如祺出行
ON TIME

股份代号 9680.HK

2025

Chenqi Technology Limited

Environmental, Social and Governance Report





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About the Report

Introduction to the Report

This report is the second Environmental, Social and Governance (ESG) Report (the Report) published by the Group. The purpose of this report is to fully demonstrate the Group's ESG philosophy, management, actions and results in 2025 to stakeholders. The Board of Directors of the Group is responsible for supervising the contents of the report and ensuring that there are no false records, misleading statements or material omissions.

Preparation Standards

The report has complied with all the mandatory disclosure requirements and the "comply or explain" provisions set out in the *Environmental*, *Social and Governance Reporting Code* (the *ESG Reporting Code*) as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (HKEX). The content index of the *ESG Reporting Code* is set out in Appendix 2 of the report, which is available for readers to quickly inquire.

The report adheres to the four reporting principles of materiality, quantification, consistency, and balance as mentioned in the *ESG Reporting Code*, striving to fully reflect the Group's management status and work effectiveness in ESG. The report assesses and responds to the principle of materiality through materiality issue analysis; it responds to the principle of quantification with a list of quantified data; and it ensures that the scope of disclosure and reporting methods remain largely consistent year-on-year to respond to the principle of consistency, ensuring good comparability of historical data. At the same time, it responds to the principle of balance by reviewing negative issues and poor performance.

In the process of preparing this report, we also refer to the key issues concerned by the United Nations Sustainable Development Goals (SDGs).

Reporting Scope and Boundaries

The information contained in the Report covers the period from 1 January 2025 to 31 December 2025. To increase the comparability and forward-looking nature of the report, some content has been extended. The business scope of the Report is consistent with the annual report, covering the Group's mobility services, technical services, fleet sales and maintenance businesses. For details of the Group's business strategies, operations and financial performance, please refer to the Group's 2025 annual financial report.

Information Sources

The information disclosed in the report is derived from official documents, reports or relevant publicly available information of the Group, and all the data used in this report are derived from the relevant functional departments of the Company and its selected subsidiaries. Unless otherwise stated, the data in this report are denominated in RMB.

Appellation Description

For the convenience of expression and reading, unless otherwise specified, "the Company" in this report refers to Chenqi Technology Limited. "the Group", “the Company”, "we" or “us” refer to the Company and its subsidiaries.

Report Acquisition

The report is available in both Chinese and English versions, and is published in electronic form. If there is any discrepancy between the Chinese and English versions of this report, please refer to the Chinese version. You can access the electronic copy of this report on the official website of the Group (https://www.ruqimobility.com) or the website of the Hong Kong Stock Exchange (www.hkexnews.hk). For further enquiries, or any comments or suggestions regarding this report, please contact the Group at ir@ruqimobility.com.





01

About the Company

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- Value System 03
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Company Introduction

The Company is a travel service company in China, mainly providing online car-hailing services, and is committed to becoming a pioneer in promoting the commercialization of autonomous driving technology. We serve and connect various participants in the travel industry, including passengers, drivers, vehicle manufacturers, vehicle service providers, and autonomous driving solution providers. Our business covers travel services, technical services, fleet sales, and maintenance, and we were listed on the Hong Kong Stock Exchange in July 2024 (09680.HK).

Mobility Services

- Offering ride-hailing and Robotaxi services.

Technology Services

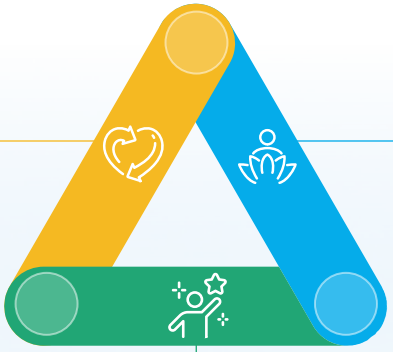
- Mainly includes AI data, model solutions, and high-definition (HD) maps.

Fleet Sales and Maintenance

- Offer a full suite of support for drivers and car partners/ franchise.

Value System

With the mission of “Connecting better lives with smart mobility”, we attract and unite employees with common values, share the vision of “Becoming the most prominent mobility platform in the next decade.” and build the corporate values of “User-centric and fostered a positive symbiosis with the cities where we operate”.



The Corporate Values

- User-centric and fostered a positive symbiosis with the cities where we operate.

The Mission

- Connecting better lives with smart mobility.

The Vision

- Becoming the most prominent mobility platform in the next decade.



2025 Timeline



On January 8

We were rated as "Best IPO on the Hong Kong Stock Exchange" and "Most Growth Potential Hong Kong-Listed Company in the Automotive Industry".

On March 5

The Company's intelligent driving R&D team was invited to participate in the globally renowned artificial intelligence conference WACV, and its innovative research results were officially released.

On March 28

we obtained the pilot operation qualification for intelligent connected vehicles in Nanshan, Shenzhen.

On April 11

We reached a strategic cooperation with Guangdong GOVY TECH Co., Ltd., a low-altitude travel technology ecological enterprise, to layout low-altitude flight.

On May 15

Our core trademark "ON TIME" was awarded the title of "Guangdong High-Value Trademark Brand" by the High-Value Trademark Brand Evaluation Committee of the Guangdong Trademark Association. In January 2026, 39 categories of trademarks such as "如祺出行" and "ON TIME" were included in the key trademark protection list and recognized as key trademarks in Guangdong Province.

On June 11

A strategic cooperation agreement was signed with the Data Bureau of Datong City, and the On Time Data Datong Base was officially launched.

On July 23

The "Robotaxi+" strategy was launched to build the industry's first Robotaxi operation infrastructure network.

On July 26

ONTIME DATA made its debut at the 2025 World Artificial Intelligence Conference, demonstrating the ability of its self-developed annotation platform to improve quality and reduce costs.

On November 3

The application of autonomous driving scenarios for the 15th National Games and Paralympic Games was launched in Guangzhou. In December, it was selected as a model case for Guangdong-Hong Kong-Macao collaborative development in relation to the 15th National Games and National Paralympic Games.

Annual Honors

WISE 2025 Business King
—
Breakthrough Enterprise of the Year in AI Application Scenarios

Awarding Institution：36Kr

Special Recommendation for Excellent Enterprises in Intelligent Mobility in the Guangdong-Hong Kong-Macao Greater Bay Area in 2025
—
Pioneer in Intelligent Mobility of the Year

Awarding Institution：Yangcheng Evening News Group

2025 Golden Bull Award for Growth Value

Awarding Institution：China Securities Journal

Best Hong Kong Stock Company in New Fortune Magazine in 2024
—
Best IPO on Hong Kong Stocks

Awarding Institution：New Fortune Magazine

Best Hong Kong Stock Company in New Fortune Magazine in 2024
—
Most Growth Potential Hong Kong-Listed Company in the Automotive Industry

Awarding Institution：New Fortune Magazine

2025 Urban Brand Influence Award
—
Urban Intelligent Manufacturing Future Partner

Awarding Institution：Guangzhou Daily

Robotaxi Pioneer of the Year Award

Awarding Institution：Auto Heart

Recognized as a "Typical Case of Intelligent Connected Vehicle-Road-Cloud Integration" at the 3rd Future Transportation Industry Development Summit 2024

Awarding Institution：China Communications and Transportation Association, Internet Society of China

Included in the "2024 Guangzhou Artificial Intelligence Innovation Development List"

Awarding Institution：Guangzhou Municipal Science and Technology Bureau, Guangzhou Science and Technology Progress Foundation, Guangzhou Industrial Development Research Institute, Guangzhou Science and Technology Finance Group

2025 China L4 Commercialization Development Benchmark Enterprise

Awarding Institution：EO Auto (Technology Mobility Industry Think Tank and Innovation Service Platform)

The "CTEM Advanced Attack/Threat Practical Monitoring and Trusted Operation Platform" independently developed by the Company was selected into the "BC2025 Top 50 Outstanding Cybersecurity Cases in China" list and was rated as an excellent case in the direction of combat-oriented security operations.

Awarding Institution：Co-organized by the Internet Society of China, China Security & Protection Industry Association, CCF Technical Committee on Computer Security, and Information Security Research Magazine, among others.



Key Performance in 2025

Economic Performance

- ✓ Revenue RMB **5,286,428** thousand, representing a year-on-year increase of **115%**.
- ✓ Net asset RMB **806,412** thousand.
- ✓ Total assets RMB **1,141,241** thousand.

Environmental Performance

- ✓ Green travel helped reduce carbon emissions by **359,251** tons of carbon dioxide equivalent.
- ✓ Greenhouse gas emissions of **184,421.53** tons of carbon dioxide equivalent.
- ✓ Water consumption of **3,574.00** cubic meters.
- ✓ General waste emissions of **1.25** tons.

Social Performance

- ✓ Total employee training hours of **3,392** hours.
- ✓ Female directors account for **22%**.
- ✓ Female employees accounted for **34.67%**.
- ✓ As of December 31, 2025, the Company has a total of **545** registered trademarks, **80** domestic patents, and **30** computer software copyrights.
- ✓ Provided employment opportunities for over **740,000** drivers.
- ✓ Driver training coverage rate of **100%**.
- ✓ Organized employees to contribute **500** hours of volunteer time to public welfare undertakings.



02

This chapter responds to the SDGs:

Key Performance Indicators of the Hong Kong Stock Exchange

B7 General Disclosure, B7.1, B7.2, B7.3

Robust Governance Leading Sustainable Development

The Company always regards a sound governance system as the foundation for sustainable development. We have established a corporate governance structure and an ESG governance structure with clear responsibilities that are in line with business development, and continuously improved the professional qualities of the Board of Directors to strengthen its scientific decision-making and supervision and balance capabilities. At the same time, we continuously improve an effective risk and compliance management system, abide by business ethics, legally protect intellectual property rights, and promote responsible business operations and long-term value creation.

- Corporate Governance 08
- Sustainable Development Management 09
- Risk and Compliance Management 12
- Business Ethics Construction 13
- Intellectual Property Protection 14
- Investor Communication 15

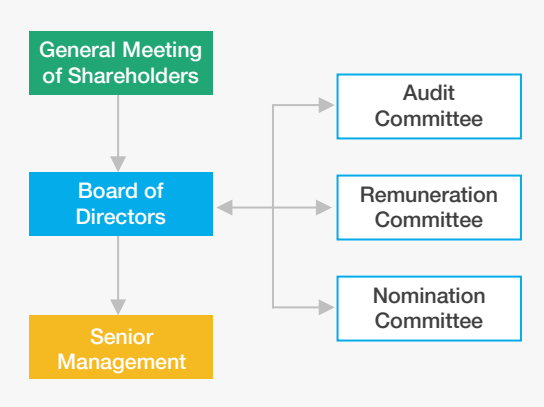
Corporate Governance

The Group strictly complies with laws and regulations such as *the Company Law of the People's Republic of China*, *the Corporate Governance Code in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange the Corporate Governance Code in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange*, and has established a legal person governance structure composed of the Company's general meeting of shareholders, the Board of Directors, and senior management. To ensure the effective operation of the governance mechanism, we have formulated and continuously improved *the Articles of Association* and supporting systems such as *the Rules of Procedure for the Nomination Committee*, the *Rules of Procedure for the Audit Committee*, and *the Rules of Procedure for the Remuneration Committee*, clarifying the responsibility boundaries and rules of procedure of each governance body. Through mechanisms such as legally convening the general meeting of shareholders, fulfilling the director nomination procedure, and appointing senior management personnel, each governance level effectively exercises its powers, improves the corporate governance level, and ensures stable and compliant operations.

Governance Structure

The Company's Board of Directors has established three specialized committees: the Audit Committee, the Remuneration Committee, and the Nomination Committee. Each committee performs its own duties and operates in accordance with relevant working rules. They provide professional opinions and supervision on key matters such as financial reports, internal control, executive compensation, and director selection, effectively supporting the scientific decision-making of the Board of Directors and enhancing the transparency and professionalism of corporate governance.

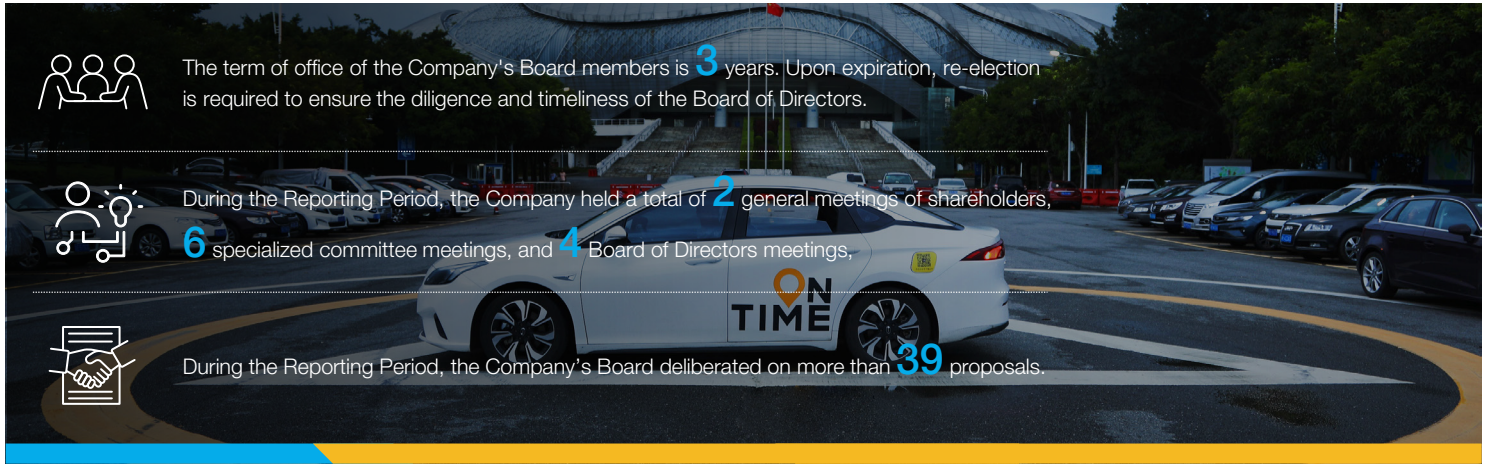
Corporate Governance Structure



Independence and Effectiveness of the Board of Directors

According to Rule 3.13 and Appendix D2.12B of *the Listing Rules*, the Company confirms in its annual report each year whether it still considers the relevant independent non-executive directors to be truly independent. As of the end of the reporting period, to ensure the independence of the Board of Directors, after verification by the Group and relevant self-inspection documents signed by each independent director, the independent directors meet the relevant requirements of current laws and regulations regarding the independence of independent directors. During the Reporting Period, independent non-executive directors accounted for one-third of the total number of Board members. Independent directors strictly abide by relevant laws and regulations, effectively perform their duties, and actively participate in the discussions and decision-making of the Group's Board of Directors and its subordinate specialized committees, providing professional advice for the Group's standardized operations.

To ensure the continuous optimization of the effectiveness of the Board of Directors, the Company's Nomination Committee evaluates the performance of the Board of Directors annually, comprehensively evaluating the independence, professional contributions, meeting participation, and decision-making quality of each director. The evaluation results will serve as the core basis for director re-election nominations, salary adjustments, and training needs analysis in the future, ensuring the continuous optimization of the overall effectiveness of the Board of Directors.



Capacity Building of the Board of Directors

All appointments to the Company's Board of Directors are based on the principle of appointing the most capable person. The Company has formulated and implemented the *Director Diversity Policy*, clearly stating that when selecting Board members, it will comprehensively consider the diversity of Board members, including but not limited to factors such as gender, age, cultural and educational background, ethnicity, professional and industry experience, skills, knowledge, and term of service. During the Reporting Period, the Company's Board members have rich industry experience and possess professional capabilities in fields such as transportation, automobile manufacturing, intelligent networking, investment management, financial management, corporate governance, and law. The current Board of Directors of the Group has 2 female directors, achieving diversity in multiple dimensions such as age, professional knowledge, work experience, region, and gender.

At the same time, we attach great importance to the capacity building of the Board of Directors. The management regularly reports the Group's operating conditions, development plans, and business strategies to the Board of Directors, and based on the opinions and suggestions put forward by the directors, decomposes and implements them and provides regular feedback on the implementation progress to ensure effective communication between the management and the Board of Directors. We organize professional institutions to conduct special training for directors, senior executives, and relevant personnel on an irregular basis, including but not limited to multi-dimensional professional training in information disclosure, compliance, taxation, and sustainable development, to continuously strengthen the professional qualities and governance effectiveness of Board members and senior management. During the Reporting Period, we organized the Board of Directors and senior management to participate in compliance training on information disclosure, overseas business regulations for enterprises, taxation, and sustainable development once, and hired external professional institutions to conduct special ESG training for senior management and business departments, in-depth sharing practical cases on key issues such as climate change response and responsible supply chains, comprehensively deepening the Company's understanding of sustainable development and helping directors perform their duties and improve the effectiveness of the Board of Directors.

Director Remuneration

The Group has established a performance-oriented remuneration mechanism for directors and senior executives that takes into account long-term value creation and sustainable development. The Remuneration Committee of the Board of Directors is responsible for carefully formulating and regularly reviewing the directors' remuneration plans. Director remuneration mainly consists of salaries, allowances, other benefits, discretionary bonuses, retirement plan contributions, and equity-settled share-based payments, which are commensurate with their duties. Among them, the Company has incorporated ESG performance into the annual performance evaluation system of executive directors and senior management. Relevant performance indicators include environmental emission reduction, social responsibility, corporate governance, and compliance, etc., to ensure that the interests of the management are aligned with the long-term interests of shareholders and sustainable development goals. This mechanism aims to deeply bind the Company's strategic goals with the incentives for directors, promoting the management to effectively fulfill climate commitments and strengthen the Company's resilience and sustainable competitiveness while pursuing business growth.

Sustainable Development Management

The Group has established a well-defined ESG governance structure led by the Board of Directors to promptly understand the concerns of various stakeholders regarding our sustainable development-related work and to promptly evaluate and adjust sustainable development goals and strategies.

Board of Directors Statement

The Board of Directors has a deep understanding of the importance of sustainable development to the long-term development of the Group. The Board of Directors of the Company assumes responsibility for ESG management, strategy, and reporting of the Group, and continuously monitors the development direction and implementation of ESG work. As the highest governance body for ESG matters (including matters related to climate change), the Board of Directors is responsible for:

I. Overseeing and adopting ESG policies;

II. Assessing ESG-related risks (including climate-related risks) in accordance with applicable laws, regulations, and policies;

III. Setting ESG-related goals and indicators, and formulating and evaluating ESG strategic plans and mitigation measures;

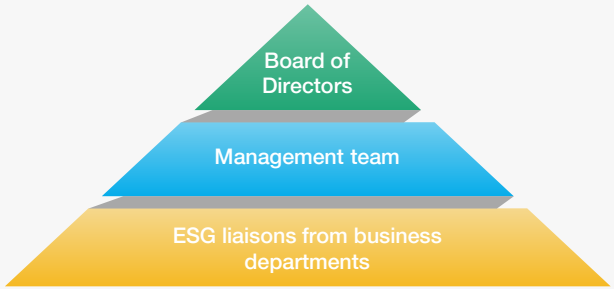
IV. Reviewing our performance against ESG-related goals and indicators and timely revising ESG strategies in case of significant deviations from the indicators;

V. Monitoring and managing ESG matters (including matters related to climate change) and the effectiveness of the ESG system.

ESG Governance Structure

The Company has optimized its ESG governance structure in line with its business development, clarifying the division of responsibilities at each level to ensure the orderly progress of ESG management. The Group has established a clear ESG reporting mechanism. Each year, the management is required to report ESG supervision to the Board of Directors. Subsequently, after listening to the management's report on ESG work, the Board of Directors approves ESG-related proposals submitted to it. For details on climate change management, please refer to the introduction in the "Addressing Climate Change" section of this report. The Group has established a three-level ESG governance structure of "decision-making - management - execution" composed of the Board of Directors, management, and ESG liaisons from business departments, clarifying the responsibilities and authorities of each level in ESG governance to ensure effective management of the Group's sustainable development matters. The Board of Directors authorizes the management to assist the board in effectively supervising ESG-related matters (including climate-related matters), clearly stating that the management is mainly responsible for managing ESG matters according to the board's guidance, reviewing and evaluating development plans and corporate governance structures, and making suggestions to the board from time to time. ESG liaisons from the Group's functional and business departments are responsible for implementing ESG-related work, including but not limited to the regular collection and reporting of materials and data required for this report, formulating work plans and goals for various topics, implementing ESG risk management, and reporting work results to the management regularly. At the same time, the Company has designated the Chief Executive Officer (CEO) and Chief Operating Officer (COO) to be overall responsible for managing ESG-related matters (including addressing climate change), continuously improving and reviewing the effectiveness of ESG-related management systems and ESG risk control procedures. We have hired professional ESG consulting advisors to support the management in assessing the current gap in climate-related information disclosure, guiding the improvement of the ability to identify, monitor, and manage ESG and climate-related risks and opportunities, and ensuring that the ESG strategy is effectively integrated into business operations and implemented solidly. At the same time, we conduct risk assessments and response work regularly (at least once a year), determine annual major risks (including ESG and climate-related risks), monitor the implementation of relevant risk management policies, and report the progress of major risk management to the Board of Directors.

ESG Governance Structure



Stakeholder Communication

The Group attaches great importance to maintaining close communication with all stakeholders. Based on the Group's business characteristics and the industry it is in, it has identified seven major types of stakeholders, including shareholders and investors, customers, drivers, employees, government and regulatory agencies, society and the public, suppliers and partners. It actively understands and responds to the expectations and needs of each stakeholder, and identifies and seizes development opportunities. Our current stakeholder communication situation can be summarized as follows:

Stakeholders	Main Expectations and Needs	Response Actions
Shareholders and Investors	■ Company information disclosure ■ Investment returns and growth ■ Legal and compliant operations	■ Conduct investor communication ■ Responsible investment ■ Compliance system construction
Customers	■ Passenger and driver safety assurance ■ Privacy protection ■ Quality of travel services ■ Stable solutions	■ Improve service quality ■ Improve information network security management ■ Resolve customer complaints in a timely manner ■ Keep the feedback channels open ■ Compliant marketing
Drivers	■ Passenger and driver safety assurance ■ Promote employment opportunities ■ Care and welfare	■ Carry out safety-themed empowerment activities ■ Provide employment opportunities ■ Provide special care activities
Employees	■ Employee salaries and benefits ■ Employee health and safety ■ Career development and training	■ Improve the salary and benefit system ■ Ensure a safe working environment ■ Improve the career promotion mechanism ■ Conduct regular training
Government and Regulatory Agencies	■ Legal and compliant operations ■ Pay taxes in accordance with the law ■ Respond to national policies ■ Support local development	■ Operate in accordance with the law and regulations ■ Pay taxes in full and on time ■ Actively respond to policies and regulations
Society and the Public	■ Support public welfare and charity ■ Uphold social responsibility	■ Engage in public welfare and charity ■ Create employment opportunities
Suppliers and Partners	■ Supplier Management ■ Industry experience exchange and sharing ■ Mutually beneficial win - win ■ Fair competition ■ Serving urban smart transportation	■ Conduct compliant bidding ■ Build a responsible supply chain ■ Participate in industry associations ■ Share industry experience ■ Promote strategic cooperation and organizational communication ■ Conduct safety-themed empowerment activities

ESG Materiality Issue Assessment

During the Reporting Period, the Group comprehensively identified and evaluated ESG issues that have a material impact on us through internal research, peer benchmarking, expert evaluation, etc., and prioritized them. We will continuously optimize the ESG strategy and target setting based on the evaluation results, and make targeted information disclosures in this report according to the materiality of ESG issues to ensure that we fully address the concerns of all stakeholders.

Steps for ESG materiality issue assessment

Identifying issues

- Based on the characteristics of the Group's business, combined with macro policies, industry trends, excellent practices of peers and the disclosure requirements of *the ESG Reporting Code*, the Group systematically sorted out the material ESG issues during the Year.

Assessment and ranking

- Communicate with stakeholders regularly to understand and collect the expectations and suggestions of internal and external stakeholders on the Group's ESG development. On this basis, combined with the development of the enterprise itself, the important issues are evaluated and ranked.

Determination of materiality

- The Board and management of the Group reviewed and confirmed material issues, drawn up an ESG materiality matrix, and disclosed key issues of concern to stakeholders in this report.



ESG Materiality Issue Matrix

The comprehensive evaluation results of materiality issues this year show that the ESG issues with higher priority are concentrated in areas such as driver and passenger safety assurance, information security and privacy protection, compliant operation, serving urban intelligent transportation, customer service and satisfaction, and technological innovation. At the same time, this year we expanded the content of the original "supplier management" issue to "responsible supply chain" based on the Company's current management situation. The Company will focus on disclosing and managing relevant issues based on the evaluation results of materiality issues, and continuously improve the Group's ESG management level.



Risk and Compliance Management

The Group adheres to the management concept of "compliance first, risk controllable", integrates risk management and compliance requirements into the whole process of strategic decision-making, business operation and daily management, continuously improves a comprehensive, clearly-responsible and effectively-operating risk and compliance management system, effectively prevents various business risks, and ensures stable operation and sustainable development of the enterprise.

Risk Management

The Group continuously improves and perfects the risk management mechanism covering the whole Group in accordance with the relevant requirements on risk management and internal control in *the Corporate Governance Code in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange*. We have established and improved an enterprise risk management framework of "business departments as the first line of defense, risk and compliance functional departments as the second line of defense, and internal audit as the third line of defense", clarified the responsibilities of each level in risk identification, assessment, response and supervision, and effectively promoted the implementation of risk management responsibilities.

At the same time, we systematically embed key risk control measures into rules and regulations, business processes and approval nodes to achieve in-depth integration of risk prevention and control with business management; and regularly carry out investigations and assessments of major business risk events, formulate countermeasures for major risks and follow up on the implementation, to ensure the effectiveness of risk management.

We have established a cross-departmental professional risk identification team, clarified the business risk management process from the ex-ante, in-process and ex-post dimensions, regularly hold risk investigation meetings, collect front-line feedback, study industry trends, etc., conduct in-depth scans of all aspects of the Group's operations, identify and establish risk indicators, and evaluate them on a weekly, monthly, quarterly and annual basis. If the observation period has not arrived, we will use models to predict the future values of the indicators in advance to perceive risks in advance.

Business Risk Management Process

Before the Event

- Through real-time evaluation of rules and models, we detect the real-time risks of user login, registration, collection, cash withdrawal, order placement, order dispatch, order completion and other events. We will take actions to deal with risks in advance when risks are detected.

During the Event

- Automated monitoring and early warning is adopted. Once the monitoring data triggers the early warning condition, the system will immediately issue an alarm. The monitoring and early warning system automatically starts different levels of response processes according to the risk level and urgency to ensure that risks are handled in a timely manner.

After the Event

- We utilize decision engine operation rules and models to capture leakage risks, and confirm risks through manual analysis and judgment, and recover losses in time. We conduct risk management review meetings to conduct a comprehensive review and analysis of risk events in the past period.

Compliance Management

The Group strictly complies with laws and regulations such as *the Company Law of the People's Republic of China*, and has sustainably refined internal compliance management systems including the *Capacity Compliance Management Measures*, clarifying corporate compliance management procedures. In compliance with relevant laws, regulations, and regulatory policies such as the *Interim Measures for the Management of Online Ride-Hailing Taxi Business Services*, the Group has timely secured a complete and valid set of operational licenses, including *the Online Ride-Hailing Taxi Business Permit and the Intelligent Connected Vehicle (Autonomous Driving) Demonstration Operation (Application) License*, ensuring that the Group's operations are lawful and compliant.

The Group continuously strengthens the construction of compliance culture, conducts corresponding compliance training for different positions, management levels and different business segments; and simultaneously conducts compliance publicity and education through various forms such as internal publications, online courses and case sharing meetings to popularize compliance knowledge to employees in an all-round and multi-dimensional manner.



Business Ethics Construction

Business ethics construction is a key support for sound corporate governance. The Company strictly abides by all applicable anti-corruption, anti-conflict of interest, anti-fraud, anti-money laundering, anti-monopoly and anti-unfair competition laws, regulations and standards in the jurisdiction where it operates, such as *the Anti-Unfair Competition Law of the People's Republic of China*, *the Anti-Monopoly Law of the People's Republic of China and the Supervision Law of the People's Republic of China*, and is committed to conducting business in accordance with all applicable laws, regulations and the highest business ethics standards, and thoroughly implementing the commitment to business ethics into the whole process of corporate policies and business development.

We continuously improve systems such as *the Employee Handbook*, *the Reward and Discipline Policy and the Anti-Money Laundering Management Measures*, clarify the business ethics codes of conduct for employees, suppliers and other partners in terms of clean employment, fair trade and anti-money laundering, and strengthen the compliance awareness of the whole chain. We regularly conduct business ethics audits, systematically check the implementation and effectiveness of relevant management requirements in each business link, identify risks in a timely manner and promote the closure of rectification. During the Reporting Period, no illegal and non-compliant events such as commercial bribery, corruption and unfair competition occurred in the Group.

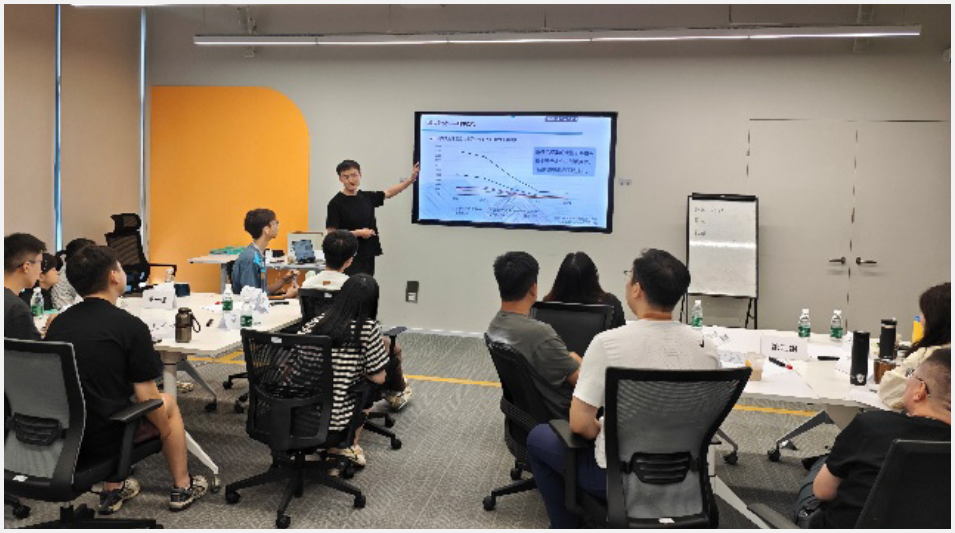
The Group has established smooth, timely and effective reporting and complaint channels, which are made public on platforms such as the official website and WeChat official account to receive reports from various stakeholders regarding acts and incidents that violate business ethics. The Group accepts both real-name and anonymous complaints and reports. After receiving reports of violations of regulations and disciplines, the Group's audit department will follow up in a timely manner, distinguish the nature and severity of the incidents, impose corresponding penalties on those with serious circumstances, and reserve the right to pursue legal liability.

We have established a protection mechanism for whistle-blowers and strictly keep confidential the identity information of whistle-blowers and all received complaint and report materials. If the personal safety of a whistle-blower is threatened due to reporting, we will take timely protective measures, hold those who retaliate against whistle - blowers accountable; if a crime is suspected, the case will be transferred to the judicial authorities for handling to safeguard the rights and interests of whistle-blowers in accordance with the law. During the Reporting Period, there were no incidents of whistle-blower information leakage or retaliation in the Group.

The Company continuously implements anti-corruption education work. It conducts anti-corruption culture promotion activities during key festivals such as the Spring Festival, Tomb-Sweeping Festival, May Day and July 1st. By organizing employees to watch warning education films, it reminds employees to abide by discipline rules and comply with various anti-corruption regulations. We conduct irregular training on anti-corruption, honest employment, anti-unfair competition and crime prevention for all directors and employees to comprehensively improve their understanding and awareness of business ethics and promote the construction of a good business ethics atmosphere.

Integrity training for new employees

In July 2025, the Company conducted a special anti-corruption training for new employees. The training focused on core contents such as typical anti-corruption cases, employment norms and behavior guidelines, combined with national and local anti-corruption data and the Company's anti-fraud practices. It provided in-depth interpretations for new employees of the constitutive requirements, judicial identification standards and legal consequences of common economic crimes involving enterprises such as non-state functionary acceptance of bribes and embezzlement of public funds; at the same time, it clarified the Group's management requirements for red-line issues such as improper eating and drinking, interest transfer and corruption. A total of 32 people participated in this training, which effectively improved their awareness of honest employment and helped them build a bottom-line of professional ethics.



On-site of the anti-corruption training

Intellectual Property Protection

Effectively protecting intellectual property is a key part of a company's continuous innovation to empower high-quality development. The Company strictly abides by laws and regulations such as *the Patent Law of the People's Republic of China*, *the Trademark Law of the People's Republic of China and the Copyright Law of the People's Republic of China*., continuously improves and implements the *the Intellectual Property Management Policy*, designates the legal department as the responsible department for intellectual property affairs, and clarifies the management processes for different types of intellectual property such as internal patents (including utility model patents, invention patents, design patents), trademarks, trade secrets and copyrights; and takes various measures to firmly safeguard its own intellectual property and respect that of others, and comprehensively build a barrier for intellectual property protection.

Internal Management

- Refine internal management processes: Establish a corresponding intellectual property application process and have legal department personnel provide application guidance and full-process follow-up for departments with intellectual property protection needs.
- Clarify contractual constraints: Set intellectual property clauses in the company's signed contracts or provided contract templates, mainly stipulating intellectual property guarantees, ownership, and corresponding liability for breach of contract, to ensure that the company has corresponding contractual basis when subsequent intellectual property disputes occur.
- Training and promotion: Organize intellectual property protection training such as patent mining on an irregular basis; during the daily provision of legal support, the legal department provides targeted answers to intellectual property protection-related questions from business departments.

External Rights Protection

- Trademark maintenance: Use measures such as revoking trademarks not used for three consecutive years, invalidation, and opposition to protect the company's trademarks from those that may be similar or pose obstacles.
- For trademark infringement: Use administrative complaints, litigation, and other means to crack down on enterprises suspected of infringing the company's trademark rights or engaging in unfair competition.
- Other intellectual property rights protection: Take measures such as negotiation, lawyer's letters, complaints, and litigation as the situation requires.

Brand Enhancement

- Apply for special projects such as Guangdong Province's Key Trademarks and High-tech Enterprises to expand the company's intellectual property reputation and provide more powerful and authoritative basis for the company's intellectual property protection.
- During the reporting period, 376 trademarks owned by us, including "如祺出行" and "ONTIME", were included in the list of key trademarks protected in Guangdong Province.



Certificate of High-Value Trademark Brand in Guangdong

We actively create a corporate culture of knowledge innovation, formulate a patent incentive mechanism, and reward and commend employees who have made outstanding contributions to the creation and protection of intellectual property to stimulate employees' innovation enthusiasm.

As of December 31, 2025

The Group has a total of **545** registered trademarks, including **514** domestic registered trademarks and **31** overseas registered trademarks

80 domestic patents

30 computer software copyrights

During the Reporting Period, the Group

Newly registered **8** domestic trademarks and **31** overseas trademarks

14 new domestic patents

7 new computer software copyrights

Investor Communication

The Company treats all investors equally and effectively safeguards their right to know and other legitimate rights and interests. We have established a variety of investor communication channels, publicly and transparently disclose the Company's operating conditions, continuously improve the management level and perfect the profit distribution mechanism, and continuously increase the returns to shareholders. We hire a company secretary to be in charge of information disclosure work. The joint company secretary coordinates the relationship between the company and investors, receives shareholder visits, answers investor inquiries, etc., to ensure good communication with investors. We timely disclose company information on multiple information disclosure platforms (such as Disclosure Easy, the Company's official website, the Company's share transfer agent hotline), and hold activities including performance briefings, general meetings of shareholders and investor exchanges to ensure that investors can obtain information equally, timely and comprehensively through various channels, and continuously improve the efficiency and transparency of investor communication. We hire professional public relations agency consultants to regularly analyze, evaluate and ensure the effectiveness and timeliness of the investor relations strategy.

During the Reporting Period, the Company communicated the Company's latest performance, industry development and future prospects to 7 securities analysts and more than 30 investment institutions through a combination of online and offline methods; the Company's management conducted targeted roadshows, had in-depth exchanges with more than 100 domestic investment institutions, hosted 20 investor exchange meetings and visits and other exchange activities, and had in-depth communication with more than 100 domestic investment institutions in total; and through participating in strategy meetings of mainstream investment banks and industry activities such as the "Annual 50-person Forum on Vehicle - Road - Cloud", it gave speeches on the theme of Robotaxi operation to strengthen communication.



03

This chapter responds to the SDGs:





Key Performance Indicators of the Hong Kong Stock Exchange

Not Involved.

Empowering with Technology to Create a Better Future

Technology is the core engine driving a sustainable future. We officially launched the "Robotaxi+" strategy to build an open and scalable autonomous driving operation technology platform, empowering all industry participants to achieve large-scale, safe, and efficient commercialization of Robotaxi. At the same time, we have developed an intelligent driving data solution covering the entire chain of perception, decision-making, and supervision to improve the operational efficiency and safety of Robotaxi. We also work with all parties to establish industry standards and promote the development of intelligent transportation.

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The "Robotaxi+" Strategy

Autonomous driving technology is the core of future intelligent transportation and the strategic focus of the Company in implementing technology and promoting industry transformation. In July 2025, we officially launched the "Robotaxi+" strategy, aiming to integrate industrial resources into a platform-based model, systematically solve the operation and maintenance problems of large-scale commercialization, and accelerate the popularization of autonomous driving travel services.

The core of the "Robotaxi+" strategy relies on the overall framework of "one platform and two programs". By efficiently integrating technology, transport capacity, application scenarios, and data resources, it accelerates the large-scale implementation process of autonomous driving from "being able to run" to "being useful" and finally to "being commonly used".

The Fully Open "Robotaxi+" Platform

We have comprehensively upgraded the original open Robotaxi operation technology platform to the industry-oriented "Robotaxi+" platform, providing a one-stop solution for all Robotaxi commercialization participants covering large-scale implementation. It includes core functions such as full-life cycle vehicle operation management, remote real-time supervision, intelligent order dispatching and scheduling, and emergency takeover in mixed-traffic operation scenarios, achieving a safe, controllable, and efficient vehicle maintenance system, promoting the maximization of economic benefits and the improvement of operation reliability, and accelerating the maturity of the autonomous driving business ecosystem.

Spark Program

The goal is to expand the Robotaxi operation service to 100 core cities within the next 5 years, jointly form a Robotaxi fleet of over 10,000 vehicles with partners, and quickly replicate the proven standardized operation model.

Galaxy Project

It will drive an investment of over one billion within the next 5 years, build the industry's first three-level maintenance network dedicated to Robotaxi in 100 cities, and develop the comprehensive capacity to support the maintenance of 100,000 Robotaxis annually.

Three-level Maintenance Network



Rapid Response Field

As a basic operation and maintenance node covering the entire city, it is the "urban instant service network", providing high-frequency and essential services such as charging, emergency parking, and simple cleaning.



Maintenance Station

As the "intelligent diagnosis and treatment center" for vehicles, it builds a full-chain intelligent service system of "inspection - diagnosis - repair - maintenance".



Hub Center

As the "intelligent brain for all-domain operation", it integrates core functions such as city-level dispatching, large-scale parking, sensor calibration, and data storage.

Relying on the solid advancement of the "Robotaxi+" strategy, the Company has achieved multiple substantial and industry-leading results in the commercial operation of Robotaxi:

Solid operation foundation :

- As of 2025, our mobility platform operates over **300** Robotaxis, with services covering Guangzhou, Shenzhen, and the Guangdong - Macao In-depth Cooperation Zone in Hengqin. There are over **10,000** operation stations, and our self-owned fleet has safely operated for nearly **6** million kilometers.

Rapid market growth :

- The service has been deeply integrated into the daily travel in the region. Taking Nansha, Guangzhou as an example, the order volume of Robotaxi in 2025 increased by over **70%** year-on-year, showing strong user acceptance and market potential.

Expansion of the ecological alliance :

- The "Robotaxi+" strategy has been recognized and quickly responded to by industrial chain partners. During the Reporting Period, we have reached strategic cooperation agreements with **multiple** partners such as GAC Commerce and GAC Energy, and have connected multiple mainstream Robotaxi models from Pony.ai and GAC Group.





Scene of Signing the Strategic Cooperation Agreement

During the Reporting Period, thanks to continuous exploration and practice in the large-scale commercial implementation of autonomous driving, the Company won the "Beautiful Bay Area, Brand Leadership" 2025 Urban Brand Influence Award from Guangzhou Daily Group and was awarded the title of "Urban Intelligent Manufacturing Future Partner". At the same time, we actively promote the in-depth integration of Robotaxi services into citizens' daily travel. By optimizing the station layout, expanding the operation hours and scenarios, we make autonomous driving services truly integrate into citizens' daily travel scenarios such as commuting and leisure.



"Urban Intelligent Manufacturing Future Partner" trophy

The project participated by the Company was selected as a typical case of the coordinated development of the Guangdong - Hong Kong - Macao region for the 15th National Games and Paralympic Games

In November 2025, the autonomous driving scenario application was launched in the Guangzhou competition area of the 15th National Games and Paralympic Games, with 7 autonomous driving service providers participating. As a representative enterprise of autonomous driving services, the Company invested approximately 50 Robotaxis, fully connected to 11 support routes, and efficiently connected key nodes such as transportation hubs, hotel clusters, the opening ceremony venue, and the media center. During the event, staff, media, spectators, and citizens could call with one click through the "Guangzhou National Games" mini-program or the Company APP to experience the safe and convenient L4-level autonomous driving shuttle service. This project is the world's first large-scale implementation of L4-level autonomous driving services in a large-scale comprehensive sports event, was selected as a typical case of the coordinated development of the Guangdong - Hong Kong - Macao region, and is the only selected case of autonomous driving travel services.



Event shuttle service

Intelligent Driving Data Solution

The Group strictly complies with laws and regulations such as *the Notice of the Ministry of Natural Resources on Strengthening the Security Management of Surveying*, *Mapping and Geographic Information of Intelligent Connected Vehicles*, formulates and implements *the Measures for the Management of Product Research and Development Process*, continuously increases R&D investment in the field of intelligent driving, and solidly promotes technological innovation and industrial implementation. The Company has built a full-stack data service system covering data collection, data annotation, data synthesis, and cloud-based crowdsourced map toolchains. Through high-quality, high-efficiency, compliant, and controllable data production and closed-loop iteration, it empowers intelligent driving algorithm training, perception ability improvement, high-precision map update, and system verification, and accelerates the transformation of autonomous driving technology from R&D to large-scale application.

Data collection business

The Company's data collection business is a one-stop real-road data production service provided for intelligent driving R&D enterprises and technology teams. Relying on the Group's operation qualification as a licensed mobility platform, large-scale fleet resources, and regional service capabilities, this business systematically obtains high-value, multi-scenario autonomous driving raw data through professionally modified vehicles and compliant organization of collection tasks, covering key dimensions such as environmental perception, human driving behavior, and complex edge scenarios. The aim is to provide high-quality and sustainable data support for intelligent driving algorithm training, map construction, and system verification.

Collection mode

The first type is the fusion perception model collection fleet

Mainly used for high-precision environmental perception and map construction. This fleet is operated by professional and compliant collectors. The collected data comes from high-precision ground truth equipment and is used for data annotation and map construction.

The second type is the fusion behavior model collection fleet

focusing on human driving behavior and complex scenario learning, and is further divided into two modes:

- Mode 1: Daily operation collection of ride-hailing services. Relying on the large-scale ride-hailing transportation capacity of the Company in Guangzhou, registered drivers naturally accumulate driving behavior data during their normal order-taking process.
- Mode 2: Targeted collection in specific scenarios. Professional collection drivers operate the vehicles and actively search for and record edge scenarios where the system is prone to errors or difficult to handle, providing targeted reinforcement training samples for the model.

To ensure efficient, stable, and compliant operation, the Company adopts a modular modification plan to adapt to different sensor configurations and realizes a full-process closed-loop of task scheduling, progress monitoring, and data feedback through its self-developed online vehicle operation management platform. At the same time, we have established a standardized training and compliance management system. All collectors have received special training in scenario recognition, equipment operation, and data security, and the collection process strictly follows relevant national laws and regulations on intelligent connected vehicles and geographic information data management.

In 2025, the Company, in collaboration with GAC Group, deployed over 300 intelligent driving data collection vehicles. Currently, these vehicles have been conducting strictly compliant data collection operations in Guangzhou, Shanghai, Chongqing, and Shenyang, accumulating over 10 million high-value scenario clips. This effort provides robust support for the safe iteration of autonomous driving and contributes to the development of smart urban transportation systems. This cooperation aims to leverage the Company's advantages as a mobility platform in real-world scenarios and driving mileage, promote the compliant data collection required for high-precision maps and intelligent driving models, and successfully create a low-cost and sustainable data production paradigm of "operation as collection" to deeply serve the R&D and iteration of autonomous driving technology.



Data Annotation Business

ONTIME DATA, launched by the Company, is a full-stack AI data production, service, and management solution. Its product matrix covers three core segments: data collection, annotation, and synthesis. It possesses high-quality datasets encompassing raw data, annotated data, and synthetic data. This full-stack capability enables ONTIME DATA to meet the diversified needs of clients across various industries, providing end-to-end one-stop services from raw data acquisition to the delivery of final usable datasets. ONTIME DATA has strategically established three service delivery bases nationwide. ONTIME DATA has a nationwide layout with three major service delivery bases, over 1,000 BPO partners, and nearly one million crowdsourcing resources. It can provide tens of millions of annotations per month to meet the demand for high-concurrency tasks, with project delivery accuracy exceeding 98%, higher than the industry standard.

Currently, ONTIME DATA services havs penetrated key AI application scenarios in industries such as autonomous driving and warehousing, large models, consumer electronics, financial services, healthcare, and research institutions. It serves leading enterprise clients in multiple industries, covering cutting-edge fields like autonomous driving, the internet, and artificial intelligence, its client base validates the commercial viability and realization capability of its AI data services.



The Company reaches a strategic cooperation with the Data Bureau of Datong City

In June 2025, the Company's data department signed a strategic cooperation agreement with the Data Bureau of Datong City and officially launched the On Time Data Datong Base. This base is a high-standard data annotation center deployed by the Company against the backdrop of rapid business growth. It will seize the opportunity of Datong's construction of a national-level data annotation base to comprehensively improve data production capacity. Relying on the Company's advantages in industry resources and project management and the support of Datong City in industrial policies and ecological support, the two sides will jointly promote the development of the local data factor industry. As one of the three major pillars of artificial intelligence, high-quality data annotation is becoming the key support for new - quality productivity. The Base will efficiently serve the AI implementation needs of various industries such as autonomous driving.



Signing ceremony site

Data Synthesis Technology

In 2025, the Company officially incorporated data synthesis technology into the core basic capabilities of the autonomous driving perception system. It continuously invests in construction around two main lines: pure-vision perception synthetic data and three-dimensional occupancy (Occupancy, OCC) data production, constructs a stable, reusable, and scalable large-scale data production system, focuses on filling the gaps in key samples of real-world data, serves model training with engineering-available data, significantly improves testing efficiency, reduces actual collection costs, and promotes the upgrading of autonomous driving perception capabilities.

The Company focuses on making precise efforts in three major fields: perception synthetic data, data blind-spot filling, and OCC data synthesis and production. These fields are promoted in a coordinated manner to form a comprehensive data synthesis technology application system. The specific measures and achievements are as follows:

Perception synthetic data field	Based on real multi-modal data, relying on high-fidelity 3D reconstruction and camera pose editing technology, a large number of new perspective images and pseudo-ground truth annotations are generated in batches. While retaining core features such as road structure and target position, the system expands perspective and traffic behavior samples. It focuses on key interaction scenarios such as lane changes, overtaking, merging, and braking, effectively solving the problems of sparse samples and uneven distribution in real data collection. By synthesizing diverse trajectory and relative speed combinations on the same real road section, it provides an order-of-magnitude increase in effective training data in a short period, efficiently supporting end-to-end strategy learning, trajectory prediction, and perception robustness verification, and significantly accelerating the algorithm iteration efficiency.
Data blind spot and long-tail scenario completion field	Synthetic data is clearly positioned as a "targeted enhancement tool for real data". On the one hand, through camera pose editing, it effectively alleviates the problems of blind spots in perspectives such as close-range pedestrians, side and rear targets, and extreme occlusion. On the other hand, combined with joint editing of the environment and behavior, it systematically generates long-tail scenarios that are difficult to collect frequently in reality, such as complex traffic conflicts, abnormal dynamic obstacles, special lighting, and harsh weather. Although these data account for a relatively small proportion, they are of crucial value for improving the model's generalization ability and expanding the safety boundary.
OCC data synthesis and production field	Focusing on engineering implementation, around the OCC model's demand for high-consistency spatial ground truth, an algorithm-driven solution centered on point cloud segmentation pre-annotation and OCC voxelization pre-annotation is constructed to achieve large-scale output from raw point clouds to occupancy grid ground truth. This system effectively solves industry pain points such as the difficulty of manual voxel-by-voxel annotation and the fuzzy state of occluded areas. We complete the missing information through multi-frame point cloud aggregation and occlusion reasoning, and refine the voxel results by fusing images, while controlling costs while ensuring spatial continuity and semantic reliability. At the same time, the OCC ground truth produced is significantly superior to traditional direct voxelization schemes in terms of completeness, accuracy, and consistency.

In 2025, the Company achieved a leap from "supplementing data" to "creating data and using data to solve problems" by systematically building data synthesis capabilities. Compared with real data collection and manual refinement, synthetic data significantly reduces unit costs and has more advantages in terms of scene density and structural controllability. This ability enables the enterprise to focus limited real collection resources on basic scene verification and hand over the demand for high-complexity and long-tail scenarios to the synthetic system for efficient fulfillment. This system has effectively improved training efficiency, filled in blind spots, reduced real collection costs, and accelerated the R&D closed-loop, laying a solid foundation for the future automated and large-scale intelligent driving data closed-loop.



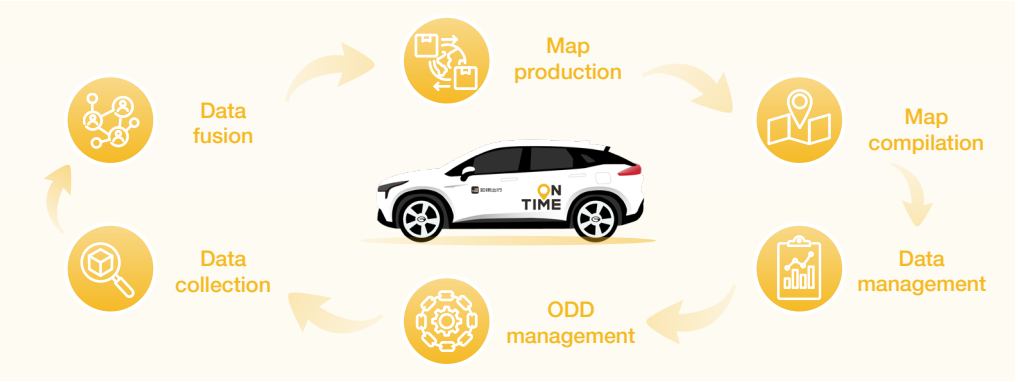
Cloud-based Crowdsourced Map Toolchain

On the basis of consolidating the full-chain data capabilities of "data collection - data annotation - data synthesis", the Company further promotes the transformation of high-quality data to the core application layer of intelligent driving. In 2025, we joined hands with GAC Group to jointly build a cloud-based crowdsourced map toolchain, aiming to support GAC's technical research on real-time mapping based on perception and explore a new path for the low-cost and sustainable evolution of high-precision maps.

The two parties jointly developed a crowdsourced map platform based on the sensor data uploaded by the vehicles operated on a large scale on the Company platform. This platform constructs a full-process toolchain from data collection to map release, including functions such as cloud data fusion, cloud map production, cloud map compilation, and cloud mapping management.

Functional modules of the crowdsourced mapping platform	
Data collection	It supports on-demand online route planning, task creation, and real-time monitoring of execution progress.
Data fusion	Based on pure vision perception data, continuous single-trip mapping is carried out, and multiple single-trip mappings are combined for multi-trip mapping.
Map production	Through the road/lane geometric topology model, automatic map construction is realized.
Map compilation	Based on the automatically constructed map, by selecting a compilation scheme and a compilation area, map compilation and post-compilation data quality inspection are carried out.
Data management	Based on the compiled data after quality inspection, the download and visualization of the published data, as well as the differential download and visualization of different versions of data are realized.
Operational Design Domain (ODD) management	Based on the published data, the available and disabled states of map roads are edited.

The crowdsourced mapping platform has achieved the above module functions and successfully realized the cloud mapping ability based on pure visual perception of the Bird's Eye View (BEV), reducing the high-precision map's reliance on lidar and professional surveying and mapping fleets. Relying on the crowdsourced model of "mapping while driving" by a large number of vehicles in daily operations, the Company, under the premise of strictly adhering to the requirements of national geographic information security and surveying and mapping qualification management, has achieved map service capabilities featuring low cost, wide coverage, and high-frequency updates. This has accelerated the commercialization of L2+/L3-level autonomous driving and provided a sustainable and scalable technical path for the integration of vehicle-road-cloud and the construction of national intelligent connected infrastructure. As of the end of the reporting period, the crowdsourced mapping platform has been privately deployed in GAC Group, successfully producing approximately 500 kilometers of high-assistance-level map data production and map review applications.



The research results of the Company and GAC Research Institute were presented at WACV 2025

In January 2025, the IEEE/CVF Winter Conference on Applications of Computer Vision (WACV 2025), a well-known conference in the global field of computer vision and machine learning, was held in Tucson, Arizona, USA. The joint research result of the Company and GAC Research Institute, *PrevPredMap*: *Exploring Temporal Modeling with Previous Predictions for Online Vectorized HD Map Construction*, was officially accepted and published by the conference. This research pioneered a temporal modeling method based on historical predictions for online vectorized high-precision map construction, effectively solving the problem of map element breakage caused by occlusion or noise in single-frame perception, and significantly improving the continuity and accuracy of lane lines and road boundaries. The relevant algorithms reported in this paper have been applied to the Company's cloud-based crowdsourced map system, supporting the pre-annotation and dynamic update of 4D lane lines and facilitating the automated production of high-precision maps.

Promoting Industry Development

Based on exchanges in the travel industry, the Company takes compliant operation as the foundation and autonomous driving innovation as the core, and actively shares the practices of large-scale Robotaxi operation, data services, and safety management. Relying on the "Robotaxi+" open strategy, it collaborates with industrial chain partners to explore the implementation path of intelligent travel, outputs replicable commercialization solutions, helps improve industry standards and ecological synergy, and promotes the high-quality development of the intelligent travel industry.

Industry Standardization Construction

This year, the Company, based on its own practical experience, deeply participated in the compilation of *the Data Annotation* Guidelines for the Transportation Industry by the China Academy of Information and Communications Technology. It incorporated key methods such as multi-source sensor data alignment and complex traffic scenario classification into the guidelines, which came into effect in November 2025. The guidelines systematically sorted out the seven key links in the construction of transportation data sets, promoting data annotation from decentralized operations to unified specifications. the Company's practical experience provides strong support for the formation of industry-wide standards, helps the co-construction and sharing of high-quality transportation data, and provides a solid and reliable data foundation for the technological development of intelligent driving and intelligent transportation.



Government - Enterprise Collaboration

As the president unit of the Guangzhou Network-Booked Taxi Industry Association and the chairman unit of the Municipal Network-Booked Taxi Industry Federation of Trade Unions, the Company deeply participates in government - enterprise collaborative governance and actively promotes the standardized and healthy development of the network-booked taxi industry in Guangdong Province and Guangzhou City. We actively meet local regulatory requirements, provide local governments with a Robotaxi operation infrastructure that can be monitored, traced, and dispatched, and connect vehicle operation data to our self-developed regulatory platform in real-time to achieve traceable trips, auditable behaviors, and risk early-warning. On the premise of ensuring safety and privacy, we open data to regulatory authorities as needed to ensure that the entire service process is safe, controllable, and efficiently monitored. Relying on the "Robotaxi+" strategy, we open our standardized operation capabilities to various regions, help build an autonomous driving governance system that complies with local regulations, and promote the formation of a healthy development pattern of "regulation first, operation follow-up".

Industry Exchange Activities

The Company actively participates in industry exchanges. Relying on the advantages of intelligent travel technology and operation, it shares practical experience with industry partners. At the same time, we collaborate with industry partners to explore the application and commercialization breakthroughs of autonomous driving scenarios, and use technology to promote the efficient development of the intelligent travel industry.

The Company was invited to participate in the 2025 Annual Forum of 50 People in Vehicle-Road-Cloud

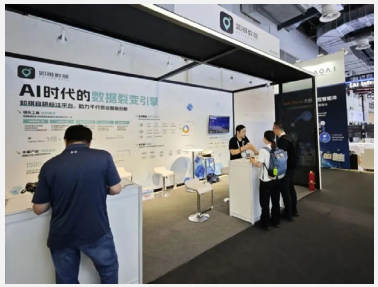
In September 2025, the Company was invited to attend the "2025 Annual Forum of 50 People in Vehicle-Road-Cloud" and gave a speech on the theme of "Large-scale Operation Practice of Robotaxi". It deeply discussed with on-site participating partners the industry dilemmas faced in the large-scale implementation of Robotaxi and shared its own practical ideas and implementation paths. We pointed out that Robotaxi is essentially a travel service, and a standardized operation system covering the entire chain of "vehicle dispatch - operation - vehicle return" must be established. Large-scale operation capabilities have become the key to industry competition. Based on the "Robotaxi+" strategic layout, the Company systematically promotes the commercial implementation through the mixed operation of manned online car-hailing and Robotaxi, an open and compatible platform scheduling framework, a standardized operation and maintenance system with multi-city coordination, and a data closed-loop driven by real travel scenarios, providing a replicable and expandable large - scale development path for the industry.



The Site of the "2025 Annual Forum of 50 People in Vehicle-Road-Cloud"

ONTIME DATA made its debut at the World Artificial Intelligence Conference

In July 2025, ONTIME DATA, a full-stack AI data production, service, and management solution launched by the Company, made its debut at the World Artificial Intelligence Conference (WAIC 2025), comprehensively demonstrating to the conference guests the ability to build high-quality data sets, such as the effect of improving quality and reducing costs of the Company's self-developed annotation platform and large-scale production capacity delivery. As an important exchange platform in the global AI field, participating in this exhibition helps the Company strengthen technical communication with industry partners, deepen the understanding of cutting-edge needs, and further consolidate the company's data service capabilities in the fields of intelligent travel and related AI applications.



The Site of WAIC 2025

Promotion of Robotaxi

The Company has been deeply involved in the popularization and promotion of Robotaxi. Upholding the core concept of "Autonomous Driving at Your Doorstep", it is committed to creating a new travel option that is "perceivable, reliable, and cost-effective", and promoting the transformation of autonomous driving from a technological concept into a convenient service that citizens can access and experience in their daily lives. During the Guangzhou Auto Show, the Company has offered free test rides of Robotaxi for five consecutive years and provided shuttle services from the exhibition hall to the subway station, allowing visitors to directly experience the charm of autonomous driving.



The Company showcased the "Robotaxi+" strategy at the 2025 Guangzhou Auto Show

In November 2025, the 23rd Guangzhou International Automobile Exhibition opened. The Company made its appearance with the theme of "Robotaxi + The Future is Now", clearly conveying the core goal of accelerating the mass-production application of autonomous driving. We systematically presented three major business segments, including the online - offline integrated operation of Robotaxi, intelligent driving data solutions, and an AI data service matrix for various industries. For the first time, we fully demonstrated our full - chain capabilities from real-world travel services to AI data empowerment. This exhibition intuitively showed the industry and the public our phased achievements in the commercialization of autonomous driving. We also had in-depth exchanges with our colleagues at the event, further strengthening communication and collaboration with all parties in the industrial chain, and creating a good ecological atmosphere for the steady promotion of the large-scale operation of Robotaxi.



The Site of the Guangzhou Auto Show

The Company participated in the event "The All-Games Gravitational Field, Guangzhou is Wonderful"

In November 2025, the Company participated in the event "The All - Games Gravitational Field, Guangzhou is Wonderful". The event centered on the concept of "Technology-enabled All-Games, Shared by All", highlighting the in - depth integration of technology and sports. At the event, the Company presented its "Autonomous Driving at Your Doorstep" - Robotaxi, allowing citizens to have close-range interactive experiences and directly feel the convenience of intelligent travel. The on-site response was enthusiastic. Meanwhile, the Company's Robotaxi was also deeply involved in the transportation support for the 15th National Games and the Paralympic Games, integrating autonomous driving technology into intelligent sports events and urban transportation services, and truly bringing "Autonomous Driving at Your Doorstep" into the daily lives of citizens, achieving two-way empowerment of technology implementation and public experience.



The site of the event "The All - Games Gravitational Field, Guangzhou is Wonderful"

04



This chapter responds to the SDGs:

Key Performance Indicators of the Hong Kong Stock Exchange

B6 General Disclosures, B6.2, B6.3, B6.4, B6.5

Safe Travel, Ensuring Peace of Mind Throughout the Journey

The Company always takes improving the quality of travel services and strengthens the safety line of travel as its core tasks. It adheres to the concept of responsible marketing and abides by the business principles of compliance and integrity. The Group has been deeply involved in the construction of a refined and high-standard service system, regularly carrying out driver care activities, carefully listening to the demands of both drivers and passengers, and empowering the construction of a beautiful travel ecosystem through responsible business practices. At the same time, we continuously improve the safety guarantee mechanism covering the entire travel cycle, actively explore the path of the integrated development of travel safety and data safety, and lead the industry to move steadily in the direction of greater safety and better quality.

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- Information Security and Privacy Protection 30
- Improving Service Quality 33
- Compliance Marketing 38

Protecting the Safety of Drivers and Passengers

The safety of drivers and passengers is the lifeline of travel services. We strictly abide by relevant laws, regulations, and industry norms regarding travel safety. Combining our own service characteristics, we have established a comprehensive safety management system, clearly defined the safety responsibilities of each position, and standardized the control process to ensure that safety management has rules to follow. At the same time, we have established a regular safety education and training system for drivers, strengthened safety responsibilities, promoted the implementation of safety concepts, and escorted every journey.

Safety Management System

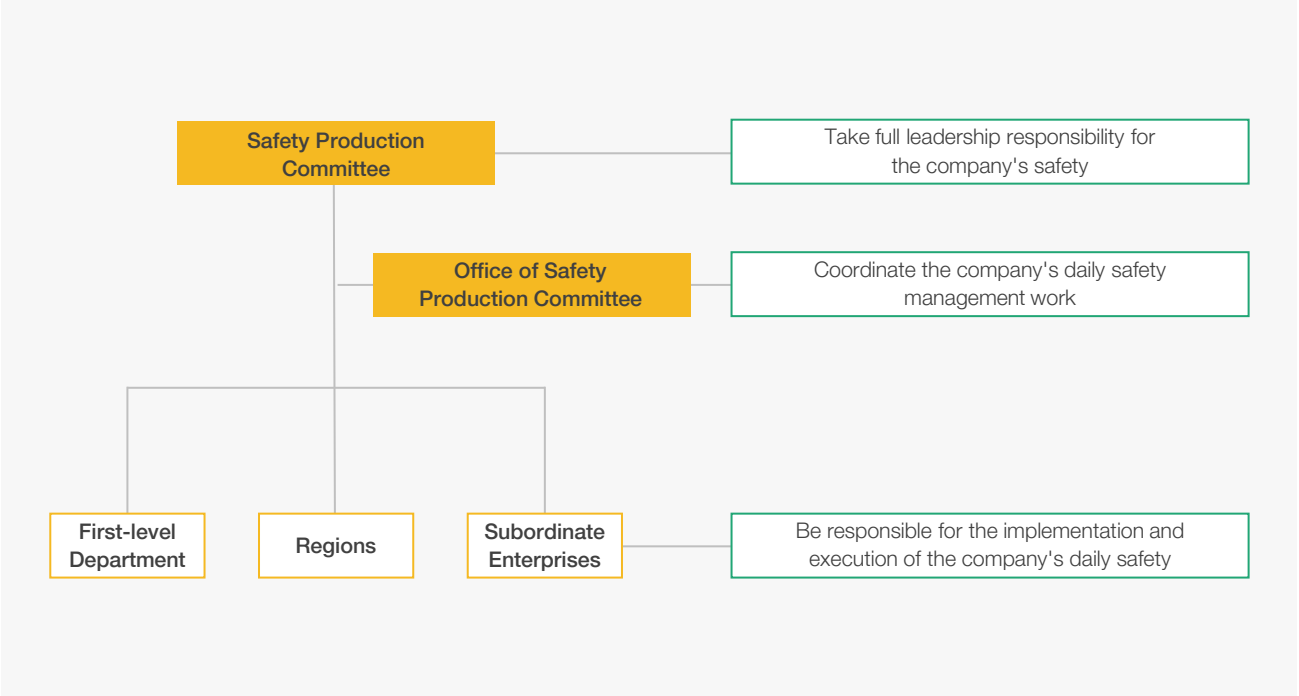
We always place the safety of drivers and passengers at the core of our operation and management. We strictly comply with relevant laws and regulations such as *the Implementation Regulations of the Road Traffic Safety Law of the People's Republic of China*, *the Regulations of the People's Republic of China on* Road Transport, *the Safety Management Standards of Road Passenger Transport Enterprises*, *the Interim Measures for the Administration of Online Taxi Booking Services* and the Interim Measures, and the local administrative measures for online car-hailing services in various cities. We have established and implemented internal systems such as *the Safety Supervision Rules for Online Car-Hailing Drivers of On Time*, providing a solid institutional guarantee for the safety of drivers and passengers.

Safety Production Management Structure

The Company has established a complete three-level safety production management structure. The chairman and the general manager jointly serve as the directors of the Safety Production Committee (the first responsible person for the Company's safety production), strengthening top-level coordination and responsibility implementation, clearly defining the safety management responsibilities and authorities at each level, and constructing a safety production management system with clear rights and responsibilities and high-efficiency operation.

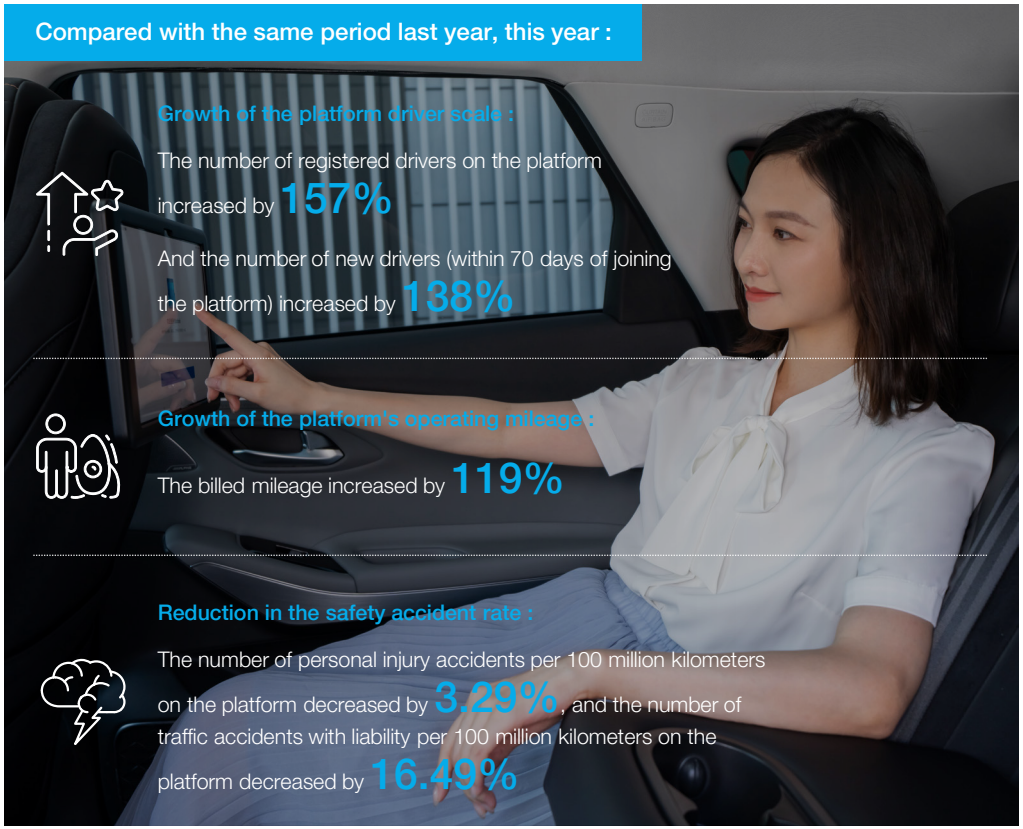
The first person responsible for the Company's safety production signs the annual safety production and stability-maintenance comprehensive governance responsibility letters with the heads of first-level departments, regions, and subordinate enterprises every year. Department heads sign safety production commitment letters with employees to ensure that safety production responsibilities are fully implemented at all levels, cover all employees, and eliminate management blind spots. Regular assessments are conducted on the effectiveness of safety production and occupational health management. The shareholder, GAC Group, conducts mid-year and year-end assessments of the safety production and stability-maintenance comprehensive governance work of its invested enterprises every six months, covering 25 dimensions such as safety plan schemes, safety responsibility systems, safety management systems, safety education and training, traffic safety management, and on-site safety management. In 2025, the Company's mid-year and year-end assessment results of safety production and stability-maintenance comprehensive governance were both "Excellent".

Safety Production Management Structure



Safety Management Goals

The Group adheres to the management concept of "Empowering drivers for safe travel" and focuses on continuously reducing the average traffic accident rate. We regularly analyze safety indicators and month-on-month changes in each city, precisely control high-risk regions, cities, and groups of driving behaviors, and carry out safety-themed training throughout the whole cycle to correct unsafe driving behaviors and comprehensively improve drivers' safety awareness and practical skills. At the same time, in accordance with the Regulations on the Reporting, Investigation, and Handling of Production Safety Accidents issued by the State Council, we improve the emergency reporting mechanism for operational safety accidents, clearly stipulate that accidents must be reported to the platform immediately. For delayed reporting, concealment, or false reporting, negative incentives of 20 yuan and 50 yuan will be given respectively. And depending on the circumstances, account freezing and dismissal may be implemented to strengthen the compliance bottom-line of safety reporting.

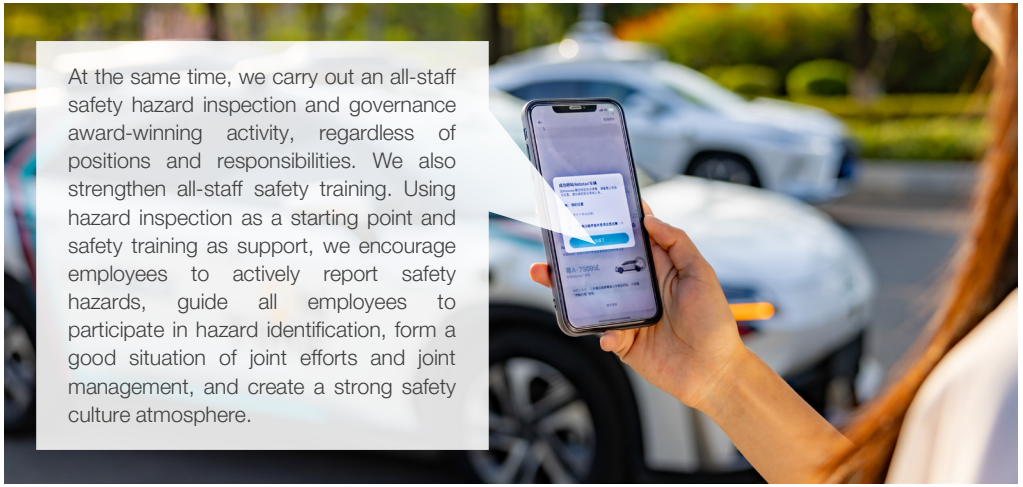


Safety Hazard Inspection Mechanism

We have established and implemented a dual-prevention work mechanism for safety risk classification control and hazard inspection and governance to build two key defense lines for safety production.

Safety production defense lines

The first defense line: Risk control	Based on safety risk identification and classification control, the system covers all business modules and workplaces, accurately identifies and classifies various risks, controls risks within an acceptable range, and reduces accident hazards at the source.
The second defense line: Hidden danger management	Through hidden danger inspection and special rectification, we conduct regular safety inspections, timely identify loopholes and ineffective links in risk control, and resolutely eliminate hazards in the bud. Through the dual-prevention mechanism, we achieve full control of risks and complete elimination of hazards, effectively strengthening the solid barrier of safety production.



At the same time, we carry out an all-staff safety hazard inspection and governance award-winning activity, regardless of positions and responsibilities. We also strengthen all-staff safety training. Using hazard inspection as a starting point and safety training as support, we encourage employees to actively report safety hazards, guide all employees to participate in hazard identification, form a good situation of joint efforts and joint management, and create a strong safety culture atmosphere.

Safety Practices

We build a full-chain safety defense line of "Pre-trip, On-trip, and Post-trip" around the travel process of drivers and passengers to effectively protect their travel safety.



Pre-trip

- **Driver and vehicle access review:** We hire third-party professional institutions to conduct online background checks and manual screening of all drivers based on authoritative safety databases, strictly review records of violent and economic crimes, and block all abnormal drivers.
- **Ensure the authenticity of driver identities and the consistency between drivers and vehicles:** Driver face recognition and pre-departure self-inspection measures effectively prevent problems such as account theft and vehicles operating without safety inspections. At the same time, we conduct random inspections of drivers under multiple-scenario strategies to improve passenger safety.
- **Driver health and vehicle hazard inspection:** Drivers are required to complete a small safety driving test before departure and can only go online for operation after passing the test. The APP simultaneously pushes health questionnaires and vehicle hazard inspection prompts to block abnormal states in real-time. For problems found in the inspection, we form a closed-loop management through offline verification and rectification within a time limit to avoid safety accidents caused by sudden driver health conditions and vehicle hazards at the source.



On-trip

- **Multi-dimensional safety reminders for passengers:** Remind passengers to fasten their seat belts through voice announcements and safety running lights, effectively reducing the risk of passengers being injured in traffic accidents.
- **Emergency assistance and emergency linkage:** Passengers can set up emergency contacts and share real-time trips in the safety center. The platform is equipped with a one-key alarm function, which can directly initiate an emergency call to the police. The system relies on GPS to analyze the trip route in real-time and sends an alarm to both the driver and the passengers when the route deviates significantly. The customer service team and safety management department are online 24 hours a day, and they will quickly follow up and handle safety incidents after they occur, improving the efficiency of emergency response.
- **Extreme weather travel protection:** During extreme weather, safety travel tips will be pushed to passengers. Meanwhile, real-time road condition data will be integrated to help drivers identify potential hazards such as water-logged areas, ensuring the travel safety of both drivers and passengers.
- **Recording and video monitoring of trips:** Drivers are required to enable the microphone permission on their mobile phones. The built-in recording module in the driver's app will record each trip. Passengers can choose to turn on recording and video functions at their own discretion, and the platform fully respects the passengers' decisions.
- **Intelligent safety supervision and intervention:** AI and voice recognition technologies are used to monitor the vehicle's operating status, including speed, door status, and start - stop conditions. Abnormal behaviors such as sudden braking, rapid acceleration, and fatigue driving are identified, and real-time warnings are sent to drivers to supervise and correct bad driving behaviors.
- **Scenario-based driving reminders:** For scenarios such as frequent personal injury accidents, mixed traffic of pedestrians and vehicles, and night driving, real - time voice reminders are provided to drivers to avoid risks.
- **Exclusive protection for drunk passengers:** A reporting mechanism for drunk passengers is established. After the order is completed, telephone follow-up is carried out to promptly identify and handle potential problems, providing considerate and safe services for drunk passengers to ensure their safe and comfortable arrival at the destination.



Post-trip

- **Driving behavior monitoring and risk correction:** The system monitors the continuous driving time of drivers in real - time and automatically triggers mandatory rest when the threshold is reached to prevent fatigue driving. It monitors and retains speeding records throughout the journey, conducts regular statistical analysis, and conducts special safety education for drivers who speed frequently. At the same time, we build driver risk profiles based on data such as speeding, over - time driving, and night fatigue, and use multi - dimensional interventions such as pop - up windows in the safety center, special training, and voice warnings during the trip to precisely correct high - risk driving behaviors.
- **Driver service quality supervision:** Passengers can evaluate the driver's service through anonymous five-star ratings and text feedback. The platform has quality supervision specialists in each city to regularly check the driver's service quality and ensure the stability of service standards.
- **Closed-loop management and control of violations and personal injury accidents:** Establish a special ledger for violations and personal injury accidents, conduct special management and control and interviews with the involved drivers, urge the implementation of rectifications, and continuously strengthen the awareness of safety responsibilities.

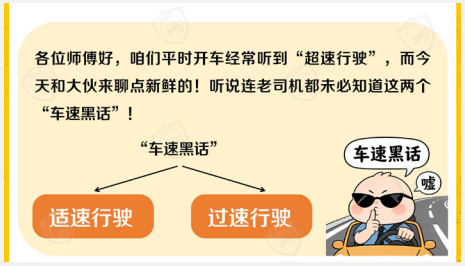
Promotion of Safety Culture

We attach great importance to the construction and promotion of safety culture. Regular special training on safe driving norms is carried out for drivers. The pre-job safety training and monthly continuing education systems are implemented to continuously strengthen the safety awareness of all employees and create a safe and orderly travel environment.

Special work on traffic safety management

In 2025, the Company carried out a special work on traffic safety management, empowering drivers in the form of long-form pictures, videos, and quizzes. Based on the analysis of drivers' driving behavior data, high-risk driving behaviors and weak points of drivers are identified, and targeted training is carried out, covering practical skills such as defensive driving, intersection observation, turning skills, and anti - rear - end collision. The platform tracks the behaviors of speeding and fatigue-prone drivers. The high-risk behaviors of participating drivers have been significantly improved, the proportion of speeding orders and the number of overtime warning days have decreased, strengthening traffic safety management and ensuring the travel safety of drivers and passengers.





Screenshots of the Special Work on Traffic Safety Management

Safe driving during the Spring Festival holiday

In January 2025, the Group carried out special training on safe driving during the Spring Festival holiday for drivers. The training covered the prediction of Spring Festival traffic conditions, pre-holiday vehicle inspections, safety driving precautions, prevention of drunk driving, and civilized interaction between drivers and passengers. Through this training, we effectively reminded drivers to prepare for vehicle inspections in advance, helped them improve their safe driving awareness in the complex Spring Festival travel environment with heavy traffic and large crowds, and master key safety points, providing strong support for safe travel during the Spring Festival.





Training site

Information Security and Privacy Protection

The Group is committed to creating a compliant, safe, and stable business environment. We strictly abide by laws and regulations such as *the Cybersecurity Law of the People's Republic of China*, *the Data Security Law of the People's Republic of China*, *the Security Requirements for Network Data Processing and the Data Security Requirements for Online Car Reservation Services*. We have established a comprehensive information security and privacy protection management system, and at the same time, improved information security awareness of all employees to protect the company, customers, and other relevant parties from information security and privacy incidents such as information leakage. During the Reporting Period, no major or extremely serious data security incidents occurred in the Group.

Information Security Management Structure

The Group continues to promote the construction of a standardized information system. We have formulated and implemented internal systems such as *Data Security Management System*, *Data Classification and Grading Security Management System*, and *Information Security Management System*, clarifying the boundaries of responsibilities, operating specifications, and control requirements for data and information security management, and providing a solid institutional guarantee for the safe and stable operation of the information system.

We have established a clear-cut information security management structure. The information security management committee led by the management is the decision-making core, which plans the construction of the Group's network security, data security, and personal information protection systems, approves relevant institutional norms and major matters, and regularly reports the Company's information security situation to the management. The data security office of the technology department serves as the execution hub, responsible for implementing the resolutions of the information security management committee, supervising and coordinating the Company-wide information security management work, and promoting system optimization and incident handling. Each department, as the safety responsibility subject, undertakes the responsibilities of network, data, and personal information protection in its own field and conducts regular safety self-inspections.

The Group has obtained the Capability Maturity Model Integration Level 3 certification. All information technology service management activities related to computer application software development and data processing for external customers have obtained ISO 9001 Quality Management System, ISO 20000 Information Technology Service Management System, and ISO 27001 Information Security Management System certifications, further standardizing the information management process and comprehensively ensuring information security and service quality.



Maturity Model Integration Level 3 Certification



ISO 9001 Quality Management System Certification



ISO 20000 Information Technology Service Management System Certification



ISO27001 Information Security Management System Certification

In addition, this year, we carefully selected a core technical team to participate in the "Yangcheng Cup" Cybersecurity Competition and won the Excellence Award in the competition, fully demonstrating the company's strong technical capabilities in the field of cybersecurity. By using the competition to learn and improve skills, we have further strengthened the company's overall cybersecurity protection level.



Certificate of the "Yangcheng Cup" Cybersecurity Competition

Information Security and Privacy Protection Practices

We have established a comprehensive information security and personal privacy protection system to effectively identify and control information security risks, prevent security incidents such as data leakage and cyberattacks. Through transparent and standardized security practices, we continuously deepen the trust of customers and partners, enabling the high-quality development of the Company's business in the digital economy era.

Information Security and Privacy Protection Practices

Physical Computer Room Management

- **Deployment of security monitoring:** Install 24-hour video monitoring and alarm facilities without dead angles inside and outside the computer room. High-definition monitoring videos are stored for more than 180 days, and dedicated personnel are arranged for regular maintenance.
- **Strict control of computer room equipment:** Dedicated computers in the computer room are managed by specific personnel. Complex login passwords are set and changed regularly. Dedicated security monitoring software is equipped and maintained and upgraded by dedicated personnel.
- **Strengthen access control:** Personnel entering the computer room need to go through strict approval. It is strictly prohibited to carry out activities beyond the scope of the application, and it is forbidden to carry equipment with security risks such as recorders and cameras. At the same time, the computer room is equipped with independent security systems such as face recognition and fingerprint recognition, and records of all personnel entering and leaving are kept to prevent irrelevant personnel from entering.

Network and Technical Protection

- **Hidden danger investigation:** Regularly conduct intranet vulnerability scanning, extranet application penetration testing, and code auditing to prevent security risks from the source.
- **Extranet control:** Independently develop CTEM (Continuous Threat Exposure Management, a continuous monitoring and operation platform for threat exposure). Integrate multiple security functions, sort out and evaluate the security of internal and external assets, reduce the attack surface, classify and protect various types of data, improve the level of information security management, reduce security risks, and reduce potential attack entry points.
- **Attack-defense drills:** Actively participate in joint attack-defense drills to test the company's information security protection capabilities and emergency response speed through simulating real attack scenarios.
- **Security shift-left:** Promote the construction of SDLC (Software Development Lifecycle). Build a static code analysis engine to integrate security control into the early stage of software development and avoid code vulnerabilities in advance.

Compliance Management

- **Participate in equal-level protection certification:** Fully implement the network security level protection system and regularly accept evaluation and certification from third - party institutions to ensure that key information infrastructure and business systems meet national information security standards.
- **Filing management:** Complete the filing of products with the Ministry of Industry and Information Technology, public security filing, filing of face-recognition applications, and filing of the person in charge of personal information protection.
- **Compliance implementation:** Do a good job in agreement maintenance, reports on the management of automobile data security, etc., and strictly follow national laws, regulations, and regulatory requirements.

Personal Privacy Protection

- **Data encryption:** Encrypt personal privacy data throughout its entire life cycle to ensure the security of the entire process of storage, transmission, and processing.
- **Permission control:** Follow the principle of least privilege. Through role - based hierarchical management, strictly control internal data access permissions to prevent information leakage.
- **Privacy policy and terms:** Formulate and publicize privacy policies and terms to clarify the methods of data collection, use, and storage, and protect customers' rights to independently manage their data.
- **Risk assessment:** Conduct quarterly privacy compliance risk assessments for each mobile application product. Conduct quarterly penetration tests on the company's business systems and promptly promote the rectification of problems.

At the same time, the Group regularly conducts special training on industry data compliance and information security to strengthen the security awareness of all employees and enhance their information security awareness and sense of job responsibility. To strengthen information security responsibilities, we have formulated *the Information Security Reward and Punishment Management Measures*, clarified the rules for rewards and punishments, and improved the responsibility-constraint and incentive mechanisms to fully stimulate employees' initiative and self-awareness in participating in information security protection.

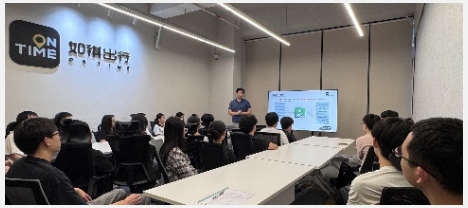


Training on data compliance in the online car-hailing industry and protection of drivers' personal information

In 2025, the Group organized a special training program on data compliance in the ride-hailing industry and the protection of drivers' personal information within the internal organization. A total of 27 relevant personnel from departments such as the Data Security Office, Risk Control Department, and Audit Department participated. The training focused on the key points of data compliance in the ride-hailing industry and the core requirements for protecting drivers' personal information, interpreted relevant laws and regulations, and dissected risk points in combination with actual industry cases. The aim was to enhance the data compliance and personal information protection awareness of the trainees, help them accurately grasp the boundaries of compliance, and avoid risks related to data security and personal information protection for the company.

Conducting data security training for new employees

In 2025, to strengthen the data security awareness of new employees and build a solid security line for personnel, the Group organized a special training program on data security for new employees. A total of 37 new employees participated throughout. The training covered basic knowledge of data security, the company's data security management system, requirements for personal privacy protection, and typical risk cases, helping new employees quickly master the key points of data security compliance and operating specifications. This training effectively improved the data security and privacy protection awareness of new employees, assisted them in standardizing data-related operations after joining the company, and strengthened the data security protection line at the personnel level.





Training site

Improving Service Quality

The Group focuses on improving service quality, based on the long-term development of the industry, integrates various resources, and focuses on building an all-round travel ecological service system. Through continuous optimization of service quality standards, strengthening of driver service ability training, upgrading of full-process service management and control, and improvement of driver rights and interests protection, we accurately take into account the dual demands of drivers and passengers, provide customers with standardized and high-quality travel services, steadily consolidate the core competitiveness of the Company's services, and lay a solid foundation for the long-term development of the market.

Standardizing Service Standards

Service Standards and Evaluations

The Company takes ensuring passengers' experience as the core and establishes 8 major service standards of the "New Clean World", standardizing the behavior of drivers from before departure to after the trip, including requirements such as keeping the car clean and odor-free, safe driving, standardized communication, and active care. At the same time, a standardized service script manual is compiled, covering the whole scenarios of receiving orders, picking up passengers, during the trip, and getting out off the car, helping drivers provide passengers with better travel services with a professional and considerate image.

To continuously improve the service level, the Company has established a service quality evaluation system with clear rewards and punishments. This year, we launched a comprehensive score calculation system, consisting of travel scores, service scores, safety scores, and additional scores. The comprehensive score directly affects the driver's order receiving weight, order quality, and rights and interests. Among them, the service score is determined by the number of positive reviews and complaints, and the service improvement is driven by score rights and interests. In terms of rewards and punishments, we implement the strategy of "punishing the tail drivers and rewarding the top drivers". For tail drivers with too many complaints or order cancellations within the cycle, we take graded measures such as warnings, rectifications, traffic reduction, and silence. For top drivers with high service quality, we give rewards through irregular service star evaluations and service incentives. In addition, we have established the "Service Incentive Award", which includes awards such as the Newcomer Progress Award, Monthly/Annual Service Star Award, etc. Moreover, we also impose corrective measures and even dismissal on drivers who receive a large number of negative reviews as a form of reverse restraint.

At the same time, we continuously enrich the incentive scenarios for drivers. During the 15th National Games, drivers who reached the target number of orders, had no complaints, and had a high order completion rate were given a reward of RMB 100 each. Throughout the year, 5 outstanding drivers who did good deeds were selected and commended, with a reward of RMB 1,000 each. The daily service incentives covered more than 2,000 drivers throughout the year, with a total bonus of more than RMB 500,000, aiming to comprehensively drive the steady improvement of service quality.

Service Standard Training

The OnTime Experience Center has built a comprehensive training system covering all cities where ride-hailing services are available, targeting franchisees and drivers, including "pre-job training", "diversified scenario training", and "refresher training", ensuring that franchisees and drivers can proficiently master the platform's various rules and service standards and consolidate the service foundation. During the Reporting Period, the total duration of safety production training for ride-hailing drivers in the Group exceeded 16,844,161 hours. The specific training content is as follows:

Pre-job training	Specifically designed for novice drivers, the system comprehensively covers core course contents such as legal red lines, driver-side operation processes, and analysis of various order types. Drivers need to complete the course learning throughout and pass the assessment smoothly before they can officially go online to receive orders.
Diversified scenario training	As regular supporting training, for minor violations that drivers first commit each month, a special training exam is issued. As long as drivers complete the corresponding training on time and pass the exam, they can be exempted from additional penalties. In this way of education and guidance, drivers are helped to actively improve their service levels. Currently, the completion rate of special rectifications has exceeded 80%.
Refresher training	Drivers who have seriously violated regulations and contravened the platform's core rules are required to participate in retraining in a timely manner. The platform will precisely configure targeted training courses for drivers to learn independently online and complete the exams. Meanwhile, franchisees will conduct one-on-one offline communication and guidance with drivers to continuously strengthen their awareness of safe driving and standardized services.

In addition, we promote training and improve capabilities through competitions. By participating in various skill competitions, we further enhance the professional qualities and practical operation abilities of the driver team, thus contributing to the improvement and upgrading of service quality.

"Yangcheng Craftsman Cup" Guangzhou Online Car-hailing Driver Skills Competition

In October 2025, the "Yangcheng Craftsman Cup" Guangzhou Online Car-hailing Driver Skills Competition was officially held. It was the first special competition in Guangzhou targeting online car-hailing drivers. With the theme of "Building dreams with craftsmanship to welcome the National Games and empowering new travel with excellent skills", the competition incorporated the newly released *National Occupational Standards for Passenger Vehicle Drivers* into the event design and scoring system, and set up three practical operation items: pre-trip inspection, driving skills, and emergency handling, attracting more than 200 contestants from various platforms across the city to compete on the same stage. The Company actively sent outstanding driver representatives to participate in the competition. The contestants honed their practical skills and exchanged service experiences in the competition, and took the opportunity of the competition to improve their professional abilities.



Competition Site

Listen to User Experiences

We continuously optimize the customer service management system, formulate *the Work Management System of Customer Service Department*, clarify the core responsibilities and behavioral norms of customer service, such as collecting feedback, handling complaints, and analyzing abnormalities, as well as the analysis and feedback processes and customer service quality management requirements, and refine the full-process management of feedback. We strictly standardize the handling processes of consultation, complaint, and safety issues, clarify the timeliness standards for different scenarios, and rely on the 7×24-hour 400 customer service and safety hotlines to achieve hierarchical and rapid response to appeals and closed-loop handling. We earnestly listen to the appeals of every driver and passenger and are committed to improving the timeliness and effectiveness of customer complaint handling.

Highlights of *The Work Management System of Customer Service Department*



Strictly control service efficiency with indicators such as phone answer rate, online answer rate, and 72-hour work order resolution rate;



Strictly control service quality with indicators such as customer satisfaction, one-time resolution rate, quality inspection pass rate, and reconciliation rate;



Supervise the quality of customer service from multiple dimensions through manual + intelligent quality inspection, randomly listening to recordings, and scoring assessments;



Develop exclusive training programs for new and old employees to achieve systematic on-the-job training and improve the professional qualities of customer service staff;



Set up hierarchical management of team leaders, supervisors, and managers in on-site operations, and be fully responsible for operation results, personnel growth, and customer service experience.

We regularly analyze and summarize complaint materials to understand trends and identify areas for improvement. Our customer service team actively takes measures to improve management and services, aiming to fundamentally reduce and resolve complaints related to service quality. During the Reporting Period, we resolved 19,803 customer complaints.

In 2025, we will focus on strengthening the control of the fairness of driver - passenger transactions, and specifically address behaviors that affect the experience, such as drivers quickly opening and closing orders and abnormal mileage after passengers get off. We will safeguard passengers' rights and interests and improve passenger satisfaction through real-time monitoring and timely intervention. At the same time, we will optimize the control methods and means for drivers, refine control standards, and strengthen positive guidance to drive a significant decline in the driver complaint rate and improve the satisfaction of both drivers and passengers.

Through the implementation of systems and the improvement of communication channels, we ensure that the entire process of customer feedback is traceable and controllable. We regularly analyze feedback data to identify pain points, effectively transform user appeals into impetus for service improvement, and continuously enhance service quality.



Convenient Hotline for the Rapid Mediation of Online Car-hailing Disputes in Guangzhou

To further broaden the channels for listening to the appeals of drivers and passengers and assist in resolving industry disputes, the Company actively participates in industry co-construction and helps the convenient hotline for the rapid mediation of online car-hailing disputes in Guangzhou to be launched and operated. This hotline was established in August 2024 by the relevant associations and trade unions of the online car-hailing industry in Guangzhou under the guidance of superior departments. The Company actively provided venues, funds, and personnel support. Since March 2025, the monthly order intake of this hotline has stabilized at around 1,200, fully demonstrating the operational effectiveness and industry recognition, and also reflecting the Company's determination to actively listen to the appeals of drivers and passengers and assist in industry upgrading.

Mobility Ecosystem Services

The Group continuously consolidates premium industry resources, focusing on the development of four key ecosystems: vehicles, drivers, energy, and users. It has built the one-stop super service platform, OnTime Auto Service, thereby establishing OnTime's closed-loop "Mobility - Auto Service" ecosystem.

Vehicle Ecosystem

- Actively explore the second - hand car auction business to assist vehicle partners (Car Partners, CP) in completing asset disposal at a more competitive price level in a short period; at the same time, launch the long - term vehicle rental model to reduce the asset purchase pressure and operational risks of CPs.

Driver Ecosystem

- Launch a dedicated mobile phone card package for online car - hailing drivers, providing them with a mobile phone card package with low monthly rent, large data volume, and long call duration, facilitating online car-hailing drivers to obtain the most cost-effective communication solutions for communicating with passengers.
- Launch the car mall to provide online car-hailing drivers with a variety of competitive vehicle rental options.
- Launch the work-injury insurance to provide drivers with compensation plans for losses caused by vehicle damage or illness-related work stoppages.

Energy Ecosystem

- Collaborate with third-party aggregated charging service platforms to provide more preferential and convenient charging services for drivers on the driver side of the Company APP.

User Ecosystem

- Conduct monthly safety training for online car-hailing drivers to further enhance their service awareness and safe driving awareness and further improve service satisfaction;
- Regularly hold offline driver communication meetings and festival condolence and care activities in various regions and cities to increase drivers' sense of belonging and stickiness to the platform.

OnTime vehicle service is based on the online car-hailing business ecosystem, providing full-process services for manned vehicles, such as vehicle sales, rental, and maintenance. It also continuously explores the automated post-vehicle maintenance of unmanned vehicles around the autonomous driving operation scenario to assist in improving the Company autonomous driving operation technology system.



In 2025, OnTime vehicle service continued to aggregate high-quality supplier resources and deeply cultivate core service areas for drivers such as charging and insurance, effectively reducing the vehicle operation costs for drivers. During the Reporting Period, there were approximately 740,000 active drivers on this super service platform. A total of 260,000 charging orders were completed throughout the year. The online insurance business achieved a breakthrough from zero, with an annual insurance volume of over 200 orders.

Driver Protection and Development

The Company always regards drivers as the core partners for the platform's sustainable development. It deeply cultivates the professional ecological construction of the ride-hailing industry and is committed to creating a warm, secure and growth-oriented employment environment for drivers. The company focuses on three core aspects: income protection, health protection and development protection. It systematically improves all-dimensional mechanisms such as income support, health care and ability improvement, effectively promoting drivers to work with peace of mind, work decently, and grow in the long term, achieving a win-win situation for both the platform and drivers.

Income protection:

- **Wage standard:** Ensure that drivers who invest reasonable working hours and intensity have their hourly and monthly wages higher than the minimum wage standard in their respective cities.
- **Pricing mechanism:** Combine with market demand dynamics to introduce diversified subsidies and pricing items such as empty driving fees, holiday fees, gratitude fees, inter - city fees, and extreme weather premiums to ensure that drivers receive reasonable income returns. This year, we increased the subsidy for empty driving fees, covering all drivers in multiple cities and providing additional subsidies during holidays in some cities. Currently, the monthly subsidy amount exceeds 300,000 yuan.
- **Income transparency:** Strictly implement the advance - publicity system for pricing adjustments, and instantly display relevant income details such as driver service fees.
- **Loss-of-work compensation:** Provide work - injury insurance for drivers who are unable to work due to non-subjective reasons such as illness or vehicle breakdown. In 2025, more than 300 insurance policies were purchased in total. If a driver is unable to work due to participating in platform activities, the platform will provide additional subsidies to reduce economic losses.

Health protection:

- **Safe operation guarantee:** Strictly comply with the relevant requirements of the Regulations for the Implementation of the Road Traffic Safety Law, implement strict anti-fatigue driving strategies, and guide drivers to arrange their rest time reasonably.
- **Insurance guarantee:** Cooperate with capacity franchisees to purchase "carrier liability insurance" for passengers and drivers, and encourage franchisees and individual drivers to purchase commercial "passenger liability insurance" for vehicles.
- **Medical guarantee:** Handle critical illness insurance for drivers and push it to registered drivers through the platform, informing them of relevant insurance details and compensation procedures.
- **Care for drivers' health:** This year, the Company actively participated in the physical examination activity organized by the Federation of Trade Unions of the Ride - hailing Industry in Guangzhou. More than 10 ride-hailing platforms were covered, and nearly 700 ride - hailing drivers participated.

Development protection:

- **Fair access and operation:** Adhere to non - discriminatory access, do not charge drivers for security deposits, collateral, or property related to certificates, ensure drivers' freedom to "join and leave", and create a fair and just employment environment.
- **Special protection for new drivers:** Each city sets exclusive rewards higher than the average level for new drivers, and at the same time provides a one - month protection period for comprehensive scores and service scores to help new drivers quickly adapt to the operation rhythm.
- **Fair order-dispatching mechanism:** Optimize order - dispatching rules with efficiency and fairness as the core, eliminate unfair phenomena, and ensure that every compliant driver has an equal opportunity to receive orders.
- **Professional ability improvement:** Establish the "OnTime Experience Center" as the core department for driver training and service management and control, providing professional and standardized service training for drivers, covering service specifications, operation skills, etc., to help drivers improve their service ability and professional qualities.

We always pay attention to drivers' work experience and actual needs, and continuously improve the level of driver service and protection ability by listening to drivers' feedback through multiple channels. In 2025, the Company officially established the Driver Experience Committee to comprehensively promote systematic sorting and continuous iteration of driver - experience - related work. It focuses on optimizing product functions and upgrading operation strategies, aiming to strengthen the effective transmission of drivers' voices in platform governance. The committee innovatively promotes the "immersive experience" mechanism, encouraging internal employees to register as ride-hailing drivers to deeply experience the service process at the front-line. At the same time, we organized multiple offline communication meetings in key cities such as Guangzhou and Shenzhen to listen to the feedback from core drivers face-to-face. A total of 24 key suggestions were collected throughout the year, and 19 of them have been implemented and improved.



Driver Communication Meeting Site

In terms of driver care, the Company focuses on drivers' physical and mental health and professional well-being, and carries out diversified care activities. In summer, a high-temperature condolences activity was launched to provide drivers with thoughtful items such as cold drinks and ice sleeves to relieve the heat trouble of outdoor operation. During festivals, the platform shows its warmth by sending customized care packages and cash subsidies to drivers, further uniting the driver community and enhancing drivers' sense of belonging to the platform.

"Warm Mid-Autumn Festival, Care for OnTime" Mid-Autumn Festival themed event

On the eve of the Mid-Autumn Festival in 2025, the Company carried out a Mid-Autumn Festival condolence activity for outstanding drivers in batches at several driver stations in Dongguan under the theme of "Warmth in the Mid-Autumn Festival, Care for OnTime". More than 1,000 drivers participated in the activity. During the activity, the platform distributed Mid-Autumn Festival mooncakes, organized symposiums to listen to the drivers' voices, and launched welfare activities to celebrate the National Day and welcome the Mid-Autumn Festival, distributing festival red envelopes ranging from 200 yuan to 600 yuan. The activity aims to enhance the drivers' sense of belonging and well-being, encourage them to improve service quality, strengthen the brand image, and increase driver loyalty, laying a foundation for a stable service team.



The scene of the Mid-Autumn Festival Themed Activity

Compliance Marketing

The Company strictly abides by laws and regulations such as *the Advertising Law of the People's Republic of China and the Measures for the Administration of Internet Advertising*, and formulates and implements internal systems such as *the Measures for the Administration of Press Release* and *the Measures for the Administration of Self-owned Media*, comprehensively covering all aspects of news release, new media operation, and marketing promotion. It implements hierarchical review for content related to the company's strategy and core business, with multiple checks by the business, legal, and senior management. At the same time, we conduct pre-risk reviews for all official social content and marketing materials, eliminate false and exaggerated publicity, protect customers' right to know, and maintain the brand image.

We have built a 7×24-hour full-media public opinion monitoring system covering mainstream media and social networks, and established a multi-department rapid linkage mechanism to ensure that sensitive information is circulated, analyzed, and collaboratively handled in a timely manner. We implement a full-process closed-loop management of public opinion risks, formulate standardized response strategies to resolve risks in advance, and effectively protect the rights and interests of stakeholders and the brand reputation.

In addition, we integrate the concept of green environmental protection into the entire marketing process. We prefer to use electronic communication to replace the production of offline materials to reduce carbon emissions. For the operation materials of large-scale activities, we focus on recycling. After the activities, we promptly count and recycle all kinds of materials to avoid waste of resources and environmental pollution, and take practical actions to fulfill social responsibilities.





05

This chapter responds to the SDGs:

Key Performance Indicators of the Hong Kong Stock Exchange

B1 General disclosure, B1.1, B1.2, B2 General disclosure, B2.1, B2.2, B2.3, B3 General disclosure, B3.1, B3.2, B4 General disclosure, B4.1, B4.2

Diversity and Inclusion to Stimulate Team Vitality

Talents are the driving force for enterprise development. The Company always adheres to the concept of "people-oriented", actively attracts and cultivates outstanding talents, builds a broad and diverse growth and development platform for employees, effectively protects employees' legitimate rights and interests, and implements refined humanistic care in daily work and employees' needs, and strives to create a warm, sense-of-belonging, warm and harmonious happy workplace.

- Compliance Employment 40
- Protecting Employees' Rights and Interests 41
- Empowering Talent Development 43
- Employee Care and Communication 44

Compliance Employment

The Group 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*, and formulates a number of internal management regulations, clarifying the implementation standards for the entire process of personnel selection, recruitment, probation confirmation, and job transfer, promoting the institutionalized, efficient, and humanized development of employment management.

In 2025, we carried out a special rectification work on labor compliance, comprehensively optimized a number of management systems and execution processes in the human resources field, and completed the revision of systems such as *the Rewards and Punishments System*, *the Attendance and Leave Management Measures*, *the Welfare and Allowance Management Measures*, *the Salary Management System*, *the Position Management System*, the Performance Management System, *the Labor Contract Management Measures*, *the Employee Handbook*, *and the Personnel Allocation Management System*, strengthening the compliance defense line from the root of the system and effectively reducing the compliance risks of labor employment. At the same time, we require new employees to complete the confirmation of reading the regulations within 30 days of employment to ensure that employees are aware of the rules and regulations.

We strictly abide by laws and regulations such as *the Law of the People's Republic of China on the Protection of Minors* and *the Provisions on Prohibition of Using Child Labor*, clearly prohibit the use of child labor and forced labor, and strictly review the identity information of applicants before they start work to ensure that their age meets the legal work requirements. During the Reporting Period, there was no situation of using child labor or forced labor in the Company.

We follow the principle of "equality, voluntariness, and consensus through consultation" and legally sign labor contracts with all formal employees, clearly defining the obligations and legitimate rights and interests of both the employer and the laborer, including working hours, labor remuneration, overtime subsidies, and vacation time, to ensure legal and compliant employment. At the same time, we strictly abide by laws and regulations such as *the Law of the People's Republic of China on Safeguarding the Rights and Interests of Women* and *the Special Rules on the Labor Protection of Female Employees*, recruit employees fairly according to job requirements and personal abilities, and do not discriminate against recruiters and laborers due to differences in personal ethnicity, race, nationality, gender, religion, age, sexual orientation, political inclination, marital status, etc., and strictly implement equal pay for equal work.

We adhere to the principles of fairness, justice, and openness, the principle of both ability and integrity, and the principle of person-job fit to carry out recruitment work, and select and recruit talents through campus recruitment, social recruitment, and internal recommendation to provide strong impetus for the business development of the Group.



Protecting Employees' Rights and Interests

To attract and retain outstanding talents, we follow the principles of competitiveness, fairness, and differentiation to build a competitive compensation and benefits system, giving full play to its incentive effect. At the same time, we attach importance to the health of our employees, advocate the concept of "working happily and living healthily", and organize activities to care about employees' physical and mental health to help them establish a healthy outlook.

Principle of competitiveness

- We regularly compare with external compensation levels and establish a competitive external compensation incentive mechanism to ensure that the company's compensation is in line with the company's status, profitability, industry, and development stage.

Principle of fairness

- We focus on internal balance and fairness. The compensation system is built on the basis of job value, implementing the payment concepts of "paying for the position", "paying for personal ability", and "paying for performance".

Principle of differentiation

- Based on factors such as functional characteristics and salary grade differences, and in combination with the basic requirements of job levels, we design a differentiated compensation structure ratio.



Employee Compensation and Benefits

The Group has formulated and implemented internal systems such as *the Remuneration Management System* and *the Performance Management System*, established a unified salary structure, and clarified that employees' salaries consist of total cash compensation and special rewards. At the same time, we advocate a sustainable salary adjustment mechanism. Based on business performance and referring to factors such as labor market prices, price levels, and employees' performance appraisal results, we dynamically adjust employees' salaries and benefits, aiming to provide employees with salaries that are both internally fair and externally competitive.

In terms of employee welfare and security, we strictly abide by laws and regulations such as *the Social Insurance Law of the People's Republic of China*, *the Regulations on the Administration of Housing Provident Funds*, and *the Regulations on Paid Annual Leave for Employees*. We pay social insurance and housing provident funds for employees in full and on time, and provide diversified benefits such as paid annual leave, holiday gifts, regular physical examinations, and supplementary commercial insurance.

At the same time, we have clearly regulated special leave in the *Attendance and Leave Management Measures*. Among them, employees who give birth to children in accordance with laws and regulations can enjoy 10 days of parental leave per year within three years of their children's birth (calculated based on the child's full - year age). Employees who are only children and whose parents are over 60 years old can enjoy 5 or 15 days of only - child care leave according to the actual situation.

Total cash compensation

- Monthly salary (including post salary and performance salary)
- Annual assessment bonus
- Project assessment rewards
- Allowances and subsidies (overtime subsidies, meal subsidies), etc.

Statutory benefits

- Five social insurances and one housing fund
- Paid annual leave and other holidays

Non - statutory benefits

- Supplementary commercial medical insurance
- Regular health examinations
- Holiday gift package benefits, etc.

In terms of performance and incentives, we have established a performance management mechanism with the core procedures of "performance planning, performance coaching and goal review, performance assessment, and performance feedback", aiming to maximize employees' abilities and values, give employees growth opportunities, and promote their development.

Occupational Health and Safety

The Group attaches great importance to employees' labor safety and physical and mental health. It has formulated and strictly implemented the *Occupational Health Management System* and provides all full-time employees with an annual third-party professional health examination. In 2025, we commissioned a third-party institution to conduct a detection of occupational disease hazard factors in the workplace at the OnTime Vehicle Service Body Painting Center, and the detection results all met the standards.

The Group has been deeply involved in the construction and promotion of safety culture. Through various forms such as online training and assessment, offline practical drills, and scenario simulations, we have carried out special safety training for employees, covering core contents such as safety guides during holidays (such as the Spring Festival and National Day), safety regulations for resuming work and production, special fire-fighting training, and cardiopulmonary resuscitation practical operations. This year, the Group has organized a total of 7 special safety training sessions for employees, with 2,555 person-times participating in the online training and assessment throughout the year, and the average passing rate of the assessment is 100%.

In terms of emergency management, each business unit of the Group has carried out special drills in a coordinated manner this year. For example, the Changsha branch jointly organized a traffic accident emergency safety drill with the local online car-hailing association, the OnTime Vehicle Service Body Painting Center carried out a fire - fighting emergency practical drill, and the Sanxiang office area carried out a flood-prevention emergency drill, comprehensively improving the emergency response ability of all employees.

In terms of employee health care, we have carried out special activities such as free medical consultations and sharing of health preservation knowledge to guide employees to pay attention to their own health conditions and establish a scientific health concept.

Traditional Chinese medicine consultation activity

In August 2025, we carried out a traditional Chinese medicine consultation activity, providing employees with blood pressure measurement, traditional Chinese medicine face-to-face diagnosis, physical examination report and constitution interpretation services. We customized conditioning plans for sub-health problems such as neck, shoulder, and waist joint pain, insomnia, and fatigue, provided on-site physiotherapy such as electro-acupuncture and cupping, and provided professional consultations and health care suggestions for chronic diseases such as high blood pressure, high blood sugar, high blood lipids, gout, and common gynecological problems. More than 100 person-times participated. This activity integrated traditional Chinese medicine diagnosis and treatment into the workplace, helping employees accurately understand their own health conditions through one-on-one health consultations and immediate physiotherapy.



On-site of the Traditional Chinese Medicine Consultation Activity

We also continue to increase investment in employees' cultural and sports activities. We have coordinated the establishment of four cultural and sports associations for badminton, basketball, football, and yoga. By carrying out various cultural and sports activities, we enrich employees' daily leisure lives and promote their physical and mental health. This year, each cultural and sports association of the Group has carried out professional training and friendly matches every week, with nearly 200 activities throughout the year. The average number of participants per week exceeds 50, and the annual number of participants exceeds 2,000 person-times, covering employees from all departments, levels, and different age groups.



Badminton Activity



Basketball Activity



Football Activity



Yoga Activity

Empowering Talent Development

The Group has meticulously developed a comprehensive talent cultivation and development system. It continuously increases resource investment to empower the construction of the talent team, builds a systematic and professional talent cultivation system, comprehensively improves the professional qualities and business capabilities of the talent team, and establishes a clear career development sequence and smooth multi-dimensional career promotion channels, laying a solid talent foundation for the high-quality development of the enterprise.

Talent Cultivation System

We have formulated and implemented *the Employee Training System*, clarifying the relevant contents and requirements of internal training and external-hired training. We have built and continuously improved an employee education and training system centered on the "Qichen Program " and the "Star Program " to empower talent growth.

Qichen Program

- A training program for high-potential talents

Star Program

- A training program for reserve management personnel

Implementation of the 2025 Qichen Program

In November 2025, the Qichen Program was officially launched. We organized trainees to participate in a two-day empowerment and growth event. This plan carefully set up four core courses, namely "7 Habits of Highly Effective People", "Talent Outlook of OnTime", " Pyramid Principle and Structured Thinking ", and "GAC Working Method". The course content comprehensively covers multiple dimensions such as behavior habit shaping, scientific thinking method cultivation, problem-solving tool mastery, and team-collaborative thinking establishment, comprehensively improving the trainees' structured thinking ability and practical problem - solving ability.



Group Photo of the Qichen Program Training

Implementation of the 2025 Star Program

In September 2025, the Star Program was officially launched. We carried out four courses in total: "Coaching-style Problem Analysis and Solution", "Super Interviewer", "AI-reshaped Office", and "Emotion Control and Stress Management". The courses cover four major modules: thinking methods, professional skills, tool applications, and psychological qualities. They not only improve employees' "hard skills" (problem-solving, recruitment, AI office) but also strengthen their "soft qualities" (emotion management, communication and collaboration), helping employees better adapt to industry changes and job challenges, and providing strong support for the enterprise's talent echelon construction and continuous business development. A total of 30 person-times participated in this training.



Scene of the Star Program Training

The following are the specific average training hours per employee:

Average training hours per employee of the Company in 2025 divided by gender and job level

Male: 8 hours	Female: 8 hours	Basic-level employees: 8.73 hours	Middle-level employees: 3.69 hours	Senior management: 8.00 hours

We support employees' improvement of professional qualifications and skill certification. The relevant expenses incurred by employees participating in external training will be reimbursed in accordance with the system regulations. In addition, we have set up internal trainers, and provide teaching rewards for their internal teaching. When internal trainers participate in job-level promotions, job competitions, and department - level annual evaluations, appropriate points will be added.

Smooth Career Development Channels

To smooth the promotion path and retain core excellent talents, we have built dual career development channels for professional and management sequences, and specifically set April as a fixed window for job - level promotions. In 2025, we completed the job - level promotion work for 34 people. Combining with the actual needs of business development, we adhere to the principle of giving priority to internal promotion for management positions. In 2025, through an open competition, we selected and promoted 5 grass-roots cadres from within to strengthen the management team.

At the same time, to systematically cultivate reserve cadres and strengthen the talent echelon construction, we have specially launched the fourth - season talent cultivation project of the Starry Plan for the Group of business backbones, reserving high - quality management talents for the sustainable development of the enterprise.



Employee Care and Communication

The Group adheres to "warm-hearted employee care", actively holds employee care activities, and is committed to creating a work atmosphere full of humanistic care. At the same time, we smooth the employee communication channels, listen to employees' voices from all aspects and angles, and are committed to building a harmonious labor - capital relationship and improving employees' sense of well-being.

Employee Care

The Group continuously deepens employee care work, regularly holds warm-hearted activities such as festival celebrations and employee birthday parties. In addition to distributing customized gifts to employees on legal holidays, we also distribute festival consolation gifts uniformly in the fourth quarter of each year, truly implementing warm - hearted care. At the same time, we actively organize various forms of team-building activities to enrich employees' cultural life after work and are committed to creating a work atmosphere full of sentiment and love.

Employee Birthday Party

In 2025, we distributed "OnTime Pass" taxi vouchers that suit the business characteristics to all employees with birthdays. For employees working in Guangzhou, we hold regular monthly employee birthday parties, with a total of 12 parties held throughout the year and 213 person-times participating. We build a communication and interaction platform for employees and provide birthday afternoon tea benefits for employees working outside the city to ensure full-coverage care. This measure has become a regular employee care project. Through regular welfare and activities, we convey the enterprise's attention and recognition to employees, enhancing employee interaction and sense of belonging.



Scene of the Employee Birthday Party

New Year's greetings and afternoon tea activities in 2025

Before the Spring Festival in 2025, we distributed physical Spring Festival consolation gifts to all employees. Employees at the Guangzhou headquarters and local stations collected the gifts on-site, while those in other areas received them by express delivery, achieving full coverage. Meanwhile, on this basis, we added a Spring Festival afternoon tea activity. Employees in the Guangzhou office participated in the on-site tea and snack exchange activity, and employees in other areas could purchase snacks according to the standard and reimburse with invoices. This approach combines the sense of experience and flexibility. Through these two-form benefits, all employees can truly feel the company's pre-festival care.



The Scene of the Afternoon Tea Activity

The Third "Hercules Cup" Tug-of-War Competition of OnTime

In November 2025, the tug-of-war competition jointly hosted by the trade union and the Youth League General Branch of the Group was held in the PCI Future Community Park. Eight joint teams from all departments of the company and its affiliated companies competed on the same stage. The atmosphere at the competition site was enthusiastic. Each participating team was on high alert, and every inch of hard-fought competition demonstrated the team's cohesion. At the awarding ceremony, Mr. Jiang Hua, the CEO of the Group, came to the scene in person to cheer for the participating teams and presented honorary flags to the winning teams.



The Scene of the Tug-of-war Competition

Advanced Employee Convalescence Activity

In July 2025, we organized advanced employees to carry out a 2 - day and 1 - night convalescence activity at Qiling Hotel. This convalescence activity is not only a reward for outstanding employees but also provides them with an opportunity to rest, relax, and relieve work pressure. As a regular reward measure, this activity not only strengthens employees' sense of professional honor but also further closes the connection between the company and employees, effectively enhancing employees' sense of corporate belonging and team cohesion.



The Scene of the Advanced Employee Convalescence

The Company's Children's Day Parent - Child Activity

In May 2025, the trade union of the Company held a Children's Day parent - child activity with the theme of "Let Your Childlike Heart Enjoy Zongzi" at Yifangle Tian in Haizhu District. 34 employee families participated. The activity set up 5 creative interactive sessions such as zongzi wrapping, garden tour and check-in, zongzi fishing, and ring-tossing. Children accompanied by their parents passed levels, collected stamps, and exchanged for souvenirs, feeling the charm of traditional culture in the joy. At the end of the activity, the trade union prepared lunch and children's toy gifts for each family, conveying holiday blessings to employee families with a warm sense of ceremony and allowing employees and children to spend a wonderful parent - child time.



The Scene of the Children's Day parent - Child Activity

To help female employees find a balance between work and life, we provide female employees with welfare such as maternity leave, breastfeeding leave, and parenting leave, and set up a lactation room inside the company to provide convenience for lactating female employees. At the same time, we carry out activities to celebrate festivals such as International Women's Day on March 8th and Mother's Day, putting care and respect into practice and continuously supporting the "she - power" in the workplace.



Equipped with an Independent and Private Lactation room

"March 8th" Themed Activity

In March 2025, we carried out a "March 8th" themed activity. In the morning, we sent flowers to all female employees. In the afternoon, female employees in the Sanxiang office were organized to participate in the handmade lumbar pillow production at the PCI Park, while female employees in other areas received flowers and lumbar pillows through food delivery services. The activity combines a sense of ceremony and practicality. It not only creates a festival atmosphere by sending flowers but also provides practical experience with handmade lumbar pillows. At the same time, it takes into account female employees in different office areas to ensure that all employees feel the festival care.



The Scene of the "March 8th" Themed Activity

Employee Communication

We have built diversified employee communication channels to promote efficient two-way communication between superiors and subordinates, effectively ensuring the accurate transmission of employees' appeals and the implementation of management decisions. During the Reporting Period, online, we built an instant feedback link relying on platforms such as the corporate email and Feishu to support employees to reflect problems to the management team at any time; offline, through forms such as questionnaire surveys and the reception day of the trade union chairman, we have opened exclusive channels for employees to directly feedback their appeals and express their opinions.

At the same time, we regularly conduct a sampling questionnaire survey on organizational capacity health, systematically collect employees' opinions and suggestions, comprehensively evaluate the current situation of organizational operation, and accurately identify the direction of management optimization. Since 2021, we have collected more than 1,600 improvement suggestions from employees through various communication channels, effectively turning employees' voices into an important reference for management optimization.





06

This chapter responds to the SDGs:

Key Performance Indicators of the Hong Kong Stock Exchange

A1 General Disclosure, A1.5, A1.6, A2 General Disclosure, A2.3, A2.4, A3 General Disclosure, A3.1, Part D

Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains

Under the global trend of accelerating low-carbon transformation, green development has changed from an "extra question" to a "must-answer question". The Company adheres to the core concept of green development and takes actions in aspects such as energy conservation and consumption reduction, intensive use of water resources, standardized management of waste, and promotion of green commuting, actively responding to climate change and contributing the strength of the Company to the development of green travel.

- Climate Response 48
- Practice Low-carbon Operations 53
- Promoting Green Travel 54

Climate Response

The Company deeply recognizes the risks, opportunities, and impacts brought by climate change and incorporates them into its strategic planning and daily operations. We actively respond to the country's dual-carbon policy and the initiatives of the *Paris Agreement*. Referring to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework, we systematically manage climate-related risks and opportunities from four dimensions: governance, strategy, risk management, and indicators and targets, promoting green transformation and contributing to a low-carbon future.

Governance

The Company attaches great importance to the challenges brought by climate change and incorporates it into the core issues of the Group's ESG governance. A governance structure has been established to oversee and manage climate-related risks and opportunities. For details, please refer to the "Sustainable Development Management" subsection in the "Robust Governance Leading Sustainable Development" chapter of this report. In addition, we conduct climate change-related thematic training for the Board of Directors and management on an irregular basis, inviting external experts to share the latest regulatory requirements and industry trends to ensure that the Board of Directors and management have appropriate skills and capabilities to oversee and respond to climate change risks and opportunities.

Strategy

Climate Scenario Analysis

We are deeply aware of the profound impact of climate change on the Group's business model, value chain, and financial situation. This year, in accordance with the requirements of Part D of the *ESG Reporting Code*, which is mainly based on the International Financial Reporting Standards S2 Climate-related Disclosures, we used mainstream international climate scenario analysis tools to conduct a climate scenario analysis to assess the resilience of our business. This year, we identified climate risks and opportunities in our core business, analyzed their impact on the Group's own operations and key links in the upstream and downstream of the main value chain, and provided scientific support for formulating forward-looking and highly resilient response strategies.



Scope of operations		Consistent with the scope and boundaries of this report
Scenario selection	Physical risks	The Intergovernmental Panel on Climate Change (IPCC) SSP1-2.6 and SSP5-8.5
	Transition risks	The International Energy Agency (IEA) Net Zero Emissions Scenario (NZE) and Stated Policies Scenario (STEPS)
	Basis for selection	■ **High contrast:** The selected scenarios include a low-emission scenario with deep global decarbonization and active climate action, as well as a high-emission scenario with high dependence on fossil energy and a lack of climate action. These two types of scenarios form a typical extreme contrast, comprehensively covering different temperature rise ranges. ■ **Balance:** The selected scenarios are representative in terms of both physical risks and transition risks. The IPCC physical risk scenario anchors the extreme values of natural climate risks, focusing on the evolution of the global climate system and the physical impacts of extreme weather events. The IEA transition risk scenario is based on the real dimension of transition risks from the policy end, emphasizing the economic and social impacts brought about by energy transition and policy adjustments. These two types of scenarios form a balanced coverage of risk types and logical complementarity. ■ **Scientificity:** The selected scenarios are all based on the research results of global authoritative institutions, with high credibility and wide industry recognition. They are constructed based on standardized climate models and energy economic calculation systems, providing a scientific analysis basis for climate risk assessment.
Time range		Short term (2025 - 2030), medium term (2030 - 2040), long term (2040 - 2050)
Assumptions		The Group's existing main business layout, production and operation models, and upstream and downstream cooperation relationships in the industrial chain remain stable under all scenarios.

The results show that in terms of physical risks, under the SSP5-8.5 scenario, frequent extreme weather events are likely to cause disruptions to production base operations, damage to the supply chain, and potential damage to fixed assets, resulting in a relatively high-risk level. Conversely, under the SSP1-2.6 scenario, the probability and intensity of extreme weather events significantly decrease, and physical risks are relatively controllable. Therefore, we have developed a long-term physical risk adaptation plan. Through measures such as improving the emergency response mechanism and building an intelligent weather management system on the ride-hailing platform, we actively respond to uncertainties such as extreme weather and rising costs, and comprehensively enhance our climate risk response and resilience management capabilities.

In terms of transition risks, under the NZE scenario, enterprises need to invest a large amount of funds in low-carbon technology research and development and the construction of projects such as distributed photovoltaics to meet strict policy requirements and the market's low-carbon demand, resulting in a relatively high transition risk. Under the STEPS scenario, the transition risk is relatively low, but enterprises need to continuously respond to the uncertainties brought about by policy changes and market competition. Therefore, we have developed low-carbon transition measures, continuously promoted the low-carbon transformation of ride-hailing services, improved travel efficiency, dynamically adjusted short-, medium-, and long-term strategies to meet the transformation needs, and transformed risks into new development opportunities.

Climate Risk and Opportunity Assessment

The Group closely monitors climate-related risks and opportunities that may affect cash flows, financing channels, or capital costs in the short, medium, or long term, and fully considers their impact on the enterprise's production and operations. This year, based on industry policies, regulations, and our own business characteristics, combined with the climate scenario analysis method, we systematically sorted out and established a list of climate risks and opportunities. We evaluated the importance of the identified climate risks and opportunities from three dimensions: "probability of impact occurrence", "degree of impact", and "expected time range of possible impact", and implemented relevant response measures to continuously improve our operational resilience and sustainable development capabilities.

Risk/opportunity type		Potential impact		Impact assessment		Response measures
		Business model and value chain	Finance	Level [1]	Time range	
Physical Risk	Acute - Flooding	■ Own operations and downstream: The Group's business operation locations are currently concentrated in the Pearl River Delta region of Guangdong Province, which may be threatened by extreme typhoons, floods, and high temperatures. This may lead to disruptions in ride-hailing services, an increase in the frequency of equipment maintenance, and may have an impact on the Group's short-term revenue and operational stability.	■ Extreme weather causes business disruptions and reduces operating income. ■ Increases the maintenance cost of fixed assets and the operating cost.	Medium	Short term	■ Actively respond to the acute risks brought by climate change. Introduce extreme weather warnings on the driver side of the ride-hailing platform to remind drivers to pay attention to road surface water accumulation and ensure driving safety. ■ Rely on information and intelligent technology capabilities to build and form an integrated weather intelligent management mechanism of "perception - early warning - decision - optimization", providing risk avoidance and supply scheduling decision support for the route planning of travel services. ■ Provide popular science training for drivers on dealing with extreme weather to improve their ability to cope with extreme weather. ■ Continuously improve the emergency plan for extreme weather, organize employees to participate in emergency drills, and improve employees' awareness and emergency response ability to extreme weather.
	Acute - Extreme high temperature and extreme low temperature			Medium	Short term	
	Acute - Typhoon			High	Short term	
	Chronic - Average temperature rise	■ Self - operation: A relatively high average temperature rise increases vehicle energy consumption, affects the overall operating efficiency of vehicles, and causes a decrease in revenue. At the same time, the Group's office equipment and physical computer room cooling equipment may need to be replaced with equipment more suitable for high - temperature environments, resulting in a corresponding increase in capital expenditure.	■ Increase investment in emergency response and capital expenditure.	Medium - low	Long term	■ Consider the balance between performance and environmental protection when purchasing servers. ■ Fully consider climate risks when planning the Group's strategy and business layout.

1. Level: Determined by combining the two dimensions of "likelihood of occurrence" and "level of impact," it is divided into five levels: High, Medium-High, Medium, Medium-Low, and Low. Following the assessment, no climate-related risks or opportunities have been identified at the High or Medium-High levels this year, and none of the Group's assets or business activities are subject to material impact from climate-related risks and opportunities.

Risk/opportunity type		Potential impact		Impact assessment		Response measures
		Business model and value chain	Finance	Level [1]	Time range	
Transformation Risk	Policy and law - Environmental and climate policies	■ Self - operation: As the government and regulatory agencies may formulate stricter climate management policies to promote enterprises to participate in greenhouse gas emission reduction actions and achieve the country's dual - carbon goals, the Group may need to invest more resources to meet new regulatory standards and requirements. For example, facing stricter information disclosure requirements related to climate change, the Group may face additional compliance cost pressure.	■ Increase operating costs to meet new regulatory standards and requirements.	Medium	Long term	■ Pay attention to the latest trends in policies and regulatory requirements, and timely incorporate climate - change - related matters into the Group's long - term planning.
	Technology - Low-carbon technology investment	■ Self - operation: To cope with transformation risks, new technologies may emerge, such as more efficient and low - carbon electric vehicle technologies and intelligent transportation management systems. The Group may need to continuously invest in the research and development of autonomous driving technologies, upgrade low - carbon ride - hailing equipment or relevant energy management systems to maintain competitiveness. This may require a large amount of capital investment, which will affect the Group's financial situation and capital budget.	■ Increase technology R & D expenses or capital expenditure.	Medium	Medium term	■ Most of the service vehicles operating on the Group's platform are new energy vehicles or hybrid vehicles. Strengthen the R & D of systems such as autonomous driving platforms/ride - hailing management platforms in the field of energy management to assist in improving the Group's daily carbon management.
	Market - Changes in user behavior	■ Self - operation, downstream: As users' attention to climate change increases, they may be more inclined to choose low - carbon, environmentally friendly, and socially responsible travel service providers. If the Group fails to adjust its business operation strategy and implement supporting measures in a timely manner according to user preferences, it may face the risk of a decline in market share.	■ Lead to a decrease in user orders and a reduction in operating income.	Medium - low	Short, medium, and long term	■ Expand and promote sustainable operation methods to meet users' needs for low - carbon and environmentally friendly transportation. ■ Strengthen the publicity of the Group's achievements in low - carbon environmental protection and enhance the Group's carbon management capabilities.

Risk/opportunity type		Potential impact		Impact assessment		Response measures
		Business model and value chain	Finance	Level [1]	Time range	
Transformation Risk	Reputation - Attention from stakeholders	■ Self - operation, downstream: Stakeholders have increased their attention to climate - change - related risks and opportunities. If the Group fails to disclose climate - change - response - related information in a timely and transparent manner, it may lead to the distrust of stakeholders such as investors, regulatory agencies, and customers, resulting in damage to the Group's reputation.	■ Damage to brand value and impact on market share.	Low	Short, medium, and long term	■ Adopt multiple measures to effectively control carbon emissions, regularly disclose climate - related information, and establish a good brand image.
Opportunity	Low - carbon services	■ Self - operation, downstream: As users' attention to climate change increases, they may be more inclined to choose low - carbon, environmentally friendly, and socially responsible travel service providers. Low - carbon travel service providers may be more favored by users.	■ Build a green brand and increase operating income.	Medium	Long term	■ Promote the electrification of transportation. As of December 31, 2025, there were 900,000 new energy vehicles registered on the Group's platform, of which over 98% were pure electric models. Compared with traditional vehicles, they can significantly reduce carbon emissions in daily operations and provide customers with more low - carbon travel services. ■ Give full play to technological and platform advantages, actively promote the low - carbon transformation of ride - hailing services, improve travel efficiency, and strive to build a green and energy - saving shared travel ecosystem. ■ Adhere to green office practices, adopt measures such as energy conservation, water conservation, waste reduction, recycling, and green commuting to practice low - carbon operations.
	Increase in new market demand	■ For our own operations and downstream: Use operation scheduling technology to alleviate traffic congestion and reduce carbon emissions in the transportation sector.	■ Explore new markets and increase operating revenue.	Medium	Long term	
	Resource efficiency	■ For our own operations and downstream: Apply energy - saving measures in daily operations to reduce energy consumption and water usage.	■ Save energy and reduce consumption, and lower operating costs.	High	Long term	

Digital technology enables precise response to weather risks

Relying on information and intelligent technology capabilities, the Group's platform has established an integrated weather intelligent management mechanism of "perception - early warning - decision - optimization". This mechanism uses data to connect with meteorological stations to demarcate typhoon-affected areas, enabling precise control such as broadcast reminders and suspension settings. It also integrates meteorological and road network multi - dimensional data, and uses voice broadcasts, multi - terminal early warnings on the APP, etc. to push real - time safety alerts about bad weather and water - logged areas to drivers. At the same time, the platform automatically conducts a correlation analysis between traffic accident orders and weather factors, accumulates relevant data for iterative optimization of safety strategies, and comprehensively improves the travel safety control ability under weather risks.



Platform's Extreme Weather Early - Warning Function

Efficient response to Super Typhoon “Ragasa", strengthening the enterprise's safe operation defense line

To effectively respond to Super Typhoon “Ragasa", the 18th typhoon in September 2025, the Group's flood, typhoon, and drought prevention office made overall arrangements in advance and carefully organized the implementation to ensure the overall safe and stable operation during the typhoon's impact. Before the typhoon hit, the Group immediately issued typhoon early - warning information and safety protection guidelines to all employees, and simultaneously organized special safety inspections. In strict accordance with government requirements, the "five - stop" control measures of "suspending classes, work, business, markets, and transportation" were fully implemented in the typhoon red - warning areas. During the typhoon's impact, the Group strictly implemented the 24 - hour duty system and launched the "one - hour - report" work mechanism to dynamically track and monitor the safety status of each link, ensuring smooth information transmission and efficient emergency command. Through the coordinated efforts and multiple measures of the whole group, there were no safety accidents or abnormal events during the typhoon's impact, and the overall operation remained stable, successfully withstanding the test of the super typhoon.

We have integrated our climate strategy into the overall business development plan, deeply explored the formulation of transformation plans, and steadily promoted the implementation of low - carbon transformation solutions. We actively support the demonstration operation of hydrogen-fuel-cell vehicles to provide low-carbon travel options for a wide range of users. At the same time, we have built a Robotaxi operation supervision platform. Relying on powerful real-time data analysis capabilities, we can achieve dynamic planning of the optimal route. Combined with autonomous driving technology, we can reduce the accident rate and traffic losses, effectively reduce energy consumption and carbon emissions, and steadily move towards the goal of low-carbon transformation.

Risk Management

To comprehensively improve our ability to respond to climate change, the Group has established a climate-related risk and opportunity management process, formulated the division of responsibilities and management requirements for the identification, assessment, prioritization, and monitoring processes, and clearly defined a detailed climate risk response plan to ensure a rapid and effective response when various potential climate risks occur. At the same time, we have integrated climate risks into the Group's overall risk management system. Through a systematic collaborative management model, we can achieve overall control of climate risks and other risks and improve the overall risk management efficiency.

Identification

- Our group comprehensively considers our own business conditions and strategic planning, climate-related policy requirements, concerns of stakeholders, and types of climate risks and opportunities in the benchmarking industry to systematically identify the climate-related physical risks, transition risks, and opportunities we face.

Evaluation

- Every year, the board of directors or external experts conduct a climate change risk assessment, using both qualitative and quantitative methods to analyze the impact of climate risks and opportunities on our business model and value chain. The identified climate risks and opportunities are evaluated for their significance based on three dimensions: the likelihood of occurrence, the degree of impact, and the expected time frame of the impact.

Prioritization

- Climate scenario analysis tools are used to assess the urgency of response actions to climate risks and opportunities under different scenarios. The priority of actions is determined by considering the urgency and the cost of response, and resources are allocated and strategic plans are optimized accordingly to ensure the scientific and rationality of resource investment.

Monitoring

- The effectiveness of the climate risk management process and measures is regularly evaluated, and management measures are dynamically adjusted to continuously enhance the ability to respond to risks and ensure that risks are controlled within an acceptable level. At the same time, changes in climate risks and opportunities are continuously tracked, and response strategies are adjusted in a timely manner.

Metrics and Targets

Guided by the national goals of "carbon peak by 2030 and carbon neutrality by 2060", the Group has formulated and implemented qualitative goals for energy conservation and emission reduction , as well as qualitative goals for water conservation and waste reduction. We adhere to low - carbon operations and take multiple measures to keep in step with the national carbon management. The management regularly reviews and examines the achievement of goals based on quantitative data such as energy consumption and carbon emissions, and reports the specific progress to the Board of Directors to help the enterprise improve its climate change response and environmental management systems.

Targets	
Energy conservation and emission reduction targets	■ Continuously track and analyze the energy consumption and greenhouse gas emissions involved in daily operation work, and set reasonable energy-saving and carbon-reducing targets in stages to promote low-carbon development.
Waste reduction targets	■ Take actions such as plastic restriction and waste reduction, encourage employees to participate in green living, reduce waste generation, and actively advocate for waste classification to achieve resource reuse.
Goal of reducing exhaust gas emissions	■ Actively implement measures to reduce exhaust gas emissions, take practical actions to reduce air pollution, and support the construction of ecological civilization.
Water conservation goal	■ Continuously strengthen the cultivation of employees' water conservation awareness during daily operations. Through measures such as posting water conservation publicity and selecting water-saving devices, improve the efficiency of water resource use and reduce water waste.

During the Reporting Period, the total greenhouse gas emissions of the Company were 184,540.92 tons of carbon dioxide equivalent. Among them, the Group does not use direct energy in its daily operations, so Scope 1 does not apply; the emissions in Scope 2 were 366.21 tons of carbon dioxide equivalent, and the emissions in Scope 3 were 184,174.71 tons of carbon dioxide equivalent.

Company were **184,540.92** tons of carbon dioxide equivalent

Scope 2 were **366.21** tons of carbon dioxide equivalent

Scope 3 were **184,174.71** tons of carbon dioxide equivalent

2. The types of greenhouse gas emissions involved in this target include carbon dioxide, methane, and nitrous oxide; the categories of greenhouse gas emissions involved include Scope 1 and Scope 2.
3. The total amount of greenhouse gas emissions is the sum of emissions from Scope 1, Scope 2 and Scope 3. Scope 2 emissions come from the purchased electricity used for the group's daily operations; Scope 3 emissions come from fuels and energy related activities, business travel, employees commuting, and the operation fleet of the travel service platform.

Practice Low-carbon Operations

Practicing low-carbon operations is not only an inherent requirement for enterprises to reduce costs and increase efficiency, but also a substantial manifestation of fulfilling environmental citizenship responsibilities. The Company has always regarded sustainable development as one of its core strategies, actively taking measures such as energy conservation, water conservation, waste reduction, recycling, and green commuting to effectively reduce the environmental impact of operations and promote the green and low-carbon transformation of the enterprise.

Energy Conservation

The Group practices an energy-saving and consumption-reducing operation mode, actively participates in energy conservation and emission reduction actions, is committed to improving energy use efficiency, and creates a green and low-carbon office environment.

In advocating low-carbon life, we actively respond to the government's call for energy conservation and emission reduction, hold energy conservation theme activities and relevant training, and post energy conservation reminder signs at prominent positions on the switches of various energy-using equipment to comprehensively strengthen employees' energy conservation awareness and environmental protection concepts. We strictly conservation awareness and environmental protection concepts. We strictly implement the refined energy consumption management requirements of powering off equipment during non-use periods, conduct daily routine inspections, persuade to turn off lights in office areas with sufficient lighting, and promptly remind offices that do not turn off lights after work to promote low-carbon office and green life to become the conscious behavior of all employees.



Power-saving sign

In terms of hardware facilities, our office area has fully adopted a first-class energy-efficient variable-frequency air conditioning system and is equipped with intelligent temperature detectors, which can achieve precise temperature control and ensure maximum energy use efficiency. We have also taken energy-saving and emission-reduction measures in the physical computer room, mainly as follows:

Energy conservation and emission reduction measures for physical data centers

Purchase energy-efficient equipment:
- Prioritize the selection of servers with high energy efficiency ratings and utilize advanced power management technologies to significantly reduce energy consumption while ensuring performance.
- Replace traditional lighting fixtures with low-power LED bulbs.

Optimize the cooling system:
- Apply high-efficiency variable frequency air conditioners and conduct regular maintenance to maintain optimal performance.
- Implement cold and hot aisle isolation design to optimize airflow paths and reduce energy loss.

Virtualization and cloud migration:
- Consolidate applications onto high-performance servers or migrate to the cloud to reduce the number of physical devices, lower energy consumption and maintenance costs.

Resource Conservation

The group is committed to conserving water resources. We hope to promote the rational use of water resources and improve water use efficiency through measures such as strengthening the daily maintenance of water facilities and equipment and promoting the concept of water conservation.

We have improved employees' awareness of water conservation by posting water-saving signs and conducting water-saving publicity and training, encouraging employees to actively implement water-saving behaviors in their daily lives. At the same time, we have selected water-saving equipment to improve water use efficiency and further reduce water waste. The main water consumption of the Group is domestic water, and the water source comes from the municipal water supply system, so there was no issue related to obtaining suitable water sources.



Water-saving Sign

Waste Management

The Group is committed to achieving efficient resource utilization through waste reduction and recycling. In terms of reducing waste generation, we have comprehensively promoted an electronic office system, advocated double-sided and black-and-white printing to reduce the use of paper documents; guided all employees to bring their own water cups, strictly controlled the consumption of disposable items, and replaced bottled mineral water with glass cups for important visitor receptions to reduce the use of mineral water; used canned refills for hand soap in the restrooms to reduce the use of hand soap bottles; and established a shared area for office supplies, purchasing them in a unified manner and distributing them as needed to avoid resource waste.

In terms of waste disposal, we sort and dispose of harmless domestic waste, entrust professional third-party recycling service vehicles to recycle some second-hand parts and dispose of hazardous waste such as used batteries, and actively promote the reuse of waste resources. This year, we also carried out a special disposal of old computers, achieving the resource reuse of old computers through a combination of internal auctions, internal sales, and external sales, allowing idle assets to realize their remaining value.

Green Commuting

The Group actively advocates the concept of green travel and encourages employees to choose low-carbon commuting methods. We do not have official vehicles, and employees mainly travel by public transportation and private cars. We also advocate the use of new energy vehicles and carpooling to reduce carbon emissions. At the same time, we optimize the vehicle structure on our platform and vigorously promote the use of new energy vehicles and hybrid vehicles to further reduce the carbon footprint of the travel service industry.

In the future, the Company will continue to deepen its green operation measures, explore innovative technologies and management models, comprehensively improve resource utilization efficiency, and reduce the environmental carbon footprint. We plan to implement energy-saving renovations, including installing energy-saving lamps, promoting automatic sensor lighting systems, and optimizing air conditioning management, and will continue to strengthen employees' awareness of energy conservation and environmental protection, aiming to become a leader in the green travel field and contribute to the achievement of sustainable development goals.

Promoting Green Travel

Under the guidance of the "dual carbon" goals, as a smart travel platform, the Company gives full play to its technological and platform advantages, actively promotes the low-carbon transformation of online car-hailing, improves travel efficiency, and is committed to creating a green and energy-saving shared travel ecosystem.

Assisting Vehicle Low-carbon Transformation

The Group takes the full electrification of transportation as its core strategy and promotes the development of low-carbon transportation through the large-scale application of new energy vehicles and the research and development of innovative technologies.

As of December 31, 2025, on the Company platform

there were approximately **740,000** active drivers and **900,000** registered new energy vehicles, of which over **98%** were pure electric models.

During the Reporting Period, the cumulative driving mileage of the Company's new energy vehicles exceeded **2.3** billion kilometers, achieving a carbon reduction of **164,112** tons.

Since 2019, the total driving mileage of the Company's new energy vehicles has exceeded **5** billion kilometers, with a cumulative carbon reduction of **359,251** tons.

Driving the Digital and Intelligent Upgrade of Transportation

The Company continuously explores more intelligent technologies and strategies to further improve operational efficiency, thereby empowering green travel, effectively providing green and low-carbon travel services for all stakeholders, and contributing to the achievement of the country's dual carbon goals.

Our Robotaxi operation and supervision platform has powerful real-time data analysis capabilities, which can dynamically plan the optimal route, effectively avoid congestion, achieve efficient vehicle allocation, and reduce vehicle idle time and empty driving mileage. At the same time, the platform combines autonomous driving technology, significantly reducing the probability of accidents and congestion, effectively reducing energy waste, and lowering carbon emissions. In addition, the Group's platform integrates social transportation resources, actively carries out carpooling services, makes full use of idle vehicle resources, alleviates urban congestion, and promotes low-carbon travel.



07

This chapter responds to the SDGs:

Key Performance Indicators of the Hong Kong Stock Exchange

B5 General disclosure, B5.1, B5.2, B5.3, B5.4, B8 General disclosure, B8.1, B8.2

Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem

The Company always integrates the concept of mutual benefit and symbiosis into its cooperation with various partners. We actively improve the supplier management mechanism and continuously deepen the ESG risk prevention and control of the supply chain to jointly build a safe and sustainable win-win supply chain ecosystem. We actively fulfill our social responsibilities, pay attention to the labor group, and actively organize and participate in various public welfare and charity activities to contribute to the construction of a harmonious society.

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Build a Responsible Supply Chain

The Company regards the supply chain as a key link in corporate sustainable development and is committed to building a transparent, compliant, and resilient supply chain system.

Supplier Management

We strictly abide by laws and regulations such as *the Tendering and Bidding Law of the People's Republic of China* and *the Government Procurement Law of the People's Republic of China*, and formulate and implement *the Supplier Management System* applicable to all suppliers, systematically standardizing the entire process of supplier access, daily management, and performance evaluation. During the Reporting Period, we introduced a big data platform to comprehensively identify risks such as judicial, operational abnormalities, and illegal and untrustworthy behaviors of suppliers, further improving the effectiveness and efficiency of supplier access review, advancing the risk prevention and control checkpoint, reducing cooperation risks from the source, and ensuring the safety and compliance of the supply chain.

Supplier Full-cycle Management Process

Admission

- **Supplier development:** Based on the "Procurement Project Application Form" submitted by the procurement demand department, corresponding supplier development work is carried out.
- **Supplier access review and investigation:** Through the big data platform, conduct in-depth due diligence on suppliers to identify existing risks, and comprehensively review and evaluate the information provided by suppliers such as qualification certificates and product samples to ensure that their business and professional qualifications meet the requirements.

Daily Management

- **Supplier onboarding:** Suppliers that meet the requirements of the investigation and qualification assessment are promptly added to the database, and their information is updated in the "Supplier Management Ledger" in a timely manner.
- **Hierarchical management:** Implement hierarchical management of suppliers, classifying them into A, B, C, and D grades, with priority given to A-grade suppliers for procurement.
- **Supplier elimination:** Establish a supplier elimination mechanism. Suppliers that do not meet the requirements or violate business ethics are classified as D-grade suppliers, and the procurement relationship with them is terminated, and they are promptly eliminated.

Performance Assessment

- **Evaluation content:** Establish an evaluation team to regularly evaluate suppliers with continuous procurement needs, assessing them from four dimensions: quality, cost, delivery time, and service. The evaluation is based on factual data (such as historical order prices and fulfillment situations) and subjective judgment (such as service attitude, technical support, and R&D capabilities) to ensure the objectivity and fairness of the evaluation results.

Supply Chain ESG Management

We adhere to the management principles of integrity, fairness, and win - win development, attach great importance to supply chain ESG risk management, clarify the red - line requirements for supplier ESG management in terms of product and service quality, business ethics, environmental management, and labor management, select suppliers with high quality management, environmental management levels, and compliance with business ethics, and earnestly practice responsible procurement. Through the normalized risk identification and dynamic monitoring mechanism, we effectively control ESG risks in the supply chain and maintain the safety and resilience of the supply chain.

Key dimensions and management measures for supply chain ESG risk management

Quality management

- **Product quality and service certification:** Give priority to suppliers who have obtained the ISO 9001 quality management system.
- **Contractually stipulated product and service quality standards:** The contract terms specify the requirements for product and service quality, construction period, management, etc. The quality should comply with relevant national regulations, and qualification documents such as product certificates, inspection reports, and technical certifications should be provided.

Environmental management

- **Environmental certification:** Give priority to suppliers who have obtained the ISO 14001 environmental management system certification.
- **Prefer environmentally friendly materials:** Our group actively practices green procurement, actively purchases LED energy - saving lamps, electronic equipment products that meet environmental certification, and E0 - grade zero - formaldehyde office furniture. We also enforce the procurement of FSC - certified environmentally friendly paper, with a proportion of 100%.

Business ethics

- Our group has a zero - tolerance attitude towards business ethics violations in the supply chain and clearly defines the business ethics codes and requirements for all employees and suppliers.
- **Sign a integrity agreement:** Our group signs an integrity agreement with suppliers, clearly defining the responsibilities and obligations of both parties. The agreement includes prohibitions on bribery, improper benefit transfer, and ensuring transaction transparency.
- Build a full - process defense line of "prevention - supervision - punishment" and advocate suppliers to comply with business ethics codes.

Supplier labor rights management

For outsourced service suppliers:

- Require service suppliers to pay salaries to their employees in a timely manner and pay the five social insurances and one housing fund to protect the labor rights of supplier employees.
- Clearly state in the contract terms the service interruptions, public opinion crises, and potential legal joint liabilities caused by labor - capital disputes of suppliers, and restrict service suppliers to properly protect labor rights.

Building a Better Society

The Company always internalizes social responsibility in the heart and externalizes it in actions, and actively participates in the construction of a harmonious society. We pay high attention to the laborer group, carry out holiday condolence activities with industry associations to convey warmth, advocate employees to practice public - welfare deeds, establish the "30300 OnTime Good Person Award", regularly commend employees who actively convey positive energy and show social responsibility in daily work, and at the same time encourage online car - hailing drivers to do good deeds together, inspiring a culture of goodness with the power of examples and continuously injecting the enterprise's warmth and action power into the construction of a better society.

We encourage employees to actively participate in volunteer activities. During the Reporting Period, a total of 30 employees devoted 500 hours to community co-construction activities. At the same time, we donated 50,000 yuan to the Red Cross Society of Huangpu District, Guangzhou for the construction of the first-aid training base in Huangpu District, Guangzhou, promoting the popularization of public first-aid knowledge and the improvement of self-rescue and mutual-rescue abilities.

New Year's condolence in the online car-hailing industry in Guangzhou

In January 2025, the Company participated in the "New Year's Condolence" activity organized by the Guangzhou Online Car-Hailing Industry Trade Union Federation, distributing a total of 1,750 condolence items to online car-hailing drivers in the city to express our respect and gratitude to front-line practitioners and enhance the sense of gain, happiness, and security of online car-hailing drivers. This activity effectively conveys the enterprise's care for new-form employees and has been highly recognized by online car-hailing drivers.





The Scene of the Condolence Activity

Community co - construction volunteer activity

In May 2025, the labor union of the Company organized young employees to carry out the "May 4th" volunteer service in Lianhe Street, Huangpu District, Guangzhou. They visited and consoled the disabled, families with disabilities, and empty - nesters, to deeply understand their living conditions and actual needs, and convey the company's care. At the same time, the volunteers carried out activities such as cleaning up the community and promoting garbage classification door-to-door to further enhance the residents' awareness of environmental protection and contribute to building a clean, green, and friendly community environment.



The Site of the Volunteer Activity

The positive energy of OnTime

In August 2025, the Company platform received an emergency report that a passenger suddenly felt unwell on the highway and quickly responded, coordinating with the on-duty online car-hailing driver, Master Gao, to handle the situation properly. Master Gao also promptly called the 120 emergency number for the passenger. After learning that the ambulance would take a long time to arrive, Master Gao resolutely decided to take the passenger to the hospital himself and voluntarily bear the corresponding expenses. He safely sent the passenger to the hospital in time and politely declined the family's gratitude money afterwards, only saying that saving lives was the most important thing. In addition, we issued a certificate of honor to Master Gao to commend his professional, brave, and selfless good deeds, highlighting the noble professional ethics and social responsibility of the Company drivers.



The Site of the Certificate Issuance

Appendix 1: Key Environmental and Social Performance Indicators for 2025

Key Environmental Performance Indicators

The key environmental performance indicators of our group in 2025, calculated in accordance with the "ESG Report Code", are shown in the following table:

Serial number	Key environmental performance indicators	Unit	Usage/Emission
A1.1	Sulfur oxides	Kilogram	0.00
	Nitrogen oxides	Kilogram	0.00
	Particulates matter	Kilogram	0.00
A1.3	Hazardous waste	Tons	0.00
A1.4	Non-hazardous waste	Tons	1.25
A2.1	Electricity consumption	MWh	690.17
	Direct energy consumption	MWh	0.00
	Indirect energy consumption	MWh	690.17
	Total energy consumption (Direct energy consumption + Indirect energy consumption)	MWh	690.17
	Energy consumption intensity	MWh/RMB million Revenue	0.13
A2.2	Water consumption	Cubic meters	3,574.00
	Water use intensity	Cubic meters per million RMB of revenue	0.68
D28 & D29	Greenhouse gas emissions (Scope 1)	Tons of CO_2 equivalent	0.00
	Greenhouse gas removals (Scope 1)	Tons of CO_2 equivalent	0.00
	Greenhouse gas emissions (Scope 2)	Tons of CO_2 equivalent	366.21
	Greenhouse gas emissions (Scope 3)	Tons of CO_2 equivalent	184,174.71
	Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)	Tons of CO_2 equivalent	184,540.92

Explanation of environmental data in 2025:

1. Data time range: January 1 to December 31, 2025.
2. Scope of data disclosure: including the energy and resource consumption of the Group's offices and business operations.
3. Non-hazardous waste is mainly general office waste; No hazardous waste such as waste batteries was generated this year.
4. The Group is not a manufacturing enterprise and does not own official vehicles, so there is no pollution emission such as sulfur oxides, nitrogen oxides and particulate matter.
5. The Group's energy consumption types are mainly purchased electricity and there is no other direct energy consumption, so the greenhouse gas emissions mainly come from Scope 2 and Scope 3. Among them, greenhouse gas emissions (Scope 2) mainly come from purchased electricity. To establish a scientific carbon management system, this year the Group included daily office electricity consumption within the Scope 2 calculation framework, and incorporated the electricity used by the fleet of the mobility service platform into the Scope 3 calculation framework. Scope 3 emissions originate from fuels and energy related activities, business travel, employee commuting, and the electricity consumption of the mobility service platform's vehicle fleet.
6. The greenhouse gas emission coefficient of purchased electricity refers to the 2023 national power grid average emission factor released by the Ministry of Ecology and Environment; Other emission factors refer to the ESG Reporting Code and the China Products Carbon Footprint Factors Database (CPCD).
7. Consumption intensity = total energy consumption/million income, water consumption intensity = water consumption/million income.
8. As the Group's business does not involve manufacturing production and packaging processes, nor does it involve the use of packaging materials, the packaging materials referred to in KPI A2.5 are not applicable.

Social Key Performance Indicators

ESG Indicators		Unit	Value
B1 Employment			
B1.1 Total number of employees by gender, employment type, age group and region			
Total number of employees		Persons	424
By gender	Male	Persons	277
	Female	Persons	147
By age group	Under 35	Persons	301
	35 - 50	Persons	120
	Over 50	Persons	3
By job level	Senior management	Persons	3
	Middle - level employees	Persons	13
	Grass - roots employees	Persons	408
By region	Mainland Chinese	Persons	423
	From Hong Kong, Macao and Taiwan	Persons	0
	Foreigners	Persons	1
B1.2 Employee turnover ratio by gender, employment type, age group and regio			
Total turnover rate		%	19.12
By gender	Male	%	20.17
	Female	%	16.95
By age group	Under 35	%	22.02
	35 - 50	%	11.11
	Over 50	%	0.00
By region	Mainland Chinese	%	19.12
	From Hong Kong, Macao and Taiwan	%	0.00
	Foreigners	%	0.00

ESG Indicators		Unit	Value
B2 Health and Safety			
B2.1 Number and ratio of work - related deaths			
2025		Persons : %	0 : 0%
2024		Persons : %	0 : 0%
2023		Persons : %	0 : 0%
B2.2 Number of working days lost due to work - related injuries			
Number of working days lost due to work - related injuries		Days	0
B3 Development and Training			
B3.1 Percentage of trained employees by gender and employment category			
By gender	Male	%	65.33
	Female	%	34.67
By job level	Senior management	%	0.73
	Middle - level employees	%	3.17
	Grass - roots employees	%	96.10
B3.2 Average training hours of employees by gender and employment category			
By gender	Male	Hours	8.00
	Female	Hours	8.00
By job level	Senior management	Hours	8.00
	Middle-level employees	Hours	3.69
	Frontline employees	Hours	8.73
B5 Supplier management			
B5.1 Supplier data by region			
By region	Mainland China	Units	2,467
	Overseas	Units	50

ESG Indicators		Unit	Value
B6 Product liability			
B6.2 Number of complaints received regarding products and services			
Number of complaints received		Times	19,803
Customer complaint resolution rate		%	100
B7 Anti-corruption			
B7.1 Number and results of concluded corruption lawsuits			
Number of concluded corruption lawsuits		Cases	0
B7.3 Anti-corruption training provided to directors and employees			
Number of participants in training	Directors	Number	2
	Employees	Number	115
B8 Community investment			
B8.2 Resources utilized in the focus area			
Funds utilized in the focus area		RMB	50,000

Appendix 2: Content Index of ESG Reporting Code

ESG Metrics		Disclosure	Corresponding Section
Environment			
A1emissions	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
A1.1	The types of emissions and respective emissions data.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1
A1.3	Total hazardous waste generated (in tons) and, where applicable, intensity (e.g. per unit of production volume, per facility).	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1
A1.4	Total non-hazardous waste generated (in tons) and, where applicable, intensity (e.g. per unit of production volume, per facility).	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1
A1.5	Describe the emission target(s) set and the steps taken to achieve them	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
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	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
A2 Use of Resources	Policies on the efficient use of resources, including energy, water and other raw materials	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
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).	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1

ESG Metrics		Disclosure	Corresponding Section
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
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.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable	The Group is a non-manufacturing enterprise and does not use packaging materials.
A3 The Environment and Natural Resources	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
Social			
B1Employment	Information on the policies and 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.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality
B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality Appendix 1
B1.2	Employee turnover rate by gender, age group and geographical region.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality Appendix 1
B2Health and Safety	Information on the policies and 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.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality

ESG Metrics		Disclosure	Corresponding Section
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality Appendix 1
B2.2	Lost days due to work injury	Disclosed	Diversity and Inclusion to Stimulate Team Vitality Appendix 1
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	Disclosed	Diversity and Inclusion to Stimulate Team Vitality
B3 Development and Training	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Disclosed	Diversity and Inclusion to Stimulate Team Vitality Appendix 1
B3.2	The average training hours completed per employee by gender and employee category	Disclosed	Diversity and Inclusion to Stimulate Team Vitality Appendix 1
B4 Labor Standards	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality
B4.1	Description of measures to review employment practices to avoid child and forced labor.	Disclosed	Diversity and Inclusion to Stimulate Team Vitality
B4.2	Description of steps taken to eliminate such practices when discovered	Disclosed	Diversity and Inclusion to Stimulate Team Vitality
B5 Supply Chain Management	Policies on managing environmental and social risks of the supply chain	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem
B5.1	Number of suppliers by geographical region.	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem Appendix 1

ESG Metrics		Disclosure	Corresponding Section
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 .	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem
B6 Product Responsibility	Information on the policies and 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.	Disclosed	Safe Travel, Ensuring Peace of Mind Throughout the Journey
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not applicable	——
B6.2	Number of products and service related complaints received and how they are dealt with.	Disclosed	Safe Travel, Ensuring Peace of Mind Throughout the Journey
B6.3	Description of practices relating to observing and protecting intellectual property rights	Disclosed	Sound Governance Leading the Way for Sustainable Development
B6.4	Description of quality assurance process and recall procedures	Disclosed	Safe Travel, Ensuring Peace of Mind Throughout the Journey
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosed	Safe Travel, Ensuring Peace of Mind Throughout the Journey
B7 Anti-corruption	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Disclosed	Sound Governance Leading the Way for Sustainable Development

ESG Metrics		Disclosure	Corresponding Section
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.	Disclosed	Sound Governance Leading the Way for Sustainable Development Appendix 1
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Disclosed	Sound Governance Leading the Way for Sustainable Development
B7.3	Description of anti-corruption training provided to directors and staff.	Disclosed	Sound Governance Leading the Way for Sustainable Development Appendix 1
B8 Community	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' interest	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem
B8.2	Resources contributed (e.g. money or time) to the focus area.	Disclosed	Mutual Benefit and Symbiosis, Creating a Win-win Ecosystem Appendix 1
Part D: Climate-related Disclosures			
Governance			
D19（a）	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate related risks and opportunities.	Disclosed	Sound Governance Leading the Way for Sustainable Development Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D19（b）	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Disclosed	Sound Governance Leading the Way for Sustainable Development Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
Strategy			
D20（a）	Describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains

ESG Metrics		Disclosure	Corresponding Section
Strategy			
D20（b）	Explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D20（c）	Specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D20（d）	Explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D21（a）	A description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D21（b）	A description of where in the issuer's business model and value chain climaterelated risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D22（a）	Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.	Partially disclosed	Due to the ongoing enhancement of data accumulation and technical tools required for current climate risk assessment, the Group has not yet formulated a transition plan. The Group has established a clear roadmap to solidify its data foundation over the next three years. This will enable a more precise assessment of the extent and scope of climate factors' impact across the entire value chain, and corresponding transition plans will be developed accordingly.
D22（b）	Information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Partially disclosed	
D23	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a)	Partially disclosed	

ESG Metrics		Disclosure	Corresponding Section
D24（a）	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	Not disclosed	After assessment, the Group is neither able to separately identify the relevant impacts, nor are the measurement methods for evaluating these impacts sufficiently certain. Consequently, the quantified information derived from such estimates lacks reference value.
D24（b）	the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Not disclosed	After assessment, the Group is not exposed to any such material risks.
D25（a）	How the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration.	Not disclosed	After assessment, the Group is neither able to separately identify the relevant impacts, nor are the measurement methods for evaluating these impacts sufficiently certain. Consequently, the quantified information derived from such estimates lacks reference value.
D25（b）	How the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	Not disclosed	After assessment, the Group is neither able to separately identify the relevant impacts, nor are the measurement methods for evaluating these impacts sufficiently certain. Consequently, the quantified information derived from such estimates lacks reference value.
D26（a）	The issuer's assessment of its climate resilience as at the reporting date	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D26（b）	How and when the climate-related scenario analysis was carried out.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
Risk Management			
D27（a）	The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.	Disclosed	Sound Governance Leading the Way for Sustainable Development Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains

ESG Metrics		Disclosure	Corresponding Section
Risk Management			
D27（b）	The processes the issuer uses to identify, assess, prioritise and monitor climaterelated opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities).	Disclosed	Sound Governance Leading the Way for Sustainable Development Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D27（c）	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Disclosed	Sound Governance Leading the Way for Sustainable Development Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
Metrics and Targets			
D28（a）	Scope 1 greenhouse gas emissions	Disclosed	Appendix 1
D28（b）	Scope 2 greenhouse gas emissions	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1
D28（c）	Scope 3 greenhouse gas emissions	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1
D29（a）	Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions.	Disclosed	Appendix 1
D29（b）	disclose the approach it uses to measure its greenhouse gas emissions	Disclosed	Appendix 1
D29（c）	For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions.	Disclosed	Appendix 1
D29（d）	For Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Appendix 1
D30	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Not disclosed	During the Reporting Period, the Group is still in the process of establishing an impact ledger for climate-related risks and opportunities, refining the carbon emission data monitoring framework, and gradually building a financial impact assessment model. Therefore, reasonable and supportable information regarding the aforementioned matters is currenting not available without undue cost or effort, and the Group is temporarily unable to disclose such information. In the future, the Group will gradually improve the accounting system for climate-related financial impacts to enhance the completeness and transparency of information disclosure. For the potential financial impacts of the Group's climate-related risks and opportunities, please refer to the chapter "Low-Carbon Operations, Jointly Protecting the Lucid Waters and Lush Mountains".
D31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Not disclosed	
D32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Not disclosed	
D33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Not disclosed	Due to the difficulty in separately identifying the aforementioned amounts, the Group is unable to disclose the related information to avoid providing low-value or misleading statements. For line items related to capital expenditure that may be affected by climate-related risks and opportunities, please refer to the chapter "Low-Carbon Operations, Jointly Protecting the Lucid Waters and Lush Mountains".
D34（a）	An explanation of whether and how the issuer is applying a carbon price in decisionmaking (for example, investment decisions, transfer pricing, and scenario analysis).	Not disclosed	As of the reporting date, the Group has not yet incorporated carbon pricing into its decision-making processes.
D34（b）	The price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions.	Not disclosed	

ESG Metrics		Disclosure	Corresponding Section
D35	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement.	Disclosed	Sound Governance Leading the Way for Sustainable Development
D36	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industrybased metrics associated with disclosure topics described in the IFRS S2 Industrybased Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Not disclosed	Paragraph 36 pertains to encouraged disclosures. This report does not currently disclose sector-specific indicators.
D37	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Currently, the Group discloses only qualitative carbon reduction targets. It is in the process of preparing to establish climate-related quantitative targets, with consideration for disclosing relevant information in future annual ESG reports.
D38	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.	Partially disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains Currently, the Group discloses only qualitative carbon reduction targets, which have not undergone third-party verification.
D39	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains

ESG Metrics		Disclosure	Corresponding Section
D40 (a)	Which greenhouse gases are covered by the target;	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D40 (b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Disclosed	Low-Carbon Operation, Jointly Protecting the Lucid Waters and Lush Mountains
D40 (c)	Whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	Not disclosed	Currently, the Group discloses only qualitative carbon reduction targets. It is in the process of preparing to establish climate-related quantitative targets, with consideration for disclosing relevant information in future annual ESG reports.
D40 (d)	Whether the target was derived using a sectoral decarbonisation approach; and	Not disclosed	Currently, the Group discloses only qualitative carbon reduction targets. It is in the process of preparing to establish climate-related quantitative targets, with consideration for disclosing relevant information in future annual ESG reports.
D40 (e)	The issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits.	Not applicable	\
D41	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	Not disclosed	The Group has fully referenced cross-industry indicators and considered their applicability, but has not yet incorporated sector-specific indicators into its considerations.

Appendix 3: List of major laws, regulations, and internal policies complied with

ESG Indicators	Scope	Compliance with laws and regulations	Internal policies of our Company
A1 Emissions	Information on policies regarding exhaust gas and greenhouse gas emissions, sewage discharge into water and land, generation of hazardous and non - hazardous waste, etc., and compliance with relevant laws and regulations that have a significant impact on the issuer.	Environmental Protection Law of the People's Republic of China Noise Pollution Prevention and Control Law of the People's Republic of China Air Pollution Prevention and Control Law of the People's Republic of China Water Pollution Prevention and Control Law of the People's Republic of China Marine Environmental Protection Law of the People's Republic of China Regulations of the People's Republic of China on the Administration of Prevention and Control of Pollution Damage to the Marine Environment by Land - based Pollutants Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes Measures for the Administration of Hazardous Substance Transfer Measures for the Administration of the Transfer of Hazardous Wastes through the Transfer Note System Work Plan for Controlling Greenhouse Gas Emissions during the 13th Five - Year Plan Period Regulations on the Administration of Environmental Protection for Construction Projects (Revised in 2017)	Environmental and Social Responsibility Management System
A2 Resource Use	Policies for the effective use of resources (including energy, water, and other raw materials).		
A3 Environment and Natural Resources	Policies to reduce the significant impact of the issuer on the environment and natural resources.		
B1 Employment	Information on policies regarding compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti - discrimination, and other terms and benefits, as well as compliance with relevant laws and regulations that have a significant impact on the issuer.	Labor Law of the People's Republic of China Trade Union Law of the People's Republic of China Labor Contract Law of the People's Republic of China Employment Promotion Law of the People's Republic of China Social Insurance Law of the People's Republic of China Provisions on the Minimum Wage Law of the People's Republic of China on the Prevention and Control of Occupational Diseases Law of the People's Republic of China on Work Safety Fire Protection Law of the People's Republic of China Emergency Response Law of the People's Republic of China Regulations on the Safety Management of Hazardous Chemicals Regulations on the Reporting, Investigation, and Handling of Production Safety Accidents Interim Regulations on the Investigation and Treatment of Hidden Dangers in Production Safety Accidents Regulations of the People's Republic of China on Work - related Injury Insurance Provisions on the Management of Occupational Health in the Workplace Classification and Catalog of Occupational Diseases Provisions on the Prohibition of the Employment of Child Labor	Management System for Labor Protection Supplies Measures for the Implementation of the Management of the Work Safety Committee Work Safety Accountability System Work Safety Inspection System Work Safety Training and Education System Fire Safety Management System Work Safety Meeting System Traffic Safety Management System Safety Supervision and Management System for Labor Contracts Labor Protection System for Female Employees and Minors Safety Management System for Related Parties Occupational Health Management System National Security Liaison Work Management System of our Company Work Safety Reward and Punishment System of our Company Fire Safety Management System for Operating Vehicles Management System for the Dual - Prevention Working Mechanism of Work Safety Risk Classification and Control and Hidden Danger Investigation and Treatment Measures for the Management of Labor Contracts of our Company Measures for the Management of Attendance and Leave of our Company Reward and Punishment System Compensation Management System Performance Management System, Measures for the Management of Welfare and Subsidies Employee Training System Provisions on the Safety Management of the Physical Environment Computer Room Management System Post Management System Training and Management System for RUQI Vehicle Service Employees
B2 Health and Safety	Information on policies for providing a safe working environment and protecting employees from occupational hazards, as well as compliance with relevant laws and regulations that have a significant impact on the issuer.		
B3 Development and Training	Policies for enhancing employees' knowledge and skills to perform their job responsibilities. Describe training activities.		
B4 Labor Standards	Information on policies for preventing child labor or forced labor and compliance with relevant laws and regulations that have a significant impact on the issuer.		

ESG Indicators	Scope	Compliance with laws and regulations	Internal policies of our Company
B5 Supply Chain Management	Policies for managing environmental and social risks in the supply chain.	Law of the People's Republic of China on Tendering and Bidding Government Procurement Law of the People's Republic of China	Measures for Traffic Accident Management of our Company Franchisees Measures for Management of our Company Franchisees Supplier Management System Management System for Goods and Service Procurement
B6 Product Liability	Information on policies regarding the health and safety, advertising, labeling, and privacy of the products and services provided, as well as remedies, and compliance with relevant laws and regulations that have a significant impact on the issuer.	Law of the People's Republic of China on the Protection of Consumers' Rights and Interests Civil Code of the People's Republic of China Personal Information Protection Law of the People's Republic of China Cybersecurity Law of the People's Republic of China Advertising Law of the People's Republic of China	Detailed Rules for the Implementation of Platform User Safety Assurance Standards Measures for Capacity Compliance Management Measures for Management of our Company Fleet Captains Measures for Management of our Company Passenger-side Resource Positions Measures for Management of our Company Intellectual Property Measures for Management of Key Customers Measures for Management of Corporate Car Usage Measures for Management of our Company Corporate Customers Measures for Management of Product R & D Process Information Resource Management System Measures for Management of Fault Emergency Handling Process Measures for Management of Production Release Process Measures for Management of Product Acceptance Process Measures for Management of Release Review Process Measures for Management of Test Case Review Process Measures for Management of Requirement Review Process Measures for Management of Technical Review Process Measures for Management of Testing Process Measures for Management of Operation and Maintenance Process Measures for Management of our Company Systems Confidentiality Management System Management System for Classified Protection Assessment Provisions for Backup and Recovery Management Provisions for Information Security Management of Third-party Personnel Measures for Management of Corporate Car Usage Information Security Management System Provisions for Management of Information Security Incidents Management System for Information Security Emergency Preparedness Plans Management System for External Information Reporting Software Management System Measures for Management of RUQI Car Service Customers Measures for Management of Test Drive Vehicles Measures for Management of our Company Driver Training Measures for Management of Owned Media Measures for Management of our Company Press Release Data Classification and Grading Security Management System Data Security Management System Management System for Data Deletion and Destruction Measures for Management of Personal Car Usage Billing Rules
B7 Anti-corruption	Information on policies for preventing bribery, extortion, fraud, and money laundering, as well as compliance with relevant laws and regulations that have a significant impact on the issuer.	Anti-unfair Competition Law of the People's Republic of China Interim Provisions on the Prohibition of Commercial Bribery Anti-monopoly Law of the People's Republic of China Supervision Law of the People's Republic of China Regulations on Disciplinary Actions of the Communist Party of China	Complaint Handling System Emergency Response Plan for Complaint Incidents Decision-making System for our Company Related Party Transactions Anti-money Laundering Management Measures Insider Trading System Management System for Securities Transactions of Directors and Employees
B8 Community Investment	Policies regarding community participation to understand the needs of the communities where operations are located and ensure that business activities take into account community interests.	Charity Law of the People's Republic of China	Environmental and Social Responsibility Management System

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ON TIME

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