千循

Qian Xun Technology Limited
千循科技有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)
(Stock Code 股份代號:1640)

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告



Environmental, Social and Governance Report
環境、社會及管治報告

1. ABOUT THIS REPORT

Qian Xun Technology Limited (hereinafter referred to as the "Company") and its subsidiaries (hereinafter referred to as the "Group" or "we") are pleased to present their Environmental, Social and Governance Report (hereinafter referred to as the "ESG Report" or the "Report"). The action, plans and performance in environmental, social and governance (hereinafter referred to as "ESG") of the Group and demonstrates its commitment and to facilitate a better understanding of stakeholders on progress and development direction of the Group in respect of sustainability issues.

1.1 Reporting Standards

The Report was prepared in accordance with the ESG Reporting Guide (hereinafter referred to as the "ESG Reporting Guide") set out in Appendix C2 of the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited (the "Stock Exchange"). Under the four principles of "materiality", "quantitative", "balance" and "consistency" as stipulated in the ESG Reporting Guide of the Stock Exchange, and the requirements of "Directors' responsibilities", the ESG Report has strictly followed such guideline for disclosure in each chapter.

Materiality	The ESG Report follows the requirements of the Stock Exchange's materiality principles, the process of identifying and disclosing in the Report the material environmental, social and governance factors and the criteria for their selection, the material issue identification process and the materiality matrix, as well as the description of material stakeholders and the process and results of stakeholder engagement.
重要性	本ESG報告遵循聯交所重要性原則規定，已識別及於報告中披露重要環境、社會及管治因素的過程及選擇這些因素的準則，重要性議題識別過程及重要性議題矩陣，以及重要持份者的描述及持份者參與的過程及結果。
Quantitative	The statistical standards, methods, assumptions and/or calculation tools used in the ESG Report for reporting emissions/energy consumption, if applicable, and the sources of conversion factors are described in the Definitions of the Report.
量化	本ESG報告中有關匯報排放量／能源耗用(如適用)所用的統計標準、方法、假設及／或計算工具，以及轉換因素的來源，均在報告釋義中進行說明。
Balance	The ESG Report provides an unbiased picture of the Group's performance for the Reporting Period, avoiding selections, omissions or presentation formats that may inappropriately influence readers' decisions or judgments.
平衡	本ESG報告不偏不倚地呈報本集團報告期內的表現，避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。
Consistency	The statistical methods used in the ESG Report are consistent with those used for the year ended 31 December 2024 ("2024" or "previous year"). Changes, if any, will be clearly stated in the Report.
一致性	本ESG報告披露數據所使用的統計方法均與截至2024年12月31日止年度(「2024年」或「去年」)保持一致。如有變更，將於報告中清楚說明。

Readers may refer to Appendix II – The Stock Exchange ESG Reporting Guide Index of the Report for quick referral. The Report should be read in conjunction with the section "Corporate Governance Report" contained in the Annual Report for a comprehensive understanding of the ESG performance of the Group.

1. 關於本報告

千循科技有限公司(下稱「本公司」)及其附屬公司(下稱「本集團」或「我們」)欣然刊發其環境、社會及管治報告(「本ESG報告」或「本報告」)。本集團在環境、社會及管治(「ESG」)上的舉措、計劃及表現，並表明其在可持續發展方面的承諾，讓各持份者瞭解本集團的進程及發展方向。

1.1 報告標準

本報告依照香港聯合交易所有限公司(「聯交所」)發佈的主板上市規則附錄C2所載之ESG報告指引(「ESG報告指引」)編製而成。在聯交所ESG報告指引中概述有關於「重大性」、「量化」、「平衡」及「一致性」的四大原則，以及「董事責任」的要求下，本ESG報告已嚴格遵循其指引在各章節中進行披露。

讀者可參閱本報告附錄二：聯交所《環境、社會及管治報告指引》索引作快速查詢。本報告應與本年報中的「企業管治報告」章節一併閱覽，以便全面瞭解本集團的ESG表現。

1.2 Scope of Report

Unless otherwise indicated, the Report focuses on core business performance of the Group for the period from 1 January 2025 to 31 December 2025 (the "Year" or "2025"). The KPIs in the environmental area have covered Shenzhen Fenhao Technology Company Limited[1].

We will continue to expand the scope of disclosure in the future after the Group's data collection system becomes more mature and its work on sustainable development is strengthened.

1.3 Reporting Language

The Report is published in Traditional Chinese and English versions. In case of any discrepancy between the two versions, the Traditional Chinese version shall prevail.

1.4 Approval and Confirmations

The Report had been reviewed by and obtained approval from the Board on 30 March 2026.

1.5 Feedback Mechanism

We truly value your comments and suggestions to the Report and you are welcome to contact us by email (email: comsec1640@gmail.com).

2. CORPORATE GOVERNANCE

The corporate philosophy, vision, mission and core values embraced by the Group are "creative innovation and entrepreneurial innovation", "building up the most trusted pre-owned mobile phones in China", "building a bridge between brand and customers" and "treasure reputation with essence and sincerity" respectively. The Group is committed to pursuing the harmonious development of corporate value, employee value, investor value and social value, and emphasizes on its own impacts on the sustainable development so as to jointly build a sustainable and benevolent society.

2.1 Board Statement

We see ESG management as part of our responsibility and are committed to incorporating ESG issues into our decision-making process. We believe that a robust and sustainable governance structure is critical to our corporate development. We have established a robust ESG management framework, with the Board overseeing the Company's ESG strategy and assuming ultimate responsibility for reviewing ESG strategy, risk management, materiality assessment, prioritization of ESG issues and managing ESG issues, as well as reviewing progress on environmental objectives to ensure that management practices are effective in reducing the environmental impact of the Group's operations. While meeting the internal needs of the business development, we actively undertake social responsibilities to achieve balanced development of the environment, economy and society. In the future, we will continue to review our ESG related targets to seek opportunities to improve our ESG performance.

1.2 報告範圍

除非另有說明，本報告聚焦本集團於2025年1月1日至2025年12月31日(「本年度」或「2025年」)的核心業務之表現。環境範疇的關鍵績效指標則涵蓋深圳分毫科技有限公司[1]。

待本集團之資料收集系統更趨成熟，以及可持續發展工作深化之後，我們將於未來繼續擴大披露範圍。

1.3 報告語言

本報告以繁體中文和英文發佈。如有歧義，以繁體中文版本為準。

1.4 審批及確認

本報告已由董事會審閱並於2026年3月30日獲董事會批核。

1.5 反饋機制

我們非常重視 閣下對本報告的意見和建議，並歡迎 閣下以電郵的形式(郵箱：comsec1640@gmail.com)與我們聯絡。

2. 公司治理

本集團以「創意創造，創業創新」為公司理念，以「打造中國最值得信賴的二手手機」為願景，「搭建品牌和消費者之間的橋樑」為使命，秉承「以玉為信，至精至誠」的核心價值觀，致力於追求企業價值、員工價值、投資者價值和社會價值的和諧發展，重視自身對可持續發展的影響，以共同建設可持續發展、更有善的社會。

2.1 董事會聲明

我們視ESG管理為我們責任的一部分，致力將ESG議題納入我們的決策過程。我們深信一個穩健的可持續發展管治架構對我們的企業發展至關重要。我們已建立穩健的ESG管理架構，董事會對監督本公司的ESG策略及承擔最終責任，對ESG策略、風險管理、重要性評估、ESG議題優次排列及管理ESG事宜進行審閱，並檢討環境目標的進度，以確保管理方針有效減低本集團營運對環境的影響。我們在滿足企業發展內在需求的同時，積極承擔社會責任，實現環境、經濟、社會的平衡發展。在未來，我們將持續檢討ESG相關目標，以尋求機會改善ESG方面之表現。

[1] During the Year, the Company's revenue were mainly from Shenzhen Fenhao Technology Company Limited

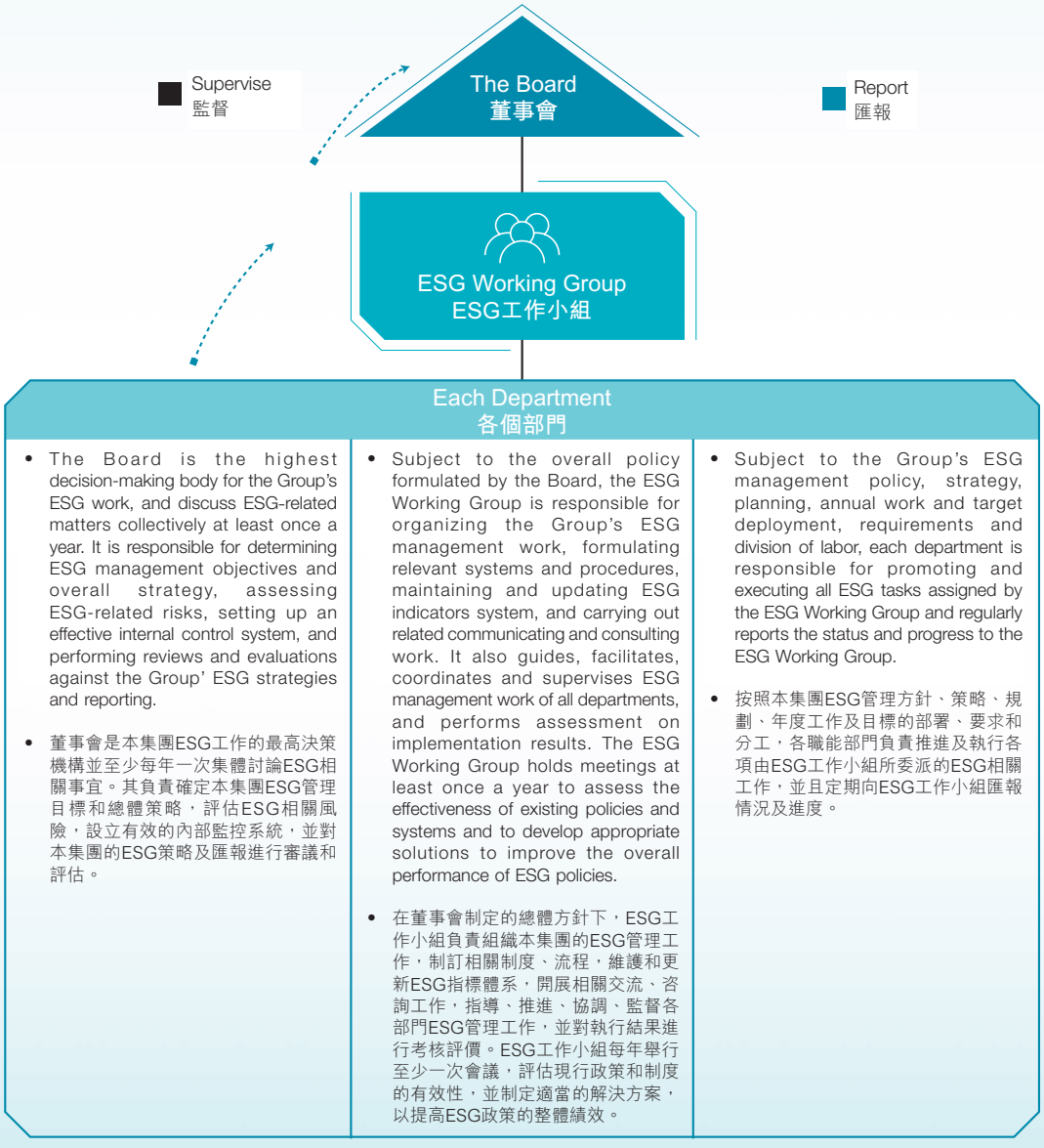
[1] 本年度，本公司大部分的收入來自深圳市分毫科技有限公司

2.2 ESG Management

For the purpose of strict compliance with relevant listing provisions of the Stock Exchange, the Group has established a complete ESG management system, facilitating the integration of ESG management into decision-making process of the Group and daily work of each department. Our ESG management system consists of three components, namely the Board, the ESG Working Group and each functional department, and each of them is responsible for different responsibilities as follows:

2.2 ESG管理

為了嚴格遵守聯交所上市相關規定，本集團透過建立一套完整的ESG管理體系，使ESG管理融入本集團決策進程和各個部門的日常工作中。我們的ESG管理體系由三部份組成，分別是董事會、ESG工作小組及各職能部門，並負責不同的職責如下：



2.3 Communication with Stakeholders

In order to enhance stakeholders' understanding of the Group, strengthen the transparency of the Group's information disclosure, improve corporate governance, build a good corporate image and maximize the Group's value and investors' interests, the Group has been striving to establish and maintain multiple communication channels with its stakeholders. The Group's major stakeholders and communication measures include the following:

2.3 與持份者的溝通

為了增進持份者對本集團的瞭解，增強本集團信息披露透明度，改善本集團治理，樹立良好的企業形象，實現其價值最大化和投資者利益最大化，本集團一直致力於與持份者建立和保持多元溝通渠道。本集團主要的持份者及溝通措施包括：

Stakeholder(s) 持份者	Communication channel(s) 溝通渠道	Expectation(s) 期望
Shareholders/investors 股東／投資者	• Annual general meeting and other general meetings • 股東週年大會與其他股東大會 • Interim report and annual report • 中期報告與年報 • Results announcement • 業績公告 • Announcements and circulars • 公告及通函 • Senior management meetings • 高級管理人員會議	– Continuous improvement on operations performance – 持續的經營業績提升 – Compliance operations management – 合規運營管理 – Timely and complete information disclosure – 及時完備的信息披露
Employees 員工	• Employee training • 員工培訓 • Performance appraisals • 績效考核 • Internal meetings • 內部會議 • Business presentation • 業務簡報 • Publications (e.g., employee newsletters) • 刊物(如員工通訊) • Staff intranet • 員工內聯網	– Continuous improvement on operations performance – 持續的經營業績提升 – Compliance operations management – 合規運營管理 – Timely and complete information disclosure – 及時完備的信息披露
Customers 客戶	• Market research • 市場調研 • Demand analysis • 需求分析 • Point-to-point communication services • 點對點溝通服務	– Quality improvement on services and products – 提高服務及產品質量 – Satisfaction of diversified needs of customers – 滿足客戶多元化需求
Governments and regulators 政府及監管機構	• Study on policy issues and guidance documents • 研習政策發佈及指導性文件 • Participation in trainings organised by relevant authorities and associations • 參與有關部門、協會組織的培訓 • Seminars and symposiums • 講座及座談會 • Compliance management • 合規管理	– Compliance with laws and regulations – 遵守法律法規 – Integrity in business operations – 廉潔從業 – Timely and complete information disclosure – 及時完備的信息披露
Business partners 合作夥伴	• Centralised meetings • 集中會議 • Daily communication • 日常溝通	– Open, fair and just procurement – 公開、公平、公正採購 – Commitment to contracts; mutual benefits and win-win achievements – 信守合約，互利共贏

2.4 Identification of Material Issues

In accordance with the requirements of the ESG Reporting Guide of the Stock Exchange, the Group identifies and assesses material ESG issues through the ESG Working Group, and conducts materiality assessment in conjunction with concerned issues of stakeholders, allowing us to provide related information disclosure of operations management in a more accurate and comprehensive manner as well as to demonstrate key areas of corporate ESG practice and information disclosure in a more specific manner. As there were no significant changes in the strategic direction and business development of the Group's operations during the Year, taking into account the mutual importance of each ESG issue to stakeholders and the impact on the Company's business operations, the Group has continued with the issues identified in 2020, which have been finalized by the management and are highlighted in the Report.

Environment:
環境：

- Carbon emissions management
- 碳排放管理
- Green operations, lower energy consumption
- 綠色運營、降低能源消耗
- Compliance with national laws and regulations
- 遵守國家法律法規
- Green operations
- 綠色運營

Society:
社會：

- Equal and diverse employment, and employees' care
- 平等及多元化僱傭、員工關愛
- Occupational health and employees' safety
- 職業健康及員工安全
- Employee development and training
- 員工培訓與發展
- Prohibition of child labour and forced labour
- 禁止童工及強制性勞工
- Open and fair procurement
- 公開公平採購
- Customer services and boycott false advertisements
- 客戶服務及抵制虛假廣告

Governance:
管治：

- Anti-corruption and integrity promotion
- 反腐倡廉
- Community welfare
- 社區公益

During the Year, the Group confirmed that appropriate and effective management policies and internal control systems for environmental, social and governance issues are in place; and confirmed the information disclosed in the Report meets the requirements of the ESG Reporting Guide.

2.4 重要議題識別

根據聯交所《環境、社會及管治報告指引》的要求，本集團透過ESG工作小組識別及評估重大ESG議題，並結合持份者所關注的議題，進行重要性評估，使我們能夠更準確、全面地披露運營管理相關訊息，更明確展現企業ESG實踐和信息披露的重點領域。由於本集團的策略方向及營運的業務發展於本年度沒有重大變化，綜合考慮各項ESG議題對持份者的相互重要性及對本公司業務營運的影響，本集團沿用2020年度所識別的議題，並已獲管理層最終確認，於本報告內作重點披露。

於本年度，本集團確認已就環境、社會及管治事宜設立合適及有效的管理政策及內部監控制度；並確認本報告所披露內容符合環境、社會及管治報告指引的要求。

3. OPERATING PRACTICES

3.1 Quality Assurance

The Group's professional service system is designed to provide comprehensive and efficient pre-owned mobile phones services to our clients, and we continue to advance our position as one of the leading integrated platforms nationwide.

Quality-oriented and prioritizing the system:

品質為本，體系先行：

Taking product quality as our foremost principle and users' needs as our core driver, we have established a quality control and service system that covers the entire product lifecycle.
我們將產品品質視為最高原則，以使用者需求為核心驅動，建立覆蓋產品全生命週期的品質管控與服務體系。

Enforcing rigorous control at every stage and ensuring reliable services:
環環嚴控，服務可靠：

From product recycling, professional testing, and fine refurbishment to end-user sales, we have implemented strict quality management standards at every stage to ensure the stability and consistency of our service chain.
從產品回收、專業檢測、精細翻新，到終端銷售，我們在每個環節都貫徹嚴格的品質管理標準，確保服務鏈的穩定性與一致性。

Fostering win-win cooperation and protecting rights and interests:
合作共贏，權益保障：

We have constantly improved our supplier and partner management system, and built an efficient platform for customer interaction and feedback to safeguard the rights and interests of consumers, merchants, and other stakeholders as a whole.
我們不斷完善供應商與合作夥伴管理體系，打造高效的客戶互動與反饋平台，全方位守護消費者、商家及其他利害關係人的權益。

Deepening trust and driving value growth:

深化信任，價值躍升：

On this basis, we have continuously expanded our service scope to provide high-quality products and standardized services for diverse user groups and further consolidate market trust and drive the sustained enhancement of our brand value.
在此基礎上，我們持續拓展服務範圍，為不同使用者群體提供優質產品與標準化服務，進一步鞏固市場信賴，推動品牌價值持續提升。

In order to ensure that our clients receive high quality pre-owned mobile phones services, the Group arranges third party teams and professional staff to monitor the entire sales process of pre-owned mobile phones. We also keep records and keep them on file, and conduct regular evaluation and analysis on a monthly basis to find room for improvement. If any problem identified, our sales team will immediately notify the Group and work with the client to solve the problem to ensure that the client's rights are protected to the greatest extent.

3. 營運慣例

3.1 質量保障

本集團的專業服務體系旨在為客戶提供全面、高效的二手手機服務，並不斷推進在全國綜合平台行業中的領先地位。

為了確保客戶獲得高品質的二手手機服務，本集團安排第三方團隊和專業人員監控整個二手手機銷售過程。我們還會記錄情況並存檔備案，每月進行定期考評和分析，以找到改進的空間。如果發現問題，我們的業務團隊會立即通知本集團，並與客戶共同解決問題，確保客戶權益得到最大程度的保障。

3.2 Customer Services

The Group highly values customers, strictly abide by the Law of the People's Republic of China on Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》) and other relevant laws and regulations, and provides various channels to receive customers' opinions and suggestions, including mailboxes, complaint hotline and online complaints. After receiving a complaint, we will seriously record and analyze the content of the complaint, formulate a corresponding complaint handling plan, communicate and negotiate with the customer, and finally solve the problem and improve customer satisfaction. During the Year, the Group's customer service has not received any complaints.

3.3 Customer Information Safety

We always regard customer satisfaction as the core standard of our continuous service improvement, treat every customer with care, and professionally solve the needs and demands of our customers. The Company strictly abides by the Law of the People's Republic of China on Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》) to protect the legitimate rights and interests of our customers. We strictly comply with relevant laws and regulations including the Cybersecurity Law of the People's Republic of China (《中華人民共和國網路安全法》), Provisions on Protecting the Personal Information of Telecommunications and Internet Users (《電訊和互聯網用戶個人信息保護規定》) and the Personal Privacy Policy on Mobile Internet (《移動互聯網個人隱私政策》). The Group has formulated and implemented internal systems such as Confidentiality Management System (《保密管理制度》) and Information System Management System (《信息系統管理制度》). All customer information is encrypted by the Group, and the database is managed by a designated person that any other person is not entitled to access such information without management approval. Meanwhile, to strengthen network security, we have used related applications such as firewalls and routers, to prevent attack and illegal access from the internet. We attach great importance to customer experience, and we sign contracts with third parties such as customers and partners with privacy protection constraints to avoid the transmission and disclosure of any information about the Group and other information leakage behavior. If there is an unexpected information security incident (such as a disaster or an incident that would have a significant impact), we will handle it in a timely manner. During the Year, the Group has not received any complaints regarding the leakage of customer information or breach of customer privacy.

3.2 客戶服務

本集團高度重視客戶，我們嚴格遵守《中華人民共和國消費者權益保護法》等相關法律法規，並提供多種渠道接收客戶的意見和建議，包括郵箱、投訴熱線和在線投訴。收到投訴後,我們會認真記錄和分析投訴內容，並制定相應的投訴處理方案，與客戶進行溝通和協商，最終解決問題並提升客戶滿意度。本年度，本集團未有錄得客服投訴。

3.3 客戶信息安全

我們始終將顧客滿意度作為我們不斷完善服務的核心標準，用心對待每一位客戶，專業解決客戶所需所求。本公司嚴格遵守《中華人民共和國消費者權益保護法》，保障客戶的合法權益為己任。我們嚴格遵守《中華人民共和國網路安全法》、《電訊和互聯網用戶個人信息保護規定》、《移動互聯網個人隱私政策》等相關法律法規，本集團制定及落實《保密管理制度》、《信息系統管理制度》等內部制度。所有客戶訊息被本集團加密，由專人負責管理數據庫，在沒有管理層批准下其他人無權獲取。同時，我們利用防火牆、路由器等相關設備，防範來自網路的攻擊和非法入侵，以加強網路安全。我們高度重視客戶體驗，我們與第三方如客戶、合作夥伴簽署合同時進行隱私保護的約束，以避免傳輸、洩露有關本集團的任何消息等信息洩漏行為。如有突發信息安全事故如災難或會產生重大影響的事故），我們會及時處理。於本年度，本集團並無接獲有關客戶資料外洩或違反客戶私隱的投訴。

3.4 Supply Chain Management

The Group implements strict and standardized management in the access to suppliers, and has established internal rules and regulations such as Procurement Management System (《採購管理制度》) and the Procurement Supplier Management System (《採購供應商管理制度》), which include strict budgeting, procurement and settlement plans, and procurement processes.

For major purchases, the Group engages professional consulting firms and accounting firms to conduct special audits and report the audit results to the Group's management. The Group strictly regulates the tender procurement process and prohibits undercover operations to ensure that the entire process is open, fair and equitable. We examine and classify suppliers based on their quality of supply and credit level, classify procurement methods and establish reasonable and systematic entry and exit mechanisms.

The environmental and social impact of suppliers is also a factor we consider in the supplier selection and evaluation process, such as the environmental and social responsibility of suppliers. In addition, the Group actively promotes the importance of environmental protection and gives priority to working with suppliers who provide environmentally friendly products and services when evaluating suppliers and selecting new suppliers.

During the Year, the Group had 126 major suppliers, all of which were located in Chinese Mainland. The Group has enforced the above practices in relation to the engagement of suppliers to all suppliers and was not aware of any major suppliers that had any significant actual or negative impact on business ethics, environmental protection, human rights and labor practices.

3.4 供應鏈管理

本集團在供應商准入環節實行嚴格且規範化的管理，制定了《採購管理制度》和《採購供應商管理制度》等內部規章制度，當中包括嚴格的預算、採購和結算方案，採購流程。

在重大採購項目中，本集團會聘請專業的咨詢公司和會計師事務所進行專項審計並向集團管理層報告審計結果。本集團嚴格規範招標採購流程，嚴禁暗箱操作，確保整個過程是公開、公平、公正操作，我們根據供應商的供應質量和信用水平等因素進行考察和等級分類、劃分採購方式並制定合理及有系統的准入和退出機制。

供應商對環境及社會的影響也是我們在供應商篩選和評估過程中考慮的因素，比如供應商在環境及社會責任等方面。此外，本集團積極提倡環境保護的重要性，在評價供應商和選擇新供應商時，若供應商提供環保產品和服務，我們亦會優先考慮與他們合作。

本年度，本集團共有126家主要供應商，都是位於中國內地，集團已向所有供應商執行以上有關供應商聘用的慣例，未知悉有任何主要供應商對商業道德、環境保護、人權及勞工措施造成任何重大實際或負面的影響。

3.5 Compliance Operations

Business integrity is the cornerstone of the Group's ability to achieve its business objectives and maintain stable, healthy and sustainable growth. The Group is committed to maintaining high standards of business ethics and governance and has zero tolerance for any form of bribery, fraud and corruption.

The Group does not tolerate any form of corruption, including bribery, extortion, fraud and money laundering. We are committed to building a corporate culture of fairness and integrity. The Company has strictly complied with the Company Law of the People's Republic of China (《中華人民共和國公司法》), Provisions of Anti-money-laundering through Financial Institutions (《金融機構反洗錢規定》), the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), Measures for the Administration of Financial Institutions' Reporting of High-Value Transactions and Suspicious Transactions (《金融機構大額交易和可疑交易報告管理辦法》) and Interim Provisions on Prohibition of Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》), and in order to clarify the relevant incentives and penalties in the Integrity Guidelines, the Company has formulated the Corporate Ethics Conduct and Ethics Handbook and Code of Conduct (《公司道德操守和道德手冊及行為守則》), the Anti-Money Laundering Management System (《反洗錢管理制度》) and the Anti-Corruption and Anti-Bribery Management System (《反腐敗、反賄賂管理制度》) in accordance with these laws and regulations. We have also arranged for the administration department to review the progress of anti-corruption work in each department to ensure that employees do not engage in any form of corrupt and fraudulent behavior.

We also encourage our employees to report and complain about any corruption or irregularities they discover or are informed of through email. In order to protect the rights of the whistleblower, we guarantee that the whistleblower data and all information provided by the whistleblower are kept strictly confidential. During the Year, we have conducted anti-corruption training for our directors and employees in an effort to enhance the integrity and awareness of our employees and directors through the provision of relevant reading materials and to actively foster an internal culture of integrity in our business.

During the Year, the Company was not aware of any litigation arising from violations of anti-corruption, anti-bribery, anti-fraud and anti-money laundering laws and regulations. There is no concluded legal case regarding corrupt practices brought against the Group or its employees.

3.5 合規運營

業務誠信是本集團實現經營目標和維持穩定、健康和可持續發展的基石。本集團致力於維持高標準的商業道德與管治標準，對任何形式的賄賂、舞弊和貪污行為採取零容忍態度。

本集團堅決不容忍任何形式的貪腐行為包括賄賂、勒索、欺詐及洗錢等違規行為。我們致力樹立公正廉明的企業文化。本公司嚴格遵守《中華人民共和國公司法》、《金融機構反洗錢規定》、《中華人民共和國反洗錢法》、《金融機構大額交易和可疑交易報告管理辦法》和《關於禁止商業賄賂行為的暫行規定》，並依據以上法律及規定制定《公司道德操守和道德手冊及行為守則》、《反洗錢管理制度》及《反腐敗、反賄賂管理制度》，明確廉政準則中的相關獎勵和懲罰辦法。我們更安排行政部審查各部門的反貪腐工作進度，以確保員工不會進行任何形式的貪腐舞弊行為。

我們亦鼓勵員工通過電子郵箱對任何發現或被告知的貪腐舞弊及違規行為作出舉報和投訴。為了保護舉報人的權益，我們保證舉報人數據以及所有其提供的信息內容均是嚴格保密。本年度，我們已向董事及員工進行反貪污培訓，期望透過提供相關閱讀材料，培訓增強員工和董事廉潔及意識，積極營造內部廉潔從業文化的氛圍。

本年度，本公司並未知悉發生任何違反反貪污、反賄賂、反欺詐及反洗錢等法律法規所引起的訴訟，亦未有對本集團或其僱員提出並已審結的貪污訴訟案件。

4. GREEN OPERATION

The Group attaches great importance to environmental protection, energy conservation and emission reduction, seriously implements the national development strategy of energy conservation and emission reduction, and strictly complies with the laws and regulations such as the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》) and the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》). In order to improve the efficiency of energy use, the Group has formulated the Internal System (《內部制度》) and the Public Resources Management System (《公共資源管理制度》), which regulate the requirements for the use of paper, electricity and water resources and urge employees to save energy and reduce emissions. The Group is committed to promoting the sustainable development of its business. Moreover, the Group strives to reduce its environmental impact through measures such as energy conservation, water conservation and material conservation.

During the Year, the Group did not encounter any material non-compliance with the relevant local environmental laws and regulations in relation to air and greenhouse gas emissions, discharges into water and land, and hazardous and non-hazardous waste emissions.

4.1 Emission Management

Air emissions

During the Year, the Group's air emissions of NOx were approximately 0 kilograms, SOx were approximately 0 kilograms, and particulate matter (PM) were approximately 0 kilograms. The calculation of air emissions is based on, including but not limited, "How to prepare an ESG report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

Due to our business nature, the Group's emissions are mainly relevant air emissions from its official vehicles. The Group does not consider the relevant air emissions generated to be material, therefore, no related targets have been set.

4. 綠色營運

本集團高度重視環境保護和節能減排，認真貫徹國家節能減排發展策略，嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國節約能源法》等法律法規。為了提高能源使用效率，本集團制定了《內部制度》、《公共資源管理制度》，規範了紙張、電力、水資源等使用的要求，並督促員工節能減排。本集團致力於推動業務的可持續發展。同時，本集團透過節約能源、節約用水、節約用材等措施，努力減少對環境的影響。

本年度，本集團未發生任何有關因廢氣及溫室氣體排放、水及土地的排污以及有害及無害廢棄物排放而違反當地相關環境法律及法規的重大不合規事件。

4.1 排放量管理

廢氣排放

本年度，本集團廢氣排放之氮氧化物(NOx)約為0公斤，硫氧化物(SOx)約為0公斤，顆粒物(PM)約為0公斤。廢氣排放計算乃基於(包括但不限於)聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》。

由於業務性質使然，本集團的排放物主要是旗下公務車輛的相關氣體排放，本集團認為產生的相關氣體排放並不重大，因此，並沒有設定相關目標。

Greenhouse gas emissions

The Group's emissions are mainly direct greenhouse gas emissions from its official vehicles (Scope 1) and indirect greenhouse gas emissions from the use of electricity in offices (Scope 2). To deal with these emissions, the Group has developed different methods. In terms of reducing greenhouse gas emissions, the Group encourages its employees to conserve energy in their offices and to implement a strict system for the use of its business vehicles. In 2026, the Group continued targeting to participate in at least one environmental campaigns, practicing green travel in response to environmental health.

The Group is actively implementing its energy conservation and greenhouse gas emission reduction measures in accordance with the Company's target to maintain or gradually reduce greenhouse gas emissions intensity (Scope 1 and Scope 2) on a 31 December 2025 ("2025") basis. We have reviewed the targets set last year and we are making good progress with the reduction in consumption intensity compared to last year.

溫室氣體排放

本集團的排放物主要是旗下公務車輛(範圍一)的直接溫室氣體排放以及辦公室用電(範圍二)所導致的間接溫室氣體排放。為處理這些排放物，本集團制定了不同的方法。在減少溫室氣體排放方面，本集團鼓勵員工辦公節約能源，嚴格落實旗下公務車輛使用制度，本集團2026年將繼續以參與至少一個與環境相關的活動為目標，在響應環境健康方面實行綠色出行。

本集團根據其節約能源、減少溫室氣體排放措施，積極落實執行，目標在截至2025年12月31日(「2025年」)的基礎上維持或逐步減少溫室氣體密度(範圍1和範圍2)排放。我們審視去年訂立的目標，目標進展良好，消耗密度比去年減少。

Emissions Information Disclosure:

排放物資料披露：

Indicators	指標	Unit	單位	2025 Data 2025年數據	2024 Data 2024年數據
Direct greenhouse gas emissions (Scope 1)	直接溫室氣體排放量(範圍一)	Tonnes CO_2 equivalent	噸二氧化碳當量	–	–
Energy indirect greenhouse gas emissions (Scope 2 and 3)	能源間接溫室氣體排放量(範圍二及三)	Tonnes CO_2 equivalent	噸二氧化碳當量	50.37	33.43
Total greenhouse gas emissions (Scope 1, 2 and 3)	溫室氣體總排放量(範圍一，二及三)	Tonnes CO_2 equivalent	噸二氧化碳當量	50.37	33.43
Greenhouse gas emission intensity[2]	溫室氣體排放密度[2]	Kg CO_2 equivalent/ RMB million revenue	千克二氧化碳當量／人民幣百萬元收入	0.03	0.09

Note: The statistical scope of emissions data covers Shenzhen Fenhao Technology Company Limited, a subsidiary of the Company. GHG emissions data is presented in terms of carbon dioxide equivalent and is based on, but not limited to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards issued by the World Resources Institute and the World Business Council for Sustainable Development, the Circular on the Management of Greenhouse Gas Emissions Reporting by Enterprises in the Power Generation Sector for the Period 2023–2025 issued by Ministry of Ecology and Environment of the People's Republic of China, the Global Warming Potential Values from the Fifth Assessment Report issued by the Intergovernmental Panel on Climate Change and How to Prepare an ESG Report–Appendix 2: Reporting Guidance on Environmental Key Performance Indicators issued by the Stock Exchange.

註： 排放物數據的統計範圍覆蓋本公司旗下深圳分毫科技有限公司及溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、中國生態環境部發佈的《關於做好2023-2025年發電行業溫室氣體排放報告管理有關工作》、各國政府間因氣候變化而成立的專門委員會所發佈的《第五次評估報告》內的全球升溫可能值，以及聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》。

[2] During the Year, the Company's operating income amounted to RMB1,495.99 million (2024: RMB356.83 million).

[2] 本年度，本公司營業收入是人民幣1,495.99百萬元(2024年度：人民幣356.83百萬元)。

Waste management

Hazardous waste

The nature of the Group's business does not involve the emission of industrial hazardous waste. During the Year, the Company did not waste or discard any electronic products and did not generate any significant hazardous waste, and no related targets have been set, therefore, it is not disclosed.

Non-hazardous waste and sewage discharge

The Group's non-hazardous waste mainly consists of paper consumption and office waste. In terms of paper usage, we use the Office Automation System (OA system) for online office work to reduce paper usage. We encourage our employees to use email as much as possible to send messages, and the Group will strive to achieve the target of hold at least one waste reduction relevant campaigns. We reduce the need for printing, photocopying and faxing. Besides, we promote duplex printing patterns and condensed layout.

The Group does not consume significant volume of water in our daily operation, and our business activities did not generate a material portion of discharge into water, therefore, no related targets have been set. However, as for domestic sewage and office waste, the Group classifies them as required, complies with relevant laws and regulations, and transfers them to municipalities for uniform treatment. In order to reduce the discharge of sewage and office waste, we encourage our employees to conserve water, promote the use of electronic means of office contact, and use reusable office supplies. The Group will target to hold at least one waste reduction relevant campaigns in 2026.

According to the Group's material saving and waste classification measures, we are actively implementing them.

廢棄物管理

有害廢棄物

由於本集團的業務性質不涉及工業有害廢棄物的排放。本年度，本公司未報廢、丟棄任何電子產品，也未產生重大有害廢棄物，沒有設定相關目標，因此不予披露。

無害廢棄物及污水排放

本集團無害廢棄物主要為紙張耗用及辦公垃圾。在紙張使用方面，我們採用辦公自動化系統(OA系統)進行在線辦公，以減少紙張的使用。我們鼓勵員工盡量使用電子郵件傳送信息，本集團將努力實現舉辦至少一次與減少廢物有關活動的目標。減少打印、影印和傳真的需求。同時，我們提倡雙面打印模式和緊密排版。

本集團日常營運並未消耗大量用水，業務活動亦不產生大量污水排放，因此，並沒有設定相關目標。然而，對於生活污水和辦公垃圾，本集團按要求進行分類，遵守相關法律法規，並將其轉移至市政進行統一處理。為減少污水和辦公垃圾的排放，我們鼓勵員工節約用水，提倡使用電子方式進行辦公聯絡，並使用可重複利用的辦公用品。2026年目標將舉辦最少一次減少廢物有關的活動。

根據本集團的節約用材、廢棄物分類措施，積極落實執行。

Types of Waste	廢棄物類別	Unit	單位	2025 Data 2025年數據	2024 Data 2024年數據
Paper	紙張	kg	千克	12	188
Total non-hazardous waste	無害廢棄物總量	kg	千克	12	188
Total non-hazardous waste intensity	無害廢棄物總密度	kg/RMB million revenue	千克／人民幣百萬元收入	0.03	0.53

4.2 Resource conservation

The Group is committed to promoting the concept of resource conservation by streamlining office processes so that employees can use resources more efficiently. The main resources we consume include gasoline for vehicle use and water, electricity and paper for office operations. Our operations do not involve the use of packaging materials. The Group is actively implementing the its electricity and water conservation measures and aims to maintain or gradually reduce the consumption intensity of electricity and water resources on a 2021 basis. We have reviewed the targets set last year and are making good progress, with a reduction in consumption intensity compared to last year[3].

Energy management

In terms of energy use, we encourage employees to turn off all lights and computers before the end of the workday by posting energy usage tips in the office to reduce energy consumption; we consider energy efficiency and energy labels when purchasing electrical appliances; and we encourage employees to climb stairs instead of using elevators and use public transportation to travel.

Water management

In terms of water use, we have an adequate supply of high quality fresh water at all of our operating locations and do not draw water from water stressed areas. The Group does not consume significant volume of water in our daily operation, therefore our business activities did not generate a material portion of discharge into water, our Group cannot obtain water consumption and discharge data from the property management office, therefore, no related targets have been set. The decrease in water consumption during the Year is mainly due to the sharing of office public areas and other companies. We encourage our employees to value water and reduce waste, to use drinking water in moderation, to turn off the water faucets in the restrooms after use, and to comply with all property management office arrangements.

[3] The water used in our current office belongs to public sector which does not need to be borne by the Group.

4.2 節約資源使用

本集團致力於推廣節約資源的理念，通過簡化辦公流程，讓員工能夠更有效地利用資源。我們主要消耗的資源包括車輛使用過程的汽油以及辦公室運營過程中的水、電和紙張。我們的業務並不涉及包裝材料的使用。本集團根據其節約用電及用水措施，積極落實執行，目標在2021年的基礎上維持或逐步減少電力及水資源消耗密度。我們審視去年訂立的目標，目標進展良好，消耗密度比去年減少[3]。

能源管理

在能源使用方面，我們通過在辦公室內張貼用電提示，鼓勵員工下班前關閉所有電燈和電腦以減少能源消耗；在採購電器產品時，我們會考慮其能源效益和能源標籤；同時鼓勵員工多爬樓梯代替使用電梯，以及使用公共交通工具出行。

用水管理

在用水方面，我們的營運辦公點都有充足的高質量淡水供應，不存在從水資源壓力地區取水的情況。本集團日常營運並未消耗大量用水，因此我們的業務活動亦不產生大量污水排放，本集團無法從物業管理處獲得用水及排放數據，因此未設定相關目標。本年度的耗水量減少主要為辦公室公共區間和其他公司分攤。我們倡導員工珍惜用水，減少浪費，適量取用飲用水、使用衛生間的水龍頭後及時關閉，並遵守物業管理處的一切安排。

[3] 本集團現有辦公地用水都屬於公共區域，不需要本集團承擔。

Resources Consumption Information Disclosure:

資源使用資料披露：

Types of Energy	能源種類	Unit	單位	2025 Data 2025年數據	2024 Data 2024年數據
Direct energy consumption	**直接能源消耗**				
Gasoline	汽油	kWh	千瓦時	–	–
Indirect energy consumption	**間接能源消耗**				
Purchased Electricity	外購電力	kWh	千瓦時	51,189	80,143.45
Total energy consumption	**總能源耗量**	kWh	千瓦時	51,189	80,143.45
Total energy consumption intensity	**能源消耗總密度**	kWh/RMB million revenue	千瓦時／人民幣百萬元收入	34.22	225.12

Note: The scope of resources consumption data covers Shenzhen Fenhao Technology Company Limited, a subsidiary of the Group, and water consumption of all office locations were centrally managed by the property management office in 2025 and 2024.

註： 資源使用數據的統計範圍覆蓋本集團旗下深圳分毫科技有限公司2025及2024年所有辦公區域用水均由物業管理處統一管理。

4.3 Natural Resources

Our daily office operations do not involve any production processes and the impact on the environment and natural resources is minimal. Nonetheless, the Company has complied with various laws and regulations such as the Law of the People's Republic of China on Environmental Impact Assessment (《中華人民共和國環境影響評價法》), the Land Administration Law of the People's Republic of China (《中華人民共和國土地管理法》) and the Water and Soil Conservation Law of the People's Republic of China (《中華人民共和國水土保持法》). As a socially responsible enterprise, we actively fulfill our environmental protection responsibilities and strive to reduce negative impacts on the environment and natural resources during our operations in order to protect the natural ecological environment.

4.3 自然資源

我們的日常辦公運作並不涉及任何生產過程，因此我們對環境和天然資源的影響非常輕微。儘管如此，我們仍然堅持遵守《中華人民共和國環境影響評價法》、《中華人民共和國土地管理法》以及《中華人民共和國水土保持法》等相關法律法規。作為社會責任的企業，我們積極履行環境保護責任，努力降低在運營期間對環境和天然資源的負面影響，以保護自然生態環境。

4.4 Coping with Climate Change

Physical risks

The Group takes climate related issues very seriously and therefore we are committed to managing potential climate related risks that may affect the Group's business activities and developing strategies to manage the identified risks.

The Group identifies and evaluates climate change risks and closely monitors the impact of climate change on the Group's business and operations. We have identified an increase in the frequency and severity of extreme weather conditions, which pose an acute physical risk to the Group's business. Under extreme weather conditions, employee safety is at risk and productivity will be reduced, which has a direct negative impact on our business and revenues.

To minimize potential risks, the Group has mitigation plans in place, including flexible work arrangements and precautionary measures to deal with severe or extreme weather conditions. In addition, we recognize that stakeholders are increasingly concerned about sustainability, which poses a market risk to us. If we fail to meet our stakeholders' sustainability requirements, our reputation could be damaged and we could lose our competitive edge. Therefore, we plan to use high-efficiency equipment and regularly review our internal environmental practices.

Transition risks

The Group expects climate change to lead to regulatory changes as governments and regulators may impose more stringent environmental laws, regulations and policies to achieve global carbon neutrality. For example, the Stock Exchange requires listed companies to enhance climate-related disclosures in their Environmental, Social and Governance Report. As a result, the Group may incur additional compliance costs to comply with the updated regulations. Failure to comply with climate change compliance requirements may expose the Group to claims and litigation. This may also damage corporate reputation. In order to avoid reputational risks arising from the slow response to climate-related trends, policies and regulations, the Group will closely monitor changes in relevant domestic and international policies and regulations as well as industry trends, enhance its ability to respond to climate-related issues and make timely adjustments.

4.4 應對氣候變化

實體風險

本集團非常重視氣候相關問題，因此我們致力於管理可能影響本集團業務活動的潛在氣候相關風險，並制定策略以管理已識別的風險。

本集團識別和評估了氣候變化風險，密切監控氣候變化對本集團業務和運營帶來的影響。我們發現，極端天氣情況的頻率和嚴重性增加，對本集團業務帶來急性實體風險。在極端天氣情況下，員工安全受到威脅，生產力將會下降，對我們的業務和收入產生直接負面影響。

為了最大程度地降低潛在風險，本集團已制定緩解計劃，包括靈活的工作安排以及採取預防措施以應對惡劣天氣或極端天氣狀況。此外，我們意識到持份者越來越關注可持續發展，這對我們帶來市場風險。如果我們無法達到持份者對可持續發展方面的要求，我們的聲譽可能受損並失去競爭優勢。因此，我們計劃採用高效能設備並定期審查內部環保措施。

轉型風險

由於政府及監管機構可能實施更嚴格的環境法律、法規及政策以實現全球碳中和，本集團預期氣候變化將導致法規演變。例如，聯交所要求上市公司在其環境、社會及管治報告中加強與氣候相關的披露。因此，本集團可能產生額外合規成本以遵守經更新法規。倘未能符合氣候變化合規要求，可能令本集團面臨申索及訴訟。這亦可能損害企業聲譽。為避免因應對氣候相關趨勢、政策及法規緩慢而產生聲譽風險，本集團將密切關注國內外相關政策及法規以及行業趨勢的變化，提升應對氣候相關問題的能力，及時作出調整。

Opportunities Arising from Climate Change

As the Group is primarily engaged in the second-hand e-commerce business, which falls under environmentally related products or services, we anticipate that climate change will lead to a growing number of environmentally conscious customers purchasing related products, thereby increasing revenue and diversifying operational risks in the long run. The Group will closely monitor the various opportunities presented by climate change in the future, and develop more environmentally related products or services.

Risk Management

We consistently focus on the sustainable development and, through scenario analysis, assess the risks and opportunities posed by climate change, enabling us to identify issues in a timely manner and implement effective response measures.

Climate scenario analysis is a forward-looking assessment method that helps enterprises identify potential climate risks and opportunities by simulating future evolution pathways under different economic development models and energy usage scenarios. This approach provides a scientific basis for our decision-making, enabling the formulation of effective climate response plans, and enhancing our resilience in addressing climate change.

For the assessment of physical risks, we refer to the Intergovernmental Panel on Climate Change (IPCC) and have selected Representative Concentration Pathway (RCP) 2.6 and 8.5 as our benchmark scenarios. Under the RCP 2.6 scenario, it is assumed that governments, industry chains, and all sectors of society, through comprehensive measures such as legislative constraints and global carbon pricing, will promote fundamental changes in production and consumption models, significantly reducing greenhouse gas emissions, ultimately limiting the global temperature rise to within 1.5℃. Under the RCP 8.5 scenario, governments, industry chains, and relevant institutions fail to implement adequate and effective policies and measures, leading to a continuous increase in greenhouse gas emissions, causing the global average temperature to rise by more than 4℃ or even higher by the year of 2100.

氣候變化為企業帶來的機遇

由本集團是主要經營二手電商業務，屬於環保相關產品或服務。本集團預期氣候變化將導致更多注重環保的客戶購買相關產品，長遠能增加以入及分散營運風險。本集團未來也會密切關注氣候變帶來的各種機遇，持續開發更多環保相關產品或服務。

風險管理

我們持續關注企業的可持續發展，通過情景分析，來評估氣候變化為企業帶來的風險和機遇，致使能及時發現問題並實施有效的應對措施。

氣候情景分析是一種前瞻性評估方法，通過模擬不同經濟發展模式和能源使用情景下的未來演變路徑，幫助企業識別潛在的氣候風險和機遇。該方法為我們決策提供科學依據，能協助制定有效的氣候應對方案，增強企業應對氣候變化的韌性。

對實體風險評估，我們根據政府間氣候變化專門委員會(「IPCC」)並選擇Representative Concentration Pathway(「RCP」)2.6與8.5作為基準情景。在RCP 2.6的情景下，是假設政府、各產業鏈和社會各界通過立法約束、全球碳定價等綜合措施，能推動生產和消費模式的根本性變革，大幅削減溫室氣體排放，令最終全球溫度上升控制在1.5℃以內；而在RCP 8.5的情境下，政府、各產業鏈及相關機構未能實施充分而有效的政策及措施，導致溫室氣體排放持續上升，使到2100年全球平均氣溫上升超過4℃或更多。

Risk Category 風險類別	Risk Description 風險描述	Climate Scenario 氣候情景	Likelihood 發生機率	Impact Level 影響程度	Impact Duration 影響週期
Typhoon 颱風	Infrastructure and facilities damaged by typhoons 基建及設施被颱風破壞	RCP2.6	Medium 中	Medium 中	Short, Medium, Long 短、中、長
		RCP8.5	High 高	Medium 中	Short, Medium, Long 短、中、長
Heavy Rainfall and Floods 暴雨和洪水	Overflow of rivers and streams 河流和溪流泛濫	RCP2.6	Medium 中	Medium 中	Short, Medium, Long 短、中、長
		RCP8.5	High 高	Medium-High 中高	Short, Medium, Long 短、中、長
Prolonged Drought 持續乾旱	Drought and water scarcity 乾旱及水資源短缺	RCP2.6	Medium 中	Low 低	Short, Medium, Long 短、中、長
		RCP8.5	Medium-High 中高	Medium 中	Short, Medium, Long 短、中、長
Extreme Cold Weather 極寒天氣	Logistics and transportation disruptions caused by blizzards 暴風雪導致物流及交通中斷	RCP2.6	Medium 中	Medium 中	Short, Medium, Long 短、中、長
		RCP8.5	Medium-High 中高	Medium-High 中高	Short, Medium, Long 短、中、長
Global Warming 氣候變暖	Extended periods of high temperatures 長時間高溫	RCP2.6	Medium 中	Medium-High 中高	Long 長
		RCP8.5	High 高	High 高	Long 長
Sea Level Rise 海平面上升	Rise in average sea level 平均海平面上升	RCP2.6	Medium 中	Low 低	Long 長
		RCP8.5	Medium-High 中高	Low 低	Long 長
Changes in Rainfall Patterns 降雨模式變化	Long-term shifts in rainfall patterns 降雨模式長期轉變	RCP2.6	Medium 中	Medium 中	Long 長
		RCP8.5	High 高	Medium 中	Long 長

For the assessment of transition risks, we adopt the International Energy Agency (IEA) Net Zero Emissions by 2050 Scenario (NZE 2050) and the IEA Stated Policies Scenario (IEA SPS) as our benchmark analytical frameworks. The NZE 2050 Scenario simulates the rapid decarbonisation pathway adopted by the international community to achieve the 1.5°C temperature control target, anticipating that the global energy system will reach net-zero emissions by the year of 2050. The IEA SPS Scenario exclusively considers the impact of specific policies that governments have already implemented or announced, projecting that the global average temperature rise will far exceed the 1.5°C control target.

對轉型風險評估，我們採用國際能源署（「IEA」）的「2050年淨零排放情景」（「NZE 2050」）與「既定政策情景」（「IEA SPS」）作為基準分析框架。NZE 2050情景是模擬國際社會為實現1.5°C控制目標所採取的快速減碳路徑，預期全球能源系統將在2050年前達到淨零排放的目標；而IEA SPS情景是各國政府僅考慮當前已實施或公佈的具體政策所產生的影響，預期全球平均氣溫上升遠超過1.5°C的控制目標。

Risk Category 風險類別	Risk Description 風險描述	Climate Scenario 氣候情景	Likelihood 發生機率	Impact Level 影響程度	Impact Duration 影響週期
Policy and Legal 政策及法律	Increasingly stringent regulations 監管趨向更為嚴格	NZE 2050	High 高	Medium-High 中高	Short, Medium 短、中
		IEA SPS	Medium 中	Low 低	Medium, Long 中、長
Technology 技術	Technological improvements for the transition to a low-carbon system 低碳化系統轉型的技術改進	NZE 2050	Medium 中	Medium-High 中高	Medium, Long 中、長
		IEA SPS	Medium 中	Medium 中	Medium, Long 中、長
Market 市場	Changes in consumer preferences 消費者的偏好變化	NZE 2050	Medium 中	High 高	Medium, Long 中、長
		IEA SPS	Low 低	Low 低	Short 短
Reputation 聲譽	Increasing stakeholder focus on climate change actions and rising expectations for disclosure 持份者對氣候變化行動日益重視及披露的期望不斷提高	NZE 2050	High 高	Medium-High 中高	Medium, Long 中、長
		IEA SPS	Low 低	Low 低	Short 短

The Group regularly reviews climate-related risks and opportunities, tracks material climate change issues and assesses their potential impact on business and financial operations. For each issue or matter on climate change, priorities are determined based on the expected likelihood and significance of risks. After conducting a comprehensive climate risk identification and assessment, the Group engages with stakeholders, taking into account industry practices and business circumstances, to formulate climate response strategies and take proactive actions to address relevant risks and opportunities. The Group regularly reviews its climate response strategies, monitors climate change trends and industry guidelines as updated from time to time, and continuously optimises its risk management processes and response measures to enhance climate adaptation capacity and resilience to climate change.

本集團定期檢討與氣候相關的風險及機遇，追蹤重大氣候變化議題並評估其對業務及財務營運的潛在影響。對於各氣候變化議題或事項，根據風險的預期發生機率及重要性，釐定當中的輕重緩急。在進行全面的氣候風險識別及評估後，本集團會與持份者進行溝通，結合考慮行業常規和各業務狀況，制定氣候應對策略，並提前採取行動以應對相關的風險及機遇。本集團會定期審閱氣候應對策略，留意氣候變化趨勢和不時更新的行業準則，並持續優化風險管理流程及應對措施，以提升氣候適應能力和應對氣候變化的韌性。

The Group has integrated climate change risks into its overall risk management framework, identifying and assessing various acute and chronic physical risks and transition risks, and implementing mitigation measures and conducting ongoing monitoring to avoid major losses caused by climate change. The Group has established policies and procedures to incorporate climate risk management and response measures into daily operations. For example, by implementing a remote access system, employees are allowed to work from any secure location, thereby maintaining business continuity during extreme weather events. Additionally, regular emergency drills for different scenarios such as floods, typhoons, and fires are conducted to rehearse response arrangements in the event of a disaster, ensuring that employees can effectively respond to emergency situations.

本集團將氣候變化風險納入整體的風險管理框架中，對各類急性與慢性的實體風險及各類轉型風險進行識別及評估、並執行緩減措施及持續監督，以避免氣候變化令企業帶來重大損失。本集團已制定政策及程序，將氣候風險管理及應對措施納入日常運作，例如透過啟用遠程訪問系統，讓員工能夠在任何安全地點工作，以維持在極端天氣發生期間的業務持續性；透過定期進行洪水、颱風及火災等不同情景的應急演練，預演災難發生時的應對安排，以確保員工能有效應對危急情況。

Indicators and Targets

指標及目標

The Group recognises that the key to long-term growth lies in maintaining forward-looking perspectives and operational resilience in addressing climate change. We conduct comprehensive data statistics and analysis on greenhouse gas emissions and energy consumption annually, providing a scientific basis for green development. Taking into account our business development and climate change trends, we assess the risks and opportunities arising from climate change, enabling us to develop short-, medium- and long-term carbon reduction strategies and targets.

本集團意識到企業長遠發展，關鍵在於應對氣候變化的過程中能保持前瞻性與營運韌性。我們每年會對溫室氣體排放及能源消耗進行全面的數據統計與分析，為綠色發展提供科學依據，並考慮自身業務發展及氣候變化趨勢，評估氣候變化帶來的風險與機遇，從而制定短、中及長期減碳的策略與目標。

The Group has proactively conduct energy conservation and emission reduction initiatives to minimise energy and resource consumption during office and business operations, thereby reducing greenhouse gas emissions and waste generation. We continuously monitor various climate-related risk indicators, including direct greenhouse gas emissions (Scope 1), indirect greenhouse gas emissions (Scope 2) and other indirect greenhouse gas emissions (Scope 3), providing practical data support for addressing climate change. The Group will continue to assess and monitor greenhouse gas emissions across its business value chain, and optimise relevant statistics and analysis to ensure compliance with regulatory and disclosure requirements.

本集團已積極開展節能減排行動，減少在辦公和營運過程中的能源和資源消耗，從而減少溫室氣體排放及廢棄物的產生。我們持續監測與氣候相關風險的各項指標，包括直接溫室氣體排放(範圍1)、間接溫室氣體排放(範圍2)及他間接溫室氣體排放(範圍3)等，為應對氣候變化提供實際數據支持。本集團會持續評估及監控其業務價值鏈中的溫室氣體排放，優化相關數據統計及分析，以確保符合監管及披露要求。

5. PEOPLE-ORIENTED

The Group believes that our employees are our greatest and most valuable asset and the core of our competitive advantage, and provide the driving force for our continuous innovation. The Group attaches importance to the building of corporate culture and the protection of employees' rights and interests. Meanwhile, we strive to ensure the occupational health and safety of our employees, protect their interests, fully respect and value the motivation, mobility and creativity of our employees. We were not aware of any material non-compliance with employment-related laws and regulations that would have a material impact on the Group, and also strive to build a harmonious labor relationship. During the Year, the Group had no litigation cases arising from employment issues.

5.1 Employee Benefits

The Group attaches great importance to the protection of employees' rights and interests and complies with laws and regulations such as the Labor Law of the PRC (《中華人民共和國勞動法》), the Labor Rights Protection Law (《勞動者權 益保護法》) and the Labor Contract Law of the PRC (《中華人民共和國勞動合同法》), and has formulated internal policies such as Employee Handbook (《員工手冊》), Company Recruitment System (《公司招聘制度》) and Ruicheng Resignation Management System (《瑞誠離職管理制度》), regulating aspects on employees' admission and resignation, daily work, learning, promotion and rest and vacation, training, etc. Moreover, we also pay attention to the diversified development of employees, providing a variety of training and exchange opportunities to help employees continuously improve their skills and qualities.

We strive to promote mutual communication and respect in an inclusive work environment. The Group firmly oppose any form of discrimination and unfair treatment in recruitment, appraisal and compensation system, and ensure equal opportunities for all employees. For example, in the recruitment process, appraisal and procedures, we prohibit the differentiation of treatment based on gender, ethnicity, age, religion, marital status and cultural background of employees. We rigorously review employee information and strongly oppose any form of forced labor and child labor. In order to avoid the employment of illegal workers, including forced and child labor. We will immediately report to the relevant administrative department and register for internal records if we discover any labor violations. During the Year, there were no cases of child labor or forced labor in the Company.

As at 31 December 2025, the total number of employees of the Group was approximately 126 employees, and the numbers of female employees and male employees were 44 and 82, respectively.

5. 以人為本

本集團深信員工是本集團最大及最寶貴的資產和競爭優勢的核心，同時為本集團提供不斷創新的原動力。本集團重視企業文化建設和員工權益保障，與此同時，我們努力確保員工的職業健康與安全，維護員工的利益，充分尊重和重視激發員工積極性、流動性和創造力，並未發現對本集團造成重大影響的任何重大違反員工相關法律及規例的情況，亦致力於構造和諧的勞動關係。本年度，本集團未發生因僱傭問題的訴訟案件。

5.1 員工待遇

本集團非常重視員工的權益保護，遵守《中華人民共和國勞動法》、《勞動者權益保護法》、《中華人民共和國勞動合同法》等法律法規，制定了一系列的內部政策如《員工手冊》、《公司招聘制度》、《瑞誠離職管理制度》來規範員工的入職、離職、日常工作、學習、晉升和休息休假、培訓等方面。同時，我們也注重員工的多元化發展，提供多樣的培訓和交流機會，以幫助員工不斷提高自身的技能和素質。

我們努力於包容的工作環境中促進相互溝通及尊重。在招聘、考核和薪酬體系等方面，本集團堅決反對任何形式的歧視和不公平待遇，保證所有員工機會均等。例如在招聘考核和流程中，我們禁止因員工的性別、民族、年齡、宗教、婚姻狀況、文化背景不同而區別對待。我們嚴格審核員工信息，並堅決反對任何形式的強制勞工及童工。為避免僱用非法勞工，包括強制勞工及童工。若發現違規勞工僱傭情況，我們將立即報備相關行政部門並辦理登記以作內部記錄。本年度，本公司未發生童工或強制勞工案件。

於2025年12月31日，本集團員工總數約126人，女性員工佔44人及男性員工佔82人。

We are committed to creating a fair, transparent and orderly recruitment and management environment to provide better job security and development opportunities for our employees. The Group follows the Company Recruitment System (《公司招聘制度》) and Ruicheng Resignation Management System (《瑞誠離職管理制度》) and strictly follows the prescribed procedures for the hiring and termination of employees to protect the rights and interests of our employees. As of 31 December 2025, the Group's employee turnover rate was approximately 35.71%, of which the annual turnover rate for male employees was 30.49% and the annual turnover rate for female employees was 45.45%[4].

我們致力於創造一個公正、透明、有序的招聘和管理環境，為員工提供更好的工作保障和發展機會，本集團遵循《公司招聘制度》和《瑞誠離職管理制度》，嚴格按照規定程序進行員工的聘用和解聘，維護員工的權益。截至2025年12月31日，本集團員工流失比率約為35.71%，其中男員工年度流失比率為30.49%，女員工年度流失比率為45.45%[4]。

5.2 Health and Safety

5.2 健康與安全

We complied with the Regulation on Work-Related Injury Insurances (《工傷保險條例》) and the Prevention and the Control of Occupational Diseases Law of the People's Republic of China (《中華人民共和國職業病防治法》) and other relevant laws and regulations, formulated relevant safety system, and provide our employees with five-year insurance and one pension allowance and regular medical checkups to ensure their health. In the office area, we are equipped with necessary fire-fighting and medical facilities, and regularly check the safety hazards. Meanwhile, we also provide our employees with emergency response guidelines for fire, electrical shock, earthquake, and other situations, as well as safety protocols. Through these safety policies, we strive to provide a safe working environment for our employees and ensure that they can work in good safety conditions.

我們遵守《工傷保險條例》和《中華人民共和國職業病防治法》等相關法律法規，制定了相關的安全制度，並為員工提供五險一金津貼及定期體檢服務，以確保員工的身體健康。在辦公室區域，我們配備必要的消防、醫療設施，並定期排查安全隱患。同時，我們還為員工提供突發事故的應急指引，包括火災、觸電、地震等情況的應對程序和安全守則。通過這些安全政策，我們致力於為員工提供一個安全的工作環境，確保員工能夠在良好的安全條件下工作。

In the past three years (including the current year), the Company had no major health and safety incidents, and no work-related fatalities. In the current year, the Company had no workdays lost due to work-related injuries.

過去三個年度(包括本年度)，本公司沒有發生重大健康、安全事故，無發生工作相關的死亡事故。本年度，本公司無因工傷導致損失工作日。

During the Year, the Group did not have any major non-compliance with laws and regulations relating to health and safety.

本年度，本集團未發生任何有關健康與安全法律及法規的重大不合規事宜。

[4] Employee turnover rate= number of employees lost ÷ (number of employees lost + number of employees at the end of the year) × 100%

[4] 員工流失率=流失僱員人數÷(流失僱員人數+年終僱員人數)×100%

5.3 Training and Development

The development and training of our employees is very important to the Group, so we have developed a comprehensive training, promotion and performance management system to realize the potential and ability of our employees and to meet the demand of the society for talents.

The Group's employee training is divided into three categories, including induction training, pre-service training and on-the-job training. Employees will receive training according to their different work stages and needs. Through training, we hope to help employees quickly understand the Group, familiarize themselves with the work environment and responsibilities, and continuously improve their skills and qualities through work experience and learning.

In addition to regular training, the Group also organizes regular team building activities such as wilderness survival and special training camps to train the teamwork ability and personal will quality of our employees. To help employees understand the latest information and policies in the industry, we also organize various training and seminars, such as media presentations, Internet media training, departmental training sessions, new product presentations and policy interpretation sessions. We are committed to helping our employees achieve career development and providing them with a good working environment and development opportunities.

6. COMMUNITY CARE

As a socially responsible company, the Group has been actively involved in various community activities and supports social development by giving back to the communities where we operate. We will encourage our employees to participate in community activities and do our best to assist the community in the future by organizing relevant activities and projects to give back to the community and help solve community problems.

5.3 培訓與發展

員工的發展和培養對本集團非常重要，因此我們制定了完善的培訓、晉升和績效管理體系，以實現員工的工作潛力和能力的發掘與提升，滿足社會對人才的需求。

本集團的員工培訓分為三類，包括入職培訓、崗前培訓和在職培訓。員工會按照不同的工作階段和需求接受相應的培訓。我們希望通過培訓幫助員工快速瞭解本集團情況、熟悉工作環境和職責，並通過工作經驗和學習不斷提高自己的技能和素養。

除了常規培訓，本集團還定期組織團隊建設活動，如野外生存和特訓營，以鍛煉員工的團隊合作能力和個人意志品質。為幫助員工瞭解行業最新信息和政策情況，我們還舉辦各種培訓和講座，如媒體推介會、互聯網媒體培訓、部門培訓會、新產品宣講會和政策解讀會等。我們致力於幫助員工實現職業發展，並為他們提供良好的工作環境和發展機會。

6. 社區關懷

作為一家對社會負責任的企業，本集團一直積極參與各種社區活動，並通過回饋經營所在地的社區，支持社會發展。我們會鼓勵員工參加社區活動，並盡最大努力在未來能夠協助社區，組織相關的活動和項目，以回饋社區並幫助解決社區的問題。

APPENDIX I: SUSTAINABILITY DATA SUMMARY

附錄一：可持續發展數據摘要

The following is a data summary of the Year on sustainable development in environmental scope:

以下是本年度的環境範疇可持續發展資料摘要：

The Environmental Scope[5]	環境範疇[5]	Unit	單位	2025 quantitative values 2025量化值	2024 quantitative values 2024量化值
Greenhouse Gas Emissions	**溫室氣體排放量**				
Direct greenhouse gas emissions (Scope 1)	直接溫室氣體排放(範圍1)	Tonnes CO_2 equivalent	噸二氧化碳當量	–	–
Energy indirect greenhouse gas emissions (Scope 2 and 3)	能源間接溫室氣體排放（範圍2及3）	Tonnes CO_2 equivalent	噸二氧化碳當量	50.37	33.43
Total greenhouse gas emissions (Scope 1, 2 and 3)	溫室氣體排放總量（範圍1，2及3）	Tonnes CO_2 equivalent	噸二氧化碳當量	50.37	33.43
Greenhouse gas emission intensity	溫室氣體排放密度	Tonnes CO_2 equivalent/ RMB million revenue	噸二氧化碳當量／人民幣百萬元收入	0.03	0.09
Waste	**廢棄物**				
Paper Consumption	**紙張用量**				
Paper consumption	紙張用量	kg	千克	12	188
Paper consumption intensity	紙張用量密度	kg/ RMB million revenue	千克／人民幣百萬元收入	0.008	0.53
Energy Consumption	**能源消耗**				
Total electricity consumption	總耗電量	kWh	千瓦時	51,189	80,143.45
Electricity consumption per $million operating income	百萬元營業收入耗電量	kWh/$million	千瓦時/百萬元	3.47	225.12
Gasoline consumption	汽油耗用量	m^3	立方米	–	–
Total energy consumption	總能源耗用量	kWh	千瓦時	–	–
Total energy consumption per $million operating income	百萬元營業收入總能源耗用量	kWh/$million	千瓦時/百萬元	–	–

[5] GHG emissions data is presented in terms of carbon dioxide equivalent and is based on, but not limited to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards issued by the World Resources Institute and the World Business Council for Sustainable Development, the Circular on the Management of Greenhouse Gas Emissions Reporting by Enterprises in the Power Generation Sector for the Period 2023–2025 issued by Ministry of Ecology and Environment of the People's Republic of China, the Global Warming Potential Values from the Fifth Assessment Report issued by the Intergovernmental Panel on Climate Change and How to Prepare an ESG Report–Appendix 2: Reporting Guidance on Environmental Key Performance Indicators issued by the Stock Exchange.

[5] 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、中國生態環境部發佈的《關於做好2023-2025 年發電行業溫室氣體排放報告管理有關工作》、各國政府間因氣候變化而成立的專門委員會所發佈的《第五次評估報告》內的全球升溫可能值，以及聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》。

The following is a data summary of the Company during the Year on sustainable development in social scope:

以下是本年度本公司的社會範疇可持續發展資料摘要：

Social Scope	社會範疇	Unit	單位	2025 quantitative values 2025量化值	2024 quantitative values 2024量化值
Number of employees	**員工人數**				
Total employees	員工總數	Number of employee	人數	126	107
Number of employees by gender	**按性別劃分的員工人數**				
Female	女性	Number of employee	人數	44	38
Male	男性	Number of employee	人數	82	69
Number of employees by category	**按僱員類型劃分的員工人數**				
Full-time junior staff	全職初級員工	Number of employee	人數	105	95
Full-time middle management	全職中級管理層	Number of employee	人數	12	6
Full-time senior management	全職高級管理層	Number of employee	人數	9	6
Number of employees by age group	**按年齡組別劃分的員工人數**				
Below 31	31歲以下	Number of employee	人數	63	64
31-40	31-40歲	Number of employee	人數	58	39
Above 40	40歲以上	Number of employee	人數	5	4
Number of employees by geographical region	**按地區劃分的員工人數**				
Beijing	北京	Number of employee	人數	–	–
Tibet	西藏	Number of employee	人數	–	–
Shenzhen	深圳	Number of employee	人數	113	107
HongKong	香港	Number of employee	人數	13	–
Employee turnover rate	**員工流失比率**				
Total employee turnover rate	員工總流失率	%	%	35.71	33.64
Employee turnover rate by gender	**按性別劃分的員工流失比率**				
Female	女性	%	%	45.45	18.42
Male	男性	%	%	30.49	42.03
Employee turnover rate by age group	**按年齡組別劃分的員工流失比率**				
Below 31	31歲以下	%	%	41.27	42.19
31-40	31-40歲	%	%	31.03	23.08
Above 41	41歲以上	%	%	20	–

Social Scope	社會範疇	Unit	單位	2025 quantitative values 2025量化值	2024 quantitative values 2024量化值
Employee turnover rate by geographical region	**按地區劃分的員工流失比率**				
Beijing	北京	%	%	–	100
Tibet	西藏	%	%	–	100
Shenzhen	深圳	%	%	39.82	–
Occupational Health and Safety	**職業健康與安全**				
Number of work-related fatalities (for the year 2022, 2023 and 2024)	因工死亡人數(2022年度、2023年度及2024年度)	Number of employee	人數	–	–
Rate of work-related fatalities (for the year 2022, 2023 and 2024)	因工死亡比率(2022年度、2023年度及2024年度)	%	%	–	–
Lost days due to work injury	因工傷損失工作日數	Number of day(s)	日數	–	–
Development and Training	**發展與培訓**				
Percentage of employees trained by gender[6]	**按性別劃分的受訓僱員百分比[6]**				
Female	女性	%	%	63	–
Male	男性	%	%	37	–
Percentage of employees trained by category[6]	**按僱員類別劃分的受訓僱員百分比[6]**				
Full-time junior staff	全職初級員工	%	%	93	–
Full-time middle management	全職中級管理層	%	%	6	–
Full-time senior management	全職高級管理層	%	%	1	–
Average training hours of employee trained by gender[8]	**按性別劃分的受訓僱員平均培訓時數[8]**				
Male	男性	Hour	小時	1.5	–
Female	女性	Hour	小時	1.5	–
Average training hours of employee trained by category[7]	**按僱傭類別劃分的受訓僱員平均培訓時數[7]**				
Average number of training hours per junior staff	每個初級員工平均培訓時數	Hour	小時	1.5	–
Average number of training hours per middle management	每個中級員工平均培訓時數	Hour	小時	1.5	–
Average number of training hours per senior management	每個高級員工平均培訓時數	Hour	小時	1.5	–

[6] Breakdown of employees trained by category = number of employees in the specified category who took part in training during the year ÷ total number of employees who took part in training during the year ×100%.

[7] Average training hours by category = number of training hours for employees in the specified category during the year ÷ number of employees in the specified category at the end of the year.

[6]各類別受訓僱員明細：年內該類別的受訓僱員人數÷年內總受訓僱員人數X 100%。

[7]各類別僱員的平均受訓時數：年內該類別僱員的受訓時數÷年末該類別的僱員人數。



Qian Xun Technology Limited
千循科技有限公司