



优趣汇控股有限公司
UNQ HOLDINGS LIMITED

(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)
Stock Code 股份代號：2177

2025

Environmental, Social and Governance Report



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ABOUT THE REPORT

This is the fifth Environmental, Social and Governance (“**ESG**”) report (the “**Report**”) published by UNQ Holdings Limited (the “**Company**”). The Report sets out the policies, measures, and related actions and achievements of the Company and its subsidiaries (collectively, “**UNQ**”, the “**Group**” or “**we**”) in environmental protection, social responsibility and corporate governance in 2025.

REPORTING SCOPE

Unless otherwise stated, the reporting scope of the Report covers the Group, and the reporting period is from 1 January 2025 to 31 December 2025 (the “**Reporting Period**”).

REPORTING STANDARD

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG Code**”) set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

REPORTING PRINCIPLES

Materiality	The stakeholder engagement and material assessment are engaged in the preparing process of the ESG Report to identify important ESG topics
Quantitative	The Report adopts quantitative data to present the key performance indicators (“ KPIs ”) at the environmental and social aspects, with descriptions to explain their purpose and impact.
Balance	This ESG Report follows the Principle of Balance and presents our ESG performance in an unbiased manner.
Consistency	During the Reporting Period, the Group conducted its greenhouse gases inventory in accordance with the <i>Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard</i> . All other disclosures in the Report are consistent in methods, standards, and reporting scope with the previous year, enabling meaningful year-on-year comparisons in the future.

REPORT ACCESS AND FEEDBACK

This Report is available for viewing or download on the Stock Exchange's HKEXnews website (<http://www.hkexnews.hk>) and the Group's website (<http://youquhui.com>).

In our efforts to make continuous improvement, we greatly appreciate your feedback and suggestions regarding our ESG matters. For any inquiries or suggestions, please feel free to contact us through the following methods:

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COMPANY PROFILE

The Group commenced operations in 2010 and established UNQ Holdings Limited (02177.HK) in 2019. The Company was listed on the Main Board of the Stock Exchange on 12 July 2021. As a brand partner, UNQ provides brand owners with one-stop, omni-channel e-commerce operations services covering both B2C and B2B channels, with a focus on fast-moving consumer goods segments including personal care, health and beauty. The Group has built long-term partnerships with over 50 brands, continually enhancing operational efficiency and consumer experience. Leveraging strong market insights, profound experience in digital e-commerce operations and perfect channel layout capabilities, we have begun to seek a new direction of development. Through deep co-creation with brands, incubation of proprietary brands, and mergers and acquisitions, we will implement a dual-strategy of being both an e-commerce operations service provider and a proprietary brand owner.



UNQ's Office Layout

BUSINESS LAYOUT

The Group is positioned as an e-commerce operations service provider. Leveraging its capabilities in brand management, store operations, digital marketing, logistics management and customer service, the Group provides integrated e-commerce operations solutions to its brand partners. The Group also conducts product sales and service delivery through both B2C and B2B channels, enhancing consumer reach and operational efficiency.

During the Reporting Period, while consolidating its existing brand service business, the Group further explored the development of its proprietary brand business. By advancing the establishment of the overseas health supplement business platform, strengthening the related trademark portfolio, and conducting the acquisition and integration of overseas retail channels, the Group laid a solid foundation for the growth of its proprietary brands and the expansion of its overseas business.



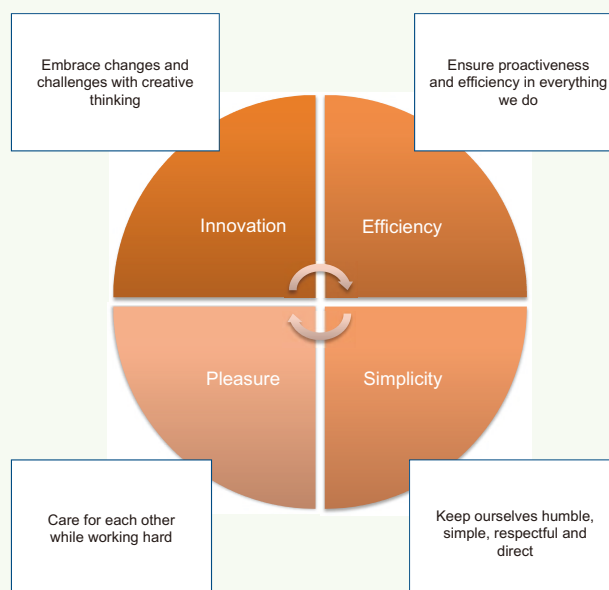
CORE VALUES, MISSION, AND CULTURE

Always remained customer-oriented, the Group continuously optimizes product and service experience, innovates operating models, and actively responds to consumption trends and diversified needs. The Group actively creates a positive corporate culture, supports employee growth and development, and achieves long-term sustainable development based on stable operation.

Mission

Serve as home to quality and interesting products and a guide to a healthy and beautiful life

Core Values



CORPORATE HONORS

- 2025 Tmall Ecology Certification of Five-Star Operating Service Provider;
- 2025 Tmall Ecology Certification of Service Experience Super V-partner;
- TAISHO Overseas Flagship Store won the 2025 Tmall International Purple Medicine Box Content Marketing Award;
- UNQ Japan Co., Ltd. Won the 2025 Tmall International Purple Medicine Box Excellent Direct-Sale Supplier;
- Fino Overseas Flagship Store won the Silver Award in the Cosmetics and Hairdressing field of the 2025 Alibaba Dianxiaomi “Fengshen List”;
- Sofy Dianxiaomi won the Bronze Medal of the 2025 “618 Sharp Edge Award”; and
- “Most Valuable Large-Consumption Company” award at the 10th Zhitong Finance Listed Companies Awards.



The board of directors of the Company (the “**Board**”) confirms that this ESG Report contains no false records, misleading statements or material omissions, and makes the following statement on the Board’s ESG supervision and management:

GOVERNANCE FRAMEWORK

The Board is the highest governing body for the Group’s environmental, social and governance work, and is responsible for overall supervision and guidance on ESG-related issues. The Group has established a three-level ESG management system of “The Board – Sustainable Development Working Group – Executive Level”, and the specific responsibilities are detailed in “Proper Governance for Sustainable Development” section in this Report.

The Group recognizes that the diversity of the Board members is extremely important for achieving good corporate governance and effective Board operations. Please refer to the Company’s annual report on specific policies and measures.

MANAGEMENT POLICY AND STRATEGY

The Group combines business characteristics and external environmental changes, identifies and responds to ESG-related concerns through stakeholder engagement, conducts materiality assessments, determines the Group’s key ESG issues and incorporates them into the Company’s strategic and operational commitments, and discloses corresponding management measures and implementation progress in the relevant chapters of this Report.

TARGET REVIEW AND CONTINUOUS IMPROVEMENT

The Board regularly reviews the progress of ESG targets and key indicators, pays attention to gaps and improvement opportunities, and urges management to continuously improve systems and processes and enhance data and performance management to support the Group’s long-term stable operation and sustainable development.

1. PROPER GOVERNANCE FOR SUSTAINABLE DEVELOPMENT

The Group is committed to promoting the long-term and sustainable development of its business through a robust governance structure, while creating long-term value for all stakeholders. The Group has established a standardized and comprehensive ESG governance structure and management system to manage ESG development policies and performance.

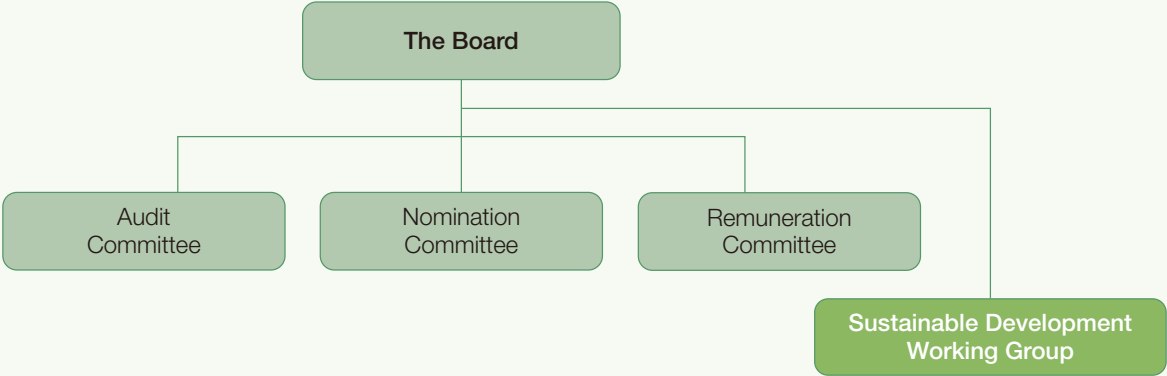
1.1. MANAGEMENT STRUCTURE

To promote the implementation of the Group’s sustainable development strategy and integrate the ESG concept into the specific work of various departments, the Group has established a three-level ESG management system of “The Board – Sustainable Development Working Group – Executive Level” to promote systematic and scientific ESG management. The specific responsibilities are as follows:

The Board: Evaluates and determines ESG management policies and strategies, supervises ESG matters, regularly reviews ESG-related matters and the progress of ESG-related targets, and approves the annual ESG report.

Sustainable Development Working Group: Develops ESG policies and strategies, performance indicators and annual plans, identifies and assesses ESG risks and opportunities, establishes and improves the ESG risk management system, regularly reviews targets and commitments, promotes policy implementation, and reports ESG progress to the Board.

Executive Level: Heads of Supply Chain, Customer Service Quality Control, Legal Affairs, Brand, Digital Information, Risk Control, Public Welfare, and Human Resources Administration, implement ESG policies and annual plans within the scope of their responsibilities according to the requirements of the Board and the Working Group, implement measures and manage daily operations, and regularly provide feedback on progress.



UNQ’s ESG Management Structure



1. PROPER GOVERNANCE FOR SUSTAINABLE DEVELOPMENT

1.2. STAKEHOLDER ENGAGEMENT

The Group continues to improve the diversified stakeholder engagement mechanism, identify the key concerns and management expectations of all parties in ESG, and take relevant feedback as an important basis for the Group's ESG management and continuous improvement.

Stakeholders	Issues of Concern	Communication Methods
Shareholders and Investors	Return on investment Information disclosure Risk management and control	Annual general meeting, extraordinary general meeting Announcements, news releases, and periodic reports Official website Roadshows, inquiry hotline, and email
Government and Regulatory Authorities	Compliance operation Legitimately tax Performance of social responsibility New employment opportunities	Daily report and communication Response to inquiries from regulatory authorities Irregular inspections Seminars and communication meetings
Media and Non-Governmental Organizations	Industry policies and compliance requirements Responsible marketing Business integrity Social responsibility	Social media Official website Press conference Member notifications and regular communications
Employees	Protection of employee rights and interests Occupational health and safety Employee benefits Equal opportunity and diversity	Internal meeting Performance communication mechanism CEO mailbox Employee training
Brand Partners and Platforms	Adhere to contractual agreements Industry developments and information sharing Operation with integrity Building long-term partnerships	Regular communication On-site research and inspection Industry summits and forums
Consumers	Reliable and affordable products Service quality Adherence to contracts	Official website Customer service hotline Consumer satisfaction survey
Suppliers	Protection of personal privacy Improvement of supply chain competitiveness Fair competition and integrity in dealings Mutual benefit and long-term cooperation	Social media Supplier assessment and evaluation Business communication and cooperation
Community and the Public	Public welfare and charity Community involvement	Volunteer activities Collaboration with public welfare organizations

1. PROPER GOVERNANCE FOR SUSTAINABLE DEVELOPMENT

1.3. IDENTIFICATION AND ASSESSMENT OF MATERIALITY ISSUES

The Group conducts material issue assessments to identify the materiality of each ESG issue to the Group’s operations and management and stakeholder concerns, and uses the assessment results as a key basis for improving ESG management priorities, developing action plans, and preparing this ESG report. The assessment process is as follows:

Step1: Identify ESG Issues

With reference to relevant requirements of the ESG Reporting Code and taking into account the Group’s business model and industry characteristics, the Group sorts out and summarizes the concerns of stakeholders in various ways to form a list of 17 ESG issues to ensure coverage of the Group’s current main ESG practices and management scope.

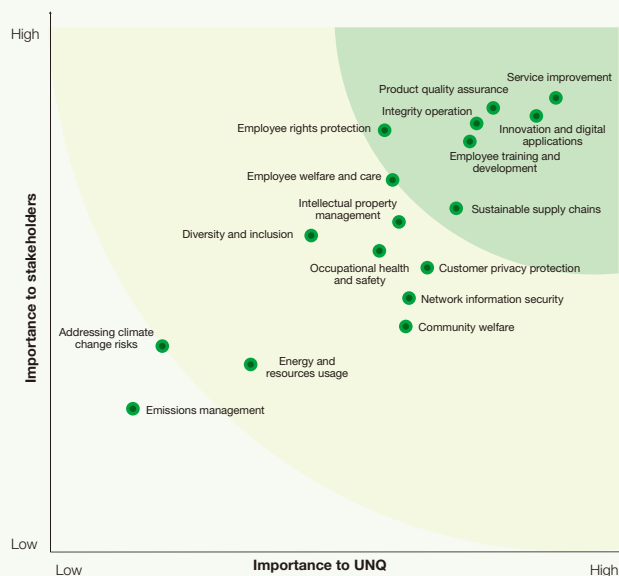
Step2: Confirm Materiality

The Group scores and ranks each issue along two dimensions of “Importance to UNQ” and “Importance on stakeholders” by carrying out internal interviews and thematic discussions, and soliciting opinions from external experts, and forms a materiality issues matrix accordingly.

Step3: Validate Assessment Results

In 2025, taking account of policies, market trends and operating reality, the management reviewed the 2024 ESG materiality issues assessment results, which were confirmed to be still applicable to the Group by the Board. The materiality issues assessment results are listed in the matrix.

The materiality issues matrix for this year is as follows:



UNQ's Materiality Issues Matrix



2. INTEGRITY GOVERNANCE FOR STEADY AND SUSTAINABLE DEVELOPMENT

UNQ is committed to creating an honest and fair business environment. By building a sound risk management system, we firmly adhere to business ethics, oppose corruption, protect data and privacy, and strengthen intellectual property management, to achieve stable business development.

2.1. RISK MANAGEMENT AND COMPLIANCE MANAGEMENT

2.1.1. Risk Management

The Group has established a risk management and internal control system covering finance, operations and compliance, and implements hierarchical management. The Board and Audit Committee oversee and review the effectiveness, and incorporate ESG risks into comprehensive risk management. Each department carries out risk identification, control and improvement, and the management team continuously monitors key risks and reports to the governance level to ensure stable operation.

To improve the pertinence of risk identification and response, the Group has sorted out the main risks taking into account internal and external environmental changes, and formulated corresponding control measures. ESG-related risks and our responses are shown in the table below, and for other financial and operational risks please refer to the Company's annual report.

Risks	Our Responses
Compliance and Business Risks	
Legal and Regulatory Risk	Regularly assess changes in laws and regulations, continuously improve compliance management, and ensure that business operations comply with applicable legal requirements.
Intellectual Property Protection Risk	Strengthen intellectual property management and compliance review, avoid infringing trademark rights and other intellectual property rights, and reduce the risk of disputes.
Fraud Risk	Improve the internal control system, conduct regular risk assessments and publicity activities, and identify and prevent potential fraudulent behaviors.
Information Security and Data Governance Risks	
Information Technology Security and Access Risk	Take information security and access control measures, follow information security policies, and protect system security and data privacy.
Data Reliability Risk	Develop an automatic KPI data capture system to improve data collection efficiency and accuracy, and strengthen data quality management.

2. INTEGRITY GOVERNANCE FOR STEADY AND SUSTAINABLE DEVELOPMENT

Risks	Our Responses
Talent and Occupational Health Risks Recruitment Risk	Establish a diverse recruitment strategy, improve talent attraction and acquisition efficiency, and ensure fairness and compliance in the recruitment process.
Turnover Risk	Conduct regular employee satisfaction surveys and improve incentive and care mechanisms to reduce the risk of talent loss.
Infectious Disease Risk	Implement hygiene management in the workplace and continue to pay attention to public health guidelines to protect employee health and business continuity.
Environmental and Climate Risks Climate Risk	Promote sustainable development strategies and develop emergency plans to improve the ability to respond to extreme weather and long-term climate impacts.

2.1.2. Construction of a Compliance Culture

The Group embeds compliance requirements into various systems and business processes, and enhances the consistency of employees' compliance awareness and behaviors through compliance culture construction. The Audit Committee regularly reviews compliance procedures and related systems to strengthen daily supervision. The Group also conducts awareness campaigns and reminders based on specific business scenarios, transforming compliance requirements into actionable codes of conduct. For identified problems, the Group uses the *Rectification Tracking Form* to follow up on the progress and results of rectification, ensuring that rectification is implemented in place and forming a closed-loop management.



2. INTEGRITY GOVERNANCE FOR STEADY AND SUSTAINABLE DEVELOPMENT


2.2. BUSINESS ETHICS AND ANTI-CORRUPTION

The Group regards business ethics and anti-corruption as the focus of corporate governance, upholds an attitude of zero tolerance for corruption, and strictly abides by the *Criminal Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Company Law of the People's Republic of China* and other regulations on embezzlement, prevention of bribery, extortion, fraud and money laundering. During the Reporting Period, the Group was not involved in any major violations of laws and regulations related to bribery, fraud, extortion or money laundering.

In order to strengthen institutionalized management and execution, the Group has established an integrity and compliance management system, including the *Anti-Fraud Internal Control System*, the *Anti-Money Laundering and Anti-Terrorist Financing Internal Control System*, the *Conflict of Interest Investigation System*, the *Risk Management System*, the *Employee Code of Ethics and the Handbook for Directors, Supervisors and Senior Management*, and embeds anti-corruption requirements into contracts and partner management, requiring key personnel and partners to sign the *Letter of Commitment for Anti-Commercial Bribery* in the signing process to strengthen control over key links such as access and transaction.

The Audit Committee of the Group is responsible for supervising the implementation of relevant systems. The Internal Audit Department conducts verification on specific matters, and reports to the management on a regular basis. We have established a reporting mechanism, set up a reporting email of jubao@myunq.com, and developed complete acceptance and processing procedures to support violation reporting by employees and external related parties.

During the Reporting Period, the Group had identified 1 incident where an employee breached business ethics and compliance-related regulations. We have initiated legal proceedings in accordance with the law to strengthen accountability and deterrence against illegal and non-compliant actions.



2. INTEGRITY GOVERNANCE FOR STEADY AND SUSTAINABLE DEVELOPMENT

Case: A Former Employee Breached External Business Requirements, Triggering Litigation and Compliance Warnings

In 2025, during an internal compliance review, the Group identified that a former employee, while still employed by the Group, had unauthorizedly conducted personal commercial activities in the name of the Group and improperly sold products that were not distributed through the Group's channels. Such conduct was suspected to constitute unfair competition and seriously breached the Group's code of conduct as well as the compliance requirements under the employee's labor contract, including the duty of loyalty and due diligence. To safeguard its legitimate rights and interests and uphold business discipline, the Group engaged external legal counsel and, in accordance with applicable laws, initiated legal proceedings by filing a civil claim with the People's Court.

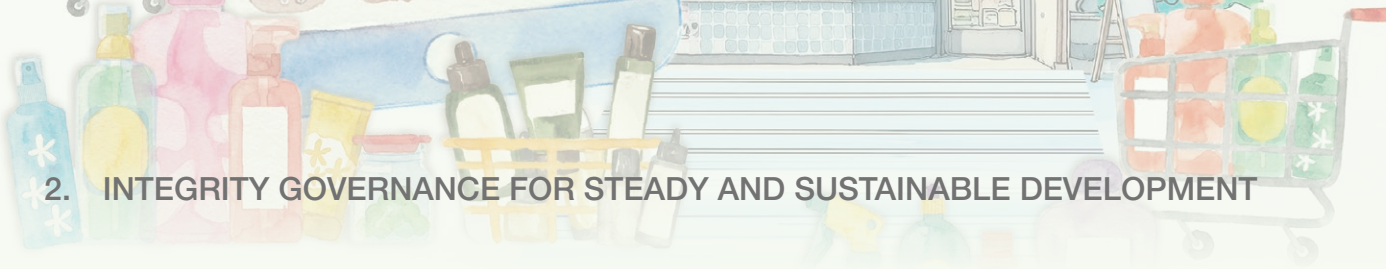
During the court proceedings, under the court's facilitation, the parties reached a settlement agreement and the dispute was properly resolved. Upon receiving the agreed financial compensation, the Group applied to the court to withdraw the claim in accordance with the law. Given considerations of personal privacy and commercial confidentiality, specific personal information and settlement details relating to this incident are not disclosed in accordance with the law.

The Group has incorporated this case into its internal compliance training materials and circulated it across the Group for awareness and cautionary education. This aims to clarify expectations regarding professional ethics and conflicts of interest, strengthen employees' understanding of prohibited conduct, and further support the effective operation of the compliance management system and the embedding of a strong compliance culture throughout the Group.

The Group incorporates business ethics and anti-corruption into orientation training and annual awareness campaigns, conducts anti-corruption training for employees on a regular basis, and continuously enhances employees' compliance awareness and risk prevention capabilities. Relevant systems on business ethics and anti-corruption have been approved and implemented by the management and revised from time to time, which have been released to all staff through the office automation ("OA") system for mandatory training and acknowledgment.

2.3. DATA SECURITY AND PRIVACY PROTECTION

The Group strictly abides by relevant laws and regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, and formulates standardized requirements for data security and privacy protection in accordance with the *Information Security Management System* to continuously improve the performance of information security management.

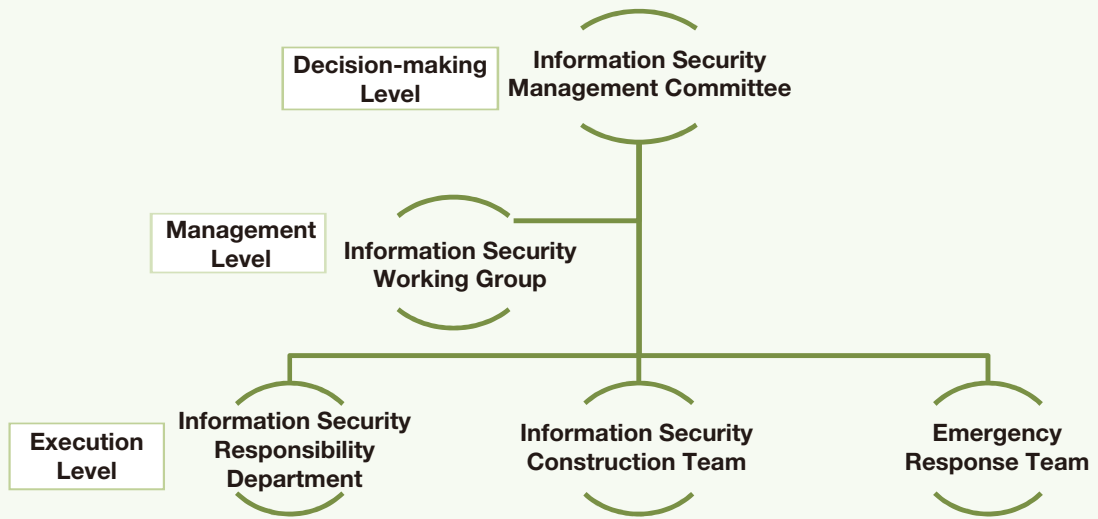


2. INTEGRITY GOVERNANCE FOR STEADY AND SUSTAINABLE DEVELOPMENT

2.3.1. Information Security


The Group reviews and revises the *Information Security Management System* annually to ensure the effective operation of the system. In 2025, the focus was placed on improving data security and data export compliance requirements, updating the definition of important data and personal information, and clarifying that data export must comply with the security assessment regulations of the cyberspace authorities. For external data interaction and cross-border transmission, the Group clearly stipulates that providing important data or personal information to overseas parties requires completion of security assessment or compliance with standard contract requirements. At the same time, the Group introduces the separate consent requirements for sensitive personal information, improves the inspection and reward and punishment mechanism, and stipulates that temporary revisions should be initiated in the event of major regulations or security incidents.

In order to clarify the information security responsibilities of each level, the Group has established an Information Security Management Committee, which is responsible for information security planning and strategy formulation. The specific division of responsibilities is as follows:



UNQ's Information Security Management Structure

In 2025, the Group organized information security training, shared cases, interpreted the latest regulations on network security, and conducted publicity in combination with the Group's information security management practices to enhance employees' awareness of information security. For new employees, the Group synchronously delivered information security training courses. All new employees in 2025 completed the courseware training with a participation of 41 person-times and an average learning duration of about 26 minutes per time.



2. INTEGRITY GOVERNANCE FOR STEADY AND SUSTAINABLE DEVELOPMENT

2.3.2. Cyber Security

The Group clearly defines the requirements for network access, internet behavior and virus prevention in the *Information Security Management System*, and full-time network administrators are assigned for server maintenance, security inspection, virus prevention and control, and troubleshooting to reduce the risk of network intrusion and interruption. The Group continues to promote the installation of a domain control system to unify terminal and account management. As of December 31, 2025, the domain control system has been installed in equipment in Hangzhou and Shanghai offices, providing guarantee for the stable operation of office and business systems.

2.3.3. Digital Security

The Group improves data security management, and encourages employees to handle data in a standardized manner through training and rewards and punishments. We implement classified and graded management of information assets, clarify storage and transmission requirements, and improve the confidentiality level adjustment and incident handling process. With the advancement of artificial intelligence (“AI”) applications, the Group has clarified the data boundaries for AI use, and prohibits the input of highly sensitive or overly private information, and will update relevant systems in due course. In addition, the Group implements data backup and disaster recovery arrangements by clarifying the backup frequency and disposal process. We conduct at least one recovery drill each year, and strengthen monitoring of external access. Remote office work is subject to virtual private network approval. In addition, we promote the development of an enterprise knowledge base, put our data and information under control, provide answers through intelligent Q&A, and reduce storage and transmission in uncontrolled channels. This has reduced the risk from external transmission.

2.3.4. Privacy and Security

The Group strictly abides by the requirements of laws and regulations such as the *Personal Information Protection Law of the People’s Republic of China*, continuously strengthens privacy protection management, and effectively safeguards the privacy and security of partners and consumers. We require employees to sign confidentiality agreements when they join the Group, and enhance the compliance awareness and behavioral consciousness of all employees regarding privacy protection through promoting relevant policies.

The Group adheres to the principles of minimization and necessity, and does not proactively collect consumers’ personal information. Relevant information accessed during our service processes is desensitized by external partners before entering the business process. For accounts with data export permissions, the Group implements dedicated personnel and specialized post management, and regularly conducts spot checks on platform operation records to identify and handle suspicious or non-compliant behaviors, ensuring customer data security.

The Group implements continuous monitoring of the stores and hierarchical authorization management of customer service accounts. In this way, we have achieved information access isolation and reduced the risk of data abuse and privacy disclosure.



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

Value chain partners are important partners of UNQ. We provide brands with integrated omni-channel e-commerce operation services with high added value, introduce new brands to stimulate innovation vitality, and have established a scientific supplier management system to co-create a sustainable supply chain.

3.1. WIN-WIN BRAND COOPERATION

3.1.1. Strict Selection for High-Quality Brands

In order to ensure product compliance, quality and safety at the source, UNQ has established a full-process management mechanism covering brand access, qualification review, quality spot checks, supply chain collaboration, and digital monitoring. We continue to introduce partners that meet high standards. As of December 31, 2025, UNQ had cooperated with 53 brands.

1. Brand Screening and Graded Evaluation

Based on the *New Brand Potential Evaluation Form*, we assess brands from four aspects: “Market”, “Product”, “Brand”, and “Investment”, and use compliance qualifications as a supplier admission threshold.

Assessment Dimension	Assessment Points
Market Potential	Assessing category size, growth trends, competitive landscape, etc., to determine growth potential
Product Strength	Assessing formulation, efficacy, and differentiated advantages to verify whether they match consumer needs
Brand Reputation	Assessing brand history, global reputation, and user reviews to reduce reputational risks
Investment Commitment	Assessing willingness to invest in the market and supply chain flexibility to ensure resource matching and long-term operation
Compliance Qualification	Assessing completeness of production licenses, product standards, and qualification documents



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

2. **Qualification Inspection and Supplier Admission Control**

We conduct reviews at two levels: enterprise and product. We have established an annual review mechanism to verify the authorization chain and import documents, and ensure that products on our platform have gone through NMPA (National Medical Products Administration) registration or filing and label compliance process. Special efficacy claims are subject to necessary testing or supporting materials.

3. **Product Quality Spot Checks and Process Monitoring**

We conduct random spot checks on incoming products and introduce third-party testing. If problems are found, we promptly provide feedback to the brand owners and initiate investigation and recall disposal. If necessary, we will remove the product from our platform and require the brand owners to recall it. We consider rectification to our satisfaction as an important prerequisite for continued cooperation.

4. **Collaborative Management of Supply Chain Quality**

We manage to meet environmental monitoring and batch management requirements during warehousing and logistics steps, and collaborate with brand owners on improvement based on consumer reviews and after-sales data, promoting the establishment of a traceability mechanism from production to consumers.

5. **Digital Quality Monitoring Tools**

We integrate key data using BI (Business Intelligence) dashboards, and employ NLP (Natural Language Processing) and public opinion monitoring to promptly capture quality risks and complaint signals. This enables us to dynamically track regulatory policy changes and improve the efficiency of risk warnings and responses.

We consider both the market and product competitiveness of our cooperative brands, and include their sustainable development performance into our comprehensive assessment. This approach has achieved a synergistic improvement in commercial and sustainable value.



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

Case: Working with Sustainable Brand FineToday Group for Win-Win Cooperation

UNQ has recognized product safety and compliance qualifications as the basis for brand selection, and incorporated sustainable performance into brand assessment. The focus is on achievements relating to green production and supply chain management, sustainable packaging, and governance and information disclosure. We prioritize in-depth cooperation with partners who have comprehensive systems in place.

In its cooperation with FineToday, UNQ worked closely with FineToday's brands Super Mild, TSUBAKI and KUYURA to embed sustainability requirements across key touchpoints, including product selection, new product launches, content communications and after-sales services, while continuously tracking the partner's ESG practices and progress. FineToday has continued to promote refill products in the China market. Refill formats now cover more than half of its product categories, and each refill product can reduce plastic usage by over 90% compared with a regular package of the same size, providing a quantifiable way to encourage consumers to participate in plastic reduction. In 2025, FineToday's brands including Super Mild and KUYURA launched 10 new refill products. Addressing Chinese consumers' demand for "value for money" and "convenience," FineToday also designed diverse packaging for different products, continuously exploring viable solutions for "reducing plastic use while maintaining commercial value". In 2025, FineToday demonstrated strong sustainability performance, receiving an EcoVadis Gold rating for the third consecutive year and ranking among the top 5% of assessed companies, reflecting its sustained investment and tangible progress in ESG practices.



Brands' Refill Products under FineToday Group



FineToday received a Gold rating in the EcoVadis sustainability assessment

3. WIN-WIN COOPERATION AND VALUE CO-CREATION

Case: Health-Oriented Product Selection

UNQ optimised its product portfolio in response to consumer needs such as gut health, introducing health foods and functional products backed by scientific research and strong product efficacy. In May 2025, the Group entered into a strategic partnership with PrecisionBiotics, a premium, original probiotic brand under Novonesis, to address the refined gut health needs of high-net-worth consumers and to accelerate the professionalisation and premiumisation of the health food category. During the same period, the Group further strengthened its functional product portfolio – such as anti-ageing-related products – to better meet diverse health needs, enhance the quality of product supply, and contribute to public health and wellbeing.



Brand under Novonesis

3.1.2. Product Liability

✧ Product Liability Management

UNQ engages in brand management and channel services, involving no production and production-side quality control. However, we attach great importance to product liability management. If cooperative brands recall their products, we will cooperate fully with them to stop sales at the distribution channel end and notify consumers. For our own brands, we entrust third parties to conduct safety and efficacy tests, and strictly control the quality of our raw materials and ingredients. If quality defects are found, we will take immediate action, such as stopping sales, removing products from shelves, and providing after-sales guarantees to protect consumer rights.



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

Case: Efficacy Transparency and Verifiability – Ergothioneine Products

UNQ promotes its own brand Vanpearl, which offers ergothioneine capsules. The focus is on strengthening scientific endorsement of the core ingredients, using experimental data to verify the products' antioxidant performance, and raising consumers' awareness of their efficacy. This move addresses consumers' concerns about product safety and efficacy transparency, promotes responsible marketing practices, and enhances consumer trust and long-term value creation capabilities.



Vanpearl, a Canadian health food brand

✧ Intellectual Property Protection

While emphasizing product quality and efficacy transparency management, UNQ regards intellectual property protection as an important extension of product liability. The Group's intellectual property protection mainly covers three stages:

Stage	Practice
1. Subject Qualification and Brand Contact Stage	In the proposed and early stages of cooperation, verify the qualifications of the brand owners and pay attention to risks such as trademark or work infringement, to strengthen access control.
2. Business Negotiation and Contract Stage	Obtain brand authorization, clarify intellectual property clauses in the contract, agree on the scope of authorization, usage boundaries, and responsibilities of both parties, and standardize the use requirements of pictures, fonts, trademarks, etc. In the procurement process, we require suppliers to provide proof of intellectual property usage rights.
3. Marketing and Execution Stage	Conduct compliance review of design materials and communication content. When distribution is involved, we require distributors to provide a sub-authorization letter, and verify their distribution qualifications. Additionally, we will issue a self-inspection instruction for infringement, requiring relevant parties to conduct pre-launch self-inspection.



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

In 2025, the Group, in collaboration with lawyers, handled 6 cases of infringement, of which 2 were won. During the Reporting Period, we have applied 1 new intellectual property right. As of the end of the Reporting Period, the Group had a cumulative total of 76 trademarks and won the Excellent Organization Award in the 2025 Intellectual Property Knowledge Competition in Pudong New Area, Shanghai.

3.1.3. Brand Empowerment

Guided by the needs of its cooperative brands, UNQ uses its omni-channel operation capabilities and digital tools to provide brands with consumer insights, positioning strategies, and growth conversion support. This improves their operating efficiency and competitiveness. In 2025, the Group's brand empowerment work focused on three aspects:

1. Data-Driven Operation

We applied the AIPL (Awareness, Interest, Purchase, Loyalty) Model to identify consumer stages and use the FAST (Fertility, Advancing, Superiority, Thriving) Model to evaluate brand health. This supports target customer group positioning and refined operation. In addition, we integrated marketing, inventory, and operation data with digital marketing BI data dashboard. Furthermore, we used turnover analysis and prediction to optimize procurement and sales plans.

2. New Brand Positioning and Incubation

Based on the persona method, UNQ matches live streamers' fan personas with brand audiences to improve the efficiency of KOL (Key Opinion Leader) selection and the quality of reach. At the same time, we used cross-category data to identify common characteristics and optimize introduction strategies and product communication.

3. Multi-Platform Growth

UNQ leveraged its "Influencer+" resource model to effectively integrate and deploy influencer resources across platforms such as Taobao (淘寶), Douyin (抖音) and Xiaohongshu (小紅書), delivering dual conversion in both brand awareness and sales.



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

Case: “FineToday” – An Integrated Four-in-One Approach to Launch a Breakout New Product

Through multi-dimensional resource coordination, UNQ successfully boosted a new product with zero initial buzz – Fino’s “Little Silver Capsule”– into a breakout hit. Centered on a themed campaign, we worked in synergy with the brand ambassador to orchestrate the communication cadence, improving campaign conversion efficiency and accelerating product exposure. At the same time, we precisely engaged top-tier KOLs on Douyin to amplify high-quality content and build brand awareness. Building on the product’s key selling points and usage scenarios, we continuously produced in-house content and developed a content matrix, releasing nearly 100 pieces of content throughout the year, with the highest single-video views reaching 13 million. This further accumulated reusable brand content assets. On this basis, we built and operated a professional livestreaming studio, improving traffic-to-sales conversion through refined operations while strengthening follower retention and long-term engagement. With year-round coordinated efforts, Fino ranked among the top 10 in the hair care category of Douyin, and the size of its core A4 – A5 audience segment increased by over 40%.



Fino “Little Silver Capsule” product

Case: “Taisho Pharmaceutical” – Data-Driven Multi-Platform Integrated Marketing

By deeply analysing consumer needs and integrating user behaviour data across channels, UNQ conducted granular analysis of consumer purchasing patterns via its ECRP (Enterprise Customer Resource Planning) system. Informed by content trends on emerging platforms, UNQ executed precise placement of high-quality content marketing, enhancing brand exposure and driving sales growth. During the “Double 11” shopping festival, sales of adult cold medicine achieved a strong 12% year-on-year increase on a single product link, despite broader market headwinds. Sales of Lipovitan, haemorrhoid ointment and motion sickness medicine increased by 86%, 49% and 15% year-on-year, respectively, supporting Taisho Pharmaceutical’s entry into the Top 10 of Tmall Global’s Imported Household Medicine Kit Store Ranking.



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

3.2. SUSTAINABLE SUPPLY CHAIN MANAGEMENT

3.2.1. Access Management

UNQ believes that service quality is closely related to suppliers' ability to perform and compliance level. In order to evaluate the business capabilities and risk control performance of new suppliers and registered suppliers, we conduct supplier access reviews, process monitoring, and evaluation management. This contributes to continuous improvement in supply chain stability and competitiveness.

Supplier Access

UNQ reviews supplier access by focusing on verifying their qualifications, performance capabilities and compliance records, and excluding suppliers with conflicts of interest. Except for sporadic purchases, suppliers are subject to complete background checks and provision of qualification materials. Those involving physical purchases must complete sample confirmation. For important purchase projects, we improve the quality of selection through price comparison and cross-departmental review. After passing the review, suppliers will be included in the list of qualified suppliers and associated with the contract process to ensure that our partnership with them is traceable.

Management System of Suppliers

UNQ outlines anti-commercial bribery requirements in contracts and cooperation documents, signs the *Letter of Commitment for Anti-Commercial Bribery* to clarify the code of conduct, and incorporates social impact assessment into the access process. We sign the *Data Security Survey Form* with logistics partners to identify and prevent data leakage risks. In addition, UNQ continuously tracks business, judicial and public opinion risk indicators using systematic tools, and takes timely measures based on performance evaluation, achieving closed-loop management.

The following table shows the supplier audit and rectification status of the Group during the Reporting Period:

Supplier Audit Status	
Indicator	2025
Number of Supplier Audited	297
Supplier Audit Ratio	63%
Number of Suppliers Required for Rectification	5
Number of Suppliers Eliminated	2



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

In 2025, we established cooperative relationships with a total of 406 suppliers. The regional distribution of suppliers of the Group is shown in the following table:

Number of Suppliers	
Indicator	2025
Domestic Suppliers	
Northeast China	2
North China	38
East China	274
South China	28
Central China	13
Northwest China	1
Southwest China	6
Overseas Suppliers	
Overseas	44
Total	406

Environmental Consideration of Suppliers

UNQ focuses on environmental factors in supplier selection and communication, prioritizing suppliers with environmental certifications, sustainable packaging practices, and related environmental management capabilities. We also identify and discuss environmental risks to promote continuous supply chain optimization.

3.2.2. Green Supply Chain

✧ Green Logistics

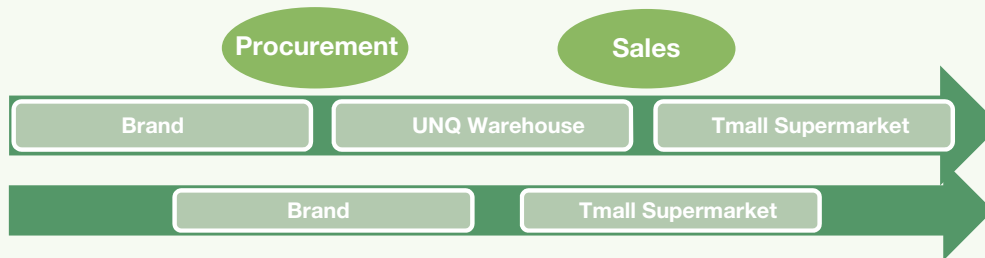
To improve contract performance efficiency and reduce the environmental impact of transportation, UNQ continuously optimizes distribution and cooperation models. We enhance transportation efficiency through centralized distribution, smart warehousing, cross-border direct delivery, and sea shipping container consolidation. Additionally, we promote procurement with direct delivery to improve supply chain stability and resilience in the case of tight warehouse capacity and peak demand. Meanwhile, we prioritize partners with green capabilities in logistics and contract performance, collaboratively promoting environmentally friendly packaging and green delivery solutions to drive packaging reduction, low-carbon transportation, and recycling implementation.

3. WIN-WIN COOPERATION AND VALUE CO-CREATION

Case: Procurement with Direct Delivery for B2B Business to Improve Logistics Efficiency and Alleviate Warehouse Capacity Pressure

To address the issue of tight warehouse capacity, UNQ promotes a model of procurement with direct delivery where goods are shipped directly from brand owners' factories or warehouses, reducing transfers and repeated handling in large warehouses. This model is driven by Tmall Supermarket orders, converting distribution channel orders directly into purchase orders. The procurement department is responsible for order transfer, statistics, and feedback giving, and for coordinating with the platform and brand owners for logistics connection and self-pickup arrangements, ensuring process stability. This model effectively alleviates warehouse capacity pressure during peak periods such as "Double Eleven", which improves cargo turnover efficiency, and reduces intermediate costs. The cumulative direct delivery volume reached 1,800 cubic meters in 2025.

Procedures for Procurement with Direct Delivery



Process of Procurement with Direct Delivery

Case: Collaborating with "Cainiao" to Promote Green Logistics

UNQ collaborates with green logistics partners such as Cainiao (菜鸟). Relying on their capabilities in orders, warehousing, packaging, transportation and recycling, we promote environmentally friendly packaging, low-carbon transportation, and recycling measures in contract performance scenarios, and optimize operational links while ensuring efficiency. Cainiao has set out clear emissions-reduction targets and a timeline, including achieving carbon neutrality across its own operations by 2030 and reducing the intensity of its Scope 3 greenhouse gas emissions by 50% from a 2021 baseline by 2030. It has also committed to reaching net-zero greenhouse gas emissions by 2050, demonstrating its continued direction and investment in green operations and low-carbon supply chain management. By introducing such partners, UNQ has improved the selection of green suppliers and the mechanism of green contract performance solutions, and continuously improved the consistency of sustainable standards for logistics and packaging solutions.



3. WIN-WIN COOPERATION AND VALUE CO-CREATION

✧ Packaging Materials Optimization

UNQ improves the efficiency of packaging material usage through digital packaging material management, and uses algorithms to match more suitable box types, reducing space redundancy and packaging waste. In 2025, we reduced packaging material consumption by 15%. At the same time, we increase the proportion of boxed sales, which remains at 35% or more throughout the year. We promote intelligent order integration in the delivery process, and try to merge packages as much as possible without affecting delivery timeliness and contract performance. This has reduced repeated box packing and the use of auxiliary materials.

Case: Combined Packaging for “Sofy” orders

UNQ advanced a shipment consolidation strategy for its Sofy business by optimising order configurations and routine pre-packing processes to improve consolidation efficiency. In 2025, the number of consolidated parcels totalled 216,189. The packages-per-order ratio decreased from 1.57 before consolidation to a low of 1.44, representing a maximum reduction of 0.13. This reduced packaging material consumption by approximately 40 tonnes and improved dispatch efficiency.



Packaging materials before and after shipment consolidation

During the Reporting Period, the Group’s packaging material usage is shown in the following table:

Business Model	Packaging Material Usage	
	Unit	2025
Cross-Border Business	Tonne	304.41
General Business	Tonne	739.42



4. CUSTOMER-ORIENTED, QUALITY FIRST

UNQ adheres to a customer-oriented approach. We continue to improve our customer service systems and process management, and to enhance our professionalism and compliance awareness, aiming to provide stable, transparent, and traceable services. We introduce digital tools while ensuring marketing and service compliance to improve response efficiency and closure of problems, constantly driving service quality improvement to satisfy consumer needs.

4.1. IMPROVING CUSTOMER SERVICE QUALITY AND EFFICIENCY

✧ Standardizing Customer Service Systems and Processes

UNQ improves customer service systems and data management requirements by prohibiting customer service staff from transmitting user information through their personal WeChat (“微信”) accounts, private devices, or screenshots. We only use DingTalk (“钉钉”) for communication within the Group, so as to reduce the risk of information leakage. For automatic AI replies, we have established a “triple review” mechanism before the use of set answers. Specifically, these answers can only be included in our knowledge base after being reviewed by our AI trainers, business supervisors, and the legal personnel of the brand owners.

✧ Customer Experience Improvement

UNQ focuses on collaboration mechanisms for after-sales response and closed-loop optimization. We complete unpacking and shelving within 24 hours after the customer’s return is signed for, and provide advance refunds for overdue or high-quality user orders as appropriate. We have set the 24- and 48-hour closed-loop treatment standards for work orders and supply chains, and automatically increase priority when they are overdue. For high-frequency questions such as promotion-related misunderstanding, we unify the set answers and optimize responding rules, and handle refunds as necessary according to the activity mechanism.

✧ Public Opinion Monitoring and Management

UNQ has established a daily public opinion monitoring and rapid response mechanism, covering platforms such as Douyin, Xiaohongshu, and Weibo (“微博”). We promptly work with the operation and brand teams to handle negative content. When public opinion emerges, we collaborate with the operation, brand and legal teams, as well as other departments to set up a special team to handle follow-up actions and responses.

✧ Customer Service Staff Training and Performance Assessment

UNQ continuously optimizes performance management, adding individual-level assessments and conducting targeted training accordingly. For rectification required by external quality inspectors, we require the use of the *Tracking Form for Problems Found in Quality Inspection* to generate the *Rectification Effect Report*. We also require to review the rectification effect on a monthly basis to ensure that problems are effectively solved.



4. CUSTOMER-ORIENTED, QUALITY FIRST

The training we conducted for customer service staff is shown in the following table:

Training for Customer Service Staff				
Training Program	Training Content	Number of Training Sessions (numbers)	Number of Participants (persons)	Training Frequency
Special Capability Enhancement Training for the Current Staff	Product knowledge, SOP (Standard Procedures for Pre-sales and After-sales Operations), etc.	15	151	Monthly
New Employee Training	Pre-job training	6	40	New employees are trained as they join us, and the training plan is arranged according to their entry time
Quality Inspection Case Analysis Training	Collecting common problems or typical cases encountered by the customer service team for detailed explanation and analysis	18	360	Monthly
Major Promotion Training	Covering the schedules, strategies, and fundamental rules of major promotions such as the “Women’s Day”, “618”, and “Double Eleven” (“ Major Promotions ”)	5	330	Implemented during the “Major Promotions”
Part-time Staff Training	System operations, pre-sales and after-sales operation standards, product knowledge, Major Promotion schedules, and strategies, etc.	8	73	Implemented during the “Major Promotions”

✧ Improvement of After-Sales Processing Efficiency

In order to improve after-sales processing efficiency, UNQ promotes the automation of product return and refund processes. We have reduced manual operations through the use of “ByteNew” and “Wangdian Tong”, realizing the automatic sales and return processes.

4. CUSTOMER-ORIENTED, QUALITY FIRST

✧ Internal Control over Business Approval

UNQ is strengthening internal controls for price and business approval. We require 100% of B2B sales prices to be approved through OA to reduce the risk of manual modifications in the system. In addition, we are gradually incorporating CPS (cost per sale) business approvals into OA process management. Automatic system docking can be achieved after approval.

Based on the above system and process optimization, UNQ further conducts statistical analysis and closed-loop management of customer complaints and feedback to ensure that all complaints are handled in a timely manner. In 2025, our consumer satisfaction reached 100%.

Customer Complaints and Satisfaction		
Ways to Accept Complaints	Unit	2025
Industry and Commerce Consumer Association	Case	71
Weibo	Case	0
Platform stores	Case	36
Total	Case	107
Customer Complaint Handling Rate	%	100
Customer Satisfaction	%	100

In 2025, our brands delivered strong performance across multiple platforms. Below is a selection of stores and their overall customer experience ratings:

Platform	Store	Overall Experience Rating
Taobao/Tmall (Taobao ecosystem)	Sofy Official Flagship Store	5.0/5.0
	Moony Flagship Store	5.0/5.0
	Silcot Flagship Store	5.0/5.0
	Kobayashi Pharmaceutical Official Flagship Store	5.0/5.0
Douyin	Fino Overseas Flagship Store	100/100
	ARS Home Flagship Store	100/100
	KOSE Cosmetics Overseas Flagship Store	100/100
Pinduoduo (拼多多)	Ritao Youpin Overseas Specialty Store	5 stars/5 stars
	Huibenhui Beauty & Personal Care Specialty	5 stars/5 stars
	Sibote Sanitary Products Specialty Store	5 stars/5 stars
	Youhui Skincare Overseas Specialty Store	5 stars/5 stars



4. CUSTOMER-ORIENTED, QUALITY FIRST

4.2. RESPONSIBLE MARKETING

UNQ insists on conducting marketing management based on true, accurate, and verifiable information. We are putting more efforts to review the compliance of promotional materials, to reduce the risk of misleading and protect the legitimate rights and interests of consumers.

Case: Training to Strengthen Compliance Capability for Promotional Materials

In 2025, UNQ organized promotional materials compliance training for about 2 hours. This training was for all employees, with 74 participants and a training satisfaction rate of 9.85. This training used typical cases to explain common prohibited expressions, outlined key requirements such as the *Advertising Law*, *Law on Protection of the Rights and Interests of Consumers*, *Food Safety Law*, and the *Anti-Unfair Competition Law*. It also prompted the consequences of violations such as fines and delisting. For cosmetics, the training further clarified the management differences between ordinary and special cosmetics, specifying that promotional materials can only be published when the efficacy claims are based on registration or filing information.

In addition to training, we carry out compliance checks on major stores, and require all other stores to conduct daily self-inspections and coordinate with legal affairs to address any discrepancies, ensuring prompt rectification and closed-loop management of any issues identified. We use AI tools to help identify prohibited words and risky expressions in promotional content reviews, clarify usage requirements, and mask specific brand information, reducing privacy and compliance risks.

4.3. USE OF DIGITAL TOOLS

UNQ continues to promote the digital upgrade of customer service and operation management, applying tools such as “Dianxiaomi”, “ByteNew”, “ShadowBot” and “CodoorCloud” to improve response efficiency and work order treatment quality. This has promoted process standardization, automation, and traceability.

Digital Tools	Specific Results
“Dianxiaomi” Customer Service Robot	In 2025, the reception volume of “Dianxiaomi” exceeded 1 million times, and the average store scene coverage rate was over 97%. Using the custom question bank for business development, a single store had over 1,500 questions, diverting high-frequency consultations and improving the experience.
“ByteNew” Automatic Service Hall	“ByteNew” is used for automated after-sales processing, and the instant refund feature saves approximately 1 hour of customer service time on a daily basis. It is expected to save about 16 hours per day during Major Promotions. Refunds for orders in transit can be processed within 30 minutes, with 24/7 support available.
Automatic Batch Message Leaving of “ShadowBot” RPA (Robotic Process Automation)	UNQ has introduced the “ShadowBot” RPA to promote the batch processing and standardization of repetitive operations. Covering more than 80 scenarios, the RPA executed more than 3.5 million times throughout the year, saved a total of 4,112 hours of work, and improved processing stability and peak load capacity.
“CodoorCloud” Evaluation Management Tool	UNQ uses “CodoorCloud” to archive comments on multiple stores. It supports centralized replies and negative review handling, reducing switching costs and improving processing consistency.

Case: Full-Link Application of Self-Developed Large AI Model

In 2025, UNQ’s self-developed large AI model had been applied to key links such as commodity reverse customization, intelligent pricing, and inventory forecasting. This has promoted our operations from experience-driven to data-driven and improved decision-making efficiency. AI-assisted RPA optimizes process management and contributes to inventory structure optimization along with inventory forecasting results, effectively reducing commodity backlog and scrap. The model is synchronously embedded in the financial process, which not only shortens the closing cycle and improves the efficiency of capital use, but also drives down the comprehensive financing cost.



5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

UNQ respects and treats every employee equally, and is committed to safeguarding the legitimate rights and interests of employees. We are creating a learning-oriented organization through systematic training. We support employees in ability improvement and career development, and pay continuous attention to employees' physical and mental health, aiming to create a safe, inclusive and warm workplace environment.

5.1. COMPLIANT EMPLOYMENT

UNQ strictly abides by laws and regulations such as the *Labour Law of the People's Republic of China* and the *Labour Contract Law of the People's Republic of China*. We have established a comprehensive employee rights protection system and regularly revise relevant system documents according to business and regulation changes to ensure that our employment practices are compliant, transparent, and enforceable.

5.1.1. Recruitment and Employment

UNQ provides applicants with fair employment and competition opportunities, and attracts and selects talents through recruitment on media, campus recruitment, headhunting and internal referrals. We implement the *Labor Management Rules* to standardize the employment process, review identity information of applicants and establish personnel files. We explicitly prohibit child labor and forced labor, and will correct and deal with related problems in accordance with the law. In 2025, we updated the *Recruitment Management System* and the *Reward and Punishment System*, improved background investigation and approval mechanism, and prohibited improper behaviors such as discrimination, corporal punishment and harassment. During the Reporting Period, the Group was not involved in any major violations of laws and regulations related to recruitment and dismissal, working hours and leave, promotion opportunities, or anti-discrimination, diversity and child labor issues.

5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

UNQ continues to promote the development of a diverse and inclusive culture. As of December 31, 2025, the Group has 192 employees. The number of employees and turnover rate are shown as below:

Employee Structure			
Indicator	Unit	2024	2025
Total Number of Employees	Person	217	192
By Gender			
Male	Person	57	52
Female	Person	160	140
By Age			
Under 30	Person	105	86
30-50	Person	104	100
Above 50	Person	8	6
By Employee Type			
Senior Management	Person	13	13
Middle Management	Person	58	48
Junior Employee	Person	146	131
By Region			
Shanghai	Person	71	61
Beijing	Person	13	12
Hangzhou	Person	125	112
Overseas	Person	8	7



5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

Indicator	Employee Turnover Rate		
	Unit	2024	2025
Employee Turnover Rate	%	36.73	26.44
By Gender			
Male	%	42.42	27.78
Female	%	34.43	25.93
By Age			
Under 30	%	41.99	31.75
30-50	%	31.58	20.63
Below 50	%	20.00	33.33
By Region			
Shanghai	%	26.80	26.51
Beijing	%	23.53	20.00
Hangzhou	%	41.31	26.80
Overseas	%	50.00	30.00

Note:

Employee Turnover Rate = Number of employees leaving during the Reporting Period/(number of employees leaving during the Reporting Period + total number of employees at the end of the Reporting Period.) *100%

5.1.2 Working Hours and Holidays

We implement the *Overtime Management Regulations* and the *Attendance Management System*, and track attendance via an online system for standardized working-hour management. We prohibit forced labor. If overtime is required due to work needs, we pay overtime for statutory holidays; in other cases, we provide compensatory time off, and reimburse overtime meals and transportation expenses as per regulations. Our employees are entitled to various types of leave, including national statutory holidays, annual leave, marriage- and child-related leave, sick leave, personal leave, and bereavement leave. Annual leave increases with years of service. During the Reporting Period, we optimized some holiday approval processes.

5.1.3 Compensation and Benefits

We have revised the *Compensation Management System* and the *Performance Management System*, adjusting assessment cycles and rules to enhance incentive orientation. We have increased the proportion of fixed salaries for some positions and unified the job level system to improve management consistency. At the same time, we contribute to social security and housing provident funds for employees and provide high-temperature allowances, as well as supplementary commercial insurance, marriage and funeral condolences, holiday and birthday benefits, and employee care activities.

5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

5.1.4 Incentive Policies

UNQ has diverse incentive arrangements covering scenarios such as business goals achievement, project expansion, and process optimization, including profit sharing, project introduction, daily improvement, annual excellence awards, and special incentives. At the same time, we implement a restricted share unit plan to recognize employees' contributions and attract and retain talent. This has enhanced our organizational cohesion and long-term competitiveness.

UNQ has differentiated incentive arrangements for different business lines and job responsibilities, as detailed below:

Incentive Policies	Applicable Department or Object	Incentive Content
Contracted Responsibility System Bonus	Operation centers and new business centers	Based on the Group's profit target, we have profit-sharing incentives for outperformance to encourage business improvement and operational contribution.
New Project Introduction and Operation Award	All employees except the Group's senior management	To encourage employees to introduce and facilitate new brand cooperation projects, and reward the introduction and subsequent operational contributions of the projects. In 2025, 1 new projects were introduced.
Daily Rewards	All employees or teams	To provide immediate rewards for improvement behaviors that bring positive results such as process optimization, cost reduction and efficiency improvement, and marketing innovation. In 2025, a total of 8 rewards were granted in the year, covering finance, supply chain, IT, design, and external awards.
Annual Evaluation	All employees or teams	To evaluate and recognize individuals and teams that have a demonstrative effect in terms of behavioral norms and business results. In 2025, a total of 6 awards including New Force Award, New Breakthrough Award, Content Marketing Influence Award, and Excellent Management Award were provided.



5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

Incentive Policies	Applicable Department or Object	Incentive Content
Project Initiation Incentive	Operation centers	Special incentives are provided to recognize the achievement of key business goals such as sales and profit goals. Teams outperforming the goals will be granted the incentive. A total of 15 projects were established in 2025.
Case Competition	All employees or teams	To select excellent practices in business breakthrough and process optimization, and build an internal learning and experience sharing platform. A total of 10 projects were registered in 2025, and 5 were awarded.

5.2 TRAINING AND DEVELOPMENT

UNQ provides employees with equal and diverse growth channels, and establishes a training system that matches job requirements to enhance employee capabilities and the Group’s cohesion. Our training system consists of four levels of courses – “Leadership”, “General Strength”, “Professional Strength”, and “New Strength”, as well as a “Sharing Sessions”, covering management ability, general skills, job expertise and new employee integration, the average training satisfaction score reached 9.84. In addition, we encourage employees to serve as internal lecturers, and issue dynamic teaching subsidies according to their course quality, student satisfaction and the number of participants. We provide a special reward of up to RMB10,000 and exclusive holiday benefits. In 2025, UNQ had 12 certified internal lecturers.

Training Type	Training Target	Training Theme	Participation in 2025
Leadership	Supervisors and managers	Middle management development training	Sessions: 2; Participants: 54; Duration: 742.5 hours
General ability	All employees	<ul style="list-style-type: none"> 2025 management reporting rules interpretation; Publicity of HR policies; IT system training 	Sessions: 4; Participants: 241; Duration: 128.5 hours

5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

Training Type	Training Target	Training Theme	Participation in 2025
Professional competence	Required professional skills, such as employees in operation and design positions	<ul style="list-style-type: none"> Operational competence: Interpretation of management report rules 2.0; interpretation of supply chain logistics cost; Legal competence: Advertising law publicity training; Design competence: Jimeng AI, dynamic posters, retouching skills; Financial competence: External training for tax accountants 	Sessions: 9; Participants: 265; Duration: 264 hours
New force	New employees hired through social recruitment or campus recruitment	Daily training, weekly training, newbie training camps, including face-to-face meetings with senior executives, cultural experiences, etc.	Sessions: 40; Participants: 220; Duration: 234.5 hours
Sharing sessions	All employees	<ul style="list-style-type: none"> General AI popularization course; Case competition series courses; Big shot sharing on business negotiation themes 	Sessions: 9; Participants: 314; Duration: 616 hours



5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

Case: Middle Management Outdoor Training in Gobi Desert

UNQ organized a “Dunhuang Gobi Desert Trekking Challenge” for middle management, strengthening their leadership and cross-team collaboration. The event followed the principles of safety, environmental friendliness, and mutual assistance. 27 employees completed approximately 60 kilometers of trekking in 4 days and 3 nights, with a 100% completion rate. We used the extreme environments to simulate collaborative scenarios, train the participants’ willpower and executive force, emotional management ability, and team resilience, and accumulated replicable collaborative methods through post-event review. In the trekking, we evaluated and reviewed the participants based on data including the completion rate, time consumption, and emergency response, and awarded honors such as the Strongest Team Award, Cheetah Award, and Shackleton Award. Participants received completion medals.



Main KV of the Event

Case: “Business Negotiation and Presentation Skills” Training

UNQ conducted specialized training in “Business Negotiation and Presentation Skills” for brand owners, distributors and B2B operations teams to enhance their external communication and business conversion capabilities. We invited senior executives from Semir Group to lecture, introduced practical methods and tool models currently used in the industry, and promoted rapid implementation through role-playing and immediate feedback. This training covered 53 of our core business backbones, with a course satisfaction rate of 9.38, promoting the transformation of external experience into internal capabilities and improving our collaboration efficiency and business competitiveness.

5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

Case Study: “The Power of Role Models” Experience Sharing

UNQ continuously operates the “The Power of Role Models” column. Alongside daily incentive articles, it organizes interaction and sharing by experienced and outstanding employees. Through case review and experience exchange, the column promotes cross-team communication and collaboration and knowledge accumulation, while providing employees with learning and growth opportunities beyond their job responsibilities. This has created a positive organizational atmosphere.



“The Power of Role Models” column

In 2025, the number of trained employees, the percentage of trained employees, and the average training hours, categorized by gender and employee type, etc., for the Group are shown in the table below:

2025 UNQ Employee Training Data			
Indicator	Number of Trained Employees	Percentage of Trained Employees (%)	Average Training Hours
Total	166	79.4	7.41
Male	41	74.5	7.88
Female	125	81.2	7.24
Senior Management	9	69.2	15.69
Middle Management	45	84.9	12.77
Junior Employee	112	78.3	6.44



5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

5.3 EMPLOYEE CARE

UNQ adheres to an employee-oriented approach, focusing on employee communication and participation, workplace respect, and team cohesion. Through measures such as satisfaction surveys, team-building activities, and health and safety management, we continuously create a safe, inclusive, and positive workplace, enhancing employees' sense of fulfillment and organizational resilience.

5.3.1 Democratic Communication


To ensure smooth communication channels between employees and management, UNQ has established a regular democratic communication mechanism and enhances information reach and interaction efficiency through regular themed exchange activities.

Case: Coffee Time Activity

UNQ regularly conducts Coffee Time sessions to build a face-to-face communication channel between employees and management, enhancing the equality and accessibility of communication. In 2025, we held a total of 4 sessions with a cumulative participation of 51 employees, focusing on discussions around the Contract Responsibility System and the Company's strategic direction, helping employees understand key matters and form consensus. Information and key points of the activities are synchronized via email, with an overall high reading rate, reflecting employees' continued attention to the Group's dynamics and key issues.



Coffee Time



5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

5.3.2 Team Building Activities

To enhance team cohesion and employee belonging, UNQ, combining green concepts, interest interaction, and holiday care, organizes diversified team building and cultural activities, promoting team collaboration, communication, and cultural identity.

Team Building Activity Types	Detailed Information
Green Public Welfare Activities	Carry out monthly public welfare actions focusing on the theme of green, and improve participation through a combination of online and offline methods, advocating a low-carbon lifestyle and integrating environmental protection concepts into daily work and life.
Employee Fun Activities	Organize relaxed and interactive fun activities to enrich employees' cultural life. The activities are proposed, voted, and co-organized by employees to improve collaboration efficiency and team belonging.
Festival Activities	Carry out care activities during festivals such as Girls' Day and Mid-Autumn Festival to convey respect and attention, create a warm workplace atmosphere, and enhance employee happiness and team connection.

5.3.3 Employee Satisfaction

UNQ conducts employee satisfaction and engagement surveys annually to understand employee experience and organizational health, and uses the results for management improvement. The survey covers key engagement behaviors, multi-dimensional items and open-ended feedback, and the process follows the principle of confidentiality.

In 2025, UNQ's overall engagement rate was 80.83%, representing an increase of 6.03 percentage points compared to the previous year. In particular, employees had a high degree of recognition of the team collaboration atmosphere, and the satisfactions of colleagues' experience sharing, team atmosphere and communication and collaboration were 91.8%, 90.6% and 89.9% respectively.

Based on the survey result, UNQ promoted the optimization of the incentive mechanism and job qualification system, and formed a linkage with training, project opportunities and remuneration management to continuously promote improvement and implementation. At the same time, UNQ maintains smooth channels for feedback and complaints. Employees can report problems to the Human Resources Department according to the process. We will verify and deal with them in accordance with the regulations and implement corresponding disciplinary measures.



5.3.4 Safety and Health

UNQ incorporates occupational safety and health into daily operation and management, strictly abides by laws and regulations such as the *Labor Law of the People’s Republic of China* and the *Fire Protection Law of the People’s Republic of China*. While doing so, we have been pushing for the formation of a safety and health risk management system covering all employees, the entire process, and all scenarios.

We create a safe and respectful workplace environment and have zero tolerance for workplace sexual harassment. Once verified, the labor contract will be terminated immediately. Our offices are equipped with a complete fire protection system, and we organized 2 large-scale fire drills during the Reporting Period. According to the *Employee Medical Examination System*, we provide all employees with pre-employment medical examinations and annual health check-ups. No work-related fatalities have occurred in the Group in the past three years. The number of working days lost due to work-related injuries during the Reporting Period is as follows:

Indicator	Working Time Loss	
	Unit	2025
Working days lost due to work-related injuries	Day	88

In order to enhance employees’ awareness of health management and enhance team cohesion, UNQ extends occupational health from system publicity to participatory and quantifiable themed activities. In addition, we guide employees to lead a healthier lifestyle and create a positive workplace atmosphere through data management and team interaction.

5. EMPOWERING EMPLOYEES TO CREATE VALUE TOGETHER

Case: Health and Fat Reduction Theme Month

In 2025, UNQ launched the “Health and Fat Reduction Theme Month” event with the theme of “Proactive Health Management.” Based on employee health data, the event guides employees to continuously pay attention to indicators such as BMI (Body Mass Index) and develop self-management habits. A total of 69 employees voluntarily participated in the event, with a cumulative weight loss of 136.7 kg, an average weight loss of 2.0 kg per person, and a record of 177 health check-in notes.



The Healthy Weight Loss Challenge event



6 GREEN DEVELOPMENT, LOW-CARBON FUTURE

UNQ adheres to green operations and low-carbon development, pays attention to the impact of its own business activities on the environment. Additionally, through continuous evaluation and improvement and integration of environmental protection requirements into daily operation, we have been steadily reducing environmental footprint and raising environmental management level.

6.1 RESPONDING TO CLIMATE CHANGE

Global climate change is intensifying extreme weather and policy transition pressures, affecting the operational stability, supply chain resilience, and compliance requirements of enterprises. As an e-commerce operation and brand service enterprise, UNQ's direct environmental impact mainly comes from office energy consumption and daily operation activities. Climate-related risks and opportunities are more reflected in the value chain, such as the stability of warehousing and logistics, packaging and fulfillment costs, and the requirements of platform rules and regulations for low-carbon compliance. The Group keeps abreast of changes in climate policies, regulations, and platform rules, and incorporates climate issues into the ESG governance and risk management system.

6.1.1 Governance

The Group's ESG working group actively identifies the risks and opportunities faced by the Group in climate change and reports to the board of directors on a regular basis. The Group regularly invites external experts to conduct special climate change training and knowledge popularization for the Board members and relevant Management to enhance their ability to perform their duties. The Group's board of directors reviews the response measures to climate-related risks and opportunities at least once a year¹.

¹ UNQ has not yet factored climate-related issues into its remuneration policies so far

6.1.2 Strategy

During the Reporting Period, the Group carried out the identification and assessment of climate-related risks and opportunities in accordance with the climate disclosure requirements of the Stock Exchange. The main steps include:

- **Identification:** Carry out peer and regulatory trend research, and, based on the Group’s business model and operation status, initially sort out the list of climate-related risks and opportunities;
- **Analysis:** The Management and department representatives conduct discussions to assess the short-term, medium-term, and long-term impacts from the two dimensions of probability of occurrence and degree of impact, and prioritize them;
- **Assessment:** Considering publicly available climate scenario assumptions, assess the impact of climate factors on operational continuity, compliance and supply chain stability, cost structure, and customer experience from both high-emission and low-emission scenarios;
- **Response:** Compare the results of the scenario analysis with existing management measures, assess business resilience and the effectiveness of response measures, and formulate subsequent action plans.

Scenario Definitions

High-emissions scenario: Referring to IPCC climate scenarios, global warming exceeds 4°C by the end of this century

Low-emissions scenario: In line with the Paris Agreement, global warming is limited to 1.5°C or well below 2°C

Time Horizons²

Short term: 0-3 years

Medium term: 3-10 years

Long term: more than 10 years

² Defined with reference to the Group’s business plans, energy conservation and emissions reduction targets and strategies, as well as climate-related policies in the countries or regions where the Group’s operating sites are located.



6 GREEN DEVELOPMENT, LOW-CARBON FUTURE

Through the above process, the significant climate-related risks and opportunities identified by the Group are as follows:

		Climate Risk/ Opportunity	Business and Financial Impact ^{3,4}	Impact Time	Response Measures
Risk	Physical Risks	Extreme weather such as typhoons and floods	Extreme weather may cause warehousing and distribution disruptions and fluctuations in timeliness, increased returns and exchanges and work orders, resulting in additional costs such as performance compensation and expedited transshipment.	Short and medium term	Establish an early warning and graded response mechanism for extreme weather, and implement business continuity arrangements and cross-departmental coordination. Prepare alternative plans for key businesses and improve emergency communication. If necessary, coordinate with partners to adjust warehousing, distribution, and fulfillment plans to reduce interruptions and service fluctuations.
	Transition risk	Decline in supply chain stability	Fluctuations in partners' supply or fulfillment may lead to stockouts and delayed delivery, affecting sales and inventory turnover, and driving up the cost of alternative procurement, allocation, and freight.	Short and medium term	Strengthen supply chain risk identification and key category protection, and optimize inventory and replenishment rhythm. Establish an abnormal communication mechanism with key partners, formulate alternative plans in advance for high-risk nodes, and improve delivery stability and resilience.

³ When conducting quantitative analysis of expected financial effects, as the relevant impacts could not be separately identified, or the measurement approaches involved were subject to a high degree of uncertainty, the Group applied the "Financial effects relief" for the quantitative assessment of the expected financial effects of climate-related risks and opportunities.

⁴ UNQ did not identify any climate-related risks or opportunities that may have a material impact on its financial position, financial performance or cash flows in the short, medium or long term. Accordingly, based on Appendix D "Comply or Explain" of the ESG Reporting Guide, UNQ is not required to conduct a quantitative assessment of current financial effects.

6 GREEN DEVELOPMENT, LOW-CARBON FUTURE

	Climate Risk/ Opportunity	Business and Financial Impact ^{3,4}	Impact Time	Response Measures
Opportunity	Improve resource and energy efficiency	Improving efficiency through office energy management and process automation can reduce energy consumption and operating costs, reduce repetitive operations and resource waste, and improve management transparency.	Short and medium term	Promote energy-saving office and resource management measures, use digital tools to optimize processes and collaboration, improve data-driven management capabilities, and continuously reduce costs and increase efficiency.
	Stabilize Supply Chain Management	Enhancing supply chain collaboration and standardized management can improve delivery certainty and customer experience, increase collaboration efficiency, and create a more sustainable value chain competitiveness.	Medium and long term	Improve supply chain collaboration and information sharing mechanisms with brand owners and service partners, gradually incorporate compliance and sustainability requirements into cooperation and daily operations, and enhance value chain transparency and stability.

The Group is not involved in large-scale industrial manufacturing, and climate-related impacts are mainly reflected in operational continuity and value chain collaboration. During the Reporting Period, there were no major asset losses or major shutdowns due to extreme weather events, nor did they have a significant impact on the Group's finance.

6 GREEN DEVELOPMENT, LOW-CARBON FUTURE

The Group continuously tracks climate policies and extreme weather trends, conducts regular risk assessments and strategy reviews, and enhances business resilience and sustainable operating capabilities⁵. To proceed with climate governance, we simultaneously strengthen employees' awareness of climate risks and opportunities, and promote disclosure capacity building and supply chain resilience improvement⁶. The relevant practices are as follows:

Case: Disclosure Capacity Building

In 2025, UNQ participated in the Hong Kong Quality Assurance Agency (HKQAA) Green and Sustainable Contribution Training, which provided learning and practice sessions by means of technical guidelines, workshops and supporting tools to enhance the ability to identify and respond to climate-related risks and opportunities, and prepared us for subsequent climate-related financial information disclosure. During the Reporting Period, UNQ won the Gold Award of the Sustainable Related Financial Information Disclosure Pilot Program, reflecting our milestone progress in promoting sustainable disclosure and improving transparency.



Gold Award Issued by HKQAA

⁵ UNQ has addressed climate change through energy-saving targets and related measures, as set out in the "Green Office" section of this Report. As the Group is not involved in manufacturing activities, no climate-related transition plan was formulated during the Reporting Period.

⁶ For the quantitative analysis of climate resilience under different emissions scenarios as part of the climate resilience assessment, given that obtaining all reasonable and supportable information would require disproportionate cost and effort, the Group applied the "Reasonable information relief" for the quantitative climate resilience analysis.

Case: Supply Chain Climate Resilience

In order to reduce the impact of extreme weather on warehousing and distribution and fulfillment, UNQ has established an emergency mechanism, with intelligent warehouse routing as the core of scheduling, and brand collaborative warehouse network as an elastic backup. UNQ has laid out a five-region distribution warehouse network, which is connected with the multi-region warehouse system of brand owners to form a standby warehouse network and inventory pool that can be quickly activated. After the system is connected to the weather warning, it can divert orders in advance, and if a warehouse is blocked, it will automatically switch to an available warehouse. In addition, the system can launch contingency plans for inventory allocation or emergency direct delivery from brand owners when necessary, and coordinate transportation capacity with logistics partners such as “Cainiao” to ensure delivery stability.

6.1.3 Risk Management

The Group incorporates climate-related risks into its corporate risk management and internal control system, and regularly carries out identification, assessment, response, supervision and improvement. Every year, the risk management-related functional organization coordinates various departments to implement the risk management process: collect initial risk information, conduct risk assessment and formulate response strategies, promote the implementation of measures and effect tracking, and regularly report to the Management and relevant institutions of the Board of Directors, to ensure that climate-related risks are managed within the organization on an ongoing and standard basis.



6 GREEN DEVELOPMENT, LOW-CARBON FUTURE

6.1.4 Metrics and Targets

With the aim of reducing greenhouse gas emissions, UNQ starts from controllable operational links, continuously improves energy efficiency, and gradually improves climate-related disclosure capabilities^{7, 8}.

The Group's KPI data⁹ on greenhouse gas emissions during the Reporting Period are shown in the following table:

Indicator	Greenhouse Gas Emissions		
	Unit	2024	2025
Total greenhouse gas emissions (scope 2, by location)	Tons of carbon dioxide equivalent	153.9	110.7
Greenhouse gas emission intensity	Tons of carbon dioxide equivalent per person	0.71	0.58

Notes:

1. The environmental scope key performance indicators cover the Group's office in Shanghai, Hangzhou and Beijing. The office in Japan is managed by the property in a unified manner and cannot be measured separately;
2. Based on the requirements of the ESG Reporting Code and the applicability of accounting standards, greenhouse gas emissions are calculated with reference to the Greenhouse Gas Protocol. The Group does not have emissions related to fuel combustion, vehicles, etc., so there are no direct emissions (Scope 1); The Group's greenhouse gas emissions are all energy indirect greenhouse gas emissions from purchased electricity (Scope 2), and the emissions are presented in carbon dioxide equivalent. The grid emission factor comes from the Ministry of Ecology and Environment of the People's Republic of China's grid emission factor;
3. As it would take a great deal of cost to obtain all reasonable and substantiated information, the Group adopts a "Reasonable information relief" for Scope 3 emissions.

⁷ The Group does not currently apply an internal carbon pricing mechanism in investment decisions, transfer pricing or scenario analysis, nor has it set a carbon price per tonne for assessing the costs associated with greenhouse gas emissions.

⁸ In the future, based on regulatory requirements, business development needs and internal readiness, the Group will continue to monitor developments in climate-related disclosure requirements and review its related disclosure arrangements in a timely manner.

⁹ When calculating specific cross-industry indicators "The amount and percentage of assets or business activities vulnerable to climate-related physical and transition risks" and "The amount and percentage of assets or business activities exposed to climate-related opportunities", "Reasonable information relief" is adopted because it requires great cost to obtain all reasonable and evidence-based information.

6.2 GREEN OFFICE

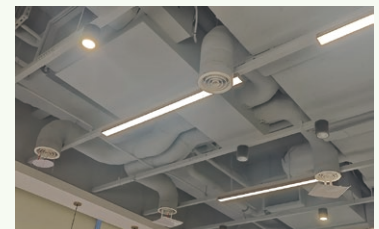
UNQ integrates resource conservation and efficiency improvement into daily operation and management, and continues to promote green office practices, focusing on key areas such as water, electricity and paper use. We promote the normalized implementation of energy conservation and water saving through posting on-site reminders, equipment optimization and daily inspections, and simultaneously promote paperless office, reduce paper consumption, and improve collaboration efficiency and file management security.

6.2.1 Water and Electricity Saving

In 2025, UNQ set a target of reducing water and electricity consumption by 10% compared to the previous year, with office locations in Shanghai, Hangzhou and Beijing as management units. We post water-saving tips on water dispensers and washstands, and recycle and reuse the remaining water from mineral water for reception to reduce waste. In addition, we set up reminders to turn off the lights and adjust air conditioning temperature in the conference room, install air conditioning deflectors and intelligent controllers to reduce unnecessary energy consumption. Administrative and cleaning staff inspect the office area daily and turn off the lights, projection and other equipment in unoccupied conference rooms in a timely manner to reduce unnecessary energy consumption.



Energy-Saving Labels and Reminders to Turn off the Lights After Work



Air Conditioner Deflector Installation



6 GREEN DEVELOPMENT, LOW-CARBON FUTURE

During the Reporting Period, electricity consumption in the three regions decreased by 17.31% compared to 2024, and water consumption decreased by 24.5% compared to 2024. The resource usage KPI data of the Group during the Reporting Period are shown in the following table:

Indicator	Resource Usage		
	Unit	2024	2025
Energy Usage			
Indirect Energy Consumption (Purchased Electricity)	Kilowatt-hour	252,251	208,585
Energy Consumption Intensity	Kilowatt-hour per person	1,167.83	1,086.38
Water Resources Usage			
Total Water Consumption	Ton	249	188
Water Consumption Intensity	Tons per Person	1.15	0.98

Notes:

- As the Group does not produce goods, no waste gas is emitted during operations. Domestic wastewater is discharged into the municipal sewerage network, and the Group cannot measure the discharge volume. Therefore, KPI A1.1 (emission types and related data) is not disclosed in the ESG Report;
- During operations, the Group generates a small amount of hazardous waste, such as used ink cartridges, which are all recycled and reused by qualified recyclers, with minimal environmental impact. Thus, KPI A1.3 (total amount and density of hazardous waste) is not disclosed in the ESG Report;
- The Group's non-hazardous waste consists of domestic waste such as wastepaper, courier fillers and packaging generated during operations. It is sorted and disposed of in accordance with regulations and handed over to the building's property management for unified handling. Waste disposal fees are included in the property management fees and paid to the property management company. As the Group cannot separately measure waste generation, KPI A1.4 (total amount and density of nonhazardous waste) is not disclosed in the ESG Report;
- The Group's water consumption data for Beijing office area is not separately measurable due to the water being supplied through the municipal network and water fees being included in the property management fees. Therefore, the total water consumption data disclosed in the ESG Report is sourced from the Group's office areas in Hangzhou and Shanghai;
- The Group does not extensively use non-renewable energy or forest resources, nor does it impact biodiversity during operations. Given the materiality assessment, KPI A3 (environment and natural resources) is deemed less significant to the Group. Thus, it is not disclosed in the ESG Report;
- In 2025, all products sold by the Group were shipped in original packaging by the brand owners. Third-party logistics companies handled packaging during logistics, so no extra packaging materials were used. Therefore, KPI A2.5 (total packaging materials and per-unit usage for finished products) is not disclosed in the ESG Report.

6.2.2 Paperless Office

In 2025, UNQ set a target to reduce paper usage by 15% compared to the previous year, and reduced paper consumption by introducing electronic workflows and digitalized management. We promoted online approval through the OA system, so that electronic invoices can be reimbursed and archived without printing. In addition, we started to store important documents like licenses in the OA knowledge base, allowing multiple people to access them simultaneously, thereby reducing the time costs associated with mailing or faxing and enhancing the security of document management. Additionally, we promoted the use of electronic signatures to further improve process efficiency and reduce resource consumption.

During the Reporting Period, the Group's paper consumption decreased by 9.09% compared to 2024, with the paper usage data shown in the table below:

Indicator	Unit	Paper Usage	
		2024	2025
Paper Consumption	Ton	22	20



7 ADVANCING SOCIAL WELFARE TOGETHER

UNQ performs social responsibility with a long-term perspective, integrating public welfare into daily operations and employee culture, continuously engaging in community care, educational support, and environmental actions. The Group initiated the “U Heart” public welfare project, establishing an operational mechanism of “corporate guidance and employee participation”. The Group also promotes public welfare as a sustainable daily action through internal volunteer organizations and incentive mechanisms.

UNQ has established long-term cooperative relationships with several charitable organizations, gradually shifting from one-time donations to continuous companionship and collaborative development. In 2025, we donated RMB156,856 and accumulated 324 hours of volunteer service.

7.1 GATHERING CHARITABLE POWER

Case: “U Heart” Picking Up and Saxaul Tree Ecological Restoration Action

The period from March to April every year is UNQ’s environmental protection theme month, and the activities continue to focus on promoting the saxaul tree ecological restoration project around desertification control. We jointly launched a walking donation activity with WeChat Public Welfare to convert employees’ steps into saxaul tree planting in the Alxa region, and synchronously organized employees to carry out outdoor “picking up” environmental protection actions, carrying out garbage cleaning and environmental maintenance during the walking process. In 2025, nearly 200 employees donated a total of 38.4 million steps, planted 3,000 saxaul trees, and restored about 30,000 square meters of desert area.

In addition to employee participation, UNQ continued to support ecological restoration projects through environmental protection funds. During the Reporting Period, we donated RMB30,000 to the Beijing Entrepreneurs Environmental Protection Foundation to support 100 Million-Saxaul Tree project while ensuring the transparency and traceability of public welfare funds.



Picking up Activity



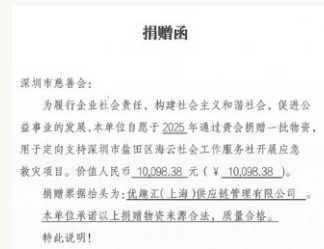
Donation Certificate

Case: Myanmar Earthquake Emergency Donation

On March 28, 2025, a 7.9 magnitude earthquake occurred in Myanmar. UNQ donated rescue materials worth RMB10,098 through the Shenzhen Charity Federation to specifically support the Haiyun Social Work Service Agency of Yantian District, Shenzhen to carry out emergency rescue and social service work, providing timely support for the affected groups.



Donated Materials



Donation Letter

7.2 SUPPORT FOR EDUCATION

UNQ continues to carry out volunteer services and educational resource assistance around educational equity and the growth and support of children and teenagers. We respond to the actual needs of special groups and schools in remote areas through a combination of offline companionship and material donations, and contribute to educational development with continuous actions.

Case: Volunteer Activity at Special Education School in Changning District, Shanghai

In June 2025, UNQ volunteers visited the Special Education School in Changning District, Shanghai to organize birthday activities and companionship interactions for students. Through continuous companionship, they responded to the needs of special youth groups in terms of growth and emotional support, and promoted the development of a more inclusive social environment.



Photos of The Event



7 ADVANCING SOCIAL WELFARE TOGETHER

Case: Guizhou Huishui Education Assistance Donation

UNQ continued to pay attention to the supply of educational resources in remote areas. During the Reporting Period, we donated 4,000 books, 15 computers, and more than 430 sets of feminine hygiene products to the Guizhou Province Huishui County Care for the Next Generation Working Committee to improve the learning and living conditions of local primary and secondary schools. In addition, we joined social forces to provide more sustainable support for education in mountainous areas in a collaborative manner.



Donated Materials



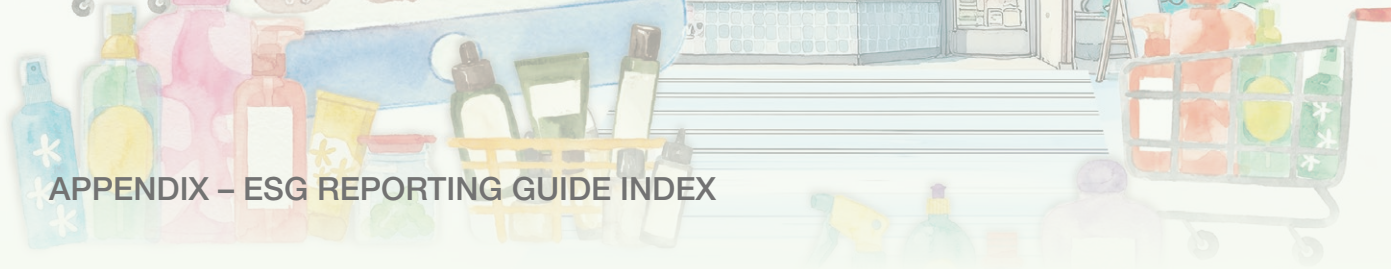
Books Donated with Love



Certificate of Honor

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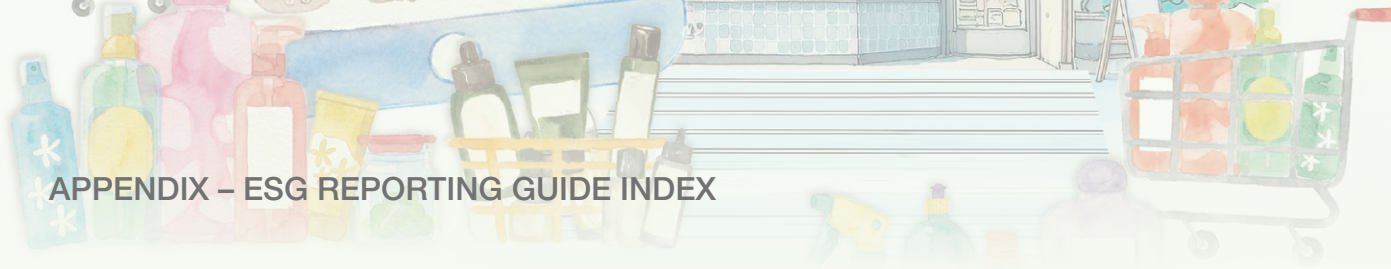
Subject Areas, Aspects, General Disclosures and KPIs		Disclosure Section
A. Environmental		
Aspect A1: Emissions		Green Development, Low-Carbon Future – Responding to Climate Change
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Development, Low-Carbon Future – Responding to Climate Change
A1.1	The types of emissions and respective emissions data.	Green Development, Low-Carbon Future – Responding to Climate Change
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Not applicable as the hazardous waste generated by the Group’s operations is a small amount of waste ink cartridges, which are recycled by qualified recyclers and have less environmental impact
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Not applicable, as the Group’s nonhazardous waste is domestic waste such as wastepaper, courier fillings and packaging generated in the course of its operations, which is segregated and disposed of centrally by the building’s property management in accordance with the regulations, and the waste disposal fee has been included in the property management fee and is disposed of by the property management company. The amount of waste generated cannot be measured separately
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Green Development, Low-Carbon Future – Responding to Climate Change
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.	Not applicable, as the Group’s nonhazardous waste is domestic waste such as wastepaper, courier fillings and packaging generated in the course of its operations, which is segregated and disposed of centrally by the building’s property management in accordance with the regulations, and the waste disposal fee has been included in the property management fee and is disposed of by the property management company. The amount of waste generated cannot be measured separately



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Subject Areas, Aspects, General Disclosures and KPIs		Disclosure Section
Aspect A2: Use of Resources		Green Development, Low-Carbon Future – Green Office
General Disclosure	<p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	Green Development, Low-Carbon Future – Green Office
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).	Green Development, Low-Carbon Future – Green Office
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Green Development, Low-Carbon Future – Green Office
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Development, Low-Carbon Future – Green Office
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.	Green Development, Low-Carbon Future – Green Office
A2.5	Total packaging material used for finished products and with reference to per unit produced.	Not applicable, as the products sold by the Group are shipped in the original boxes of the brand owners and the packaging in the logistics section is undertaken by the third-party logistics company, thus no additional packaging materials are involved
Aspect A3: The Environment and Natural Resources		Not applicable, as the Group's operations are primarily office-based and do not have a significant impact on the environment
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Not applicable, as the Group's operations are primarily office-based and do not have a significant impact on the environment
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Not applicable, as the Group's operations are primarily office-based and do not have a significant impact on the environment

Subject Areas, Aspects, General Disclosures and KPIs		Disclosure Section
B. Social		
Aspect B1: Employment		Empowering Employees to Create Value Together – Compliant Employment
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Empowering Employees to Create Value Together – Compliant Employment
B1.1	Total workforce by gender, employment type, age group and geographical region.	Empowering Employees to Create Value Together – Compliant Employment
B1.2	Employee turnover rate by gender, age group and geographical region.	Empowering Employees to Create Value Together – Compliant Employment
Aspect B2: Health and Safety		Empowering Employees to Create Value Together – Employee Care
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.	Empowering Employees to Create Value Together – Employee Care
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Empowering Employees to Create Value Together – Employee Care
B2.2	Lost days due to work injury.	Empowering Employees to Create Value Together – Employee Care
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Empowering Employees to Create Value Together – Employee Care



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Subject Areas, Aspects, General Disclosures and KPIs		Disclosure Section
Aspect B3: Development and Training		Empowering Employees to Create Value Together – Training and Development
General Disclosure	<p>Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</p>	Empowering Employees to Create Value Together – Training and Development
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Empowering Employees to Create Value Together – Training and Development
B3.2	The average training hours completed per employee by gender and employee category.	Empowering Employees to Create Value Together – Training and Development
Aspect B4: Labour Standards		Empowering Employees to Create Value Together – Compliant Employment
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p>	Empowering Employees to Create Value Together – Compliant Employment
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Empowering Employees to Create Value Together – Compliant Employment
B4.2	Description of steps taken to eliminate such practices when discovered.	Empowering Employees to Create Value Together – Compliant Employment
Aspect B5: Supply Chain Management		Win-win Cooperation and Value Co-creation – Sustainable Supply Chain Management
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Win-win Cooperation and Value Co-creation – Sustainable Supply Chain Management
B5.1	Number of suppliers by geographical region.	Win-win Cooperation and Value Co-creation – Sustainable 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.	Win-win Cooperation and Value Co-creation – Sustainable Supply Chain Management



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Subject Areas, Aspects, General Disclosures and KPIs		Disclosure Section
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Win-win Cooperation and Value Co-creation – Sustainable Supply Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Win-win Cooperation and Value Co-creation – Sustainable Supply Chain Management
Aspect B6:	Product Responsibility	Customer-Oriented, Quality First – Responsible Marketing
General Disclosure	Information on: (a) 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.	Customer-Oriented, Quality First – Responsible Marketing
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable, as the Group’s operating activities do not involve product manufacturing
B6.2	Number of products and service related complaints received and how they are dealt with.	Customer-Oriented, Quality First – Improving Customer Service Quality and Efficiency
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Win-win Cooperation and Value Co-creation – Product Liability
B6.4	Description of quality assurance process and recall procedures.	Win-win Cooperation and Value Co-creation – Product Liability
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Integrity Governance for Steady and Sustainable Development – Data Security and Privacy Protection



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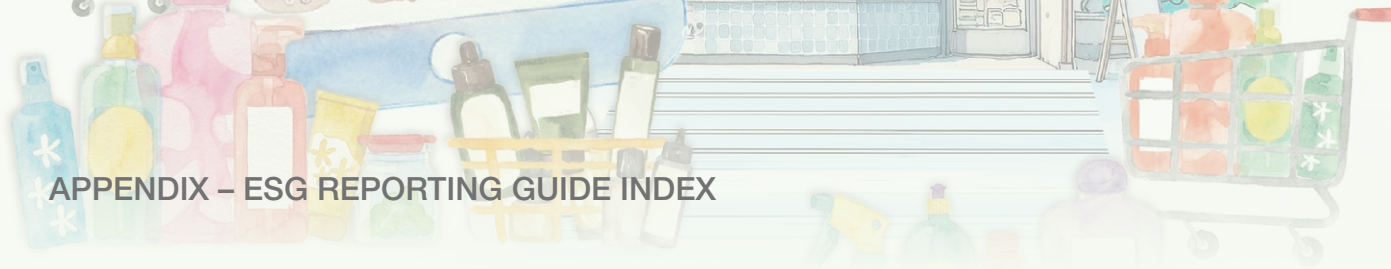
Subject Areas, Aspects, General Disclosures and KPIs		Disclosure Section
Aspect B7: Anti – corruption		Integrity Governance for Steady and Sustainable Development – Business Ethics and Anti-Corruption
General Disclosure	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Integrity Governance for Steady and Sustainable Development – Business Ethics and 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.	Integrity Governance for Steady and Sustainable Development – Business Ethics and Anti-Corruption
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Integrity Governance for Steady and Sustainable Development – Business Ethics and Anti-Corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Integrity Governance for Steady and Sustainable Development – Business Ethics and Anti-Corruption
Aspect B8: Community Investment		Advancing Social Welfare Together
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.	Advancing Social Welfare Together
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Advancing Social Welfare Together
B8.2	Resources contributed (e.g. money or time) to the focus area.	Advancing Social Welfare Together

D: CLIMATE-RELATED DISCLOSURES

Governance	Description	Section
19 (a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Green Development, Low-Carbon Future – Responding to Climate Change
19 (b)	Management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Green Development, Low-Carbon Future – Responding to Climate Change

Strategy	Description	Section
20	Climate-related risks and opportunities	Green Development, Low-Carbon Future – Responding to Climate Change
21	Business model and value chain	Green Development, Low-Carbon Future – Responding to Climate Change
22, 23	Strategy and decision-making	Green Development, Low-Carbon Future – Responding to Climate Change
24, 25	Financial position, financial performance and cash flows	Green Development, Low-Carbon Future – Responding to Climate Change
26	Climate resilience	Green Development, Low-Carbon Future – Responding to Climate Change

Risk management	Description	Section
27	Risk management	Green Development, Low-Carbon Future – Responding to Climate Change



APPENDIX – ESG REPORTING GUIDE INDEX

Indicators and Targets	Description	Section
28, 29	Greenhouse gas emissions	Green Development, Low-Carbon Future – Responding to Climate Change
30	Climate-related transition risks	Green Development, Low-Carbon Future – Responding to Climate Change
31	Climate-related physical risks	Green Development, Low-Carbon Future – Responding to Climate Change
32	Climate-related opportunities	Green Development, Low-Carbon Future – Responding to Climate Change
33	Capital deployment	Green Development, Low-Carbon Future – Responding to Climate Change
34	Internal carbon pricing	Green Development, Low-Carbon Future – Responding to Climate Change
35	Remuneration	Green Development, Low-Carbon Future – Responding to Climate Change
36	Industry-based metrics	Green Development, Low-Carbon Future – Addressing Climate Change
37~40	Climate-related targets	Green Development, Low-Carbon Future – Responding to Climate Change
41	Applicability of cross-industry metrics and industry-based metrics	Green Development, Low-Carbon Future – Responding to Climate Change