

畅捷通
Chanjet

畅捷通信息技術股份有限公司
CHANJET INFORMATION TECHNOLOGY COMPANY LIMITED

(a joint stock company incorporated in the People's Republic of China with limited liability)
Stock Code: 1588

Notes on the Report

Reporting Scope:
This Report covers Chanjet Information Technology Company Limited (the "**Company**") and its subsidiaries (collectively referred to as our "**Group**", the "**Group**" or "**Chanjet**").

Reporting Period:
This Report is presented on an annual basis, and covers the period from 1 January 2025 to 31 December 2025. Some contents may go beyond the aforesaid period due to the explanation needs.

Basis of Preparation:
This Report is prepared in accordance with all mandatory disclosure requirements and the "Comply or Explain" provisions of the Environmental, Social and Governance Reporting Code (the ESG Reporting Code) as contained in Appendix C2 to The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Hong Kong Stock Exchange**") (the "**Listing Rules**") and with reference to the relevant requirements of the GRI Sustainability Reporting Standards issued by the Global Reporting Initiative.

ESG Reporting Principles
Materiality: In compliance with the materiality principle defined by the Hong Kong Stock Exchange, the ESG issues considered by the board of directors (the "**Board**") and the ESG working group, communications with stakeholders, identification process of material issues and the materiality matrix are disclosed in this Report.

Quantitative: Statistical standards, methods, assumptions and/or calculation tools for quantitative key performance indicators herein and source of conversion factors are all explained in the definitions of this Report.

Balance: This Report shall provide an objective picture of the Group's ESG performance during the Reporting Period and should avoid any elaboration or presentation format that may inappropriately influence the decision or judgment made by the report readers.

Consistency: The statistical methodologies applied to the data disclosed in this Report shall be consistent. Other than as disclosed elsewhere in the Report, the preparation method of this Report is the same as that of the previous year in order to achieve comparability with previous years' reports.

Explanation about the Data:
Monetary amounts involved in this Report are denominated in RMB save for those otherwise stated.

Ways of Publication:
This Report is published online in traditional Chinese and English and is available on the website of the Hong Kong Stock Exchange at www.hkexnews.hk and the website of Chanjet at www.chanjet.com.



Microblog of Chanjet

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Statement from the Management

In 2025, China's gross domestic product (GDP) increased by 5.0% year-on-year, and its economy continued to achieve steady progress amid a complex environment. Chanjet continued to focus on the two major areas of digital intelligent finance and taxation and digital intelligent business for MSEs. Firmly adhering to the principle of customer success, the Group made ongoing efforts to enhance product competitiveness, fully implement the "AI-foremost" strategy, expedite the application of AI technology in product innovation and corporate operations, and accelerated the global expansion of its business. The Group adhered to the principle of ecological co-prosperity by transitioning from application services to ecological platform services, thereby promoting the large-scale development of business and improve operational efficiency and profitability. Driven by technological innovation, Chanjet continuously optimized its product and service offerings, empowering MSEs through intelligent and inclusive digital solutions, helping them enhance operational and management capabilities, and creating value for their healthy development.

During the Reporting Period, the Group achieved revenue of RMB1,095 million, representing a year-on-year increase of 14%, of which revenue from cloud subscriptions was RMB758 million, representing a year-on-year increase of 16%. Total assets of the Group increased to RMB1,894 million. While steadily advancing the development of its principal businesses, the Group adheres to the principles of business ethics and integrity and compliance, promotes green development and actively addresses climate change, it also practices the philosophy of mutual progress between the enterprise and its people and win-win cooperation, so as to lay a solid foundation for the long-term sustainable development of Chanjet.

Operating in a green way to seek sustainable development

Chanjet practices the concept of sustainable development, strictly complies with environmental laws and regulations, actively addresses climate change, and continuously optimizes resource utilization and emissions management to promote green office and operational management. Through digital and paperless office, refined energy management and other measures, the Company improves operational efficiency while reducing environmental impact, thereby contributing to sustainable development.

Nurturing talents for joint growth

Chanjet always adheres to the people-oriented concept and regards talents as the core resource for the high-quality development of the Company. It attaches importance to the protection of employees' rights and interests, their career development as well as physical and mental health, continuously improves its incentive mechanism and training system, promotes the synchronous growth of talents and the development of the Company, and achieves win-win results for both individuals and the enterprise.

Innovating products and optimizing services

Taking "facilitating MSEs development in operation and management through creativity and technology" as its mission, Chanjet firmly adheres to the principle of customer success, makes continuous efforts to improve product competitiveness, fully advances the "AI-foremost" strategy, expedites the application of AI technology in product innovation and corporate operation, and promotes the digital and intelligent transformation of MSEs through digital-intelligent empowerment in multiple dimensions and scenarios.

Leading the industry with win-win cooperation

With a focus on the two major fields of digital intelligent finance and taxation and digital intelligent business for MSEs, Chanjet adheres to the partnership principle of "long-term cooperation and win-win development" and follows the transparent operation principle of "openness, fairness and impartiality". The Company continuously optimizes supplier management and ecological cooperation models, fosters the building of long-term, stable and mutually beneficial partnerships, actively explores collaboration between upstream and downstream industries, enhances the overall value of ecological partners, and achieves industrial co-prosperity and sustainable development.

Practicing incorruptible governance, and fighting against corruption

Chanjet consistently adheres to the governance philosophy of "Upholding Integrity for Long-Term Growth and Conducting Business in a Transparent Manner", strictly abides by laws and regulations, upholds business ethics, and ensures legitimate and compliant operations by continuously improving its risk management system and compliance mechanisms, conducting anti-corruption training, improving whistleblowing channels and other measures, so as to maintain a fair and transparent business environment.

Going forward, Chanjet will continue to uphold the core values of "Friends of Users, Professional Endeavor and Continuous Innovation", strictly comply with national laws and regulations, and actively fulfill social responsibilities. The Group will further deepen digital-intelligent empowerment, work hand-in-hand with customers and partners, continuously enhance the sustainable development capacity of its business, steadily elevate the operation and management capabilities of MSEs, and jointly open a new chapter for the high-quality development of the digital economy.

Company Profile

As a subsidiary of Yonyou Network Technology Co., Ltd. (用友網絡科技股份有限公司), the Company was established in March 2010 and was listed on the Main Board of the Hong Kong Stock Exchange on 26 June 2014 (Stock Code: 1588). Taking "facilitating MSEs' development in operation and management through creativity and technology" as its mission, striving for the vision of becoming "a worldwide leading provider of cloud services for MSEs" and "a platform for partners and employees enjoying work, making achievements and sharing success", the Company is committed to providing platform services, application services, data-based value-added services for MSEs in the PRC, with a focus on financial and business management cloud services.

The Company is a council member of the China Information Industry Association, a member of the China Software Industry Association and a member of the Beijing Software and Information Service Industry Association. It has been regarded as the "Key Software Enterprises under the National Planning Layout (國家規劃佈局內重點軟件企業)" as well as "High and New Technology Enterprises (高新技術企業)" for consecutive years, and was selected into the list of "Specialized and Sophisticated" Small and Medium-sized Enterprises that Produce New and Unique Products in Beijing (北京市「專精特新」中小企業認定名單). According to the Special Analysis on China's Micro and Small Scale Enterprise Cloud Finance and Taxation Services Market 2024 (《中國小微企業雲財稅服務市場專題分析2024》) released by Analysys (易觀), the Company has maintained the first place in terms of the market coverage rate of the cloud finance and taxation services for MSEs for five consecutive years. In the research and evaluation of core dimensions such as user satisfaction, product performance, and the overall strength of providers, the Company consistently ranked first. The Company has always safeguarded user information and privacy security with high standards and requirements, and has obtained several authoritative certifications, including Trusted Cloud Security Standard Evaluation (可信雲安全標準評估), National Information Security Protection Level III Certification (國家信息安全等級保護三級認證), ISO27001 Information Security Management System (ISMS) Certification, ISO27701 Privacy Information Management System Certification, ISO27018 Certification of Identifiable Personal Information Protection Management System in Public Cloud, and ISO27017 Cloud Service Information Security Management System Certification.

During the Reporting Period, the Company was successfully selected for the list "Pilot Accounting Software Service Provider (試點會計軟件服務商)" in the "Enhanced Pilot List of Accounting Data Standards for Credit Enhancement of MSEs（《小微企業增信會計數據標準深化試點名單》）" officially announced by the Ministry of Finance. Following rigorous evaluation by the Beijing Digital Economy Standardization Technical Committee, the Company was officially admitted as one of the first members of the Industrial Internet Working Group under the Committee. Additionally, it was included in the "2025 Enterprise Digital and Intelligent Transformation Ecosystem Panorama (2025企業數智化轉型生態全景圖譜)" at the "2025 Enterprise Digital and Intelligent Technology Innovation and Ecosystem Conference (2025企業數智化技術創新與生態大會)" hosted by the Internet Society of China. It was also listed among the "2025 Beijing Software Enterprises with Core Competitiveness (Technology R&D Type) (2025北京軟件企業核心競爭力企業(技術研發型))" by the Beijing Software and Information Services Industry Association. Furthermore, at the 16th "Star of Analysys (易觀之星)" annual awards selection, the Company won the "2025 Excellent Digital Intelligence Service Provider (2025年度卓越數智化服務商)" award for its outstanding performance in AI-empowered digital and intelligent transformation of MSEs. At the CFS 14th Financial Summit and 2025 New Quality Productivity Entrepreneurs Conference, it received the "2025 Digital Innovation Leadership Award (2025數字化創新引領獎)", and its product, Chanjet Good Accountant (好會計), was awarded the "2025 Outstanding AI Innovation Application Award (2025傑出AI創新應用獎)". Moreover, at the 2025 China SaaS Conference, multiple products and services, including Chanjet Good Accountant, Good Business (好生意), Good Business and Finance (好業財), T+Cloud, Easy Accounting Agent (易代賬) and Easy Tax Filing (易報稅), were successfully selected for the "2026 China Enterprise Service Cloud Map (2026中國企業服務雲圖)". Furthermore, the Company also won the "2024 Outstanding Contribution Award for Managing Vulnerabilities (二零二四年度漏洞處置突出貢獻單位)" and "2024 Outstanding Contribution Unit for Vulnerability Handling (二零二四年度漏洞應急工作突出貢獻單位)" by CNVD at the 22nd China Cybersecurity Annual Conference and the Cybersecurity Collaborative Defense Sub-forum of National Cybersecurity Awareness Week.



ESG Governance

ESG statement of the board

The Board of Chanjet attaches great importance to the Group's ESG initiatives and consistently improves and strengthens the ESG governance structure. The Board is committed to deeply integrating ESG concepts into the Group's strategic decision-making and across all business processes, ensuring the establishment and operation of appropriate and effective ESG risk management and internal control systems, and continuously strengthening its overall coordination, supervision, and strategic leadership over ESG matters.

The Board assumes ultimate responsibility for the Group's ESG strategy formulation, risk management, and information disclosure. The Group has put in place clear ESG management policies and practical measures, which are highly aligned with its overall business strategy. The Board strictly regulates the process for identifying and assessing ESG material issues and improves mechanisms for communication with stakeholders. In line with the external policy environment, macroeconomic conditions, and the Group's development strategies, it dynamically identifies, evaluates, and prioritizes important ESG issues to clarify the priorities of ESG governance and the direction of resource allocation. The Board fully incorporates ESG oversight into the Company's daily governance and operations, requiring management to regularly analyze the probability and impact of ESG-related risks while formulating and executing targeted response measures. The Board also periodically reviews ESG risk assessment reports submitted by management, prioritizing the supervision of significant ESG matters and key risks, and urging management to implement risk management and improvement measures in accordance with review requirements. The Board meets at least once a year on important ESG issues, and may convene ad-hoc meetings when necessary for timely decision-making.

During the Reporting Period, the Board considered and reviewed the performance of the Group's environmental objectives, aiming to minimize the impact of the Group's business operations on the environment and fulfill its responsibilities for sustainable development. Detailed reviews regarding ESG targets and their relevance to the Group's business are disclosed in this Report.

ESG governance structure

Chanjet regards ESG as an important driving force for the Group's sustainable and high-quality development, and has continuously refined its ESG governance structure, established an interlinked ESG management mechanism and systematically promoted ESG governance. The ESG governance structure of Chanjet is set out in the chart below:

Board of Directors

Responsible for evaluating and determining the Group's ESG-related risks, ensuring that effective ESG risk management and internal control systems are in place, reviewing the Group's performance periodically, and approving disclosures in the Group's ESG report.

President Committee

Responsible for supervising the ESG work of the Sustainability Steering Committee.

Sustainability Steering Committee

Responsible for the unified guidance, authorization and coordination of ESG work across all relevant departments

ESG working group

Responsible for implementation and promotion of ESG-related tasks and integrating the ESG-related tasks into the daily operations of the Group.

Chanjet has established a top-down ESG governance structure with clear roles and division of responsibilities among governance bodies at all levels. The Board, as the core decision-making body for ESG governance, is responsible for assessing and determining ESG risks relevant to the Group, periodically reviewing the Group's ESG performance, and approving the disclosures in the Group's ESG report. The Group attaches great importance to the diversity of its Board members, who possess experience and knowledge in management, law, finance and accounting, stakeholder management and other ESG-related fields. The President Committee, as the core of the Group's operation and management, is responsible for supervising the Sustainability Steering Committee in advancing ESG-related work. The Sustainability Steering Committee comprises Executive Directors and senior management and is primarily responsible for guiding and coordinating various business departments in implementing ESG initiatives. It reports ESG progress to the Board at least once a year and maintains timely communication with the Board on material ESG issues. The ESG working group serves as the executive body responsible for implementing various ESG practices, ensuring the regular and standardized advancement of the Group's ESG management.

During the Reporting Period, Chanjet invited legal advisors and ESG professional institutions to provide suggestions for optimizing the Group's ESG management processes and continuously enhanced its ESG management system. Meanwhile, the Group provided online ESG training for the Board, management and employees, so as to continuously improve its ESG management capabilities and the quality of ESG information disclosure.

Communications with stakeholders

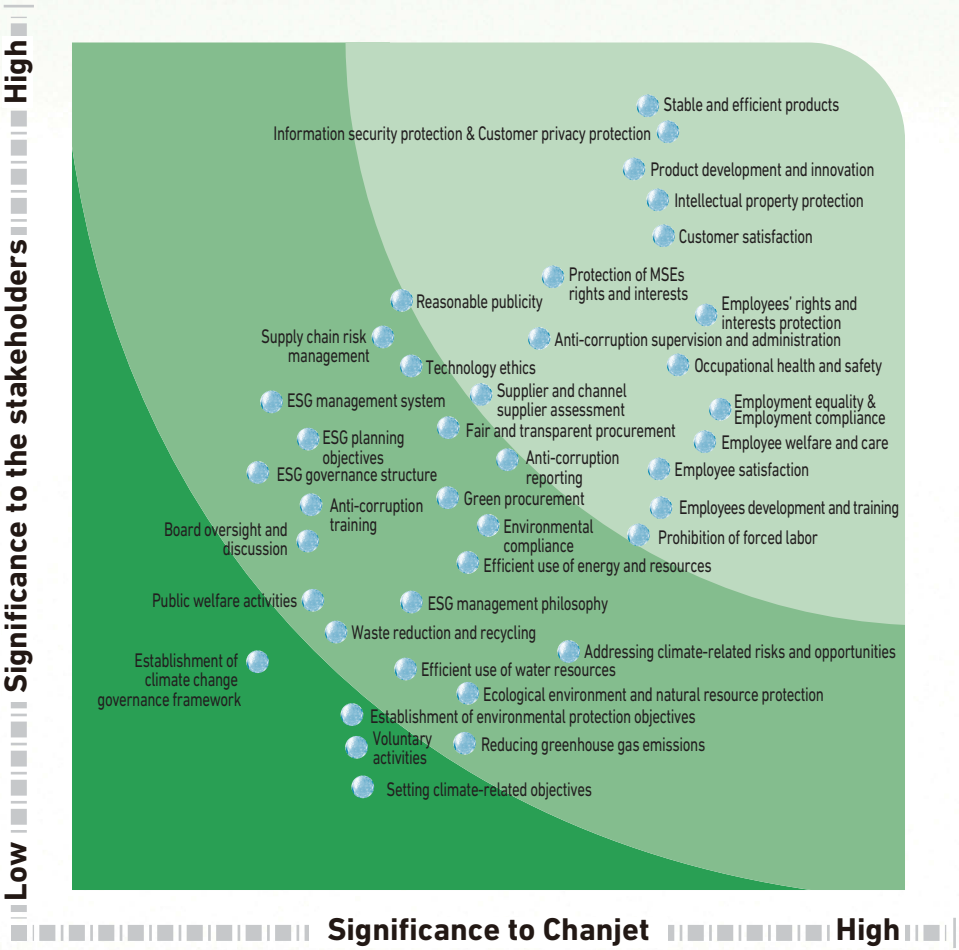
Chanjet always believes that maintaining communication with stakeholders and actively responding to their concerns is an important cornerstone of the Group's ESG management. The Group attaches great importance to sound interaction and regular communication with various stakeholders, and has established a multi-stakeholder communication mechanism covering shareholders, government/community, customers, business partners, employees and other parties. Through diverse channels, the Group understands and addresses their reasonable expectations and demands, and continuously builds long-term, mutually trusting and win-win cooperative relationships.

During the Reporting Period, Chanjet continued to prepare and distribute questionnaires to stakeholders to investigate and collect statistics on stakeholders' concerns and influences at different levels, and identified the Group's ESG priorities. The Company has sorted through and worked out a stakeholder communication form to provide foundation for the identification of material ESG issues of the Group.

Stakeholders	Topics of Concern	Communication Channels and Solutions
Shareholders	– Continuous yield of value returns – Corporate governance and risk management – Exercise of the rights to know and participation in decision-making – Idea of responsibility – Governance responsibility structure – Statement of the Board, in relation to its participation in responsibility management	– Regular reports and information disclosure – General meeting – Presentation on business results – Roadshow on business results – Brokerage strategy meetings – Daily communications with investors
Government/ Community	– Complying with laws and disciplines – Paying taxes according to laws – Supporting economic development – Protection of intellectual properties – Anti-corruption – Voluntary activities – Community building	– Daily communications – Information bulletin – Government and enterprise cooperation – Governmental review – Philanthropic activities
Customers	– Information security protection – Customer privacy protection – Customer satisfaction – Product stability and efficiency – Product R&D and innovation – Intellectual property protection – Service and feedback response guarantee – Customer rights and interests protection – Reasonable publicity	– Daily services and communications – Customer's satisfaction surveys – Portal websites, WeChat official account, etc. – Online service platform – Customer service hotline
Business Partners	– Growing together – Sharing customers with partners – Fair and just procurement – Supply chain risk management – Green procurement	– Procurement policy – Project cooperation – Daily business communication – Establishment of industrial leagues – Online service platform
Employees	– Employment equality – Employment compliance – Employees' rights and interests protection – Occupational safety and health – Promoting career development and skill enhancement – Work and life balance – Employee satisfaction	– Employment policies – Regular meetings – Employee training – Employee club – Portal websites, WeChat official account, etc.
Environment	– Economical utilisation of energy – Emission reduction – Ecological environment and natural resources protection – Countermeasures to climate change	– Green office – Green procurement – Environmental information disclosure – Launching environmental protection promotion activities

Material issues identification

In accordance with the ESG Reporting Code set out in Appendix C2 to the Listing Rules and relevant international standards, Chanjet conducts the identification and assessment of material ESG issues through a systematic and standardized process. The assessment comprehensively considers industry characteristics, regulatory requirements, impacts from business operations and stakeholder concerns, and extensively collects stakeholders' importance assessments on the issues through questionnaire surveys and other methods. The Group screened and prioritized the issues by reference to their importance ratings from the two dimensions of "significance to the stakeholders" and "significance to Chanjet", forming Chanjet's 2025 material ESG issues matrix, and discloses the management performance of key issues in this Report.



Chanjet 2025 Material ESG Issues Matrix

1 Promoting Green Development

1.1 Environmental management objectives and progress

During the Reporting Period, Chanjet closely focused on the environmental management targets set for the next five years in 2021, launched multi-dimensional environmental protection measures, steadily implemented energy conservation and emission reduction tasks, timely monitored the achievement of such targets, and ensured that all work was carried out in an orderly manner in accordance with the targets.

Indicator	Objective
Electronic wastes generated	Based on 2021, in the next five years, physical servers will be gradually reduced, and the use of cloud servers will be promoted to reduce the generation of electronic wastes.
Total packaging materials	Based on 2021, in the next five years, the use of product packaging will be gradually reduced, and the use of cloud to purchase products will be promoted simultaneously.
Per capita emission of greenhouse gas **Per capita comprehensive energy consumption** **Per capita water consumption**	Based on 2021, in the next five years, the per capita emission of greenhouse gas, per capita comprehensive energy consumption, and per capita water consumption will remain stable.

The performance indicators of Chanjet in respect of environment in 2025 are set out as follows:

Indicators	Unit	2025	2024	2023
Electronic wastes generated	tonnes	**0.80**	0.73	1.14
Per capita electronic wastes generated	kg/person	**0.79**	0.73	1.02
Non-hazardous wastes generated	tonnes	**19.76**	18.84	21.19
Per capita non-hazardous wastes generated	kg/person	**19.53**	18.90	18.90
Total electricity consumption	10,000 kWh	**39.24**	40.29	38.31
Per capita electricity consumption	kWh/person	**387.70**	404.11	341.75
Comprehensive energy consumption	tonnes of standard coal	**48.22**	54.41	47.09
Per capita comprehensive energy consumption	kg of standard coal/ person	**47.65**	54.57	42.01
Total water consumption	tonnes	**1,034**	1,201	1,447
Per capita water consumption	tonnes/person	**1.02**	1.20	1.29
Total packaging materials	tonnes	**0.39**	0.28	0.62
Packaging materials per unit of production	kg	**0.28**	0.28	0.28

1.2 Emission management

Chanjet strictly complies with national and local laws and regulations concerning pollution prevention and emission management. Based on its unique business model, primarily office operations and cloud services, the Company has continuously standardized the management of various emissions. The Company focuses on the potential environmental impacts arising from operational activities such as solid waste and sewage discharge. Through the implementation of classified management, standardized disposal and daily monitoring measures, it reduces the adverse environmental impacts of emissions and promotes the compliant and orderly implementation of emission management.

During the Reporting Period, there were no administrative penalties or lawsuits arising from environmental issues of Chanjet.

- **Management of solid waste**

  Chanjet strictly complies with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), the Implementing Scheme on the Mechanism for Domestic Wastes Classification (《生活垃圾分類制度實施方案》) jointly issued by the National Development and Reform Commission, and the Ministry of Housing and Urban-Rural Development, the Beijing Environmental Sanitation Regulations on Municipal Appearance (《北京市市容環境衛生條例》), and other relevant laws, regulations and policies. In light of the Company's position in the information technology service sector, where office operations are the primary business activity, it has established a waste management mechanism centering on "source reduction, classified management, resource utilization and compliant disposal". Focusing on two major categories of waste, namely electronic waste and non-hazardous waste, the Company continuously optimizes asset allocation and office management processes to reduce waste generation. Through standardized classification, recycling and disposal procedures, it mitigates the environmental impacts arising from operational activities. Meanwhile, Chanjet actively guides employees and suppliers to participate in waste reduction and standardized management, promoting the implementation of the green office concept in daily operations.

Waste management measures	Electronic wastes[Note]	Non-hazardous wastes
Source reduction and procurement management	– Optimize asset allocation strategies, reduce the procurement of fixed assets such as electronic equipment, give priority to leasing, and reduce the generation of electronic waste equipment from the source; – Choose large-scale printers which enable feeding of toner without use of cartridges instead of printers with toner cartridges, reducing electronic waste generated by frequent replacement of toner cartridges.	– Promote the application of online approval, electronic invoices and electronic archives to reduce the use of paper documents and files; – Prioritize requesting suppliers to provide electronic versions of bidding and business materials to reduce the submission of paper documents, so as to avoid resource waste caused by the use of paper documents.
Sorted collection and standardized management	– Implement unified classified management of scrapped electronic equipment including servers, computers, printers and other such equipment; – Set up dedicated recycling bins for used batteries and standardize the collection process.	– Strictly implement the requirements for domestic waste classification, and conduct classified collection of recyclable non-hazardous wastes such as paper.
Resource utilization and reuse	– Retrofit and recycle obsolete computer hard drives and equipment components.	– Use uncontaminated single-sided waste paper for secondary printing, draft writing or other internal purposes to maximize paper utilization efficiency.
Compliant recycling and disposal	– For the generated electronic wastes, the Company shall uniformly hand them over to qualified third-party institutions for recycling and disposal.	– Standardize the clearance and disposal of non-hazardous wastes in accordance with the requirements of the domestic waste classification system.

Note The electronic wastes generated by Chanjet mainly include servers, computer hosts, monitors, laptops, printers and other electronic equipment that are scrapped during operation.

- **Management of sewage disposal**

Sewage of Chanjet mainly comes from domestic sewage generated in the office zone. The Company strictly complies with the Water Law of the People's Republic of China (《中華人民共和國水法》), the Law of the People's Republic of China on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》) and other relevant laws and regulations, processes all sewage in accordance with standard procedures, and discharges it into municipal pipelines after treatment by the septic tank in the park. During the Reporting Period, the Group was not involved in the discharge of pollutants into the land.

1.3 Use of resources

Chanjet strictly complies with the requirements of the Law of the People's Republic of China on Energy Conservation (《中華人民共和國節約能源法》) and other relevant laws and regulations, it adheres to the green development concept, integrates resource conservation and improvement of resource utilization efficiency into the entire process of daily operation and management. Based on the characteristics of its office operations and business, the Company focuses on the use of energy, water resources and materials, continuously promotes energy conservation and consumption reduction as well as resource saving, reduces the environmental impacts arising from operational activities, and improves the comprehensive resource utilization level.

The resources involved in the Group's operations mainly include the electricity consumed in office areas and the operation of electronic equipment, the water resources used in workplaces, and packaging materials such as packaging boxes, manuals and CDs required for software products. During the Reporting Period, the Group implemented the following measures for resource conservation and efficiency improvement:

- **Improving energy efficiency**

  The Company continuously strengthens energy management in the operation of office facilities and information systems, combining institutional measures with technical solutions to reduce energy consumption intensity.

  - Implement energy-saving management requirements: employees are required to turn off non-essential power or activate sleep mode for equipment when leaving the office area for extended periods, and prioritize the use of energy-saving settings during work hours;
  - Carry out energy-saving awareness campaigns in office areas, such as turning off non-essential lighting during lunch breaks, and use reminder signs to enhance employees' awareness of energy conservation;
  - Install timing control devices for office lighting systems, which automatically cut off power during lunch breaks, and promote the use of energy-efficient lighting in office areas;
  - In terms of information system operations, prioritize data center resources with higher energy efficiency levels, and enhance energy efficiency per unit of computing power through the appropriate selection of regions and availability zones ;
  - Leverage advanced technologies such as flexible deployment, automatic migration, and dynamic load balancing on virtualization platforms to significantly improve the utilization rate of server resources;
  - Continuously optimize server configurations, use fewer physical servers with higher utilization rates to reduce energy consumed by servers during the processes of delivering workloads and cooling equipment.

- **Strengthening water conservation management**

The Group relies entirely on the municipal water supply system and has not encountered, nor does it anticipate, any issues in sourcing water during its operations. During the Reporting Period, the Group strived to conserve water resources to the greatest extent possible by continuously improving facility configuration and strengthening daily management.

- Installing water purification equipment in office areas to reduce the use of bottled drinking water;
- Retrofitting traditional faucets with water-saving or atomizing faucets to reduce water consumption per use;
- Regularly inspecting and maintaining water pipes, faucets and other water-utilizing facilities, and replacing aged equipment in a timely manner to prevent water wastage caused by leaking and dripping;
- Posting water-saving signs in water-use areas to raise employees' awareness of water conservation and create a water-saving office atmosphere.

- **Reducing the use of materials and packaging**

The Company actively promotes the iterative upgrading of its business models, transitioning from the traditional software sales model to cloud service and subscription models. By reducing the distribution of physical products and continuously lowering its reliance on various types of packaging materials, the Company effectively reduces the generation of packaging waste.

- Actively promoting cloud-based purchase, online delivery and software encryption to gradually replace the physical product delivery model, thereby reducing the demand for packaging materials;
- For software products that still require physical delivery, prioritizing the use of environmentally friendly materials for packaging boxes to mitigate the adverse environmental impacts of packaging waste;
- In internal office operations, utilizing online approvals, electronic seals and electronic signatures to reduce paper consumption and improve the efficiency of paper usage.

- **Empowering MSEs with intensive and efficient operations through digitalization**

Chanjet adopts cloud services and digital solutions as its core business models, and reduces reliance on physical resources and traditional offline processes by promoting the online migration and digital transformation of business processes. While continuously enhancing its own operational efficiency, the Company leverages its products and services to assist MSEs clients in reducing paper usage and redundant resource investment, advocating for more intensive and efficient business models to achieve synergistic progress in both business development and resource utilization efficiency.

1.4 Addressing climate change

Addressing climate change is a key issue for promoting high-quality economic and social development and green transition. Chanjet continuously monitors possible impact of climate change on business operations and development, regularly identifies and analyzes relevant risks and opportunities, and incorporates climate change factors into business management and daily operations. Focusing on the objectives of energy conservation, emission reduction and resource efficiency improvement, the Company continuously optimizes its operation mode, promotes the implementation of relevant management measures in daily work, and constantly strengthens its comprehensive competence to respond to climate change. Meanwhile, by relying on its own digital and intelligent technology advantages, Chanjet helps MSEs improve resource utilization efficiency through its products and services, seize green development opportunities, and drive joint efforts with its customers to achieve sustainable development.

- **Governance**

  Chanjet has established a three-level ESG management structure, "the Board – management level – execution level", to promote climate change related governance work in a top-down manner. The Board oversees and guides issues related to climate change, reviews climate change-related objectives and key work arrangements, and regularly listens to the management's reports on climate risk identification, response measures and implementation progress. The Board holds at least one special meeting on climate risks each year to review and assess the Group's risks, opportunities and response strategies related to climate change, and puts forward improvement suggestions as needed to ensure that climate-related work is consistent with the Group's overall development strategy.

  To continuously improve the Board's supervisory and decision-making capabilities in the field of climate change, the Company organizes at least one specialized training sessions on climate change and sustainable development each year, the contents of which cover climate policy trends, climate risk management, low-carbon development opportunities, etc., helping Board members to keep abreast of the latest regulatory requirements and industry development trends in a timely manner, and strengthen their professional judgment and supervision capabilities in climate governance.

  With the authorization of the Board and the President Committee, the Sustainability Steering Committee is responsible for promoting and coordinating the Company's low-carbon development-related work, continuously identifying and managing risks and opportunities arising from climate change, and supervising the implementation of relevant management measures. The ESG working group is responsible for implementing specific climate-related emission reduction objectives and management measures, promoting the in-depth integration of climate strategies into all aspects of daily operations, and supporting the effective implementation of climate change-related strategies.

  At present, climate-related work has been fully integrated into the daily operations of all departments within the Company. The relevant measures and objectives have been disaggregated into regular departmental tasks and incorporated into the departmental performance appraisal system. During the Reporting Period, the Company has not yet included special climate change-related indicators in its remuneration incentive policies.

• Strategy

Chanjet actively responds to the national "dual carbon" goal, combines its core business characteristics of cloud services and digital solutions, continuously monitors the risks and opportunities related to climate change, and incorporates the relevant factors into the Company's operation and management as well as medium- and long-term development considerations. On the basis of ensuring the stable operation of its business, the Company gradually strengthens its business resilience and long-term sustainable development capabilities in the context of climate change by improving its own operational efficiency, optimizing the way to use resources, and leveraging the advantages of digital products to support customers' transition and upgrading.

Improve the energy use efficiency of own operations

In its daily office work and operation management, Chanjet continuously monitors energy use. By optimizing the management of office equipment use, reasonably controlling electricity demand, and gradually increasing the percentage of green electricity use, it promotes the improvement of energy use efficiency. The Company is gradually promoting high-efficiency lighting equipment in the office areas, strengthening the awareness of electricity management, guiding employees to reduce unnecessary energy consumption from everyday actions, actively using clean electricity to replace traditional energy, and supporting the implementation of energy conservation and emission reduction objectives at the operational level.

Promote low-carbon and intensive operation methods

Chanjet actively promotes online and digital operation methods. By promoting online communication, remote meetings and other forms, it reduces the need for physical travel and circulation of paper materials.

In terms of commuting and business travel management of employees, the Company encourages the adoption of more intensive and efficient travel means to reduce the related emission risks arising from transportation and business travel activities in daily operations.

Leverage advantages of digital products to support customers in improving resource-use efficiency

Leveraging its business characteristics focused on cloud services and digital solutions, Chanjet integrates climate change-related considerations into the process of providing products and services. By promoting the digitalization and online transition of business processes, the Company supports MSEs in improving their operational and management efficiency, reducing their reliance on traditional offline processes and paper-based materials, which helps customers advance green operations and strengthen the long-term adaptability of the Company's business in the context of climate change.

- **Climate change risks and opportunities**

Referring to the disclosure framework of the Task Force on Climate-related Financial Disclosures (TCFD), Chanjet has adopted the IPCC AR6 and IEA roadmap to construct a climate scenario analysis model. Combined with the Group's business characteristics and operational practices, the model systematically identifies and analyses the relevant risks and opportunities that climate change may bring to the Group's operations, and assesses their potential impacts on the Group's business operations and management development. On this basis, the Company formulates targeted risk response and management measures, gradually integrates the relevant management measures into operation management and strategic planning, improves the Group's adaptability and climate resilience in different climate scenarios, and supports long-term stable development of business.

Climate resilience and climate scenario analysis

Risk and opportunity category	Selected scenarios	Estimated temperature rise	Scenario description
Physical risk	SSP5-8.5	By 2100, the global average temperature will rise by approximately 4.4℃ compared to the pre-industrial level	In this scenario, it is assumed that the global fossil energy consumption continues to increase, the greenhouse gas emission intensity remains high, and the trend of climate warming intensifies. Against this backdrop, the frequency and intensity of extreme weather events such as extremely high temperatures and storms increase, which may affect the stable operation in the Company's office areas, data centers, and service networks, and at the same time pose potential risks to business continuity such as offline service delivery and collaboration with channel partners.
Transition risk Climate opportunity	Net zero emission by 2050	Keep global warming within 1.5℃	In this scenario, it is assumed that low-carbon transition is accelerated in the world and net-zero emission objective is achieved around 2050 through policy constraints, technological innovation and energy structure adjustment. Against this backdrop, increasingly strict requirements for carbon emissions and green compliance will drive the energy efficiency upgrade of the Company's data centers, procurement of green electricity, and construction of low-carbon office systems. At the same time, low-carbon transition will also drive the demand for green management among MSEs, creating greater market space and development opportunities for the Company's digital and intelligent finance and taxation, business and finance integration, energy-saving and cost-reducing cloud products and AI products.

Risks related to climate change

Risk type	Description of the impact of risks on business models and value chains	Severity of impact	Impact term [Note 1]	Scope of impact	Countermeasures
Transition risk [Note 2]					
Policy and legal risk	While carbon reduction and climate governance are continually advanced in the world, laws, regulations, regulatory policies and information disclosure requirements related to climate change may become increasingly strict. If the Company fails to track policy changes and improve the relevant management and information disclosure mechanisms in a timely manner, it may face certain impacts on the Company's compliance management, operating costs and information disclosure requirements.	Low	Medium term Long term	Company operation	– Constantly monitor the policies and regulatory requirements related to climate change, carbon reduction and information disclosure in the country, operation location, and place where the Company's shares are listed, and promptly assess their impact on the Company's business compliance, operation management and information disclosure; – Constantly improve the ESG information disclosure and internal management mechanism, improve the standardization and transparency of climate-related information, and ensure compliant operation; – In the medium- and long-term development plan of the Group, comprehensively consider the relevant policy requirements of climate change, assess their potential impact on business layout, operating costs and long-term development, and improve strategic adaptability.
Market risk	Against the backdrop of climate change, the demands of customers and the market for green and low-carbon products and digital solutions may change. If the Company fails to adjust its product strategy or improve its service capabilities in a timely manner, it may affect the matching degree of customer demands and market competitiveness.	Low	Medium term	Company operation Downstream of value chains	– Optimize cloud resource allocation and system architecture design, to improve operational efficiency of products, reduce reliance on hardware resources, and reduce redundant allocation of resources caused by expansion of customer business; – Constantly improve the functions of digital products and services to assist customers in their digital transition and enhance their business resilience in the context of climate change.
Technological risk	With the continuous development of low-carbon technologies and green IT infrastructure, the requirements of enterprise for energy efficiency of information technology and efficiency of resource utilization may gradually increase. If the Company fails to keep up with the relevant development trends in terms of technical architecture, cloud resource management or system energy efficiency optimization in a timely manner, it may face certain impacts on operational efficiency and resource utilization efficiency.	Low	Medium term Long term	Company operation	– Under the premise of meeting business needs, give priority to adopting more energy-efficient technical solutions and cloud service resources, and gradually improve the energy use efficiency of IT infrastructure.

Risk type	Description of the impact of risks on business models and value chains	Severity of impact	Impact term [Note 1]	Scope of impact	Countermeasures
Reputation risk	As societal attention to climate change and sustainable development continues to increase, stakeholders may constantly scrutinize the performance of enterprise in environmental management, information disclosure and supply chain responsibility. If the Company has deficiencies in climate management or related information disclosure, it may face certain impacts on the Company's brand image and market trust.	Low	Short term Medium term Long term	Upstream of value chains Company operation Downstream of value chains	– Strictly abide by the laws, regulations and regulatory requirements related to sustainable development, and constantly improve the level of corporate governance and the quality of products and services; – Establish a smooth communication mechanism with stakeholders and properly disclose the Company's progress in responding to climate change through channels such as ESG reports; – Integrate the concept of sustainable development into supply chain management, sign the Social Responsibility Commitment (《社會責任承諾書》) with suppliers, and improve their awareness and management capabilities regarding environmental and climate issues through communication and training.
Physical risk [Note 3]					
Acute risk	The frequency and intensity of extreme weather events (such as typhoon, storm and flood) may increase, which may have certain impacts on the safety of office premises, operation of infrastructure and daily operations.	Low	Short term	Company operation	– Taking into account of the potential for extreme weather events (such as typhoon, flood and storm) in the Company's office areas, regularly monitor changes in the related risks; – Inspect and assess the safety of office premises and key equipment, improve emergency management and response plans, and reduce the potential impact of extreme weather on daily office work and information system operation.
Chronic risk	Long-term climate change trends (such as constant temperature rise and climate pattern change) may have potential impacts on energy use structure, operating costs and the overall business environment.	Low	Long term	Company operation Downstream of value chains	– Constantly monitor the development trends of chronic risks related to climate change and assess their potential impact on the Company's operating environment and cost structure; – Incorporate climate risks into overall risk management and long-term development considerations, and comprehensively assess the related impacts in business planning and resource allocation; – Gradually mitigate potential cost and operational pressure by improving operational efficiency and optimizing ways to use resources.

Note 1: The classification of climate risk impact cycle in the above table is defined in combination with the characteristics of the Company's business: Short term: 1-3 years; Medium term: 3 to 10 years; Long term: More than 10 years.

Note 2: During the Reporting Period, the percentage of the Company's business activities involving climate-related transition risks was low. Given that the Company's main business was cloud services for MSEs and software products, it did not involve high energy consumption or high emission production activities. The related risks mainly came from changes in policies and market environment, which had limited impact on the overall business.

Note 3: During the Reporting Period, the percentage of the Company's business activities involving climate-related physical risks was low. The Company's operations were mainly focused on urban office and R&D scenarios, without involving major physical assets or outdoor operations. The impact of extreme weather on the overall business was relatively limited.

Seizing green opportunities

Chanjet pays continual attention to the top-level design and relevant policy guidance of the State regarding carbon dioxide peaking and carbon neutrality, and closely follows the policy requirements such as the Working Guidance for Carbon Dioxide Peaking and Carbon Neutrality in Full and Faithful Implementation of the New Development Philosophy (《關於完整準確全面貫徹新發展理念做好碳達峰碳中和工作的意見》) and the Action Plan for Carbon Dioxide Peaking Before 2030 (《2030年前碳達峰行動方案》). Based on this, the Company, by drawing on its own business development experience and independent innovation capabilities, focuses on providing digital and intelligent services for MSEs. By offering efficient and stable digital and intelligent products and solutions, it helps MSEs improve resource utilization efficiency, achieve cost reduction and efficiency improvement, and support them in improving their management and operation levels during the green and low-carbon transition process. While promoting high-quality development of its customers, it promotes the stable development of the Company's business. All of the Group's businesses are aimed at helping customers achieve digital management and facilitating their low-carbon transformation. Therefore, we believe that the proportion of business activities related to climate-related opportunities during the Reporting Period was 100%.

Case:

Digital financial and tax services support customers in promoting paperless office work

In the process of serving the digitalization of financial and tax management for MSEs, Chanjet promotes full-process paperless processing of electronic invoices and electronic accounting vouchers, supporting customers in reducing the use of paper documents and the need for manual circulation, and promoting the transition of daily operations towards a more efficient, intensive and low-carbon way. Taking Chanjet Easy Tax Declaration product as an example, it supports the automatic collection of electronic invoices, the generation of electronic accounting vouchers and compliant archiving, achieving full-process digitalization from invoice acquisition, accounting processing to archive management, reducing the steps for paper printing, manual pasting and offline transmission. While improving the efficiency and compliance level of tax and financial processing, the relevant digital solutions help customers reduce their reliance on office resources such as paper and support them in gradually promoting green office practices.

Financial impact

Current financial impact: During the Reporting Period, in response to climate change-related risks and to promote energy conservation and emission reduction, the Company, by focusing on the objectives of green operation and low-carbon management, constantly advanced measures such as energy management optimization, equipment energy efficiency improvement, and use of clean energy. After assessing the current situation, the climate-related risks and opportunities of the Group at present have no significant impact on the Group's financial statements for the year 2025.

Estimated financial impact: Based on the climate change risk and opportunity analysis conducted in this Report, the Company has identified that business areas such as information technology infrastructure, product R&D, and digital services may be affected by changes in climate change-related policies, technologies, and market environment in the future. To address the aforementioned potential impacts, the Company will continue to closely monitor climate-related policies and technological development trends, and gradually increase investment in R&D innovation, system architecture improvement, and resource allocation, to improve the adaptability of its products and services and support the Company's long-term stable development in the context of climate change. Due to the long-term and uncertain nature of climate risks, the Company has not yet reliably quantified the possible financial impact from the above-mentioned risks in a specific future period. The Company will continue to strengthen scenario simulation, data collection and internal monitoring systems with the aim of more comprehensively measuring climate-related financial impacts in future reporting cycles.

- **Indicators and objectives**

Taking 2021 as the base year, the Company, in light of its historical energy use and the stage of business development, has set phased management objectives for maintaining stable per capita greenhouse gas emissions and comprehensive per capita energy consumption within five years. The relevant objectives mainly cover scope 2 greenhouse gas emissions, with per capita emission intensity as the core indicator.

During the objective-setting process, the Company referred to past emission levels and energy use trends to assess the future operational scale and potential for energy efficiency improvement, and reviewed the implementation of the objectives through a regular review mechanism.

To ensure the effective implementation of climate-related objectives, the Company has established a constant objective monitoring mechanism to regularly track the use of key energy resources during its operations. During the Reporting Period, the Company monitored and analyzed the electricity consumption and related emissions on a quarterly basis. In 2025, all indicators generally remained stable and the objectives were achieved. From the trend perspective, there has been no significant fluctuation in emission intensity, mainly due to the relatively stable operation scale and the constant advancement of energy-saving measures. The Company will continue to carry out data monitoring and trend analysis, gradually increase investment in greenhouse gas reduction, and promote steady improvement in climate management levels.

The performance indicators of Chanjet in respect of greenhouse gas emissions in 2025 are set out as follows:

Indicators	Unit	2025	2024	2023
Direct greenhouse gas (Scope 1) emissions Note 1	tCO_2e	**0**	0	0
Indirect greenhouse gas (Scope 2) emissions Note 2	tCO_2e	**208.18**	237.56	222.59
Total of Scope 1 and Scope 2 greenhouse gas emissions	tCO_2e	**208.18**	237.56	222.59
Other indirect greenhouse gas (Scope 3, Category 6: business travel) emissions Note 3	tCO_2e	**1,378.42**	/	/
Per capita emission of greenhouse gas Note 4	tCO_2e/person	**0.21**	0.24	0.20
Percentage of green electricity usage	%	**33**	/	/
Capital expenditure on climate-related risks and opportunities	RMB10,000	**13.89**	/	/

Note 1: As a provider of financial and tax services as well as business cloud services for MSEs, Chanjet does not own or control direct emission sources. It does not directly use fuels such as coal, gasoline, diesel, or natural gas, nor does it involve direct emission of greenhouse gas or other waste gases.

Note 2: The indicator was xcalculated using the 2023 national electricity average carbon dioxide emission factor of 0.5306kgCO_2/kWh announced in the Announcement on Release of 2023 Electricity Carbon Dioxide Emission Factor (《關於發佈2023年電力二氧化碳排放因子的公告》) issued by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics in December 2025.

Note 3: The Scope 3 greenhouse gas emissions indicator currently only includes greenhouse gas emissions related to Category 6: business travel, which is estimated based on the travel expenses of the employees of Chanjet and calculated using the Environmentally Extended Input-Output (EEIO) carbon emission factor. The year of the emission factor data used is 2021. The Company will consider the statistics and control of emissions data from other categories of Scope 3 greenhouse gases in the future as appropriate.

Note 4: Per capita emission of greenhouse gas is calculated based on the total of Scope 1 and Scope 2 greenhouse gas emissions, without including Scope 3 greenhouse gas emissions.

Internal carbon pricing:

Based on the business characteristics of Chanjet, The Company has not used carbon pricing in decision-making at present.

2 Ensuring Product Responsibility

Persistently focusing on the two major fields of digital and intelligent finance and taxation for MSEs and digital and intelligent business, adhering to the principle of "customer success", and driven by technological innovation, Chanjet constantly improves the professionalism and reliability of its products and services. By focusing on the entire product life cycle, the Company constantly improves its product quality management system, strengthens core technology R&D as well as protection of intellectual properties, and is committed to providing customers with stable, efficient and user-friendly products and services, to constantly improve user experience and customer satisfaction.

With its continuous in-depth exploration in the fields of digital and intelligent finance and taxation as well as digital and intelligent business for MSEs, Chanjet has received authoritative recognition from multiple parties in terms of product innovation capabilities, technology application levels, and professional services.

- At the industry and technical capability level, the Company has passed the first batch of "Innovation Capability Requirements for Cloud Application Software with One Cloud and Multiple Cores" assessment by the China Academy of Information and Communications Technology (CAICT), becoming the first domestic enterprise to pass this assessment. This reflects the Company's leading competence in cloud application software architecture and technical adaptation.

- In terms of data elements and digital intelligence practices, the Company was selected as a pilot accounting software service provider. Its data technology capabilities and practical achievements in the application of data elements in the field of digital intelligence services for MSEs' finance and taxation have been recognized by the Accounting Department of the Ministry of Finance and the Credit Market Department of the People's Bank of China, providing strong support for the digital intelligence transition of MSEs.

- In the fields of digital and intelligent services, AI applications, and digital transition for MSEs, multiple products and solutions of the Company have received high recognition from the industry. This included the "2025 Digital Intelligence Leading AI Innovation Product" award, shortlisting in the "2025 Digital Intelligence Transition Typical Case", the CFS "2025 Outstanding AI Innovation Application Award", and the "2026 China Enterprise Service Cloud Map", all showing the Company's comprehensive competitiveness in terms of product and service capabilities.

2.1 Product quality management

In strict compliance with the relevant laws and regulations including the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), with reference to industry-leading software engineering methods as well as standards, Chanjet has constantly improved the product quality management system and passed the ISO 9001 quality management system certification, and completed the review on schedule every year. The Company has established a quality control mechanism covering the entire process of product R&D, testing and operation to ensure safe, stable and reliable operation of products. Through constant iteration and improvement, it constantly improves product quality. During the Reporting Period, the Company did not experience any lawsuit or major complaint arising from product quality issues.

- **Product quality management**

  The Company has always placed product quality management at its core, formulating and implementing internal systems such as the Project Quality Standards (《項目質量標準》) and the Development Process Specification (《開發過程規範》), and implementing standardized management at each stage of product R&D. In the stages of needs analysis, interface interaction design, technical design, coding, testing and online operation and maintenance, standardized processes and quality review requirements are implemented. Through multi-level testing and validation mechanisms, the system stability and functional reliability are ensured. Based on this, the R&D team conducts product development validation in combination with the relevant documents formed during the R&D interaction design stage, and continuously tracks internal monitoring indicators and user feedback to optimize the R&D process and product functions, constantly improving the product response efficiency and R&D agility.

- **Product return and recycling**

  Chanjet has established a standardized product return and recall management system and a convenient and efficient product return and recycling channel, effectively protecting the legitimate rights and interests of users. For the related products, users can complete the return process through online application and official customer service channels within 7 days of product registration and activation. The Company will promptly receive and handle the relevant applications to ensure that the return and recycling process is compliant, orderly and efficient.

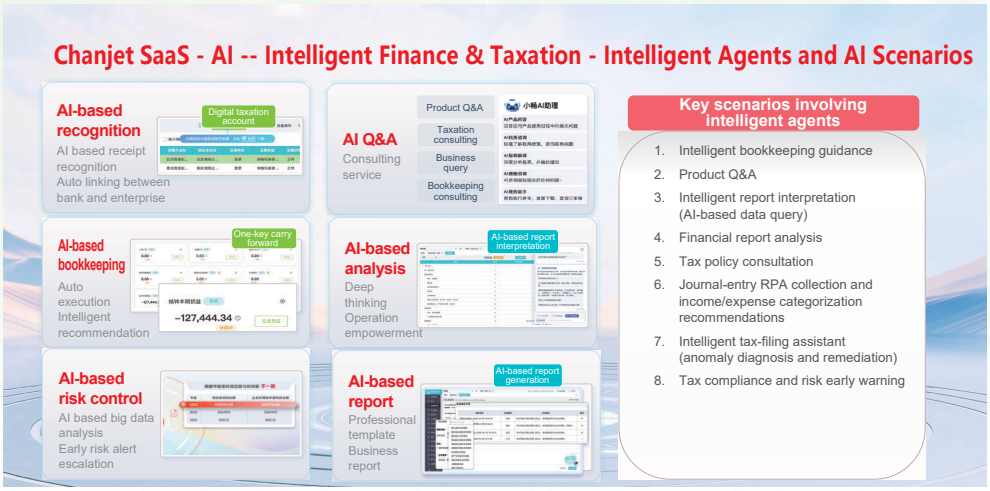
2.2 Scientific and technological innovation

Adhering to the core value of "continuous innovation", Chanjet comprehensively implements the "AI-foremost" strategy, accelerates the application of AI technology in product innovation and corporate operation, continuously improves product competitiveness, and establishes a scientific innovation incentive mechanism to comprehensively improve scientific and technological innovation capabilities and the core competitiveness of enterprise.

- **AI-driven product innovation and R&D**

  During the Reporting Period, the Chanjet Digital Intelligence Platform made a crucial leap from "cloud-native" to "cloud-native + AI-native". Through a unified enterprise digital intelligence foundation, it comprehensively supports the deep integration of intelligent agents with the core business of enterprise, achieving coordinated development of SaaS, BaaS, and DaaS. Through the Chanjet AI-native application development platform, the integration of intelligent agents with enterprise services is strengthened, and AI intelligent agents based on business scenarios are quickly built, ensuring seamless integration of intelligent agents with the core processes and data of enterprise.

  The practical application of AI technology in various products and operations has significantly improved the Company's operational efficiency, while providing MSE customers with smarter and more efficient service experience. Through the application of AI intelligent agents, the accounting processing efficiency, report analysis capabilities and business decision-making capabilities of MSE customers have been significantly improved.



Scenarios of intelligent finance and taxation agents and AI

The performance indicators of Chanjet in respect of R&D and innovation in 2025 are set out as follows:

Indicators	Unit	2025	2024	2023
Total R&D investment	RMB10,000	**22,598.8**	22,898.7	24,734.0
Percentage of total R&D investment over income	%	**21**	24	31
Number of R&D team members	Person	**391**	380	432
Percentage of R&D members	%	**39**	38	39

- **AI governance and risk control**

To promote application of artificial intelligence in product R&D, business operation and management scenarios in an orderly manner, Chanjet has established a "Task Force on AI Promotion" to coordinate AI strategic guidance, decision-making support and resource coordination, supervise and evaluate AI planning reviews and technological ethics, and achieve top-down coordinated advancement and integrated control of AI-related work through a biweekly meeting mechanism.

In specific practice, the Company, in light of the characteristics of serving MSEs, builds industry-specific knowledge patterns and content systems, and conducts model application and functional design based on industry scenarios to avoid possible deviations of general models in specific industry scenarios and ensure fairness in the product usage process for different types of customers. Meanwhile, a manual review mechanism is introduced in the design of AI functions. The system presents the reasoning process and risk level prompts, while key decisions are confirmed manually. This avoids risks from automatic determination by algorithms and improves the controllability and prudence of AI applications.

- **Innovative incentive mechanism**

  To continuously stimulate the innovative vitality of the R&D team, Chanjet has established a multi-level and regular R&D innovative incentive mechanism. Led by the R&D center and promoted through the collaboration of multiple departments, it aims to improve the enthusiasm of R&D personnel through institutionalized and sustainable incentive methods guiding innovation to focus on key areas such as product refinement, breakthroughs in key technologies, and artificial intelligence, to continuously improve technological innovation capabilities and product competitiveness.

  The Company has formulated and implemented multiple policies such as the Innovative Achievement Reward Measures (《創新成果獎勵辦法》), setting up various forms of incentives including timely incentives, targeted incentives and special incentives: timely incentives cover daily innovation and collaboration, targeted incentives are designed for outstanding contributors to key R&D tasks, and special incentives focus on supporting breakthroughs in cutting-edge technologies such as AI. At the same time, in the annual excellence evaluation, the innovation dimension is highlighted to promote the effective transition and application of innovative achievements.

2.3 Protection of intellectual properties

Chanjet attaches great importance to the management of intellectual properties. In strict compliance with the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Patent Law of the People's Republic of China (《中華人民共和國專利法》) and other laws and regulations, it has formulated and implemented internal systems such as the Patent Management Measures (《專利管理辦法》), the Chanjet Brand System Management Specification (《暢捷通品牌體系管理規範》), and the Special Management Measures for Combating Piracy and Infringement (《打擊盜版及侵權行為專項管理辦法》), forming a full-process management system covering patents, trademarks, copyrights and product copyrights.

To effectively safeguard intellectual property rights, the Company has established a complete organization structure for intellectual property protection: the Human Resources Department is responsible for patent planning, training, assessment, file management and authorization follow-up; and the Legal Department is responsible for review of patent contracts, rights protection and litigation affairs. Each business department actively explores and applies for patents in accordance with position-specific innovation requirements, and at the same time provides technical support in cases of dispute or infringement.

The Company has taken the following specific measures to strengthen the protection of intellectual properties and the brand in terms of patent application and protection, as well as use and promotion of brand and advertising trademarks:

- ★ Formulate the annual patent application target and follow up on its completion, to ensure that innovative achievements are patented in a timely manner and effectively protected;
- ★ Introduce external lecturers to carry out training on patent document preparation, and improve employees' patent writing capabilities;
- ★ Regularly organize internal patent review, submit patent materials according to the review results, follow up on the authorization process, achieve closed-loop management, and file for record;
- ★ Develop the Chanjet Brand System Management Specification (《暢捷通品牌體系管理規範》), regularly update and release the Chanjet Brand Visual Identity Manual (《暢捷通品牌視覺識別手冊》), and standardize the use scenarios of enterprise brand, business brand, and product brand to meet the needs of product business development and promotion, and ensure the uniformity of brand image and market promotion.

In addition, the Company actively combats piracy and infringement, and has established a special management system. When discovering any act of piracy or infringement, the relevant departments must immediately report it to the special group, which will coordinate and handle it comprehensively. The Company may take measures including sending infringement notices and lawyer's letters, suspending services, closing accounts, restricting functions and taking legal actions, and hold partners involved in piracy legally accountable. The Company encourages its employees and partners to proactively report piracy and infringement. It offers rewards for confirmed reports and takes strict measures against infringing users and suppliers to effectively prevent infringement and safeguard the Company's innovative value and market order.

The performance indicators of Chanjet in respect of patent in 2025 are set out as follows:

Indicators	Unit	2025	2024	2023
Cumulative patents licensed [Note]	(pieces)	**102**	113	125
Newly licensed patents	(pieces)	**5**	17	28

Note: The above-mentioned indicator data was the number of cumulative patents licensed within the validity period.

2.4 Providing quality services

Chanjet attaches great importance to customer opinions and feedback. It has formulated the Service Quality Management Manual (《服務質量管理手冊》), the Customer Success Service Standards (《客戶成功服務標準》), the Customer Complaint Procedures (《客戶投訴程序》) and other internal management systems to continuously optimize the service system, improve customer feedback and complaint management, improve user satisfaction, practice responsible marketing, promote inclusive services, safeguard customer rights and interests, and continuously improve service quality.

- **Service quality management**

  Chanjet has established a diversified cloud product service system, offering a variety of standardized service modes and contents tailored to various customer preferences, including WeCom communities, in-product online customer service, customer service hot lines, and partner support network. This ensures the accuracy and effectiveness of services. Through a supervision mechanism that combines self-inspection with random inspection, and with the empowerment of AI technology, closed-loop management and continuous improvement of service quality are achieved, continuously enhancing the service capabilities of engineers and the customer experience, and forming a quantifiable and sustainable service management system.

- **Customer complaint handling**

  Chanjet adheres to the principles of sincerity, timeliness and responsibility in handling complaints. It has established the Complaint Handling Procedure (《投訴處理程序》), set up standardized complaint processes and classified management systems, and formulated separate handling requirements for ordinary complaints and major complaints, with focus on events that may affect customer rights and interests or the Company's reputation. The service quality supervision team follows up on the entire complaint handling process, verifies the handling results through regular return calls, analyzes and improves systemic problems or process deficiencies reflected in complaints, and achieves closed-loop management. The Company can handle customer complaints through various channels such as phone calls, emails, and correspondences, and promptly feed back the complaints to the relevant responsible departments to protect their own rights and interests and promote the continuous improvement of service quality.

- **Improving customer service satisfaction**

  To continuously improve user service satisfaction, Chanjet has proactively implemented measures in the following three areas, based on three dimensions of business urgency, scope of influence, and application effectiveness:

Establish a special group for sensitive applications	Establish a special group for sensitive applications to respond promptly to issues that directly affect customers' business, such as retail operations and tax declaration during taxation periods. The special group is headed by the personnel in charge of customer success. After a customer raises any question, a response will be given within 2 minutes; For issues requiring collaborative R&D efforts, such issues will enter the green channel. The progress of issue handling will be fed back every hour to ensure that customer issues are resolved within 24 hours.

Establish a level 1 emergency response plan for security, network, and operation and maintenance incidents	Set up an emergency coordination team through the collaboration of three departments: product, R&D, and customer support; For repetitive issues that occur during iterations or major tax periods, immediately escalate them to emergency issues upon receiving feedback from more than five customers and activate the emergency handling channel; Conduct comprehensive assessment of the problem scope, customer use impact and experience, coordinate and locate the problem, confirm the handling time, formulate interim solutions, and complete early alerts to the responsible personnel within 30 minutes, and at the same time, follow up on the handling of R&D problems and the testing effect simultaneously to ensure that problems are resolved in a timely and effective manner.
Develop a customer follow-up mechanism	Accurately monitor customers' product usage through the system dashboard, conduct monthly manual follow-ups for users who have not completed the necessary paths for product usage, and streamline processes and offer guidance for usage bottlenecks to ensure sound use of products for customers; During both major and minor taxation periods, achieve large-scale customer engagement by regularly pushing in-product live-streaming courses on high-frequency accounting and tax declaration issues , guiding customers to use the product efficiently. For emergency issues, conduct follow-up with customers to ensure a closed loop in problem handling, and at the same time, through early intervention in manual follow-up and product live streaming empowerment, guarantee of customer's use and overall satisfaction are improved.

The performance indicators of Chanjet in respect of customer service in 2025 are set out as follows:

Indicators	Unit	2025	2024	2023
Number of filed customer complaints displayed [Note 1]	(items)	**3**	4	1
Satisfaction on customer service [Note 2]	(%)	**87.30**	85.50	87.00

Note 1: This indicator refers to the number of complaints displayed on the nationwide 12315 information display platform for complaints.

Note 2: The Group conducts customer satisfaction surveys through questionnaires, and calculates customer satisfaction based on the responses from customers.

- **Inclusive service design**

Chanjet continuously promotes inclusive technology and knowledge, providing intelligent and convenient financial and tax services for MSEs. By the end of the Reporting Period, the Company had released 58 intelligent agents, covering functions such as business scenario automation, knowledge Q&A, and data analysis. At present, all intelligent agents are available for free through the XiaoChang Intelligent Assistant portal without any additional cost. The intelligent agents not only "generate data", but also "interpret data, conduct attribution analysis and provide business suggestions", helping MSE owners solve the pain point of "being unable to understand reports and analyze business", and automatically generate targeted statistical intervals and business suggestions in combination with the industry and holiday context. By the end of the Reporting Period, more than 150,000 enterprises in total had benefited. The intelligent services have effectively improved the operational efficiency and decision-making capabilities of MSEs, while reducing their management costs and usage thresholds of digital and intelligent products.

To practice the social responsibility concept of "knowledge sharing, professional inclusiveness, compliance and joint governance", Chanjet launches live-streaming courses related to finance and taxation for public welfare for MSEs on platforms such as Douyin and Wechat Video every week. The courses focus on the real pain points of the industry, deeply analyze the practical difficulties in finance and taxation, accurately interpret the latest policies, and through full-process demonstration of tax declaration operations, provide regular Q&A support from dedicated communities, forming a closed-loop learning ecosystem of "learning – application – questioning – answering", continuously empowering individual career development and the improvement of enterprise finance and taxation governance capabilities.

- **Responsible marketing**

Chanjet attaches great importance to responsible marketing, adheres to the laws and regulations such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》) and the Interim Procedures on Internet Advertising Management (《互聯網廣告管理暫行辦法》), and ensures that product promotion is true and legal, without misleading consumers. The Company has established a unified standard and regulation system in brand management and advertising release, developed the Chanjet Brand System Management Specification (《暢捷通品牌體系管理規範》), and during the Reporting Period, updated and released the 2025 version of the "Chanjet Brand Visual Identity Manual" (暢捷通品牌視覺識別手冊). It conducts unified planning and management of brand communication, advertising content and visual presentation to ensure compliance of promotion and consistency of brand image.

3 Building a Harmonious Society Together

3.1 Talent development

- **Establishing a harmonious team**

Chanjet adheres to the principle of talent development as its foundation, with a harmonious team serving as its safeguard, and has strictly complied with the Labor Law of the People's Republic of China (《中華人民共和國勞動法》), the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》), the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》), the Provisions on Prohibition of Child Labor (《禁止使用童工規定》) and other laws and regulations related to employment. Chanjet has established corresponding internal human resources management policies and systems to continuously standardise compliant employment practices, safeguard the legitimate rights and interests of employees, resolutely oppose child labor and forced labor, and create a fair and equitable employment environment for all employees.

Equal and compliant employment

Chanjet adheres to the principles of "justice, openness and fairness" in its recruitment process, strictly implements relevant national laws and regulations, opposes all forms of discrimination, and is striving to establish a legally compliant system for labor recruitment. Through diverse recruitment channels including campus recruitment, social recruitment, and internal referral, the Company continuously expands and enriches employee recruitment channels. It widely disseminates recruitment information and objectively introduces the Company and position details, providing more candidates with sufficient ways to learn about Chanjet. All candidates are evaluated comprehensively in accordance with standardized procedures, including their professional competence, position matching degree, work ethic, and other relevant aspects to ensure proper talent allocation and assignment. Chanjet respects and protects employees' legally prescribed rights to information, participation and supervision, and is committed to building a fair and impartial workforce. In strict accordance with relevant national laws and regulations, Chanjet handles employee dismissal and resignation in accordance with the law, fully protects the legitimate rights and interests of both the Company and employees, and strives to build harmonious labor relations.

In 2025, the employment diversity and other relevant performance data of Chanjet are as follows:

Indicators	Unit	2025	2024	2023
Employment indicators				
Total number of employees	persons	**1,012**	997	1,121
Full-time employees	persons	**1,001**	982	1,110
Part-time employees	persons	**11**	15	11
Number of male employees	persons	**714**	694	783
Percentage of male employees	%	**70.55**	69.61	69.85
Number of female employees	persons	**298**	303	338
Percentage of female employees	%	**29.45**	30.39	30.15
Number of employees aged under 30	persons	**168**	211	328
Percentage of employees aged under 30	%	**16.60**	21.16	29.26
Number of employees aged 30 to 50	persons	**817**	762	774
Percentage of employees aged 30 to 50	%	**80.73**	76.43	69.05
Number of employees aged over 50	persons	**27**	24	19
Percentage of employees aged over 50	%	**2.67**	2.41	1.69
Number of employees in Beijing	persons	**594**	579	655
Percentage of employees in Beijing	%	**58.70**	58.07	58.43
Number of employees in areas other than Beijing	persons	**418**	418	466
Percentage of employees in areas other than Beijing	%	**41.30**	41.93	41.57
Percentage of employees at junior ranks	%	**3.36**	5.12	9.63
Percentage of employees at intermediate ranks	%	**24.11**	24.47	30.69
Percentage of employees at senior ranks or above	%	**72.53**	70.41	59.68
Percentage of disabled employees	%	**0.79**	0.80	0.71
Employee turnover rate indicators [Note]				
Turnover rate	%	**12.31**	18.23	18.31
Turnover rate of male employees	%	**14.39**	18.08	17.60
Turnover rate of female employees	%	**6.88**	18.58	19.91
Turnover rate of employees aged under 30	%	**15.42**	27.62	21.75
Turnover rate of employees aged 30 to 50	%	**11.74**	14.39	16.51
Turnover rate of employees aged over 50	%	**–**	5.26	–
Turnover rate of employees in Beijing	%	**11.87**	17.54	15.64
Turnover rate of employees in areas other than Beijing	%	**12.92**	19.18	21.80

Note: The formula for calculating the employee turnover rate: turnover rate = the number of employee turnover/(number of employees at the beginning + number of recruits).

Protection of rights and interests of employees

Chanjet strictly abides by relevant national laws and regulations governing remuneration, working hours and leave. During the Reporting Period, the Company continued to implement policies and regulations including the Remuneration Management Measures(《薪酬管理辦法》) and the Work Attendance Management Measures(《考勤管理辦法》), fully safeguarding the legitimate rights and interests of employees and achieving a win-win situation between the Company and its employees.

Vacation management		In accordance with the Work Attendance Management Systems (《考勤管理制度》), clearly defined the rules for various types of leave to safeguard employees' legitimate right to reasonable leave. Female employees were granted a half-day leave on International Women's Day (8 March); Actively implemented national regulations regarding marriage and childbearing leave policies, ensuring female employees' right to maternity leave; In accordance with the Front-line Special Welfare System (《一線特殊福利制度》), provided front-line employees with paid leave in addition to statutory holidays.
Working hours' management		Continued the flexible work schedule to help employees balance work and life.
Remuneration and welfare	Basic welfare	In accordance with the Work Attendance Management Systems (《薪酬管理辦法》), explicitly defined provisions regarding base salary, performance bonuses, welfare subsidies, and other contents: ★ Remuneration management: Established reasonable annual income target by comprehensively considering factors such as position, rank, business sequence, regional differences, etc.; ★ Basic safeguards: Comprehensively protected statutory social insurance and housing provident fund for all employees; provided special safeguards and incentive measures for senior management talents and core talents; ★ Employee benefits: Provided employees with various welfare systems and benefits, including expatriate subsidies, travel subsidies, transportation subsidies, communication subsidies, special relocation subsidies, meal subsidies, holiday gifts, annual physical examinations, commercial accident insurance, critical illness visits and assistance. Additionally, core talents enjoyed flexible benefits provided by the Company, including premium physical examinations and commercial insurances.

Talent incentives	According to the Remuneration Management Measures (《薪酬管理辦法》) and the Performance Evaluation System (《績效評價管理制度》), the incentive and constraint mechanisms for employee income distribution were established as follows: ★ Continued to implement the dual-channel development system of cadres and experts, rationally evaluated employee work performance, and distributed corresponding performance-based bonuses; for senior management personnel and core talents, the Company continued to implement long-term cash incentive plans including the Long-Term Incentive Bonus Plan.
Other welfare policies	★ Formulated the Traffic Welfare System (《交通福利制度》) to meet the needs of employees to use more flexible modes of transportation to commute and alleviate the burden of transportation costs on employees; ★ According to the Regulations on Grants for Dispatched Employees (《外派員工補助規定》), provided expatriate subsidies to employees assigned to work abroad by the Company to help subsidize their living costs during the assignment; ★ According to the Front-line Special Welfare System (《一線特殊福利制度》), provided front-line employees with welfare benefits such as transportation subsidies for round-trip family visits and urban subsidies; ★ According to the Communication Expenses Management Measures (《通訊費管理辦法》), provided corresponding communication fee subsidies for employees in different positions.

Elimination of child labor and forced labor

Chanjet strictly abides by the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》), the Provisions on Prohibition of Child Labor (《禁止使用童工規定》) and other relevant laws and regulations, and opposes any form of forced labor, child labor and other illegal employment practices. During the recruitment process, the Company's interviewers verify candidates' identity documents to confirm their actual age, ensuring that all candidates meet the statutory age requirements for employment upon onboarding. In addition, the Company conducts annual human resources management risk assessments to regularly review and discuss labor-related risks; the Human Resources Department regularly reviews and summarizes the Company's labor employment practices, conducts periodic employee interviews to understand the employment status of various departments, and prevents any occurrence of illegal employment or forced labor. Any identified violations or high-risk factors will be promptly rectified to eliminate such violations and risks as soon as possible, so as to ensure the Company's employment practices are lawful and compliant.

During the Reporting Period, Chanjet did not have any breach in respect of exploiting child labor and forced labor.

- **Safeguarding occupational health**

Chanjet adheres to the people-oriented and safety-first principle, and strictly complies with the Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》) and the Law of the People's Republic of China on Prevention of Occupational Disease (《中華人民共和國職業病防治法》) as well as other laws and regulations relating to health and safety. The Company provides a series of welfare protection measures, regularly conducts training and drills, strengthens the care and protection for employees' physical and mental health, and safeguards employees' occupational safety, physical and mental health.

Provide orientation physical examinations for newcomers and annual physical examinations for all employees, with differentiated physical examination packages based on the needs of different employees;

★ Purchase accidental injury insurance for all employees to provide additional security beyond social insurance;

★ Provide Chinese therapy and massage services for research and development employees who work long hours at desks;

★ Provide classic healthy tea drinks in autumn and winter to boost employees' physical fitness and enhance immunity;

★ Regularly organize employees to participate in fire drills and emergency response exercises, and provide training on first aid knowledge.

Chinese Massage Therapy



Fire Emergency Drill



During the Reporting Period, Chanjet recorded 100% coverage of social insurance. The performance indicators of Chanjet in respect of employees' health and safety are set out as follows:

Indicators	Unit	2025	2024	2023
Work-related fatalities	(persons)	**0**	0	0
Workdays lost due to work injuries	(days)	**0**	0	0
Coverage of physical examination package for employees	(%)	**99.1**	99.1	99.2

Note: The formula for calculating the coverage of physical examination package for employees: coverage of physical examination package for employees = the number of employee undergoing physical examination/number of full-time employees

• Focusing on employees development

Chanjet regards employee development as a crucial foundation for the Company's development, placing great emphasis on employee training and capability enhancement. In accordance with relevant rules and regulations such as the Employee Training Management System (《員工培訓管理制度》), Lecturers and Courses Management Measures (《講師與課程管理辦法》), Professional Personnel Development and Management System (《專業人員發展與管理制度》), and Professional Personnel Qualification Review Management Measures (《專業人員任職資格評審管理辦法》), the Company has established a systematic talent development system and improved talent cultivation and promotion frameworks, so as to meet the needs of both employee and corporate development. The Company empowers employees to enhance their capabilities through diverse training programs while also establishing a fair and just career promotion mechanism, facilitating a dual-channel development system for management and professionals. It fully motivates employees' work enthusiasm and initiative, contributing to the mutual development of employees and the Company.

Fresh graduate talent reserve — To meet strategic and business development needs, the Company conducts targeted recruitment of interns in relevant majors through university-enterprise partnerships. High-performing interns during the internship will be offered full-time positions upon graduation, establishing a sustainable supply chain of high-potential talent from campus recruitment.

Core employee development — For core talent in key positions, the Company formulates personalized development plans centered on Individual Development Plans (IDP), aiming to comprehensively enhance their professional capabilities and overall competence through various methods such as coaching, mentoring, project reviews, and self-directed learning.

Management team building — Based on training programs for reserve managers across different job sequences, the Company conducts targeted training to ensure that all management positions are staffed with reserve talent meeting the readiness requirements in the appropriate proportions.

Employees training

This year, the Company's training plan underwent a comprehensive upgrade. Aligned with the overall corporate strategy, the Company conducted capability assessments across all departments and formulated annual training plans to precisely address the capability gaps identified in strategic development.

In terms of internal training, Chanjet has established a tiered and categorized professional skills training system. The first category consists of capability enhancement training independently organized by various departments or professional committees, focusing on essential knowledge and practical skills required for positions, thereby strengthening the foundation for job performance. The second category includes long-term, key capability development projects implemented by the Company or various center-level departments according to the overall training plan formulated at the beginning of the year, which delve deeply into business challenges and core competencies to help employees break through bottlenecks.

In terms of external training, Chanjet provides training to employees of partner companies through the AI Empowerment Platform. As of the end of the Reporting Period, the platform hosted more than 1,200 online courses, with total learning hours exceeding 1,000 hours during the Reporting Period. The total learning hours for employees of partner companies nationwide reached over 200,000 hours.

The training activities of Chanjet cover employees at different levels, and can be divided into three types: new employee training, professional training, and management training:

New employee training	★ The training is carried out for new comers on the development history of the enterprise, knowledge on the products businesses, finance, company rules and regulations, etc.
Professional training	★ The Company provides training courses on professional knowledge and cutting-edge industry theories as well as special training camps for grassroots employees, such as the AI Empowerment Program and the Industry Skills Training Program. A total of more than 6,300 participants were recorded throughout the year.
Management training	★ The training is carried out for reserve cadres and key personnel, covering management knowledge and skills enhancement courses, such as the Huben Camp (《虎賁營》) training organized for channel key employees, management training arranged for cadres in the research and development centre, and expert series courses conducted for the user growth centre.

Chanjet attaches importance to training results and effectiveness. It distributes training satisfaction questionnaires after each session. By analysing questionnaires, listening to employee feedback, and employing methods such as post-training practice feedback, interviews and observations, the Company focuses on behavioural improvements of trainees to inform the enhancement of training plans and course design, thereby continuously improving the training system.

The performance indicators of Chanjet in respect of employee training in 2025 are set out as follows:

Indicators	Unit	2025	2024	2023
Number of employees trained	(persons)	**1,003**	988	1,112
Percentage of employees trained [Note 1]	(%)	**99.10**	99.10	99.20
By gender [Note 2]:				
Percentage of male employees trained	(%)	**71**	70	70
Percentage of female employees trained	(%)	**29**	30	30
By employee category [Note 2]:				
Percentage of employees at senior ranks or above trained	(%)	**72**	71	60
Percentage of employees at intermediate ranks trained	(%)	**24**	25	31
Percentage of employees at junior ranks trained	(%)	**3**	4	9
Expenses incurred for trainings	(RMB10,000)	**5**	32	43
Total training hours for employees	(hours)	**83,899**	70,956	88,720
Average training hours for employees	(hours/person)	**83.65**	71.82	79.78
Average training hours for male employees	(hours/person)	**86.38**	75.39	83.48
Average training hours for female employees	(hours/person)	**77.05**	63.59	71.18
Average training hours for employees at senior ranks or above	(hours/person)	**83.56**	60.37	79.21
Average training hours for employees at intermediate ranks	(hours/person)	**83.90**	89.31	79.23
Average training hours for employees at junior ranks	(hours/person)	**83.71**	159.13	85.52

Note 1: Percentage of employees trained = the number of employees trained/total number of employees.

Note 2: Percentage of employees trained in certain category = the number of employees trained in the category/number of employees trained.

– **Employee promotion mechanism**

Chanjet attaches great importance to talent development and promotion, implementing employee promotion procedures in accordance with the Professional Personnel Development and Management Mechanism (《專業人員發展與管理制度》), the Qualification Evaluation Management Measures for Professional Personnel (《專業人員任職資格評審管理辦法》) and the Cadre Management System (《幹部管理制度》).The Group has established a "dual-channel" development system covering both management and professional sequences, with clear promotion channels and paths and well-defined standards for each respective sequence. Guided by strategic and business development needs, the Group organizes professional committees for each sequence to revise and refine qualification standards, and implements qualification assessment work involving experts and cadres from various sequences. This assessment entails a review of evidentiary materials and interview-based defense for candidates. Each panelist will provide development feedback to the candidates, achieving a win-win situation for both talent development and corporate growth.

- **Caring for employees practically**

Chanjet actively builds a warm and inclusive work atmosphere, proactively strengthening democratic management, enriching cultural and sports activities, providing targeted assistance to employees in difficulty, and offering specific care for female employees. These efforts establish a comprehensive safeguard for employees, effectively enhancing their sense of happiness and fulfillment.

– **Strengthen democratic management**

Through various democratic management organizations and work procedures, such as the labor union, employee representatives, and Party groups, Chanjet exerts a democratic management and supervision role in matters concerning employee interests. These include the formulation and review of systems related to the vital interests of employees as well as the formulation of major corporate decisions.

– **Carry out cultural and sports activities**

Chanjet organizes a variety of cultural and sports activities in alignment with its business rhythm and various festivals throughout the year. These activities include monthly birthday celebrations, afternoon tea sessions, mini-marathons, running check-ins, basketball, table tennis, badminton, tug-of-war, and shuttlecock-kicking competitions. The Group also provides frontline care activities (such as fruit tea and family visits), health and stress-relief sessions for R&D personnel (including TCM physiotherapy and massage), discounted group purchases, and centralized on-site processing of personal administrative services, all aimed at enriching employees' lives beyond work.

– **Help the needy employees**

Chanjet pays attention to the work and living conditions of employees in difficulty, and actively assists employees with serious illnesses in seeking medical resources and conducts visits to offer support. Chanjet provides different levels of assistance to employees facing hardships due to illness or family circumstances, including seeking support from the Group's assistance fund, to help them tide over difficulties. These measures enable employees to feel the Company's humanistic care and continuously enhance their sense of belonging.

– **Care for female employees**

Chanjet ensures that female employees receive fair treatment in all corporate matters and strictly safeguards their rights to various types of leave and rest in accordance with national regulations. The Company has set up nursing rooms in major office areas. On International Women's Day (8 March), female employees are entitled to leave, and the Company also prepares festival cash gifts and presents, and holds relevant commemorative and celebratory activities to effectively deliver care to female employees.

Table tennis tournament



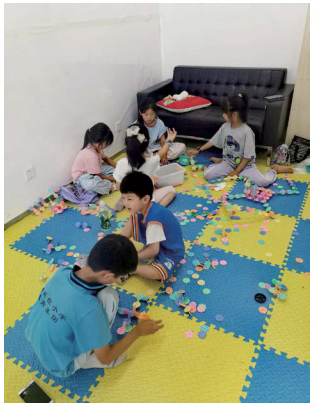
Fruit and tea drinks for employees



Nursing rooms



Free childcare services for employees' children during summer and winter vacations



3.2 Responsible procurement

- **Supply chain management**

  Chanjet consistently adheres to an "open, fair and just" transparent operation principle, and has formulated internal management systems such as the Chanjet Procurement Management System (《暢捷通採購管理制度》) and the Chanjet Supplier Management Measures (《暢捷通供應商管理辦法》), focusing on full-process management of supplier access, classification and performance appraisal, and continuously improving the quality of procured products and services. At the same time, the Group requires our cooperative suppliers to sign the Sunshine Cooperation Commitment (《陽光合作承諾書》), the Genuine Software Usage Commitment (《使用正版軟件承諾書》) and the Supplier Social Responsibility Commitment (《供應商社會責任承諾書》) to strengthen environmental and social risk management in the supply chain, actively practice the concept of sustainable procurement and build a responsible supply chain.

- **Supplier screening**

  Chanjet strictly implements the supplier access review process in accordance with the Supplier Management Measures, and gives priority to qualified suppliers that emphasize social responsibility.

  In terms of qualification review, Chanjet has made clear requirements on suppliers' business scope, integrity record, establishment period, etc., and for bidding projects, evidentiary materials for corresponding qualifications need to be provided. New suppliers need to complete the registration in the supplier management system and submit materials for review. After being reviewed, they can be selected into the Group's supplier database.

  In terms of social responsibility, Chanjet has fully established and implemented the SA8000 social responsibility management system, and requires suppliers to cooperate in implementing various standards of the social responsibility management system, striving to build a responsible supply chain. Chanjet requires suppliers to sign the Sunshine Cooperation Commitment and Suppliers' Social Responsibility Commitment. The Sunshine Cooperation Commitment explicitly prohibits commercial bribery, conflicts of interest and other improper commercial practices. The Suppliers' Social Responsibility Commitment requires suppliers to make commitments in respect of the prohibition of child labor, prohibition of forced or compulsory labor, protection of employees' rights and benefits, promotion of law-abiding and compliant supply chain management and the establishment of a social responsibility management system.

- **Supplier review**

  – **Supply classification**

    According to the Procurement Management System (《採購管理制度》) and Supplier Management Measures, Chanjet implements classified and graded management of suppliers and has established an annual supplier evaluation mechanism. Suppliers are classified into three categories, namely "qualified", "ordinary" and "temporary" through a graded assessment process. Static and dynamic assessments and supervision are conducted to ensure stable and reliable procurement quality.

– **Supplier assessment and supervision**

Static assessment	★ For qualified suppliers with a purchase amount of more than RMB200,000 (inclusive) in the previous year, the procurement management post organizes the executive department and the demand department to conduct an annual review at the beginning of each year; ★ For qualified suppliers with a purchase amount of less than RMB200,000 in the previous year, the procurement management post organizes the executive department to conduct an annual review before the first cooperation in the new fiscal year.
Dynamic assessment	★ Upon the completion of the initial inspection of large and medium-sized procurement projects, we conduct dynamic real-time assessment of suppliers according to the specific situation; ★ Depending on the importance of the purchased products or services, as well as the frequency of supplier problems, on-site assessment will be conducted for suppliers from time to time.

– **Application of supplier assessment results**

In the follow-up procurement process, each business demand department and procurement execution department will direct more procurement business to suppliers with excellent performance appraisal results. The Company will freeze qualified suppliers that have not responded to tenders or inquiries for a full year or failed the annual review, and terminate cooperation with them in subsequent years.

• **Procurement violation management**

Chanjet has established a strict management mechanism for procurement violations, and clearly stipulates the supervision and handling of violations in procurement activities by internal employees and suppliers in the Procurement Management System, the Code of Business Conduct for Employees (《員工商業行為守則》) and the Sunshine Cooperation Commitment.

– **Supervision and administration of employee violations**

Chanjet requires internal employees to strictly abide by the Procurement Management System and the Code of Business Conduct for Employees when handling procurement business, and complete procurement procedures through the online system. If employees commit violations during the procurement process, the Company's Audit and Supervision Department shall conduct investigations and impose penalties in accordance with regulations and the severity of the violations. Persons responsible for particularly serious violations that constitute breaches of law shall be transferred to judicial authorities in accordance with the law.

– **Supervision and administration of supplier violations**

Chanjet requires suppliers to strictly abide by relevant provisions. For suppliers that commit violations during cooperation, measures such as internal notification, imposition of penalties in accordance with the Procurement Management System and the Sunshine Cooperation Commitment, and permanent disqualification of supplier qualifications will be taken depending on the severity of the circumstances. For suppliers involved in particularly serious violations, the Company's Legal Department shall pursue their relevant legal liabilities.

- **Green procurement**

In procurement activities, Chanjet actively promotes the green and low-carbon concept by conducting procurement and supplier management through its online procurement platform. The review of suppliers' relevant qualification materials is prioritized online, so as to effectively avoid wasting paper resources.

In 2025, Chanjet implemented the above-mentioned policies and practices on supplier engagement and management to all its suppliers. Other performance indicators in supplier management are as follows:

Indicators	Unit	2025	2024	2023
Total number of suppliers	(unit)	**1,083**	922	772
Number of suppliers in Mainland China	(unit)	**1,071**	913	763
Number of suppliers in the regions of Hong Kong, Macau, Taiwan and other countries	(unit)	**12**	9	9

- **Value-added distribution service provider management**

Chanjet highly values its partnerships with value-added distribution service providers and has established a standardized management system for service providers. The Company requires all value-added distribution service providers to sign the 2025 Chanjet Authorized Service Agreement (《2025年暢捷通授權服務協議》) and the 2025 Chanjet Authorized Distribution Agreement (《2025年暢捷通授權經銷協議》) in a unified manner, alongside the execution of the Sunshine Cooperation Commitment and the Anti-piracy Statement for Distributors, to clearly define the rights, responsibilities, and compliance requirements for cooperation. At the same time, a standardized management process for the signing of authorization agreements with value-added distribution service providers has been established, with electronic signing procedures implemented. During the Reporting Period, the Company continuously enhanced the compliance awareness and service capabilities of its value-added distribution service providers through inspections, audits, and training empowerment, thereby ensuring the standardized, stable, and high-quality operation of the channel ecosystem.

3.3 Community investment

Chanjet actively fulfills its corporate social responsibilities, firmly believing that sound social development is an essential component of sustainable corporate development, and promotes synergetic development with its business partners. During the Reporting Period, the Group carried out multi-dimensional practices centered on community investment. By leveraging its resource advantages in the field of digital and intelligent transformation for MSEs, the Group promoted exchanges and development through industrial contributions, deeply integrated corporate growth with the contribution of social value, and empowered MSEs to achieve digital and intelligent transformation.

Case: "Working Together to Benefit Enterprises" Service Campaign for Micro, Small and Medium Enterprises



During the Reporting Period, in response to the call of the "Working Together to Benefit Enterprises" service campaign for small and medium enterprises initiated by the Ministry of Industry and Information Technology, Chanjet launched specialized digital and intelligent empowerment services for MSEs and accounting agencies across the country. The Company invested nearly RMB100,000 in campaign funds and adopted a combination of online and offline approaches to conduct thematic events and practical training sessions in multiple locations. These efforts provided AI-driven intelligent tools, standardized operating procedures, and compliant business solutions to over 30,000 person-times nationwide, redefining the value connotation of "Enterprise AI" and assisting MSEs in reducing costs and enhancing efficiency to embark on a new era of efficient operations and intelligent decision-making.

Case: AI-Powered Digital Intelligence for Accounting Agencies: Pioneer Conference Series of Events



From April to December 2025, to address core transformation pain points in the accounting agency industry such as efficiency bottlenecks, service homogenization and challenges in achieving economies of scale, Chanjet, in conjunction with the Accounting Agency Industry Branch (代理記賬行業分會) of the China Association of Chief Financial Officers, organized a series of industry empowerment activities in cities including Tianjin, Beijing, Chengdu, Hohhot, Shenzhen and Urumqi. With an investment of several hundred thousand RMB in campaign funds, the Company provided practical solutions such as AI-driven intelligent tools, standardized operating procedures and paths for achieving growth at scale to over 1,000 accounting agencies nationwide, assisting these agencies in accelerating their transformation towards digital, intelligent and automated operations, seizing the first-mover advantages of intelligent development and building long-term sustainable core competitiveness.

4 Strengthening Corporate Governance

4.1 Protection of information security and privacy

Chanjet strictly complies with relevant laws and regulations, including the Law of the People's Republic of China on the Protection of the Rights and Interests of Consumers (《中華人民共和國消費者權益保護法》), the PRC Network Security Law (《中華人民共和國網絡安全法》), the Interim Measures for the Administration of Internet Advertisement (《互聯網廣告管理暫行辦法》), and the Regulations on Telecom and Internet User Personal Information Protection (《電信和互聯網用戶個人信息保護規定》), and has established a robust data security and information privacy protection system. During the Reporting Period, the Company updated internal management systems such as the Chanjet Data Management System (《暢捷通數據管理制度》), the Chanjet Supply Chain Security Management Specification (《暢捷通供應鏈安全管理規範》), the Chanjet Personal Information Protection Management Specification (《暢捷通個人信息保護管理規範》) and the Decision on the Establishment of the "Chanjet Information Security and Privacy Protection Committee" (《關於成立「暢捷通信息安全與隱私保護委員會」的決定》), and revised the personnel composition and relevant responsibilities of the Information Security and Privacy Protection Committee. The Information Security and Privacy Protection Committee is a specialized body that exercises internal security management and supervision. It oversees the Information Security and Privacy Protection Leading Group, the Information Security Working Group, and the Global Privacy Protection Working Group, covering research and development (R&D), business, administration, and various functional departments, ensuring that information security and privacy protection decision-making is integrated throughout the entire business chain. Chanjet has also incorporated disclaimer and compliance clauses relating to large models (AI) and cross-border data transfer into its User Agreement and Privacy Policy, ensuring that corporate governance remains in sync with the latest laws and regulations and providing compliance support for MSEs.

- **Information security**

  Chanjet regards information security and privacy protection as its operational bottom line and has established a "Three-in-one" standardized security system integrating management, technology and operations. The Company continuously benchmarks against national laws and regulations and industry regulatory requirements, closely monitors policy dynamics, and translates complex legal provisions into internal systems that are easy for employees to understand and implement, ensuring that compliance requirements are embedded into the entire business process from the source. At the same time, the Company actively benchmarks against industry security best practices and IT standard specifications to continuously provide users with more secure and reliable digital intelligent finance and taxation, and digital intelligent business services.

To safeguard the standardized data security system, the Company has implemented safeguard measures from three dimensions, namely management, technology and operations:

Organizational and management safeguards	★ Established a Company-level "Information Security and Privacy Protection Committee", with its members covering R&D, business and various functional departments, to ensure that security decision-making is integrated throughout the Company's entire business chain; ★ Formulated and strictly implemented the Chanjet Data Management System and the Chanjet Personal Information Protection Management Specification to ensure that data is authentic, secure and traceable; ★ Established a dedicated security management team, linking job security responsibilities with appraisal mechanisms to ensure that all operations follow established rules and accountability is strictly enforced.
Defense-in-depth and technological empowerment	★ Deployed advanced tools such as honeypots, WAF (Web Application Firewall) and cloud firewalls in production and daily IT environments to build a defense-in-depth system; ★ Utilized third-party security tools to achieve automated identification, classification and grading of sensitive data, with specialists conducting reviews and optimizations for any omissions or misjudgments; ★ Conducted product penetration testing and simulated attack and defense exercises on a routine basis to continuously strengthen security defense capabilities.
Security awareness and emergency plans	★ Organized high-frequency network security training, examinations and phishing drills for all staff to effectively enhance their security protection capabilities; ★ Conducted special emergency actions in a timely manner based on unforeseen incidents, and carried out two routine security drills every year.

Case

2025 Special Initiative on "Strengthening Security Awareness for All Staff"

In 2025, Chanjet launched a special program to strengthen security awareness among all employees, accompanied by monthly routine awareness activities, with the aim of fostering a corporate culture of security. This special initiative resulted in the revision of two company-level security documents and the implementation of continuous risk alerts and prohibitions regarding high-risk and unauthorized software, which significantly enhanced the vigilance of all staff against cyber fraud and code leakage, and comprehensively strengthened the security literacy and risk disposal capabilities of the entire workforce.

Case

C.MSP "Attack Dashboard" — Making Invisible Attack and Defense "Visible to the Naked Eye"

Leveraging the underlying capabilities of Alibaba Cloud Security Center, Chanjet launched a brand-new visualized attack dashboard in "C.MSP" in 2025. The dashboard fully reconstructs hacker attack paths into six stages, namely "reconnaissance, execution, backdoor, theft, control, and destruction", enabling users to easily monitor the current stage of an attack. By digitizing and visualizing defense outcomes, we have significantly lowered the security cognitive barrier for MSEs, established a strong sense of security trust, and effectively alleviated customers' "security anxiety", while contributing to the achievement of "zero infection" of ransomware among managed customers.

Chanjet has been recognized by domestic and foreign authorities in information security, network security, cloud service security, operation and maintenance security and other aspects. Chanjet has obtained four international standard certifications: ISO 27001 information security management system, ISO 27701 privacy information management system, ISO 27017 cloud service information security management system, ISO 27018 personal identifiable information protection management system in public clouds, as well as a number of authoritative certifications such as trusted cloud security standard assessment and the level 3 certification of national information security protection. During the Reporting Period, the Company won the "2024 Outstanding Contribution Award for Managing Vulnerabilities (二零二四年度漏洞處置突出貢獻單位)" and "2024 Outstanding Contribution Unit for Vulnerability Handling (二零二四年度漏洞應急工作突出貢獻單位)" by CNVD at the 22nd China Cybersecurity Annual Conference and Cybersecurity Collaborative Governance Sub-forum.

Certifications of Chanjet's Information Security and Privacy Protection System



DevOps Certification



ISO27001 Certification



ISO27017 Certification



ISO27018 Certification



ISO27701 Certification



the Level 3 Certification of National Information Security Protection



2024 Outstanding Contribution Award for Managing Vulnerabilities



2024 Outstanding Contribution Unit for Vulnerability Handling

- **Privacy protection**

Chanjet attaches great importance to data security and privacy protection for the enterprise and its customers, and clarifies the full life cycle management standards of data from collection, storage, transmission to destruction to ensure that every link of data processing is based on laws and regulations. The Company has continuously refined privacy protection requirements, specified technical details and operational procedures for compliance implementation, improved the emergency response and handling procedures for personal data breach security incidents, and minimized the impact and losses caused by data and privacy breaches.

Chanjet Data Breach Security Incident Emergency Response and Handling Procedures

Incident Reporting	★ Upon the occurrence of a personal information security incident, the department involved shall notify the Technical Operations Department immediately and cooperate in the incident risk assessment.
Emergency Response	★ If the incident has caused harm, the affected personal information subjects shall be promptly informed of the relevant details via email, telephone, push notifications or other means. Where it is difficult to notify each personal information subject individually, reasonable and effective measures shall be taken to issue relevant warning information; ★ In the event of a security incident involving the leakage, damage or loss of personal information of more than 100,000 individuals, or sensitive personal information related to people's livelihood and public interests, the Technical Operations Department shall promptly report the relevant situation to the regulatory authorities.
Root Cause Analysis	★ After the incident, the causes and handling process shall be summarized and analyzed, a summary report shall be submitted to the Information Security and Privacy Protection Committee, and the emergency response plan shall be updated accordingly.

4.2 Anti-corruption

Chanjet has always adhered to the governance philosophy of "maintaining integrity, pursuing long-term development, and fighting against corruption". Through continuously strengthening a standardized and refined corporate governance system, consistently improving audit and supervision standards, setting up multiple reporting channels, and the development of integrity training and other ways, Chanjet has strictly restrained violations such as commercial bribery, corruption, fraud and illegal transactions, so as to practice a corporate culture of integrity and compliance with high standards.

- **Policies and systems**

In strict compliance with the Company Law of the People's Republic of China (《中華人民共和國公司法》), the Audit Law of the People's Republic of China (《中華人民共和國審計法》), the Law of Anti-Money Laundering of the People's Republic of China (《中華人民共和國反洗錢法》) and other laws and regulations, Chanjet has formulated various systems such as the Internal Audit System (《內部審計制度》), the Code of Conduct for Employees (《員工行為守則》), the Code of Business Conduct for Employees, the Reporting Management System (《舉報管理制度》), and Provisions on Punishment of Violations Found in Audit and Supervision (《對審計監察中發現的違規行為的處分規定》) to ensure that the Group's operations are compliant and lawful.

- **Supervision and administration**

Chanjet continuously improves its internal control and risk management system, and engages an independent internal control advisor to conduct internal control reviews every year and assist management in conducting comprehensive enterprise risk assessments. The internal control review report and enterprise risk assessment report are reviewed and approved by the Board and the Audit Committee of the Board. Meanwhile, based on actual operating conditions and management evaluation, the Company conducts special anti-corruption audits through internal audits or by engaging third-party external audit institutions to supervise and inspect illegal and irregular acts.

During the Reporting Period, Chanjet was not involved in any offence and violation cases in relation to commercial bribery, corruption, extortion, fraud or money laundering.

2025 Chanjet Supervision and Administration Measures

Employee Supervision	★ The Group has clearly stipulated ethical standards and business conduct requirements for employees in the Code of Conduct for Employees and the Code of Business Conduct for Employees.
Supplier Supervision	★ Chanjet always cooperates with business partners as per the "openness, justice and fairness" anti-corruption principle, and strictly prohibits all kinds of commercial violations such as corruption and bribery; ★ In the process of cooperation with suppliers, relevant departments shall fulfill their supervision and administration responsibilities regarding the business conduct of suppliers; ★ The Reporting Management System of the Group applies to business partners so as to further strengthen the whistleblowing and supervision mechanisms in the entire process of cooperation with business partners.

- **Whistleblowing channels**

Chanjet adheres to integrity in operation. It has established an audit and supervision department specifically responsible for anti-corruption reporting, and has continuously improved the reporting and handling processes including receiving reports, verifying, investigating and obtaining evidence, and handling violations. The Company opens multiple channels to receive reports of violations of regulations and disciplines, encourages whistle-blowers to report to the audit and supervision department of the Company and audit committee of the Board through email, telephone, letter, interview, and other means, and strictly keeps confidential whistle-blowers' information and relevant content to ensure their safety.

- **Integrity training**

Chanjet always takes integrity in operation as an important cornerstone of corporate governance. It conducts anti-corruption, anti-bribery and other training to prevent misconduct for Directors and employees every year.

During the Reporting Period, the Company's integrity training is set out below:

2025 Integrity Training Status

At the level of Directors and Supervisors	★ The Group organizes a video course through an external professional online compliance course platform, with the theme of "Division of Individual and Corporate Liability in Various Investigations Involving Commercial Bribery (商業賄賂在各類調查中的個人責任與公司責任劃分)".The content covers topics such as the identification of commercial bribery, the identification of unit crimes, and suggestions on corporate compliance strategies;
At the employee level	★ The Group organizes all employees to learn the Code of Business Conduct for Employees online every year, and sign a statement of compliance with the Code of Business Conduct for Employees after passing the relevant business conduct compliance knowledge test; ★ The Group conducts annual value evaluation and compliance assessment for all employees to strengthen their understanding of internal and external compliance behaviors, reporting methods for violations, and punishment; ★ The Group continuously conducts trainings on compliance and values for new employees to avoid corruption from the source.

Compliance Assessment for 2025

The followings are some examples of prohibited conduct in the Code of Business Conduct for Employees:

01 Accepting bribes

02 Offering bribes

03 Illegal transactions

04 Embezzlement, corruption, or misappropriation of property of the Company

05 Infringement of intellectual property rights of the Company

06 Falsification of performance

07 Illegal investment and outsourcing

08 Illegal tenure or part-time employment

09 Not avoiding conflicts of interest and work

10 Internal public relations, reimbursement in violation of regulations, and unreasonable solicitation of bribes

Non-compliance Compliance

ESG Index Table

Relevant Indicators of the ESG Reporting Code of the Hong Kong Stock Exchange		Chapter and Page
Environmental		
A1 Emissions	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	P11-12
	A1.1 The types of emissions and respective emissions data	P10-11
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Not applicable[1]
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	P10
	A1.5 Description of emission target(s) set and steps taken to achieve them	P10-12
	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	P10-12
A2 Use of Resources	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials	P13
	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)	P10
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility)	P10
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them	P10, P13-14
	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	P10, P14
	A2.5 Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced	P10
A3 The Environment and Natural Resources	General Disclosure: Policies on minimising the issuer's significant impacts on the environment and natural resources	Not applicable[2]
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	
Section D: Climate-related Disclosures	(I) Governance (II) Strategy (III) Risk Management (IV) Indicators and Objectives	P15-22

1 Explanation: The Group has not produced any other hazardous wastes during its operation except electronic wastes. According to the latest relevant instructions of the Ministry of Ecology and Environment of the People's Republic of China, "electronic wastes" do not belong to "hazardous wastes", so this indicator is not applicable.

2 Explanation: Given the business nature of the Group, the Group did not have any business activities that have a significant impact on the surroundings, so this indicator is not applicable.

Relevant Indicators of the ESG Reporting Code of the Hong Kong Stock Exchange		Chapter and Page
	Social	
B1 Employment	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	P31-40
	B1.1 Total workforce by gender, employment type (i.e. full- or part-time), age group and geographical region	P32
	B1.2 Employee turnover rate by gender, age group and geographical region	P32
B2 Health and Safety	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	P35
	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	P35
	B2.2 Lost days due to work injury	P35
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored	P35
B3 Development and Training	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work, and description of training activities	P36-37
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	P38
	B3.2 The average training hours completed per employee by gender and employee category	P38
B4 Labour Standards	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	P34
	B4.1 Description of measures to review employment practices to avoid child and forced labour	P34
	B4.2 Description of steps taken to eliminate such practices when discovered	P34
B5 Supply Chain Management	General Disclosure: Policies on managing environmental and social risks of the supply chain	P41-43
	B5.1 Number of suppliers by geographical region	P43
	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	P41-43
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	P41-43
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	P41-43

Relevant Indicators of the ESG Reporting Code of the Hong Kong Stock Exchange		Chapter and Page
B6 Product Responsibility	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	P23, 30, 45
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not applicable[3]
	B6.2 Number of products and service related complaints received and how they are dealt with	P28-29
	B6.3 Description of practices relating to observing and protecting intellectual properties	P26-27
	B6.4 Description of quality assurance process and recall procedures	P24
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored	P45-49
B7 Anti-corruption	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	P49-52
	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	P50
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	P49-50
	B7.3 Description of anti-corruption training provided to directors and staff	P51-52
B8 Community Investment	General Disclosure: Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	P44
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	P44
	B8.2 Resources contributed (e.g. money or time) to the focus area	P44

[3] Explanation: The products of the Group are mainly delivered online, and the small proportion of offline products also are not involved in safety and health risks.

畅捷通

Chanjet

畅捷通信息技術股份有限公司

CHANJET INFORMATION TECHNOLOGY COMPANY LIMITED