

1.新进员工

2025 年，新进员工人数为 39,695 人，职位空缺由内部员工填补为 4.3%。

招聘	2022 年	2023 年	2024 年	2025 年
新进员工人数	27,368	39,343	43,342	39,695

2.员工产假/陪产假

地区	员工人数	产假天数/周数	陪产假天数/周数
广东	14,018	178 天	15 天
江苏	17,371	158 天	15 天
河北	13,603	158 天	15 天
台湾	1,122	8 周	1 周
印度	550	180 天	-
泰国	892	120 天	15 天

注：员工分布于中国大陆、中国台湾、泰国及印度，不同地区的产假及陪产假制度有所不同。根据各地员工人数比例进行加权平均计算后，鹏鼎整体提供的全薪产假平均为 23.0 周，陪产假平均为 2.1 周。

3.员工敬业度调查

年度	2022年	2023年	2024年	2025年
敬业度调查	80	79	81	83
调查覆盖率(%)	72	88	92	99.6

注：员工敬业度得分系依据年度员工敬业度调查结果计算，汇整全体员工问卷回覆后进行平均计算，并以 100 分制方式呈现，分数越高代表员工敬业度表现越佳。覆盖率计算方式为回收问卷数除以发放问卷数。

4.培训总费用

2025 年，公司合约聘员工在内的全员平均学习时数达 92.5 小时，年度训练总投入为 6,420,720 RMB。

5. 跨文化教育与国际交流

为增进员工对不同文化背景、文化习惯及观点的认识与尊重，鹏鼎持续办理跨文化教育训练。公司办理「泰国跨文化交流管理」课程，共有 939 人参与，协助员工提升跨文化沟通、文化敏感度及团队合作能力；另针对赴泰国出差人员办理「泰国法律法规与文化需知」课程，共有 108 人参与，使员工了解当地法律规范、文化习惯及商务互动方式，以支持跨国营运及海外业务合作。

6. 鼎盛 E 学苑 - 以 E-Learning 学习平台推动自主学习

鹏鼎导入线上学习平台「鼎盛 E 学苑」，提供多元学习与管道，配合组织需求规划各种学习发展专案，通过内部学习平台使用及推送，搭配线上、线下及混合培训管道，鼓励员工利用零碎时间学习，并采以考促学的方式，强化员工的学习效率、培养自主学习习惯。此外，将依特定专案、职务及培训需求，开放相关课程予符合条件的非正式员工使用，使其亦能获得工作所需的知识与培训资源。

为促进员工通过团队及学习网络交流，鼎盛 E 学苑各课程设有「讨论区」，提供员工分享学习心得、提出问题及相互交流的管道。部分课程亦会建立专属群组，除发布课程通知外，还鼓励员工于群组中讨论课程内容、分享知识及实务经验，以促进跨部门及跨职务的共同学习。

7. 构建 AI 教育体系

为适应人工智能的快速发展与推动创新，公司内推动一系列 AI 相关课程，助力企业 AI 人才的培养，包括《「数位转型」顶层规划-集成供应链项目》、《智慧园区顶层规划项目》系列课程、《双周会-科技及 AI 数据类分析》、《「寻找数字化同路人」数字化转型实践》系列课程等。2025 年共培训 2,575 人次，培训总时数达 23,976 小时。以 AI Agent 课程为例，课程结束后共产出 78 个 AI 应用案例、专案或行动计划，并应用于制程优化、营运管理及工作流程改善，以提升作业效率及支持企业创新。

8. 育儿支持与暑期托管

为协助员工兼顾工作与家庭照顾责任，鹏鼎提供暑期托管及研学活动，作为员工育儿支持措施。2026 年，公司于深圳、淮安及秦皇岛三个园区，针对 7 至 12 岁员工子女办理「臻爱家人·筑梦未来」暑期托管研学项目，活动期间为 7 月 13 日至 8 月 28 日。本项目提供安全照护、作业辅导、午餐服务及多元学习活动，并安排安全教育、自然生态、科技探索、趣味实践及亲子活动等研学内容，由专业导师团队负责带领与管理。2026 年三个园区共办理 7 场研学活动，服务 218 人次。公司亦提供员工专属优惠价格及托管、研学补贴，活动费用低于市场价格，以减轻员工于暑假期间安排子女照护及教育活动的时间与经济负担。

2026 年三个园区暑期托管及研学项目的工会总支出约人民币 8 万元。通过上述措施，鹏鼎协助员工子女在暑假期间获得适当的照护、学习及活动安排，降低员工育儿压力，支持员工兼顾工作与家庭责任，持续推动家庭友善职场及员工福祉。

9. 人力资本投资报酬率

类别	2022 年	2023 年	2024 年	2025 年
营业总收入(RMB)	36,210,971,441.99	32,066,047,781.90	35,140,384,498.03	39,147,009,392.27

营业总成本(RMB)	30,491,027,025.83	28,528,320,687.76	31,126,235,586.83	35,057,287,141.15
员工相关费用(RMB)	1,500,552,386.88	1,415,238,310.64	1,582,383,874.14	1,904,123,688.44
人力资本报酬率(HC ROI)	4.8	3.5	3.5	3.1

注：本表数据均取自鹏鼎 2022 年至 2025 年年度报告。「营业总收入」取自合并利润表之「一、营业总收入」；「营业总成本」取自合并利润表之「二、营业总成本」，系由营业成本、税金及附加、销售费用、管理费用、研发费用及财务费用加总计算；「员工相关费用」系汇总管理费用、销售费用及研发费用附注项下之「职工薪酬费用」金额计算。

Supplementary Social Performance Data

Updated Sep. 2026

1. New Employees

In 2025, the number of new employees was 39,695, and 4.3% of job openings were filled through internal hires.

Hiring	2022	2023	2024	2025
Number of new employees	27,368	39,343	43,342	39,695

2. Employee Maternity and Paternity Leave

Region	Number of Employees	Maternity Leave (Days/Weeks)	Paternity Leave (Days/Weeks)
Guangdong, China	14,018	178 days	15 days
Jiangsu, China	17,371	158 days	15 days
Hebei, China	13,603	158 days	15 days
Taiwan	1,122	8 weeks	1 week
India	550	180 days	-
Thailand	892	120 days	15 days

Note: Our employees are based in Mainland China, Taiwan-China, Thailand, and India, with maternity and parental leave entitlements varying by location. Using a weighted average based on the employee distribution across these regions, the Company provides an average of 23.0 weeks of fully paid maternity leave and 2.1 weeks of fully paid paternity leave.

3. Results of Employee Engagement Survey

Year	2022	2023	2024	2025
Employee Engagement	80	79	81	83
Coverage (%)	72	88	92	99.6

Note: Employee engagement scores are calculated based on the annual employee engagement survey results. The average score is calculated after compiling all employee questionnaire responses and presented on a 100-point scale. Higher scores indicate better employee engagement. Coverage is calculated by dividing the number of returned questionnaires by the number of questionnaires distributed.

4. Total Training Investment

In 2025, the average training hours per employee, including contracted employees, reached 92.5 hours, and the Company's total training investment amounted to RMB 6,420,720.

5. Intercultural Education and International Exchange

To enhance employees' understanding and respect for different cultural backgrounds, customs, and perspectives, Avary provides cross-cultural education and training. The Company offered a course titled "Cross-cultural Communication Management in Thailand," which was attended by 939 participants and helped employees enhance their cross-cultural communication, cultural sensitivity, and teamwork skills. Additionally, a course entitled "Thai Laws, Regulations, and Cultural Considerations" was offered to employees traveling to Thailand. The course was attended by 108 participants and covered local laws, cultural customs, and business practices to support multinational operations and overseas business cooperation.

6. Ding Sheng E-Academy - Promoting self-directed learning through e-learning platforms

Avary has implemented the online learning platform "Ding Sheng E-Academy," which provides diverse learning content and channels and supports learning and development projects tailored to organizational needs. Through the delivery and sharing of content on the internal learning platform, combined with online, offline, and blended training channels, employees are encouraged to utilize spare time for learning. An assessment-based learning approach is used to enhance learning effectiveness and cultivate self-learning habits. Furthermore, based on specific projects, job duties, and training needs, relevant courses are also made available to eligible contractual employees, enabling them to access learning and development resources required that support their current responsibilities and ongoing professional development.

To promote employee interaction through teams and learning networks, each course on Ding Sheng E-Academy includes a "Discussion Forum," providing a channel for employees to share learning experiences, ask questions, and exchange ideas. Some courses also have dedicated groups, where course announcements are posted, and employees are encouraged to discuss course content, share knowledge and practical experience, and promote cross-departmental and cross-job collaborative learning.

7. Building an AI Education System

To adapt to the rapid development of artificial intelligence and drive innovation, the Company has implemented a series of AI-related courses to help cultivate AI talent within the enterprise. These include the "Digital Transformation Top-Level Planning - Integrated Supply Chain Project" series, the "Smart Park Top-Level Planning Project" series, the "Bi-weekly Meeting - Technology and AI Data Analysis" series, and the "Finding Digital Partners - Digital Transformation Practice" series. In 2025, a total of 2,575 training participations were recorded, with cumulative training hours reaching 23,976 hours. Following the AI Agent course, 78 AI application case studies, projects, or action plans were developed and implemented in process optimization, operational management, and workflow improvement. These implementations provided practical outcomes and supported improvements in operational efficiency and enterprise innovation.

8. Childcare Support and Summer Enrichment Programs

To help employees balance work and family care responsibilities, Avary provides summer childcare and study tours as childcare support measures. In 2026, the Company organized the "Love for Family, Building Dreams for the Future" summer childcare and study tour program for employees' children aged 7 to 12 at its three campuses in Shenzhen, Huai'an, and Qinhuangdao, from July 13 to August 28. This program provides safety care, homework tutoring, lunch service, and diverse learning activities, including safety education, nature exploration, science exploration, fun hands-on activities, and parent-child activities, led and managed by a team of professional instructors. In 2026, a total of 7 study tours were held across the three Campuses, serving 218 participants. The Company also provides exclusive employee discounts and subsidies for childcare and study tours, with program fees below market rates, to reduce the time and financial burden on employees arranging childcare and educational activities during the summer vacation. The total union expenditure for the summer childcare and study tour program at the three Campuses in 2026 was approximately RMB 80,000. Through these measures, Avary helps employees' children receive appropriate care, learning, and activity arrangements during the summer vacation, reduces employees' parenting pressure, supports employees in balancing work and family responsibilities, and continues to promote a family-friendly workplace and employee well-being.

9. Human Capital Return on Investment (HC ROI)

Category	2022	2023	2024	2025
Total Operating Revenue (RMB)	36,210,971,441.99	32,066,047,781.90	35,140,384,498.03	39,147,009,392.27
Total Operating Costs (RMB)	30,491,027,025.83	28,528,320,687.76	31,126,235,586.83	35,057,287,141.15
Employee-related Expenses (RMB)	1,500,552,386.88	1,415,238,310.64	1,582,383,874.14	1,904,123,688.44
HC ROI	4.8	3.5	3.5	3.1

Note: All data presented in this table are derived from Avary's 2022-2025 Annual Reports. Both "Total Operating Revenue" and "Total Operating Costs" are sourced from the Consolidated Income Statement, specifically Item I. Total Operating Revenue and Item II. Total Operating Costs, respectively. Total Operating Costs and is calculated as the sum of Operating Cost, Taxes and Surcharges, Selling Expenses, Administrative Expenses, R&D Expenses, and Financial Expenses. "Employee-related Expenses" are calculated by aggregating amounts reported under the "Employee Benefit Expenses" item within the notes to Administrative Expenses, Selling Expenses, and Research and Development Expenses.