

GALAXIS

浙江凱樂士科技集團股份有限公司
Zhejiang Galaxis Technology Group Co., Ltd.

(a joint stock company incorporated in the People's Republic of China with limited liability)

Stock Code : 2729

2025

Environmental, Social and
Governance Report

Table of Content

- 02 About this Report
- 03 Statement from the Board
- 04 About the Company



- 07 ESG Management
- 10 Anti-corruption
- 11 Information Security and Privacy Protection



- 13 Employee Recruitment and Treatment
- 17 Employee Development and Training
- 20 Occupational Safety and Health
- 21 Community Investment



- 23 R&D and Intellectual Property Protection
- 24 Product Quality Management
- 26 Customer Management
- 27 Supply Chain Management



- 30 Sustainable Operations
- 33 Climate Change Response

Appendix

- 37 HKEX ESG Reporting Code Content Index
- 42 IFRS S2 Climate-related Disclosures – Industry-Based Metrics Content Index

| About this Report

This report is the first Environment, Social and Governance (ESG) report of Zhejiang Galaxis Technology Group Co., Ltd. ("Company", "the Company", "Galaxis" or "We"). The Report covers the Company's management of and performance in environmental, social and governance issues.

Reporting Period and Scope

This report's reporting period is from January 1st to December 31st, 2025 ("2025" or "reporting period"). Unless otherwise specified, the scope of this report is consistent with that of the Company's annual report.

Reporting Standards

The report adheres to the Environmental, Social, and Governance Reporting Code (the "ESG Reporting Code") published by The Hong Kong Stock Exchange (HKEX), and references the United Nation's 2030 Sustainable Development Goals (SDGs).

Reporting Principles

Materiality: We identify our key ESG topics through a materiality assessment process and disclose the relevant in this ESG Report.

Quantitative: The standards, methodologies, assumptions, calculations and data conversion factors applied to the environmental and social performance indicator in this Report are noted in the respective sections.

Balance: This Report presents the Company's annual performance in an objective and unbiased manner, avoiding any inappropriate descriptions or omissions that may influence readers' judgement or decision-making.


Consistency: As this is the Company's first ESG Report, any future changes to calculation methods, key performance indicator, or other factors that may affect meaningful year-to-year comparison will be disclosed in subsequent reports.

Publication Format

This Report is published in both Chinese and English and is available online. Stakeholders may access the Report on the Company's website (<https://www.galaxis-tech.com/>) or on the website of the Hong Kong Exchanges and Clearing Limited at www.hkexnews.hk. In the event of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.

Contact Us

We highly value the views of our stakeholders and the general public. For any enquiries or suggestions regarding this Report, please contact the Company through the channels below:

 Address: No. 1118, Chicheng Road, Daqiao Town, Nanhu District, Jiaxing City, Zhejiang Province, PRC

 Email: ir@galaxis.com.cn

| Statement from the Board

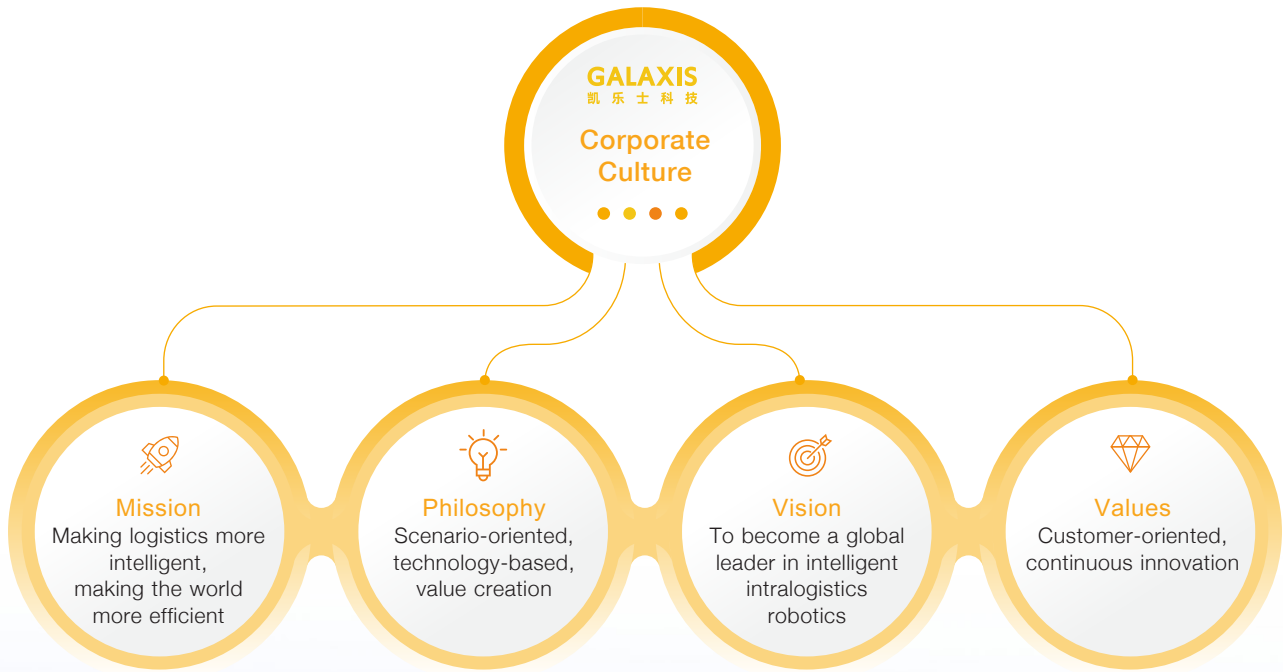
The Board of Directors is responsible for identifying the assessing ESG-related risks, guiding management in formulating ESG strategies and annual work plans within daily operations, conducting regular reviews and adjustments where necessary, and approving the ESG Report each year.

In consideration of disclosure requirements, market expectations and stakeholder engagement, the Company has identified key ESG topics such as R&D and intellectual property protection, supply chain management, employee development and training, information security and privacy protection. These topics are integrated into our day-to-day management focus, with continuous efforts to improve related performance. Going forward, the Company will continue to enhance its sustainability performance and disclosures in alignment with stakeholder expectations and actual operational needs.

As the highest decision making and accountable body for ESG matters, the Board ensures that this Report contains no false or misleading statements or material omissions, and assumes full responsibility for the authenticity, accuracy and completeness of its contents.

| About the Company

Galaxis is an intelligent intralogistics robotics provider focused on advancing intelligence in modern warehouse operations. Established in 2014, we have served 884 customers with customisable solutions in the field of intelligent intralogistics robotics.



Core Operations

The Company's three core product lines include: multi-directional shuttle robots (MSR), autonomous mobile robots (AMR), and conveying and sorting robots (CSR). The product lines spans the full spectrum of intralogistics operations, covering the core functions of storage, transport, and sorting, meeting the intelligence needs of various industries.

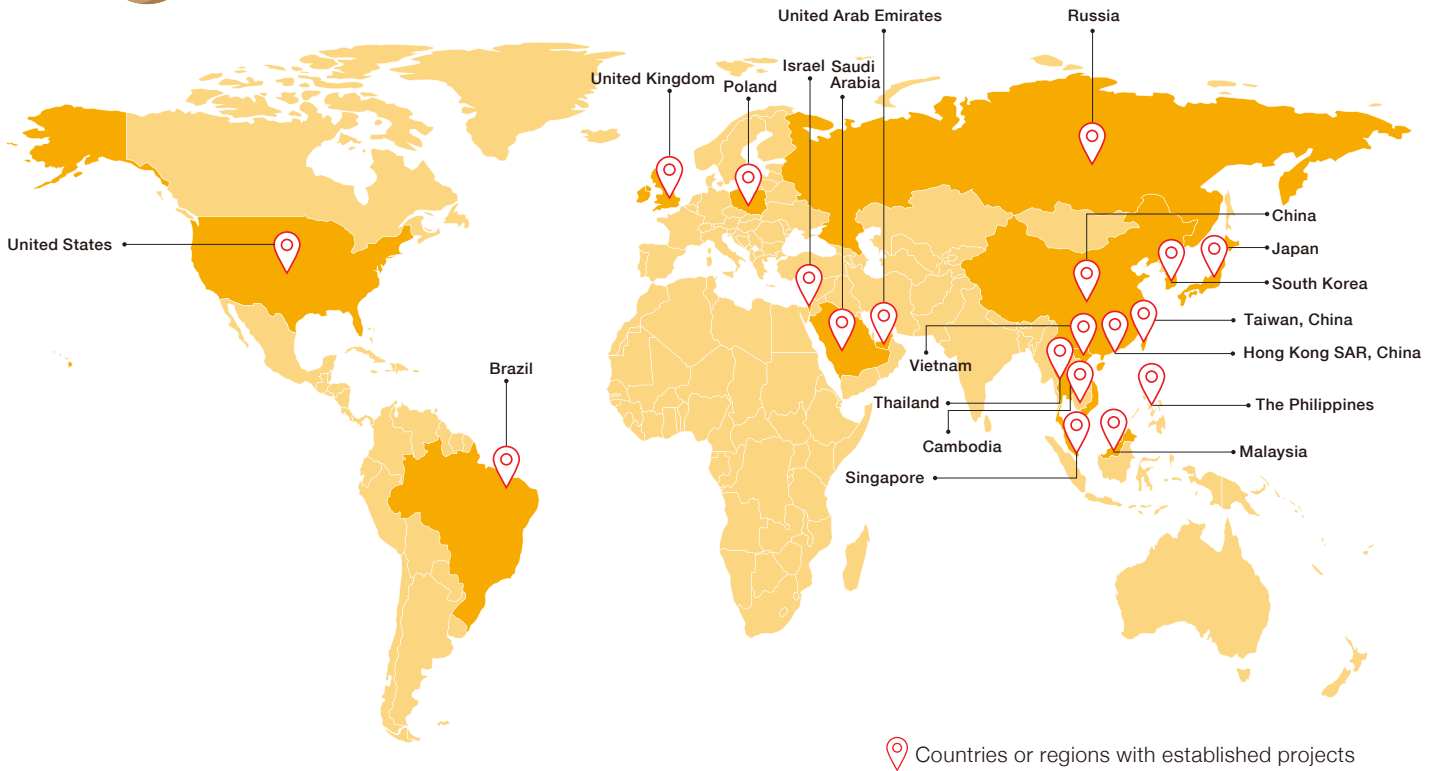


Global Footprint Network



19

Countries and Regions Served



Market Application

The Company operates within the midstream segment of the industry, we provide intelligent intralogistics solutions that address the fundamental challenges of modern warehouse operations. By combining advanced robotics and intelligent software through system design expertise, we deliver flexible and scalable intelligent solutions that increase operational efficiency, enhance reliability, reduce costs, and adapt to changing business needs. Our solutions transform traditional warehouses into intelligent facilities capable of meeting the dynamic demands of contemporary commerce, while significantly reducing reliance on manual labour and rigid infrastructure.

Our product portfolio has a wide range of market application scenarios and can meet the demands for intelligent, efficient and traceable intralogistics solutions for companies in the medical, electrical, retail, car manufacturing, new energy and manufacturing industry.

Through continuous investment in innovation, we have built a comprehensive intellectual property system that covers our core technologies, including invention patents, utility models, and design patents. Over the past decade, Galaxis has been deeply involved in the field of intralogistics intelligence, and its technological capabilities have been widely recognized by the market. Our customer network spans multiple key industries, and we have provided professional intelligent solutions for numerous well-known enterprises, earning a good reputation in both production and logistic sectors.



01

Strategic Governance
Forging a Path to a
Sustainable Future

ESG Management

The Company is committed to fostering a strong culture of sustainability within its business governance. While expanding robotics R&D and applications, it places high importance on sustainable development and management, safeguards employment rights, occupational safety and health, provides opportunities for career advancement and development for employees, and minimises the environmental impact of its operations wherever possible. We have established an internal ESG Management System, which clearly outlines our operational principles, governance structure, work measures, and development policies concerning sustainability.





The Board of Directors holds ultimate decision-making authority on company and ESG-related matters and is responsible for establishing all our ESG-related mechanisms and leading ESG strategy development. The Board reviews and approves the annual ESG report and oversees the implementation of ESG-related initiatives. To continuously enhance Board members' professional capabilities and oversight effectiveness, we commit to providing Directors with at least one annual ESG training session in the future, covering domestic and international policy trends and industry best practices.

The Company's management decision-making system explicitly incorporates social and environmental benefits as key considerations. Directors and management actively assess and review project risks and feasibility by considering ESG-related factors when making decisions. The Board also maintains information exchange with stakeholders, and solicits feedback, opinions, and suggestions through various channels to ensure continuous improvement in the Company's financial and sustainability efforts.

Communication with Stakeholders

We place high importance on communication with our stakeholders and fully consider their perspectives in our daily operations. We engage in effective communication and dialogue with stakeholders through diverse channels, gaining deep insights into their opinions and feedback. We identify stakeholder expectations and requirements regarding ESG topics, proactively refine internal policies, measures, and management systems, and effectively respond to relevant needs.

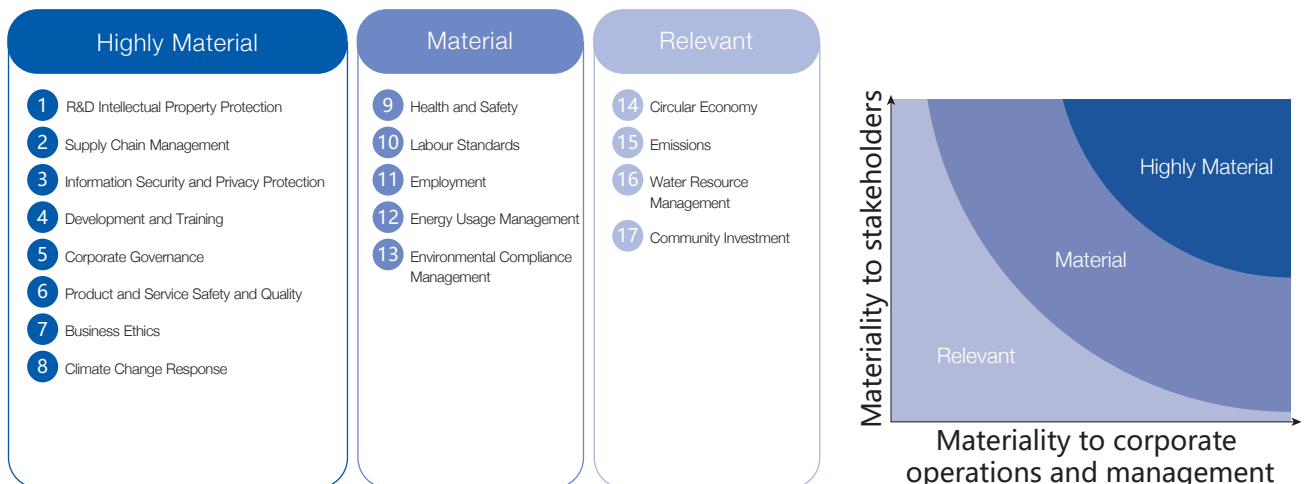
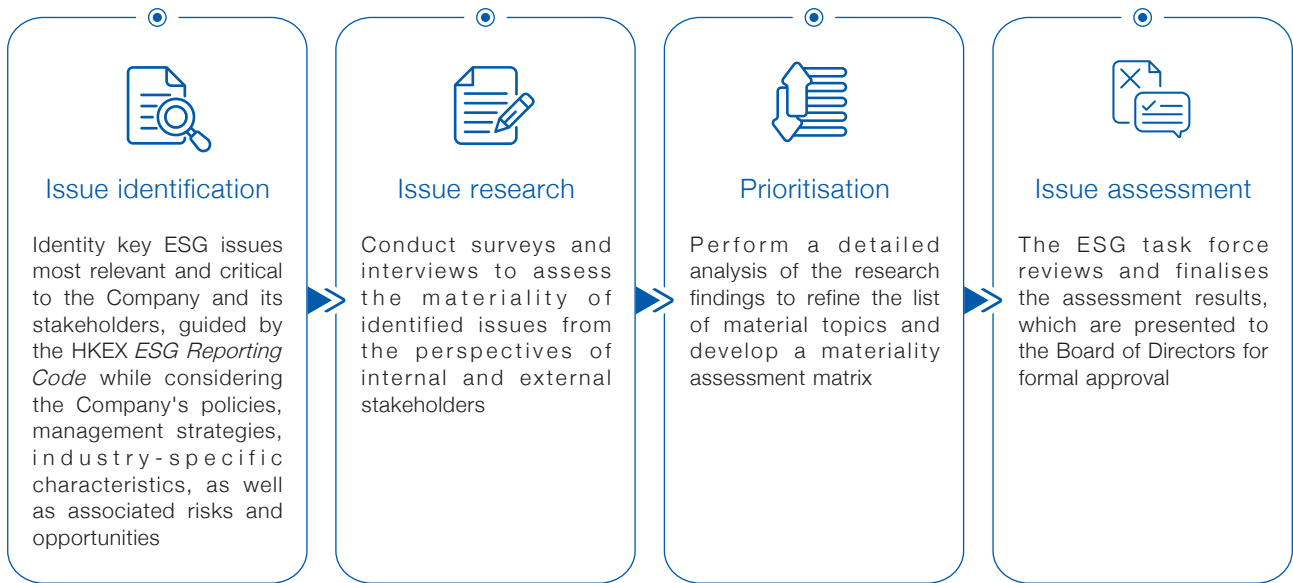
Stakeholders	Concerns	Communication channels	Our responses
 <p>Shareholders and potential investors</p>	<ul style="list-style-type: none"> Long-term development strategy and sustainability Financial performance and operational resilience Investor relations management 	<ul style="list-style-type: none"> Email and instant messaging software Online meetings Face-to-face interviews Shareholders' meetings 	<ul style="list-style-type: none"> Regular financial reporting Proactive communication of operational status
 <p>Employees</p>	<ul style="list-style-type: none"> Labour and human rights Occupational health and safety Compensation and benefits Equal employment opportunity 	<ul style="list-style-type: none"> Seminars and forums 	<ul style="list-style-type: none"> Fair recruitment requirements Diverse career development and promotion pathways Actively providing feedback channels for employees

Stakeholders	Concerns	Communication channels	Our responses
 Customers	<ul style="list-style-type: none"> Product quality and safety Project and risk management Customer experience and satisfaction Relationship and collaboration management 	<ul style="list-style-type: none"> Presentations Satisfaction surveys Site visits 	<ul style="list-style-type: none"> Establishing weekly project meetings where project administrators conduct progress and risk assessments Updating project milestones and major issues in real time through the Project Weekly Report and Project Issue Management Log Conducting customer satisfaction surveys to collect ratings and feedback on project implementation Monthly visits to key customers for face-to-face meetings, listening to their voices and feedback
 Suppliers and partners	<ul style="list-style-type: none"> Integrity in contract fulfilment Sustainable partnerships Safety management 	<ul style="list-style-type: none"> Cooperation agreements Supplier feedback system Field inspections 	<ul style="list-style-type: none"> Coordinating detailed delivery plans with suppliers; conducting inventory and quality checks upon arrival at the site; signing supplier delivery confirmation forms Requesting reports and communicate with suppliers for quality issues as needed Regularly arranging safety briefings for partners
 Government	<ul style="list-style-type: none"> Compliance operations Sound internal control and risk management Timely, accurate, and complete information disclosure Positive public image as a public company 	<ul style="list-style-type: none"> Conference exchanges On-site research Supervision and inspections 	<ul style="list-style-type: none"> Establishing a regular government-enterprise liaison mechanism and proactively engaging with regulatory authorities Timely tracking of policy trends and regulatory requirements Completing information submissions and compliance disclosures as required Conducting regular internal inspections and organising drills
 Other publics	<ul style="list-style-type: none"> Market impact 	<ul style="list-style-type: none"> Telephone and email Media interviews Large-scale communication events 	<ul style="list-style-type: none"> Hosting offline events to interact with various stakeholders Promoting brand value and services

Materiality Assessment

To identify ESG topics relevant to its operations, we reference the requirements of the Hong Kong Exchange’s *ESG Reporting Code*, the Sustainability Accounting Standards Board’s (“SASB”) *Materiality Issues Library*, and the capital market attention to ESG ratings. In addition, we engage with diverse stakeholders through various communication channels. We also employ the Global Reporting Initiative’s (“GRI”) materiality analysis framework. Through methods like questionnaires and interviews, we collect and record key stakeholder concerns, which then inform our materiality assessment.

Materiality Assessment Process



| Anti-corruption

We strictly comply with laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Provisional Regulations on the Prohibition of Commercial Bribery*. Internal policy documents, including the Management Measures on Rewards and Penalties and the Procurement Integrity Management System, have been established to explicitly prohibit any form of bribery, fraud, improper exchange of benefits, embezzlement, or similar misconduct. The Management Measures on Rewards and Penalties utilise a reward-penalty and scoring mechanism to document employees' performance regarding integrity and ethical conduct. Employees demonstrating commendable conduct receive recognition and encouragement, while those who underperform face potential consequences commensurate with the severity of the case, ranging from warnings to termination of employment. The Procurement Integrity Management System stipulates that employees must not accept any money, gifts, or other benefits from others and requires proactive reporting of such offers. Any employee found involved in such conduct will face immediate disciplinary action and, where necessary, will be referred to law enforcement authorities for legal accountability.

Furthermore, our Employee Handbook expressly prohibits all illegal conduct, including corruption and fraud. Violations result in disciplinary measures and legal consequences. Within our supply chain management, suppliers are required to execute a Partnership Integrity Agreement. This agreement binds them to uphold anti-corruption, anti-fraud, and business ethics standards, explicitly forbidding any improper benefit transfers or dishonest practices.

We maintain a comprehensive whistleblowing system. All stakeholders may confidentially report concerns either anonymously or under a pseudonym, while retaliation of any kind is strictly prohibited. The Company's Public Management Centre independently investigates all reports, guaranteeing protection for good-faith whistleblowers. Violations trigger appropriate disciplinary or legal action per established procedures, including mandatory reporting to law enforcement where necessary.

Reporting Channels:

Address: No. 1118, Chicheng Road, Daqiao Town, Nanhu District, Jiaxing City, Zhejiang Province, China

Email: law@galaxis.com.cn

No significant incidents of corruption, fraud, or other violations occurred during the Reporting Period. We remain committed to enhancing anti-corruption frameworks, reinforcing employees' legal awareness, and strengthening internal controls and oversight. These efforts will further enhance our culture of integrity and mitigate associated risks.

Information Security and Privacy Protection

We attach great importance to information security and privacy protection and strictly adhere to the *Personal Information Protection Law of the People's Republic of China*. To strengthen our governance in system development, operations, maintenance, and incident response, we have implemented policies including the Information System Emergency Response Management Policy, Information System Development Management Policy, and Software Change Management Policy, and an information security management system compliant with ISO/IEC 27001:2022.

The IT Department manages the full lifecycle of information systems, encompassing planning, requirement gathering, analysis, design, development, maintenance, and evaluation stages. The established Software Change Management Policy specifically standardises modification and maintenance procedures, enhancing post-launch support and change management for application systems and ensuring order, efficiency, and control.

A dedicated emergency protocol addresses urgent information security incidents. The Executive Director serves as the emergency commander, with the IT Department leading the emergency response team,

ensuring a coordinated response across all departments during urgent events. Every year, the Company conducts information system risk assessments. Based on the findings, emergency response plans are developed or updated. Incidents are classified into three risk-based tiers, each with defined emergency procedures.

The Company has also established incident handling and reporting channels. Upon detecting a suspected information security incident, relevant departments follow procedures to handle and track it, implementing remedial measures as needed. After an incident, the Emergency Command Team notifies relevant stakeholders of the event, including its cause, severity level, impact scope, handling process, and effect on service continuity. All information security-related incidents are appropriately reported, recorded, and handled.

We conduct annual emergency drills to ensure employees promptly respond to incidents such as information system intrusions, to minimise data leaks affecting the Company and clients and reduce the impact on business operations. During the Reporting Period, no major information leaks or violations of privacy legislation occurred at the Company.





02

People First
Cultivating a Safe and
Fulfilling Workplace

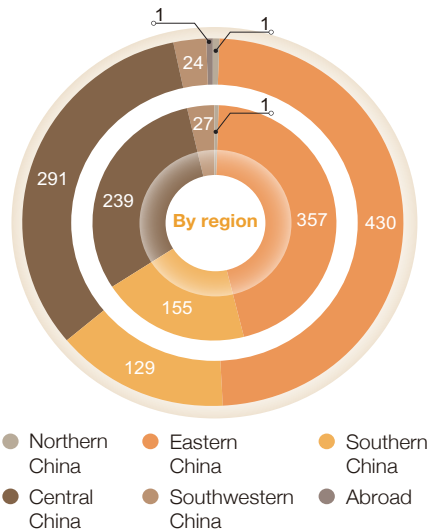
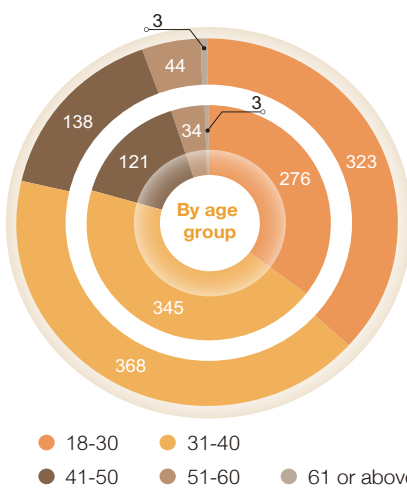
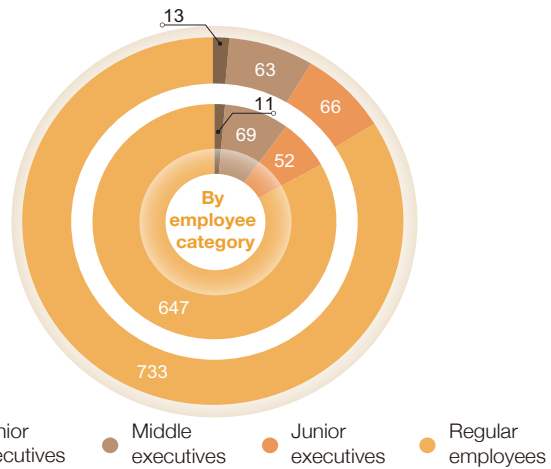
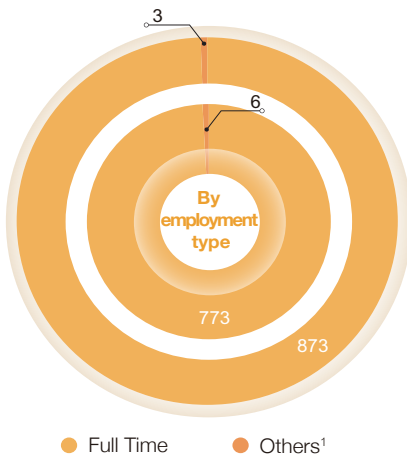
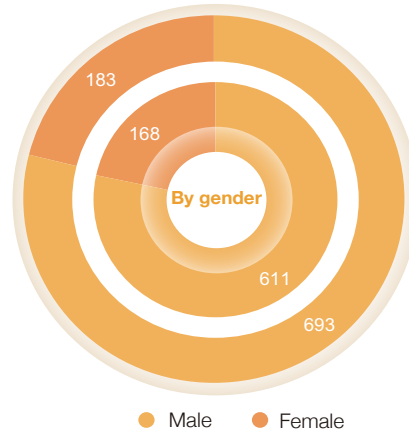
Employee Recruitment and Treatment

Employee Data

As of the end of the Reporting Period, the Company had **876** employees

Unit: Persons

Inner circle 2024 (Persons) 779 Outer circle 2025 (Persons) 876



¹ Other Employees include interns, Employer of Record (EOR) employees etc.

Employee Employment

We adhere to the principles of openness, fairness, and transparency in our employment practices. We strictly comply with the *Labour Law of the People's Republic of China* and the *Labour Contract Law of the People's Republic of China*, and have established policies such as the Recruitment Management Policy and the Employee Relations Management Policy to safeguard employee labour rights, while continuously enhancing their welfare and work experience.

The Company explicitly prohibits the employment of child labour or any form of forced labour. We uphold lawful and compliant recruitment principles and have established corresponding verification and supervision mechanisms. Should any relevant cases be identified, we will promptly address them and report them as necessary. As of the end of the Reporting Period, no illegal activities such as child labour or forced labour were identified in our employment practices.

In recruitment, we adhere to the principles of "rigorous selection, comprehensive assessment, merit-based appointment, and appointing based on capability". We actively advocate and implement values of diversity and inclusion, and do not discriminate based on race, ethnicity, skin colour, gender, sexual orientation, gender identity or expression, age, religion, disability, nationality, marital status, veteran status, or any other characteristic protected by law. This year, we recruited employees from 30 different ethnic groups.

The Company's Human Resources Department is responsible for planning recruitment activities, implementing the following year's recruitment plan annually based on the staffing status of each department. We actively expand diverse recruitment channels, including various recruitment websites, media outlets, and professional talent platforms, to attract high-potential professionals to join our team. Meanwhile, we recruit and cultivate high-potential

talent through campus programmes, continuously strengthening our talent pipeline. We also maintain internal recruitment channels, encouraging employees to explore career development opportunities through internal transfers while facilitating talent mobility and capability matching across departments.

We strictly prohibit employees from engaging in any improper conduct, including harassment or discrimination, and have clearly outlined fundamental behavioural standards in the Employee Handbook to ensure all employees adhere to professional, respectful, and equitable work standards.

Employee Benefits

Optimising employee well-being is a crucial foundation for the Company's sustainable development. We place high importance on employee care and welfare protection, and have established systems such as the Remuneration Management Policy and the Employee Benefits Policy, effectively safeguarding employee rights and enhancing the sense of belonging and well-being of all staff.

To provide concrete support for the Company's long-term development, we endeavour to establish a fair remuneration system designed to unlock employee potential and attract and retain outstanding talent. The Company structures remuneration based on employee positions and conducts annual remuneration reviews. We adjust remuneration levels with reference to market survey results to ensure employees receive fair, appropriate, and market-competitive rewards.

We are establishing comprehensive incentive mechanisms to enhance employee performance, encouraging individuals to pursue excellence in their roles, and stimulate team proactivity and creativity. These incentive mechanisms are also linked to remuneration, ensuring that employee contributions are matched with appropriate rewards.



Regarding employee benefits and care, the Company has implemented the following measures to enhance the work experience and overall well-being of employees:



Basic benefits and insurance

- Provide insurance for employees to build a multi-tiered, comprehensive protection system.
- Offer telephone expense subsidies, provision of work uniforms and other benefits to continuously improve employees' working and living conditions.



Employee care initiatives

- Send birthday greetings and gifts to employees on their birthdays.
- Present congratulatory red envelopes to employees upon marriage or childbirth to convey the Company's warmth.



Care for key groups

- Arrange a half-day leave for female employees on International Women's Day in accordance with the law, effectively safeguarding their rights and interests.



Care for seconded employees

- Support living guarantees for employees stationed externally and providing home leave, location-based subsidies, and regular care visits to alleviate their concerns.

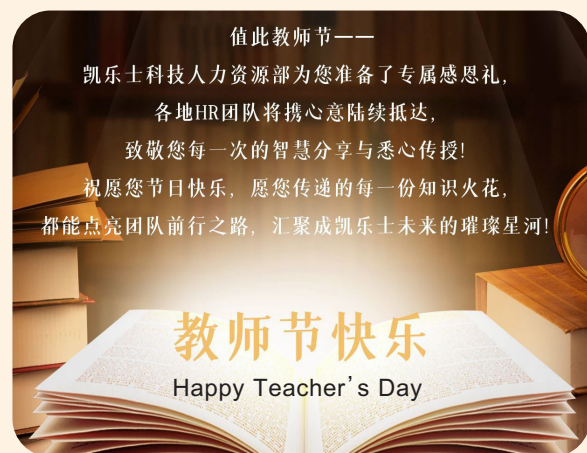
We attach great importance to employee satisfaction. An annual satisfaction survey covering all employees is conducted, encompassing areas such as administration, human resources, finance, and IT system management. This ensures we can promptly understand employees' needs and feedback, enabling us to continuously improve our management and working environment. This year, we collected satisfaction questionnaires from 514 employees, achieving an overall satisfaction score of 82 points. We will continue to gather employee opinions and suggestions and strive to continuously improve employee well-being and their working experience.



Case Study: Teacher's Day Event

To demonstrate our commitment to internal training and employee development, we organised a "Teacher's Day Appreciation Event" during Teacher's Day to express gratitude to leaders and senior colleagues who serve as trainers. These colleagues actively guide and mentor new hires in their daily work, patiently imparting core job skills and knowledge, and thereby laying a crucial foundation for the team's steady development.

On the day of the event, we presented to 60 mentors with certificates of appreciation and a pair of headphones in recognition of their contributions and support to the team. This initiative strengthened mutual recognition among employees and fostered a more respectful and inclusive work environment.



We will continue to refine our employee care and welfare systems, constantly enhancing our staff's sense of gain, happiness, and security.

Employee Departures

We strictly comply with relevant laws and regulations to safeguard the rights and interests of departing employees, handling exit procedures through unified and compliant processes. Additionally, we conduct exit interviews to understand reasons for departure, gather feedback for improvement, and provide appropriate care and support during the off-boarding process.

The Company's employee turnover rate² is as follows:

Employee Turnover		Unit	2025	2024
Employee turnover rate	/	%	21.69	26.32
 By gender	Male	%	24.39	27.99
	Female	%	11.48	20.24
 By age group	18-30	%	26.01	35.14
	31-40	%	24.46	21.74
	41-50	%	10.14	18.18
	51-60	%	4.55	32.35
	61 or above	%	0.00	0.00
 By region	Northern China	%	0.00	0.00
	Eastern China	%	28.84	35.57
	Southern China	%	15.50	22.58
	Central China	%	13.40	15.06
	Southwestern China	%	29.17	25.93
	Abroad	%	0.00	0.00

² Employee turnover rate only includes employees who resigned voluntarily.

Employee Development and Training

We provide diversified development opportunities to employees to support their continuous career advancement. The Company has established a “dual-track” career development pathway encompassing both management and specialised roles, focusing on cultivating leadership and comprehensive management capabilities while enhancing core technical expertise and professional value, thereby offering broader growth prospects for employees across different positions and with varying attributes.

Concurrently, we have developed a career progression framework centred on a qualification system, delivering a clear “competency map” and promotion guidelines for employees. Currently, we are progressively refining qualification standards for key positions, defining the requisite knowledge, skills, and behavioural criteria for each rank (e.g., Assistant, Independent, Senior, Expert). To operationalise these standards, we continuously conduct multi-format empowerment and certification initiatives to bolster employee capability enhancement and career development.

Regarding employee training, we have established the Training Management System, Internal Trainer Management Guidelines, and Course Management System to build a standardised, regulated training framework covering employees’ entire career cycles. We employ diversified training methodologies – including online sessions, offline specialised instruction, and hybrid models integrating “online + offline + training-practice integration” – to ensure effective training implementation. This year, our annual training programme focused on the following five areas:



We have also adopted the approach of “competitions as practice and evaluations for growth” to help employees improve through benchmarking in practical work. This year, we conducted the following initiatives:

- 1 Hosting production skills competitions for employees engaged in production work, not only assessing their daily operational skills but also facilitating technical exchanges between teams, sharing best practices, and further elevating overall production efficiency and professional competence;
- 2 Implementing qualification certification and skills assessments for customer-facing after-sales service personnel, enabling employees to more effectively identify and resolve operational and communication-related issues encountered in daily work, thereby enhancing the customer experience.



Case: Hubei “Specialized, Refined, Distinctive, and Innovative Little Giant” Enterprise Training Project

In response to Hubei Province’s goal of promoting high-quality development of Specialised and Sophisticated “Little Giant” SMEs, we were selected this year to participate in the Hubei Province Specialised and Sophisticated SME Cultivation and Empowerment Project.

Two of the Company’s employees participated in nine specialised training sessions in Wuhan from July to September, jointly organised by universities, professional consultants, and technological enterprises. The course content centred around quality control, management processes, technological innovation, and service capability enhancement, with the aim of assisting enterprises in exploring and establishing a specialised and sophisticated empowerment system to further optimise their development path and growth potential.



Through this training, the Company learnt from best practice cases in technology R&D and production management, gaining a deeper understanding and identification of various management and quality control pain points, thereby enhancing our awareness of such risks and ability to improve in the future. Looking ahead, we will continue to strengthen employee management, technological innovation, and production quality through capacity building, to provide customers with quality products and excellent service.

To continuously improve the Company’s training system, we annually review, update, and optimise training related to management, business, and general issues. We also value employee feedback; before formulating the annual training plan, we conduct training needs surveys among all employees to widely collect suggestions, ensuring the training content aligns with their actual work requirements and career development direction.

Looking forward, we will finalise the establishment of competency standards for all key positions, further expand the coverage of the talent development system, establish clearer competency requirements and career development paths, and support employees’ capability enhancement and development at different stages.

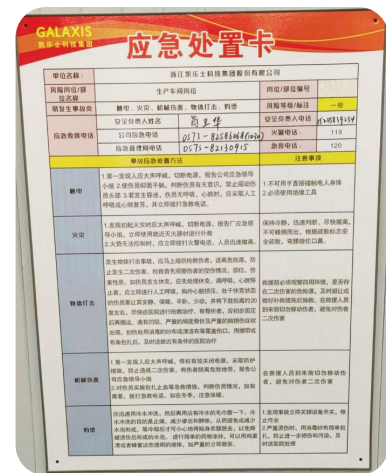
Details of the Company's employee training are as follows:

Indicator		Unit	2025	2024
Total number of training sessions	/	/	39	53
Total number of participants	/	Persons	4,570	7,315
Percentage of employees trained	/	%	72	71
Employees trained by gender	Male	%	67	73
	Female	%	91	94
Employees trained by employee category	Senior executives	%	77	82
	Middle executives	%	95	92
	Junior executives	%	97	95
	Regular employees	%	68	71
Total number of courses	/	/	39	53
Total training duration	/	Hours	3,810	5,193
Average training duration	/	Hours	4.3	10.05
Average training duration by gender	Male	Hours	4.5	11
	Female	Hours	4.3	9
Average training duration by employee category	Senior executives	Hours	5	8
	Middle executives	Hours	4.4	9
	Junior executives	Hours	4.3	11
	Regular employees	Hours	3.5	12

Occupational Safety and Health

We highly value employee health and safety and strictly comply with the *Production 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 other relevant laws and regulations. We have established a comprehensive safety management system framework, formulating regulations such as the *Production Safety Management System* and the *Management Guidelines for Production Staff*, covering all employees and various work scenarios to ensure safety responsibilities are fully implemented.

To effectively identify risk sources and improve production safety planning, we conducted a comprehensive hazard identification and assessment exercise during the Reporting Period. All departments inventoried relevant hazards within their respective business scopes and performed risk ratings based on likelihood, scope of exposure, and severity, covering company offices, production workshops, and related facilities. We then implemented corresponding management measures based on the hazard levels to ensure risks are managed through appropriate processes, effectively enhancing occupational safety and health protection capabilities. Furthermore, we conduct regular safety inspections at all production bases, eliminating any cases of non-compliance in order to thoroughly prevent potential hazards.



We have installed safety notice boards at production bases to strengthen employee safety awareness and improve their ability to work safely.

We developed the Standardised Safety Management Manual, clearly defining safe working conditions and emergency response procedures for employees. We strictly standardise job entry requirements: employees must wear personal protective equipment as stipulated and complete safety checks; for special types of work, tasks must be performed only by employees holding corresponding special operations certificates. To enhance safety awareness and emergency response capabilities, we regularly conduct safety advocacy, fire drills, specialised training, and emergency exercises. This ensures the effective implementation of all safety measures, upholding the management principle of “Safety First, Prevention Oriented”.

We value employee occupational health, regularly organising occupational health examinations for all staff, including pre-employment and periodic in-role medical check-ups. We also maintain employee health records to track and manage health status throughout their employment.

This year, the Company’s occupational health and safety management performance was as follows:

Indicator	Unit	2025	2024	2023
Number of work-related fatalities	Persons	0	0	0
Work-related fatality rate	%	0	0	0
Lost days due to work injuries	Days	37	180	/

I Community Investment

We are aware of the social responsibilities we should fulfil as a company. During the Reporting Period, we donated RMB2,000 to the Red Cross Society of Xinwu District, Wuxi, to support public welfare initiatives and contribute to the enhancement of social well-being.

Our investments in community initiatives include:

Community Investment	Unit	2025	2024
Money Invested	RMB	2,000	4,800
Time Invested	Hours	0	4



03

**Precision Innovation
Building Excellence
in Quality**

Providing high-quality intelligent logistics solutions for customers is at the core of the Company's business, and ensuring product reliability and excellence remains our unwavering commitment. The Company has established a series of institutional mechanisms covering technology R&D, trademark and intellectual property management, production and supply chain management, and product and service quality. These mechanisms are strictly applied to manage the product life cycle from upstream to downstream.

I R&D and Intellectual Property Protection

We place high importance on intellectual property protection. We strictly comply with relevant laws and regulations and have formulated the Intellectual Property Management System, Intellectual Property Infringement Protection Plan, Intellectual Property Dispute Handling Control System, Intellectual Property Information Resource Control System, Intellectual Property Maintenance and Control System, Intellectual Property Implementation, Licensing and Transfer Control System, Intellectual Property Search and Acquisition Control System, and Intellectual Property Risk Management Control System. These systems meticulously regulate the product from the R&D stage to patent acquisition, comprehensively enhancing process stability and reducing the likelihood of intellectual property infringement.

Our Intellectual Property Management Department is responsible for establishing the Company's intellectual property system. This includes standardising patent applications and trademark registrations, conducting external intellectual property monitoring, and guarding against emergencies and legal disputes. When faced with intellectual property infringement incidents, the department analyses the evidence with the support of relevant departments such as Legal Affairs and Finance. If warnings to the infringer prove ineffective, legal action is pursued.

To increase the volume of our intellectual property, we issue Intellectual Property Rewards to encourage teams to actively innovate during product R&D and submit patent applications, further enhancing R&D motivation and maximising product value. As an industry-leading robotics enterprise centred on R&D and innovation, we will continuously improve our capabilities in generating and commercialising intellectual property and patents.

Details of patents and trademarks applied for and owned by us in China as of this year are as follows:

Intellectual Property		2025	2024
Patents	Applied this year	37	63
	Obtained this year	40	46
	Valid as of the end of the reporting period	351	311
	Utility model patents	249	231
	Invention patents	73	62
	Design patents	29	18
Trademarks	Applied this year	19	0
	Obtained this year	5	2
	Cumulatively registered	107	102

During the reporting period, we did not receive any significant intellectual property infringement claims or experience any material intellectual property infringements by third parties that had a materially adverse effect on our business, financial position or operations.

I Product Quality Management

Ensuring product quality and safety is fundamental to our business operations. We have established a comprehensive institutional framework, including Risk Management Procedures, Non-conformance Control Regulations, Identification and Traceability Management Procedures, Incoming Material Inspection Regulations, In-process and Finished Product Inspection Regulations, and Outbound Inspection Regulations. This system enables end-to-end management and oversight of product quality and safety. We maintain certification for three key management systems: ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and ISO 45001 Occupational Health and Safety System. This certification covers the entire value chain of robot R&D, production, sales, and integration applications. We continuously improve our operational resilience and compliance levels.

In monitoring product quality, we strictly adhere to international standards including ISO 9001, as well as other safety standards and region-specific quality requirements. We have tailored our quality control systems and engage independent third-party product testing and certification bodies to ensure compliance with local regulations. The Company's Quality Department conducts sampling inspections of raw materials and coordinates with the Purchasing Department to request withdrawal or disposal of non-conforming materials. During production, the Production Department must ensure all equipments and tools meet requirements and that operations follow valid process specifications. Any abnormalities or non-conforming products identified must be documented and reported to the Production Supervisor.

We manage non-compliant products based on their nature and severity: Minor cases of non-compliance are promptly reported to the relevant department or supplier; serious cases require immediate corrective action; major cases necessitate an immediate production halt for repairs. All products must pass final inspection prior to shipment. Production personnel authorised by the Production Supervisor and Quality Department inspectors issue the "Final Inspection Report," confirming compliance. Every product undergoes inspection upon production completion. Approved products receive a "Qualified" stamp. Only finished goods accompanied by a compliance certificate may be released for shipping.



Recall and Traceability Mechanisms

The Company has established standardised procedures for product identification, ensuring comprehensive traceability across all stages of production and storage. These procedures enable the identification of root causes of defects, facilitate analysis and improvement, and support effective management. Clear guidelines for product identification are provided, with detailed records maintained by the Production and Quality Departments based on production processes and inspection results. This foundation ensures the quality, safety, and compliance of our products.

Upon receipt of raw materials, if any non-compliant item is detected within a batch, the entire batch is rejected and returned, ensuring reliable quality from the source.

A robust product traceability mechanism, centred on unique identification codes, has been implemented. Each product unit is equipped with a permanent nameplate, serving as the cornerstone for full-process tracking. By leveraging the nameplate code, we can retrieve associated data, including finished product part numbers, workshop order numbers, warehousing and shipping documents, shipment approvals, logistics tracking numbers, factory inspection reports, packing records, material requisition lists, and incoming inspection records. This ensures comprehensive documentation of every step from warehousing to delivery.

During product assembly, the system provides access to critical information, such as work order numbers, project names, part numbers, production material requisition records, purchase order numbers, and supplier details. Concurrently, the system manages technical and compliance documents, including component drawing drafts/product specifications, incoming inspection records, inspection instructions, and purchase contracts. This establishes a seamless traceability path from the complete unit down to individual components, enabling rapid identification of quality issues, assignment of responsibility, and implementation of corrective actions.

In the event that a customer identifies non-compliant or defective products, the Company's Recall Team activates the product recall procedure in accordance with the Non-Compliant Product Control Policy. This ensures prompt isolation, retrieval, and processing of non-conforming products, safeguarding customer usage and reinforcing the Company's commitment to product quality.

Through continuous refinement of the traceability system and enhanced identification and traceability controls across all manufacturing processes, we ensure effective monitoring and verification of product quality status and traceability throughout production. No product recalls or retrievals were required during the year.

| Customer Management





We consistently maintain a customer-centric approach, implementing our After-Sales Service Management System to provide customers with 24/7 safety assurance and professional support. This commitment drives continuous improvement in after-sales satisfaction, thereby gaining market recognition and enhancing brand reputation. Our after-sales service centre proactively communicates with customers, offering online guidance and on-site services tailored to their inquiries and needs during product usage. We also conduct regular customer visits to inspect and test all systems and equipment, promptly eliminating potential risks and ensuring safe operation. Through ongoing dialogue, we gain insights into product performance and customer feedback, refining our understanding of client requirements to continuously optimise service solutions.

Regarding maintenance and upkeep, we actively assist customers in managing spare parts inventories and guide them in performing regular equipment maintenance while maintaining detailed records. This comprehensive support ensures stable performance throughout the product lifecycle.

For customer complaints, we have established clear processes and handling procedures. Complaint information is relayed in real-time to the Customer Service Centre, where dedicated personnel are responsible for collection, filtering, review, and progress tracking. Upon analysing the root cause, we implement rectification measures, ensuring each complaint is properly resolved. In addition, we collaborate with other departments to develop improvement plans, preventing the recurrence of similar issues. This year, we have not received any complaints related to our products.

We also conduct regular customer satisfaction surveys. The After-Sales Service Centre invites customers to complete questionnaires quarterly, specifically soliciting feedback and suggestions on service attitude, repair skills, response speed, and service efficiency. This forms part of our commitment to providing a superior service experience and continuously enhancing our corporate brand and product reputation. This year, we surveyed 41 customers, achieving a composite score of 96.88 points, reflecting the Company's commitment and effectiveness in delivering excellent service.

Customer Contact Channels:

-  7x24 Hour Service Hotline: 400 101 0974
-  Official Email: info@galaxis.com.cn; service@galaxis.com.cn
-  Official Corporate WeChat Account
-  Questionnaire Surveys

I Supply Chain Management

We are committed to establishing a robust and resilient supply chain in line with the principles of “fairness, justice, honesty, and credibility” to ensure all suppliers meet our requirements regarding quality, compliance, operational management, and corporate responsibility. Through a clear supply chain management system, we work to maintain our supply chain’s stability and competitiveness, thereby guaranteeing the safety and reliability of our products.

Procurement Policy

We have established systems including the Material Procurement Management System and the Integrated Procurement Supplier Development and Management System. These clearly define the processes we are required to follow and the principles we must adhere to when procuring raw materials. The Company’s Procurement Department is responsible for supplier development and management, price and cost analysis, drafting and reviewing procurement contracts, supporting procurement activities, and related tasks. When any department requires raw material procurement, they must submit a Procurement Application Form. This form must clearly state the material name, quantity, specifications, quality and technical requirements, and intended use. All applications undergo an internal feasibility review covering project viability, budget, and pricing before approval.

Supplier Sustainable Management

To support our long-term R&D and production development, we actively advance supplier development initiatives, aiming to build a diversified, reliable, and competitive supply chain system. As part of supplier identification and onboarding, the Company utilises the New Supplier Questionnaire to thoroughly evaluate basic corporate information, scale and production capacity, quality assurance capabilities, R&D capabilities, as well as key clients and project experience. This forms the basis for supplier qualification assessment. We also conduct on-site inspections to verify critical aspects including fundamental corporate profiles, process and quality management (incorporating environmental management), raw material and production management, warehousing and logistics management, production capacity scale, production line configuration, R&D capabilities, and on-site installation and after-sales service. This ensures they possess the comprehensive capabilities required for stable collaboration.



The Company conducts annual supplier performance evaluations to review suppliers' technical and commercial cooperation performance, providing a foundation for supply chain optimisation. Our Procurement Department systematically tracks supplier performance in product quality, after-sales service levels, problem resolution capabilities, and pricing competitiveness. Suppliers are assessed using the Supplier Performance Evaluation Form, with improvement recommendations issued when necessary. Relationships with underperforming suppliers are terminated. Supplier evaluations cover the following key areas:



We encourage suppliers to adopt environmentally friendly and sustainable products and manufacturing solutions, actively incorporating these factors into our procurement and supplier selection processes. We have established clear environmental and social requirements for suppliers, requiring them to sign the Notification on Environmental, Occupational Health and Safety for Stakeholders and comply with the ISO 14001 and ISO 45001 environmental management and occupational health and safety management system standards. This minimises environmental impact during production and safeguards labour rights and employee health. In the year, the Company collaborated with 1,049 suppliers, with no terminations of supplier relationships due to environmental or social factors.

		2025	
Suppliers		Collective Procurement	Material Procurement
Domestic	Number of Suppliers	594	448
Abroad	Number of Suppliers	4	3

An aerial photograph of a modern, sustainable city. The buildings are multi-story and feature green roofs with various plants and trees. Solar panels are installed on the roofs of several buildings. A large, modern wind turbine is visible in the lower right quadrant. The overall scene is lush and green, representing a low-carbon urban environment.

04

**Sustainable
Operations
Building a Shared
Low-Carbon Future**

I Sustainable Operations

We strictly adhere to environmental laws and regulations, including the *Law of the People's Republic of China on Environmental Protection*, the *Law of the People's Republic of China on Energy Conservation*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*. In all aspects of our business operations, we prioritise environmentally friendly and ecologically conscious measures to control and reduce pollutant emissions and energy consumption.

Energy Usage

We maintain a high level of vigilance in energy management, regularly monitoring operational energy consumption and continually assessing the feasibility and optimisation of renewable energy sources. Our production plants implement energy-conservation measures such as employing solar water heaters and installing energy-saving lighting fixtures to reduce electricity consumption.



The Company's energy usage is as follows:

Indicator	Unit	2025	2024
Electricity consumption	kWh	768,674	626,740
Electricity consumption intensity	kWh/RMB 1 million revenue	8.46	8.69
Total energy consumption ³	kWh	768,674	626,740

Looking ahead, we will explore the feasibility of upgrading production line equipment and adopt intelligent, modular mechanical designs to enhance energy usage efficiency and reduce consumption. We will also strengthen the energy-saving capabilities of our ventilation systems to minimise energy wastage. Regarding renewable energy utilisation, we plan to progressively extend the application of renewables through measures such as installing rooftop solar panels on selected factory buildings and entering into green electricity procurement agreements.

³ Comprehensive energy consumption is calculated according to the conversion factor in the *National standard of China's General Rules for Calculation of the Comprehensive Energy Consumption (GB/T2589-2020)*.

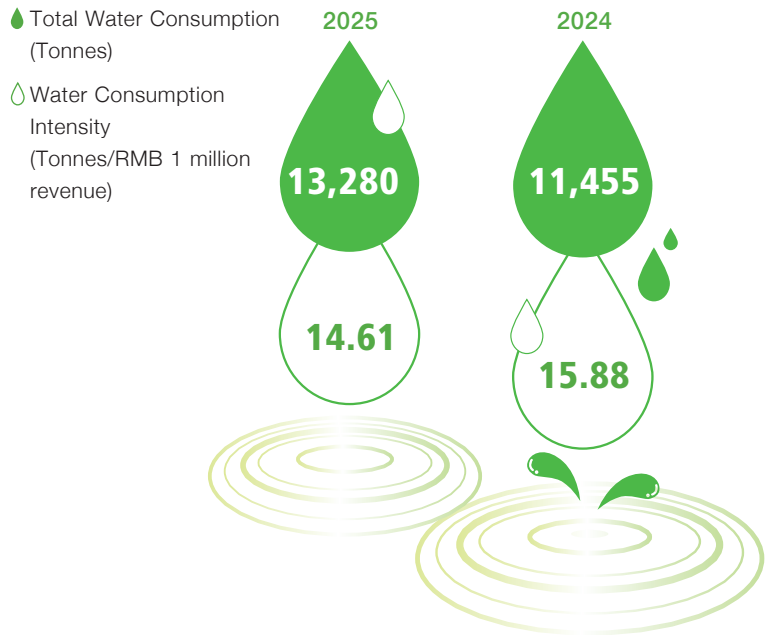
Water Resources Usage and Management

The Company's primary water source is the municipal water supply, with no issues encountered in securing suitable water resources.



We have installed water-saving taps and display water conservation notices.

The Company's water usage is as follows:



Simultaneously, we closely monitor water usage at our production facilities and offices, implementing multiple water conservation measures and management policies. For office water consumption, we promptly repair leaking taps to minimise wastage and display reminder signs in restrooms to cultivate employee water conservation awareness. We continuously promote water-saving practices to reduce overall consumption.

Furthermore, we plan to upgrade water equipment used in production processes. Treated wastewater will be reused, primarily for purposes such as landscape irrigation and facility cleaning. This will progressively establish a comprehensive water recycling system, targeting a wastewater reuse rate exceeding 50% by 2027.

Waste and Packaging Management

We actively encourage recycling and waste segregation across our operations. The Solid Waste Management Rules and the Scrap Management Process have been established, clearly specifying methods for classifying, collecting, and disposing of waste generated by the Company. The Company's Administration Department regularly monitors waste generation and recycling rates, and has issued a Solid Waste Classification Chart to guide all departments in appropriately handling waste according to categorisation. Departments also conduct regular waste segregation training for all Company personnel to foster sound awareness of proper waste disposal practices.

Taking 2023 as the baseline year, the Company has set targets to increase the recycling rate of packaging waste from assembly operations to 85% by 2027 and achieve zero waste to landfill across all assembly properties by 2033. To support these goals, we will promote packaging optimization by working with selected suppliers to introduce standardized, reusable packaging – such as returnable boxes and pallets – to replace single-use materials. This year, the Company utilised 1,702 wooden packing crates. Concurrently, we plan to complete the transition of packaging for key components by 2026.

Additionally, we will establish basic waste sorting stations to improve the separation and recycling of materials like metal scraps and plastic waste. Partnerships with qualified recycling companies will ensure all waste is processed in a compliant and resource-efficient manner. During the reporting period, our waste generation profile was as follows:

Indicator	Unit	2025
Non-hazardous waste	Tonne	13.84
Hazardous waste	Tonne	0

Green Innovation

We place significant emphasis on green innovation, striving to integrate advanced technologies and sustainable solutions into our products and services. This integration enhances environmental benefits while creating greater value for clients. As a manufacturer of intelligent logistics robots, assisting clients in enhancing storage space efficiency represents a key focus of our green innovation. Through technological optimisation, clients can achieve more efficient warehousing operations within smaller sites. Such spatial efficiency reduces energy and resource consumption, minimises land usage, and consequently lessens the environmental impact of clients' business operations.

We will continue to explore technologically advantageous pathways with environmental benefits. Through innovative solutions, we aim to assist more enterprises in improving operational efficiency, reducing their carbon footprint, and progressing towards more efficient, low-carbon, and sustainable operational models.



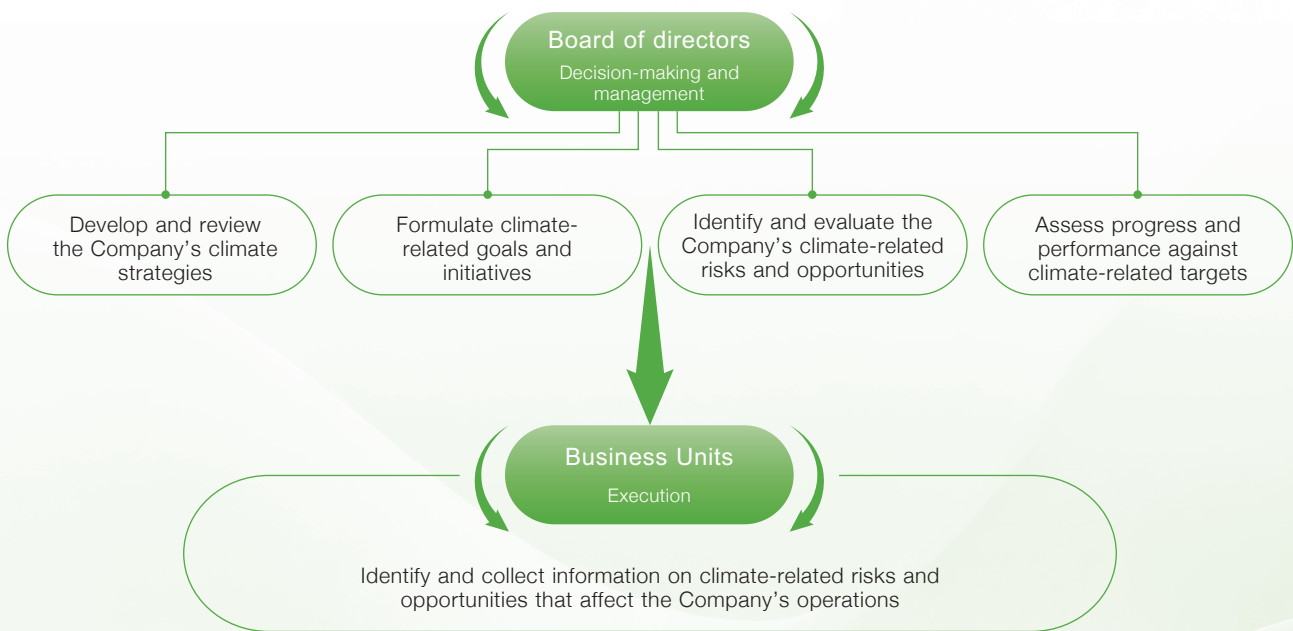
This year, the Organising Committee of the International Green Zero-Carbon Festival honoured us with the "2025 ESG Exemplary Enterprise Award", recognising our outstanding performance in green operations.

Climate Change Response

In response to global climate change and China’s “3060” Dual Carbon Goals, we have established long-term planning for our business decarbonisation pathway. We closely monitor the Company’s carbon footprint, working towards our goal of achieving a low-carbon transformation. To address the risks and opportunities presented by climate change, we assess and disclose related impacts in accordance with Part D of the Hong Kong Stock Exchange’s Environmental, Social and Governance Reporting Code, which enables us to optimise the Company’s climate strategy.

Governance

We incorporate the management and review of climate-related risks and opportunities into our overall ESG governance framework. The Board of Directors holds ultimate responsibility for climate-related matters, overseeing the planning, management, and disclosure of the Company’s strategy for addressing climate-related risks and opportunities. At the implementation level, through collaboration with various business departments, we identify the business impacts of climate-related risks and opportunities at the operational level and implement corresponding measures. The Board of Directors monitors the progress of implementing climate change mitigation measures, ensuring these considerations are fully integrated into the formulation of the Company’s overall strategy.



Strategy

Climate change poses certain impacts on the Company's day-to-day operations and long-term planning. We closely monitor the risks and opportunities that climate change presents to the intelligent intralogistics robotics industry. By analysing the Company's operations, industry characteristics, and industry best practices, we identify and assess climate-related risks and opportunities.

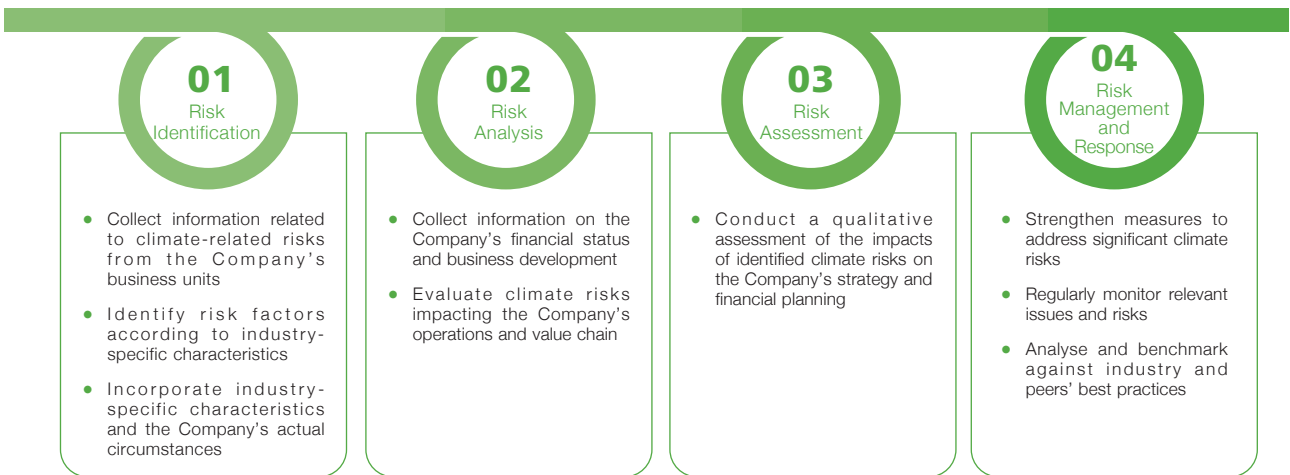
We assessed the impacts of physical and transition risks on assets and operations across short-term (within 1 year), medium-term (1-5 years), and long-term (5+ years) horizons. Details are outlined below:

Category	Risk/ opportunity type	Sub-type	Description	Timeframe	Business/value chain impact	Potential financial impact	Response
Risk	Physical risk	Acute	Extreme weather events damaging production equipment and causing temporary supply chain disruptions	Short-term	Disrupts business continuity	Increases operational and facility repair costs	<ul style="list-style-type: none"> Conduct regular assessments of the impact of extreme weather and natural disasters on business operations; develop relevant contingency plans
		Chronic	Rising prevalence of extreme heat due to climate change, increasing energy consumption for temperature-controlled operations	Medium to long-term	Increases production and operational costs	Higher costs	<ul style="list-style-type: none"> Continue installing solar panels and sign green power procurement agreements to reduce carbon emissions from electricity usage
	Transition risk	Policy	Regulatory bodies imposing stricter climate disclosure requirements	Medium to long-term	Affects operational compliance	Compliance impact	<ul style="list-style-type: none"> Closely monitor policy and regulatory developments; adjust corporate strategies accordingly
		Reputational	Failure to meet stakeholder expectations on low-carbon transition due to inadequate climate strategy	Long-term	Damages corporate and brand reputation	Revenue impact	<ul style="list-style-type: none"> Actively monitor climate risks and opportunities relevant to operations; integrate climate considerations into overall strategic planning
Opportunity	Physical opportunity	Technological	Adoption of energy-efficient and resource-saving equipment to reduce electricity and other costs	Medium to long-term	Lowers electricity and resource consumption	Cost impact	<ul style="list-style-type: none"> Continue installing solar panels and sign green power procurement agreements

Category	Risk/opportunity type	Sub-type	Description	Timeframe	Business/value chain impact	Potential financial impact	Response
	Transition opportunity	Market	High transition potential towards renewable energy due to electricity-dominated operations, enabling better response to client demands for green supply chains	Long-term	Enhances positioning as a low-carbon and green enterprise; increases product appeal	Revenue impact	<ul style="list-style-type: none"> Refine long-term planning for low-carbon transition

Risk Management

To promptly identify and manage climate-related risks, we have established the following assessment and monitoring procedures:



Metrics and Targets

The primary sources of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions stem from energy consumption during daily operations, predominantly electricity usage. The Company's GHG emissions profile is as follows:

Indicator	Unit	2025	2024
Total (Scope 1) direct GHG Emissions ⁴	tonne of carbon dioxide equivalent	344.05	280.5
Total (Scope 2) indirect GHG Emissions ⁵	tonne of carbon dioxide equivalent	59.21	48.27
Total GHG emissions	tonnes of carbon dioxide equivalent	403.26	328.77
GHG emissions intensity	tonnes of carbon dioxide equivalent/RMB 1 million revenue	0.44	0.46

We continuously improve energy efficiency and control our emission intensity in alignment with China's "3060" targets. We aim to achieve carbon peaking by 2030 and plan to attain carbon neutrality across operations by 2055. Comprehensive GHG inventories are conducted for all factories and offices. Our reporting scope is currently limited to operations within the Chinese Mainland, with electricity consumption being the principal emissions source.

Under the Energy and Resource Conservation Management Policy, we advocate rational use of air conditioning to reduce electricity consumption and GHG emissions. Specific requirements include:

During summer, air conditioning may only be activated for cooling when outdoor temperatures exceed 30°C, with the temperature set no lower than 26°C.

During winter, thermostats should be set no higher than 18°C when temperatures fall below 5°C, with fan speed adjusted to low/medium settings. Units must be switched off when not in use.

We will continue enhancing climate-related disclosures in accordance with HKEX requirements. Concurrently, we are exploring the feasibility of disclosing Scope 3 GHG emissions to further improve climate-related information transparency.

⁴ Total direct GHG emissions: calculated by multiplying the Company's gasoline consumption by the corresponding emission factor. For the emission factor, please refers to ① China Energy Statistical Yearbook ② IPCC 2006;

⁵ Total indirect GHG emissions: calculated by multiplying the Company's purchased electricity consumption by the corresponding emission factor, which is determined with reference to the *Notice on Key Tasks Related to the Reporting Greenhouse Gas Emissions by Enterprises for 2023* issued by the Ministry of Ecology and Environment of China.

Appendix

HKEX ESG Reporting Code Content Index

Aspect	Disclosure	Reference
Part B: Mandatory Disclosure Requirements		
	Governance Structure	Statement from the Board
	Reporting Principles	About this report
	Reporting Boundary	About this report
Part C: "Comply or explain" Provisions		
A1 Emissions	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Sustainable Operations
	A1.1 The types of emissions and respective emissions data.	Sustainable Operations
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Sustainable Operations
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	The company does not produce hazardous waste
	A1.5 Description of emission target(s) set and steps taken to achieve them.	Sustainable Operations
	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.	Sustainable Operations
A2 Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Sustainable Operations
	A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Sustainable Operations
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Sustainable Operations

Aspect	Disclosure	Reference
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Sustainable Operations
	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.	Sustainable Operations
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Sustainable Operations
A3 The Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	Sustainable Operations
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Sustainable Operations
B1 Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	II. People First: Cultivating a Safe and Fulfilling Workplace
	B1.1 Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Employees Recruitment and Treatment
	B1.2 Employee turnover rate by gender, age group and geographical region.	Employees Recruitment and Treatment
B2 Health and Safety	General Disclosure 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.	Occupational Safety and Health
	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Safety and Health
	B2.2 Lost days due to work injury.	Occupational Safety and Health
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Safety and Health

Aspect	Disclosure	Reference
B3 Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Development and Training
	B3.1 The percentage of employees trained by gender and employee category.	Employee Development and Training
	B3.2 The average training hours completed per employee by gender and employee category.	Employee Development and Training
B4 Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	Employees Recruitment and Treatment
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	Employees Recruitment and Treatment
	B4.2 Description of steps taken to eliminate such practices when discovered.	Employees Recruitment and Treatment
B5 Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain	Supply Chain Management
	B5.1 Number of suppliers by geographical region.	Supply Chain Management
	B5.2 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
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
B6 Product Responsibility	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
	General Disclosure 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.	III. Precision Innovation: Building Excellence in Quality
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Quality Management
	B6.2 Number of products and service related complaints received and how they are dealt with.	Customer Management

Aspect	Disclosure	Reference
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	R&D and Intellectual Property Protection
	B6.4 Description of quality assurance process and recall procedures.	Product Quality Management
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Information Security and Privacy Protection
B7 Anti-corruption	General Disclosure 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.	Anti-corruption
	B7.1 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.	Anti-corruption
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
	B7.3 Description of anti-corruption training provided to directors and staff.	Note 1
B8 Community Investment	General Disclosure 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.	Community Investment
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
	B8.2 Resources contributed (e.g. money or time) to the focus area.	Community Investment
Part D: Climate-related Disclosures		
D-I Governance	The governance body(s) responsible for oversight of climate-related risks and opportunities	Climate Change Response
	Management's role in the processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	Climate Change Response
D-II Strategy	Climate-related risks and opportunities	Climate Change Response
	Business model and value chain	Climate Change Response
	Strategy and decision-making	Note 2
	Financial position, financial performance and cash flows	Note 3
	Climate resilience	Note 3

Aspect	Disclosure	Reference
D-III Risk Management	The processes and related policies used to identify, assess, prioritise and monitor climate-related risks	Climate Change Response
	The processes and related policies used to identify, assess, prioritise and monitor climate-related opportunities	Climate Change Response
	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process	Climate Change Response
D-IV Metrics and Targets	Greenhouse gas emissions	Climate Change Response, Note 3
	Climate-related transition risks	Climate Change Response, Note 4
	Climate-related physical risks	Climate Change Response, Note 4
	Climate-related opportunities	Climate Change Response, Note 4
	Capital deployment	Note 4
	Internal carbon prices	Note 5
	Remuneration	Note 6
	Industry-based metrics	IFRS S2 Climate-related Disclosures – Industry-Based Metrics Content Index
Climate-related targets	Climate Change Response	

Note 1: The Company plans to provide anti-corruption training to directors and employees starting next year.

Note 2: The Company is principally engaged in the provision of intelligent intralogistics robotics. Preliminary analysis indicates that climate change does not have a material impact on its operations. The Company has not yet formulated transition plans or emission reduction targets, and will carry out such work in due course when conditions mature, with relevant disclosures to be included accordingly.

Note 3: We are exploring the feasibility of disclosing Scope 3 GHG emissions, and will carry out such work in due course when conditions mature, with relevant disclosures to be included accordingly.

Note 4: The Company has conducted analysis of climate-related physical risks, transition risks and opportunities, as well as qualitative assessments of their financial implications. Preliminary evaluation suggests that climate change does not have a material financial impact on the Company. Accordingly, it has not yet undertaken systematic financial quantification or scenario analysis in relation to addressing climate change, nor has it compiled statistics on relevant capital expenditure, financing or investment amounts. Such work will be carried out in due course when conditions mature, with related disclosures to be included in future reports.

Note 5: The Company is promoting sustainable operations in its management practices and will introduce internal carbon pricing when conditions are appropriate.

Note 6: The Company has not yet incorporated climate-related factors into its compensation considerations. The Human Resources Department will include climate-related factors in the consideration of compensation policies.

IFRS S2 Climate-related Disclosures – Industry-Based Metrics Content Index

Topic	Metric	Code	Location in report
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	The Company's operations do not involve hazardous waste, therefore this disclosure is not applicable.
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	The Company's products do not currently require compliance with EPEAT standards, therefore this disclosure is not applicable.
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	TC-HW-410a.3	The Company's products are not within the mandatory energy efficiency certification categories in China. In the future, voluntary certification may be considered based on business development and market requirements.
	Weight of end-of-life products and e-waste recovered; percentage recycled	TC-HW-410a.4	The Company disassembles and reuses electric components on a small scale. We will continue to improve data collection and disclosures in the future.

Topic	Code	Location in report
Number of units produced by product category	TC-HW-000.A	Please refer to the company's Annual Report
Area of manufacturing facilities	TC-HW-000.B	Please refer to the company's Annual Report
Percentage of production from owned facilities	TC-HW-000.C	100%



GALAXIS

浙江凱樂士科技集團股份有限公司
Zhejiang Galaxis Technology Group Co., Ltd.