

Supplementary Social Performance Data (Updated July 2025)

1. New Employees

In 2024, the number of new employees was 43,342. The average recruitment cost per employee was 2,646RMB, and 6.9% of job opening were filled through internal hires.

Hiring	2021	2022	2023	2024
Number of new employees	51,616	27,368	39,343	43,342

2. Employee Average Monthly Turnover Rate (2024)

Category		Total Turnover Rate	Voluntary Turnover Rate
Management	Entry-level	0.41%	0.41%
	Mid-level	0.54%	0.54%

4. Human Rights Assessment

Category	% of total assessed in last three years	% of total assessed where risks have been identified	% of risk with mitigation actions taken
Own Operations	100%	80%	100%
Contractors & Tier 1 Suppliers	40.9%	100%	100%

