HIKVISION®

2024
Environmental, Social and Governance Report

Environment
Pursuing Low-carbon Operation and Green Development

Integrity
Championing Compliance and Prudence

Reliability
Embracing Innovation and Maintaining High Quality

Value Chain
Working Together for Mutual Success

Harmony
Creating a Harmonious Workplace and Giving Back to Society

About Hikvision
Leading the Future of AIoT

Founded in 2001, Hikvision is a tech company dedicated to technological innovation. At Hikvision, we uphold the business philosophy of "professionalism, reliability, and integrity", and practice the core value of "dedicated to customers' continual success, adding value to companies and communities, acting with honesty and integrity, and pursuing excellence in every endeavor". Over the past two decades, we started with video technology, and gradually built and enhanced our Internet of Things powered by Artificial Intelligence (AIoT) system, centered around IoT perception, artificial intelligence, and big data, providing security and scenario digitalization solutions to a variety of industries.

Hikvision is committed to serving various industries through its cutting-edge technologies of IoT perception, artificial intelligence, and big data, leading the future of AIoT: through comprehensive machine perception technologies, we aim to help people better connect with the world around them; with a wealth of intelligent products, we strive to identify and satisfy diverse demands by delivering intelligence at your fingertips; through innovative AIoT applications, we are dedicated to empowering every individual to enjoy a better future by building an intelligent world that is more convenient, efficient and secure.

Message from the Management

Feng Wei

Board Secretary and
Leader of the Sustainability
Working Group

In today's world, sustainable development has been a global consensus, and Environmental, Social, and Governance (ESG) serves as a critical framework for guiding businesses toward sustainability. It encompasses environmental protection, social welfare, and long-term stability of businesses. It also stands as the essential path for enterprises to coexist and thrive with society. In deep recognition of this, Hikvision has established a systematic framework that integrates ESG into every aspect of our development, to create value for society and shape the future for the Company.

Innovation is embedded in Hikvision's DNA and serves as a driving force for its sustained development. In 2024, we maintained the intensity of R&D investment, explored deeper in the AIoT domain, and launched multi-dimensional perception products, fostering our competitiveness in scenario digitalization business. Additionally, we believe that our long-term development depends not only on commercial achievements but also on the ability to leverage expertise for a positive societal impact. With "Tech for Good" as the core, we continuously advance innovative initiatives in education support, environmental protection, and digital village promotion, working toward a better and more sustainable world.

In response to the global challenges of climate change, Hikvision is taking proactive steps. Guided by the mission of "connecting a green and low-carbon value chain with safe and efficient AIoT applications", Hikvision is adopting a top-down approach to carbon neutrality management, driving green transformation across all stages, including product design, manufacturing, and operations. The Company is also actively utilizing clean energy such as green electricity and solar power. Through these efforts, Hikvision is contributing to the sustainable development of our planet.

By seeing far, we gain vision; by acting on vision, we go further. At Hikvision, we remain steadfast in the original aspiration of "Tech for Good". Driven by innovation, guided by responsibility, and in step with the times, we are committed to advancing with society and working hand in hand with you to thrive for a better future.

April 2025

ESG Management

SILVER | Top 15%
ecovadis
Sustainability Rating
FEB 2025

Hikvision firmly believes that sustainability is key to sound industrial growth and long-term corporate competitiveness. We carefully examine the connection between ESG and various aspects of our business activities, including strategy, operations, value creation, and development. By improving our ESG management system and enhancing communications with stakeholders, we have managed ESG and other non-financial risks more effectively, ensuring robust operations and sustainable development. Our efforts have been recognized with the SA8000 Certification for Social Accountability Management System and have been awarded the EcoVadis 2025 Silver Medal, which places us in the Top 15% of 150,000 companies globally.

ESG Philosophy

Hikvision upholds the ESG management philosophy of "integrating corporate social responsibility and sustainability principles into business, and striving to be a responsible global tech company", and actively builds a featured ESG model for effective management.

Like banyan trees that sustain countless species after they grow up, Hikvision is dedicated to fostering growth across various industries while pursuing sustainable development. This commitment is embodied in our **THRIVE** sustainability philosophy, which guides our ESG practices in this new phase. With "**T**ech for Good" as the core, we focus on five domains—**H**armony, **R**eliability, **I**ntegrity, **V**alue chain, and **E**nvironment—to jointly create a more prosperous, brighter future with our stakeholders.

In 2024, Hikvision joined the United Nations Global Compact (UNGC). We uphold the Ten Principles of the UN Global Compact, which encompass human rights, labor, environment, anti-corruption, and other aspects. This engagement also contributes to the realization of the 17 United Nations Sustainable Development Goals (SDGs).

Reliability

Leverage our strengths in cutting-edge technologies to deliver high-quality products and services that meet customer needs and facilitate digital transformation across industries.

Integrity

Comply with high standards of business ethics and uphold integrity and compliance in business operations as the cornerstone of long-term growth.

Value chain

Build a robust AIoT ecosystem and foster coordinated development through open collaboration with suppliers and industry partners.
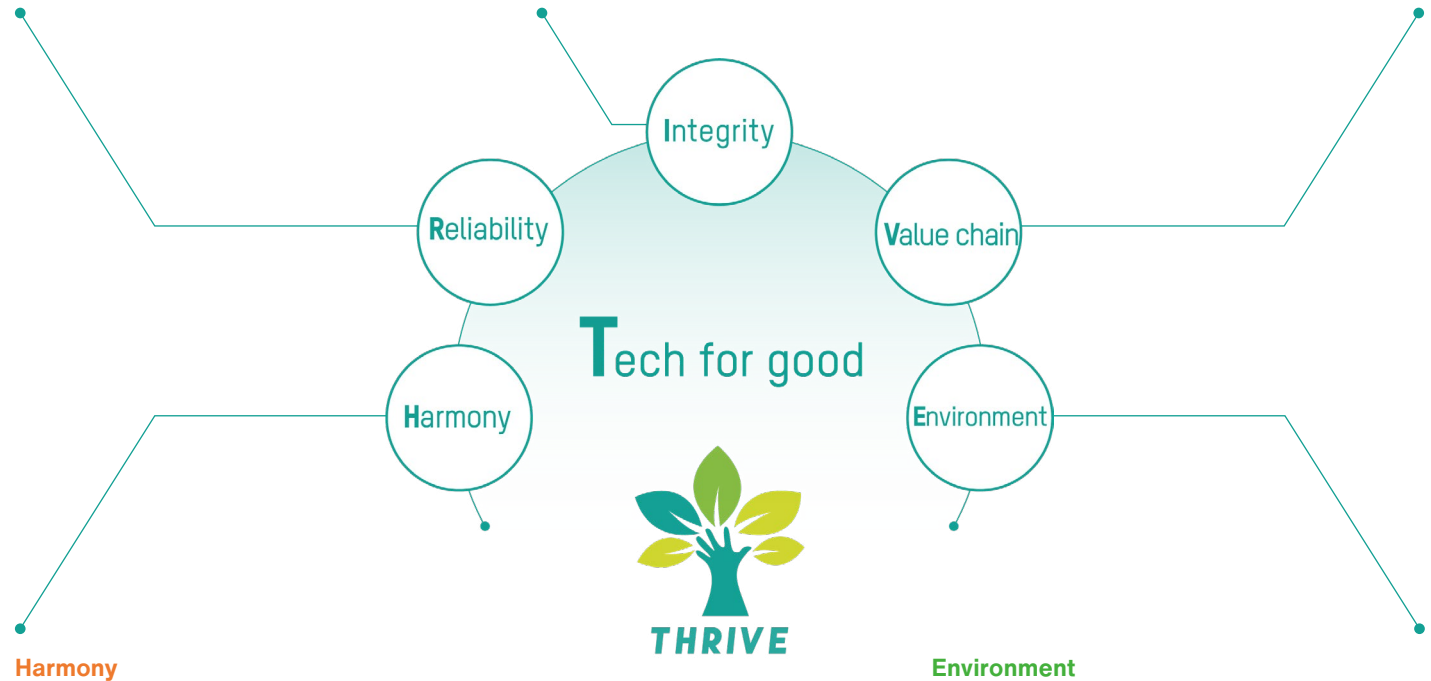
Harmony

Provide ample opportunities for professional development and support our employees in leading better lives; leverage our technological expertise to improve social welfare, thereby bringing positive change and hope to the world.

Environment

Take guidance from the concept of green development, continuously improve our energy structure, and actively explore pathways to carbon neutrality.

ESG Governance Framework

Hikvision has established a comprehensive ESG management structure that encompasses decision-making, management, and execution levels. The Board of Directors serves as the highest governing body for ESG matters, overseeing the formulation of overall strategic decisions. The Sustainability Steering Committee manages and supervises ESG-related affairs, while the Sustainability Working Group handles the day-to-day management and implementation of these affairs.

Board of Directors — Decision-making Level

Executive Management – Sustainability Steering Committee — Management Level

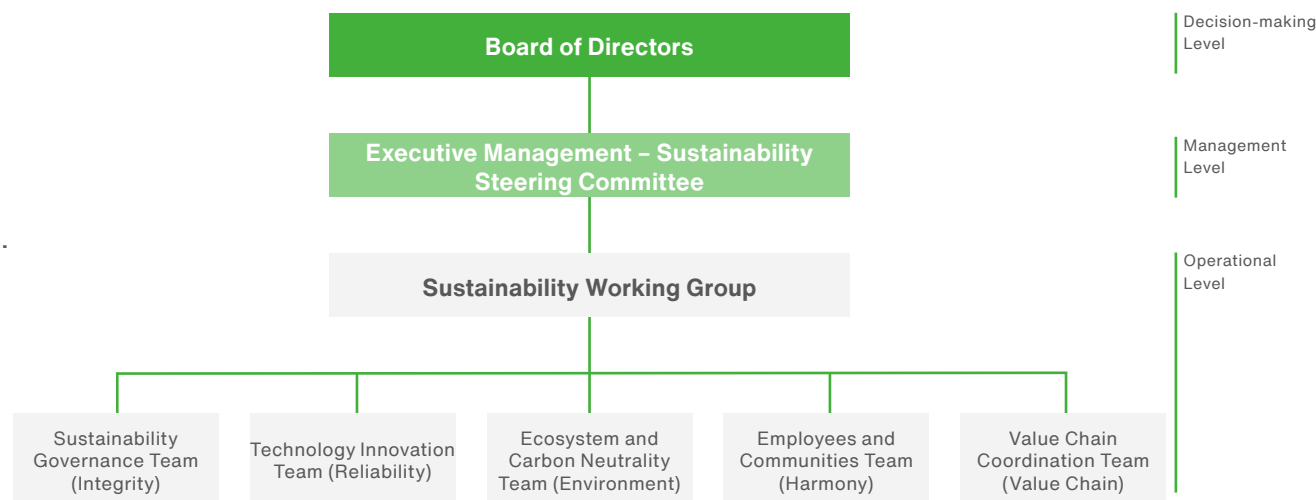**Sustainability Working Group** — Operational Level

- Sustainability Governance Team (Integrity)
- Technology Innovation Team (Reliability)
- Ecosystem and Carbon Neutrality Team (Environment)
- Employees and Communities Team (Harmony)
- Value Chain Coordination Team (Value Chain)

Hikvision's ESG Governance Framework

Under the Sustainability Working Group, execution teams focus on five key areas. The leader of the corresponding core department takes the leading role, and operations leaders are appointed to foster cross-departmental collaboration and efficient execution.

Integrity:
Strengthen the management of anti-commercial bribery, anti-corruption, and anti-unfair competition topics to improve internal risk prevention and control mechanisms; integrate human rights protection into corporate operations to enhance governance.

Reliability:
Reinforce the management of technological innovation and product safety and quality and improve the measures for information security and privacy protection; enhance the awareness of technology ethics and continuously refine internal policies and guidelines.

Environment:
Focus on key topics such as tackling climate change, application of clean technology, and energy and waste management. Implement systematic management and innovative practices, explore an overall direction, and set clear objectives for advancement, and track progress and outcomes effectively.

Harmony:
Incorporate diversity and inclusion into corporate culture and day-to-day operations, and improve the employee care and benefits system for a happier and more productive workforce; organize volunteer activities to give back to our communities.

Value chain:
Enhance supplier management and conflict minerals management. Facilitate industry communication and cooperation to make the supply chain more sustainable.

Identification of Material Topics

Hikvision places great emphasis on stakeholder concerns and inputs. In 2024, we refined our assessment methods in line with the *Self-Regulatory Guidelines No. 17 for Companies Listed on the Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*. We conducted our first double materiality assessment, which fully integrated perspectives from multiple departments and over 120 stakeholders of various types. Before sequencing and filtering the topics, we evaluated their relevance to "corporate finance" and to the "economy, society, and environment".

Topic identification

Based on the material topics identified in our 2023 ESG report, and in line with domestic and international policies, ESG norms, capital market rating criteria, and industry benchmarking outcomes, we have compiled a list of 25 key ESG topics.

Materiality assessment

Importance to the economy, society, and environment:
Stakeholders - including shareholders/investors, employees, customers, government and regulators, suppliers/partners, media outlets, and NGOs/communities - participated in a survey on the magnitude of potential impacts, both positive and negative, of Hikvision's performance toward the material topics. A total of 112 questionnaires were collected from these stakeholders.

Importance to corporate finance:
Hikvision's senior executives and relevant department heads contributed to the survey. They thoroughly considered the risks and opportunities associated with the material topics, including the magnitude of their potential impact on our business models, operations, development strategies, and financial standing. A total of 10 questionnaires were collected from these stakeholders.

Sequencing and filtering

We performed a quantitative analysis of the financial materiality and impact materiality assessment results, with the "materiality thresholds" set at one-third and two-thirds. Topics are thus divided into three categories: "less material" for topics scoring below one-third, "moderately material" for those scoring one-third or above but below two-thirds, and "highly material" for those scoring two-thirds or above.

Confirmation and approval

Upon review and confirmation by the Board of Directors, the Company recognized three double-materiality topics (technological innovation, cybersecurity and data protection, and response to climate change). We will sharpen our focus on material topics by engaging in targeted disclosures and improving relevant practices.

● Environment   ▲ Society   ■ Governance

Importance to the economy, society, and environment (vertical axis, Low → High)

Importance to corporate finance (horizontal axis, Low → High)

- ▲ Technological innovation
- ▲ Cybersecurity and data protection
- ▲ Product safety and quality
- ▲ Premium customer service
- ■ Respect for human rights
- ▲ Employee development and training
- ■ Anti-commercial bribery and anti-corruption
- ▲ Supplier management
- ● Energy management
- ● Response to climate change
- ▲ Rural revitalization
- ▲ Public welfare and volunteering
- ▲ Diversity and inclusion
- ● Application of clean technology
- ▲ Occupational health and safety
- ● Circular economy
- ▲ Technology ethics
- ▲ Employee care and benefits
- ■ Anti-unfair competition
- ● Waste and emission management
- ▲ Industry exchanges and collaboration
- ● Chemicals management
- ▲ Conflict minerals management
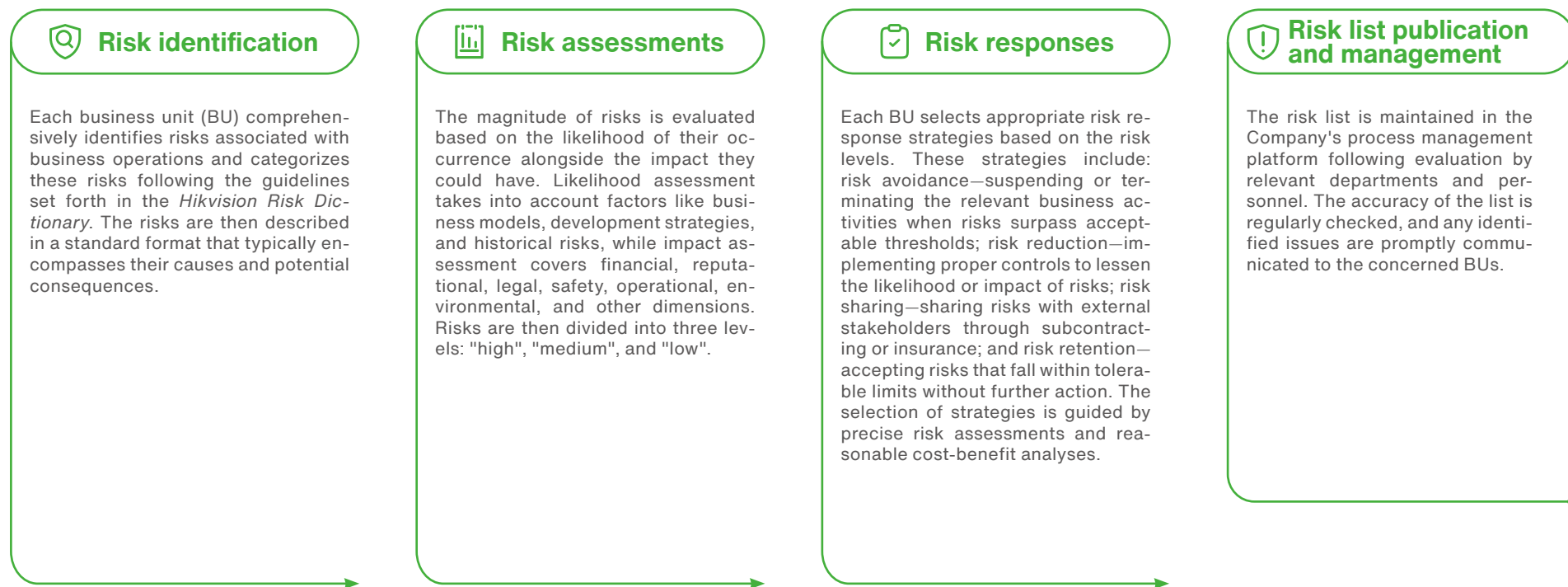- ● Water resource management
- ● Biodiversity protection

Hikvision's Topics Materiality Matrix for 2024

We have summarized the impacts of the three doubly material topics along with the risks and opportunities they may bring. We have also disclosed the effectiveness of relevant management strategies and actions in this Report.

Material Topic	Risk	Opportunity	Impact
Technological innovation	The challenges of technological development and the fast iteration of external technologies may hinder innovation activities from achieving their expected outcomes.	Innovations driven by demands will constantly sharpen our competitive edge and reinforce our industry leadership.	Technologies such as big data, AI, and multi-dimensional perception will drive the digital transformation of the industry, enhancing production efficiency and safety. The application of innovative technologies for eldercare, transportation, healthcare, and charity will enhance social well-being.
Cybersecurity and data protection	Non-compliance with data protection laws and regulations or management shortcomings may end in regulatory penalties, legal liabilities, and risks including data breaches, unauthorized data access/destruction, or data alteration.	Effective cybersecurity and data protection measures can boost customer trust, leading to an increase in market share.	Robust cybersecurity and data protection measures can prevent the misuse or leakage of customers' personal information and reduce the risk of financial loss.
Response to climate change	The escalating effects of climate change may drive up both the prices for greenhouse gas (GHG) emissions and the costs of raw materials.	We can better accommodate the evolving consumer preferences and further explore market opportunities by developing and expanding low-carbon products and services as well as by promoting diversification in our business activities.	We will focus on decarbonization throughout the product life cycle and spare no effort in green operations to help mitigate climate change. Through product carbon footprint verification, we will promote the construction of a green value chain and supply chain.

Risk Management

We have established the Risk and Compliance Management Committee under the Board of Directors and developed the *Working Rules of the Risk and Compliance Management Committee of the Board of Directors* and the *Risk Management Policy* to integrate ESG-related factors, including human rights, information security and data protection, into our risk assessment and internal control processes. Leveraging our risk management and internal control systems, we enhance the practical management of various topics, strictly control associated risks, and vigorously pursue relevant opportunities to ensure long-term stable development.

Risk identification

Each business unit (BU) comprehensively identifies risks associated with business operations and categorizes these risks following the guidelines set forth in the *Hikvision Risk Dictionary*. The risks are then described in a standard format that typically encompasses their causes and potential consequences.

Risk assessments

The magnitude of risks is evaluated based on the likelihood of their occurrence alongside the impact they could have. Likelihood assessment takes into account factors like business models, development strategies, and historical risks, while impact assessment covers financial, reputational, legal, safety, operational, environmental, and other dimensions. Risks are then divided into three levels: "high", "medium", and "low".

Risk responses

Each BU selects appropriate risk response strategies based on the risk levels. These strategies include: risk avoidance—suspending or terminating the relevant business activities when risks surpass acceptable thresholds; risk reduction—implementing proper controls to lessen the likelihood or impact of risks; risk sharing—sharing risks with external stakeholders through subcontracting or insurance; and risk retention—accepting risks that fall within tolerable limits without further action. The selection of strategies is guided by precise risk assessments and reasonable cost-benefit analyses.

Risk list publication and management

The risk list is maintained in the Company's process management platform following evaluation by relevant departments and personnel. The accuracy of the list is regularly checked, and any identified issues are promptly communicated to the concerned BUs.

Hikvision's Risk Management Process

Stakeholder Communication

Hikvision proactively develops new channels and methods for communication with both internal and external stakeholders, including hosting performance briefings, organizing suppliers' meetings, and conducting employee surveys. We value stakeholder feedback as an important reference for making sustainability action plans and sharing information externally.

Stakeholder	Main Topics	Communication Channel and Frequency	Response
Shareholders/ Investors	Continuous increase in corporate value Innovation-driven development Business ethics and compliance Risk management ESG management	Regular reports/interim announcements Field research (sporadic) Telephone communication (real-time) Email correspondence (real-time) Performance briefing/Roadshow (quarterly)	● Maintaining consistent revenue growth ● Offering industry-leading products and solutions ● Establishing a risk management system and a compliance ecosystem ● Improving the ESG management system
Government and regulators	Fulfilling tax obligations Promoting economic growth Addressing social issues Product safety and quality Business ethics and compliance ESG management Environmental protection	Regular reports/interim announcements Letters (sporadic) Field research (sporadic) Government communication meetings (sporadic)	● Fulfilling tax obligations ● Developing new products and solutions in line with evolving social needs ● Establishing and improving the cybersecurity and quality management systems ● Establishing a risk management system and a compliance ecosystem ● Improving the ESG management system ● Using clean technology to promote the low-carbon transition of Hikvision and the whole industry
Customers	Innovation and R&D Product safety and quality Business ethics and compliance Information security and data protection ESG management Protection of customer rights	Hotline (real-time) Information feedback (real-time) Letters (sporadic) Field research (sporadic) Satisfaction survey (yearly)	● Expanding the innovation footprint to satisfy customer needs ● Adopting a mature quality management system to ensure product safety and quality ● Establishing a risk management system and a compliance ecosystem ● Improving the ESG management system ● Establishing and improving the cybersecurity and quality management systems to constantly improve our service standards
Employees	Protection of employee rights Compensation and benefits Talent training and development Occupational health and safety Business ethics and compliance	Communication meetings (sporadic) Employee training (sporadic) Questionnaire (yearly) Hotline and email (real-time)	● Establishing an equal and inclusive working environment to safeguard employees' rights and interests ● Upholding integrity and trustworthiness in business operations ● Providing competitive pay and benefits ● Providing comprehensive career path programs and training opportunities ● Providing employees with safe workplaces and health protection
Suppliers/Partners	Business ethics and compliance Supplier management Conflict minerals management Data security	Open tendering (sporadic) Assessment and scoring (yearly) Field research (sporadic) Suppliers' meeting (yearly) Supplier empowerment training (sporadic) Hotline and email (real-time)	● Upholding integrity and trustworthiness in business operations ● Integrating sustainability into every component of the supplier management process ● Promoting conflict minerals management in compliance with high standards and strict requirements ● Building diverse communication and learning platforms for all upstream and downstream partners to empower the supply chain ● Adopting internationally recognized cybersecurity standards and best practices to comprehensively enhance our security capabilities
Community	Community engagement Public welfare Environmental protection	Community activities (sporadic) Media coverage (sporadic) Interviews and research (sporadic)	● Using tech for good, and encouraging employees to engage in and promote charity ● Promoting the concept of green office and reducing the potential negative impact of business operations on the environment
Peers/NGOs/ Industry organizations	Product and service quality Industrial development Business ethics and compliance CSR	Participating in industry forums and meetings (sporadic) Participating in industry topic research and standards development (sporadic) Joining international organizations (sporadic) Letters (sporadic) Communication meetings (sporadic)	● Sharing cutting-edge technologies, information, and platforms, and collaborating with a wider range of industry partners for common progress ● Establishing a risk management system and a compliance ecosystem

Honors and Awards

🏅 Development Quality 🏅

Won the second prize of the State Science and Technology Progress Award issued by the State Council

Entered the list of winners of the Fifth China Quality Award issued by the State Administration for Market Regulation

Won the second prize of the Fujian Provincial Science and Technology Awards issued by the Fujian Provincial People's Government

Recognized as a Leading Service Company in Artificial Intelligence by the Zhejiang Provincial Development and Reform Commission

Named in the List of Top 100 Enterprises in Digital Economy and the List of Top 100 Enterprises Driving the Integration of Digital Technologies and Real Economy issued by the China Enterprise Evaluation Association

Named in the Top 100 Competitive Software and IT Service Enterprises List (2024) and the Top 100 Competitive Electronics and Information Enterprises List (2024) issued by the China Federation of Electronics and Information Industry

Won the Outstanding Technology Award, part of the 21st For The People Awards in 2024 hosted by people.cn

Named among the Top 50 Leading Enterprises in China's Industrial Digital Transformation by e-works

Won the Supply Chain Transformation Model Award, part of the 2024 "Dingge Award" Digital Transformation Pioneer List, jointly issued by Caijing Magazine and SAP.
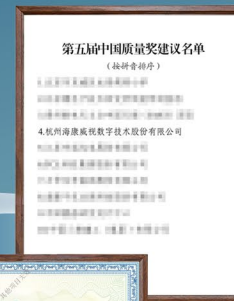
Corporate Governance

Won the National May 1 Labor Certificate awarded
by the All-China Federation of Trade Unions

Won the Tianma Award for Shareholder Return
in Investor Relations Management
of Listed Companies in China issued by the Securities Times

Won the Best Board of Directors Award (2024) issued
by the Economic Observer.

Won the Golden Bull Award for the Highest Investment
Value of 2023 issued by the China Securities Journal.

Won the Outstanding Growth Enterprise Award,
part of the 13th Golden Wisdom Award, issued by JRJ.com.

Won the Best Capital Operation Award,
part of the Investor Relations Data Rankings issued
by Shenzhen Finenter Technology Co., Ltd.

CSR Practice

Recognized as an Outstanding Case
in Corporate Health Promotion
by the Health Commission of Zhejiang Province

Included in the Corporate Social Responsibility Cases for
Sustainable Development by China National Radio (CNR)

Won the Technology Innovation and Breakthrough Award,
part of the 2023 China Corporate Carbon Neutrality Performance Rankings,
issued by Yicai Media Group

Ranked among the Top 20 in the 2024 China Best Employer
list issued by Zhaopin.com

Won the Excellence in Talent Development Award,
part of the 2024 SHL China Talent Management Awards

Named in the Top 20 Hangzhou Listed Companies for ESG Strategy
and Philanthropy Impact List (2024) jointly issued
by the Hangzhou Civil Affairs Bureau and Hangzhou Charity Federation

Brand Value

Recognized in the First Batch of Outstanding Achievements in the
Central Enterprise Brand Leadership Initiative by the State-owned Assets
Supervision and Administration Commission (SASAC) of the State Council

Certified as a National Trustworthy Brand for Product and
Service Quality by the China Association for Quality Inspection

Included in the "2024 China's Top 100 Overseas Brands Index"
jointly issued by People's Daily Overseas-Haiwainet and GYBrand

Named in the Top 100 Chinese Service Brands List (2024) issued
by the China Digital Service Industry Development Annual
Conference Committee and the CCSO Standard Evaluation Center

Listed in the 2024 Chinese Listed Companies Excellent
Brand Cases by the National Business Daily

Won the Innovator Company of the Year Award (2024)
issued by Benchmark Magazine

ESG Spotlight

Tech for Good

Technology is a capability we possess, while using it for good is our choice. Beyond merely "doing good" in technological innovation, we also believe in "developing technology for a good purpose". Hikvision is committed to the principle of "Tech for Good", integrating CSR and sustainability into our business. We leverage our expertise across sectors such as education, energy, transportation, healthcare, culture, and environmental protection, and continuously improve our products and solutions and explore innovative approaches to address social challenges. Through these efforts, we contribute to a more inclusive and sustainable future.

Tech for Homeland

The hope for a better living environment has been a fundamental aspiration of humanity. At Hikvision, we leverage cutting-edge technologies to foster innovation in urban public services, enhancing urban planning, social services, and community management. We embrace the concept of "happy communities" by advancing smart solutions that create safer, more comfortable, and harmonious living spaces.

Smart traffic management

We are dedicated to specific scenarios such as improving traffic flow, safety management, law enforcement, command and dispatch, vehicle and driver administration, and highway policing. By collaborating with traffic management authorities and partners, we continuously strengthen our capabilities in addressing traffic challenges to support refined traffic management.

Optimizing traffic flow and reducing congestion

We have delivered advanced traffic management solutions to over 300 cities, optimizing traffic flow at more than 53,000 intersections. In cities such as Jingzhou, Deyang, Nanxun, and Zhoushan, our intelligent signal control systems have enhanced traffic efficiency by more than 10%, while our green wave technology has effectively reduced commuting times by over 15%.

Supporting traffic safety management

We have deployed traffic safety management services across more than 220 cities, addressing over 2,600 specific risk scenarios. In provinces such as Shaanxi, Zhejiang, Hubei, and Jiangsu, initiatives such as road hazard rectification led to a significant year-on-year reduction in the number of accidents by addressing road hazards, identifying high-risk vehicles and individuals, and enhancing safety education.

Case

Refined traffic management enhances urban mobility

To mitigate congestion and address complex urban traffic challenges, Hikvision implemented the Smart Traffic Management project in partnership with the Traffic Management Bureau of Jingzhou Public Security Bureau in Hubei Province. We developed a big data analyzing system and an intelligent signal control system that integrates 627 traffic signal controllers within the city center. As a result, 100% of the city's traffic lights now operate under a networked and coordinated system. The project has delivered measurable improvements in Jingzhou's urban traffic conditions: the travel speed on major congested roads increased by 14.65%, the congestion index declined by 11.03%, and the average daily travel speed reached 36.76 km/h.
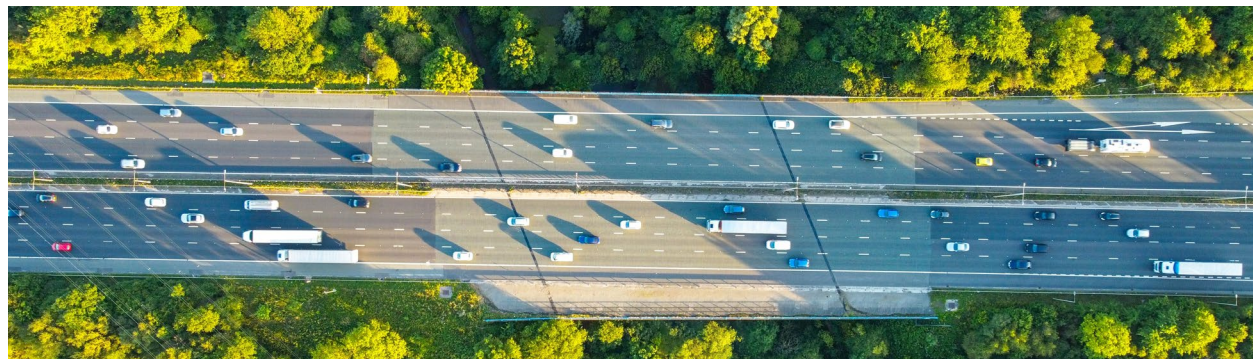
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Urban governance

We have developed IoT-based sensing solutions, including combustible gas detectors and radar flow meters, designed to enhance the management of critical urban infrastructure. These products enable intelligent sensing of multiple statuses and factors, including flammable gas in enclosed spaces, flow rates in drainage networks, and water levels during flooding. By providing accurate and timely data, our products support more standardized, intelligent, and refined urban management.

Case

Safeguarding urban lifelines

In a city in Sichuan Province, Hikvision conducted a systematic risk assessment and implemented an intelligent sensing system to enhance the safety and efficiency of key urban infrastructure, including main pipelines and aging pipe networks. By leveraging pipeline modeling, hazard management, real-time monitoring, performance evaluation, and response mechanisms, the system enables real-time monitoring and early warning of methane gas concentrations, dynamic monitoring of drainage networks, and data collection and predictive analysis for water supply systems, improving risk management for urban lifeline systems.

Tech for Environment

Hikvision contributes to natural resource conservation and ecological monitoring through our AIoT-powered integrated air, land, and water monitoring system. By protecting interconnected ecosystems—including mountains, rivers, forests, fields, lakes, and grasslands—Hikvision supports the Beautiful China Initiative with concrete actions.

Biodiversity protection

Diverse flora and fauna are members of the vibrant nature. We are committed to protecting ecosystems and biodiversity, applying solutions to promote harmonious coexistence between humans and nature.

Case

Protecting one of the world's rarest trees

The Baishanzu fir (Abies beshanzuensis) is considered a "living fossil" in the plant world. Previously, only three mature wild specimens remained, making it one of the world's 12 most endangered plant species. The three trees are native to Baishanzu National Park in Lishui, a biodiversity hotspot home to species such as the white-necked long-tailed pheasant and the Cabot's tragopan, a critically endangered species endemic to China, often called the "giant panda of birds". To enhance biodiversity conservation, Hikvision partnered with Baishanzu National Park to deploy wildlife monitoring cameras and the GHD Flora and Fauna Observation Cloud Platform, creating an intelligent surveillance system for wildlife protection. This technology supports the reforestation and wild population recovery of the Baishanzu fir, significantly improving its chances of survival. As a result, the wild population of Baishanzu firs has grown from just three trees to over 4,000—a testament to the impact of ongoing conservation efforts.

Case

Leveraging technology to protect Fuheyuan wetlands in Jiangxi

Wetlands, often called the kidneys of the Earth, play a crucial role in ecological conservation. Jiangxi Province, which contains one of the largest concentrations of wetlands in the middle and lower reaches of the Yangtze River, has achieved a wetland protection rate exceeding 60%. Since 2022, Hikvision has been supporting Fuheyuan National Wetland Park, Guangchang County, Jiangxi Province, in building a smart wetland system that provides intelligent wildlife monitoring, 24-hour water quality analysis, and comprehensive aerial, terrestrial, and aquatic surveillance. By enhancing ecological monitoring, scientific research, and refined management, the system helps improve air and water quality, strengthens wetland conservation, and optimizes patrol operations.

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Natural disaster prevention

We provide intelligent monitoring, early warning, and prevention solutions for natural disasters, including floods, landslides, collapses, mudslides, and forest fires. We have played a key role in disaster prevention capacity-building projects across Zhejiang, Guangxi, Hebei, Tianjin, Fujian, Qinghai, and other provinces and cities, making disasters visible to avoid unnecessary casualties and economic losses.

Case

Smart fire prevention system protects forests

Forests take centuries to grow but can be devastated by fire in a single night. To effectively prevent and control forest fires, Hikvision integrates IoT perception, AI, and big data analytics to develop a real-time, high-frequency, and large-scale intelligent monitoring network for forest fire prevention. The system provides fire detection and early warning, fire behavior analysis, fire suppression command and coordination,

damage assessment, and post-fire inspections. As of December 2024, we have contributed to forest fire prevention initiatives in 264 cities across 31 provinces, significantly strengthening wildfire mitigation and ensuring long-term forest protection.

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Tech for Industry

Industries are the backbone of the economy and the driving force for social progress. The wave of digital transformation is reshaping industrial operations, making them greener, safer, and more efficient. Leveraging AIoT technologies, Hikvision empowers industries to digitalize their operations, enhance efficiency and safety, and drive sustainable economic and social development.

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"From production and equipment management to quality control, logistics, and energy monitoring, the majority of our operational data is now visualized on a 3D dashboard. These technologies have enhanced production efficiency, improved product quality, reduced costs, and strengthened our competitiveness."

— Plant Manager, DENSO Manufacturing (Hangzhou) Co., Ltd.

Digital operation

As technology advances rapidly, digital transformation has become a key strategy for enterprises worldwide to maintain or gain competitiveness. Hikvision drives this transformation by empowering businesses to integrate digital solutions with diverse products, equipment, infrastructure, and operational scenarios. These innovations digitalize production processes, service delivery, product usage processes, and on-site management, thereby promoting operational excellence.

`Case`

Empowering smart manufacturing for DENSO factories

DENSO, a leading global supplier of automotive components and systems, operates a factory in Qiantang District, Hangzhou, China, which produces 20 million small automotive motors and wiper systems annually for global automakers. In 2024, Hikvision partnered with DENSO Manufacturing (Hangzhou) Co., Ltd. to implement digital applications, including AR-enabled workshops, AI-driven quality inspection, and digital logistics solutions. These applications have significantly enhanced the company's smart manufacturing capabilities, driving operational efficiency and sustainability.

- AR-enabled workshops provide integrated visualization of production, equipment maintenance, and energy systems and key modules.
- AI-driven quality inspection improves efficiency and visualization in quality control, from raw materials to finished products.
- Digital logistics increases logistics efficiency by over 20%.
- Real-time energy monitoring reduces carbon intensity per unit of value added by an average of 11.8% annually.

Driving digitalization of mining operations

On the Plateau, at altitudes exceeding 5,400 meters, advanced digital technologies are transforming mining operations. Automated weighbridge systems ensure unmanned vehicle weighing, industrial acoustic diagnostic devices in the electrical room provide real-time equipment monitoring and detect unusual noises, and an integrated safety visualization system enhances operational oversight to ensure the safety of front-line operations. These are the fruits of the years-long strategic partnership established between

Hikvision and Zijin Mining Group to drive digital transformation across the entire mining lifecycle—from geological exploration and extraction to mineral processing, metallurgy, and environmental management. The collaboration accelerates the digital and intelligent transformation of the non-ferrous metals industry.

Scan the QR code to learn more

"Zijin Mining, in partnership with Hikvision, is advancing digital transformation through AIoT solutions. These technologies optimize business processes, develop 'smart mines' and 'intelligent factories,' reduce costs, improve efficiency, and enhance workplace safety, strengthening our global operational excellence."

— Chief Information Officer of Zijin Mining Group and General Manager of Zijin Zhixin (Xiamen) Technology Co., Ltd.

Safety management

We help enterprises strengthen safety management capabilities through digital and scenario-based monitoring. By identifying unsafe behaviors, hazardous equipment conditions, and environmental risk factors early and quickly, we help safeguard industrial operations.

Case

"Smart steelmaking" increases safety, automation, and efficiency

Steel production operates in extreme conditions, including high temperatures, high pressures, and heavy loads, which pose tough challenges for raw material handling, equipment, and production processes. In partnership with Nanjing Iron and Steel Co., Ltd. (NISCO), Hikvision established a joint laboratory to deploy digital safety solutions, including anti-vibration cameras, millimeter-wave obstacle avoidance radars, handheld acoustic imagers, and two-color pyrometers. These solutions have been implemented across sintering, coking, conveyor belt transport, blast furnace ironmaking, and steelmaking processes, making operations safer, more automated, and more efficient.

"Equipment serves production. When equipment reliability improves, our production processes run more smoothly."

— Senior Technical Manager, Intelligent & Automation Department, Manufacturing Division, NISCO

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Quality and efficiency improvement

Through technological innovation, we optimize the management of key production factors—personnel, equipment, materials, and space—to streamline processes, enhance safety management, achieve refined management, and reduce costs. These efforts drive continuous improvements in quality and efficiency across industries.

Case

Bi-spectrum rapid coal quality analysis technology optimizes coal quality control

Coal quality data is fundamental to coal production, sales, settlement, and utilization. However, traditional chemical coal quality detection methods are often inefficient, risky, and costly, limiting the clean and efficient use of coal. Since 2021, Hikvision has worked with CHN Energy Investment Group ("CHN Energy") to address this issue. Through three years of R&D, we developed the bi-spectrum rapid coal quality analysis technology. This technology overcomes the limitations of traditional testing methods by enabling online, real-time, and non-destructive testing of coal samples in bulk. The technology has been deployed at nine facilities across the four major coal production areas, ports, sales centers, power plants, and chemical industries. As of October 2024, this technology has helped analyze over 400 million tons of coal. CHN Energy has leveraged this rapid detection technology and data platform to expedite settlement processes for over 10 million tons of coal transactions with external users.

Scan the QR code to learn more

Tech for Community

Hikvision remains dedicated to leveraging digital solutions to improve public well-being and harnessing technology to foster a more harmonious society. By expanding the application of advanced technologies in elderly care, child protection, education, and healthcare, we contribute to enhanced living conditions and broader social welfare. Our efforts support the vision of a society where elderly individuals receive proper care, children are well-protected, students have access to better education, and medical services are more available to all.

Caring for vulnerable groups

Supporting vulnerable groups is fundamental to enhancing social equity, justice, and harmony. We have developed multiple products and solutions to enhance the caring, safety, and well-being of elderly people and children, creating a smarter, more secure, and more convenient living environment for them.

Enhancing elderly care in nursing homes

We have developed intelligent care terminals equipped with millimeter-wave radar technology to provide features such as vital sign monitoring, fall detection, emergency alerts, and smart caregiving. These terminals have been deployed in nursing homes across Shanghai, Qingdao, and other regions, safeguarding the health and safety of elderly people.

Protecting elderly people living alone in rural areas

To enhance the safety of elderly people living alone in rural areas, we have implemented a suite of sensing devices, including standalone smoke detectors, gas leak detectors, electricity usage monitors, and smart care terminals. These devices are integrated into a digital village management platform, enabling detection and early warning of fire hazards and other risks. This solution has been rolled out in Zhejiang, Sichuan, Chongqing, and other provinces to protect elderly residents from safety hazards.

Drowning prevention for children

To mitigate the risk of drowning among children in rural areas, we have developed an intelligent drowning prevention and alert system featuring smart column speakers, intelligent cameras, and AI-powered analysis applications. This system has been deployed in places such as Enshi in Hubei Province, enabling village committees to implement robust safety measures around water bodies. The system provides intelligent patrols and early warnings during high-risk periods, such as school holidays, weekends, after-school hours, busy seasons of farming, extreme heat, and flood seasons, building a technology-driven safety net against drowning incidents.

Smart education

We are dedicated to advancing campus safety, digitalizing classroom instruction, and integrating intelligent platforms for education authorities and schools. By fostering a secure and comfortable digital learning environment, we help teachers enhance digital teaching capabilities while safeguarding students' physical and mental well-being throughout their academic journey.

Scan the QR code to learn more

"With the support of an intelligent terminal data platform, we will continue to explore the potential of education digitalization—using intelligence to drive intelligence and fostering high-quality school development."

—School leader of Lanzhou Dongjiao School

Case

Transforming education with smart technology

Since 2022, Hikvision has partnered with Lanzhou Dongjiao School to drive a comprehensive digital transformation in school management, services, and teaching environments. This initiative has cultivated a dynamic and engaging learning community for students, teachers, and parents, enhancing campus management efficiency and quality and turning the vision of a "smart campus" into reality.

Interactive smart boards provide students with a new way to explore knowledge. The digital student evaluation system supports a holistic five-dimensional education approach encompassing moral, intellectual, physical, aesthetic, and labor education. The smart family-school interaction platform enables parents to submit leave requests for students, view student performance, class notifications, and receive dismissal notifications, making family-school interactions more efficient and convenient. Teachers benefit from an integrated ecosystem of smart technologies, including lecture recording, intelligent classroom monitoring, and interactive teaching assistants. Now they can prepare lessons online, interact with students during class, and analyze student performance after class more efficiently.

Hikvision has also implemented an intelligent security management system featuring dynamic campus incident monitoring, prompt alerts for critical areas, and an integrated fire safety and emergency response mechanism to ensure a secure campus.

Healthcare

We provide multidimensional digital support for medical scenarios, integrating digital technologies into the entire patient care process. Our solutions include smart outpatient services, intelligent wards, intelligent monitoring, digital operating rooms, telemedicine solutions, and smart hospital security, ensuring safer, more accessible, and more efficient healthcare services for patients.

Case

Digital transformation empowers dynamic pressure ulcer care management

A critical aspect of hospital care is to dynamically monitor and manage pressure injuries for long-term bedridden and critically ill patients. Hikvision's Medical Pressure Ulcer PDA has helped Zhejiang Provincial People's Hospital establish an integrated digital wound management system, digitizing pressure ulcer care. The Medical Pressure Ulcer PDA scans patients' wristbands to access essential medical information. Featuring video capabilities, deep learning algorithms, and binocular vision ranging technologies, the device can automatically measure the sizes of wounds. It can also wirelessly upload accurate wound data to the hospital system and generate pressure ulcer care records. By eliminating manual measurements and record-keeping, the PDA significantly enhances nursing efficiency.

Tech for Culture

Hikvision is committed to integrating technology with cultural heritage preservation, working with institutions such as the Dunhuang Academy, the Palace Museum, Henan Museum, and Xi'an City Wall Center to enhance cultural heritage protection and service innovation. By leveraging AIoT technology, we contribute to the intelligent conservation of cultural heritage, ensuring a better cultural experience for the public.

Scan the QR code to learn more

"The transformation of museum security must fully leverage new technologies and products. These are essential tools that, when used effectively, reduce our workload while improving efficiency."

— Director of Security, Henan Museum

Case

Hikvision partners with Henan Museum to preserve cultural artifacts using smart technology

Henan Museum houses over 170,000 invaluable cultural artifacts, including the Jiahu Bone Flute, Lotus-Crane Square Pot, Jade-Handled Iron Sword, and Fu Hao Owl-shaped Vessel (Zun)—each a testament to China's rich cultural heritage, drawing visitors from around the world. In 2024, Hikvision's advanced technology significantly enhanced the museum's security management, making it more effective, efficient, and intelligent. Leveraging our IoT technology, we have integrated the museum's security and fire protection systems into a smart security management platform, eliminating data silos to facilitate seamless system integration and data sharing. Utilizing our digital twin technology, we have created a security monitoring system with 3D visualization capabilities, bridging the physical and digital realms of the museum and further enhancing the preservation of cultural heritage.

The digital code of Xi'an City Wall

As a symbol of Xi'an's ancient history, the Xi'an City Wall safeguarded the city for centuries. Today, generations of "Wall Guardians" continue to protect the world's oldest and most well-preserved ancient city wall, integrating digital intelligence into heritage conservation.

Hikvision, together with the Xi'an City Wall Digital Industry Innovation Center, has established the Cultural Heritage Data Governance Laboratory to drive preventive conservation and digital management of the ancient wall. We have developed an IoT base, capable of multi-dimensional perception and data governance, for the Xi'an City Wall digital management platform, empowering cultural heritage protection with AIoT data. Looking ahead, Hikvision and Xi'an City Wall will continue their collaboration to explore IoT sensors and AI-powered machine vision technologies for the data collection and governance for heritage conservation, providing digital assets for the preservation, maintenance, and tourism development of Xi'an City Wall.

"Integrating new technology into the ancient city wall enables us to proactively manage its preventive conservation while taking preemptive actions to better preserve and pass on cultural heritage."

— Director, Xi'an City Wall Digital Industry Innovation Center

Scan the QR code to learn more

Environment
Pursuing Low-carbon Operation and Green Development

Protecting the shared nature is also protecting ourselves. At Hikvision, we tackle climate change with visionary approaches, ensuring optimal resource allocation and efficient utilization. We strive to establish a low-carbon and sustainable business ecosystem that contributes positively to the environment, helping protect our planet as we pursue a greener future.

Contributing to the following UN SDGs

| 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 15 LIFE ON LAND |

Responses to topics

- Response to climate change

- Energy management

- Application of clean technology

- Water resource management

- Circular economy

- Waste and emission management

- Environmental compliance management

Responding to Climate Change

Climate change is profoundly reshaping the landscape of business development. At Hikvision, we proactively establish a governance framework to tackle climate change, identifying risks, opportunities, and impacts. We develop a comprehensive climate risk management process and set clear climate-related indicators and targets. These efforts represent strong steps towards mitigating the influence and adapting to climate change.

▌ Governance

At Hikvision, we have tailored our organizational structure to address the challenges of climate change. Under the leadership of the Board of Directors, related responsibilities are shared by the executive management team and the Carbon Neutrality Committee, while the planning and implementation of measures are handled by the Carbon Neutrality Operation Working Group. This structure ensures a cohesive, top-down approach to climate change, ensuring alignment between strategy and implementation while enhancing our capacity to address climate impacts.

Role	Governing Body	Responsibilities
Decision-making	Board of Directors	• Review and verify the mechanisms and rules for responding to climate change, and examine the effectiveness of climate risk management and internal control systems. • Review the ESG strategy and plans, including those related to climate change, as well as the progress toward achieving KPIs and targets. • Facilitate the implementation of climate-related initiatives and approve relevant budgets.
Management	Management team and Carbon Neutrality Committee	• Set the strategies, objectives, and policies for addressing climate change. • Regularly report to the Board of Directors on ESG-related issues. • Routinely manage climate-related risks and opportunities, and promote the identification, response, tracking, and monitoring of these factors and relevant impacts.
Execution	Carbon Neutrality Operation Working Group	• **Operation Management Functional Group:** Provide basic operational support in terms of regulations, policies, and capacity building. • **Four business groups (green operation, low-carbon products, intelligent manufacturing, and digital & intelligent transformation):** Prepare and implement specific plans, and promote the Company's energy conservation and carbon reduction through internal publicity, newsletter on carbon peak and carbon neutrality, product carbon footprint verification, low-carbon innovation incentives, etc. The digital & intelligent transformation group goes deep into the business scenarios of various industries to empower upstream and downstream customers with AIoT business solutions and innovative low-carbon applications, striving to boost the shared efforts on carbon reduction within the industry.

▍ **Strategy**

Hikvision identifies and analyzes climate risks and opportunities across its value chain based on the 11 categories recommended by the TCFD framework, which is done through value chain mapping, climate data screening, and industry research, resulting in a comprehensive climate risk and opportunity inventory. We also submit the CDP climate change questionnaire and assess our potential risks, striving to enhance the precision and transparency of our management. Meanwhile, we incorporate the low- and high-emissions scenarios from the Intergovernmental Panel on Climate Change (IPCC) and

the International Energy Agency (IEA). This enables us to identify impacts in the short, medium, and long term, assessing comprehensively how climate factors affect our business and financial planning. Based on these insights, we delineate our strategic direction for responding to climate change and adapt our strategies in accordance with our progress.

Risk/Opportunity Category		Time of Assessment	Selected Climate Scenarios
Physical risks	Acute		● Shared Socioeconomic Pathways (SSPs) from the IPCC Sixth Assessment Report ● Low-emissions scenarios, consistent with the *Paris Agreement*: ● SSP1-2.6 — This scenario emphasizes sustainable development and low-carbon transformation. The goal is to limit global warming to approx. 2°C, with a strong possibility of keeping it at or below 1.5°C. Net-zero emissions will be achieved around 2075. ● High-emissions scenarios: ● SSP3-7.0 — Regional rivalry: Under a fragmented global socioeconomic system, each country pursues its own interests, leading to scant emissions reduction efforts. Global warming is likely to exceed 3°C. ● SSP5-8.5 — Fossil-fueled development: The global socioeconomic system depends heavily on high-carbon energy sources, resulting in a lack of effective actions on reducing emissions. Global warming is likely to exceed 4°C.
	Chronic		
Transition risks	Policies and regulations	Short-term (2025)	
	Technology	Medium-term (2030)	**IEA**
	Market	Long-term (2050)	**Low-emissions scenarios, consistent with the *Paris Agreement*:**
	Reputation		● Net-zero emissions scenario — Develop sustainable, clean energy to limit global warming to 1.5°C (with at least a 50% probability of success).
Transition opportunities	Resource efficiency		**High-emissions scenarios:**
	Products and services		● Stated policies scenario — Based on energy-related policies that are in place or under development around the world, and in light of currently planned manufacturing capacities for clean energy technologies, the average global temperature is expected to rise approx. 2.5°C by 2100.
	Market		
	Resilience		

List of Climate-Related Risks

Risk Category		Climate-Related Risks	Short-term (2025)	Medium-term (2030)	Long-term (2050)	Impact	Mitigation Strategies
Transition risks	Policies and regula-tions	Enhanced emissions-reporting obligations	High	High	Medium	• The Company is required to enhance climate management and information disclosure quality, with an increase in project funding in the short term. • Expenditures on product carbon footprint assessments, data collection, and verification are expected to increase over the medium to long term.	• Stay updated with domestic and international emissions reporting requirements to ensure compliance in disclosures. • Respond to domestic and international disclosure requirements by establishing a mechanism for routine management of emissions data. Develop plans and targets for carbon reduction and climate change response, and continuously track progress toward these goals.
	Reputation	Growing concerns and negative feedback from stakeholders	Low	Medium	High	• This risk has attracted wide attention within a short period. • In the medium to long term, with the increase in regulatory requirements, the company will face higher compliance demands, which may lead to an increased risk of negative feedback.	• Keep track of the feedback regarding the Company's climate tackling measures from domestic and international regulatory authorities, customers, and other stakeholders along the supply chain. • Cooperate with supervision and assessments by issuing ESG reports, facilitating external ratings, announcing our climate policies, and engaging with specific groups. • Constantly improve our climate policies and emissions reduction measures to address stakeholder concerns.
	Technology	Costs of transitioning to low-carbon technologies	Medium	Medium	Medium	• In the short term, the company reduces emissions by adopting renewable energy. • In the medium to long term, investments will increase in green products in response to the growing market demand for low-carbon products.	• Set and work to achieve energy conservation and efficiency targets based on policies and market demands, and regularly assess the input and output of low-carbon technologies. • Increase investments in emissions reduction technologies and enhance the frequency of using new energy, technologies, and materials to reduce overall energy consumption. • Gradually establish a mechanism for product carbon footprint management by starting with a pilot project to reduce energy consumption.
	Policies and regula-tions	Increased GHG emissions pricing	Low	Medium	High	• Our industry is not yet covered by China's carbon trading market in the short term. However, if it is covered in the medium to long term, relevant operating costs will increase. • In the short term, carbon tax policies in many countries are unlikely to affect our industry. However, as these policies tighten in the medium to long term, the expanded coverage could elevate our operating costs.	• Stay current with the climate policies of various countries and regions, and adjust accordingly. • Use renewables to enhance energy efficiency and reduce operational carbon emissions. • Promote investments and practices in energy-saving technologies to reduce emissions.
	Market	Consumer preference for low-carbon products and services	Low	Medium	High	• Main customers' demands for low-carbon products and services are not yet apparent in the short term. • In the medium to long term, customers are expected to gradually opt for low-carbon products and services, which will affect revenues from established business operations.	• Keep track of market demand for low-carbon products and services, and adjust accordingly. • Increase the use of new energy sources and the supply of low-carbon products and services. • Obtain low-carbon labels, certifications, and patents.

List of Climate-Related Risks

Risk Category	Climate-Related Risks	Short-term (2025)	Medium-term (2030)	Long-term (2050)	Impact	Mitigation Strategies
Market	Rising costs of raw materials	Low	Medium	High	• In the medium to long term, upstream businesses might boost their investments in technologies and incur higher emissions costs. These increases are likely to be reflected in the prices of raw materials purchased by the Company.	• Follow up on the impact of climate policies on upstream companies, and make timely responses and adjustments. • Establish mechanisms for supplier communication and awareness building, call on suppliers to reduce energy consumption, expand our pool of suppliers, and control procurement costs rationally. • Comprehensively assess cost increases and develop a reasonable pricing strategy by taking account of changes in consumer demand.
Reputation	Shifts in consumer preferences	Low	Medium	High	• As influenced by policies and public opinion, the growing preference for low-carbon products and services will affect the Company's revenues from established business operations.	• Constantly address social concerns regarding energy conservation, emissions reduction, and green development to build a green brand image. • Stay ahead of market demand shifts by proactively developing and launching green products and services. • Adhere to our commitments as a UNGC member by joining domestic and international sustainability associations and advocating for green development.
Physical risks — Acute risks	Increased severity of extreme weather events such as hurricanes and floods	Low	Medium	High	• Suppliers in coastal or flood-prone regions face climate risks like typhoons and floods, which might affect supply continuity. As extreme weather events become more frequent, these climate risks also increase.	• Foster synergies between production bases to ensure production stability. • Adjust the geographic distribution of suppliers to ensure that each production base is supplied from geographically closer suppliers. • Expand the supplier base to avoid reliance on procurement from a single supplier.
Physical risks — Chronic risks	Shifts in precipitation patterns and extreme changes in climate patterns	Low	Low	Low	• Suppliers in coastal or high-temperature regions face climate risks related to precipitation and power brownouts, which might affect the continuity of deliveries and their order fulfillment rate.	• Plan ahead and stay in touch with suppliers to ensure deliveries in full within short lead times. • Foster synergies between production bases to ensure production stability. • Adjust the geographic distribution of suppliers to secure supplies from proximate locations. • Expand the supplier base to avoid reliance on procurement from a single supplier.
Physical risks — Chronic risks	Rising average temperatures	Low	Low	Low	• This risk could result in frequent extreme weather events, increase energy consumption and maintenance costs, and even cause damage to equipment. • This risk may also accelerate the aging and deterioration of materials during storage and transportation.	• Strengthen the inspection and monitoring of raw materials to ensure they meet the quality standards. • Require suppliers to improve their production processes and equipment to boost efficiency and product quality. Enhance maintenance of equipment and devise reasonable schedules that avoid peak production during periods of high temperatures.
Physical risks — Chronic risks	Rising sea levels	Low	Low	Low	• Coastal infrastructure, including ports, may face inundation, which necessitates changes in route planning. This could, in turn, lead to an increase in transportation time and logistics costs.	• Enhance the protection standards for coastal ports and logistics facilities, and build sea walls and breakwaters to mitigate the impact of saltwater intrusion and storm surges. • Change shipping routes to bypass areas most threatened by rising sea levels, thus reducing logistics interruptions and delays.

List of Climate-Related Opportunities

Type	Climate-Related Opportunities	Short-term (2025)	Medium-term (2030)	Long-term (2050)	Impact	Mitigation Strategies
Resource efficiency	Adopting more efficient production and distribution processes	Low	Medium	Medium	● Technology will be adopted to optimize the Company's production, operations, and distribution processes, thereby reducing its operational costs. ● Customers will be equipped with digital capabilities and relevant revenues will increase.	● Use digital products and solutions, such as dark factories and digital factories, to enhance distribution and warehouse management, reducing energy loss and cutting costs. ● Constantly improve the hardware and software of digital products through technological R&D. ● Promote the Company's energy-saving mode to help more businesses reduce costs, enhance efficiency, and improve quality, thereby generating additional business revenues.
	Recycling	Low	Medium	Medium	● Product trade-ins and the recycling of internal resources will be promoted to reduce costs. Revenues could be boosted through product cannibalization.	● Reduce the use of disposable materials in our production and operations processes to reduce production costs. ● Organize trade-in campaigns to boost relevant revenue streams.
Products and services	Development and/or increase of low-carbon products and services	Low	Medium	High	● Investments will be made in low-carbon product design. The production, operations, and sales management processes will be improved to reduce energy consumption at various stages.	● Invest in innovative designs, processes, and technologies while closely monitoring the effectiveness of R&D efforts, so as to lower energy consumption and reduce costs in the long run.
	Products and service R&D and innovation	Medium	Medium	High	● As extreme weather conditions become more frequent due to climate change, the public sector will increase investments in emergency management, disaster prevention, and relief efforts, presenting new business opportunities in infrastructure projects like ports, channels, mountain tunnels, and urban transportation systems.	● Closely monitor business opportunities brought about by climate change, and cater to new market needs by intensifying product R&D and the application of new scenarios. ● Develop and launch emergency response equipment and boost revenue with new products and solutions.
	Diversified business activities	Medium	Medium	High	● As extreme weather conditions become increasingly frequent due to climate change, various industries will increase investments in safety and emergency management, thus presenting new business opportunities. ● The Company can provwide various industries with tools to reduce costs and enhance efficiency during the production, operations, and management processes, helping customers reduce emissions and capture new business opportunities.	● Constantly deepen our understanding of customer needs across various industries, resolve existing security problems, and provide fire prevention and emergency management tools to generate additional business revenues. ● Provide digital equipment and solutions to meet customers' needs for reducing energy inputs and waste of raw materials, thereby generating additional business revenues.
	Shifts in consumer preferences	Low	Medium	High	● With tightening climate policies and growing climate awareness among the public, customers are increasingly favoring enterprises with low-carbon operations, which opens up new business opportunities.	● In the medium to long term, increase investments in low-carbon products and operations and offer a variety of digitization solutions to meet new market demands and generate additional revenues.

List of Climate-Related Opportunities

Type	Climate-Related Opportunities	Short-term (2025)	Medium-term (2030)	Long-term (2050)	Impact	Mitigation Strategies
Market	Entering new markets	High	High	High	• Under the guidance of national policies, the Company's products can help traditional industries improve quality and efficiency, go digital, and go green. • The Company establishes a carbon neutrality management system and uses its influence within the industry and expertise in digital applications to help upstream and downstream partners reduce their carbon footprints. This can constantly boost the Company's brand value.	• Stay current with relevant policies in various countries (regions) and industries, and promote emergency management products and solutions according to the actual situation to boost revenues. • Develop digital, green products and solutions that cater to local and niche markets and highlight our sustainable competitiveness and value, to increase our income from the deep integration of digital technologies and green development.
Resilience	Participation in renewable projects and adoption of energy-saving measures	High	High	High	• Various energy conservation and carbon reduction measures will be taken, such as using renewables, to reduce energy consumption, improve production efficiency, and reduce production costs.	• Adopt air-source heat pumps and recover waste heat from air compressors. • Promote energy restructuring by transitioning from fossil fuels to clean energy sources, such as installing PV systems on rooftops and purchasing green electricity.
	Energy substitution/diversification	High	High	High	• Low-carbon, green products and services will be introduced to address user needs, increase market share, and boost revenues.	• Use clean energy sources, including solar power, and enhance the market penetration of clean technology offerings.

Based on the analysis of risks and opportunities in climate scenarios, we have incorporated our decarbonization strategies into corporate policies and developed a carbon-neutral business blueprint that encompasses the system, operations, and ecosystem aspects. We pursue the goals of energy conservation, carbon reduction, and green development from four perspectives: low-carbon products, intelligent manufacturing, digital & intelligent transformation, and green operations. By infusing eco-friendly principles into the processes of product design, manufacturing, and usage, we integrate low-carbon and green practices throughout our value chain, fostering a sustainable ecosystem that extends beyond Hikvision.

"With its remarkable achievements in energy conservation and carbon reduction, Hikvision is contributing to global environmental protection and climate change mitigation. The company's practices prove that through ongoing technological innovation and proactive environmental management, businesses can not only attain commercial success but also make substantial contributions towards creating a greener, more sustainable future."

— Yicai's news report on the Carbon Neutrality Performance Rankings

Carbon Neutrality Blueprint

Management of Impacts, Risks, and Opportunities

Based on the *Management Procedure for Greenhouse Gas Emissions*, we have established the entire process of identifying, assessing, and managing climate-related risks and opportunities. The Carbon Neutrality Committee regularly reviews climate-related risks and offers guidance to the Carbon Neutrality Operation Working Group to tackle these risks based on internal and external environmental shifts and any updates to business plans.

Step 1

Define management boundaries

The management time dimension is defined as short-term (up to 2025), medium-term (up to 2030), and long-term (up to 2050). The management space dimension is defined as corporate operations, supply chain, product lifecycle, and regional markets.

Step 2

Identify and assess climate -related risks and opportunities

Comprehensively assess the current trends in both the environment and society by taking account of various climate scenarios. Based on the TCFD framework, identify climate-related risks and opportunities and analyze their implications for business operations and financial standing. Prioritize risks and opportunities based on the likelihood of their occurrence and the significance of their impact.

Step 3

Develop responding strategies

Based on the specific risks and opportunities, develop targeted response measures and involve functional departments and production bases to implement these measures.

Step 4

Monitor and assess management performance

The Carbon Neutrality Operation Working Group regularly provides updates on the management of risks and opportunities to the Carbon Neutrality Committee, which reviews risk indicators on an annual basis.

Step 5

Share information with external stakeholders

Regularly disclose information about risk identification and management.

The Entire Process of Identifying, Assessing, and Managing Climate-related Risks and Opportunities

Greenhouse Gas Verification Certificate and Internal Report on Greenhouse Gas Verification
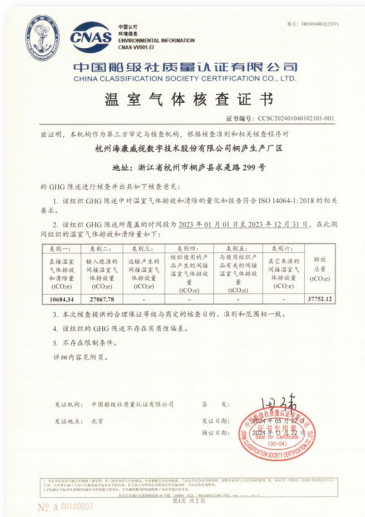
The Company has organized carbon footprint verification (CFV) for Phase I, Phase II, Phase III, and Phase IV projects in Binjiang District, Hangzhou; the Hikvision Electronics Co., Ltd. in Tonglu; Hikvision's production bases in Chongqing, Wuhan, Chengdu, and Shijiazhuang, and EZVIZ Phase V project in Binjiang District. We have also published an *Internal GHG Verification Report* and engaged a third party to conduct CFV for Binjiang Phase II and Tonglu production base (Phase I and Phase II). With a precise understanding of our emissions status, we are able to effectively implement and adjust our low-carbon development strategy.

▎ Indicators and Goals

Given our internal and external environments as well as our development status, we have defined our medium-to long-term climate goals as follows: constantly enhance our green operations and smart manufacturing capabilities; develop low-carbon products; empower upstream and downstream partners with our digital and intelligent solutions; and support the decarbonization efforts of various industries. When it comes to low-carbon products, our plan is to conduct CFV for all product categories by 2026 and to expand the range of product models with carbon footprint analysis by at least 20% each year starting from 2026.

Indicator	Goal	Progress	Greenhouse Gas Emissions
Green operations	● Enhance energy efficiency, boost resource recycling rates, and increase the share of renewable and clean energy we use.	● We have upgraded part of our air-conditioning equipment to the ones with the highest energy efficiency rating (EER), which has reduced emissions from day-to-day operations. ● We have purchased green electricity certificates that represent 18,000 MWh of renewable electricity. ● The annual PV output has amounted to 15,900 MWh.	
Intelligent manufacturing	● Elevate the levels of intelligent manufacturing for improved production efficiency. ● Improve aging schemes and processes and utilize low-carbon electrical components, equipment, and energy-saving robots to reduce energy consumption.	● Production efficiency has increased by 15.1%. ● We have saved nearly 1.5 million kWh of electricity annually by adopting low-carbon equipment and processes and reducing man-hours and energy consumption. ● Value from product disassembly and recycling has increased by 24%.	● Total GHG emissions (Scope 1 + Scope 2): 187,650.94 tons of carbon dioxide equivalent ● Scope 1: 14,367.30 tons of carbon dioxide equivalent ● Scope 2: 173,283.64 tons of carbon dioxide equivalent ● Intensity: 2.05 tons of carbon dioxide equivalent per million (RMB) Note: The 2024 statistical scope has expanded. Please refer to Appendix 1 for details.
Low-carbon products	● Establish and implement a carbon footprint verification and management system. ● Promote the upgrading of high power consumption devices and power adapters to reduce power consumption.	● We have launched a carbon footprint verification and management system, and conducted CFV for 103 product models. ● We have replaced or upgraded five types of devices with ultra-high power consumption and increased the percentage of DC power adapters we use in IPC cameras to above 80%.	
Digital & intelligent transformation	● Help businesses go digital and green through our scenario-based digital solutions. ● Develop solutions for zero-carbon smart industrial parks. ● Provide training on low-carbon development.	● Our technologies have empowered intelligent manufacturing and decarbonization of traditional industries such as coal and steel. ● We have co-developed solutions for zero-carbon smart industrial parks with our partners. ● We have organized more than 20 sessions on low-carbon development.	

Improving Energy Management

According to the *Management Specifications for Energy-saving and Consumption Reduction*, the *Entry Criteria for Key Energy-Consuming Equipment*, and the *Management Specifications for Key Energy-Consuming Equipment*, we constantly enhance our energy monitoring and control systems. Our commitment to precision energy management in manufacturing and day-to-day operations has earned us the ISO 50001 Energy Management Systems certification.

▎ Green Manufacturing

We strive to improve our green manufacturing capabilities by using low-carbon equipment and processes, and strengthening energy-saving and carbon-reduction management in factories. In 2024, we conducted a quantitative assessment of our energy conservation and consumption reduction efforts, propelling low-carbon and green transformation throughout our production processes.

01 Techniques

We have saved 55,000 kWh of electricity annually by increasing the proportion of products that solely incorporate surface-mounted devices (SMDs). In addition, we have reduced electricity consumption by approximately 65,000 kWh annually by improving the testing strategies.

02 Equipment

We have saved 380,000 kWh of electricity annually through the application of energy-efficient robots and motors, the design of intelligent control systems, and smart management of power systems. Additionally, our efforts to make our equipment more energy-efficient and eco-friendly, such as removing the mesh conveyor from reflow ovens, have resulted in an annual reduction of over 1 million kWh in electricity consumption.

03 Warehousing

We have increased our efforts in energy conservation and emissions reduction throughout the storage processes for raw materials, semi-finished products, and products. By the end of 2024, we expanded our dark warehouse to over 80,000 square meters, achieving a 100% dark warehouse rate in our Automated Guided Vehicle (AGV)/Carton Transfer Unit (CTU) facilities.

Low-carbon Production Initiatives and Progress

Green operations

To save energy and reduce power consumption in our operations, we have developed relevant mechanisms, rules and an energy management platform for industrial parks, enhanced server room efficiency and implemented energy-efficient renovations. Additionally, we actively promote the use of clean energy and cultivate an eco-friendly culture, with the goal of establishing a green and sustainable operational ecosystem.

Intelligent energy management

In 2024, Hikvision continued to expand the scope of digital energy management. We introduced a smart industrial park energy consumption dashboard to our fundamental energy management platform, and used the dashboard for Binjiang Phases I-IV and the Tonglu production base, embedding energy conservation and carbon reduction into day-to-day operations. In alignment with the *Regulations on Managing Switches of Public Equipment and Facilities in Industrial Parks*, we specified energy conservation scenarios and relevant responsibilities. We employed intelligent systems to integrate incentives and penalties for energy use into our regular monitoring and assessments. Additionally, we set up standards for server rooms and buildings operations, promoted green office practices, and ensured energy conservation and carbon reduction across various sites through the intelligent screen management system and other measures.

Clean energy use

We have enlarged the construction of PV systems across our industrial parks and stayed updated with local green electricity policies. In 2024, we installed PV facilities at the Wuhan production base (Phase I) and the Chongqing production base (Phase III), constantly increasing the share of green electricity we use.

In 2024

Monitoring points incorporated into our energy management platform amounted to

over **5,000.**

The energy consumption of the first-class air-conditioner at Wuhan production base accounted for

100%.

The green electricity certificates we purchased represented renewable electricity of

18,000 MWh.

The total installed capacity of rooftop PV reached

18.048 MW.

The installed capacity grew by

27% YoY.

The annual PV output amounted to

15,900 MWh.

Organize Diverse Energy-Saving Promotion Activities

Developing Green Products

At Hikvision, we constantly invest in low-carbon and green innovations, aiming to integrate sustainability concepts such as automation, modular design, and recycling into our R&D, design, and packaging processes. We also improve our product lineup to focus on options that offer high-added value, produce lower emissions and consume less energy, which ensures our product life cycle (from the acquisition of raw materials to the end-of-life) aligns with green standards.

By the end of 2024

Number of product models performed carbon foorprint calculations:

103

Number of product models certified by China Environmental Labelling:

56,244

Number of product models received Energy Conservation Certification:

40,000+

Green design

To promote greener design choices, we integrate CO_2 emission factors into the selection of key components, including structures, packaging materials, and cables. We list out five types of components with ultra-high power consumption and reduce usage. We integrate solar power systems into products to reduce reliance on traditional power sources, eliminating the need for extensive wiring while reducing emissions. We have developed Reflective LCD (RLCD) displays that utilize ambient light for visibility, reducing or eliminating the need for backlighting and significantly decreasing energy consumption and heating.

Green logistics

In terms of logistics and transportation, we guide suppliers in switching to new energy vehicles, resulting in the adoption of a total of 4,469 electric vehicles. This initiative promotes green and sustainable logistics development, reducing carbon emissions and environmental pollution during transportation. We also advance the replacement of cardboard boxes with turnover boxes to reduce unpacking operations. The percentage of turnover boxes we use has increased from 20% to 30%.

Green packaging

We prioritize environmentally friendly paper-based materials to increase packaging recycling rates. We use mineral-free, eco-friendly inks to reduce carbon footprints. We adopt standardized recyclable packaging solutions that are compatible with a variety of products and automated production lines to enhance load efficiency and pallet utilization. We simplify manuals and avoid unnecessary materials to reduce packaging volume. We also call on our suppliers to replace cardboard boxes with reusable turnover boxes. In 2024, we saved RMB 920,000 through these efforts.

Recycling

We implement trade-in programs and improve the processes for product returns and exchanges domestically. We enhance the recycling standards across various product lines to increase the reusability of structural components and sheet metal, thereby lowering the scrapping rate. We continue to recycle packaging materials at our production bases, including cardboard boxes, corner protectors, pallets, and soft foam. This initiative is expected to save RMB 1.5 million in costs.

Case

Foster a green security system with AOV

Always On Video (AOV), a proprietary technology of EZVIZ, significantly reduces power consumption and maximizes battery life, offering an extended video recording experience. With the use of solar power, the technology saves more than 80% of energy for all-day recording and enables 24/7 video capture. Harnessing advanced video encoding and storage technologies and a human shape detection algorithm that minimizes false alarms, EZVIZ reduces bit rates, eases network bandwidth pressure, and reduces power consumption while extending the lifespan of memory cards, providing users with eco-friendly, efficient, and intelligent video solutions.

AOV & Use of Solar Power Significantly Extend Camera Battery Life

In 2024, we continued to refine our carbon footprint verification and management system. We launched a platform that integrates environmental compliance analysis and life cycle analysis (LCA), performed LCA for 11 network camera models. Furthermore, we undertook carbon footprint modeling and verification in accordance with ISO 14067 and EN 50693 standards, and invited a third-party agency to conduct comprehensive assessments of our electronic and electric product carbon footprint (PCF) management system, assessment mechanism, Product Category Rules (PCRs), performance on self-assessment of PCF, and PCF report quality based on process management system standards. We received the first-ever certification for "Environmental Footprint of Product Process" from Bureau Veritas (BV), one of the world's leading certification bodies

Product Carbon Footprint Process Certification issued by BV

Case

Hikvision receives the LED industry's first Green Product Mark Certificate from TÜV Rheinland

In 2024, 16 of Hikvision's LED display products received the Green Product Mark certificate from TÜV Rheinland — the first in the LED display industry to achieve this distinction. Recognized for their outstanding environmental performance and sustainability, these products passed comprehensive evaluations in technical compliance, restricted substances control, carbon footprint, and recyclability. Notably, the casings of these products are made with up to 90% recycled aluminum, and packaging cartons use 100% recycled materials, significantly reducing waste. Furthermore, the next generation of Hikvision's LED products incorporates three energy-saving technologies: flip-chip packaging, common cathode driver, and intelligent power systems. These innovations further reduce carbon emissions during product use.
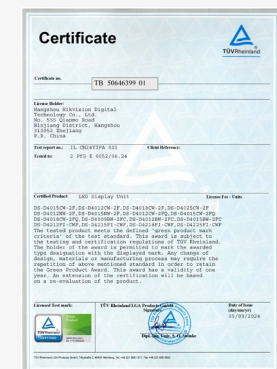
Green Product Mark Certificate Hikvision Receives from TÜV Rheinland

Enhancing Water Resource Management

We have enhanced our framework and mechanism for water resources management. Specifically, we have set up a steering group and a working group for water conservation management, developed and implemented the *Water Conservation Management Standard*s, and set up plans for water use and conservation. Through initiatives such as balanced water testing, water consumption monitoring, water-saving renovations, and rainwater collection and utilization, we aim to minimize water waste and optimize the efficiency of water resource utilization.

Watershed resources protection

We keep a close eye on how watershed resources are managed. At the watersheds where we operate, environmental protection facilities are designed, constructed, and put into operation simultaneously.

Water conservation

Water-saving fixtures are employed in our industrial parks. For example, Binjiang Phase IV features a grade-I water-saving certified cooling tower.

Water recycling

All of the Company's new industrial parks utilize a rainwater recycling system that separates rain and sewage discharge, allowing the collected rainwater to be filtered and reused for irrigating greenery in the parks. In Binjiang Phases II and III, reclaimed water from direct drinking water is used for basement floor cleaning.

Managing Wastes and Emissions

Hikvision has established a robust system for managing waste and emissions, fostering a long-term environmental governance framework driven by institutional regulation, risk control, and technological innovation. The Company strictly adheres to international standards and local environmental regulations across its operations, conducts dynamic risk assessments and tiered management, and strengthens traceable waste management with a focus on resource recovery. Guided by the principles of the circular economy, Hikvision is committed to continuously advancing the effectiveness of its environmental governance.

We have developed the *Hikvision Ecological Compliance Management Guidelines*, the *Environmental Factor Identification and Evaluation Procedures*, the *List of Environmental Pollution Factors*, and the *Management Standards for Environmental Pollution Prevention and Control Facilities*, specifying the main pollutants and potential risks. We also set annual targets related to waste and pollutants and strictly adopt targeted treatment measures. All our operating sites within the Chinese mainland have undergone specific environmental risk assessments, while branches outside the Chinese mainland have conducted systematic risk identification and assessments based on project characteristics and potential risks. In 2024, we maintained our ISO 14001 Environmental Management System certification without incurring any major administrative penalties or criminal liabilities from environmental incidents.

We conduct monthly environmental protection awareness activities for all employees and organize specialized training tailored to various business scenarios and position requirements. All personnel in key positions have participated in specialized training that includes solid waste management, pollution control facilities, and environmental compliance. By employing both fixed and dynamic training methods, we manage to update our employees' knowledge and enhance their skills.

| Waste Disposal

We adhere to the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, the *Measures for the Transfer of Hazardous Wastes*, and the *Standard for Pollution Control on Hazardous Waste Storage*, among other laws and regulations, ensuring safe and orderly waste disposal within our industrial parks. Additionally, we constantly explore ways to enhance the standardization and traceability of waste disposal, aiming to improve the overall utilization of materials and the efficiency of solid waste management. For instance, we have partnered with "Green Islands"* to advance the reuse of waste activated carbon from gas treatment facilities.

*A "Green Island" is a hub (area) established with government funding or government-led financing from various sources. It is equipped with eco-friendly public infrastructure that is shared among multiple market entities for centralized collection and governance of pollutants and compliance with emission standards.

In 2024

100%
of hazardous wastes disposed properly and legally

100%
of solid wastes sorted

33.05%
of solid waste recycled at our headquarters park

Inbound
The warehouse administrator is informed of inbound details and coordinates with the applicant for storage

03

Place
Notify the applicant of the storage information via email, including: administrator, contact details, warehouse location, etc., and proceed with the disposal according to the provided information.

02

Store
Store solid waste by category according to management requirements in each warehouse

04

Identify
Upon submission of storage request, the system automatically categorizes the solid waste.

01

Dispose
Select recycling/disposal suppliers that meet local requirements or qualifications for the bidding process, with outbound weighting by a networked electronic scale

05

Solid WasteDisposal Process

In 2024, we updated our solid waste categories based on the latest *Catalogue of Solid Waste Categories and Codes* issued by the Ministry of Ecology and Environment. We are thus able to handle and reduce industrial waste more effectively by separating items into specific groups such as labeled oil paper, plastic bags, plastics (PMO, ABS, and Bakelite composite), acrylic plastic, glass, and hollow board boxes. Furthermore, we built and piloted an online solid waste management system that integrates with the environmental protection administration's database, setting an example for solid waste monitoring and management.

Case

Develop smarter solutions for managing solid waste collection vehicles

Hikvision has launched a solid waste collection vehicle (SWCV) management project to improve the monitoring of SWCVs entering and exiting its premises. This includes the introduction of an electronic workflow for solid waste operations and a new technical security system that mandates SWCVs follow designated exit routes and schedules. In case of any deviations, this system will issue alerts and intercept the vehicles concerned. This project enhances compliance in solid waste disposal and reduces reliance on manual management, demonstrating Hikvision's another innovative effort to leverage technology for green and efficient operations.

Process		Pre-improvement		Post-improvement
1.Vehicle registration upon entry — Permanent SWCVs / Temporary SWCVs	→	Registration upon each entry	VS	Direct entry for permanent SWCVs
Tracking device binding/unbinding — Permanent SWCVs: One-time binding / Temporary SWCVs: Binding for each usage				
Tracking device status monitoring — Binding failure alerts / Anomaly alerts (for disconnection, low battery, faults, etc.)				
2.Vehicle weighing — Full vehicle weighing / Combined vehicle weighing / Empty vehicle weighing	→	Manual control of empty vehicles Weighing risks	VS	Online control of empty vehicles Control with customweighing software
Electronic exit pass generation — Weighing certificate upload / Tracker activation / Exit pass generation	→	Paper documentation	VS	Electronic documentation
3.Vehicle exit monitoring — Trajectory deviation monitoring / Exit timeout monitoring / Vehicle-tracker separation monitoring	→	Difficulties with exit process control	VS	Trajectory deviation alerts Exit timeout alerts Vehicle-tracker separation alerts
4.Vehicle exit clearance — Permanent SWCVs: Direct exit / Temporary SWCVs: Tracker retrieval	→	Check by security guard for clearance	VS	System instructions for clearance Interception of abnormal exits

Achievements of the SWCV Management Project

Pollutant Discharge

Prioritizing compliance in the management of exhaust gas and wastewater, we have adopted an environmental management system for comprehensive process control and strengthened the operation and monitoring mechanisms of pollution prevention and control facilities, and implemented controls on total emissions and concentrations to effectively mitigate environmental risks. Additionally, we welcome public scrutiny and are committed to constantly improving our environmental performance.

According to the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Integrated emission standard of air pollutant (GB 16297-1996s), and Standard for fugitive emission of volatile organic compound (GB 37822-2019s)*, we rigorously oversee the production, handling, and discharge of air pollutants. We enlist a qualified third party to conduct comprehensive monitoring at least annually and constantly enhance our production processes and exhaust gas treatment systems, aiming for "zero pollution".

In 2024

100%
compliance with standards for wastewater, exhaust gas, and environmental noise management

0
incidents of chemical leaks that cause environmental pollution

0
incidents of radioactive pollution

Particulate matters

Local and central dust extraction systems are used, along with wet methods and operations in enclosed spaces, to mitigate particulate pollution.

Volatile organic compounds (VOCs)

We use paints and solvents with low VOCs and promote water-based paints and other eco-friendly materials. We carry out operations in enclosed spaces or use negative pressure processes to reduce VOC emissions. We also install VOC recovery or treatment devices, such as activated carbon adsorption units, and enhance chemical storage management to prevent leaks and volatilization.

NOx, SOx, and others

Boilers are equipped with low-nitrogen combustion technology to reduce NOx emissions. Laboratories employ fume hoods and activated carbon to treat low-concentration exhaust gas.

Air Pollutant Management Approaches

In terms of wastewater management, we adhere to several laws, regulations, and standards, including the *Water Pollution Prevention and Control Law of the People's Republic of China, Integrated wastewater discharge standard (GB 8978-1996),* and *Discharge standard of water pollutants for electronic industry (GB 39731-2020)*. We employ methods such as filtration, chemical precipitation, contact oxidation and biodegradation, and integrated regulation to reduce water contaminant levels in our production processes. Additionally, we conduct regular testing of wastewater from cleaning and laboratory operations, continually assess the effectiveness of our treatment methods, and refine our processes to ensure full compliance with sewage discharge standards.

Integrity

Championing Compliance and Prudence

Hikvision steadfastly adheres to the core value of "practicing integrity and compliance to achieve stable and sustainable development". We rigorously follow legal and regulatory requirements, uphold business ethics, maintain integrity and self-discipline, and resolutely resist unfair competition. Our commitment fosters a foundation of mutual respect and equal trust.

Contributing to the following UN SDGs

Responses to topics

- Anti-commercial bribery and anti-corruption

- Anti-unfair competition

- Respect for human rights

Improving Compliance System

Compliance is fundamental to corporate development and essential for effective business management. Hikvision has fully integrated compliance management into business operations. Our robust compliance management system boosts employees' compliance awareness and skills, constantly improves our business management standards, and effectively mitigates compliance risks to ensure healthy, sustained corporate development.

▍ Organizational Structure of Compliance Governance

We constantly improve the organizational structure of compliance governance. In 2024, we set up a Risk and Compliance Management Committee under the Board of Directors, formulated and revised the working rules and policies of the committee, and improved the structure of the Technical Ethics Committee. We further consolidated the compliance governance framework in which the Board leads the strategic decision-making, the management makes plans and delegates tasks, and the Legal and Compliance Department assists in the implementation across the organization. We continuously enhance the mechanism and policy for compliance governance in a bid to clarify rights and obligations, maintain standardized operations, and ensure coordinated efforts throughout the Company.

Board of Director

Risk and Compliance Management Committee

Advisory Committee
Provides the management with independent opinions and suggestions, as well as a broader vision on business planning and compliance.

Operations Level Chief Compliance Officer

Technical Ethics Committee
Studies possible moral and ethical conflicts related to the Company's technology R&D and application.

Science and Technology Ethics Review (China) Committee

Legal and Compliance Department

Business Line
Compliance liaison officers are set up in marketing, product development, supply chain, functional departments, and branches at home and abroad.

Communication

Compliance Working Group

Execution

Support Line
Process and IT, Human Resources, Financial Center, Internal Audit and other departments help ensure that compliance programs are properly implemented.

Organizational Structure for Compliance

Compliance Management Framework

We are dedicated to institutionalizing and systematizing compliance management by constantly improving the framework that encompasses fundamental and specific regulations, specialized guides, and operational instructions. Based on our top-level framework, the *Hikvision Code of Ethics and Business Conduct*, we developed special systems, country-specific guidelines and scenario-based operation manuals in fields such as anti-corruption and anti-bribery, fair competition, trade compliance, data protection, human rights governance, and ESG compliance. In addition, all our BUs have incorporated compliance into business process management and created corresponding processes, guidelines, and operational standards.

These efforts provide comprehensive and detailed regulatory foundation and guidance for the Company's compliance. We dynamically reviewed and optimized our compliance policies and regulations in response to changes in the legal, regulatory, and industrial landscape, so as to ensure our compliance framework is applicable and up-to-date. We launched a compliance webpage (https://www.hikvision.com/en/about-us/compliance/) on our official website. This webpage discloses the Company's code of ethics, compliance values and beliefs, as well as relevant policies.

Scan the QR code to learn more about the Company's philosophy and policies on compliance

Compliance Implementation Framework

To clarify the responsibilities of compliance management, raise company-wide compliance awareness, and enhance compliance risk prevention, we have established the "Three Defenses, One Ecosystem" compliance implementation framework comprising business and functional departments, compliance management teams, and supervisory bodies. We also advocate "Unity of Knowledge and Action, Making Compliance a Habit", helping all employees integrate compliance into daily business behavior. At the same time, the Company is also committed to building a compliance ecosystem for customers, suppliers, partners, and other relevant parties to promote industrial synergy and steady development.

1 R&D, Sales, Supply Chain and other business units and departments

1st Defense: Operational Compliance
- Identify, report and consult about compliance risks
- Implement compliance controls
- Comply with the code of business conduct
- Continuously improve and upgrade

2 Compliance Department, Legal Department, Brand Management Department and other functional departments, as well as expert centers in various fields.

2nd Defense: Specialized Compliance
- Establish compliance policies and rules
- Carry out compliance training and build a compliance culture
- Identify and assess compliance risks
- Prepare compliance reports and communicate
- Organize and drive process development and implementation
- Promote continuous improvement

3 Internal Audit Department, Audit Committee, and external audit institutions

3rd Defense: Compliance Supervision
- Perform compliance audits and reviews
- Conduct compliance investigation and handle appeals
- Carry out compliance validity checks
- Offer recommendations for continuous improvement

One Ecosystem
- Industry collaboration and the establishment of a compliance ecosystem Strengthen integration of whistleblowing and appeal

Compliance Implementation Framework of "Three Defenses, One Ecosystem"

Upholding Business Ethics

Business ethics are the fundamental principles that market participants should follow. Hikvision has been engaging with business partners in a fair, honest, and mutually respectful manner, aiming to establish win-win relationships with customers and partners. We strictly oppose all forms of commercial bribery, corruption, or improper competitive behaviors, and staunchly uphold a robust market order, a favorable industry environment, and a positive corporate image.

Anti-corruption and Anti-commercial Bribery

We uphold the business philosophy of "professionalism, reliability, and integrity" and enforce a zero-tolerance policy against corruption and bribery. We have developed and regularly updated the *Hikvision Code of Ethics and Business Conduct*, *Hikvision Global Anti-Bribery and Anti-Corruption Manual,* the *Code of Conduct for Senior and Middle Management*, and the *Code of Business Conduct for Employees*. Annually, we require employees to sign the *Commitment to Integrity*, guiding them to conduct business activities fairly, honestly, and professionally. We have also intensified our efforts to manage integrity risks. This includes identifying integrity risks within our key business processes, assigning clear responsibilities to relevant departments, and promptly following up on the implementation of precautionary measures to avoid violations of corporate integrity policies. In 2024, the Company found no cases that posed a significant risk of corruption.

Supervision and whistleblowing mechanisms

We have enhanced our anti-fraud whistleblowing and complaint mechanisms by establishing protocols such as the *Whistleblowing Policy* and the *Reporting and Complaint Management Measures*. We uphold and safeguard the rights of employees, partners, and other stakeholders to voice their concerns. To facilitate this, we have provided multiple channels for reporting, including an email address, a postal address, and a whistleblowing hotline. Additionally, we have a firm policy that prohibits any form of retaliation against individuals who, in good faith, make a report or an inquiry or participate in an investigation.

In 2024

Percentage of our employees signed the Commitment to Integrity:

99.92%

Percentage of our employees received anti−corruption and anti−commercial bribery training:

100%

> **Whistleblowing hotline and e-mail for potential bribery or corruption behaviors**
>
> Hotline: 0571-86611816　　　Email: jubao@hikvision.com

Business ethics training

We have stepped up efforts to promote business ethics and corporate culture through various initiatives, including orientation training, integrity exams, integrity messages for holidays, on-site presentations, and Integrity Month. In 2024, we organized the "Hikvision Code of Ethics and Business Conduct" online training sessions and compliance tests for all employees, including outsourced employees and interns. We also organized 16 online and offline sessions of integrity briefings targeted at senior and middle management as well as personnel in key R&D, marketing, and supply chain management positions. Additionally, we issued integrity reminders on important occasions such as the Spring Festival, Mid-Autumn Festival, and International Anti-Corruption Day, reinforcing our commitment to fostering a culture of integrity throughout the Company.

In 2024, we organized a series of Integrity Month campaigns, including on-site presentations, quizzes, games, and "Sunshine Auctions". These campaigns were designed to help employees embrace and embody our culture of integrity.

On-site Presentation on Integrity

Sunshine Auction

Additionally, we conduct annual business ethics audits to oversee the establishment of business ethics standards, the fostering of our ethical culture, ethical business practices, and the effectiveness of our compliance management systems in high-risk business areas. During the reporting period, we continually enhanced our business ethics documentation and regularly organized integrity training and promotional events to advance our ethical culture. According to our anti-fraud whistleblowing, complaint, and supervision mechanisms, we appropriately addressed any indications of fraud. For the procedures highly susceptible to corruption and bribery, relevant business departments established internal control processes and measures and ensured their effective implementation.

Offering integrity training

Communicate the concept of integrity by analyzing company policies and presenting case studies—both internal and external—through online and offline presentations.

Issuing an integrity manual

The *Hikvision Integrity Manual* guides all employees in understanding our anti-corruption requirements and reaffirms our non-negotiable integrity standards.

Organizing integrity-themed events

Engage in online and offline interactions such as quizzes, games, and "Sunshine Auctions", injecting a dose of fun into our culture of integrity.

| Fair Competition

We adhere to the principles of fairness, justice, integrity, and compliance in our business operations. Specifically, we observe the applicable fair competition and anti-monopoly laws and regulations in the regions where we operate. We maintain high standards of business ethics and uphold a fair and just environment for competition. We review and update our anti-monopoly policies regularly, refine our region-specific guidelines, and enhance our anti-monopoly compliance training and testing for employees. These efforts aim to prevent involvement in monopolistic actions that could hinder fair market competition and to foster a favorable business environment. In 2024, we recorded no litigations, investigations, or penalties associated with monopoly or unfair competition.

We are committed to creating a fair and responsible marketing environment, safeguarding the legitimate rights and interests of consumers, and upholding the applicable laws and regulations governing advertising and labeling in the jurisdictions where we operate. Internal regulations such as the *Sales Management Policy* and Ten Red Lines for Integrity Practice are in place to regulate the conduct of the marketing team and distributors, ensuring that our promotional literature is accurate, truthful, and legal. We also conduct training sessions on business, market management, and compliance management for the marketing team. In 2024, we recorded no incidents of non-compliance concerning marketing communications.

Constantly Advancing Compliance Practices

By leveraging digital management technologies, refining our internal management policies and processes, and improving our compliance practices in key areas, we are committed to strengthening the enforcement of compliance rules and boosting our risk prevention and organizational capabilities.

Trade compliance

As a global corporation, we steadfastly fulfill our responsibilities and obligations in global trade compliance. We strictly comply with the laws, regulations, and requirements concerning export control and economic sanctions imposed by various countries, regions, and international organizations such as the UN, China, the US, and the EU. We build and continuously improve our trade compliance management framework, procedure, and system capacities, with a trade compliance management system created based on countries/regions, trading partners, purposes, items, and licenses. The aim is to achieve efficient, end-to-end trade compliance management and supervision throughout the procurement, R&D, sales, delivery, and service processes. In 2024, we reformed our trade compliance management by switching to advanced systems and practices, which further expanded the scope of management, enhanced the integration of compliance requirements into business processes, achieved more granular and digital compliance management, and shifted from effective to efficient compliance.

Data protection compliance

We place great importance on data compliance. We strictly comply with all applicable data protection laws and regulations in the regions where we operate. Drawing on global best practices, we have devised the *Hikvision Guidelines on Personal Data Protection* to guide and regulate our global operations. Furthermore, we develop and constantly update country- or region-specific compliance guidelines and scenario-based operating guides to meet the different requirements for compliance. From policy making, organization, and process design to execution, we constantly strengthen our data compliance management mechanism by integrating relevant policies and regulations into main business activities, including R&D, sales, internal operations, and management. These efforts aim to enhance the effectiveness of compliance controls and risk prevention. In 2024, we further optimized our data compliance management framework, as the appointments of Data Protection Officers for our subsidiaries in Singapore and Brazil greatly increased the organizational capabilities. We also provided ongoing training sessions on data compliance, which are tailored for different positions, ranging from R&D to sales and technical services, to improve the effectiveness of our compliance education.

Tax compliance

The Company has established a Tax Risk Management Department and developed a comprehensive set of tax management regulations, such as the *Hikvision Group Guidelines for Transfer Pricing Policy Framework*, the *Tax Management Policy for Overseas Branches*, and the *Risk Management Regulations for Standing Business Organizations Overseas*. These documents outline management objectives, organizational responsibilities, scope of work, information communication, supervision, and improvement measures, ensuring the Company conducts tax-related activities in compliance with laws and regulations and discloses tax information as required. Additionally, we have leveraged information technology for tax risk management, established a tax management platform that stays current with domestic and international tax policies, and introduced an e-invoicing system. These initiatives have constantly enhanced our tax control processes and measures while improving the accuracy and efficiency of tax compliance, ultimately raising the standard of our compliance management.

A Gathering of Fiscal and Tax Officials from BRI Countries

Hikvision has been rated as Grade A in tax credit rating for 10 consecutive years. During the reporting period, representatives from the Company participated in a field training session on tax policy hosted by the Ministry of Commerce's Academy for International Business Officials and co-organized by the Belt and Road Alliance for Tax Collection and Administration Capability Improvement, and the Zhejiang Provincial Tax Service, the State Taxation Administration. Focusing on international tax management for multinational corporations, our team compared notes with 36 fiscal and tax officials from seven Belt and Road (BRI) countries, garnering significant recognition from external regulatory authorities.

Respecting and Protecting Human Rights

Hikvision recognizes that respecting and protecting human rights is an important foundation for sustainable development. The Company has developed and implemented its human rights policy. By regularly reviewing, assessing, and updating its management policies, and proactively identifying, mitigating, and preventing human rights risks within the Company and across the value chain, Hikvision ensures that the protection of human rights is integrated into its business practices.

Protecting Human Rights

We respect the human rights stipulated in the *Universal Declaration of Human Rights*, the *International Labor Organization Declaration on Fundamental Principles and Rights at Work*, the *United Nations Guiding Principles on Business and Human Rights*, and the *OECD Guidelines for Multinational Enterprises*. At the same time, we draw guidance from internationally recognized standards to formulate and optimize human rights policies and management mechanisms. The *Hikvision Global Human Rights Policy*, for example, integrates the fundamental spirit of "respecting and protecting human rights" into specific business activities and processes. We closely monitor the evolving human rights expectations and best practices to continually enhance our compliance in business activities. Furthermore, we proactively communicate our values of respecting and protecting human rights to our customers and suppliers, with the aim of fostering responsible business practices together. During the reporting period, we developed the *Human Rights Management Guidelines*, which further clarified the management requirements and standard procedures for identifying, evaluating, and controlling human rights risks and taking corrective measures. The document provides guidance to employees on their business conduct and helps both the Company and its employees in more effectively identifying and preventing human rights risks.

Employees: **Treat each other with equality and mutual respect**	Product and business management: **"Tech for Good" with a human–centered approach**	Supply chain management: **Joining hands on a CSR journey**
We are dedicated to fostering a work environment characterized by equality, inclusiveness, mutual respect, and trust, in full compliance with applicable laws, regulations, and policies on equal employment opportunities in the jurisdictions where we operate. We adhere to fair and non-discriminatory treatment for all employees and strictly prohibit any form of violence, discrimination, harassment, or unsafe or unethical behavior in the workplace.	To mitigate potential human rights risks emerging from the use of innovative products, we have integrated the principle of "respecting and protecting human rights" into our R&D and application processes. We continuously review and enhance our practices and policies on technology ethics and personal data protection. Additionally, we have established due diligence processes and robust business judgment mechanisms to identify and prevent human rights risks throughout the product lifecycle.	We conduct our business activities with a strong commitment to social responsibility, actively monitoring human rights risks in our supply chain management processes and partnership with suppliers. We have issued the Statement Against Slavery and Human Trafficking and implemented effective policies and measures for managing conflict minerals, aiming to eradicate all forms of slavery, human trafficking, child labor, or forced labor within our supply chain.

Hikvision's Concept of Human Rights

Human rights governance is a vital component of our global compliance system. To minimize potential negative human rights impacts stemming from our business operations, we have issued the *Whistleblower Policy* and established corresponding reporting mechanisms. The Legal and Compliance Department, along with other independent departments, is responsible for investigating and verifying reported concerns to ensure that any suspected human rights violations are addressed objectively, fairly, and efficiently.

Exchanges and Cooperation

We actively participated in international human rights exchanges and cooperation, maintaining close communication with global human rights organizations. We draw on the valuable experience of other enterprises in areas such as human rights protection, labor standards, environmental management, and anti-corruption mechanism to continuously optimize our human rights compliance efforts.

In November 2024

We participated in the 13th United Nations Forum on Business and Human Rights in Geneva, where we explored and exchanged views on key issues such as the rights of indigenous peoples, disability protection, remedies for corporate infringements, and human rights due diligence. The forum provided us with valuable management insights and practical experience.

In December 2024

We attended a training session titled "Supporting SDGs Through Responsible Business Practices in China's Overseas Investments," organized by the United Nations Children's Fund, the United Nations Development Programme, UN Women, and the International Labour Organization. The session deepened our understanding of human rights due diligence and child rights protection, while promoting responsible business practices across our overseas investments and operations.

Fostering a Culture of Compliance

We facilitate exchanges to foster a culture of compliance and strengthen communication and connection with our stakeholders to identify best compliance practices in the industry. In 2024, we promptly provided our opinions when the European Commission and Dutch Data Protection Authority sought public input on some provisions of the *EU Artificial Intelligence Act*. We keep abreast of pioneering legislation and changes in practices to ensure forward-looking compliance policies and efficient practices.

We also prioritize improving the compliance awareness and professional skills of all employees. We encourage all employees to contribute to compliance, aiming to foster an environment of full participation and proactive compliance across the Company. In 2024, we helped every employee thoroughly understand and apply compliance standards in their work through training sessions, case studies, thematic events, and online courses and tests. Our Compliance Culture Month campaign, themed "Unity of Knowledge and Action, Making Compliance a Beacon of Light", was attended by all employees, which showed how we embrace compliance with concrete actions.

In 2024

The percentage of employees participated in compliance training:

100%

诚信合规 行稳致远

知 行 合 一 ， 让 合 规 成 为 一 道 光

Dissemination of compliance knowledge

Share compliance-related information (case studies, illustrated explanations, etc.) with employees online, covering topics such as business ethics, fair competition, trade compliance, data protection, and human rights governance to help them easily understand these topics.

Offline specialized training

Offer training on fair competition, trade compliance, technology ethics, and data protection to employees across different regions and business sectors, and facilitate in-depth exchanges to improve employees' compliance practices.

Compliance culture events

Develop new forms of compliance publicity, including engaging activities like quizzes, ring toss games, and compliance scenario identification, injecting a dose of fun into compliance education.

Reliability

Embracing Innovation and Maintaining High Quality

Dedicated to technological innovation, Hikvision precisely understands customer needs while remaining unwavering in our commitment to quality. With enhanced cybersecurity and data protection measures, we provide high-quality products, solutions, and localized services that improve customers' experience both at home and work.

Contributing to the following UN SDGs

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Responses to topics

● Technological innovation

● Technology ethics

● Product safety and quality

● Premium customer service

● Cybersecurity and data protection

Our Unwavering Commitment to Technological Innovation

Hikvision prioritizes building a strong foundation for innovation. Backed by a robust innovation framework and industry-leading R&D investment, we have assembled the industry's largest R&D team with world-class AIoT capabilities that fuel technological advances and propel sustainable corporate growth.

| Governance

We have established a three-pronged innovation leadership comprising the Strategy Committee, the Change Management Committee, and the Process Management Committee, responsible for formulating medium- and long-term strategies, organizing seminars on innovation, evaluating project proposals, and steering Hikvision's innovation trajectory. We have also put in place incentive systems and policies that foster a culture of innovation leadership, encouraging innovation in product, technology, and management and improving innovation performance.

Hikvision's Innovation System
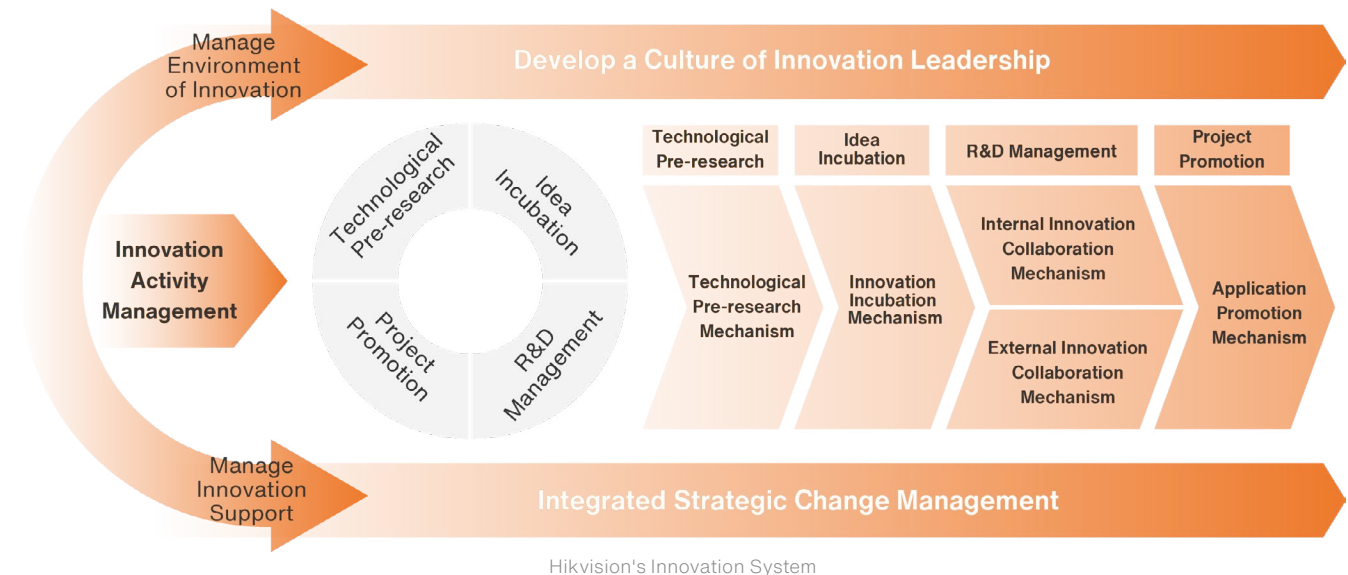
Strategy

At Hikvision, R&D investment and innovation platforms are the cornerstones of our growth. By building highly skilled R&D teams and nurturing an environment of innovation, we enhance our innovation capabilities and efficiency, which spurs the effective transformation and application of new technologies. Our rigorous intellectual property rights (IPR) protection ensures the regulatory compliance and market competitiveness of our innovations, reinforcing our leadership in the global AIoT sector.

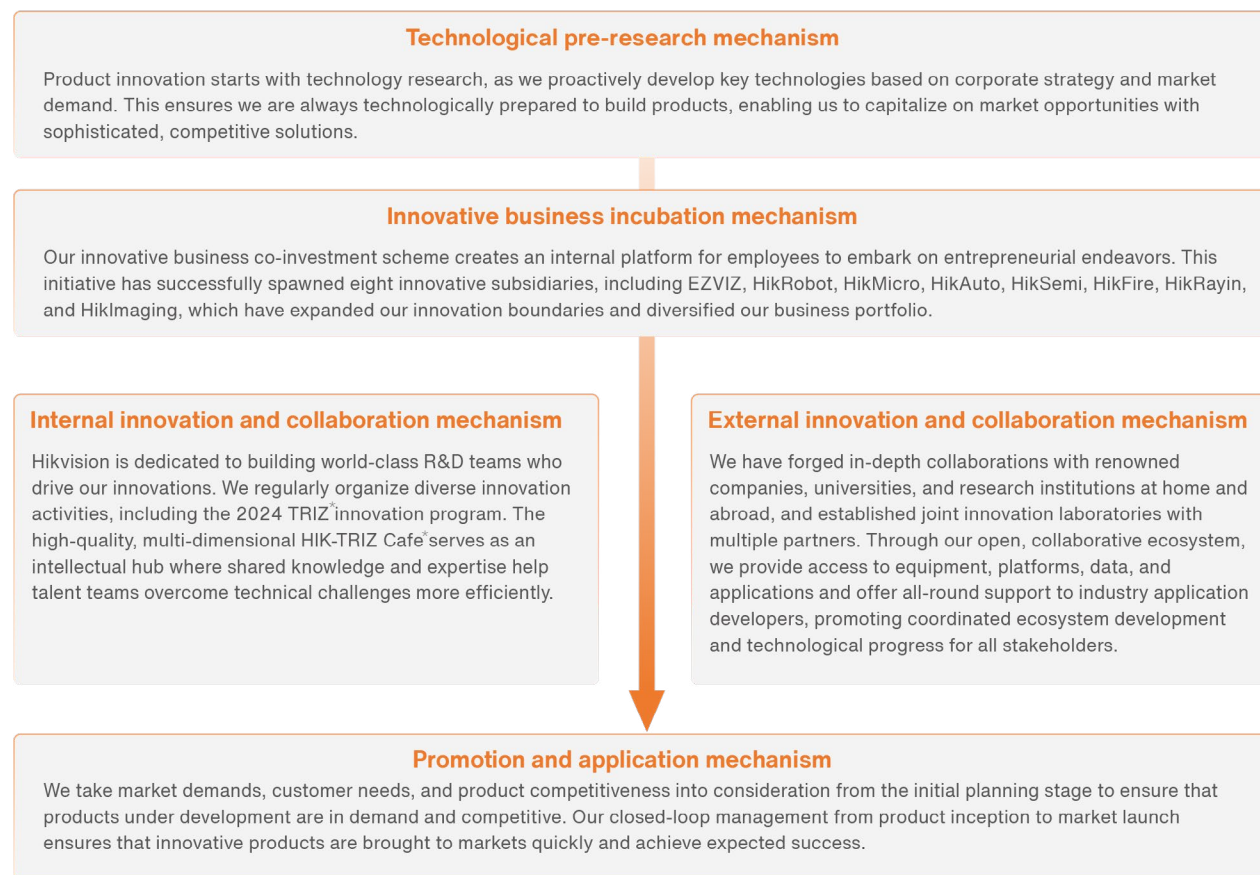| Categories	Risks and Opportunities	Responses
Intellectual property rights	• Amid intense global competition, our competitors may deploy patent portfolios to create barriers. • An extensive patent portfolio can give us a competitive edge and facilitate expansion into new business sectors and markets.	• We prioritize the protection of IPR in core technologies in hardware, software, algorithms, and information security. Many of our core technologies are world-leading or advanced in their respective fields. • We have established the Intellectual Property Rights and Standardization Department and developed a strategic patent portfolio with an emphasis on high-quality patents. We were granted over 2,800 patents in 2024.
Technology	• The rapid pace of technological change demands continued, substantial R&D investment to maintain our leadership position. • Ongoing breakthroughs in IoT perception, AI, and big data continue to sharpen our competitive edge in the AIoT sphere.	• We are committed to independent innovation as we continue to address technical challenges, leveraging our core technologies to strengthen our foothold in the market. • We established the Hikvision Research Institute to conduct systematic, goal-oriented research on both cutting-edge and existing technologies. The aim is to accelerate the utilization of research findings, develop technologies that pave the way for the Company's development, and implement key technologies that help us secure an early lead and reinforce our market leadership in the long run.
Market	• Continued market expansion may expose us to competition in more markets. • Industry and regional market expansion fuels growing demand, providing us with vast market opportunities.	• We employ a global business strategy with tailored approaches for different countries (regions) and products, which boosts our competitiveness and shapes a trustworthy brand image. • We have expanded into more industries and regions while refining our channel infrastructure, with 32 provincial business centers in China and operations spanning more than 150 countries and regions worldwide.

Impacts, Risks, and Opportunities

We have established a systematic innovation management process encompassing key stages such as technological pre-research, innovation incubation, internal and external collaboration, and promotion and application. This creates a complete innovation chain spanning from R&D to market launch, driving efficient transformation and application of innovations to continuously boost our core competencies.

Technological pre-research mechanism

Product innovation starts with technology research, as we proactively develop key technologies based on corporate strategy and market demand. This ensures we are always technologically prepared to build products, enabling us to capitalize on market opportunities with sophisticated, competitive solutions.

Innovative business incubation mechanism

Our innovative business co-investment scheme creates an internal platform for employees to embark on entrepreneurial endeavors. This initiative has successfully spawned eight innovative subsidiaries, including EZVIZ, HikRobot, HikMicro, HikAuto, HikSemi, HikFire, HikRayin, and HikImaging, which have expanded our innovation boundaries and diversified our business portfolio.

Internal innovation and collaboration mechanism

Hikvision is dedicated to building world-class R&D teams who drive our innovations. We regularly organize diverse innovation activities, including the 2024 TRIZ* innovation program. The high-quality, multi-dimensional HIK-TRIZ Cafe* serves as an intellectual hub where shared knowledge and expertise help talent teams overcome technical challenges more efficiently.

External innovation and collaboration mechanism

We have forged in-depth collaborations with renowned companies, universities, and research institutions at home and abroad, and established joint innovation laboratories with multiple partners. Through our open, collaborative ecosystem, we provide access to equipment, platforms, data, and applications and offer all-round support to industry application developers, promoting coordinated ecosystem development and technological progress for all stakeholders.

Promotion and application mechanism

We take market demands, customer needs, and product competitiveness into consideration from the initial planning stage to ensure that products under development are in demand and competitive. Our closed-loop management from product inception to market launch ensures that innovative products are brought to markets quickly and achieve expected success.

Hikvision's Innovation Mechanism

*TRIZ: Theory of Inventive Problem Solving.The Company established a TRIZ Application Studio for product development in 2020, introducing the TRIZ method. Through course training, application templates, and innovation competitions, the studio encourages employees to innovatively solve practical problems.

*HIK-TRIZ Cafe: a platform for innovation and knowledge sharing.

Indicators and Targets

Hikvision values R&D investment and builds expert R&D teams as we actively explore cutting-edge technologies. We continue to reinforce our industry leadership through IPR protection, industry collaboration and exchange, and participation in the development of industry standards.

In 2024

The R&D investment was RMB
11,864 million,

accounting for
12.83%
of the annual revenue.

Number of R&D and technical professionals was
28,272

accounting for
47.37%
of our workforce.

Number of persons certified as Zhejiang Provincial Level I Innovation Engineers:
121

Number of persons certified as Zhejiang Provincial Level II Innovation Engineers:
3

The Hikvision Research Institute participated in the compilation of
10
national standards,

1
industry standard,

6
group standards.

| Intellectual Property Rights	2024	Quantity
Invention patent	Number of patents granted in 2024	1,600
	Total number of valid patents	7,351
	Number of patents under application	4,900+
Utility model patent	Number of patents granted in 2024	308
	Total number of valid patents	1,917
	Number of patents under application	420+
Design patent	Number of patents granted in 2024	744
	Total number of valid patents	3,388
	Number of patents under application	410+
Software copyright	Number of software copyrights registered in 2024	216
	Total number of valid software copyrights	2,197
	Number of software copyrights under application	10+

Notes:

Basis for the calculation of patent-related numbers: Number of patents granted in 2024: Number of official licenses received as of the end of 2024. Number of patents under application: Number of official notices of acceptance of patent applications received as of the end of 2024. Total number of valid patents: Number of valid patents as of the end of 2024.
Basis for the calculation of software copyright-related numbers: Number of software copyrights registered in 2024: Number of software copyright registration certificates received as of the end of 2024. Number of software copyrights under application: Number of applications submitted to the copyright center as of the end of 2024. Total number of valid software copyrights: Number of valid software copyrights as of the end of 2024.

Complying with Technology Ethics

Hikvision complies with the *Technology Ethics Review Measures (Trial)* and relevant laws and regulations, strengthening ethical guidance and oversight across all business operations.

In 2024, we established a Science and Technology Ethics Review (China) Committee under our existing Technical Ethics Committee in line with the regulatory requirements and good industry practices in China, and developed and released *the Science and Technology Ethics Review (China) Committee Regulations*. The review process follows principles of scientific rigor, independence, fairness, and transparency. We objectively and carefully assess the ethical risks associated with technological activities, conduct reviews in accordance with regulations, and accept supervision from relevant authorities. We raise awareness of technology ethics among all our employees every quarter by providing them with information on the latest developments and changes in practices around the globe.

Technology Ethics Governance Framework
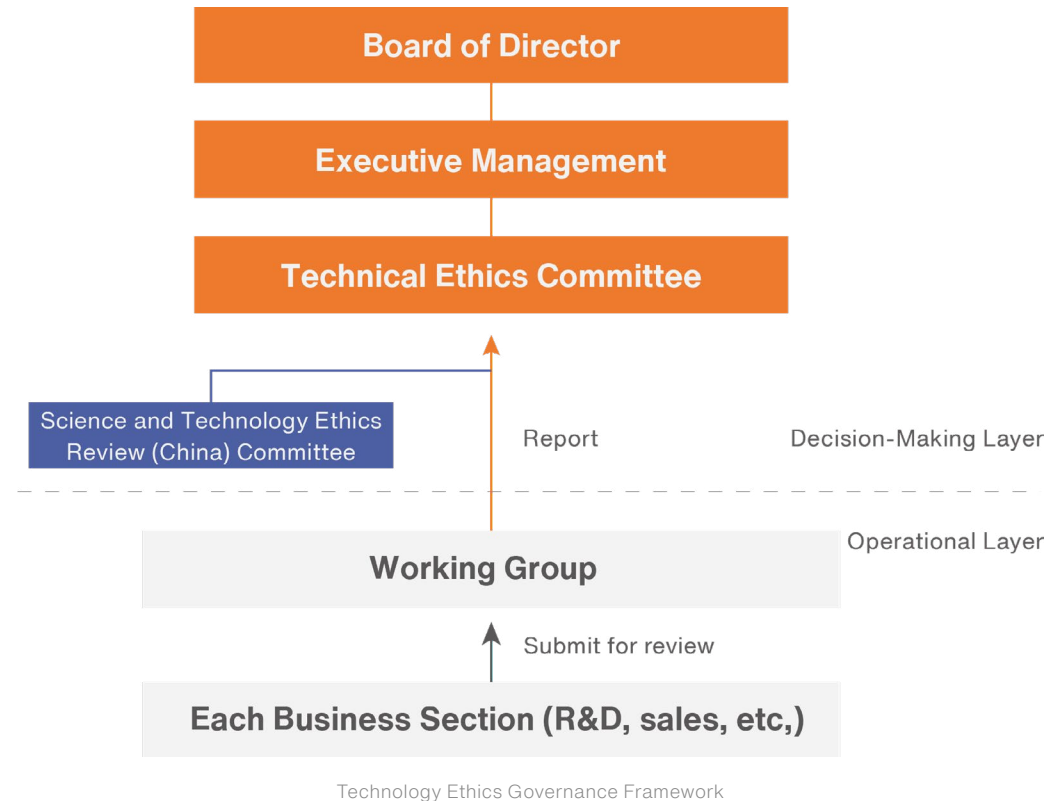
Tackling Cybersecurity and Data Security Risks

Hikvision attaches great importance to data protection and strictly complies with the applicable laws and regulations of the regions where we operate, including but not limited to the *China's Cybersecurity Law, Data Security Law*, and *Personal Information Protection Law*, the *EU's General Data Protection Regulation (GDPR)*, the *US' California Consumer Privacy Act (CCPA)* ,the *California Privacy Rights Act (CPRA)* and *Lei Geral de Proteção de Dados (LGPD)*. We are dedicated to refining our cybersecurity and data protection frameworks, strengthening security management, enhancing security awareness, and collaborating with partners to create a secure, robust network and digital ecosystem.

▍ Governance

The Company has established a robust cybersecurity and data protection management system with the Network and Information Security Committee as the highest governing body within its security organizational structure. Chaired by the Company's CEO, the committee appoints the Cybersecurity Department, a permanent division responsible for cybersecurity strategy, policy development, and decision-making regarding significant conflicts or relevant issues.

Hikvision's cybersecurity management system is developed, implemented, and maintained according to the Plan-Do-Check-Act (PDCA) cycle. The Network and Information Security Committee defines its scope and strategy. The Cybersecurity Department conducts risk assessments, sets control objectives, formulates risk management plans, and drives implementation across business units. The department also monitors the effectiveness of control measures, reports to the Committee and relevant departments for review, and implements corrective and preventive measures to optimize the management system. In 2024, we revised several policy documents, including the *Information Security Strategy and Information Security and Confidentiality Management Guidelines*, as we continue to refine our information security management.
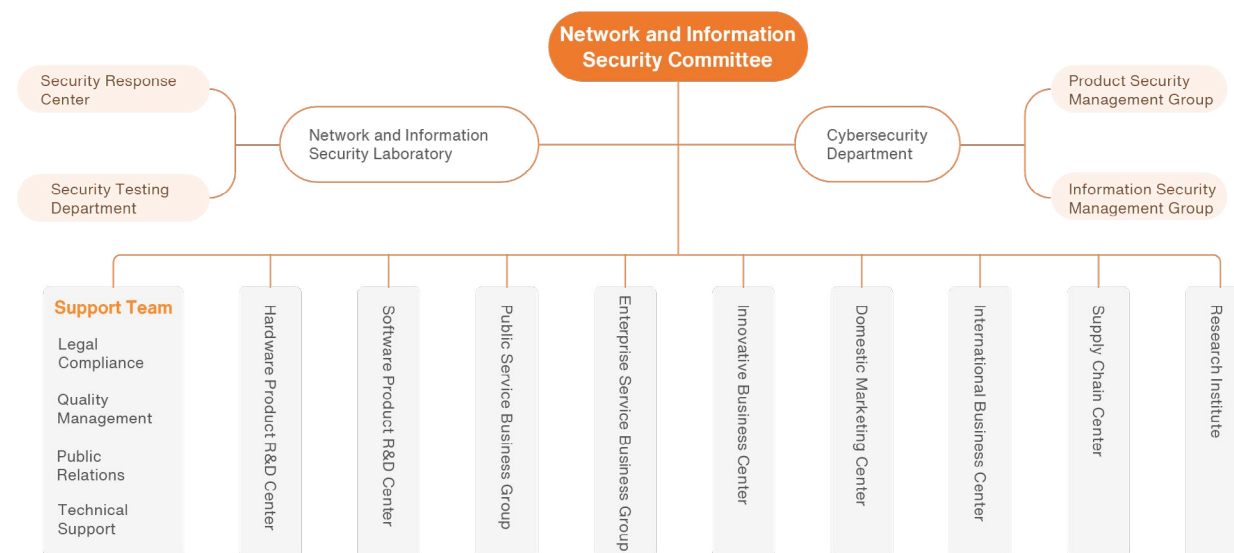
Security Governance Framework

We are committed to establishing a multi-tiered system of data protection framework that maintains global consistency while allowing local flexibility.By the end of the reporting period, we had conducted due diligence and research on the data protection laws and regulations of over 20 countries and regions, including Europe, China, North America, Brazil, Singapore, and Türkiye. Based on global data protection standards, we published over 20 country-specific policies and operational guidelines. In accordance with local legal requirements and regulatory recommendations, we have also appointed Data Protection Officers in places such as the Netherlands, Germany, and Singapore to oversee compliance efforts.

▎Strategy

To keep pace with the frequent emergence of data protection legislation, we have established a regulation tracking mechanism that efficiently detects applicable new policies on data protection and integrates them into our compliance measures. We actively engage in public consultations on data protection rules in various countries and regions.This involves interactions with national and regional agencies, including but not limited to the Cyberspace Administration of China and the European Data Protection Board (EDPB). Recognizing the numerous security challenges within IoT environments, we have developed an innovative security architecture and multi-dimensional security system that accommodate the complexity of IoT devices in terms of software/hardware environments and computational power. We aim to optimize management across endpoint, data, application, network, and operational security to ensure secure, compliant, and robust operations.

Category	Risk Description	Responses
Endpoint risks	● Physical interfaces on devices may be exposed without adequate protection, making them vulnerable to unauthorized access, tampering, or spoofing; ● Devices retain debugging interfaces or lack robust update verification, allowing attackers to implant unofficial firmware or bypass authentication.	● We employ secure elements, secure boot, secure updates, and IP filtering technologies to ensure that both hardware and software are verified and validated at every stage, from initial startup to software updates, preventing unauthorized access and data breaches and ensuring device security.
Data risks	● Data breaches may happen during collection, processing, transmission, and storage due to lack of encryption or improper access control; ● Inadequate permission management at the application layer may lead to unauthorized access to or leakage of critical data.	● We focus on data protection throughout its lifecycle, spanning collection, transmission, storage, processing, exchange, and destruction. Measures such as data lifecycle security management, user data protection, storage media encryption, audio and video data security, digital watermarking, and key management are implemented to ensure data confidentiality, integrity, and compliance.
Network risks	● Unencrypted communication can be exploited through man-in-the-middle (MITM) attacks such as hijacking, replay, tampering, and eavesdropping; ● Inherent vulnerabilities in network protocol, such as lack of effective authentication, may result in leaks on the access side.	● By implementing secure transmission protocols (such as HTTPS and TLS), secure network services, wireless security measures, and port security management, we prevent attacks and other cyber threats and protect data during transmission, ensuring the confidentiality, integrity, and availability of network communication.
Application risks	● The large variety of dispersed devices in the application layer makes it challenging to effectively manage device upgrades and security status; ● Improper configuration of applications, frameworks, containers, and operating systems may lead to security vulnerabilities.	● Through application code signing, identity authentication, permission management, access control, Web/component/API security, and security functions, we prevent malicious code execution, data breaches, and unauthorized access, ensuring application security and reliability.
Operational risks	● Critical vulnerabilities are not promptly detected due to limited assessment scope and blind spots in monitoring, resulting in increased risks of system attacks; ● Issues such as compatibility conflicts, delayed patches, and slow responses may disrupt normal system operations.	● Through continuous monitoring, regular security assessments, vulnerability remediation, and incident response, we ensure the early detection and handling of security threats, safeguarding system stability and business continuity.

The Company operates Hikvision Security Response Center that receives, addresses, and publicly discloses security-related vulnerabilities in Hikvision's products and solutions, fostering industry collaboration and knowledge exchange. We have also published the *Cybersecurity White Paper and Product Security White Paper*, offering stakeholders a transparent and comprehensive overview of our security capabilities.

Hikvision is also committed to supporting cybersecurity at the community level. Our next-generation video network firewall provides visualized and granular multi-dimensional security control, integrating multiple security functions to effectively address various security challenges. We also support the integration and networking of IoT sensor data through a community networking platform, further bolstering cybersecurity defense in communities.

In 2024, we introduced 26 new cybersecurity courses for domestic and international employees, such as *Secure Development Lifecycle and Endpoint Security*. Throughout the year, we conducted 171 training sessions, including technical workshops, phishing simulations, and cybersecurity drills, which engaged all of our employees. Beyond internal training, we also promoted cybersecurity awareness among the public and business partners through articles and webinars to jointly contribute to a cybersecurity ecosystem.

Case

Hikvision leads global audiovisual industry trends and promotes cybersecurity innovation and talent development

To offer strong support for the development of future-proof talent and exploration of cutting-edge solutions, Hikvision fully supported the inaugural ISE Hackathon at Integrated Systems Europe (ISE 2025) in Barcelona, Spain, with significant contributions to the Cybersecurity track. Hikvision employees designed and judged the cybersecurity challenge, providing professional technical support throughout the event. This initiative underscores Hikvision's commitment to fostering innovation and advancing cybersecurity within the security and audiovisual industries.

▍ Impacts, Risks, and Opportunities

Our legal role varies across business scenarios. As a manufacturer, we adhere to the "privacy by design" principle, proactively integrating features like image blurring and default deactivation of certain functions (e.g., audio capture) into our products. As a personal data controller, we uphold the principles of rationality, security, and controllability, ensuring compliance throughout the personal data lifecycle. Our approaches include but are not limited to conducting impact assessments before personal data collection, verifying the legal basis, informing the individuals involved and obtaining consent (if applicable), and minimizing data collection; taking encryption and other security measures when transmitting data, especially across borders; masking data and exercising access control; encrypting stored data and retaining it only as long as necessary; and promptly deleting, anonymizing, or destroying data after its use.

We have constantly enhanced our data compliance review and supervision mechanisms, which are customized for various products, services, and business scenarios. Through a dual approach of proactiv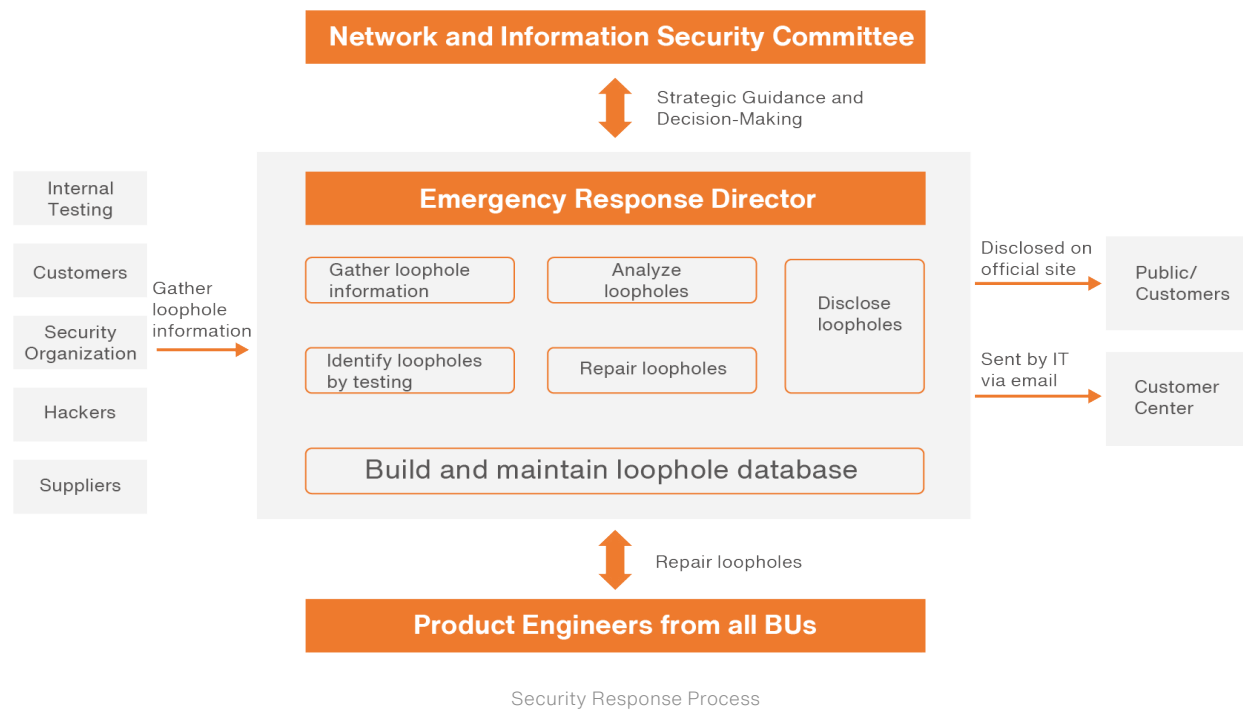e risk prevention and post-event monitoring, we ensure the compliance of data processing activities. For example, data compliance reviews are now an integral part of our app development lifecycle, with mandatory compliance and privacy checks conducted before release. We have established automated workflows for asset, incident, and business continuity management, including processes for information security incident handling, risk assessment, internal audit management, secure development, and security response. These processes are designed to enhance information security management efficiency and responsiveness. In addition, we have released the *Information Security Internal Audit Procedure* to guide our annual information security audit. By developing audit plans, conducting audits, summarizing findings, and following up on risk mitigation, we ensure ongoing improvement and effective risk control in our information security management practices.

Hikvision Secure Development Lifecycle					
Concept	**Design**	**Development**	**Verification**	**Release**	**Maintenance**
Product Security Redline	Security Feature Design	Secure Development	Protocol Security Testing		Security Response
Domain-specific Security Requirements	Threat Modeling	Secure Code Scanning	System Security Testing	Release Package Signature	
Security Compliance Requirements	Security Testing Protocol	Security Testing	Penetration Testing	Firmware Encryption	Security Patch Management
	Open Source and Third Party	Security Defect Management			

Security Awareness and Capability Training

Secure Development Lifecycle

Hikvision has obtained certifications for ISO 27017 and ISO 27018, along with certifications for Data Management Capability Maturity (DCMM), CIC Information Technology Application and Digital Capability Assessment, Information System Development and Service Capability Level CS2, Artificial Intelligence Management System, and IEC 62443-4-1. We also successfully completed re-certification audits for ISO 27001, ISO 27701, ISO 29151, and CSA-STAR, along with a surveillance audit for ISO 38505. In addition, multiple models of our network video recorders obtained EN 303645 certification.

Network and Information Security Committee

Strategic Guidance and Decision-Making

Internal Testing

Customers

Gather loophole information

Security Organization

Hackers

Suppliers

Emergency Response Director

Gather loophole information

Analyze loopholes

Disclose loopholes

Identify loopholes by testing

Repair loopholes

Build and maintain loophole database

Disclosed on official site

Public/ Customers

Sent by IT via email

Customer Center

Repair loopholes

Product Engineers from all BUs

Security Response Process

Indicators and Targets

Indicator	Target	Statistics in 2024
Percentage of employees receiving information security training	100%	100%
Mass breach of customer personal data	0	0

Honors

● Won the Excellence Award, 2024 China Cybersecurity Contest for Outstanding Innovations (2024 National Cybersecurity Awareness Week)

● Received the Trusted Digital Plant Platinum Award issued by BSI

● Recognized as an Outstanding Contributor to Vulnerability Management by the China National Vulnerability Database (CNVD), an Outstanding Member of China Cyber Threat Governance Alliance (CCTGA), and a Distinguished Enterprise in Vulnerability Management Practice by the National Vulnerability Database (NVDB)
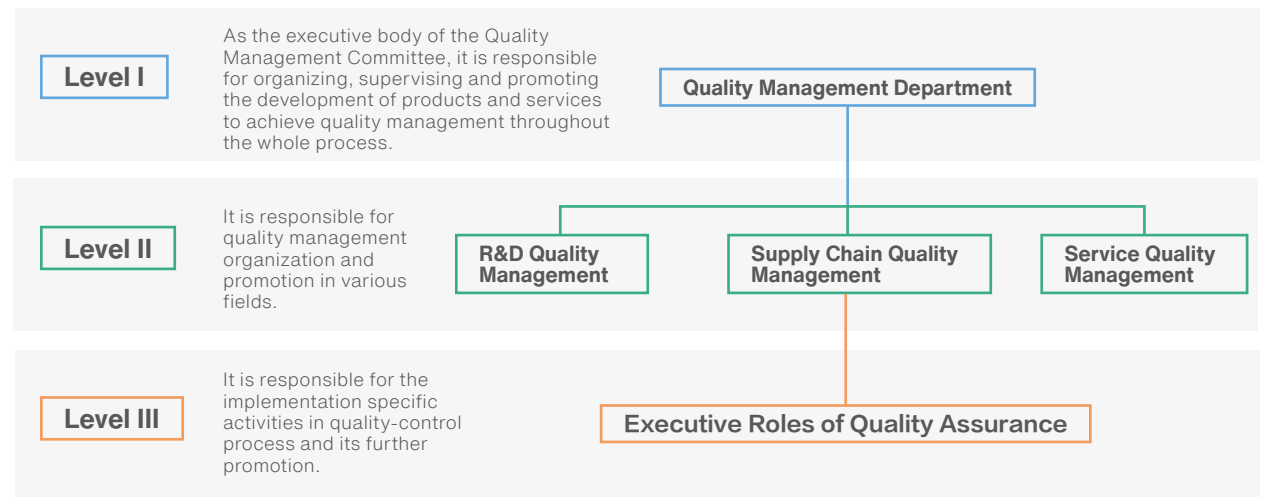
Ensuring Product and Service Quality

Committed to a strong quality policy, Hikvision constantly seeks to improve quality management and customer service. By fostering a company-wide dedication to excellence and attention to detail, we enhance customer satisfaction and build trust with our customers by providing them with quality products and professional services.

▎ Product Quality Management

We comply with quality laws, regulations, and industry standards at home and abroad, and uphold the quality policy of "leading technology, quality first, customer satisfaction, and continuous innovation." By constantly improving our quality management system and capabilities, we reinforce product quality as the cornerstone of our corporate growth.

Optimizing the quality management system

Hikvision has established a hierarchical quality management structure led by the Quality Management Committee and Quality Management Department. They define the Company's strategic direction of quality and medium- to long-term goals, and are responsible for planning, organizing, supervising, and driving quality management initiatives across all levels. The Quality Management Department contains R&D, supply chain, and service quality management teams responsible for organizing and advancing quality management practices in their respective domains, with specific tasks executed by designated quality assurance personnel. The Company has obtained certifications for ISO 9001 Quality Management System and QC 080000 Hazardous Substance Process Management System.

Level I	As the executive body of the Quality Management Committee, it is responsible for organizing, supervising and promoting the development of products and services to achieve quality management throughout the whole process.	**Quality Management Department**
Level II	It is responsible for quality management organization and promotion in various fields.	**R&D Quality Management** / **Supply Chain Quality Management** / **Service Quality Management**
Level III	It is responsible for the implementation specific activities in quality-control process and its further promotion.	**Executive Roles of Quality Assurance**

Quality Management Structure

Upholding a "company-wide proactive risk prevention and control approach for continuous improvement," we have devised a comprehensive quality and safety management system with accountability at all levels. This reinforces risk awareness throughout the organization and fosters a prevention-oriented risk management culture. We have enhanced the maturity of product critical characteristics management with digital solutions, achieving precise quality and safety risk control through three core modules: identification and implementation of product quality and safety characteristics, rapid detection and resolution of quality and safety issues, and end-to-end product quality and safety risk management. In 2024, Hikvision recorded no penalties related to product and service quality or safety.

Quality and Safety Management System

Corporate Business Goal

Customer Success, Innovation Excellence

Operational Mechanisms | Supervision and Improvement

Risk Collection and Assessment

Marketing | **R&D** | **Manufacturing** | **Delivery**

Comprehensive Management

Risk Monitoring

Risk Response

Means of Implementation: **Product quality and safety risk control mechanisms, cybersecurity risk control systems, emergency management mechanisms, and other basic mechanisms**

Fundamental Safeguards: **Risk Management Organization** | **Risk Management Information System** | **Risk Management Culture**

Case

LED traceability system guarantees quality

In 2024, Hikvision launched the first traceability system for LED manufacturing, reinforcing transparency and quality assurance. Each LED display is assigned a unique identifier, and some identifiers allow users to access video records of key manufacturing stages. This online digital traceability system provides visualized data and improves user confidence in product quality, reflecting Hikvision's commitment to product excellence and customer satisfaction.

Scan the QR code to learn more
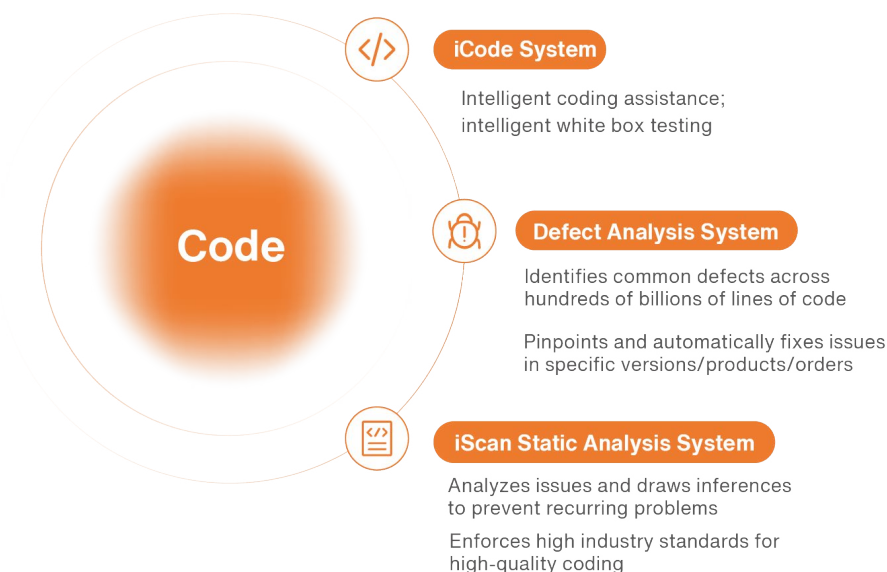
Enhancing quality management capabilities

We actively incorporate digital technologies in R&D and production lines, using advanced big data analytics and AI to facilitate intelligent software development and leveraging image algorithms and high-precision auto-focusing technology to overcome process bottlenecks. Intelligent testing equipment has replaced manual inspections, significantly improving testing precision and accuracy. AI-powered production lines enable 24/7 automated identification and positioning, intelligent assembly inspection, and smart error proofing and warning, enhancing product quality.

Our robust after-sales and product recall systems enable the proactive or reactive handling of products that pose risks to the market while ensuring the communication and implementation of risk mitigation plans (including options for after-sales maintenance and proactive recalls). A dedicated product quality issue notification process is in place, with response time requirements varying based on issue severity (high, medium, or low).

`Case`

Intelligent code quality management

Hikvision employs defect and code modeling and uses defect feature recognition to swiftly pinpoint common defects within the Company. Combined with big data mapping, we rapidly and accurately identify affected versions, products, and orders for automatic fixes and interception. This has reduced the time to resolve critical defects from several weeks to 1–2 days, improving defect removal efficiency by over 80%.

Code

iCode System
Intelligent coding assistance; intelligent white box testing

Defect Analysis System
Identifies common defects across hundreds of billions of lines of code

Pinpoints and automatically fixes issues in specific versions/products/orders

iScan Static Analysis System
Analyzes issues and draws inferences to prevent recurring problems

Enforces high industry standards for high-quality coding

Fostering a culture of high-quality development

In 2024, we continued to champion a culture of high-quality development. By organizing activities such as Adherence to Quality Red Lines, Efficient Execution, and Proactive Innovation, we facilitated the transition from quantity and growth rate to quality and efficiency.

Adherence to Quality Red Lines

We have implemented proactive guidelines for quality red line management, shifting from reactive to preventive strategies while providing process control guidelines for relevant personnel. Through our Three Inspections initiative, encompassing self-inspection, peer reporting (mutual inspection), and specialized audits (special inspection), we foster a culture of strict compliance, ensuring timely resolution of identified red-line issues.

Efficient Execution

Company-wide programs, such as Zero Defect Challenge and Risk Reporting, incentivized 5,733 zero-defect milestone achievements among operators and 2,180 R&D risk reports, encouraging employees to strictly follow operational standards and actively identify and report risks. We also introduced the Hiklink* Badge Wall to incentivize our employees.

*Hiklink is Hikvision's internal OA communication software.
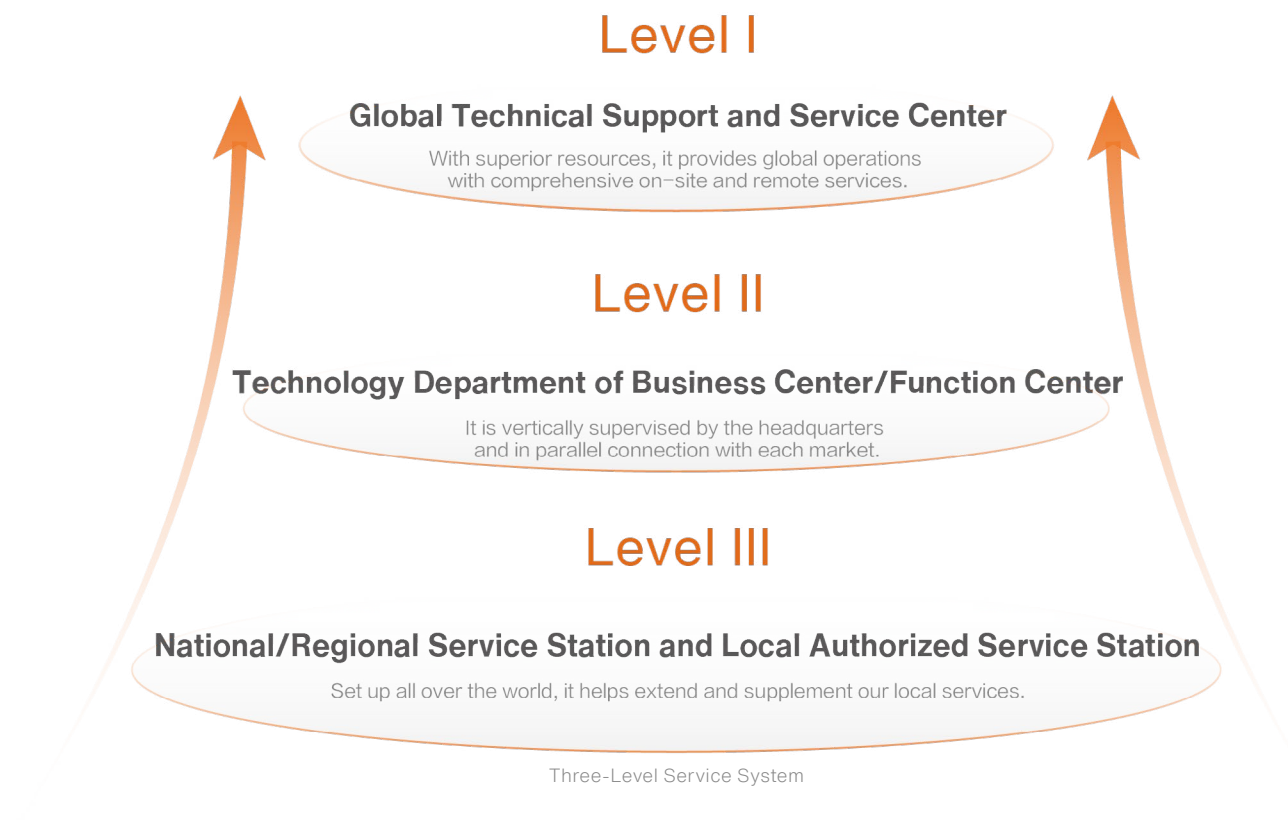

Quality Culture Awareness Poster

Premium Customer Service

We strictly comply with the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*. While maintaining an honest, pragmatic approach in pursuit of excellence while helping customers succeed and create value, we are committed to providing professional services and putting customers first. By enhancing our customer service system and capabilities, we continuously generate value for our customers.

Customer service system

Aiming to meet customer needs and elevate customer satisfaction, Hikvision has crafted an integrated service system to provide high-quality products, services, and solutions. The three-level service system encompasses a wide array of services, including standard services that come with the products, installation and debugging, project delivery, operation and maintenance, on-site support, and more. With localized service resources deployed worldwide, we can satisfy the diverse and specific business needs of customers.

Domestically, we operate 32 provincial technical service centers and over 300 municipal service stations, and have more than 3,000 key partners and authorized service providers. Internationally, we are expanding authorized repair capabilities and offering replacement guarantee for select products. By accelerating overseas inventory turnover, visualizing local order lead times, and optimizing warehousing and distribution, we are streamlining local delivery chains to ensure rapid response to customer needs.

Level I

Global Technical Support and Service Center

With superior resources, it provides global operations with comprehensive on–site and remote services.

Level II

Technology Department of Business Center/Function Center

It is vertically supervised by the headquarters and in parallel connection with each market.

Level III

National/Regional Service Station and Local Authorized Service Station

Set up all over the world, it helps extend and supplement our local services.

Three-Level Service System

Hikvision has achieved ISO 20000 IT Service Management System certification, Level 1 Compliance with Information Technology Service Standards (ITSS) in Operation and Maintenance, NECAS 5-Star National Commodity After-Sales Service Certification, CTEAS 7-Star (Excellence) Certification for Thorough After-Sales Service System, and CTEAS 12-Star Certification for Continuous and Effective Service Capability Verification. These credentials underscore our robust after-sales services that are available across China.

Upgrading service capabilities

We take a holistic approach to the entire customer service process as we improve our service quality across three areas: customer outreach, self-service tools, and knowledge sharing.

Case

Connecting with customers in digital product salons

In 2024, Hikvision organized 30 digital product salons in 30 cities, under the theme "Driving Operational Excellence with Digitalization." These information sessions engaged over 1,000 customers, totaling more than 2,000 participations. Materials shared during the sessions were downloaded over 60,000 times. By reaching out to customers, we are able to deliver our business value in a more targeted manner.

Salon Activity with Customers from Key Industries

Customer outreach

We have integrated various service channels such as offline technology, official website, online, and customer service into an online tool market center, which makes the services more easily accessible for our users. Our AI-powered customer service chatbot handles over 10 million queries annually in product support and maintenance, achieving a 92.44% direct response rate and improving efficiency by 30%. For customers out of China, our new Uzbekistan call center expands support to Central Asian and Transcaucasian regions. Currently, we operate 18 call centers overseas, providing convenient and localized services worldwide.

Self-service tools

To address customer concerns about disorganized tools and steep learning curves, we have streamlined our desktop tools by integrating them into the HiTools Delivery client, an all-in-one toolbox for product delivery. By the end of 2024, the toolbox had been downloaded over 200,000 times. On mobile, we are offering more delivery functionalities for commonly used devices (such as front-end and back-end equipment, traffic and mobility solutions, entrance/exit, and access control products) to enable simple, convenient, and one-click delivery.

Knowledge sharing

Our diverse collection of resources helps customers learn about our products. Throughout the product lifecycle, from pre-sales to delivery and usage, we provide a variety of technical resources, including documentation, videos, images, and troubleshooting flowcharts, which guide customers in product selection, installation and debugging, operation, and maintenance so that they can gain the knowledge needed for them to resolve issues independently.

Listening to the voice of customers

We employ multiple communication channels, including our 400-hotline, Hikvision Online mini-program, partner portal, and online customer service, to ensure customers can connect with us anytime, anywhere. In 2024, through our voice of the customer (VoC) management platform, we introduced customer satisfaction management at every step of the entire customer service process. By collecting customer feedback via hotlines and online forms, we efficiently capture and respond to customer needs, continuously improving our service capabilities.

● Customer complaint handling

We have established a *Closed-Loop Process for Negative Customer Feedback Management* to address all VoC. Besides collecting customer-initiated feedback such as service ratings and 400-hotline complaints, we arrange for chatbot/human agents to conduct follow-ups on randomly sampled service orders for quality assurance. All negative feedback is handled through a closed-loop VoC management process and followed up until resolution, with a post-mortem analysis that identifies root causes and drives internal improvements.

| Log complaint | → | Assign to responsible department | → | Internal case review | → | Provide a solution to the customer | → | Identify root cause and accountability | → | Internal improvement |

Complaint Handling Process

Channels for customer complaints:

📞 Phone: 400-800-5998

🖥 Online: WeChat Official Account, mini-program, company website

✉ Email: 400@hikvision.com

📋 Feedback form: Company website (Complaints & Suggestions at the bottom right corner)

↖ HPP Online Case (for customers outside China)

- Customer satisfaction survey

We have developed protocols including the *Customer Satisfaction Control Procedures* and the *Technical Service Customer Satisfaction Management Guidelines*. Based on ongoing customer needs and past survey data, we design annual surveys to measure customer satisfaction. We track annual changes in customer satisfaction ratings across all business segments and conduct deep dive analysis of frequently reported issues to formulate targeted improvement strategies.

In 2024

NPS among domestic distribution customers:

89%

NPS among non-distribution customers:

76%

Year-over-year increase:

11 percentage points

Year-over-year increase:

6 percentage points

| Case |

EZVIZ Fans Festival: Smart Living, Shared Future

In 2024, EZVIZ hosted its second annual EZVIZ Fans Festival with the theme "Smart Living, Shared Future," welcoming 60 fans on-site. The event featured a new fan DIY session, where participants showcased creative ways to customize their EZVIZ devices. In addition, "Product Face-to-Face" co-creation sessions for four product categories, namely cameras, smart locks, smart home devices, and robot vacuums, were held to facilitate in-depth discussions between product managers and users. These sessions generated 124 pieces of customer insights and suggestions, which will be gradually incorporated into EZVIZ products and services. The event strengthened customer-brand engagement while further advancing customer-centric product innovation.

Photo with EZVIZ Fans

*NPS = (Number of Promoters/Total Number of Respondants) × 100% − (Number of Detractors/Total Number of Respondants) × 100%

Value Chain

Working Together for Mutual Success

Hikvision is committed to creating long-term value with our partners by building a responsible supply chain and strengthening multidimensional collaboration with ecosystem partners. Leveraging our technological platform, we nurture industry talents, share innovative technologies, and promote exchange and cooperation to achieve mutual success.

Contributing to the following UN SDGs

| 4 QUALITY EDUCATION | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |

Responses to topics

- Supplier management

- Conflict minerals management

- Industry exchanges and collaboration

Embracing Responsible Procurement

Hikvision places high importance on building a sustainable supply chain. By integrating environmental protection and labor rights into supplier management and procurement practices, optimizing resource allocation, and mitigating supply chain risks, we sharpen our competitive edge and establish a green and responsible supply chain with our suppliers.

Supplier Management

Hikvision advocates for transparent, mutually beneficial partnerships and strictly adheres to agreed price terms and payment schedules, ensuring timely payments to suppliers. We have established an organizational framework for procurement risk management that incorporates environmental and social factors into supplier approval, assessment, and exit criteria. We perform supplier due diligence to mitigate risks and leverage our technological expertise to help suppliers improve their management practices. In 2024, all new suppliers onboarded within the year have signed the *Supplier Corporate Social Responsibility Commitment* and the *Supplier Integrity Agreement*.

Procurement risk management

Our Procurement Management Committee serves as the highest decision-making body for material procurement strategies and supplier management, as well as the procurement risk management team. The committee is responsible for formulating procurement strategies, promoting procurement policies, evaluating market risks, and providing decision-making guidance. At the execution level, the Procurement Department and specialist teams develop procurement procedures to implement the strategies after breaking them down into actionable steps. They monitor external and internal risks related to procurement operations, supplier management, material market changes, and technological advancements, propose risk mitigation measures, and refine the *Procurement Risk Checklist.* The Internal Audit Department functions as a third-party supervisory body that conducts regular audits of procurement-related departments to monitor compliance and identify process or operational risks. It then issues risk control reminders for relevant departments to implement corrective measures based on internal audit findings.

Supplier Approval and Assessment

Supplier approval

We have established a series of guidelines such as the *Comprehensive Procurement Management Guidelines* and *Supplier Development and Selection Management Guidelines*. Priority is given to suppliers with strong performance in environmental protection, CSR, human rights, and sustainability. Suppliers lacking ISO 9001 certification, REACH, or RoHS 2.0 reports are disqualified.

Supplier assessment

We have formulated the *Supplier Evaluation Management Guidelines*, requiring all suppliers to adhere to the *Supplier Code of Ethics and Business Conduct* and sign the *Supplier Integrity Agreement*. We develop quarterly and annual assessment plans to evaluate suppliers' performance in terms of quality, cost, technology, delivery, and hazardous substances free (HSF) management. Suppliers are required to sign the *Supplier Integrity Agreement, Supplier Social Responsibility Agreement,* and *Supplier Corporate Social Responsibility Commitment* and undergo annual audits on environmental impact, health and safety, business ethics, and conflict minerals. Based on their CSR risks, suppliers are categorized into four tiers: A (Excellent), B (Good), C (Pass), and D (Needs Improvement), with different management strategies for each tier.

Supplier exit

We have established the *Supplier Exit Management Guidelines*. Suppliers that present significant quality, delivery, environmental, or social issues or risks will be removed from the Company's supply chain.

Due diligence

We conduct supplier due diligence through both online and on-site assessments, focusing on suppliers' performance in labor rights, business ethics, and environmental protection. We document findings in a Social Responsibility Assessment Report as the key basis for evaluating suppliers' CSR performance. We also provide targeted suggestions to help suppliers enhance their practices.

In 2024

Percentage of new suppliers conducted on-site sustainability audits on their environmental protection and labor practices:

100%

Number of suppliers found to have significant negative environmental or social impacts:

0

01
Labor rights

We verify supplier compliance with relevant labor laws and regulations, with a focus on inspecting workplace environments and conditions and checking for child labor, forced labor, or any form of discrimination. We also pay close attention to employee welfare policies, labor contract signing and execution, employee training, and career development programs to ensure that our suppliers adopt legal, compliant, and people-centric human resource management practices.

02
Business ethics

The Company requires suppliers to operate with integrity, and prohibits any form of bribery and corruption. Upstream suppliers are informed of the Responsible Business Alliance Code of Conduct and are required to act in accordance with it. The Company makes efforts to identify and verify risks in suppliers and imposes punishments on suppliers involved in bribery and corruption cases. Regarding the punishments, we may require the supplier who breaches relevant clauses to pay liquidated damages as agreed, put the supplier on a blacklist, and no longer cooperate with the supplier, just to name a few.

03
Occupational health and safety

We underline the importance for suppliers to strengthen their safety education and investments in safety. Through proper designs, adoption of the right engineering technologies and controls, effective prevention and maintenance, safe operating procedures, and continuous safety training, suppliers can protect their employees from hidden dangers in the workplace. In addition, employees should be provided with appropriate and well-maintained personal protection equipment to create a safe and healthy workplace.

04
Environmental protection

We pay attention to suppliers' environmental performance. We check whether they have a valid environmental impact assessment report, approval of the report from environmental regulators, and reports on acceptance inspection of environmental protection facilities of completed projects. We also carefully examine their pollutant discharge permits and records of environmental compliance to ensure they have not and do not commit any major regulatory violations and are not embroiled in any complaints or lawsuits. We emphasize that suppliers must implement effective measures for treating and managing wastewater and exhaust gases, as this is important for us to build a green, sustainable supply chain together.

Key Areas to Focus on During Supplier On-Site Audits

Supplier training

We have built a supplier training platform with four training modules, covering 29 courses on environmental protection, compliance, product quality management, and other topics. We have established a digital marketing training system to enhance distributors' online marketing skills. Our special workshops on quality issues foster collaborative problem-solving, motivating suppliers to steadily improve product quality. We also provide green supply chain training materials to educate suppliers on green supply chain management requirements, and jointly promote new technologies and methods to strengthen the green competitiveness of the entire supply chain.

In 2024

Number of suppliers participating in courses on training platform:

293

Number of customers trained on digital marketing:

2,600+

Number of distributors supported in marketing promotions:

1,580

Cumulative number of course views:

16,640

Number of offline hands-on training sessions:

15

Cumulative exposure from distributors' marketing promotions:

320 million times

Green Supply Chain

Hikvision recognizes green supply chain management as a key element in driving sustainable development. We have released the *Green Supply Chain Management Guidelines* and developed a comprehensive green supply chain strategy encompassing green procurement, manufacturing, logistics, and recycling. We have established a green supplier evaluation framework that prioritizes environmentally friendly and low-carbon materials and services. This approach effectively reduces environmental footprints during manufacturing and transportation, enhances product recycling and reuse systems, and accelerates the transition to a greener supply chain.
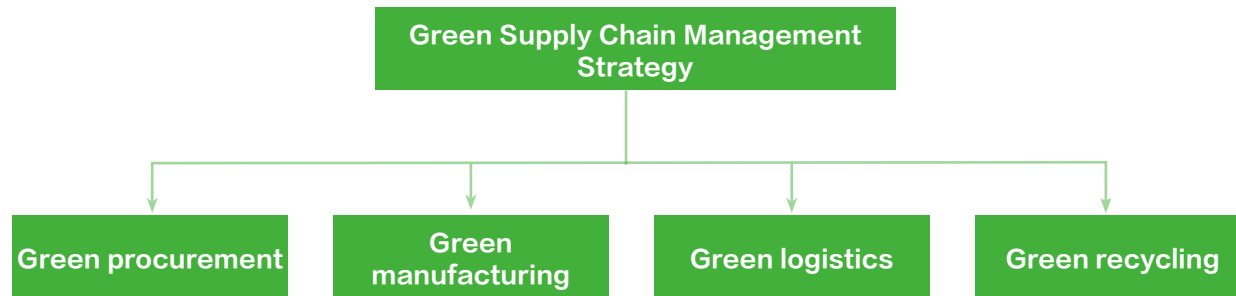
In 2024

We evaluated the eco-friendly practices of

70 suppliers.

We presented green awards to

6 suppliers.

```
        Green Supply Chain Management
                  Strategy
                      │
     ┌──────────┬──────┴──────┬──────────┐
     ↓          ↓             ↓          ↓
Green procurement   Green      Green logistics   Green recycling
              manufacturing
```

| Conflict Minerals Management

While we do not directly use or purchase mineral ores, certain materials required for our production may contain mineral resources such as tantalum, tin, gold, tungsten. We have established a conflict minerals prevention and management system. We require all suppliers to sign the *Procurement Framework Agreement* to ensure that the materials they provide to Hikvision are DRC conflict-free. In accordance with the *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* formulated by the Organization for Economic Co-operation and Development (OECD), the Company has established a conflict minerals management system for mineral resources and products, including tantalum, tin, gold, tungsten, to identify and assess risks within the supply chain and implement mitigation strategies.

With reference to the Responsible Minerals Initiative's (RMI) independent third-party verification system, we conduct third-party assessments and audits of smelters or refiners in the supply chain, systematically conduct due diligence on conflict minerals across our supply chain, and provide annual reports on supplier due diligence processes and findings. In 2024, we conducted conflict minerals due diligence for 100% of our new material suppliers. Through online questionnaires, we collect information about suppliers, materials supplied, and the presence and origin of tantalum, tin, gold, and tungsten. The information is archived for internal traceability management.

A well-established emergency mechanism for conflict minerals management is in place to deal with possible emergencies. During the reporting period, there were no incidents of non-compliance due to conflict minerals.

In any supplier is found to have used conflict minerals, we will screen and isolate the products involved in the use of conflict materials and submit a screening report to the material specialist team or the Procurement Management Committee for risk assessment and final decision-making.

For suppliers found to have committed any non-compliance during performance assessment, a task force will be formed to provide coaching and take other measures, such as cutting orders from the suppliers, suspending the launch of concerned products, and terminating transactions with them.

In case of serious implications for the Company, we will reserve the right to take further steps to hold suppliers responsible in accordance with the Procurement Framework Agreement.

Hikvision Conflict Minerals Emergency Response Mechanism

Driving Industry Growth

High-quality development of the industry relies on collaboration among ecosystem partners. Through our "Banyan Tree" ecosystem model, we strengthen cooperation with industry partners, continuously advancing industry-academia-research collaboration to support talent development and technical exchange. By working together, we tap into opportunities in the AIoT sector and address emerging challenges.

❙ Ecosystem Partnerships and Exchanges

We act as a catalyst for the ecosystem, building industrial innovation alliances and engaging in extensive collaboration with ecosystem partners across technology, products, solutions, services, and sales. This fosters synergistic relationships and shared success. The Company also works with third-party supply chain financial institutions to expand financing options and reduce business risks for our partners. We have provided over RMB 1.6 billion in supply chain finance to more than 2,000 core partners, effectively easing their financial burdens.

Technology collaboration

We open up our standards, operation and maintenance system, and security system to our partners and work with them on cutting-edge technology research.

Product collaboration

We provide our partners with open access to hardware and software products and access standards, and work with them to develop and select premium hardware and software solutions.

Solution collaboration

We offer open access to our smart digital platforms and work with partners to craft, promote, and deliver industry solutions.

Service collaboration

We open up our hardware and software products and standards and collaborate with certified companies or individuals on data engineering, custom development, AI training, integration implementation, system maintenance, and business operations.

Sales collaboration

Our partners engage in the sale of Hikvision products, solutions, and services on specific sales platforms or within designated regions.

Ecosystem Partner Cooperation

Case

Collaborative innovation for smarter manufacturing

In 2024, the Hikvision Intelligent Manufacturing Conference brought together industry leaders, academic experts, and over 500 global partners under the theme "Making Machines More Intelligent, Making Intelligent Solutions More Accessible." The event served as a platform for discussing emerging technological trends, communicating innovative findings, and showcasing the latest products. The conference featured a 3,000-square-meter interactive exhibition, offering an immersive experience of the entire intelligent manufacturing ecosystem. Through real-world scenarios, attendees explored each stage of the intelligent manufacturing process, gaining cross-industry insights into smart manufacturing solutions and fresh perspectives on intelligent transformation.

Case

Digital empowerment for online marketing

In June 2024, Hikvision launched the E-Commerce Digital Marketing Academy, with the first batch of courses and case studies that last 300 minutes. Other features were added later, including smart script generators, teleprompters, and case recording. Distributors completed over 28,000 learning sessions throughout the year. The smart script generator was used more than 1,000 times and created over 5,000 scripts, significantly enhancing distributors' digital marketing efficiency. We also offered special digital store marketing programs, including online marketing elite training camps, online store marketing diagnostic groups, and in-person marketing coaching, helping stores enhance both online and offline marketing capabilities.

Case

Building a global tech community

In 2024, Hikvision launched HikTech Star, a series of online and in-person events aimed at fostering a global collaborator community. The HikTech Star Show, an online short video contest, attracted participants from around the world to showcase and share their innovative ideas. The HikTech Star Tour offline event brought together over a hundred industry elites for an immersive journey in Hangzhou, where they explored cutting-edge technologies and shared profound insights.

Participants in the HikTech Star Tour

Industry Talent Development

Hikvision continues to strengthen collaborations with universities and research institutions in technological innovation and talent development as we build an ecosystem of innovation that fosters industry-academic partnerships for mutual success. Through ongoing collaborations in research projects, competitions, and talent training, we are cultivating a new generation of skilled, innovative professionals to support the industry's sustainable growth.

Academia to industry

We have established internship programs with over 100 universities and academies and organized corporate site visits for students and faculty. In 2024, we invited more than 1,000 students and faculty members to visit our company, experience our corporate culture, and discuss cutting−edge technologies.

Industry to academia

Hikvision's internal experts and alumni visited universities to share industry and corporate insights. Through guest lectures, online presentations, and campus sharing sessions, we help students gain a better understanding of the industry, facilitating career planning and quality employment.

Case

V Club, a platform for technical exchange

Hikvision has developed the V Club, a platform for sharing knowledge on machine vision and mobile robotics. By offering free, one-stop access to resources and tools, engineer certification, technical support, knowledge sharing, applications, and competitions, V Club has attracted professional engineers to participate in discussions, obtain the latest news, solve technical challenges, and explore endless possibilities. The platform also features a series of instructional videos, including "Learn from Hotshots" and "Technology Mini-lectures", which introduce the underlying technologies behind products and explain how to use them. These videos have lowered the learning cost for beginners and improved the awareness and understanding of cutting-edge technologies among a broader audience. By 2024, V Club has accumulated over 59,000 registered users, with 7.16 million page views and over 1,000 daily visits.

Case

HikRobot certification boosts talent development

Leveraging our expertise in machine vision and mobile robotics, we offer professional skills training and certification for HikRobot users, partner engineers, university students, and industry professionals. These programs enhance the participants' professional skills and technical expertise, and help them keep up with the rapidly evolving AI and big data technologies, driving the development of the industry.

Harmony

Creating a Harmonious Workplace and Giving Back to Society

Hikvision champions a principle of "people-oriented and shared growth", actively creating supportive work environments and ample opportunities for career advancement for our employees. Harnessing cutting-edge technologies, we contribute to rural revitalization. We also provide community service and contribute to social value, striving to build a better future for all.

Contributing to the following UN SDGs

1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS

Responses to topics

- Diversity and inclusion

- Employee care and benefits

- Employee development and training

- Occupational health and safety

- Public welfare and volunteering

- Rural revitalization

Nurturing an Innovative Workforce

Hikvision firmly believes that people are the key drivers of sustainable corporate growth and the core of our competitive advantage. With a corporate culture that emphasizes respect and care for each individual, we bring together top talents from around the world, safeguard employees' legitimate rights and interests, and provide a safe and healthy workplace. By supporting employees in realizing their full potential, we grow and thrive together.

In 2024

Percentage of employees who had joined the labor union:

93.46%

Percentage of employees at the Hangzhou headquarters who had entered into the collective contract:

100%

Percentage of female executives:

13.33%

Number of employees from non-Han ethnic groups:

2,562

Number of employees with disabilities:

23

I Employee Well-being and Inclusion

With a goal of cultivating a workplace that embraces diversity and harmony, we welcome talents with an open, equitable, and inclusive mindset. Through competitive compensation, incentive programs, and employee engagement, we create a supportive environment where individuals can achieve their aspirations.
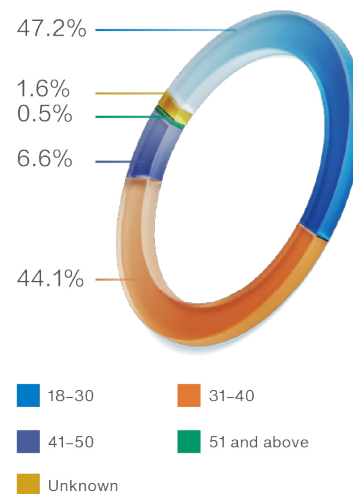
Diversity, equity, and inclusion

Hikvision complies with labor laws and regulations and is committed to providing equal opportunities to all candidates, as outlined in our *Recruitment Management Regulations* and other policies. Our *Employee Handbook* explicitly prohibits workplace discrimination or harassment based on factors such as race, color, religion, gender, age, nationality, heredity, disability, or any other irrelevant factors to the Company's lawful and legitimate interests. We uphold and respect employees' rights to equal opportunities, freedom of association, freedom of expression, and personal information protection across all levels of management, culture, and practice. Unfair treatment in any form is strictly prohibited as we foster a diverse, equitable, and inclusive workplace.
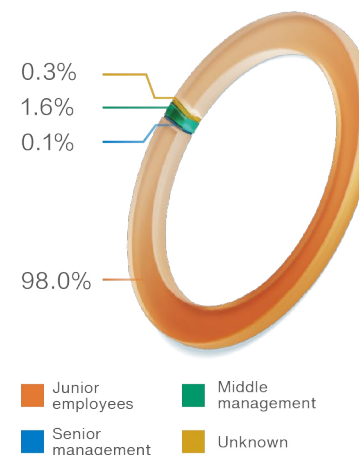
We have established complaint channels, including email, the Dabai Hotline, and the My Voice section on BBS, to ensure the protection of employees' rights and interests and prompt resolution of any employee concerns. We also provide halal food options in our cafeteria to accommodate the needs of employees from different religious backgrounds.

We strictly prohibit child labor and forced labor, and no such incidents occurred during the reporting period.

Employee Distribution by Age

47.2%
1.6%
0.5%
6.6%
44.1%

- 18–30
- 31–40
- 41–50
- 51 and above
- Unknown

Employee Distribution by Position

0.3%
1.6%
0.1%
98.0%

- Junior employees
- Middle management
- Senior management
- Unknown

Employee Distribution by Gender

1.4%
27.2%
71.4%

- Male
- Female
- Unknown
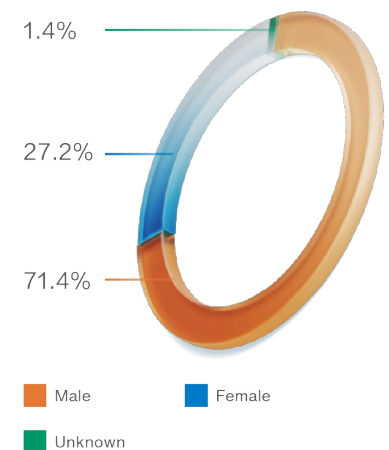
Case

Empowering women in the workplace

On March 13, 2024, Hikvision launched an online women's empowerment program titled "Success Starts with Me: Unleashing the Power of Women." The program offered a series of online and in-person courses on three key themes: "Finding Your Anchor in Life," "Coexistence Rather Than Balance," and "Women's Continued Self-Improvement." The program aimed to explore the potential and strengths of women, enhance their self-awareness, tap into their inner leader, and build their confidence.

In April 2024, the Company also organized a special dialogue forum for women in leadership positions, themed "The Power of Women: Like Water, Like Evergreen." Guests shared their career stories at Hikvision, industry analyses, workplace insights, and personal wisdom. Widely attended by employees, the event explored the limitless possibilities of women in their professional and personal lives.

Dialogue with Women in Leadership

Improving pay and incentives

Hikvision hires people with an equal, open and inclusive attitude, and strictly abides by the *Labor Law, Labor Contract Law, Trade Union Law* and other employment-related laws and regulations at home and abroad. We uphold fair and transparent employment policies, as explicitly stated in our *Employee Handbook*: "All employees are entitled to fair compensation policies without discrimination based on race, ethnicity, social origin, social class, ancestry, religion, disability, gender, family responsibilities, marital status, union membership, political views, age, or other characteristics." We fully implement the principle of equal pay for equal work.

We have built a fair, competitive compensation framework that emphasizes performance-driven incentives, where all employees'

total compensation comprises basic salary, performance bonuses, and year-end bonuses. Additionally, we offer medium- and long-term incentives for innovative business co-investment opportunities, which ensure that sustained business growth and individual development go hand in hand.

To maintain fair and reasonable compensation, we regularly review external data sources, such as government statistics, market intelligence, and reports from consulting firms. Based on our operational strategies and individual performance evaluations, we perform in-depth analyses to identify any pay discrepancies and make timely adjustments. This ensures that our compensation structure remains competitive in the market while aligning with our long-term business goals. We

assess current employee salaries against local living wage benchmarks to ensure that wages of all employees meet or exceed regional living wage standards.

Beyond monetary incentives, we continue to explore innovative tools. In July 2024, we introduced the Badge Wall feature on Hiklink. Departments can design and award badges to recognize employee achievements and boost intrinsic motivation. Employees can also showcase earned badges on their profiles, which further boosts morale. Since its launch, over 200 badges have been created for learning assessments, skill certifications, performance awards, and project contributions, with more than 34,000 badges awarded during the reporting period.

Enhancing employee communication

Adhering to the principle of "respecting the voice of every employee", Hikvision has established various platforms, including the Vision Forum, Dabai consultation hotline, and Dialogue with Managers, and organized the Workers' Congress to foster open communication and identify and respond to employee needs. The Dabai hotline not only provides professional guidance, but also offers employees an avenue for seeking support and expressing concerns. Collectively, the hotline has handled over 20,000 employee inquiries, with an overall satisfaction rate exceeding 99%. The Workers' Congress played a pivotal role in safeguarding employee interests and promoting compliant democratic processes within Hikvision, as part of our ongoing commitment to enhancing employee welfare.
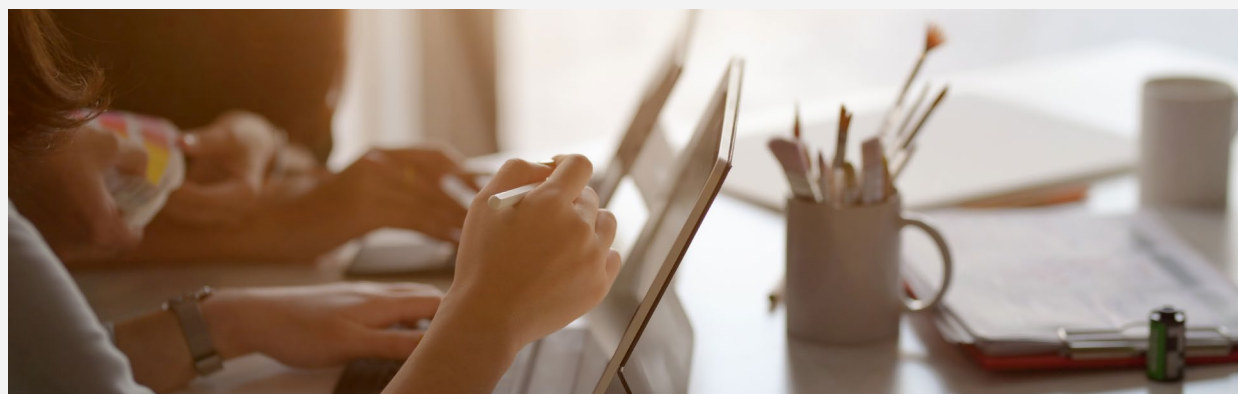
Caring for employees

We show our care and appreciation for every employee with holiday perks, get-well-soon gifts, birthday gifts, and team-building activities. Furthermore, we provide parental leave and nursing leave, as well as various amenities within the park, including nursing rooms, health care stations, and kindergartens, with the aim of continually improving employee well-being.

The Company enriches employees' lives by actively organizing various recreational activities and encouraging employees to start or join interest clubs. Through collaborative efforts, we have fostered a relaxed and joyful workplace characterized by mutual trust and support, thereby enhancing employees' sense of belonging and happiness.

Childcare support

Partnering with the Binjiang District Education Bureau, we established Hikvision Kindergarten, the first kindergarten situated in an industrial park in Hangzhou, which has since enrolled over 750 children. The facility also provides after-school care, summer daycare, and winter daycare services to ease the burden of working parents. In 2023, the IoT Town Kindergarten, jointly established by the Binjiang District Education Bureau and IoT Industrial Park, opened to the children of employees working in companies located on Wulianwang (IoT) Street, further addressing childcare challenges. At the time of writing this report, 293 children of Hikvision employees have attended this facility.

Healthcare services

The Hikvision Health Care Station offers one-stop health services, including general consultations, traditional Chinese medicine (TCM) physiotherapy, chronic disease management, and emergency services. Employees have convenient access to on-site pharmacies at any time. In 2024, the station recorded over 10,000 visits. We also offered 49 free clinic sessions, including on-site medical consultation, weekend clinics, evening consultations, and TCM ointment festival, with a total of more than 2,000 participantions.

Care for special populations

We have nursing rooms for female employees and accessible restrooms for employees with mobility challenges, aiming to create a safe, supportive, and comfortable workplace.

Hikvision Kindergarten (up) and IoT Town Kindergarten (down)

Hikvision Health Care Station

Hikvision Nursing Room

Lecture by Chinese Nursing Association (left)

Book Club (right)

Anniversary Celebration (left)

Mid-Autumn Festival Concert (right)

International Employee Holiday Celebrations

| Occupational Health and Safety

We prioritize the occupational health and safety of our employees at all times. By creating safe workplaces and promoting safety awareness, we safeguard the well-being of our workforce.

Workplace Safety, Environment, and Health Department

Sets corporate EHS objectives and metrics, divides the objectives into smaller goals and distributes them to individual business units, and supervises, manages, and evaluates the implementation of EHS management plans by each department against the set EHS metrics and goals.

Workplace Safety Management Committee

Reviews corporate EHS objectives and metrics, evaluates the implementation of EHS management plans by each department against the set EHS metrics and goals, and provides resources to help each department achieve EHS goals.

Individual departments

Each department develops its own EHS goals, metrics, and management plan based on corporate EHS objectives; promotes departmental awareness of the EHS goals, metrics, and management plan; and implements the plan with regular monitoring and review.

EHS Management Structure

Focusing on occupational health

The Company strictly adheres to laws and regulations on occupational health such as the *Law on the Prevention* and *Control of Occupational Diseases and Measures for the Administration of Occupational Health Examination*. We have established a robust occupational health and safety management system with clearly defined policies and medium- to long-term goals, allowing us to continuously improve our safety and occupational health management practices. We regularly hire third-party institutions to perform thorough inspections of occupational disease hazards. Employees exposed to such hazards are provided with protective gear and required to undergo periodic occupational health examinations. Hikvision has obtained certification under ISO 45001 Occupational Health and Safety Management Systems.

We have developed an occupational health screening process that standardizes the scheduling of annual occupational health check-ups for all employees. Our 1+X plan includes a standard check-up package, with the option to select additional tests based on individual needs. After the physical examinations, we arrange for medical specialists to provide on-site, one-on-one interpretations of the reports, helping employees address their health concerns and improve health consciousness in their daily lives.

Public areas in our facilities (including lobbies, employee dormitories, and gyms) are equipped with automated external defibrillators (AEDs). Designated personnel conduct regular inspections of AED batteries, accessories, and operational status to ensure the AEDs are ready to use at any time. We provide employees with regular training on AED use and cardiopulmonary resuscitation (CPR) techniques to prepare them for potential emergencies.

Indicator	Target	Progress in 2024
New cases of occupational diseases	0	0
Detection rate of occupational hazards	100%	100%
Personal protective equipment compliance rate for employees exposed to occupational hazards	100%	100%
Cases of serious injuries or more critical conditions	0	0
Percentage of minor injuries	≤ 3‰ of all employees	≤ 1‰ of all employees
Percentage of corrected safety hazards	100%	100%
Percentage of employees doing high-risk jobs with required certificates	100%	100%

In 2024

Workplace safety investment:

RMB **49.95** million

Safety training investment:

RMB **3.9** million

Percentage of employees provided with workers' compensation insurance:

100%

Ensuring workplace safety

Hikvision prioritizes employee safety in the workplace and adheres to relevant laws and regulations, including the *Work Safety* Law and *Law on the Prevention and Control of Occupational Diseases*. We have implemented a robust workplace safety management system and compiled the *2024 Environment, Occupational Health, and Safety Objectives, Metrics, and Management Plan*, which outlines clear annual goals and pathways. We have released multiple policy documents, including the *Hazard Identification and Risk Assessment Control Procedure, Workplace Safety Guidelines*, and *Fire Safety Management Protocol*. We follow the hierarchy of risk controls, detect and mitigate hazards, and implement targeted measures to enhance our workplace safety management.

Rule-based management

Hikvision has formulated the Regulations on the Safety Management of Hazardous Operation. These regulations outline processes, requirements, and technical measures for managing hazardous operations, aiming to ensure safety, stability and efficiency throughout the entire process.

Risk management and control

Hikvision has established a workplace safety management platform that uses information technologies, structured processes, and AI to comprehensively manage risks based on the hierarchy, and identify and address hidden dangers.

Safety Risk Identification and Management

Objective and assessment

Hikvision has established EHS objectives and metrics and formulated the Standards for Assessing Workplace Safety. The Company has implemented a system of accountability for workplace safety across the board and set regulations on workplace safety management for departments and subsidiaries.

Chemical Spill Response Drill in an Assembly Workshop

Hazardous Chemical Warehouse Fire Drill

Hikvision maintains a cautious stance on the use of hazardous chemicals in the production process. Adhering to a policy of "avoiding the use of banned chemicals and minimizing the use of hazardous chemicals", we have issued the *Measures for the Safety Management of Hazardous Chemicals*. We assess the hazardous property of incoming chemicals and establish control measures throughout the entire process, encompassing collection, storage, and handling.

In 2024, we released the *Regulations on the Management of Hazardous Precursor Chemicals and Explosive Chemicals* to prevent the risks of hazardous chemicals and strengthen chemical safety management.

Rigorous chemical classification and management

We maintain a chemical catalog and ensure all chemicals are reviewed, clearly labeled, and accompanied by Material Safety Data Sheets (MSDS).

Specialized training and education

We provide safety training to employees who work with chemicals, ensuring proper operation and emergency preparedness.

Environmental monitoring and protection

We regularly monitor chemical concentration levels in work environments and ensure necessary ventilation and protective equipment is installed.

Emergency response protocols and drills

We devise emergency response protocols for chemical spills and accidents, and organize regular drills.

Chemical Safety Management Measures

In 2024

Attendance of online and offline health and safety training sessions:

37,000+

Building a culture of safety

To enhance employee safety awareness, skills, and health knowledge, ensure a safe and healthy workplace, and reduce occupational diseases and work-related injuries, we offer classroom lectures, external expert seminars, and online courses covering the interpretation of laws, regulations, and policies and workplace safety, emergency management, and first aid skills. We also provide certificate training programs for employees in specified or high-risk roles.

We regularly distribute educational posters and promote safety awareness via email, corporate BBS, and departmental social media accounts. In work areas, we support safety campaigns such as Workplace Safety Month, Fire Prevention Month, and Occupational Disease Prevention with slogans, display boards, and safety handbooks, fostering a safety-conscious culture.

▎ Employee Development and Training

We are committed to growing alongside our employees worldwide. With streamlined career progression paths and comprehensive training programs, we empower our employees and help them reach their full potential.

Streamlining career paths

Committed to "fair, impartial, and merit-based employment", the Company provides diversified career progression paths for employees. Periodic performance and development reviews involve 100% of our workforce. During the reporting period, we continued to refine our qualification system and job levels to assist employees in accurately identifying their development trajectories within the Company. Employees can chart their promotion path in 40 channels and 102 sub-channels across 5 major categories—R&D, marketing, specialist, supply chain, and technical support & professional services.

	Management	Specialist	
M5	Senior Management	Leading Experts of Professionals Areas	P5
M4	Middle Management	Experts of Professional Areas	P4
M3	Mid-level Managers in Departments	Experts of Departments/ Senior Core Staff	P3
M2	Junior Management Professionals	Core Staff	P2
	Entry-level		P1

Hikvision's Career Development Paths

Building a comprehensive talent training system

The Company has developed various policies including the *Hikvision Training Management Policy*, *Hikvision Course Management Policy*, and *Hikvision Internal Trainer Management Policy*. Our sophisticated talent training framework aligns with our dual-track promotion system and offers tailored training at every career stage. Within our training framework, the onboarding training accelerates new hires' integration into their roles, and the general skills training enhances workplace competencies. Specialist track curricula are structured around job-specific requirements, while the management track offers leadership training for all levels. The Ferry Mentor Program fosters a team of professional internal trainers who share their experience and provide customized training for employees at all levels.
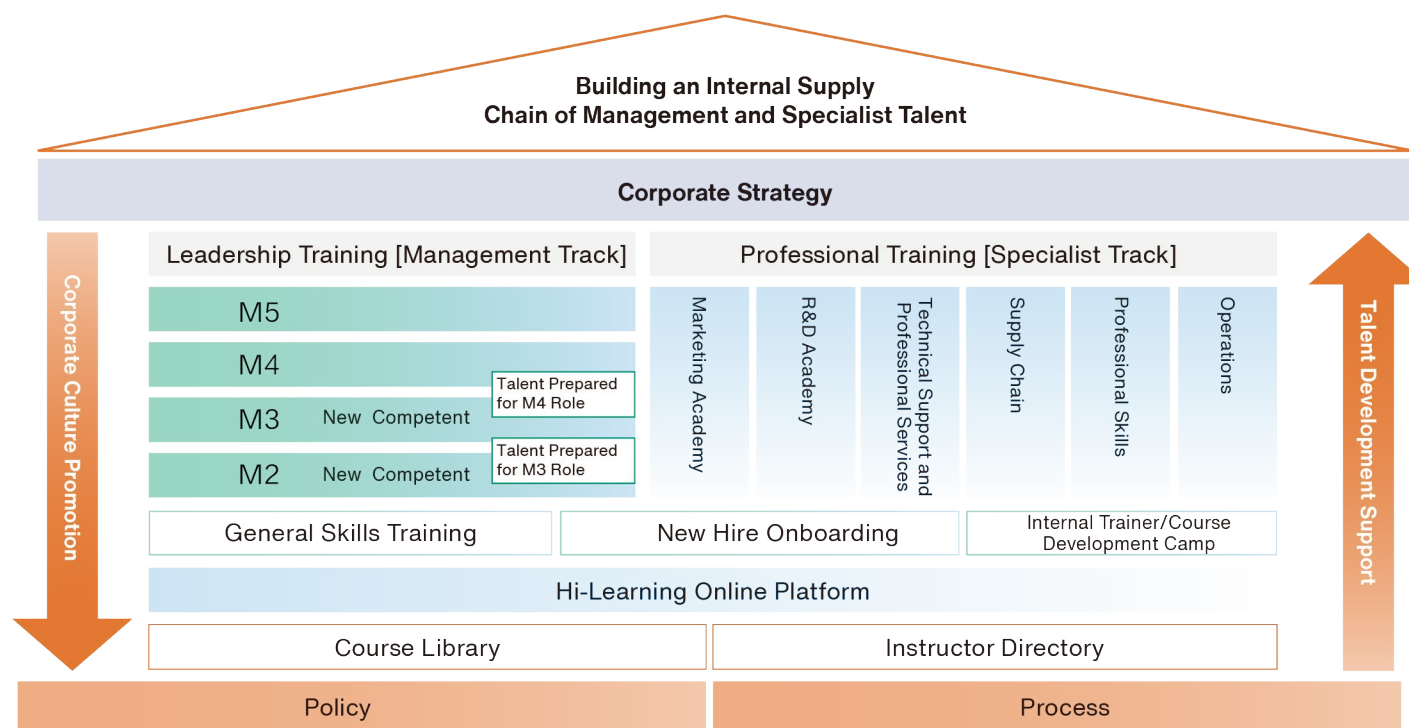
In 2024

Employee training investment:

RMB **15.32** million

Average training hours per employee:

26.73 hours

Building an Internal Supply Chain of Management and Specialist Talent

Corporate Strategy

Corporate Culture Promotion

Leadership Training [Management Track]
- M5
- M4
- M3 — New Competent — Talent Prepared for M4 Role
- M2 — New Competent — Talent Prepared for M3 Role

Professional Training [Specialist Track]
- Marketing Academy
- R&D Academy
- Technical Support and Professional Services
- Supply Chain
- Professional Skills
- Operations

Talent Development Support

General Skills Training | New Hire Onboarding | Internal Trainer/Course Development Camp

Hi-Learning Online Platform

Course Library | Instructor Directory

Policy | Process

Our training programs cover 30 tracks in five major categories: onboarding, general skills, management, technical, and functional roles. By integrating online and offline learning, we cater to employees at all levels. Our Hi-Learning online platform now hosts over 6,000 courses, combining digital resources with internal trainer sessions and course materials to facilitate company-wide learning and development.
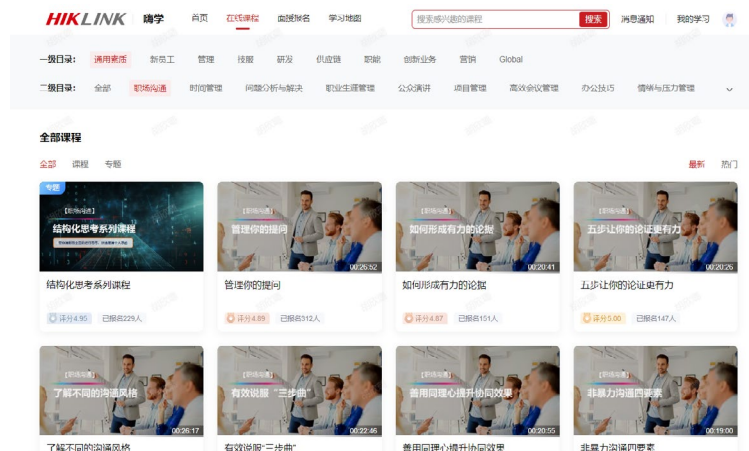
For our international workforce, we have designed localized curricula and training programs tailored to each region, such as sales training in Central Asia and Transcaucasia, language courses in Thailand, and Mars and Venus Training Programs in the Middle East and Africa. These programs enhance the professional skills and competencies of our global employees to support their career growth.

Hi-Learning Online Platform

Mars Training Program for Employees in the Middle East and Africa

Creating Social Value

While continuing to create commercial value through technological innovation and product excellence, we are equally committed to transforming these achievements into drivers of societal progress. By actively supporting rural digitalization and revitalization, extending the reach of our STAR Program, and engaging in volunteer initiatives with diverse stakeholders, we are committed to shaping a more compassionate society through responsible action.

Support for Rural Revitalization

In alignment with China's rural revitalization strategy, we harness our technological expertise in AIoT to advance agricultural and rural modernization. Our digital village solutions focus on five key pillars, namely industrial development, ecological conservation, governance enhancement, service improvement, and cultural promotion.

In 2024

Number of national pilot projects participated in building beautiful, prosperous, and habitable countryside:

9

Number of rural digitalization projects served:

nearly **1,000**

Ecological conservation

With intelligent applications for water resources management, farmland protection, and village environment monitoring, we enable intelligent perception of elements in the rural ecosystem. Thissupports environmental protection and improve the living and working conditions of rural communities.

Hikvision's Digital Village Solutions Strengthen Rural Revitalization

Service improvement

By improving rural digital service infrastructure and supporting digital and intelligent transformation of everyday services, we help villages offer a broader range of services in daily life, education, healthcare, and senior care, ultimately improving the quality of life.

Industrial development

We provide customized solutions for digital farming and smart rural tourism, supporting the growth of agriculture, tourism, and other distinctive rural industries.

Cultural promotion

We utilize technology to facilitate the digital preservation and dissemination of cultural resources in rural areas, ensuring the continued inheritance of local cultural heritage.

Governance enhancement

We strengthen rural governance by providing digital tools that improve rural security, streamline online village administration, and integrate incident management, enabling more precise and efficient governance.

Case

Intelligent transformation of Bailang County

In Bailang County, Shigatse, in the Xizang Autonomous Region, Hikvision played an important role in supporting intelligent rural transformation with smart digital solutions in production, daily life, and management. Multispectral vegetation sensors and agricultural IoT cameras were deployed on highland barley farms, enabling real-time crop monitoring and data-driven decision-making to ensure bountiful harvests. To address the frequent flooding of the Nianchu River, we installed water level and rainfall monitoring equipment, integrated with prompt alerts from digital village management platforms, ensuring the safety of residents along the river. Our smart broadcasting and video conferencing systems now connect 27 remote villages, facilitating efficient remote meetings and enhancing communication. Additionally, we developed quality-of-life apps that provide residents, businesses, and tourists with a wide range of services, including cultural resources, travel information, agricultural updates, agricultural technologies, and employment opportunities. These diverse digital innovations provide a strong impetus for the continued rural revitalization of Bailang County.

Intelligent Monitoring at a Highland Barley Farm

Case

Smart agriculture technologies revolutionize potato farms

An agricultural enterprise has expanded its potato farming operations in recent years to boost yield and income for local farmers. However, challenges such as inefficient field inspections, incomplete monitoring coverage, and inconsistent data collection have become more apparent. To address these issues, Hikvision's multispectral vegetation sensors provide comprehensive vegetation indices, which are transmitted to management platforms for real-time, 360° fixed-point monitoring. This enables a complete overview of potato growth throughout the lifecycle. Additionally, these sensors support routine management and ecological restoration, including pest and disease monitoring, water and fertilizer management, yield forecasting, and invasive species detection. By introducing cutting-edge technology to potato farming, we help the industry achieve higher quality and greater profits.

As of the end of 2024

The STAR Program established partnerships with

over **30**

non-profit organizations, and facilitated projects at home and abroad.

Hikvision STAR Program for Social Good

Hikvision champions Tech for Good and embraces "Sustainability through Technology, Actions for Responsibility" (STAR) as our core philosophy. The STAR Program actively seeks and collaborates with non-profit and technology partners worldwide, focusing on projects in biodiversity monitoring and conservation, environmental monitoring and protection, digital village promotion, and cultural heritage preservation. Through STAR, we aim to cultivate a sustainable and harmonious public welfare ecosystem.

Vision: To bring hope and make the world a better place

Positioning: Tech for good, Development for Shared Benefit

leveraging technological innovation to explore solutions for social, ecological, and economic sustainability in partnership with various stakeholders

Four areas of focus:

Biodiversity monitoring and conservation

We provide non-profitable organizations with AIoT technology and algorithms to support the research and conservation of rare species and ancient trees of ecological and historical value.

Digital village promotion

We enhance rural living by providing targeted solutions for elderly care and smart agricultural technologies for farmers, contributing to diversified development and improving quality of life in the rural areas.

Environmental monitoring and protection

Drawing from Hikvision's extensive expertise in intelligent monitoring of air quality, water resources, and meteorological conditions, we collaborate with non-profitable organizations and research institutions to protect nature, improve ecosystems, and promote green development.

Cultural heritage preservation

We contribute to the preventive conservation of immovable cultural heritage with fire prevention and monitoring solutions for ancient villages, buildings, and underground sites. We also assist in restoration planning, verification, and review processes, and remote presentation of curated and dispersed movable artifacts – ensureing cultural treasures are protected for generations to come.

STAR ✦

海康威视公益伙伴计划

（Sustainability through Technology, Actions for Responsibility）

Creating a safe habitat for South Africa's rhinos

From 2020 to 2024, Hikvision partnered with the Kariega Foundation through the STAR Program to support rhino conservation. In 2024, we upgraded the video surveillance system at Kariega Game Reserve with high-definition cameras and handheld thermal imagers. With expanded coverage across the reserve, the upgraded system allows conservationists to track rhino populations more accurately, detect potential poaching activities, and monitor other wildlife species, contributing to more scientific and effective protection of the reserve's ecosystem.

"These network cameras are really, really helpful in protecting our wildlife. These network cameras are helpful for our Anti-Poaching Unit. That means we have boots on the ground, eyes on the ground, on a daily, hourly basis, 24/7. For our people on the ground, knowing that there are cameras on crucial points of the reserve will help them to focus more on their actual job – looking after the rhinos, for the rhinos."

—**Manager of Anti-Poaching Unit, Kariega Game Reserve**

Case

Shared learning through Hikvision's Concurrent Classroom program

To channel urban educational resources into rural schools, Hikvision's STAR Program, in collaboration with the Shaanxi Sanyou Service Team and the China Council of Lions Club, launched the Spring Sprout Concurrent Classroom program. This initiative allows urban students to attend courses in history, culture, psychology, and logical thinking in person, while students in remote areas join via video conferencing. On World Book Day 2024, the program continued in Sanchahe Town in Shangluo, Shaanxi Province, where students participated in remote reading classes that broadened their horizons and filled their hearts with hope.

"The children are always excited before each Concurrent Classroom session. The program has opened their minds and motivated them to explore the world beyond. Knowledge is power. I sincerely hope they will have a bright future ahead."

— Homeroom Teacher, Sanchahe Town School, Shangluo, Shaanxi Province

Preserving China's largest single-span covered bridge with smart technologies

The Lanxi Bridge in Qingyuan County, Zhejiang Province, is the largest surviving single-span covered bridge in China. Built without a single nail or steal, its arch is formed solely by Chinese traditional tenon and mortise. While the bridge has stood firm for centuries, its wooden structure makes it extremely vulnerable to fire. In 2024, partnered with the Qingyuan County Cultural Heritage Protection Center, Hikvision, through its STAR program, installed multispectral fire detectors, alarm systems, and network column speakers at Lanxi Bridge. These intelligent fire prevention solutions enable accurate early fire detection and provide one-touch alarm activation for pedestrians, and facilitate fast location tracking and rapid response, significantly improving fire safety.

Scan the QR code to learn more

"Those of us who work in cultural heritage protection are like couriers of time. Lanxi Bridge is a letter passed down from our ancestors. It is now our duty to pass it on to future generations. With Hikvision's technological support, I'm sure this letter will endure much longer, to reach many more generations to come."

— Director, Qingyuan County Cultural Heritage Protection Center

Employee Volunteer Service

Hikvision actively supports a wide range of volunteer activities, including science education, environmental protection, and aid for disadvantaged communities. Employees are encouraged to spread love through acts of kindness. Through various public welfare initiatives, we extend the value of technology, advocate for eco-friendly lifestyles, support local communities, and help vulnerable groups. These efforts have created many positive changes in our society.

Science Outreach

Introduction to AI Course at Yanglingzi School, Hangzhou

STEM Workshop at Danfeng Experimental Primary School, Hangzhou

Environmental Protection

Xianghu Lake Cleanup

Xiaoshao Ancient Trail Conservation

Qiandao Lake Cleanup

Supporting Disadvantaged Community

Visit to Fangjiazhuang Primary School, Pingshan County, Hebei Province

Fifth "House of Dreams" Donation Drive at Da'ao Primary School

Community Support at Sijihai Village, Qinghai Province

"Starlight" Special Needs Children Outreach in Xining City

Appendix 1: Key Performance

● Economy

KPI	Unit	2022	2023	2024
Direct economic value	RMB million	83,166.3	89,341.2*	92,495.53
Cash dividend	RMB billion	6.555	8.398	6.435*
Tax paid	RMB million	5,947.0	6,494.8	6,679.32

* The direct economic value for the year 2023 was RMB 89,341.2 million, slightly differs from the data disclosed in the 2023 report due to retroactive adjustments made in 2024.

* Given that the Company is still in the process of repurchasing shares, the total number of shares eligible for the 2024 annual dividend distribution cannot be determined yet. The RMB 6.435 billion is a preliminary estimate based on the total number of shares outstanding, excluding the repurchased shares, as of March 31, 2025. The exact dividend amount will be announced in the Company's future dividend distribution implementation announcement.

● Environment

KPI	Unit	2022	2023	2024
Energy Use				
Gasoline	Ton	282.4	463.7	1,909.06
Diesel	Ton	31.3	35.0	167.06
Natural gas	10,000 cubic meters	195.6	247.2	376.66
Purchased electricity	MWh	223,072.1	283,433.1	362,596.02
Including: Photovoltaic power	MWh	4,508.3	12,533.7	33,989.22
Energy Consumption				
Total energy consumption	Ton of coal equivalent (TCE)	30,253.2	36,193.3	51,758.70
Direct energy consumption	Ton of coal equivalent (TCE)	2,837.6	3,452.8	7,195.65
Indirect energy consumption	Ton of coal equivalent (TCE)	27,415.6	32,740.5	44,563.05
Energy use intensity	TCE per million (RMB)	0.36	0.41	0.56

KPI	Unit	2022	2023	2024
Greenhouse Gas Emissions				
Total emissions (Scope 1 + Scope 2)	Ton of carbon dioxide equivalent	159,454.1	157,687.7	189,877.79
Scope 1	Ton of carbon dioxide equivalent	5,153.9	6,838.9	14,385.48
Scope 2	Ton of carbon dioxide equivalent	154,300.2	150,848.8	175,492.31
Intensity	Ton of carbon dioxide equivalent per million (RMB)	1.92	1.77	2.05
Water				
Total water withdrawal	Ton	2,336,502.7	2,598,300.3	2,178,073.27
Municipal water	Ton	2,326,204.7	2,584,328.7	2,173,969.35
Underground water (overseas operations only)	Ton	10,298.0	13,969.2	4,102.05
Surface water (overseas operations only)	Ton	0	2.4	1.88
Total discharge	Ton	1,991,264.4	2,253,223.0	1,769,300.66
Total consumption	Ton	276,319.6	345,077.3	408,772.61
Water withdrawal intensity	Ton per million (RMB)	28.09	29.08	23.55
Packaging Materials				
Total use	Ton	43,857.4	51,236.7	62,265.85
Plastics	Ton	7,471.4	8,762.2	8,684.62
Cartons	Ton	33,164.0	37,413.9	45,896.51
Wood	Ton	3,035.3	4,865.1	7,594.61
Metal boxes	Ton	186.7	195.5	90.12
Packaging material use intensity	Ton per million (RMB)	0.53	0.57	0.67

KPI	Unit	2022	2023	2024
Recyclable Waste				
Total	Ton	17,708.4	18,021.4	22,433.82
Plastics	Ton	3,295.3	2,901.9	4,644.37
Wood	Ton	1,271.7	1,251.4	1,958.97
Paper	Ton	9,432.7	9,474.9	11,803.65
Metal	Ton	2,640.7	2,424.9	2,627.47
Others (wiring harness, oiled paper, etc.)	Ton	1,067.9	1,968.4	1,399.37
Recyclable waste intensity	Ton per million (RMB)	0.21	0.20	0.24
Non−Recyclable Waste				
Total	Ton	7,546.0	7,527.0	10,428.35
Kitchen waste	Ton	2,362.4	2,492.9	3,031.12
Office waste	Ton	3,141.3	2,661.8	4,368.88
General industrial waste	Ton	2,042.3	2,372.2	3,028.36
Non-recyclable waste intensity	Ton per million (RMB)	0.09	0.08	0.11
Hazardous Waste				
Total hazardous waste	Ton	723.1	884.2	1,105.42
Hazardous waste intensity	Ton per million (RMB)	0.009	0.01	0.01
Exhaust Emissions				
Nitrogen oxide (NOx)	Ton	0.33	0.10	4.36
Sulphur oxide (SOx)	Ton	0	0.001	0.02
Particulate matter (PM)	Ton	2.93	7.35	10.49
Volatile organic compounds (VOCs)	Ton	/	/	17.89

KPI	Unit	2022	2023	2024
Wastewater				
Total industrial wastewater	Ton	/	/	134,753.00
Total domestic wastewater	Ton	/	/	1,580,834.59
Chemical oxygen demand (COD)	Ton	/	/	435.67
Biochemical oxygen demand (BOD)	Ton	/	/	141.05
Ammonia nitrogen (NH_3-N)	Ton	/	/	43.39
Total nitrogen (TN)	Ton	/	/	3.10
Total phosphorus (TP)	Ton	/	/	6.58

Notes on Key Environmental Performance:

- The time scope of environmental data is from January 1, 2024 to December 31, 2024. The organizational scope of environmental data is significantly expanded compared with the last year, with details listed below:

  1. Energy use, consumption, and GHG data: For the calculation of such data in China, the measurement method has shifted from the location-based one to the company-based one, resulting in a significant increase in the number of entities (from 40 to 123 companies) included in data quantification and more accurate results. For data outside China, three innovation-driven subsidiaries have been added for data calculation. Specifically, the following organizations are involved in the calculation: R&D parks, production bases, and marketing centers in China (123 companies in total) and international marketing centers (in 61 countries and regions), the Brazil production base, the Indian production base, and the marketing centers and production bases of EZVIZ, HikRobot, and HikMicro out of China.

  2. Scope of other environmental data: For calculation of such data in China, four innovation-driven subsidiaries have been added. For calculation of the data outside China, three innovation-driven subsidiaries have been added. Specifically, the following organizations are involved in the calculation: the R&D and production parks (Binjiang Phase 1, Phase II, Phase III, Phase IV, and Phase V in Hangzhou), Tonglu production base, Chongqing production base, Wuhan production base, 32 marketing centers, and the digital marketing centers and production bases of EZVIZ, HikRobot, HikMicro, and HikAuto in China, as well as international marketing centers (in 61 countries and regions), the Brazil production base, the Indian production base, and the marketing centers and production bases of EZVIZ, HikRobot, and HikMicro out of China.

- Photovoltaic (PV) power includes the amount of electricity generated from solar, as indicated on the purchased green electricity certificates, and that produced by PV systems at Hikvision's production bases.

- Total energy consumption is calculated in tons of coal equivalent, with reference to the National Standard of the People's Republic of China GB/T 2589-2020 *General Rules for Calculation of the Comprehensive Energy Consumption.*

- Intensity is calculated using the total amount in 2024 divided by the Company's revenue for the year, in millions of RMB.

- Direct greenhouse gas emissions (Scope 1) are from the use of gasoline, diesel, and natural gas. The calculation of Hikvision's Scope 1 emissions in China follows the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions — China Electronic Equipment Manufacturing Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China. The calculation of Scope 1 emissions out of China follows the *EIB Project Carbon Footprint Methodologies.*

- Indirect greenhouse gas emissions (Scope 2) are from the use of purchased electricity (from non-renewable energy). The calculation of Hikvision's Scope 2 emissions in China in 2024 follows the *Announcement on the Release of Carbon Dioxide Emission Factors for Electricity in 2022* (December 16, 2024) issued by the Ministry of Ecology and Environment of the People's Republic of China; the calculation of Scope 2 emissions out of China follows the *EIB Project Carbon Footprint Methodologies.*

• Society

KPI	Unit	2022	2023	2024
Employment				
Worldwide workforce	Person	58,284	58,544	59,689
Male	Person	/	/	42,636
Female	Person	/	/	16,217
Unknown gender	Person	/	/	836
Age: 18-30	Person	/	/	28,158
Age: 31-40	Person	/	/	26,298
Age: 41-50	Person	/	/	3,952
Age: above 50	Person	/	/	332
Unknown age	Person	/	/	949
Occupational Health and Safety				
Occupational diseases cases	Case	0	0	0
Percentage of employees who received safety education*	%	100	100	100
Training and Education				
Total investment in employee training	RMB1,000	17,226	15,080	15,320
Training hours per employee	Hour/person	32.1	26.2	26.73

*Only employees in China are counted for the calculation of the percentage of employees who received safety education.

KPI	Unit	2022	2023	2024
Innovation and R&D				
R&D investment	RMB million	9,814	11,392.9	11,864.01
R&D investment as a percentage of revenue	%	11.80	12.75	12.83
R&D personnel	Person	27,951	28,479	28,272
Proportion of R&D personnel	%	47.96	48.65	47.37
New patents	Piece	2,194	1,884	2,652
New software copyrights	Piece	181	166	216
Supply Chain Management				
Percentage of new suppliers selected using environmental criteria	%	100	100	100
Percentage of new suppliers selected using social criteria	%	100	100	100
Distributor Training	Person-times	82,991 (number of distributors)	293,309	184,752
Social Responsibility				
Employee volunteer activity participation	Person-times	/	Approximately 500	Approximately 200
Volunteer activity hours	Hour	/	20,000	Approximately 8,000

Appendix 2: Indicator Index

Report Framework		GRI Standards	*Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*
About Hikvision–Leading the Future of AIoT		2–1	
Message from the Management		2–22	
ESG Management		2–6; 2–9; 2–12; 2–13; 2–14; 2–22; 2–28; 2–29; 3–1; 3–2; 3–3; 207–3	Stakeholder Communication
ESG Spotlight: Tech for Good		203–1; 203–2; 304–2; 413–1	
Environment: Pursuing Low–carbon Operation and Green Development	Responding to Climate Change	3–3; 201–2; 305–1; 305–2; 305–4; 305–5	Response to climate change
	Improving Energy Management	3–3; 302–1; 302–2; 302–3; 302–4; 302–5	Energy utilization
	Making Green Products	3–3; 301–1; 301–2; 301–3	Circular economy
	Enhancing Water Resource Management	3–3; 303–2; 303–3; 303–4; 303–5	Water resource management
	Managing Wastes and Emissions	3–3; 306–1; 306–2	Pollutant emissions; waste disposal; environmental compliance management
Integrity: Championing Compliance and Prudence	Improving Compliance System	2–27; 3–3	
	Upholding Business Ethics	2–23; 2–24; 2–25; 2–26; 3–3; 205–1; 205–2; 206–1; 417–1; 417–2	Anti–commercial bribery and anti–corruption; anti–unfair competition
	Constantly Advancing Compliance Practices	207–1; 207–2; 207–3	
	Respecting and Protecting Human Rights	2–23; 2–24; 2–25; 2–28; 3–3; 406–1; 409–1	
	Fostering a Culture of Compliance		Anti–commercial bribery and anti–corruption

Report Framework		GRI Standards	Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)
Reliability: Embracing Innovation and Maintaining High Quality	Our Unwavering Commitment to Technological Innovation	3–3	Innovation
	Complying with Technology Ethics	2–23; 2–24; 3–3	Technology ethics
	Tackling Cybersecurity and Data Security Risks	3–3; 418–1	Data security and customer privacy protection
	Ensuring Product and Service Quality	3–3; 416–1; 416–2	Product and service safety and quality
Value Chain: Working Together for Mutual Success	Embracing Responsible Procurement	2–6; 2–23; 2–24; 3–3; 308–1; 308–2; 414–1; 414–2	Supply chain security; due diligence
	Driving Industry Growth	2–6	
Harmony: Creating a Harmonious Workplace and Giving Back to Society	Nurturing an Innovative Workforce	2–7; 2–23; 2–24; 2–29; 2–30; 3–3; 201–3; 401–2; 401–3; 403–1; 403–2; 403–3; 403–4; 403–5; 403–6; 403–7; 403–8; 403–9; 403–10; 404–1; 404–2; 405–1	Employees
	Creating Social Value	3–3; 203–1; 203–2; 304–2	Rural revitalization; social responsibility
Key Performance		2–4; 2–7; 201–1; 301–1; 302–1; 302–3; 303–3; 303–4; 303–5; 305–1; 305–2; 305–4; 305–7; 306–3; 306–5; 308–1; 403–10; 404–1; 405–1; 414–1	
Indicator Index		305–7; 306–3; 306–5	
Report Verification		2–5	
About This Report		2–2; 2–3; 2–14	

Appendix 3: Report Verification

TÜV NORD

Assurance statement No. CN-202503-CSR-07

Assurance Statement of ESG Report

TÜV NORD(Hangzhou)Co.,Ltd.(abbreviated as "TNHZ") was entrusted by Hangzhou Hikvision Digital Technology Co., Ltd. (abbreviated as " Hikvision " or "the Company") to conduct an independent third-party assurance of Hikvision's 2024 Environment, Social, and Governance Report (abbreviated as "ESG Report").

Hikvision is responsible for collecting, analyzing, summarizing, and disclosing the information mentioned in the Report. TNHZ carried out this work (Report Assurance) within the scope of authority recognized in the agreement with Hikvision. Hikvision Co., Ltd. is the designated user of this statement.

This statement is based on Hikvision's 2024 ESG Report, and Hikvision is responsible for the integrity and authenticity of the information and data in the ESG Report.

User of the Assurance Statement

This Assurance Statement is provided to all stakeholders of Hikvision.

Assurance Scope

- The key environmental, social and governance performance and related information for 2024;
- Assurance location: No. 518 WuLianWang Street, Binjiang District, Hangzhou, Zhejiang Province, which is the headquarters location of Hikvision;
- Evaluate the management processes such as collection, analysis, and assurance of the data and information involved in the report;
- Due to the economic data and carbon emission data has been verified by another third party, no repeated verification will be conducted in this assurance.

The on-site assurance conducted from March 3rd to March 5th, 2025.

Assurance Method

- Evaluate the documentary information provided by Hikvision.
- Interview the information collectors of Hikvision for the report.
- Check the public information released on relevant websites and by the media, and verify the relevant data and information in the report through sampling.
- Evaluate the sustainability report in line with the requirements of the "GRI Sustainability Reporting Standards" (GRI Standards 2021) in aspects such as Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability.

Assurance Standard and Level

"TNHZ Report Assurance Implementation Rules" SC - P - A015 Rev.00 (Based on the "AA1000 Assurance Standard" (V3) Type 2 / ISSA 5000 "General Requirements for Sustainability Assurance"), Assurance Level: Moderate Assurance / Limited Assurance.

Assurance Conclusion

Hikvision 2024 ESG report focuses on 25 topics such as "technological innovation", "cybersecurity and data protection" and " response to climate change ", which objectively reflects the company's work status and performance in the field of sustainable development in 2024., the data in the report is found to be reliable and objective through on-site assurance. TNHZ found no systemic or material errors.

- **Balance**: The report objectively disclosed negative performance data such as the rate of minor injuries and the total amount of industrial wastewater, which has a certain balance;

TÜV NORD

Assurance statement No. CN-202503-CSR-07

- **Clarity**: The report uses various forms such as pictures ,chart, cases and QR code link, making the information in the report easy to understand;
- **Comparability**: In the report, Appendix 1 Our Performance, which discloses key performance from 2022 to 2024 for important indicators such as cash dividend, energy use, greenhouse gas emissions, and employee structure, The comparison is good;
- **Timeliness**: The disclosure period of this report is 2024 sustainable development performance, and the company has released ESG reports for 7 consecutive years, with good timeliness;
- **Verifiability**: Hikvision Board secretary's office are responsible for collecting, recording, arranging and analyzing the information and process used in the preparation of the report. The relevant departments of the sampled data in the assurance process can provide traceability, which ensures the quality and substance of the information to a certain extent..

Suggestions for Improvement

Through the assurance and evaluation activities, We propose the following improvements to Hikvision's environmental, social and governance practices and management:

In the process of material topic research, it is suggested to expand the number of samples to be collected, so as to improve the reliability of questionnaire results;

It is recommends that risk, opportunity and impact assessment management methods be integrated into the practice of relevant issues in the company;

We suggest that the disclosure of accountability cases of overseas molecular companies be expanded in the future.

Special Statement

Excluded in this assurance statement:

Activities other than information disclosure;

Statements regarding the standpoint, viewpoints, beliefs, goals, future development directions, and commitments of Hikvision.

Statement of Independence and Competence

TÜV NORD is a world-leading certification body with branches in more than 100 countries around the world. It provides inspection, testing and verification services, including management system and product certification; audits and training in the aspects of quality, environment, society and compliance; assurance of environmental, social responsibility and sustainability reports.

As one of the global branches of TÜV NORD, TÜV NORD(Hangzhou)Co.,Ltd.is independent, ensuring that there is no conflict of interest with Hikvision's branches or stakeholders during the report assurance process. All the information in this report is provided by Hikvision Co., Ltd., and TNHZ has not been involved in the report preparation process.

TÜV NORD (Hangzhou) Co., Ltd.

The authorized person: Mr. Wang Peng

Date: March 29th, 2025

Note: In case of conflict between the Chinese and English versions of this statement, please refer to the Chinese version.

About This Report

This Report is the 7th Environment, Social, and Governance (ESG) report released by Hangzhou Hikvision Digital Technology Co., Ltd. The ESG report is released annually and aims to address stakeholder expectations by providing a comprehensive overview of the Company's ESG principles, actions, and achievements.

Reporting Period

This Report covers the period from January 1 to December 31, 2024. Some sections include data beyond the stated reporting period for continuity and completeness.

Organizational Scope

Unless otherwise stated, this Report follows the same organizational scope as the 2024 Annual Report. "EZVIZ"or "EZVIZ network" refers to Hangzhou EZVIZ Network Co., Ltd.; "HikRobot" refers to Hangzhou Hikrobot Co., Ltd.; "HikMicro" refers to Hangzhou Hikmicro Sensing Technology Co., Ltd.; "HikAuto" refers to Shijiazhuang Sensortech Smart Technology Ltd.; "HikSemi" refers to Wuhan Hikstorage Technology Ltd.; "HikFire" refers to Hangzhou Hikfire Technology Ltd.; "HikRayin" refers to Hangzhou Rayin Technology Ltd.; and "HikImaging" refers to Hangzhou Hikimaging Technology Ltd. In context, the abbreviated subsidiary names may also refer to their respective business operations. The "Headquarters park" refers to Binjiang Phase I, Phase II, Phase III Phase IV and Phase V.

Basis of Reporting

This Report is prepared in compliance with the *Self-Regulatory Guidelines No. 17 for Companies Listed on the Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*, the *Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)* developed by the Global Sustainability Standards Board (GSSB), and the *SDG Compass* by the United Nations.

Data Source

The financial data included in this Report comes from the 2024 Annual Report, which has been independently audited by Deloitte Touche Tohmatsu Certified Public Accountants LLP. Other information and data mainly come from the official documents, internal statistical reports or documents of the Company. The monetary amounts herein are denominated in RMB.

Reporting Principles

Materiality: Material topics are defined according to the *Self-Regulatory Guidelines No. 17 for Companies Listed on the Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*. Based on discussions with internal and external stakeholders, we have identified issues with significant impact on stakeholders and the Company's financial performance as the focus of this Report.

Accuracy: We have made every effort to ensure the accuracy of the information provided. The Board of Directors guarantees that this Report is free of any false records, misleading statements, or major omissions.

Quantitation and Consistency: This Report discloses quantitative targets and performance data tracked against environmental and social indicators. All indicators have specified statistics scopes and calculation methods. Performance data against some indicators have been disclosed for three consecutive years. The Report follows the statistics disclosure methodology adopted in the previous annual report. Changes will be indicated in this Report, if any.

Balance: The Report provides an unbiased picture of the Company's performance and avoids selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.

Report Access and Feedback

This independent ESG Report is available in both Simplified Chinese and English. To view online or download, please visit

Hikvision Official Sites: https://www.hikvision.com/cn/ and https://www.hikvision.com/en/

We highly value stakeholder feedback and insights. You can share your thoughts with us through the provided contact methods or by scanning the QR code. Your suggestions will help us further improve this Report and enhance our ESG performance.

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Scan the QR code to send feedback

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