找钢 产业互联集团

(A company controlled through weighted voting rights, incorporated in the Cayman Islands with limited liability and carrying on business in Hong Kong as ZGW)

Stock Code: 6676
Warrant Code: 2572



2025

Environmental, Social and Governance Report

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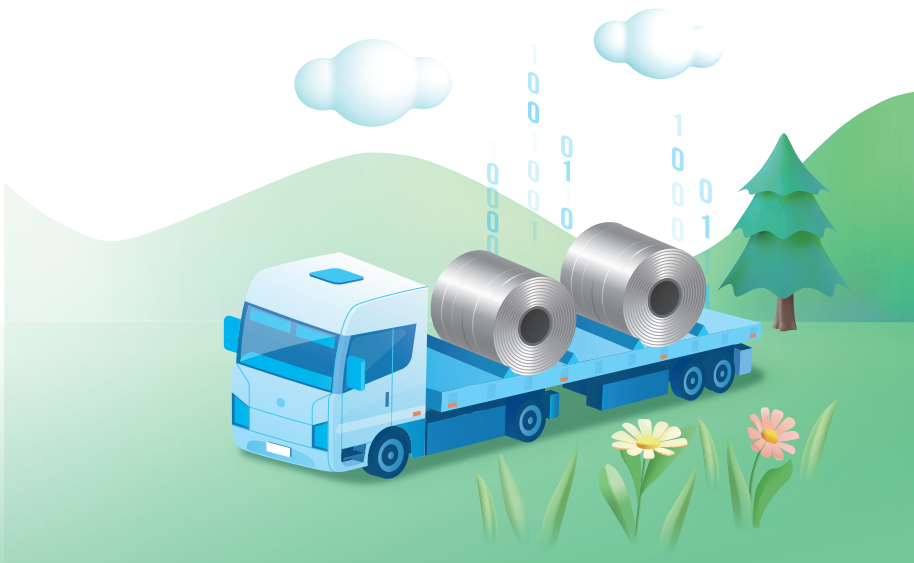
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About this Report

REPORT OVERVIEW

This report is the second Environmental, Social, and Governance (ESG) report issued by ZG Group (hereinafter referred to as "we", or "the Company"). It aims to systematically disclose the Company's core concepts, defined objectives, implementation progress, and future strategic planning in the field of sustainable development to all stakeholders.

BASIS OF PREPARATION

This report has been prepared in accordance with the requirements of Appendix C1 *Corporate Governance Code* and Appendix C2 *Environmental, Social, and Governance Reporting Code* of the Listing Rule of The Stock Exchange of Hong Kong Limited (HKEX). During the preparation process, key stakeholders were identified, material ESG topics were analyzed and prioritized, the report content was defined, and relevant information was collected, organized, and reviewed to ensure that the content of the report complies with the disclosure principles of materiality, quantitative, balance, and consistency, this report is ultimately formed.

SOURCE OF INFORMATION

The information and data disclosed in this report are sourced from ZG Group.

REPORTING SCOPE AND PERIOD

Unless otherwise stated, the policies, statements, and information in this report cover the actual business scope of the Company. The reporting entities include ZG Group (6676.HK) and its subsidiaries. The reporting period is from January 1, 2025, to December 31, 2025.

STATEMENT OF RELIABILITY

The Board of Directors is responsible for the authenticity, accuracy, and completeness of the report content.

CONFIRMATION AND APPROVAL

This report was reviewed and approved by the Board of Directors on March 27, 2026, after confirmation by the management.

ACCESS TO THIS REPORT

The ZG Group ESG Report is published concurrently with the Annual Report. This report is available in both Chinese and English and has been uploaded to the HKEX website. In the event of any discrepancy or inconsistency between the Chinese and English versions, the English version shall prevail.

CEO's Address

In 2025, ZG Group remained true to its founding aspirations and forged ahead with determination. By deeply cultivating the industrial internet sector with a pragmatic approach and an innovative spirit, we have written a new chapter of endeavor. We consistently regard high-quality development as our core pursuit – driving industrial upgrading through technological innovation, leading sustainable development through green and low-carbon initiatives, uniting our team through humanistic care, and rewarding society through responsibility and commitment. With practical actions, we fulfill our promises to customers, shareholders, employees, and the community.

We are acutely aware that innovation is the primary engine driving development. Over the past year, we continued to increase our investment in R&D, focusing on four key strategic directions: an intelligent supply chain hub system, AI applications for the steel industry, a blockchain platform for carbon footprint tracking, and a middleware platform for cross-border industrial goods trading. These efforts have injected powerful momentum into the leapfrogging of our platform's capabilities. Moreover, we have constructed a quality management system covering the entire business chain, optimized customer service experiences, and continuously promoted the standardization and sustainable construction of our supply chain, which ensures the reliability of our products and services from the source, demonstrating ZG Group's dedication and professionalism in every collaboration.

Facing global climate challenges, we actively respond to the national "Dual Carbon" strategy and regard climate change as a critical issue for corporate sustainable development. By systematically identifying and assessing climate-related risks and opportunities, we have formulated targeted response strategies and focused on building long-term climate resilience. Leveraging digital technology, we have enhanced the overall operational efficiency of the supply chain and continuously tapped into carbon reduction potential across steel production, circulation, and terminal applications, contributing to promoting the coordinated development of business and the ecological environment, translating green development concepts into tangible actions.

We highly value the significance of our employees to the Company's long-term growth. We are committed to creating a fair, just, diverse, and safe workplace, adhering to competence-oriented principles to provide equal development opportunities for every individual. While fostering a warm work atmosphere that provides a sense of belonging, we ensure that employees' contributions are recognized through diversified benefits and differentiated incentives. Furthermore, we have established systematic training mechanisms to help employees refine their skills and achieve self-growth alongside the Company's progress.

As a leading industrial internet platform for the steel industry in China, we consistently leverage our digital capabilities to bolster industry growth. Through platform advantages, we empower ecological partners and explore innovative paths for high-quality development with all stakeholders in the industrial chain. We integrate social responsibility into our corporate practices, deeply engaging in livelihood sectors such as elderly care, childcare, poverty alleviation, medical assistance, and education. By giving back to society through precise and pragmatic philanthropic actions, we achieve the common development of the enterprise and society.

CEO's Address

Robust governance is the cornerstone of a company's long-term stability. We continuously improve our corporate governance structure and have built a risk management and internal control system covering all business processes. Relying on tools such as big data analytics, we achieve dynamic identification and timely disposal of risks. We consistently integrate integrity, lawfulness, and self-discipline into our daily operations, ensuring that compliance awareness permeates throughout. Meanwhile, we focus on building a systematic information security and privacy protection management system, safeguarding user trust with the highest standards and fulfilling our commitments to users.

Looking forward to 2026, we will continue to deepen our digital platform and expand the breadth and depth of our services with a broader vision and firmer determination. We firmly believe that with the continuous dedication of all ZG people and the trust and support of our customers and partners, ZG Group will move steadily forward on the course of sustainable development. We will further contribute to the transformation and upgrading of China's steel industry and the high-quality development of the economy and society by leveraging ZG Group's unique strengths.

About ZG Group

ZG Group was established in early 2012 and was listed on the Main Board of the Hong Kong Stock Exchange on March 10, 2025, committing to evolving from a single-category digital platform for steel in China to an AI industrial internet platform characterized by stable domestic growth, globalization, and diversification. It is a leading industrial internet platform in China. With steel-the largest industrial commodity-as its entry point, ZG Group has developed a suite of technology service systems centered on industrial and construction sector users. As of the end of the reporting period, the Company's business has expanded to multiple industries, covering steel, electronics, and industrial control, and is diversifying into the markets of non-steel industrial raw materials, including electronic components, electrical and electric, hardware and electromechanical products, and non-ferrous metals.

Mission	• Connecting everything and everyone in raw material industry via digitalization.
Vision	• Becoming the leading digital platform for industrial raw material in the world.

In 2025, ZG Group's total commodity transaction value amounted to 151 billion yuan, with a total transaction volume of exceeding 45 million tons. As of December 31, 2025, the platform had registered more than 20K suppliers and more than 199K customers in total, covering over 684K Stock Keeping Units (SKUs) and 18K cooperative logistics carriers.

As a leading raw material digital platform, ZG Group adheres to the business philosophy of "serving users wholeheartedly and striving for their success". Leveraging the power of the internet and big data, the Company provides one-stop service covering online steel transactions, logistics, warehousing and processing, SaaS products, and big data analytics. These offerings help small and medium-sized enterprises (SMEs) in the industrial and construction industry chains improve efficiency, achieve growth, and provide users with a business experience.

ZG Group is reshaping the traditional steel distribution model through digital technology. Its online freight platform, FatCat Logistics, has established a standardized logistics and warehousing service process. It is one of China's first non-truck operating common carrier and a leading logistics platform for heavy-duty flatbed trucks.

With years of experience in the industrial sector, ZG Group has launched FatCat Cloud ERP, a system specifically designed for the steel trading industry. Leveraging ZG Group subsidiary – Zhaogang Netcom's technologies honed through the billion-level transaction volume and vast data resources, FatCat ERP helps enterprises reduce costs, enhance efficiency, and achieve digitalized management. Its market adoption rate is rapidly increasing.

ZG Group has set the strategic goal of "rebuilding another ZG Group overseas within three years", continuously empowering the internationalization of Chinese manufacturing through digital innovation capabilities. In 2025, the Company achieved sustained breakthroughs in overseas trade and processing businesses, establishing a comprehensive localized supply chain service system abroad. The Company's international business transaction volume exceeded 220,000 tons, representing a year-on-year increase of 98.8%. Operating revenue exceeded RMB1.0 billion, representing a year-on-year increase of 71.5%, while gross profit amounted to RMB80.9 million, representing a year-on-year increase of 93.9%.



Honors and Awards

January 2025	ZG Group was selected as a typical case of data element application scenarios in the industrial sector by the Ministry of Industry and Information Technology.
May 2025	ZG Industry AI Large Model successfully passed the "Deep Synthesis Algorithm Filing" of the Cyberspace Administration of China.
June 2025	ZG Group's "AI-Powered Intelligent Trading Assistant for the Steel Industry Internet Platform" was selected as an outstanding application case of "AI+" in the commerce sector, released by the Shanghai Municipal Commission of Commerce.
July 2025	At the "Breaking Waves Symbiosis – 2025 China Digital Industry Ecosystem Conference" hosted by *China Business Journal*, ZG Group was successfully selected as an "Excellent Enterprise Case in the High-Quality Development of the China Digital Industry" and received the "AI-Driven Industrial Upgrade Case" award.
August 2025	ZG Group was successfully included in the 2025 Shanghai Specialized and Sophisticated Small- and Medium-sized Enterprises (SMEs) list released by the Shanghai Municipal Commission of Economy and Informatization.
November 2025	ZG Group was awarded the "China-Thailand Digital Economy Cooperation Model Enterprise" title by the Asia International Trade and Investment Association (AITIA).
	ZG Group won the CGMA Excellent Innovation of Digital Management Accounting of 2025.

December 2025	ZG Group received the "Best Digital Employee Innovation Application Award" in the 2025 China Intelligent Finance Practice Awards organized by Shanghai National Accounting Institute.
	The industrial chain finance business case jointly developed by ZG Group and Chongqing Fumin Bank, named "Daolerong", was successfully selected into the 2025 Golden Dragon Financial Power "Five Major Chapters of Finance" case list.
	ZG Group received the "2025 China Bulk Commodity Modern Circulation Outstanding Case" award from the Bulk Commodity Circulation Branch of China Federation of Logistics & Purchasing.
	At the "20th China Association of National Advertisers Annual Conference 2025", ZG Group was successfully selected as a "National Typical Practical Case of Digital Economy in Enterprises".
	At the 2025 China (Rizhao) Industrial Internet Conference and "AI+" Integration Empowerment Development Conference, ZG Group won two awards: "China's Top 30 Listed Companies in the Industrial Internet" and "China's Top 100 Enterprises in the Industrial Internet" for 2025.

1. ESG Governance

1.1 ESG GOVERNANCE STRUCTURE

To systematically integrate ESG principles into its business operations, ZG Group has established a well-defined and collaboratively functioning ESG governance structure. This structure creates a closed-loop management system comprising three interconnected levels—"Decision-making-Management-Execution"—through the Board of Directors, the Audit Committee, and the ESG Working Group. This framework ensures the efficient operation of the ESG management system and drives the continuous improvement of its overall performance.

The Board of Directors

- Making decisions on major ESG matters of the Company.
- Supervising ESG risk management and control.
- Monitoring the implementation progress of ESG objectives and their alignment with the Company's business.
- Evaluating and approving ESG work plans proposed by the Audit Committee.
- Approving ESG reports and other ESG-related matters.

The Audit Committee

- Formulating and updating ESG work plans.
- Deploying and monitoring the progress of ESG initiatives.
- Supervising the Company's communication channels and methods with stakeholders.
- Regularly reporting ESG progress and achievements to the Board of Directors.

ESG Working Group

- Implementing and executing specific ESG initiatives.
- Developing annual sub-goals in alignment with the Company's overall objectives.
- Supervising and evaluating the ESG performance of various departments.
- Regularly reporting work progress and achievements to the Audit Committee.

ZG Group ESG Governance Structure

1.2 STATEMENT OF THE BOARD OF DIRECTORS

Board Responsibilities	• The Board of Directors holds ultimate responsibility for the ESG performance of ZG Group, leading ESG strategy formulation. • The Audit Committee is responsible for formulating and reviewing the Company's ESG vision, strategy, framework, principles, and policies, as well as providing recommendations and reports to the Board of Directors.
ESG Risk Management	• The Board of Directors is responsible for assessing and identifying the Company's risks in ESG matters. • The Audit Committee identifies and evaluates risks and opportunities based on internal and external business conditions, with the Board of Directors reviewing and deciding on risk response and mitigation plans to minimize negative impact of risks on the Company.
Materiality of ESG Issues	• The Audit Committee is responsible for supervising the Company's communication channels and methods with stakeholders, ensuring that relevant policies effectively facilitate engagement between the Company and its stakeholders. • The Audit Committee and the Board of Directors discuss and approve the final assessment results of ESG issue materiality, thereby determining the priority of ESG issues.
ESG Target Review	• Annual targets are established across dimensions such as energy utilization and water resource management, with the Board of Directors overseeing their implementation.

1. ESG Governance

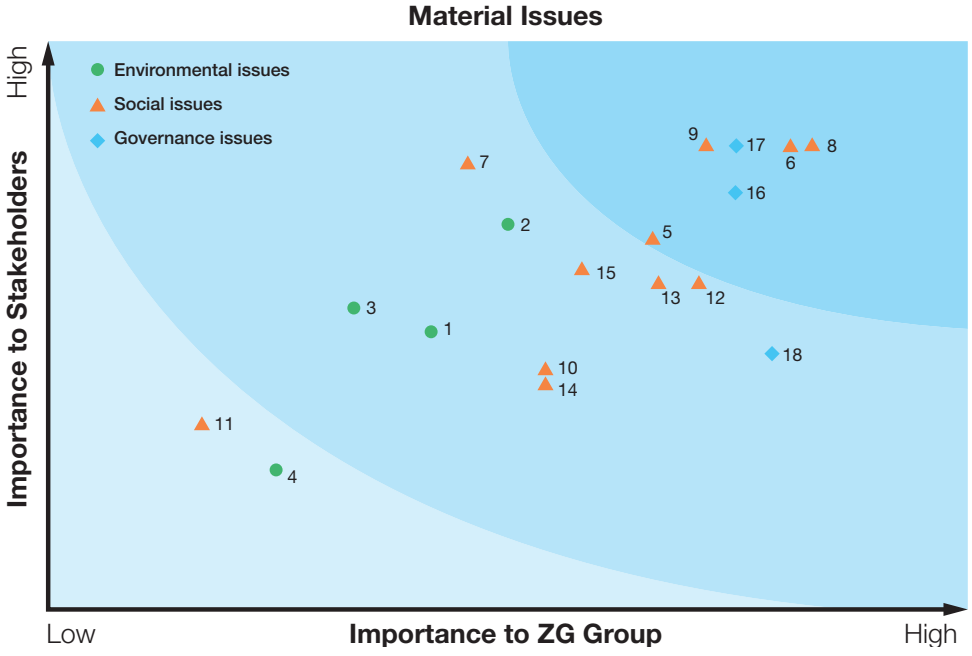
1.3 STAKEHOLDER COMMUNICATION

ZG Group attaches great importance to regular communication with stakeholders. Adhering to the principles of openness and transparency, we proactively seek the opinions and expectations of various stakeholders regarding the Company's sustainable development, integrating their core concerns into our ESG decision-making process. By building long-term partnerships based on mutual trust, we continuously enhance our ESG governance transparency and advance our sustainable development.

Stakeholders	Key Issues of Concern	Communication Channels
Government/ Regulatory Authorities	Corporate governance Compliance operations Occupational health and safety Addressing climate change Energy management Water resource management Waste management	Regular reporting Special meetings Routine work meetings Information disclosure and submission
Shareholders	Corporate governance Compliance operations Business ethics Innovation-driven Intellectual property protection	General meetings On-site visits Telephone communication Information disclosure Company website
Customers	Innovation-driven High-quality services Responsible marketing Data security and privacy protection	Routine communication Regular visits Customer satisfaction surveys Company website
Employees	Employee rights and benefits Occupational health and safety Employee training and development Employee communication and care	Employee forums Employee activities Employee care initiatives Complaint hotline and email
Suppliers	Supply chain management Responsible marketing Business ethics Data security and privacy protection	Qualification reviews Routine communication and training Annual supplier evaluations
Community	Community welfare	Industry events Philanthropic activities

1.4 IDENTIFICATION OF MATERIAL ISSUES

To better focus on the concerns and expectations of stakeholders and clarify key areas of ESG management, ZG Group periodically conducts the identification and analysis of material issues. By comprehensively considering regulatory requirements, industry trends, and our own business status, we have identified 18 material issues across the three key areas of Environmental, Social, and Governance, forming a Materiality Matrix to further clarify our ESG management priorities.



ZG Group Materiality Issues Matrix

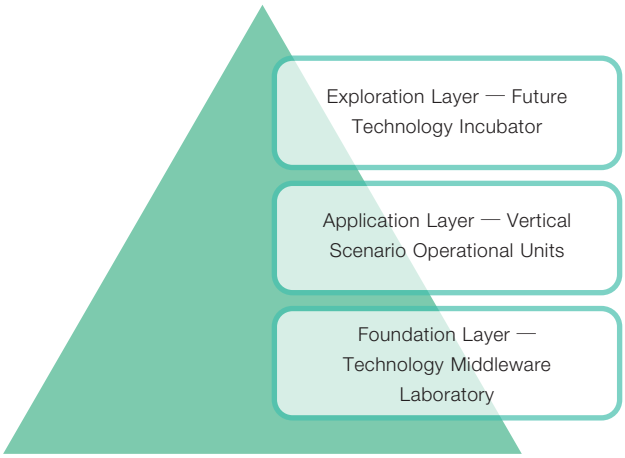
1. Responding to Climate Change
2. Energy Management
3. Water Resource Management
4. Waste Management
5. Innovation-driven
6. Supply Chain Management
7. Responsible Marketing
8. Quality Service
9. Data Security and Privacy Protection
10. Intellectual Property Protection
11. Community Welfare
12. Employee Rights and Benefits
13. Occupational Health and Safety
14. Employee Training and Development
15. Employee Communication and Care
16. Business Ethics
17. Compliance Operations
18. Corporate Governance

2. High-Quality Platform and Services

2.1 INNOVATION-DRIVEN

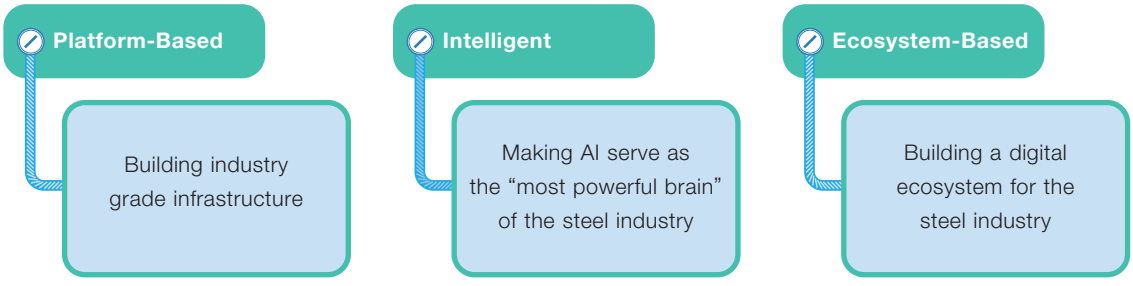
INNOVATION AND R&D MANAGEMENT

The Company has established a three-tiered "foundation layer – application layer – exploration layer" innovation and R&D framework. The foundation layer focuses on building core technological capabilities to support upper-layer applications; the application layer develops customer-oriented products and solutions tailored to various business scenarios; and the exploration layer anticipates future trends by conducting preliminary research on cutting-edge technologies and exploring new business models. These three layers work in concert to ensure the systematic and sustained nature of innovation activities.



Innovative R&D Framework

Focusing on the digitalization needs of the steel industry chain, ZG Group has identified four key R&D priorities: an intelligent supply chain hub system, AI applications for the steel industry, a blockchain platform for carbon footprint tracking, and a middleware platform for cross-border industrial goods trading. Building on this foundation, the Company adopts a research and development strategy centered on "platforming, intelligence, and ecosystem-building". Through continuous technological innovation, we aim to establish a global, industry-grade internet infrastructure that drives cost reduction and efficiency gains across the industrial chain, as well as a transition toward a green and low-carbon future, ultimately positioning ourselves as a key enabler of digital transformation in the industry.



Policies and Strategic Objectives

INNOVATIVE R&D ACHIEVEMENTS

ZG Group has independently developed a digital platform that covers the entire process – from pre-sales to in-sales and after-sales – utilizing advanced digital technologies to fully digitize every stage of steel distribution, thereby significantly improving operational efficiency. As of the end of the reporting period, ZG Group had fully integrated AI technology into trading, logistics, warehousing, and financial operations, and had established the industry's first intelligent service system covering the entire B2B value chain.

Digital and Intelligent Financial Services

ZG Group and Chongqing Fumin Bank have signed a strategic cooperation agreement to jointly launch the "Delivery-Based Financing" service, actively pursuing an innovative approach to empowering inclusive finance through the industrial internet. Leveraging authentic data – including transaction, logistics, and SaaS data – accumulated over many years on its digital platform, ZG Group provides platform support, such as contract verification and auxiliary validation of trade processes, to assist the bank's risk management efforts and help address the financing challenges faced by small and medium-sized enterprises within the industrial chain. Fumin Bank is responsible for independent credit review and fund disbursement. Together, the two parties have established a collaborative model of "industrial platform + financial institution" to jointly promote the high-quality development of production-oriented services.



Signing Ceremony

2. High-Quality Platform and Services

Best Digital Employee Innovation Application Award

In December 2025, the Company was honored with the "Best Digital Employee Innovation Application Award" at the 6th China Intelligent Finance Best Practice Awards during the 8th Intelligent Finance Forum, in recognition of its innovative achievements in financial digitalization. The award, jointly selected by authoritative institutions including the Shanghai National Accounting Institute, reflects strong national-level academic recognition of the Company's progress in intelligent finance.

As a pioneer in integrating AI with traditional industries, ZG Group has built an intelligent finance system that covers the entire business value chain. Through a cluster of digital employees powered by applications such as AI receipt processing and AI settlement, the Company is transforming its finance function from traditional accounting operations to intelligent decision-making.

This system not only strengthens the Company's capabilities in precise risk control and agile operations, but also actively responds to the national strategy of accelerating the development of the digital economy and promoting the deep integration of digital technologies with the real economy. Looking ahead, we will continue to deepen the application of intelligent finance technologies, expand use cases, and further embed these capabilities into the industrial service chain, to drive the upgrading of the steel industry and contribute to the high-quality development of the real economy.



Award Ceremony

ZG Group Wins Chartered Global Management Accountant (CGMA) Annual Awards

On November 26, 2025, ZG Group won the "Excellence Innovation of Digital Management Accounting of 2025" award at the CGMA Annual Awards for its innovative practices in digital financial management. Known as the "Oscar" of the finance world, the award saw fierce competition this year. Centered on the principles of "data-driven, technology integration, scenario connectivity, and strategic synergy," ZG Group has advanced its financial digital transformation in three phases. It has launched multiple AI digital employees, including AI settlement and AI financial analysis, enabling real-time integration of business and financial data. The Company is also exploring innovative areas such as data assets and stablecoins, driving value creation through intelligent finance. This award marks ZG Group's position at the forefront of AI-powered financial management and industry transformation.



Award Ceremony



Trophy

2. High-Quality Platform and Services

In terms of technological innovation, we have actively advanced several R&D and collaborative projects. During the reporting period, ZG Group achieved a breakthrough in digital transformation by launching the industry's first "Steel Brain" AI decision-making system.

AI Deployment in the Steel Industry

ZG Group's three major product lines – the Zhaogang App, FatCat Cloud ERP, and Zhaogang Index – are now fully compatible with the MCP protocol, making the Company one of the first companies in the industry to achieve deep integration with AI agents. To address three major challenges in the digital transformation of the steel industry – fragmented interfaces, serious data silos, and high development costs – the Company has introduced the MCP protocol to standardize and package transaction-related interfaces across the entire process into unified MCP services. This has enabled three major breakthroughs: plug-and-play deployment, dynamic perception, and two-way interaction.

This marks ZG Group's transition from isolated digital breakthroughs to comprehensive, end-to-end intelligence. By opening AI-powered services to upstream and downstream players across the industry, the Company is building an AI service ecosystem that spans the entire steel industry value chain. Going forward, we will continue to open more interfaces and applications and build an intelligent interaction ecosystem covering all scenarios across the customer journey – including pre-sales, in-sales, and after-sales functions such as inquiry, transaction, logistics, and risk control – thereby fostering a more prosperous AI ecosystem for the steel industry.

In the field of supply chain management, the Company continuously drives innovative practices. By connecting upstream and downstream enterprises, logistics companies, and warehousing and processing resources through digital solutions, it has successfully established robust comprehensive supply chain service capabilities, further solidifying its leading position in the digital steel trading sector.

2. High-Quality Platform and Services

In April 2025, the Company launched a pilot program for the "FatCat Alliance" model. Through this initiative, the platform shares resources with alliance partners, providing multi-dimensional support – including a smart logistics platform system and supply chain financing – to member companies. Utilizing digital tools, the program assists enterprises in storing, querying, and analyzing operational data, thereby driving the digital transformation of alliance members' operations.

Trusted Data Spaces Alliance

In October 2025, FatCat Logistics, a subsidiary of ZG Group, joined the Trusted Data Spaces Alliance and actively participated in the development of the trusted data space and alliance for Shanghai's transportation and logistics industry. The initiative covers six major application scenarios across the full range of logistics elements, including people, vehicles, containers, cargo, ports, vessels, and roads, and has launched 16 data products. By building a robust data ecosystem and enabling the efficient circulation of logistics data, the project is making a tangible contribution to improving quality, reducing costs, and increasing efficiency across the logistics industry.

Through information sharing enabled by the Trusted Data Spaces Alliance, FatCat Logistics partnered with Jinrun Vehicle Data, generating significant operational improvements and reducing overall costs by 37%. In addition, by leveraging alliance resources to introduce cooperation with PICC Cargo Insurance, we can provide more precise and reliable protection for high-value goods. In recognition of its active contribution to the development of the trusted data space, FatCat Logistics received a letter of appreciation from the Shanghai Municipal Transportation Commission, marking an important step forward in its development as a data-driven supply chain service provider.

2. High-Quality Platform and Services

Digital Upgrade of Engineering Distribution

On December 26, 2025, FatCat Cloud, a subsidiary of ZG Group, signed a strategic cooperation agreement with Taiyang Group, a leading domestic enterprise in engineering distribution. The two parties will carry out in-depth cooperation around key scenarios such as engineering project management, transaction coordination, and risk control, jointly addressing longstanding industry challenges including limited project progress visibility, low multi-party coordination efficiency, and difficulty in risk management.

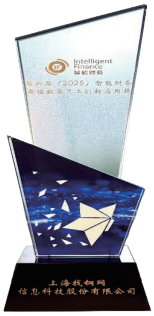
The FatCat Cloud – Engineering Edition will provide Taiyang Group with solutions such as end-to-end transparent project management, electronic sign-off and reconciliation closed-loop processes, and intelligent risk control and credit management, thereby comprehensively enhancing operational efficiency and service capabilities in complex project environments. This partnership marks a further step in the implementation of FatCat Cloud's digital services in the vertical field of engineering distribution. Looking ahead, both parties will continue to promote the industry's transition toward greater efficiency, transparency, and intelligence, while jointly exploring new pathways for the digital transformation of the engineering distribution sector.



Strategic Cooperation Signing Ceremony

2. High-Quality Platform and Services

ZG Group has always been committed to enhancing the overall efficiency of the steel trading industry through technological innovation. Thanks to our sustained focus and outstanding achievements in digital transformation and supply chain innovation, we have earned widespread recognition from both the industry and society.

ZG Group 2025 Digital Awards	
Exemplary Cases of Digital Economy Practices by Enterprises Nationwide	
Golden Dragon Financial Power Case of the Year 2025	
Award for Innovative Applications of Digital Employees in Intelligent Finance	

2. High-Quality Platform and Services

2.2 RESPONSIBLE SOURCING

SUPPLY CHAIN MANAGEMENT

ZG Group is committed to establishing a standardized, transparent, and sustainable supplier management system. We have formulated the *Carrier Management System* to comprehensively standardize all aspects of supplier management, including eligibility criteria, tiered management, evaluation, and termination. Furthermore, when selecting suppliers, we prioritize those with international certifications (such as ISO 9001 or other industry-specific qualifications) to ensure the reliability of product quality and service standards from the source.

Tiered and Categorized Management	Dynamic Risk Management	Compliance Baseline Principle
☐ Implement differentiated access standards based on supplier type	☐ Establish a cyclical management mechanism comprising "compliance-based access, routine monitoring visits, and major risk assessment or termination"	☐ Strictly adhere to international business management requirements, China's export control regulations, and local laws and regulations

Supplier Management Principles

To further enhance the scientific rigor and precision of supplier management, the Company has established and updated its supplier rating metrics system in 2025.



The Four Core Dimensions of the Supplier Rating Metrics System

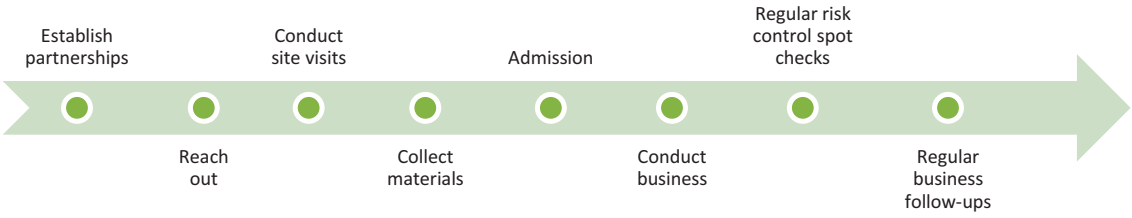
Based on the scores from the four areas mentioned above, and considering the penetration rate of the supplier's sales volume and the turnover rate of our Company's inventory cycle, we have scientifically established sales quotas for each supplier to achieve differentiated and refined management.

At the same time, we completed the migration of our approval workflows to WeCom this year, further strengthening the scientific and detailed management of internal approval processes, improving the efficiency of these workflows, and facilitating subsequent tracking and auditing.

Region	Unit	2025
China (including Hong Kong, Macao and Taiwan)	Number	20,310
Overseas	Number	306

Supply Chain Admission

The Company has established the *ZG Group International Supplier Admission Guidelines* to raise supplier admission standards, conduct on-site visits, perform comprehensive background checks, and systematically evaluate suppliers' management capabilities and associated risks.



Supplier Admission Process

2. High-Quality Platform and Services

Supply Chain Tiered Management

ZG Group implements a scientific and refined tiered management system for its suppliers. The Company conducts comprehensive evaluations based on carriers' monthly transaction data and multi-dimensional assessments from relevant departments, assigning them ratings ranging from one to five stars. We apply differentiated management strategies to carriers of different tiers, effectively promoting the survival of the fittest within our logistics supplier network and providing platform users with more reliable logistics support.

Public Opinion Monitoring	Regular Surveys	Regular Site Visits and Assessments
• The business development team collects market information and monitors suppliers' compliance with contractual obligations.	• The central platform periodically distributes surveys to suppliers to gather their feedback and implement targeted improvements.	• The business development team conducts site visits to suppliers in accordance with established procedures; Category A suppliers are visited approximately once every three months, while small suppliers are visited approximately once a month. • At the same time, assessments are conducted through methods such as sending confirmation letters.

Daily Management Mechanisms

With the rapid growth of the shaped pipe business, the existing supplier classification system is no longer sufficient to meet business needs. To address this, we developed the *Shaped Pipe Business Management Manual*, establishing three distinct tiers – XG1, XG2, and XG3 – for shaped pipe suppliers, along with differentiated admission criteria and management requirements. The new system has made supplier management more standardized and refined, aligning closely with the development of the shaped pipe business and providing strong support for its steady expansion.

Supply Chain Audit

ZG Group continues to optimize the supplier audit mechanism. While maintaining the stability of the existing framework, we have moderately tightened standards to align with the requirements for upgrading the tiered supplier management system. The audit process consists of annual comprehensive audits covering all suppliers and quarterly specialized audits focused on smaller clients. The audit scope continues to cover core dimensions such as tax compliance, safety assurance, and business compatibility, ensuring that suppliers consistently meet the platform's higher standards.

In addition, we have clarified the division of responsibilities: operational roles are responsible for daily supplier evaluations, while the audit function operates independently as a dedicated risk control process. This approach effectively bridges daily management and risk control, ensuring that supplier evaluations are objective and fair, and that risks are identified in a timely and accurate manner.

Supply Chain Elimination

In 2025, ZG Group optimized the supplier elimination process. While maintaining the existing elimination criteria (such as tax non-compliance, prolonged lack of transactions, and violations of business ethics), the Company introduced two new core criteria: "failure to renew the supply agreement" and "failure to meet the requirements for agreement renewal." This approach aims to identify high-quality suppliers, eliminate those that do not meet the higher standards, and simultaneously onboard new high-quality suppliers, thereby achieving a "streamlined" supplier system.



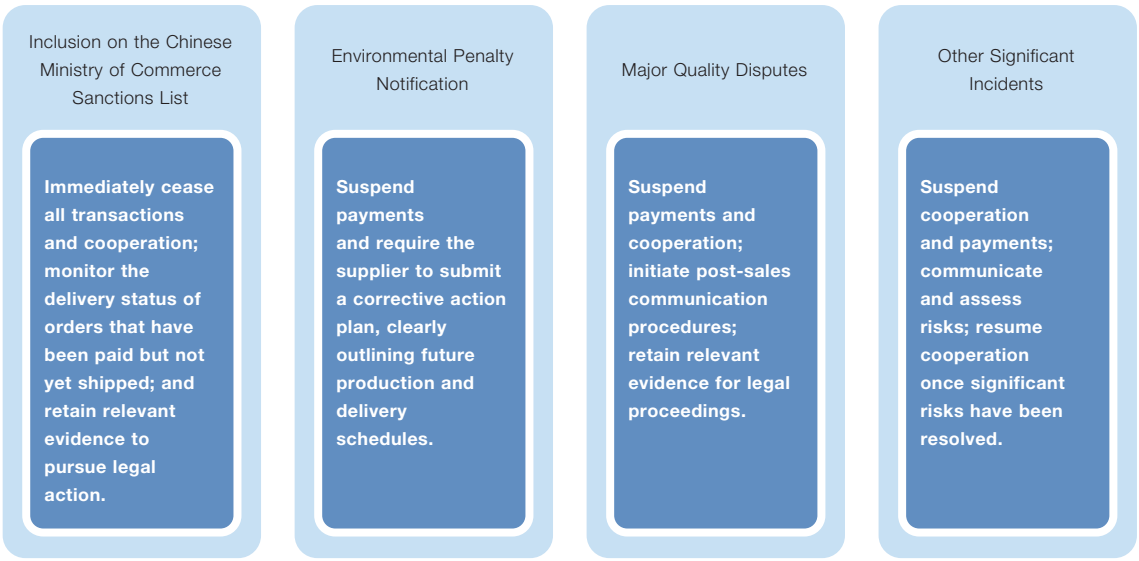
Elimination Process

In 2025, we proactively phased out and terminated partnerships with more than 270 upstream suppliers, fostering a virtuous cycle of "survival of the fittest and dynamic optimization" and driving the continuous streamlining and high-quality upgrade of our supplier system.

2. High-Quality Platform and Services

SUPPLY CHAIN RISK MANAGEMENT

ZG Group continues to strengthen its supplier risk management mechanisms and has established standardized risk response procedures. By combining routine spot checks with dynamic monitoring, the Company ensures the security and stability of its supply chain.



Risk Management Process

In terms of risk monitoring, the Company implements dynamic monitoring of its upstream suppliers, focusing on changes in their business registration information, legal proceedings, and tax irregularities, in order to promptly identify and flag potential risks. The Risk Control Department conducts monthly spot checks to verify the completeness of supplier documentation and the authenticity of business transactions, thereby mitigating potential risks at the source.

Through continuous monitoring, we have effectively identified high-quality suppliers, significantly reducing various operational risks, including tax risks and risks related to contract fulfillment. In 2025, the supplier has not experienced any risk incidents, which fully demonstrates the Company's effective improvement in its ability to manage foreseeable risks associated with its affiliated suppliers.

In addition, we conduct risk management training on an ad hoc basis to continuously enhance our team's risk awareness and professional capabilities, thereby providing a solid talent foundation for supply chain compliance management.

Supplier Risk Management Training

On December 11, 2025, ZG Group conducted a specialized training session on "Supplier Risk Verification Checkpoints" for its compliance auditors. The training systematically outlined key points for verifying internal and external supplier risks, helping compliance auditors establish a comprehensive risk awareness framework and enhance their sensitivity to risk identification and professionalism in verification. Through this training, the compliance audit team further strengthened its supplier risk management capabilities, providing robust support for the Company's supply chain compliance management.

2. High-Quality Platform and Services

SUPPLIER COMMUNICATION

ZG Group periodically organizes networking events for logistics suppliers, including supplier forums and site visits, to establish an open and efficient communication platform that fosters in-depth collaboration and mutual development between suppliers and the Company. Through these activities, both parties engage in in-depth discussions on topics such as industry trends, operational challenges, and service optimization, driving continuous improvements in logistics service quality and jointly building an efficient, stable, and sustainable supply chain ecosystem.

SUSTAINABLE SUPPLY CHAIN

The Company leverages its digital platform to continuously drive innovation in logistics models and implement energy-saving and emissions-reduction initiatives, thereby enhancing operational efficiency while minimizing its environmental impact.

By consolidating scattered orders and scientifically optimizing and adjusting transportation routes, the platform ensures that carriers return with virtually no empty vehicles, significantly reducing the rate of empty runs. This model not only helps carriers lower transportation costs and strengthen partnership loyalty but also aligns with national policies promoting energy conservation, emissions reduction, and low-carbon emissions, effectively minimizing the environmental impact of the transportation process.

In addition, we have pioneered the "non-truck operating common carrier" model, which efficiently integrates carriers, independent drivers, and buyers. Through our digital platform, we precisely match supply and demand, closely aligning high-quality logistics resources with buyer needs. This approach overcomes the fleet resource constraints of traditional logistics models, enabling a supply chain characterized by a lean asset structure, high efficiency, and low carbon emissions.

Business Ethics in the Supply Chain

We set forth clear ethical standards for our suppliers, which are incorporated into our partnership framework agreements. We also require suppliers to sign integrity agreements, mandating strict compliance with relevant laws, regulations, and internal policies, so that we can jointly uphold a fair, transparent, and trustworthy business environment.

2. High-Quality Platform and Services

2.3 PRODUCT QUALITY

QUALITY MANAGEMENT

ZG Group has established a quality management system that covers the entire business chain, focusing on two core areas: product quality and service quality. We promote the standardization and normalization of quality management to ensure that all products listed on the platform comply with national product quality standards, safeguard the legitimate rights and interests of customers, and enhance the platform's credibility and influence within the industry.

The Company has established a rigorous screening process to comprehensively evaluate sellers based on key metrics such as product quality, production scale, pricing rationality, and on-time delivery capability. For each prospective supplier, we conduct thorough background checks and perform annual on-site inspections to dynamically monitor their production qualifications, quality assurance systems, and compliance status, ensuring the sustained high quality of our platform suppliers.

The Company dynamically monitors suppliers' contract performance across multiple dimensions, with a focus on delivery and shipping status, the standardization of settlement processes, and the quality performance of delivered products. Through platform-based data tracking, we ensure transparency and control throughout the entire transaction process, enabling the timely identification and resolution of quality risks during contract fulfillment.

Carrier Rating Mechanism

- We have established a comprehensive carrier rating mechanism to thoroughly evaluate carriers' service capabilities, credibility, and other factors.
- During order allocation, the system prioritizes carriers with higher ratings. By offering resource incentives, we encourage carriers to continuously improve the quality of their logistics services, thereby providing buyers with more reliable logistics support.

Digital Platform Empowering Fulfillment

- Leveraging our proprietary FatCat Logistics digital platform, we have achieved control over logistics fulfillment processes and standardized product services, comprehensively enhancing the overall quality and efficiency of our logistics services.

Digital Logistics Tracking Tool

- In collaboration with an independent third-party developer, we have created the "Logistics Sentinel" digital tool, which provides end-to-end visibility of the entire transportation process. Buyers can use "Logistics Sentinel" to view real-time order status, ensuring high transparency and full traceability throughout the shipment, thereby enhancing the credibility and reliability of the delivery process.

Logistics Service Quality Assurance Measures

PRODUCT RECALL

We have established a comprehensive recovery and disposal mechanism for returned products, implementing standardized sorting and disposal procedures to ensure that the entire return process complies with quality and environmental standards.

RESPONSIBLE MARKETING

ZG Group strictly complies with the *Consumer Rights Protection Law of the People's Republic of China* and other relevant laws and regulations. It has formulated the *Information Dissemination System* to ensure the compliance and effectiveness of information distribution, thereby safeguarding consumers' right to know.

To maintain the compliance of marketing activities and effectively protect the legitimate rights and interests of platform users, the Company actively implements a number of specific measures and continuously improves its internal management mechanisms to ensure that platform operations are transparent, standardized, and trustworthy.

Transparency of Platform Rules	Authenticity of Marketing Content	Standardized Advertising Review
• Proactively disclose various rules of the intelligent platform, including service agreements, transaction rules, and privacy policies, allowing upstream and downstream users to access this critical information at any time. • Help users fully understand their rights when using platform services, fostering a fair, transparent, and trustworthy business environment.	• Strictly control the quality of online marketing content to ensure that advertisements and promotional activities on the platform do not contain false or misleading information. We are committed to maintaining a truthful and reliable market environment and ensuring the objectivity and accuracy of the information users receive.	• Establish a standardized review mechanism. All promotional materials must undergo internal review to ensure that content strictly complies with laws, regulations, and relevant internal company policies, thereby safeguarding the authenticity and accuracy of information at the source.

Responsible Marketing Management Measures

2. High-Quality Platform and Services

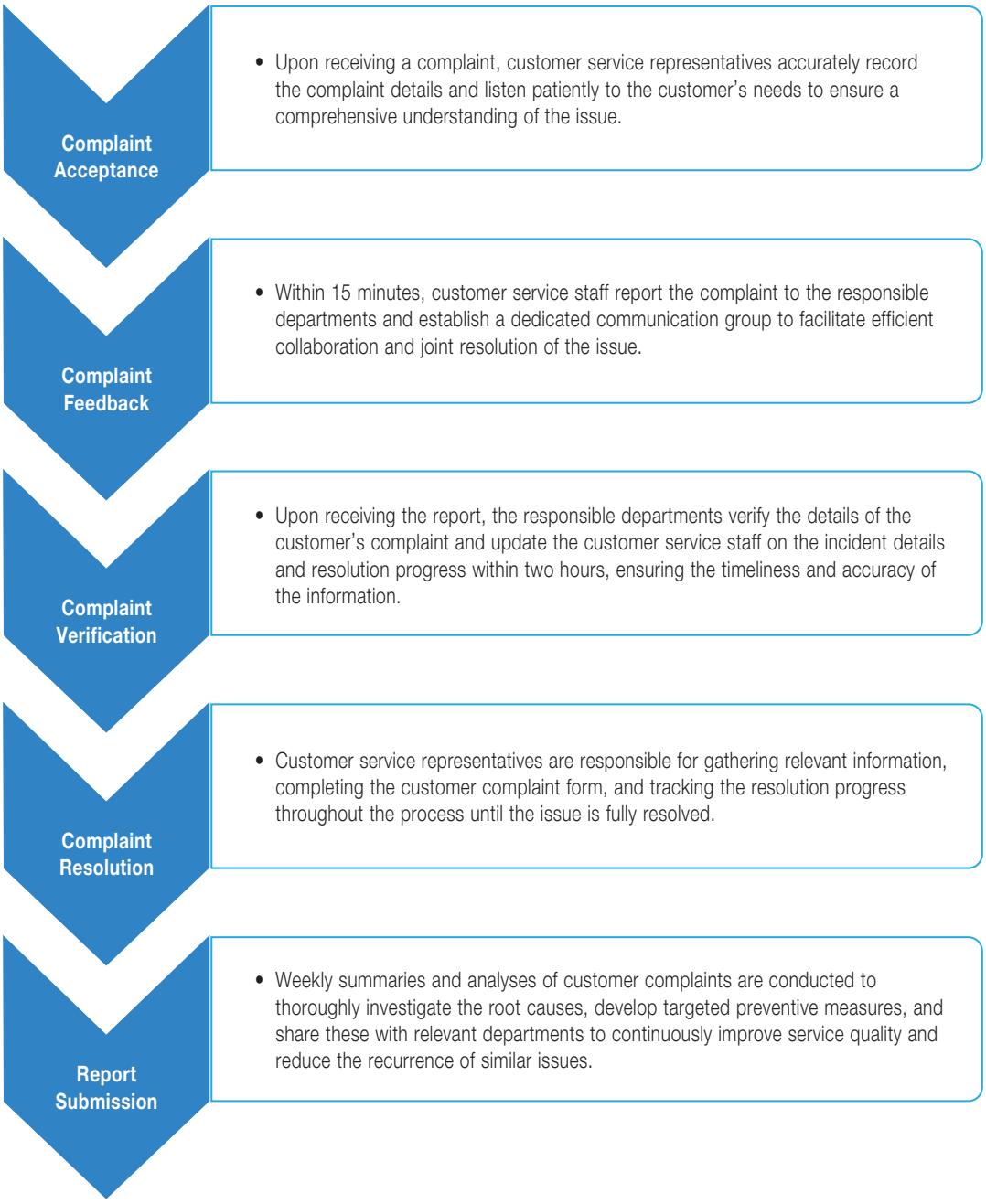
2.4 CUSTOMER SERVICE MANAGEMENT

The Company has established a comprehensive customer relationship management system. In 2025, we focused on upgrading our customer service standards, adding regulations for key account management to our customer service standards management guidelines, and implementing systematic optimizations to enhance our key account service system.

This update clarifies the criteria for defining key accounts and establishes dedicated procedures for handling their complaints and quality disputes. When it is confirmed that the customer is not at fault, we prioritize the rapid resolution of issues on the customer's end, ensuring priority compensation to fully safeguard the service experience for key accounts. At the same time, we have further consolidated support for key accounts by centralizing coordination through the Customer Service Department to achieve unified management. We have also assigned dedicated customer service representatives to join client groups to ensure that customer requests are promptly addressed and followed up on throughout the entire process.

CUSTOMER COMPLAINT HANDLING

ZG Group has established a comprehensive customer service system through a combination of "real-time online communication and on-site response". Customers can submit feedback at any time via the customer service hotline, mobile app, official website, or official WeChat service account. Additionally, the Company has established service center to provide convenient in-person after-sales support.



Customer Complaint Handling Process

During the reporting period, the Company received a total of 112 complaints regarding its products and services, all of which were responded to within 15 minutes, achieving the goal of resolving 100% of them within 24 hours.

2. High-Quality Platform and Services

Proper Resolution of Past Cases

Adhering to the principles of fairness and impartiality, ZG Group has always made the protection of all parties' legitimate interests the cornerstone of its customer service. The after-sales department collaborated with the business side to resolve a pending order dating back eight years. After confirming that the customer bore no responsibility, the Company immediately activated its priority compensation mechanism and ultimately paid the customer 160,000 yuan, effectively safeguarding their legal rights and interests.

This proper resolution not only effectively addressed the client's long-standing concerns but also significantly enhanced the client experience, earning high praise from the client. Subsequently, the client was invited to participate in a special interview, where they fully affirmed the platform's responsible service attitude and efficient collaborative mechanisms.





Customer-Focused Interview and Promotion

CUSTOMER SATISFACTION

ZG Group conducts regular customer satisfaction surveys to gain in-depth insights into customer feedback regarding the entire order process, including logistics and delivery, pickup, order processing, invoicing, and account reconciliation. Based on the survey results, we actively develop and implement a series of improvement measures to continuously optimize service quality, further enhance the customer experience, and achieve effective customer retention.

2. High-Quality Platform and Services

Platform Feature Optimization and Upgrades	• We continuously optimize and upgrade common platform features to ensure the system offers greater stability, convenience, and operational efficiency, thereby meeting users' evolving business needs.
Service Performance Tracking and Evaluation	• We routinely track and evaluate the service performance of our traders to ensure they maintain a professional attitude and high service standards. • We prioritize service efficiency as a core evaluation metric to drive continuous improvements in service quality.
Service Personnel Capability Enhancement	• Provide systematic training programs for traders and after-sales service staff to continuously enhance their professional skills and service capabilities, ensuring the team can respond efficiently to user needs.
Continuous Improvement Mechanism	• Leveraging extensive transaction data and industry experience accumulated through serving buyers, sellers, and users, we continuously refine our service approaches to drive the self-improvement and value enhancement of our service system.

Customer Satisfaction Enhancement Measures

During the reporting period, the customer satisfaction survey scored 4.88 out of 5, with staff response speed and professionalism scoring 4.89. Compared to the previous year, the customer satisfaction score has improved significantly, fully demonstrating the effectiveness of our customer service management policies and reflecting the positive results of our ongoing efforts to optimize service processes and enhance staff competence.

2. High-Quality Platform and Services

CUSTOMER SERVICE EXPERIENCE ENHANCEMENT

To continuously improve the customer service experience, ZG Group has introduced a series of enhancement initiatives focused on four key areas: organizational support, service models, communication mechanisms, and digital tools.

Optimization of Organizational Support

- A compliance review team has been established within the Customer Division to conduct routine reviews of the compliance and standardization of internal business orders.
- A dedicated Key Account Service initiative has been launched to optimize key account maintenance and management mechanisms and enhance service capabilities for priority clients.

Service Model Upgrade

- Implement full online confirmation for all customers regarding pre-sales, pre-orders, and end-user business. Building on the 2024 SMS confirmation system, fully transition to an online confirmation model in 2025.
- Link the closure status of key account requests to customer service representatives' performance evaluations. If quarterly request resolution targets are not met and there is no record of follow-up, corresponding performance bonuses will be deducted to reinforce accountability.

Deepening Communication Mechanisms

- Conduct regular client communication meetings and periodic client visits to address diverse client needs, gaining a firsthand understanding of genuine requirements through face-to-face interactions.

Empowerment Through Digital Tools

- Launch the Zhaogang WeChat service account, enabling clients to complete contract confirmations, view pickup notices, confirm receipt of goods, and download invoices through this channel, covering all process stages and significantly enhancing convenience.
- Continuously optimize website functionality, redesign the website interface, add new acquisition-related sections and functional modules, and refine operational steps to improve the client experience.

Customer Service Experience Enhancement Measures

We actively conduct customer service training to effectively enhance the professionalism and service capabilities of our customer service team, thereby laying a solid foundation for providing high-quality after-sales service.

Customer Service Improvement Training

In 2025, ZG Group launched a series of specialized customer service training programs focused on three key areas: understanding the entire order process, product expertise, and handling unexpected situations, with the aim of comprehensively enhancing the professional competence of the customer service team.

On October 23, the Customer Service Manager conducted "End-to-End Order Process Training" for customer support specialists to improve the team's ability to resolve order-related issues through the customer service system. From November to December, the Company invited internal and external experts to host three training sessions on shaped pipe products and one session on high-strength rebar products, strengthening the product expertise of after-sales staff. On December 18, the Legal Team conducted "Training on Common Strategies for Handling Pressure", enhancing employees' ability to handle unexpected situations in a compliant manner.

This series of training sessions has effectively solidified the professional foundation of the customer service team, enabling them to assist customers in resolving issues in a more comprehensive and systematic manner, and providing a solid foundation for delivering higher-quality after-sales service.



Training Session

3. Low-Carbon Operations

3.1 ADDRESSING CLIMATE CHANGE

GOVERNANCE

ZG Group integrates climate change into our ESG governance, clarifying governance responsibilities at all levels and promoting collaborative management to ensure the orderly advancement of climate change initiatives.

The Board of Directors holds overall responsibility for climate-related matters and integrates climate change considerations into the Company's strategic decision-making process. The Audit Committee regularly reviews the results of climate-related risk and opportunity assessments and ensures the implementation of corresponding mitigation measures. The ESG Working Group is responsible for the day-to-day coordination and management of climate-related matters, reporting regularly to the Board on the progress and effectiveness of climate risk management to ensure that climate issues are effectively integrated into the Company's operations.

STRATEGY

We regard climate change as a core issue for corporate sustainable development, actively identifying and assessing climate-related risks while formulating and implementing effective strategies to enhance long-term climate resilience. The Company conducts risk assessments from both physical and transition risk perspectives, identifying risks, opportunities, and potential impacts while establishing specific response measures.

	Physical Risks	Transition Risks
Specific Risks	• Coastal floods, typhoons, heavy rainfall, flooding, extreme heat, landslides, and wildfires, among other extreme weather events and natural disasters.	• With the continuous introduction of climate change-related policies and increasingly stringent regulatory requirements, the Company may face more complex compliance challenges. • Market demand may shift towards green and low-carbon attributes, requiring the Company to align with market needs to remain competitive.

3. Low-Carbon Operations

	Physical Risks	Transition Risks
Potential Impacts	• Natural disasters such as typhoons, heavy rainfall, and flooding may cause power outages, disrupting normal operations and resulting in financial losses. • Natural disasters such as typhoons, heavy rainfall, and flooding may pose threats to employees' health and safety. • Disruptions to logistics caused by natural disasters such as typhoons, heavy rainfall, and flooding could severely impact the Company's supply chain and result in financial losses.	• Stricter compliance requirements may lead to increased compliance costs. • Market-driven demand for low-carbon products may lead to higher operational expenditure, such as increased procurement of green electricity.
Response Measures	• The Company has established a business emergency management policy, defining processes for identifying, assessing, handling, monitoring, and reporting natural disasters and other emergencies to ensure effective response. • We require logistics suppliers to develop detailed contingency plans to mitigate potential adverse impacts on logistics caused by extreme weather and natural disasters.	• The Company continuously monitors changes in laws and regulations to ensure compliance with regulatory disclosure and management requirements related to climate change. • We will continue to explore low-carbon operations, maximizing the environmental benefits generated by our business.

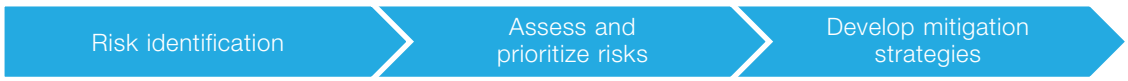
Climate change, while presenting challenges, also fosters significant opportunities for the business transformation and innovative development. Leveraging the mature digital platform, the Company actively promotes and guides the steel industry chain towards carbon neutrality, while gradually expanding into non-steel sectors to explore innovative service models related to carbon neutrality.

3. Low-Carbon Operations

At the practical level, the Company plans to launch FatCat Renewable Resources, focusing on the recovery and resource utilization of industrial waste to support the development of a circular economy. By continuously optimizing logistics efficiency through digital means, the Company not only improves operational efficiency but also enhances its resilience to climate risks such as extreme weather events. Furthermore, the Group actively promotes the use of clean energy in its own operations and responds to the growing market preference for low-carbon products, empowers platform users to reduce their carbon footprint, collectively building a positive and trustworthy green brand image.

RISK MANAGEMENT

ZG Group is gradually integrating climate-related risks into the overall risk management system and establishing a systematic risk management process.



Risk Management Process

Relying on its digital platform, the Company has established a real-time climate change risk monitoring system to dynamically track key indicators, including logistics capacity, extreme weather warnings, merchant carbon compliance, and carbon emission data. An annual assessment of risk management effectiveness is conducted, based on which, and in consideration of regulatory requirements, we optimize risk response measures and management procedures. Furthermore, the Company plans to further refine the quantitative assessment and dynamic monitoring mechanisms for climate risks in the future to continuously enhance the risk management capabilities.

METRICS AND TARGETS

ZG Group will uphold the principles of green and low-carbon, promoting the deep integration of business operations with environmental sustainability. The Company has prioritized reducing carbon intensity as a key objective, striving to achieve continuous improvements in carbon reduction while maintaining business growth.

To further solidify the foundation for carbon reduction, we plan to conduct systematic assessments and analyses of carbon emissions data in the future. Based on scientific methodologies, we will develop more targeted carbon reduction strategies to ensure that emission reduction goals are closely aligned with corporate strategy.

In 2025, ZG Group's greenhouse gas emissions are as follows.

Indicator	Unit	2025
Scope 1 Greenhouse Gas Emissions	Tonnes of CO_2 equivalent	247.46
Scope 2 Greenhouse Gas Emissions	Tonnes of CO_2 equivalent	1,370.40
Total Greenhouse Gas Emissions (Scope 1 and Scope 2)	Tonnes of CO_2 equivalent	1,617.86
Greenhouse Gas Emission Intensity (Scope 1 and Scope 2)	Tonnes of CO_2 equivalent/million yuan revenue	0.65

3.2 GREEN OPERATIONS

LOW-CARBON OPERATIONS

ZG Group closely aligns with China's "dual carbon" goals by actively implementing low-carbon operations and embracing the philosophy of green development. By deeply integrating multiple segments of the steel industry chain, the Company continuously improves the overall efficiency of its supply chain. Leveraging digital technologies, it has achieved tangible carbon reduction benefits across multiple areas, including steel production, distribution, and end-user applications.

Digitalization

- FatCat Logistics utilizes intelligent matching technology to achieve efficient alignment between logistics orders and transportation capacity, significantly reducing the average waiting time of carrier vehicles and improving vehicle utilization rates. By minimizing non-effective mileage and enhancing loading efficiency, it effectively reduces carbon emissions in the logistics segment.
- Through process automation and paperless, the Company enhances corporate management efficiency while lowering the carbon footprint of its operational activities.
- The Zhaogang Index APP helps mitigate logistics redundancy and warehousing costs, contributing to a reduction in the overall carbon emissions of the steel industry chain.

Paperless

- Paperless have been comprehensively implemented across sales and logistics processes. Taking FatCat Logistics as an example, through optimized order matching, it reduces annual paper consumption by 720,000 sheets and paper packaging by 18,000 units, effectively lowering the energy consumption associated with the courier delivery process.

Carbon Reduction Initiatives

3. Low-Carbon Operations

ENERGY MANAGEMENT

ZG Group strictly complies with the *Energy Conservation Law of the People's Republic of China* and other relevant laws and regulations in the regions where it operates. Actively responding to the national call for energy conservation and emission reduction, the Company upholds the environmental philosophy of saving energy and reducing consumption, continuously promoting green operational practices.

Electricity consumption is the primary source of the Company's greenhouse gas emissions. Therefore, ZG Group places great emphasis on internal power management, consistently fostering a culture of electricity conservation. Through a variety of specific measures, we continuously optimize energy efficiency and effectively reduce the environmental impact of our operations.

We have set a target to reduce electricity consumption per RMB million of revenue by approximately 2% by 2025 compared to the intensity level in 2022, and this goal has been successfully achieved.

Monitoring of Electricity Consumption	• The Company regularly monitors electricity consumption data to accurately track energy usage, providing data support for the continuous optimization of energy management.
Rational Regulation of Air Conditioning Systems	• The Company strictly regulates the daily operating hours of air conditioning systems to avoid unnecessary energy consumption. • During spring and autumn, priority is given to using fresh air ventilation systems instead of air conditioners, minimizing reliance on air conditioning equipment and enhancing the sustainability of the office environment.
Optimization of Lighting Management	• Advanced sensor-based lighting technology has been deployed in major office areas to enable automated lighting control, effectively reducing energy waste. • Employees are also encouraged to make full use of natural light to minimize the use of artificial lighting.

Electricity Conservation Management Measures

3.3 ENVIRONMENTAL MANAGEMENT

ZG Group strictly complies with relevant laws and regulations in the operating region, including the *Environmental Protection Law of the People's Republic of China*, the *Water Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*. Guided by the principles of green development, the Company continuously improves its environmental management system to promote the coordinated development of its business operations and the ecological environment.

WATER RESOURCES AND WASTEWATER MANAGEMENT

The Company places strong emphasis on the conservation and efficient use of water resources. Water-efficient fixtures are widely adopted across office premises, and regular inspections of water facilities are conducted to prevent leakage and wastage. In parallel, the Company strengthens employee awareness and training on water conservation, promotes water-saving knowledge, and encourages all staff to adopt water-saving practices in daily operations. Although the current business activities have a relatively low impact on water consumption, we remain committed to enhancing water use monitoring and management mechanisms to fulfill our responsibility in water stewardship.

As a result of sustained water management efforts, the Company has successfully achieved its goal of reducing water consumption per million RMB of revenue by approximately 2% by 2025, compared to the intensity level in 2022.

Water-Saving Sanitary Fixtures	Innovative Plant Irrigation	Regular Inspections and Maintenance
• Water-saving toilets are installed throughout the office areas, allowing users to select different flush volumes based on actual needs, thereby effectively reducing unnecessary water waste. • Sensor-activated faucets are uniformly installed at all sinks; water flow is controlled via smart sensors to prevent water waste caused by human error.	• River water is prioritized for irrigating greenery in office areas, effectively reducing the load on the municipal water supply system and achieving differentiated and rational use of water resources.	• Dedicated personnel are assigned to conduct daily inspections of water-using equipment in office areas, focusing on identifying potential leaks in faucets, toilets, water supply pipes, and other equipment. Issues are addressed promptly upon discovery to minimize water waste caused by facility malfunctions.

Water Resource Management Measures

In wastewater treatment, the Company has established and implemented a series of standardized management measures. Wastewater generated in office areas is collected internally and treated and monitored in strict accordance with national and local environmental protection standards. Only after ensuring that all discharge parameters consistently meet the required standards is the wastewater discharged into the municipal sewer system.

3. Low-Carbon Operations

WASTE MANAGEMENT

ZG Group implements the sorted collection and proper disposal of various types of waste generated during operations. In line with the nature of our business, we have established a waste sorting and recycling system that distinguishes between non-hazardous and hazardous waste, with dedicated personnel responsible for their management. Hazardous waste is disposed of in strict accordance with relevant regulations by entrusting qualified professional entities, ensuring that the entire process complies with environmental protection standards and eliminating the risk of secondary pollution.

Classified Waste Management	Standardized waste bins are provided to facilitate the sorted disposal of waste.
	Regular specialized training sessions on waste sorting are organized for employees and cleaning staff to ensure accuracy, consistency, and the effective implementation of all measures.
Electronic Waste Management	Decommissioned electronic equipment and components must undergo professional repair and testing. Equipment that meets operational standards is reassigned for office use to extend its service life and reduce resource waste.
	Devices and components that cannot be directly reused are professionally dismantled; reusable parts are sorted for recycling and reuse to enhance resource recycling rates.
	In strict compliance with relevant environmental regulations, decommissioned electronic equipment with no recycling value is entrusted to qualified suppliers for safe and compliant disposal using environmentally friendly disposal technologies.
Hazardous Waste Management	Hazardous waste, such as used toner cartridges, ink cartridges, and lead-acid batteries, is uniformly collected and disposed of by the original manufacturers or qualified third-party organizations to ensure compliant handling.

Waste Sorting and Disposal

3. Low-Carbon Operations

The Company has implemented a variety of measures aimed at reducing waste generation at the source.

Paperless Office

- Actively promote paperless operations by prioritizing the digital archiving of documents and printing only when necessary. Encourage double-sided printing and the use of recycled paper to minimize paper consumption.
- Fully implement electronic invoicing systems and digital sales contracts to reduce paper consumption while minimizing resource use associated with printing and shipping.

Reduce Single-Use Items

- Encourage employees to reduce the use of disposable cups, cutlery, and other items, and install large-capacity water dispensers in office areas to effectively reduce bottled water consumption, thereby reducing the generation of single-use waste at the source.

Recycling

- Actively promote recycling practices in the office, encouraging employees to reuse office supplies such as document folders and cardboard boxes to continuously improve resource utilization efficiency.
- Actively promote the use of recyclable construction steel scrap; through large-scale recycling, reduce waste generation.

Waste Reduction Measures

4. People-Oriented

4.1 EMPLOYEE RIGHTS PROTECTION

LABOR RIGHTS MANAGEMENT

ZG Group attaches great importance to the legitimate rights and interests of employees, strictly abides by relevant laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*, signs labor contracts with all employees in accordance with the law, and pays five social insurances and one housing fund in full to effectively protect the basic rights and interests of employees. Meanwhile, we have formulated the *Employee Handbook* to ensure the legality and compliance of processes such as recruitment, employment, resignation, and compensation and benefits, providing institutional support for standardized human capital management.

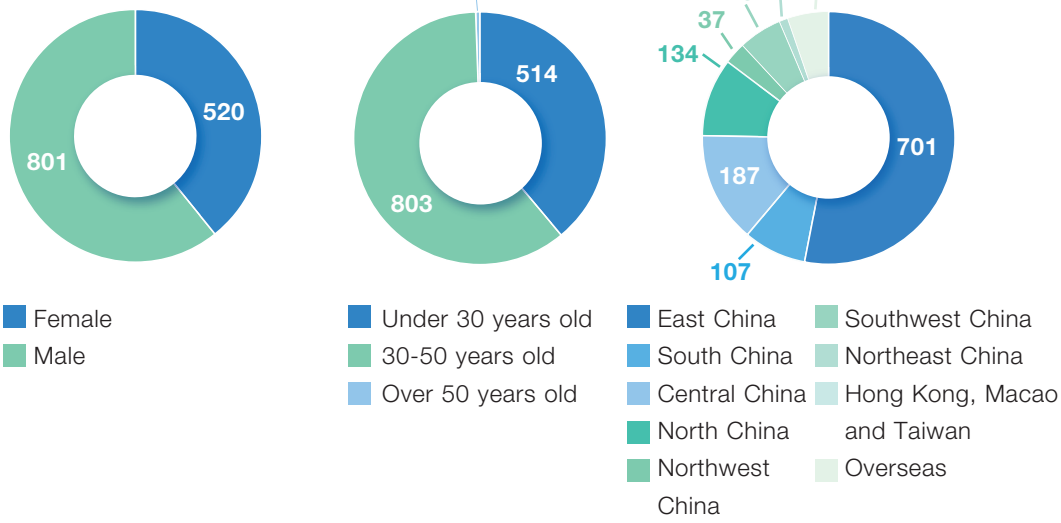
We uphold a high level of business ethics and social responsibility and resolutely oppose any form of illegal employment. The Company strictly complies with the *Provisions on the Prohibition of Using Child Labor* and relevant international conventions, implementing rigorous identity verification procedures during recruitment to ensure that all employees have reached the legal working age. In addition, the Company clearly stipulates the principle of voluntary overtime. All overtime arrangements must be based on the individual's will, and any form of forced labor is strictly prohibited. Once any non-compliance is discovered, the Company will immediately initiate investigation procedures, take necessary measures including the termination of labor contracts, and promptly implement rectification actions to ensure that the issue is effectively resolved and prevent similar incidents from occurring in the future.

DIVERSITY AND EQUALITY

ZG Group is committed to fostering a diverse and equitable work environment. We consistently adhere to ability-oriented recruitment principles, ensuring that no applicant is discriminated against based on gender, age, religion, family background, or marital and childbearing status. Furthermore, the Company actively provides employment training and job opportunities for individuals with disabilities, actively fulfilling our commitment to diversity. In promoting pay equity, we conduct annual salary fairness reviews to ensure equal pay for equal work.

We maintain a zero-tolerance policy towards any form of harassment, discrimination, or bullying. We encourage employees to report violations through anonymous mailboxes or the HR hotline. All confirmed cases will be dealt with seriously to foster a safe and respectful work environment.

As of the end of the reporting period, ZG Group had a total of 1,321 employees, all of whom were full-time. The employee composition by gender, age, and region is as follows:



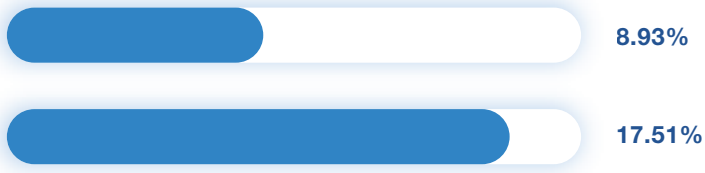
Number of Employees by Gender

Number of Employees by Age

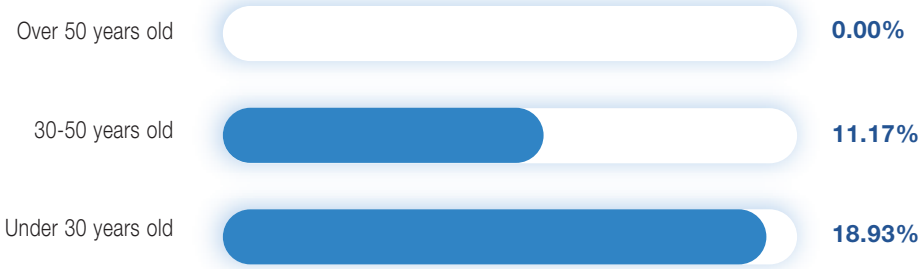
Number of Employees by Region

4. People-Oriented

In 2025, the Company's employee turnover rate was as follows:



Employee Turnover Rate by Gender



Employee Turnover Rate by Age



Employee Turnover Rate by Region

4.2 EMPLOYEE WELFARE AND COMMUNICATION

WELFARE AND CARE

ZG Group focuses on creating a warm and inclusive work experience for employees. Through diversified benefits and care activities, we convey corporate care and enhance employee happiness and organizational cohesion.

We provide employees with various additional benefits, such as birthday gifts, wedding gifts, and maternity allowances. Meanwhile, we have innovatively introduced characteristic physical incentives such as “Silver Coins, Gold Coins, and Gold Cats”. In addition, we have established an internal assistance mechanism. Employees may submit requests based on their individual circumstances, and the Labor Union will coordinate the implementation of care measures to help employees through difficult times.

Compensation and Welfare	Employee Incentives	Allowances and Subsidies
• Fixed salary • Five insurances and one housing fund • Commission • Monthly performance bonus • Quarterly performance bonus • Annual bonus • Paid annual leave • Holiday gifts	• Stock options • Incentive plans • Project overachievement bonus • Honor incentive bonus	• Meal allowance • Housing allowance

Diversified Compensation and Benefits

4. People-Oriented

We also focus on employees' work-life balance by organizing events such as sports meetings and birthday parties to create a vibrant and inclusive work atmosphere.

Sports Meeting

The sports meeting is an important carrier for us to promote cross-departmental integration and advocate for a healthy lifestyle. By organizing football, basketball, and other competitions, we help employees release work pressure while deepening mutual understanding and building rapport through cooperation and interaction, bringing the team spirit from the field into daily work.





Sports Meeting Activities

Employee Birthday Party

We regularly hold collective birthday parties for employees, arranging celebrations for those born in the current month, allowing them to feel the care and blessings from the team amidst their busy work. Birthday party activities also break down hierarchical boundaries in daily work, enhancing understanding and trust among colleagues through relaxed interaction and creating a harmonious team atmosphere.





Employee Birthday Party Activities

EMPLOYEE COMMUNICATION

ZG Group has established diversified communication platforms to smooth the channels for employees to express their opinions. We conduct face-to-face communication with employees through irregular work interviews and regular work meetings to timely listen to their demands and expectations; meanwhile, we have built a comprehensive online communication mechanism, where employees can reflect problems and put forward improvement suggestions at any time through the OA system, complaint hotlines, and emails, realizing the convenience and normalization of opinion feedback.

In 2025, we further enhanced the independence and security of complaint channels by adding a dedicated reporting channel for labor rights protection issues, explicitly supporting anonymous complaints and establishing protection mechanisms to prevent retaliation, while continuing to enhance the transparency and security of communication channels.

The Company has set up a special handling mechanism for employee complaints to ensure that all issues are addressed in a timely and effective manner. Meanwhile, the Company strictly implements whistleblower protection measures, resolutely prohibits any form of retaliation, and effectively safeguards the legitimate rights and interests of employees.

4. People-Oriented

4.3 EMPLOYEE TRAINING AND DEVELOPMENT

EMPLOYEE TRAINING

ZG Group attaches great importance to employee empowerment, helping every employee enhance their professional skills and personal value through a comprehensive training mechanism to achieve mutual growth for both the Company and the employees. We have formulated the *Employee Training Handbook* to standardize the training management system, providing targeted learning resources for employees at different stages of development.

New Employee Training

Within one month of onboarding, new employees will attend a company-organized new hire camp training at the Shanghai headquarters. The training curriculum covers the Company's development history, corporate culture, business model, cross-departmental collaboration, and other related content, helping new hires gain a comprehensive understanding of the company and quickly integrate into the team.

Management Training

The Company has built a systematic development path for managers at different levels. Through diverse formats such as the New Manager Learning Pathmap, Dragon Series Training, Quarterly Management Training, and Founder Symposiums, we support the management team in achieving a steady leap from professional expertise to management capabilities.

Arthur Class: Leadership Development Program for Mid-to-High-Level Executives

As the core project for the Company's mid-to-high-level management echelon construction, the Arthur Class focuses on strategic vision expansion and leadership leaps, systematically advancing through four modules: "CEO Pilot, Cross-industry Visits, Thematic Deepening, and Practical Empowerment". The program conducts in-depth learning and discussion around a corporate strategic topic every two months. By combining high-level dialogues, industry benchmark visits, and customized project practices, it enhances executives' strategic decoding and organizational driving capabilities, reserving high-potential leadership talent for the Company's sustainable development.

In December 2025, the Arthur Class organized 29 executives for a study tour to Jinggangshan, deeply integrating the Jinggangshan spirit with the Company's mission and development, strengthening team convictions through red education, and injecting spiritual momentum into the management team construction.



Seminar Activity



Jinggangshan Study Tour

4. People-Oriented

We have developed an online learning platform, "FatCat Magic Academy" to support employees in learning during fragmented time, improving the efficiency of skill acquisition. Meanwhile, the Company cooperates with external institutions to hold business lectures for high-potential talents using professional resources, broadening their horizons.

During the reporting period:

- The Company actively conducted salons and exchange activities with various high-tech enterprises at home and abroad. Regarding AI tool applications, we collaborated with Tencent to conduct the "AI Intelligent Office Efficiency Enhancement in Practice" thematic training, covering 40+ branches nationwide, and simultaneously launched it on "FatCat Magic Academy", with a 92% playback click rate.

- The Company conducted over 20 joint training sessions with domestic first-tier steel mills, pipe mills, and mainstream suppliers. Executives from partner companies lectured on professional steel knowledge and shared business experience, effectively improving employees' industry awareness and professional capabilities.

4. People-Oriented

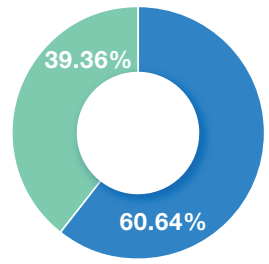
During the reporting period, the employee training coverage reached 100%, with total training hours of 7,340.10 hours and an average training duration of 5.56 hours per employee.

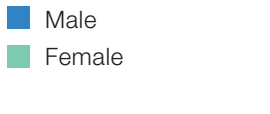


Average Training Hours by Gender

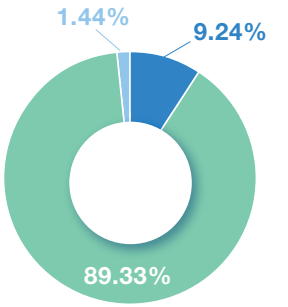


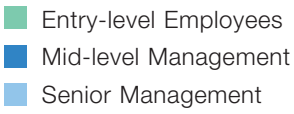
Average Training Hours by Job Level





Percentage of Trained Employees by Gender





Percentage of Trained Employees by Job Level

4. People-Oriented

EMPLOYEE DEVELOPMENT

ZG Group has established a scientific and standardized performance evaluation system to measure employee performance through fair and objective assessment mechanisms, stimulating personal growth motivation and promoting team collaboration and organizational efficiency enhancement.

At the beginning of each year, various employing departments collaborate with the Human Resources Center to formulate annual performance appraisal plans, clarifying the scope of appraisal, evaluated positions, appraisal content, and performance reward standards, which are executed after approval by the HR Director and the head of the business unit, providing a clear basis for employee evaluation throughout the year.

The Company implements a monthly dynamic evaluation mechanism. Every month, HRBPs from various business units initiate performance appraisals based on the appraisal plan to systematically evaluate employees' performance for the current month. The performance management team of the Human Resources Center calculates performance bonuses based on the appraisal results, which serve as the basis for monthly performance salary distribution after review and confirmation by the head of the business unit and the HR Director via email.

The Company encourages employees to communicate and provide feedback on appraisal results with HRBPs and department heads to gain an in-depth understanding of performance evaluation logic and goal attainment, helping employees clarify directions for improvement through a two-way dialogue mechanism to achieve continuous personal performance enhancement.

In the future, the Company will continue to improve the performance indicator system, better balancing employee skill growth and overall team progress while promoting the achievement of corporate operational goals.

4.4 OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

ZG Group places great importance on employees' occupational health and safety and is committed to providing a safe and healthy work environment for all employees. The Company strictly complies with the *Work Safety Law of the People's Republic of China* and relevant laws and regulations and has implemented a range of occupational health and safety management measures.

Occupational Health Checkups

- Regularly organize occupational health checkups for employees to promptly identify and address occupational disease risks.
- Monitor and track employees exposed to potential occupational hazards to ensure timely medical intervention.

Monitoring and Assessment of Occupational Hazards

- Strengthen routine monitoring and assessment of occupational hazards in the workplace to ensure compliance with national laws and regulations.
- Implement preventive and control measures for positions with higher occupational health risks to minimize employees' exposure to harmful factors.

Occupational Health Emergency Management

- Establish a comprehensive occupational health emergency response system, including detailed emergency plans and clear response procedures, to ensure rapid and effective assistance in emergencies and safeguard the lives of employees.

Occupational Safety and Health Management Measures

In the past three years (including the reporting period):

Number of work-related fatalities: 0

Work-related fatality rate: 0

Number of working days lost due to work injury: 0

4. People-Oriented

OCCUPATIONAL HEALTH AND SAFETY CULTURE

ZG Group adheres to the principle of "safety first, prevention oriented", actively promoting an all-inclusive safety culture that encourages employees to identify and report safety hazards proactively. At the same time, we regularly organize safety knowledge seminars, training, and drills to continuously enhance employees' safety skills and awareness.

The Company attaches great emphasis to occupational disease prevention. We strengthen occupational health awareness through various channels, such as internal websites and bulletin boards, and regularly organize occupational health education activities to continuously enhance employees' understanding of occupational health hazards and self-protection measures. In addition, the Company encourages employees to actively participate in occupational health management, fostering a positive company-wide culture of shared concern for occupational health.

5. Community Co-construction

5.1 INDUSTRY CO-CONSTRUCTION

As a vital industry concerning national economy and people's livelihood, the digital transformation of the steel industry is not only an inherent requirement for the industry's own high-quality development but also a key link in the national strategy to promote new industrialization. As a leading steel industrial internet platform in China, ZG Group adheres to the principle of mutual benefit and win-win results. We leverage our core advantages in digitalization and platform construction to actively participate in industry ecosystem building and proactively explore new paradigms for the high-quality development of the steel industry.

By integrating high-quality industrial resources, deepening technical synergy and cooperation, and strengthening data integration and application, the Company is committed to building a fairer, safer, and more efficient steel circulation system. We continuously enhance the resilience and security of the steel industry chain and work with upstream and downstream partners to explore new paths for collaborative development and value co-creation.

Exploring New Paths for Industrial Global Expansion, AI Empowering Industry Ecosystem Co-construction

In July 2025, ZG Group was invited to attend the 2025 China Digital Industry Ecosystem Congress, deeply participating in the forum discussion on "New Paradigms of AI-Empowered Industry". We signed the ESG Initiative for Digitally Expanding Enterprises, joining hands with industry partners to practice the concept of sustainable development.

During the congress, ZG Group shared the implementation achievements of AI technology in the industrial internet field and our global layout ideas. We proposed replicating mature industrial internet platform models and AI technologies to the "Belt and Road" regions. Meanwhile, through a "collective global expansion" model, we provide localized supply chain services for overseas infrastructure projects, collaborating with industry partners to promote the upgrade from "technical expansion" to "ecosystem expansion", helping improve the circulation efficiency of global bulk commodities and co-building a collaborative and symbiotic digital industrial ecosystem.



5. Community Co-construction

Digital Intelligence Empowering Industrial Upgrade, Co-building B2B Intelligent Ecosystem

In August 2025, ZG Group was invited to the China Industrial Internet Leading Enterprise Summit to share our practical achievements in AI empowering the steel industry and driving the digital and intelligent transformation of the sector. As the largest third-party steel trading digital platform in China, the Company has comprehensively integrated AI into all links such as trading and logistics. We have built the industry's first B2B service agent and launched "FatCat Cloud ERP • AI Shopkeeper" to solve the digital pain points of SMEs, while also helping partners reconstruct their organizations with AI and enhance industrial energy efficiency. Meanwhile, the Company replicates its AI capabilities overseas and exports them across categories, building industrial AI infrastructure. We work with industry partners to co-build an intelligent ecosystem, driving deep digitalization of the industrial internet through technological innovation and empowering the intelligent transformation and global expansion of the manufacturing industry.



Partnering to Build an Ecosystem, Driving Digital, Intelligent, and Green Upgrades in the Logistics Industry

In October 2025, FatCat Logistics, the online freight platform under ZG Group, held its annual partner conference themed “Linking the Future • Symbiosis and Win-win”. We joined hands with over 100 partners and Farizon New Energy Commercial Vehicle to explore the digital and green development path of the steel trade logistics industry.

The conference launched the “FatCat Alliance”, providing multi-dimensional support such as standardized operations and intelligent systems for small and medium-sized logistics entities. As of the end of the reporting period, the Alliance had over 100 members covering more than 50 cities nationwide. FatCat Logistics also reached a cooperation with Farizon New Energy Commercial Vehicle to promote industry emission reduction and carbon sequestration through green transportation solutions. Meanwhile, we integrated digital capabilities to create industry-level logistics infrastructure, working with partners to optimize supply chain costs and promote the large-scale and professional development of the steel trade logistics industry.



5.2 CHARITY AND PUBLIC WELFARE

ZG Group consistently upholds its social responsibilities, focusing on livelihood areas such as elder care, child assistance, poverty alleviation, medical aid, education support, and special care and relief. We fulfill our social responsibilities through precise and diversified philanthropic investments, aiding in the improvement of people’s livelihoods with practical actions and promoting a development pattern of symbiosis and shared prosperity between the enterprise and society. During the reporting period, the Company’s cumulative investment in philanthropic donations reached RMB260,000.

5. Community Co-construction

Fulfilling Corporate Responsibility, Conveying the Warmth of Philanthropy

ZG Group always maintains its original intention of philanthropy, actively engaging in fields such as special care and relief, livelihood assistance, and education support for those in need, continuously conveying corporate warmth and social responsibility.

- On January 8, 2025, we donated RMB100,000 to the Shanghai Public Security Golden Shield Foundation. This was specifically used to assist the families of revolutionary martyrs and police officers who died in the line of duty, visit injured and destitute police officers and their families, commend outstanding police officers, and pay tribute to the public security forces safeguarding peace.

- On February 12, 2025, we donated RMB30,000 to the Shanghai Charity Foundation to participate in the "Blue Sky's Supreme Love — Jiading Tiny Wishes Joint Donation" project, assisting in livelihood security work such as elder care, child assistance, poverty alleviation, medical aid, paired assistance, and employment support.



- On May 21, 2025, we donated RMB30,000 to the Society for Promotion of the Guangcai Program of Wuding County, which were used to support the Shanghai-Yunnan cooperation project in Wuding and the training of skilled personnel. Through these efforts, we aim to support the development of high-quality, distinctive industries in Wuding County and its affiliated townships from multiple aspects, and to promote exchange and cooperation between the two regions.

- In July 2025, we donated RMB100,000 to the Funan County Red Cross Society, specifically for poverty alleviation and education support, effectively alleviating the living and educational pressures of local families and students in difficulties and contributing to balanced regional development.



The Company fulfills its social responsibilities through diversified philanthropic practices, continuing its efforts in honoring martyrs, ensuring people's livelihoods, and assisting students. We interpret corporate responsibility through practical actions, contributing to social harmony, stability, and high-quality development.

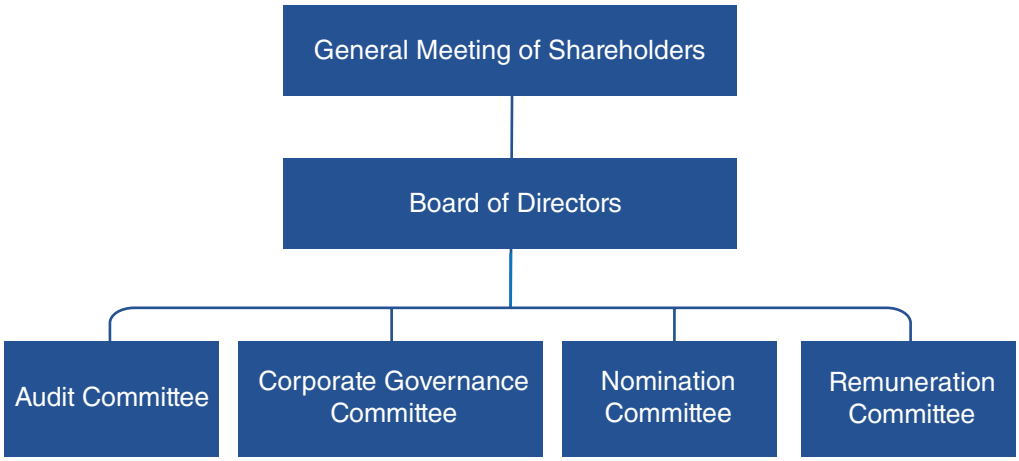
6. Compliance Governance

6.1 CORPORATE GOVERNANCE

GOVERNANCE STRUCTURE

ZG Group strictly complies with domestic and international laws, regulations, and listing supervisory requirements, including the *Company Law of the People's Republic of China* and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*. We regard compliant operations as our core bottom line and have built a standardized, transparent corporate governance system with clear rights and responsibilities.

The Company has established and improved its corporate governance structure, defining a core framework where the Board of Directors sits under the General Meeting of Shareholders, and four specialized committees are established under the Board. Each committee has formulated clear terms of reference to achieve professional division of labor and the effective exercise of power and responsibility. Meanwhile, the Company has revised and implemented new *Articles of Association* in accordance with listing requirements to further enhance the level of standardization in corporate governance.



Board Governance Structure of ZG Group

The composition of the Board of Directors strictly follows diversity policies and objectives, achieving a scientific layout in terms of gender, age, cultural background, and professional experience. At the same time, the Board maintains a high degree of independence, reinforcing the foundation for independent supervision structurally to ensure that the Board exercises its decision-making and supervisory powers independently, effectively safeguarding the legitimate interests of the Company and all shareholders.

6. Compliance Governance

As of the end of the reporting period:

Total Board members: 9.

Female directors: 2, representing 22.22%.

Independent non-executive directors: 3, representing 33.33%

INVESTOR RELATIONS MANAGEMENT

The Company attaches great importance to investor relations management. Centering on listing supervisory requirements, we have established multi-channel, normalized, and professional investor communication mechanisms to ensure transparency in the capital market and smooth communication. Among these, the investor interaction platform serves as the core channel for daily communication to ensure timely responses to investor inquiries. Additionally, the Company holds regular results briefings to accurately convey core information such as performance, strategic planning, and business development to investors.

Furthermore, the Company maintains close communication with sell-side brokerages and actively participates in capital market activities such as brokerage reverse roadshows and industry strategy conferences. We proactively communicate ZG Group's business dynamics, core industry positioning, and core competitiveness to the capital market, building an efficient communication bridge between the Company and the investment community.

6.2 RISK MANAGEMENT

RISK MANAGEMENT

ZG Group is committed to establishing and maintaining robust risk management and internal control systems. Our risk management policies comprehensively cover all aspects of business operations, enabling the continuous identification, assessment, evaluation, and monitoring of key risks related to our strategic objectives.

Adhering to the principle of "Strengthening Technology, Enforcing Rules, and Ensuring Development", the Company has built a dynamic risk control system. Leveraging technological tools such as big data analytics, we strictly enforce business rules and promptly identify and address risk anomalies to ensure the stable development of operations. Our risk management framework covers three dimensions: pre-event access control, in-event compliance operations, and post-event accounts receivable and dispute handling. We have completed the mapping of overall business process models and implemented targeted risk control measures at key operational nodes.

6. Compliance Governance

Process Level

Establish a sound internal management system and process framework, conduct regular risk control and compliance training, and enhance risk awareness among all employees to ensure risk control is governed by clear rules and strictly implemented by staff.

System Level

Develop a complete business system with embedded risk control mechanisms, implement access right segregation, and leverage a big data-driven visual monitoring platform to track abnormal risk points in real time.

Cross-departmental Collaboration

The Risk Control Department, Legal Department and Internal Control Department operate collaboratively as the 'Three Pillar System' to achieve in-depth risk control and supervision.

In 2025, based on the latest business development and compliance requirements, the Company optimized risk management systems and tools. We formulated the *ZG International Supplier Admission Standards* and improved the closed-loop process for compliance self-inspection and risk rectification. Compliance audit standards and risk control requirements for international business were embedded into the existing system, optimizing all risk review nodes and refining the risk classification and disposal process for international operations. Furthermore, the Company has deeply embedded the full-process risk control system into the life-cycle management of merchant admission and cooperation. During the admission stage, risk assessments and grading are completed through multi-dimensional indicators; during the cooperation period, risks are continuously identified and addressed with differentiated response measures to achieve precise management and closed-loop processing.

The Company has set risk management targets, such as a 100% merchant risk identification coverage rate and a risk disposal closed-loop rate of ≥99%. All targets are progressing steadily according to plan. Simultaneously, the Company has fully integrated the concept of sustainable development into its risk management and decision-making systems, embedding sustainability indicators into merchant qualification assessment standards and establishing specialized contingency plans for environmental compliance risks. Building on this, the Company actively explores opportunities in green trading and low-carbon logistics, establishing a dynamic "Assessment-Decision-Execution-Review" optimization mechanism to ensure alignment between decision-making and sustainable development goals.

6. Compliance Governance

COMPLIANCE OPERATIONS

We firmly believe that compliant operation is the cornerstone of the Company's stable development, and strictly follow relevant laws and regulations such as the *Audit Law of the People's Republic of China*. We have formulated internal documents such as the *Internal Audit System* to ensure the legality and regularity of operations through a systematic and standardized compliance management framework.

The Company has established an Internal Control and Supervision Department, which develops specialized and regular audit plans annually. Supervisory processes are deeply embedded in key business stages, and an incompatible duty segregation mechanism is strictly implemented to create an internal control pattern of mutual supervision and restraint. Additionally, we regularly collaborate with third-party institutions to conduct compliance audits, strengthening our line of defense for compliant operations.

The Company places great emphasis on fostering compliance awareness among all employees and conducts compliance training on a normalized basis. The Risk Control Center integrates compliance training into the construction of risk management capabilities for all staff. The Legal Department conducts daily compliance promotion and specialized training for various business groups. Through a combination of online and offline methods and case studies, we enhance employees' legal compliance awareness and their ability to identify and handle risks, promoting a culture of compliance throughout all aspects of corporate operations.

Strengthening Compliance Defenses through Internal and External Efforts

In 2025, the Company built a comprehensive compliance management system through the dual paths of "Internal Warning Education + External Professional Empowerment". Internally, 15 specialized training sessions were conducted, covering new employees as well as logistics and international business staff. By analyzing real cases from previous years, we provided in-depth interpretations of criminal charges such as occupational embezzlement and bribery of non-state functionaries, strengthening the promotion of an integrity culture and creating a powerful deterrent. Externally, we actively connected with industry resources and participated in 3 professional training sessions, focusing on compliance investigations, AI applications in audit supervision, and cutting-edge anti-fraud practices. This continues to enhance the professional capabilities of our internal control team, safeguarding the Company's compliant operations.

6.3 BUSINESS ETHICS

BUSINESS ETHICS MANAGEMENT

ZG Group consistently adheres to the principles of integrity, lawfulness, and self-discipline in its operations, strictly complying with the *Anti-Unfair Competition Law of the People's Republic of China* and other anti-corruption and anti-bribery laws and regulations. The Company has formulated internal policies such as the *Anti-Fraud System* and *Whistleblowing Management Standards* to strictly fulfill our commitment to integrity.

The Company has established an integrity investigation team composed of employees from the Internal Control and Supervision Department and the Risk Control Department. This team is responsible for organizing and implementing anti-fraud work across the Company, regularly assessing the effectiveness of these efforts, and providing suggestions for improvement. Furthermore, we communicate and conduct audits with third-party organizations at least once a year to ensure that business practices meet ethical requirements.

The Company has formulated clear codes of conduct and prohibited behaviors for all employees (including senior management). We require all employees to sign documents such as the *Code of Conduct Commitment*, *Business Standards Commitment Letter*, and *Employee Anti-Corruption Covenant* to ensure that employee behavior always aligns with the Company's compliance requirements. Any violation constitutes a serious breach of discipline, and the Company will take corresponding measures in accordance with the *Employee Handbook* and the terms of the commitment letters.

During the reporting period,

the Company had no concluded commercial ethics or corruption-related litigation cases.

BUSINESS ETHICS TRAINING

The Company continues to deepen the construction of a culture of integrity and compliance, enhancing the awareness of all employees through diversified training. During the reporting period, the Company conducted a total of 15 business ethics training sessions. The participants covered new employees and core positions in logistics and international business. The training focused on two dimensions: the analysis of typical historical cases and the promotion of an integrity culture. It provided deep insights into criminal charges such as occupational embezzlement and bribery of non-state functionaries, using the Company's real cases over the years as a warning to consolidate the foundation for ethical professional conduct.

6. Compliance Governance

Specialized Compliance Training to Build an Integrity Defense

In 2025, the Company launched a specialized compliance training program themed “Abide by Rules, Reject Legal Ignorance”. The program focused on high-frequency cases like occupational embezzlement and bribery of non-state functionaries, deeply analyzing related legal risks and clarifying the consequences of illegal acts and compliance bottom lines. The training was conducted through offline lectures, covering all frontline business positions such as investment promotion, operations, and trading employees. The warning effect was strengthened through case studies, effectively enhancing legal compliance awareness and helping to build a clean corporate operating environment.



WHISTLEBLOWING AND COMPLAINT MECHANISMS

The Company adopts a zero-tolerance policy towards corruption and fraud and has established diversified, smooth complaint channels and a robust handling mechanism. Stakeholders, including employees, can report issues such as invoicing, delivery, cargo anomalies, and personnel fraud through multiple channels, achieving unified reception and classified processing of complaints and reports.

Reporting Channels

- Reporting Hotline: 021-35906666
- Reporting Email: tousu@zhaogang.com
- Offline Reporting Address: No. 123 Xinpei Road, Jiading District, Shanghai

Upon receiving a report, the integrity investigation team contacts the whistleblower within two working days using the provided contact information. Investigations and verifications are carried out systematically based on work arrangements. Once the investigation is complete, a designated person provides feedback to the whistleblower, and the results are synchronized across departments to ensure every matter is responded to and resolved. In 2025, all complaints and reports were handled in a timely and compliant manner, safeguarding the regularity of Company operations.

The Company has established a strict whistleblower protection mechanism, keeping the personal data, report content, and submitted evidence strictly confidential. At the same time, we strictly prohibit any form of retaliation. Any retaliatory behavior will be severely dealt with according to Company regulations. If a whistleblower encounters retaliation, they can report it directly to the integrity investigation team again to ensure their rights and interests are effectively protected.

6.4 INFORMATION SECURITY AND PRIVACY PROTECTION

INFORMATION SECURITY PROTECTION

The Company strictly complies with the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and other relevant laws and regulations, consistently regarding data security and privacy protection as core responsibilities. By building a comprehensive and systematic network and information security management system, the Company continuously strengthens its risk prevention and control capabilities to prevent the leakage or loss of user data and core corporate information.

Network and Information Security Management System

Basic System Establishment

- Formulated the *Data Security Management Standards, Hardware Maintenance Operation Management Policy, Network Security Management Policy and Virus and Patch Management Measures*, which systematically standardize the full-process links of network operations, system maintenance, data center management and data recovery.

Specialized Process Control

- Data Recovery Management: The *Business System Data Restoration Management Process* establishes standardized data restoration procedures to ensure the compliance and traceability of data operations.
- Hierarchical Access Control: The *Account and Authority Management Policy* implements hierarchical access control, with independent authorization for financial, materials, human resources and OA systems, and full-cycle maintenance by dedicated administrators.

Security Protection Implementation

- Emergency Response Mechanism: A comprehensive *Emergency Response Plan* has been formulated, covering event classification, response procedures, system recovery and post-event evaluation, with regular emergency drills and specialized training organized.
- Personnel Security Management: Employees sign the *Confidentiality and Intellectual Property Protection Agreement* upon onboarding, clarifying confidentiality responsibilities during employment and after resignation; regular information security training is conducted, and network security protection mechanisms are dynamically updated.

6. Compliance Governance

During the reporting period,

the Company did not experience any information security incidents or customer privacy breaches.

USER PRIVACY PROTECTION

As a one-stop E-commerce steel industry supply chain platform, we place great importance on user privacy protection. We have established a full lifecycle management system covering the data collection, use, sharing, management, and deletion, and have released our *ZG Privacy Policy* to clearly explain the rules and boundaries of information processing to users, fully respecting their right to know and choose. Concurrently, we have set up diversified response channels and commit to providing feedback within 15 days, ensuring that user requests are addressed promptly.

User Data Collection

- User information is collected only with user consent for legitimate purposes related to transactions, and collected information is retained only for the necessary period.
- The names of third-party SDKs, types of information collected, purposes of use, and usage scenarios are clearly specified to ensure user consent is obtained prior to collection.

User Data Usage

- Personal information is shared in strict compliance with the minimum necessity principle. If sensitive personal information is involved or the recipient changes the purpose of processing, separate user consent will be obtained again.

User Information Management

- Encryption technology is adopted to protect users' personal information.
- Users are provided with functions such as information inquiry, correction, deletion, account cancellation, and withdrawal of authorization, ensuring their control and autonomous decision-making over personal information.

Application of Cookies Technology

- Cookies technology is used to record user operations, browsing habits, and credit history in order to provide users with personalized services. Users can delete these records at any time using the cache clearing function built into their browsers.

Full-Process Privacy Protection Mechanism

6.5 INTELLECTUAL PROPERTY PROTECTION

We regard intellectual property (IP) protection as a vital support for enhancing the Company's core competitiveness. It plays a key role in maintaining fair market competition and promoting sustainable development. Therefore, we actively build a comprehensive IP protection system to fully safeguard the innovative achievements of the Company and its partners.

The Company strictly follows laws and regulations such as the *Patent Law of the People's Republic of China*. We have formulated management systems and response plans, such as the *Zhaogang Netcom Intellectual Property Management System* and *Infringement Early Warning Scheme*, to standardize the full-process management of IP applications and defense. We have established robust infringement identification and response mechanisms to ensure effective protection.

In 2025, the Company continued to improve its IP protection system by introducing external professional institutions and management software for both autonomous protection and infringement prevention. This enhanced our professional reserves while avoiding the risk of unauthorized software use. Internally, we built an intelligent IP tracking system to achieve standardized and refined management. Furthermore, the Company continues to promote proactive IP enforcement. We took action against external entities using the Company's trade name without authorization, successfully pushing four related entities to deregister or change their names, effectively maintaining our brand's IP rights.

IP Awards Ceremony Stimulating Innovation Vitality

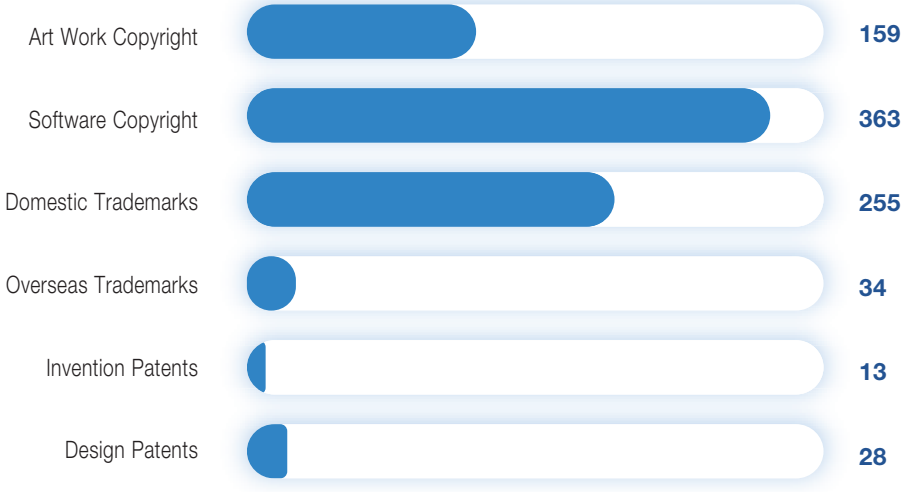
In 2025, the Legal Department hosted the annual Intellectual Property Awards Ceremony, focusing on recognizing innovation achievements and contributors. Through honorary titles and story sharing, the ceremony commended teams and individuals who performed outstandingly in IP application, protection, and transformation. This effectively stimulated employees' enthusiasm for invention and injected continuous momentum into the Company's IP reserves and innovative development.



6. Compliance Governance



New Intellectual Property Rights Obtained During the Reporting Period



Valid Intellectual Property Rights as of the End of the Reporting Period

In 2025, the Company filed 65 (sets) of new IP applications and successfully obtained 49 IP rights. As of the end of 2025, the Company held over 800 valid IP rights, continuously consolidating its IP reserves and building a solid foundation for innovative corporate development.

Appendix 1: Key Performance Data Sheet

Environmental Performance	Unit	2024	2025
Greenhouse Gas Emissions			
Scope 1 Greenhouse Gas Emissions[1,3]	Tonnes of CO_2 equivalent	287.49	247.46
Scope 2 Greenhouse Gas Emissions[2,3]	Tonnes of CO_2 equivalent	1,498.09	1,370.40
Total Greenhouse Gas Emissions (Scope 1 and Scope 2)	Tonnes of CO_2 equivalent	1,785.58	1,617.86
Greenhouse Gas Emission Intensity (Scope 1 and Scope 2)	Tonnes of CO_2 equivalent/ million yuan revenue	1.15	0.65
Energy Consumption			
Natural Gas	Standard cubic meters	107,556.00	98,580.00
Gasoline	Liters	24,400.00	15,240.00
Total Direct Energy Consumption	Tonnes of SCE	169.08	147.37
Direct Energy Consumption Intensity	Tonnes of SCE/million yuan revenue	0.11	0.07
Purchased Electricity	kWh	2,558,215.00	2,582,730.00
Total Indirect Energy Consumption	Tonnes of SCE	314.40	317.42
Indirect Energy Consumption Intensity	Tonnes of SCE/million yuan revenue	0.20	0.15
Total Comprehensive Energy Consumption	Tonnes of SCE	483.48	464.79
Comprehensive Energy Consumption Intensity	Tonnes of SCE/million yuan revenue	0.31	0.22
Water Resource Consumption			
Total Water Consumption	Cubic meters	14,819.00	14,079.00
Water Consumption Intensity	Cubic meters/million yuan revenue	9.55	6.66
Waste Generation			
Total Hazardous Waste	Tonnes	1.73	1.45
Hazardous Waste Intensity	Tonnes/million yuan revenue	0.0011	0.0007
Total Non-Hazardous Waste	Tonnes	336.00	345.00
Non-Hazardous Waste Intensity	Tonnes/million yuan revenue	0.22	0.16
Nitrogen Oxides (NO_x) Emissions	Grams	115,326.12	123,909.74
Sulfur Oxides (SO_x) Emissions	Grams	358.68	224.03
Particulate Matter (PM) Emissions	Grams	11,172.93	11,872.93

1. Scope 1 GHG emissions primarily stem from the use of gasoline and natural gas. The relevant emission factors are derived from the *Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions from Enterprises in Other Industrial Sectors* issued by the National Development and Reform Commission.

2. Scope 2 GHG emissions primarily stem from the consumption of purchased electricity. The relevant emission factors are derived from the *2023 Electricity CO_2 Emission Factors – National Average Electricity CO_2 Emission Factors* published by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics.

3. The calculation methodology references the *GHG Protocol A Corporate Accounting and Reporting Standard* published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

Appendix 1: Key Performance Data Sheet

Social Performance		Unit	2024	2025
Employment – Number of Employees				
Total Number of Employees		Persons	1,120	1,321
By Gender	Male	Persons	655	801
	Female	Persons	465	520
By Employment Type	Full-time	Persons	1,120	1,321
	Part-time	Persons	0	0
By Age	Under 30 Years	Persons	473	514
	30-50 Years	Persons	639	803
	Over 50 Years	Persons	8	4
By Region	East China	Persons	648	701
	South China	Persons	92	107
	Central China	Persons	143	187
	North China	Persons	124	134
	Northwest China	Persons	22	37
	Southwest China	Persons	59	73
	Northeast China	Persons	15	15
	Hong Kong, Macao, and Taiwan	Persons	0	0
	Overseas	Persons	17	67
Employment – Employee Turnover				
Total Employee Turnover Rate[1]		%	16.29	14.33
By Gender[2]	Male	%	15.37	17.51
	Female	%	17.55	8.93
By Age[2]	Under 30 Years	%	16.87	18.93
	30-50 Years	%	16.03	11.17
	Over 50 Years	%	0.00	0.00
By Region[2]	East China	%	17.97	12.81
	South China	%	12.38	21.32
	Central China	%	14.37	10.95
	North China	%	16.78	21.64
	Northwest China	%	0.00	5.13
	Southwest China	%	14.49	17.05
	Northeast China	%	6.25	21.05
	Hong Kong, Macao, and Taiwan	%	0.00	0.00
	Overseas	%	15.00	10.67

Appendix 1: Key Performance Data Sheet

Social Performance		Unit	2024	2025
Health and Safety				
Number of Work-related Fatalities		Persons	0	0
Work-related Fatality Rate		%	0	0
Number of Workdays Lost Due to Work-related Injuries		Days	0	0
Development and Training				
Percentage of Employees Trained[3]		%	100	100
By Gender[4]	Male	%	58.48	60.64
	Female	%	41.52	39.36
By Employee Category[4]	Senior Management	%	1.23	1.44
	Mid-level Management	%	5.89	9.24
	Entry-level Employees	%	92.88	89.33
Average Training Hours of Employees[5]		Hours	3.80	5.56
By Gender[6]	Male	Hours	3.92	5.58
	Female	Hours	3.64	5.52
By Employee Category[6,7]	Senior Management	Hours	1.33	4.50
	Mid-level Management	Hours	2.78	5.30
	Entry-level Employees	Hours	3.91	5.60
Supply Chain Management				
Number of Suppliers by Region	China (including Hong Kong, Macao and Taiwan)	Number	17,172	20,310
	Overseas	Number	132	306
Anti-corruption				
Number of Corruption Cases		Cases	0	0
Number of Anti-corruption Sessions Provided to Directors and Employees		Sessions	14	15
Community Investment				
Community Investment and Donations		Yuan	210,000	260,000

1. Calculation Formula: Employee turnover rate = Number of employees leaving employment/Number of employees at the end of reporting period + Number of employees leaving employment) × 100.

2. Calculation Formula: Employee turnover rate (per category) = Number of employees in the specified category leaving employment/ Number of employees in the specified category at the end of reporting period + Number of employees in the specified category leaving employment) × 100.

3. Calculation Formula: Percentage of employees trained = Number of employees trained/Number of employees × 100.

4. Calculation Formula: Percentage of employees trained (per category) = Number of employees trained in the specified category/ Number of employees trained × 100.

Appendix 1: Key Performance Data Sheet

5. Calculation Formula: Average Training Hours of Employees = Total number of training hours/Total number of employees

6. Calculation Formula: Average Training Hours of Employees (per category) = Total number of training hours for employees in the specified category/Total number of employees in the specified category.

7. In reference to the HKEX's Reporting Guidance on Social KPIs, the calculation formula for average training hours of employees (per category) has been adjusted, and the corresponding data for 2024 has been retrospectively adjusted accordingly to ensure data comparability.

Appendix 2: HKEx Environmental, Social and Governance Reporting Code Index

Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			Section
A. Environmental			
Aspect A1: Emissions	General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	3.1 Addressing Climate Change 3.2 Green Operation 3.3 Environmental Management
	KPI A1.1	The types of emissions and respective emissions data.	3.1 Addressing Climate Change
	KPI A1.2	Repealed 1 January 2025	/
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.3 Environmental Management
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.3 Environmental Management
	KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	3.1 Addressing Climate Change
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	3.3 Environmental Management

Appendix 2: HKEx Environmental, Social and Governance Reporting Code Index

Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			Section
Aspect A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	3.2 Green Operation 3.3 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).	3.2 Green Operation
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	3.3 Environmental Management
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	3.2 Green Operation
	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.	3.3 Environmental Management
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Our business does not involve the use of packaging materials.
Aspect A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	3.3 Environmental Management
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3.3 Environmental Management

Appendix 2: HKEx Environmental, Social and Governance Reporting Code Index

Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			Section
B. Social			
Employment and Labor Practices			
Aspect B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4.1 Employee Rights Protection 4.2 Employee Welfare and Communication 4.3 Employee Training and Development
	KPI B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	4.1 Employee Rights Protection
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	4.1 Employee Rights Protection
Aspect B2: Health and Safety	General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.4 Occupational Health and safety
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.4 Occupational Health and safety
	KPI B2.2	Lost days due to work injury.	4.4 Occupational Health and safety
	KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.4 Occupational Health and safety

Appendix 2: HKEx Environmental, Social and Governance Reporting Code Index

Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			Section
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.3 Employee Training and Development
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.3 Employee Training and Development
	KPI B3.2	The average training hours completed per employee by gender and employee category.	4.3 Employee Training and Development
Aspect B4: Labour Standards	General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	4.1 Employee Rights Protection
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	4.1 Employee Rights Protection
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	4.1 Employee Rights Protection
Operating Practices			
B5: Supply Chain Management	General Disclosure	Policy on managing environmental and social risks in the supply chain.	2.2 Responsible Sourcing
	KPI B5.1	Number of suppliers by geographical region.	2.2 Responsible Sourcing
	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.	2.2 Responsible Sourcing
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.2 Responsible Sourcing
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.2 Responsible Sourcing

Appendix 2: HKEx Environmental, Social and Governance Reporting Code Index

Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			Section
Aspect B6: Product Responsibility	General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2.3 Product Quality 2.4 Customer Service Management 6.4 Information Security and Privacy Protection 6.5 Intellectual Property Protection
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	ZG Group serves as an intermediary platform operator and is not involved in product recall operations.
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	2.4 Customer Service Management
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	6.5 Intellectual Property Protection
	KPI B6.4	Description of quality assurance process and recall procedures.	2.3 Product Quality
	KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	6.4 Information Security and Privacy Protection

Appendix 2: HKEx Environmental, Social and Governance Reporting Code Index

Subject Areas, Aspects, General Disclosures, and Key Performance Indicators			Section
Aspect B7: Anti-corruption	General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	6.3 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.	6.3 Business Ethics
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	6.3 Business Ethics
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	6.3 Business Ethics
Community			
Aspect B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	5.2 Charity and Public Welfare
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	5.2 Charity and Public Welfare
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	5.2 Charity and Public Welfare

Appendix 2: HKEx Environmental, Social and Governance Reporting Code Index

Part D: Climate-related Disclosures	
Governance	
Expertise and Skills	3.1 Addressing Climate Change
Methods and Frequency	
The Board's Roles and Responsibilities	
Oversight Progress	
Management's Roles and Responsibilities	
Strategy	
Climate-related Risks and Opportunities	3.1 Addressing Climate Change
Business Model and Value Chain	
Strategy and Decision-making	
Financial Position, Financial Performance and Cash Flows	ZG Group was listed on the Hong Kong Stock Exchange in 2025 and is currently in the capacity-building phase in the area of climate change. We have initiated planning for capacity building and will gradually enhance our disclosure level in the future.
Climate Resilience	
Risk Management	
Risk Identification	3.1 Addressing Climate Change
Risk Assessment	
Risk Prioritization	
Risk Management	
Risk Integration	
Metrics and Targets	
Greenhouse Gas Emissions	3.1 Addressing Climate Change Regarding Scope 3 greenhouse gas emission, ZG Group will continue to collect more comprehensive data to gradually expand and improve the disclosure coverage.
Climate-related Transition Risks	ZG Group was listed on the Hong Kong Stock Exchange in 2025 and is currently in the capacity-building phase in the area of climate change. We have initiated planning for capacity building and will gradually enhance our disclosure level in the future.
Climate-related Physical Risks	
Climate-related Opportunities	
Capital Deployment	
Internal Carbon Prices	
Remuneration	
Industry-based Metrics	
Climate-related Targets	
Applicability of Cross-industry Metrics and Industry-based Metrics	

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Contact Us

Address: No. 123 Xinpei Road, Jiading District, Shanghai
Postal Code: 201815
Website: https://home.zhaogang.com/
Email: tousu@zhaogang.com
Tel: 021-35906666