



**CITIC Securities International
Sustainability Report 2024**

An aerial photograph showing a large array of blue solar panels installed in a field. The panels are arranged in a grid pattern, with some rows curving around a dense green forest. The image is used as a background for the report's content page.

CONTENT

About this Report	2
Chairman's Message	4
About CSI	5
Approach to Sustainability	9
Corporate Governance	16
Sustainable Finance	26
Service Innovation and Responsible Business	36
Climate Response	42
Human Capital	50
Green Operation	60
Community Engagement	70
Independent Assurance Report	79
Appendix – Summary of Sustainability Indicators	81
GRI Content Index	86

ABOUT THIS REPORT

CITIC Securities International Company Limited (the “**Company**” or “**CSI**”), together with its subsidiaries (collectively referred to as the “**CSI Group**”, “**we**”, or “**our**”), is pleased to present its Sustainability Report (this “**Report**”) for the year ended 31 December 2024. This Report demonstrates our ongoing commitment to sustainability by outlining our strategic approach and key achievements in managing our impacts on the economy, environment, and people.

The CSI Board of Directors (the “**CSI Board**”) has reviewed and approved this Report, encompassing the identified material topics, related disclosures and performance metrics. This Report showcases our collective efforts in addressing environmental, social, and governance (“**ESG**”) issues and reinforces our dedication to advancing a sustainable future, guided by the robust governance of the CSI Board.

Reporting Standards

This Report has been prepared in accordance with the GRI Sustainability Reporting Standards (“**GRI Standards**”), with reference to the International Financial Reporting Standards (“**IFRS**”) S2 Climate-related Disclosures published by the International Sustainability Standards Board (“**ISSB Standards**”), as well as the Investment Banking and Brokerage Industry Standard of the SASB Standards (“**SASB**”).

This Report has been reviewed against the GRI Standards requirements by an independent third party. A GRI content index and an external assurance report are included at the end of this Report.

Reporting Period and Reporting Scope

CSI releases sustainability reports annually. Information included in this Report captures the sustainability strategies and performance of the CSI Group in the financial year from 1 January 2024 to 31 December 2024 (the “**Reporting Period**”), unless otherwise specified.

The scope of this Report encompasses all aspects of our business operations that have a significant influence on our stakeholders, covering our operations in Hong Kong, Mainland China, Australia, India, Indonesia, Japan, Malaysia, the Netherlands, the Philippines, Singapore, South Korea, Thailand, the United Kingdom, and the United States.

Information and Feedback

We are dedicated to continuously enhancing our sustainability practices, with stakeholder input playing a crucial role in this journey. We highly value your insights and suggestions regarding our sustainability initiatives and the contents of this Report. Should you have any questions or comments, please do not hesitate to contact us at communications@CLSA.com.

ABOUT THIS REPORT

Reporting Principles

This Report adheres to the following reporting principles set forth by the GRI Standards.

Accuracy

Qualitative information is presented with adequate detail and consistent with available evidence. Quantitative information is disclosed together with the standards, methodologies, assumptions, calculation tools, and sources of conversion factors, when applicable.

Balance

The Report comprehensively includes both the CSI Group's achievements and challenges for an unbiased picture of our impacts, while avoiding selections, omissions of information, or inappropriate presentation formats. Negative and positive year-on-year trends can be observed from our performance data.

Clarity

The Report incorporates features for easy navigation, such as clear headings, a table of contents, a content index, etc. Information is reported concisely with the aid of graphics and data tables to enhance accessibility and comprehension.

Comparability

CSI presents data for the current and previous reporting periods, uses standard conversion factors and international metrics, and explains methods and assumptions used. Both absolute and normalised data are reported, with explanatory notes to facilitate comparisons where necessary.

Completeness

CSI documents activities and events relevant to our significant impacts within the Reporting Period, ensuring that no critical information is omitted. This presents a complete picture of the CSI Group's impacts on the economy, environment, and people, facilitating a thorough understanding of our sustainability performance.

Sustainability context

CSI assesses and reports its impacts in alignment with global and local sustainability goals. The Company refers to international trends and industry practices to guide its sustainability approaches and reporting.

Timeliness

CSI maintains a regular reporting schedule with a consistent length of reporting periods. Each report clearly indicates the specific time period covered on the provided data, facilitating informed decision-making by stakeholders.

Verifiability

CSI implements internal controls and documentation that facilitate independent assurance and verifications. The Company has adopted a robust process for data collection to enhance reliability with supporting evidence, and ensures the data represent our sustainability impacts.

CHAIRMAN'S MESSAGE

Dear Stakeholders,

In 2024, we navigated a world shaped by persistent macroeconomic uncertainty, intensifying geopolitical tensions, shifting global power dynamics, rapid technological advancement, and an escalating drive for climate transition. It also marked a pivotal shift toward standardised sustainability disclosures, with IFRS S1 and S2 issued by the ISSB coming into effect, and regulators worldwide introducing aligned guidelines to enhance consistency and transparency across capital markets. These challenges once again underscored the significance of our commitment to supporting our clients, markets, staff and communities through periods of profound transformation.

As a leading Asian capital markets and investment group, we enable our clients to achieve their own sustainability-related objectives by providing advisory, products and solutions. We remain at the forefront of Asia's sustainable finance evolution by empowering clients with sustainable finance solutions and mobilising capital to drive progress on critical global priorities, including climate change. For example, our investment bank team mobilised over US\$21.98 billion through 86 ESG-themed offshore bond issuances in 2024, helping sustainable issuers and supporting positive changes.

During the year, the CSI Group continues leveraging our thought leadership and expertise, to generate actionable insights of ESG investment and advisory services for investors and corporate clients. In addition to publishing 235 ESG-related research reports, we released nearly 1,200 Sustain Asia Infosheet, a one-page sustainability summary report for companies under our research coverage this year. Through these efforts, we continue to shape the sustainable investment agenda across the region, setting benchmarks, deepening market understanding, and empowering investors to lead with purpose.

Besides integrating ESG considerations into our business activities, we strive to improve the sustainability performance of CSI's own operations and to advance our pioneering position in the green finance community. During the year, we concluded our inaugural US\$1.39 billion sustainability-linked syndicated loan ("**SLL**"), which was also the first-of-its-kind within the Chinese investment banking and brokerage industry, exemplifying our commitment to embedding sustainability at the core of every finance decision.

Our unwavering focus remains on driving the transition towards a positive and sustainable future that creates lasting value. Please read this report to explore how we are turning ambition into action-driving impact through finance, and partnership through purpose.

Yours sincerely,

Chunbo LI

Chairman and CEO of CITIC Securities International

29 August 2025

ABOUT CSI



Headquartered in Hong Kong, CSI is a wholly-owned subsidiary of CITIC Securities Company Limited (“**CITIC Securities**”), a leading securities firm which has maintained the No.1 ranking in the industry in major financial indicators for more than 10 years in a row.

In This Chapter

- **Business Overview**
- **2024 Highlights**

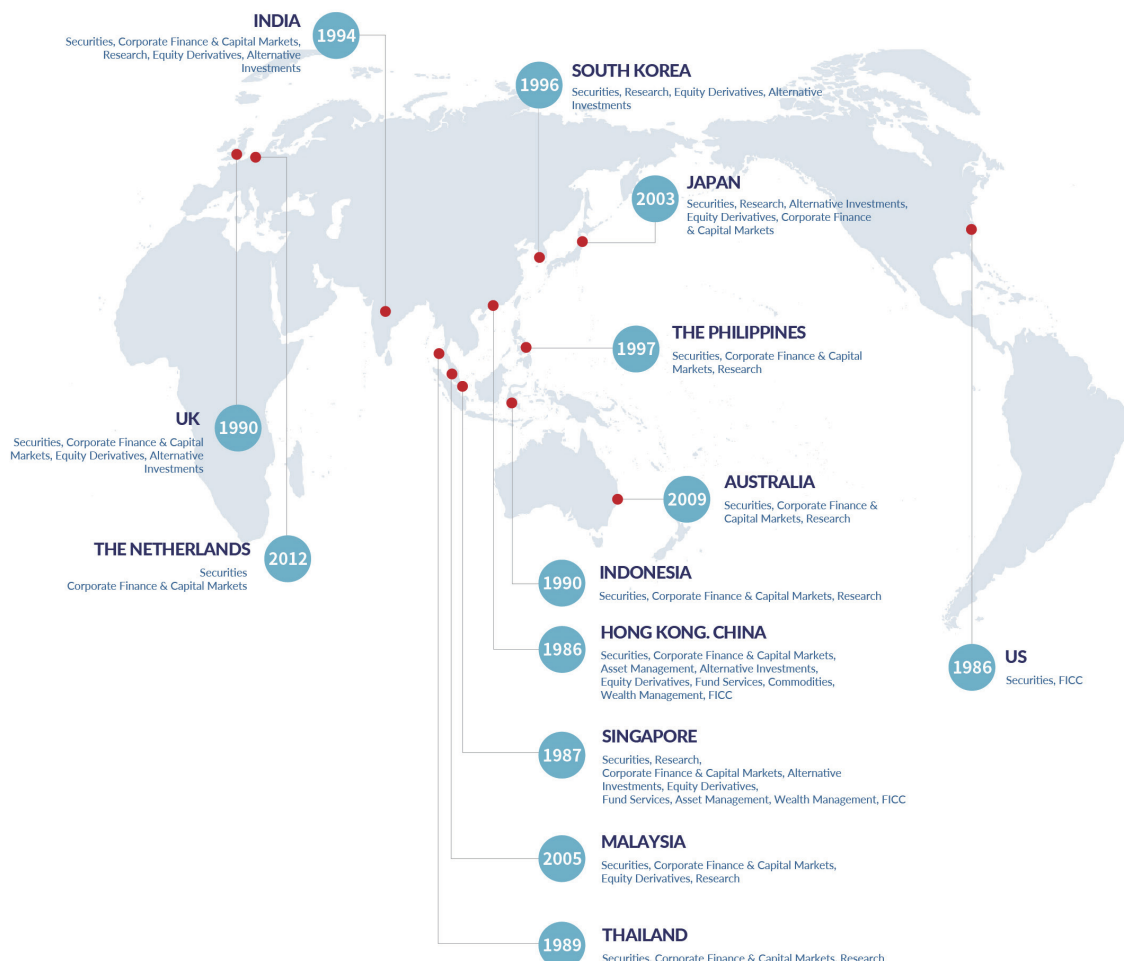
ABOUT CSI

• Business Overview

Founded in Hong Kong in 1986, CLSA Limited (“**CLSA**”) has grown to become one of Asia’s leading investment and capital market groups. Following its acquisition by CSI in 2013, CLSA formally integrated its operations with CSI in 2017. Since then, the unified entity has conducted its international business under the “CITIC CLSA” brand.

Following recent adjustments to our corporate structure, the CSI brand now more accurately represents its global network and unique position as a bridge, enabling domestic clients to access the international capital market and facilitating overseas clients’ participation in China’s capital market.

For over three decades, CSI has been a prominent player in the global finance industry, recognised for its award-winning research and expansive network spanning 13 countries across Asia, Australia, Europe, and the United States. Our direct connection to China and profound local expertise, bolstered by partnerships under the CSI brand, enable us to effectively serve our clients in these diverse markets.



ABOUT CSI

We provide global institutional investors, corporations, governments, and high-net-worth individuals with unparalleled insights, liquidity, and capital to drive their investment strategies. Our efforts to foster innovation and promote growth across international borders demonstrate our commitment to advancing sustainable and profitable investment practices worldwide.

Our core business offerings span corporate finance and capital markets, asset management, alternative investment, wealth management and securities services to global corporate and institutional clients. For more information about CSI, please visit our website at <https://www.CLSA.com/about/>.

CSI's key areas of business are:

Institutional Services				Retail Services
Corporate Finance & Capital Markets <ul style="list-style-type: none"> • Capital markets – ECM/DCM • Corporate finance – M&A • Equity-linked 	Securities <ul style="list-style-type: none"> • Institutional equities • Equity derivatives • Fixed income • Structured finance 	Asset Management <ul style="list-style-type: none"> • Active investment • Quantitative investment • Cross-border investment solutions 	Alternative Investment Management <ul style="list-style-type: none"> • Private equity and others • Private credit • Private real estate 	Wealth Management <ul style="list-style-type: none"> • Retail broking • Margin lending • Advisory

ABOUT CSI

• 2024 Highlights¹

Economic Performance



US\$2,262.5M

Revenue

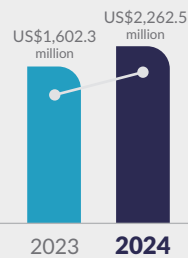


US\$530.5M

Net Profit

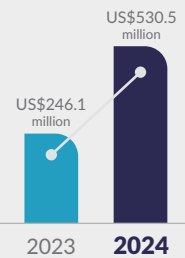
Revenue

▲ 41.2%



Net Profit

▲ 115.6%



Sustainable Finance



Underwrote **US\$21.98B** ESG-themed offshore bond transactions

Ranked #1 among Chinese securities



Completed a **US\$1.39B** Sustainability-linked syndicated loan, the first-of-its-kind among the Chinese investment banking and brokerage industry



Supported the listing of **6** ESG-themed companies in Hong Kong, with a combined fund raised exceeding **US\$435M**



Launched and published nearly **1,200** Sustain Asia Infosheet, a one-page sustainability summary report for individual stocks

Green Operation



4% Year-on-year reduction in energy intensity



Certified to **ISO14001** Environmental Management System since 2007

Community Engagement

50+

Outreach activities

500+

Employees volunteered

1,400+

Volunteering hours

¹ All percentage changes shown are in comparison to 2023.

An aerial photograph showing a two-lane asphalt road winding through a dense green forest. The road is bordered by a grassy shoulder and a guardrail. A red car is driving on the road, and a white car is visible further ahead. The road curves towards a large body of water, likely a lake or reservoir, which is visible in the bottom right corner of the image. The water is dark blue with some ripples. The overall scene is lush and green, suggesting a natural, sustainable environment.

APPROACH TO SUSTAINABILITY

At CSI, sustainability is embedded in our business strategy and long-term priorities. We are dedicated to supporting our clients and communities as they navigate an evolving landscape, offering insights, products, and solutions that help advance their sustainability goals. Through ongoing stakeholder engagement, we strive to ensure our efforts remain responsive, impactful, and aligned with ambitions for a more sustainable future.

In This Chapter

- **Sustainability Commitment**
- **Stakeholder Engagement**
- **Material Topics**
- **2024 Key Initiatives and Progress**

APPROACH TO SUSTAINABILITY

• Sustainability Commitment

At CSI, our fundamental commitment is to operate as a thriving and sustainable financial institution that creates enduring value for all stakeholders while growing responsibly. Under the stewardship of CITIC Securities, we are strategically expanding our global footprint while institutionalising ESG integration across investment due diligence and operational execution. This commitment is demonstrated through our disclosure of performance on diverse ESG-related issues.

The United Nations introduced the Sustainable Development Goals (“**SDGs**”) in 2015 as a global blueprint for achieving social progress, environmental sustainability, and economic development. These 17 interconnected goals address critical challenges – from ending hunger and ensuring quality education to tackling climate change and fostering responsible consumption. In 2024, we took a proactive step by aligning our commitment with the SDGs, enabling us to identify, align, and articulate how our initiatives contribute to the global sustainability agenda more effectively. Our governance structure embeds sustainability accountability at the highest level, with the CSI Board holding ultimate responsibility in overseeing our sustainability strategies, including ESG-related risks and opportunities. Senior management of the Company is delegated to implement the framework and ensure that sustainability is incorporated in every facet of our business strategy and decision-making. Additional details regarding the CSI Board and its governance structure are provided in the “*Corporate Governance*” section of this Report.

CSI’s First Sustainability-Linked Syndicated Loan

As part of our ongoing commitment to sustainability leadership and green finance, CSI secured a landmark US\$1.39 billion sustainability-linked syndicated loan, marking both our first facility of this kind and the first in China’s investment banking and brokerage industry. This pioneering loan incorporates customised KPIs and sustainability performance targets (“**SPTs**”) that are fully aligned with our sustainability strategy. This milestone not only underscores our ability to integrate sustainability into core financing practices, but also reinforces our focus on operational excellence and sustainable business transformation.

APPROACH TO SUSTAINABILITY

• Stakeholder Engagement

We remain committed to maintaining responsible and ongoing engagement with all stakeholders, ensuring our communications address their evolving priorities and concerns. This dedication to substantive dialogue is evidenced through multiple interactive platforms and tailored initiatives designed for our diverse stakeholder groups, as outlined in the following table.

Stakeholder Groups	Engagement Methods
Clients	<ul style="list-style-type: none"> • Phone calls • Email • Face-to-face meetings • Online servicing • Surveys • Seminars and conferences • Annual account reviews
Employees	<ul style="list-style-type: none"> • Team meetings • Annual performance review and appraisals • Intranet • Trainings and workshops • Emails
Regulators	<ul style="list-style-type: none"> • Regular open dialogue • Senior management meetings
Suppliers	<ul style="list-style-type: none"> • Assessments • Contract negotiations • Review meetings
Community and Non-profit Organisations (“NGOs”)	<ul style="list-style-type: none"> • Directly through activities to provide voluntary support and funding • Daily interactions
Media	<ul style="list-style-type: none"> • Daily interactions on our business and market research • Media releases • Media events such as roundtables and briefings

Together, these efforts reflect our commitment and continuous enhancement in our sustainability practices, guided by the feedback and interactions from our valued stakeholders.

APPROACH TO SUSTAINABILITY

• Material Topics

In identifying the material topics to be disclosed in this Report, we continue to follow the guidance provided in the latest GRI, SASB and ISSB Standards. This ensures the selected topics and related disclosures consistently reflect the CSI Group's most significant impact on the economy, environment, and people. The process is outlined in the four steps described below.



1 Understand

- CSI Group's context is reviewed with internal information, Materiality Finder of the SASB Standards, desktop research and external expert advice.



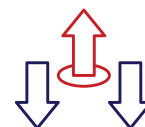
2 Identify

- We identify topics relevant to our actual and potential impacts, considering industry trends and benchmarking against global and regional peers.



3 Assess

- Internal and external stakeholders are engaged to evaluate the significance of the impacts.



4 Prioritise

- The CSI Board reviews the outcome, the prioritised list and threshold to report. This validates and approves the material topics.

Referring to the guidance of the GRI, SASB and ISSB Standards, the Group regularly reviews and updates the material topics to align with evolving stakeholder expectations and global sustainability developments. In 2023, we conducted an in-depth materiality assessment that identified a total of 14 ESG topics as the most relevant and material to both internal and external stakeholders, while aligning with our corporate strategy and operational focus. Building on previous results, the process included a review of past material issues, analysis of industry trends and global megatrends, regulatory landscape mapping, and expert judgement to ensure our focus remains responsive and forward-looking. This year, we identified 16 prioritised material topics.

2024 Material Sustainability Topics:

1. Economic Performance and Impacts
2. Professional Integrity and Anti-corruption
3. Technology and Information
4. Employment
5. Sustainable Finance
6. Client Experience
7. Employee Engagement, Diversity and Equal Opportunity
8. Training and Education
9. Community Engagement
10. Intellectual Property Rights
11. Waste Management
12. Climate Change Responses
13. Energy Management
14. Emissions
15. Enterprise Risk Management
16. Compliance

APPROACH TO SUSTAINABILITY

Compared with the material topics identified in 2023, the changes are as follows:

- a) Topics “Enterprise Risk Management” and “Compliance” are identified as material through comprehensive analysis against both GRI standards and SASB industry-specific metrics.
- b) Topic “Diversity and Equal Opportunity” has been expanded to “Employee Engagement, Diversity and Inclusion” to provide broader coverage of workplace well-being and human capital development.
- c) Other topics remain to be material topics in 2024.

These refinements reflect our comprehensive analysis of emerging ESG trends, industry benchmarks, and peer comparisons. The following chapters of this Report present our impacts on the above material topics, along with our policies, actions, and progress in managing them through a clearly structured framework.


Furthermore, while prioritising material ESG issues in our reporting, the Group maintains comprehensive oversight of all relevant ESG factors that may affect our business and stakeholders. For ESG issues not identified as material this year, we will continue to monitor and assess their relevance and significance, adjusting our list of material ESG topics as needed.

APPROACH TO SUSTAINABILITY

• 2024 Key Initiatives and Progress

Strategic Pillars and Commitments	2024 Key Initiatives and Actions	SDG Alignment
 <p>Corporate Governance Uphold high standards of integrity, governance and corporate ethics</p>	<ul style="list-style-type: none"> Maintained the highest standards of integrity across operations Operated a comprehensive corporate governance framework 	 
 <p>Responsible Finance Integrate ESG considerations into investment and financing activities to support sustainable development and responsible growth</p>	<ul style="list-style-type: none"> Doubled the number of green, blue, social, and sustainability-linked bonds underwritten year-on-year Secured the industry's first sustainability-linked syndicated loan Launched Sustain Asia Infosheet, delivering an ESG-themed equity research coverage with financially material insights 	  
 <p>Service Innovation and Responsible Business Enhance client experience through innovative, ethical, and responsible financial services</p>	<ul style="list-style-type: none"> Expanded secure AI tools across operations to strengthen efficiency and deepen client engagement Hosted thought leadership seminars on sustainable finance and ESG Maintained a strong compliance record with zero reported breaches of the Information Protection Policy, and no incidents of data loss or substantiated privacy complaints 	 
 <p>Climate Response Act on climate change and support a low-carbon transition through green and sustainable finance</p>	<ul style="list-style-type: none"> Broadened our focus to include nature, embedding the climate-nature nexus into our sustainability approach Assisted the issuance of the world's first exchangeable blue bond, supporting green transformation 	   

APPROACH TO SUSTAINABILITY

Strategic Pillars and Commitments	2024 Key Initiatives and Actions	SDG Alignment
 <p>Human Capital Enhance employee well-being and invest in world-class talent development, continuous learning, and leadership excellence</p>	<ul style="list-style-type: none"> Continued the CITIC CLSA Internship Programme across 13 countries, nurturing the next generation of financial talent Implemented a firm-wide performance management system to align staff development with KPIs and values Promoted holistic well-being through a series of wellness initiatives Advanced a culture of continuous learning through our Learning and Development (“L&D”) initiative 	   
 <p>Green Operation Scale decarbonisation through environmental management</p>	<ul style="list-style-type: none"> Achieved GPP Silver status for three consecutive years Engaged employees in diverse green initiatives Maintained ISO14001-certified Environmental Management System across most offices 	 
 <p>Community Engagement Uplift underserved populations and promote social inclusion</p>	<ul style="list-style-type: none"> Promoted cross-cultural understanding through creative workshops, cultural exchanges, and inclusive culinary events Fostered social integration by engaging our employees in immersive volunteer programmes with ethnic minorities, refugees, and vulnerable communities Promoted dignity and inclusion by collaborating with NGOs to deliver a series of creative Community Outreach activities 	     

CORPORATE GOVERNANCE

CSI continually updates its governance framework and policies to reflect evolving regulatory developments and emerging ESG considerations, supporting robust risk management and responsible business conduct.

In This Chapter

- **Board Structure, Composition and Roles**
- **Sustainability Governance**
- **Risk Management**
- **Business Ethics and Human Rights**
- **Anti-corruption and Bribery**



CORPORATE GOVERNANCE

- **Board Structure, Composition and Roles**

As a member of CITIC Securities, the CSI Group aligns its governance structure, where practicable, with that of CITIC Securities. The CSI Board holds ultimate responsibility for overseeing the CSI Group's strategic direction and overall operations. It provides oversight to ensure that the CSI Group continues to deliver long-term value to clients and stakeholders alike.

Supporting this oversight are three board-level committees – the Management Committee, Audit Committee, and Risk Management Committee – each of which reports directly to the CSI Board on relevant matters and internal mechanisms. Senior management and other corporate entities work in close collaboration with the CSI Board to set and implement approved strategies, while ensuring the Group's operations are carried out effectively on a day-to-day basis.

We also maintain a robust system for the nomination and selection of Board members, with clearly defined criteria and processes set out in its Articles of Association. This ensures our leadership is equipped with the necessary knowledge, expertise, and foresight to guide the CSI Group towards sustainable and responsible growth.

The CSI Board comprises five male Directors, reflecting a streamlined leadership structure with deep operational oversight. The Chairman concurrently holds the position of CEO of CSI, while one of the Directors assumes the role of Co-CEO, reinforcing executive alignment and accountability. The other Directors occupy key leadership positions, including Global Head of Institutional Equities and Deputy CEO of CSI, Executive Member of CITIC Securities, and Head of Investment Banking Department. All Directors serve under open-term agreements, supporting long-term strategic continuity. Collectively, the CSI Board brings a diverse and complementary mix of competencies, including board committee leadership, executive management, global market insight, risk management and compliance, as well as deep expertise in areas such as investment banking, capital markets, asset and wealth management, research and cross-border business operations. This well-rounded composition supports effective governance and reinforces CSI's ability to navigate a dynamic market environment.

CORPORATE GOVERNANCE

The CSI Board convenes meetings on a quarterly basis, with meeting minutes formally documented and circulated by the Secretary. In line with its commitment to long-term, sustainable growth, the Board strives to act in the best interests of the CSI Group while upholding the highest standards of integrity, ethical conduct, and social responsibility. The CSI Board conducts regular self-evaluations of its performance. These findings are thoroughly discussed at Board meetings, contributing valuable insights that inform ongoing enhancements to CSI's corporate governance framework in alignment with ethical leadership and strategic foresight.

To promote transparency and mitigate conflicts of interest, the CSI Board discusses and resolves all material issues in accordance with established common law principles. Article 16 of CSI outlines procedures for identifying and managing potential conflicts of interest, helping ensure that decisions are made in the broader best interests of the Group.

CSI adopts a holistic compensation philosophy, including the remuneration for both Directors and senior executives, designed to recognise both individual contributions and collective performance. The remuneration package includes a fixed base salary, housing allowances (where applicable), performance-based discretionary bonuses, and a range of benefits. Bonuses are closely linked to corporate results and the effective delivery of impact-driven objectives.

To ensure operational effectiveness, the CSI Board delegates a range of responsibilities to 15 internal committees and working groups, each focused on specific business functions. These bodies report to the Management Committee on a monthly or quarterly basis, supporting the CSI Group's adherence to regulatory compliance, strategic alignment, and operational integrity. These include, among others, the Institutional

Equities Executive Committee, the Capital Commitment Committee (International), the Strategic Development Working Group, and the Operational Risk Working Group. The CSI Board periodically reviews and refines this governance structure, particularly at the senior management level, to reflect changes in business priorities, personnel, and policy direction.

In order to strengthen CITIC Securities' oversight of the CSI Group and ensure compliance with the regulatory requirements of the China Securities Regulatory Commission ("**CSRC**"), CITIC Securities has established a framework for general supervision by its senior management, business units and board over the operations of the CSI Group. The CSI Group's regulated entities are subject to the relevant legal and regulatory frameworks of their respective jurisdictions, including licensing obligations, conduct requirements, internal control standards, and capital adequacy rules. These are enforced by authorities such as the Securities and Futures Commission ("**SFC**"), the Monetary Authority of Singapore ("**MAS**"), the Financial Conduct Authority ("**FCA**"), the Securities and Exchange Commission ("**SEC**"), among others.

CSI conducts its regulated activities through a network of licensed entities, each overseen by a local Board appointed by, or accountable to, the CSI Board. These local Boards are responsible for ensuring that day-to-day operations comply with all applicable laws and regulations in their respective markets. They are also subject to routine reviews and supervisory inspections by the SFC and other relevant local regulators to ensure compliance with industry standards.

CORPORATE GOVERNANCE

• Sustainability Governance

The CSI Board retains ultimate oversight of ESG and climate risks and strategies. It sets the strategic direction to align the entire organisation and all employees towards common sustainability objectives. These objectives not only guide our collective efforts but also ensure that sufficient resources are allocated to drive continuous improvement in ESG and climate performance. Rather than merely being viewed as an operational necessity, the integration of ESG and climate risk and opportunity management is considered a strategic imperative closely monitored and enforced by the CSI Board.

Senior management is responsible for executing the Board's sustainability strategy, monitoring progress, and implementing corrective actions where necessary. This approach ensures that the CSI Group remains on track to achieve its ESG and climate objectives while striving for continual enhancement. Moreover, senior management is tasked with integrating ESG and climate considerations into our decision-making processes, identifying emerging ESG and climate risks and opportunities, and engaging stakeholders through transparent communication on our progress.

This structured governance ensures that CSI remains at the forefront of sustainability practices, aligning our operations with our commitment to long-term value creation and responsible corporate citizenship.

◦ Due Diligence

The CSI Board and senior management are dedicated to identifying, preventing, and mitigating any actual or potential negative impacts our operations may have on the economy, environment, and people, including those related to human rights. We uphold high standards of legal, regulatory, and ethical compliance through rigorous adherence to our Code of Conduct.

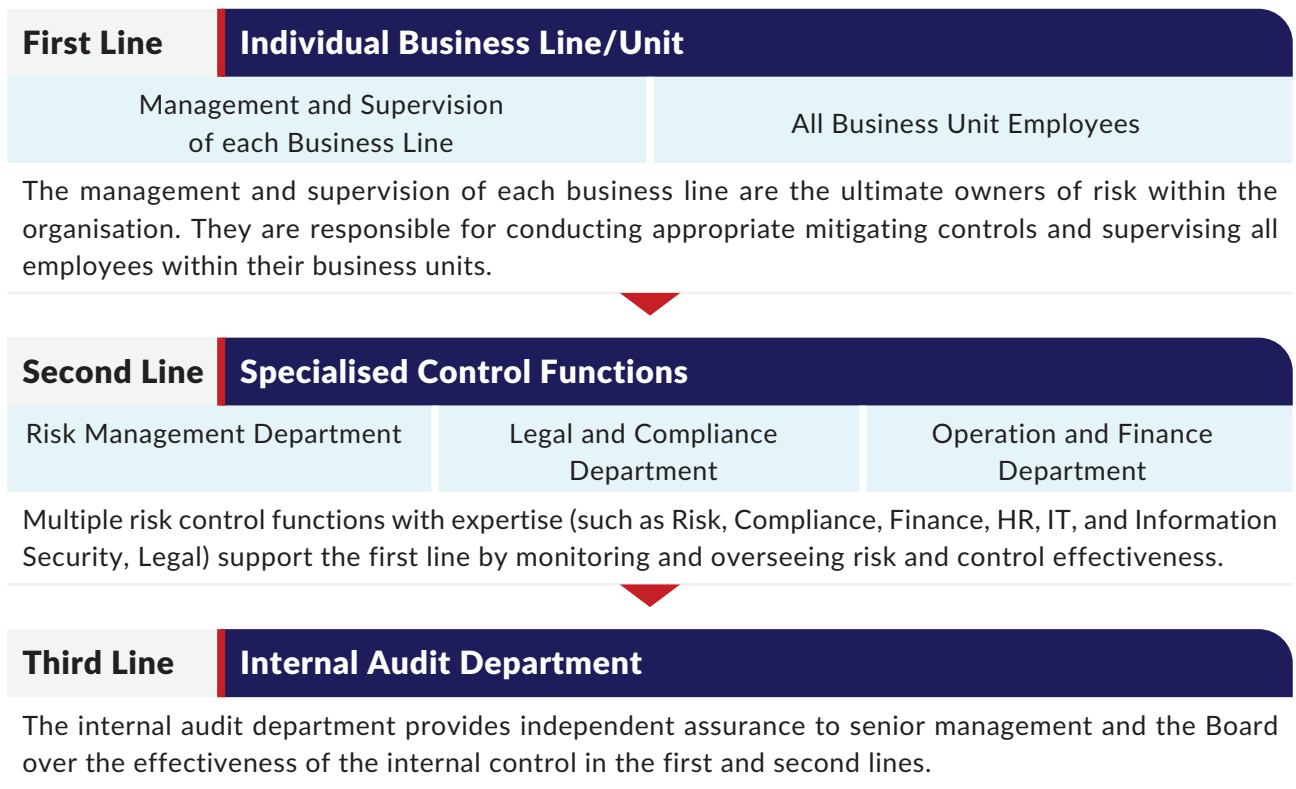
Where potential adverse impacts are identified, we take timely and appropriate actions to avoid or minimise them. In instances where negative impacts have occurred, we are committed to implementing effective remediation measures. This Report further outlines how the CSI Group assesses and addresses the impacts of its operations, with reference to specific measures and outcomes detailed in the subsequent chapters.

CORPORATE GOVERNANCE

• Risk Management

Effective management of complex risks remains fundamental to sustaining the operational excellence and long-term resilience of the CSI Group. Supported by the strong governance and oversight of the CSI Board, our risk management strategy is structured to address the diverse and intricate risks inherent to the financial sector. We apply comprehensive mechanisms and internal controls, aligned with the standards of our parent company, CITIC Securities, to monitor, evaluate, and manage risks across financial, operational, compliance, legal, and ESG disciplines.

Our comprehensive risk management framework comprises collaboration among various departments – including business lines, internal control, and Operations Management professionals. Our Risk Management Committee, under the CSI Board, leads these efforts to ensure strategic alignment and effective implementation across the CSI Group. Risks are addressed through a structured process encompassing context establishment, assessment, treatment, monitoring, and reporting. This mechanism is supported by a “three lines of defence” model, which clearly defines the roles and accountability of management and staff at all levels.



In line with our enterprise risk management approach, we continue to enhance the alignment of risk appetite indicators with business strategy, enabling a more proactive stance on identifying and mitigating potential risks. This includes the

regular reviewing of country-specific exposures, management of concentration risks, and the refinement of early warning systems. These efforts collectively strengthen our capacity to manage volatility and preserve organisational resilience.

CORPORATE GOVERNANCE

◦ Risk Management Framework

As an integral component of the CSI Group's corporate governance, our Risk Management Department plays a central role in overseeing and coordinating risk management activities across our global operations. We apply a structured, cross-cutting approach to ensure that different risk types are identified, assessed, and managed in alignment with our strategic goals and regulatory obligations.

Risk Type	Management Approach
Operational Risk	Assesses threats arising from internal process breakdowns and external disruptions, securing business continuity.
Credit Risk	Controls counterparty exposures by maintaining financial stability through robust credit evaluations and ongoing monitoring.
Market Risk	Mitigates the impacts of market volatility by implementing strategic measures to protect our financial interests.
Enterprise Risk	Identifies and manages critical risks that may hinder strategic objectives, strengthening the resilience of our operations.
Technology Risk	Manages threats to IT infrastructure, safeguarding against data breaches and system disruptions.

Systemic Risk Management

Recognising the paramount importance of managing systemic risk across our operations, we have implemented a proactive risk management framework encompassing a diverse range of strategies and practices. At the core of this framework lies diversification. We strategically allocate our operations across multiple business models and business lines to create coordinated synergies and integrated oversight. This principle also guides our investment strategy, whereby investments are distributed across varied asset classes, sectors, and geographic regions to mitigate against downturns in any single area. To further reduce risk exposure, we maintain concentration limits to manage counterparty credit risk and uphold legal entity diversification, with proper segregation between regulated entities to limit contagion risks.

Beyond diversification, we uphold rigorous risk management standards through systematic and prudent risk assessments. These assessments enable us to identify, monitor, and mitigate a wide spectrum of risks, including credit, market, operational, and liquidity exposures. We also carry out stress testing to assess the resilience of our capital and liquidity under severe market conditions, helping us to uncover potential vulnerabilities and implement corrective measures where needed. In addition, we have established robust business continuity and liquidity contingency plans, outlining detailed procedures for responding to significant market disruptions or crises. Collectively, these initiatives ensure that we effectively manage systemic risks while reinforcing the stability and resilience of our business.

CORPORATE GOVERNANCE

Incentive Compensation Risk Management

As a financial services provider, we acknowledge that employee compensation frameworks may at times drive an emphasis on short-term performance, which can give rise to behaviours or activities with unintended consequences. Such actions have the potential to undermine our business, affect shareholder interests, and harm our reputation. To counter these risks, we have established clawback provisions for discretionary bonus payments, empowering us to recover bonuses in circumstances where employee conduct proves detrimental.

Moreover, we have introduced consequence management protocols to revise performance ratings for employees engaged in disciplinary breaches or misconduct that results in non-compliance with company policies. Accordingly, these employees may face reduced bonus allocations during the performance appraisal process as a corrective measure.

Collectively, these measures ensure that our incentive compensation programmes drive sustainable performance, uphold ethical standards, and effectively mitigate potential risks.

Through these targeted initiatives, the CSI Group reinforces its commitment to the highest standards of risk management, safeguarding operational resilience, compliance, and alignment with our long-term strategic and sustainability objectives.

Details on the management of climate-related risks and opportunities are presented in the “*Climate Response*” chapter of this Report.

◦ **Internal Controls**

To reflect our steadfast commitment to ethical business practices and operational transparency, we have built a strong and integrated internal control framework. This framework encompasses an incident escalation mechanism, know-your-customer (“**KYC**”) policies, anti-money laundering and counter-terrorist financing (“**AML/CFT**”) policy, gift and entertainment policy, anti-bribery and corruption policy, as well as data protection and IT security controls. These systems are designed and implemented to protect our clients, employees, and the integrity of our business operations.

As a core component of our governance structure, CSI’s Compliance and Internal Audit teams conduct regular, systematic reviews to uphold the highest standards of business conduct and procedural compliance. These audits play a critical role in managing potential conflicts of interest across our diverse activities in corporate finance, asset management, sales, trading, and research.

All employees are required to disclose any external interests or directorships they possess in either listed or unlisted companies, including not-for-profit organisations. To further reinforce information security, we maintain robust control, including strict information barriers and other policies, ensuring that sensitive information is disseminated strictly on a “need-to-know” basis, in accordance with our rigorous Chinese Wall policies.

CORPORATE GOVERNANCE

Through these measures, CSI not only complies with legal and regulatory expectations but also reinforces the trust placed in us by our stakeholders and safeguards the independence of CSI's research by preventing any undue influence from cross-divisional interactions, demonstrating our ongoing commitment to ethical business practices.

In 2024, the CLSA reported no incidents of non-compliance with laws or regulations, covering social, economic, and environmental aspects. No political donations, whether financial or in-kind, were made during the Reporting Period.

- **Business Ethics and Human Rights**

Upholding high ethical standards is fundamental to our long-term success, market credibility, stakeholder trust, and brand reputation. Business ethics are deeply embedded in our corporate culture, shaping not only our daily conduct and compliance practices but also informing our broader governance and strategic direction.

- **Code of Conduct**

At the core of our ethical framework is the Code of Conduct (the "**Code**"), which sets out clear expectations for how we engage with clients and conduct internal operations. It promotes key principles such as ethical decision-making, honesty, integrity, professionalism, inclusivity, non-discrimination, and equal opportunity, ensuring that these values guide the behaviour of all employees.

The Code clearly defines the roles and responsibilities of both managers and employees, encompassing critical areas such as human and labour rights, confidentiality, conflicts of interest, proper use of assets, intellectual property rights, electronic communications, and interactions with media and social media. It further articulates our commitment to maintaining robust health and safety standards, safeguarding freedom of association, and promoting active community engagement. By consistently adhering to the Code, our employees deliver service and value to clients while driving positive impacts within their teams and the broader community.

CSI is firmly committed to strict compliance with the Code, associated policies, and established procedures. Our Disciplinary Committee rigorously and confidentially investigates alleged violations, regulatory misconduct, and other serious forms of improper behaviour. The Legal and Compliance Department plays a pivotal role in monitoring conduct and enforcing the Conduct Risk Policy, which clearly sets out the consequences of breaches, including implications for KPI assessments during annual employee appraisals, as well as departmental performance evaluations.

CORPORATE GOVERNANCE

◦ **Grievances and Whistleblowing**

At CSI, we recognise that protecting employee rights and upholding ethical practices are essential to maintaining a transparent and accountable workplace. We maintain rigorous and clearly defined grievance procedures, as set out in our Employee Handbook, to effectively address employee concerns, including those involving discrimination and harassment. Every grievance is treated with the utmost seriousness and is investigated swiftly and thoroughly in line with our robust protocols.

Employees may submit complaints directly to their supervisors, Department Heads, or the Human Resources Department in writing. The Human Resources team manages these investigations with diligence and professionalism, engaging relevant parties as needed to ensure timely and fair resolution. We prioritise objective investigations and enforce appropriate actions based on the findings, which may include disciplinary measures.

In addition, we actively cultivate a culture of integrity and trust, empowering employees to report any suspected misconduct with confidence that their concerns will be handled confidentially, seriously, and without delay. To support this, we have established dedicated whistleblowing channels, including a secure email address and a telephone hotline. Individuals who report, in good faith, unethical or illegal activities within the CSI Group or involving our clients are protected from any form of retaliation.

Our operations are governed by local laws and regulations of each jurisdiction, which may include mandatory whistleblowing requirements for issues such as terrorist financing or money laundering. In these circumstances, the stricter provisions of applicable laws or regulatory requirements prevail over our internal Whistleblowing Policy.

These proactive approaches reflect our determination to maintain a safe, fair, and supportive workplace for all employees, consistent with our commitment to uphold the highest standards of integrity, transparency, and ethical conduct.

◦ **Human Rights**

CSI Group acknowledges its corporate responsibility to respect human rights, as described in the UN International Bill of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work and associated conventions. We adopt a zero-tolerance approach to modern slavery and human trafficking, implementing robust policies and practices to prevent their occurrence across our operations and supply chains.

In our commitment to human rights, the CSI Group upholds:

- The right to be free from slavery, servitude, and forced labour;
- The right to freedom of thought, conscience, and religion;
- The right to a diverse and inclusive working environment;
- The right to a safe and healthy workplace; and
- The right to health.

Our human resources policies and practices are firmly aligned with all applicable local laws to protect and uphold these fundamental rights. To learn more about our initiatives to combat modern slavery, please refer to our "*Modern Slavery Act Statement*".

CORPORATE GOVERNANCE

• **Anti-corruption and Bribery**

We maintain a strong commitment to integrity and transparency, with zero tolerance for bribery, corruption, or any form of undue influence in our operations. Our approach is governed by a suite of internal policies and procedures, including the Global Compliance Manual, Group Anti-Money Laundering and Countering the Financing of Terrorism (**AML/CFT**) Policy, Gift and Entertainment Policy, and Fraud Prevention Policy. These policies apply to all employees, including members of governance bodies, setting out clear expectations for identifying, managing, and mitigating bribery and corruption risks.

Oversight of anti-bribery and corruption matters is led by our dedicated Anti-Bribery and Corruption Committee, which conducts periodic reviews to assess potential corruption risk across business lines and global offices. No significant corruption risks were identified in our previous 2024 review.

To further reinforce our safeguards, a designated Control Room manages our Conflicts of Interest Policy, ensuring actual or perceived conflicts involving staff, clients, or counterparties are handled in strict accordance with regulatory requirements and best practices. This control mechanism helps protect the Group from reputational damage and regulatory breaches.

100% staff completed e-learning programmes on:

- Anti-Bribery and Corruption
- Conflict of interest

As a vital pillar of our prevention strategy, all employees are required to participate in mandatory training on Anti-Bribery and Corruption, as well as Conflict of Interest. In addition, we have systematically integrated anti-bribery and anti-money laundering clauses into all external contracts and agreements with suppliers, agents, intermediaries, and customers to maintain adherence to applicable anti-corruption laws.

During the Reporting Period, there were no confirmed incidents of corruption, no disciplinary measures taken, and no public legal proceedings involving CLSA or any of its employees. Likewise, no contracts with business partners were terminated or not renewed as a result of anti-corruption breaches. This exemplary track record underscores the effectiveness of our control measures and strengthens CLSA's reputation for integrity and responsible business conduct.

SUSTAINABLE FINANCE

Across our core business lines – Investment Banking, Investment Management, Asset and Wealth Management, and Research, CSI is committed to supporting clients in achieving their sustainability-related objectives and priorities by offering ESG advice, products, and solutions, while fostering innovation across global capital markets and the broader financial services industry. We strive to deliver financial solutions and strategic advice that drive both competitive returns and positive environmental and social impacts. This includes connecting clients to sustainable products and services and mobilising capital to advance progress on critical issues. As part of this commitment, Sustain Asia acts as our dedicated ESG research hub, enabling data-driven decision-making and providing quantitative analysis on key sustainability themes.

In 2024, we deepened our role in facilitating responsible capital flows by supporting a diverse range of green, social, and blue bond issuances, expanding our sustainability-linked loan portfolio, and broadening our ESG data capabilities. Through these initiatives, we continue to align our financial expertise with the evolving priorities of a more sustainable economy.

In This Chapter

- **Investment Banking**
- **Investment Management**
- **Asset Management and Wealth Management**
- **ESG Insights and Research**



SUSTAINABLE FINANCE

• Investment Banking

We expanded our ESG financing capabilities and deepened client engagement across a range of instruments, from green bonds to ESG-themed IPOs. The CSI Group continues to cement its position as a leader in the sustainable finance landscape. Our growing support for ESG and sustainability-related fundraising, and the issuance of green, blue, social, and sustainability-linked bonds reflects our deepening commitment to sustainable development.

In 2024, the CSI Group participated in 86 ESG-related bond issuances, more than doubling the total from 2023, facilitating over US\$21.98 billion in capital raised. This positioned the CSI Group as the top-ranked Chinese securities firm by both deal count and underwriting volume for ESG bonds, demonstrating our expanding role in mobilising global capital to support governments, local government financing vehicles, corporate and financial institutions in delivering impactful green and social initiatives.

The World's First Dual Pioneering Exchangeable Blue Bond

The CSI Group acted as the sole global coordinator, sole blue structuring adviser, sole bookrunner, and sole lead manager for the world's first-ever blue exchangeable bond as well as the first blue bond issued by a coal and energy enterprise. This landmark US\$500 million issuance by Shandong Energy Group through its wholly owned subsidiary, Yankuang Group (Cayman) Limited, obtained a SQS2 Sustainability Quality Score (Very Good) from Moody's and is exchangeable into the H-shares of Yankuang Energy (01171.HK), with a guarantee provided by Shandong Energy Group (5238.HK).

As the first blue bond ever issued by a coal and energy enterprise, this transaction represents a milestone in sustainable capital markets. The net proceeds of the issue of the bond will be used in accordance with the Green Finance Framework (the "**Framework**"), aligned with voluntary guidelines in Green Bond Principles ("**GBP**") (2021) by the International Capital Markets Association ("**ICMA**"), Guide for Bonds to Finance the Sustainable Blue Economy (2023) by ICMA, Sustainable Ocean Principle by the United Nations ("**UN**"), as well as Blue Finance Guideline by the International Finance Corporation ("**IFC**").

SUSTAINABLE FINANCE

Pioneering CHN Green Bond Issuance by a Central SOE

CSI served as left lead underwriter and green advisor to China Communications Construction Company Limited (“**CCCC**”) in its landmark issuance of CHN 7.1 billion senior unsecured green bonds, rated A-by Fitch. We actively supported the development of CCCC’s Green Financing Framework, helping to align its financing strategy with ESG principles and national policy priorities under China’s dual-carbon goals.

This transaction is the first green bond issuance by a central state-owned enterprise (“**SOE**”) in the construction sector, and the largest CNH-denominated green bond offering in SOE history. It also achieved a historically low coupon rate for 3-year dim sum bonds issued by non-financial enterprises in China. The success of the issuance has positioned CCCC as a benchmark green issuer among SOEs and further strengthened our leadership in the offshore sustainable finance market.

“We are proud to maintain our leading position in green and sustainable bonds, including pioneering issuances such as blue bonds this year. Looking ahead, we will continue to work closely with clients to identify and structure tailored sustainable financing solutions. With our robust network, we are dedicated to driving more cross-border transactions and supporting the transition to a greener, more resilient economy.”

— Mr. John Hai, Managing Director, Head of Global Debt Finance, CSI Group

CITIC Securities and CSI are emerging as a leading capital market partner under the “Belt and Road Initiative” (“**BRI**”), leveraging our integrated strengths to serve as a vital conduit between China and participating countries. In 2024, we further strengthened our role by supporting a series of pioneering cross-border transactions, completing various fundraising deals in “Belt and Road” overseas countries in support of the growth in underdeveloped regions. Notably, we advised Bank of China on the issuance of the world’s first BRI-themed sustainability bonds, simultaneously launched by its overseas branches in Macau, Hungary, and Panama, across both USD and RMB tranches, with a combined issuance size of approximately US\$940 million.

We continue to expand our international presence by providing strategic advisory and capital markets solutions to clients across Belt and Road markets and other key emerging economies. Through cross-border collaboration and tailored financial structuring, we help sovereign funds and corporates unlock investment opportunities that support long-term infrastructure development and sustainable growth.

SUSTAINABLE FINANCE

Advancing Indonesia's Healthcare Infrastructure under the BRI Framework

Acting as exclusive financial advisor, we facilitated a US\$200 million strategic investment by the Indonesia Investment Authority and Swire Pacific Limited in PT Pertamina Bina Medika IHC, one of Indonesia's largest healthcare groups, marking an important step in advancing the healthcare infrastructure under the BRI framework.

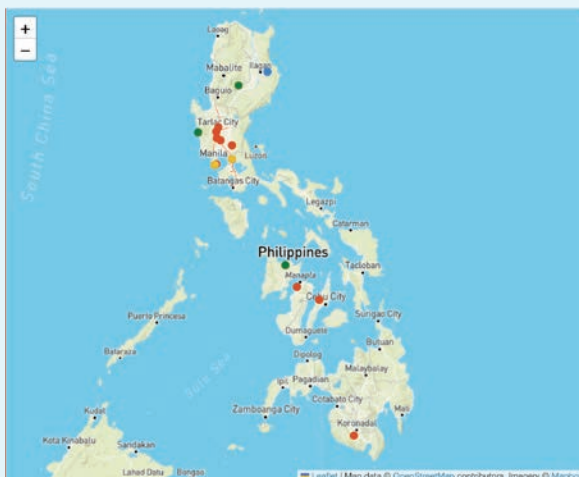
This collaboration holds significant importance for the development of Indonesia's healthcare industry, helping to enhance local healthcare infrastructure, promote growth across the medical sector, and provide the Indonesian population with higher-quality healthcare services.

Building on our cross-border advisory work in overseas markets, we also play an active role in advancing the energy transition and sustainable development through equity capital markets. In 2024, we offered ESG-related ECM products, comprising 9 transitions with total fundraising of US\$995 million, helping innovative companies in clean energy and hydrogen technology access public markets. These transactions reflect our ability to connect high-impact issuers with long-term capital, and our continued commitment to promoting sustainable finance through diversified ECM solutions.

Accelerating Energy Transition towards Low-Carbon Economy

We sponsored Jiangsu Guofu Hydrogen Technology Equipment Co., Ltd. ("**Guofu Hydrogen**") to complete its successful Main Board listing on the Hong Kong Stock Exchange, raising approximately HKD 390 million. Guofu Hydrogen is a leading hydrogen energy storage and transport equipment manufacturer in China. The company develops and manufactures hydrogen energy core equipment used in the industrial value chain of hydrogen energy, which consists of its production, storage, transportation, refuelling and use.

CSI also supported the successful US\$92 million IPO of Citicore Renewable Energy Corporation ("**CREC**"), a leading pure renewable energy developer in the Philippines. With a fully integrated platform across the solar, run-of-river hydro, and wind energy value chains, CREC operates 10 solar power plants and rooftop systems totaling 287 MWdc, with over 5 GW in project pipeline. The listing enables CREC to accelerate its expansion and reinforces our commitment to mobilising sustainable capital for the region's energy transition.



- Solar Energy
- Hydro Energy
- Wind Energy
- Retail Electricity Supplier

SUSTAINABLE FINANCE

Underpinning these initiatives is our dedication to driving sustainable finance, empowering clients to integrate their values into their investment strategies, and supporting the transition toward a more inclusive, low-carbon economy. By leveraging our expertise and broadening our ESG product suite, we aim to deliver practical solutions with meaningful impact, addressing both sustainability priorities and our clients' evolving financial objectives.

Investment Management

The CSI Group remains a committed advocate and practitioner of responsible investment. Our alternative investment management arm, CITICS CLSA Capital Partners (“**CITICS CLSA CP**”), is a signatory to the Principles for Responsible Investment (the “**PRI**”), the world’s leading investor initiative on responsible investment established under the leadership of the United Nations. As a PRI signatory, CITICS CLSA CP and its wholly owned subsidiary, Sunrise Capital Holdings Limited, submit annual Transparency Reports in line with PRI requirements.

CITICS CLSA CP has developed a robust internal framework to guide its responsible investment approach, which includes:

- **Adherence to international standards:** The team follows best practice guidelines from the US Private Equity Growth Capital Council (“**PEGCC**”) and supports the Institutional Limited Partners Association (“**ILPA**”) Private Equity Principles, which focus on alignment of interests, fund governance, and transparency.
- **Internal ESG guidelines:** First established in 2012, CITICS CLSA CP’s Responsible Investing Guidelines are grounded in the UN PRI and PEGCC frameworks. These guidelines are subject to regular reviews and updates in response to evolving ESG practices and market expectations.

CITICS CLSA CP discloses climate-related risks management measures pursuant to the regulatory framework of the SFC. Further information on these measures can be found in the “*Climate Response*” chapter of this Report.

SUSTAINABLE FINANCE

◦ Investment Process

CITICS CLSA CP has firmly embedded its ESG commitment into both its investment strategy and its two-stage investment process, ensuring that ESG risks and opportunities are systematically identified, assessed, and documented by the funds and their respective Investment Committees (“**IC**”) under CITICS CLSA CP across all decision-making activities.

Stage	Process
Pre-investment	<ul style="list-style-type: none">• CITICS CLSA CP considers ESG management and performance as key factors when evaluating the viability of potential investments, which may result in declining an investment opportunity.• Investment deal teams carry out comprehensive due diligence on all ESG aspects of a target company’s operations and performance.• Detailed submissions to the IC present material ESG findings identified during due diligence, along with recommendations and rationale for investment decisions.
Post-investment	<ul style="list-style-type: none">• Funds maintain thorough oversight of portfolio holdings, addressing both issues identified during the pre-investment phase and any that may surface post-investment.• Quarterly reports to the ICs provide commentary on material ESG matters concerning each portfolio holding, including ESG risk management, performance, and opportunities for ESG-driven value creation.

SUSTAINABLE FINANCE

Any ESG issues that arise during these stages may lead to the declination of an investment opportunity or making the investment contingent on the remediation of identified issues, based on their severity and materiality. At CITICS CLSA CP, ESG oversight is jointly managed by the investment team and the operations team. Fund-specific Operation Manuals embed ESG compliance requirements, ensuring staff fully understand and apply ESG policy expectations across the entire investment process and portfolio monitoring activities. The operations team rigorously enforces adherence to the Responsible Investing Guidelines by the investment team, overseeing transaction management from pre-investment through to post-investment stages. Compliance with CITICS CLSA CP's policies, including the Responsible Investing Guidelines, is evaluated annually and directly informs team members' remuneration assessments.

At the portfolio company level, CITICS CLSA CP evaluates ESG competencies as part of its due diligence, prioritising investments in companies with management teams aligned to the guidelines. Investment agreements include representations and warranties mandating compliance with all applicable laws and regulations.

Where relevant ESG issues are identified, they may be incorporated into transaction conditions. The active involvement of the deal team promotes continued engagement on these matters. Our investment teams work closely with portfolio company management to ensure adequate resources are dedicated to ESG management, with ESG matters elevated to portfolio company boards where appropriate. Where additional expertise is required, CITICS CLSA CP engages external ESG consultants to provide targeted support.

Embedding ESG into Cetus Maritime Operations

As part of our CP Pacific Transportation Strategy, we made a strategic investment in Cetus Maritime, a portfolio company that exemplifies how ESG principles can be meaningfully integrated into core business operations. To formalise and elevate ESG oversight, Cetus Maritime established an ESG sub-committee under its Board of Directors, ensuring dedicated governance and strategic direction over sustainability matters. The company's ESG strategy is built upon four core pillars: (1) strong corporate governance, (2) reduction of carbon emissions across its shipping fleet, (3) health, safety, and well-being of ship crew, and (4) responsible business conduct. Over the past four years, Cetus Maritime has significantly renewed its fleet, with eco-ships now comprising 79% of the fleet. The ESG sub-committee has also mandated that all future ship acquisitions must meet eco-ship standards, demonstrating clear alignment with CITICS CLSA CP's responsible investment principles.

SUSTAINABLE FINANCE

- **Asset Management and Wealth Management**

In our Asset Management business, climate considerations are systematically integrated throughout the investment and risk management processes. Through a structured four-step approach - pre-investment screening, threshold checks, post-investment monitoring and engagement, and annual portfolio re-assessment - we identify, assess, and manage material climate risks. This process supports long-term portfolio resilience and reflects our commitment to responsible asset stewardship. For details of climate integration in Asset Management business, please refer to the section of “*Strategy*” in the “*Climate Response*” chapter of this Report.

To support the CSI Group’s ESG ambitions and meeting the growing needs of our high-net-worth clients, our Wealth Management department offers nine SFC-classified ESG funds across Asian and global markets. Each fund is rigorously reviewed and selected in accordance with the SFC’s ESG Fund Categorisation Framework, ensuring full alignment with recognised

regulatory standards. This curated shelf includes thematic opportunities in transportation and clean energy, underscoring our commitment to delivering tailored, impact-driven solutions that align with our clients’ evolving sustainability goals.

- **ESG Insights and Research**

Sustain Asia is CSI’s flagship platform for sustainability research, news, data, and events, showcasing the latest and most-read ESG research reports produced by our analysts, alongside updates on companies with recent ESG score changes.

Sustain Asia leverages both top-down and bottom-up methodologies in its ESG research framework. More than 100 individual analysts across the CSI research team actively contribute to ESG research and systematically review and evaluate the ESG performance of corporates. In 2024, we produced a total of 235 ESG-related research reports or expert sharing sessions.

CG Watch



For over two decades, we have collaborated with ACQA to publish CG Watch, a leading benchmark for corporate governance in Asia. This initiative marked our early efforts in quantifying ESG dimensions, providing investors with a consistent framework to assess governance quality across diverse regulatory environments. In 2024, CG Watch featured six in-depth reports covering Greater China, Korea, Japan, Southeast Asia, Australia and India. Notably, the Australia report examines both progress and setbacks in corporate governance practices, highlighting that even one of the highest-ranked markets is not without its challenges.

Unsung Hero, Time for Natural Gas to Shine



We also published “Unsung hero, Time for natural gas to shine”, a research report exploring the role of natural gas in China’s energy transition. The report quantified ESG and energy transition risks, assessing long-term demand and supply security. It also featured coverage on leading players ENN Energy and CR Gas, offering forward-looking insights for sustainable investment opportunities.

Driving ESG Integration Through Research



In 2024, we launched the Sustain Asia Infosheet (SAI), a concise one-page sustainability report aimed at enhancing ESG integration and investor engagement at the individual stock level. Each infosheet is prepared by a dedicated analyst and is accessible via the CITIC CLSA research portal. As of 2024, we have published nearly 1,200 SAIs under CITIC CLSA’s research coverage.

- **Key engagement questions:** Three suggested questions for investors to raise with the company on its most financially material sustainability issues.
- **Performance insights:** Analyst commentary on ESG trends, including absolute and relative performance using the proprietary ESG Scoresheet.

SUSTAINABLE FINANCE

Incorporating Climate Factors into Valuation Models

In 2024, we advanced our ESG integration by incorporating climate-related risks and opportunities directly into analysts' valuation models. This enhanced approach was applied to in-depth reports across key sectors, including the battery supply chain and natural gas. Our research team systematically evaluated and embedded financial material factors, such as physical climate risks, transition risks, and emerging opportunities such as battery recycling, into company forecasts and valuation assumptions. This integration provides investors with a more comprehensive view of how climate dynamics may influence long-term corporate value.

CSI continues to drive meaningful progress in embedding ESG considerations into its core business operations. While maintaining the independence and integrity of our ESG research, Sustain Asia is proactively exploring cross-division collaborations to better support the evolving needs of clients, including investors and asset managers.

Since its launch in 2021, Sustain Asia has achieved international recognition for its innovative ESG integration. These accomplishments are underpinned by CSI's strategic direction, management support, and collaboration across departments, reinforcing CSI's leadership and reputation for excellence in ESG research among industry peers.

Driving Cross-Border Financial Service Innovation

In 2024, Sustain Asia reinforced its role as a bridge to empower cross-border financial service innovation, supporting Chinese enterprises in accessing international opportunities while helping foreign enterprises navigate the Chinese market. Through integrated solutions, we continued to strengthen cross-border connections and deliver added value for clients. Building on this foundation, Sustain Asia hosted an energy transition study tour that connected global institutional investors with publicly listed Chinese energy transition companies, offering firsthand insights and reinforcing confidence in China's decarbonisation progress.

SERVICE INNOVATION AND RESPONSIBLE BUSINESS



CSI remains committed to delivering innovative products and services that enhance our clients' financial well-being. We continuously adopt emerging technologies to drive operational efficiency, improve user experience, and ensure the integrity and security of our systems.

In This Chapter

- **Client Satisfaction**
- **Technological Integration**
- **Information Security**
- **Intellectual Property**



SERVICE INNOVATION AND RESPONSIBLE BUSINESS

• Client Satisfaction

We put clients first in everything we do, acting in their best interests and working to build long-term relationships rooted in integrity and trust. The confidence our clients place in us through their investments is a responsibility and opportunity we approach with the highest sense of accountability. Fundamental to our operational ethos is an unwavering dedication to ensuring exceptional service delivery, full transparency, and strict adherence to the most rigorous ethical standards. This commitment fulfils our fiduciary obligations while also safeguarding our clients' financial well-being. Furthermore, by vigilantly monitoring risks associated with our business and investments, we consistently provide trustworthy and dependable services and products.

Responsible and ethical investment practices are essential to delivering value beyond financial returns, reinforcing our clients' overall well-being and financial resilience. We remain dedicated to acting in our clients' best interests, with their long-term financial resilience in mind, and to upholding our fiduciary obligations, by safeguarding their financial interests, preventing fraudulent activities, and bolstering their economic well-being through continuous improvements in customer protection measures. By upholding these standards, we discharge our fiduciary responsibilities while cultivating an enduring and credible business environment.

In addition, the CSI Group's Complaint Handling Policy defines clear procedures for the Group and its business units to ensure robust controls around the identification, monitoring and managing of client complaints.

In 2024, CSI continued to host robust programmes of client engagement activities and seminars which included ESG and green finance seminars, covering topics such as corporate governance, impact investing, sustainable development, and public welfare. Through direct client engagement, we strive to create lasting value and provide practical insights into risk mitigation and long-term value creation in sustainable finance and impact investment. By leveraging our intellectual capital and client relationships, combined with strong execution capabilities, we continue to serve a broad and diverse client base. Key seminars in 2024 included:

- **Next Gen Leadership Programme:** Delivered educational sessions for the younger generation, combining financial literacy with training on governance, impact investing, and public welfare to broaden global investment perspectives and build management skills.
- **Art and Charity Seminar:** Hosted a seminar for high-net-worth clients exploring art collection and charitable trusts to address diverse wealth management needs and promote social and philanthropic responsibility.
- **Entrepreneurs Forum:** Convened nearly 40 representatives from top-performing local and international companies to discuss corporate investment, corporate governance, and sustainable development, encouraging collaboration among Chinese entrepreneurs.

SERVICE INNOVATION AND RESPONSIBLE BUSINESS

- **Cross-border Wealth Management**
Connect Seminar: Introduced Northbound investment opportunities to local investors, promoted connectivity within the Greater Bay Area, and supported sustainable development initiatives.

For details on the overall management of corporate and systematic risks, please refer to the section on “*Risk Management*” in the chapter “*Corporate Governance*” of this Report.

- **Technological Integration**

By maintaining the highest security standards to protect client personal information, and ensuring all digital interactions occur through secure platforms, we aim to enhance our business operations and improve client experiences. Moreover, our client relationship management tools and tailored information system empowers our sales teams to comprehensively understand client expectations and preferences in trading, events, research, roadshows, and more. These tools also support ongoing improvement by monitoring client feedback and identifying account-related matters, allowing us to resolve issues in a prompt and effective manner.

Additionally, our proprietary technology solutions enhance client experiences across multiple channels and significantly accelerated application delivery timelines. As the digital market continues to grow, we have also developed electronic trading platforms, offering flexibility to meet client requirements and innovate in the rapidly evolving trading environment.

- **Generative AI**

As part of our ongoing commitment to digital transformation, CSI has continued to advance digitalisation and drive the innovative application of information technology, including artificial intelligence (“**AI**”), to strengthen digital finance transformation and operational resilience. Our strategic focus has remained on two key areas:

- **Developer productivity:** We deployed a suite of AI-powered development tools that support code generation, error detection and optimisation. These solutions have improved code quality and accelerated application delivery, enabling development teams to innovate more efficiently and reliably.
- **Business operational efficiency:** We integrated AI features into collaboration platforms and productivity suites to enhance data access and automate routine tasks. Additionally, intelligent information retrieval tools were embedded into core systems to strengthen day-to-day operations and improve overall effectiveness. Additionally, **CITIC CLSA ChatGPT** – a secure generative AI platform powered by Microsoft Azure – continued to support employees and clients with natural language interaction, research summarisation, and contextual translation, further strengthening day-to-day operations.

SERVICE INNOVATION AND RESPONSIBLE BUSINESS

Amid a rapidly evolving technology landscape, CSI is committed to advancing AI capabilities through emerging solutions such as autonomous AI agents and advanced automation frameworks. Generative AI, in particular, presents significant opportunities to create value, strengthen capabilities and build competitive advantage. In the future, we will continue to explore and apply generative AI responsibly, ethically, and securely. These innovations are expected to automate repetitive processes, supporting higher productivity and operational excellence across the Group.

• **Information Security**

We maintain the trust of our clients, employees, and business partners by safeguarding their information. CSI's Information Protection Policy, as well as Threat and Vulnerability Management Standard outlines our guidelines and procedures to defend against cyber threats, unauthorised access, and risks related to sensitive information storage, transmission, and disposal. These policies and standards provide comprehensive protection for all CSI information assets and resources.

Protecting our client's personal information remains of the utmost importance to us, both as a key element of our governance and a critical factor in maintaining the trust that defines our lasting business relationships. To address this, CSI has implemented stringent privacy controls as outlined in our Personal Data Protection Policy, which regulates all aspects of personal data management – from collection and handling to storage and disclosure – while ensuring full compliance with applicable laws and regulations across all operating jurisdictions.

Our policies are seamlessly applied throughout the CSI Group, encompassing all employees, contractors, consultants, suppliers and other authorised third parties who interact with CSI's information resources or handle personal data, regardless of their position or contract duration. Clients can readily access our detailed Privacy Policy Statements through both the CITICS and CSI websites.

Our departments play a key role in information security. The Legal and Compliance department monitors the evaluation process of personal data protection policies and contracts with data processors, while also coordinating with other departments to promptly manage individual requests (Subject Access Requests) efficiently. Meanwhile, the Information Technology department is responsible for developing security policies, as well as assessing and proposing various security measures, implementing IT safeguards, and reviewing third-party services involved in data storage or processing.

At CSI, we are fully aware of the severe consequences of data breaches. Our Personal Data Protection Policy incorporates comprehensive protocols and remediation procedures to address and mitigate data incidents effectively. Violations of these policies will result in stringent consequences. Individuals found in violation may be subject to access restrictions to information systems, formal disciplinary sanctions, employment termination, or potential legal liability.

SERVICE INNOVATION AND RESPONSIBLE BUSINESS

In 2024, there were no reported breaches of the Information Protection Policy and no instances of customer data loss, privacy breaches, substantiated complaints on customer privacy in the CSI Group. We strive to maintain a high standard of protecting information and customer data privacy, underscoring our security achievement and dedication to safeguarding our clients' interests and maintaining their trust.

Responsibility for upholding the confidentiality and integrity of CSI's information resources lies with each employee and individual. Our information security governance framework strictly prohibits unauthorised data alteration or disclosure, aligning with international best practices for responsible data stewardship. We clearly outline the roles and responsibilities related to information security, ensuring all team members are equipped to protect our digital landscape.

Position	Responsibilities
IT Security	<ul style="list-style-type: none"> • Safeguards company-sensitive information and protect the company from information security threats and vulnerabilities through the development and continuous update of security policies, standards, and procedures. • Researches, assesses and communicates information regarding issues on risks, including emerging threats and vulnerabilities to Information Owners and Custodians. • Recommends security measures and improvements to mitigate threats with reference to technology trends. • Recertifies and validates systems to ensure mitigation of vulnerabilities.
Information User	<ul style="list-style-type: none"> • Only accesses authorised data that they are allowed to view, and only when there is a legitimate business requirement to read such data. • Protects confidential information from unauthorised disclosure. • Prevents the entry of malware, illegal, unlicensed, or unauthorised software into systems and networks of the company. • Immediately reports any data breaches or policy violations to the Information Owner and IT Security.
Manager/Supervisor	<ul style="list-style-type: none"> • Ensures that their teams are well-informed about the Information Protection Policy, and comply with it appropriately.
Information Owner	<ul style="list-style-type: none"> • Confirms the confidentiality, integrity, and availability of the data. • Implements appropriate controls in line with data classification, as well as complying with the Information Protection Policy. • Retains and disposes data through its lifecycle, according to legal and compliance requirements. • Ensures any identified vulnerabilities are remediated, mitigated and resolved for their information resources. • Assists with vulnerability scans for their information resources as requested. • Immediately reports any data breaches or policy violations to IT Security.

SERVICE INNOVATION AND RESPONSIBLE BUSINESS

Position	Responsibilities
Information Custodian	<ul style="list-style-type: none"> • Supports Information Owners in implementing the prescribed security controls in accordance with internal policies. • Adheres to the security updates and patching requirements and assists with vulnerability scans for the information systems with which they are managing. • Immediately reports any data breaches or policy violations to Information Owner and IT Security.
Legal and Compliance	<ul style="list-style-type: none"> • Provides guidance on group record retention requirements. • Monitors data leakage protection measures to ensure compliance.

• Intellectual Property

The CSI Group places paramount importance on safeguarding intellectual property (“IP”) rights. Our Copyright Management Policy outlines the standardised procedures for IP management and protection that apply to all employees and directors. Violations of this policy may lead to serious civil and criminal consequences for both individuals and the entire CSI Group. This policy is complemented by the Employee Handbook, Code of Conduct, Confidentiality Policy, and further internal communications and guidelines, ensuring a holistic IP management framework.

The originating departments responsible for creating respective works handle copyright issues in their daily operations, including the creation and management of works. Meanwhile, the Legal and Compliance department manages the copyright-related issues across the CSI Group, by formulating, updating, and refining a comprehensive copyright management framework. Additionally, the Legal and Compliance department proactively collaborates with, and provides guidance to all relevant departments, including Corporate Communications, on copyright management practices, dispute resolution, and other related areas.

Through this cross-departmental coordination, we guarantee that our intellectual property assets are not only secured but are also leveraged effectively to be consistent with our corporate governance and ethical business practices. We also aim to ultimately contribute in societal advancement through rewarding and encouraging innovation.

CLIMATE RESPONSE

CSI embraces its role in fortifying climate resilience as a financial institution. We devise investment strategies and assess climate-related risks and opportunities in our investments and asset management businesses.

In This Chapter

- **Adapting to Climate Change**
- **Governance**
- **Strategy**
- **Risk Management**
- **Metrics and Targets**



CLIMATE RESPONSE

With a steadfast commitment to responsible stewardship, the CSI Group acknowledges the necessity of addressing climate change which is relevant to our businesses. We understand that climate change necessitates urgent collective action from all sectors of society. This global challenge extends far beyond its implications for our business, impacting the ecosystems, economies, societies, and overall prosperity. Therefore, we have proactively integrated climate considerations into our risk management strategies, ensuring that our decisions reflect a commitment to sustainability, resilience, and social responsibility.

- **Adapting to Climate Change**

Since 2022, we have aligned our climate-related disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”). With the issuance of the ISSB IFRS S2 Climate-related Disclosures in June 2023, and the formal transition of TCFD’s responsibilities to the ISSB, IFRS S2 now serves as the global baseline for climate-related financial reporting.

In response, our climate-related disclosures were updated to align with the IFRS S2 framework in 2024, which retains the TCFD’s four core pillars of Governance, Strategy, Risk Management, and Metrics and Targets, while providing enhanced guidance and standardisation to support high-quality, comparable, and decision-useful climate disclosures. This transition reflects our ongoing commitment to transparency, risk preparedness, and long-term value creation in the face of accelerating climate challenges.

- **Governance**

Climate-related governance at CSI is underpinned by strong Board-level oversight. At CSI, climate-related risks and opportunities and relevant considerations are integrated into our overall corporate strategy through a robust governance framework that ensures rigorous oversight and effective management.

The CSI Board plays a central role in setting the strategic direction for sustainability and climate matters. It not only guides the organisation’s overall approach but also oversees the allocation of resources necessary to support ongoing enhancements in climate performance.

The CSI Board also provides strategic oversight, while relevant committees and teams are tasked with integrating climate considerations into investment decisions and monitoring progress toward climate goals. For more information on our governance framework and climate oversight, please refer to the “*Sustainability Governance*” section of this report.

CLIMATE RESPONSE

• **Strategy**

We recognise that climate change is one of the most pressing and complex challenges of our time. At CSI, we integrate climate considerations across our business, operations, and risk management practices. By leveraging our expertise, we support clients in their decarbonisation journeys and contribute to the global transition toward a more sustainable economy. In parallel, we actively assess the impact of both transition and physical climate risks on our business.

We are committed to offering clients a wide range of innovative solutions that align with their climate and sustainability objectives, while also contributing to the growth of the green and sustainable finance market. To achieve this, we continue to enhance our capabilities across all business lines, including investment banking, investment management as well as asset and wealth management, ensuring a consistent and forward-looking response to the climate transition.

◦ **Investment Banking**

Supporting our clients in achieving their climate goals remains a key priority. We offer strategic advisory services, leveraging our expertise to facilitate the reduction of operational emissions, guide them through the transition of their business models toward a low-carbon economy and capture climate-related opportunities where appropriate. This includes mobilising capital toward low-carbon solutions.

◦ **Investment Management**

Our investment management team has adopted the ILPA principles and followed the SFC disclosure requirements on climate risks. We conduct comprehensive climate risk evaluations for each company in the portfolio, assessing the materiality and relevancy of these risks with the SASB sectoral guide and qualitative analysis, based on scenarios from Network for Greening the Financial System (“**NGFS**”), and other references. By embedding climate factors throughout our investment due diligence and risk management processes, we demonstrate our commitment to sustainability and long-term value creation. In line with this, we provide clients with investment solutions across asset classes that seek alignment with their return objectives and sustainability preferences, where appropriate. This approach not only diminishes potential climate-related risk exposures but also positions us to take advantage of the transition to low-carbon economy, in accordance with our broader corporate strategy and expectations of our stakeholders.

◦ **Asset Management and Wealth Management**

Recognising the critical relevance of climate-related risks and opportunities, our asset management division has systematically incorporated these elements into our investment framework and strategy to strengthen decision quality and portfolio resilience.

We intentionally recognise and evaluate climate-related factors to ensure that our investment decisions are thoroughly informed and strategically vigorous. A four-step approach has been adopted by our asset management business to integrate relevant and significant climate considerations into all aspects of our investment and risk management processes and strategy.

CLIMATE RESPONSE

Step 1 Pre-investment Screening

Our investment team assesses the physical and transition risk level of the specific investment opportunity with our proprietary climate risk screening tool. This evaluation considers the industry classification, sector, and location of operations, cross-referenced against independent climate data sources.

Step 2 Climate Risk Threshold Check

The investment targets deemed to have material climate-related risks will be further investigated to check if they exceed the pre-determined climate risk threshold.

Step 3 Post-investment Monitoring

Ongoing climate risk management includes the active monitoring of climate-related news, reports, and KPIs. Bespoke climate engagement checklists are also adopted for investments that are classified as climate-material, which aim to ensure comprehensive post-investment climate monitoring.

Step 4 Annual Portfolio Re-assessment

We conduct an annual review of the physical and transition risks associated with our investment portfolio. An aggregated portfolio-level climate risk score is evaluated against benchmark indices, and the portfolio overview is submitted to the CSAM Committee and CSAM Board. Any significant updates to the climate risk management strategy will be promptly communicated to our investors.

Our wealth management division also offers climate-related fund options and strategically curates industry-specific and thematic investment opportunities, particularly in sectors such as transportation and clean energy, to deliver tailored solutions aligned with each client's personal values, investment goals, and sustainability preferences.

CLIMATE RESPONSE

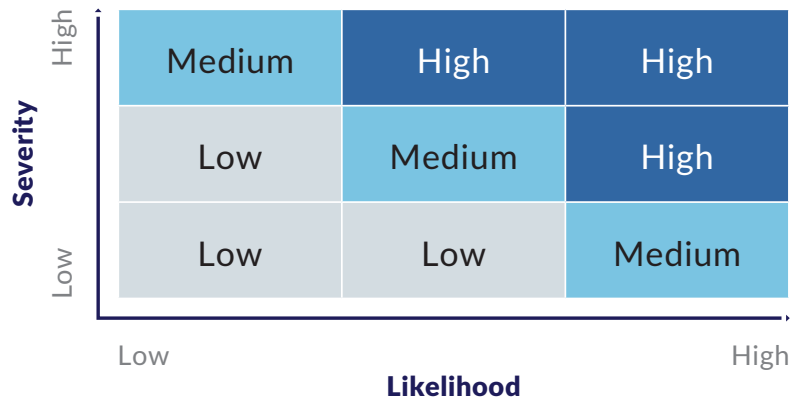
- **Risk Management**

- **Risk Identification and Management**

Climate-related Risks

We have conducted a comprehensive climate risk assessment in 2022 to identify, assess, and quantify the relevant climate-related risks that are relevant to our business. In line with the guidelines of CITIC Securities, we revisited the core findings and conclusions of this assessment in 2024. We have diligently assessed the impact of physical risks (e.g.,

extreme weather events) and transition risks (e.g., policy changes, technology, and market shifts) to our operations and financial performance. Our evaluation strategy assesses these risks based on their likelihood and severity, using a descriptive ranking system that spans from low to high. Likelihood indicates the probability of the risk occurring, while the severity represents the potential damage or consequences that could arise. By integrating these factors, we position each identified risk within a risk matrix to assess its overall risk level. This approach allows us to systematically prioritise risk mitigation initiatives, ensuring operational readiness to manage and reduce potential climate-related impacts on our business, amid changing climate conditions.



CLIMATE RESPONSE

Climate Risk Type	Time Horizon	Overall Risk Level	Potential Financial Impact
Physical Risks			
Acute	Short-term	Medium	Acute physical risks stem from sudden events like floods, storms, and extreme weather events such as cyclones, hurricanes and storm surges. It may pose a significant financial impact on our operations as such events could interrupt our daily operations and damage the physical assets of our investments.
Chronic	Mid-term Long-term	Medium	Chronic physical risks emerge from long-term shifts in climate patterns, such as temperature increase and sea level rise. It may lead to increased capital and operating costs, higher human resource expenses, and rising insurance premiums. In areas with high exposure to natural disasters, there may also be reduced insurance availability, increasing financial and operational risks for the CSI Group.
Transition Risks			
Policy and Legal	Mid-term Long-term	Medium	Policy and legal risks involve financial impacts from evolving climate regulations and compliance requirements. Tightened SFC requirements on climate risk management and disclosure can lead to increased compliance costs and potential legal liabilities for non-compliance. These regulations may also drive changes in investment strategies and operational practices, affecting financial performance and operational flexibility as we adapt to stricter climate-related standards.
Technology	Short-term Mid-term Long-term	Low	The CSI Group anticipates higher expenses for R&D or procurement to integrate new and alternative technologies aimed at reducing the environmental impact of its products. Additionally, there will be extra costs associated with adopting and implementing new practices and processes.

CLIMATE RESPONSE

Climate Risk Type	Time Horizon	Overall Risk Level	Potential Financial Impact
Market	Short-term Mid-term Long-term	Low	With the rapid growth of sustainability investing and the increasing importance of ESG factors to the public, the failure to offer comprehensive ESG research products and services could place us at a competitive disadvantage. Without adapting to these market trends, we risk losing business opportunities and market share to competitors who are better positioned with their ESG offerings. To remain competitive, it is crucial to leverage insights from Sustain Asia, our dedicated unit for sustainability, to meet evolving market demands and enhance our brand positioning.
Reputation	Short-term Mid-term Long-term	Low	Reputation risks arise if CSI is perceived to be inadequately addressing against climate change issues. Such perceptions can damage CSI's reputation, affecting our ability to retain clients and investors. As awareness of climate issue grows, stakeholders increasingly prefer firms that demonstrate strong commitment to sustainability and responsible environmental practices.

The shift toward a low-carbon economy exposes us to heightened risks, particularly from physical climate impacts and evolving regulatory requirements. We maintain that a robust, forward-looking risk management framework constitutes an essential element of sound corporate governance, and serves as a cornerstone for the CSI Group's sustained growth and success. To this end, we have embedded ESG risks into our comprehensive risk management framework and go beyond to our decision-making processes. We continuously enhance the control and oversight of ESG risks at both the corporate and business levels, through a systematic process of assessing, measuring, monitoring, responding to, and reporting on these risks. These initiatives are designed to boost the efficiency of our non-financial risk management and promote the long-term sustainable development of the CSI Group.

Additionally, we regard risks associated with technology, market, and reputation as being comparatively low. Our leadership in sustainable investments and the expertise of our dedicated sustainability research team have positioned us to capitalise on the shift in consumer preferences towards sustainable investments. This transition has created significant business opportunities, and opened new avenues of development for the CSI Group.

CLIMATE RESPONSE

Climate-related Opportunities

The CSI Group has identified significant climate-related opportunities that simultaneously drive business expansion and amplify our sustainability influence. One of the main initiatives involves the development of ESG and sustainability bonds, including and substantial portfolio of green bonds. These bonds are specifically aimed to finance environmentally friendly projects and initiatives, helping to diversify our product portfolio and create new revenue streams. Through pioneering such innovative sustainable finance solutions, we maintain industry leadership in advancing environmentally conscious capital markets.

We also play an enabling role in advancing low-carbon and sustainable development through our investment banking segment. In 2024, we supported Citicore Renewable Energy Corporation's US\$92 million IPO in the Philippines as joint bookrunner, assisting the company in scaling up its renewable energy capacity. We also facilitated Guofu Hydrogen Energy Equipment's US\$50 million IPO in Hong Kong, promoting the development of China's hydrogen energy sector and contributing to the energy transition.

Another momentous opportunity is our incorporation of ESG factors into our investment analysis and decision-making processes. As a UN PRI signatory, CITICS CLSA CP mandates its fund managers to follow a set of internal Responsible Investment Guidelines. This strategic approach allows us to identify opportunities that align with our clients' values, while managing risks associated with companies failing to meet ESG standards. By embedding ESG considerations into our investment strategies, we enhance our reputation, attract new clients, and reduce sustainability risks. Our dedication to responsible investing and long-term value creation highlights our commitment to sustainable finance and enhances our standing as a market leader.

◦ **Risk Governance**

We maintain a dedicated framework and strategy for identifying, monitoring, and managing climate-related risks, which is fully integrated into our overall risk governance structure. Climate-related risks are governed under the oversight of the Risk Management Committee, which reports to the CSI Board. This committee ensures alignment with CSI Group's strategic objectives and oversees the integration of climate considerations into enterprise-wide risk processes. Risks are managed through a structured cycle of identification, assessment, mitigation, monitoring, and reporting. This is supported by "three lines of defence" model, with Risk Management Department coordinating efforts across global operations.

• **Metrics and Targets**

Sustainable finance projects and offerings represent one of our key metrics in evaluating our performance in capturing climate-related opportunities. In 2024, for example, our investment bank team underwrote 86 green, blue, social, and sustainability-linked bonds, raising over US\$21.98 billion. These efforts supported sustainable issuers in driving positive environmental and social impact.

We maintain rigorous monitoring of our greenhouse gas ("GHG") emissions portfolio, by strengthening our data management practices, and ongoing initiatives to enhance data completeness and reliability, therefore enabling us to manage, analyse and evaluate GHG emissions and reduction measures. During the Reporting Period, the CSI Group has exhausted 5,387.66 tonnes of carbon dioxide equivalent ("tCO₂eq"). For more detailed information on our GHG emissions portfolio, please refer to the section of "Emissions" in the "Green Operation" chapter of this report.

HUMAN CAPITAL



Our people are at the heart of the CSI Group's connection with stakeholders and the driving force behind our long-term success. We are dedicated to nurturing a supportive, inclusive, and high-performing workplace that prioritises employee well-being, fosters continuous development, and empowers individuals to realise their full potential.

In This Chapter

- **Caring for Employees**
- **Well-being and Benefits**
- **Developing Talents**
- **Diversity and Inclusion**



HUMAN CAPITAL

• Caring for Employees

Our human capital constitutes the most vital assets of our organisation. We acknowledge the critical importance of nurturing an inclusive and supportive workplace that enables the professional advancement and career development of our employees.

At CSI, we remain committed to offering a complete range of benefits to all employees, encompassing both permanent and temporary personnel. These benefits include but are not limited to:

- **Leave benefits:** Our leave benefits include paid time off, sick leave and vacation days to allow employees to balance work and personal responsibilities.
- **Healthcare coverage:** Our healthcare benefits include medical and dental plans to support the overall well-being of our employees.
- **Life, personal accidental death and disablement plans:** We provide financial protection for employees in the event of unexpected circumstances.
- **Parental leave:** We have established maternity and paternity leave programmes to provide support for new parents.
- **Retirement benefits:** We offer a range of retirement benefits to help employees plan for their long-term financial security.

While the composition of these benefits may vary across our different locations, comprehensive information can be found in the local Employee Handbooks for each of our offices. We believe that offering a substantial benefits package represents a fundamental component of fostering a nurturing and inclusive workplace. By guaranteeing employee access to diverse benefits, we empower them to flourish in both their personal and professional lives, thereby enhancing their holistic well-being, career fulfilment, and achievements within the organisation.

Building a sustainable workforce that consistently creates value for clients is a core priority. To achieve this, offering competitive compensation and benefits packages is essential. Our salary structures are regularly benchmarked against industry standards to maintain market competitiveness and attract exceptional talent. Additionally, we have implemented a comprehensive Performance Management System deployed organisation-wide to annually evaluate both technical skills and behavioural competencies across all staff levels. This framework allows us to recognise individuals who are surpassing expectations, as well as those whose performance has not met our organisational goals. By regularly evaluating employee performance against key performance indicators (“KPIs”), we can make informed decisions regarding compensation, promotions, and development opportunities. This enables us to acknowledge our top achievers, while providing focused support and guidance to those who may require extra coaching or training.

HUMAN CAPITAL

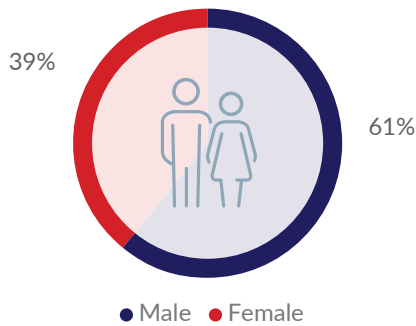
Our Remuneration Policy follows a total compensation approach, incorporating performance-based bonuses determined through our standardised appraisal methodology. Employees are evaluated against role-specific KPIs and core competencies that align with our company's values and guiding principles. This ensures an equitable and merit-based evaluation of each employee's contributions and helps us to effectively motivate and recognise our top-performing employees.

Ensuring proper working conditions and complying with minimum age requirements is another main priority. We implement strict procedures to ensure that all employees are of legal age and that their work is conducted

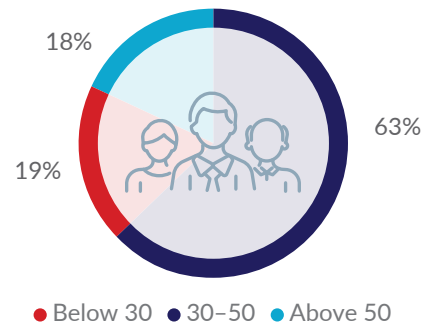
voluntarily without coercion. To support these workforce criteria, our managers and employees are constrained by the policies and guidelines set forth in our CSI Code of Conduct and Employee Handbook, which helps cultivate a culture of trust, accountability, and compliance, values that are fundamental to our long-term success.

As of 31 December 2024, the Company employed a total workforce of 2,113 individuals. The majority of the Company's workforce consisted of full-time employees and temporary employees. We also engage with non-employee workers including but not limited to 62 account executives and outside contractors in 2024. The distribution of employees based on gender, age group, employee grade, and employment type are detailed below.

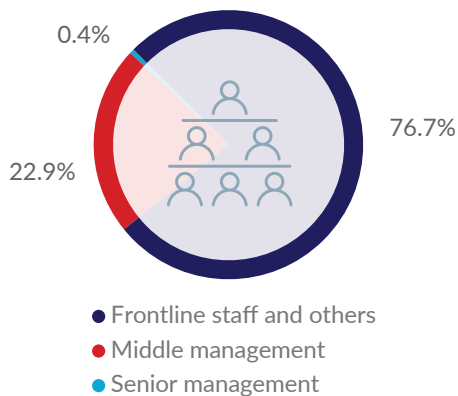
Gender Distribution



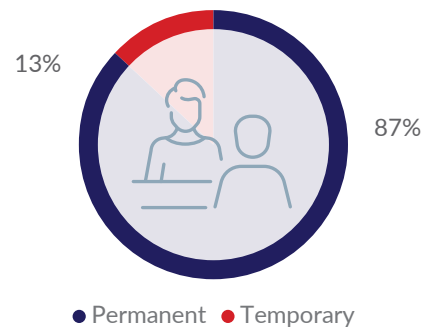
Age Group Distribution



Employee Grade Distribution

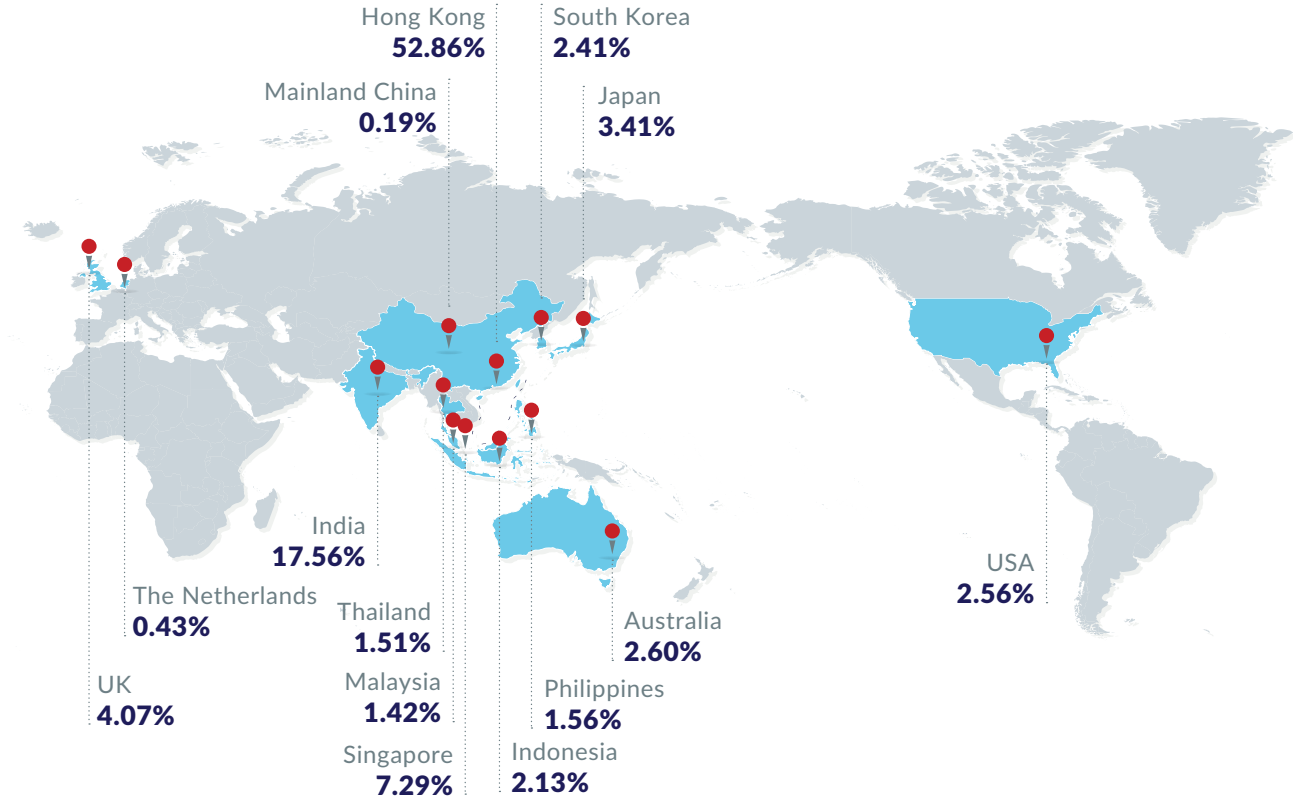


Employment Type Distribution



HUMAN CAPITAL

The geographical locations of our employees:



• Recruitment, Retention and Promotion

At CSI, we have clearly defined and communicated our policies and practices governing all aspects of employment. Our Employee Handbook serves as a primary guide for all staff members, detailing employment policies across key areas such as compensation, termination, recruitment, promotion, working hours, rest periods, equal opportunity, anti-discrimination, and other benefits and welfare. Each employee receives a personalised employment contract specifying their unique terms, covering wages, benefits, and termination clauses. Additionally, our employees are required to submit a declaration form annually, formally acknowledging their understanding of our Code of Conduct and Employee Handbook. All employees are required to participate in periodic update sessions on compulsory policies and benchmarks, ensuring ongoing awareness and compliance with our company's regulations.

HUMAN CAPITAL

◦ **Talent Recruitment**

At CSI, our recruitment process is designed to uphold the highest standards of integrity and compliance. Our comprehensive hiring process requires written employment offers with full terms and conditions, along with mandatory verification of legal work eligibility through government-issued documentation. We conduct thorough background screenings – including civil, criminal, and employment history checks – for all candidates prior to onboarding. These verifications extend to educational credentials, professional licenses, and media records to ensure complete transparency. By maintaining transparent and ethical hiring standards, we safeguard against unlawful labour practices while building a qualified, responsible workforce.

◦ **Talent Retention and Promotion**

We believe that retaining and developing our talent is essential to the continuous success and development of our business. Our Human Resources Department oversees recruitment with efficiency and fairness, partnering with business leaders to identify and onboard outstanding professionals. With operations spanning 13 countries, we maintain a competitive edge in talent attraction while fostering a positive industry reputation.

We prioritise nurturing and promoting our staff internally before considering external candidates for new opportunities. As part of our candidate sourcing strategy, all job openings are first advertised internally via our Job Opportunities@CLSA intranet portal, which is accessible to all employees. This approach encourages career mobility and empowers staff to advance within the organisation. In addition, we have executed talent development and promotion practices to identify and reward individual distinguished performance, with the target of providing meaningful career progression pathways and promoting a culture of excellence across the Company.

Our Performance Management Exercise provides a clearly defined structure that allows employees to share performance feedback and personalised development plans. This approach facilitates continuous performance assessment while simultaneously functioning as an instrumental resource for advancing the career trajectories of our staff.

◦ **CITIC CLSA Internship Programme**

Nurturing future industry leaders stands as a fundamental focus at CSI. This dedication manifests through our distinguished CITIC CLSA Internship Programme – a two-month international finance internship initiative operates across 13 countries – representing the initial phase of our talent pipeline development. Designed for final-year and penultimate-year university students, the programme offers practical exposure to our operations while establishing foundations for successful careers in financial services.

HUMAN CAPITAL

• Employee Well-being

We are committed to facilitating a workplace that promotes physical and mental health. As such, we have founded the Employee Assistance Programme (“EAP”), providing employees who need help coping with personal difficulties or life challenges in a confidential environment.

Furthermore, we conduct educational seminars and workshops to empower our employees to take proactive steps measures in enhancing their well-being.

Championing Spinal Health and Holistic Well-being

We place employee well-being at the heart of our workplace culture. To foster a healthier, more resilient workforce, we launched Spine and Back Health Days across our offices, an immersive experience designed to raise awareness, prevent injuries, and promote long-term musculoskeletal health. This initiative blended cutting-edge technology with personalised support and interactive engagement:

- **Digital AI Spine Scanning:** Employees benefited from advanced AI imaging that delivered real-time posture analysis and identified potential musculoskeletal concerns, enabling early intervention through tailored, data-driven insights.
- **Body Movement Digital Game:** A digitally gamified experience helped boost focus, coordination, and core strength, reinforcing healthy movement patterns through a fun and dynamic format.
- **3D Body Scanning and Expert Consultation:** Professional physiotherapists provided in-depth consultations based on full-body scans, offering bespoke guidance on spinal alignment, posture optimisation, and injury prevention.
- **Guided Stretching Session:** Led by wellness experts, the session encouraged muscle relaxation and mobility, while fostering camaraderie and instilling daily habits for spinal care.



Empowering Wellness Through Health Talk Series

As part of our holistic approach to employee well-being, we launched a curated Health Talk Series, a range of virtual sessions designed to promote physical, mental, and emotional wellness. Delivered by industry experts, these talks offered practical strategies to support healthier lifestyles and a more resilient workforce. Key highlights include:

- **Positive Mind and Body Stretch:** A highly interactive session teaching deskercise techniques to counteract prolonged sitting. Employees learned how small, mindful movements can improve posture, relieve muscle tension, and support a more positive mindset throughout the workday.
- **Healthy Matters, 10 Health and Fitness Myths:** Led by seasoned fitness professionals, this myth-busting session challenged popular misconceptions about nutrition, workouts, and recovery. Participants received science-backed tips to optimise their health habits and maximise fitness outcomes.
- **Maximising Happiness and Productivity through Better Sleep:** This talk explored the vital connection between sleep quality, stress management, and mental clarity. Practical strategies were shared to help employees build sustainable sleep routines that enhance both well-being and workplace performance.

Additional talks covered topics such as hair health, mental well-being, healthy diet, and Chinese medicine remedies for childhood eczema. Together, the Health Talk Series reflects our continued dedication to fostering a culture of care, where the well-being of our employees and their families remains a top priority.

• Health and Safety

Protecting the health and safety of everyone who interacts with our company continues to be of paramount importance to us. We strictly comply with Occupational Health and Safety (“OHS”) regulations and implement industry-leading standards throughout our operational activities. By adopting sustainable practices that reduce environmental, health, and safety risks, as well as prompt response to work incidents and emergencies, we strive to foster a workplace that supports environmental-friendly operations and promotes employee well-being. In addition, we are committed to maintaining smoke-free environments in the office zones, with regular cleaning, pest control, fan coil unit and carpet cleaning conducted to ensure excellent indoor air quality.

Alongside our OHS practices, we offer comprehensive healthcare and pension plans for our permanent staff, tailored to local market standards and ensuring compliance with statutory requirements across various office locations.

HUMAN CAPITAL

• **Developing Talents**

We believe that fostering our employees' professional growth is essential to our achievements, and we actively promote opportunities for personal advancement to enhance both productivity and expertise. Our L&D initiative, a core component of our Human Resources team, plays a central role in nurturing a vibrant culture of continuous learning across the Company.

Guided by our dedication to employee advancement, we offer a wide range of internal and external training and development opportunities to employees at all levels, irrespective of gender, age, employment terms, or job function. Our L&D Team collaborates closely with various business units and departments to identify skill deficiencies and training requirements, ensuring the design of customised and effective programmes that meet the unique demands of our workforce.

Our L&D catalogue is structured around three key focus areas: personal effectiveness, technical effectiveness, and management skills. By supporting our people to take initiative in shaping and driving their own career development, we equip them with the core skill competencies needed to take on significant roles and responsibilities within the Company.

The following outlines our core L&D programme offerings:

1. **Firmwide Training Programme:**

A series of 1-hour webinars covering both technical and interpersonal skills, aiming to foster employees' professional and personal growth

2. **Management Essentials:**

A programme specifically designed for people managers, equipping them with essential principles and skills in managing staff performance, such as motivating, delegating, and aligning with performance goals

3. **Junior Training Programme:**

A programme tailored for junior-level employees to enhance their personal effectiveness and technical skills

4. **Departmental Training Programme:**

Provides guidance on designing customised programmes based on department-specific needs, such as functional technical skills and team-building initiatives

In addition to providing various professional training programmes, we offer regular environmental awareness training to deepen employees' understanding and foster their engagement in external sustainability efforts.

By delivering various strategic training programmes for our employees, we aim to develop a skilled team prepared for future challenges, nurture an environment of ongoing professional development and talent retention, create pathways for career advancement for promising employees, and promote interdisciplinary collaboration and knowledge-sharing company-wide. Through investing in the abilities of our people, we are positioning ourselves for long-term success and making sure that our employees are well prepared to adapt to the evolving demands of our industry.

HUMAN CAPITAL

• Mandatory Online Training

To maintain adherence to legal and regulatory requirements across our global operations, we provide mandatory training programmes through our e-learning portal. These internally developed modules cover the following key areas:



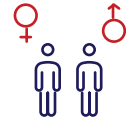
Global Financial Crime



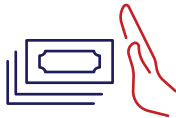
IT Security



Operational Risk



**Sexual Harassment –
Recognise, Respond,
Respect**



Anti-Bribery and Corruption



CLSA SFC Best Execution

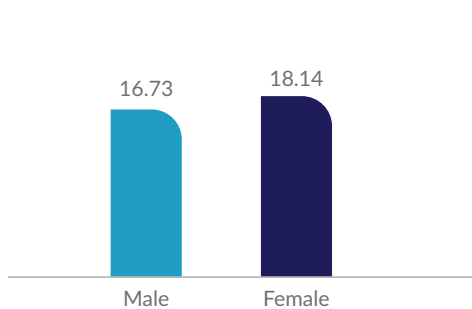


Conflicts of Interest

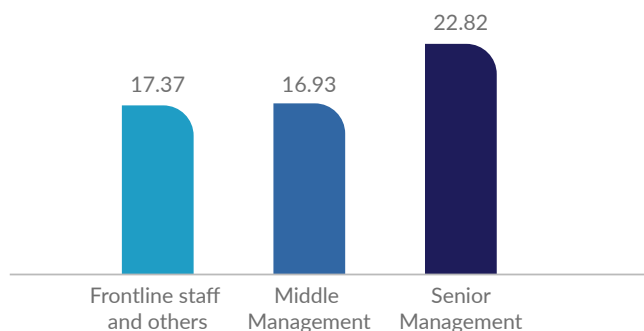
• Development Programmes

In 2024, 100% of our employees received training. A total of 43,488 training hours were provided, averaging at 17.29 training hours per employee. The graphs below provide a detailed overview of the training hours across different categories.

Average training hours by gender



Average training hours by employee grade



HUMAN CAPITAL

We are committed to nurturing continuous professional growth for all our employees. Hence, we motivate full-time staff to engage in various educational and training programmes that build their capabilities while driving organisational effectiveness and business performance. Qualified team members may request financial support for certified L&D initiatives.

Additionally, the Company demonstrates care for employees' post-career well-being as they near retirement age or relevant statutory retirement requirements. Our Human Resources team initiates contact with staff 6-12 months before their projected retirement date to facilitate transition planning. Those approaching retirement are equally encouraged to proactively consult with Human Resources to jointly prepare for this career phase, ensuring seamless progression. We remain devoted to offering comprehensive support and expert advice to guarantee a fulfilling transition into retirement for all employees.

• **Diversity and Inclusion**

We are devoted to cultivating a workplace that embraces diversity and inclusion while guaranteeing fair employment opportunities throughout our organisation. We rigorously comply with all equal opportunity and anti-discrimination laws across our operating regions, maintaining practices that align with the most stringent ethical guidelines.

Our recruitment process reflects our dedication to providing equitable consideration to every employment candidate. Additionally, our Equal Opportunity and Anti-Discrimination Policy guides our efforts to prevent discrimination based on gender, gender identity, age, marital status, family responsibilities or pregnancy, religion, political convictions, non-relevant criminal record, sexuality, sexual orientation, carer's responsibilities, national or ethnic origin, trade-union status, disability, or physical appearance. This policy is incorporated into our Employee Handbook, emphasising our dedication to promoting diversity and inclusion. Additionally, our Code of Conduct features an Equal Opportunity Declaration, affirming our pledge to protect employees, job applicants, clients, and other stakeholders from any form of illegal discrimination, harassment, or unfair treatment.

• **Diversity and Inclusion Training**

Diversity and inclusion are fundamental to CSI's core values and business strategy. In support of this commitment, we have introduced an in-house Diversity and Inclusion Training Programme as a mandatory course for all new joiners. The training encompasses a broad range of topics to foster a more inclusive and equitable workplace, including but not limited to:

- Respectful and Inclusive Workplace
- Cross-cultural Communication
- Understanding the Benefits of Diversity
- Diversity and Discovering Unconscious Bias

By strengthening participants' skills and understanding in these momentous areas, the training aims to promote a diverse and inclusive workplace where all employees have opportunities to succeed regardless of their background.



GREEN OPERATION

CSI remains committed to managing the environmental impact of its operations by continually identifying opportunities to reduce our footprint and embed sustainability into everyday business practices.

In This Chapter

- **Environmental Management**
- **Energy**
- **Emissions**
- **Waste**
- **Green Activities**



GREEN OPERATION

As sustainability becomes an essential pillar of modern corporate responsibility, CSI recognises the importance of aligning our operations with environmentally sound principles. We are committed to integrating green practices throughout our daily workflows and minimising our environmental impact wherever possible.

Our approach is built on collaboration. Internally, we cultivate a culture of environmental awareness by engaging employees at all levels and encouraging innovative, responsible behaviour. Externally, we work alongside business partners and local communities to exchange good practices and co-develop solutions that support long-term sustainability.

• **Environmental Management**

Environmental stewardship lies at the very core of the CSI Group's operational philosophy. In 2007, CSI proudly became one of Asia's earliest brokerage and investment groups to attain ISO14001 certification. Since then, we have systematically rolled out our ISO14001-certified Environmental Management System ("**EMS**") across most of our offices, integrating EMS requirements into our business processes as appropriate. Maintaining this prestigious certification requires stringent annual audits in Hong Kong, supplemented by triennial assessments at our regional sites. Beyond mere compliance, we proactively define and pursue environmental targets closely aligned with our overarching sustainability ambitions, supported by internal and external issue monitoring and stakeholder considerations. These targets undergo a thorough annual review, underpinning our unwavering commitment to continuous advancement and securing our leadership position in sustainable finance practices.



Embracing our guiding philosophy of "Clean & Green", we have crafted a robust Environmental Policy, endorsed by senior management and aligned with our strategic direction, that serves as the compass for steering all our business operations toward greater sustainability. This policy captures a wide range of initiatives aimed at embedding environmentally responsible practices within the CSI Group.

GREEN OPERATION



Laws and Regulations

Identifying and complying with all compliance obligations including local environmental legislation and regulations, and other applicable requirements to which the company follows, while continually seeking to improve its environmental performance wherever possible.

Sustainable Operation

Operating our facilities and delivering services in a sustainable manner. We strive to protect the environment by determining and adopting optimal practices to conserve energy and resources, allowing us to minimise pollution and achieve continuous sustainable improvement.



Environmentally Friendly Workplace

Maintaining an environmentally sound and employee-friendly workplace by implementing beneficial environmental work practices and taking appropriate measures to minimise environmental, health, and safety risks, and provide a prompt response to accidents and emergencies.

Environmental Awareness

Providing regular training to enhance environmental awareness and understanding, and actively participating in external environmental activities.



Continuous Monitoring

Utilising monitoring programmes to assess and analyse our environmental performance, communicating our environmental commitment and achievements through annual reports which are distributed to stakeholders.

Active Cooperation

Seeking active cooperation in improving attitudes towards environmental issues within the communities we operate in.



CSI continues to advance its sustainability agenda through strategic participation in the GPP led by Swire Properties – a collaborative framework that aligns landlords and tenants around measurable environmental objectives. Our sustained efforts under this programme have earned us Silver status for three consecutive years, underscoring our commitment to environmentally responsible practices.

GREEN OPERATION

In parallel, we actively engage in the GPP Academy, a technical platform designed to deepen institutional capabilities in sustainability management. Through targeted training and peer benchmarking, the programme provides us with data-driven insights and practical methodologies to enhance environmental performance – particularly in reducing carbon emissions, optimising resource efficiency, and supporting long-term decarbonisation across our office operations.

• Energy

Energy consumption is a critical contributor to our environmental footprint, and reducing it is fundamental to our sustainability journey. With more than 60% of our total GHG emissions attributed to scope 2 energy indirect emissions, the CSI Group recognises the urgent need to address energy use across our operations. In response, we have embedded energy efficiency as a guiding principle in our daily practices.

A testament to this commitment is our headquarters at One Pacific Place, which has been awarded Platinum certification under the Leadership in Energy and Environmental Design (“**LEED**”) by the US Green Building Council, reflecting our high-performance standards in environmental design.

Electricity usage across our offices remains a core focus area. Our global locations have been progressively adopting sustainable design measures to manage consumption more effectively. These include:

- Transitioning to LED lighting tubes for enhanced energy performance;
- Introducing motion sensors on office floors to regulate lighting based on occupancy;
- Installing timers on water boilers to prevent unnecessary power usage; and
- Activating energy-saving modes on personal computers and shared equipment during non-active hours.

To reinforce these practices, educational signage has been placed throughout office areas to encourage employees to adopt energy-efficient habits. Additionally, our administration department monitors group-wide electricity usage and flags abnormal spikes to the relevant divisions/departments, enabling prompt investigation and corrective action where necessary.

New York and London Offices
100% electricity from Green-e Certified RECs and REGO-backed supply respectively

GREEN OPERATION

Our efforts are also reflected in the initiatives of individual offices. For instance, our Sydney office, located in a carbon-neutral certified building, has implemented solar energy systems and thermal storage solutions, resulting in a 5.0 Star NABERS Energy Rating (6.0 stars with greenpower).

Meanwhile, in New York, our office operates in a building equipped with a supplemental ice storage system, a first of its kind in the city. This innovative setup involves producing ice during off-peak night-time hours using a dedicated chiller, which is then used for daytime cooling, thereby significantly reducing power usage when grid emissions are typically higher. In addition, 100% of the electricity consumed by our New York office is backed by a Green-e Certified REC.

Moreover, our London office, housed in the greenest building in Europe, features London's highest solar panels generating renewable energy. Its dynamic exterior with light-responsive blinds reduces cooling demand by 5%, while 60% of annual heat needs are met by recycling heat rejection from the cooling system. Passive design and responsive systems contribute to a 26.5% carbon emissions reduction. The building also saved 5,000 tonnes of CO₂ and uses 30% less structural carbon compared to the London benchmark.

Beyond energy-saving technologies, we also prioritise sustainability in procurement. When renovating our workspaces, we place emphasis on selecting environmentally responsible materials and energy-efficient fixtures, supporting a broader shift toward low-impact office environments.

Energy Consumption	Unit	2024
Total	kWh	5,965,479.39
Non-renewable electricity purchased	kWh	5,332,414.57
Off-site renewable electricity purchased	kWh	421,904.56
Diesel	kWh	20,485.06
Petrol	kWh	181,416.23
Liquified Petroleum Gas	kWh	9,258.98
Intensity	kWh/m²	170.77

GREEN OPERATION

• Emissions

As part of our continued commitment to environmental stewardship, we remain focused on reducing both GHG emissions and air pollutants. We recognise the urgency of climate-related challenges and are dedicated to playing an active role in mitigating our environmental impact.

◦ GHG Emissions

Our business activities result in the emission of various greenhouse gases, including carbon dioxide, methane, nitrous oxide, and hydrofluorocarbons. In line with our commitment to transparency and environmental accountability, we have included Scope 3 emissions in our reporting scope since 2022. Looking ahead, we aim to further enhance the comprehensiveness of our emissions reporting in alignment with the GHG Protocol, reinforcing our dedication to responsible and sustainable practices.

For details of the GHG emissions during the previous reporting period, please refer to the section of “Appendix – Summary of Sustainability Indicators”.

GHG Emissions ²	Unit	2024
Total	tCO₂eq.	5,387.66
Scope 1	tCO ₂ eq.	60.65
Scope 2 ³	tCO ₂ eq.	3,284.69
Scope 3	tCO ₂ eq.	2,042.31
– Electricity used for freshwater processing	tCO ₂ eq.	0.64
– Electricity used for sewage processing	tCO ₂ eq.	0.32
– Business air travel	tCO ₂ eq.	2,041.34
Intensity	tCO₂eq./m²	0.15

² In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased or acquired electricity, heating, cooling, and steam consumed within the Group. Scope 1 and Scope 2 GHG emissions are consolidated using the operational control approach. Scope 3 GHG emissions cover other indirect emissions from electricity used for processing fresh water and sewage as well as business air travel by employees.

³ All electricity consumption in our New York and London offices is 100% matched by renewable energy instruments, through RECs in New York and REGO-backed supply in London, which corresponds to GHG emission of 137.14 tCO₂eq.

GREEN OPERATION

◦ Air Emissions

Given the nature of our business, air emissions are primarily generated by our internal fleet, which currently relies on fossil fuels. These vehicles emit air pollutants such as nitrogen oxides (“**NO_x**”), sulphur oxides (“**SO_x**”), and respiratory suspended particles (“**RSP**”), which can negatively affect air quality and public health. To address this, we plan to gradually phase out our fossil-fuelled vehicles and transition to hybrid or electric alternatives. This strategic shift is aimed at significantly reducing our air emissions and supporting a cleaner, healthier environment in the communities where we operate.

Air Emissions	Unit	2024
NO _x	kg	65.31
SO _x	kg	0.32
RSP	kg	6.22

• Waste

While the CSI Group is not a waste-intensive business by nature, we recognise our responsibility in managing both hazardous and non-hazardous waste generated across our operations. Guided by the 3R principle – Reduce, Reuse, Recycle – we are committed to integrating these sustainable waste practices into our daily workflows.

Waste	Unit	2024
Hazardous Waste		
Total hazardous waste generated	kg	15,842.10
Intensity	kg/m ²	0.45
Non-hazardous Waste		
Total non-hazardous waste generated	kg	67,373.00
Intensity	kg/m ²	1.93

Our hazardous waste mainly includes batteries, toner cartridges, and electronic devices. These items are properly collected and treated by licensed waste management providers in full compliance with environmental regulations. Our non-hazardous waste, such as domestic refuse, metals, plastics, and paper, is responsibly sorted and recycled when possible, to reduce landfill impact.

GREEN OPERATION

As part of our efforts to reduce office waste, water filtration systems have been installed in most of our offices, removing the need for plastic water dispensers. This environmentally conscious initiative not only reduces dependence on large plastic bottles but also lowers the emissions associated with their transportation. We have also reduced the number of rubbish bins in our offices, a deliberate step to encourage staff to develop more sustainable habits and heighten environmental awareness in the workplace.

Promoting a green office culture remains central to our operations. We continue to optimise our internal processes by adopting digital platforms for sharing non-confidential documents and materials, which significantly cuts down on paper use. In addition, our responsible printing system reinforces sustainable office practices by encouraging conscious and controlled use of waste-heavy resources such as printing paper and ink cartridges.

In parallel, we support the Hong Kong government's regulatory ban on a wide range of disposable plastic items, including the prohibition of plastic straws and cutlery for takeaway services. To align with this initiative, we provide reusable chopsticks and cutlery across our offices, further reducing single-use waste in our daily operations. Our Hong Kong office also takes part in the annual Electronic Waste Recycling Campaign, enabling both employees and the office to donate used electronics to NGOs for refurbishment or proper recycling.

Furthermore, we work closely with our property manager, Swire Properties, which demonstrates strong environmental stewardship through its in-building recycling initiatives. These efforts include the collection and recycling of coffee grounds, coffee capsules, food waste, fluorescent tubes, and toner cartridges. Our continued collaboration reflects a shared commitment to sustainability and responsible waste management.

Of this total,
16,663 kg of
non-hazardous waste
was successfully
recycled in 2024

GREEN OPERATION

- **Green Activities**

A central part to our sustainability mission is the steadfast dedication to cultivating a culture of environmental responsibility across the CSI Group. We actively inspire and involve our employees in diverse green initiatives, aiming not only to deepen their awareness of key environmental challenges but also to encourage the adoption of sustainable lifestyle practices.

Low-Carbon and Sustainable Living Promotion

In 2024, we launched a series of workshops to promote sustainable lifestyle choices among staff, with a special focus on our **Low-Carbon Vegan Cooking Workshop**. This hands-on event, held in support of Earth Hour, engaged participants in preparing plant-based meals designed to reduce environmental impact. By providing practical skills and raising awareness of low-carbon food choices, the workshop successfully encouraged employees to adopt more sustainable eating habits.

In addition to this flagship programme, we also hosted the **Summer Vegan Cooking**

Workshop and the **Eco-Friendly Toilet Bomb Workshop**, further supporting our commitment to eco-friendly living and green workplace culture.



Environmental Awareness Campaigns

We actively participate in global movements to raise environmental awareness and encourage collective climate action across our offices worldwide.

A flagship initiative in 2024 was Earth Hour, our offices in Amsterdam, Bangkok, Hong Kong, Jakarta, Kuala Lumpur, London, Manila, Mumbai, Seoul, Shanghai, Singapore, Sydney, Tokyo, and the U.S. turned off non-essential lights and electrical devices from 8:30 PM for one hour. This symbolic gesture underscored our commitment to addressing climate change and biodiversity loss.

GREEN OPERATION

Upcycling and Eco-Creative Workshops

In 2024, we hosted a series of creative upcycling workshops to encourage low waste living and environmental awareness among our employees. A highlight was the **Massage Bar Workshop**, where participants crafted solid lotion bars using sustainable materials, promoting greener personal care habits.



Other engaging workshops included the **Zero-Waste Corn Husk Flowers Workshop**, **Mandala Art Workshop**, **Eco-Resin Tray Workshop**, and the **Chinese New Year Paper Fan Workshop**, each encouraging the creative repurposing of materials and inspiring responsible consumption.



Community Support and Circular Resource Initiatives

As part of our green commitment, we support environmental sustainability by reducing waste and promoting resource circularity through community-focused activities. A key initiative was our **Meal Preparation at Food Angel programme**, where volunteers helped transform surplus food from the industry into nutritious meals for those in need across Hong Kong, reducing food waste while supporting local communities.

Other activities included **Surplus Food Collection and Distribution for Earth Day** in collaboration with the Food Commons Foundation, and a **Soap Recycling Workshop**

and Home Visits with Soap Cycling, where recovered hotel soaps were repurposed and delivered, alongside fresh fruit to elderly residents, combining environmental action with compassionate outreach.



COMMUNITY ENGAGEMENT



CSI is dedicated to contributing meaningfully to the communities around us. We channel our efforts into uplifting those in need and advancing social inclusion, reflecting our broader commitment to generating positive social impact by building a more supportive and diverse society.

In This Chapter

- **Building a Stronger Community**
- **Social Inclusion**
- **Social Well-being**
- **Youth Education and Support**
- **Environmental and Sustainable Development**



COMMUNITY ENGAGEMENT

CSI is committed to creating meaningful, positive changes in the communities where we operate. Our Community Outreach Team spearheads these efforts by strategically identifying impactful opportunities aligned with our core focus pillars: “Youth Education,” “Diversity and Inclusion,” “Poverty Alleviation,” and “Environmental and Sustainable Development.” Through implementing diverse community programmes, we strive to assist vulnerable populations, strengthen our corporate standing, support business growth, and ultimately contribute to building a more equitable society while establishing an enduring positive impact.

Our employees are central to this mission. We are delighted to report that our employees volunteered 1,400+ hours in 2024 to support meaningful causes. Through our worldwide office network, we actively participate in various community outreach initiatives that empower our employees to dedicate their time and skills to impactful local projects.

Our philanthropic efforts are guided by our Corporate Donation & Sponsorship Policy, which ensures our interaction with the companies and events that align with our business and ESG strategy. In 2024, we were honoured to receive awards from multiple organisations, including “Exceptional Corporate Partner” from Caritas Hong Kong. Notably, 2024 marks the 10th consecutive year that the Company has been awarded the “Caring Company” recognition.

To foster employee engagement, we provide two days of paid volunteer leave each year. Employees can use this time to support CITIC CLSA Trust projects, take part in charity events or engage in community outreach activities. We wholeheartedly believe that by giving our employees opportunities to connect with their communities, it helps cultivate a sense of purpose, and contribute to the development of a stronger and more resilient society.

Total volunteer hours in 2024
1,400+ hours

Number of volunteers in 2024
500+ employees

COMMUNITY ENGAGEMENT

Although most volunteer activities are arranged for weekends, we actively encourage our employees to utilise their volunteer leave to engage with the community, which aims to create a culture of giving back and inspire others to join us in building a meaningful and positive impact.

CITIC CLSA Trust

Founded in 2006, the CITIC CLSA Trust (the “Trust”) offers financial and human resources to assist underprivileged individuals, groups, and communities in Asia, Australia, Europe, and the Americas. Since its establishment, the Trust has donated US\$30+ million to more than 120 grassroots charities globally, contributed to 150+ projects and positively impacted the lives of over half a million individuals.

Centred on poverty alleviation and educational advancement, the CITIC CLSA Trust strives to unite ideas, people and communities to drive positive social progress. In collaboration with PLK, we supported the Youth Mental Health Programme, which is designed to raise awareness on mental health among young people in Hong Kong and equip them with the necessary tools to cope with mental health challenges. Funded by the Trust’s HKD 737,000 donation last year, the programme spans from February 2024 to March 2025, and is expected to benefit more than 101,000 people.



COMMUNITY ENGAGEMENT

• **Building a Stronger Community**

At the heart of our mission lies a steadfast commitment to fostering inclusive communities and promoting social well-being. We support initiatives that advance social inclusion, improve community well-being, and deliver compassionate support to vulnerable populations. Through these endeavours, we aim to create shared value for communities, providing every individual with the opportunities to thrive and achieve their utmost potential.

◦ **Social Inclusion**

CSI is devoted to supporting the disadvantaged, as well as advocating for social equality and inclusivity. During the Reporting Period, CSI partnered with Grassroots Future to host a special handbag-making workshop in observance of Refugee Week, establishing an impactful platform for cross-cultural exchange and social inclusion. The workshop featured two skilled refugee artisans who led CSI employees through the creative process, facilitating a meaningful two-way exchange of both craftsmanship and cultural perspectives. Employees actively engaged in the creative process while having the opportunity to support Grassroots Future's programmes through donations. By facilitating such personal connections and valuing refugee talents, this initiative demonstrates CSI's commitment to building an inclusive culture that celebrates diversity and creates tangible social impact. In addition to the above-mentioned activities, we also supported other community programmes throughout 2024 that provided aid to promote social inclusion. These programmes include:

- *Track Training with Refugees*
CSI volunteers joined running sessions organised by RUN Hong Kong, an HK NGO focus on supporting vulnerable refugees, training alongside individuals from vulnerable communities. This shared experience not only promoted physical well-being but also cultivated a sense of belonging – supporting social integration and mutual understanding through the power of sport.
- *Birthday Celebration for Ethnic Minority Children*
Partnering with Caritas Hong Kong, we hosted joyful birthday celebration for ethnic minority children in Ngau Tau Kok, primarily of Pakistani descent. Through interactive games, performances, and the sharing of halal snacks and Urdu songs, the event fostered cultural appreciation and community connection.
- *Table of Two Cities – Food and Culture Sharing*
CSI collaborated with Grassroots Future to host “Table of Two Cities”, a cultural dining experience led by an Egyptian refugee chef. By using food as a medium for storytelling and connection, the initiative empowered refugees while deepening cross-cultural understanding. The proceeds supported education and welfare programmes to aid long-term integration.

COMMUNITY ENGAGEMENT

- *Empathy in Action – Supporting Animal Care*
In partnership with the HK Saving Cat and Dog Association, we helped foster an animal-friendly society at a stray cat shelter through hands-on care and compassionate engagement. Beyond their duties, our volunteers spent meaningful time with the cats, showing that compassion transcends all boundaries.
- *Championing Inclusion Through Adaptive Sports*
CSI volunteers took part in the Inclusive Kin-Ball Cup 2024, where individuals of diverse abilities came together in unified teamwork. The event highlighted how inclusive sports can transcend physical limitations, promote empathy, and build stronger, more connected communities.

At CSI, we view festivals as catalysts for social inclusion – actively bridging divides by creating shared joyful experiences across socioeconomic groups. Our 2024 festive initiatives specifically engaged communities through following activities:

- *Mooncake Sharing with the Community*
To celebrate the Mid-Autumn Festival, CSI partnered with the People Service Centre to host a handmade mooncake workshop. The mooncakes were then delivered to underprivileged families and elderly residents in To Kwa Wan, spreading joy and festive cheer throughout the neighbourhood.

- *Helping Hand 2024 Father's Day*
We supported the Helping Hand “Father’s Day Gift Box” campaign, with all proceeds benefitting elderly care home services and enrichment activities. The initiative contributed to improving the well-being and daily lives of senior residents in long-term care.

Through these initiatives, we strive to delivering meaningful support, bringing joy to the underprivileged and marginalised communities, and cultivating a more compassionate and inclusive community.

- **Social Well-being**

Recognising the importance of promoting wellness and advancing positive social development within the local community, we remain committed to promoting social well-being and supporting the SDGs. In 2024, CSI organised various food distribution and donation programmes to contribute towards these goals. For Earth Day 2024, CSI’s Hong Kong office partnered with the local charity Food Commons Foundation to launch a surplus food collection and distribution programme. Our overseas offices, including those in Korea and Singapore, also organised multiple food donation events. Our volunteers collected and distributed free food to marginalised communities. These programmes not only reduce food waste but also support vulnerable populations, demonstrating how environmental sustainability and social welfare can work hand in hand.

COMMUNITY ENGAGEMENT

Through CSI's dedicated philanthropic endeavours, we have actively supported the community and empowered the underprivileged by engaging in a variety of programmes focused on improving community well-being and offering assistance to those in need, as well as demonstrating our commitment in promoting United Nations' Sustainable Development Goals. These programmes include:

- *Golden Glam Day: A Treat for Elders*
Our volunteers from Manila office visited the Anawim Lay Mission Foundation, providing haircuts, manicures/pedicures, and donating goodie bags filled with essential hygiene and wellness items for the elderly residents. The visit offered warmth, care, and a dignified experience.
- *3-Legged Charity Nordic Walk*
CSI employees took part in a unique 3-Legged Nordic Walk co-organised with Christian Action and the Hong Kong New Emerging Sports Association. The event raised support for underprivileged families, elderly residents, ethnic minorities, and children with disabilities in Qinghai.
- *Evening Charity Walk*
Collaborating with the Hanuman Charity Foundation to deliver food and essential supplies to homeless individuals. The initiative fostered empathy and awareness while offering immediate relief to those experiencing housing insecurity.

- *Moving Together for a Clearer Tomorrow*
CSI employees joined the Lifeline Express Charity Run/Walk, raising funds for blindness prevention and treatment programmes across mainland China. Whether running 10km or walking 3.5km, participants united for a sight-saving cause.

- **Youth Education and Support**

In our pursuit of a sustainable future, we recognise the importance of fostering youth education and providing career guidance. By ensuring access to quality learning environments and necessary support for young people, we aim to cultivate future leaders equipped with the knowledge and skills to tackle the challenges of tomorrow.

In March 2024, CSI employees actively participated in the "Spare a Lai-see" fundraising campaign organised by the Life Education Activity Programme ("**LEAP**") in 2024. The funds raised will support LEAP in developing new social and emotional learning curricula, empowering students to cultivate healthy relationships, enhance emotional management skills, and stimulate holistic well-being and personal growth.

This year, we continued our partnership in collaboration with Engineers Without Borders Hong Kong ("**EWB-HK**") to co-host "STEAM workshops" for children. These workshops aimed to introduce children to the interdisciplinary field of Science, Technology, Engineering, Arts, and Mathematics ("**STEAM**") via engaging hands-on activities and games. Serving as coordinators, CSI volunteers played a key role in guiding the children through the activities, encouraging their creativity, and inspiring them to explore the world of knowledge.

COMMUNITY ENGAGEMENT

We partnered with the charity OneSky to organise the vibrant “OneSky Sham Shui Po Charity Amazing Race” – a meaningful fundraising initiative combining adventure with community spirit. Against the backdrop of Sham Shui Po’s historic streets, our employee volunteers embarked on an immersive cultural journey, solving puzzles and completing missions that highlighted the district’s unique heritage while fostering community awareness. The event carried a special significance for youth support, as all proceeds funded essential “Baby Care Packages” for low-income families – providing crucial items like diapers and formula to help children thrive in their critical early development stages.



◦ Environmental and Sustainable Development

CSI is committed to nurturing a sustainable future for our planet. To reduce our environmental impact, CSI has been actively promoting sustainable practices among our staff both locally and globally through a range of awareness-raising initiatives.

The Green Earth Night Walk 2024

CSI employees joined the “Green Night Walk” fundraising event organised by local environmental NGO Green Earth. This nighttime initiative raised vital funds for environmental advocacy and education programmes, advancing zero-waste lifestyles and fostering ecological awareness across communities. Through this engagement, CSI aligned employee participation with meaningful climate action.



COMMUNITY ENGAGEMENT

Low-Carbon Vegan Cooking Workshop

We organised a low-carbon vegetarian cooking workshop as part of our commitment to environmental sustainability and green workplace culture. This engaging initiative demonstrated practical ways to support Earth Hour beyond just turning off lights, highlighting how daily food choices can significantly reduce our carbon footprint. More than just a culinary event, the workshop served as an educational journey, inspiring participants with insights into the profound environmental benefits of plant-based diets. Through such creative programming, we empower employees to translate sustainability principles into actionable habits.

Kayaking Coastal Cleanup

We hosted a coastal cleanup kayaking event in partnership with Green Hope Hong Kong. Volunteers first completed basic kayaking training before embarking on their mission in tandem kayaks equipped with garbage bags and gloves. Along the shoreline, they collected waste including plastic bottles, bags, foam, fishing nets and other debris.



Total Volunteer Hours
70 hours

Total Coastal Waste Collected
approximately
72 kg

COMMUNITY ENGAGEMENT

Hiking x Eco Cleanup

We partnered with local eco-organisation Green Hope Hong Kong for a scenic trail cleanup in Sai Kung. Guided by environmental experts, our team helped restore a 5-kilometre section of the Pak Kung Au to Upper Yiu Trail. Equipped with cleaning tools, volunteers removed approximately 26 kg of waste, creating a cleaner, safer path for hikers and wildlife alike.



Total Volunteer Hours
60 hours

Total Waste Collected
approximately
26 kg

INDEPENDENT ASSURANCE REPORT



ASSURANCE STATEMENT

SGS HONG KONG LTD'S REPORT ON SUSTAINABILITY ACTIVITIES IN CITIC SECURITIES INTERNATIONAL'S SUSTAINABILITY REPORT 2024

NATURE OF THE ASSURANCE

SGS Hong Kong Limited (hereinafter referred to as SGS) was commissioned by CITIC Securities International Company Limited (hereinafter referred to as CSI) to conduct an independent assurance of its Sustainability Report 2024 (hereinafter referred to as the Report).

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all CSI's stakeholders.

RESPONSIBILITIES

The information in the Report and its presentation are the responsibilities of the directors, governing body and the management of CSI. SGS has not been involved in the preparation of any of the material included in the Report. Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance with the intention to inform all CSI's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognised assurance guidance and standards and Assurance Engagements Other Than Audits or Reviews of Historical Financial Information is based on the International Standard on Assurance Engagements (ISAE) 3000 (Revised), issued by the International Auditing and Assurance Standards Board.

The assurance of this report has been conducted according to the following Assurance Standard:

Assurance Standard	Level of Assurance
ISAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information	Limited

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance data and information included the text and data in accompanying tables contained in the Report. Data and information were included in this assurance process during the period from 1st January 2024 to 31st December 2024.

Reporting Criteria

Global Reporting Initiative ("GRI") Sustainability Reporting Standards 2021 (In Accordance with)

SPECIFIED PERFORMANCE DATA AND INFORMATION INCLUDED IN SCOPE

1. Absolute GHG emissions (Scope 1)
2. Absolute GHG emissions (Scope 2)
3. Absolute GHG emissions (Scope 3)
4. Total GHG emissions (Scope 1, 2 and 3) intensity
5. Non-renewable electricity purchased
6. Off-site renewable electricity purchased

INDEPENDENT ASSURANCE REPORT

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, data sampling, documentation and record review, calculating and reporting the specified performance data and information. Raw data and supporting evidence of the selected samples were also examined during the verification process. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LIMITATIONS AND MITIGATION

The sustainability assurance engagement focuses exclusively on non-financial data, performance indicators, and claims relevant to the environmental, social, and governance (ESG) aspects outlined in the Report. Audited financial data, where referenced, are used solely in a comparative format to illustrate performance against ESG objectives, KPIs, and targets.

SGS has not verified or reviewed the underlying audited financial data, and no assurance is provided over such financial information. Accordingly, SGS disclaims any responsibility or liability for the accuracy or completeness of the financial data referenced in the Report.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in verification, testing, inspection and certification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirms our independence from CSI, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with IRCA EMS Principal Auditor, auditor of ISO 37001 & ISO 26000, nominated trainer of GRI Standards and experience of the SRA assurance service provisions.

ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance data and information and the reporting content included in the scope of assurance is not fairly stated and prepared, in all material respects, in accordance with the above mentioned reporting criteria.

We believe that CSI has chosen an appropriate level of assurance for this stage in their reporting.

Signed:

For and on behalf of SGS Hong Kong Limited



Miranda Kwan
Director
Business Assurance
25 August 2025
WW.SGS.COM

APPENDIX – SUMMARY OF SUSTAINABILITY INDICATORS

• Economic Performance

	Unit	2024	2023	2022
Direct economic value generated	USD million	2,262.52	1,602.31	1,414.35

• Environmental Performance⁽¹⁾

Air Pollutant Emissions^{(2) (3) (4)}	NO _x	kg	65.31	110.54 ⁽⁵⁾	8.98
	SO _x	kg	0.32	0.21	0.24
	RSP	kg	6.22	10.76 ⁽⁵⁾	0.66
GHG Emissions^{(2) (6)}	Total GHG emissions	tCO ₂ eq.	5,387.66	5,046.47 ⁽⁵⁾	4,107.48
	– Scope 1	tCO ₂ eq.	60.65	37.75 ⁽⁵⁾	43.32
	– Scope 2 ⁽⁷⁾	tCO ₂ eq.	3,284.69	3,405.59	3,521.82
	– Scope 3 ⁽⁸⁾	tCO ₂ eq.	2,042.31	1,603.13	542.33
	Intensity	tCO ₂ eq./m ²	0.15	0.15	0.13
Waste	Hazardous Waste ⁽⁹⁾				
	Total hazardous waste generated	kg	15,842.10	23,016.49	8,984.85
	Intensity	kg/m ²	0.45	0.68	0.28
	Non-hazardous Waste ⁽¹⁰⁾				
	Total non-hazardous waste generated	kg	67,373.00	66,970.00	64,534
	Intensity	kg/m ²	1.93	1.98	1.99
Paper	Total paper consumption	kg	10,440.00	12,354.00	4,262.00
	Intensity	kg/employee	4.94	5.65	2.00
Energy⁽¹¹⁾	Total energy consumption	kWh	5,965,479.39	5,995,673.85 ⁽⁵⁾	5,905,263.49
	– Non-renewable electricity purchased	kWh	5,332,414.57	5,316,899.37	5,747,177.14
	– Off-site renewable electricity purchased	kWh	421,904.56	546,402.37	
	– Diesel	kWh	20,485.06	31,764.43	158,086.35
	– Petrol	kWh	181,416.23	100,607.68 ⁽⁵⁾	
	– Liquefied Petroleum Gas	kWh	9,258.98	–	–
	Intensity	kWh/m ²	170.77	177.05	182.54
Water⁽¹²⁾	Total water consumption	m ³	1,476.36	1,511.72	1,094.10
	Intensity	m ³ /m ²	0.042	0.045	0.034

APPENDIX – SUMMARY OF SUSTAINABILITY INDICATORS

Notes:

- (1) Totals may not be the exact sum of numbers shown here due to rounding.
- (2) Emission factors for calculating air emissions and GHG emissions data from vehicles were made reference to “*How to Prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs*” (“**Appendix 2**”), published by the Hong Kong Exchanges and Clearing Limited (“**HKEX**”).
- (3) The actual distance travelled by company-controlled vehicles in South Korea office could not be retrieved. Please refer to our 2022 Report for more details.
- (4) Company owned and controlled vehicles were used in Mainland China, Hong Kong, Indonesia, Japan, South Korea and Thailand offices. Fuel consumption data were collected to calculate the SO_x emissions. Data on distance travelled by the vehicles were collected to calculate the emissions of NO_x and RSP.
- (5) Data have been adjusted to reflect actual situation.
- (6) In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased or acquired electricity, heating, cooling, and steam consumed within the Group. Scope 1 and Scope 2 GHG emissions are consolidated using the operational control approach.
- (7) Location-based Scope 2 emissions are reported. Emission factors used for purchased electricity in Australia, Mainland China, Hong Kong, India, Indonesia, Japan, Malaysia, the Philippines, Singapore, South Korea, Thailand, the United Kingdom, and the United States offices were referred to the Australian National Greenhouse Accounts Factors 2024, the Ministry of Ecology and Environment of People’s Republic of China, HK Electric Investments Sustainability Report 2024, CLP Sustainability Report 2024, CO₂ Baseline Database for the Indian Power Sector, Climate Transparency Report 2022 – Indonesia, TEPCO ESG Data 2024, TENAGA NASIONAL BERHAD Sustainability Report 2024, Key Energy Statistics 2023 – Department of Energy Philippines, Singapore Energy Statistics 2023, Climate Transparency Report 2022 – South Korea, EGAT Sustainability Report 2023, Greenhouse gas reporting: conversion factors 2025, and EPA GHG Emission Factors Hub 2025, respectively.
- (8) Scope 3 GHG emissions cover other indirect emissions from electricity used for processing fresh water and sewage as well as business air travel by employees. Emission factors used for processing fresh water and sewage were made reference to Appendix 2 published by the HKEX, while GHG emissions from business air travel were calculated using the online tool provided by the International Civil Aviation Organisation (“**ICAO**”).
- (9) Hazardous waste data of Mainland China and the Philippines offices were unavailable in 2024.
- (10) Non-hazardous waste data of Australia, Mainland China, Japan, Malaysia, South Korea and the United States offices were unavailable in 2024.
- (11) As noted in the 2022 Report, the electricity usage data for the Netherlands office will no longer be estimated to provide accurate information of the CSI Group’s electricity consumption and GHG emissions.
- (12) Water data from Australia, Mainland China, India, Malaysia, the Netherlands, Singapore, South Korea, and the United Kingdom offices were unavailable in 2024.

APPENDIX – SUMMARY OF SUSTAINABILITY INDICATORS

• Social Performance

		2024	2023	2022
Workforce	Total workforce	2,113	2,186	2,130
- By Gender	Male	1,288	1,356	1,327
	Female	825	830	803
- By Age Group	Below 30	404	444	519
	30 – 50	1,321	1,375	1,324
	Over 50	388	367	287
- By Employee Grade⁽¹⁾	Senior management	8	8	8
	Middle management	484	496	489
	Frontline staff and others	1,621	1,682	1,633

		Male	Female	Male	Female	Male	Female
- By Employment Type	Permanent	1,156	685	1,202	682	1,225	712
	Temporary	132	140	154	148	102	91
	Full-time	1,284	819	1,351	821	1,323	792
	Part-time	4	6	5	9	4	11

		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
- By Geographical Region	Australia	51	4	60	4	63	2
	Mainland China	2	2	6	3	7	2
	Hong Kong	920	197	939	215	989	152
	India	360	11	364	9	350	1
	Indonesia	40	5	38	5	42	7
	Japan	61	11	69	4	73	4
	Malaysia	25	5	25	2	26	1
	The Netherlands	9	0	11	0	7	1
	The Philippines	31	2	30	3	32	1
	Singapore	143	11	149	26	148	10
	South Korea	44	7	44	9	49	2
	Thailand	29	3	24	6	25	3
	UK	74	12	71	14	71	6
USA	52	2	54	2	55	1	

APPENDIX – SUMMARY OF SUSTAINABILITY INDICATORS

New Hires ⁽²⁾		2024		2023		2022	
		Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Total new hires⁽³⁾		333	16%	416	19%	495	23%
- By Gender	Male	160	12%	223	16%	312	24%
	Female	173	21%	193	23%	183	23%
- By Age Group	Below 30	155	38%	200	45%	222	43%
	30 – 50	145	11%	189	14%	261	20%
	Over 50	33	9%	27	7%	12	4%
- By Geographical Region	Australia	9	16%	6	9%	13	20%
	Mainland China	1	25%	4	44%	2	22%
	Hong Kong	167	15%	219	19%	265	23%
	India	75	20%	74	20%	104	30%
	Indonesia	9	20%	1	2%	5	10%
	Japan	9	13%	6	8%	11	14%
	Malaysia	10	33%	5	19%	5	19%
	The Netherlands	0	0%	3	27%	1	13%
	The Philippines	6	18%	4	12%	11	33%
	Singapore	16	10%	41	23%	46	29%
	South Korea	6	12%	15	28%	2	4%
	Thailand	11	34%	11	37%	1	4%
	UK	9	10%	16	19%	21	27%
	USA	5	9%	11	20%	8	14%

Development and Training ⁽⁴⁾		2024	2023	2022
Total training hours		43,488	88,292	32,043
Average training hours per employee⁽⁵⁾		17.29	34.45	15.04
- By Gender	Male	16.73	34.54	15.35
	Female	18.14	34.31	14.53
- By Employee Grade⁽¹⁾	Senior management	22.82	39.80	19.06
	Middle management	16.93	35.17	15.66
	Frontline staff and others	17.37	34.23	14.84

APPENDIX – SUMMARY OF SUSTAINABILITY INDICATORS

Performance Overview⁽⁶⁾

Percentage of Employees Received Performance and Career Development Review		100%	100%	100%
- By Gender	Male	100%	100%	100%
	Female	100%	100%	100%
- By Employee Grade⁽¹⁾	Senior management	100%	100%	100%
	Middle management	100%	100%	100%
	Frontline staff and others	100%	100%	100%
<hr/>				
Anti-discrimination	Number of incidents of discrimination	0	0	0
Anti-corruption	Concluded legal case regarding corrupt practices	0	0	0

Notes:

- (1) Senior Management, Middle Management, and Frontline Staff and Others refers to Department Head level, People Managers, and Individual Contributors without direct reports, respectively. Both front office and back office apply.
- (2) New hire rate refers to total number of new hires in the specific group per the total number of employees of the corresponding group $\times 100\%$.
- (3) The overall new hire rate was calculated by the number of new hires during the Reporting Period/the number of employees as of 31 December of the Reporting Period $\times 100\%$.
- (4) The decrease in training hours in 2024 is attributable to a methodological enhancement whereby the reported figures are based on the actual duration of employee participation in training activities, while prior data was based on the total duration of training programmes.
- (5) Average number of training hours in each category = Total number of training hours received by all employees (including turnover) in each category during the Reporting Period \div (Number of employees in each category at the end of the Reporting Period + Number of employees turnover in the category during the Reporting Period).
- (6) Performance review data excluded employees on probation.

GRI CONTENT INDEX

Statement of use	CITIC Securities International has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Application of GRI Sector Standard	Not Applicable

Disclosure	Report Reference	Remarks
General Disclosures		
<i>GRI 2: General Disclosures 2021</i>		
2-1 Organisational details	About CSI – Business Overview	
2-2 Entities included in the organisation’s sustainability reporting	About this Report	All subsidiaries with notable impacts are included.
2-3 Reporting period, frequency and contact point	About this Report	
2-4 Restatements of information	Appendix – Summary of Sustainability Indicators	
2-5 External assurance	About this Report Independent Assurance Report	
2-6 Activities, value chain and other business relationships	Chairman’s Message About CSI – Business Overview	
2-7 Employees	Human Capital – Caring for Employees Appendix – Summary of Sustainability Indicators	
2-8 Workers who are not employees	Human Capital – Caring for Employees	
2-9 Governance structure and composition	Corporate Governance – Board Structure, Composition and Roles	Reason for omission: Confidentiality constraints – CSI considers tenure of Board members to be confidential.

GRI CONTENT INDEX

Disclosure	Report Reference	Remarks
2-10 Nomination and selection of the highest governance body	Corporate Governance – Board Structure, Composition and Roles	Reason for omission: Confidentiality constraints – CSI considers relevant information to be confidential.
2-11 Chair of the highest governance body	Corporate Governance – Board Structure, Composition and Roles	
2-12 Role of the highest governance body in overseeing the management of impacts	Approach to Sustainability Corporate Governance – Board Structure, Composition and Roles	
2-13 Delegation of responsibility for managing impacts	Corporate Governance – Board Structure, Composition and Roles	
2-14 Role of the highest governance body in sustainability reporting	About this Report Approach to Sustainability	
2-15 Conflicts of interest	Corporate Governance – Board Structure, Composition and Roles	Stakeholders may also refer to the Annual Report and announcements of CITIC Securities for notable disclosures in conflicts of interest, including those with related parties, if any.
2-16 Communication of critical concerns	Corporate Governance – Business Ethics and Human Rights	
2-17 Collective knowledge of the highest governance body	Corporate Governance – Board Structure, Composition and Roles	
2-18 Evaluation of the performance of the highest governance body	Corporate Governance – Board Structure, Composition and Roles	
2-19 Remuneration policies	Corporate Governance – Board Structure, Composition and Roles	Reason for omission: Confidentiality constraints – CSI considers remuneration-related information to be confidential.
2-20 Process to determine remuneration	Corporate Governance – Board Structure, Composition and Roles	Particular CSI Board members also held significant positions at CITIC Securities, thus additional information may be found in the Annual Report 2024.
2-21 Annual total compensation ratio	<i>nil</i>	

GRI CONTENT INDEX

Disclosure	Report Reference	Remarks
2-22 Statement on sustainable development strategy	Chairman's Message	
2-23 Policy commitments	Corporate Governance – Sustainability Governance	
2-24 Embedding policy commitments	Corporate Governance – Sustainability Governance	
2-25 Processes to remediate negative impacts	Corporate Governance – Sustainability Governance	
2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance – Business Ethics and Human Rights	
2-27 Compliance with laws and regulations	Corporate Governance – Risk Management	
2-28 Membership associations	Sustainable Finance	
2-29 Approach to stakeholder engagement	Approach to Sustainability – Stakeholder Engagement	
2-30 Collective bargaining agreements	<i>nil</i>	No formal collective bargaining agreements are in place within CSI. However, our employees enjoy the freedom to take part in trade unions and collective bargaining if they wish.
Material Topics		
<i>GRI 3: Material Topics 2021</i>		
3-1 Process to determine material topics	Approach to Sustainability – Material Topics	
3-2 List of material topics	Approach to Sustainability – Material Topics	
Economic Performance and Impacts		
<i>GRI 3: Material Topics 2021/GRI 201 Economic Performance 2016</i>		
3-3 Management of material topics	About CSI Responsible Finance	
201-1 Direct economic value generated and distributed	Appendix – Summary of Sustainability Indicators	Reason for omission: Confidentiality constraints – CSI considers that data of economic value distributed are confidential information.
202-2 Proportion of senior management hired from the local community	Appendix – Summary of Sustainability Indicators	

GRI CONTENT INDEX

Disclosure	Report Reference	Remarks
Professional Integrity and Anti-corruption		
<i>GRI 3: Material Topics 2021/GRI 205 Anti-Corruption 2016</i>		
3-3 Management of material topics	Corporate Governance – Anti-corruption and Bribery	
205-1 Operations assessed for risks related to corruption	Corporate Governance – Anti-corruption and Bribery	
205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance – Anti-corruption and Bribery	Reason for omission: Confidentiality constraints – CSI considers that number of business partners by type and region are confidential information.
205-3 Confirmed incidents of corruption and actions taken	Corporate Governance – Anti-corruption and Bribery	
Technology and Information		
<i>GRI 3: Material Topics 2021/GRI 418 Customer Privacy 2016</i>		
3-3 Management of material topics	Service Innovation and Responsible Business – Technology, Information Security	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Service Innovation and Responsible Business – Technology, Information Security	
Employment		
<i>GRI 3: Material Topics 2021/GRI 401 Employment 2016</i>		
3-3 Management of material topics	Human Capital – Caring for Employees	
401-1 New employee hires and employee turnover	Appendix – Summary of Sustainability Indicators	Reason for omission: Confidentiality constraints – CSI considers that turnover rate by age group, gender and region are confidential information.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital - Caring for Employee	

GRI CONTENT INDEX

Disclosure	Report Reference	Remarks
Sustainable Finance		
<i>GRI 3: Material Topics 2021/GRI 203 Indirect Economic Impact 2016</i>		
3-3 Management of material topics	Sustainable Finance	
203-1 Infrastructure investments and services supported	Sustainable Finance	
Client Experience		
<i>GRI 3: Material Topics 2021/GRI 416 Customer Health and Safety 2016</i>		
3-3 Management of material topics	Service Innovation and Responsible Business - Client Satisfaction	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Corporate Governance - Risk Management	In 2024, the CSI Group does not note any non-compliance with regulations or voluntary codes concerning health and safety impacts of products and services that resulted in a warning, fine or penalty.
Employee Engagement, Diversity and Equal Opportunity		
<i>GRI 3: Material Topics 2021/GRI 405 Diversity & Equal Opportunity 2016</i>		
3-3 Management of material topics	Human Capital - Diversity and Inclusion	
405-1 Diversity of governance bodies and employees	Corporate Governance - Board Structure, Composition and Roles Appendix - Summary of Sustainability Indicators	
Training and Education		
<i>GRI 3: Material Topics 2021/GRI 404 Training and Education 2016</i>		
3-3 Management of material topics	Human Capital - Developing Talents	
404-1 Average hours of training per year per employee	Human Capital - Developing Talents Appendix - Summary of Sustainability Indicators	

GRI CONTENT INDEX

Disclosure	Report Reference	Remarks
404-2 Programmes for upgrading employee skills and transition assistance programmes	Human Capital – Developing Talents	
404-3 Percentage of employees receiving regular performance and career development reviews	Appendix – Summary of Sustainability Indicators	
Community Engagement		
<i>GRI 3: Material Topics 2021/GRI 413 Local Communities 2016</i>		
3-3 Management of material topics	Community Engagement	
413-1 Operations with local community engagement, impact assessments, and development programmes	Community Engagement	100% of our operations implemented local community development programme (including tree planting) in 2024
Intellectual Property Rights		
<i>GRI 3: Material Topics 2021</i>		
3-3 Management of material topics	Service Innovation and Responsible Business – Intellectual Property	
Waste Management		
<i>GRI 3: Material Topics 2021/GRI 306 Waste 2020</i>		
3-3 Management of material topics	Green Operation – Waste	
306-1 Waste generation and significant waste-related impacts	Green Operation – Waste	
306-2 Management of significant waste related impacts	Green Operation – Waste	
306-3 Waste generated	Green Operation – Waste Appendix – Summary of Sustainability Indicators	
306-4 Waste diverted from disposal	Green Operation – Waste Appendix – Summary of Sustainability Indicators	
306-5 Waste directed to disposal	Green Operation – Waste Appendix – Summary of Sustainability Indicators	

GRI CONTENT INDEX

Disclosure	Report Reference	Remarks
Climate Change Responses		
<i>GRI 3: Material Topics 2021/GRI 201 Economic Performance 2016</i>		
3-3 Management of material topics	Climate Response	
201-2 Financial implications and other risks and opportunities due to climate change	Climate Response	Reason for omission: Confidentiality constraints - CSI considers that financial implications of climate change are confidential information.
Energy Management		
<i>GRI 3: Material Topics 2021/GRI 302 Energy 2016</i>		
3-3 Management of material topics	Green Operation - Energy	
302-1 Energy consumption within the organisation	Green Operation - Energy Appendix - Summary of Sustainability Indicators	
302-3 Energy intensity	Green Operation - Energy Appendix - Summary of Sustainability Indicators	
Emissions		
<i>GRI 3: Material Topics 2021/GRI 305 Emissions 2016</i>		
3-3 Management of material topics	Green Operation - Emissions	
305-1 Direct (Scope 1) GHG emissions	Green Operation - Emissions Appendix - Summary of Sustainability Indicators	
305-2 Energy indirect (Scope 2) GHG emissions	Green Operation - Emissions Appendix - Summary of Sustainability Indicators	
305-3 Other indirect (Scope 3) GHG emissions	Green Operation - Emissions Appendix - Summary of Sustainability Indicators	Reason for omission: Information incomplete - data for certain Scope 3 GHG emissions are not collected.
305-4 GHG emissions intensity	Green Operation - Emissions Appendix - Summary of Sustainability Indicators	
305-7 Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Green Operation - Emissions Appendix - Summary of Sustainability Indicators	Reason for omission: Not applicable - CSI considers emissions other than NO _x , SO _x , and RSP to be insignificant.



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