MEIDONG AUTO

China MeiDong Auto Holdings Limited
中國美東汽車控股有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock Code : 1268

2025
Environmental, Social and Governance Report



CONTENTS

2 ABOUT THE REPORT

5 I. COMPLIANT OPERATION AND HONEST PRACTICE

11 II. ENVIRONMENTAL PROTECTION AND GREEN OPERATION

24 III. PROMOTING EMPLOYMENT AND LABOUR PRACTICES

30 IV. SUPPLY CHAIN MANAGEMENT AND VALUE-DRIVEN APPROACH

32 V. FULFILLING OUR MISSION WITH DEDICATED SERVICE

37 VI. POWER OF BENEVOLENCE AND COMMUNITY WELFARE

39 SUSTAINABLE PERFORMANCE SUMMARY

45 DISCLOSURE INDEX



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THE REPORT

Introduction

This is the tenth annual Environmental, Social and Governance Report ("**ESG Report**") issued by China MeiDong Auto Holdings Limited (the "**Group**", "**MeiDong Auto**" or "**we**"), which aims to present the Group's environmental, social and governance management policies, practices and relevant performance in 2025.

Basis of Preparation

This report has been prepared in accordance with Appendix C2 "Environmental, Social and Governance Reporting Code" of the Listing Rules of the Hong Kong Stock Exchange.

Reporting Principles

We have strictly complied with the "mandatory disclosure" and "comply or explain" provisions of the Environmental, Social and Governance Reporting Code in preparing this report. The Group has given due consideration to the following principles to ensure the quality of the information disclosed:

Materiality:	Consistency:
We determine the main ESG issues through materiality assessment, and the related processes and results are identified, evaluated, reviewed, and confirmed by management, and reviewed by the Board.	ESG performance data from previous years is calculated using consistent methods to enable effective year-on-year comparisons. Any changes in calculation methods are explained.
Balance:	**Quantitative:**
The disclosed ESG performance data is fair and just, providing a full description of our achievements during the reporting period and future improvement potential.	Quantitative disclosure of key performance indicators with historical data allows for the evaluation of the benefits derived from ESG policies and management measures.

Reporting Scope and Boundary

This report discloses the Group's management approach, initiatives and performance in relation to environmental, social and governance for the period from 1 January 2025 to 31 December 2025 (referred to as the "**reporting period**" or the "**Year**").

We adhere to the "Operational Principle" by disclosing the significant environmental and social impacts resulting from our operations in the PRC. This report specifically highlights the 4S dealership shop in the PRC, which represents the largest operation within the Group. In 2025, our reporting scope continued to encompass all of the dealership shops in China. For more details, please refer to the relevant sections of the Group's 2025 annual report.

Access and Response to the Report

You can download the Chinese and English versions of this report from the website of the Stock Exchange at http://www.hkexnews.hk and the official website of the Group. This report is published in both Chinese and English. In case of any discrepancies in understanding between the two texts, the Chinese version shall prevail. We welcome and value feedback from stakeholders to continuously improve our ESG management and performance. Please feel free to share your views and thoughts with us through our official website at any time.

Statement of the Board

The Board of the Group is fully responsible for the formulation, execution supervision and information disclosure of the Group's environmental, social and governance (ESG) strategies. The Board comprehensively assesses, identifies, and determines ESG-related risks across the entire business process of the Group, and coordinates the establishment and maintenance of a compliant, efficient and continuously operating ESG risk management system, internal control system and internal supervision mechanism. As the highest decision-making body for the Group's ESG matters, the Board comprehensively and routinely coordinates and promotes all aspects of environmental, social and governance work, and fulfills its governance responsibilities in accordance with laws and regulations. The Board reviews and approves the Group's annual ESG key work plan every year, regularly receives special reports on ESG operational performance, progress of major initiatives, and the effectiveness of the execution of key issues. It also conducts regular evaluations and systematic reviews of ESG risk management and performance improvement, continuously optimises management processes, enhances operational efficiency and customer service experience, and drives the Group's operational improvement and steady and sustainable development through high-quality ESG governance.

Given the complex and ever-changing external industry environment and the Group's high-quality development needs, the Group adheres to a stakeholder-centric approach, actively engages in communication with customers, employees, suppliers, shareholders, communities, regulatory authorities and other stakeholders. Based on the industry trends and the Group's business plans, the Group identifies annual ESG priorities, deeply integrates core topics such as green operations, social responsibility and compliant governance into daily business management, and implements focused topic review, performance tracking and target-oriented management.

The Board strictly fulfills its core responsibilities in ESG risk control, regularly assesses and dynamically identifies material ESG risks in the Group's operations, and establishes a risk classification control and closed-loop management mechanism to ensure that the ESG risk management and internal control systems cover the entire organisation, all businesses and the full process. The Board regularly convenes special ESG meetings to review and evaluate the effectiveness of risk control measures and the internal control system, tracks and supervises the implementation progress of ESG strategic objectives, emission reduction targets, social responsibility targets and other key indicators. It systematically identifies and assesses the Group's key ESG issues in areas such as store operations, after-sales service, supply chain management, and new energy transformation, accurately analyses ESG risks and development opportunities, and transforms sustainable development advantages into the Group's core competitiveness.

This report comprehensively discloses the progress and achievements of MeiDong Auto's ESG work in 2025. The Board and all directors of the Group hereby solemnly declare that this report does not contain any false records, misleading statements or material omissions, and assume joint and several responsibility for the truthfulness, accuracy and completeness of the report's contents.

About Meidong Auto

The Group pursues a balanced brand expansion strategy centered on mid-to-high-end and luxury vehicles. Leveraging the opportunities presented by China's urbanization, the Group actively expands into the automotive consumer markets of small and medium-sized cities in China's second-, third-, and fourth-tier regions, particularly in Southeastern China markets such as Guangdong, Fujian, Hunan and Hubei.

As of 31 December 2025, the Group operates 74 outlets across 46 cities in 15 provinces and direct-administered municipalities nationwide. The Group primarily deals in luxury and mid-to-high-end brands, including Porsche, BMW, Lexus, Tesla and Toyota.

The Group has established and promotes a corporate culture of "customer first", "team growth" and "pursuit of excellence". It has developed and operates a data-driven PDCA operational management system, aiming to meet the comprehensive and diverse needs of Chinese automotive consumers, including new and used car sales, automotive accessories, vehicle maintenance and various value-added services.

I. COMPLIANT OPERATION AND HONEST PRACTICE

The Group adheres to the fundamental governance principles of compliant operation and honest practice, actively responds to the United Nations Sustainable Development Goal 16 (Peace, Justice and Strong Institutions), strictly complies with all applicable laws and regulations and industry standards, and has established a transparent, standardised and effectively supervised operational system. By refining institutional processes, strengthening integrity supervision, and strictly adhering to compliance requirements in procurement and services, the Group safeguards the legitimate rights and interests of all stakeholders and promotes the steady and sustainable corporate development through integrity-based governance.

Corporate Governance

While pursuing economic benefits, MeiDong Auto continuously formulates and refines its development vision, management systems and practical initiatives related to environmental and social domains, deeply integrates the concept of sustainable development into all aspects of its operations, and steadily enhances the Group's governance standards and effectiveness. We advocate for and uphold a fair and orderly market competition environment, resolutely oppose unfair competition practices, guard against monopoly risks, and effectively protect the legitimate rights and interests of operators and consumers. The Group also embeds risk management processes throughout its entire operational and management cycle, and continuously improves mechanisms for risk identification, assessment, response and monitoring, thereby strengthening its risk control capabilities.

Business Ethics

The Group steadfastly upholds the principle of honest operation, strictly complies with relevant laws and regulations in its operating regions, such as the Law of The People's Republic of China against Unfair Competition, the Anti-Monopoly Law of the People's Republic of China and the Company Law of the People's Republic of China, and has established policies such as Responsibilities and Rewards/Penalties for Management Regarding Power Grid Behavior and Power Grid Practice Regulations, continuously optimising its internal monitoring processes and control systems. It takes a firm stance against employees engaging in soliciting or accepting bribes, or using their positions to harm the Group's interests, thereby ensuring a fair and just income environment and a clean corporate culture. Our policies clearly outline expected codes of conducts for all employees, which prohibit kickbacks, partial contract payments or "soft dollar" transactions and strictly crack down on power grid behavior, thereby fostering a responsible work environment.

The Group attaches great importance to the development of an integrity culture, with the internal audit department overseeing anti-corruption and anti-fraud efforts. We continuously improve the anti-corruption, anti-bribery and business ethics management systems and promote their effective implementation, while constantly enhancing the compliance management system to safeguard a fair market environment, ensure that the Group's operations strictly comply with relevant laws and regulations, and effectively prevent compliance risks. The Group requires all newly recruited employees to sign confidentiality agreements and integrity commitment agreements to strengthen their awareness of integrity and self-discipline.

We continuously provide systematic compliance training to employees to ensure they keep abreast of the latest legal and regulatory requirements in a timely manner. The internal audit department collects and organises typical compliance cases and distributes them to all stores, where store general managers conduct publicity and education sessions for employees. In 2025, we conducted anti-corruption training at various offline stores (such as Jiangmen Meidong and Hengyang Meidong stores), organising a total of 4 employee anti-corruption training sessions with a 100% training coverage rate. We also conducted 2 anti-corruption training sessions for directors. All new employees are required to complete one special training session after joining the Group.

Risk Management

MeiDong Auto continuously optimises the Group's risk management processes and improves its governance structure, and has developed a more adept capability to handle and monitor corporate risks, including climate-related risks. The members of the Board play a critical role in implementing and overseeing internal control systems and risk management functions. We have standardized the Board's risk management processes and regularly evaluate their effectiveness, and update management approaches in different quarters to meet the Group's risk management needs. We consistently monitor changes in internal and external environmental information related to our business and management scope, and form and periodically update a risk information database.

Stakeholder Engagement

The Group regularly conducts stakeholder surveys and establishes diverse and open communication channels to extensively gather opinions and needs from all parties, ensuring that its business operations and sustainable development efforts fully align with the expectations of shareholders, customers, employees and the broader community. The Group's environmental, social and governance (ESG) efforts cover both internal and external stakeholders, primarily including employees, suppliers, customers, shareholders and investors, government regulatory authorities, and the communities in the regions where we operate.

MeiDong Auto places great emphasis on stakeholder communication and feedback, and has established a regular and multi-tiered communication mechanism to promptly understand and respond to the expectations and needs of various stakeholders through diverse communication methods. The Group continuously maintains regular communication channels with its stakeholders, accurately identifies potential risks and opportunities in the course of business development (including the identification, management and target setting of climate-related risks), and takes effective measures to address stakeholder concerns and needs, thereby continuously promoting the optimisation and enhancement of its ESG management system. When formulating key directions and strategic plans for sustainable development, the Group fully incorporates input from all parties, ensuring that decisions are scientific, reasonable and practical, thereby supporting the Group's long-term stable and sustainable development. In 2025, the Group actively participated in industry forum conferences organized by manufacturers or local industry associations on an ad hoc basis, achieving fruitful results.

Methods of stakeholder communication:

Stakeholders	Issues of concern	Communication and response
Government and regulatory bodies	• Compliance operation • Integrity and anti-corruption • Response to national policy	• Actively follow public policies • Government-enterprise seminars • Accept supervision and check-ups • Regular information report • Accept assessment and supervision
Shareholders and investors	• Transparency of information • Business strategy and financial performance • Protection of shareholders' rights and interests	• Increased disclosure of information • Annual General Meeting • Investor research and reception • Email and telecommunication
Employees	• Employee remuneration and benefits • Employee health and safety • Training and development	• Employee training • Team building activities • Employee opinion survey • Feedback on townhall meetings • Group communication platform • Team building activities

Stakeholders	Issues of concern	Communication and response
Customers	• Real-time services • Information security and privacy protection • Responsible marketing	• Announcement of the Group • Timely communication • Conduct regular customer satisfaction surveys • Complaint hotline • Telephone
Suppliers	• Responsible supply chain • Win-win cooperation • Industry cooperation and development • Compliance with business ethics and laws and regulations • Transparency	• Enter into cooperation agreements • Publication of supplier management rules • Contract negotiation • Daily business communication • Enhance information disclosures • Telephone, WeChat, or emails
Media	• Industry cooperation and development • Responsible marketing	• Group website and social media • Organise events
Community	• Public welfare activities • Community development	• Regular visits and exchanges • Social activities

Process for Assessment of Material Issues

We acknowledge the significance of identifying and addressing sustainable development concerns. By engaging in stakeholder communications and conducting thorough investigations, we gather valuable insights and feedback from shareholders, governments, employees, customers, and other stakeholders. To gain a deeper and more accurate understanding of the expectations and demands of stakeholders, we invite all stakeholders to evaluate the Group's sustainable development efforts. This helps the Group clarify issues of significance to both our business and stakeholders, and manage these material issues specifically. In addition, these key issues are highlighted in the report. Through this process, we can identify key ESG issues and designate them as priorities. In this report, we disclose the significant issues identified and will continue to strive for ongoing improvements in our sustainable management practices. The Group has identified the following material topics as the focal points for our efforts.

List of material topics of Meidong Auto in 2025

Pillar	Material topics	Definition	Response in this report
Environmental	Clean Technology	The Group's strategy for clean technology innovation capacity, strategic development initiatives, and revenue generated from clean energy and technologies.	Response to Climate Change
Environmental	Product Carbon Footprint	The Group's strategy over carbon intensity of their products and their ability to reduce the carbon footprint in their supply chains or in the use of their products and services.	Response to Climate Change
Environmental	Use of Resources	The Group's management approach for energy (including fuel and electricity) and resources (water and packaging materials) consumed during maintenance and shipping.	Efficient Use of Resources

Pillar	Material topics	Definition	Response in this report
Social	Labour Management	The Group's policy and control in terms of relationship between management and labour, the strength of worker protections, and their employee engagement efforts.	Promoting Employment and Labour Practices
Social	Customer Service	The Group's policy and control in terms of customer service such as after-sales service, response to complaints and customer satisfaction.	Improving Customer Experience
Social	Privacy and Data Security	The Group's policy and control in terms of data protection, information system security and compliance to latest regulation of personal information.	Protecting Customer Privacy
Social	Supply Chain Management	The Group's policy and control in terms of green and responsible supply chain management.	Supply Chain Compliance Management
Social	Health and Safety	The Group's policy and control in terms of occupational health and safety of working environment.	Occupational Health and Safety
Governance	Corporate Governance	The Group's policy and control in terms of governance of ESG related issue and anti-corruption risk.	Compliant Operation and Honest Practice

II. ENVIRONMENTAL PROTECTION AND GREEN OPERATION

The Group upholds the philosophy of environmental protection and green operation, and actively responds to the United Nations Sustainable Development Goals 12 (Responsible Consumption and Production) and 13 (Climate Action). The Group adheres to green and low-carbon procurement, localised supply chains, and full-process energy-saving management, promotes green services and the popularisation of environmental protection concepts, and takes concrete actions to reduce environmental impact, achieving synergistic development of economic and ecological benefits.

The Group maintains a firm commitment to environmental management, guided by its sustainable development strategy, and actively builds an eco-friendly business operation model. We strictly comply with environmental protection laws and regulations, including the Environmental Protection Law of the People's Republic of China, Environmental Impact Assessment Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Air Pollution Prevention and Control Law of the People's Republic of China, and Solid Waste Pollution Prevention and Control Law of the People's Republic of China, and proactively fulfil our corporate environmental responsibilities. In addition, we have established a comprehensive emergency management system for environmental incidents to effectively prevent, control and eliminate risks and hazards associated with such events. The Group requires each store to develop an Emergency Plan for Environmental Incidents, establish an environmental safety management team led by the general manager, define clear roles and responsibilities, and conduct regular emergency training and drills. These measures ensure that relevant personnel are proficient in pollution accident response procedures, enhance emergency response and on-site disposal capabilities, and provide a solid guarantee for environmental safety.

The Group's environmental policy covers all processes and scenarios of its operations, including production operations and facility management, waste management, new vehicles and genuine parts, motor oil and other products and services, as well as distribution and logistics. Meanwhile, the Group implements strict environmental management over its suppliers and service providers, requiring suppliers of chemicals such as paint and thinners to strictly adhere to the Group's environmental requirements and provide valid environmental testing certificates, thereby jointly building a green supply chain.

To systematically advance low-carbon operations, the Group has formulated a Greenhouse Gas Emission Control Policy. In response to societal demands for resource conservation and pollution reduction, the Group has implemented a series of initiatives such as green office practices, energy conservation and emission reduction, and standardised hazardous waste management. Responsibilities for environmental management are clearly assigned to each department, ensuring the comprehensive implementation of environmental protection efforts across the Group.

The Group continues to promote energy conservation, consumption reduction and resource recycling. While ensuring product and service quality, it implements refined management across multiple dimensions, including upgrading energy-consuming equipment such as lighting, ventilation and air conditioning, applying water-saving technologies, reducing waste, recycling office supplies, and optimising the office environment, which effectively reduce energy and resource consumption and minimise the carbon footprint.

During the reporting period, the Group's total environmental protection investment amounted to RMB2.084 million, primarily used for maintenance of equipment related to equipment maintenance for environmental assessments, operation of purification systems, solid waste removal and transfer and inspection of environmental protection equipment, continuously strengthening the foundation of environmental management.

Actively Fulfilling Environmental Commitments and Targets

The Group's senior management places great emphasis on the effectiveness of environmental management, pollution prevention and control, and low-carbon initiatives, viewing them as core components of the Group's sustainable development. The Group's ESG committee is responsible for comprehensively identifying and analysing climate-related and environmental risks and opportunities, continuously tracking the Group's progress and performance in carbon reduction, energy conservation and climate change response, and promoting the expansion of renewable energy applications in operational scenarios.

The Group deeply recognises that selecting key indicators aligned with sustainable development and climate risks is of great significance for scientifically advancing the low-carbon transition. To this end, the Group has established clear environmental management objectives, regularly reviews progress against these targets, continuously optimises resource utilisation efficiency, reduces greenhouse gas emissions, proactively addresses climate change challenges, and steadily advances the transition towards a low-carbon operating model.

The Group's commitments and initiatives in environmental protection and low-carbon development are as follows:

- Continuously advancing greenhouse gas emission reduction and taking multiple measures to reduce operational carbon emissions;
- Continuously improving energy efficiency through upgrades to lighting systems, air-cooled chillers and other facilities;
- Vigorously expanding the new energy vehicle business and increasing the proportion of electric vehicle sales revenue in the Group's total revenue;
- Regularly conducting employee training on environmental protection and energy conservation awareness, strengthening after-sales personnel's capability in responding environmental emergencies, and promoting environmental policies and low-carbon concepts to enhance all employees' sense of environmental responsibility.

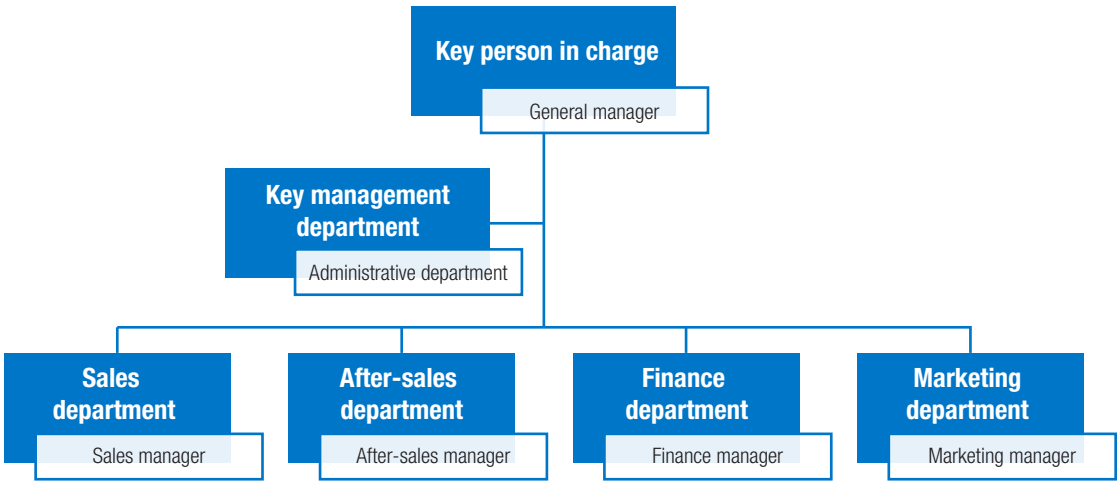
The Group requires organising special environmental protection training, covering systematic learning on basic environmental knowledge, relevant laws and regulations to further enhance employees' awareness of environmental compliance and responsibility, and ensure that daily store operations strictly implement environmental protection requirements.

In 2025, the Group recorded no environmental violations. We strictly complied with all applicable environmental laws and regulations, ensuring harmonious coexistence between corporate operations and environmental protection.

Efficient Use of Resources

Energy Consumption Management

We strictly adhere to laws and regulations related to energy consumption, such as the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China and the Renewable Energy Law of the People's Republic of China, and conduct our business in line with national strategies. To support the government's promotion of clean energy, we actively collaborate with suppliers to facilitate the promotion and sale of battery electric, electric, and hybrid vehicles. The Group has established an energy management system led by the general manager, with the administrative department handling daily management and oversight. Colleagues from the sales department, after-sales department, finance department and marketing department are responsible for specific execution in daily operations, with responsibilities delegated layer by layer to further reduce overall carbon emissions from energy use.



The Group attaches great importance to resource conservation and continuously improves and refines its management system in energy consumption management, and optimises energy-saving measures to enhance the efficiency of energy and resource utilisation. Each of our stores has been assigned specific targets for carbon reduction and emission reduction. To more effectively lower greenhouse gas emissions, we have formulated detailed energy-saving usage specifications covering air conditioning, lighting, office equipment and other areas. The Group has established a solid foundation for green development through standardised systems that cover all scenarios including office operations, production and business travel, ensuring that all initiatives are implemented in accordance with regulations and supported by verifiable records.

In terms of green office practices, we have formulated the Green Manufacturing Management Requirements, Office Consumables Management Regulations, and Electricity Resource Conservation and Safety Management Rules to establish quantitative standards for the use of renewable energy, office energy conservation and consumables control. Regarding supply chain environmental standards, we have established the guiding principle of "prioritising the use of recyclable materials", and promote simplified packaging and the application of green materials to reduce waste and environmental pollution at the source. We have fully implemented paperless processes such as OA online approvals and electronic signatures; office supplies are allocated on an as-needed basis, with priority given to low-energy, high-quality and environmentally friendly equipment; disposable food containers and paper cups have been banned and fully replaced with reusable tableware.

In terms of green production and design, the Group integrates the "green concept" throughout the product lifecycle and daily operations, achieving comprehensive energy conservation and emission reduction. On the production side, energy-saving production equipment and green and eco-friendly decoration materials are selected; manufacturing processes are optimised to minimise waste and pollutant emissions; reasonable daylighting schemes are designed to reduce energy consumption for production lighting. On the design side, a full life-cycle assessment approach is introduced, with forward-looking consideration of energy consumption and environmental impacts during storage and transportation already incorporated at the product design stage. In terms of building and facility energy saving, LED lighting, shading structures and roof insulation materials are adopted; central air-conditioning monitoring systems are installed to dynamically adjust temperatures according to seasons, and strict usage conditions are enforced for high-energy-consumption equipment.

To reduce carbon emissions from commuting, the Group has introduced the Management Policy to Encourage Employee Carpooling and Electric Vehicle Purchases, which encourages employees to choose carpooling or new energy vehicles for commuting, and guides them to practise low-carbon commuting through material and honorary incentives, thereby building a green and efficient commuting ecosystem.

Incentive dimension	Specific measures
Parking privileges	Priority or free parking spaces are provided to employees who carpool or drive electric vehicles
Material benefits	Carpooling employees are entitled to two free internal car wash services per month
Honour recognition	"Carpooling Star" is regularly selected and commended to set examples of low-carbon commuting

In terms of fostering an environmental protection culture, the Group adheres to the people-oriented principle and internalises environmental awareness into employees' voluntary behaviour through multi-channel publicity and training.

1. Responsibility implementation: The energy-saving responsibilities of each position are clearly defined. Employees are required to switch off computers, mechanical equipment, as well as lights and air conditioners in public areas after work.

2. Atmosphere building: Energy-saving notice boards are displayed in office areas, production workshops and public spaces. Regular energy-saving training and themed activities are organised to encourage all employees to actively participate in daily energy conservation and emission reduction efforts.

Use of Water Resources

The Group is committed to enhancing water resource management efficiency and comprehensively implements water-saving strategies in its daily operations. Each business unit and department is entrusted with significant responsibility to regularly inspect on-site water supply systems and promptly address any water leakage issues. The Group has formulated the MeiDong Group Water Conservation Management System, and oversees the development and implementation of long-term water-saving plans and annual work programs based on the Group's overall development strategy. To ensure the efficient use of water resources, the Group has established specific water-saving management regulations. Under the leadership of the administrative department, all departments and teams are required to adhere to a water-saving management network encompassing planning, organization, execution and supervision. This strengthens employees' awareness of water conservation and fosters a strong water-saving culture. The Group relies on municipal water supplies, and wastewater is discharged through a three-tier diversion system. In 2025, the Group encountered no difficulties in securing appropriate water sources.

At the same time, we actively encourage employees to rationally reuse water resources to maximise the utilization of this precious resource. We have established work mechanisms conducive to water conservation, and incorporated them into departmental cost accounting responsibilities. Based on production and daily needs, we protect and develop water resources in a manner suited to local conditions, and further improve water reuse rates. We promote multi-purpose water use, enhance the recycling rate of treated domestic wastewater, and reduce freshwater consumption.

In terms of water resource usage, each store implements a series of measures to strengthen the daily maintenance and management of water-using equipment:

1. Conduct regular inspections, promptly remind individuals observed wasting water, and guide them on how to conserve water. If anomalies are detected in water meter readings or usage volumes, we contact the water supply authority in a timely manner to jointly investigate the cause, negotiate solutions, and address issues swiftly.

2. Promote water-saving awareness. For instance, when using water for cleaning, sanitation or office purposes, employees are encouraged to turn faucets on low and shut them off immediately after use to avoid leaving water running. This helps employees consciously develop good habits of conserving water resources.

Emission Management

An effective waste management strategy is a cornerstone of environmental sustainability. To safeguard environmental health, we have introduced a series of strict and detailed waste management regulations. These regulations not only include standards to prevent the improper disposal of hazardous and non-hazardous solid waste but also comply with local environmental laws, ensuring all waste is handled or recycled safely and responsibly.

To strengthen waste reduction measures and minimise environmental risks, the Group has established comprehensive waste management system covering all business units. This system not only accurately identifies and classifies various types of waste but also ensures each type is managed appropriately. Whether it's hazardous materials like oil or everyday office waste, we categorize them meticulously and adopt targeted handling methods. Additionally, we maintain detailed records of all operational steps for traceability.

Hazardous Waste

The hazardous waste generated by the Group primarily includes waste engine oil, lead-acid batteries, discarded oil containers, paint booth filter cotton, filter cartridges, activated carbon and paint residues. We specifically select storage locations shielded from sunlight and rain, collect and package the hazardous waste in dedicated temporary containers, and prominently display hazardous material labels for easy identification and differentiation, ensuring safety storage and preventing leaks or damage. During hazardous waste transfers, a Hazardous Waste Transfer Form is completed, and all waste is transported and disposed of by professionally qualified contractors in compliance with regulations to minimise negative environmental impacts. Additionally, we have implemented a standardized hazardous waste management process covering production, temporary storage, transportation and final disposal. We strictly adhere to standard procedures in our management practices to ensure that every step complies with the relevant standards. Through these measures, we strive to ensure that hazardous waste is handled scientifically, safely and in an environmentally friendly manner.

In 2025, we strived to reduce the generation and emission of hazardous waste, including:

1) Improving cleaning methods;

2) Encouraging employee participation in recycling and resource recovery;

3) Promoting green consumption among customers and guiding them to choose eco-friendly products;

4) Conducting regular hazardous waste training to enhance employees' environmental awareness, for example:

To continuously standardise the management of hazardous waste and solid waste, and to enhance employees' capability to respond to environmental safety emergencies, the Group required each store to conduct special training and emergency drills. In March 2025, Jinan Dongbao organised a special training session for personnel involved in hazardous waste management, providing a detailed explanation of the types, characteristics, and standardised management requirements for hazardous waste generated within the facility. On-site self-inspections and corrective actions were carried out in line with industry standards, strengthening the foundation of hazardous waste management at the source. In September 2025, Dongguan Meidong focused on enhancing practical capabilities by simultaneously conducting special training on hazardous waste management, solid waste management and leakage emergency response, along with a waste oil leakage emergency drill, which effectively reinforced employees' awareness of safety and environmental protection, and significantly improved their rapid response, on-site handling and emergency rescue capabilities in hazardous waste leakage incidents, thereby further solidifying the Group's environmental safety and green operations.

Non-Hazardous Waste

In terms of non-hazardous waste management, the Group primarily deals with scrap steel, aluminum, plastic, paper, brake pads and rubber. General solid waste with recycling value is uniformly sorted and centrally managed, then handed over to partnering suppliers for recycling and reuse, achieving circular management of resources. In particular, waste paper and cardboard boxes are separately stored in a designated waste storage room and uniformly entrusted to qualified recycling companies for collection and disposal.

The Group has established standardised waste collection points internally, with clear and standardised classification labels at each collection point, and has assigned dedicated personnel to manage daily operations. Each department is equipped with separate containers for recyclable and non-recyclable waste. The Group continuously conducts publicity and guidance for employees on waste classification to promote proper categorised disposal of waste. In 2025, the Group's total consumption of packaging materials was 4.9 tonnes, primarily consisting of cardboard boxes and plastic materials. Going forward, the Group will continue to optimise packaging structure and material selection to further reduce packaging waste and mitigate environmental impact.

Exhaust Gas and Wastewater Management

The Group strictly complies with national and local environmental protection regulations, adheres to the concept of green operations, and continuously strengthens the management of exhaust gas and wastewater emissions. The Group conducts comprehensive annual environmental compliance assessments and engages qualified third-party organisations to precisely monitor wastewater and exhaust gas emissions, ensuring that all emission indicators meet environmental requirements. Each store commissions a third party annually to monitor the emissions of exhaust gas, wastewater and solid waste. During the reporting period, no significant environmental anomalies occurred.

Exhaust gas generated during operations mainly includes VOCs from paint baking and spraying processes, vehicle exhaust, and dust from grinding and welding. The Group implements classified collection of exhaust gases based on the characteristics of different work areas, which are purified through exhaust gas treatment towers and secondary activated carbon adsorption devices before discharge to ensure compliance. At the same time, the Group continuously reduces exhaust gas emissions through measures such as strictly controlling the quality of consumables like filter cotton, conducting regular facility inspections, improving spray painting processes, and implementing staggered operations as required by government authorities.

In terms of wastewater management, the Group's wastewater mainly consists of domestic sewage and vehicle washing wastewater. The Group has fully implemented a rainwater-sewage diversion system, with rainwater collected through pipe networks and discharged in compliance with regulations. Vehicle washing wastewater is pre-treated in sedimentation tanks before discharge. Domestic sewage is treated using mature treatment processes to ensure compliant discharge. Industrial wastewater and cleaning fluids are collected, treated and reused in accordance with regulations, with all such materials entrusted to qualified units for safe transportation and disposal. The Group conducts third-party monitoring of wastewater discharge at least once a year to ensure full compliance and control throughout the process.

Looking ahead, the Group will continue to improve its environmental management system, steadily advance its emission reduction and waste reduction targets, and continuously enhance its environmental performance and sustainable development level.

Response to Climate Change

The Group actively addresses climate change issues, aligning with the International Task Force on Climate-related Financial Disclosures (TCFD) standards to conduct in-depth assessments and strategic planning regarding potential risks and opportunities arising from climate change. We have not only implemented comprehensive risk management but also established corresponding metrics and targets to achieve sustainable corporate development. To this end, we have adopted a series of proactive measures to tackle this global challenge, thereby contributing to the advancement of global ecological civilization and high-quality development.

The impacts of climate change manifest as long-term shifts in weather patterns, extreme weather events, and subsequent resource supply shortages. Human-induced climate change will increase the frequency of extreme weather events such as powerful typhoons, seasonal storms and abnormal precipitation. We actively support China's national goals of peaking carbon emissions by 2030 and achieving carbon neutrality by 2060. In line with the Paris Agreement, we are committed to enhancing our business's resilience to climate risks, responding to the national call for energy conservation and emission reduction. The Group will continue to assess the impact of climate change on our operations and make corresponding improvements to ensure normal business operations can be maintained in the event of accidents caused by extreme weather. Climate change presents both risks and opportunities, and the Board will continue to monitor and optimise our mitigation measures to strengthen our climate resilience and prepare for its impacts. We have summarised the climate-related risks that may have a significant impact on our business and their potential implications. For details, please refer to the section headed "Response to Climate Change – Strategy".

Governance

The Group is actively examining the potential impacts of climate change on our operations and adopting practical and effective strategies to enhance our ability to respond to extreme weather events. We recognize that climate change poses both challenges and opportunities, and thus the Board closely monitors relevant factors to bolster our business's capacity to withstand climate-related challenges. We are committed to implementing preventive measures to ensure our operations align with climate change trends. Regarding the impact of climate change on business activities, our ESG committee conducts in-depth analysis and identifies potential risks, and drives the implementation of specific measures. The ESG committee regularly reports on progress and provides relevant recommendations. For details, please refer to the section headed "Sustainable Development Management" in this report.

Strategy

Climate-related risks can be categorized into transition risks arising from the shift to a low-carbon economy and physical risks resulting from climate change. Transition risks are further categorised into policy and regulatory risks, market and technological risks and reputational risks. Physical risks include acute physical risks (such as major natural disasters and extreme weather events like earthquakes, heavy rainfall and flooding and sandstorms) and chronic physical risks (long-term shifts in climate patterns, such as rising sea levels and persistent high temperatures).

Risk type		Risk driver	Specific implications	Duration of impact	Responses
Physical risks	Physical risks	Extreme weather events	Lead to significant casualties, as well as substantial property losses to production and office facilities, buildings, vehicles, goods, etc.	Medium to long term	• Issuing warnings and preparing preventive measures: Each store should determine the warning level based on actual conditions and promptly report relevant situations to the Group. • Emergency response team should conduct timely inspections, closely monitor and track developments, prepare for emergencies, and issue warning notifications.
	Chronic	Persistent high temperatures	In high-temperature environments, vehicle maintenance costs increase. Owners need to replace aging parts and perform maintenance more frequently, such as replacing worn interior materials, inspecting and replacing deteriorated rubber components, and regularly cleaning radiators. High temperatures can also reduce engine performance, increasing fuel consumption and repair costs.	Medium to long term	• Introduction of specialized after-sales maintenance services: For example, we have added deep air conditioning system maintenance to adapt to climate changes across different seasons and introduced seasonal inspection services to ensure vehicles maintain stable performance during extreme weather.

Risk type		Risk driver	Specific implications	Duration of impact	Responses
Transition risks	Policies and laws	Policy and regulatory actions	If the Group fails to comply with the environmental laws and regulations of the jurisdictions in which it operates, it may incur losses.	Short, medium and long term	• Closely monitoring policy changes and flexibly adjusting sales strategies: For instance, we actively respond to the green mobility trend by increasing support and promotion of charging infrastructure for new energy vehicles.
	Market	Customer behaviour change	Changing customer behaviour can cause revenue loss for the Group if it does not capture the needs of environmentally conscious customers.	Short to medium term	• We adapt to market demand changes, proactively observe and study market trends and advance our electric vehicle dealership business. We collaborate with multiple renowned brand manufacturers, introducing advanced hybrid and eco-friendly electric vehicle models to meet customers' growing demand for green transportation.
	Reputation	Brand value and customer loyalty	Reputational risks directly impact a company's brand value and customer loyalty. When consumers develop a negative perception of a car brand, it may erode trust in the brand, influence their purchasing decisions, and ultimately lead to a decline in sales.	Short, medium and long term	• By planning and participating in environmental activities, we actively build a green corporate image to enhance brand value. • We educate consumers on climate change, and guide vehicle owners on how to properly use and maintain their cars under various climate conditions, thereby improving customer satisfaction and loyalty.

Risk Management

In addressing the challenges of climate change, we focus on identifying and assessing the potential risks of its climate impacts while actively seeking new opportunities within the green economy. The Group has deeply integrated climate risks into the ESG risk management system, striving to achieve a harmonious balance between business expansion and ecological protection. We require all stores to develop comprehensive emergency plans for extreme weather and establish response teams. For severe weather events such as floods and typhoons, we will implement multiple measures, including issuing warnings, emergency evacuations and stockpiling supplies. When the emergency response team or department deems support necessary, they will promptly request coordination and guidance from higher-level emergency rescue command bodies. By continuously refining our risk management and objectives systems, we are committed to promoting energy conservation and emission reduction across the entire value chain, supporting the Group's transition to a sustainable business model, and enhancing industry competitiveness and resilience.

Metrics and Targets

Facing the severe global climate challenge, we precisely capture and continuously monitor key indicators closely tied to climate risks. Each year, we conduct detailed statistical analyses and publicly disclose relevant data, providing robust data support for addressing climate change. We have identified the Group's primary sources of greenhouse gas emissions, including direct greenhouse gas emissions (Scope 1) and indirect greenhouse gas emissions (Scope 2), with specific data detailed in the "Appendix – Sustainable Performance Summary".

To more effectively oversee and manage these indicators and targets, we regularly collect and thoroughly analyze related data, offering a scientific basis for decision-making in our environmental efforts. Through continuous adjustment of the Group's development strategy, we maintain adaptability to changes in our product portfolio. The Group's targets aim to promote the development of electric vehicles, advance eco-friendly transportation, and facilitate the transformation of the traditional automotive industry into a more environmentally friendly and low-carbon direction.

III. PROMOTING EMPLOYMENT AND LABOUR PRACTICES

The Group recognises that employees are the core force driving the Group's steady development. Guided by the United Nations Sustainable Development Goals, namely Goal 8 (Decent Work and Economic Growth), Goal 4 (Quality Education), Goal 5 (Gender Equality), and Goal 3 (Good Health and Well-being), the Group continuously improves its employee development and rights protection system.

Employment Management

In our employment practices, we comply with applicable laws and regulations, including the Employment Ordinance of Hong Kong and the Labour Contract Law. To assess and update our labour policies, the Group has established a regular regulatory monitoring mechanism to continuously track the latest developments in laws and regulations related to labour and human rights, and regularly evaluate and update our internal labour policies to ensure that the entire employment process consistently complies with regulatory requirements. We firmly uphold fundamental human rights and explicitly prohibit the use of child labour and any form of forced labour. We communicate the core requirements of labour rules to all employees through formal channels such as emails to strengthen compliance awareness. All employees are entitled to respect and fair treatment, regardless of gender, age, ethnicity, family status, sexual orientation, disability, race, or religious beliefs. The Group is committed to creating a safe and compliant work environment, requires candidates to provide authentic identity documents and signs compliant labour contracts with all employees. In 2025, both the labour contract signing rate and social insurance coverage rate reached 100%. The Group will take strict measures in accordance with the law against any acts that violate employment regulations.

In terms of employee turnover management, the Group's employee turnover rate in 2025 was 29.7%. The Group will continue to analyse the reasons for turnover and optimise management measures to stabilise our workforce.

Diversified Recruitment and Infusion of Talent Vitality

The Group has established a three-pronged recruitment system consisting of "campus recruitment, social recruitment and internal referrals", balancing the introduction of fresh talent with the acquisition of experienced professionals:

1. Recruitment channels and scale: Campus recruitment focuses on partnering universities, attracting outstanding graduates through campus presentations and targeted invitations.

2. Filling vacancies: A dual-track model of "external hiring + internal promotion" is adopted, reserving clear career advancement pathways for employees.

Building a Diverse, Inclusive and Fair Workplace

The Group takes the Employee Handbook as its core guideline, and clearly defines management standards for key aspects such as recruitment, discipline, compensation, working hours and termination, ensuring that employees are not subject to discrimination based on gender, age, race, family status, sexual orientation, disability, religious beliefs or other personal differences, and guaranteeing equal career development opportunities.

To facilitate open communication, the Group has established a multi-dimensional employee feedback mechanism to encourage employees to express concerns and suggestions. In decision-making processes, we adhere to four core evaluation criteria of "capability, experience, understanding of systems, and past performance" to ensure fairness and transparency.

As of the end of 2025, the Group's workplace diversity data is as follows: women accounted for 22.4% of revenue-generating (e.g., sales) management positions; there were 25 employees with disabilities; and 113 employees from ethnic minorities.

Performance Evaluation and Development Incentives

The Group has established a comprehensive and multi-dimensional employee performance evaluation system that covers the full cycle of management needs, including probationary period assessment, position adjustment evaluation, annual routine adjustments, and special contribution rewards. The evaluation dimensions include cultural literacy and attitude, teamwork, and work capability. A multi-perspective evaluation model of "self-assessment + direct supervisor scoring + indirect supervisor scoring" is adopted to ensure that the results are comprehensive and objective. This system aims to motivate employees to improve their overall competencies and achieve alignment between personal growth and corporate development.

Employee Rights Protection

Remuneration and Performance Evaluation

The Group has established and improved its performance appraisal and career promotion mechanisms, and implements a fair, transparent and market-oriented remuneration and benefits system, continuously fostering a just, open and healthy competitive workplace environment. To motivate employees and stimulate team vitality, the Group announces the monthly sales champions of each region and dealership to set benchmarks and encourage healthy competition.

In terms of talent cultivation and career development, the Group has established a regular interview mechanism. Every quarter, the general manager, after-sales manager and administrative and human resources manager jointly conduct career planning interviews with key employees under cultivation. Comprehensive assessments are carried out covering dimensions such as employees' basic information, work willingness, professional competence, service awareness, personality traits and willingness to accept external assignments, helping employees clarify their growth pathways.

Annual performance evaluations are conducted based on annual targets, completion status and core evaluation factors. The assessment methods are tailored according to the characteristics of different positions: business positions are evaluated primarily using KPI indicators, while support positions adopt a 360-degree feedback evaluation to ensure that the evaluations are scientific, objective and comprehensive. The Group continuously optimises human resource allocation and talent pipeline development across all stores, fully respects employees' personal wishes and strengths, and provides tailored career development plans.

Employee Benefits

The Group places great emphasis on employee well-being and the development of positive employment relationships. Strictly adhering to the MeiDong Group Employee Welfare Expenses and Incentive Implementation Rules, the Group has established a benefits system that combines general benefits with incentive-based benefits, precisely addressing the real needs of employees. General benefits include activity funds, holiday cash gifts and caring payments, and incentive-based benefits are targeted at long-serving employees, outstanding staff and high-performing stores, including travel rewards, special training, development support and other initiatives, achieving an organic integration of welfare protection and value-based incentives.

Regarding working hours and leave management, the Group implements a standard working hour system. For positions operating on a six-day work week, overtime pay is fully compensated in accordance with legal requirements. The government-mandated paid annual leave system is strictly enforced, with additional bonus annual leave granted to employees who have reached the corresponding length of service. A rotational leave system is implemented for statutory holidays to safeguard employees' rights to rest. Additionally, parental leave is provided based on employees' actual needs, reflecting a people-oriented management approach.

The Group continuously organises diversified employee care activities, including occasional visits, team-building events, employee birthday parties and other cultural and sports activities. During traditional festivals such as the Dragon Boat Festival and Mid-Autumn Festival, the Group provides employees with festival gifts and blessings. The Group upholds open communication and actively listens to employees' voices, thereby continuously enhancing team cohesion and employees' sense of belonging.

Case study: During the Mid-Autumn Festival, Wuhan Xinbao organised the themed event of "Full Moon at Mid-Autumn · Warmth for the Festive Season", preparing holiday gifts and a special festive meal for all employees. Through these thoughtful initiatives, the event created a festive atmosphere of reunion, conveyed the Group's care, and further strengthened team unity and cohesion.

Talent Training and Development

The Group regards talent as a core strategic asset. By establishing a standardised talent reserve mechanism and a diversified training system, we continuously attract, cultivate and retain outstanding talent, thereby laying a solid foundation for building core corporate competitiveness and achieving sustainable development.

(I) Strategic Talent Reserve and Management

To systematically identify high-potential talent, the Group strictly adheres to the Meidong Group Talent Pool Management Regulations and leverages university partnerships and internal recruitment platforms to build and operate a dynamic internal talent pool. The construction and management of the talent pool follow the principles of "multi-dimensional assessment and two-way matching". For employees who meet promotion criteria or demonstrate development potential, the Group conducts a comprehensive evaluation based on work performance, professional competence, interview assessment results and personal development aspirations, and selects the most suitable candidates for inclusion in the reserve pool for focused follow-up and development.

This mechanism not only provides employees with clear career development paths but also ensures the long-term development and healthy mobility of the talent pool, guaranteeing that the Group has an adequate supply of talent for key positions to support sustained business expansion.

(II) Comprehensive Training System and Implementation

The Group is committed to enhancing the professional capabilities, management skills and overall competencies of all employees, and has established a comprehensive training management system combining "internal training and external training". During the reporting period, the Group's total investment in employee training amounted to RMB1,599.9 thousand.

Internal training focuses on job competency and cultural integration, with each department providing detailed work guidelines to ensure that training outcomes effectively translate into work performance. The training system covers all employees throughout their entire employment cycle:

1. **New employee empowerment:** Systematic training (including video-based instruction) on corporate culture, management systems, business etiquette and power grid policies is provided for new hires and employees in job transitions, supported by a closed-loop "training-assessment" mechanism to ensure training quality.

2. **Existing employee development:** General and special courses are offered, and tailored training is provided for newly promoted management personnel to facilitate rapid role transition.

External training is closely aligned with business development and industry trends to keep employee skills in line with industry standards and market demands. This primarily includes pre-opening job qualification training for new dealerships, special training for new model launches, and various technical training programs issued by manufacturers.

3. **Customised competency enhancement:** The Group regularly conducts customised training programs driven by employees' needs, covering key areas such as corporate culture, professional skills, quality control and product safety, environmental protection, and occupational health and safety. Training formats include both in-person instruction and online learning platforms, aimed at deepening all employees' understanding of the Group's strategic goals, business philosophy and future plans, promoting alignment between individual growth and corporate development.

Occupational Health and Safety

The Group consistently prioritises employee occupational health and workplace safety, and strictly adheres to national laws and regulations including the Production Safety Law of the People's Republic of China, Occupational Disease Prevention Law of the People's Republic of China and Workplace Occupational Health Regulations. Through systematic, standardized and regular management, the Group has established a comprehensive environment, health and safety (EHS) management system, fully committed to ensuring that employees work in a safe, healthy and comfortable environment. During the reporting period, the Group invested a total of RMB2.609 million in work safety and occupational health, with no violations or non-compliance incidents recorded.

In terms of occupational health management system development, the Group has established and strictly implements the Occupational Health Monitoring and Record Management System, and continuously improves the full-process occupational health management mechanism. Special emergency response plans have been developed for occupational health emergencies to ensure rapid response and efficient handling in critical situations. By regularly collecting employee feedback, the Group continuously optimises health service processes and the records management system, while advancing the digitalisation of records management to enhance efficiency and standardisation. To strengthen occupational health awareness across the organisation, the Group has formulated the Occupational Disease Prevention Education and Training System, and provides regular special training on occupational health monitoring, protective protocols and records management for both management and frontline employees, ensuring that all staff are familiar with system requirements and proficient in protective skills.

In terms of occupational disease prevention and risk mitigation, the Group adheres to the principle of "prevention first, combining prevention and control", provides all employees with adequate personal protective equipment and allocates special occupational disease protection equipment for special-role staff. The Group has established an occupational health and safety management team responsible for coordinating the procurement, distribution, supervision and training related to protective equipment. Each department has designated occupational health officers responsible for the distribution, usage inspection and daily management of protective equipment within their respective departments. The Group actively promotes green and eco-friendly production methods, and prioritises the use of water-based paints and other eco-friendly, low-toxicity and low-hazard materials in operational processes, thereby reducing occupational disease risks at the source and effectively safeguarding employees' long-term occupational health.

Work Safety Training and Emergency Drills

The Group has established a work safety training system covering all employees and positions, regularly conducts work safety meetings, case studies on safety incidents, safe driving training, fire safety training, first aid skills training and other initiatives to continuously enhance employees' safety awareness and emergency response capabilities.

During the reporting period, the Group's stores organised a total of 94 safety emergency drills, with approximately 3,781 participants. These drills covered scenarios such as fire drills, emergency evacuations and emergency rescue operations, ensuring that emergency plans are actionable, personnel are capable of responding, and procedures can be effectively executed.

The Group recorded 12 work-related injury incidents (6 occurring during work-related travel outside the workplace and 6 occurring during commutes), with zero fatalities. Work-related injury lost days totaled 526. Following each work-related injury incident, the Group promptly initiated a care and handling process, communicated with the affected employee and their department to verify the cause, follow up on treatment and recovery, and implement subsequent support measures in accordance with established policies. In 2026, the Group will strengthen safety training and safety awareness campaigns focused on commuting safety. During the reporting period, the Group received no administrative penalties, recorded no major safety incidents, and had no compliance violations related to occupational health and work safety, with overall safety management remaining stable and under control.

IV. SUPPLY CHAIN MANAGEMENT AND VALUE-DRIVEN APPROACH

Guided by a supply chain management and value-driven approach, and benchmarking against the United Nations Sustainable Development Goals 9 (Industry, Innovation and Infrastructure) and 12 (Responsible Consumption and Production), the Group has established a standardised, transparent, compliant and efficient supply chain management system. Through stringent supplier admission, dynamic assessment, green procurement and integrity control, the Group promotes the safe, stable and sustainable development of its supply chain.

Supply Chain Compliance Management

In its procurement activities, the Group strictly complies with relevant national laws and regulations, upholds the principles of fairness, impartiality and openness, and requires all suppliers to strictly adhere to procurement process standards. The Group maintains long-term, stable, honest and mutually beneficial cooperative relationships with upstream and downstream partners, including suppliers and dealers. To achieve standardised supplier management, the Group has formulated and implements strict selection criteria such as the Supplier Management Regulations and Tender Management Policy, thereby continuously improving the level of supply chain compliance management and strengthening environmental protection requirements and the fulfilment of social responsibilities.

The Group has established a supplier information management system, improves the directory of suppliers participating in tenders, and maintains full-process registration and filing of bidding activities. A Supplier Evaluation Forms is prepared monthly, with evaluation results centrally archived to enable systematic and transparent supplier management. In the supplier selection and appointment process, the Group adopts quality standards, delivery capability, technical strength and after-sales service assurance as core qualification criteria to ensure that selected suppliers can fully meet the Group's operational needs.

The Group has established a comprehensive and regular supplier audit mechanism and maintains high-standard assessments of suppliers' overall performance. During the screening and evaluation process, a quantitative indicator system is applied, with clearly defined weights and scoring standards for each indicator. Suppliers are assigned credit ratings, and differentiated management is implemented based on their ratings. Each store has established a supplier selection panel comprising procurement, quality control and technical departments. Dedicated personnel are assigned to conduct special quality inspections for key suppliers, and suppliers are classified and managed according to assessment results. For excellent suppliers, the Group provides focused attention, appropriate incentives and resource support within the scope of compliance. In 2025, the assessment coverage rate for the Group's key suppliers reached 100%.

The Group attaches great importance to integrity and compliance in the procurement process. All suppliers entering into contracts are required to simultaneously sign the Supplier Integrity Agreement, and full-process supervision is exercised over integrity compliance during contract performance. The Group actively cooperates with the audit department in investigating and collecting evidence of any irregularities. In 2025, all 56 suppliers of the Group have completed the signing of the Supplier Integrity Agreement, achieving full coverage management.

To ensure integrity and compliance in procurement activities, the Group has established strict control measures: it resolutely resists any solicitation of bribes by procurement personnel, strictly prohibits suppliers from offering bribes or any improper benefits to procurement personnel or their family members, and rigorously enforces the procedure that settlement can only be made after monthly reconciliation is completed. These institutional and procedural measures build a strong line of defense for integrity, ensuring that procurement activities remain fair, transparent compliant and orderly.

During the reporting period, the Group had a total of 56 cooperating suppliers, of which 28 were tier-1 key suppliers, accounting for 96.91% of total procurement expenditure. All suppliers completed access verification through document review or on-site assessment. The Group firmly refuses to cooperate with suppliers that fail to meet standards in environmental and social responsibility performance. During the reporting period, there were no suppliers terminated due to environmental or social issues.

Sustainable and Green Supply Chain

The Group actively promotes the philosophy of green, low-carbon, eco-friendly and energy-saving procurement, and builds a sustainable supply chain system. We require all subsidiaries and relevant departments to strictly implement supplier environmental and social risk management. In the procurement process, priority is given to products and services that are environmentally harmless and have low impact, so as to minimise the negative effects of business activities on the environment and human health. The Group prioritises suppliers whose pollutant emissions meet standards, who have proactively signed emission reduction agreements with environmental authorities and have fulfilled their emission reduction targets. At the same time, the Group continuously optimises its supply chain management model, improves response speed to local market demand, effectively reduces inventory and transportation costs, and promotes greater transparency and efficiency in the procurement process. In 2025, the Group's localised procurement ratio from suppliers reached 100%.

Each store prioritises the selection of eco-friendly, energy-saving and low-consumption raw materials, products and services that facilitate comprehensive resource utilisation in procurement activities, thereby balancing economic and environmental benefits. The Group integrates energy-saving and environmental protection requirements across the entire value chain from product design, procurement, production, packaging, logistics, sales and service to recycling and reuse. We continuously improve procurement standards and systems, and work collaboratively with upstream and downstream enterprises to jointly fulfil social responsibilities in environmental protection, energy conservation and emission reduction. Meanwhile, the Group strengthens training on green procurement and green services for employees to comprehensively enhance their environmental awareness and green procurement mindset, achieving synergistic progress between economic development and ecological protection.

V. FULFILLING OUR MISSION WITH DEDICATED SERVICE

The Group remains committed to fulfilling its mission with dedication and providing attentive service. Guided by the United Nations Sustainable Development Goals 3 (Good Health and Well-being) and 8 (Decent Work and Economic Growth), the Group builds a customer-centric full-process service system. We strictly safeguard product safety, optimise service experience, and maintain open feedback channels to protect customers' rights and interests through professional, safe and efficient services while continuously improving service quality and customer satisfaction.

Enhancing Customer Experience

High-quality Services

MeiDong Auto has always taken "enabling customers to enjoy a high-quality automotive lifestyle" as its mission. We strictly adhere to relevant laws and regulations such as the Administrative Measures for Automobile Sales, Inspection and Management Measures for Imported Automobiles and Road Transport Regulations. Upholding the "customer-first" core service philosophy, the Group actively listens to customer needs and comprehensively optimises the full-process service system from problem identification and response to solution implementation, ensuring that customers' demands are handled efficiently.

The Group has formulated the Customer Service Code of Conduct, which clearly defines customer reception etiquette and service standards, requiring employees to serve every customer with sincerity, friendliness, professionalism and appropriate demeanour. At the same time, the Group has established a regular customer satisfaction survey mechanism to comprehensively collect customers' opinions and suggestions on products and services through multi-dimensional questionnaires. The questionnaire covers key dimensions such as basic customer information, consumption preferences, sales service, vehicle delivery process and service staff attitude, enabling precise insights into customer experience. In terms of service follow-up, dedicated personnel conduct satisfaction follow-up visits within seven days after new vehicle delivery, and one-on-one special surveys are carried out within three days after after-sales vehicle delivery. For service shortcomings, relevant departments are urged to conduct in-depth root cause analysis and implement timely rectification. While standardising service processes and preventing integrity risks, the Group continuously improves customer satisfaction and brand loyalty. The Group deepens customer relationships through diversified channels such as regular follow-up visits and interactive communication. In 2025, annual satisfaction questionnaires were distributed to all customers to further accurately understand customer experience perception and brand loyalty.

In terms of product quality control, the Group strictly implements product access standards. All vehicles must obtain quality control technical certification and national 3C safety certification before sale, effectively ensuring product compliance and usage safety. In information dissemination, the Group adheres to the principles of fairness, impartiality and truthfulness, requiring sales advisors to provide customers with accurate, complete and transparent vehicle information during the sales process, fully protecting customers' right to be informed. Before delivery to customers, all vehicles undergo a strict Pre-Delivery Inspection (PDI) process. Professional maintenance technicians conduct comprehensive inspections in accordance with each brand's official standards, including computer diagnostics and basic maintenance, ensuring that delivered vehicles are in optimal operating condition.

In after-sales services, the Group has built an open, interactive, efficient and smooth customer communication and service system. In strict accordance with the terms of sales agreements, the Group provides customers with comprehensive warranty services from the date of vehicle purchase. The Group proactively guides customers to fully understand product information, actively collects customer feedback, and responds quickly to and properly handles potential product issues. Customers can provide feedback through diversified channels such as a 24/7 customer service hotline and the corporate WeChat platform. The Group promises to respond promptly to every customer feedback. Store managers take the initiative to connect with customers, patiently listen to their concerns and quickly drive problem resolution.

The Group systematically collects, summarises and deeply analyses all customer feedback on a monthly basis to ensure consistent service standards and execution across all stores, and to drive continuous optimisation and upgrading of service quality. The Group places customer satisfaction at the core and makes every effort to respond to each customer request, setting a target of complete resolution of customer complaints within 48 hours.

In 2025, the Group received a total of 2,979 customer complaints, with a resolution rate of 92% within 4 hours. As of the end of 2025, 98% had been resolved. In particular, complaints related to marketing and sales behaviour accounted for 1.2%, all of which were properly resolved, effectively safeguarding customers' legitimate rights and interests and service experience.

Customer Health and Responsible Assurance

The Group always places customer safety as the top priority and has built a comprehensive protection system covering vehicle safety, service safety and environmental safety to effectively safeguard customers' rights and interest and personal safety.

In terms of product safety management, the Group strictly implements the vehicle recall management process. After each vehicle manufacturer issues active recall notices and the list of affected vehicles each year, all dealership stores immediately receive and execute the instructions. They proactively contact relevant customers through multiple channels such as telephone, WeChat and written letters to clearly inform them of the recall details, potential risks and relevant solutions. At the same time, stores strictly follow the manufacturer's recall policy and the Group's customer care policy to provide customers with caring services such as mobility vouchers, minimising the impact of the recall on customers. In 2025, the Group's product recall rate was 9.9%.

To enhance the in-store customer experience and test-drive safety, the Group has formulated the Test Drive Safety Management Regulations, which set standardised service and safety requirements for the entire process covering customer reception, catering services and test drives, ensuring that customers enjoy a professional, reassuring and comprehensive in-store experience. The Group strictly regulates the qualifications of test-drive personnel, requiring sales advisors to hold a valid driving license and pass the assessment by the Group's administrative department before they are allowed to provide accompanied test-drive services.

Throughout the test-drive process, the Group implements multiple safety protection measures: prior to the test drive, customer driving license information is strictly verified, customers are guided to sign a safety agreement, test-drive routes and safety risk reminders are clearly explained, and professional coaches provide detailed instructions on vehicle operation, intelligent safety system functions and key points for emergency response. Daily comprehensive inspections are conducted on test-drive vehicles, covering key areas such as tyre pressure, fluid levels, lights, seat belts and airbags, to ensure the vehicles are in a safe and reliable condition, while maintaining a clean and pollution-free interior environment. The vehicle's on-board recorder is activated throughout the test-drive process, with dedicated personnel accompanying and supervising the drive. The Group strictly adheres to the ISO26262 functional safety standard to comprehensively safeguard customer test-drive safety and road safety.

To continuously create a safe and comfortable service environment, each store regularly conducts safety inspections of service premises, facilities and equipment to ensure a clean environment, safe equipment and compliant operation. The Group has established a dedicated safety management team, clearly defining safety management responsibilities for each position and building a safety management system with full employee participation and full-process coverage. All employees are required to participate in pre-job safety training and regular refresher training, covering key areas such as fire safety, emergency response and food safety. The Group has formulated special emergency response plans for scenarios including fire, food safety incidents and sudden illnesses, and has established emergency linkage mechanisms with local fire, health and other relevant authorities to ensure rapid response and proper handling of various emergencies.

On the basis of ensuring customer safety, the Group actively practices the concept of sustainable development, proactively conveys ESG value propositions to customers, educates all employees on the goals of carbon peaking and carbon neutrality, and advocates the direction of green and low-carbon development. The Group actively guides employees and customers to choose eco-friendly and green travel modes to jointly reduce carbon emissions and environmental load. In 2025, the Group organised multiple customer interaction activities, which, while deepening customer communication, actively promoting green mobility concepts and fostering a deeper understanding and acceptance of ecological protection and sustainable development principles.

Protecting Customer Privacy

The Group strictly complies with laws and regulations such as the Cybersecurity Law, Personal Information Protection Law, and Information Security Technology and Personal Information Security Specification, as well as internal policies including the Data Breach Emergency Response Management Process. It has established a comprehensive cybersecurity and data protection system to fully safeguard the stable operation of the Group's information systems and protect the data security and privacy rights of customers, suppliers, employees and other relevant parties.

The Group places great importance on the protection of personal information and privacy, fully respects and effectively safeguards customer privacy, and builds a solid foundation for information security through robust policies. The Group has developed comprehensive privacy protection strategies and information security management systems, clearly defining management standards for the entire lifecycle of personal information, including collection, use, storage and sharing. The Board and management regularly conduct special discussions and assessments of data security and privacy protection work, and continuously strengthen risk prevention awareness to ensure comprehensive protection of the privacy of relevant parties. To achieve standardised management of information systems, the Group has established a dedicated department responsible for coordinating server operation and maintenance, network architecture planning, network security management, formulation and approval of information systems policies, and IT technical support for stores, thereby ensuring the long-term stable operation of the Group's information systems.

In terms of technical protection and management measures, the Group has constructed a multi-layered security assurance system: all personal information is centrally stored on secure encrypted servers and managed using industry-standard information management systems; the core network and storage infrastructure are constructed using Multi-Spanning Tree Protocol (MSTP) dedicated lines to balance system security with low-latency operation. The Group clearly stipulates that all employees, contractors, consultants, and temporary staff must strictly abide by privacy protection policies, with violations subject to disciplinary action up to and including termination of the cooperative relationship. At the same time, the Group enhances the security awareness of all staff through regular training to ensure that everyone is familiar with and strictly implement information security management requirements.

To protect data security, the Group has formulated the Data Breach Emergency Response Management Process, applicable to all data breach and cybersecurity incidents involving MeiDong Group headquarters and its stores. The Group's emergency response team comprises personnel responsible for server and database management, network security, equipment and physical lines and Kingdee ERP system operations. The team is responsible for assessing the severity and impact of incidents and executing emergency response procedures for data breaches. The Group provides Information Security Awareness Training to all employees through the OA online video training system to enhance employees' awareness of information protection. Additionally, the Group's IT system administrators receive training on Data Security Laws and Regulations. In 2025, the Group conducted one information security and privacy protection training session, with a total of 120 participants. During the reporting period, no information security incidents occurred.

We have implemented industry-standard security measures to protect personal information, preventing data from unauthorized access, disclosure, use, modification, damage, or loss. For example, we use encryption technology to ensure data confidentiality; employ trusted protection mechanisms to prevent malicious attacks; deploy access control mechanisms to ensure only authorized personnel can access personal information; and all new hires are required to sign confidentiality agreements. Dedicated personnel are assigned to ensure the normal and secure operation of IT systems, including:

- backing up and restoring data processed by IT systems;
- logging and monitoring transactions to check the IT system performance;
- detecting and blocking unauthorized access to personal information; and
- managing IT system security incidents and issues.

VI. POWER OF BENEVOLENCE AND COMMUNITY WELFARE

The Group harnesses the power of collective goodwill and community engagement, actively implements United Nations Sustainable Development Goals 10 (Reduced Inequalities) and 17 (Partnerships for the Goals), and continuously dedicates itself to environmental protection, educational support and caring for special groups through public welfare initiatives, thereby giving back to society with concrete actions, conveying warmth and responsibility, and jointly building a harmonious, inclusive and compassionate community ecosystem.

Community investment is a vital pillar and key driver for achieving corporate sustainable development. The Group consistently prioritises the well-being of the communities in which it operates, actively fulfills its corporate social responsibilities, meticulously organises various public welfare activities, and mobilises employees, customers and partners to participate in giving back to society through tangible actions.

In 2025, the Group strategically optimised and intensified its public welfare investments. Amidst significant changes in the market environment, we concentrated resources more intensively on the Group's strategy, employee skills development, and employee compensation, focused on the Group's survival and growth, and strived to create deeper and more enduring social value. In the future, we will continue to uphold our original commitment to social responsibility, and constantly seek a balance between efficiency and impact in our public welfare practices.

In 2025, the Foshan Shunde Porsche Center of the Group launched the "Green Light Action: Reforesting Through Time" tree-planting activity, contributing to ecological protection through concrete efforts. During the reporting period, the Group's total public welfare donations amounted to RMB69,555. The Group also successfully organised multiple volunteer services and public welfare initiatives with distinct themes and diverse formats, effectively rallying the power of compassion, injecting sustained vitality into community environmental improvement and social welfare enhancement, further demonstrating corporate responsibility and enhancing brand image and social influence.

Public Welfare Practice Cases

Case 1: Yongzhou Meibaohang Participates in BMW Beautiful Home Action

On Earth Day, 22 April 2025, Yongzhou Meibaohang, in collaboration with a volunteer team, conducted the "Clean Up the Earth in One Day" environmental protection activity along the Xiangjiang River. The volunteers worked together to conduct a thorough environmental clean-up of the riverside area, focusing on picking up plastic bottles and food packaging bags from the grass, clearing paper scraps and cigarette butts from between rocks, and properly sorting the collected waste.

Case 2: Tianjin Xiqing Porsche Center Carries Out Public Welfare Donation for Children with Special Needs

In October 2025, Tianjin Xiqing Porsche Center, together with the Northern China Party Branch of Fenjiu Sales Company, visited Xiqing District Special Education School to conduct a charitable donation activity. The activity provided schoolchildren with backpacks, stationery, footballs and other learning and sports equipment, along with practical and thoughtful daily snacks, offering materials that were abundant and tailored to the children's needs.

Case 3: Foshan Shunde Porsche Center Organizes Qingyuan Charity Road Trip for Educational Support

In August 2025, Foshan Shunde Porsche Center hosted a Qingyuan charity road trip, deeply integrating leisure experiences with educational support. While enjoying the natural scenery and local culture, participants traveled over mountain roads to Jiangbu Primary School, donating books, sports equipment and other charitable supplies, supporting the development of rural education through concrete actions.

APPENDIX

SUSTAINABLE PERFORMANCE SUMMARY

Environmental Performance

KPI A1.1 The types of emissions and respective emissions data

KPI	Unit	2024	2025
Sulphur dioxide	kg	0.68	**0.69**
Nitrogen oxide	kg	0.02	**0.02**
Particulate matter	kg	0.02	**0.02**

KPI	Unit	2024	2025
Purchased heating	kWh	3,700	**0**
Purchased electricity	kWh	32,980,813.76	**32,387,680.29**
Liquefied petroleum gas	kWh	37,040.71	**20,975.74**
Natural gas	N m^3	14,961.80	**15,692.83**
Gasoline consumption	Litre	351,865.76	**363,765.54**
Diesel consumption	Litre	9,333.00	**10,920.43**
Total energy consumption	kWh	33,325,912.42	**32,707,830.75**
Energy intensity	kWh/Revenue – RMB'000	1.65	**1.63**

KPI A1.3 Total hazardous waste produced and intensity
KPI A1.4 Total non-hazardous waste produced and intensity

KPI	Unit	2024	2025
Total hazardous waste	Tonne	1,450.93	**1,535.36**
Total non-hazardous waste	Tonne	328.78	**318.50**
Total waste	Tonne	1,779.71	**1,853.86**
Waste intensity	Tonne/Revenue – RMB'000	0.0001	**0.0001**

KPI A2.2 Water consumption in total and intensity

KPI	Unit	2024	2025
Total water consumption	m^3	253,703.88	**268,097.77**
Water intensity	m^3/Revenue – RMB'000	0.01	**0.01**

KPI D Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity

KPI	Unit	2024	2025
Scope 1 direct greenhouse gas emissions	Tonne of CO_2 equivalent	805.47	**870.28**
Scope 2 indirect greenhouse gas emissions	Tonne of CO_2 equivalent	18,810.42	**17,184.90**
Total greenhouse gas emissions	Tonne of CO_2 equivalent	19,615.90	**18,055.18**
Total greenhouse gas emission intensity	Tonne/Revenue – RMB'000	0.0009	**0.0009**

1. The calculation of the GHG is based on the "Corporate Accounting and Reporting Standard" from GHG protocol and the latest emission factors from International Energy Agency ("**IEA**").

2. Scope 1 – Direct greenhouse gas emissions: Direct emissions from fuel sources at the Group's dealerships. Emission factors are referenced from the China Energy Statistical Yearbook.

3. Scope 2 – Indirect greenhouse gas emissions: Indirect emissions from purchased electricity and heating at the Group's dealerships. Emission factors for 2025 are referenced from the Announcement on the Release of 2023 Carbon Dioxide Emission Factors for Electricity.

Social Performance

KPI B1.1 Total workforce by gender, employment type, age group and geographical region

KPI	Number of staff in 2024	Number of staff in 2025
Total workforce	3,793	**3,853**

Total workforce by employment type

	Number of staff in 2024	% of total	Number of staff in 2025	% of total
Full time	3,793	100%	**3,853**	**100%**
Part time	0	0%	**0**	**0%**
Total workforce by gender				
Male	2,201	58%	**2,194**	**57%**
Female	1,592	42%	**1,659**	**43%**
Total workforce by age group				
25 and below	252	6%	**248**	**6%**
25-30	755	19%	**685**	**18%**
31-40	2,284	59%	**2,313**	**60%**
41 and above	502	13%	**607**	**16%**
Total workforce by employment category				
General staff	3,236	85%	**3,289**	**85%**
Supervisor	200	5%	**213**	**6%**
Middle management	283	8%	**280**	**7%**
Senior management	74	2%	**71**	**2%**
Total workforce by geographic region				
Eastern and Central China regions	1,778	47%	**1,793**	**47%**
Southern and Northern China regions	1,864	49%	**1,910**	**49%**
Southwestern and Northwestern mainland regions	151	4%	**150**	**4%**

KPI B1.2 Employee turnover rate by gender, age group and geographical region

KPI	2024	2025
Total employee turnover rate	29.3%	**29.7%**
Employee turnover rate by gender		
Male	28.4%	**28.7%**
Female	30.4%	**30.9%**
Employee turnover rate by age group		
25 and below	39.6%	**39.7%**
25-30 (including 30)	36.3%	**34.3%**
31-40 (including 40)	19.5%	**28.5%**
41 and above	19.5%	**23.0%**
Employee turnover by geographic region		
Eastern and Central China regions	27.2%	**29.8%**
Southern and Northern China regions	30.9%	**30.1%**
Southwestern and Northwestern mainland regions	32.3%	**21.9%**

KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting period
KPI B2.2 Lost days due to work injury

Occupational Health and Safety	2023	2024	2025
Work-related fatalities	0	0	**0**
Lost day due to work injury	251	384	**526**

KPI B3.1 The percentage of employees trained by gender and employee category
KPI B3.2 The average training hours completed per employee by gender and employee category

% of Employees Trained	2024	2025
Training coverage rate (%)	100%	**100%**
% of employee trained by gender		
Male (%)	100%	**100%**
Female (%)	100%	**100%**
% of employee trained by employee (position) category		
General staff (%)	100%	**100%**
Supervisor (%)	100%	**100%**
Middle management (%)	100%	**100%**
Senior management (%)	100%	**100%**
Average training hours received by employees by gender		
Male (hours)	28.3	**27.5**
Female (hours)	28.2	**27.4**
Average training hours received by employees by employee category		
General staff (hours)	26.0	**25.3**
Supervisor (hours)	26.0	**26.0**
Middle management (hours)	54.0	**48.0**
Senior management (hours)	54.0	**48.0**

KPI B5.1 Number of suppliers by geographical region

Northern China region	5	**5**
Eastern China region	10	**11**
Northeastern China region	2	**3**
Central China region	4	**4**
Southern China region	36	**33**
Total number of suppliers	57	**56**
Supplier localisation procurement rate	100%	**100%**
Number of suppliers signing integrity agreements (commitment letters)	57	**56**
New suppliers screened for environmental and social matters during the year	/	**6**
Number of supplier terminations during the year	/	**8**
Number of supplier terminations due to environmental or social factors during the year	/	**0**

	2024	2025
KPI B6: Product Responsibility		
Number of customer complaints (cases)	2,400	**2,979**
Customer satisfaction rate (%)	98%	**92%**
Information security and privacy protection training sessions conducted (times)	2	**1**
Number of participants in information security and privacy protection training	/	**120**
Number of complaints received due to customer information leaks (cases)	0	**0**
Number of information security incidents (cases)	0	**0**
KPI 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		
Number of anti-corruption training sessions for employees during the reporting period	5	**4**
Number of participants in employee anti-corruption training	/	**14,322**
Total hours of employee anti-corruption training during the reporting period	/	**269**
Employee anti-corruption training coverage rate during the reporting period	100%	**100%**
Number of anti-corruption training sessions for directors and supervisors during the reporting period	2	**2**
Number of participants in anti-corruption training for directors and supervisors during the reporting period	/	**2**
Total hours of anti-corruption training for directors and supervisors during the reporting period	/	**4**
Anti-corruption training coverage rate for directors and supervisors during the reporting period	/	**32%**
KPI B8.1 Amount, type and number of beneficiaries of community investment		
Number of public welfare activities/projects	2	**4**
Total donation amount during the reporting period	500,400	**69,555**

DISCLOSURE INDEX

Listing Rules of the Hong Kong Stock Exchange – Appendix C2 "Environmental, Social and Governance Reporting Code"

Aspect	Content	Section in this report
Part B: Mandatory Disclosure Requirements		
	Board Statement	Statement of the Board
	Reporting Principles	About the Report
	Reporting Boundary	About the Report
Part C: "Comply or explain" Provisions		
A1 Emissions	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	II. Environmental Protection and Green Operation
	A1.1 The types of emissions and respective emissions data.	II. Environmental Protection and Green Operation
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	II. Environmental Protection and Green Operation
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	II. Environmental Protection and Green Operation
	A1.5 Description of emission target(s) set and steps taken to achieve them.	II. Environmental Protection and Green Operation
	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.	II. Environmental Protection and Green Operation

Aspect	Content	Section in this report
A2 Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	II. Environmental Protection and Green Operation
	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).	II. Environmental Protection and Green Operation
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	II. Environmental Protection and Green Operation
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	II. Environmental Protection and Green Operation
	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.	II. Environmental Protection and Green Operation
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable
A3 Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	II. Environmental Protection and Green Operation
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	II. Environmental Protection and Green Operation

Aspect	Content	Section in this report
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.	III. Promoting Employment and Labour Practices
	B1.1 Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	III. Promoting Employment and Labour Practices
	B1.2 Employee turnover rate by gender, age group and geographical region.	III. Promoting Employment and Labour Practices
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.	III. Promoting Employment and Labour Practices
	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	III. Promoting Employment and Labour Practices
	B2.2 Lost days due to work injury.	III. Promoting Employment and Labour Practices
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	III. Promoting Employment and Labour Practices

Aspect	Content	Section in this report
B3 Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. *Note:* Training refers to vocational training. It may include internal and external courses paid by the employer.	III. Promoting Employment and Labour Practices
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	III. Promoting Employment and Labour Practices
	B3.2 The average training hours completed per employee by gender and employee category.	III. Promoting Employment and Labour Practices
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.	III. Promoting Employment and Labour Practices
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	III. Promoting Employment and Labour Practices
	B4.2 Description of steps taken to eliminate such practices when discovered.	III. Promoting Employment and Labour Practices
B5 Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	IV. Supply Chain Management and Value-driven Approach
	B5.1 Number of suppliers by geographical region.	IV. Supply Chain Management and Value-driven Approach
	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.	IV. Supply Chain Management and Value-driven Approach
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	IV. Supply Chain Management and Value-driven Approach
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	IV. Supply Chain Management and Value-driven Approach

Aspect	Content	Section in this report
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.	V. Fulfilling Our Mission with Dedicated Service
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	V. Fulfilling Our Mission with Dedicated Service
	B6.2 Number of products and service related complaints received and how they are dealt with.	V. Fulfilling Our Mission with Dedicated Service
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	Not applicable
	B6.4 Description of quality assurance process and recall procedures.	V. Fulfilling Our Mission with Dedicated Service
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	V. Fulfilling Our Mission with Dedicated Service
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.	I. Compliant Operation and Honest Practice
	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.	I. Compliant Operation and Honest Practice
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	I. Compliant Operation and Honest Practice
	B7.3 Description of anti-corruption training provided to directors and staff.	I. Compliant Operation and Honest Practice

Aspect	Content	Section in this report
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.	VI. Power of Benevolence and Community Welfare
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	VI. Power of Benevolence and Community Welfare
	B8.2 Resources contributed (e.g. money or time) to the focus area.	VI. Power of Benevolence and Community Welfare
Part D: Climate-related Disclosures		
D-I Governance	Governance body(s) responsible for oversight of climate-related risks and opportunities	II. Environmental Protection and Green Operation
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	II. Environmental Protection and Green Operation
D-II Strategy	Climate-related risks and opportunities	II. Environmental Protection and Green Operation
	Business model and value chain	Note 1
	Strategy and decision-making	Note 1
D-III Risk Management	Financial position, financial performance and cash flows	Note 1
	Climate resilience	Note 2
	Processes and related policies used to identify, assess, prioritise and monitor climate-related risks	II. Environmental Protection and Green Operation
	Processes and related policies used to identify, assess, prioritise and monitor climate-related opportunities	II. Environmental Protection and Green Operation
	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process	II. Environmental Protection and Green Operation

Aspect	Content	Section in this report
D-IV Metrics and Targets	Greenhouse gas emissions	II. Environmental Protection and Green Operation
	Climate-related transition risks	II. Environmental Protection and Green Operation
	Climate-related physical risks	II. Environmental Protection and Green Operation
	Climate-related opportunities	II. Environmental Protection and Green Operation
	Capital deployment Note: An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	Note 3
	Internal carbon prices	Note 3
	Remuneration	Note 3
	Climate-related targets	Note 3

Note 1: The Group is an asset-light company primarily providing services. Based on preliminary analysis, climate change does not have a material impact on our financial performance. Currently, we have not yet carried out systematic financial quantification or developed any transition plans in response to climate change. Such work will be undertaken when conditions are mature and will be included in relevant disclosure.

Note 2: Based on preliminary analysis, for the Group's business, climate change will increase societal demand for our services and, to some extent, generate demand for non-traditional business opportunities. Currently, the Group has not yet carried out climate resilience-related work. Relevant assessments will be conducted when conditions are mature and will be included in relevant disclosure.

Note 3: The Group has not yet carried out work related to capital allocation for climate-related risks and opportunities, internal carbon pricing, incorporation of climate-related factors into remuneration policies, or setting climate-related targets. Such work will be undertaken when conditions are mature and will be disclosed in the report.