> Emission Factor</b>            Adopted factor: 0.11 tCO<sub>2</sub>/GJ (<i>Greenhouse Gas Emission Accounting &amp; Reporting Guidelines for Industrial Enterprises (Trial)</i>).</p>

### (1) Climate Adaptability Analysis

The Company has established a systematic climate-related financial impact assessment process to identify and analyze climate-related risks and opportunities. Led by the Finance Management Center, a cross-functional team evaluates financial impacts based on defined materiality thresholds. Quantitative assessments are conducted to evaluate climate adaptability across dimensions including low-carbon policy transitions, low-carbon technologies, and extreme weather events, focusing on their likelihood, intensity, trends, and impact pathways.

Climate Risk Analysis			
Risk Type		Risk Description	Mitigation Measures
Transition Risks	Policy & Regulatory	<ul style="list-style-type: none"> <li>Pressures from international/d omestic policy regulations; carbon price increases, stricter carbon reporting requirements</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen carbon footprint management; implement categorized GHG management to reduce emissions</li> <li>Regularly disclose climate-related information</li> </ul>
	Low-Carbon Technology	<ul style="list-style-type: none"> <li>Intensified competition under low-carbon transition</li> </ul>	<ul style="list-style-type: none"> <li>Integrate new technologies with construction industry needs to develop competitive solutions</li> <li>Enhance differentiated competitiveness (e.g., customized solutions)</li> </ul>
	Reputation	<ul style="list-style-type: none"> <li>Reputation damage from perceived inadequate climate action</li> </ul>	<ul style="list-style-type: none"> <li>Increase transparency of climate actions and progress</li> <li>Develop low-carbon demonstration projects, host forums, join initiatives, and participate in standard-setting</li> </ul>
Physical Risks	Acute	<ul style="list-style-type: none"> <li>Natural disasters (typhoons, storms, floods, droughts) and extreme temperatures</li> </ul>	<ul style="list-style-type: none"> <li>Factor climate impacts into data center site selection</li> <li>Upgrade equipment energy efficiency and adopt energy-saving technologies</li> <li>Build and maintain extreme weather resilience infrastructure</li> </ul>
	Chronic	<ul style="list-style-type: none"> <li>Sea-level rise, prolonged high temperatures</li> </ul>	<ul style="list-style-type: none"> <li>Factor climate impacts into operational site selection</li> <li>Strengthen supplier management and diversify supply chains</li> </ul>

<b>Climate Opportunity Analysis</b>		
<b>Opportunity Type</b>	<b>Opportunity Description</b>	<b>Action Plan</b>
<b>Market Opportunities</b>	<ul style="list-style-type: none"> <li>• Opportunities arising from changes in the regulatory environment, such as policies and regulations related to climate factors driving the low-carbon transformation of the construction industry in various countries.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand service scope, accelerate international market penetration, and provide digital low-carbon solutions and support the low-carbon digital transformation of industries</li> </ul>
<b>Product &amp; Service</b>	<ul style="list-style-type: none"> <li>• The market may tend to choose low-carbon products and services, such as the increased demand in the industry for carbon accounting throughout the building life cycle and low-carbon design tools.</li> </ul>	<ul style="list-style-type: none"> <li>• Developing new technologies and products that meet the market's low-carbon transformation needs, such as expanding the low-carbon product matrix around the building life cycle</li> <li>• Innovative products or services that support the transition to a low-carbon economy (e.g., green building materials platforms, new energy construction solutions, green building services, etc.)</li> </ul>
<b>Resource Efficiency</b>	<ul style="list-style-type: none"> <li>• Opportunities brought about by the advancement of climate change actions, the Company's supply chain resilience, and the improvement of design efficiency driven by BIM technology.</li> </ul>	<ul style="list-style-type: none"> <li>• Assist upstream and downstream partners in strengthening supply chain resilience and achieving green traceability for key building materials (such as steel and concrete).</li> <li>• Advance technologies and promote a resource recycling ecosystem.</li> </ul>
<b>Influence &amp; Reputation</b>	<ul style="list-style-type: none"> <li>• As an industry leader and ESG pioneer, contributing wisdom to the digital transformation of the construction industry and gaining advantages in green financing and cooperation.</li> <li>• Opportunities arising from the increasing attention of stakeholders to climate change.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous technology output and ecosystem co-construction, participating in the formulation of relevant standards and policies.</li> <li>• The positive impact on the Company's reputation from actively responding to climate change may lead to an increase in market share in emerging markets.</li> </ul>

## **(2) Greenhouse Gas Emissions Management**

Glodon continues to strengthen its greenhouse gas emissions management, committed to achieving low-carbon development in its own operations. By identifying and categorizing carbon emission sources, Glodon gradually reduces its carbon footprint. Glodon monitors Scope 1 greenhouse gas emissions. In terms of mobile combustion, it enhances fuel consumption statistics for company vehicles, optimizes driving routes for fuel-consuming vehicles, and conducts regular maintenance to ensure vehicles operate efficiently. In fixed combustion, Glodon uses clean and renewable energy sources such as natural gas and electricity, and equips energy-efficient stoves to improve energy efficiency. In fugitive emissions, Glodon selects eco-friendly refrigerants and strengthens air conditioning maintenance and inspection to prevent refrigerant leaks.

Glodon promotes Scope 3 emission reductions by optimizing supply chain management and actively taking actions to achieve value chain emission reductions. In business travel, Glodon implements digital online process approvals, online meetings, online registration systems, and email communications to reduce travel. Within reasonable limits, the Company encourages employees to prioritize more low-carbon and environmentally friendly public transportation options. In employee commuting, we practice green transportation concepts, encourage employees to use public transportation, and operate eight employee shuttle buses that are all new energy vehicles. We rationally plan parking lots, increase charging station spaces, and encourage employees to use new energy vehicles to reduce transportation carbon emissions. As of the end of 2024, 100 electric vehicle charging stations have been installed. Glodon prioritizes logistics suppliers that practice low-carbon concepts, set carbon reduction targets, and take positive actions. The electronic contracting platform reduces greenhouse gas emissions in the contract courier and mailing process. In 2024, the electronic seal system reduced document mailings by 57,551 copies. In procurement, Glodon prioritizes products and services from suppliers with low carbon footprints and conducts environmental assessments on manufacturing suppliers.

### **Case: Hosting “Energy Conservation and Consumption Reduction Season” Activities to Reduce Employee Carbon Footprints**

In the third quarter of 2024, Glodon Shanghai Building launched an online Energy Conservation Season interactive activity. Through online energy conservation knowledge quizzes, weekly Friday computer shutdown check-ins, and low-carbon lifestyle sharing, it raised employees’ awareness of energy conservation

and consumption reduction, encouraged their daily low-carbon practices, and transformed short-term advocacy into long-term practice for a green future.



**Image: Glodon’s series of fun activities create a green and low-carbon office atmosphere**

### **(3) Low-Carbon Products and Services**

The Company leverages its technological advantages in the digital field, integrates low-carbon development concepts into its products and services around the entire life cycle of the construction industry, increases low-carbon technology research and development, and creates carbon emission measurement cloud platforms (Glodon Carbon Cloud) and other carbon reduction solutions to promote deep carbon reduction in construction enterprises. We build a carbon factor library for the Chinese construction sector, help construction enterprises achieve low-carbon transformation, and drive green and sustainable development across the entire industry chain. In 2024, Glodon Carbon Cloud supported the successful hosting of two competitions: the “2024 World Vocational Colleges Skills Competition” and the “11<sup>th</sup> International University BIM Graduation Design Innovation Competition - BIM Building Carbon Emission Calculation and Carbon Reduction Design Module Task Guidelines.” As of the end of 2024, Glodon Carbon Cloud has served over 300 projects and over 1,000 users, and the carbon factor library has included 8,000 carbon factors of building materials.

### **(4) Support green development initiatives**

As the initiator of the Zhongguancun Digital Construction Green Development Alliance, the company has long served as the chairman unit and secretariat unit of the alliance, actively building an industrial ecosystem for the green development of digital construction, promoting cooperation among alliance members, and forming a mutually beneficial and win-win cooperation model. In 2024, Guanglianda supported the alliance in developing the *Building Engineering Information Modeling Data Exchange Standard* and hosting the Third China Real Estate Low-Carbon Digital Innovation Summit, enhancing the low-carbon competitiveness and sustainable development capabilities of the entire industry.

The company is committed to cultivating green development talent and providing college students with public support in green skills and career development. In 2024, the company welcomed a team of students from the *New Green Plan Youth Talent Cultivation Program*.

## **2. Energy Utilization**

The Company adheres to a green operation concept, strengthens energy management, and continuously improves energy use efficiency. The primary energy source used by the Company is electricity, and it continues to increase the proportion of clean energy use by installing rooftop photovoltaic power generation devices, solar water heating rooms, and noise-reducing sunshade systems. The self-built, self-operated, and self-used Glodon Xi'an R&D Center Building has been in stable operation for 2 years and has successfully passed the international LEED Gold and the WELL Platinum Certification.

The Company adheres to the overall energy consumption management goal of “balancing quality with energy,” meets employees’ spatial needs for different seasons and environments, and promotes energy consumption management goals through daily energy consumption control. It comprehensively promotes office electricity and air conditioning control, formulates energy-saving strategies, clarifies office computer energy-saving control plans, and expands energy-saving management space. It adopts elevator intelligent systems to optimize elevator operation modes and car air conditioning temperature settings, reducing elevator operation energy consumption and air conditioning energy consumption. The Glodon Xi'an R&D Center building optimizes its energy management system, analyzes gaps between energy consumption management and goals, and formulates action plans and solutions. In 2024, through refined control of air conditioning operations, the air conditioning energy consumption costs of Glodon Guangzhou Building decreased month by month, with a 48% decrease in air conditioning electricity consumption in October compared to July. The Glodon Shanghai Building achieved a 16.37% year-on-year decrease in new energy air conditioning electricity consumption and a 13.3% year-on-year savings in VRV air conditioning electricity consumption.

The Company deeply practices energy conservation and consumption reduction actions, builds a private cloud platform, migrates data resources to container clouds, and improves energy utilization by 5%. It adopts high-efficiency energy-saving LED lighting fixtures and sets automatic screen sleep modes in conference rooms. It advocates turning off computers after work, uses building automation systems (BA) for centralized control and timed switching of public area lighting in towers, and posts

energy-saving signs, transitioning from calling for energy conservation to guiding all employees to actively participate in energy conservation, creating an energy-saving awareness and all-employee participation energy-saving atmosphere. In 2024, the Glodon Xi'an R&D Center building voluntarily reported the suspension of heating in vacant floors, saving 8,850.4 square meters of heating heat.

Energy Usage of Glodon in 2024 (Unit: tce)				
Usage	Region	Beijing	Xi'an	Shanghai
Total Direct Energy Consumption		79.85	59.81	2.09
Total Indirect Energy Consumption		990.44	1127.65	297.31
Total Energy Consumption		2557.15		

Glodon's Energy-Saving Goals and Achievements in 2024				
Goals and Progress	Region	Beijing	Xi'an	Shanghai
Energy-Saving Target (tce)		4	Unset <sup>1</sup>	13
Energy Saved (tce)		4.4	/	15
Energy-Saving Target Achievement Rate (%)		110%	/	115%

### Case: Energy-Efficient Renovation of Old Server Room

In May 2024, Glodon carried out a special energy-saving renovation for the 14 old air-conditioning systems in the Phase II server room in Beijing, which had poor cooling effects. By replacing the old air-conditioning equipment with high-efficiency energy-saving air-conditioning systems and equipping them with intelligent control modules to achieve dynamic load regulation; optimizing the airflow organization design in the server room to reduce the mixing of hot and cold air and improve cooling efficiency; upgrading the dynamic environmental monitoring system in the server room for real-time monitoring and data analysis of equipment to optimize operating parameters and reduce energy consumption. After the system renovation, the monthly electricity savings were 35,000 to 40,000 kWh, and the overall energy efficiency was improved by approximately 30%; the equipment failure rate was reduced by 10%, and the overall system safety and reliability were enhanced.



**Image: Comparison of Electricity Usage Before and After Server Room Energy-Saving Renovation**

<sup>1</sup> As the company's business expands, new servers are continuously being added to the data center of Glodon Xi'an Building. The existing estimation methods struggle to accurately predict energy-saving targets. Considering only the electricity consumption for daily office operations, the energy use in Glodon Xi'an Building decreased by 9% in 2024 compared to 2023.

## **2) Management of Environmental Impact**

Glodon strictly adheres to international environmental regulations, such as the *World Environmental Convention*, and complies with local laws in its operating regions. It has established an environmental management system in line with the ISO 14001 standard, regularly updating relevant documents to reflect changes in internal and external circumstances. The Company has also set up a comprehensive waste management system, improved its environmental risk assessment system, and developed emergency plans for sudden environmental incidents to effectively mitigate environmental risks. Glodon promotes cleaner production, encourages resource-saving initiatives, supports the circular economy, and reduces the environmental impact of its daily operations.

The Company belongs to the software and information technology services industry, and its production and operation activities, as well as those of its controlling subsidiaries, have not had a significant impact on ecosystems and biodiversity. During the reporting period, the Company did not experience any major sudden environmental incidents and was not penalized for environmental issues.

### **1. Waste Management**

The Company strictly adheres to local waste management laws and regulations, establishing a robust waste management system. It continuously enhances its waste classification and recycling systems, standardizes waste treatment processes, and ensures compliance to minimize environmental pollution and create a greener, cleaner, and tidier workplace. The Company also sets clear waste reduction targets, promotes waste reduction at the source, and improves resource utilization to decrease waste generation during production and operations.

The waste generated by the Company's daily operations is categorized into harmless waste and hazardous waste. Harmless waste includes domestic waste, kitchen waste, waste paper, plastics, and metals. Hazardous waste consists of scrapped electronic components, equipment, ink cartridges, fluorescent tubes, exposed circuit boards, batteries, and other such items from office, business, and server room premises. The Company strictly enforces waste classification and treatment. Domestic waste is sorted and transported to locations designated by the environmental sanitation department. Kitchen waste is recycled and treated by qualified units. Construction waste is promptly cleaned up and properly disposed of by the construction party. Confidential documents are destroyed in an environmentally friendly manner.

Hazardous waste is classified and stored in warehouses that meet pollution control standards, with clear warning signs. In line with the Company's fixed asset retirement policies, qualified waste recyclers certified by the environmental protection department are selected for disposal. Recycling records and filings are maintained to ensure compliant waste disposal.

<b>Glodon's Waste Emission in 2024</b>		
Harmless Waste Emission Target	t	1600.00
Harmless Waste Emission	t	1271.52
Harmless Waste Emission Intensity	t/million yuan	0.21
Hazardous Waste Emission Target	t	0.60
Hazardous Waste Emission	t	0.41
Hazardous Waste Emission Intensity	t/billion yuan	0.0066



**Image: Garbage Classification and Disposal**

**Case: Promotion of E-Invoices to Reduce Waste Emission**

In 2024, Glodon promoted digital e-invoices and implemented financial sharing. By unifying financial accounting rules and processes and innovatively applying technologies such as OCR, it achieved a ticketless rate of 58%-60%. The financial sharing reform not only improved the efficiency of invoice management and financial processing but also reduced waste emissions caused by paper invoices and lowered energy consumption and carbon emissions during the printing, storage, and transportation of paper invoices.

## 2. Water Resource Utilization

The Company is dedicated to efficiently using and protecting water resources. It enhances water resource management, sets water-saving targets, optimizes water resource allocation, explores new water-saving technologies and models, boosts water resource efficiency, and eases urban water pressure.

The Company’s water supply comes entirely from municipal sources, which are fully compliant with applicable regulations. Building sewage and wastewater are discharged into municipal pipelines in accordance with national and local laws. The Glodon Xi’an R&D Center building and Guangzhou Building feature a “sponge city” design to collect and reuse rainwater, greywater, tailwater, and condensate water, reducing reliance on freshwater resources. Collected rainwater is treated for use in irrigation and landscape fountains. During cooler periods, sprinkler irrigation is used for landscaping, and natural rainfall is integrated into the irrigation plan to boost efficiency. The Company has optimized its intelligent water-saving system, adopted water-saving equipment, and enhanced regular maintenance and inspection of water-using equipment to prevent leaks and drips. Water pressure and flow rates are set appropriately to minimize faucet splash waste. Additionally, the Company is committed to raising employee awareness of water conservation. It posts “Save Water” reminders, ensures that water is turned off in the canteen when not in use, and prohibits continuous water flow.

<b>Glodon’s Water Resource Utilization in 2024</b>		
<b>Total Water Resource Consumption</b>	Cubic Meter	115187
<b>Water Resource Consumption Intensity</b>	t/million yuan	18.57

## 3. Circular Economy

The Company promotes the development of the circular economy, adheres to the principles of “reduction, reuse, and recycling,” and improves resource utilization efficiency by institutionalizing the saving of material resources and reducing resource consumption and waste. It explores diversified ways of resource recycling and reuse, promotes the efficient transformation of recyclable waste.

The Company prioritizes resource efficiency by integrating environmental protection and recyclable packaging criteria into procurement evaluations for select materials. It minimizes disposable packaging use and employs eco-friendly materials for seasonal gift boxes to boost recycling rates. To advance paperless operations, digital systems are implemented for approvals, meeting reservations, and communications, alongside mandatory double-sided printing for informal documents. It promotes

resource recycling by establishing an office supplies recycling mechanism. Reusable items like ink cartridges, toner cartridges, and folders are uniformly recycled, repaired, and redistributed. Low-load machines are integrated and recycled, boosting the resource utilization rate of private cloud machines by 10%. The Company collaborates with recyclers to recycle waste paper, plastics, and metals monthly, reducing landfill burdens. Garbage classification signs are set up to guide employees, improving recycling rates. In 2024, office paper consumption was 9.17 tons, down 20.95% from 2023.

<b>Glodon's Waste Recycling in 2024 (Unit: t)</b>				
<b>Utilization</b>	<b>Region</b>	<b>Beijing</b>	<b>Xi'an</b>	<b>Shanghai</b>
<b>Waste Recycling</b>		0.50	1.62	0.30
<b>Total Waste Recycling</b>		2.42		

# Striving for Excellence

Advance scientific and technological capabilities to drive high-quality development in the industry. Glodon upholds a commitment to professional excellence and continuous innovation as the core driving forces of its development. The Company remains dedicated to technological advancement, product optimization, and client-centric service, striving for excellence with a steadfast pursuit of industry leadership as it presses forward to be a pioneer of independent innovation. With high-quality services as a bridge to connect with clients, the Company remains committed to driving customer success. Through embedding the spirit of continuous improvement across all products and services, Glodon strives to become a trusted, long-standing, and widely recognized enterprise of excellence.

In 2024,

R&D investment accounted for  
**29.10%** of total revenue

Customer satisfaction rate in issue  
resolution reached **98%**

As of the end of 2024,

Obtained a cumulative total of  
**632** granted patents,  
**676** registered trademarks,  
and 960 registered software  
copyrights

Participated in the development of **1** international  
standard and **23** national standards



## Sustainable Development Goals



## **1) Actively Advancing Independent Innovation**

Glodon continues to increase investment in research and development, actively exploring and innovating emerging application scenarios to convert technological achievements into core momentum for the digital transformation of the construction sector. Significant breakthroughs have been made in key areas such as BIM and CIM. Leveraging independent R&D and long-term industry practices and experience, Glodon has successfully developed an AI Large Language Model specifically for the construction industry, consolidating a robust digital foundation for advancing new quality productive forces and empowering the sector's technological upgrades and industrial transformation.

### **1. Technology-Driven Development**

Leveraging strong technical capabilities and extensive practical experience, Glodon makes all-out efforts to foster new quality productive forces in the construction industry with digital technology at its core. The Company has established clear objectives and strategic plans for R&D and innovation management, with a strong focus on core technologies to steadily develop an open and innovative technological framework and ecosystem. Over the past five years, Glodon's average annual R&D investment exceeded **30%** of its operating revenue. Moreover, the Company currently holds intellectual property rights for a wide range of key digital technologies in the construction industry, covering BIM/CIM, IoT, big data, AI, and cloud neutrality technologies. Glodon has long focused on the deep exploration of key areas in the industry, such as smart cities, smart industrial zones, construction industrialization, and BIM technology.

Technology is positioned as the core engine to drive Glodon's development. Through its key technology strategy of Glodon's Business Platform, Graphics Platform, and AI Application, the Company is building a digital foundation for the development of new quality productive forces in the construction industry. The Business Platform refers to a construction-industry-specific PaaS platform with proprietary intellectual property for business in the construction sector that spans the entire lifecycle of construction projects; the Graphics Platform represents a proprietary 3D graphics and design platform with continuously upgraded key technologies that fully support the development of 3D applications; and the AI Application means the Large Language Model (LLM) for the construction industry and AI-native applications that enhance AI applications across design, transaction, and construction phases. All these enable the

construction industry to achieve digital transformation and high-quality development driven by refined management.

In 2024, we officially launched **AecGPT**, the industry’s first AI large language model for the construction industry. AecGPT supports multimodal data interaction and tailors for one-stop AI application development across seven key areas including planning, design, transactions, cost management, construction, operations, and comprehensive management. It possesses specialized capabilities in automation, analytical decision-making, and assisted generation. Powered by industry-specific knowledge enhanced through Retrieval-Augmented Generation (RAG) technology with hundreds of millions of tokens, AecGPT achieved an average score of **97%** in the China First-Class Constructor Qualification Examination, fully demonstrating its authoritativeness and potential as an intelligent tool.

### Independent R&D: Strengthening the Technological Edge of Glodon’s Business Platform, Graphic Platform and AI Application

Construction Business Platform with Proprietary Intellectual Property for the Construction Industry	Continuous Upgrades to Core Technologies for Proprietary 3D Graphics and Design Platforms	Steady Deployment of AI-native Applications across the Full Lifecycle of Design, Transaction, Tendering, Procurement, and Construction
<ul style="list-style-type: none"> <li>Over 20 years of industry expertise and insights</li> <li>Experience from over 300,000 enterprise clients</li> <li>Robust support from secure and reliable domestically developed technologies</li> </ul>	<ul style="list-style-type: none"> <li>Proprietary graphics technology</li> <li>Over 50 formats supported for BIM and GIS</li> <li>More than 20,000 developers on the platform</li> <li>Capability to handle BIM models exceeding 400,000 square meters</li> <li>GIS capacity covering over 2,000 square kilometres</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing iteration of AecGPT—the AI Large Language Model for the construction industry</li> <li>Systematic development of enterprise-level AI capabilities</li> <li>Integration of AI and BIM to accelerate the dual circulation of data</li> </ul>

#### **In 2024,**

- 91 new patent applications, including 87 invention patents
- 183 patents newly granted, including 182 invention patents
- 58 new software copyrights registered

### Wide Recognition of R&D Achievements

- Led and accomplished the project *Key Technologies R&D and Application of BIM 3D Graphics System for the Construction Industrial Internet*, which was awarded the First Prize at the 2023 China Award for Science and Technology in Construction
- Glodon’s BIM Construction Drawing Audit Solution and Smart Material Management Solution Based on Cloud Computing, Big Data, IoT, and Mobile Internet, and AI were selected as 2023 Model Solutions for IT Application and Innovation by the Cybersecurity Center of the Ministry of Industry and Information Technology of China
- The project *Key Technologies and Applications for Intelligent Monitoring of High-Rise Building Construction Quality* received the Second Prize in the Hubei Provincial Science and Technology Progress Award from the Hubei Provincial Department of Science and Technology
- The project *Key Digital and Intelligent Technologies and Applications for the Full Lifecycle of Major Urban Infrastructure Construction* was awarded First Prize in the Guangdong Science and Technology Award from the Guangdong Municipal Industry Association
- Glodon’s AI Large Language Model for the Construction Industry was recognized as a Model Scenario Application for AI LLM at the Global Digital Economy Conference in Beijing
- The project of the Glodon CIM Platform was selected as a Best Practice of *Contribution to Standardization* by the National Technical Committee 426 on Digital Technique of Intelligent Building and Residence Community of Standardization Administration of China (SAC/TC426)
- The Integrated Financial Services Platform for Digital Transaction was recognized as a Model Case under the Beijing “Data Elements X” initiative by the Beijing Municipal Bureau of Economy and Information Technology
- The *AI Large Language Model for the Construction Industry* was once again recognized as the 2024 Beijing’s Model Scenario Application for AI LLM at the Global Digital Economy Conference

### Case: Empowering the First National BIM Skills Competition and Demonstrating Glodon’s Technological Capabilities

In 2024, China hosted the first national-level BIM vocational skills competition—the *2024 National Vocational Skills Competition for Housing and Urban-Rural Development Industry*. A Glodon’s series of software was among the officially designated software tools for the competition and played a key role in contributing to success throughout the competition. Glodon’s software was widely adopted in the competition, especially in provincial qualifiers across 32 regions in China, with approximately 70% of participating contestants using Glodon’s BIM

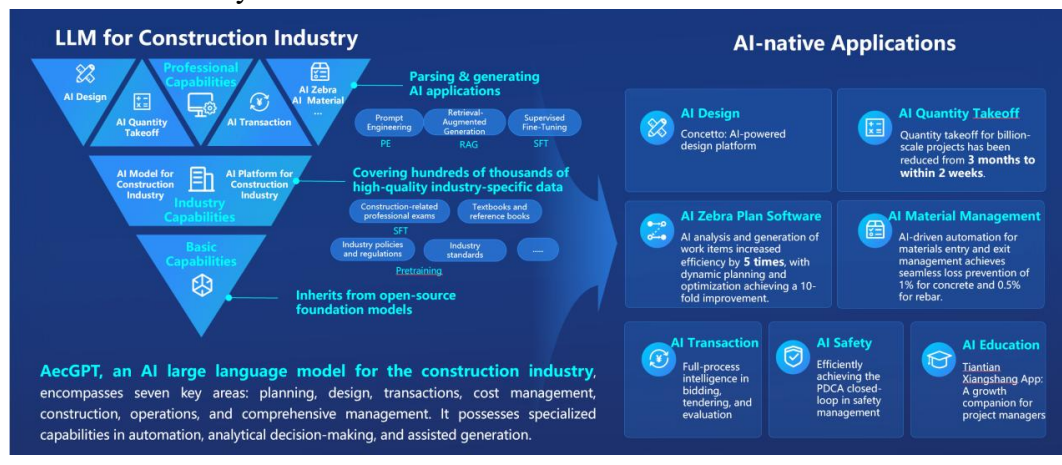
software. Among the top ten finalists, 90% were Glodon users. This widespread usage fully validated the practical value of Glodon's solutions and effectively showcased the industry's strong recognition of its BIM software, establishing them as a benchmark for technological innovation in China's construction sector.



**Image: Proprietary BIM Graphics Platform Driving High-Quality Development in the Industry**

**Case: Launching AI Large Language Model for the Construction Industry to Empower Digital Transformation in the Construction Industry**

In May 2024, Glodon launched the AecGPT, an AI Large Language Model, and a dedicated AI Platform for the Construction Industry, marking a new milestone in the AI-driven digital transformation in the construction sector. As part of its “AI+” initiative, the Company is leveraging data and connectivity to accelerate the digital upgrade of the construction industry. In August 2024, Glodon introduced multi-scenario LLMs, with a focus on L2-level scenario models covering seven core business domains: architectural design, quantity take-off, planning, materials management, transactions, safety, and education. By addressing specific issues in operational scenarios, these models can provide more relevant and targeted services and improve application effectiveness, marking a significant leap forward in Glodon's AI development toward more specialized and scenario-driven applications within the industry.



## 2. Tackling Key Challenges

We continue to increase its investment in research and development, actively exploring innovative application scenarios, and fully committing to transforming technological achievements into the core driving force for the digital transformation of the construction industry. In this regard, we have successfully developed BIM-supporting tools and platforms, initiating demonstration applications. Additionally, we have developed a series of software solutions, including the proprietary CIM foundational platform and integrated modeling tools for buildings, land, and spaces. Through independent R&D and years of accumulated practical experience, Glodon has successfully created an AI large language model for the construction industry, laying a solid digital foundation for the development of new quality productive forces in the construction industry and empowering technological upgrades and industrial transformation within the sector. Moreover, we remain dedicated to strengthening our innovation capacity by leading and undertaking major projects in the industry to drive high-level technological innovation, thus continuously injecting vigor into the digital transformation of construction enterprises.

### ***Case: Successful Acceptance of the Project *Research and Demonstration on the Key Technologies of the CIM Platform****

On May 8, 2024, Glodon, as the project leader for the first time, successfully passed the acceptance of the major industry project titled *Research and Demonstration on the Key Technologies of the CIM Platform*. This project completed research on key technologies in areas such as panoramic spatial modeling for the CIM platform, lightweight processing of massive spatial model data, multi-source heterogeneous data fusion engines, and high-fidelity rendering. The project has established a CIM platform architecture that meets the business needs for urban planning, design, construction, and operational management.

## 3. Enhancing Independent Innovation Capabilities

Glodon firmly believes in technology as the cornerstone of its growth and has created an environment conducive to R&D and innovation. The Company places a strong emphasis on top-level design for technological R&D and has developed a framework for R&D and innovation management. A four-tier product R&D management structure has been established, which includes "the Company's Product Management – Product Line/Platform Strategic Management – Product/Platform Value and Roadmap Management – Product R&D Management." The R&D/Quality Management Committee is responsible for the construction and operation of the Company's product R&D system. The company has incorporated innovation into its

performance appraisal system to fully stimulate employees' work enthusiasm and creativity. It has revised the group's production and research management indicator system to quantify performance, gain insight into the actual level of the group's production and research capabilities, align with industry production and research efficiency measurement methods, identify gaps with advanced organizations in the industry, and provide a reference for the overall improvement of the group's production and research capabilities.

Glodon integrates advanced technological resources and has established eight technology R&D centers across five countries, supporting core technological innovation and upgrades. In China, the Company has built five innovation hubs, where validation and exploration are carried out concurrently. Through self-research and self-development, Glodon integrates digital building theories into practice. In 2024, Glodon Smart Construction and South China Headquarters in Guangzhou, China, featuring the “Digital Blueprint of Glodon's South China Headquarters,” was selected as a typical case in the Case Collection of New Urban Construction Exhibition by the Ministry of Housing and Urban-Rural Development. Additionally, the project *Innovation Practice of Digital Building Throughout Entire Lifecycle based on BIM Technologies* was recognized as one of the Top 10 Best Innovation Practices of Digital Transformation in 2024 by CCID Consulting Company Limited.

The Company actively fosters a corporate culture of innovation, continuously developing and refining internal digital tools, communication platforms, and an honor system for production and R&D. These efforts not only enhance global collaboration and R&D efficiency among employees around the world but also help inspire creativity and initiative across the workforce. Glodon prioritizes the development of its R&D talent pool, stepping up efforts to recruit PhD candidates from top universities globally and nurture professionals in production and R&D to ensure the steady growth of high-performing teams. The Company also integrates top-tier resources by inviting industry-leading experts as business advisors to empower internal teams in areas such as quality, safety, and production, ensuring that the achievements in product R&D are aligned with customer value. To further stimulate innovation, Glodon organizes internal "hackathons", encouraging production and R&D teams to address business challenges through technological innovation. In 2024, 101 teams and 449 partners in production and R&D participated in these events, resulting in a surge of creative and innovative ideas.



**Image: The Event of "Hackathon" Promoting an Innovation-Driven Culture within the Company**

#### **4. Strengthening Collaboration in Innovation between Industries, Universities, and Research Institutes**

Glodon is actively collaborating with a wide range of partners to embark on a new journey of joint innovation and research. The Company is further deepening the integration of government, industries, universities, and research institutes, building collaborative innovation platforms, and developing technology-driven projects. By bringing together collective intelligence, Glodon aims to address the challenges of digital transformation, promote strategic cooperation in all respects, and establish a diverse and expansive network of partnerships. These efforts help achieve collaboration based on consensus, complementary strengths, mutual benefits, and win-win results as Glodon and its partners together press forward on the journey to explore digital transformation.

**In 2024,**

- Established 2 joint laboratories with universities
- Participated in or organized 186 government-related exchanges and discussions

**Working with Partners to Build Innovation Platforms**

- Established the National Enterprise Technology Center (NETC) in collaboration with China's National Development and Reform Commission (NDRC) and three other commissions and ministries
- Co-founded the National Innovation Center with the Ministry of Science and Technology of China
- Co-established the Technology Innovation Center of Intelligent Construction and Engineering with the Ministry of Housing and Urban-Rural Development of China
- Set up the Beijing Enterprise Technology Center cooperating with the Beijing Municipal Bureau of Economy and Information Technology
- Co-established Technology Innovation Center of Digital Twin for Future Building in collaboration with Beijing Municipal Science and Technology Commission

## 5. Establishing an Open and Shared Ecosystem

Glodon is working together with its industry partners to foster mutual progress, building an open, shared, and innovative ecosystem that supports the digital development of the construction industry. For construction design software, the Company has made parts of its proprietary code available to the public as open-source. Additionally, it has introduced the Glodon Ecosystem Plan (GEP) for enterprise developers, software developers, and other partners in the industry ecosystem. Measures such as capabilities and experience empowerment and resource sharing are taken to accelerate the development of an open and dynamic digital ecosystem in the industry. Together, Glodon and its partners are building a new ecosystem featuring common development openness and win-win cooperation in the construction sector. As of the end of 2024, real-world case studies and data analysis show that, during the development of enterprise-level management systems on the Glodon construction business platform, R&D efficiency could be increased by approximately 65% on average, R&D costs were reduced by 55%, and delivery timelines were shortened by 60%. To date, the platform has empowered 60 ecosystem partners.



**Image:** The Open Group APAC Award is one of the most prestigious and outstanding accolades in the global architecture field. In 2024, Glodon was honored with the Excellence & Innovation Award in Open EA Standards for Organization by the Open Group APAC.

## 6. Actively Contributing Industry Expertise

The Company firmly believes that exchanges and mutual learning are essential to driving industry progress. Glodon has established diverse platforms for exchange,

organizing industry summits, forums, and conferences to share its experiences and insights. By facilitating communication across the construction sector, Glodon fosters new avenues for industry development. It also actively expands its global vision, sharing its wisdom and expertise in digital construction to promote international collaboration and advancement within the industry. The Company is deeply engaged in the development of multiple standards, drawing on its proficiency in BIM technology, digital construction, and other areas to share its knowledge and experience in the digital transformation of the industry. Additionally, Glodon has joined a wide array of industry associations and organizations, collaborating with all stakeholders to push forward the healthy and orderly growth of the industry.

**In 2024,**

- Contributed to the development of 1 international standard, 7 national standards, and 2 industry standards
- Published 7 industry reports and white papers

**As of the end of 2024:**

- Contributed to the development of 23 national standards and 183 industry, local, community, and enterprise standards



**Image:** Glodon hosted the 2024 Asia Annual Industry Event for Architecture, Engineering, and Construction (AEC) in Jakarta, Indonesia.



**Image:** As a proposer, Glodon engaged in the development of the Smart community infrastructures — Requirements for data framework and functions based on city information modeling (CIM) platform (ISO 37187).

## 7. Strengthening Intellectual Property Protection

The Company continues to enhance its intellectual property management capabilities, ensuring respect for the intellectual property rights of others and actively promoting a healthy legal environment. The *Employee Code of Conduct* outlines employers' proper use of software, ensuring the enforcement of measures to protect legitimate software. Glodon has upgraded its patent reward system to further safeguard the rights and interests of internal inventors. Moreover, the Company conducts a series of open-source compliance training programs for its R&D personnel to guarantee the lawful and compliant use of third-party open-source components. Suppliers are also required to certify that the technologies, source codes, products, and works they provide do not infringe upon third-party intellectual property rights. Additionally, Glodon offers free courses on intellectual property protection and risk management to some clients, helping to enhance industry-wide compliance awareness and capabilities.

Simultaneously, the Company is actively expanding its intellectual property strategy internationally, carefully studying local laws and regulations to ensure compliance and protect legitimate rights of its technological innovations, thereby solidifying its foundation for global business expansion.

### **In 2024,**

- Conducted 30 intellectual property training sessions, reaching a total of 700 participants

## **2) Building Excellence in Quality**

At Glodon, we are guided by the principle of "Customer Success," striving to be a reliable partner throughout our customers' development journey. By providing thoughtful customer service as a bridge and ensuring full lifecycle quality assurance as the cornerstone, we focus on continuous improvement across multiple dimensions to deliver secure, reliable, and high-quality digital products and services for our clients, and empower them to achieve sustainable growth of value.

### **1. Strengthening Product Quality**

We place paramount importance on product quality management and have built a robust quality assurance system. The Company has established a comprehensive quality management framework, which includes the Project Management Office (PMO), the Quality Management Committee, the Quality and Efficiency Management Department, Production Line Quality Managers, and Product Quality Managers, while also developing a high-level talent management system for quality assurance. We have clearly defined the “quality red lines” and rigorously implemented quality supervision, while fostering a culture of quality awareness across all employees. The Company has issued the *Quality Incident Management Standards*, ensuring that quality incident management processes are established to cover 100% of products, with customer defect (bug) leakage rates maintained at  $\leq 0.05\%$ . Additionally, the *Management Standards for Application Security Red Line* have been introduced, guaranteeing that application security red lines were adopted for 100% of products, with a 100% vulnerability resolution rate. Glodon is accelerating the development of a comprehensive quality safety network and introducing advanced testing technologies to enhance automation coverage and efficiency. Furthermore, the Company continues to enhance its operations and maintenance management capabilities by developing comprehensive emergency response plans and pre-allocating resources in case of emergencies such as potential technical failures, natural disasters, and other unforeseen events, thus ensuring that fully safeguarding the stable and reliable operation of the systems.

### **2. Optimizing Customer Service**

The Company is committed to delivering customer value by establishing a close loop throughout the process from building a multi-tiered metric system for customer success, precisely identifying customer needs to efficiently delivering customer value across different aspects, such as strategy, management, and practice. Leveraging AI technology, Glodon continuously optimizes service models and improves the service

capabilities of frontline staff, consistently refining the customer experience. With the mindset of "getting even closer to customers and ensuring the voice of the frontline is heard," Glodon strives to gain deep insights into customer needs and earn their ongoing trust and recognition.

The Company has established a comprehensive customer management system and set of policies, including the *Customer Management Measures* and the *Complaint Management System*, defining clear objectives and principles of customer management and regularly reviewing its customer management practices. In addition, Glodon has developed a centralized customer service platform with unified service standards and processes for services, offering a one-stop solution for customer issues. The *Management Measures for Key Account Development and Maintenance* have been also introduced to encourage the entire Company to provide comprehensive and attentive service to our customers.

We are dedicated to improving customer satisfaction by providing targeted training to employees at all levels, enhancing their customer service capabilities. Provide customer service training for sales teams and third-party hardware installation teams, and establish internal honors such as "Customer Success Awards" to motivate all employees to improve. The customer service team has been also upgraded, and transitioned from an outsourced business model to an outsourced human resource model, ensuring the stability and professionalism of the team. We have incorporated AI technology to enhance the intelligent customer service function, improving response efficiency and accuracy. Additionally, online training courses are available for customers, further enhancing the service system of product support. Regular customer satisfaction surveys are also conducted, with feedback collected after both telephone interactions and course completions to monitor customer satisfaction continuously.

The Company continues to optimize its complaint management system by clearly defining the responsibilities of each department and process, ensuring that all customer complaints are responded to within two hours. A designated individual is responsible for handling complaint calls, and 100% of customer feedback is escalated to the relevant project manager. The complaint management process operates with a closed-loop system, ensuring rigorous enforcement of the principles, processes, timelines, audits, and execution of complaint resolutions. Monthly and quarterly reports are generated for analysis and implementation of corrective actions. Glodon proactively identifies areas with high complaint incidence (such as specific regions or business types), facilitating optimization and upgrades of product functions, while actively striving to reduce

overall complaint volumes. A follow-up process is also in place to assess the effectiveness and customer satisfaction with the complaint resolution process.

The Company adheres to responsible marketing practices by formulating the *Glodon Brand Guidelines* and the *Brand and Brand Application Management System*, ensuring consistency in its external communications and images, and preventing fabrication and the spread of misinformation related to the Company. Regular and comprehensive audits as well as routine spot checks are conducted to ensure compliance with brand promotion standards. As a B2B software company, Glodon focuses on providing digital solutions for the construction industry, guaranteeing that its products and services do not directly affect the physical or mental well-being of our customers.

**In 2024,**

- Intelligent customer service handled 653,900 consultations
- 123 product and service-related complaints were received, with a 100% complaint resolution rate
- First-contact resolution rate for customer issues reached 88%, with a 98% customer satisfaction rate for issue resolution

# Empowering Data Governance

Build a strong foundation for digital security to safeguard the future of smart cities. Glodon firmly believes that ensuring data security is not only an industry baseline but also an essential prerequisite for delivering a secure and high-quality user experience. The Company has established a comprehensive information security management framework, developed robust policies and regulations in terms of data security and privacy protection, and strengthened data access management. By fortifying the data red lines, we aim to elevate our information security standards and fully integrate cybersecurity awareness into the Company culture. Our goal is to provide clients with stable, reliable, secure and trustworthy products and services while co-creating a safe data ecosystem with all stakeholders.

In 2024,

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Achieved **2** new Level-3 Certifications for China's Multi-Level Protection of Information Security

**0** incidents of data breaches or data-related violations

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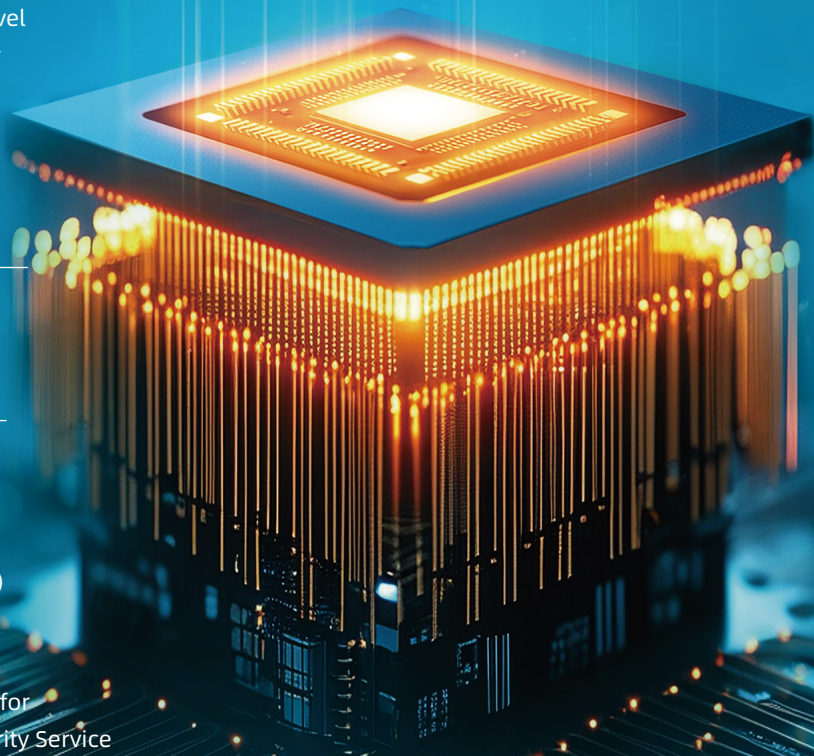
As of the end of 2024,

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**19** systems passed Level III Certifications of China's Classified Protection of Cybersecurity (CCSP)

Obtained **4** Level-2 Certificates for Qualification of Information Security Service Provider from the China Cybersecurity Review Technology and Certification Center (CCRC)

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## Sustainable Development Goals

<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>9</b> INDUSTRY INNOVATION AND INFRASTRUCTURE 	<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
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## **1) Ensuring Information Security**

The Company places significant emphasis on data compliance and information security, steadfastly adhering to its commitment to safeguarding information security. Glodon has obtained certificates for the Information Security Management System (ISMS) under ISO/IEC 27001:2022 and the Privacy Information Management System (PIMS) under ISO/IEC 27701:2019.

To reinforce information security, the Company supports multi-factor authentication (MFA) based on identity tokens, employs strong password policies to assess user password complexity, and introduces dynamic random verification codes and login timeout restrictions to ensure user authentication security. HTTPS security protocols and SSL encrypted transmission are also implemented to ensure secure user access. Function permissions, data access control, and operational audits are integrated into the system to enhance overall management, refine permissions, and conduct security scanning to ensure application security. To ensure the stability, continuity, and integrity of the company's data systems, and to support security tracing and security incident analysis, the Audit and Supervision Department, in collaboration with the Legal Department, shall formulate and implement data security audit standards. The Data Security Management Department regularly conducts security inspections and risk assessments of the company's data and data systems, promptly adjusts or supplements data security protection measures, and eliminates various security hazards and potential risks. At least once a year, the department organises internal data security emergency drills to enhance employees' data security awareness, protection, and emergency response capabilities, and strengthens network security emergency training. In 2024, the company's Data Security Management Department will collaborate with the Legal Department to form a special task force to conduct a comprehensive scan of all production environments and code to identify corresponding risks.

The Company is also committed to client privacy protection, conducting specialized training programs on privacy protection, and continuously enhancing information security and customer privacy control measures. Glodon's products are primarily tool-based software, which collects minimal user information. Furthermore, customer data is mainly stored in local environments rather than the cloud, significantly reducing the risk of data privacy leaks. The Company supports private deployment for customers, allowing them to store data on local servers based on their needs, further reinforcing data security and autonomy. In addition, a strict information classification

and management system is implemented, categorizing data by security level and assigning access permissions accordingly. Access to client information requires approval through a stringent audit and process to ensure the legality and necessity of data access. The data collection process also adheres to the principle of minimization, gathering only the essential information necessary to perform business functions. Regarding data of the AI model training for the construction industry, anonymization and de-identification techniques are used to ensure that personal information cannot be reverse-identified. In the data-sharing process, federated learning technology is adopted to balance data sharing and protection, ensuring privacy while enabling data sharing. Moreover, sensitive business secrets or proprietary information within engineering data are concealed, ensuring data sharing security while safeguarding privacy.

Glodon continues to strengthen internal data access control, having introduced the *Internal Data Sharing and Data Access Management Measures*. The Company has mapped its data assets at the company level and assigned data owners as the primary responsible parties for data governance in specific areas, with data managers overseeing daily protection. The *Core Data Classification Standards* and the *Lists of Data Business Responsibility* have been defined to ensure strict data access management protocols are in place. The *Data Authorization Model* clearly outlines the core positions, responsibilities, roles, and personnel involved in internal data-sharing scenarios, along with the corresponding data authorization scope and access security levels. Moreover, a data security consultation and reporting mechanism has been established, requiring employees to report any data violations in a timely manner.

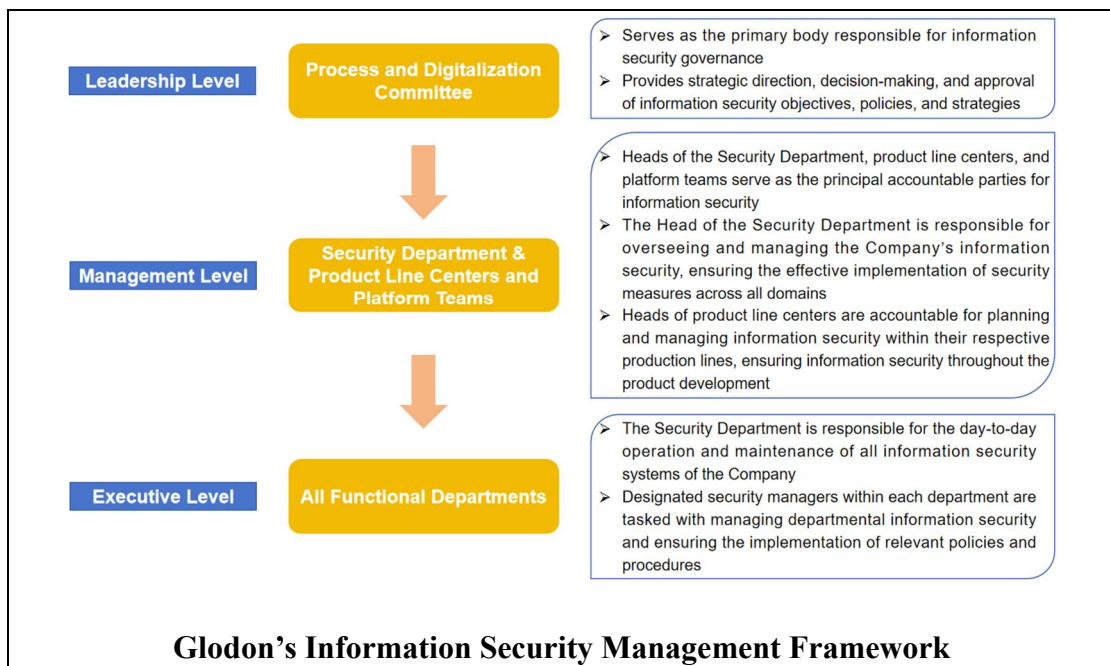
The Company is continuously improving its emergency management capabilities in terms of information security. Measures such as data backup, data access authorization control, and encrypted storage of sensitive data have been implemented. Data centers are equipped with dual electrical circuits and UPS systems, with emergency power backup plans in place to ensure operations for 20-30 minutes during power outages to secure overall data safety. A comprehensive Data Breach Emergency Response Plan has been developed, encompassing the entire incident management process including incident prevention, monitoring and early warning, reporting, handling, disclosure, and post-incident review, so as to strengthen the Company's capabilities to respond to data security incidents. Regular data security training sessions and evaluations are conducted for employees to reinforce their security awareness, with two dedicated data security training sessions held annually.

**In 2024,**

- 0 incidents of data breaches
- Achieved 2 new Level-3 Certifications for China’s Multi-Level Protection of Information Security

**As of the end of 2024,**

- Obtained 4 Level-2 Certificates for Qualification of Information Security Service Provider from the China Cybersecurity Review Technology and Certification Center (CCRC)
- 19 systems passed Level III Certifications of China’s Classified Protection of Cybersecurity (CCSP)



## 2) Strengthening Data Compliance

Glodon strictly complies with *General Data Protection Regulation (GDPR)* of the European Union, the *Cybersecurity Law of the People's Republic of China* and the *Data Security Law of the People's Republic of China*, as well as all other applicable laws and regulations in the jurisdictions in which it operates. To uphold a rigorous baseline for security and compliance, each business department designates a dedicated security and compliance officer to ensure controlled use of source code and third-party tools (including commercial software and third-party libraries), thereby mitigating compliance risks in research, development, and innovation.

To reinforce compliance management, the Company has formulated the *Data Compliance Management Policy* and enhanced its *Data Management Regulations*, establishing clear data compliance principles. It exercises comprehensive compliance management across the entire data lifecycle—covering data generation, storage, usage, transmission, and destruction. In accordance with requirements for access rights and data classification levels, Glodon ensures that all data usage complies with relevant legal and regulations. The Company also strictly adheres to regulations regarding cross-border data transfers. Through measures such as data localization and security assessments, it ensures that data remains within domestic borders.

Glodon continues to strengthen its data compliance governance capabilities. A dedicated Data Compliance Task Force has been established to enhance project-specific compliance and deliver industry insights. The Company also contributed to the drafting of the *Standards for Processes and Technologies of Data Ownership Confirmation and Authorization*, providing regulatory frameworks and technical tools of data compliance to support compliant data circulation as well as the integration and utilization of data across regions and industries. In cooperation with the Beijing International Data Exchange, Glodon completed data asset registration and updates, ensuring the secure and compliant exchange of data products. In 2024, the Company was awarded the Best Practice in Data Governance by DAMA International.

**In 2024,**

- No incidents of data-related violations or non-compliance

### **3) Upholding Technology Ethics**

With reference to the *(Trial) Measures for Science and Technology Ethics Reviews*, the Company affirms that its technological activities do not involve direct interaction with humans or experimental animals, and guarantees that the likelihood of ethical risks or challenges affecting human health, the ecological environment, public order, or sustainable development remains extremely low. During AI model training, Glodon strictly adheres to science and technology ethics. For the training data of AI large language models in the construction industry, anonymization and de-identification techniques are applied to ensure that individual information cannot be reverse-identified from the data.

# Openness and Win-win Cooperation

Work together to foster a community of shared value and empower inclusive social development. Glodon upholds the core corporate value of “openness and win-win cooperation”, regarding the supply chain as a key bond in value creation and promoting greater social responsibility among its suppliers to build a secure and resilient supply chain. Leveraging its practical experience in digital construction, Glodon strongly supports talent development in the construction industry through diversified channels, cultivating a skilled workforce to inject fresh momentum into the era of intelligent construction. In addition, by harnessing technological strengths as a catalyst, the Company actively engages in rural revitalization and supports disadvantaged groups, so as to drive balanced and inclusive social development.

In 2024,

Achieved a **98%** signing rate of the Supplier Social Responsibility Commitment

No instances of overdue payments to small and medium-sized enterprises

Facilitated over **1000** events to deliver industry digital talent services, benefiting more than **10,000** enterprises and **100,000** professionals in the construction sector.

Developed **23** vocational training courses, supporting the employment of more than **2,500** students

Established collaborative partnerships with **84** colleges and universities, and accredited **20** among them as certified corporate training bases

Organized **10** volunteer public service activities, with a total of **580** participants

## Sustainable Development Goals



## 1) Responsible Supply Chain

Glodon attaches great importance to the supply chain's role in delivering value and promotes improved environmental and social performance and impacts through responsible procurement practices. The Company proactively addresses supply chain risks by strengthening its supplier admission, certification, performance evaluation, and phase-out mechanisms. At every stage—from tendering and contract execution to payment—Glodon guides suppliers in enhancing their awareness of and commitment to social responsibility. It also supports the development of qualified small and medium-sized suppliers, contributing to the overall security and resilience of its supply chain.

### 1. Upholding Transparent and Equitable Procurement

The Company is dedicated to fair and equitable procurement, strictly enforcing the *Procurement Management Policy* and the *Supplier Management Policy*, which are continuously reviewed and updated in practice. A mature group-level procurement governance structure has been established, comprising the **President's Office – Procurement Management Committee – Procurement Management Department – Procurement Teams at all levels**. The Legal Affairs Department, Financial Management Center, and Audit and Supervision Department of the Company are respectively responsible for compliance review, internal control over budgeting, as well as audits and supervision. This integrated structure enables comprehensive supply chain risk management and response to ensure stable and orderly operations throughout the supply chain.

### 2. Conducting Rigorous Due Diligence

During the assessment and review process of supplier admission, the Company conducts thorough evaluations covering suppliers' legal compliance, supply capabilities, product quality, service standards, cost control, and innovation capacity. Rigid entry barriers such as minimum registered capital requirements were lifted to further prioritize suppliers' actual operational performance and track record. Glodon actively seeks to collaborate with enterprises that contribute to social value and rural revitalization and provides high-potential small enterprises with opportunities to participate.

To further manage and mitigate supply chain risks, Glodon mandates the signing of a *Social Responsibility Commitment* as a prerequisite for inclusion in the supplier database, thereby encouraging suppliers to fulfill their social responsibilities. In 2024, the Company achieved a 100% signing rate among new suppliers, and a 98% signing

rate among all in-database suppliers. For legacy suppliers with unsigned commitments, a targeted re-signing plan has been implemented, supported by methods such as tiered and classified supplier management and proactive communication and guidance to assist the plan. Glodon conducts due diligence on suppliers through a combination of documentation review and on-site inspections to fully consider environmental and social risk factors in the supplier classification and grading process. For manufacturing suppliers, evaluations focus on environmental impact assessments and environmental management systems. For trading and integrated production suppliers, reviews are extended to their upstream suppliers. Moreover, this process also incorporates other indicators including forced labor, occupational health and safety, and other issues to drive improvements in supplier sustainability performance and to foster a responsible supply chain ecosystem. Suppliers that fail to meet evaluation standards, are subject to major complaints, or remain non-compliant following corrective actions are disqualified and removed through a formal exit mechanism. In 2024, the Company streamlined and updated its supplier database, enhancing overall supplier quality while ensuring the supply chain retains sufficient resilience and diversity.

**As of the end of 2024,**

- The signing rate of the *Social Responsibility Commitment for Suppliers* reached 98%

## 2) Developing Industry Talent

We are actively engaged in talent development for the construction industry and dedicated to cultivating each individual into a high-caliber professional. We conduct in-depth research on evolving workforce demands across the industry and the current state of talent development within colleges and universities. Anchored in six core pillars—**Talent, Curriculum, Scenarios, Methodology, Management, and Services**—Glodon refines its education solutions to connect domestic and international universities with construction enterprises. These efforts underpin a comprehensive talent pipeline for digital construction throughout the supply chain, fostering professionals with global vision and strong technical expertise.

### 1. Fostering Industry Professionals

As a cornerstone of its talent strategy, Glodon is striving to build a high-quality talent chain to provide lifelong, specialized education services for industry professionals. The Company has developed an APP called *Tian Tian Xiang Shang (Progress Every Day)*, a dedicated learning and communication community for project managers, which integrates a wide array of construction-related educational resources and features an AI-powered assistant capable of responding to complex technical queries related to the construction industry. In parallel, the *Online Construction Course* Platform has launched a rich and diverse range of courses, providing high-quality learning services to over 120,000 construction professionals and enhancing the knowledge and competencies of individuals in key roles. These platforms continuously deliver high-quality professionals at all levels to support the ongoing transformation, upgrading, and sustainable development in the construction industry.

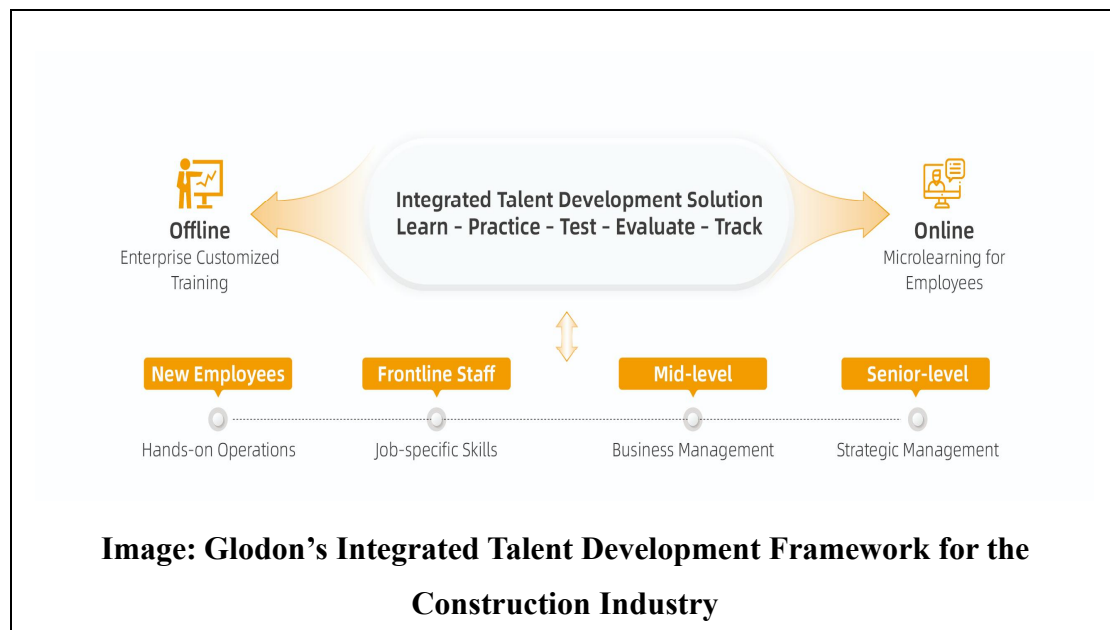
Glodon is devoted to delivering full-lifecycle talent development services and has developed enterprise-focused talent assessment solutions aligned with role-specific competency requirements. These solutions incorporate scientific evaluation standards, customized assessments and tests that tailored to the enterprise needs, as well as data visualization tools to present assessment results. The Company also actively supports multi-tiered vocational skills competitions by providing comprehensive software support and training services for national, sectoral, and company-level contests. In 2024, Glodon provided BIM software as the designated competition platform for the **National Vocational Skills Competition for Housing and Urban-Rural Development**. The dedicated APP *Tian Tian Xiang Shang* for project managers in the construction sector also explored a new micro-learning model to enhance professional skills through

flexible, on-demand engagement. Additionally, Glodon collaborated with industry regulatory authorities and associations in eight provinces including Shaanxi and Guizhou, to host knowledge competitions during the national “Safety Month” and “Quality Month” campaigns, reaching more than 40,000 participants and effectively activating talent engagement across the sector.

Glodon also contributes to the development of international construction professionals. In partnership with Guangxi Polytechnic of Construction (GXPC) and Cambodia’s National Technical Training Institute (NTTI), the Company co-founded the **China–Cambodia Institute of Modern Craftsmanship of Construction**. Through joint development of vocational education standards and the sharing of educational resources, the initiative provides Chinese expertise and digital solutions to support the digital transformation of the global construction industry.

**In 2024,**

- *The APP Tian Tian Xiang Shang surpassed 40,000 registered users*
- *Conducted 1,100 in-person training sessions for digital professionals, covering 10,000 enterprise clients; total online and offline engagement exceeded 100,000 participants*
- *Delivered skills training for employees from over 10 central and state-owned enterprises*
- *Established course delivery partnerships with 19 international universities*



### **Case: The APP *Tian Tian Xiang Shang* Significantly Enhances Project Management Capabilities**

In 2024, Glodon partnered with Beijing Construction Engineering Group No.4 Construction Engineering Company Limited to jointly launched a targeted training initiative—the “**Pilot Program for the Enhancements of Project Management Capability**”—as part of the Professionals Development Initiative, delivered through the *Tian Tian Xiang Shang* APP platform. The training was conducted entirely online, enabling participants to make use of fragmented time to study real-world engineering case. The program guided learners to apply acquired knowledge to practical challenges encountered in their own projects and to develop actionable implementation plans or strategies accordingly. A comparison of pre- and post-training assessment scores revealed an average improvement of approximately 22% across all role categories, demonstrating the program’s significant learning outcomes.



## **2. Empowering Talent through University–Industry Collaboration**

Glodon is dedicated to building an integrated ecosystem for talent development through strategic collaboration between academic institutions and industry. In curriculum development, the Company works closely with universities to co-create high-quality courses in emerging fields such as new design, new construction, and new operations and maintenance. Together, they have established a comprehensive teaching framework encompassing the full instructional cycle—**preparation, instruction, practice, examination, and evaluation**. Glodon also develops digital literacy and application courses tailored for university faculty, supporting the cultivation of high-quality, dual-qualified, and dual-capable<sup>2</sup> teaching teams and injecting new vitality into construction education. In 2024, Glodon provided enterprise-based practical training to 47 universities and over 180 faculty members.

<sup>2</sup> Dual-qualified and dual-capable means that the teaching staff should not only hold both teaching qualification certificate and engineer qualification certificate but also be capable of teaching and engineering practice.

In its efforts to promote deep integration of industry and education, Glodon has formed long-term partnerships with academic institutions across various regions. In collaboration with Beijing Polytechnic College, the Company co-launched a BIM Engineer Training Program, which earned Second Prize in the National Teaching Achievement Awards for its course titled “*Empowering the Transformation and Upgrading of Smart Construction Majors through Digital Technologies: Exploration and Practice.*” Glodon also partnered with Zaozhuang Vocational College of Science and Technology to establish the **Smart Construction Industry Academy**, an industry-education integrated training platform for talent cultivation, innovation incubation, technical services, and social training. In partnership with Henan Information and Statistics Vocational College, the Company implemented a college-industry engineer training program, offering students vocational skills training and internship opportunities. These initiatives have effectively improved employment and strengthened the alignment of the education, talent, and industrial value chains—supporting a comprehensive upgrade of the talent development system within the construction industry.

In the area of learning through competition, Glodon actively supports a wide range of professional contests in the field of architecture and construction. The Company has provided free software, hardware, and technical support for key contest projects under the **World Vocational College Skills Competition (WVCSC) hosted by the Ministry of Education**, including BIM Modeling and Application, Intelligent Prefabricated Construction, and Digital Municipal Infrastructure. In 2024, Glodon supported 89 participating universities that received awards in the competition. By integrating professional competitions with job skill certification, the Company has advanced the convergence of **job roles, curriculum, competitions, and certification**, thereby establishing a seamless pathway from education to employment for students and building a high-quality talent reserve for the construction sector.

To further support students' career development, Glodon provides professional skills assessment and career advisory services. The Company organizes the **Glodon Informatization Application Skills Certification for Construction (GIAC)**, offers internship opportunities, and helps students improve their practical abilities and professional competence. It also regularly hosts construction industry career guidance sessions and university–enterprise matchmaking events to strengthen the talent supply chain, delivering highly qualified, digitally capable professionals to the industry and helping to address the imbalance between talent supply and demand.

**In 2024,**

- Partnered with 14 academic institutions for joint talent cultivation and supply
- Developed 23 employment-focused courses, supporting the job placement of over 2,500 students
- Engaged in social service cooperation with 84 institutions; 20 universities certified as corporate training bases
- Administered 463 GIAC exams, with 56,000 individual examinees and over 100,000 participations

**As of the end of 2024,**

- The “Construction Talent Chain” mini-program on WeChat recorded 5,891 job seekers, 669 enterprises, and 8,774 posted job openings

**In 2024,**

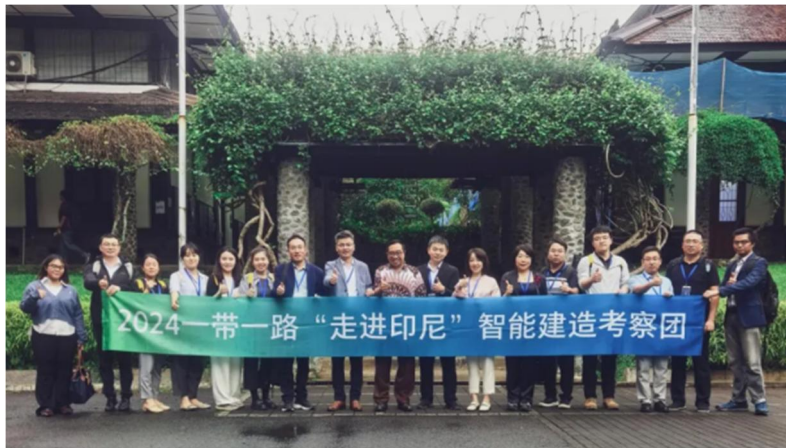
- Appointed as a Governing Member of China’s National University–Enterprise Platform for Collaborative Innovation
- Officially joined the Belt and Road Architectural University International Consortium
- Selected for the First Cohort of the Beijing On-site Engineer Talent Training Program
- Included in the Beijing Undergraduate Industry–University–Research Integration Platform for talent development



**Image:** Development of the *Smart Construction* textbook series for higher education, selected by the China’s Ministry of Education as part of the “14th Five-Year Plan” Higher Education Textbook System for strategic emerging disciplines.

**Case: “Going Global · Growing Together” — Advancing International Talent Development in Indonesia**

On December 2, 2024, Glodon organized the “Going Global · Growing Together” Overseas Talent Development Exchange Program under the campaign “2024 International Smart Construction Study Tour to Indonesia.” The program offered in-depth insights into local talent development pathways within Indonesia’s construction sector and showcased China’s advanced practices and excellent cases in professional training, talent development, and educational innovation. Through close engagement with local universities, Glodon shared best practices and contributed to the discussion on establishing China–ASEAN (Indonesia) talent development standards. These exchanges also supported the internationalization of education and promoted the efficient allocation and sharing of educational resources, while cultivating professionals equipped with global vision and strong technical expertise.



**Image: Delegation visit to Institut Teknologi Bandung (ITB)**

### 3) Supporting Social Well-being

In alignment with the United Nations Sustainable Development Goal of “Reducing Inequalities,” the Company remains committed to fostering inclusive and coordinated social development. Glodon actively supports public welfare initiatives and leverages its strengths as a technology enterprise—both in business capabilities and human capital—to help underrepresented groups better integrate into society and share in the benefits of development, building enduring bridges of care and love.

#### 1. Empowering Vulnerable Groups

Glodon is a member of the China Volunteer Association and has established the **Glodon Volunteer Service Corps**, encouraging employees to actively participate in public welfare initiatives in areas such as education, low-carbon development, and environmental protection. Through organized volunteer activities, the Company contributes to building a more harmonious and inclusive society. In particular, Glodon has led a series of public welfare programs supporting the elderly and individuals with disabilities, under themes such as “Technology for Accessibility” and “Special Education Support,” promoting respect, care, and dignity for all members of society.

#### In 2024,

- Total charitable donations reached 1.8997 million yuan
- Investment in volunteer service activities totaled 100,000 yuan
- Organized 10 volunteer events, with a total of 580 total volunteer participations and a cumulative 1,191 hours of service—averaging 2.05 hours per volunteer
- Conducted 3 community service activities



**Image:** Glodon launched the “Let Love Be Useful—Support the Artistic Dreams of Special Education Children” donation campaign, where employees sold unused items to raise funds for music education and home-based rehabilitation support for children in special education.



**Image:** The Glodon Volunteer Service Corps, in partnership with Beijing Urban Construction North Group and Peking University International Hospital, jointly hosted a public welfare event themed “Cherish Life, First Aid at Hand.” The initiative provided emergency first-aid training and on-site medical consultations for over 80 project safety managers and more than 40 frontline construction site supervisors to raise their safety awareness.



**Image:** Glodon organized the “Work Together to Support the Disable—Safeguarding the Craftsmanship Dreams” initiative, featuring an exhibition and charity sale of handcrafted cultural and creative products by persons with disabilities. The initiative encouraged broader public engagement in advancing inclusive employment and income generation for people with disabilities, fostering a new business pattern for them.

## 2. Supporting Rural Development

Glodon actively responded to China’s national strategies on rural revitalization and common prosperity, advancing the digital transformation of rural development, by applying digital tools to a wide range of construction projects under the Beautiful Countryside Initiative. It has established a platform for the trading of rural collective property rights, helping to revitalize underutilized rural assets. With a focus on left-behind elderly populations in mountainous regions, Glodon has introduced innovative support models such as “purchase instead of donation” and “books for produce,” which promote mutual benefits and inclusive urban-rural development. By

aligning Party-building initiatives with the real needs of rural communities and coordinating cross-sector resources, the Company injects great vitality and new opportunities into rural development. In 2024, Glodon invested 72,100 yuan in rural development initiatives.



**Image:** Glodon launched a series of public welfare activities encouraging employees to support the entrepreneurial aspirations of *left-behind* elderly individuals in rural areas by purchasing agricultural products and participating in the “Books for Produce” donation.



**Image:** Glodon also organized science popularization programs to improve digital literacy among farmers, and hosted recreational and enrichment activities for the left-behind elderly residents in rural areas.

# Talent Development

Put people first and drive the momentum of national talent development. Glodon adheres to a talent development strategy centered on professionalization, career development, and internationalization. The Company works to foster a healthy, inclusive, and harmonious workplace environment, providing employees with comprehensive support for career development, and nurturing a group of highly skilled, professional talent. Glodon places a strong emphasis on employee care and well-being, sharing in the achievements of corporate growth, and continuously enhancing the overall quality of life for its workforce.

In 2024,

Employee career well-being score:

**4.28** (on a 5-point scale)

Total investment in employee training:

**7.72** million yuan

Total investment in employee welfare programs:

**17.7786** million yuan

Coverage of statutory social insurance and supplementary medical insurance:

**100%**

Number of managerial

personnel trained: **992**

## Sustainable Development Goals



## 1) Building a High-Caliber Workforce

Glodon regards talent as a fundamental driver of its sustainable growth and strives to develop a dynamic, high-potential workforce. The Company adheres to the principles of diversity and equality in employment; continuously strengthens incentive mechanisms; enhances employee welfare systems; fully safeguards the lawful rights and interests of employees and attracts outstanding professionals from both within and outside the industry. By increasing investments in employee training, Glodon fosters an enabling environment for professional growth and unleashes employees' potential, thus realizing a virtuous cycle of talent acquisition and capability development.

### 1. Diversity and Inclusion

Glodon supports and upholds the *International Bill of Human Rights*, adhering to the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, and the *International Covenant on Economic, Social, and Cultural Rights*. The Company also complies with other core international human rights instruments such as the *International Convention on the Elimination of All Forms of Racial Discrimination*, the *International Convention on the Suppression and Punishment of the Crime of Apartheid*, the *Convention on the Elimination of All Forms of Discrimination Against Women*, and the *Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment*. Glodon fully supports the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work*, and stays committed to extending these protections to all employees, as well as to workers directly or indirectly employed throughout its supply chain. The Company's international business activities are governed by clearly defined codes of conduct that address respect for human rights and anti-discrimination.

The Company recognizes and protects employees' rights to freedom of association and collective bargaining, opposes all forms of forced labor, prohibits the employment and use of child labor, and safeguards employees from discrimination. Glodon promotes and protects fair labor practices by ensuring that all compensation meets or exceeds the statutory minimum wage standard in every country and region where it operates. As part of its risk management system, the Company also proactively conducts human rights risk assessments and implements human rights due diligence across its operations, business activities, and value chain to identify potential risks and avoid involvement in human rights violations.

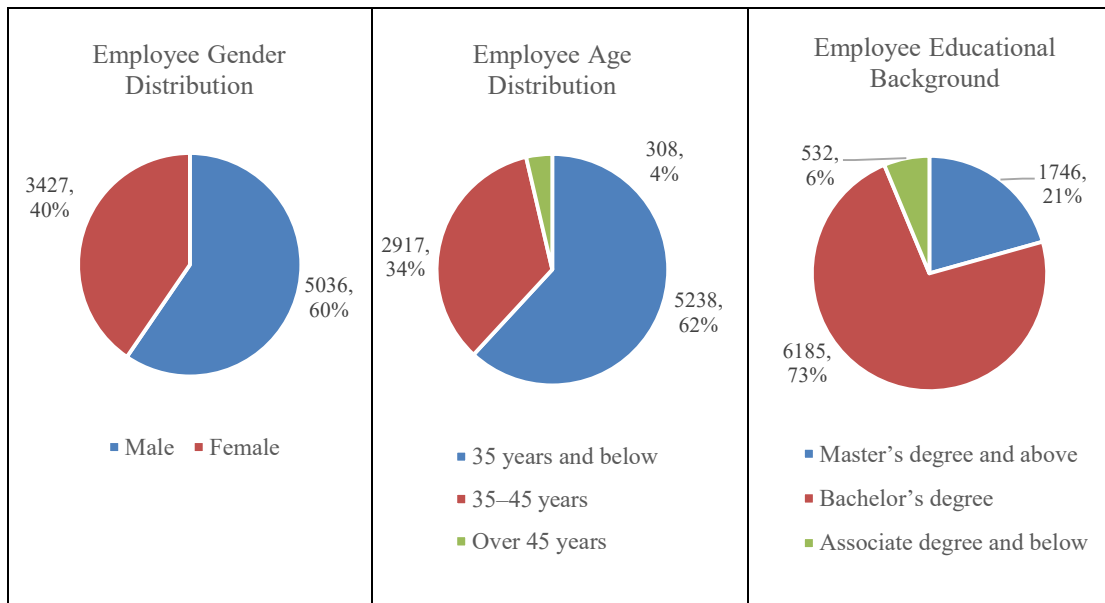
Glodon is dedicated to fostering a diverse, inclusive, and equal workplace. The Company actively recruits talent from a wide range of regions, cultural backgrounds, genders, and age groups, and respects the traditions and culture of all regions and ethnic groups. In 2024, among newly hired employees, 63% were male and 37% were female, including individuals from 11 ethnic minority groups such as Manchu, Hui, Mongolian, Zhuang, Miao, Yi, and Tujia. Glodon strictly prohibits all forms of harassment, as outlined in the *Employee Code of Conduct* and the *Employee Code of Conduct Red Line Policy*. Moreover, a dedicated Sexual Harassment Investigation Committee has been established, supported by internal reporting and investigation procedures to ensure all violations are subject to strict disciplinary measures, thus providing a safe, respectful, and inclusive working environment for all employees.

Glodon actively supports employment for persons with disabilities by offering standardized labor contracts in accordance with legal requirements and assigning suitable positions based on their physical condition assessments. It ensures wages are fully paid on time and not lower than the local minimum wage standards, with social insurance provided under local laws. Based on the role characteristics, the Company promotes flexible employment options such as remote work and flexible hours, depending on job requirements. It also guarantees equal access to development opportunities, by providing long-term employees with disabilities a clear path of career development under a unified performance evaluation and promotion standards. In addition, all forms of discrimination are strictly prohibited. As of 2024, Glodon had six long-term employees with disabilities.

The Company actively advances the localization of its overseas operations and has introduced the *Overseas Recruitment Management Policy* to strengthen labor compliance management across its international subsidiaries, in strict adherence to laws and regulations of the host countries and applicable international conventions.

**In 2024,**

- A total of 8,463 employees, including 408 from ethnic minority
- Hired 787 new employees, of which 150 were recruited through campus recruitment and 637 through social experienced hiring
- 100% of labor contract signing rate
- 100% of social insurance participation rate



## 2. Providing Employee-Centric Benefits

Glodon stays committed to fostering an environment in which outstanding talent can thrive both professionally and personally. The Company continuously enhances its compensation and performance management systems, and in 2024, updated its *Compensation Management Policy* through frequent engagement with employee representatives during the revision to ensure a scientific and reasonable compensation structure. This process makes sure that employees' rewards match their contributions, further stimulating their motivation and creativity at work. Glodon has also continued to refine its multi-level, medium- to long-term incentive mechanisms, implementing such dedicated plans for key personnel to attract and retain top talent. In addition, a transparent and assessable dispute resolution mechanism for compensation and performance matters has been established, allowing employees to submit inquiries or suggestions via an online platform, with a dedicated team responding within a specified timeframe. This ensures that every employee's legitimate concerns are respected, fostering a fair, transparent, and motivating working environment.

The Company continues to enhance its benefits system by introducing unique company-specific leave policies that provide employees with greater time and space for personal reflection and exploration. The company carries out holiday care activities and distributes rich gifts for festivals such as Spring Festival, Mid-Autumn Festival, and Dragon Boat Festival. It offers rental subsidies and assists employees in applying for public housing to alleviate their financial burdens, and provides support to facilitate household registration (hukou) procedures for eligible employees, enabling them to

focus on their career development. Glodon also rolls out the supplementary medical insurance plans covering family members and introduces consumer loans and preferential family interest rates to help employees meet their significant financial needs. Special attention is also given to employees on assignment, with benefits such as home visit leave to support work-life balance in all respects. In 2024, the Company focused on optimizing its benefits structure to better satisfy employee needs, enhancing core benefits such as health checkups with increased service coverage. Additionally, investment in health checkups increased by 50% year-on-year, with per capita investment rising by 84% compared to the previous year. The frequency and quality of company-sponsored club activities were also enhanced, with per capita investment in cultural and recreational activities increasing by 18% year-on-year.

**In 2024,**

- Total employee welfare investment: 17,778,600 yuan
- Employee Occupational health check-up investment: 4,089,100 yuan
- Supplemental medical insurance investment: 5.81 million yuan, with 100% employee coverage
- Cultural and recreational activity investment: 372,900 yuan
- Holiday benefit investment: 7,506,600 yuan



**Image: Glodon maintains close communication with employee representatives during compensation policy revision**

### **3. Supporting Employee Development**

Glodon prioritizes building a comprehensive talent development system that aligns with the construction industry's characteristics and evolving business needs, offering tailored diverse training programs for different employee groups. The Company continues to upgrade its training and development framework, which integrates job qualifications, learning pathways, and employee career growth, with a focus on targeted course development. It has further strengthened its internal trainer team, with the Chairman and senior executives personally delivering courses, significantly improving

training effectiveness. In 2024, training satisfaction rose to 95%, and the average training hours per employee increased by 37% compared to the previous year.

For both campus and experienced hires, Glodon has established a comprehensive onboarding program for new employees. Through executive-led lectures and on-site visits, this program allows employees to experience and gain a deeper understanding of the Company’s strategy, cultures, values, and behavioral expectations, so as to facilitate role transitions and ensure their competence and adaptability for the role. For business employees, the Company organizes collaborative learning activities centered around the “Customer Success” culture. In 2024, 132 business-line courses achieved a completion rate exceeding 80%. A total of 5,838 employees completed all online courses, while 977 voluntarily shared their learning reflections. The Company also offers skill development and leadership training for managerial roles, organizing General Manager training camps focused on seven key business areas. 30 newly appointed frontline managers participated in these intensive training sessions. In addition, Glodon organizes workshops for senior executives on critical topics such as strategy, branding, sustainability, and supply chain management, further strengthening the talent pool essential for driving sustainable development.

The Company places a strong emphasis on employee career development and continuously refine its promotion system. Promotion opportunities are made available on a regular basis each year, and an internal mechanism of personnel flow has been established, providing employees with extensive growth opportunities and solid support for their professional development.

**In 2024,**

- Invested a total of 7.72 million yuan in employee training
- 35,339 employees engaged in the training, with a participation rate of 87.55%
- The training satisfaction rating reached 95%



**Image: On-site group training for new campus recruits**



**Image: Group photo of training for new employees recruited through social hiring**



**Image: "Customer Success" culture co-learning and co-creation training**



**Image: Opening ceremony of the DOD24 Leadership Training Camp**

**Case: The Growth of New Campus Recruits at Glodon**

Supporting the smooth transition of recent graduates into the workforce is a key priority for Glodon’s talent management. In 2024, the Company introduced the course *Entering the Workforce* for the first time, designed to help new hires navigate role transitions, understand behavior standards, and enhance key skills. This course successfully supported 147 campus recruits in their transition from academic environments to the workplace.

Following the initial training, each department implements systematic, role-specific training based on business, product, and position requirements. Every new trainee is also paired with a one-on-one mentor to accelerate their integration to the team, familiarize them with their responsibilities and work, and assist with solving difficulties. Additionally, an independent performance evaluation system is then designed based on the employee's entry and development stages, ensuring objective assessments of both training and work performance. This approach follows a comprehensive “Teach, Learn, Practice, Follow-up, and Evaluate” training framework and process, supporting new employees through every step of their development journey.

*“When I first joined as a campus recruit, I was entrusted with an important development project. Within just six months, I achieved a breakthrough in 'high-performance solar radiation analysis algorithms' and therefore received the Company’s 'Glodon New Generation Award'. Glodon offers a vast platform with abundant resources and opportunities. With China’s transformation and upgrading in intelligent manufacturing, increasing demands for greater refinement and efficiency in the industry, as well as the Company’s strides in starting a new undertaking, I believe that Glodon will continue to provide more opportunities for campus recruits, empowering us to challenge ourselves and achieve growth.”*

*— A campus recruit from the 2022 cohort at Glodon*

## **2) Building a Healthy Workplace**

The Company places human care at the heart of its values, providing well-rounded support for its employees. It has established a wide range of communication platforms to ensure the free flow of ideas and concerns, enabling employees to express their thoughts and requests openly and smoothly. The Company carries out various employee welfare activities to ensure every employee's happiness at work and works continuously to enhance their sense of belonging. Furthermore, Glodon is committed to creating a healthy and safe environment that strengthens employees' sense of security, providing comprehensive support to safeguard their well-being both at work and in daily life.

### **1. Implementing Democratic Management**

The Company takes solid steps to promote democratic management, improving and consolidating the mechanisms of workers' congress, unions, and consultation groups to guarantee employees' rights to be informed, to supervise, and to participate in decision-making. By focusing on major issues that matter to employees, the Company actively solicits their feedback and advice and ensures they are well-informed and fully engaged in major decisions that directly affect their own interests. In 2024, the annual workers' congress held in-depth discussions on material issues, including compensation, benefits, and performance. Additionally, Glodon established a special employee consultation group to provide festive benefits, expanding the range of options available for these benefits while integrating the Company's cultural values and characteristics. Employee suggestions were collected through questionnaire surveys, interviews, and other methods, and all employees are also entitled to vote on welfare plans, leveraging collective wisdom and joint efforts to enhance employee participation and satisfaction. The Company conducts an annual employee satisfaction survey to gain a deeper understanding of their needs, work conditions, and expectations, continuously improving their sense of recognition and belonging and fostering mutual growth between the employees and the Company. In 2024, 5,829 employees participated in the occupational satisfaction survey, with nearly 5,000 employees offering constructive feedback. The satisfaction survey results showed that employee job satisfaction was 4.28 points (out of 5).

The Company also works to strengthen internal communication and provide a variety of channels for employees to voice their concerns. It actively implements a top-down communication system supervised by the human resources department to ensure

that information is conveyed accurately and completely, thereby reducing potential risks arising from miscommunication. It introduced and implemented the *Management Guidelines for North G Star Forum* to regulate the forum's operation and management and ensure that employee queries and suggestions are addressed. In 2024, the community engagement rate of the forum significantly increased, with employee participation reaching an average of 83% per month, double the participation rate of 2023. Every quarter, the Company holds an event called *G's Talk*, where executives share business updates and the Company's strategic direction, responding to frequent questions raised by employees, so as to continuously stimulate employee cohesion and morale. Furthermore, the Company has deeply embedded the "*Three Affinities*" culture (affinity with customers, affinity with products, and affinity with employees), with the Chairman and senior executives regularly meeting with specific departments and frontline employees to engage in face-to-face communication, addressing business challenges and practical needs. This ensures a smooth flow of information between management and staff, building trust and fostering a stable internal environment that supports the Company's growth.

**In 2024,**

- 132 representatives of employees attended the Workers' Congress
- 42% of employees are union members
- 141 employee inquiries were addressed in internal forums

## **2. Enriching Employee Well-being**

At Glodon, we prioritize our employees' sense of belonging and happiness, fostering a warm and supportive workplace environment. We offer not only material support but also emotional care. We keenly assist our employees faced with challenges, providing financial aid to them and their families, along with psychological support and practical help in their lives to overcome difficulties. In 2024, the Glodon Family Fund received a total of 864,600 yuan in donations, benefiting nearly 140 employees.

The Company continuously enhances its office environment by introducing modern facilities and thoughtful spatial design to improve employee comfort and work efficiency. Smart systems are applied to precisely control the temperature and humidity of the offices, ensuring a comfortable and pleasant working environment. The staff canteen offers a wide range of healthy and nutritious meals. In addition, facilities such as nursery rooms, gyms, and libraries are available to all employees at no cost, ensuring

a considerate and convenient workplace that fosters employees' productivity and well-being.

Glodon also organizes a wide array of cultural and sports activities to enrich employees' leisure time, enhancing team cohesion and promoting a positive and engaging work atmosphere. The Union Club offers popular programs such as badminton, table tennis, basketball, football, and healthy running. Additionally, a new Yoga Club will be launched in 2025, all of which play a significant role in promoting physical well-being and team solidarity. Events celebrating International Women's Day are held to celebrate the achievements of women and empower female employees, delivering and promoting values that support their professional development to strengthen their confidence and sense of belonging. The Company also organizes a variety of traditional cultural celebrations, such as for the Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival, further enriching employees' cultural lives.

**In 2024,**

- Total donations to the Family Fund amounted to 864,600 yuan
- Provided care and support to nearly 140 employees and their family members
- Allocated nearly 1.7 million yuan in employee assistance funding
- Over 800 cultural and sports events were held



**Image: Glodon organized employee yoga training sessions**



**Image: Glodon successfully held the inaugural "Chang'an Cup" football competition**



**Image: Glodon presented flowers to female employees in celebration of International Women's Day**



**Image: Glodon provided a selection of delightful afternoon tea offerings to employees**

### 3. Occupational Health and Safety

Glodon places a high priority on office building safety and has adopted intelligent technologies to strengthen security. Facial recognition systems and digital visitor registration terminals are deployed to manage visitor access and registration, while a tiered authorization system is implemented for access control. Regular safety inspections are also carried out across heating, ventilation, and air conditioning systems, power distribution facilities, and building façades to identify and eliminate potential hazards.

Glodon has developed comprehensive emergency response plans and established disaster early warning systems. The contingency plans cover emergency coordination, on-site handling, and medical assistance, while the response plans provide tailored protocols for scenarios such as fires, natural disasters, and falling objects. Meanwhile, regular safety training and emergency drills—including fire safety training, first aid training, and evacuation drills—are conducted.

To promote employee well-being, Glodon provides a wide range of health support services and facilities. On-site wellness rooms are established and equipped with multiple medical supplies such as smart health monitoring devices, oxygen tanks, wheelchairs, and first-aid medical cabinets. Free on-site medical consultations are organized to provide employees with direct access to professional health advice. In addition, Glodon has also set up pressure-relieving and wellness spaces, including relaxation rooms and fitness areas to meet employees' daily needs for rest and stress relief, thereby improving both work efficiency and overall quality of life.

The Company maintains stringent controls to mitigate food safety risks. Measures include internal audits, a three-tier supplier management system, issue-specific risk rectification, and self-inspection under the food safety testing program. The scope of testing covers pesticide residue levels in vegetables, the doneness of soymilk, acid value and peroxide level in cooking oils, as well as hygiene checks on tableware and hands of food service personnel. These procedures ensure the safety and hygiene of meals served in the staff canteen. In 2024, no food safety incidents were reported.

**In 2024,**

- 100% coverage of occupational health check-up for employees
- 56 emergency drills conducted
- Total work-related injury insurance coverage amounted to 5.25 million yuan

# Appendix

## 1) Key Performance Indicators

### Environmental Performance<sup>3</sup>

Performance Indicator	Sub-Indicator	Unit	2020	2021	2022	2023	2024
Climate Change Response	Total Carbon Emissions	tCO <sub>2</sub>	5519.39	3515.68	3187.27	7619.23 <sup>4</sup>	10316.22 <sup>5</sup>
	Scope 1 Carbon Emissions	tCO <sub>2</sub>	/	/	142.67	222.15	234.41
	Scope 2 Carbon Emissions	tCO <sub>2</sub>	/	/	3044.60	7397.08	10081.81
Energy Consumption	Total Purchased Electricity	million kWh	5.9598	5.2546	5.3386	16.0726 <sup>6</sup>	16.3676 <sup>7</sup>
	Total Natural Gas Consumption	m <sup>3</sup>	70,000	49,000	53,000	95,800	97,000 <sup>8</sup>
	Total Gasoline Consumption	t	16.00	8.45	9.60	5.18	8.55
Resource Consumption	Total Office Paper Consumption	t	29.50	14.30	6.00	11.16	9.17
Waste	Non-Hazardous Waste <sup>9</sup>	t	197.96	173.70	174.50	1169.26	1271.52
	Hazardous Waste	t	0.50	0.56	0.04	0.56	0.41

<sup>3</sup> From 2023 onward, the scope of environmental performance statistics includes Glodon's office buildings in Beijing, Shanghai, and Xi'an. For the period from 2020 to 2022, data coverage was limited to the Beijing Headquarters Building. Glodon's Smart Construction and South China Headquarters in Guangzhou is scheduled to commence operations in July 2025; as such, its full-year data is unavailable and will be incorporated into the statistical scope beginning in 2026.

<sup>4</sup> Restatement of Historical Data:

*Natural Gas CO<sub>2</sub> Emission Factor:* Due to a unit error in the CO<sub>2</sub> emission factor for natural gas in 2023, the originally applied factor of 0.002162 kg CO<sub>2</sub>/m<sup>3</sup> has been corrected to 2.16 kg CO<sub>2</sub>/m<sup>3</sup>.

*Electricity CO<sub>2</sub> Emission Factor:* The emission factor for electricity was updated in 2023 from 0.5703 kg CO<sub>2</sub>/kWh (as per the Ministry of Ecology and Environment's *Notice on Doing a Good Job in 2023-2025 Reporting and Management of Greenhouse Gas Emissions of Power Generation Enterprises*) to 0.5366 kg CO<sub>2</sub>/kWh, based on the 2022 power CO<sub>2</sub> emission factors jointly released by the Ministry of Ecology and Environment and the National Bureau of Statistics in 2024.

Following these updates of factors, the Company has revised the total carbon emissions as well as Scope 1 and Scope 2 carbon emission values for 2023. These restatements result from updates in accounting methodologies and does not reflect an actual increase in emissions.

<sup>5</sup> As part of the Company's continuous enhancement of its carbon emissions accounting framework, purchased thermal energy was newly included in 2024, enabling more comprehensive coverage.

<sup>6</sup> Restatement of Historical Data: Some electricity consumption data in 2023 had not been finalized by the reporting deadline. Consequently, previously reported values were based on estimates and have been subsequently revised to reflect actual usage.

<sup>7</sup> The increase in purchased electricity is primarily due to the expansion of IT infrastructure. With the continuous growth of Glodon's AI-related business, there is an increasing demand for IT infrastructure expansion, the Xi'an R&D Centre Building added 37 new servers to its IT center in 2024, leading to a 45% year-on-year increase in power consumption in the core server room. With further business growth, a growing need for IT capacity expansion is anticipated, therefore the Company is concurrently implementing energy-saving initiatives for servers to mitigate carbon emission increases.

<sup>8</sup> The reason for the increase in total natural gas consumption is that the energy utilization of employees has increased. Guanglada Xi'an Tower has been providing employees with dinner since the second quarter of 2023 and has continued to do so throughout 2024. This has led to an increase in natural gas consumption, but it has also enhanced employees' sense of belonging and work efficiency.

<sup>9</sup> The reason for the increase in the amount of harmless waste discharged is the same as that for the increase in the total consumption of natural gas, as stated in footnote 14.

<b>Water Resources</b>	Total Water Consumption	t	64862	28660	28904	109689	115187 <sup>10</sup>
	Total Freshwater Consumption	t	64442	28250	28474	106145	115187
	Recycled Water Volume	t	420	410	430	3544	0
	Water Consumption Intensity <sup>11</sup>	t/million yuan	/	/	/	16.81	18.57

## Social Performance

Performance Indicators	Sub-Indicator	Unit	2020	2021	2022	2023	2024
<b>Employment</b>	Total Number of Employees	/	8213	9486	10683	10349	8463
	Number of Male Employees	/	4910	5873	6489	6259	5036
	Number of Female Employees	/	3303	3613	4194	4090	3427
	Number of Employees from Ethnic Minority Groups	/	457	511	558	885	409
	Number of New Recruits During the Reporting Period	/	2316	2784	2971	1874	787
	Number of Part-Time Employees	/	/	/	0	0	0
	Number of Full-Time Employees	/	8213	9486	10683	10349	8463
	Number of Interns	/	/	/	151	147	50
	Number of Employees with Master's Degree or Above	/	/	1464	1810	2017	1746
	Number of Employees with Bachelor's Degree	/	/	7146	8042	7677	6185
	Number of Employees with Associate Degree or Below	/	/	876	795	655	532
	Percentage of Employees Covered	%	100	100	100	100	100

<sup>10</sup> The reason for the increase in total water consumption is the same as that for the increase in total consumption of natural gas. Please refer to footnote 14 for details.

<sup>11</sup> From 2020 to 2022, the data of total water consumption included only the Beijing Headquarters Building; therefore, water intensity could not be calculated during that period. Beginning in 2023, water consumption statistics have been expanded to cover Company-owned office buildings in Beijing, Xi'an, and Shanghai.

	by Five Statutory Social Insurance and One Housing Fund						
	Coverage Rate Labor Contract Signing	%	100	100	100	100	100
<b>Employee Development</b>	Overall Employee Turnover Rate	%	19.00	24.00	18.00	20.35	23.05
	Male Employee Turnover Rate	%	20.00	25.00	20.00	21.25	24.45
	Female Employee Turnover Rate	%	18.00	21.00	15.00	18.97	20.90
	Overall Percentage of Employees Receiving Training	%	62.80	93.00	98.00	96.75	87.55
	Percentage of Male Employees Receiving Training	%	63.80	93.00	98.00	97.89	88.56
	Percentage of Female Employees Receiving Training	%	63.20	93.00	98.00	95.01	86.05
<b>Health and Safety</b>	Number of Fire Drills	/	2	2	2	13	24
	Occupational Health Checkup Coverage Rate	%	100	100	100	100	100
	Maternity Leave Utilization Rate	%	100	100	100	100	100
	Number of Fatalities due to Occupational Injuries	/	0	1	1	0	1
	Fatality Rate due to Occupational Injuries	%	0	0.01	0.009	0	0.01
	Number of Lost Workdays due to Occupational Injuries	/	0	64	354	193	275
<b>Supply Chain Management</b>	Total Number of Suppliers	/	1075	837	1836	3246	1205 <sup>12</sup>
	Number of Chinese Domestic Suppliers	/	/	/	1836	3233	1202

<sup>12</sup> The total number of suppliers decreased in 2024 due to the Company's systematic streamlining of the supplier database. Suppliers were removed based on the following criteria: no participation in quotation or bidding activities for three consecutive years after the inclusion into the database; expiration of one-off cooperation agreements; or failure to meet compliance requirements during audits.

	Number of Overseas Suppliers	/	/	/	0	13	3
	Number of Manufacturing Suppliers Assessed for Environmental and Social Risks	/	/	/	/	26	0
	Percentage of Suppliers Signing the <i>Corporate Social Responsibility</i>	%	/	/	39.10	92.60	98.00
	Number of Supplier Audits	/	/	/	/	60	54
	Number of Suppliers Improved following Audits	/	/	/	17	35	39
	Number of Suppliers Terminated following Audits	/	/	/	39	0	15
<b>Employee Care</b>	Number of Donors to the Family Fund	/	3648	3942	3183	2305	1477
	Total Amount of Donations to the Family Fund	million yuan	1.1059	1.385	1.164	1.84	0.8646
	Number of Employees and Family Members Supported	/	94	108	120	135	138
<b>Community Engagement</b>	Number of Employee Volunteer Participations	/	213	357	399	283	580
	Total Amount of Charitable Donations	million yuan	5.7739	8.1731	18.3361	18.7580	1.8997

### Economic Performance

Performance Indicator	Sub-Indicator	Unit	2020	2021	2022	2023	2024
<b>Operational Efficiency</b>	Total Assets	billion yuan	9.547	10.068	11.545	10.676	10.231
	Operating Revenue	billion yuan	3.947	5.562	6.591	6.525	6.203
	Total Profit	million yuan	410	758	1078	150	310
	Asset-to-Liability Ratio	%	31.31	37.69	41.09	40.25	40.58
<b>Research and Development</b>	Number of Patent Applications	/	127	210	155	138	286

<b>(R&amp;D)</b>	Number of Patents Granted	/	94	18	29	59	87
	Number of Registered Software Copyrights	/	87	80	281	85	58
	Number of Registered Trademarks	/	65	168	78	44	55
	Total R&D Investment	billion yuan	1.339	1.626	1.858	1.963	1.805
	R&D Investment as a Percentage of Operating Revenue	%	33.93	29.23	28.36	30.09	29.10
	R&D Personnel as a Percentage of Total Employees	%	40.05	41.46	40.61	45.43	39.25
	Complaint Resolution Rate (User Satisfaction Rate)	%	100	100	100	100	100

## 2) GRI Index

Disclosure Item	Section Reference
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2-5 External assurance	Appendix-Rating Report
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2-14 Role of the highest governance body in sustainability reporting	Four-Element Disclosure
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2-20 Process to determine remuneration	Refer to Annual Report
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2-22 Statement on sustainable development strategy	Four-Element Disclosure
2-23 Policy commitments	Four-Element Disclosure

2-24 Embedding policy commitments	Four-Element Disclosure
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206-1 Legal actions for anti-competitive behavior, anti-trust, and anti-monopoly practices	Upholding Business Ethics
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302-5 Reductions in energy requirements of products and services	Upholding Low-Carbon Operations
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305-2 Energy indirect (Scope 2) GHG emissions	Upholding Low-Carbon Operations
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305-4 GHG emissions intensity	Upholding Low-Carbon Operations
305-5 Reduction of GHG emissions	Upholding Low-Carbon Operations
305-6 Emissions of ozone-depleting substances (ODS)	Not Applicable
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308-2 Negative environmental impacts on the supply chain and actions taken	Responsible Supply Chain
401-1 New employee hires and employee turnover rate	Appendix-Environmental Performance
401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	Building a High-Caliber Workforce
401-3 Parental leave	Building a High-Caliber Workforce
404-1 Average hours of training per year per employee	Building a High-Caliber Workforce
404-2 Programs for upgrading employee skills and transition assistance programs	Building a High-Caliber Workforce
404-3 Percentage of employees receiving regular performance and career development review	Building a High-Caliber Workforce
405-1 Diversity of governance bodies and employees	Building a High-Caliber Workforce
405-2 Ratio of basic salary and remuneration of women to men	Refer to Annual Report
406-1 Incidents of discrimination and corrective actions taken	No incidents reported
408-1 Operations and suppliers at significant risk for incidents of child labor	No incidents reported
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No incidents reported

414-1 New suppliers that were screened using social criteria	Responsible Supply Chain
414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain
417-1 Requirements for product and service information and labeling	Building Excellence in Quality
417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents reported
417-3 Incidents of non-compliance concerning marketing communications	No incidents reported
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents reported

### 3) Terminology Interpretation

<p><b>The Ninth Three-Year Strategy</b></p>	<p>➤ It refers to Glodon’s ninth three-year strategic plan, covering the period from 2023 to 2025.</p>
<p><b>Digital Building</b></p>	<p>➤ Digital building refers to the industry strategy of promoting transformation and modernization of the construction industry with information technologies such as BIM, cloud computing, big data, IoT, mobile internet, and AI. The strategy employs advanced lean construction methods and integrates people, processes, data, technologies, and business systems to make all construction processes, factors and stakeholders online, digital, and smart. It creates a new ecosystem that involves projects, enterprises and the entire industry. By promoting industrial innovations featuring digital design, construction and O&amp;M approaches, Glodon aims to improve the industry and achieve the goal of making every project a success.</p>
<p><b>Digital Design</b></p>	<p>➤ A methodology driven by digitalization and engineering data integration, establishing a unified collaborative work model encompassing the whole process, all design factors, and all participants involved in the design phase. This approach facilitates pre-simulation of construction and operational scenarios during the design phase, enabling fully digital prototypes and integrated delivery solutions. Its objectives include enhancing design efficiency, fostering project collaboration, expanding enterprise operations, improving industry supervision and regulation, and ultimately empowering the digital transformation and advancement of the design sector, ensuring the success of every engineering project.</p>
<p><b>BIM</b></p>	<p>➤ BIM refers to Building Information Modeling, a modeling approach that leverages diverse construction project-related information and data as the foundation for building models, enabling the simulation of real-world building information through digital means.</p>
<p><b>CIM</b></p>	<p>➤ CIM refers to City Information Modeling, it is an integrated modeling approach grounded in technologies such as Building Information Modeling (BIM), Geographic Information Systems (GIS), and the Internet of Things (IoT). CIM synthesizes multi-dimensional and</p>

	<p>multi-scale city model data, incorporating above-ground and underground, indoor and outdoor, historical and future data, along with urban perception data, to establish a comprehensive and sound city information complex within a three-dimensional digital space.</p>
<b>SaaS</b>	<p>➤ SaaS means Software-as-a-service, which is an innovative software application model where vendors host application software on servers, allowing customers to subscribe to tailored application software services based on their specific needs. Customers may pay fees corresponding to their subscribed services and duration, receiving related services in return.</p>
<b>BUG</b>	<p>➤ BUG means software defects, which refers to problems, errors, or hidden functional flaws present in computer software or programs, impeding their normal operation and potentially damaging users' demands and experience.</p>
<b>AI</b>	<p>➤ Artificial Intelligence (AI) represents a burgeoning technology dedicated to studying, developing, and applying theories, methodologies, technologies, and application systems aimed at simulating, extending, and augmenting human intelligence.</p>
<b>Engineering Project Lifecycle</b>	<p>➤ The entire lifecycle of engineering project encompasses the whole process of construction project, from the project approval to its completion, utilization, and eventual obsolescence. This lifecycle typically spans the phases including, feasibility analysis, design, tendering (trade or purchasing), construction, operation and maintenance, and project demolition.</p>

## 4) Reader Feedback

**Dear Reader,**

Thank you for reading the 2024 ESG Report of Glodon Company Limited.

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

We look forward to hearing from you!



**Scan the QR code to share your suggestions and insights with us!**

