北京極智嘉科技股份有限公司
Beijing Geekplus Technology Co., Ltd.

(A joint stock company controlled through weighted voting rights and incorporated in the People's Republic of China with limited liability)

Stock Code: 2 5 9 0

2025 Environmental, Social and Governance Report



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ABOUT THIS REPORT

Report Introduction

The 2025 Environmental, Social and Governance Report of Beijing Geekplus Technology Co., Ltd. (hereinafter referred to as "this Report") discloses the strategies, management approaches, practical achievements, and performance of Beijing Geekplus Technology Co., Ltd. (hereinafter referred to as "Geekplus", "the Company", or "we") in the field of sustainable development. This Report aims to facilitate in-depth communication with various stakeholders, systematically respond to their concerns and expectations, and demonstrate the Company's commitment and actions towards its responsibilities for sustainable development.

Scope of Content

This Report covers the disclosure scope of Beijing Geekplus Technology Co., Ltd. and its subsidiaries included in the consolidated financial statements. The textual information and case studies presented in this Report are primarily derived from the Company's statistical data, relevant documentation, internal communication files, annual financial data, and other sources. All statistical data have been reviewed and confirmed by various functional departments of the Company.

Timeframe

The reporting period covered by this Report is from January 1, 2025 to December 31, 2025. To enhance the comparability and completeness of the Report, certain content may appropriately extend beyond the aforementioned period.

Reference Guidelines

This Report has been prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards), the United Nations Sustainable Development Goals, the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group, and the International Financial Reporting Standard S1 — General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and the International Financial Reporting Standard S2 — Climate-related Disclosures (IFRS S2) issued by the International Sustainability Standards Board (ISSB), among other documents.

Reporting Principles

This Report complies with Appendix C2 — the Environmental, Social and Governance Reporting Code to the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited.

STATEMENT OF THE BOARD

The Company and the Board strictly adhere to the requirements of the Hong Kong Stock Exchange's Corporate Governance Code and the Environmental, Social and Governance Reporting Code. We continuously optimize a management system characterized by Board accountability, management leadership, horizontal coordination, and vertical integration, proactively embedding ESG deeply into the Company's development strategy.

The Company places great emphasis on ESG governance, continuously strengthening management responsibilities at all levels, regularly reviewing ESG management performance, and dynamically optimizing ESG strategies, policies, and objectives to ensure that ESG management evolves in alignment with the Company's development. As the highest decision-making and oversight body for ESG matters, the Board holds ultimate responsibility for the Company's ESG affairs. The Board is responsible for reviewing and approving the sustainability strategy, target framework, and key policies, monitoring ESG progress, regularly evaluating the status of ESG target achievement, and reviewing and approving the annual ESG report, thereby ensuring the orderly accomplishment of ESG objectives.

The Board places great emphasis on ESG risk management. Taking into account policies and laws, industry development, business operations, and stakeholder expectations, the Board systematically identifies and assesses ESG-related risks and opportunities. Through stakeholder surveys and materiality assessments, the Board identifies key focus areas and continuously enhances the quality and effectiveness of ESG management.

The Company proactively accepts oversight from stakeholders including shareholders, employees, customers, regulatory authorities, and the general public. It regularly discloses ESG management progress and achievements, fulfils its sustainable development commitments through concrete actions, and creates long-term value for its stakeholders. This Report provides a comprehensive disclosure of the Company's ESG progress and performance for 2025, and was reviewed and approved at the Board meeting on March 30, 2026.

ABOUT US

Company Profile

Beijing Geekplus Technology Co., Ltd. was founded in 2015 and is a globally leading intelligent robotics company providing autonomous mobile robots (AMR) and smart logistics solutions. The Company is headquartered in Beijing and has established regional headquarters in the United States, Europe, Japan, Singapore, South Korea, and Hong Kong. In July 2025, the Company was listed on the Main Board of the Hong Kong Stock Exchange.

Leveraging advanced robotics and artificial intelligence technologies, Geekplus has built efficient, flexible and reliable full-range logistics solutions, empowering both smart warehousing and smart manufacturing. It has ranked first in AMR market share for seven consecutive years. With mature sales, operations, and service capabilities in over 40 countries worldwide, Geekplus is globally recognized for its outstanding performance, scalable presence, and innovative strength. The Company serves over 850 major global customers across industries including retail, apparel, e-commerce, 3PL (third-party logistics), automotive, pharmaceuticals, lithium batteries, photovoltaics, and electronics. Geekplus continues to iteratively upgrade its platform technologies, integrating more intelligent scheduling systems, deeper levels of automation, and next-generation robotics technologies. By empowering the present with technology, Geekplus is leading the future of warehousing transformation.

Social Recognition

Awards & Honors	Media/Authority
Supply Chain Asia Awards 2025 "Supply Chain Innovator Award of the Year — Automated Warehouse" "Logistics Equipment Partner Award of the Year"	Supply Chain Asia
RBR50 Top 50 Global Robotics Innovation Award	Robotics Business Review
The project "Key Technologies and Applications of Embodied Interactive Perception in Unmanned Systems" won First Prize of CICC Science and Technology Progress Award (Technological Invention Category)	Chinese Institute of Command and Control (CICC)
"Growth Value Golden Bull Award"	China Securities Journal
"Integral Customer Solution" Award	IFOY Award
"Jinge Award" Annual Excellent Company Selection "Annual Excellent Investment Value IPO" Award	Gelonghui
10th Zhitong Finance Listed Company Selection "Most Investment Potential Company"	Zhitong Finance
8th Annual Investment Conference 2025 of Cailian Press "Hong Kong Stock Value Growth Award"	Cailian Press
"New Quality 100" Innovative Enterprise List	Economic Observer
6th China Robotics Industry Annual Conference "Commercial Robot Global Expansion Benchmark Award" "China Robotics Leading Enterprise Top 50 List"	Robot Lecture Hall

ESG MANAGEMENT

Geekplus has made sustainable development as one of its key strategic priorities. The Company continuously improves its ESG governance structure, strives to meet the expectations of various stakeholders, enhances environmental performance and resource utilization efficiency, and promotes green and sustainable development in alignment with high ESG standards.

ESG Governance Structure

The Board and management team of the Company are jointly responsible for establishing a clear vision, quantifiable targets, and effective strategies for sustainable development, including the development of robust management systems, collaboration with key stakeholders, and the identification of material issues related to the Company's operations.

The Board of the Company retains ultimate responsibility for the oversight of ESG strategies, policies, and risk management. The Board has full authority over ESG strategy and reporting, and plays a role in overseeing ESG matters, monitoring progress against ESG targets, and managing key ESG-related issues. The Board regularly reviews ESG management policies and strategies, receives quarterly ESG reports, and continuously monitors ESG matters and key ESG performance targets to ensure the orderly achievement of ESG objectives.

The Board and management proactively assess ESG trends, evaluate related risks and opportunities, and ensure that ESG measures are effectively implemented in compliance with applicable regulations and international standards. Through ongoing dialogue with stakeholders, the Board and management foster collaboration on sustainable development and jointly advance the achievement of sustainable development goals.

Geekplus has established an ESG Committee to assist the Board in overseeing and evaluating ESG performance. The ESG Department regularly reports to the Board, ensuring that ESG developments, regulatory changes, and performance indicators are reviewed and integrated into the Company's strategy.

Level	Duties
Decision-Making Level	• Decide, oversee and approve the formulation and update of ESG strategies and targets • Monitor and evaluate the effectiveness of ESG work processes • Decide on major ESG-related matters of the Company, including the identification and response to ESG risks, ESG disclosure, stakeholder engagement, etc. • Establish the ESG Committee
Planning Level	• The ESG Department is responsible for formulating and updating ESG strategies, targets, policies and work processes, and ensuring their effectiveness • Assess major ESG-related matters and regularly review work progress and effectiveness, including ESG risk identification and response, ESG special improvement initiatives, ESG disclosure, stakeholder engagement, etc. • Consolidate progress and outcomes of major ESG matters and report regularly to senior management • Promote, guide and evaluate the implementation of ESG work by the Execution Level
Execution Level	• Responsible for breaking down the Company's ESG targets, formulating work plans and implementing them • Implement the Company's ESG Management policies and procedures, conduct daily ESG management in a timely manner, and follow-up regularly • Undertake specific tasks in response to identified major ESG matters as required by the ESG Department • Heads of various departments and ESG coordinators are responsible for tracking, collecting and collating ESG-related information and data on an annual basis, ensuring the authenticity, accuracy and completeness of such information and data, and supporting the enhancement of ESG management and disclosure • Regularly summarize and report ESG work progress and aggregated data to the ESG Department

Stakeholder Engagement

Stakeholder	Communication Channels	Issues of concern
Shareholders and Investors	• Shareholders' meeting • Information disclosure • Investor interaction platforms and exchange activities • Investor relations hotline and email	• Corporate governance • Stakeholder engagement • Intellectual property protection
Customers	• Customer service and rights protection hotline • User privacy protection agreement • Online and offline sales platforms • Customer satisfaction survey • Social media product promotion	• Innovation-driven development • Network and information security • Intelligent solutions • Technology ethics
Government and Regulatory Authorities	• Information disclosure • Daily communication and reporting • Acceptance of supervision • Reception for visits	• Corporate governance • Anti-unfair competition • Anti-commercial bribery and corruption • Waste disposal
Partners	• Supply chain management policies • Supplier conferences • Daily communication • Cooperative transactions • Industry and association events	• Supply chain security • Industry exchange and collaboration
Employees	• OA platform • Email and telephone • Employee handbook • Employee training	• Talent cultivation and development • Occupational safety and health
Communities, Social Groups and Non-Profit Organizations	• Community and public welfare activities • Exchange meetings • Sponsorship and support	• Climate change response • Social contribution • Green operations • Circular economy • Energy utilization

Materiality Assessment

Taking into account industry trends and its own development plans, and with reference to ESG disclosure standards and the key concerns of stakeholders, the Company has identified a total of 15 ESG topics. Through internal and external stakeholder surveys, interviews and other forms of engagement, the Company conducted a materiality assessment of these 15 ESG topics based on two dimensions: "importance to the Company's sustainable development" and "importance to stakeholders". To ensure the accuracy, validity and relevance of the assessment results, the Board, the ESG Department and relevant management personnel reviewed and evaluated the materiality assessment outcomes.

Environmental	• Climate change response	• Green operations
Social	• Network and information security • R&D and innovation • Occupational health and safety • Intellectual property protection • Industry exchanges and cooperation	• Talent cultivation and development • Social contribution • Product quality management • Supply chain security
Governance	• Corporate governance • Anti-unfair competition	• Anti-commercial bribery and anti-corruption • Stakeholder engagement



Picture: Materiality Issues Matrix

1. DIGITAL-INTELLIGENT SYMBIOSIS, SHAPING A NEW BLUEPRINT FOR LOGISTICS

As a leading enterprise in the warehousing robotics sector, Geekplus leverages its extensive practical experience and in-house R&D capabilities to provide the logistics industry with efficient and reliable one-stop smart warehousing robotics solutions. These solutions have been widely deployed across various industries, including manufacturing and retail.

1.1 Driving the Intelligent Transformation of Logistics

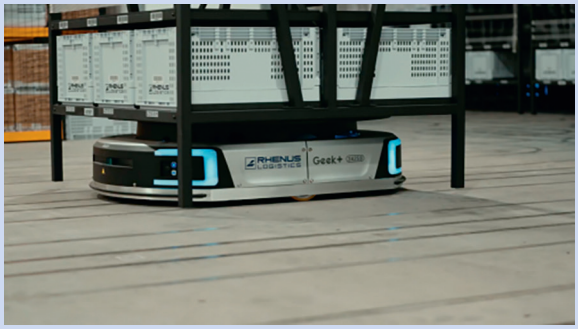
As the world's largest provider of warehouse fulfilment AMR solutions, the Company fully applies AI and robotics technologies to deliver smart logistics solutions for enterprises, enhancing operational efficiency in warehousing and manufacturing scenarios and driving intelligent transformation in logistics. In 2025, leveraging precise customer insights, the Company continued to advance technology R&D and innovation, launching a new generation of intelligent picking solutions, including representative projects such as the RoboShuttle tote-to-person picking solution, the PopPick shelf-to-person picking solution, and the SkyCube pallet-to-person picking solution, injecting innovation momentum into the global smart logistics transformation.

- *PopPick Lite Workstation*

Built upon the P-series "shelf-to-person picking solution", the PopPick Lite Workstation features a robotic arm that automatically and precisely retrieves totes from shelves, overcoming the height limitations of manual operation and enabling higher-density storage with less effort during picking. Compared to P-series products, the PopPick Lite Workstation reduces floor space occupation by 50% and lowers power consumption by 50%, significantly saving site resources and operational energy. It delivers both cost-reduction benefits and green environmental value, supporting enterprises in achieving low-carbon operational goals. The PopPick Lite Workstation is easy to maintain, reducing operational complexity and labour costs while mitigating the risk of business disruption caused by equipment downtime, thereby ensuring supply chain stability.

Case: Helping Automate Luxury Warehousing

The Company has partnered with a globally leading logistics service provider, to successfully address the highly complex fulfilment challenges of the luxury fashion industry by deploying AI and robotics solutions. This collaboration has achieved a significant leap in both operational efficiency and accuracy, setting a benchmark for smart warehousing in the luxury fashion sector. Through the deployment of the PopPick shelf-to-person picking solution, which features an innovative dual-picking workstation model, the Company has significantly accelerated order processing speed while achieving a picking accuracy of 99.99%, meeting the stringent fulfilment quality requirements of luxury brands. Furthermore, Geekplus' leading AI algorithms have significantly enhanced the intelligent optimization of robotic fleet resources and order fulfilment lead times, providing solid support for operational efficiency and long-term sustainable development.



Picture: The Logistics Service Provider Deploys the PopPick Shelf-to-Person Picking Solution

- *RoboShuttle Tote-to-Person Picking Solution*

Building upon the original large-and-small-robot collaborative model, the RoboShuttle tote-to-person picking solution introduces the new RS Air robot, significantly enhancing throughput capacity and storage density. The RoboShuttle robot features a gantry-type dual-lifting mechanism, enabling smooth lifting and lowering movements. Equipped with a modular motor drive system, it improves picking speed and efficiency. During the lowering process, a braking energy recovery device captures kinetic energy, effectively enhancing energy efficiency. In addition, the Company has engaged in joint innovation with leading customers in the international cross-border e-commerce industry to co-develop a suction cup picking solution, achieving a dense storage layout with a minimum container spacing of 20mm. This effectively increases storage density and reduces warehousing costs.

Case: "China Intelligent Manufacturing" Enhances Medical Supply Chain Efficiency

In 2025, the Company partnered with DHL to establish a life sciences and medical logistics centre in Auckland, New Zealand. By introducing the RoboShuttle tote-to-person picking solution, the logistics centre achieved a comprehensive intelligent upgrade. The deployment of the RoboShuttle tote-to-person picking solution helped the customer effectively increase order fulfilment speed, achieving a 20% improvement in efficiency while significantly reducing the risks associated with manual operations. Furthermore, the centre has achieved "Five-Star Green Certification" by fully utilizing renewable energy and green energy certificates, realizing a dual breakthrough in efficiency and environmental protection. The implementation of this project set a record for the largest robotic deployment in New Zealand, injecting the momentum of "China Intelligent Manufacturing" into the local medical supply chain.

- *SkyCube Pallet-to-Person Picking Solution*

In the SkyCube pallet-to-person picking solution, the Company systematically optimized the four-way shuttle racking rails and overall structural design, significantly reducing vibration and noise during equipment operation and enabling quiet and stable shuttle movement. By replacing the conveyor lines used in conventional four-way shuttle solutions with robotic systems, the Company reduced fixed equipment material and power consumption, achieving a 50% reduction in electricity usage. These enhancements extend the service life of the four-way shuttle, delivering more stable returns on equipment investment and long-term benefits to customers.

Case: "Lights-Out Factory" Smart Warehousing Solution

The Company provided a "Lights-Out Factory" smart warehousing solution for a cross-border e-commerce platform in South Korea. This solution enables 24/7 uninterrupted order picking operations, enhancing the continuity and reliability of warehouse operations. Through the deployment of this system, labor costs in relevant processes have been reduced by approximately 30% to 50%, while overall operational efficiency and system stability have been significantly improved.

The Company has launched the Geek+ Software Suite, with related developments covering the Smart Warehouse Execution System, Robot Management System, Intelligent Operation Platform, as well as a supporting toolset, delivering verifiable operational and efficiency improvements at customer sites.

- *Warehouse Execution System (WES)*

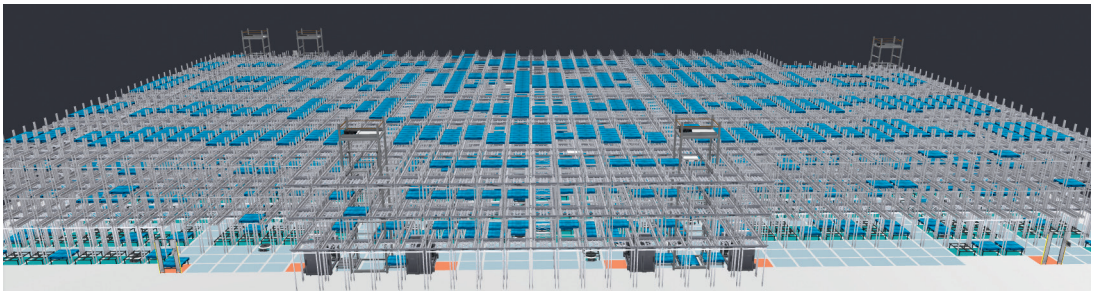
In 2025, the Company continued to iterate and conduct quality governance on Warehouse Execution System (WES).

Expanding the 5th-Generation WES	• Continuously optimize around scenario expansion, quality governance and abnormal closed-loop capabilities, and improve abnormal disposal closed-loop and automatic archiving. • Enrich large warehouse area and multi-scenario support, effectively enhancing system stable operation, on-site maintainability and production efficiency.
Building the 6th-Generation WES	• Promote core R&D and architecture design, focusing on strengthening comprehensive capabilities such as integration capability, multi-equipment and multi-robot collaboration, friendly docking and expansion, and algorithm-driven, to provide a productization foundation for project landing.

- *Robot Management System (RMS)*

The Company has advanced the efficiency, visual operations and maintenance, and scalability capabilities of its Robot Management System (RMS).

Scheduling and Path Planning Optimization	• Through algorithmic and engineering optimizations, achieved verified efficiency improvements of up to approximately 44% in complex scenarios. • In an overseas customer project, version 5.9.0 achieved a peak efficiency increase of approximately 8% compared to version 5.8.8, with a cumulative efficiency improvement of over 11% for the project in 2025.
Monitoring and Troubleshooting Experience	• Optimized 3D map monitoring design and interactive experience, supporting scenarios such as SkyCube and realistic 3D models to improve on-site monitoring, positioning, and troubleshooting efficiency.
Process Simplification and Adaptation	• Introduced support for RS+P40+P-series mixed sequential picking, enabling combined orders to be picked at a single workstation, thereby reducing complex processes such as consolidation and relay picking.
Scalable Scheduling Capability	• Supported scheduling capabilities for approximately 5,000 robots in a single site for RS+P40 solutions, providing system support for ultra-large-scale warehouses.
Delivery and Configuration Efficiency	• Supported the use of “four-way roads” for path planning and scheduling, and optimized the Mapbuilder mapping tool, reducing mapping time and lowering delivery complexity.
Intelligent Allocation and Engineering Efficiency	• Introduced learning-based algorithms to enhance dynamic queuing performance and simplify parameter configuration. Completed the initial phase of code modularization, improving maintenance and iteration efficiency.



Picture: 3D Map Model

- *Intelligent Operation Platform (IOP)*

The Company focused on the development of the Intelligent Operation Platform, enhancing centralized operations, governance consistency, and analytical capabilities.

Centralized Management of Multiple Customers and Warehouses	• Support centralized operational management across multiple customers and warehouses through IOP, forming cloud, end, and hybrid cloud-end deployment capabilities, improving the efficiency of multi-warehouse operations and maintenance.
Scenario Analysis Coverage	• Support efficiency analysis for devices such as SkyCube and PPLite, and advance data analysis and validation for M-series robots to enhance the coverage and usability of business analytics.
Configuration Usability and Alert Governance	• Optimize the configuration processes for monitoring alerts and data collection to lower the adoption barrier and reduce the operational burden.
Unified Identity and Access Governance	• Implement IAM permission system to integrate authentication and permission management across WES, RMS, and IOP, thereby enhancing the consistency and controllability of system governance.
Efficiency Analysis and Delivery Support	• Additional performance analysis framework to accelerate the identification of performance issues and enable targeted optimizations; improve the usability of custom data dashboard configurations to enhance the efficiency of client-specific delivery.

- *Toolkit (G-Studio)*

The Company launched G-plan and G-Deploy to support solution evaluation and enhance the efficiency of delivery and operation and maintenance.

G-Plan	• Enhance PPLite mechanical efficiency simulation and four-way vehicle simulation. • Introduce "Gino Assistant" to assist with solution estimation and planning decision making. • Support 3D display and more intuitive interaction to enhance the visualization experience for solution configuration and simulation.
G-Deploy	• Support capabilities such as product/PUI management, service monitoring, service start/stop and load testing, thereby enhancing the standardization and efficiency of deployment and operations

1.2 Empowering the Industry to Improve Quality and Efficiency

As a smart logistics partner for its customers, Geekplus provides professional solutions to customers across numerous industries, including apparel, e-commerce, retail, logistics, pharmaceuticals, and new energy, empowering enterprises with intelligent upgrades and the industry to improve quality and efficiency.

In the process of upgrading and optimizing product design, the Company adheres to the principle of vigorously promoting platform-based and modular design. It focuses on advancing "algorithm-driven efficiency improvements, enhanced on-site maintainability and visualization capabilities, and optimized energy usage (charging and standby strategies)", while being validated and continuously optimized in real-world scenarios. Through mechanisms such as optimal path selection, cross-zone support, and aisle balancing, the robot waiting and detours time are reduced, thereby increasing throughput and resource utilization efficiency during peak hours; in complex scenarios, efficiency improvements of up to 44% have been validated, while in typical scenarios, efficiency has increased by approximately 8% year-on-year.

Industry	Business Highlights
Apparel	With rapidly changing product trends, short product lifecycles, and customers' growing expectations for speed and sustainability, traditional operations can no longer meet the demand for flexibility and precision. The Company provides smarter warehouse automation for apparel and footwear fulfilment in the B2B, DTC, and omnichannel retailing.
E-Commerce	E-commerce faces challenges such as surging order volumes, flash sale peaks, and rising return rates, and manual processes can no longer meet customer expectations. The Company provides smarter warehouse automation solutions for rapidly growing e-commerce businesses.
Retail	The Company provides smarter warehouse automation solutions for fresh produce, convenience stores, DTC, B2B, and omnichannel retailing.
Third Party Logistics	Seamlessly switching SKUs (Stock Keeping Units), SLAs (Service Level Agreements), and peak volumes. The Company helps the logistics industry to achieve lean operations and rapid expansion.
Pharmaceuticals	With stricter regulatory standards, labour shortages, and growing demand for faster and safer delivery, smart solutions can meet the requirements for precision and traceability.
Manufacture	Automate the assembly line for spare parts, assemblies, and finished goods from Inbound to outbound. This enables precise handling, faster throughput, and full visibility on both the production and warehouse floors.
Automotive	Automobile manufacturers have long faced challenges such as production variability, production line bottlenecks, and labour shortages. By leveraging robotics technology to power production logistics, the Company ensures on-time delivery, minimizes manual labour, and provides real-time visibility.
Fresh Produce	The grocery supply chain faces unique challenges related to freshness, high turnover, and complex processes. The Company's smart solutions enable direct picking from pallets and cartons, facilitating rapid grocery distribution; while handling high volumes, it ensures that every shelf, from fresh produce to frozen foods, remains stocked.
Cold Chain	Smart solutions better meet the supply chain's requirements for precise temperature control, helping customers automate cold chain operations and ensure accuracy, traceability, and product quality.

Case: Helping Achieve Smart Logistics in the Catering Equipment Industry

As an omnichannel distributor of catering equipment with operations spanning the UK, Ireland, Northern Europe, and Australasia, a certain company manages over 12,500 SKUs at one of its UK warehouses. Faced with surging order volumes and dynamic market demands, traditional warehousing models struggled to balance efficiency and accuracy. Geekplus developed a tailored solution featuring 190 hybrid robots for it, enabling fully automated operations from inbound, storage to outbound, comprehensively enhancing warehouse efficiency, safety, and flexibility. Such solution offers exceptional scalability and flexibility, ensuring timely delivery and product supply for both B2B and B2C customers, effectively addressing growing customer demand and setting a new standard for smart logistics in the global catering equipment industry. Leveraging the Robot Management System (RMS), the company has established a fully transparent, convenient, and efficient operational platform that enables real-time monitoring of operational data and precise decision-making.



Picture: The company's Smart Warehousing Centre

Case: The F20MT Smart Forklift Boosts Efficiency Across Multiple Industries

The company's smart pallet truck F20MT, with its narrow-aisle adaptability and excellent cost-effectiveness, helps customers improve production efficiency, reduce costs, and free up labor across all scenarios involving the horizontal transport of pallets on production lines and in warehouses. The smart forklift can automatically deliver raw materials from the warehouse to the production line based on orders from upstream systems, enable material transfers between production stages, and automatically transport finished goods to the finished goods warehouse upon completion. This not only improves factory operational efficiency but also reduces labor costs, achieving integrated in-plant pallet distribution from order processing, production, to shipping. Equipped with high-precision navigation and sensing systems, the smart forklift can navigate autonomously in warehouse environments, significantly improving material handling efficiency. The F20MT smart forklift has already served numerous customers in the lithium-ion battery, automotive, electronics manufacturing, and warehousing and logistics industries.

1.3 Enabling Efficient and Secure Logistics

In advancing the R&D and application of artificial intelligence and robotics technologies, the Company integrates safety and compliance as "upfront constraints" throughout the entire R&D process, establishing "human-machine collaboration safety, global compliance requirements, business continuity, and operational traceability" as non-negotiable upfront design constraints.

Process Integration	• Systematically conduct risk identification and safety requirements decomposition during critical phases such as requirements review, solution design, and deployment changes.
Operational Management	• Ensure security policies remain effective in dynamic operational environments through configurable security policies, granular permission controls, real-time monitoring and alerts, and comprehensive audit logs. • Simultaneously establish a multi-layered defense system combining "proactive alerts, reactive protection, and system coordination", and design the various features to ensure security in accordance with the security requirements of different operational locations.

The Company provides systematic safety solutions that create secure operating environments across all scenarios, offering personnel protection and effective safety measures. These solutions comply with standard regulations for electrical safety, mechanical safety, functional safety, and information security, effectively mitigating personnel risks and significantly reducing the accident rate in the workplace.

One-Touch Emergency Stop	• In the event of emergency situations, such as robot malfunctions, a site-wide emergency stop can be triggered via the RMS map monitoring page, allowing on-site personnel to address the issue while ensuring on-site environment personnel and equipment safety.
Security Gate	• When personnel enter the site and open the safety gate, an emergency stop in the zone will be triggered, halting all robots to ensure the safety of personnel within the site.
Safety Light Curtain	• Safety light curtains can be linked to workstations to automatically trigger an emergency stop in the area when the robot arrives at the workstation, ensuring personnel safety during picking operations. Once picking is complete, the robot's operation automatically resumes as it leaves the workstation, completing the safety operation cycle.
Traffic Lights	• Traffic light equipment is linked to traffic control zones in the RMS; when on-site personnel pass through these zones, the robots within are cleared to ensure personnel safety as they pass through.

Case: Safety Workwear Protects Personnel Safety

The Company leverages UWB (Ultra-Wideband) wireless ranging technology to enable the safety workwear functions. The system features a specially designed dual-safety mechanism, with the central control cabinet as the system's brain and maintaining real-time communication with all workwear units and robots. When personnel wearing the safety workwear enter the robot work area, the robots within the work area immediately implement protective measures such as deceleration or stoppage to prevent accidental injury to personnel. This technology has passed module, robot, and system certifications and has obtained a PLd (Performance Level d) certificate. Any communication interruption or equipment failure will trigger a system-level emergency stop, ensuring personnel safety even in unexpected situations such as module malfunctions or network delays, achieving comprehensive functional safety characteristics, ranging from safety components to individual unit safety, and ultimately to system-level safety.

Case: Helping European Pharmaceutical E-Commerce Company Build a Security System

The Company has built a security protection system for a European pharmaceutical e-commerce company, covering various positions and the entire operational workflow, meeting the highest international security standards and ensuring both efficiency and safety. For pickers, the system provide precise intrusion detection during core operations such as picking and shelving through an intelligent security system, ensuring efficient human-machine collaboration without safety hazards; for operations and maintenance personnel, the warehouse features a dedicated, physically isolated maintenance zone where maintenance equipment is automatically routed for servicing, ensuring the continuous and stable operation of the main work area; for cleaning personnel, the warehouse is equipped with smart security gates that allow only authorized personnel to enter the work area, eliminating the risk of unauthorized entry at the source, while emergency stop mechanisms for robots within the zone ensure personnel safety.



Picture: A European Pharmaceutical E-Commerce Company Implementing Our Security Solution in the Warehouse

1.4 Exploring cutting-edge logistics technologies

The Company actively explores cutting-edge logistics technologies and has collaborated with domestic and international customers to establish numerous successful partnerships, making significant progress in innovative AMR solutions.

Case: Geek+ Brain Showcased at CeMAT Asia

In 2025, the Company released Geek+ Brain, a general-purpose foundational model for embodied intelligence. Pre-trained on massive datasets, Geek+ Brain possesses exceptional generalization capability, enabling the system to go live immediately upon deployment at customer sites without the need for additional sample training. This capability effectively addresses long-standing pain points in logistics scenarios, such as the vast number of SKUs, frequent updates, and high costs of manual parameter tuning, laying a solid foundation for the large-scale, rapid replication of intelligent warehouse applications. In October 2025, at CeMAT Asia, the Company launched first commercial product based on such model technology: the robotic arm unmanned picking workstation. This product achieves fully unmanned operations across the entire process, from picking and box switching to automatic transportation to the packing station, marking a key breakthrough for the Company on the path toward a truly "unmanned warehouse".



Picture: The CeMAT Asia Site

2. CONTINUOUS IMPROVEMENT, BUILDING HIGH-QUALITY PRODUCTS

Geekplus is actively advancing the development of its product quality management system, strengthening information security management and service support, implementing multiple measures to safeguard information security and customer privacy, continuously improving the quality of its products and services, and enhancing customer satisfaction.

2.1 Ensuring Product Quality

Geekplus is strengthening its establishment of quality management system, raw material quality control and production process control, and actively advancing hardware product certification and safety testing to comprehensively improve product quality and customer satisfaction.

Product Quality Management

The Company continues to strengthen product quality management throughout the entire product lifecycle, ensuring quality at every stage, from R&D to production, to achieve a comprehensive improvement in quality management level. In accordance with the ISO9001 standard, the Company has established and continuously refined its quality management system and developed quality control plans. The Company comprehensively ensures product quality through proactive prevention and in-process control in areas such as staff training, equipment maintenance, logistics usage and management, and quality traceability during the manufacturing process.

- *R&D Quality*

Preliminary Design Review	Based on the PDR (Preliminary Design Review) process of the Company's product, it established quality acceptance criteria for each phase and build a "quality barrier" to ensure that the final quality standards are met.
Early-Stage Quality Planning	Based on APQP (Advanced Product Quality Planning), design specific quality control activities to ensure that the product meets the required standards for reliability, manufacturability, maintainability, and feasibility.
Failure Mode and Effects Analysis	FMEA (Failure Mode and Effects Analysis) is introduced in the design process as a systematic, proactive analysis, in order to identify and evaluate potential failure modes and their effects in products or processes, thereby proactively adopt corrective actions to mitigate risks.
Promote Improvements in Quality Metrics	Use MTBF (Mean Time Between Failures) as guiding metrics for product quality, and continuously improve quality by striving to increase the MTBF of products.

- *Product Quality*

The Company adopts a rigorous product development process to ensure the quality of the AMR solutions, including the proprietary hardware modules, robot performance validation, and system verification, combining with on-site business process integration testing and stress testing to ensure the solutions are ready for large-scale deployment. The Company adopts "product availability" as its core quality assessment metric and monitors on-site quality issues through the IOP (Intelligent Operation Platform) and SS (Service Support) work order systems. The Company promotes the 8D quality analysis closed-loop process to drive continuous product optimization.

Proactive Prevention	• Perform daily, weekly, and monthly maintenance on equipment such as machines, workwear, and fixtures, and conduct annual calibrations to ensure the repeatability and consistency of the equipment and maintain stable product quality. • Conduct operator and quality control training in accordance with SOPs (Standard Operating Procedures) and SIPs (Standard Inspection Procedures). • During the NPI (New Product Introduction) phase, through mass-produced prototypes passing MTBF testing, drive process and material quality to meet standards.
In-Process Control	• In-process control focuses on the assembly process and automated inspection. Materials are managed on a first-in, first-out basis and are automatically dispensed according to orders, effectively preventing material mix-ups and omissions.
Retrospective Analysis	• Develop a factory tracking system to monitor the implementation of control points during the manufacturing process, thereby achieving 100% quality traceability.

Case: RoboGo Tools Enhance Quality Inspection Capabilities

Traditional manual quality inspections are prone to oversights due to fatigue and human error, which can lead to robot malfunctions. The company's RoboGo tool automatically performs a self-inspection of the robot's functions according to a predefined program once the robot is connected to computers, thereby eliminating the risk of human oversight. The RoboGo remote operation and maintenance platform supports remote diagnostics and virtual console operations, enabling "zero-contact" fault resolution, which significantly reduces the frequency of manual intervention, ensures a system availability rate exceeding 98.95%, and assists the Company to improve its quality issues through automatically statistical analysis.

Product Quality Certification

The Company strictly complies with market access mechanisms and legal and regulatory requirements worldwide. All product models sold in the respective markets are submitted to internationally recognized third-party certification and testing institutions for relevant testing and certification, who will issue valid test reports and certification certificates.

Since 2019, the Company has obtained more than 400 product certifications, including CE certification in EU, and FCC, IC, ETL, and UL certifications in North America. The scope of testing covers mechanical safety, electrical safety, ergonomics, EMC (electromagnetic compatibility) safety, SAR (specific absorption rate) safety, and radio spectrum abuse safety; the referenced regulations and standards include the EU CE-MD Machinery Directive (2006/42/EC), the EN60204 Safety of Machinery Electrical Equipment standard, the EN ISO 13857 Safety of Machinery standard, the EN IEC 61000-6-4 EMC standard, the EN IEC 62311 Electromagnetic Field Radiation standard, and the EN 301 893 Wireless Communication Equipment standard, etc.

Product Safety Management

With deep understandings on the importance of safety issues to product and brand reputation, the Company has established a dedicated safety team consists of safety experts and collaborates with external third-party organizations to ensure the mechanical and electrical safety of products and functional safety of systems, and information security. Throughout the product development and new product launch processes, the Company incorporates factors such as “personal safety and health” into the design and delivery practices, ensuring that all product designs comply with safety standards.

Case: Strictly Ensuring the Safety and Reliability of Lithium Batteries

Safety hazards associated with lithium batteries often stem from poor cell quality, overcharging, or thermal runaway, which can lead to fires. The company’s lithium batteries are equipped with physical protection and fire-resistant insulation designs, all of which have been rigorously tested through drop, vibration, crush, heavy-object impact, overcharge, and short-circuit tests to ensure the batteries do not experience serious safety issues such as fires or explosions. To ensure product safety, the Company uses automotive-grade battery cells and employs a Battery Management System (BMS) for real-time monitoring. Should any abnormalities in voltage, current, or temperature be detected, the power supply is immediately cut off. Leveraging the robust safety performance, the battery packs have obtained global certifications such as UL, PSE, CB, and UN38.3. As of the end of 2025, there have been no battery safety incidents involving the Company’s products.

2.2 Enhancing Service Assurance

Geekplus has always upheld the values of "customer-first, relentless innovation, and open collaboration", strengthened service guarantees and established a comprehensive service quality management and response system.

Service Quality Management

The Company incorporates quality control for service and maintenance into its product design at an early stage. Through quality monitoring data, such as factory acceptance testing, unboxing inspections, and maintenance work orders, the Company reflects product quality throughout the entire lifecycle. Through on-site deployment of the IOP platform and data analysis, the Company can monitor the operational health of robots in real time and issue alerts for any anomalies.

In November 2025, the Company launched an upgraded work order system and introduced a customer service portal to enhance the efficiency and quality of customer service. In addition, the work order system also supports data uploads and one-click generation of maintenance reports, thereby monitoring and ensuring service quality.

Service Response and Support

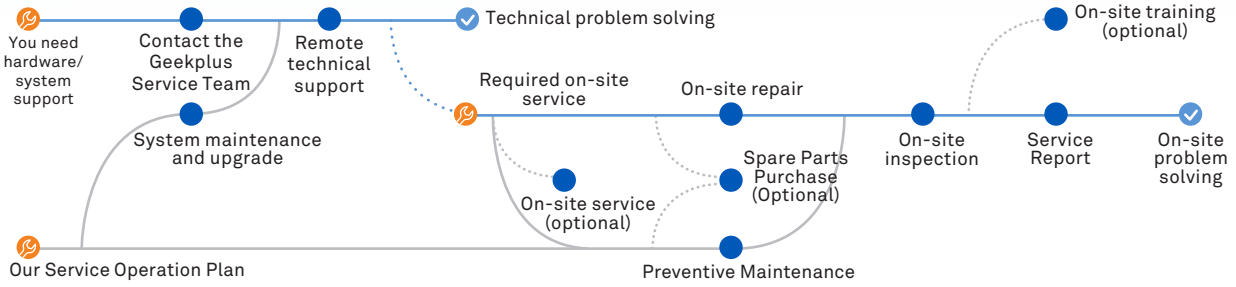
The Company has established a comprehensive service response and support mechanism. Through service offerings portfolio, including a 24/7 service station, remote technical support, and on-site maintenance, as well as training and empowerment, the Company maximized system uptime and enhanced the professionalism of customer service, delivering a "reliable, caring, and efficient" after-sales support.

24/7 Technical Support	• 24/7 Service Desk: Rapid response to service requests, providing all year round 24 hours support. Service requests are recorded and tracked through a systematic service platform to ensure timely and effective resolution. • Remote Technical Support: Rapid remote fault identification and solution delivery via reliable network connections, minimizing system disruption. • System Maintenance and Upgrades: Routine system maintenance and upgrades to resolve system issues or implement other system improvements, reducing system risks and enhancing system performance.

On-site Service	• On-site Repair: Rapid response to customers' on-site repair needs, with maintenance performed in strict compliance with local regulations and safety requirements. • Preventive Maintenance: Flexible preventive maintenance plans tailored to customers' system and robot operating conditions and specific needs. Authorized on-site engineers provide professional on-site preventive maintenance services, including site inspections and component replacement, ensuring high hardware performance and reliability. • On-site Service: Equipment operation and maintenance engineers work directly at customers' sites to perform inspections, maintenance, and other tasks, ensuring rapid response and resolution of robot malfunctions.
Spare Parts Service	• Regional warehouses are established, with spare parts centers located in multiple countries and regions, including the United States, Germany, Poland, Japan, Chinese Mainland, Hong Kong SAR and Taiwan Province of China. Through systematic planning and management of inventory and logistics, we respond quickly to customers' service needs and provide high-quality original spare parts.
Training Empowerment	• A rich selection of online and offline training courses is offered, covering major product models, to help customers establish and improve their own maintenance systems, systematically enhancing their ability to operate independently and recover quickly from faults. • The courses include standardized training certification. As of the end of 2025, the total number of training sessions has exceeded 100, with more than 300 engineers certified.



Picture: On-Site Training



Picture: Service Support Process

Intelligent Diagnosis and Repair

The RoboShuttle tote-to-person picking system developed by the Company features an overall safety solution and exception handling process that strictly comply with relevant requirements of international standards such as ISO, and meets mainstream specifications including CE (EU Safety Certification) and UL (US Product Safety Certification). On the premise of safety specifications, supported by the robots' intelligent self-diagnosis and assisted by relevant remote operation tools, more than 98% of abnormal issues can be automatically recovered or resolved by remotely operating the robots, achieving contactless problem handling and effectively providing safety protection for on-site personnel.

2.3 Listening to Customer Voices

Leveraging its domestic and overseas customer service network, Geekplus promptly receives and addresses customer opinions and suggestions, continuously improving its products and services, and constantly exploring better service offerings to enhance customer experience.

Customer Complaint Management

The Company accepts and processes complaints through channels such as chat groups, emails, and telephone. Once a complaint is received, it is handled within the work order system. Regional service personnel and relevant responsible parties communicate on complaint issues, and complaints are recorded and followed up via the VOC (Voice of Customer) module in the work order system, with corresponding analysis reports compiled. Taking hardware work orders as an example, all work orders follow the workflow logic of "customer initiation – sales verification – implementation execution – project validation – financial review – product acceptance". A rollback mechanism is established at each stage to ensure the accuracy of requirements, proposals, contracts, and other critical points, achieving full-process traceability and controllability.

Customer Satisfaction Management

The Company continuously conducts customer experience surveys and measures customer loyalty and satisfaction using the Net Promoter Score (NPS) by asking users about their likelihood to recommend the products. In 2024, the Company's NPS score was 16. Following the survey, the Company proactively followed up on feedback issues and promoted closed-loop management of satisfaction-related problems.

2.4 Safeguarding Information Security

Geekplus places a strong emphasis on information security and privacy protection, strictly complying with the PRC Cybersecurity Law, the PRC Data Security Law, the PRC Personal Information Protection Law and other laws and regulations. The Company has established a robust information and data security system, formulated internal management policies, and is fully committed to safeguarding the Company's information and data security. In 2025, the Company experienced no information protection or data security incidents, nor any customer information leaks.

Information Security Governance Structure

The Company has established an Information Security Committee as its corporate-level information security organization, which includes the decision-making level, management level and execution level.

Decision-Making Level	• An Information Security Committee has been established as the leading and ultimate decision-making body for the Company's data compliance and information security management, with the Chief Executive Officer serving as the primary person responsible for the Committee.
Management Level	• The Committee has established the "Strategic Operations and Digital IT Department" as the daily management body for the Company's data compliance, privacy protection, and information security. • The Strategic Operations and Digital IT Department consists of three modules: Strategic Operations, Digitalization, and IT Management. Within this structure, IT Management is responsible for establishing the internal network and operations team, production network and operations team, desktop operations team, and IT security team, providing support for information security management, computing resource management, and other related functions.
Execution Level	• Establish an information security management organization at the executive level, which includes all departments. Each department will designate an information security liaison to coordinate with the company's data compliance and information security-related tasks.

Strengthening Information Security Management

The Company strictly complies with information security laws and regulations such as the PRC Personal Information Protection Law and the PRC Cybersecurity Law, clearly regarding customer privacy and information security as the cornerstone of sustainable corporate development. The Company adheres to the principles of risk management and process management, establishing, implementing, and maintaining an information security management system, and taking multiple measures to safeguard information security. No major cybersecurity incidents occurred during the year.

The Company has established, implemented, and maintained an information security management system in accordance with the requirements of the ISO27001:2022 standard and its own business needs, ensuring that resources, technologies, management, and other factors related to information security remain under control. A systematic framework has been developed, implemented, maintained, and continuously improved to effectively control the impact and losses caused by security incidents, protect the confidentiality, integrity, and availability of the organization's information assets, and ensure the continuous operation of all business activities. In overseas markets, the Company strictly complies with information security and data privacy protection requirements in its operating locations, including the U.S. California Consumer Privacy Act (CCPA) and Health Insurance Portability and Accountability Act (HIPAA), as well as the EU General Data Protection Regulation (GDPR). It has passed corresponding compliance reviews.

The Company's core RaaS (Robot-as-a-Service) platform has obtained the internationally authoritative security certification – the SOC 2 Type II Attestation Report, making the Company one of the enterprises in the industry to receive the highest level of third-party endorsement in data security, availability, and confidentiality.


bsi.

Certificate of Registration

信息安全管理体系 - ISO/IEC 27001:2022

IS 829404

...making excellence a habit.


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The Company has established an emergency response plan mechanism and has implemented key information security preventive measures targeting critical areas.

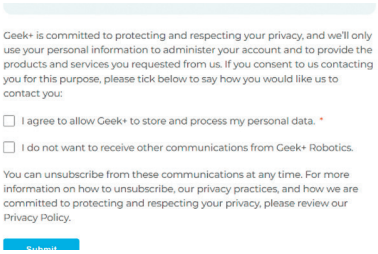
Emergency Response Plan Mechanism	• A log analysis and alerting center based on a SIEM (Security Information and Event Management) system has been established, providing PB-level storage capacity for network traffic logs and ensuring approximately two years of storage and query capability. This effectively supports the traceability of the Company's network security. • 24/7 uninterrupted alert response capability has been established, with tiered alerts for critical events and rapid response. Currently, network delivery stability exceeds 99.99%. • Red-blue attack-defense collaboration has been established with third-party security organizations, with attack-defense drills conducted semi-annually to ensure that the Company's IT security level is both internally and externally robust and remains at a leading level.
Advanced Phishing Email Threats	• A leading international email security gateway has been introduced to conduct rigorous filtering emails sent and received, effectively mitigating information security threats from international phishing emails. • Approximately 2,500 emails and over 10 directly malicious emails are filtered daily. This has effectively curbed multiple rounds of attacks by international phishing email groups targeting the manufacturing and B2B industries.
Network Application Security Threats	• For open-source and third-party commercial systems, the Company continuously monitors, identifies, and blocks network attack threats by deploying a leading international web application firewall. • The web application firewall blocks tens of thousands of attack threats daily.
External Malicious Attack Threats	• A software-defined internet based on next-generation unified threat management firewalls has been deployed globally. IPS/IDS/Web filtering/DNS filtering are enabled in all office areas, effectively blocking external malicious attack threats. • For critical internal applications, a multi-site active-active backup strategy is adopted. High-strength encryption measures are applied to data backups, continuously enhancing the level of data security.
Cross-border Data Privacy Compliance	• The IT department strictly protects the privacy data of the Company's employees. Amid the Company's globalized and diversified operations, internationally compliant data management policies are introduced in accordance with domestic and overseas data security laws, ensuring that the Company's global data privacy compliance remains at a leading level.

2.5 Protecting Customer Privacy

Geekplus strictly complies with relevant laws and regulations, implementing tiered and classified management over the collection, storage, use, and transmission of big data, clearly defining data usage boundaries to prevent the unlawful acquisition and misuse of personal privacy and sensitive information. At the same time, the Company continuously monitors the potential impact that new technologies such as artificial intelligence and big data may have on society and user cognition during their application, embedding privacy into design and promoting the healthy development of innovative technologies within a secure, compliant, and responsible framework.

Privacy by Design

The Company has applied the EU General Data Protection Regulation (GDPR) to its customer relationship management platform, systematically embedding the regulatory requirements of data privacy protection into core business processes through technical means. This marks the Company's shift in customer data management from post-hoc compliance response to a cutting-edge governance model of "privacy by design" and "privacy by default."



Picture: Customer Privacy Settings Interface

Technology Ethics and Compliance

While advancing the research, development, and application of innovative technologies, the Company places great emphasis on the social responsibility and ethical risks that technology may bring. It has gradually established assessment and review mechanisms for technology ethics and compliance, focusing on data security, user privacy protection, algorithm fairness, and the potential impact of technology on user cognition and decision-making. The Company has incorporated technology ethics and compliance requirements into its R&D and product management processes, with multiple relevant departments collaborating to conduct compliance and ethical risk assessments for new technologies, new products, and new application scenarios. These requirements have been reflected in the Company's information security management system, data compliance management standards, and R&D process management.

Tiered and Classified Management	• The Company strictly complies with relevant laws and regulations, implementing tiered and classified management over the collection, storage, use, and transmission of big data, clearly defining data usage boundaries to prevent the unlawful acquisition and misuse of personal privacy and sensitive information.
Prudent Assessment of Algorithms and Technology Applications	• For technology applications based on big data and algorithms, the Company focuses on assessing whether they may improperly influence users' cognition, judgment, or behavior, avoiding improper information dissemination that leverages information asymmetry or algorithmic bias.
Ethical Considerations in Product Design	• During the product and system design phase, the Company introduces the design principles of "safe, transparent and controllable" to enhance the explainability and controllability of technology, reducing the ethical and compliance risks associated with "black-boxization" systems.
Internal Training and Awareness Enhancement	• Through internal training, regulatory promotion, and other means, the Company strengthens employees' awareness of technology ethics, data compliance, and social responsibility.

In 2025, the Company's assessment and review mechanism for technology ethics and compliance was practically applied in key stages such as R&D project initiation, product launch, and customer delivery. Through systematic management, the Company has maintained a strong compliance record in data security and privacy protection, with no major ethical or compliance risk incidents arising from the application of innovative technologies. At the same time, the mechanism has effectively enhanced the Company's prudence and transparency in technology applications, strengthening the trust of customers and partners.

3. GREEN AND LOW-CARBON, CO-CREATING SUSTAINABLE LOGISTICS

Geekplus has consistently focused on the research and development of green products, deeply empowering green logistics through technological innovation, and firmly committing to the path of low-carbon, sustainable development. It helps accelerate the transformation of warehouse logistics towards low-carbon and sustainable practices. The Company continuously strengthens environmental management, strictly implements green operational measures, standardizes waste disposal procedures, and contributes to the establishment of a green operational system.

3.1 Developing Green Products

Geekplus adheres to the philosophy of green design, comprehensively reducing carbon emissions and resource consumption throughout the product lifecycle, and further enhancing the environmental friendliness and sustainability of its products.

Green Design and Development

- *Integrating Green Concepts into Development Principles*

The Company vigorously promotes platform-based and modular design, has established a preferred library of key components, significantly increasing the reuse rate of parts, effectively reducing redundant development, and greatly improving development efficiency. The application of the preferred library covered all newly developed major models in 2025, with the coverage rate of preferred chassis components for the corresponding models reaching over 80%.

Optimization of Circuit Layout and Material Selection	• For wiring harness products, cloth-based tape is used instead of mesh tubing. Cloth-based tape uses fabric as its backing material, which improves degradability compared to mesh tubing. • Structural housings are predominantly metal shells, and interface markings are primarily applied using laser engraving technology, reducing pollutants such as paint and adhesive films. • For components that do not require housing heat dissipation, sheet metal parts are mostly used, reducing structural weight and lowering material consumption. • For some products, the housing is directly finished in aluminum natural, eliminating the use of anodizing or electroplating processes, thereby reducing energy consumption and waste emissions during manufacturing.
Optimization of Hardware Product Service Life	• During the development of hardware components and parts, service life is regarded as a core reliability indicator, with the Mean Time To Failure requirement exceeding five years. • All Company robots are equipped with energy recovery functionality. During deceleration and mechanism descent, kinetic energy is converted into electrical energy, which is absorbed by reverse charging of the battery, minimizing the overall energy consumption of the robot.

- *Upgraded Core Main Controller*

  The core main controller supports a wider voltage range (12V, 24V, etc.) and independent power control for multiple interfaces, thereby effectively simplifying the overall system power architecture, reducing component size, minimizing space and material usage, and providing support for power-saving and energy-saving control of various components.

- *Reduced Use of Test Prototypes*

  During the R&D and testing process of hardware components and parts, the use of test prototypes is reduced by reasonably formulating test plans and evaluating the number of test prototypes, avoiding material and energy consumption caused by excessive testing. Used test prototypes can be reused in similar projects.

Case: Integrating Green Concepts into Battery Product R&D

The Company's green and environmentally friendly philosophy is deeply integrated into the product R&D process. From the design and prototyping of battery products to battery scrapping, each project follows a principle of minimizing the number of battery samples to save costs. After testing, the samples are preferentially used for complete machine tooling, complete machine testing and other recycling purposes. After batteries are scrapped, the Company disposes of them in a safe and compliant manner to ensure that samples do not enter the market. In addition, the Company has established partnerships with battery recycling enterprises. For batteries from abnormal or phased-out projects, professional manufacturers conduct unified recycling and safe treatment.

Hazardous Substances Management

In the design and development of hardware products, the Company references the regulatory requirements of the EU RoHS (2011/65/EU) and China RoHS (GB 26572-2025)[1]. At the same time, the Company controls the components of its AGV (Automated Guided Vehicle) products. For example, the chemical safety of batteries complies with China's Regulations on the Safety Management of Hazardous Chemicals, the United Nations Globally Harmonized System of Classification and Labelling of Chemicals (GHS), the EU REACH Regulation (EC No 1907/2006) and CLP Regulation (Regulation (EC) No 1272/2008), the OSHA Hazard Communication Standard (29 CFR 1910.1200), as well as the regulatory requirements of international air transport and maritime transport. In addition, the Company has clearly defined requirements in its product manuals regarding the decommissioning and disposal of AGVs and their components, mandating that they must be handled in accordance with local laws and regulations.

[1] The Company's AGV products are not within the scope of control of the EU RoHS (2011/65/EU) or China RoHS (GB 26572-2025); however, most of the components used by the Company meet the requirements of the above two regulations.

Packaging Material Management

The Company actively responds to the call for sustainable development, continuously exploring cutting-edge technologies and innovative solutions. On the basis of optimizing existing measures, it further promotes the low-carbon upgrade of the entire packaging chain, contributing its due responsibility and strength as an enterprise to achieving the "dual carbon" goals and protecting the ecological environment. Adhering to the principles of sustainability, reduction, improved energy efficiency, and carbon emission reduction, the Company has formulated targeted measures across multiple dimensions, including packaging material selection, structural design, material reduction, and transportation efficiency optimization, effectively reducing the environmental impact of packaging and taking concrete actions to promote green and low-carbon development.

Packaging Materials	The Company prioritizes oriented strand board (OSB) and plywood as the primary raw materials for packaging. Plywood primarily uses fast-growing wood, small-diameter timber, and wood processing residues as its main raw materials. Compared to solid wood crates, which rely on large-diameter logs, this approach significantly improves the utilization rate of wood resources, and reduces the felling of virgin trees, laying a solid foundation for sustainable development at the source. At the same time, under the same load-bearing capacity, plywood is significantly lighter than solid wood. This lightweight advantage effectively reduces energy consumption across the entire production, processing, and logistics transportation chain, helping to further reduce carbon emissions.
RS Product Series Packaging Structure Design	The Company deeply leverages the structural characteristics of its products, innovatively adopting a dedicated packaging solution of "two units placed alternately". This design allows for precisely accommodating two robots within a single crate. Compared to the traditional "one crate, one unit" packaging model, it successfully reduces packaging material usage by 75%, achieving a significant material reduction goal. At the same time, the loading rate of 40-foot containers is doubled, effectively improving logistics transportation efficiency.
PP-LITE and POPPICK Products	Targeting the characteristics of these products, the Company has adopted an optimization strategy of "disassembled packaging + container size matching", designing the packaging by splitting a single set of products into 2 to 3 crates to ensure that packaging specifications are highly compatible with container dimensions, thereby maximizing overall loading efficiency. Taking POPPICK-SS exterior components as an example, after adopting a split-shipment model using two crates, the loading rate of 40-foot containers doubled compared to the traditional single-set and single-crate packaging method. This not only reduces waste in shipping capacity but also effectively cuts carbon emissions in the transportation phase by reducing shipping frequency, further solidifying the environmental goals of the entire supply chain.

3.2 Empowering Green Logistics

The Company strictly complies with relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, and the Energy Conservation Law of the People's Republic of China. It is committed to developing and maintaining efficient energy management systems, empowering green logistics, and helping customers significantly reduce energy consumption in the logistics process.

The Company's AMR solution can significantly save energy for customers. The robots operate 7x24 uninterrupted even in low-light environments, greatly reducing the need for warehouse lighting and lowering overall energy consumption. Compared with traditional manual warehouse operations, the AMR solution helps reduce energy consumption, making it a more sustainable and cost-effective choice.

The AMR adopts advanced lithium battery technology, significantly reducing charging requirements, ensures a long service life and higher efficiency, and further reduces overall energy consumption while improving performance. By replacing traditional high-energy-consumption logistics equipment, the AMR solution significantly lower the consumption of both electricity and fuel, helping transform the logistics model from one that is energy-intensive, highly polluting, and labor-intensive to one that is low-energy, eco-friendly, and technology-driven. In addition, the Company's rapid deployment approach simplifies implementation processes and cuts down on setup resources and energy use for logistics operations.

3.3 Strengthening Environmental Management

The Company adheres to energy conservation, environmental protection, green and low-carbon principles. It continuously implements energy-saving technological upgrades in its office premises and vigorously promotes the concept of eco-friendly office practices. It encourages all departments to embrace green development by adopting measures such as waste classification and recycling, energy conservation, and green commuting, thereby effectively advancing the implementation of low-carbon operations.

Waste Management

The Company strictly complies with relevant laws and regulations, including the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and is committed to minimizing its environmental impact through proactive waste management practices.

The waste generated from the Company's operations can be divided into two categories: hazardous waste and non-hazardous waste. Hazardous waste includes waste toner cartridges and waste ink cartridges, while non-hazardous waste includes cardboard boxes and kitchen waste. The Company actively promotes waste sorting by placing conspicuous waste classification signs in office areas, along with separate sorting bins and hazardous waste collection containers, striving to achieve source reduction and sorted disposal.

The Company emphasizes the classified collection and disposal of waste. Recyclable waste is either taken away or processed for reuse through outsourcing, while non-recyclable waste is responsibly disposed of according to environmental standards. To further reduce our environmental footprint, we promote waste reduction, recycling, and responsible disposal throughout our operations.

Green Operations

The Company integrates green and low-carbon principles into its daily operations. By implementing internal operational control procedures to manage resource usage, it is committed to energy efficiency and conservation in its daily operations. The Company actively introduces power saving devices and strives to promote energy conservation in its daily operations to reduce domestic electricity consumption and turn off unused electrical devices. The Company provides regular training to its staff on energy saving and electricity usage as a basis for resource saving.

The Company fosters environmentally friendly practices in the workplace by encouraging the separation of recyclable materials, which is supported by the use of banners, posters prominently displayed in office spaces. To reduce paper consumption, the Company advocates for the reuse of office paper, implements digital office solutions, and promotes paperless processes. Regular monitoring and evaluation of waste generation and resource usage enable it to identify areas for improvement and implement targeted measures to further reduce waste.

Water Management

The Company's business operations have a low level of dependence on water resources. Its main water source is municipal water supply, and the selection of water sources has no significant environmental impact. The Company strictly complies with the Water Law of the People's Republic of China and relevant regulations, places great emphasis on the management and efficient utilization of water resources, and explores the establishment of a water-efficient operation system to promote the efficient use of water. The Company strengthen the repair of our water supply facilities and data analysis and regulation to ensure that water supply facilities operate in optimal condition and reduce water leakage.

Advertising Materials Design

When participating in marketing and exhibition activities, the Company always adheres to the concept of sustainable development and strives to minimize the environmental impact of these activities

Reduce Paper Consumption	Prioritize the use of electronic materials, promote paperless practices, and reduce the consumption of physical materials.
Gift Design	Prioritize lightweight design and the use of eco-friendly materials, and avoid excessive packaging.
Exhibit Transportation	For exhibits, adopt a local allocation approach to reduce carbon emissions from long-distance transportation.

3.4 Addressing Climate Change

Geekplus actively practices the green development concept, proactively fulfils its environmental responsibilities, integrates sustainability into its strategy, addresses climate change through green technologies and management, closely monitors climate change risks and opportunities, drives partners to jointly reduce carbon emissions, and contributes to environmental friendliness.

Governance and Strategies

The Company actively responds to the national "Dual Carbon" strategy, recognizes the impact of climate change on the sustainable development of its business, and integrates climate change into its risk management system to achieve coordinated management of ESG risks alongside operational and financial risks. The Company's board of directors and management actively assess emerging ESG trends, evaluate related risks and opportunities, and ensure that ESG measures comply with existing regulations and international standards and are effectively implemented.

Risks and Opportunities

The Company references the disclosure requirements of the Hong Kong Stock Exchange and draws on the relevant guidelines provided by the CDP (Carbon Disclosure Project) environmental data disclosure platform to advance the management of climate-related risks and opportunities, and to further refine and improve the identification and assessment of climate risks and opportunities. Regarding the time horizons for the impact analysis of these risks and opportunities, the Company references the short-, medium-, and long-term time horizons recommended in the Ministry of Finance's Corporate Sustainability Disclosure Standards – Basic Standards (Trial Implementation). It defines the short term as within one year (including one year) after the end of the reporting period; the medium term as between one year and five years (including five years) after the end of the reporting period; and the long term as more than five years after the end of the reporting period.

Climate Risk Analysis

Climate Risk Category	Climate Risk Factors	Risk Description and Potential Impact	Impact Time Horizons	Countermeasures
Physical Risk – Acute	Extremely heavy rain/Flood/ Typhoon	Power and network outages in production/ office/warehouse areas; obstruction of robot delivery/installation; interruption of overseas projects; supply chain logistics delays	Short, medium and long term	Establish multi-region production and warehousing backups; disaster recovery and remote operation & maintenance; contingency plan for delivery under extreme weather conditions
Physical Risk – Acute	Extreme heat/Heatwaves	Power rationing and production shutdown in factories/office areas; limited production capacity and price increases for chips/electronic components; heat dissipation failures and increased failure rates for robots	Short, medium and long term	Staggered electricity usage and flexible production; multi-source backup of the supply chain; high-temperature reliability testing of products

Climate Risk Category	Climate Risk Factors	Risk Description and Potential Impact	Impact Time Horizons	Countermeasures
Physical Risk – Chronic	Rising sea levels	Coastal data centers and warehousing facilities face flooding risks; logistics at overseas ports are disrupted, affecting the global supply chain	Medium and long term	Optimize data center site selection and disaster recovery construction; expand multi-channel logistics transportation methods and routes
Transition Risks-Policies and Laws	Carbon disclosure/ Carbon pricing	Tighter energy consumption/carbon emission targets at the production end require contract manufacturers/our own factories to carry out energy-saving retrofits and purchase green electricity, leading to short-term cost increases. Products must comply with energy efficiency standards and environmental certifications, resulting in higher R&D and certification expenses	Short, medium and long term	Establish a climate data ledger; carbon accounting and emission reduction planning; compliance team tracking policies
Transition Risks-Policies and Laws	Energy efficiency/Green electricity requirements	Tighter energy efficiency standards for data centers/cloud platforms; product carbon footprint certification, etc.	Medium and long term	Green electricity procurement; energy-saving optimization of AI systems; R&D of low-carbon product solutions
Transition Risks-Market	Long-term temperature rise/ Electricity shortages	Continuously rising electricity costs for production/testing; Regional power rationing affecting production capacity; Rising computing costs for data centers/cloud platforms	Long term	Strengthen green electricity procurement; energy-saving production line retrofitting; computing power scheduling optimization
Transition Risks-Technique	Low-carbon technology substitution	Customers are more inclined to choose robots with low energy consumption, long battery life, and recyclability. If existing products lag behind in energy efficiency, they will lose market share	Short, medium and long term	R&D of low-power hardware; AI computing power optimization; strategic deployment of green robotics technology
Transition Risks-Technique	Low-carbon requirements for the supply chain	Developing low-power chips, efficient motors, lightweight materials, and long-lasting batteries involves long R&D cycles, high investment, and significant risk of failure.	Medium and long term	Green supplier assessment; multi-sourcing; supply chain climate resilience management
Transition Risks-Market Reputation	Low-carbon preferences of customers/investors	Customers mandate low-carbon commitments and ESG disclosure from suppliers. Suppliers that fail to comply face the risk of being replaced.	Short, medium and long term	Optimization of low-carbon robotics solutions; ESG information disclosure; low-carbon brand building

Climate Opportunity Analysis

Climate Opportunity Category	Climate Opportunity Factors	Opportunity Description and Potential impact	Impact Time Horizons	Countermeasures
Product and Service Innovation	Low-Carbon/Energy-saving robotics solutions	As customer demand for low-carbon operations increases, we can launch service robots featuring low power consumption, long battery life, and recyclability to seize the green intelligent service market, thereby increasing average revenue per user (ARPU) and enhancing customer loyalty	Short, medium and long term	Develop low-power chips and lightweight structures; provide customers with quantitative carbon reduction data and green operation optimization suggestions
	Recycling economy mode	Cascade utilization of robot batteries, recycling and remanufacturing of complete robots, forming a "sales-recycling-reuse" closed loop, reducing customers' total life cycle costs, and creating a differentiated competitive advantage		Establish a battery recycling and cascade utilization system; Explore robot leasing + recycling services; Adopt modular design in R&D to improve component reuse rate
Improvement in Operating Efficiency	Green electricity and energy-Saving reformation	Promote partner production bases and data centers to access green electricity and implement energy-saving retrofits, thereby reducing electricity costs and carbon emissions, while meeting the low-carbon requirements of customers and regulators	Short, medium and long term	Upgrade production lines and data center cooling systems; establish an energy management system to achieve real-time energy; strengthen green electricity procurement
	Low-Carbon transition of the supply chain	Promote the low-carbon transition of upstream suppliers (chips, batteries, structural components), reduce the carbon footprint of the supply chain, and enhance supply chain resilience and cost stability		Establish low-carbon assessment standards for suppliers; co-build a low-carbon supply chain with core suppliers; prioritize the procurement of sustainably certified raw materials

Given the nature of our business, the environmental, social, and climate-related impacts arising from its business operations and operational systems are limited. The aforementioned climate risks have not yet caused any significant impact or disruption to the Company.

Indicators and Target

The Company strengthens climate change monitoring, early warning, and risk management, and actively carries out greenhouse gas emission accounting. In 2025, the Company's total greenhouse gas emissions (Scope 1 and Scope 2) amounted to 483.19 tonnes of carbon dioxide equivalent. Among them, Scope 1 emissions were 43.86 tonnes of carbon dioxide equivalent, and Scope 2 emissions were 439.34 tonnes of carbon dioxide equivalent.

4. INTEGRITY AND STEADINESS, PRACTICING RESPONSIBLE OPERATIONS

Geekplus is committed to establishing a sound corporate governance system, adhering to the principles of fairness, transparency, integrity, and compliance. It strictly implements the working procedures of the board of directors, optimizes the governance structure, enhances the performance capabilities of the board, and promotes board diversity. The Company insists on compliant operations, deepens the business ethics of all employees through professional training and assessments, and strengthens investor communication while respecting and protecting the rights and interests of shareholders and other stakeholders.

4.1 Optimizing Corporate Governance

The Company operates in strict compliance with the relevant national laws, regulations, and normative documents, including the Company Law of the PRC, the Securities Law of the PRC, and the Corporate Governance Code of Listed Companies. The Company has established an efficient governance structure with clearly defined rights and responsibilities and effective checks and balances. It continuously optimizes its corporate governance mechanism, which is characterized by legally defined and transparent rights and responsibilities, coordinated operation, and effective checks and balances, so as to steadily improve its governance standards. In 2025, the Company's shareholders' meeting, board of directors, and board of supervisors operated in a standardized and effective manner; the independent directors performed their duties diligently; and the corporate governance structure was continuously improved. The Company has steadily and orderly implemented the Company Law and relevant regulatory requirements, and comprehensively revised the Articles of Association. In December 2025, upon approval by the shareholders' general meeting, the Supervisory Committee and supervisors of the Company were dissolved in accordance with the law, and the Audit Committee of the Board shall exercise the functions and powers of the Supervisory Committee as stipulated under the Company Law and applicable regulatory rules. All directors actively participated in meetings and performed their duties diligently throughout the year, with a board meeting attendance rate of 100%.

The Company implements a board diversity policy and strives to achieve diversity on the board by considering factors such as gender, age, ethnicity, cultural background, educational background, industry experience, and professional expertise. The directors possess a balanced mix of knowledge and skills, including experience in corporate management, mechanical engineering, accounting, and engineering. The Company's four independent non-executive directors come from diverse industry backgrounds and have deep experience in finance and accounting, investment and corporate management, law, and engineering, representing one-third of the board members. The board consists of one female director and eleven male directors, demonstrating that the board diversity policy is well implemented. The nomination committee periodically reviews the board diversity policy, formulates and reviews measurable objectives for implementing the policy, monitors progress toward achieving these measurable objectives, and ensures its continued effectiveness.

4.2 Strengthening Compliance and Risk Control

Geekplus adheres to the business philosophy of integrity and compliance, strictly complies with national laws, regulations, regulatory requirements, as well as the Company's articles of association and relevant rules and regulations, comprehensively strengthens compliance risk management and control, and continuously improves its level of compliant operations.

The Company has established and refined its internal control system with the Internal Control Management System as its core. Guided by risk management, the internal control system is built around five key elements: internal environment, risk assessment, control activities, information and communication, and internal monitoring, forming a matrix-based internal control system that "horizontal to border, vertically top-down". The Company continuously optimizes its internal control management through the cycle of "construction – operation – evaluation – improvement".

Internal Control Organizational Structure

Board of Directors	Responsible for the establishment, improvement and effective implementation of internal control system.
Audit Committee	Responsible for supervising internal control, reviewing and approving internal control management measures.
Internal Audit Department	Responsible for internal control evaluation, defect identification and rectification follow-up.
Various Business and Professional Organizations	Responsible for the establishment of systems and processes within the scope of its business, self-inspection and rectification.

In 2025, the Company conducted a total of six internal audits on business processes such as project delivery, engineering construction, and procurement. The audit items primarily covered contract performance and cost control, engineering change order management, cost and settlement control, as well as construction quality and compliance risks.

Formulate Internal Control Management Systems	• Formulate the Internal Control Management System, Internal Audit Management System, and Compliance Management System.
Ensure Effective Management of Internal Controls	• Standardized operating procedure development: The Company has prepared management documents such as policies and operation manuals for business processes including financial reporting, procurement and payment, sales and collection, and fund management, clearly defining operating steps, approval authorities, and control requirements. • Internal control evaluation and improvement mechanism: During its routine special audit projects, the Company concurrently examines the internal control conditions involved. For any identified internal control deficiencies, it establishes a rectification tracker that specifies corrective measures, responsible persons, and timelines. The internal audit department is responsible for follow-up and verification.

Compliance Management

The Company regularly conducts legal compliance checks to prevent legal risks related to intellectual property, contracts, labor, and other areas. When exploring overseas markets and establishing overseas subsidiaries, it proactively completes the incorporation procedures in accordance with local compliance requirements.

Regular Compliance Assessment Mechanism	• Routine monitoring: Each business department conducts routine monitoring of compliance within its respective area. • Special assessment: Conduct special assessments in response to the issuance of new regulations or major compliance risk events. • Periodic evaluation: Regularly evaluate the compliance of business operations and the effectiveness of compliance management. • The Company systematically integrates compliance evaluation into its regular internal audit activities. A compliance check is included in every audit project, with a focus on the implementation of laws, regulations, and corporate policies. This approach avoids duplicate evaluations and ensures the depth and objectivity of compliance assessments through professional audit methods.
Ensure Tax Compliance	• The Company cooperates with local tax agencies in each overseas tax jurisdiction to ensure that tax payments comply with local policies, management systems, and measures.

Risk Management

The Company's risk management is centered on the Comprehensive Risk Management System, supported by special policies such as the Internal Control Management System, Compliance Management System, and ESG Management System, forming a complete and systematic risk management framework. In terms of organization, the Company implements the three lines of defense for corporate governance: the board of directors bears the ultimate responsibility for the effectiveness of risk management; the Finance and Legal Center is responsible for organizing and coordinating daily risk management work; and the Internal Audit Department is responsible for supervising and evaluating risk management, reporting to the audit committee. The Company's risk management process includes risk identification and classification, establishment of a risk register, risk assessment, risk response, and risk monitoring and reporting, forming a closed-loop management mechanism.

Risk Identification and Classification	• Based on the Company's business characteristics and operating model, the risks identified in the course of operations can be categorized into financial risk, compliance risk, operational risk, strategic risk, and market risk. • Based on the degree of impact, risks can be classified into three levels: major, significant, and general.
Establishes a Risk Inventory	• The Company identifies common risks based on business processes and dynamically updates the risk register on a quarterly basis based on audit results.
Risk Assessment	• Establish evaluation criteria that combine qualitative and quantitative approaches, divided into two modes: annual centralized assessment and daily dynamic assessment.
Risk Response	• In accordance with the principle of prudence, adopt targeted measures such as avoidance, reduction, transfer, and acceptance.
Risk Monitoring and Reporting	• Regularly consolidate risk information and conduct supervisory evaluation reports.

Case: Training on the Construction and Practice of Enterprise Risk Management and Internal Control Systems

The Company provides risk management and internal control training for all employees in the audit function, systematically explaining core risk control principles, the board's key responsibilities in risk governance, and the objectives of the monitoring system.

The training breaks down the key steps in building a risk management framework, from risk identification and assessment to graded response and system design. It covers practical implementation areas such as annual risk control target execution, dynamic application of internal audits, comprehensive systematic error-proofing, special inspections, and post-review improvement. Combined with real-world case studies, the training helps enterprises establish end-to-end risk control capabilities and enhances operational robustness and risk resilience.

4.3 Upholding Business Ethics

The Company is committed to advancing the integrity and probity culture together with its employees, strictly complies with relevant laws and regulations on business ethics, and has formulated the Administrative Measures for Anti-fraud and Reporting and Complaints《反舞弊及舉報投訴管理辦法》, focusing on management in the areas of reporting and protection, and business ethics training.

Reporting and Protection

The Company has kept its reporting channels unimpeded, established a fair and transparent reporting handling procedure, and fully leveraged the important role of reporting in supervising and preventing illegal and non-compliant incidents. The Company has specified protective measures for whistleblowers, requiring relevant staff handling reporting and complaints to strictly observe confidentiality requirements, strictly prohibiting them from disclosing the reporting documents and related information to unrelated personnel or even divulging or forwarding such information to the reported person. No entity or individual may, under any pretext, obstruct, suppress, or even retaliate against whistleblowers who file reports, complaints, or appeals in accordance with the law.

Supervision mechanism	The Board of Directors and the Audit Committee exercise supervision, and the management supports the work of the Internal Audit and Supervision Department, conducts annual reporting and reports upwards.
Investigation mechanism	Initiating by levels based on the hierarchical levels of the personnel involved, strictly maintaining confidentiality, protecting whistleblowers and investigation participants.
Internal audit process	Receiving internal and external reports, handling and investigating by category, submitting reports on a quarterly basis and filing them accordingly.
Corrective measures	Formulating corrective measures and internal control improvement reports, punishing fraudsters and holding relevant management personnel accountable in accordance with regulations, and transferring criminal cases to judicial authorities in a timely manner.
Reporting mechanism	The audit department makes formal reports to the Audit Committee twice a year and submits interim internal control reports and annual internal control reports.

Business Ethics Training

The Company provides business ethics and compliance training to all its employees on December 4, the "National Legal Awareness Day" (全國法制宣傳日), each year to enhance employees' integrity awareness. In 2025, the Company organized a special business ethics training for all employees, focusing on the following: eliminating bribery, kickbacks, job embezzlement and other acts; prohibiting the disclosure of any business and customer confidential information; regulating professional conduct, and eliminating unauthorised part-time jobs and various conflicts of interest. Through systematic training, the Company further strengthened all employees' awareness of integrity and self-discipline, built a solid line of defence for compliant operations, and ensured the healthy and orderly development of the Company.

4.4 Protecting Intellectual Property Rights

The Company strictly complies with the relevant laws and regulations such as the Patent Law of the PRC (《中華人民共和國專利法》), the Copyright Law of the PRC (《中華人民共和國著作權法》), the Trademark Law of the PRC (《中華人民共和國商標法》), the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) and the PRC Civil Code (《中華人民共和國民法典》), and attaches great importance to the protection of intellectual property rights. The Company has formulated and implemented internal systems and norms such as the Management Regulations on Patents (《專利管理制度》), the Trademark Use Code (《商標使用規範》), the Intellectual Property Litigation and the Management Standards for Non-Contentious Cases (《知識產權訴訟及非訴案件管理規範》), and the Overseas Patent Review Specification and Overseas Patent Application Strategy Guidance (《海外專利評審規範& 海外專利申請策略指導》), establishing an intellectual property rights system with clear functions, rigorous procedures, comprehensive coverage and strong operability, covering multiple areas such as patents, trademarks and software copyrights, thereby providing systematic mechanism guarantees for the protection and management of the Company's overall innovation achievements.

The Company has established a full-time intellectual property position under the Office of the President, regularly conducts intellectual property training for employees, and embeds an intellectual property risk assessment mechanism in key areas such as R&D, procurement and marketing. In the fields of core technology patent layout, IP compliance review of suppliers/partners, infringement monitoring and rapid response, and patent risk assessment, the Company effectively protects its innovation achievements and legitimate rights and interests.

5. INCLUSIVENESS AND WIN-WIN COOPERATION, GROWING TOGETHER WITH PARTNERS

Geekplus regards talent as the Company's most valuable asset and the core driving force behind technological innovation and corporate transformation. The Company continues to build a systematic and international talent development system, committed to providing every employee with a broad development platform, competitive remuneration and benefits, a safe and healthy working environment, and a corporate culture fostering a sense of belonging, thereby helping employees achieve the alignment of personal value with the Company's development.

5.1 Building an Inclusive Workplace

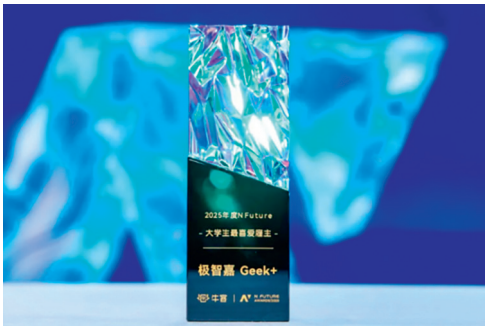
Geekplus strives to create a diverse, inclusive and open workplace environment, bringing together talents from different backgrounds to achieve a diverse workforce, thereby enhancing the team's creativity and innovation capability.

The Company strictly complies with the relevant laws and regulations such as the Labor Law of the PRC (《中華人民共和國勞動法》) and the Labor Contract Law of the PRC (《中華人民共和國勞動合同法》), as well as the requirements of national laws and regulations including the Provisions on the Prohibition of Child Labor (《禁止使用童工規定》), standardising the processes of campus recruitment and social recruitment, following the principles of openness, transparency and merit-based selection, and promoting fair employment. The Company conducts social recruitment, campus recruitment and intern recruitment. In 2025, the Company held 3 campus briefing sessions and 1 city briefing session, conducted 6 double selection fairs, and held an exclusive Openday for talents in key positions such as algorithms.

The Company opposes and prohibits illegal employment practices such as child labor and forced labor, and strictly reviews background information such as the age of candidates during the resume screening stage. Resumes that do not comply with the requirements of relevant laws and regulations are not allowed to pass the screening. In 2025, the Company had no incidents of child labor or forced labor.

The Company will implement policies to ensure gender diversity when recruiting staff to develop a pipeline of female senior management and potential successors to the Board. Furthermore, the Company will implement comprehensive programs aimed at identifying and training our female staff who display leadership and potential, with the goal of continuously increasing the proportion of female managers.

Leveraging its high-quality campus recruitment experience, good working atmosphere, comprehensive career development channels and competitive welfare guarantees, the Company has established extensive recognition and reputation among students, becoming a highly favoured leading employer. In 2025, the Company successfully retained the NFuture "Top Graduate Employers Award" award and was invited as a corporate representative to participate in a roundtable forum.



Picture: NFuture "Top Graduate Employers Award"

5.2 Optimising Career Development Platforms

Geekplus, placing great emphasis on talent cultivation and growth, strongly supporting employees' personal and career development, optimising career platforms, continuously upgrading the career development system, and building a routine open-course training system covering all employees, is forming a multi-dimensional and multi-level growth mechanism for all employees.

Enhancing the Training System

In 2025, the Company focused on revising and issuing a series of training-related policies such as the Training System (《培訓制度》), the Skill Certification System (《技能認證制度》), and the Lecturer Certification System (《講師認證制度》), further clarifying the dual-channel career path of "vertical development" and "horizontal expansion", aiming to more precisely support employees' skill enhancement and career transition needs, thereby providing sustained momentum for the Company's talent pipeline construction and business development.

The Company has built a routine open-course training system covering all employees, with "technology deepening, product empowerment, solution implementation, and quality strict control" as its core orientation, forming a multi-dimensional and multi-level growth mechanism for all employees. The training not only focuses on the four core modules of product iteration, technological innovation, solution design and quality control, but also integrates the Company's business scenarios and industry development trends. Through a combination of online and offline methods, as well as the integration of theory and practice, it achieves full-position coverage from frontline employees to management.

Case: Service Engineer Special Training Camp

The Company offers both online and offline standard service courses, covering the main product models of series such as RS, PP and P, all of which have standardised training and certification. As of the end of 2025, over 100 training sessions have been conducted, and more than 300 engineers have passed the certification.



Picture: Previous Session of the Special Training Camp

Empowering Employee Growth

The Company regards talent as the core engine of development, launching the G-STAR Program for campus recruits and the "Bedrock Leadership Program" (磐石計劃) for management capability enhancement.

G-STAR Program	• Content: Opening ceremony (company strategy & culture introduction), G-Learning exclusive online courses, workplace transition sandbox special training camp (職場轉身沙盤特訓營), hackathon activities (黑客馬拉松活動), paired with a dual-mentor system of executive and business, simultaneously broadening global rotation channels and clearing dedicated promotion pathways. • Target Audience: Campus recruits of the Class of 2025 (G6 Class) • Results: Achieved a 100% probation passage rate and retention rate for campus recruits.

Bedrock Leadership Program	• Content: Phased courses (frontline managers: shaping excellent managers; middle managers: building high-performance teams), combining external courses and internal courses. • Target Audience: Managers at all levels • Results: Precisely enhanced managers' management capabilities by integrating the Company's 3E Leadership Model and 360-degree assessment development items; unified management language; reached a consensus on effective management tools.

Case: Implementation of the G-STAR Program

Since 2019, the Company has been building a comprehensive growth platform program, the G-STAR Program, covering a full-cycle growth path from hands-on mentoring, executive guidance to regular job rotations, helping fresh graduates quickly grow into the backbone of the Company. As of the end of 2025, over a hundred students from outstanding universities around the world have joined the program and become core members within the Company's teams.



Picture: G-STAR Program Closing Ceremony

Caring for Occupational Health

The Company strictly complies with the PRC Work Safety Law (《中華人民共和國安全生產法》), the PRC Fire Prevention Law (《中華人民共和國消防法》) and other laws and regulations, gradually improves the construction of the work safety system, requires strict implementation of top-down work safety responsibilities, and establishes a Global EHS Committee to carry out work safety related work, with the CEO serving as the primary responsible person for the Company's safety.

Level	Duties
Decision-Making Level	• Decision-making, supervising and approving the formulation and update of EHS policies and objectives • Supervising and evaluating the effectiveness of EHS work processes • Decision-making on major EHS incidents and process improvements of the Company • Establishing the EHS Committee and appointing representatives to the EHS Committee • Providing management resources (including human, financial, material resources, etc.) to the EHS department to ensure the advancement of EHS work
Planning Level	• The EHS department formulates and updates EHS objectives, establishes global EHS standards, and ensures their effectiveness • Assessing EHS risks of the Company's operations (including factories, projects, office environments, etc.) and conducting graded management of such risks • Supervising EHS implementation at various factories, regional projects and offices • Collecting information monthly on a regular basis, forming monthly reports and reporting to senior management • Promoting, guiding and assessing EHS coordinators in the implementation of various work matters • Assisting the CEO in convening the EHS Committee on a quarterly basis and announcing EHS performance indicators for each quarter
Execution Level	• Responsible for breaking down the Company's EHS objectives and developing relevant procedure documents and management processes in conjunction with local regulatory requirements • Implementing the Company's global EHS standards, promptly carrying out daily EHS management work and conducting regular follow-ups • Identifying major safety risks in factories and projects for the Company, and implementing specific work in accordance with the requirements of the EHS department • Heads of each department and EHS coordinators participating in the EHS coordinator meeting monthly, collecting EHS data from each department, and forming monthly reports • Regularly summarising and reporting EHS work progress and aggregated data to the EHS department • Conducting regular safety inspections of factories and projects, and following up on the rectification of hidden hazards

The Company regularly reviews and updates its safety management system documents, improves the work safety management system in accordance with the key elements of the occupational health and safety management system ISO 45001, revises and improves the Global Incident Management Standard (《全球事故管理標準》), the Global Customer Worksite Safety Standard (《全球客戶工作現場安全標準》), the Global Contractor Safety Standard (《全球承包商安全標準》), the Global EHS Policy (《全球 EHS 政策》), as well as the factory production EHS management system established in accordance with local regulatory requirements, which are applicable to all employees of the Company, providing scientific and efficient guidance for work safety management.

The Company carries out activities such as emergency evacuation and safety publicity to enhance employees' safety awareness. At the same time, in response to major risks, major hidden dangers, key areas and critical links in office areas, activities such as fire drills are conducted to improve employees' ability to respond to emergencies. In 2025, the Company conducted a special fire safety training for all employees, systematically sorting out key fire self-rescue tips and core fire safety knowledge during the training, helping employees master firefighting skills and improve fire safety awareness.



Picture: Fire Safety Training for All Staff

5.3 Improving Procurement Practices

Supplier Management

The Company has established relevant management measures such as the Administrative Measures for Supplier Introduction (《供應商引入管理辦法》) and the Administrative Measures for Direct Procurement Supplier Agreement (《直採供應商協議管理辦法》), clarifying the responsibilities and access procedures of each department. The corresponding access procedures are all conducted through the Company's OA office system to ensure openness and transparency of the processes.

During the preliminary access phase of projects, the Company conducts EHS assessments on suppliers and carries out approvals through the OA system to ensure that partners follow the concept of sustainable development and maintain a stable and reliable supply chain. The Company has established the Administrative Measures for Performance Evaluation of Direct Procurement Suppliers (《直採供應商績效評估管理辦法》), forming a performance evaluation team comprising R&D, procurement and other relevant departments to evaluate suppliers annually. The performance evaluation covers areas such as technology, quality, cost, delivery and service. The Company incorporates suppliers' ESG management level into the performance evaluation indicators, examining suppliers' certificate certifications and policy formulation in the field of ESG management. In 2025, the Company selected 80 suppliers for performance evaluation based on their cooperation period and cooperation amount, and the performance evaluation results will serve as a reference for supply chain optimisation and integration in 2026.

The Company strictly complies with the provisions of relevant laws, regulations and normative documents such as the PRC Civil Code (《中華人民共和國民法典》), the Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), and the Interim Provisions on Prohibiting Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》), and firmly opposes soliciting or accepting bribes, offering bribes and other improper trading practices. According to the Company's procurement-related regulations, suppliers must sign an integrity commitment letter. In addition, the Company includes anti-commercial bribery clauses in procurement contracts, covering all suppliers to ensure the integrity and fairness of procurement cooperation. In the course of procurement cooperation, if the Company finds that a supplier has engaged in bribery or other disguised bribery, it will stop procurement or cease using its products or services. The Company's Audit Department conducts irregular audits on risks such as supply chain compliance, fraud, corruption, and violations of internal systems or laws and regulations. In 2025, it completed an audit of the supply chain procurement center, and no incidents of commercial bribery or corruption were identified.

Supply Chain Security

Regarding safeguarding supply chain security and preventing supply disruptions, the Company has mainly taken the following measures:

New Product Development	•	During the NPI stage in the current PDR process, the continuity plan for bottleneck material supply is reviewed, identifying risks of supplier disruption from aspects such as LT (Lead Time), MOQ (Minimum Order Quantity), production capacity, and product phase-out, and solutions are communicated.
Chip-Type Long-Cycle Materials	•	Based on forecast data, rolling stock preparation is carried out to prevent supply disruptions.
Daily Supply Disruption Prevention	•	Based on the delivery status of materials, the Production Operations and Procurement Center identify risks of supply disruption and work together to resolve them.

5.4 Jointly Promoting Industry Development

Geekplus continuously expands its cooperation radius, establishes extensive partnerships by participating in industry conferences and exhibitions, promotes the reconstruction of innovation and productivity, and works together with partners to jointly promote high-quality development of the industry.

Case: Won Two Major Awards at the Supply Chain Asia Awards 2025

For a long time, the Company has always been driven by "AI + robotics" technology to drive the upgrading of warehouse automation, helping enterprises achieve operational excellence, sustainable development and intelligent scale expansion. This technological concept and practical achievements have also been fully validated in business scenarios. At the Supply Chain Asia Awards 2025, the Company won two major awards: the "Supply Chain Innovator Award of the Year -Automated Warehouse" and the "Logistics Equipment Partner Award of the Year". The awards fully recognise Geekplus' innovation strength and industry leadership in the field of robot-driven warehouse transformation.



Picture: Supply Chain Asia Awards Ceremony Scene

Case: Next-Generation Intelligent Picking Solution Debuted at LogiMAT 2025 in Germany

At the LogiMAT 2025 logistics exhibition in Germany, the Company unveiled three newly upgraded next-generation intelligent picking solutions: tote-to-person, shelf-to-person and pallet-to-person. Through disruptive technological innovations, the new solutions achieve comprehensive improvements in throughput, storage capacity, scenario adaptability and flexibility. As a one-stop warehouse robotics partner, the Company always places customer needs at the starting point of the innovation chain, breaks through technological barriers, continuously pushes the efficiency boundaries of intelligent warehousing, serves as a "value engine" in customers' warehouses, and injects strong momentum into the global smart logistics transformation.



Picture: Next-generation RoboShuttle Tote-to-Person Picking Solution



Picture: Next-generation PopPick Shelf-to-Person Picking Solution

5.5 Supporting Public Welfare Initiatives

In June 2025, leveraging the opportunity of the Geek+ Family Day, the Company launched a charity donation campaign under the theme "Your Idle Items, Their Treasures", which extensively mobilised employees to participate in the collection of idle materials. Through the campaign, a variety of items including educational toys, books, stationery and clothing were collected. After unified sorting and categorisation, these materials were precisely donated to Luoshuidong Village in Yunnan Province through designated poverty alleviation channels, and were earmarked to support the improvement of education and daily life for children in local mountainous areas. This donation campaign not only realised the recycling and reuse of idle resources, but also implemented public welfare initiatives for rural revitalisation through concrete actions. It further strengthened the practice of corporate social responsibility and contributed to the growth and development of children in remote areas.



Pictures: Charity Donation Campaign for Children in Mountainous Areas of Yunnan

APPENDIX

2025 Key Performance Indicators

Environmental Performance

Indicators	Units	2025
Energy Use[2]		
Total Comprehensive Energy Consumption	Tonnes of coal equivalent	140.04
Purchased Electricity	MWh	828
Gasoline Consumption	Liters	20,000
Natural Gas Consumption	m^3	12,628
Resource Use		
Total Water Consumption	Tonnes	13,699
Water Intensity	Tonnes/RMB million revenue	4.32
Greenhouse Gas Emissions[3]		
Total GHG Emissions (Scope 1 + Scope 2)	Tonnes of CO_2 equivalent	510.85
Direct GHG Emissions (Scope 1)	Tonnes of CO_2 equivalent	71.52
Indirect GHG Emissions (Scope 2)	Tonnes of CO_2 equivalent	439.34
GHG Emission Intensity	Tonnes of CO_2 equivalent/ RMB million revenue	0.16
Packaging Materials		
Carton Consumption	Tonnes	16.4
Waste		
Total Waste Generated	Tonnes	20.22
Total Non-Hazardous Waste Generated	Tonnes	20.2
Total Hazardous Waste Generated	Kilograms	16.4
Non-Hazardous Waste Intensity	Tonnes/RMB million revenue	0.0064
Hazardous Waste Intensity	Kilograms/RMB million revenue	0.0052

2 Total energy consumption is calculated primarily based on fuel consumption quantities, together with relevant conversion factors and formulas provided in the National Standard of the People's Republic of China, General Principles for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020), covering natural gas, gasoline and purchased electricity. The scope includes the Company's head office, consolidated subsidiaries in the financial statements and manufacturing facilities.

3 Greenhouse gas emissions are calculated mainly in accordance with Guidelines for Accounting and Reporting of Greenhouse Gas Emissions by Public Building Operation Enterprises (for Trial Implementation) issued by the National Development and Reform Commission in 2015, and the Notice on Doing a Good Job in the Administration of Greenhouse Gas Emissions Reporting by Enterprises in the Power Generation Industry for 2023-2025 issued by the Ministry of Ecology and Environment in 2023. The scope covers the Company's head office, consolidated subsidiaries in the financial statements and manufacturing facilities.

Indicators	Units	2025
Other Environmental Indicators		
Major Environmental Accidents	Cases	0
Any claims for material violations of relevant permits and environmental requirements	Cases	0
Any material claims from customers or residents in the operating area for violations of relevant environmental requirements	Cases	0

Social Performance

Indicators	Classification	Unit	2025
Workforce Diversity			
Total number of employees (Person)	/	No.	1,054
Number of employees by employment type	Permanent employees	No.	1,054
Number of employees by gender	Male	No.	756
	Female	No.	298
Number of employees by employee category	Senior management	No.	25
	Middle management	No.	130
	General employees	No.	899
Number of employees by age group	Under 30 years old	No.	248
	31-50 years old	No.	785
	Over 50 years old	No.	21
Number of employees by education level	Doctorate	No.	7
	Master's degree	No.	328
	Bachelor's degree	No.	672
	College diploma	No.	39
	Others	No.	8
Number of employees with disabilities	/	No.	6
Number of ethnic minority employees	/	No.	34

Indicators	Classification	Unit	2025
Employment and Turnover			
Number of new hires during the reporting period	/	No.	279
Total number of employee departures	/	No.	211
Overall employee turnover rate	/	%	20.8
Employee turnover rate by gender	Male	%	21.41
	Female	%	19.23
Employee turnover rate by age group	30 years old or below	%	20.05
	31-50 years old	%	20.83
	50 years old or above	%	30.64
Employee Training			
Company training coverage rate	/	%	100
Percentage of trained employees by gender	Male	%	100
	Female	%	100
Percentage of trained employees by category	Senior management	%	100
	Middle management	%	100
	Junior management	%	100
	General employees	%	100
Total training hours	/	Hours	16,416.5
Average training hours per employee	/	Hours	15.6
Average training hours by gender	Male	Hours	15.4
	Female	Hours	16.0
Average training hours by employee category	Senior management	Hours	22
	Middle management	Hours	22
	Junior management	Hours	22.4
	General employees	Hours	14
Total training investment during the reporting period	/	RMB10,000	57

Indicators	Classification	Unit	2025
Labour Rights Protection			
Labour contract signing rate	/	%	100
Social insurance coverage rate	/	%	100
Occupational Health and Safety			
Number of work-related fatalities	/	No.	0
Number of work-related injuries	/	No.	0
Number of working days lost due to work-related injuries	/	Day	0
Employee physical examination coverage rate	/	%	100
Occurrence of illegal or regulatory violations relating to occupational health and safety	/	Cases	0
Suppliers			
Total number of suppliers as of the end of the reporting period	/	No.	1,490
Suppliers as of the end of the reporting period	Chinese Mainland	No.	823
	Hong Kong, Macau, Taiwan and other overseas regions	No.	667
Customer Service			
Net Promoter Score (NPS)	/	/	16
Number of customer complaints	/	Cases	282
Customer complaint response rate	/	%	100
Customer complaint resolution rate	/	%	100
R&D and Intellectual Property Rights			
R&D investment amount	/	RMB10,000	15,772.18
Number of R&D personnel	/	No.	436
Number of cumulative intellectual property rights as of the end of the reporting period	/	No.	1,566
Number of newly approved intellectual property rights during the reporting period	/	No.	206

Indicators	Classification	Unit	2025
Number of cumulative patents as of the end of the reporting period	/	No.	1,188
Number of newly granted patents during the reporting period	/	No.	187
Number of cumulative registered trademarks as of the end of the reporting period	/	No.	306
Number of newly registered trademarks during the reporting period	/	No.	14
Anti-Corruption			
Number of concluded legal cases against the Company or its employees for corruption	/	No.	0
Number of illegal or regulatory violations related to corruption	/	No.	0
Number of valid corruption reports received during the reporting period	/	No.	0
Processing rate of valid reports during the reporting period	/	%	0

Definition of Terms

Abbreviation	Full Name	Chinese Definition
RMS	Robot Management System	機器人管理系統
IOP	Intelligent Operation Platform	智能運營平台
PDR	Preliminary Design Review	初步設計評審
APQP	Advanced Product Quality Planning	先期質量策劃
FMEA	Failure Mode and Effects Analysis	失效模式與影響分析
MTBF	Mean Time Between Failure	平均無故障工作時間
SOP	Standard Operating Procedure	標準作業程序
SIP	Standard Inspection Procedure	標準檢驗規範
NPI	New Product Introduction	新產品導入
LT	Lead Time	開發週期
MOQ	Minimum Order Quantity	最小訂購量
NPS	Net Promoter Score	淨推薦值

HKEX ESG Reporting Code Content Index

Topic Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Corresponding Section
General Disclosure		Strengthening Environmental Management
KPI A1.1	The types of emissions and respective emissions data.	Strengthening Environmental Management; 2025 Key Performance Indicators
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2025 Key Performance Indicators
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2025 Key Performance Indicators
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Strengthening Environmental Management; Addressing Climate Change
KPI A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Strengthening Environmental Management
General Disclosure		Strengthening Environmental Management
KPI 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).	2025 Key Performance Indicators
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2025 Key Performance Indicators
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Addressing Climate Change
KPI 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.	Strengthening Environmental Management
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	2025 Key Performance Indicators
General Disclosure		Developing Green Products; Empowering Green Logistics
KPI A3.1	Description of the significant impact of activities on the environment and natural resources and the actions taken to manage them.	Developing Green Products; Empowering Green Logistics
General Disclosure		Building an Inclusive Workplace
KPI B1.1	Total workforce by gender, employment type (full or part – time), age group and geographical region.	2025 Key Performance Indicators
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	2025 Key Performance Indicators

Topic Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Corresponding Section
General Disclosure		Optimizing Career Development Platforms
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	2025 Key Performance Indicators
KPI B2.2	Lost days due to work injury.	2025 Key Performance Indicators
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Optimizing Career Development Platforms
General Disclosure		Optimizing Career Development Platforms
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	2025 Key Performance Indicators
KPI B3.2	The average training hours completed per employee by gender and employee category.	2025 Key Performance Indicators
General Disclosure		Building an Inclusive Workplace
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Building an Inclusive Workplace
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Building an Inclusive Workplace
General Disclosure		Optimizing Procurement Practices
KPI B5.1	Number of suppliers by geographical region.	Optimizing Procurement Practices
KPI 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.	Optimizing Procurement Practices
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Optimizing Procurement Practices
KPI B5.4	Description of practices used to promote environmental preferable products and services when selecting suppliers, and how they are implemented and monitored.	Optimizing Procurement Practices
General Disclosure		Continuous Improvement, Building High-quality Products
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Ensuring Product Quality
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Listening to Customer Voices
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protecting Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Ensuring Product Quality
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Protecting Customer Privacy

Topic Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)		Corresponding Section
General Disclosure		Upholding Business Ethics
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.	2025 Key Performance Indicators
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Upholding Business Ethics
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Upholding Business Ethics
General Disclosure		Supporting Public Welfare Initiatives
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture and sport).	Supporting Public Welfare Initiatives
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	2025 Key Performance Indicators

Climate-related Disclosures

(I) Governance	Governance	(a) Information on the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. (b) The role of management in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Addressing Climate Change
(II) Strategy	Climate-related risks and opportunities	An issuer shall disclose its assessment of any climate-related risks reasonably likely to have a material effect on the issuer's business model, strategy and cash flows, its access to finance and its cost of capital, which may manifest in the short, medium or long term.	Addressing Climate Change
	Business model and value chain	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; (b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Addressing Climate Change

	Strategy and decision-making	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. (a) Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. (b) Information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph (a). An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph aforementioned.	Addressing Climate Change
	Financial position, financial performance and cash flows	Disclosure of qualitative and quantitative information relating to current financial impacts: (a) How climate-related risks and opportunities have affected the issuer's financial position, financial performance and cash flows during the reporting period; (b) Information on the climate-related risks and opportunities identified in paragraph (a) where such risks and opportunities may result in material adjustments to the carrying amounts of assets and liabilities in the financial statements of the next reporting year.	Addressing Climate Change
		Disclosure of qualitative and quantitative information on anticipated Financial impacts: (a) How the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities; (b) Changes in the issuer's anticipated financial results and cash flows over the short, medium and long term, based on its strategies for managing climate-related risks and opportunities.	Addressing Climate Change
	Climate Resilience	The resilience of the strategy and business model to climate-related changes, developments and uncertainties: (a) the issuer's assessment of its climate resilience as at the reporting date; (b) how and when the climate-related scenario analysis was carried out.	Addressing Climate Change
(III) Risk Management	Climate-related risks and opportunities	(a) The processes and related policies the issuer uses to identify, assess, prioritize and monitor climate-related risks and opportunities. (b) The processes the issuer uses to identify, assess, prioritise and monitor climate-related risks and opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into the issuer's overall risk management process.	Addressing Climate Change

(IV) Metrics and Targets	Greenhouse gas emissions	An issuer shall disclose the absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent, classified as: (a) Scope 1 GHG emissions; (b) Scope 2 GHG emissions; and (c) Scope 3 GHG emissions.	Addressing Climate Change; 2025 Key Performance Indicators
	Greenhouse gas emissions measuring method	(a) Unless otherwise required by a regulatory authority or another stock exchange where the issuer is listed, the issuer shall measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004); (b) Disclose the approach it uses to measure its greenhouse gas emissions; (c) For Scope 2 GHG emissions disclosed, disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 GHG emissions; (d) For Scope 3 GHG emissions disclosed, disclose the categories included within the issuer's measure of Scope 3 GHG emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	2025 Key Performance Indicators
	Climate-related transition risks	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	/
	Climate-related physical risks	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	/
	Climate-related opportunities	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	/

	Capital deployment	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	/
	Internal carbon prices	An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making; and (b) the price of each metric tonnes of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	N/A
	Remuneration	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or provide an appropriate negative statement	/
	Industry-based metrics	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry.	Driving intelligent transformation in logistics; Empowering the industry to improve quality and efficiency
	Climate-related targets	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.	Addressing Climate Change
		An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.	
		An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	

Reader Feedback

Dear Reader,

Greetings! Thank you very much for reading the 2025 Environmental, Social and Governance Report of Beijing Geekplus Technology Co., Ltd. To better provide valuable information to you and other stakeholders, and to enhance the Company's ability and performance in fulfilling social responsibilities, Geekplus sincerely invites you to offer your valuable comments and suggestions on this report.

Please tick "✓" in the corresponding box.

1. Do you think this report provides the information you need to know?
   ☐ Yes ☐ Fair ☐ No

2. How do you rate Geekplus's performance in environmental responsibility?
   ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

3. How do you rate Geekplus's performance in corporate governance?
   ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

4. How do you rate Geekplus's performance in social responsibility?
   ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

5. Your overall evaluation of the level of information disclosure in this report:
   ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

6. Your overall evaluation of the design style of this report:
   ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

You may contact us by phone, email, or by sending your feedback by post. Our contact information is as follows:

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