

ESG Objectives and Annual Performance

2030 GOAL

2023 Performance

50% cut in carbon emissions compared to 2020



Carbon emissions reduced by **125,900 (15.94%)** tons compared to 2020.



100% renewable energy used in IDCs



66.94 million kWh (38.8%) renewable energy used in IDCs



ENVIRONMENTAL

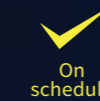
2030 GOAL

2023 Performance

Ratio of female senior managers raised to **20%**



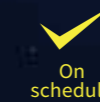
Ratio of female senior managers raised to **17.5%**



Cumulative **46,000** individuals from the disadvantaged groups in rural areas benefited from the digital empowerment



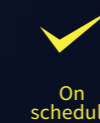
Cumulative **13,000** individuals from the disadvantaged groups in rural areas benefited from the digital empowerment



Total of **198,000** SMEs with digital environments or new business models established



Cumulative **97,500** SMEs with digital environments or new business models established



SOCIAL

2030 GOAL

2023 Performance

"AA" of MSCI ESG Ratings attained by 2025; "AAA" of MSCI ESG Ratings attained by 2030



Received MSCI ESG **AA** Rating



30% of the variable executive compensation links ESG indicators



The percentage of the variable executive compensation links ESG indicators is raise from 10% to **15%**, from 2022 to 2023.



GOVERNANCE