

# 商力 廣聯科技控股有限公司

GL-Carlink Technology Holding Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 2531



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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

# 2025

# Environmental, Social and Governance (ESG) Report

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# Environmental, Social and Governance (ESG) Report

## I. About This Report

### Reporting Scope and Boundary

This report covers GL-Carlink Technology Holding Limited and its subsidiaries for the period from 1 January 2025 to 31 December 2025 (“**current year**” or “**Reporting Period**”). Some of the contents beyond this scope were not explained specially in the text as needed.

### Basis of Preparation

This report is prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Guide (“**ESG Reporting Guide**”) set out in Appendix C2 to the Main Board Listing Rules on the Stock Exchange of Hong Kong Limited (“**HKEX**”), and in strict adherence to the disclosure requirements of “comply or explain” in the ESG Reporting Code, and the reporting principles of materiality, quantification, balance and consistency.

### Description of Appellation

GL-Carlink Technology Holding Limited is referred to as “GL-Carlink Technology”, “the Company” and “we” in this report.

## II. Statement of the Board of Directors

In accordance with ESG Reporting Guide under Appendix C2 of the Rules Governing the Listing of Securities on HKEX, GL-Carlink Technology is pleased to present its ESG Report for the year ended 31 December 2025.

We have prepared, assessed and presented the relevant information in this report with reference to the ESG Reporting Guide. The following principles outlined in the ESG Reporting Guide have been incorporated into this report.

**Materiality:** The Company, through a process considered by the Board of Directors, has identified material factors based on the selection criteria of relevant ESG matters that have a significant impact on investors and other stakeholders, and has authorized the management to identify key stakeholders, as well as the entities and scope of business covered in this report.

**Quantitative:** The ESG objectives identified by the Company should be measurable to facilitate comparison with previous years, competitors and industrial standards.



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**Balance:** The information contained in this report presents an unbiased view of the Company's ESG performance and avoids any selections, omissions or presentation formats that may unduly mislead stakeholders in their decisions or judgments.

**Consistency:** The assumptions and calculations used for any key performance indicators should be consistent with those of previous years to ensure the effective comparison between relevant data. Any changes to the relevant assumptions or calculations should be clearly disclosed to inform stakeholders.

## 1. ESG Governance

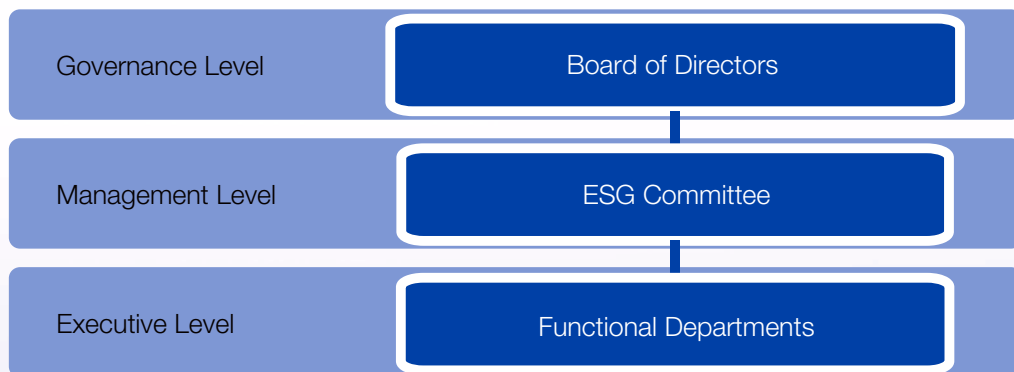
GL-Carlink Technology prioritizes the sustainable development of the Company, continuously enhancing its ESG governance framework, actively engaging with stakeholders, and operating in compliance with laws and regulations. In January 2026, the Company was honored with the "Shenzhen ESG Top 50 Outstanding Enterprises" award in recognition of its outstanding performance in ESG practices.



# Environmental, Social and Governance (ESG) Report

## 1.1 ESG Governance Structure

The Company has established a comprehensive, well-structured, clearly defined, and operationally efficient ESG governance framework, which delineates the roles and responsibilities of personnel at different levels, departments and positions, and provides support for the implementation of ESG decisions within the Company. The Board of Directors takes overall responsibility for the Company's ESG reporting and strategy, and the ESG Committee, comprised of the Company's senior management and directors and led by the general manager, is primarily responsible for preparing, reviewing, and overseeing the Company's ESG strategy, plans, execution, and implementation. In addition, each functional department designates an ESG liaison person who assists the department head in implementing the annual ESG work plan and regularly reports to the ESG Committee. The ESG Committee holds meetings at least once a year. After receiving quarterly or annual ESG progress reports from each functional department, the ESG Committee summarises, discusses, and makes decisions on key issues identified in the progress reports.



# Environmental, Social and Governance (ESG) Report

## 1.2 Communication with Stakeholders

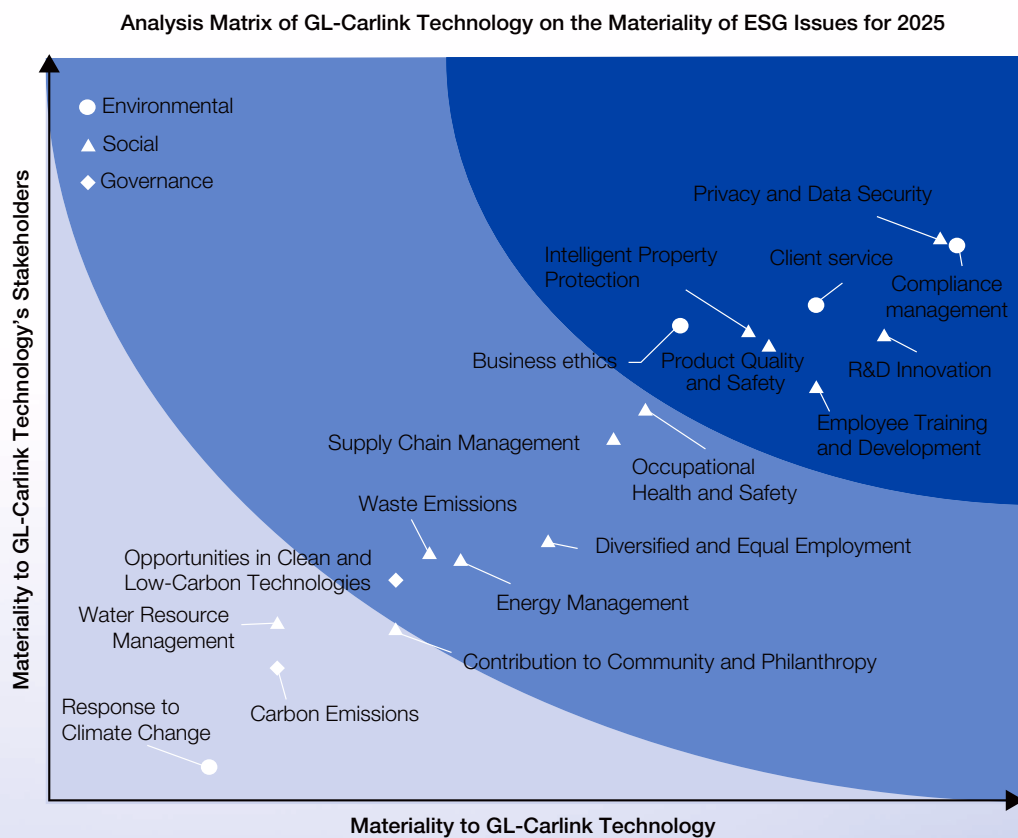
In 2025, we issued the “Administrative Measures for External Information Disclosure” to further standardize our information disclosure processes. Through multiple channels—such as on-site research, interviews, and questionnaires—we engaged in in-depth communication with stakeholders, listened to their specific ESG-related concerns and demands, and responded in a timely manner.

Stakeholders	Expectations and Demands	Communication and Response Methods
Government/ Regulators	Business Ethics Legal Compliance	<ul style="list-style-type: none"> <li>• Compliance inspection and review</li> <li>• Regular meetings with local government representatives</li> <li>• Forums and meetings</li> </ul>
Shareholders/ Investors	Employee Training and Development Intellectual Property Protection Privacy and Data Security R&D Innovation	<ul style="list-style-type: none"> <li>• Corporate announcements</li> <li>• Investor conference</li> </ul>
Customers/ Consumers	Customer Service Contribution to Community and Philanthropy R&D Innovation	<ul style="list-style-type: none"> <li>• Customer Service Hotline</li> <li>• Social media platforms (e.g. corporate WeChat)</li> <li>• Business representatives</li> <li>• Customer satisfaction survey</li> </ul>
Employees	Privacy and Data Security Product Quality and Safety Legal Compliance	<ul style="list-style-type: none"> <li>• Employee activities</li> <li>• Interviews</li> <li>• Employee surveys</li> <li>• Training</li> <li>• Employee performance assessment</li> </ul>
Community Public	Business Ethics Legal Compliance ESG Governance	<ul style="list-style-type: none"> <li>• Public welfare activities</li> </ul>
Suppliers/Partners	Business Ethics Legal Compliance Customer Service	<ul style="list-style-type: none"> <li>• Supplier Selection and Performance Evaluation</li> <li>• Purchasing and invitation for bids</li> <li>• On-site inspection and review for suppliers</li> </ul>

# Environmental, Social and Governance (ESG) Report

## 1.3 Identification of Major Issues

We have successfully identified key ESG issues by taking into account SG disclosure requirements, tracking the latest industry trends, and benchmarking against industry peers. The priority of these issues was based on the results of our stakeholder survey questionnaire. Internally, we actively sought the views and feedback of our employees and management. Externally, we engaged shareholders, investors, customers, the public and community members, as well as suppliers and business partners in the process. In 2025, the Group continued to adopt the 2024 assessment results and identified a total of 19 material topics.



# Environmental, Social and Governance (ESG) Report

## 1.4 Compliance Operation and Anti-Corruption

We emphasize the Company's compliance with the law, continue to strengthen the anti-corruption mechanism, and are committed to building an uncorrupted corporate environment.

### Compliance Operation

GL-Carlink Technology attaches great importance to compliant operation. In strict compliance with the Company Law of the People's Republic of China and other relevant regulations, we have developed an internal control management system and a risk management system. These systems are designed to ensure lawful and compliant operation and management, safeguard asset security, guarantee the accuracy and completeness of financial reports and related information, enhance the efficiency and effectiveness of operation, and support the Company in achieving its development strategies.

### Anti-Corruption

To effectively prevent illegal activities such as fraud, bribery, and corruption, GL-Carlink Technology has formulated the "Anti-Bribery and Anti-Corruption Management Measures" to strengthen the standardization and institutionalization of corporate governance and internal controls. This policy clearly defines the concepts of internal corruption and fraudulent activities, as well as the corresponding requirements and prevention and control mechanisms. At the same time, GL-Carlink Technology has established an Anti-Fraud and Anti-Bribery Governance Committee (the "**Dual Anti-Governance Committee**"), which is responsible for overseeing and implementing anti-fraud and anti-bribery initiatives.

The responsibilities of the Dual Anti-Governance Committee cover various aspects, including fostering a corporate culture of anti-fraud and anti-bribery, handling reports of violations of established policies, conducting investigations, reporting findings, and taking appropriate actions. In addition, the Committee is responsible for maintaining accurate records of the integrity and ethical conduct of personnel in key positions, as well as overseeing the implementation of relevant measures.

# Environmental, Social and Governance (ESG) Report

The Company has established a reporting mechanism against any unethical situation within the Company. The mechanism allows both employees and business partners to report any fraudulent, bribery-related, or other improper activities associated with the Company's business via a designated reporting email. Upon receiving the reports, the Dual Anti-Governance Committee forms a dedicated working group to conduct internal investigations. Following the investigation, an investigation report will be compiled, and appropriate actions will be taken if necessary. Throughout the process, we will keep the whistleblowers' reports, complaints, or disclosures confidential to ensure that whistleblowers and investigators will not face retaliation or any form of discrimination, opposition or adverse consequences.

In addition, we provide our employees with regular training on anti-corruption and business ethics during their tenure. The Company holds annual staff meetings to promote its values and give presentations on business ethics, integrity in business operations and other related topics. Meanwhile, all new employees are required to participate in the Company's onboarding training, during which they receive training on the code and standards of conduct.

## 2. Social Responsibility

We are dedicated to building a responsible corporate image, continuously improving the quality of our products and services externally, focusing on the protection of employees' rights and interests and the development of employees internally. By this way, we grow together with all stakeholders.

### 2.1 Product Responsibility

GL-Carlink has established a series of internal policies and standards to build a standardized and systematic quality assurance process. These include the "Software Project Quality Control and Management Standards," which cover quality policies, quality objectives, quality assurance, and quality evaluation. We have also established a project management system that clearly defines the responsibilities and processes for the effective execution of R&D projects.

In order to maintain effective product quality control, we have implemented regular quality assessment based on functionality, performance and security. Prior to selling our products, we conduct product testing in accordance with national standards. Based on the testing results, we generate detailed reports summarising the testing process and results and identify the improvement areas to further enhance product quality and performance. Besides, we regularly conduct spot checks at suppliers' production sites to ensure consistency between factory production and product samples.



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In the event of product complaints or recalls, we have a robust process in place to resolve customer concerns promptly and effectively. We have established robust customer complaint management procedures to handle and analyse customer complaints and feedback, and make recommendations on remedies. Also, we strive to seek continuous product quality improvement. We conduct monthly quality meetings, where we review the previous month's product quality status and gather market feedback to drive improvements. Benefiting from these initiatives, we continuously improve the quality of products to meet the needs and expectations of our customers.

We provide training to our employees on product quality and service. For example, we have developed a comprehensive training system for our smart store operations. This training system includes a variety of courses on store operations, sales techniques for retail staff, multi-category product knowledge, etc., as well as personnel management and operation courses for regional supervisors. By participating in these well-designed training courses, our employees are able to become proficient in the professional skills and theoretical knowledge required to provide exceptional service.

During the Reporting Period, the Group did not receive any product complaints and was not subject to any product recalls due to health and safety reasons.

## 2.2 Customer Service

By putting customers first, we provide customer-centric digital solutions and are dedicated to continuously improving our services. The following digital services are developed and adopted to enhance customer service efficiency and satisfaction:

- One group serving one customer service: We establish dedicated WeChat groups for individual stores and car owners which allow dedicated teams in insurance, second-hand cars, and repairs to respond to customers' enquiries on our products in a timely manner and promptly handle ad hoc post-sales service requests.
- Smart solicitation service: Using the solicitation of regular maintenance services of car users as an example, our SaaS offers the linkage among the various steps of individual customer management functions such as user identification, smart grouping (regular maintenance group grouping), marketing push (regular maintenance group precise marketing) and effect monitoring (push result feedback). Through the transformation of the digital marketing system, the regular maintenance solicitation of car users has become more efficient and low-cost and results becoming measurable.

# Environmental, Social and Governance (ESG) Report

- Digital marketing and management services: We provide functions such as direct customer reach, automated data labelling, user management and precise marketing push. These functions empower our 4S store customers to simplify and automate their workflow and help them achieve customer acquisition and enhance their sales performance.

In 2025, we developed the Business Development Assistant tool to empower our sales team through intelligent solutions, enabling standardized customer engagement across multiple business scenarios, full lifecycle customer management, and data-driven business optimization. The Business Development Assistant includes reception management functions for various business scenarios, allowing automatic matching of reception templates based on different situations, thereby improving efficiency in delivering full lifecycle customer management. After adopting the tool, sales personnel can leverage AI-driven backend analysis to conduct data analysis and quality inspection optimization, better manage standardized service practices, and further enhance the professionalism, standardization, and efficiency of in-store customer engagement.

We regularly conduct follow-up visits with customers, distribute satisfaction surveys, and collect customer feedback. In 2025, the customer satisfaction rating based on the collected survey responses was Grade A (90–100 points).

## 2.3 Privacy and Data Security

GL-Carlink attaches great importance to data security and privacy protection. To achieve this, we have established a comprehensive information security and privacy protection framework. Our objective is to effectively implement data security measures and mitigate information security risks. Through a proactive and prudent approach, we are committed to maintaining the highest standards of data protection and ensuring that users' personal information is properly safeguarded. In 2025, in accordance with the requirements of the Data Security Law, the Personal Information Protection Law of the People's Republic of China, the Several Provisions on the Security Management of Automotive Data (Trial), and the Technical Requirements for Vehicle Information Security of Intelligent and Connected Vehicles, we updated internal policies including the "GL Data Classification and Grading Standards" and the "GL Personal Information Anonymization Policy," with a focus on strengthening the management of personal information. At the same time, we issued the "GL Data Import and Export Management Policy," which sets out clear guidelines for the import and export of company data.



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We maintained sound operation of data security and privacy protection system, and have obtained certifications from various systems, including passing the ISO27001 (information security management system certification), ISO55001 (data management system certification) and ISO55013 (data asset management system certification). Our data security and privacy protection system includes the following aspects:

## Personal Information Security Strategy

- Outlines the Company's steps to protect personal information, including the development of policies and guidelines for the handling, preservation and processing of personal data to comply with relevant laws and regulations.

## Information Security Risk Management

- A systematic process for identifying, assessing and managing information security risks that helps identify potential vulnerabilities, implement appropriate control measures, and continuously monitor and mitigate security risks.

## Data Security Management System

- A data security management system that covers the entire life cycle of data, including the processes of data classification, access control, encryption, data retention, and event response.

## Data Classification and Protection Implementation Plan

- Focuses exclusively on data classification and protection, outlines the processes and measures to classify data according to its sensitivity, and implements appropriate security controls to ensure confidentiality, integrity and availability of data.

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In addition, as a key initiative of our ongoing commitment to protecting customer privacy and data security, we have implemented a "Three Transparencies" system within our proprietary Dijia SaaS system and digital service ecosystem. The system is specifically designed to ensure transparency in data collection, usage, and protection, providing our customers and 4S dealers with clear and comprehensive information about how their data is handled. By prioritizing transparency, we adopted the following policies to enhance our customers' trust in us and further solidify their confidence in privacy and data security:

- **Transparent business:** the whole process of traffic attraction in business, customer reception and manufacture in workshop can be reminded and traced, so as to protect the interests of stores and ensure safe traffic in stores and customer satisfaction; the conversion specialist provides experiential marketing services to ensure customer conversion rates.
- **Transparent process:** the whole process, from the issuance of coupons to the transaction with customers, is transparent, to ensure the safe customer traffic in stores; the complete operation report & process monitoring system is offered, in which the income and profit-sharing structure are included; the customers' financial security and customer satisfaction are ensured; the customer evaluation system is transparent, so as to ensure the customer conversion rate.
- **Transparent finance:** The digital clearing system ensures a transparent income system. The connection with the banking system achieves the real-time collection and separate accounting, secures the customers' funds and ensures the customer satisfaction; unified collection couples with systematic settlements covering discounts, concessions, etc., ensuring the verifiable transparent consumption and the customer conversion rate.

During the Reporting Period, through the "Three Transparencies" system and comprehensive training and management capabilities, we guarantee a high conversion rate, high customer satisfaction, zero customer complaints, safe and fraud-free transactions and customer data protection.



# Environmental, Social and Governance (ESG) Report

## 2.4 R&D and Innovation

We empower efficient operation and customer service with scientific and technological innovation, take a number of measures to protect intellectual property rights, and constantly improve the system to stimulate scientific and technological innovation within the Company.

### 2.4.1 R&D Innovation

Since 2021, GL-Carlink Technology has been recognized as a National High-Tech Enterprise. We have built a strong R&D team to drive innovation. Our digital connectivity solutions support various functions, including navigation assistance, collision detection, and online entertainment. These solutions enable our 4S dealership clients to establish closer connections with vehicle users and provide comprehensive offerings covering hardware, software, and services. Guided by our development approach of "identifying scenarios, leveraging data, and creating innovative products," we deeply explore business scenarios, integrate intelligent connected vehicle technologies with user data, and have launched a number of innovative products and service solutions:

- **Store Surveillance System:** This system is a comprehensive surveillance management system encompassing human efficiency, store efficiency and product efficiency. It can detect abnormal fluctuations and potential problems in the business data in a timely manner based on reasonable early-warning indicators and models, and generate corresponding early-warning work orders through intelligently analyzing the daily business data of stores and employees. By assigning, following up and analyzing the effect of early-warning work orders, the Company can manage the early-warning work orders across the entire life cycle, thus realizing the goals of improving the comprehensive quality of sales staff, increasing store profits and enhancing marketing efficiency, etc.
- **AI Extraction for Sales Scripts:** This technology can distill the sales scripts of sales staff, conduct LLM-based polishing after horizontal comparison of outstanding sales scripts, and finally form the sales scripts more in line with the customers' habits and give feedback to the sales staff. The more comprehensive sales scripts reflect the professionalism of the sales staff in stores, fostering greater customer trust.

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- **Protection of Intelligent Driving Benefits:** This is a product for intelligent driving protection service designed for autonomous driving companies, OEMs, and car owners. It provides risk compensation protection for intelligent driving, third-party trusted data space services and subscription and data assetization services, effectively addressing problems in intelligent driving accidents, including evidence preservation, data solidification, collection, liability determination, claims settlement, and regulatory compliance.

## *2.4.2 Intellectual Property Protection*

GL-Carlink Technology complies with the Patent Law of the People's Republic of China, its Implementing Regulations, the Computer Software Protection Regulations, and other relevant laws. We have implemented multiple measures to protect intellectual property (IP), including internal policies such as the "Computer Software Management Measures" and the "Patent Management System." Under this framework, we continuously monitor domestic and international patent filings related to our technologies. For any third-party patents that may infringe on the company's interests or do not meet patent authorization requirements, we promptly submit requests for revocation or invalidation to eliminate unauthorized patents.

We encourage our employees to engage in technological innovation. When an employee obtains a patent through R&D, the inventor is rewarded. If an employee's R&D work successfully results in a patent certificate, the patent itself and its implementation benefits are recorded in the employee's technical and business portfolio, serving as a key factor in technical position appointments and promotions. These measures aim to protect the company's intellectual property, promote innovation, and foster a culture of technological advancement internally. Additionally, the company provides IP training to employees, continuously enhancing awareness of IP protection and safeguarding the company's legal rights.

During the Reporting Period, the Company added 21 new intellectual property items, with no IP infringement litigation. As of December 31, 2025, GL-Carlink Technology held a total of 181 intellectual property rights, including 33 patents, 84 trademarks, 58 software copyrights, and 6 works copyrights.



# Environmental, Social and Governance (ESG) Report

## 2.5 Supply Chain Management

The company has established a supplier management system, issuing policies such as the "Supplier Management System" and the "General Provisions for Service Providers" to evaluate and select suppliers. This ensures that suppliers can provide high-quality, reasonably priced materials and services on a long-term, stable basis, while meeting the company's environmental, occupational health, and safety requirements. In 2025, based on the revised "Supplier Management System," the Company's supply chain management covers the following key areas:

**Qualification Verification and Selection:** The Company verifies the basic qualifications of suppliers, requiring suppliers to operate in compliance with the law. For hardware suppliers, it is required that their products have passed quality system certification and have stable supply capacity; for service providers, it is required that they have at least 2 years of business service operation.

**Investigation and Evaluation:** The Company conducts the on-site investigation to understand the basic status of suppliers. In addition to evaluating suppliers' financial capability, business performance and quality standards (such as ISO9001, ISO14001, TS16949 and 3C certification), the Company attaches great importance to suppliers' environmental standards and human rights protection. We conduct on-site inspections to verify whether labours have a safe working environment and assesses if there were any significant strikes, labour disputes, and comply with China's national energy-saving and emission reduction policies. The Company will complete the "Supplier Survey and Assessment" form based on the results of the survey and assessment, and grade and manage the suppliers based on the assessment results;

**Purchasing Contract Signing:** In addition to basic business terms, the Company's purchasing contracts contain ethical clauses whereby the suppliers should adhere to the principles of professionalism, transparency, integrity, and fairness throughout the contract period. Also, all forms of corruption and bribery are strictly prohibited. Suppliers are required to establish and implement effective control systems to avoid any behaviour that harms the interests of both parties and the public interest. Soliciting, accepting or offering advantages beyond the agreement stipulations, including kickback is strictly prohibited. The Company has established a supplier management framework and issued policies such as the Supplier Management Policy and the General Principles for Service Provider Management to evaluate and select suppliers. This ensures that suppliers can provide high-quality materials and services at reasonable prices on a stable and long-term basis, while meeting the Company's environmental, occupational health and safety requirements.

# Environmental, Social and Governance (ESG) Report

In 2025, based on the revised Supplier Management Policy, the Company's supply chain management covers the following key aspects:

**Qualification Review and Onboarding:** Suppliers are screened to ensure they operate legally and in compliance with regulations. Hardware suppliers must have certified products and stable supply capacity, while service providers are required to have at least two years of relevant experience. The offering or acceptance of cash, gifts, securities, travel or other benefits is strictly prohibited. Any breach will result in immediate contract termination.

**Qualified Supplier Control:** For hardware suppliers, an annual assessment is conducted every year, and the results are categorized into four grades, A-D, with D-grade suppliers being eliminated. For service providers, assessments are conducted regularly, and service providers with an average score of C in consecutive assessments are eliminated.

During the Reporting Period, the Group implemented a direct-from-factory supplier model to streamline the logistics chain and reduce the carbon footprint. This transformation led to a 0.87% year-on-year reduction in the number of suppliers, further enhancing supply chain management efficiency and environmental performance.

Indicators		Unit	2025	2024
Supply Chain Management	Total number of suppliers	Number	341	344
Number of suppliers by geographical region	Chinese Mainland	Number	341	344
	Hong Kong, Macao and Taiwan	Number	0	0
	Overseas	Number	0	0

## 2.6 Rights and Interests and Development of Employees

We emphasize the protection of employees' rights and interests, adhere to legal employment, and create a multi-channel training system to help employees grow.



# Environmental, Social and Governance (ESG) Report

## *2.6.1 Diversified and Equal Employment*

The company strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other relevant laws and regulations. Internally, we have established and implemented policies and procedures such as the "Recruitment Management Measures," "Personnel Management Measures," "Employee Handbook," "Compensation Management Measures," and "Benefits Handbook" to regulate employment practices and protect employee rights. During the recruitment process, we carefully verify the age and background of all candidates, strictly prohibiting any form of child labor or forced labor. We strive to create a diverse, equal, and inclusive work environment where employees from different backgrounds can grow together, and we firmly prevent any discrimination or harassment based on gender, nationality, ethnicity, race, religion, or disability. We have established multiple recruitment channels, including campus recruitment, social recruitment, and internal referrals, to attract talent. Throughout the talent selection process, we uphold fairness and provide equal interview opportunities for qualified candidates.

The company maintains a transparent and fair recruitment and compensation system, offering competitive remuneration and benefits to attract and retain talent. In addition to statutory social insurance and supplemental commercial insurance, we provide employees with holiday gifts, marriage and childbirth gifts, and funeral benefits. Employees are also entitled to paid annual leave, marriage leave, maternity/paternity leave, bereavement leave, breastfeeding leave, and prenatal examination leave, in addition to national statutory holidays.

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As of 31 December 2025, the Group's workforce size and distribution are as follows:

Indicators		Unit	2025	2024
Employment	Total number of employees	Employee(s)	291	247
Number of employees by employee type	Senior management	Employee(s)	21	9
	Middle management	Employee(s)	27	18
	Grassroots employees	Employee(s)	243	220
Number of employees by gender	Male employees	Employee(s)	134	132
	Female employees	Employee(s)	157	115
Number of employees by age	30 years old and below	Employee(s)	125	102
	31-50 years old	Employee(s)	159	141
	Above 50 years old	Employee(s)	7	4
Number of employees by geographical region	Chinese Mainland	Employee(s)	291	247
	Overseas	Employee(s)	0	0
	Hong Kong, Macao and Taiwan	Employee(s)	0	0
Employee turnover rate by gender	Employee turnover rate	%	41	48.6
	Male employees	%	40	45.5
	Female employees	%	43	52.2
Employee turnover rate by age	30 years old and below	%	41	70.6
	31-50 years old	%	43	35.6
	Above 50 years old	%	0	25
Employee turnover rate by geographical region	Chinese Mainland	%	41	48.6
	Overseas	%	0	0
	Hong Kong, Macao and Taiwan	%	0	0



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## 2.6.2 Employee Training and Development

We value the growth and development of employees and are dedicated to providing opportunities for our employees to develop their strengths and maximise their potential. We have developed a training management system and an employee career development management system and established a systematic training plan and development programme to support the growth and development of our staff at different grades.

The Company provides equal, fair and transparent promotion channels to support employees in achieving their career goals. We offer a dual career path where employees can choose either the professional or management path based on their preferences and strengths. To enhance employees' abilities and performance, we have developed a performance management system which encompasses goal setting, performance interviews, performance appraisals and feedback. We conduct performance evaluations quarterly or monthly based on the nature of the employee's role and award the staff according to their appraisal results.

In addition, the company offers extensive online and offline training programs, tailored to employees' individual needs and job roles, covering general skills, professional skills, and management skills. We regularly evaluate the effectiveness of training through surveys, enabling continuous improvement of training quality. The training hours, participation rates, and employment distribution for 2025 are as follows:

Indicators		Unit	2025	2024
Development and Training	Total training hours for the year	Hour	1,397	1,243.5
	Average training hours per employee for the year	Hour	5.5	5
Number of employees trained (by gender)	Male employees	%	56.3	53
	Female employees	%	43.7	47
Number of employees trained (by employee type)	Senior management	%	6.9	8
	Middle management	%	9.2	17
	Grassroots employees	%	83.9	75
Average hours of training by gender	Male employees	Hour	5.5	5.5
	Female employees	Hour	5.5	4.5
Average hours of training by employee type	Senior management	Hour	5.5	4.2
	Middle management	Hour	5.5	6.9
	Grassroots employees	Hour	5.5	5.5

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## 2.6.3 Occupational Health and Safety

GL-Carlink Technology strictly abide by laws and regulations such as the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and the Fire Protection Law of the People's Republic of China. We conduct regular inspections of fire-fighting facilities, as well as conduct drills and training in emergency response and procedures, so as to ensure workplace safety and raise employees' awareness. During the Reporting Period, there were no safety accidents and the number of work-related fatalities was zero.

Indicators		Unit	2025	2024	2023
Health and Safety	Health check-up rate of all employees	%	100	100	100
	Number of work-related fatalities	Employee(s)	0	0	0
	Number of working days lost due to work-related injuries	day	0	0	0
	Number of safety accidents	case	0	0	0

## 2.7 Contribution to Community and Philanthropy

In the course of corporate development, we have always adhered to the corporate responsibility of originating from society and giving back to society, and have made contribution to community and philanthropy an important part of our company culture. We encourage our employees to participate in volunteer and public welfare and charity activities, and to contribute to the development of a harmonious society with their own strength through donations, contributions and volunteer services.



# Environmental, Social and Governance (ESG) Report

## 3. Environmental Responsibility

GL-Carlink Technology complies with national laws and regulations related to the environment and resources, continuously improves the environment and resource management system, and is committed to realizing controllable environmental risks and improved resource efficiency. In 2025, the Company did not experience any major environmental violation.

### 3.1 Energy Resource Management

We continue to strengthen resource and energy management, reduce consumption of resource and energy, and endeavor to alleviate the impact of our operations on the environment.

#### 3.1.1 Energy Management

GL-Carlink Technology strictly complies with national laws and regulations, including the Energy Conservation Law of the People's Republic of China and the Energy Law of the People's Republic of China. In line with the company's production and operational needs, we have established an energy management system that defines energy management goals and policies, aiming to maximize the efficiency of energy use.

Electricity is the primary type of energy consumed in our operations. To improve energy efficiency, GL-Carlink Technology implements a coordinated "Dedicated Monitoring — Equipment Optimization — Behavior Control" mechanism to achieve precise energy reduction. We set annual electricity reduction targets, using our stores as pilot points to systematically advance energy-saving initiatives. In 2025, we successfully achieved the annual energy-saving target of 1%. The energy-saving measures we have implemented include the following areas:

- *Energy efficiency management for air conditioners*
  - Equipment maintenance: Conduct regular professional repair and maintenance of air conditioners in offices, and focus on strengthening filter cleaning frequency management, to ensure that the equipment is always in a state of efficient operation, thus effectively extending the service life of the equipment.

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- Temperature control for reduction in energy use: Set the indoor air conditioner temperature to 26 °C in summer, scientifically balancing energy conservation and consumption reduction with the comfort needs of the office environment.
  - Ventilation optimization: Make full use of the method of opening windows for ventilation to adjust the indoor temperature and reduce the use of air conditioners in spring and autumn and the transition period from summer to autumn.
  - “Three closures” Management: Close the doors and windows to ensure the airtightness of the space, keep the curtains closed to reduce solar heat gain, and turn off the unnecessary heat generating equipment to enhance the energy efficiency of air conditioners, when using the air conditioners.
- *Electricity consumption management for other equipment*
    - Energy conservation: Electrical appliances and lighting equipment are managed under a “turn on when needed, turn off when not in use” principle; natural lighting is prioritized for illumination; and conspicuous signage is posted at meeting room entrances to cultivate employees’ energy-saving habits.
    - Energy-saving procurement: Give priority to energy-saving products that meet national energy-efficiency standards when purchasing new electrical equipment; all the lighting equipment in the office area is replaced with LED energy-saving lamps to reduce energy consumption.
    - Inspection and supervision: Arrange daily inspections by specialized staff to check the phenomenon of forgetting to turn off the lights, and turn off the lighting and electrical equipment in unoccupied office areas in a timely manner, so as to eliminate the energy waste.
    - Equipment maintenance: Regularly carry out maintenance on water and electrical equipment in stores and warehouses to prevent failures and unnecessary energy consumption caused by equipment aging; conduct timely maintenance for the problems found to ensure the safe and stable operation of equipment.



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Indicators		Unit	2025	2024
Resource Use	Total energy consumption	Tonne of standard coal	39.07	42.44
	Intensity of energy consumption	Tonne of standard coal/employee	0.13	0.17
	Gasoline consumption of official vehicles	Liter	10,297	9,082.7
	Electricity consumption <sup>1</sup>	kWh	227,928	265,923
	Intensity of electricity consumption	kWh/employee	783.26	1,076.61

### 3.1.2 Water Resource Management

GL-Carlink Technology complies with the Water Pollution Prevention and Control Law of the People's Republic of China and other relevant laws and regulations, and improves its internal water resource management system, to ensure the compliant and efficient use of water resources. The water used by the Company is municipally sourced, which is stable and sufficient. We set targets for reducing water consumption every year, implement the management mechanism, "everyone participates and takes responsibility", and systematically promote water conservation. In 2025, we successfully accomplished the annual water conservation target of 1%. The Company has taken the following water conservation measures:

- Equipment upgrading: We install the efficient water-saving facilities, such as motion-sensing faucet, in office areas, production workshops and public facilities, to lower water consumption at source.
- Equipment maintenance: We strengthen the maintenance on water facilities, regularly check the pipelines, valves and taps to ensure that the equipment is running normally and eliminate dripping and leaking.
- Publicity and education: The Company encourages employees to develop good habits of saving water through publicity and education, posting water-saving signs and other means.

Note:

<sup>1</sup> In 2025, the company made adjustments to its supplier shipping methods and eliminated its warehouse setup, as well as reducing several stores, resulting in a higher decline in electricity consumption.

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- Inspection and supervision: The Company encourages employees to report damage or leakage of water facilities in a timely manner, and prohibits the phenomenon of long flowing water to ensure that the problem is dealt with quickly and to avoid the waste of water resources.

Indicators		Unit	2025	2024
Resource Use	Water consumption	m <sup>3</sup>	6,315	21.70
	Intensity of water consumption	m <sup>3</sup> /employee	21.70	27.64

### 3.1.3 Material Management

GL-Carlink Technology complies with the Energy Conservation Law of the People's Republic of China, and attaches great importance to the economical use of materials. The Company advocates paperless office and requires office supplies to be recycled and reused. We have set up the "Office Recycled Paper Stations" next to the printer to encourage employees to use the used paper for the secondary utilization when printing and copying unimportant documents, to further enhance the utilization rate of paper; we advocate the use of recycled paper, pens with replaceable ink containers, toner cartridges and other recyclable items, to minimize the consumption of resources.

We advocate the use of environmentally friendly packaging materials and mainly use paper packaging materials and other biodegradable materials during product transportation; in addition, to ensure that our products are protected from impact damage during transportation, we use the reusable foam bags inside the packaging, which promotes the effective recycling and utilization of packaging materials.

Indicators		Unit	2025	2024
Resource Use	Packaging material consumption	Tonne	0.04	0.05



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## 3.2 Waste Management

GL-Carlink Technology strictly complies with the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes and other relevant laws and regulations, and continuously improves the waste management system in combination with the characteristics of its production and operation. The Company is a non-manufacturing enterprise, which does not involve in emissions of waste gas, waste water and other waste, and mainly produces solid waste related to operations such as domestic garbage, ink box and battery. The Company advocates the "reduction, resourceful utilization, and harmless treatment" of waste, and carries out classified management for waste generated in the office to ensure that the waste is treated in a scientific manner. The Company sets waste reduction targets every year. In 2025, we have achieved the annual reduction target of 5% through reduction at source, classified management, resourceful utilization and other measures.

Hazardous waste generated by the Company includes waste fluorescent lamp, waste battery, etc. We standardize the management requirements of hazardous waste in the classification and collection, storage management, transportation regulations, treatment and disposal, and entrust the treatment of hazardous waste to a third-party professional organization, so as to prevent the pollution of the environment by hazardous waste and to safeguard the health and safety of our employees.

Non-hazardous waste generated by the Company includes paper, plastic bottles, etc. The Company has taken the following measures to promote the recycling of non-hazardous waste and minimize the waste of resources:

- Reduction at source: The Company promotes paperless office to reduce the use of paper; microwave ovens and refrigerators are prepared for employees to encourage them to bring homemade lunches to minimize food delivery packaging waste.
- Classified management: Set up classified garbage cans in the Company's public areas to ensure the classified placement of waste.
- Resourceful utilization: The Company reuses recyclable waste (paper, plastic, metal, etc.) to reduce resource waste.

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## *Quantitative Indicators:*

Indicators		Unit	2025	2024
Non-hazardous waste	Non-hazardous waste discharged	Tonne	8.70	8.76
	Intensity of non-hazardous waste discharge	Tonne/employee	0.04	0.04
	Waste furniture	Item	21	29
	Quantity of office paper	Tonne	0.89	0.8975

### 3.3 Opportunities in Clean Technologies

GL-Carlink Technology is committed to promoting the development of green and low-carbon technologies through digital innovation, reducing the environmental impact of business operations. Guided by the mission of "co-creating new value in intelligent connected vehicle scenarios," we leverage the "DiJia SaaS" platform to further integrate cloud computing, big data, and AI technologies, providing enterprise clients with end-to-end online services and automated marketing solutions.



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In 2025, the Company mastered the opportunity of new energy vehicles and shifted its business focus to furnishing marketing value-added services across diverse product segments, such as digital light auto modifications and digital member benefits services, to new energy vehicles, constantly satisfying the ever-increasing demand for personalized services from owners of new energy vehicles. We continue to enhance the efficiency of our employees and the threshold of digital product innovation and design through artificial intelligence, big data algorithms and other technologies, and continue to strengthen our production and R&D around “intelligent vehicle utilization” and “intelligent mobility”, to help enhance our competitiveness:

- **Intelligent vehicle utilization:** Utilizing AI to help customers and owners on precise marketing, we continue to optimize the automatic generation of labels, precise marketing strategies for different customer groups, personalized service matching, etc., and constantly improve the transaction conversion rate and customer satisfaction; we use AI to empower the business expansion of stores, develop the business expansion APP encompassing modules such as reception materials, pre-learning training, salary-linked performance, point-based growth, promotion mechanisms, and reception process monitoring; we use AI to empower store management, and develop the Store Surveillance System, which enables us to swiftly identify and analyze the operational bottlenecks of stores, thereby facilitating the improvement of their business performance through targeted solutions.
- **Intelligent mobility:** With the iterative advancement and growing prevalence of L2+ autonomous driving functions, we initiated the R&D of the “Dijia Autonomous Driving Digital Certificate Space” underpinned by blockchain and large model technologies. We also concentrated on the R&D of intelligent driving protection benefit solutions, with the aim of productizing autonomous driving protection services and introducing them to the market.

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## 4. Climate Change

Global climate change is having increasingly significant impacts on ecosystems and various industries, and the Group recognizes that climate change will affect its business operations in multiple ways. In response, GL-Carlink Technology actively supports the national “dual carbon” goals and, guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), proactively identifies climate-related risks and opportunities and develops targeted response plans to continuously reduce carbon emissions and promote low-carbon societal development. For example, through risk analysis, we have identified that encryption and privacy protection technologies may increase computing power demand, potentially conflicting with energy-saving objectives. To address this, we plan to formulate a scientific climate action plan to support the company's carbon transition. While practicing green and low-carbon operations, the Group has already identified, monitored, and managed climate-related risks in accordance with climate policies, assessed their impacts, and developed response strategies. Based on these policy procedures, the Group has identified the following climate-related risks:

### 4.1 Governance

The Group recognizes that climate change has long-term impacts on the global economy and business operations. Accordingly, climate change management responsibilities have been incorporated into the overall ESG framework, which includes the roles and responsibilities of the Board of Directors and management, as detailed in the “Statement of the Board of Directors” section. Under this framework, while fulfilling its overall ESG responsibilities, the Board assumes ultimate oversight of climate-related risks and opportunities.

Management is responsible for implementing climate-related policies and measures, including identifying and assessing climate risks and opportunities, monitoring relevant regulatory developments, and integrating climate considerations into operational decisions. The Group also regularly reviews climate-related regulatory trends and market developments to ensure its sustainability strategies remain aligned with the latest requirements.



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The Board oversees the Group's climate-related risks and opportunities and ensures that these matters are incorporated into the Group's overall risk management and sustainability strategy. The Board has authorized a working group to assist in managing climate-related matters. This working group, composed of representatives from key business and operational departments, coordinates the planning and implementation of climate-related work and gradually integrates climate considerations into the Group's strategy and daily operations. The working group is also responsible for monitoring the execution and progress of climate-related measures and reports to the Board at least once a year.

To support this oversight, relevant departments provide information and feedback within their areas of responsibility to the working group. The working group consolidates this information for internal reporting and reports significant climate-related issues and developments to the Board.

Management also regularly reviews internal controls and procedures to ensure the effectiveness of climate-related measures. The Group has begun monitoring its greenhouse gas emissions and energy usage and continues to assess the feasibility of setting medium-and long-term climate-related targets to gradually strengthen its climate management commitments. Currently, climate-related performance metrics have not been incorporated into the Group's remuneration policies. The Group will continue to monitor market practices and relevant developments to support the future integration of such metrics into compensation mechanisms where appropriate.

## 4.2 Strategy

To strengthen strategic responses and take timely actions, the Group conducts internal identification and continuous monitoring of climate-related risks and opportunities in accordance with its climate change policies. These risks and opportunities are primarily concentrated in the Group's core operations in Mainland China and Hong Kong. The Group's climate assessments cover three-time horizons: short-term (1-3 years), medium-term (3-10 years), and long-term (10-30 years). The Group's climate assessment results are as follows:

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## 4.2.1 Climate-Related Risks and Opportunities

Climate Risk/Opportunity	Potential Impact	Time Horizon	Response Measures
<b>Physical Risks</b>			
Acute (extreme weather events, e.g., typhoons, heavy rainfall)	<ul style="list-style-type: none"> <li>• May disrupt office operations and employee commuting</li> <li>• May delay hardware delivery and SaaS customer services</li> </ul>	Medium to Long-term	<ul style="list-style-type: none"> <li>• Establish a Business Continuity Plan (BCP)</li> <li>• Ensure uninterrupted service through cloud platforms and remote work systems</li> <li>• Regularly monitor and update weather information</li> </ul>
Chronic (temperature rise)	<ul style="list-style-type: none"> <li>• Increased energy consumption in offices and data centers</li> <li>• May affect employee health and work efficiency</li> </ul>	Long-term	<ul style="list-style-type: none"> <li>• Improve energy management and use energy-efficient equipment</li> <li>• Provide employee health checks and comfortable working environments</li> </ul>
<b>Transition Risks</b>			
Policy and Legal	<ul style="list-style-type: none"> <li>• New climate-related regulations or disclosure requirements may increase compliance costs</li> </ul>	Medium to Long-term	<ul style="list-style-type: none"> <li>• Continuously monitor policy and regulatory developments</li> <li>• Strengthen ESG management and reporting capabilities</li> </ul>
Market and Technology Transition	<ul style="list-style-type: none"> <li>• Automotive industry shifting toward low-carbon and intelligent technologies</li> <li>• May impact demand for traditional hardware</li> </ul>	Medium to Long-term	<ul style="list-style-type: none"> <li>• Develop intelligent connected vehicle and digital SaaS products</li> <li>• Expand low-carbon and smart automotive aftermarket solutions</li> </ul>



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Climate Risk/Opportunity	Potential Impact	Time Horizon	Response Measures
<b>Climate Opportunities</b>			
Smart Mobility and Connected Vehicle Technologies	<ul style="list-style-type: none"> <li>• Drives demand for digital services and expands market revenue</li> </ul>	Medium to Long-term	<ul style="list-style-type: none"> <li>• Invest in intelligent connected vehicle platforms and SaaS solutions</li> <li>• Promote collaboration within the connected vehicle ecosystem</li> </ul>
Digitalization and Energy-Efficient Operations	<ul style="list-style-type: none"> <li>• Improves operational efficiency in offices and data centers</li> <li>• Reduces energy costs</li> </ul>	Short to Medium-term	<ul style="list-style-type: none"> <li>• Adopt energy-efficient equipment and green IT systems</li> <li>• Establish energy usage monitoring and management mechanisms</li> </ul>

## *Climate Resilience*

The Group is currently at an initial stage of assessing climate resilience. Due to the high uncertainty surrounding climate-related impacts and their timing, it remains difficult to quantify potential effects and the relevant timeframes. The Group's current business model and planning processes have a certain degree of flexibility, which allows for timely strategic adjustments in response to climate-related challenges in the future.

Given the Group's current approach to managing climate-related risks and opportunities, and the difficulty of isolating the financial impacts solely attributable to climate factors from other influences on business performance, the Group is currently unable to provide quantitative data on expected financial impacts or related changes. Going forward, the Group will continue to collect relevant data and monitor developments during the implementation of its strategies to further assess the potential impacts of climate change on its operations. At present, the Group has not identified any specific investment or disposal plans, or funding arrangements, in relation to climate-related risks and opportunities.

Looking ahead, the Group will maintain close attention to market trends and the latest climate-related disclosure guidance and will evaluate the feasibility of conducting climate scenario analyses. Such analyses may refer to scenarios aligned with international climate agreements to strengthen the Group's understanding of climate-related risks and opportunities and enhance disclosure through regular risk assessments. Additionally, the Group will explore the feasibility of setting long-term climate-related or carbon-neutral targets as part of its transformation planning, progressively reinforcing its climate commitments.

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## 4.3 Risk Management

To address the potential impacts of extreme weather or other climate-related events on business operations, the Group has integrated climate-related risks into its overall risk management framework. Management regularly identifies, assesses, and monitors climate-related risks and takes appropriate measures to mitigate their potential impact on operations.

Currently, the Group manages climate-related risks through the following approaches:

- Business Continuity Planning (BCP): Establishing plans to ensure core operations can continue during extreme weather events.
- Cloud Systems and Data Backup Mechanisms: Enhancing the stability and resilience of information systems.
- Strengthened Operational Oversight and Monitoring: Reducing the impact of climate-related events on business operations.

During the FY2025, the Group did not restate any calculation methods. As further data collection and analysis are still underway, the Group is currently unable to disclose the specific proportion of assets or business activities exposed to physical or transition climate-related risks.

## 4.4 Metrics and Targets

The Company has established clear carbon emission targets. Using 2025 as the baseline year, it aims to reduce direct (Scope 1) greenhouse gas emissions by 5% by 2028, including a 5% reduction in vehicle tailpipe emissions and office-area carbon emissions. To achieve this, the Company has introduced a Vehicle Management Policy, strengthening approval procedures for business vehicle use. Employees are required to register travel destinations and mileage prior to using company vehicles, thereby reducing unnecessary trips and associated emissions. For indirect (Scope 2) greenhouse gas emissions, the company also aims to achieve a 5% reduction in emissions from purchased electricity consumption by 2028, using 2025 as the baseline year.

In support of national energy-saving and emission reduction initiatives, the company has adopted a semi-flexible attendance system and encourages employees to commute using environmentally friendly transportation. Currently, over 85% of employees use public transport for commuting. Looking ahead, the company will further advance the management of indirect (Scope 3) greenhouse gas emissions, targeting a 5% reduction in air travel frequency by 2028 (based on the 2025 baseline), alongside systematic management measures and technological innovation to minimize its operational carbon footprint.



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The Company's carbon emissions primarily arise from gasoline consumption for business vehicles, purchased electricity, and air travel. In 2025, total greenhouse gas emissions amounted to 109.35 tonnes, representing a 33% decrease compared to 2024.

## Quantitative Indicators:

	Indicator	Unit	2025	2024
Emissions <sup>2</sup>	Total greenhouse gas emissions (Scope 1 + Scope 2)	Tonnes of carbon dioxide equivalent	109.35	162.96
	Direct (Scope 1) greenhouse gas emissions	Tonnes of carbon dioxide equivalent	26.92	20.26
	Intensity of direct (Scope 1) greenhouse gas emissions	Tonnes of carbon dioxide equivalent per employee	0.09	0.08
	Indirect (Scope 2) greenhouse gas emissions	Tonnes of carbon dioxide equivalent	82.43	142.69
	Intensity of direct (Scope 2) greenhouse gas emissions	Tonnes of carbon dioxide equivalent per employee	0.28	0.58
	Indirect (Scope 3) greenhouse gas emissions <sup>3</sup>	Tonnes of carbon dioxide equivalent	153.89	—
	Intensity of direct (Scope 3) greenhouse gas emissions	Tonnes of carbon dioxide equivalent per employee	0.53	—

Note:

2. Greenhouse gas emission data are presented in terms of carbon dioxide equivalence with reference to the requirements of, including but not limited to, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard published by the World Resources Institute and the World Business Council for Sustainable Development, the Reporting Guidance on Environmental KPIs published by the Stock Exchange and Baseline Emission Factors for Regional Power Grids in China for 2022 Emission Reduction Projects.
3. Other indirect GHG emissions (Scope 3) that occur in the upstream and downstream activities of the Group. The significant contribution is mainly from Category 5: Waste generated in operations, and Category 6: Business air travel as defined by the GHG Protocol. Emission factors adopted are from the "Environmental Reporting Guidelines: Including mandatory greenhouse gas emissions reporting guidance" issued by the Department for Energy Security and Net Zero of the UK.

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During the 2025 financial year, the Group did not make any restatements to its calculation methodologies.

At present, the Group does not have sufficient data to disclose the specific amounts or proportions of assets, business activities, and capital allocation exposed to climate-related physical and transition risks, or the proportion of resources allocated to related opportunities. Additional time and effort are required to isolate such information, and a high degree of uncertainty remains.

The Group has not established an internal carbon pricing mechanism, nor does it plan to offset emissions through carbon credits during the Reporting Period. However, the Group continues to monitor developments in carbon pricing markets, as well as emerging regulations related to carbon taxes and carbon credits, in order to mitigate potential climate-related risks. As the Group does not operate in a high carbon-emitting industry, its greenhouse gas targets are not developed based on specific sectoral decarbonization pathways.

At this stage, the Group has also not yet adopted specific industry-based metrics for climate-related disclosures but recognises the guidance of IFRS S2 and will evaluate its applicability in the future. Going forward, the Group will continue to review its environmental performance and explore feasible measures to further reduce GHG emissions and improve energy efficiency.



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## III. Appendix: Index to the Environmental, Social and Governance Reporting Guide of the HKEX

Main Scope	Description	Chapter
<b>Mandatory Disclosure Requirements</b>		
<b>Governance Structure</b>	(i) A disclosure of the Board's oversight of ESG issues.	ESG Governance
	(ii) The Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses).	ESG Governance; Identification of Major Issues
	(iii) How the Board reviews progress made against ESG-related goals and with an explanation of how they relate to the issuer's businesses.	ESG Governance
<b>Reporting Principles</b>	<b>Materiality:</b> The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.	Statement of the Board of Directors
	<b>Quantitative:</b> Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.	Statement of the Board of Directors
	<b>Consistency:</b> The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	Statement of the Board of Directors
<b>Reporting Boundary</b>	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About This Report
<b>"Comply or explain" Provisions</b>		
<b>A. Environment</b>		
<b>Aspect A1: Emissions</b>		
<b>General Disclosure</b>	Information on:	Waste Management
	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
<b>A1.1</b>	The types of emissions and respective emissions data.	Waste Management

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Main Scope	Description	Chapter
A1.2	[Repealed 1 January 2025]	
A1.3	Total hazardous waste produced and, where appropriate, intensity.	Waste Management
A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Waste Management
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Waste Management
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management
<b>Aspect A2: Use of Resources</b>		
<b>General Disclosure</b>	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Resource Management
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Energy Resource Management
A2.2	Water consumption in total and intensity.	Energy Resource Management
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Resource Management
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Energy Resource Management
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Energy Resource Management
<b>Aspect A3: The Environment and Natural Resources</b>		
<b>General Disclosure</b>	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Energy Resource Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
<b>Aspect A4:</b>		
A4.1	[Repealed 1 January 2025]	



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Main Scope	Description	Chapter
<b>B. Social</b>		
<b>Aspect B1: Employment</b>		
<b>General Disclosure</b>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Rights and Interests and Development of Employees
<b>B1.1</b>	Total workforce by gender, employment type, age group and geographical region.	Diversified and Equal Employment
<b>B1.2</b>	Employee turnover rate by gender, age group and geographical region.	Diversified and Equal Employment
<b>Aspect B2: Health and Safety</b>		
<b>General Disclosure</b>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Diversified and Equal Employment
<b>B2.1</b>	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety
<b>B2.2</b>	Lost days due to work injury.	Occupational Health and Safety
<b>B2.3</b>	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
<b>Aspect B3: Development and Training</b>		
<b>General Disclosure</b>	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Training and Development
<b>B3.1</b>	The percentage of employees trained by gender and employee category.	Employee Training and Development
<b>B3.2</b>	The average training hours completed per employee by gender and employee category.	Employee Training and Development

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Main Scope	Description	Chapter
<b>Aspect B4: Labour Standards</b>		
<b>General Disclosure</b>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Diversified and Equal Employment
<b>B4.1</b>	Description of measures to review employment practices to avoid child and forced labour.	Diversified and Equal Employment
<b>B4.2</b>	Description of steps taken to eliminate such practices when discovered.	Diversified and Equal Employment
<b>Aspect B5: Supply Chain Management</b>		
<b>General Disclosure</b>	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
<b>B5.1</b>	Number of suppliers by geographical region.	Supply Chain Management
<b>B5.2</b>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
<b>B5.3</b>	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
<b>B5.4</b>	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management



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Main Scope	Description	Chapter
<b>Aspect B6: Product Responsibility</b>		
<b>General Disclosure</b>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
<b>B6.1</b>	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
<b>B6.2</b>	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
<b>B6.3</b>	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Protection
<b>B6.4</b>	Description of quality assurance process and recall procedures.	Intellectual Property Protection
<b>B6.5</b>	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Privacy and Data Security
<b>Aspect B7: Anti-corruption</b>		
<b>General Disclosure</b>	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Compliance Operation and Anti-Corruption
<b>B7.1</b>	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Compliance Operation and Anti-Corruption
<b>B7.2</b>	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Compliance Operation and Anti-Corruption
<b>B7.3</b>	Description of anti-corruption training provided to directors and employees.	Compliance Operation and Anti-Corruption

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Main Scope	Description	Chapter
<b>Aspect B8: Community Investment</b>		
<b>General Disclosure</b>	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Contribution to Community and Philanthropy
<b>B8.1</b>	Focus areas of contribution.	Contribution to Community and Philanthropy
<b>B8.2</b>	Resources contributed to the focus area.	Contribution to Community and Philanthropy



# Environmental, Social and Governance (ESG) Report

Part D: Climate-related disclosure		
ESG Code	Description	Section/Declaration
<b>Governance</b>		
19 (a)(i)-(iv)	Information on the governance body responsible for overseeing climate related risks and opportunities (skills, frequency of being informed, how climate risks are considered, oversight of targets and remuneration)	Statement of the Board of Directors; ESG Governance; Climate Change — Governance
19 (b)(i)-(ii)	Management's role in governance processes	
<b>Strategy</b>		
20 (a)-(d)	Identification and classification (physical/transition) of climate-related risks and opportunities, and definition of time horizons	Climate change — Strategy
21 (a)-(b)	The current and anticipated effects of climate-related risks and opportunities on the business model and value chain	Climate change — Strategy
22 (a) (i)-(iv), (b)	How climate-related risks and opportunities are addressed in strategy and decision-making, including transition plans	Climate change — Strategy Climate change-Metrics and Targets
23	The progress on plans disclosed in previous reporting periods	Climate change — Strategy
24 (a) (b)	Current financial effect (qualitative and quantitative)	Climate change — Strategy
25 (a)(i)(ii), (b)	Anticipated financial effect (qualitative and quantitative)	Climate change — Strategy
26 (a) (i)-(iii), (b) (i)-(iii)	Climate resilience (scenario analysis)	Climate change — Strategy

# Environmental, Social and Governance (ESG) Report

Part D: Climate-related disclosure		
ESG Code	Description	Section/Declaration
<b>Risk Management</b>		
27 (a) (i)-(vi), (b) (c)	Processes for identifying, assessing, prioritising and monitoring climate related risks	Climate change — Risk Management
<b>Metrics and Targets</b>		
28(a)-(c)	Scope 1 greenhouse gas emissions; Scope 2 greenhouse gas emissions; Scope 3 greenhouse gas emissions	Climate change — Metrics and Targets
29 (a)-(d)	Methodologies used to measure greenhouse gas emissions	Climate change — Metrics and Targets
30	Amount and percentage of assets or business activities vulnerable to climate-related transition risks	Climate change — Strategy
31	Amount and percentage of assets or business activities vulnerable to climate-related physical risks	Climate change — Strategy
32	Amount and percentage of assets or business activities aligned with climate-related opportunities	Climate change — Strategy
33	Amount of capital expenditure, financing or investment deployed for climate-related risks and opportunities	Climate change — Strategy
34 (a)(b)	Internal carbon pricing	Climate change — Metrics and Targets
35	Whether and how climate-related considerations are incorporated into remuneration policies	Climate Change — Governance
36	Industry-based metrics	Climate change — Metrics and Targets
37-39	Climate-related targets (metrics, objectives, scope, timeline, base year, progress, etc.)	Climate change — Metrics and Targets
40 (a)-(e)	Specific disclosures on greenhouse gas emissions targets (the types of greenhouse gases covered, scopes, gross/net, decarbonisation approach, carbon credits, etc.)	Climate change — Metrics and Targets
41	Applicability of cross-industry metrics and industry-based metrics	Climate change — Metrics and Targets

