

## Supporting Employee Continuing Education

The Group has established a comprehensive continuing education system covering all employees, with a series of supporting policies including the *Training Management System*, *SMOORE Group Training Project Implementation Management Measures*, *SMOORE Group Education and Training Management Measures*, *SMOORE Group External Training Management Measures*, and *SMOORE Group Innovation Empowerment Management Measures*. The Group currently implements comprehensive projects to support further education, professional qualification certification training, external study programs, job skill certification, and the construction of digital learning platforms. At the same time, each business department can independently formulate its own continuing education support policies based on different business attributes, effectively improving the professional literacy of employees.

### **I. Executive training**

For senior management employees, the Group provides outstanding executives with free training opportunities to systematically enhance the strategic decision-making, cross-disciplinary problem-solving, and industry-leading insights and influence of the core leadership team. Senior executives may enroll in external training program based on their

actual needs, such as the Cheung Kong Graduate School of Business (EMBA), the China Europe International Business School (DBA, EMBA, CHO Program, CFO Program, CMO Program, etc.), and advanced training programs organized by well-known universities. After signing a service period agreement with the senior executives, the Group will cover the course fees. In 2024, we supported two executives in participating in CEIBS's CHRO and CMO courses and reimbursed their course fees.

## **II. Degree programs or certification**

The Group supports employee continuing education and provides funding for degree programs or certifications for employees in all departments. Departments may formulate their own reimbursement policies for continuing education programs that enhance the academic qualifications of their employees based on their own business characteristics. Reimbursement expenses are reflected in the department's annual overall training budget, and reimbursement policies are implemented after approval by the Group.

## **III. External professional training**

In addition to providing internal training for employees, the Group actively introduces external training and offers external professional courses covering employees at all levels. When employees request

work-related skills improvement, with the Group's approval, they may be arranged to attend various professional courses outside the Group. The training costs are borne by the Group, and a service period agreement is signed with the employee based on the specific cost amount.

#### **IV. Position qualification certification**

To ensure safe production operations and compliance with relevant regulations, the Group provides learning and certification support to employees in specialized positions and bears the associated training costs, such as high and low voltage electrician certificates, firefighter certificates, safety manager certificates, hazardous chemical manager certificates, first aid certificates, specialized operation certificates, and psychological counsellor certificates.

#### **V. Online learning platforms**

The Group provides an online learning platform for all employees, offering a wealth of online learning resources, including high-quality internal and external courses covering leadership, professional skills, and general aptitude training, to provide strong support for employees' independent learning.