Beisen北森

Stock Code 股份代號：9669

2025/2026
環境、社會及管治（ESG）報告
Environmental, Social and Governance (ESG) Report



北森控股有限公司*
Beisen Holding Limited

於開曼群島注册成立的有限公司
(A company incorporated in the Cayman Islands with limited liability)

*僅供識別 *for identification purpose only

Beisen北森

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報告編制說明
Instructions for Report Preparation

本報告為北森控股有限公司發布的獨立環境、社會及管治（ESG）報告，旨在真實、客觀、全面地反映公司 2026 財年在 ESG 管理與履責實踐方面的成效，回應各利益相關方的核心訴求。

This report is an independent Environmental, Social and Governance (ESG) Report issued by Beisen Holdings Limited. It aims to truthfully, objectively and comprehensively reflect the Company's ESG management and performance in fulfilling its responsibilities in FY 2026, and address the key concerns of stakeholders.

報告主體與稱謂
Report Entity and Reference

本報告主體為北森控股有限公司，為便於表述，在報告中也以「北森」「公司」或「我們」表示。

The subject of this report is Beisen Holdings Co., Ltd. For the sake of clarity and readability, it is also referred to as"Beisen", "the Company" or "we" in this report.

報告周期
Reporting Period

本報告涵蓋時間範疇為 2025 年 4 月 1 日至 2026 年 3 月 31 日，與公司財務報告一致。為保障信息的完整性和連續性，報告中部分內容可能向前追溯或向後延伸。

This report covers the period from April 1, 2025 to March 31, 2026, which is consistent with the Company's financial statements. To ensure the integrity and continuity of information, some content in the report may include information from prior or subsequent periods.

報告範圍
Report Scope

本報告的披露範圍包含本公司直接運營和管理業務範圍及並表子公司，與北森控股 2025/2026 年度報告保持一致。

The disclosure scope of this report covers the businesses directly operated and managed by the Company and the consolidated subsidiaries, and is consistent with the FY2025/2026 annual report of Beisen Holdings.

數據說明
Data Description

本報告中所涉及的財務數據均摘自北森控股 2025/2026 年度報告，如有差異，請以年度報告為准，其他數據均來自公司的正式文件。

All financial data involved in this report are extracted from the 2025/2026 annual report of Beisen Holdings. In case of any discrepancy, please refer to the annual report for the final version. All other data are sourced from the Company's official documents.

如無特別說明，本報告涉及的貨幣計量幣種均為人民幣。

Unless otherwise specified, the currency used for monetary measurement in this report is Renminbi.

編制依據
Basis of Preparation

本報告依據《香港聯合交易所有限公司（「聯交所」）證券上市規則》（以下簡稱「上市規則」）附錄 C2《環境、社會及管治報告守則》（以下簡稱「守則」）編寫。

The report is prepared in accordance with *Appendix C2 Environmental, Social and Governance Reporting Guide* (hereinafter referred to as the *ESG Reporting Guide*) in the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (the "Listing Rules").

報告原則
Reporting Principles

重要性 / Materiality

本報告已披露重要 ESG 議題的識別過程及准則，並披露了重要利益相關者以及利益相關者參與的過程和結果。具體遵循情況詳見後文對應部分。

This report has disclosed the identification process and criteria for material ESG issues, as well as the key stakeholders and the process and outcomes of stakeholder engagement. For specific compliance details, please refer to the corresponding section later in the text.

量　化 / Quantitative

本報告中定量關鍵績效指標的統計標准、方法、假設及 / 或計算工具，以及轉換因素的來源，均在報告釋義中進行說明。

The statistical standards, methodologies, assumptions, and/or calculation tools for the quantitative key performance indicators (KPIs) in this report, as well as the sources of conversion factors, are explained in the glossary of this report.

平　衡 / Balance

本報告不偏不倚地呈報公司報告期內的表現，避免可能會不恰當地影響報告讀者決策或判斷的表述。

This report presents the Company's performance during the reporting period impartially and avoids statements that may inappropriately affect the decisions or judgments of the report's readers.

一致性 / Consistency

本報告披露數據所使用的統計方法均保持一致。

The statistical methods used for the data disclosed in this report are consistent.

報告獲取
Report Access

本報告以電子版發布，可在本公司官方網站 ESG 專區（https://www.beisen.com/ESG/）和香港聯合交易所「披露易」網站（https://www.hkexnews.hk/index_c.htm）查閱和下載。

This report is published in electronic form and can be accessed and downloaded on the ESG section of the Company's official website (https://www.beisen.com) and the Hong Kong Stock Exchange's "HKEXnews" website (https://www.hkexnews.hk/index_c.htm).

董事會聲明
Board Statement

北森自 2023 財年起全面投身可持續發展，不斷推動環境、社會和治理（ESG）要素融入公司運營和商業發展，旨在促進公司長期健康發展的同時，携手各利益相關方共同創造長期價值。經過“體系搭建——全面深化——定點融入”的不同工作階段，公司的 ESG 管理能力與實踐水平贏得廣範認可。我們連續兩年進入標普全球可持續發展年鑒（中國版），更在 2026 財年首次成功進入標普全球可持續發展年鑒，躋身軟件行業可持續發展的全球舞臺。

Since Fiscal Year 2023, Beisen has been fully committed to sustainable development, continuously integrating ESG factors into its operations and business development. This commitment is aimed at fostering the Company's long-term and sound growth while collaborating with stakeholders to create lasting value. Through distinct phases of work, "Framework Establishment – Comprehensive Deepening – Targeted Integration," the Company's ESG management capabilities and practices have earned widespread recognition. We have been included in the S&P Global Sustainability Yearbook China for two consecutive years, and included in the S&P Global Sustainability Yearbook 2026, stepping onto the global stage of sustainable development in the software industry.

ESG 治理體系持續升級 / Continuous Enhancement of the ESG Governance System

公司董事會是北森 ESG 治理的最高決策機構，致力於將 ESG 理念深度融入戰略決策與監督實踐，持續提升治理效能、強化 ESG 風險管理能力。2026 財年，公司在董事會下增設可持續發展委員會（以下簡稱「委員會」），旨在提升董事會可持續發展相關決策的多元化視角、强化治理層可持續發展能力。

The Company's Board serves as the highest governing body for Beisen's ESG management, overseeing the integration of ESG principles into the Company's strategic decision-making and operations while continuously enhancing governance effectiveness and ESG risk management capabilities. In Fiscal Year 2026, the Board established a Sustainability Committee (hereinafter referred to as "the Committee") to bring diverse perspectives to the Board's sustainability-related decisions and to reinforce sustainability expertise at the governance level.

根據委員會工作細則規定，其職責主要包括統籌、監督 ESG 相關事宜的策略、計劃、指標與目標指定等核心事項，審議以下相關事項，並向董事會提出專業建議：

In accordance with the Committee's rules of procedure, its primary responsibilities include overseeing and directing core matters such as the strategy, plans, targets, and goal setting for ESG-related issues, deliberating on the matters described below, and providing professional recommendations for the Board:

- 公司 ESG 發展情況及戰略 / 規劃 / 工作計劃等
  The Company's ESG development status and its strategies, planing, work plans, etc.
- 專項議題（包括北森高實質性議題如數據安全與隱私保護，賦能客戶成功，多元、平等和包容的職場文化，應對氣候變化，負責任 AI 等）應對氣候變化的深度管理，包括管理策略、風險與機遇管理等
  Special issues (including highly material topics for Beisen, such as data security and privacy protection, empowering customer success, a diverse, equitable and inclusive workplace culture, climate change response, responsible AI, etc.); in-depth management of climate change response, including management strategies, risk and opportunity management, etc.
- 實質性議題評估流程、方法論及結果
  The materiality assessment process, methodology, and results.
- ESG 相關信息披露，包括承諾 / 政策、報告等
  ESG-related information disclosure, including commitments, policies, reports, etc.

董事會承諾，北森將持續以最高水準踐行治理責任，通過治理效能提升、可持續發展能力建設、高水平商業道德融入等途徑，持續推動公司可持續發展管理與實踐水平提升。

The Board is committed to upholding the highest standards of governance at Beisen and will continue to enhance the Company's sustainability management and practices by improving governance effectiveness, strengthening sustainable development capabilities, and embedding high standards of business ethics into its operations.

AI 賦能人力資源管理綠色、公平轉型 / AI Empowering the Green and Equitable Transformation of Human Resource Management

北森致力於發揮自身資源稟賦，在賦能人力資源轉型升級的同時，為客戶提升可持續發展能力注入更强動力。2026 財年，公司進一步推動 AI+ 人力資源管理的商業化進程，全面升級基於 AI 的創新產品及功能特性，支持人力資源管理變革式創新，向綠色、公平升級。

Beisen is committed to leveraging its internal resources to empower the digital transformation of human resources, while injecting stronger momentum into our clients' sustainable development capabilities. In Fiscal Year 2026, the Company further advanced the commercialization of "AI + Human Resource Management," comprehensively upgrading its innovative AI-driven products and features to support transformative innovation in HR management and its upgrade towards green and fair practices.

從環境維度看，北森 AI Family 產品家族支持推動面試、招聘等核心環節的無接觸化、無紙化升級，從紙質資源消耗和交通出行兩方面共同降低對環境的負面影響；從社會維度看，北森致力於提升人力資源管理體系的標準化和公平性，通過發佈十大 AI Agents，推動面試、招聘、培訓等環節走向標準化、客觀化，讓更多不同背景的求職者平等參與競爭，促進就業公平，同時依托更精準的人崗匹配讓員工的職業發展更加舒暢，提升企業人才團隊可持續性。

From an environmental perspective, Beisen's AI Family product portfolio supports the transition towards contactless and paperless upgrades in core processes such as interviewing and recruitment, mitigating environmental impact through reduced paper consumption and business travel. From a social perspective, Beisen is dedicated to enhancing the standardization and fairness of HR management systems. By launching ten AI Agents, the Company is promoting greater standardization and objectivity in processes including interviewing, recruiting, and training, allowing job seekers from diverse backgrounds to compete on a more level playing field and advancing fair employment. Meanwhile, more precise person-job fit facilitates smoother career development for employees, enhancing the sustainability of corporate talent teams.

推動行業可持續發展能力建設 / Promoting Sustainability Capacity Building Across the Industry

可持續發展相關影響、風險和機遇的量化分析成爲當前可持續發展管理的核心內容，更是企業為投資者等利益相關方提供一致、可比的有用信息的關鍵基礎。北森積極投身 ESG 價值貨幣化核算前沿研究，聯合獨立第三方發佈全球軟件行業首份 ESG 價值核算報告，將環境與社會因素納入企業長期價值評估體系，以科學量化的方式呈現北森在可持續發展領域的實踐成果與核心價值，為軟件行業 ESG 價值核算提供了可藉鑒的實踐樣本。

The quantitative assessment of sustainability-related impacts, risks, and opportunities has become a core component of modern sustainability management, and a critical basis for providing investors and other stakeholders with consistent, comparable, and decision-useful information. Beisen Holdings Co., Ltd. is actively engaged in frontier research on ESG value monetization. In collaboration with an independent third party, the Company published the first ESG value accounting report in the global software industry. The report integrates environmental and social factors into a long-term enterprise value assessment framework and presents Beisen's practical achievements and core value in sustainable development through a scientific, quantitative approach, offering a replicable model for ESG value accounting practices in the software industry.

北森堅信優秀的 ESG 治理與實踐是企業長期健康發展的關鍵要素之一，我們將持續推動可持續相關風險和機遇的評估和管理，針對重點議題深化開展專項管理，以不懈的創新精神，提升北森可持續價值創造能力。

Beisen firmly believes that robust ESG governance and practices are key drivers of the Company's long-term sustainable development. We will continue to strengthen the assessment and management of sustainability-related risks and opportunities, deepen targeted management of key issues, and enhance Beisen's capacity for sustainable value creation through continuous innovation.

關於北森
About Beisen

公司簡介
Company Profile

北森控股有限公司是中國最大的雲端人力資本管理（HCM）解決方案提供商，也是中國唯一一家已構建統一開放的PaaS 基礎設施的雲端 HCM 解決方案提供商，自 2016 年起已連續十年保持中國 HCM SaaS 市場份額第一（IDC 數據）。北森正在打造行業首個一站式 AI HR 專家平臺 Mavens，轉型成爲人力資源領域的 AI 應用公司，推動全場景 AI Agent 規模化落地，引領中國人力資源行業的智能化革新。

Beisen Holdings Co., Ltd. is China's largest cloud-based human capital management (HCM) solution provider and the only one in China that has built a unified and open PaaS infrastructure. Since 2016, the Company has maintained the leading market share in China's HCM SaaS market for ten consecutive years (IDC data). Beisen is building the industry's first one-stop AI HR expert platform Mavens, transforming into an AI-driven enterprise in the HR domain, driving the large-scale implementation of AI Agents across all scenarios and leading the intelligent transformation of human resources industry in China.

以自研 PaaS 平台為底座，北森打造了業內領先的一體化 HR SaaS 平台——iTalentX，覆蓋招聘管理、人才測評、核心人力、績效管理、盤點發展、在線學習等全場景。同時，作為 AI 驅動的人才管理創新引領者，北森結合一體化 HR SaaS 業務場景打造的更懂人才的人力資源全場景 AI 助手，目前已覆蓋 10 大 AI Agents，涵蓋 AI 面試官、AI 領導力教練、AI 陪練等核心原生 AI Agents，同時也推出了嵌入式 AI 升級版本，包括 AI 招聘、AI 學習、AI 績效，實現了人力資源行業 AI 應用商業化規模行業領先。

Leveraging its self-developed PaaS platform as the foundation, Beisen has developed iTalentX, an industry-leading integrated HR SaaS platform. This platform covers full-spectrum scenarios including recruitment, assessment, core HR, performance, succession development, and e-learning. Meanwhile, as a pioneer in AI-driven talent management innovation, Beisen has leveraged its integrated HR SaaS business scenarios to build an AI assistant for all HR scenarios that truly understands talent. It currently covers 10 major AI Agents, including core native AI Agents such as AI Interviewer, AI Leadership Coach, and AI Coaching. Beisen has also launched an embedded AI upgrade version, featuring AI Recruitment, AI Learning, and AI Performance, achieving industry-leading scale in the commercial application of AI in the HR sector.

目前，北森已累計服務超 6,000 家中大型企業，其中包括 70% 的《財富》中國 500 強企業。每天，超 15 萬 HR 從業者與 2,000 萬企業員工通過 iTalentX 平台實現高效協同，助力企業提升組織效能、科學人才管理、護航業務出海。

Currently, Beisen has served over 6,000 medium-to-large enterprises, including 70% of *Fortune China* 500 companies. Every day, over 150,000 HR practitioners and 20 million corporate employees achieve efficient collaboration through the iTalentX platform, empowering enterprises to enhance organizational efficiency, implement scientific talent management, and safeguard their global business expansion.

企業文化
Corporate Culture

核心文化價值觀 Core culture
客戶成功、專業、奮鬥、簡單真誠
Customer success, professionalism, endeavor, simplicity and sincerity

公司使命 Mission
科技成就人才，幫助中國企業擁有世界領先的人才管理能力
To create talents through the means of technology and to help Chinese enterprises to equip themselves with world-leading talent management capabilities

公司願景 Vision
成為客戶最信賴的人力資源科技公司
To become one of the most reliable human resources technology companies for clients

榮譽與獎項
Honors and Awards

可持續發展專項榮譽
Special Honors in Sustainable Development

入選標普全球 2026 可持續發展年鑒，獲得“行業進步者（Industry Mover）”稱號
入選標普全球《可持續發展年鑒（中國版）2026》
Included in the *S&P Global 2026 Sustainability Yearbook* and awarded the title of "Industry Mover"
Included into S&P Global's *Sustainability Yearbook (China Edition) 2026*



發布全球軟件行業首份 ESG 價值核算報告
Published the first ESG value accounting report in the global software industry



獲金蜜蜂 2025 優秀企業可持續發展報告“客戶責任信息披露獎”
Won the Client Responsibility Information Disclosure Award of the Golden Bee 2025 Excellent Corporate Sustainability Report

綜合類榮譽
General Honors

2025 人力資源科技影響力品牌 30 強
2025 Top 30 Influential HR Tech Brands
HRtechChina

2025 AI SaaS 影響力企業 TOP50
2025 Top 50 Influential AI SaaS Enterprises
互聯網周刊 | CIWEEK

2025 年產業 AI 數字化“金鏟獎”
2025 Industrial AI Digitalization "Golden Shovel Award"
產業像 | Chanyejia

2025 AI Agent 最佳实践案例奖
2025 AI Agent Best Practice Case Award
爱分析 | ifenxi

2025 企業教育培訓優秀服務案例
2025 Excellent Service Cases of Corporate Training and Education
《培訓》雜志 | Training Magazine

ACCA 认可僱主–专业发展
ACCA Approved Employer - Professional Development
特许公认会计师公会 | ACCA

2025 智享會人力資源技術供應商價值大獎
2025 Smart Sharing Conference HR Technology Vendor Value Award

2025 智享會學習與發展供應商價值大獎
2025 Smart Sharing Conference Learning and Development Suppliers Value Award

2025 智享會招聘與任用供應商價值大獎
2025 Intelligent Sharing Conference Recruitment and Employment Suppliers Value Award
智享會 | Smart Sharing Conference

企業 AIGC 學習平臺工具服務商獎
Enterprise AIGC Learning Platform Tool Service Provider Award
在线教育信息网 | Online Education Information Network

2025 企培業卓越產品 Top10
2025 Top 10 Excellent Products in the Corporate Training Industry
培博会 | Training Expo

ESG 管理
ESG Management

北森以長期主義為核心，持續推動 ESG 管理體系建設與實踐深度融入企業戰略和日常運營。依托權責清晰、運轉高效的治理架構，常態化利益相關方溝通機制，科學嚴謹的實質性議題評估，公司持續提升 ESG 管理效能，與各利益相關方攜手共創可持續價值。

Beisen takes long-termism as its core, continuously promoting the integration of ESG management system construction and practice into the Company's strategy and daily operations. Leveraging a governance framework with clear rights and responsibilities and efficient operation, regular stakeholder communication mechanisms, and scientific and rigorous assessment of material topics, the Company continuously enhances ESG management effectiveness and collaborates with all stakeholders to create sustainable value together.

ESG 治理體系
ESG Governance System

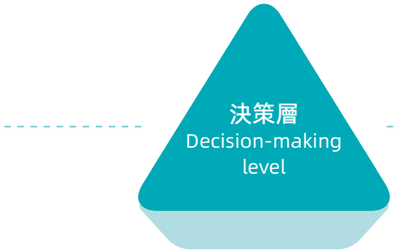
公司持續提升 ESG 治理體系的高效運轉和科學決策，建立了以董事會為核心決策主體、經營管理團隊統籌推進、跨部門 ESG 工作小組落地執行的三級治理體系。

The Company continuously enhances the efficient operation and scientific decision-making of its ESG governance system, and has established a three-tier governance system with the Board as the core decision-making body, the management team coordinating implementation, and the cross-departmental ESG Task Force responsible for execution.

本財年，公司董事會下增設可持續發展委員會，為 ESG 事宜整體決策，及應對氣候變化、人才發展、數據安全等關鍵議題的管理與實踐，提供更加多元化的專業視角和決策依據。

During this fiscal year, the Company's Board has established a Sustainability Committee under it to provide more diversified professional perspectives and decision-making basis for the overall decision-making on ESG matters, as well as the management and practice of key issues such as climate change, talent development, and data security.





董事會
The Board

可持續發展委員會
Sustainable Development Committee

- 對公司 ESG 事務承擔最高決策責任，定期聽取關於 ESG 管理方針、策略、目標和進展的匯報
  Bear ultimate decision-making responsibility for the Company's ESG matters and regularly receive reports on ESG management policies, strategies, goals and progress
- 審議 ESG 相關風險和機遇的識別、管理和應對情況
  Review the identification, management, and response to ESG-related risks and opportunities
- 審議年度 ESG 報告、董事會 ESG 聲明、實質性議題評估結果及各專項政策
  Review the annual ESG report, the board ESG statement, the materiality assessment results, and various special policies



經營管理團隊（EMT）
Executive Management Team (EMT)

- 統籌、監督 ESG 相關事宜的策略、計劃、指針與目標制定工作
  Coordinate and supervise the development of ESG-related strategies, plans, guidelines, and goal-setting
- 統籌、監督應對氣候變化相關事宜，審議風險與機遇的識別、評估結果及緩解與應對方案
  Coordinate and supervise matters related to addressing climate change; review the identification and assessment results of risks and opportunities, as well as mitigation and response plans
- 監督、審議實質性議題評估流程、方法論及結果的合理性及有效性
  Supervise and review the reasonableness and effectiveness of the substantive issue assessment processes, methodologies and results
- 針對上述各項事宜及 ESG 信息披露工作向董事會提出專業意見
  Provide professional advice to the Board on the aforementioned matters and ESG information disclosure work



ESG 工作小組
ESG Task Force

- 推動決策層的各項決議落地，統籌協調公司 ESG 相關的各項事宜，制定 ESG 綱領
  Promote the implementation of all resolutions made by the decision-making level, coordinate and integrate all ESG-related matters of the Company, and formulate the ESG framework
- 制定 ESG 管理方針、策略，監督 ESG 工作開展情況及各項目目標達成進度
  Develop ESG management policies and strategies, and monitor the implementation of ESG work and the progress towards achieving the goals of various projects

- 承接管理層下達的 ESG 目標，協調各部門落地執行相關舉措並跟蹤進展，定期向管理層匯報工作並提供專業建議
  Take on the ESG goals assigned by management, coordinate with various departments to implement relevant initiatives and track progress, and regularly report work to management and provide professional advice.
- 組織 ESG 專項培訓，開展全員 ESG 理念宣貫
  Organize ESG-specific training and promote ESG awareness among all employees

利益相關方管理
Stakeholder Management

北森搭建了多渠道、常態化的利益相關方溝通機制，持續傾聽各利益相關方訴求，以合規透明的披露與務實行動回應各方期待，持續優化 ESG 管理與實踐，與各利益相關方共創長期價值。

Beisen has established a multi-channel and normalized stakeholder communication mechanism, continuously listens to the needs of various stakeholders, responds to the expectations of all parties through compliant and transparent disclosure and practical actions, continuously optimizes ESG management and practices, and jointly creates long-term value with various stakeholders.

利益相關方 Stakeholders	股東 / 投資者 Shareholders /investors	政府 / 監管機構 Governmental and regulatory authorities	客戶 Clients	員工 Employees	供應商 / 合作夥伴 Suppliers and partners	社區公眾 Communities /the public
期望與訴求 Expectations and Requirements	• 保障股東權益 • 長期價值回報 • 風險與合規管理 • 透明信息披露	• 法律及監管合規 • 依法納稅 • 業務及經濟發展 • 社會貢獻 • 安全運營 • 加強環境保護	• 數據隱私保護 • 優質服務體驗 • 產品研發創新 • 價值深度賦能	• 職業發展與培養 • 保障員工權益 • 職業健康及安全 • 平等就業機會 • 改善員工福利	• 長期業務關系 • 公平合理定價 • 陽光采購 • 行業標准建設	• 綠色低碳運營 • 公益參與 • 社區共建
	• Safeguard shareholders' rights and interests • Long-term value returns • Risk and compliance management • Transparent information disclosure	• Legal and regulatory compliance • Pay taxes according to law • Business and economic development • Social contribution • Safe operations • Strengthen environmental protection	• Data privacy protection • High-quality service experience • Product R&D innovation • Empowerment of value	• Career development and cultivation • Protect employee rights • Occupational health and safety • Equal employment opportunity • Improve employee benefits	• Long-term business relationship • Fair and reasonable pricing • Sunshine procurement • Industry standards development	• Green and low-carbon operations • Public welfare participation • Co-construction of residential compounds
溝通方式 Methods of Communication	• 新聞稿及公告 • 公司財報 • 公司官網 • 投資者會議及路演	• 合規報告 • 實地檢查 • 會議研討 • 特別查詢 / 檢查 • 匯報文件 • 環境檢查	• 公司官網 • 產品平臺 • 社區媒體平臺 • 多種客服渠道 • 客戶滿意度調查	• 勞動合同 • 員工敬業度調研 • 內部溝通渠道 • 企業文化活動 • 投訴與建議郵箱	• 實地考察 • 日常交流 • 供應商大會 • 行業會議	• 公益慈善活動 • 志願服務 • 社交媒體平臺
	• Press releases and announcements • Company financial report • Company official website • Investor meetings and roadshows	• Compliance report • On-site inspection • Conference and seminar • Special inquiry / inspection • Report document • Environmental check	• Company's official website • Product platform • Community media platform • Multiple client service channels • Client satisfaction survey	• Labor contract • Employee engagement survey • Internal communication channels • Corporate culture activities • Complaints and suggestions e-mail	• On-site inspection • Daily communication • Supplier conference • Industry conference	• Public welfare and charitable activities • Volunteer service • Social media platform

重要性評估
Materiality Assessment

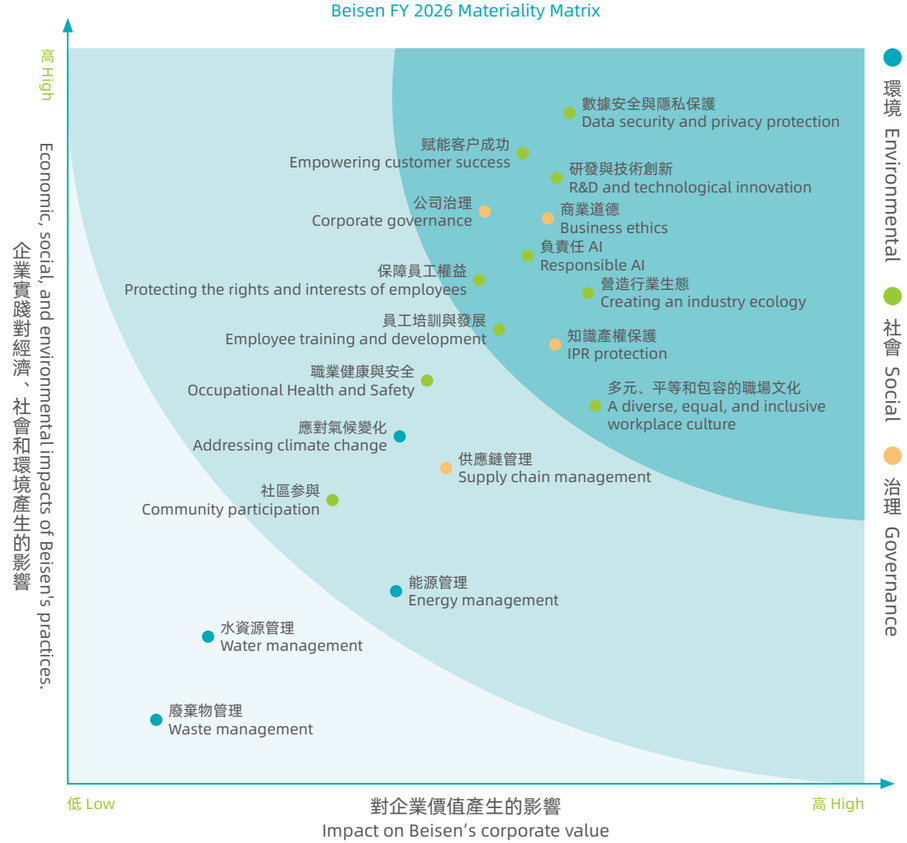
公司每年持續跟蹤監管政策變化、行業發展趨勢、外部評價體系、利益相關方關切等信息，結合自身發展運營情況，對年度實質性議題進行重檢和影響評估，並將評估結果作為報告編制和 ESG 工作提升的重要參考。

The Company continuously monitors information such as changes in regulatory policies, industry development trends, external evaluation systems, and stakeholder concerns every year. In combination with its own development and operational status, it reviews and assesses the impacts of material topics annually, and uses the assessment results as an important reference for report preparation and ESG work improvement.

本財年，公司對實質性議題庫進行了重新審視，參考國際領先 ESG 信息披露指引指南引入影響、風險和機遇分析方法，結合公司商業動態和行業發展趨勢，新增「負責任 AI」議題，經評估，重要性矩陣趨勢未有較大變化。

This fiscal year, the Company conducted a review of its material topic list, integrated methods for analyzing impacts, risks and opportunities by referencing leading international ESG disclosure guidelines, and added the topic of "Responsible AI" by combining the Company's business dynamics and industry development trends. After assessment, no significant changes were observed in the materiality matrix.

北森 2026 財年實質性議題重要性矩陣
Beisen FY 2026 Materiality Matrix



議題 Topic	影響分析 Impact Analysis	指標和目標 Metrics and Targets	舉措進展 Progress of Measures
賦能客戶成功 Empower Client Success	風險：公司產品迭代和商業化進展迅速，若未能建立或完善相應的質量管理體系、交付管理體系和客戶服務生態，可能導致客戶黏性和市場競爭力下降，從而影響公司盈利能力 Risk：The Company's products are upgraded and rapidly brought to market. If it fails to establish or improve the corresponding quality management system, delivery management system, and client service ecosystem, it may lead to a decline in client retention and market competitiveness, thereby affecting the Company's profitability	客戶 NPS 達 15% Client NPS reaches 15%	質量保障 Quality Assurance
數據安全與隱私保護 Data Security and Privacy Protection	風險：公司產品需要處理大量的人才數據，若不能持續保障 IT 基礎設施穩定性、健全客戶數據和個人隱私信息保護體系，可能導致客戶信任度下降，影響公司盈利能力和企業聲譽 Risk：The Company's products need to process a large amount of talent data. If it fails to continuously ensure the stability of its IT infrastructure and improve the protection system for client data and personal privacy information, it may lead to a decline in client trust, which will affect the Company's profitability and corporate reputation 機遇：出海客戶對數據傳輸和隱私保護的跨國管理有較強需求，若能及時披露相應的產品或功能模塊，能夠提高產品附加值和競爭力，進而提升獲客能力和收入 Opportunities：Overseas clients have a strong demand for cross-border management of data transmission and privacy protection. Timely disclosure of corresponding products or functional modules can increase the product's added value and competitiveness, thereby enhancing client acquisition capabilities and revenue	數據安全和隱私洩露事件"零發生" Zero data security and privacy breach incidents	網絡與隱私安全 Cybersecurity and Privacy

議題 Topic	影響分析 Impact Analysis	指標和目標 Metrics and Targets	舉措進展 Progress of Measures
研發與技術創新 R&D and Technological Innovation	機遇：若能基於公司在人力資本管理方面深厚的知識積累，精準評估客戶需求趨勢，為客戶提供有價值的創新產品，將有助於提升公司市場佔有率和收入 Opportunities：If we can build on the Company's deep expertise in human capital management, accurately assess client demand trends, and provide clients with valuable innovative products, it will help increase the Company's market share and revenue	堅定 AI 轉型戰略，打造更多契合客戶場景的原生 AI Agents Driving our AI transformation strategy to build more native AI Agents tailored to client needs.	質量保障 Quality Assurance
負責任 AI Responsible AI	風險：若未能建立有效的管理架構和政策，可能導致 AI 功能的濫用、個人數據泄露等風險，影響公司產品可靠性進而影響客戶信任度和收入 Risk：If an effective management structure and policies are not established, it may lead to risks such as the misuse of AI functions and personal data breaches, which will affect the reliability of the Company's products and further impact client trust and revenue 機遇：若能加強對 AI 技術應用的專業化研究，主導或參與相關標準的建設，能夠強化公司行業地位、提升客戶黏性，從而對收入帶來積極影響 Opportunity：If we can enhance professional research on the application of AI technology and lead or participate in the establishment of relevant standards, it will strengthen the Company's industry position, improve client stickiness, and thus have a positive impact on revenue	/	質量保障 Quality Assurance
多元、平等和包容的職場文化 Diverse, Equitable and Inclusive Workplace Culture	機遇：聚焦建設多元化人才團隊，不斷優化工作條件、文化氛圍等，打造僱主品牌，則能提升公司優秀人才吸引力，提升公司市場競爭力 Opportunity：Focus on building a diverse talent pool, continuously optimize working conditions, cultural atmosphere, etc., and build the employer brand, which can enhance the Company's attractiveness to outstanding talents and improve the Company's market competitiveness	女性員工佔比達 50% The proportion of female employees is 50%	員工權益與發展 Employee Rights, Interests and Development
應對氣候變化 Addressing Climate Change	（見本報告 8.3 應對氣候變化章節） (See Section 8.3 on Addressing Climate Change in this Report)		



根植合規 築牢長青之基 01

Rooted in Compliance to Build Enduring Foundations

科學高效的公司治理是北森行穩致遠的核心根基，是公司踐行「科技成就人才」使命、實現長期可持續發展的根本保障。

Scientific and efficient corporate governance is the core foundation for Beisen to move steadily and far, as well as the fundamental guarantee for the Company to fulfill its mission of “Technology Empowers Talent” and achieve long-term sustainable development.

公司治理
Corporate Governance

風險管理
Risk Management

商業道德
Business Ethics



公司治理
Corporate Governance

公司嚴格遵守《上市規則》《公司法》等監管要求，持續完善權責清晰、制衡有效、運行規範的現代企業治理體系，將風險管理深度融入經營全流程，以高水平公司治理護航企業發展。

The Company strictly complies with regulatory requirements such as the *Listing Rules* and the *Company Law of the People's Republic of China*, continuously improves the modern corporate governance system featuring clear rights and responsibilities, effective checks and balances, and standardized operation, integrates risk management deeply into the entire business process, and safeguards enterprise development with high-level corporate governance.

董事會有效性
Board Effectiveness

北森持續提升治理體系的高效運行。董事會由 6 名董事組成，其中，執行董事 3 名。各位董事具有豐富且多元化的專業背景，涵蓋信息科技、軟件、公益慈善等多個領域，具有財務、企業管理、投資等豐富的專業技能，確保董事能夠以不同專業、行業視角保障決策科學性。報告期內，公司組織全體董事接受上市規則、ESG 治理、應對氣候變化專項議題分析、商業道德等專項培訓，持續提升履職能力。

Beisen continues to enhance the efficient operation of its governance system. The Board consists of 6 directors, among which there are 3 executive directors. The directors have rich and diverse professional backgrounds, covering multiple areas such as information technology, software, and philanthropy, and possess rich professional skills in finance, business management, and investment. This ensures that they can guarantee the scientific nature of decision-making from different professional and industry perspectives. During the reporting period, the Company organized special training sessions for all directors on topics such as listing rules, ESG governance, analysis of special issues related to climate change response, and business ethics, to continuously enhance their ability to perform their duties.

董事會下設審計、提名、薪酬與考核、可持續發展四大專門委員會，各委員會按審批通過的職權範圍獨立履職，為董事會決策提供專業支撐。

The Board has four specialized committees under it: the Audit Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Sustainability Committee. Each committee performs its duties independently in accordance with the approved terms of reference, providing professional support for the board's decision-making.



說明：此處僅計獨立非執行董事，為葛珂先生和趙宏強先生
Note: Only independent non-executive directors are counted here, namely Mr. Ge Ke and Mr. Zhao Hongqiang

公司提名委員會每年重新審視董事會成員的技能、知識及經驗構成情況，開展董事會表現評估，使用績效評估等方法，從流程與運作、戰略監督與績效、風險管理與內部監控、與管理層的關系、可持續專業發展等角度評定董事會履職有效性。報告期內，董事會嚴格按監管要求與公司章程全面履職， 勤勉盡責履行董事義務。

The Company's Nomination Committee conducts an annual review of the skills, knowledge and experience composition of board members, carries out board performance evaluations, and uses methods such as performance assessments to assess the effectiveness of the board's performance from the perspectives of processes and operations, strategic oversight and performance, risk management and internal control, relationship with management, and knowledge on sustainability development. During the reporting period, the Board strictly performed its duties comprehensively in accordance with regulatory requirements and the Company's articles of association, and fulfilled the directors' duties diligently and responsibly.

董事會獨立性
Board Independence

公司始終高度重視董事會獨立性建設，嚴格遵循《上市規則》要求，保障獨立非執行董事在董事會決策中的獨立監督與專業支撐作用，構建權責清晰、制衡有效的獨立監督機制。公司董事會共有獨立非執行董事 3 名，占比 50%，滿足《上市規則》相關監管要求。

The Company has always attached great importance to building the independence of its Board, strictly complying with the requirements of the *Listing Rules* to ensure the independent supervision and professional support role of independent non-executive directors in the board's decision-making, and establishing an independent supervision mechanism with clear rights and obligations and effective checks and balances. The Company's Board has 3 independent non-executive directors, accounting for 50% of the total, which meets the relevant regulatory requirements of the Listing Rules.

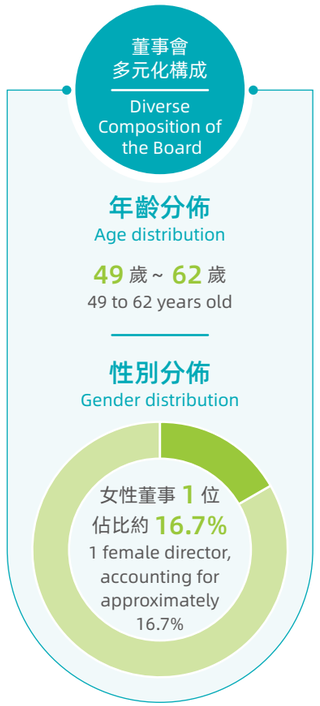
董事會多元化
Board Diversity

公司深化實施《董事會多元化政策》，力求通過考慮多種因素來實現董事會多元化，包括但不限於性別、年齡、種族、文化背景、教育背景、行業經驗和專業經驗。

The Company has deepened the implementation of the *Board Diversity Policy* and strives to achieve board diversity by considering multiple factors, including but not limited to gender, age, ethnicity, cultural background, educational background, industry experience, and professional experience.

本財年，提名委員會對公司董事會多元化組成情況進行了檢討，重點討論了制定董事會多元化相關目標的目標數字和時間表的可行性。為確保董事會多元化政策的有效實施，公司將會在管治報告中每年披露董事會多元化政策的執行情況。

During this fiscal year, the Nomination Committee reviewed the diversity composition of the Company's Board and focused on discussing the feasibility of setting target numbers and timelines for the board's diversity-related goals. To ensure the effective implementation of the board diversity policy, the Company will disclose the implementation status of the board diversity policy in the corporate governance report on an annual basis.



董事及高管薪酬
Compensation of Directors and Senior Executives

公司嚴格遵循《上市規則》《薪酬委員會職權範圍》要求，建立了規範、透明、市場化的董事及高級管理人員薪酬管理體系，堅持業績導向、激勵與約束並重的原則，將薪酬與公司業績、個人履職、ESG 治理成效深度掛鉤，兼顧市場競爭力與股東長期利益保障。

The Company strictly complies with the requirements of the *Listing Rules* and the *Terms of Reference of the Remuneration Committee*, has established a standardized, transparent and market-oriented compensation management system for directors and senior management, adheres to the principle of being performance-oriented and places equal emphasis on incentives and constraints, deeply links compensation to the Company's performance, individual performance of duties, and the effectiveness of ESG governance, and balances market competitiveness and the protection of shareholders' long-term interests.

公司高級管理層薪酬由短期績效獎金和長期激勵構成，由公司戰略目標指導考核。在短期績效獎金方面，公司依據運營效率提升和業務持續增長等財務指標和行業特色指標對 CEO 及各高管進行考核，並設有追索扣回機制，以保證個人與企業的共同發展。公司還將 ESG 相關指標納入高管薪酬考核，包括客戶滿意度（NPS）、組織人才升級、保持組織活力與文化建設、組織健康度等指標。

The Company's senior management compensation consists of short-term performance bonuses and long-term incentives, with assessments guided by the Company's strategic goals. For short-term performance bonuses, the Company evaluates the CEO and senior executives based on financial indicators such as operational efficiency improvement and sustained business growth, as well as industry-specific indicators, and has a clawback mechanism to ensure the mutual development of individuals and the Company. The Company also incorporates ESG-related metrics into executive performance evaluations, including client satisfaction (NPS), organizational talent development, maintaining organizational vitality and cultural development, and organizational health.

風險管理
Risk Management

穩健有效的風險管理是企業可持續發展的核心基石，也是本公司堅守合規經營底線、保障股東及利益相關方合法權益的重要抓手。公司秉持全面覆蓋、全程管控、預防為主的理念，將風險管理深度嵌入戰略決策與經營全流程，將 ESG 風險融入全面風險管理體系，護航公司長期穩健經營。

Sound and effective risk management is the core cornerstone of an enterprise's sustainable development, and it is also an important measure for the Company to adhere to the bottom line of compliant operations and safeguard the legitimate rights and interests of shareholders and stakeholders. The Company adheres to the concepts of comprehensive coverage, full-process control, and prevention-first. It deeply embeds risk management into strategic decision-making and the entire operational process, integrates ESG risks into the comprehensive risk management system, and safeguards the Company's long-term stable operation.

風險管理體系
Risk Management System

公司構建了自上而下、權責分明的四級聯動風險治理架構，以確保風險管理工作從戰略層到執行層的一致性和有效性。公司董事會是風險管理的最高責任機構，負責做出風險管理決策、評估制定風險管理政策、審閱風險管理和內部監控制度。董事會下設審計委員會負責協助董事會監督內部監控及風險管理系統的有效性，定期聽取管理層關於重大風險隱患（如網絡安全、合規性風險）的匯報。

The Company has established a top-down, four-tiered risk governance structure with clear powers and responsibilities, ensuring the consistency and effectiveness of risk management from the strategic level to the operational level. The Board of the Company is the highest authority responsible for risk management, tasked with making risk management decisions, evaluating and formulating risk management policies, and reviewing risk management and internal control systems. The Audit Committee is established under the Board and is responsible for assisting the Board in overseeing the effectiveness of the internal control and risk management systems, as well as regularly receiving reports from management on major risk exposures (such as cybersecurity and compliance risks).

公司依托穩定運行的「三道線」風險管控模式，推動各類風險識別與管理工作的全面開展，實現風險的全方位閉環管理。

The Company leverages the well-established three-line defense risk management model to promote the comprehensive implementation of risk identification and management tasks, achieving comprehensive end-to-end risk management.

風險管控“三道線”
Three Lines of Risk Control

第一道防線 / First line of defense

各戰區業務和職能部門。負責系統性識別、評估及檢查與每項業務和交易有關的風險。

Operational and functional departments of various theater commands. Responsible for the systematic identification, assessment and review of risks related to each business and transaction.

第二道防線 / Second line of defense

風險控制部門。法務、財務、信息安全、合規監察等部門共同參與，負責制定風險評估標准、合規准則及內部控制政策，並對第一道防線的風險防控措施進行專業指導與獨立監測，確保風險應對策略和監控措施合理有效。

Risk Control Department. Legal, Finance, Information Security, Compliance and Oversight Departments and such other departments jointly participate, responsible for formulating risk assessment standards, compliance guidelines and internal control policies, and providing professional guidance and independent monitoring for the risk prevention and control measures of the first line of defense to ensure that risk response strategies and monitoring measures are reasonable and effective.

第三道防線 / Third line of defense

內部審計部門。保持高度的獨立性，對第一、二道防線的運作質量及內控有效性進行審查，並直接向審計委員會匯報。

Internal Audit Department. Maintain a high degree of independence, review the operational quality of the first and second lines of defense and the effectiveness of internal control, and report directly to the audit committee.

風險管理流程
Risk Management Process

公司執行全生命周期風險管理流程，對風險進行識別、評估、應對和監控，持續提升風險管理水平，將風險預防轉化為競爭優勢。我們至少每年開展一次全面風險評估，識別運營和業務開展過程中可能的風險暴露情況，各專業部門開展針對性風險應對工作。

The Company implements a full life cycle risk management process, identifying, assessing, addressing, and monitoring risks, continuously enhancing risk management capabilities, and transforming risk prevention into a competitive advantage. We conduct a comprehensive risk assessment at least once a year to identify potential risk exposures in our operations and business processes, and all professional departments carry out targeted risk response measures.

风险管理流程
Risk Management Process

風險識別 Risk identification

通過管理層訪談、基層研討及大數據分析，全面識別戰略風險、財務風險、市場風險、運營風險及 ESG 風險。

Through management interviews, grassroots workshops, and big data analysis, we comprehensively identify strategic risks, financial risks, market risks, operational risks, and ESG risks.

風險評估 Risk assessment

采用定量與定性相結合的方法，根據風險發生的可能性和潛在影響程度進行分級。對於識別出的“高影響力”風險（如大規模系統宕機或數據洩露），制定專門的風險地圖。

We adopt a combination of quantitative and qualitative methods to classify risks based on the likelihood of their occurrence and the degree of potential impact. For identified high-impact risks (such as large-scale system outages or data breaches), we develop dedicated risk maps.

風險應對 Risk response

依據評估結果，採取回避、降低、分擔或承受等策略。針對核心業務環節預設詳盡的業務連續性計劃。

Based on the assessment results, we adopt strategies such as avoidance, reduction, sharing, or acceptance. We formulate detailed business continuity plans for core business processes.

監測與報告 Monitoring and reporting

建立風險指標監控體系，通過數字化看板實時監測關鍵風險指標，定期形成風險簡報，確保信息傳遞的透明與及時。

We establish a risk indicator monitoring system, monitor key risk indicators in real time through digital dashboards, and regularly generate risk briefings to ensure transparent and timely information dissemination.

為了保障風險管理體系的有效運行，公司內部審計部門每年對風險管理運行情況開展專項審計和年度系統性評價，對風險防控第一、二道防線的風險識別能力和應對有效性進行審計，確保管理體系無死角。本財年，內部審計部門針對風險管理體系運行情況開展了內部審計。

To ensure the effective operation of the risk management system, the Company's internal audit department conducts special audits and annual systematic evaluations of risk management operations each year, audits the risk identification capability and response effectiveness of the first and second lines of defense in risk prevention and control, and ensures there are no gaps in the management system. During this fiscal year, the internal audit department conducted an internal audit on the operation of the risk management system.

新兴风险清单
Emerging Risks List

風險名稱 Risk Name	AI 大規模應用風險 Risks of Large-Scale AI Application
風險描述 Risk Description	公司 AI 應用商業化規模領先市場，2024 年以來發布並商業化多款基於 AI 技術的應用產品。鑒於公司 AI 產品多元化強、應用對象範圍廣、數據處理量級高等特點，可能存在算法倫理、技術可靠性、數據安全與隱私、未盡告知義務、第一責任不明確等風險。 The Company leads the market in AI application commercialization and has launched and commercialized multiple AI-driven application products since 2024. Given the Company's AI products' strong diversification, wide range of application targets, and high volume of data processing, there may be risks such as algorithmic ethics, technical reliability, data security and privacy, failure to fulfill notification obligations, and unclear primary liability. 當前監管機構對於 AI 應用持鼓勵態度，但相關監管要求和趨勢難以預測，具有較高合規不確定性。 Currently, regulators generally encourage AI applications, yet the relevant regulatory requirements and trends are hard to predict, featuring high compliance uncertainty.
影響分析 Impact Analysis	如果缺乏系統性的 AI 相關管理機制，可能導致客戶數據洩露或不合規應用、AI 技術濫用、算法歧視等情況，影響客戶信任度和公司聲譽，對盈利能力和市場競爭力造成負面影響；未能及時響應相關監管要求則可能帶來罰款等運營成本。 If there is a lack of systematic AI-related management mechanisms, it may lead to client data breaches, non-compliant applications, AI technology abuse, algorithmic discrimination, and other issues, undermining client trust and the Company's reputation and having a negative impact on profitability and market competitiveness; failing to respond to relevant regulatory requirements in a timely manner may result in operating costs such as fines.
應對舉措 Response Measures	• 北森建立並逐漸完善 AI 治理體系，組建 AI 負責任應用的專門責任機構，整合以算法安全為核心的職責體系，重點關注算法安全與消除偏見、模型安全與隱私保護等核心問題。 Beisen has established and is gradually improving its AI governance system, setting up a specialized responsible body for the responsible application of AI. It has integrated a responsibility system centered on algorithm safety, with a key focus on core issues such as algorithm safety and bias elimination, model security and privacy protection. • 將隱私保護及 AI 治理列為風險部門重點監管風險。 We designate privacy protection and AI governance as key risk areas under focused oversight by our risk management function.

風險名稱 Risk Name	人權風險 Human Rights Risks
風險描述 Risk Description	北森 HCM 管理系統廣泛應用於大型制造業企業，近年中國制造業廣泛出海，全球各國家和地區擁有不同程度、不同階段的人權保護要求以及跨國隱私數據安全要求，可能存在產品合規性、數據傳輸等風險。 Beisen HCM Management System is widely used in large manufacturing enterprises. In recent years, China's manufacturing industry has expanded rapidly overseas. Countries and regions around the world have human rights protection requirements of varying degrees and stages, as well as cross-border privacy and data security requirements, which may lead to risks such as product compliance and data transmission.
影響分析 Impact Analysis	如果未能及時察覺客戶對海外人權合規管理的需求，並相應對產品功能和模塊、跨國數據存儲和傳輸等關鍵風險點進行迭代，或未能及時發現客戶產品需求，可能導致客戶採購意願下降，降低營業收入。 If we fail to timely detect clients' needs for overseas human rights compliance management and accordingly iterate on key risk points such as product functions and modules, cross-border data storage and transmission, or fail to timely identify clients' product needs, it may lead to a decrease in clients' purchasing willingness and a reduction in operating revenue.
應對舉措 Response Measures	• 發布全球一體化 HR SaaS 解決方案，根據各國各地區勞動法差異對功能模塊進行調整並持續迭代。 We have launched a globally integrated HR SaaS solution, continuously adapting and refining functional modules to align with varying labor laws and regulatory requirements across different countries and regions. • 以升級標準隱私協議為依托，推出敏感數據海外屬地存儲方案。 We have introduced a localized data storage solution for sensitive data overseas, supported by upgraded standard privacy agreements. • 發布了《中企出海人力資源管理數據合規白皮書》，幫助出海客戶提升數據合規能力。 We have published the *White Paper on Data Compliance for Human Resource Management of Chinese Enterprises Going Global* to help our overseas clients enhance their data compliance capabilities.

風險文化培育
Risk Culture Development

公司將風險文化建設作為風險管理體系有效實施的關鍵途徑，構建分層分類、全周期覆蓋、常態化宣貫、強考核閉環的風險專項培訓體系，培育全員風控文化。

The Company regards risk culture building as a key approach for the effective implementation of its risk management system, establishes a specialized risk training system featuring hierarchical classification, full-cycle coverage, normalized promotion, and a closed loop with strict assessments, and fosters a company-wide risk control culture.

公司面向管理層和全體員工開展各類風險專題培訓，將風險管理原則、流程和應知應會向全體員工傳達。風險控制部門主導開展多種主題的日常風險文化建設與知識賦能活動，提高員工的風險鑒別、防範、應對能力和責任感。

The Company conducts various risk-themed training sessions for management and all employees to communicate risk management principles, processes, and essential knowledge and skills to all staff. The Risk Control Department leads the implementation of daily risk culture building and knowledge empowerment activities on various themes to enhance employees' ability to identify, prevent, and respond to risks, as well as their sense of responsibility.

商業道德
Business Ethics

堅守誠信經營、恪守商業道德，是公司行穩致遠的立身之本。報告期內，本公司嚴格遵守境內外法律法規及香港聯交所上市規則要求，將商業道德建設深度融入經營管理全流程，構建覆蓋全員、全業務、全供應鏈的商業道德管理體系，以零容忍態度嚴守合規底線，攜手各利益相關方共建健康可持續的行業發展生態。

Upholding integrity in operations and adhering to business ethics is the foundation for the Company to achieve steady and long-term development. During the reporting period, the Company strictly complied with domestic and overseas laws and regulations as well as the *listing rules of the Hong Kong Stock Exchange*. It deeply integrated business ethics development into the entire process of operation and management, established a business ethics management system covering all employees, all businesses and the entire supply chain, upheld the compliance bottom line with a zero-tolerance attitude, and worked with stakeholders to build a healthy and sustainable industry development ecosystem.

商業道德管理體系
Business Ethics Management System

公司將商業道德專項管理納入合規管理體系架構，以董事會為領導核心，監察合規部為管理組織，合規聯絡員為業務部門聯絡點，形成“橫向到邊、縱向到底”的網格化管理框架。為提升公司商業道德標準，培養良好的道德風尚，公司持續完善並實施《北森商業行為准則》，營造誠信、透明、守信的企業氛圍。

The Company has integrated specialized management of business ethics into its compliance management system framework, with the Board as the core of leadership, the Supervision and Compliance Department as the management organization, and compliance liaisons as the contact points for business departments, forming a grid-based management framework that covers all horizontal areas and extends vertically to the very bottom. To enhance the Company's business ethics standards and foster a sound ethical atmosphere, the Company continuously improves and implements the *Beisen Code of Business Conduct* to create an honest, transparent, and trustworthy corporate environment.

公司建立了暢通的「內外部舉報途徑」，並制定舉報人保護制度，明確規定舉報機制的責任部門，保護舉報人匿名舉報的權利，並承諾對舉報人的信息進行嚴格保密，對任何報複行為采取零容忍態度。對於接收到的舉報事件，由合規監察部門對舉報事件進行調查和處理，聯合相關部門組成調查小組，對舉報材料和實際情況進行調查，並在關鍵節點與舉報人和相關方進行同步，最終對調查結果和處置方式進行公示。上述舉報人保護政策、渠道應用方法、舉報事件處置流程均已納入公司培訓體系並列為全員必修課程。

The Company has established internal and external reporting channels and formulated a whistleblower protection system, which clearly specifies the responsible department for the reporting mechanism, protects whistleblowers' right to report anonymously, commits to strictly safeguarding the confidentiality of whistleblowers' information, and adopts a zero-tolerance attitude towards any retaliatory acts. For reported cases, the Compliance and Supervision Department will investigate and handle them, form an investigation team with relevant departments to look into the report materials and actual situation, communicate with the whistleblower and relevant parties at key stages, and disclose the investigation results and disposal methods. The above whistleblower protection policy, channel application methods, and reporting incident handling procedures have all been incorporated into the Company's training system as mandatory courses for all employees.

【績效】報告期內 [Performance] During the reporting period

公司未發生任何腐敗和賄賂、歧視和騷擾、客戶隱私數據泄露、利益沖突、洗錢或內部交易違規事件

The Company did not record any incidents of corruption and bribery, discrimination and harassment, client privacy data breaches, conflicts of interest, money laundering, or insider trading violations.

反腐敗與反賄賂
Anti-Corruption and Anti-Bribery

公司嚴格遵守《中華人民共和國刑法》《中華人民共和國公司法》《中華人民共和國反不正當競爭法》等相關法律法規，制定並執行《北森反腐敗政策》，對腐敗與商業賄賂行為進行專項管理。我們支持來自各利益相關方的監督和舉報（舉報程序請見「商業道德管理體系」）對於調查確認的違規行為，視嚴重程度進行培訓教育、降職觀察或辭退，如涉及違法，則依法移交司法機關處置。

The Company strictly complies with relevant laws and regulations such as the *Criminal Law of the People's Republic of China*, the *Company Law of the People's Republic of China*, and the *Anti-Unfair Competition Law of the People's Republic of China*. It has formulated and implemented the *Beisen Anti-Corruption Policy* to manage corruption and bribery matters. We invite all stakeholders to engage and report possible breaches of corruption and bribery, for details on whisleblower mechanism, please see "Business Ethics Management System". For violations confirmed through investigation, measures such as training and education, demotion with probation, or dismissal will be taken depending on the severity. If the violation involves illegal acts, it will be transferred to judicial authorities for handling in accordance with the law.

為了提升公司全員反腐敗與反賄賂意識，公司將反腐敗與反賄賂專項培訓納入培訓體系，針對高風險崗位、管理層開展如采購合規培訓等專項培訓，面向全員開展常態化宣貫教育。

To enhance the anti-corruption and anti-bribery awareness of all employees in the Company, the Company has incorporated special anti-corruption and anti-bribery training into its training system. It conducts special training for high-risk positions and management, such as procurement compliance training, and conducts regular awareness and training programs for all employees.

【績效】報告期內 [Performance] During the reporting period

董事廉潔合規培訓覆蓋率（%）：
Integrity and compliance training coverage among directors:
60

開展反腐敗與反賄賂專項培訓（次）:
Special training sessions on anti-corruption and anti-bribery conducted:
2

稅務政策
Tax Policy

本公司始終秉持依法納稅、誠信納稅原則，嚴格遵守運營活動所在地稅收法律法規，全面履行法定納稅義務。同時公司內部制定有嚴格的稅務管理政策，致力構建規範的稅務合規管理體系。

The Company complies with tax laws and good-faith tax practices, strictly abides by the tax laws and regulations of the regions where it operates, and fully fulfills its statutory tax obligations. The Company has formulated strict internal tax management policies and is committed to building a standardized tax compliance management system.

稅務承諾
Tax Commitment

在經營所在國家遵守稅法的條文規定及其精神實質
Comply with the provisions and spirit of tax laws in the countries where the business operates

不將創造的價值轉移至低稅收管轄區
Do not transfer value created to low-tax jurisdictions

不使用缺乏商業實質的稅務架構
Do not use tax structures without commercial substance

按照獨立交易原則開展轉讓定價
Conduct transfer pricing in accordance with the arm's length principle

果結匠心 淬煉卓越之器 02

Craftsmanship in Action to Forge Excellence

北森作為中國領先的人力資源科技公司，以技術立業，通過標準化流程與數字化工具持續精進產品品質；同時恪守數據安全底線，優化技術防護措施，切實保障系統與數據安全可靠，助力企業實現智慧決策與人才管理升級。

Beisen, as a leading human resources technology Company in China, builds its foundation on technology and continuously improves product quality through standardized processes and digital tools. Meanwhile, it adheres to the bottom line of data security, optimizes technical protection measures, effectively ensures the security and reliability of systems and data, and supports enterprises in achieving intelligent decision-making and talent management upgrades.

質量保障
Quality Assurance

客戶服務
Customer Service

網絡與隱私安全
Network and Data Privacy Security

可持續供應鏈
Sustainable Supply Chain



質量保障
Quality Assurance

北森視產品質量為發展基石，以技術創新驅動可持續增長，以客戶滿意為服務宗旨。通過覆蓋全生命周期的質量管理體系、數字化工具與專業團隊，持續為客戶提供高可靠、高穩定的 HR SaaS 產品與服務。

Beisen regards product quality as the cornerstone of its development, drives sustainable growth through technological innovation, and is committed to client satisfaction. Through the quality management system covering the entire lifecycle, digital tools and professional teams, we continuously provide clients with highly reliable and stable HR SaaS products and services.

質量與創新管理
Quality and Innovation Management

北森建立了科學嚴謹的研發管理體系，嚴格執行集成產品開發（IPD）流程，確保從需求分析至產品落地的各環節均經過專業評審。公司已通過 ISO 9001 質量管理體系認證，建立覆蓋產品全生命周期的質量與創新管理框架；將安全要求嵌入研發全流程，實施安全編碼規範、代碼審查及漏洞管理，通過自動化與人工測試相結合識別和修複潛在風險，持續推動產品優化迭代。

Beisen has established a scientific and rigorous R&D management system, strictly implementing the Integrated Product Development (IPD) process to ensure that all stages from requirement analysis to product launch undergo professional review. The Company has obtained ISO 9001 Quality Management System certification and established a quality and innovation management framework covering the entire product lifecycle. It has embedded security requirements into the entire R&D process, implemented secure coding standards, code reviews, and vulnerability management, identified and addressed potential risks through a combination of automated and manual testing, and continuously drives product optimization and iteration.

公司將創新作為企業基因，成立 AI 人才科學研究院，匯聚來自全球頂尖學府的 200 餘名高學歷專業人才，持續深化與國內外知名高校戰略合作，構建產學研協同創新生態，深度融合人工智能等前沿技術於人力資源管理場景，嚴格遵循科技倫理原則，確保算法公平透明、數據合規使用。此外，公司創新開展一線創新驚喜激勵計劃，挖掘一線崗位的創新潛力，有效破解一線創新成果難被及時發現的問題。

The Company embeds innovation as a core element of its DNA and has established the AI Talent Science Research Institute, bringing together more than 200 highly qualified professionals from leading universities worldwide. It continues to deepen strategic partnerships with renowned domestic and international academic institutions, fostering an integrated innovation ecosystem across industry, academia, and research. By deeply integrating advanced technologies such as artificial intelligence into human resource management scenarios, the Company adheres strictly to principles of technology ethics, ensuring algorithmic fairness and transparency, as well as compliant data usage. Additionally, the Company has innovatively launched the Frontline Innovation Surprise Incentive Program to tap into the innovation potential of frontline positions and effectively solve the problem that frontline innovation achievements are difficult to be discovered in a timely manner.

北森質量與創新管理體系
Beisen Quality and Innovation Management System

公司治理層 - 董事會
Corporate Governance Level - The Board

職責權限：最高決策機構，對委員會各項決策進行評估和監督管理

Responsibilities & Authority : The highest decision-making body, responsible for evaluating and supervising various committee decisions

產品市場委員會
Product Market Committee

由公司產研、市場、運營、財務等領域專家代表組成

Composed of expert representatives from R&D, Marketing, Operations, Finance, and other domains

職責權限：對產品投資方面的問題進行關鍵決策，包括評審公司級產品營銷規劃、突發新機會的投資價值等

Responsibilities & Authority : Makes critical decisions on product investment issues, including reviewing company-level product marketing plans and evaluating the investment value of emergent opportunities.

產品技術委員會
Product Technology Committee

技術專家組成

Composed of technical experts

職責權限：對公司產品研發與技術預研進行關鍵決策與建議，包括對公司產品研發中關鍵技術預研、技術中長期發展重點及方向進行判斷、建議與審議

Responsibilities & Authority : Makes critical decisions and recommendations on product R&D and technology pre-research, including judging, advising, and reviewing key technology pre-research initiatives, medium-to-long-term development priorities, and strategic directions.

公司將質量文化融入日常經營管理，自上而下推動質量意識落地，建立常態化質量培訓體系，覆蓋產品、研發、測試、運維等全鏈條崗位。公司搭建了「線上 + 線下」的多元化質量培訓體系，線上課程達 400+ 門，覆蓋產研全鏈條崗位，定期開展質量文化宣傳，通過案例分享、改進提案評選激發全員參與熱情，不斷壓實安全、穩定等核心意識，全方位保障研發方向與交付質量。

The Company integrates quality culture into daily operations and management, promotes the implementation of quality awareness from top to bottom, and establishes a normalized quality training system covering all chain positions such as product, R&D, testing, and operation and maintenance. The Company has built a diversified quality training system integrating online and offline modes, with over 400 online courses covering all positions in the entire R&D and production chain. It regularly carries out quality culture promotion, stimulates the enthusiasm of all employees through case sharing and improvement proposal selection, continuously reinforces core awareness such as safety and stability, and comprehensively ensures R&D direction and delivery quality.

【績效】報告期內 [Performance] During the reporting period

產品安全測試覆蓋率（%）：
Product security test coverage:
100

SLA 可用性（%）：
SLA availability:
≥ 99.9

研發投入（百萬元）：
R&D investment (million yuan):
260.6

研發投入金額占主營業務收入比例（%）：
The proportion of R&D investment amount to main business revenue:
23.6%

員工質量培訓覆蓋率（%）：
Employee quality training coverage:
100

完善產品生態
Improve Product Ecosystem

公司加速由傳統 HCM SaaS 向 AI 驅動的 Agentic HR 平台全面轉型，以「人才科學 ×AI 智能體」構建差異化競爭壁壘，建立了涵蓋 10 大核心 AI Agents、覆蓋 50+ 人力業務場景的 AI Family 全場景智能產品生態，覆蓋招聘、培訓、績效、員工服務等全人力業務場景，為求職者和企業的可持續發展註入科技力量。

We are accelerating our transformation from a traditional HCM SaaS provider to an AI-driven, agentic HR platform. By integrating talent science with AI agents, we are building a differentiated competitive advantage. We have established an AI Family ecosystem comprising 10 core AI Agents and covering over 50 HR scenarios across the entire talent lifecycle, including recruitment, learning, performance management, and employee services. This full-spectrum intelligent product suite empowers both job seekers and enterprises, injecting technological momentum into sustainable development.

AI 賦能人才發展
AI Empowers Talent Development

企業端：通過智能初篩、自動化評估與反作弊機制等功能，幫助企業大幅提升面試效率、招聘效率與人才匹配精准度，支持企業建立兼具活力、能力和長期穩定的人才團隊，更好應對充滿風險和機遇的行業發展圖景。

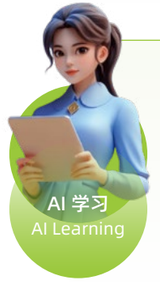
Enterprise：Through functions such as intelligent initial screening, automated assessment, and anti-cheating mechanisms, it helps enterprises significantly improve interview efficiency, recruitment efficiency, and talent matching accuracy, supports enterprises in building a talent team that combines vitality, competence, and long-term stability, and better responds to the industry development landscape full of risks and opportunities.

人才端：促進人才公平就業。北森 AI 面試官產品打破傳統面試、簡歷篩選等關鍵環節中 HR 效率及標準化不足的問題，同時打破空間限制，為來自不同地區、不同背景的求職者提供公平展示機會。在企業學習場景，北森 AI 陪練產品助力員工從「被動培訓」轉向「主動成長」，實現企業與員工的雙贏共生。

Talent：Promote fair employment for talents. Beisen AI Interviewer addresses the challenges of insufficient HR efficiency and standardization in traditional interviews and resume screening processes, while breaking down geographical barriers, providing fair opportunities for job seekers from different regions and backgrounds. In the training scenario, Beisen AI Practice Partner helps employees shift from "passive training" to "active growth", achieving a win-win relationship between enterprises and their employees.







核心價值 / Core Value

提升面試精准度：為企業人才團隊的競爭力和穩定性，以及人才的長期職業發展提供支持

Improve interview accuracy：to provide support for the competitiveness and stability of an enterprise's talent team as well as the long-term career development of talents.

建立標准化面試模型：建立「感知情緒 + 理解意圖 + 專業提問」三驅動對話邏輯，實現不同面試對象間一致化、標准化的面試結構

Establish a standardized interview model：establish a three-driven dialogue logic of"perceive emotions + understand intentions + professional questioning", and achieve a consistent and standardized interview structure across different interview subjects.

提升人崗匹配度：幫助企業更精准識別合適的人才，減少「錯配」帶來的職業挫敗感和人才資源浪費，支持企業改善員工流動性表現

Improve the degree of person-job fit：help enterprises identify suitable talents more accurately, reduce the professional frustration and waste of talent resources caused by mismatches, and support enterprises in improving employee turnover performance.

提升培訓效能與打破壁壘：打造領導力和專業崗位 AI 做課助手與 AI 學習助手，降低課程制作門檻，讓每個人都能分享知識；多語言功能幫助跨文化員工消除語言隔閡，更好融入工作環境

Enhancing Training Effectiveness and Breaking Down Barriers：Develop AI training assistants for leadership and professional roles to lower the threshold for course creation and enable everyone to share knowledge; multilingual features help cross-cultural employees eliminate language barriers and integrate better into the work environment.

保護知識產權
Intellectual Property Protection

公司嚴格遵循《中華人民共和國商標法》《專利法》《著作權法》等相關法規，制定《知識產權管理制度》《專利管理制度》等內部規範，組建專業知識產權保護團隊。公司持續開展風險監測和預警，圍繞核心產品對多個網絡平臺進行盜版監測，保障公司與客戶權益。同時，公司在《北森商業行為准則》中明確要求員工尊重知識產權，杜絕侵權行為，對查證侵權將依規處理。

The Company strictly complies with relevant laws and regulations such as the *Trademark Law of the People's Republic of China,* the *Patent Law of the People's Republic of China*, and the *Copyright Law of the People's Republic of China*. It has formulated internal regulations including the *Intellectual Property Management System and the Patent Management System*, and established a professional intellectual property protection team. The Company continuously conducts risk monitoring and early warning, carries out piracy monitoring on multiple online platforms focusing on its core products, and safeguards the rights and interests of the Company and its clients. Meanwhile, the Company explicitly requires employees to respect intellectual property rights and refrain from infringement in the *Beisen Code of Business Conduct*, and will handle verified infringements in accordance with regulations.

【績效】報告期內 [Performance] During the reporting period

新增發明專利（項）： Newly Added Invention Patents:	擁有軟件著作權（件）： Owned Software Copyrights:	知識產權保護培訓（場次）： IP Protection Training Sessions:
5	156	1

恪守科技倫理
Adhering to Technology Ethics

隨著 AI Family 2.0 AI Agent 產品家族在人力資源管理中的深度應用，AI 治理已成為公司 ESG 風險管理的戰略重點。公司建立完善的科技倫理與合規治理機制，將倫理要求前置嵌入產品設計與研發流程。

With the in-depth application of the AI Family 2.0 AI Agent product family in human resource management, AI governance has become a strategic focus of the Company's ESG risk management. The Company has established a robust mechanism for technology ethics and compliance governance, integrating ethical requirements upfront into the product design and R&D processes.

公司建立了 AI 負責任使用與安全培訓體系，面向產品研發、算法工程、客戶成功等相關崗位人員，定期開展涵蓋偏見意識、數據隱私保護、AI 決策倫理、AI 系統漏洞識別與安全管理等主題的培訓課程，確保各級員工具備識別與應對 AI 倫理風險的能力。

The Company has established a responsible AI usage and security training system. Tailored for personnel in relevant roles, including product research and development (R&D), algorithm engineering, and customer success, the Company regularly conducts training programs covering topics such as bias awareness, data privacy protection, ethics of AI decision-making, and AI system vulnerability identification and security management. This ensures that employees at all levels are equipped with the competencies to identify and mitigate AI ethical risks.

報告期內，北森探索通過貨幣化價值核算評估自身為社會創造的正向影響（見《北森 2024/2025 價值核算報告》），其中，AI Family 全場景解決方案依托 AI 技術支持企業人力資源管理全生命周期的效率提升，釋放人力與時間成本，成爲整體量化評估中的關鍵輸入源。

During the reporting period, Beisen explored evaluating its positive societal impact through monetized value accounting (refer to *the Beisen 2024/2025 Value Accounting Report*). Notably, the AI Family full-scenario solutions, leveraging AI to improve efficiency across the entire enterprise HR management lifecycle and reduce both labor and time costs, were incorporated as a key input variable in the comprehensive quantitative assessment.

組織架構與管理制度 / Organizational Structure and Management System

公司建立並逐漸完善 AI 治理體系，組建監督 AI 負責任應用的專門責任機構，整合以算法安全為核心的職責體系。我們基於模型風險防控機制，對生成式 AI 在人力資源場景中的應用實施全流程監管，防止算法黑箱導致的決策風險。

The Company has established and gradually improved its AI governance system, set up a specialized oversight body responsible for supervising the responsible use of AI, and integrated a responsibility system centered on algorithm security. We have implemented full-process supervision over the application of generative AI in human resources scenarios based on a model risk prevention and control mechanism to prevent decision-making risks caused by algorithmic black boxes.

算法公平性與消除偏見 / Algorithm Fairness and Bias Elimination

在主動完成中國網信辦 AI 算法備案的基礎上，針對人才招聘、人才測評、績效評估等敏感場景，公司致力於構建「無偏見 AI」，確保算法的公平性與透明度。公司建立了定期對 AI 模型進行偏見審計的流程，以確保算法不會因性別、地域、年齡等因素對候選人產生歧視。

On the basis of actively completing the AI algorithm filing with the Cyberspace Administration of China, the Company is committed to building "Bias-Free AI" for sensitive scenarios such as talent recruitment, talent assessment, and performance evaluation to ensure the fairness and transparency of algorithms. The Company has established a process for regularly conducting bias audits of AI models to ensure that algorithms do not discriminate against candidates based on factors such as gender, region, and age.

模型安全與隱私保護 / Model Security and Privacy Protection

公司確保在模型訓練過程中不洩露客戶原始數據，嚴禁第三方對客戶數據進行非授權的索引與抓取，根據不同類型的隱私數據設置工作人員訪問權限，通過技術手段打造可信的 AI 進化環境。

The Company ensures that no customer raw data is disclosed during model training and strictly prohibits third parties from unauthorized indexing and scraping of customer data. Furthermore, the Company assigns employee access rights in accordance with different types of private data, leveraging technical controls to create a trusted environment for AI evolution.

信息透明與告知義務 / Information Transparency and Duty to Inform

凡是經由 AI Agents 參與或 AI 產品生成的內容，公司均會以清晰方式標明其來源，確保用戶能夠明確識別內容的產生機制。公司對現有申訴渠道和流程進行了優化，用戶可在公司的各公開渠道反饋關於 AI Agents 和 AI 產品的意見和支持需求，由公司 AI 負責任應用的專門管理機構進行跟蹤和處理。

The Company will clearly label the source of any content involving the participation of AI Agents or generated by AI products, ensuring users can readily identify how the content was produced. In addition, it has enhanced its grievance channels and procedures, enabling users to submit feedback and support requests related to AI Agents and AI products through any of the Company's public platforms. All submissions are tracked and handled by a dedicated governance body for responsible AI use.

客戶服務
Client Service

公司致力於為客戶提供專業、高效、貼心的服務體驗，建立覆蓋實施交付、客戶成功、技術支持及客戶培訓的服務體系，通過標準化服務流程、智能化服務工具及專業化服務團隊，持續提升客戶滿意度與忠誠度。

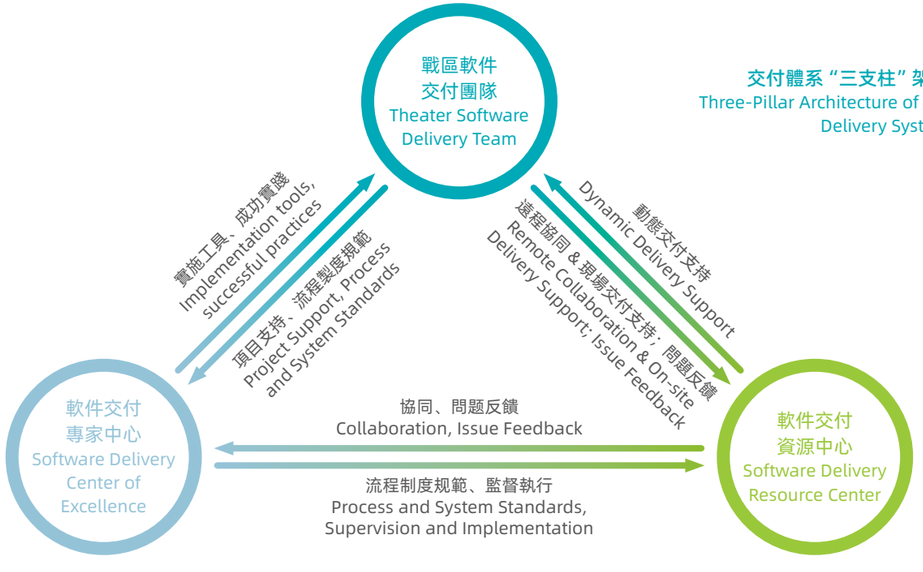
The Company is committed to providing clients with a professional, efficient, and high-quality service experience, establishing a service system covering implementation delivery, client success, technical support, and client training. Through standardized service processes, intelligent service tools, and professional service teams, it continuously improves client satisfaction and loyalty.

客戶服務體系
Client Service System

公司建立覆蓋客戶全生命周期的服務體系，以「可量化、可管理、可優化」的服務質量形成差異化競爭力；通過 AI 智能抽取技術迭代知識庫體系，累計更新 2 萬 + 知識文件，構建新一代 AI 智能客服並完成全量客戶遷移；聯合頂級諮詢機構及合規、出海等細分夥伴，發展實施交付夥伴與自由顧問，優化「戰區 + 中台 + 外包」交付模式，打造覆蓋企業全業務需求的定制化解決方案，築牢萬人級大客戶服務能力。

The Company has established a service system covering the entire client lifecycle, building differentiated competitiveness through service quality characterized by “quantifiable, manageable, and optimizable” standards. It has iteratively upgraded its knowledge base system using AI-powered intelligent extraction technology, cumulatively updating over 20,000 knowledge documents. Additionally, it has built a new-generation AI-powered intelligent client service system and completed the full migration of all clients. By partnering with top consulting firms as well as niche partners in areas like compliance and global expansion, the Company has developed Fulfillment Responsibility partners and freelance consultants, optimized the “war zone + middle platform + outsourcing” delivery model, created customized solutions covering all business needs of enterprises, and strengthened its service capabilities for large clients with tens of thousands of users.

交付體系“三支柱”架構
Three-Pillar Architecture of the Delivery System



案例
Case

客戶培訓服務支持人才數字化管理融入企業運營
Enabling the Integration of Digital Talent Management through Client Training Services

2025 年，北森通過在線學習平台「北森雲課堂」及線下培訓活動，為客戶提供產品使用培訓及 HR 專業能力提升課程。報告期內，累計開展客戶培訓超過 500 場，培訓覆蓋客戶超過 10,000 人次。針對學習雲客戶，公司全新推出國內首創的學習運營專家 BCT 認證，於上海和北京共開展兩期認證培訓。

In 2025, Beisen delivered product training and HR capability development programs to clients through its online learning platform, Beisen Cloud Classroom, as well as offline training sessions. During the reporting period, the Company conducted more than 500 client training sessions, reaching over 10,000 participants in total. For Learning Cloud clients, Beisen also launched the industry-first BCT (Beisen Certified Trainer) certification for learning operations experts in China, and conducted two certification sessions in Shanghai and Beijing.

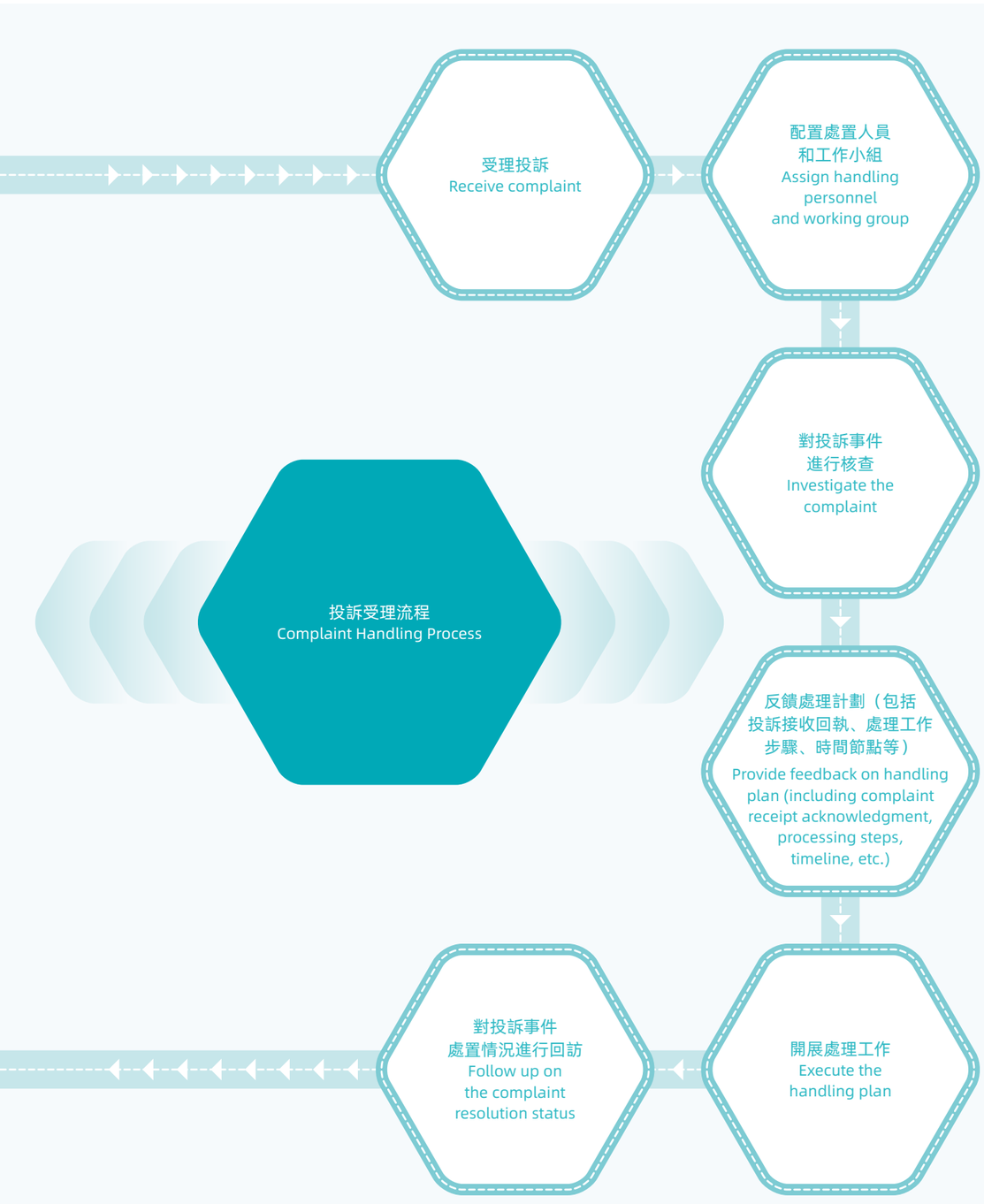


數字化學習運營官（BCT）認證實景
On-Site Practice for Digital Learning Operations Officer (BCT) Certification

客戶滿意度管理
Client Satisfaction Management

公司持續完善客戶投訴管理機制，確保客戶要求得到高效解決。我們為客戶提供專用熱線、在線溝通和現場反饋等多元化投訴渠道，針對每項投訴，公司配置專職投訴服務人員、客戶成功負責人及處理小組，通過標準化流程開展受理、核查、解決及回訪工作，確保客戶反饋閉環處理。公司將客戶投訴作為產品與服務改進的重要輸入，定期分析投訴原因，識別系統性問題，推動產品與流程優化。報告期內，客戶投訴解決率保持高位，未發生重大客戶投訴事件。

The Company continuously improves its client complaint management mechanism to ensure that client requirements are addressed efficiently. Clients have easy access to our diversified complaint channels, including a dedicated hotline, online communication and on-site feedback. For each complaint, the Company assigns full-time complaint service staff, client success managers, and handling teams. They conduct acceptance, verification, resolution, and follow-up through standardized processes to ensure end-to-end processing of client feedback. The Company treats client complaints as an important input for product and service improvement, regularly analyzes the causes of complaints, identifies systemic issues, and drives the optimization of products and processes. During the reporting period, the client complaint resolution rate remained high, and no major client complaint incidents occurred.



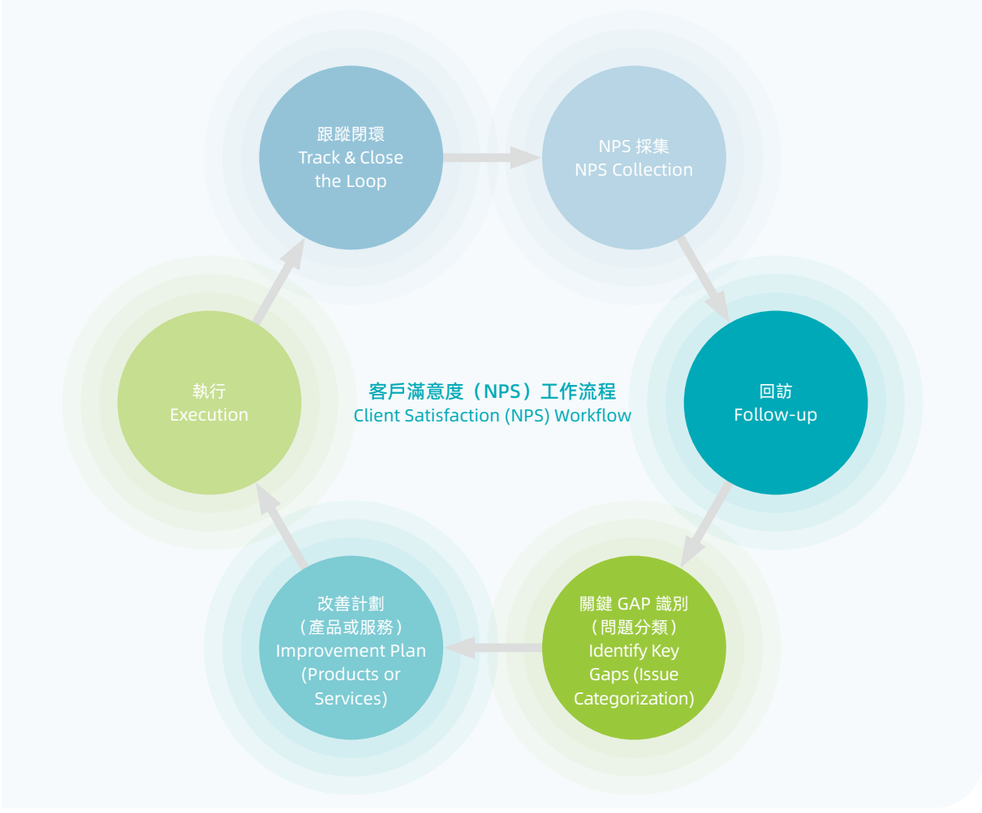
【績效】報告期內 [Performance] During the reporting period

客戶投訴總數（宗）：
Total number of client complaints:
31

客戶投訴解決率（%）：
Client complaint resolution rate:
100

公司建立了系統化的客戶滿意度淨推薦值（NPS）工作流程。通過客戶滿意度調研、NPS 評分、客戶訪談等多渠道反饋收集機制，全面了解客戶需求與服務體驗。同時，公司實施精細化 NPS 差評治理和主動幹預機制，針對低分反饋及時跟進處理。針對客戶反饋的問題，公司建立閉環處理機制，確保問題得到及時有效解決。

The Company has established a systematic client satisfaction Net Promoter Score (NPS) workflow. We comprehensively understand client needs and service experiences through multi-channel feedback collection mechanisms such as client satisfaction surveys, NPS scores, and client interviews. Meanwhile, the Company implements a refined NPS negative feedback management and proactive intervention mechanism, with timely follow-up and resolution of low-score feedback. In response to the issues raised by clients, the Company has established an end-to-end handling mechanism to ensure that problems are resolved promptly and effectively.



【績效】報告期內 [Performance] During the reporting period

客戶滿意度（NPS）（%）：
Client NPS: **20.5**

客戶滿意度調查覆蓋率（%）：
Client satisfaction survey coverage rate: **21.4**

堅持負責任營銷
Uphold Responsible Marketing

公司秉持誠信經營原則，在產品宣傳與客戶服務中嚴格落實負責任營銷要求，建立產品能力與公開承諾的一致性管理流程，確保所有產品功能描述、性能指標及服務承諾均經過內部驗證。

The Company adheres to the principle of integrity in operation, strictly implements the requirements of responsible marketing in product promotion and client service, establishes a management process for the consistency between product capabilities and company commitments, and ensures that all product function descriptions, performance indicators and service commitments have been internally verified.

公司嚴格規範產品宣傳材料及審核流程。在產品設計階段將客戶需求與合規要求納入規劃；在定價階段遵循公平透明原則；在服務階段建立服務等級協議（SLAs），明確服務標準與違約責任。

The Company strictly regulates product promotional materials and review processes. We integrate client needs and compliance requirements into product design; adopt fair and transparent pricing principles during the pricing stage; and establish service level agreements (SLAs) during the service stage, clearly defining service standards and accountability for breaches.

網絡與隱私安全
Cybersecurity and Privacy Security

北森深知網絡安全與隱私保護對企業及客戶的重要性，通過建立完善的信息安全與隱私管理體系，持續優化技術防護措施，切實保障系統和數據安全可靠。

Beisen deeply understands the importance of cybersecurity and privacy protection to enterprises and clients. By establishing a comprehensive information security and privacy management system and continuously optimizing technical protection measures, it effectively ensures the security and reliability of systems and data.

網絡安全
Cybersecurity

公司將完善的網絡安全管理制度與風險管理機制作為築牢安全防線的基礎，並通過開展常態化培訓與意識提升活動，不斷增強員工安全素養與風險防範能力，確保網絡安全理念真正融入日常運營，為構建數字信任奠定基石。報告期內，公司未發生網絡安全相關違規事件。

The Company takes improving cybersecurity management systems and risk management mechanisms as the foundation for strengthening its security defense line. Through regular training and awareness-raising activities, it continuously enhances employees' security literacy and risk prevention capabilities, ensuring that cybersecurity concepts are truly integrated into daily operations and laying a solid foundation for building digital trust. During the reporting period, no cybersecurity-related violations occurred at the Company.

○ 完善安全管理基礎 Strengthen safety management foundation

北森持續完善網絡安全管理制度體系，制定並優化《信息安全與隱私信息管理手冊》《通信和操作管理策略》《物理和環境安全與隱私管理策略》《信息安全與隱私風險管理程序》《信息安全與隱私保護事件管理程序》《系統安全管理制度》等一系列制度文件，不斷夯實信息安全治理基礎，確保數據的道德使用與有效保護。同時，公司將安全管理延伸至供應鏈，在《采購管理制度》《外包管理程序》中明確對第三方合作夥伴的信息安全要求，構建覆蓋內外部的網絡安全防線。在此基礎上，公司已獲得多項信息安全權威認證。

Beisen continuously improves the cybersecurity management system framework, formulates and optimizes a series of institutional documents including the *Information Security and Privacy Management Manual,* the *Communication and Operations Management Policy,* the *Physical and Environmental Security and Privacy Management Policy,* the *Information Security and Privacy Risk Management Procedure,* the *Information Security and Privacy Protection Incident Management Procedure,* and *the System Security Management System.* It constantly strengthens the foundation of information security governance to ensure the ethical use and effective protection of data. Meanwhile, the Company extends security management to the supply chain, clearly defining information security requirements for third-party partners in the *Procurement Management System* and the *Outsourcing Management Procedures,* and builds a cybersecurity defense line covering both internal and external aspects. On this basis, the Company has obtained a number of authoritative information security certifications.

截至報告期末獲得的信息安全相關體系認證
Information security-related system certifications obtained as of the end of the reporting period

- 體系和機構控制 2（SOC 2）類型 II 報告
  System and Organization Controls 2 (SOC 2) Type II Report
- 網絡安全保護等級第三級（S3A3）
  Network Security Protection Level 3 (S3A3)
- C-STAR 雲計算信息安全管理體系
  C-STAR Cloud Computing Information Security Management System
- CSA CAST 雲應用安全可信認證
  CSA CAST Cloud Application Secure and Trusted Certification
- ISO 22301 業務連續性認證
  ISO 22301 Business Continuity Certification
- ISO 2000 信息服務認證
  ISO 2000 Information Service Certification
- 體系和機構控制 1 (SOC 1) 類型 II 報告
  System and Organization Controls 1 (SOC 1) Type II Report
- ISO/IEC 27001:2022 信息安全管理體系
  ISO/IEC 27001:2022 Information Security Management System
- ISO/IEC 27001:2022 及 ISO/IEC 27018:2019 公有雲個人信息安全管理體系
  ISO/IEC 27001:2022 and ISO/IEC 27018:2019 Public Cloud Personal Information Security Management System
- ISO/IEC 27701:2019 隱私信息管理體系
  ISO/IEC 27701:2019 Privacy Information Management System

此外，北森建立了由董事會領導的「決策 - 管理 - 執行 - 監督」四維閉環治理架構，將網絡安全與數據合規深度融入日常運營。制定《北森管理體系崗位職責》，確保責任落實到人，通過權責明晰的分工與跨部門協同，為公司穩健發展提供體系化保障。

In addition, Beisen has established a four-dimensional end-to-end governance structure led by the Board, which consists of "decision-making, management, execution, and supervision," and has deeply integrated cybersecurity and data compliance into its daily operations. The Company has developed the *Job Responsibilities of the Management System of Beisen* to clarify the job responsibilities of each department and employees at all levels, ensuring that responsibilities are assigned to individuals, and providing systematic support for the Company's stable development through clear division of responsibilities and cross-departmental collaboration.

統籌 Coordination

網絡信息安全領導小組 / Cybersecurity Leading Group

設立由董事會成員組成的網絡與信息安全領導機構，由首席執行官親自擔任組長，負責監督安全策略落實，領導安全管理體系審核工作。其中，董事紀偉國具備信息安全背景。

Establish a network and information security leading body composed of board members, with the CEO personally serving as the head, responsible for overseeing the implementation of security policies and leading the audit of the security management system. Among them, Director Ji Weiguo has a background in information security.

管理 Management

體系管理委員會 / System Management Committee

由 8 大核心部門的副總裁以上負責人組成，負責安全管理體系在各部門的貫徹執行，部門內安全意識教育等工作。

Composed of leaders at or above the vice president level from 8 core departments, it is responsible for implementing the safety management system across all departments, conducting safety awareness education within departments, and other related tasks.

執行 Execution

基礎服務部 / Basic Services Department

負責基礎運維及服務的統籌與管理，推動相關安全工作的落地。

Be responsible for the overall planning and management of basic operation and maintenance and services, as well as the implementation of related security work.

其他部門 / Other departments

保證在日常各項操作中遵守安全管理體系的各項相關規定。

Ensure that all relevant provisions of the safety management system are complied with in all daily operations.

監察 Supervision

監察合規部 / Oversight and Compliance Department

從合規層面開展網絡安全、數據安全、隱私合規等領域的合規監察工作。

Conduct compliance audits in areas such as cybersecurity, data security, and privacy compliance from a compliance perspective.

○ 加強安全監督與響應 Strengthen safety supervision and response

北森建立覆蓋「主動發現–深度挖掘–閉環處置」全流程的信息安全脆弱性（漏洞）分析體系，通過常態化漏洞監測、深度滲透測試與實戰化應急演練，系統識別並修復潛在安全風險，築牢安全防線。

Beisen has established a full-process information security vulnerability analysis system covering "proactive discovery–in-depth mining–loop resolution". Through regular vulnerability monitoring, in-depth penetration testing, and practical emergency drills, it systematically identifies and remediates potential security risks to fortify the security defense line.

信息安全脆弱性（漏洞）分析關鍵舉措
Key Initiatives for Information Security Vulnerability Analysis

風險監測與預警
Risk Monitoring and Early Warning

- 建立常態化漏洞監控機制，依托內部安全監測平台（鷹眼）對業務系統、網絡邊界、雲平台及應用接口開展 7×24 小時漏洞掃描與風險分析，並部署防火牆、IPS、防病毒網關等安全設備。
  Establish a normalized vulnerability monitoring mechanism. Rely on the internal security monitoring platform (Eagle Eye) to conduct 24x7 vulnerability scanning and risk analysis for business systems, network boundaries, cloud platforms, and application interfaces. Deploy security devices such as firewalls, IPS, and antivirus gateways.
- 在產品研發環節推行軟件安全開發生命週期（SDL），全員遵循 IPD 流程。
  During the product R&D phase, implement the Software Security Development Lifecycle (SDL), and all employees follow the IPD process.

深度安全驗證
In-depth Security Verification

- 持續開展常態化滲透測試，針對核心業務系統、重要數據平台等關鍵對象，通過模擬黑客攻擊方式全面挖掘系統薄弱環節。
  Conducting normalized penetration testing to comprehensively identify system vulnerabilities by simulating hacker attacks on key targets such as core business systems and critical data platforms.
- 依托第三方 SRC 平台，借助外部白帽子資源從攻擊者視角開展漏洞挖掘。
  Leveraging a third-party SRC platform and external white hat resources, conduct vulnerability discovery from an attacker's perspective.

應急與意識培養
Emergency Response and Awareness Cultivation

- 定期組織網絡安全攻防演練、災備演習及釣魚郵件演練。
  Regularly organize cybersecurity offensive and defensive drills, disaster recovery exercises, and phishing email simulations.
- 常態化推進全員信息安全培訓與意識宣導。
  Regularly promote cybersecurity training and awareness for all employees.

同時，公司建立內外結合的常態化安全審計機制，每年聘請第三方專業機構開展外部審計，同時依據《內部審核控制程序》規範開展內部審計，通過人員訪談、現場核查等方式努力對信息安全威脅進行主動識別、及時監督並有效處置，持續保障信息安全體系穩定運行。

Meanwhile, Beisen has established a normalized security audit mechanism integrating internal and external elements. Each year, it engages third-party professional institutions to perform external audits, while standardizing the conduct of internal audits in accordance with the *Internal Audit Control Procedure.* Through means such as personnel interviews and on-site verifications, it endeavors to proactively identify, timely monitor and effectively address information security threats, thereby continuously ensuring the stable operation of the information security system.

外部審計 External audit

覆蓋安全技術體系、安全管理體系及安全運營體系，涉及人員安全、物理環境、通信網絡、區域邊界、計算環境、數據安全等關鍵領域。

Covers the security technology system, security management system and security operations system, and involves key areas such as personnel security, physical environment, communication network, regional boundary, computing environment and data security.

內部審計 Internal audit

開展 IT 基礎設施和信息安全管理及隱私保護審計，重點覆蓋敏感數據管理、重要信息系統研發與運維等關鍵環節，審計內容包括數據全生命周期管理、網絡攻擊面監測等。

Conduct audits of IT infrastructure, information security management, and privacy protection, with a focus on key areas such as sensitive data management, development and operation and maintenance of critical information systems. The audit content includes data lifecycle management, network attack surface monitoring, etc.

【績效】報告期內 [Performance] During the reporting period

開展外部安全審計（次）： External security audits condected:	9
開展內部安全審計（次）： Internal security audits condected:	6

此外，若接到員工上報的信息安全事件、漏洞或可疑行為，公司將嚴格遵循「響應–分析研判–處置–複盤」四步標準化閉環流程，規範推進每一個環節，確保風險及時管控、問題閉環解決。

In addition, upon receiving reports of information security incidents, vulnerabilities, or suspicious activities from employees, we strictly follow a standardized four-step closed-loop process, i.e. response, analysis, remediation, and review, to ensure each stage is executed in a structured manner, enabling timely risk containment and thorough resolution of issues.

網絡安全問題舉報流程 / Reporting Process for Cybersecurity Issues

響應 Response	由安全管理組統一受理、登記備案，快速核實事件基本信息，啟動應急流程。 The Security Management Team uniformly accepts, registers and files, quickly verifies the basic information of the incident, and initiates the emergency response process.
分析研判 Analysis and Assessment	安全管理組對事件性質、風險等級及影響範圍進行研判，確定優先級與處置方案。 The Security Management Team conducts an analysis of the nature of the incident, risk level, and scope of impact, and priorities and the response plan.
處置 Disposal	安全管理組協同各部門開展修復、溯源、核查等處置工作，跟蹤整改。 The Security Management Team collaborates with various departments to carry out disposal work such as repair, traceability, and verification, and tracks the rectification.
複盤 Review	事件處置完成後組織複盤，優化流程與防控措施，形成管理閉環。 After the incident response is completed, organize a review, optimize processes and prevention and control measures, and form a management closed loop.

提升網絡安全意識 Enhance cybersecurity awareness

公司持續完善安全培訓體系，圍繞開發、數據管理、應急響應等重點領域開展專項培訓，強化 IPD 安全測試、數據全生命周期操作規範及運維工具合規等關鍵環節。同時，面向 HR、產研等不同崗位開展場景化賦能，針對性提升員工在釣魚防護、應急處理等方面的實操能力，全面提升整體安全防護水平。

The Company continuously improves its security training system, conducts special training focusing on key areas such as development, data management, and emergency response, and strengthens key links including IPD security testing, data full lifecycle operation standards, and compliance of operation and maintenance tools. Meanwhile, we carry out scenario-based empowerment for different positions such as HR, product R&D, etc., to specifically enhance employees' practical abilities in phishing protection, emergency response, etc., and comprehensively improve the overall security protection level.

【績效】報告期內 [Performance] During the reporting period

開展網絡安全培訓（場）： Cybersecurity training sessions conducted:	12
開展釣魚演練（次）： Phishing exercises conducted:	16
參與網絡安全培訓員工（人）： Number of employees participated in cybersecurity training:	2,000+
參與釣魚演練的員工（人次）： Number of employees participated in phishing exercises (person-times):	10,000+

隱私保護
Privacy Protection

北森嚴格遵守《中華人民共和國個人信息保護法》等政策，制定《北森隱私保護政策》，明確信息抓取、信息使用、客戶決策權力、保存時常、信息保護方法、第三方披露管理等內容信息的使用、客戶決定隱私信息收集、使用、留存和處置方式的可能性、信息保存時長、信息保護方法、第三方披露政策等多方面內容，幫助用戶了解北森處理、保護其個人信息的機制，全力保護客戶個人信息的安全可控。同時，公司依照法律法規要求並參照業界成熟的安全標準，采取相應安全保護措施來保護客戶的個人信息。

Beisen strictly complies with policies such as the *Personal Information Protection Law of the People's Republic of China,* and has formulated the *Beisen Privacy Protection Policy* . This policy clarifies various aspects including the description of information collection, the use of collected information, clients' rights to manage privacy information, the duration of information storage, information protection methods, and third-party disclosure policies. It helps users understand Beisen's mechanisms for processing and protecting their personal information, and fully safeguards clients' security and control over their own personal information. Meanwhile, the Company, in accordance with laws and regulations and with reference to established industry security standards, adopts corresponding security protection measures to protect clients' personal information.

《北森隱私保護政策》框架
Framework of the Beisen Privacy Protection Policy



截至報告日 As of the Reporting Date

客戶隱私泄露事件數量（件）： Number of client privacy breach incidents:	政府或執法機構信息請求數量（条）： Number of information requests from government or law enforcement agencies:	本財年披露請求占比（%） Percentage of disclosure requests:
0	0	0

可持續供應鏈
Sustainable Supply Chain

北森致力於攜手合作夥伴共同成長，將環境、社會、治理要素融入供應商管理，並為供應商夥伴提供相應的培訓資源，支持行業構建可持續的供應鏈生態。

Beisen is committed to growing together with its partners, integrating environmental, social, and governance (ESG) factors into supplier management, providing corresponding training resources for supplier partners, and supporting the industry in building a sustainable supply chain ecosystem.

供應商管理體系
Supplier Management System

公司建立了《供應商管理辦法》《採購管理制度》等管理制度，建立了涵蓋准入、招標、動態分級管理、退出機制的供應商管理全流程，旨在保證招標工作的合規開展，保障公司供應商質量和穩定性。

The Company has established management systems such as the *Supplier Management Measures* and the *Procurement Management System*, and has set up a full supplier management process covering access, tendering, dynamic classification management, and exit mechanisms, aiming to ensure that tendering work is conducted in compliance and to guarantee the quality and stability of the Company's suppliers.

【績效】報告期內 [Performance] During the reporting period

供應商總數（家）：
Total number of suppliers: **391**

ESG 融入供應商管理
Integrate ESG into Supplier Management

為了加強供應鏈風險管理，公司大力推動 ESG 要素融入供應商評估和日常管理，構建了涵蓋環境、社會及治理的三維量化考核矩陣，全面推行「ESG 優先」正向激勵和「三年禁入」負面懲戒機制，推動供應鏈由被動合規向主動創造可持續價值轉型。報告期內，公司對《供應商管理辦法》進行修訂，明確將 ESG 資質作為供應商准入審批的「加分項」，提高 ESG 指標權重。

To strengthen supply chain risk management, the Company vigorously promotes the integration of ESG factors into supplier assessment and daily management, has built a three-dimensional quantitative assessment matrix covering environmental, social, and governance aspects, comprehensively implements the "ESG-first" positive incentives and "three-year ban" negative penalty mechanisms, and drives the transformation of the supply chain from passive compliance to proactive creation of sustainable value. During the reporting period, the Company revised the *Supplier Management Measures*, designating ESG qualifications as a "plus factor" in supplier access approval and increasing the weight of ESG indicators.

公司制定了公開的《北森商業夥伴行爲準則》，明確公司對供應商在環境、社會、治理各方面的管理與實踐要求。報告期內，公司將 ESG 專項條款納入採購合同標準模板，包括禁止商業賄賂等商業道德條款，建立健全職業健康安全管理等 OHS 條款等，以供應商賦能培訓形式傳達各項新要求，向供應商發出綠色合作倡議，攜手合作夥伴共建負責任、高韌性的綠色供應鏈生態。

The Company has formulated the *Beisen Business Partner Code of Conduct*, which clearly defines the Company's management and practice requirements for suppliers in terms of environment, society, and governance. During the reporting period, the Company incorporated ESG-specific clauses into the standard template of its procurement contracts, including business ethics clauses such as the prohibition of commercial bribery and OHS clauses for establishing and improving occupational health and safety management. It communicated all new requirements to suppliers in the form of supplier empowerment training, issued a green cooperation initiative to them, and joined hands with partners to build a responsible and resilient green supply chain ecosystem.

供應商 ESG 評估標准
Supplier ESG Evaluation Criteria

環境維度 / Environmental

辦公場地優先選用 LEED 認證物業及節能設備；持續減少三廢排放，提升資源利用效率；構建了「準入硬約束 + 動態激勵 + 全生命週期管理」的綠色數據中心供應商管理體系，將環境績效從「軟性倡導」轉化為可量化的「硬性契約」：

Office spaces prioritize LEED-certified properties and energy-efficient equipment; continuously reduce the discharge of "three wastes" (waste gas, waste water, solid waste) and improve resource utilization efficiency; established a green data center supplier management system featuring "strict access constraints + dynamic incentives + full lifecycle management", transforming environmental performance from "soft advocacy" into quantifiable "hard contracts".

- 準入環節：將 PUE/WUE 優化納入硬性指標，從源頭鎖定低碳資產；
  Admission phase: Incorporate PUE/WUE optimization into hard indicators to lock in low-carbon assets from the source;
- 激勵環節：創新引入「區域氣候差異化考核」與「連續達標加分」機制，驅動供應商主動技術革新並逐年提升綠電比例；
  Incentive phase: Innovatively introduce the mechanisms of "regional climate differentiated assessment" and "continuous compliance bonus points" to drive suppliers to proactively carry out technological innovation and increase the proportion of green electricity year by year;
- 管理環節：構建涵蓋綠電採購、水耗計量及第三方鑒證的全鏈條數據閉環，確保範圍三排放真實可溯。
  Management phase: Establish a full-chain data closed loop covering green power procurement, water consumption measurement, and third-party verification to ensure the authenticity and traceability of Scope 3 emissions.

社會維度 / Social

聚焦 OHS 管理成效、員工權益保護等維度，對工傷事故發生率、員工安全培訓覆蓋率、社保繳納合規性等指標進行評估，對於特定類別供應商加入數據安全與隱私保護相關要求。

Focus on dimensions such as OHS management effectiveness and employee rights protection, assess indicators including the incidence rate of work-related accidents, coverage rate of employee safety training, and compliance with social security contributions, and add requirements related to data security and privacy protection for suppliers of specific categories.

治理維度 / Governance

關注供應商是否有 ESG 相關的管理架構、工作規劃，以及商業道德實踐水平。

Focus on whether suppliers have ESG-related management structures, work plans, and levels of business ethics practices.



葉茂循環 滋養生態之脈 03

Circularity in Motion to Sustain the Ecosystem

北森重視生態文明建設，將綠色發展融入運營全過程，持續推進節能減排、廢棄物循環利用及綠色運營規範化管理，持續完善氣候相關風險和機遇的識別與管理，把握氣候機遇，致力於實現企業運營與生態環境的共贏共生。

Beisen attaches great importance to ecological civilization construction, integrates green development into the entire process of its operations, continuously promotes energy conservation and emission reduction, waste recycling, and standardized management of green operations, constantly improves the identification and management of climate-related risks and opportunities, seizes climate opportunities, and is committed to achieving win-win coexistence between enterprise operations and the ecological environment.

綠色運營發展
Green Operational Development

應對氣候變化
Addressing Climate Change



綠色運營發展
Green Operations and Development

北森致力於降低運營對環境的影響，將綠色發展理念融入日常運營全過程。作為雲服務企業，公司采用租賃數據中心模式，通過供應商環境管理及辦公運營能耗控制實現環境目標。

Beisen is committed to reducing the environmental impact of its operations and integrating the concept of green development into all aspects of its daily operations. As a cloud service provider, the Company adopts a leased data center model and achieves its environmental goals through supplier environmental management and office operation energy consumption control.

環境管理
Environmental Management

公司制定《北森環境保護政策》，確保環境管理工作規範有效。公司建立自上而下的三級環境管理架構，董事會及可持續發展委員會負責審議環境戰略規劃及年度目標；管理層負責制定環境政策及實施方案；執行層負責日常環境監測與措施落實。報告期內，公司已通過 ISO 14001 環境管理體系認證，並完成體系複審。

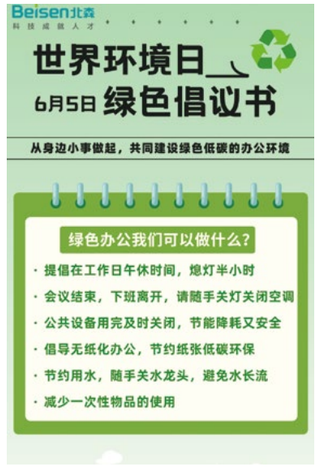
The Company has formulated the *Beisen Environmental Protection Policy* to ensure the standardization and effectiveness of environmental management work. The Company has established a top-down three-tier environmental management structure. The Board and the sustainability committee are responsible for reviewing environmental strategic plans and annual goals; management is responsible for formulating environmental policies and implementation plans; the operational level is responsible for daily environmental monitoring and implementation of measures. During the reporting period, the Company obtained the ISO 14001 environmental management system certification and completed the system review.

公司定期開展環境風險識別與評估，制定突發環境事件應急預案並組織演練。公司不定期開展環保宣傳，環保與節能降碳主題員工培訓覆蓋率達 100%。

The Company regularly conducts environmental risk identification and assessment, formulates emergency plans for sudden environmental incidents, and organizes drills. The Company has organized irregular environmental protection publicity campaigns, and the coverage rate of employee training on the themes of environmental protection, energy conservation, and carbon reduction has reached 100%.



北森 ISO 14001 管理體系認證證書
Beisen ISO 14001 Management System Certification Certificate



世界環境日 - 綠色倡議書
World Environment Day - Green Proposal

能源管理
Energy Management

北森高度重視節能降耗，嚴格遵循《中華人民共和國節約能源法》及運營所在地相關法律法規與政策要求，不斷優化能源管理流程，積極使用綠色電力，全面提升能源使用效率。公司定期開展內部能源審核與評估以識別效率提升空間，優化能源使用結構，並通過常態化宣傳培訓強化全員節能意識，推動能源管理工作不斷深化。

Beisen attaches great importance to energy conservation and consumption reduction, strictly abides by the *Energy Conservation Law of the People's Republic of China* and the relevant laws, regulations, policies and requirements of the location where it operates, continuously optimizes the energy management process, actively utilizes green power and comprehensively improves energy efficiency. The Company regularly conducts internal energy audits and assessments to identify opportunities for efficiency improvement, optimize the energy usage structure, strengthen the awareness of energy conservation among all employees through regular publicity and training, and promote the continuous deepening of energy management work.



北森綠色電力證書
Beisen Green Power Certificate

辦公節能措施 / Office Energy-Saving Measures

公司優先選擇 LEED 認證辦公場地。
We prioritize the selection of LEED-certified office spaces.

空調使用嚴格管控，根據氣溫設定運行模式及溫度標准。
We strictly manage air conditioning usage, setting operating modes and temperature standards based on ambient conditions.

對公區照明設備進行節能改造，采用 LED 燈具及智能照明控制系統。
We implement energy-efficient upgrades to public-area lighting, adopting LED fixtures and intelligent lighting control systems.

公司推行無紙化辦公，工卡、名片、電腦申請、資產盤點等業務均實現線上化。
We promote paperless operations, with processes such as employee ID issuance, business cards, IT requests, and asset inventory fully digitized.

數據中心能耗管理 / Data Center Energy Consumption Management

公司服務器和數據中心采取托管模式，確保供應商符合節能環保資質要求。
We adopt a managed hosting model for our servers and data centers, ensuring that suppliers meet energy efficiency and environmental standards.

公司要求數據中心供應商 PUE ≤ 1.35，優先選擇綠電占比高、有節能示範項目的供應商。
We require data center providers to maintain a PUE of ≤ 1.35 and prioritize those with a high share of renewable energy and demonstrated energy-saving practices.

目標設定 Target Setting

在 2025 財年基礎上，維持或減少能源消耗強度
We aim to maintain or reduce energy consumption intensity based on the 2025 FY

【績效】報告期內 [Performance] During the reporting period

能源總消耗量（千瓦時）：
Total energy consumption(kWh):
1,389,274.20

單位經營收入能源消耗量（千瓦時 / 百萬元）：
Energy Consumption per Unit of Operating Revenue(kWh per million yuan)
1,257.48

水資源管理
Water Resources Management

北森嚴格遵守《中華人民共和國水法》《中華人民共和國水污染防治法》及相關法規。經識別，各運營點均不涉及水資源風險，主要用水為辦公用水。公司通過節水宣導、管道巡檢等舉措減少浪費，並計劃建立量化節水目標；同時要求數據中心供應商采用節水型冷卻技術，優先選用中水回用、間接蒸發冷卻等方案，水資源緊張區域 WUE 達行業優秀水平。

Beisen strictly abides by the *Water Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and relevant regulations. After assessment, none of the operating locations involve water resource risks, and the main water usage is for office purposes. The Company reduces waste through measures such as water conservation advocacy and pipeline inspections, and plans to establish quantified water conservation targets. At the same time, it requires data center suppliers to adopt water-efficient cooling technologies, prioritizing solutions like reclaimed water reuse and indirect evaporative cooling. In water-scarce regions, the WUE (Water Use Efficiency) reaches excellent levels in the industry.

目標設定 Target Setting

在 2025 財年基礎上，維持或減少水資源消耗強度
We aim to maintain or reduce water consumption intensity based on the 2025 FY

【績效】報告期內 [Performance] During the reporting period

總耗水量（噸）[1]：
Total water consumption(t)[1]:
99.94

單位經營收入耗水量（噸 / 百萬元）：
Water consumption per unit of operating revenue(t per million yuan):
0.09

廢棄物管理
Waste Management

北森密切關注 2025 年 12 月國務院發布的《固體廢物綜合治理行動計劃》，遵循減量化、再利用、再循環（3R）原則，對廢棄物實施全過程管理，推行廢棄物常態化管控，開展污染排放與廢棄物管理的內部審計評估工作，提高電子廢棄物資源回收再利用水平，確保規範化處置；同時加強員工培訓引導，持續提升全員廢棄物管理意識與參與程度。

Beisen closely follows the *Solid Waste Comprehensive Management Action Plan* released by the State Council in December 2025, adheres to the principles of Reduction, Reuse, Recycling (3R), implements whole-process management of waste, promotes normalized control and management of waste, conducts internal audit and assessment work on pollution discharge and waste management, improves the level of resource recovery and reuse of e-waste, and ensures standardized disposal; at the same time, it strengthens employee training and guidance to continuously enhance the whole staff's awareness of waste management and participation level.

源頭減量 / Source Reduction

公司通過無紙化辦公、延長設備使用壽命等方式減少廢棄物產生。
We have reduced waste generation through methods such as paperless office operations and extending the service life of equipment.

分類與處置 / Classification and Disposal

公司開展垃圾分類活動，在辦公區域設置垃圾分類收集容器。有害廢棄物（硒鼓、墨盒、廢電池等）集中回收後交由有資質機構處理，對廢舊電子設備開展退役電腦捐贈或交由專業平臺回收處理。
We have launched a garbage sorting campaign and deploy classified waste collection containers across office premises. Hazardous waste (toner cartridges, ink cartridges, used batteries, etc.) is collected centrally and then handed over to qualified institutions for disposal. For obsolete electronic devices, decommissioned Computers are donated or handed over to professional platforms for recycling and disposal.

目標設定 Target Setting

保持公司服務器、顯示器、電腦設備等由有資質的回收商進行 100% 合規處理
We aim to maintain 100% compliant disposal of the Company's servers, monitors, computer equipment, etc., by qualified recyclers

【績效】報告期內 [Performance] During the reporting period

有害廢棄物排放量（噸）：
Hazardous waste emissions(t):
0.11

有害廢棄物合規處置率（%）：
Hazardous waste compliance disposal rate (%):
100

無害廢棄物排放量（噸）：
Non-hazardous waste emissions(t):
140.37

無害廢棄物合規處置率（%）：
Non-hazardous waste compliance disposal rate (%):
100

1. 總耗水量 = 取水量 - 排水量，本財年取水量為 999.42 噸，排水量為 899.48 噸
1.Total water consumption = Water withdrawal - Water discharge. In the current fiscal year, the total water withdrawal is 999.42 metric tons, and the total water discharge is 899.48 metric tons.

應對氣候變化
Addressing Climate Change

北森積極回應國家「雙碳」目標，將氣候變化風險納入整體風險管理體系，致力於實現企業運營與生態文明建設有機融合。
Beisen actively responds to the national "Dual Carbon" goal, integrates climate change risks into the overall risk management system, and is committed to achieving the organic integration of enterprise operations and ecological civilization construction.

治理
Governance

北森建立自上而下的三層氣候治理體系，將氣候變化管理職能融入 ESG 管理架構中。
Beisen has established a top-down three-tier climate governance system, integrating climate change management functions into the ESG management framework.

治理層 Governing Body
董事會及可持續發展委員會 Board and Sustainability Committee

董事會作為最高決策與監督機構，負責審議並監督氣候戰略的制定與執行，將氣候因素納入重大戰略決策考量；可持續發展委員會每年召開會議聽取氣候戰略制定與實施進展，審議年度氣候相關風險與機遇的識別與評估結果。
The Board, as the highest decision-making and oversight body, is responsible for reviewing and overseeing the formulation and implementation of the climate strategy, and integrating climate factors into major strategic decision-making considerations; the Sustainability Committee holds annual meetings to hear about the progress in the formulation and implementation of the climate strategy, and reviews the annual identification and assessment results of climate-related risks and opportunities.

管理層 Management
經營管理團隊（EMT） Executive Management Team (EMT)

負責制定氣候相關戰略和目標，評估氣候風險與機遇，監督氣候變化風險管理和應對舉措的有效性，定期召開會議審議氣候相關風險和機遇的評估結果，檢討氣候變化相關目標的實施進展。
It is responsible for formulating climate-related strategies and goals, assessing climate risks and opportunities, monitoring the effectiveness of climate change risk management and response measures, holding regular meetings to review the assessment results of climate-related risks and opportunities, and reviewing the implementation progress of climate change-related goals.

執行層 Executive Level
ESG 工作小組及相關職能部門管理層 ESG Task Force and Management of Relevant Functional Departments

負責執行決策層制定的氣候戰略與目標，規劃目標實現路徑與可行方案，制定和實施各種緩解及適應措施，推動氣候管理融入日常運營。氣候關鍵指標納入管理層績效考核體系，確保氣候目標的有效達成。
It is responsible for implementing the climate strategy and goals formulated by the decision-making level, planning the path and feasible solutions for achieving the goals, formulating and implementing various mitigation and adaptation measures, and promoting the integration of climate management into daily operations. Key climate indicators are incorporated into the management performance evaluation system to ensure the effective achievement of climate goals.

戰略
Strategy

北森深知氣候變化會對我們的運營及業務帶來多重風險和機遇。我們定期開展氣候相關風險與機遇的識別與評估，梳理可能面臨的風險和機遇，分析其對業務和財務產生的影響，並根據評估結果制定應對策略。
Beisen deeply understands that climate change poses multiple risks and opportunities to our operations and business. We regularly identify and assess climate-related risks and opportunities, sort out potential risks and opportunities, analyze their impacts on our business and finances, and develop response strategies based on the assessment results.
我們參考氣候相關財務信息披露工作組（TCFD）建議，探索采用氣候情景分析方式識別並評估各項氣候相關風險和機遇在不同情景下對集團業務運營和財務績效的潛在影響。
We have referenced the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and explored the adoption of climate scenario analysis to identify and assess the potential impacts of various climate-related risks and opportunities on the Group's business operations and financial performance under different scenarios.

物理風險評估 Physical Risk Assessment

參考聯合國政府間氣候變化專門委員會（IPCC）發布的第六次評估報告（AR6），選擇低排放情景（SSP1-2.6）和高排放情景（SSP5-8.5）評估臺風、極端降水及高溫天氣等物理風險影響。

Drawing on the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), we evaluate the physical risk impacts of typhoons, extreme precipitation, and high-temperature weather under the low-emission scenario (SSP1-2.6) and the high-emission scenario (SSP5-8.5).

轉型風險及機遇評估 Transformation Risks and Opportunities Assessment

參考國際能源署（IEA）發布的《世界能源展望》，選擇 2050 年淨零排放情景（NZE）和既定政策情景（STEPS）評估政策及法律風險、技術風險等轉型風險及機遇。

Based on the *World Energy Outlook* published by the International Energy Agency (IEA), we selected the Net Zero Emissions by 2050 Scenario (NZE) and the Stated Policies Scenario (STEPS) to assess transition risks and opportunities, such as policy and legal risks, and technological risks.

由於公司氣候策略處於動態優化階段，相關風險、機遇及資本配置的量化評估尚在進行中，需要一定時間形成可合理保證的量化數據。定性評估及內容披露見表「風險與機遇識別結果和應對措施」，暫未有未披露的重大氣候相關事項，後續將適時完善量化披露。
As the company's climate strategyisstill ina dynamic optimizationphase, quantitative assessments of relatedrisks, opportunities, and capital allocationare ongoing and will require additional time togenerate reasonably assuredquantitative data. Qualitative assessments and disclosures are presentedinthe table" Risk and Opportunity Identification Results and Response Measures" , and no material climate-relatedmatters remainundisclosedat this time. Quantitative disclosures will be further enhancedas appropriate indue course.

風險與機遇識別結果和應對措施
Risk and Opportunity Identification Results and Response Measures

風險 / 機遇類型 Risk / Opportunity Type		風險 / 機遇名稱 Risk/Opportunity Name	風險 / 機遇對業務影響描述 Description of the Impact of Risks/ Opportunities on the Business		當期與預期財務影響評估 Current Period and Expected Financial Impact Assessment	時間範圍 Time Horizon	應對措施 Response Measures
物理風險 Physical risks	急性物理風險 Acute physical risk	極端天氣 Extreme weather	颱風、洪水、極寒、高溫、降雨等極端天氣事件發生，主要影響公司運營，造成服務中斷、財產損失與數據丟失。極端天氣事件頻發，數據中心運營面臨更高業務連續性挑戰。 Extreme weather events such as hurricanes, floods, extreme cold, high temperatures, and heavy rainfall occur, primarily affecting the Company's operations and causing service disruptions, property losses, and data loss. With the increasing frequency of extreme weather events, data center operations are facing greater business continuity challenges.		運營成本增加，潛在收入損失 Increased operating costs and potential revenue loss	短期 Short-term	採取居家辦公、調整辦公時間等靈活辦公形式； Adopt flexible work arrangements such as working from home and adjusting work hours; 服務器配置不間斷供電系統； Servers are equipped with uninterruptible power supply systems; 建立數據中心多地域災備機制；發布相關預警提示信息。 Establish a multi-region disaster recovery mechanism for data centers; issue relevant early warning and alert information
	慢性物理風險 Chronic physical risk	平均氣溫不斷上升 The average temperature is continuously rising	平均氣溫的不斷上升，增加辦公場所通風、製冷需求。 The continuous rise in average temperature increases the demand for ventilation and cooling in office spaces.		能源成本上升，企業經營的長期運營成本增加 Rising energy costs are increasing enterprises' long-term operating expenses	長期 Long-term	持續關注天氣監測； Continue to pay attention to weather monitoring; 制定高溫相關應急預案； Develop heat-related emergency plans; 推進辦公場所節能改造。 Promote energy-saving renovations in office spaces
轉型風險 Transition risks	政策和法律風險 Policy and legal risk	日益嚴格的環境監管 increasingly strict environmental regulations	碳排放雙控制度逐步落地，強制披露範圍擴大，可能出現因未及時合規而導致罰款、聲譽受損和客戶流失。 The carbon emission dual control system is gradually implemented, the scope of mandatory disclosure expands, and there may be fines, reputational damage, and client churn due to failure to comply in a timely manner.		合規成本上升、潛在罰款風險 Rising compliance costs and potential fine risks	短中長期 Short-, medium- and long-term	推進節能降耗措施，加快低碳轉型； Promote energy conservation and consumption reduction measures and accelerate the low-carbon transition; 及時擬定或更新內部相關政策； Timely formulate or update relevant internal policies; 完善內部碳核算體系； Improve the internal carbon accounting system; 在准入、考核階段關注供應商環境政策合規性。 During the access and assessment stages, focus on the environmental policy compliance of suppliers.
	市場風險 Market risk	全球市場關注的改變 Changes the Global Market Is Watching	投資者、客戶對企業排放和資源使用、提供低碳產品和服務能力的關注日益增加，未來市場競爭壓力變大。 Investors and clients are increasingly concerned about enterprises' emissions, resource usage, and their ability to provide low-carbon products and services, which will lead to greater market competition pressure in the future.		市場份額波動、客戶流失風險 Market share fluctuations, and client churn risk	長期 Long-term	推進適合行業發展趨勢的綠色運營模式； Promote green operation models that align with industry development trends; 持續提升數字化管理水平； Continuously improve the level of digital management; 監測客戶滿意度； Monitor client satisfaction; 強化 ESG 品牌建設。 Strengthen ESG brand building
	技術風險 Technical risk	低碳技術 Low-carbon technology	隨著國家政策驅動，公司在低碳技術研發和應用上的投入將會增加； Driven by national policies, the Company's investment in the R&D and application of low-carbon technology will increase. 同時 AI 技術快速反覆運算，客戶對智慧化 HR 管理需求激增，公司在 AI 倫理合規、演算法透明度方面面臨更高要求。 Meanwhile, with the rapid iteration of AI technology and the surge in client demand for intelligent HR management, the Company faces higher requirements in terms of AI ethics compliance and algorithm transparency.		研發投入增加 Increase in R&D investment	短中長期 Short-, medium- and long-term	推進節能減排技術應用； Promote the application of energy conservation and emission reduction technologies; 建立 AI 倫理審查機制，確保演算法公平透明； Establish an AI ethics review mechanism to ensure algorithm fairness and transparency; 加大 AI 技術研發投入，推進智慧化產品創新。 Increase investment in AI technology R&D and promote innovation in intelligent products.
機遇 Opportunities	市場機遇 Market opportunities	產品服務創新與 ESG 數字化 Product and Service Innovation and ESG Digitalization	企業關注產品與服務對氣候變化的支援性，將產品服務能力延展至客戶的可持續發展戰略與目標需求中； Enterprises focus on the support their products and services provide for climate change, extending their product and service capabilities to address their clients' sustainable development strategies and target requirements. 港交所氣候新規實施，企業對 ESG 數據管理、碳核算數字化工具需求快速增長。 The implementation of the new climate rules by the Hong Kong Exchanges and Clearing Limited (HKEX) has led to a rapid increase in the demand for ESG data management and digital carbon accounting tools among enterprises.		營業收入增加 Increase operating revenue	短中長期 Short-, medium- and long-term	創新產品可持續發展賦能特性； Innovative products' enabling features for sustainable development; 優化產品設計中的可持續發展技術方案； Optimize sustainability-focused technology solutions in product design; 開發 ESG 管理模塊，為客戶提供碳核算、ESG 報告生成等數字化解決方案，助力客戶可持續發展戰略與目標。 Develop ESG management modules to provide clients with digital solutions such as carbon accounting and ESG report generation, supporting clients' sustainable development strategies and goals.

備注：根據業務開展模式，風險與機遇列表中定義時間範圍短期為 1 ~ 3 年；中期為 3 ~ 5 年；長期為 5 年及以上。

Note：According to the business operation model, the time frames defined in the risk and opportunity list are: short-term (1 to 3 years), medium-term (3 to 5 years), and long-term (5 years and above).

基於初步的氣候情景分析和對氣候風險與機遇的識別與評估，我們將從以下三個方向開展行動。

Based on preliminary climate scenario analysis and the identification and assessment of climate risks and opportunities, we will take action in the following three areas.

強化能效與資源管理，推進低碳運營
Strengthen energy efficiency and resource management, promote low-carbon operations

公司將持續優化內部運營的能源效率，降低碳排放強度。升級數據中心基礎設施以降低服務器能耗；開展員工低碳培訓，激勵環保行為，形成全員參與的低碳文化。

We will continue to optimize the energy efficiency of its internal operations and reduce carbon emission intensity; upgrade data center infrastructure to reduce server energy consumption; conduct low-carbon training for employees, encourage environmentally friendly behaviors, and foster a low-carbon culture with full participation from all staff.

把握清潔技術機遇，推廣低碳產品與服務
Seize the opportunities in clean technology and promote low-carbon products and services

公司將進一步打造賦能客戶減碳的數字化解決方案，包括研發低碳場景應用，如綠色績效考核工具，將 ESG 表現納入人才評價體系。

We will further develop digital solutions that empower clients to reduce carbon emissions, including the R&D of low-carbon scenario applications such as green performance assessment tools, and integrate ESG performance into the talent evaluation system.

倡導綠色采購，攜手供應商打造低碳生態
Advocate green procurement and collaborate with suppliers to build a low-carbon ecosystem

公司將綠色理念貫穿供應鏈管理，推動上下遊協同降碳，促進生態夥伴共同提升 ESG 能力，實現商業價值與社會責任的共贏。

We will integrate the green concept into supply chain management, promote coordinated carbon reduction across the value chain, and help ecosystem partners jointly enhance their ESG capabilities, thereby achieving a win-win outcome for business value and social responsibility.

影響、風險和機遇管理
Impact, Risk and Opportunity Management

北森建立氣候相關的影響、風險和機遇管理流程，作為 ESG 特定風險的重要組成部分，氣候相關的風險與戰略風險、財務風險、市場風險、運營風險統一管理，持續提升風險管理水平。

Beisen has established a management process for climate-related impacts, risks and opportunities. As an important component of ESG-specific risks, climate-related risks are managed in an integrated manner with strategic risks, financial risks, market risks and operational risks, to continuously improve risk management capabilities.

氣候風險識別 Climate Risk Identification

流程描述 / Process Description

結合集團業務現狀、行業政策及氣候變化情景等考慮因素，識別並篩選可能對集團產生影響的物理風險與轉型風險

Considering factors such as the Group's business status quo, industry policies, and climate change scenarios, identify and screen physical risks and transition risks that may impact the Group.

具體方法 / Specific Methods

- 通過管理層訪談、基層研討及大數據分析
  Conduct management interviews, grassroots workshops and big data analysis
- 全面識別氣候相關風險
  We comprehensively identify climate-related risks

氣候風險評估 Climate Risk Assessment

流程描述 / Process Description

探索合適的氣候情景開展情景分析，多維度評估氣候風險和機遇的潛在影響，識別出對公司業務有實質性影響的氣候相關物理風險與轉型風險

Explore appropriate climate scenarios to conduct scenario analysis, assess the potential impacts of climate risks and opportunities from multiple dimensions, and identify climate-related physical risks and transition risks that have a material impact on the Company's business.

具體方法 / Specific Methods

- 採用定量與定性相結合的方法
  We use a combination of quantitative and qualitative methods
- 根據風險發生的可能性和潛在影響程度進行分級
  We classify based on the likelihood of a risk occurring and the extent of potential impact

氣候風險排序 Climate Risk Ranking

流程描述 / Process Description

根據氣候變化對業務造成的影響，並結合各利益相關方對公司氣候變化的期待，對識別出的氣候風險進行分析和優先級排序，篩選出重點氣候風險

Based on the impact of climate change on business operations and the expectations of various stakeholders regarding the Company's response to climate change, analyze and prioritize the identified climate risks, and select the key climate risks.

氣候風險應對 Climate Risk Response

流程描述 / Process Description

針對評估識別出的重大氣候風險，制定並實施可行的氣候變化應對措施

Develop and implement feasible climate change response measures in response to the significant climate risks identified through the assessment.

具體方法 / Specific Methods

- 依據評估結果，採取回避、降低、分擔或承受等策略
  Based on the assessment results, we adopt strategies such as avoidance, reduction, sharing, or acceptance.
- 針對核心業務環節，預設詳盡的業務連續性計劃
  For core business processes, we predefine a detailed business continuity plan.

氣候風險監督與改進
Climate Risk Oversight and Improvement

流程描述 / Process Description

監督氣候風險的應對實施情況，定期評估對氣候風險和機遇影響與應對舉措的有效性，不定期檢驗氣候風險管理的有效性，並根據變化情況和存在的缺陷及時改進

Monitor the implementation of climate risk response measures, periodically evaluate the impacts of climate risks and opportunities as well as the effectiveness of response actions, irregularly inspect the effectiveness of climate risk management, and implement timely improvements in accordance with changes and existing deficiencies.

具體方法 / Specific Methods

- 建立風險指標（含氣候相關的風險）監控體系
  We establish a monitoring system for risk indicators (including climate-related risks)
- 通過數字化看板實時監測關鍵氣候風險指標
  We use digital dashboards to monitor key climate risk indicators in real time
- 定期形成風險簡報，確保信息傳遞的透明與及時
  We regularly prepare risk briefings to ensure the transparency and timeliness of information dissemination.

指標與目標
Metrics and Targets

公司致力於提升排放數據的全面性與准確性，遵循 GHG Protocol 標准對公司運營層面和價值鏈層面的碳排放情況進行梳理，並根據《企業價值鏈（範圍三）核算與報告標准》逐步開展範圍三溫室氣體盤查。經梳理評估範圍三排放範疇，本報告期內，在厘清碳排放邊界基礎上，對於可溯源數據應查盡查，在沒有實測值的情況下，對數據進行科學合理的估算，確保數據的科學性和准確性。

The Company is committed to improving the comprehensiveness and accuracy of emission data. It systematically organizes the Company's carbon emissions at the operational and value chain levels in accordance with the GHG Protocol standards, and gradually conducts scope 3 GHG inventories in line with the *Corporate Value Chain (Scope 3) Accounting and Reporting Standard*. After sorting out and assessing the scope 3 emission categories, during the current reporting period, on the basis of clarifying the carbon emission boundaries, all traceable data shall be fully verified. In the absence of measured values, scientific and reasonable estimation shall be conducted for the data to ensure its scientific nature and accuracy.

目標設定 [1]
Target Setting[1]

在 2025 財年基礎上，維持或減少溫室氣體排放強度
Maintain or reduce GHG emission intensity relative to FY 2025

指標名稱 Indicator Name	單位 Unit	FY 2026	FY 2025	FY 2024
溫室氣體（範圍 1+2）排放總量（基於位置） Scope 1 + Scope 2 (location-based) greenhouse gas emissions	tCO_2e	737.15	811.96	865.99
溫室氣體（範圍 1+2）排放強度（基於位置） Greenhouse gas emission intensity (Scope 1 +Scope 2 (location-based))	tCO_2e / 百萬元 tCO_2e per million yuan	0.67	0.86	1.01

指標名稱 Indicator Name	單位 Unit	FY 2026	FY 2025	FY 2024
範圍 1 溫室氣體排放量 Scope 1 GHG Emissions	tCO_2e	0	0	0
範圍 2 溫室氣體排放量（基於位置）[2] Scope 2 GHG emissions(location-based)[2]	tCO_2e	737.15	811.96	865.99
範圍 2 溫室氣體排放量（基於市場）[2] Scope 2 GHG emissions(market-based)[2]	tCO_2e	840.81	766.29	924.16
範圍 3 溫室氣體排放量 Scope 3 GHG Emissions	tCO_2e	4,428.37	658.53	281.82
類別 1 外購商品與服務 Category 1 Purchased goods and services	tCO_2e	2,186.01	-	-
類別 2 資本商品 Category 2 Capital Goods	tCO_2e	373.56	-	-
類別 3 能源相關活動（除範圍 1&2） Category 3 Energy-Related Activities (Except Scope 1 & 2)	tCO_2e	65.48	-	-
類別 5 運營中產生的廢棄物 Category 5 Waste generated in operations	tCO_2e	50.56	-	-
類別 6 商務差旅 [3] Category6 Business Travel[3]	tCO_2e	1,268.47	658.53	281.82
類別 7 員工通勤 [4] Category 7 Employee Commuting[4]	tCO_2e	484.29	-	-

1. 公司氣候相關量化目標制定處於推進階段，減排路徑預測等關鍵結論仍在探討中，暫未形成可對外披露的確定性量化目標及配套信息，目前僅披露定性減排目標。第三方驗證、碳信用抵銷計畫等配套工作均處於執行或研究階段。公司將遵循監管規則、國際氣候協議要求及行業趨勢，結合自身經營實際加快推進量化目標制定，並完善信息披露。
1.The company is currently in the process of developing climate-related quantitative targets. Key conclusions such as emission reduction pathway projections are still under discussion, and no definitive quantitative targets or supporting information suitable for external disclosure have been finalized. At present, only qualitative emission reduction targets are disclosed. Supporting initiatives, including third-party verification and carbon credit offset plans, are either in the implementation or research phase. The company will accelerate the development of quantitative targets and enhance information disclosure in compliance with regulatory requirements, international climate agreement obligations, and industry trends, while taking into account its actual operational circumstances.
2.2026 財年範圍 2，採用兩種方法計算碳排放數據。基於位置方法：在計算外購電力產生的碳排放時，採用全國電力平均二氧化碳排放因數計算；基於市場方法：核算時剔除外購綠電，僅針對外購不可再生電力。
2. For Scope 2 in fiscal year 2026, two methods are adopted to calculate carbon emission data. Location-based method: Whencalculating carbon emissions from purchased electricity, the national average CO_2 emission factor for electricity is used48 Market-based method: When calculating emissions, purchased green electricity is excluded, and calculations are based solely on purchased non-renewable electricity. The corresponding carbon emissions are estimated using the national average CO2 emission factor for electricity, which excludes non-fossil energy generated through market-based transactions.
3. 類別 6 商務差旅包括北森員工訂購乘坐計程車、火車、飛機等公務出行產生的溫室氣體排放，排放因數採用基於金額法進行測算，來源於 CPCD 資料庫《中國產品全生命週期溫室氣體排放係數庫》。
3. Category 6, Business Travel, includes greenhouse gas emissions generated from employee business trips where Beisen employees book and take taxis, trains, airplanes and other means of transport. Emission factors are calculated based on the monetary value method, and are sourced from the CPCD database(*China Products Carbon Footprint Factors Database*).
4. 類別 7 員工通勤根據北森員工通勤產生的溫室氣體排放，根據每月出勤情況進行估算，排放因數來源於 CPCD 資料庫。
4. Category 7: Employee Commuting Greenhouse gas emissions from employee commuting are estimated based on monthly attendance records, with emission factors sourced from the CPCD database.

花開共融 綻放多元之美 04

Inclusion in Bloom to Empower Diversity

北森深信，企業與員工、社會是共生共榮的命運共同體。我們將員工的健康、安全與福祉置於首位，高度重視人才培養與發展，致力於構建公平、多元、包容的職場環境。與此同時，積極履行企業社會責任，鼓勵並支持員工參與社區實踐，以實際行動回饋社會，為可持續發展貢獻力量。

Beisen firmly believes that enterprises, employees, and society are a community of shared future that prospers together. We place employee health, safety and well-being at the forefront, attach great importance to talent cultivation and development, and commit to building a fair, diverse and inclusive workplace environment. At the same time, we actively fulfill our corporate social responsibility, encourage and support employees to participate in community practices, give back to society through practical actions, and contribute to sustainable development.

員工權益與發展
Employee Rights and Development

社區溝通與參與
Community Engagement



員工權益與發展
Employee Rights and Development

北森堅持以人為本，將權益保障與成長賦能、健康守護等融入日常管理，讓每一位員工都能在公平包容的環境中實現價值、收獲成長，與企業在雙向奔赴中彼此成就，共赴長遠。

Beisen adheres to people-oriented principles , integrating rights protection, growth empowerment, health care, and other aspects into daily management. It enables every employee to realize their value and achieve growth in a fair and inclusive environment, achieving mutual success with the enterprise through two-way commitment and working together for long-term development.

員工管理
Employee Management

北森堅持以人為本，通過落實平等僱傭、加強人權保護與完善績效管理，系統構建規範、公平、激勵並重的員工管理體系。

Beisen adheres to people-oriented principles, systematically building a standardized, fair, and incentive-focused employee management system by implementing equal employment, strengthening human rights protection, and improving performance management.

○ 員工僱傭 Employee Hiring

北森制定《員工手冊》《內部招聘管理制度》等覆蓋招聘、晉升、解僱全流程的政策文件，並建立定期合規審查與動態修訂機制，確保制度始終符合《中華人民共和國勞動法》等法律法規要求。

Beisen has formulated policy documents such as the *Employee Handbook* and the *Internal Recruitment Management System,* which cover the entire process of recruitment, promotion, and dismissal, and has established a regular compliance review and dynamic revision mechanism to ensure that the systems always comply with the requirements of laws and regulations such as the *Labor Law of the People's Republic of China.*

公司嚴格遵循《北森人權保護政策》《北森反歧視、反騷擾制度》中明確的平等雇傭原則，禁止因性別、種族、年齡、國籍、宗教信仰等因素產生的任何歧視行為，並積極吸納退役軍人、殘障人士等多元群體加入。

The Company strictly adheres to the equal employment principles specified in the *Beisen Human Rights Protection Policy* and the *Beisen Anti-Discrimination and Anti-Harassment System*, prohibits any discriminatory acts based on factors such as gender, race, age, nationality, religious beliefs, etc., and actively recruits diverse groups such as veterans and people with disabilities.

在入職環節，公司通過身份核驗、背景調查等程序對候選人進行規範篩選，並通過建立健全舉報核查機制，嚴防童工及強制勞工現象。報告期內，公司未發生僱傭童工及強制勞工等非法僱傭行為。

During the onboarding process, the Company conducts standardized screening of candidates through procedures such as identity verification and background checks, and prevents child labor and forced labor by establishing and improving a reporting and verification mechanism. During the reporting period, the Company did not engage in illegal employment practices such as child labor and forced labor.

【績效】報告期內 [Performance] During the reporting period

勞動合同簽訂率（%）： Labor Contract Signing Rate(%):	社會保險覆蓋率（%）： Social Insurance Coverage Rate(%):	新僱傭員工（人）： New Employees Hired(person):
100	100	506

○ 人權保護 Human Rights Protection

北森不斷深化對員工各項權益的保護，基於國際領先倡議和實踐，將範圍擴大至各項人權。報告期內，北森參考《聯合國工商業與人權指導原則》等政策，發布《北森人權保護政策》。公司初步搭建了人權盡職調查機制，確認人權風險識別與評估工作面向自身運營和供應商等商業合作夥伴，以及全體員工、供應商及外包人員等核心關注人群，並設置強迫勞動、僱傭童工、歧視與騷擾、工時與薪酬等核心風險評估領域。同時，公司進一步完善申訴渠道，承諾保護舉報人權益，確保人權問題可被及時申訴與處理。

Beisen continuously deepens the protection of employees' various rights and interests, expanding the scope to various human rights based on internationally leading initiatives and practices. During the reporting period, Beisen referenced policies such as the *UN Guiding Principles on Business and Human Rights* and issued the *Beisen Human Rights Protection Policy*. The Company initially established a human rights due diligence mechanism, confirming that human rights risk identification and assessment covers its own operations, business partners such as suppliers, as well as core groups of concern including all employees, suppliers, and outsourced personnel. It has also established core risk assessment areas such as forced labor, child labor, discrimination and harassment, working hours, and compensation. Meanwhile, the Company has further improved its complaint channels, committed to protecting the rights and interests of whistleblowers, and ensured that human rights issues can be promptly appealed and addressed.

北森關鍵人權風險應對關鍵舉措
Key Initiatives for Addressing Critical Human Rights Risks of Beisen

禁止強迫勞動 / Prohibition of forced labor

- 堅決反對並禁止任何形式的強迫勞動，包括恐嚇、暴力、限制行動、扣留身份證或威脅施加不利處境等。
  Firmly oppose and prohibit any form of forced labor, including intimidation, violence, restriction of movement, withholding of identity documents, or threatening to impose adverse conditions.

杜絕童工 / Elimination of child labor

- 禁止僱傭未滿法定年齡的兒童從事任何工作。
  Prohibit employing children under the legal working age in any work.

反歧視與反騷擾 / Anti-discrimination and anti-harassment

- 努力為員工創造安全、健康、無歧視的工作環境。
  Strive to create a safe, healthy, and discrimination-free work environment for employees.
- 尊重員工的尊嚴和隱私，保護他們免受任何形式的騷擾、虐待和歧視。
  Respect the dignity and privacy of employees and protect them from any form of harassment, abuse, and discrimination.
- 任何員工如發現歧視與騷擾類行為，可向員工成功部報告。
  Any employee who identifies discriminatory or harassing conduct may file a report with the Employee Success Department.

工時 / Working hours

- 嚴格遵守國家法定工時標准。
  Strictly comply with national statutory working hour standards.
- 通過優化 AI 技術賦能、提升工作效率等措施減少非必要加班，確保員工獲得充足休息時間。
  Reduce unnecessary overtime by optimizing AI-enabled empowerment, enhancing work efficiency, and other measures to ensure employees get sufficient rest time.
- 依法支付員工加班報酬。
  Pay employees overtime in accordance with the law.

績效管理 Performance Management

北森倡導「以奮鬥者為本，導向價值創造」的高績效文化，構建以戰略為驅動的績效管理體系。公司將戰略目標層層分解至個人，每季度開展組織與個人績效評估，以客觀數據為依托，采用多元考核機制全面衡量價值貢獻，考核結果與薪酬激勵、晉升發展及幹部任用直接掛鉤。考核過程堅持公平公正，不受資歷、年齡、性別等因素影響，實現組織目標與個人價值的深度綁定，激發員工持續創造活力，推動企業與人才共同成長。

Beisen advocates a high-performance culture of "putting strivers first and orienting toward value creation" and builds a strategy-driven performance management system. The Company breaks down strategic goals layer by layer to individuals, conducts organizational and individual performance evaluations every quarter, comprehensively measures value contributions through a diversified assessment mechanism based on objective data, and directly links evaluation results to salary incentives, promotion opportunities, and manager appointments. The assessment process adheres to fairness and impartiality, is not affected by factors such as seniority, age, and gender, achieves a deep integration of organizational goals and individual values, stimulates employees' sustained creative vitality, and promotes the joint growth of enterprises and talents.

北森績效管理關鍵舉措
Key Initiatives of Beisen Performance Management

績效目標制定 Performance goal setting

- 組織績效以平衡計分卡（BSC）為抓手，兼顧短期業務成果與長期價值積累，牽引可持續發展。
  Organizational performance is driven by the Balanced Scorecard (BSC), which balances short-term business results with long-term value accumulation and drives sustainable development.
- 個人績效以個人業績承諾（PBC）為載體，強化目標管理與員工自我驅動。
  Individual performance takes Personal Business Commitment (PBC) as its carrier, strengthening goal management and employees' self-motivation.

績效考核 Performance appraisal

- 每半年通過述職及管理層集體評議對組織績效進行評估。
  The organization's performance is evaluated every six months through work reports and collective assessments by management.
- 每季度按「員工自評 - 部門上級評估 - 管理班子（含協作部門）集體校准 - 公司績效校准」流程開展員工績效考核。
  Employee performance reviews are conducted quarterly following the process: "employee self-assessment – department supervisor evaluation – collective calibration by the management team (including collaborative departments) – Company performance calibration."

績效面談及改進 Performance appraisal interview and improvement

- 建立低績效人員季度跟進機制，每季度由管理者與 HRBP 對低績效員工進行一對一輔導，幫助其診斷問題、制定改進計劃。
  Establish a quarterly follow-up mechanism for low-performing employees, where managers and HRBPs conduct one-on-one coaching sessions with them each quarter to help diagnose problems and develop improvement plans.
- 對於改進成效顯著的員工，公司在部門層面樹立標杆，提煉並推廣優秀管理經驗與改進實踐。
  For employees who have achieved remarkable results in improvement, the Company sets them as benchmarks at the department level, extracts and promotes outstanding management experience and improvement practices.

此外，公司在績效管理系統中設立專門的員工申訴與舉報通道，員工可就績效考核結果或過程提出異議。員工成功部建立快速響應機制，通過績效調研、二次述職等方式對申訴事項進行核查，確保評估過程公開透明、結果客觀公正。

In addition, the Company has established a dedicated employee appeal and reporting channel in its performance management system, allowing employees to raise objections regarding the results or process of performance evaluations. The Employee Success Department has established a rapid response mechanism to verify appeal matters through methods such as performance surveys and secondary performance reviews, ensuring the assessment process is open and transparent and the results are objective and fair.

員工權益
Employee Rights and Interests

北森始終將員工福祉置於重要位置，通過健全的薪酬福利體系、暢通的溝通交流機制以及多元的活力職場建設，系統構建覆蓋全面的員工權益保障體系。

Beisen always places employee well-being at a high priority, systematically building a comprehensive employee rights protection system through a robust compensation and benefits system, smooth communication mechanisms, and the creation of a diverse and dynamic workplace.

福利體系 Welfare System

北森為員工提供覆蓋職場、家庭等多維度的系列福利，包括但不限於彈性工作、節日關懷、家庭關愛等，幫助員工更好地平衡工作與生活，提升歸屬感與幸福感，營造溫暖有愛的職場氛圍。

Beisen provides employees with a range of multi-dimensional benefits covering workplace, family, and other aspects, including but not limited to flexible work arrangements, holiday care, and family support. These benefits help employees better balance work and life, enhance their sense of belonging and well-being, and foster a warm and caring workplace atmosphere.

員工福利
Employee benefits

職場福利 Workplace benefits

- 實行彈性工作機制
  Implement a flexible work system
- 繳納五險一金、提供商業保險
  Contribute to five social insurances and one housing fund, provide commercial insurance.
- 提供法定年假及森豆假（帶薪假期），確保員工使用帶薪年假權益，允許以半天為單位休假
  Provide statutory annual leave and paid personal leave (paid time off), ensure that employees can exercise their rights to paid annual leave, and allow leave to be taken in half-day increments.
- 新增提供員工心理諮詢服務，幫助員工應對職場壓力、管理情緒等
  Newly add employee psychological counseling services to help employees cope with workplace stress, manage emotions, etc.

家庭福利 Family welfare

- 提供育兒假、產假、陪產假，其中，主要照顧者享有最低 22.6 周假期，非主要照顧者享有最低 2.1 周假期，員工還享有父母護理假等假期。
  Provide parental leave, maternity leave, and paternity leave, among which the primary caregiver is entitled to a minimum of 22.6 weeks of leave, the non-primary caregiver is entitled to a minimum of 2.1 weeks of leave, and employees are also entitled to leaves such as parental care leave.
- 配備母嬰室
  Equipped with a mother and baby room.
- 第三方房源租房折扣福利、提供生活服務禮包等
  Third-party rental listings offer rental discounts and benefits, provide living service packages, and more.

溝通與交流 Communication and Engagement

北森設立公開郵箱，並開展形式多樣的員工對話活動，與員工搭建起暢通的雙向溝通橋梁。基於公司打造的敏捷組織敬業度模型，公司每年圍繞工作滿意度、工作目的性、工作幸福感、工作壓力、薪酬、工作時間、健康與安全等內容采用線上匿名問卷形式，開展敬業度調研。通過數據診斷，公司系統識別管理優化方向，為績效改進、人才培養等多方面提供指導。

Beisen has set up a public email box and carried out various employee dialogue activities, building a smooth two-way communication bridge with employees. Based on the agile organizational engagement model developed by the Company, it conducts an annual engagement survey using an online anonymous questionnaire covering job satisfaction, work purpose, work happiness, work stress, compensation, working hours, health and safety, and other areas. Through data diagnosis, the Company's systems identify management optimization directions and provide guidance for performance improvement, talent development, and other aspects.

敏捷組織敬業度模型
Agile Organization Engagement Model

敬業度水準結果性指標 Outcome indicators of engagement level	原因指標 / 驅動因素 Causal indicators / drivers	結果指標 Outcome indicators	外部指標 External indicators
留任 Retention	發現、鎖定關鍵問題 Find and identify problems	診斷敬業度概況 Diagnose overall engagement	與敬業度相關的效能指標 Performance indicators related to engagement
努力 Effort	文化願景 Cultural vision	個人敬業行為 Personal engagement behaviour	員工保留率 Employee retention rate
挑戰 Challenge	領導效能 Leadership effectiveness	敏捷組織敬業度 Agile organizational engagement	員工績效 Employee performance
組織賦能感 Organizational empowerment	工作回報 Work rewards	組織賦能感 Organizational empowerment	客戶滿意度 Customer satisfaction
	培養發展 Training and development		經營業績 Business performance

【績效】報告期內 **[Performance] During the reporting period**

組織敬業度（%） Organizational engagement(%)	較 FY25 提升（%） Percentage Improvement from FY25(%)	敬業度調查覆蓋率（%） Engagement survey coverage rate(%)
66.4	1.3	85.5

活力職場 Vibrant Workplace

公司始終致力於打造有溫度、有活力的職場家園。通過用心的節日策劃、豐富的文體活動與日常關懷，讓每一位員工在奮鬥之餘，都能感受到來自公司的溫暖，持續提升員工歸屬感與幸福感。

The Company always strives to build a warm and vibrant workplace home. Through thoughtful holiday planning, diverse cultural and sports activities, and daily care, every employee can feel the Company's warmth while striving, and continuously enhance their sense of belonging and well-being.



在重大節日，為員工提供定制禮盒
Providing customized gift boxes for employees during major festivals



組織公司年會
Organizing the Company Annual Meeting



羽毛球社團
Badminton Club



舉辦 1024 程序員節活動
Hosting the 1024 Programmers' Day Event

員工成長
Employee Development

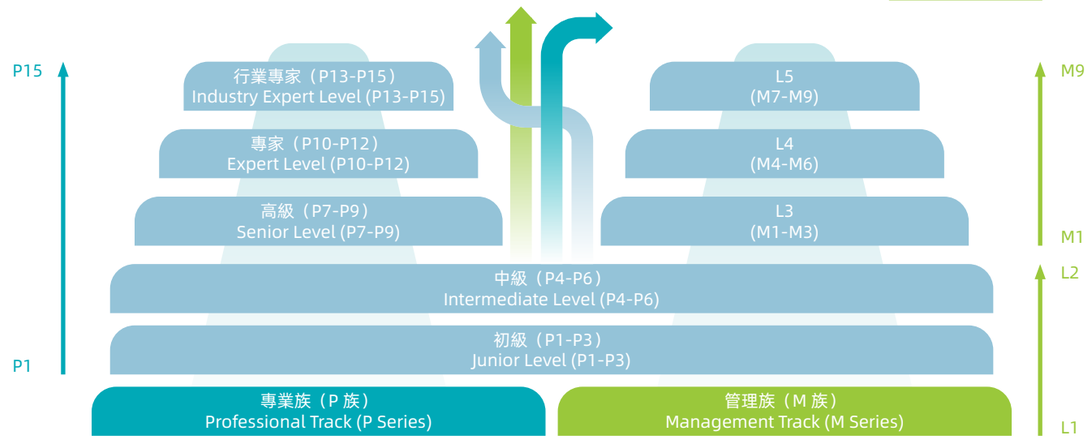
北森致力於構建公平透明的晉升機制、富有競爭力的薪酬體系與系統化的職業技能培訓，全方位保障員工職業發展與就業能力持續提升，在成就員工的同時，為企業與社會的可持續發展注入不竭的人才動能。

Beisen is committed to building fair and transparent promotion mechanisms, competitive compensation systems, and systematic professional skills training. It comprehensively ensures the continuous improvement of employees' career development and employability, and while empowering employees, injects endless talent momentum into the sustainable development of enterprises and society.

○ 人才發展 Talent Development

北森制定《職業發展管理制度》，構建「管理」與「專業」並行互通的雙通道職業發展體系，雙通道之間可橫向切換，員工可根據自身規劃在管理與專業路徑間靈活轉換，實現多元成長，與企業共同發展。

Beisen has formulated the *Occupational Development Management System*, and established a dual-channel career development system that integrates parallel and interconnected "management" and "professional" tracks. Horizontal switching is permitted between the two channels, allowing employees to flexibly switch between management and professional paths according to their own plans, thereby achieving diversified growth and developing together with the enterprise.



北森職業發展路徑
Beisen Career Development Path

在員工激勵方面，公司面向高級管理層以下的骨幹員工實施長期激勵計劃，通過股票期權和限制性股票單元等工具，將員工利益與公司長期發展深度綁定，激發持續奮鬥的內生動力，激勵覆蓋範圍約為 25% 至 30%。

In terms of employee motivation, the Company implements long-term incentive plans for key employees below the senior management level. Through tools such as stock options and restricted stock units, it deeply aligns employees' interests with the Company's long-term development, stimulates the endogenous motivation for sustained effort, and the incentive coverage is approximately 25% to 30%.

○ 員工培訓 Employee Training

北森秉持「長期主義」人才培養理念，通過線上線下結合的方式，聯動內部講師團與外部專業培訓機構，為不同層級與職能的員工設計差異化培養路徑。本財年，公司圍繞「AI+ 人才管理」戰略，全面升級員工發展體系，依托「客戶成功學院」構建總部專家團隊與一線 HRBP「雙輪驅動」賦能模式，通過 AI 技術的深度融合、戰役化訓戰模式，助力員工在持續學習中提升專業能力，與企業共同成長。

Beisen upholds a long-term approach to talent development, combining online and offline learning while integrating internal trainers with external professional institutions to design differentiated development pathways for employees across various levels and functions. During the fiscal year, aligned with its "AI + Talent Management" strategy, the Company comprehensively upgraded its employee development system. Leveraging the Client Success Academy, Beisen established a dual-driven empowerment model combining a headquarters expert team with frontline HRBPs. Through the deep integration of AI technologies and a campaign-based "learn-by-doing" training approach, the Company enables employees to continuously enhance their professional capabilities and grow alongside the organization.

【績效】報告期內 [Performance] During the reporting period

培訓體系覆蓋員工（%）：
Training system covers employees(%): **99.8+**

在线学习赋能时长（小時）：
Online learning empowerment duration(hours): **30,196**

新增在線課程 **924** 門，人均學習時長 **11.42** 小時
We added 924 new online courses, with an average learning duration of 11.42 hours per person

分層分類培訓關鍵舉措
Key Initiatives for Tiered and Categorized Training

培訓項目 Training Program	覆蓋範圍 Coverage	培訓內容 Training Content
新員工培訓 New Employee Training	面向解決方案、交付實施、客戶成功、銷售等崗位提供專業技能「戰豆訓練營」 Skill training program Battle Bean Training Camp covers function including solution, fulfillment, client success, etc.	入職半年以內的後端技術研發人員與市場一線新員工 New employees in technology R&D and marketing who have been with the company for less than six months.	公司介紹、產品及業務全景知識、公司八大業務流程介紹、企業文化及制度講解 Company introduction, knowledge of products and business overview, introduction to the company's eight major business processes, explanation of corporate culture and systems.
專業能力培訓 Professional Competence Training	數智賦能計劃、專業深耕計劃、行業化聚焦與攻堅計劃、流程提效計劃等 Digital intelligence empowerment program, professional deep-dive program, industry-focused and breakthrough program, and process efficiency enhancement program.	各業務關鍵崗位員工；其中數智賦能計劃、專業深耕計劃的覆蓋範圍延伸至合同工 Employees in key positions across all businesses; the coverage of the Digital Intelligence Empowerment Program and Professional Deepening Program extends to contract workers.	AI 認知與產品應用、數字化思維培養、產品運營等專項培訓 AI awareness and product application, development of digital thinking, product operations and other specialized training.
幹部培訓 Manager Training	多元領導力計劃、商業領導力計劃、幹部潛才計劃等 Diversity leadership program, business leadership program, manager potential talent program, etc.	基層、中層、公司級幹部 Grassroots, middle-level and Company-level managers.	戰略與經營思維、團隊管理與領導力、自我認知與角色轉型等 Strategic and operational thinking, team management and leadership, self-awareness and role transition, etc.



管理者轉身賦能培訓
Manager Turnaround Empowerment Training



產研 & 職能文化交流會
Culture Exchange Meeting for Product & R&D and Functional Departments

案例
Case

師課共建賦能關鍵人才
Collaborative Curriculum Development to Strengthen Key Talent

為強化關鍵崗位核心能力，北森持續推進「師課共建」內訓師項目。2026 財年，聚焦軟件業務核心骨幹群體，組織管理者與專家共創能力模型，開發 5 門精品課程，實現能力標准向實戰課程的轉化。項目有效提升關鍵崗位專業能力，同時通過內訓師深度參與，沉澱內部知識資產，強化組織人才培養「造血」功能。

To strengthen core capabilities in key roles, Beisen has continuously advanced its collaborative curriculum development internal trainer program. In FY2026, focusing on core talent within its software business, the Company engaged managers and subject-matter experts to jointly develop competency models and design five high-quality courses, effectively translating capability standards into practical, application-oriented training. The program has significantly enhanced professional capabilities in critical roles. At the same time, through the deep involvement of internal trainers, it has helped institutionalize knowledge assets and strengthen the organization's self-sustaining talent development capability.

此外，公司為退休及被解僱員工提供過渡項目，將對員工的關懷從「在職」延伸至「離崗」，用有溫度的責任擔當守護每一段職業旅程。

In addition, the Company provides transition programs for retired and laid-off employees, extending its care for employees from "during employment" to "post-employment" and safeguarding every stage of their career journey with a responsible and caring approach.

公司為退休及被解僱員工提供過渡項目
Beisen provides transition programs for retired and terminated employees

退休員工
Retired employee

- 提供退休政策解讀、社保與公積金辦理流程、養老規劃與健康管理、退休後生活方式指導。
  Provide interpretation of retirement policies, procedures for handling social security and housing provident fund, retirement planning and health management, and guidance on post-retirement lifestyle.

解除勞動合同員工
Terminated employees

- 提供職業規劃一對一咨詢、簡歷優化與面試技巧輔導。
  Provide one-on-one career planning consultations, resume optimization, and interview skills coaching.
- 分享行業就業信息。
  Share industry employment information.
- 提供通用職業技能、行業前沿知識等提升類課程。
  Provide upgrading courses such as general professional skills and cutting-edge industry knowledge.
- 提供職場心態調適輔導溝通。
  Provide workplace mindset adjustment coaching and communication.

薪酬體系 Compensation System

北森秉持「重視人才、績效文化」的薪酬理念，制定《薪酬福利管理制度》等，通過科學的定崗定薪機制保障同工同酬。同時，基於職位序列與職級標准，公開透明地設定員工的薪酬結構與激勵規則，確保每一位員工的貢獻都能被公正評估、合理回報。

Beisen upholds a compensation philosophy that emphasizes talent value and a performance-driven culture, and has established policies such as the *Compensation and Benefits Management System*. A structured job classification and grading mechanism is implemented to ensure equal pay for equal work. Based on job families and grade standards, we define employee compensation structures and incentive rules in an open and transparent manner, ensuring that each employee's contributions are fairly evaluated and appropriately rewarded.

在此基礎上，通過定期審查與員工薪酬數據分析對薪酬體系實施有效監控，確保在職位相同、工作表現相同的情況下，全體員工無論性別均可獲得公平一致的薪酬待遇。此外，公司按照勞動合同約定為員工支付工資，確保能夠滿足員工及其家庭在當地的基本生活需求。

Building on this foundation, we conduct regular reviews and analyze compensation data to effectively monitor the remuneration system, ensuring that employees in the same position with equivalent performance receive fair and equal pay regardless of gender. In addition, the Company pays employees in accordance with their labor contracts, ensuring that their compensation is sufficient to meet the basic living needs of employees and their families in the local context.

【績效】報告期內 [Performance] During the reporting period

性別薪酬底薪平均值差距（%）：Mean gender pay gap (Base salary) (%):	性別薪酬底薪中位值差距（%）：Median gender pay gap (Base salary) (%):
21.04	18.74

職業健康與安全
Occupational Health and Safety

北森將職業健康與安全置於優先位置，以系統化管理守護員工身心健康，讓每一位員工在安全中奮鬥，在健康中前行。
Beisen places occupational health and safety as a top priority, using systematic management to safeguard the physical and mental well-being of employees, enabling every employee to strive in safety and advance in health.

管理體系 Management System

北森嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》等法律法規，參照 ISO 45001 等國際標准，不斷健全完善職業健康與安全管理體系，制定並發布適用於公司的全部員工和供應商在內的《職業健康與安全政策》，並定期和工會代表就該政策條款的適用性和有效性開展溝通交流，適時更新政策條款，並確保其得到有效實施。

Beisen strictly complies with such laws and regulations as the *Law of the People's Republic of China on Work Safety* and *the Law of the People's Republic of China on Prevention and Control of Occupational Diseases,* refers to international standards such as ISO 45001, continuously improves and perfects the occupational health and safety management system, formulates and issues the *Occupational Health and Safety Policy* applicable to all employees and suppliers of the Company, and regularly communicates with union representatives regarding the applicability and effectiveness of the clauses of this policy, timely revises the policy clauses, and ensures their effective implementation.

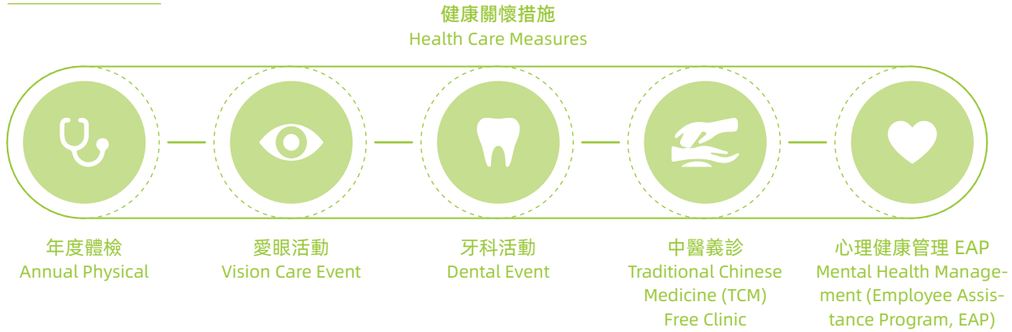
公司持續完善職業健康安全管理架構，構建以董事會、管委會下設的安全管理委員會為領導、各部門負責人為直接負責人的責任體系，建立覆蓋全員、貫穿供應商及相關方的職業健康與安全責任制，實現責任共擔、理念共識。

The Company continuously improves its occupational health and safety management structure, establishes a responsibility system led by the Safety Management Committee under the Board and the Management Committee , with heads of all departments as direct responsible persons, and builds an occupational health and safety responsibility system covering all employees and extending to suppliers and relevant parties, thereby achieving shared responsibility and consensus on concepts health security.

健康保障 Health Security

公司開展職業健康與安全風險評估，並通過年度職業健康體檢與即時事故調查機制，全面監控工作相關健康風險 。報告期內，公司識別出久坐久視引發的頸椎、腰椎與視覺疲勞問題、高強度工作帶來的心理壓力與職業倦怠風險，以及通勤差旅與辦公環境中的意外傷害隱患等主要風險。

The Company conducts occupational health and safety risk assessments, and comprehensively monitors work-related health risks through annual occupational health examinations and real-time accident investigation mechanisms . During the reporting period, the Company identified major risks including problems of cervical and lumbar spine issues and visual fatigue caused by prolonged sitting and screen time, risks of mental stress and occupational burnout from high-intensity work, as well as potential accidental injury hazards in commuting, business travel and office environments.



圍繞評估發現的職業健康安全各項風險，公司針對性開展目標化管理，建立閉環管理程序。此外，公司定期對辦公環境和設施進行全方位安全檢查，並請專業團隊對辦公室進行消毒。

Based on various occupational health and safety risks identified in the assessment, the Company carries out targeted goal-based management and establishes an end-to-end management process. In addition, the Company conducts comprehensive safety inspections of the office environment and facilities on a regular basis and invites professional teams to disinfect the office.

針對員工心理健康風險，公司設定了明確的量化應對目標：心理健康高風險人群幹預覆蓋率 100%。通過「年度全員心理測評篩查–EAP 即時響應–HRBP 一對一跟進」三級幹預機制，確保每一位員工都能獲得及時、有效、保密的專業支持。

To address employee mental health risks, the Company has set clear quantitative response targets: 100% coverage of interventions for employees at high risk of mental health issues. Through the three-level intervention mechanism of "annual full-staff psychological assessment and screening–EAP real-time response–HRBP one-on-one follow-up," we ensure that every employee can receive timely, effective, and confidential professional support.

針對體檢異常風險，實施「篩查 - 預警 - 幹預 - 改善」的閉環管理程序。對於頸椎、腰椎、血壓等高頻異常指標，即時啟動工位人體工學評估與健康行為幹預，通過一對一健康指導、彈性工作安排、工位微調整等方式，幫助員工改善健康狀況，並從源頭優化辦公環境與健康資源配置，將健康關懷落到實處。

For abnormal physical examination risks, implement an end-to-end management process of "screening - early warning - intervention - improvement." For high-frequency abnormal indicators such as cervical spine, lumbar spine, and blood pressure, initiate ergonomic assessment of workstations and health behavior intervention in real time. Through methods like one-on-one health guidance, flexible work arrangements, and minor workstation adjustments, help employees improve their health, optimize the office environment and health resource allocation from the source, and put health care into practice.

意識提升 Awareness Raising

公司持續健全安全管理體系，制定《安全管理責任制》及應急預案，明確安全管理職責與應急響應流程。通過線上課程、線下消防安全培訓、職場消防安全自查等多種形式，組織員工開展火災、電梯故障等場景的安全演練，切實提升員工應對突發事故的應急處置能力。此外，公司常態化開展消防安全知識講座等培訓，通過持續的安全意識浸潤，為業務穩健運行提供堅實保障。

The Company continuously improves its safety management system, formulates the *Safety Management Responsibility System* and emergency plans, and clarifies safety management responsibilities and emergency response procedures. Through online courses, on-site fire safety training, workplace fire safety self-inspections, and other forms, employees

are organized to conduct safety drills for scenarios such as fires and elevator malfunctions, effectively enhancing their emergency response capabilities for unexpected incidents. In addition, the Company regularly conducts training such as fire safety knowledge lectures. Through the continuous cultivation of safety awareness, it provides a solid guarantee for the stable operation of its business.

【績效】報告期內 [Performance] During the reporting period

組織安全演練（場）： Organized one safety drill(session):	1
開展職業健康相關安全培訓（場）： Conducted 3 sessions of occupational health-related safety training(session):	3

社區溝通與參與
Community Engagement

北森積極搭建社會責任實踐的多元參與渠道，讓公益熱情在互動中匯聚，讓行業智慧在分享中流動，將點滴善意匯聚成推動社會發展的持久力量。

Beisen actively builds diverse channels for participation in social responsibility initiatives, bringing together goodwill through engagement and enabling the flow of industry insights through shared learning, transforming individual acts of kindness into a sustained force for social progress.

公益志願
Public Welfare and Volunteer Services

北森積極履行社會責任，創新打造「益，路向北」公益項目，構建起「員工行走、企業配捐、社會受益」的多方共贏模式。員工每日萬步積累的積分，由公司轉化為公益基金，定向支持各類捐贈活動，讓每一步前行都匯聚成向善的力量。同時，北森立足人才管理優勢，長期支持鄉村教育人才甄選與公益從業者發展，以專業能力回應社會需求，讓每一次公益行動都更有深度、更有價值。

Beisen actively fulfills social responsibilities, innovatively launching the public welfare project "Yilu Xiangbei" and building a win-win model for multiple parties that features "Employees walk, enterprises match donations, and society benefits." The points accumulated by employees for walking 10,000 steps daily are converted into public welfare funds by the Company to support various donation activities in a targeted manner, so that every step forward gathers strength for doing good. Meanwhile, Beisen leverages its expertise in talent management, has long supported the selection of rural education talents and the development of public welfare practitioners, and responds to social needs with professional capabilities, making every public welfare initiative more in-depth and valuable.

【績效】報告期內 [Performance] During the reporting period

公益慈善支出（萬元）： Public welfare and charitable expenditures (ten thousand yuan):	304.45

案例
Case

北森助力鄉村教育人才甄選與發展
Beisen Supports the Selection and Development of Rural Education Talents

自 2018 年起，北森攜手馬雲公益基金構建鄉村教育家人才畫像與評價方案，通過發布研究報告、提供測評工具、開展在線培訓等形式，精准助力鄉村師範生、教師及校長的甄選與發展。2025 年，北森為鄉村教師提供工作價值觀及全面人格測評，以專業力量助力項目精准選拔優秀鄉村教育人才，為鄉村教育事業持續注入動力。

Since 2018, Beisen has collaborated with the Jack Ma Foundation to develop talent profiles and assessment programs for rural educators. Through publishing research reports, providing assessment tools, and offering online training, it has precisely supported the selection and development of rural teacher trainees, teachers, and school principals. In 2025, Beisen provided work value and comprehensive personality assessments for rural teachers, leveraging professional expertise to help the program accurately select outstanding rural education talents and continuously inject impetus into the rural education cause.

案例
Case

北森以專業測評賦能公益人才成長
Beisen Empowers the Growth of Public Welfare Talents Through Professional Assessments

2025 年 4 月，北森為墨德瑞特「公益人才能力導航項目」提供 750 個森豆，支持其為上海映綠公益事業發展中心開展 360 測評活動，力求幫助公益從業者加深對自身能力潛力的了解，以專業工具賦能公益人才成長。

April 2025, Beisen provided 750 Sendou to Moderate's "Public Welfare Talent Competency Navigation Program" to support it in conducting 360-degree assessment activities for Shanghai Yinglv Public Welfare Development Center. It strives to help public welfare practitioners deepen their understanding of their own competency potential and empower the growth of public welfare talents with professional tools.

社區參與
Community Engagement

北森持續以專業能力反哺行業生態，圍繞行業發展、人才培養、產學研融合等領域，深化與高校、行業協會及合作夥伴的協同聯動，以實際行動回饋社區。

Beisen continues to feed back to the industry ecosystem with its professional capabilities, deepening collaborative linkages with universities, industry associations, and partners in areas such as industry development, talent cultivation, and the integration of industry, academia, and research, and giving back to the community through concrete actions.

推動行業發展 Advance Industry Development

北森積極推動行業發展，不僅通過多元溝通平臺與行業夥伴深度交流、凝聚智慧，更主動參與標准制定工作，將自身實踐經驗轉化為可共享的行業規範，以標准引領推動產業共同成長。

Beisen actively promotes industry development. It not only engages in in-depth exchanges with industry partners and pools wisdom through diverse communication platforms, but also actively participates in standard formulation work, translating its own practical experience into shareable industry norms and using standards to lead and drive the joint growth of the industry.

【績效】報告期內 [Performance] During the reporting period

主導 / 參與國家標准（個）：
Lead/participate in the formulation of one national standard (number): **1**

案例
Case

北森舉辦第三屆用戶英雄大會，共享行業成功經驗
Beisen Held the 3rd User Heroes Conference to Share Industry Experiences

2025 年，北森第三屆用戶英雄大會相繼在上海、杭州、大灣區等地圓滿落幕。大會以「一起邁入 HR 的 AI 時代」為主題，匯聚 5000 余名 HR 從業者與近百位行業大咖共同探討 AI 與人力資源融合的前沿趨勢，在對話中凝聚共識、在互鑒中拓寬視野，為行業數字化轉型注入新動能。

In 2025, Beisen concluded its 3rd User Heroes Conference across Shanghai, Hangzhou, and the Greater Bay Area. Under the theme "Entering the AI Era of HR Together," the event brought together more than 5,000 HR professionals and nearly 100 industry leaders to explore emerging trends in the integration of AI and human resources. Through dialogue, the conference fostered consensus, and through mutual exchange, it broadened perspectives, injecting new momentum into the digital transformation of the industry.



第三屆用戶英雄大會
The 3rd User Heroes Conference

助力人才培養 Boost Talent Development

北森助力專業人才培養，通過系統化培訓與認證，助力從業者提升核心能力，為企業高質量發展築牢人才根基。

Beisen empowers professional talent development by providing systematic training and certification, helping practitioners enhance their core competencies and laying a solid talent foundation for the high-quality development of enterprises.

北森助力人才培養關鍵舉措
Beisen Supports Key Measures for Talent Development

培養人力資源管理人才 / Develop human resource management professionals

通過專家工作坊、線上直播等培訓形式，為從業者提供人才測評、人才盤點、面試技術等專業賦能。2025 年，開展培訓 21 期，覆蓋 600 餘位 HR 從業者。

Through training formats such as expert workshops and live online sessions, professional empowerment is provided to practitioners in areas including talent assessment, talent inventory, and interview techniques. In 2025, 21 training sessions were conducted, covering over 600 HR practitioners.

培養信息化人才 / Cultivate IT talents

自 2022 年起，面向企業人力資源信息化從業者（HRIS）推出專業能力培訓與認證項目，致力於為 HRIS 人才打造專題學習、實操提升與行業交流的成長平台。2025 年，開設課程 14 期，賦能 422 位從業者。

Since 2022, a professional competence training and certification program has been launched for enterprise human resources information practitioners (HRIS), dedicated to creating a growth platform for HRIS talents that integrates thematic learning, practical skill enhancement, and industry communication. In 2025, 14 courses were offered, empowering 422 practitioners.

開展產學研合作 Conduct Industry-university-research Cooperation

北森致力推進產學研合作，與高校院所建立長期合作關係，積極將前沿實踐帶入校園，讓產業經驗賦能教學創新。

Beisen is dedicated to advancing industry-education-research integration, building long-term partnerships with universities and research institutes, actively bringing cutting-edge practices to campus, and empowering teaching innovation with industry experience.

案例 Case

北森實踐獲清華案例庫收錄，通過前沿實踐反哺商學教育

Beisen Case Included in Tsinghua Case Library, Informing Business Education

北森系統梳理自身在財務與人力資源數智化領域的成功實踐，形成《數據平臺助力企業決策》《數字化系統助力業財管理》兩篇教學案例。案例已入選清華大學經濟管理學院中國工商管理案例庫，此次入選是北森深化產學研合作的重要裏程碑，標志著北森在企業管理數字化領域的創新實踐獲得國內頂尖商學院高度認可，將為高校教學提供源自真實場景的實戰範本。

Based on its successful practices in the digital and intelligent transformation of finance and human resources, Beisen has organized and developed two teaching cases: "*Data Platform Empowering Enterprise Decision-Making*" and "*Digital Systems Supporting Operational and Financial Management*." The cases have been selected into the China Business Administration Case Library of Tsinghua University School of Economics and Management. This selection is a crucial milestone for Beisen in deepening industry-university-research cooperation, marking that Beisen's innovative practices in the digitalization of enterprise management have been highly recognized by top domestic business schools and will provide practical templates derived from real scenarios for university teaching.



案例 Case

聯合高校院所支持行業人才培養

Collaborating with Education and Research Institutes to Support Industry Talent Development

北森向清華大學教育基金會捐贈 10 萬元，一方面通過基金會支持清華大學的建設和發展，一方面支援清華大學經濟管理學院全球證券市場研究院的建設和發展，以促進相關領域的青年教師發展和學生培養，獲得了清華大學全球證券市場研究院“2025 年度優秀合作夥伴”榮譽稱號。

Beisen donated one hundred thousand yuan to the Tsinghua University Education Foundation, supporting the development of Tsinghua University and the Institute for Global Securities Market at the School of Economics and Management, while specifically promoting the development of young teachers and the cultivation of students in relevant fields. We were awarded the honorary title of "2025 Outstanding Partner" by the Institute for Global Securities Market.



附錄
Appendix

ESG 關鍵績效表 [1]
ESG Key Performance Table[1]

環境績效
Environmental Performance

溫室氣體排放 [2] / GHG emissions[2]

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
溫室氣體（範圍 1+2）排放總量（基於位置） Scope 1 + Scope 2 (location-based) greenhouse gas emissions	噸二氧化碳當量 metric tonnes of carbon dioxide equivalent	737.15	811.96	865.99
溫室氣體（範圍 1+2）排放強度（基於位置） Greenhouse gas emission intensity (Scope 1+Scope 2 (location-based))	噸二氧化碳當量 / 百萬元 metric tonnes of carbon dioxide per million yuan	0.67	0.86	1.01
直接溫室氣體（範圍一）排放量 [3] Direct GHG (Scope 1) Emissions[3]	噸二氧化碳當量 metric tonnes of carbon dioxide equivalent	0	0	0
間接範圍二排放量（基於位置） Indirect GHG Emissions (Scope 2(location-based))	噸二氧化碳當量 metric tonnes of carbon dioxide equivalent	737.15	811.96	865.99
間接範圍二排放量（基於市場） Indirect GHG Emissions (Scope 2(market-based))	噸二氧化碳當量 metric tonnes of carbon dioxide equivalent	840.81	766.29	924.16
範圍三溫室氣體排放總量 [4] Total Scope 3 GHG Emissions[4]	噸二氧化碳當量 metric tonnes of carbon dioxide equivalent	4,428.37	658.53	281.82

[1] 标 "/" 为部分无法统计的历史数据，我们将持续追踪相关指标情况。
[1] The '/' mark indicates some historical data that cannot be counted; we will continue to track the relevant indicators.

[2] 2026 财年溫室氣體排放，時間範圍為 2025 年 4 月 1 日至 2026 年 3 月 31 日。排放邊界為《溫室氣體核算體系》（GHG Protocol）所規定的範圍 1、範圍 2、範圍 3 的溫室氣體排放，其中範圍 2 分別進行基於位置和基於市場的碳排放計算，範圍 3 進行四個類別的盤查計算。綜上，2025 財年北森碳排放量總體表現會有一定的增長。
[2] 2025 FY GHG Emissions, with the time frame from April 1, 2025 to March 31, 2026. The emission boundary includes Scope 1, Scope 2, and Scope 3 GHG emissions as defined by the *GHG Protocol*.For Scope 2, both location-based and market-based carbon emission calculations are conducted, and four categories of Scope 3 emissions are inventoried and calculated.To sum up, the overall carbon emissions of Beisen in the 2025 FY will show a certain degree of growth.

[3] 本公司能源消耗來源為外購電力，故範圍一溫室氣體排放總量為 0。
[3] The Company's energy consumption comes from purchased electricity, so its total scope 1 GHG emissions are 0.

[4] 本財年，公司新增範圍 3 中的盤查 5 個類別，分別為類別 1 外購商品與服務、類別 2 資本商品、類別 3 能源相關活動（除範圍 1&2）、類別 5 運營中產生的廢棄物及類別 7 員工通勤。
[4] In the current fiscal year, the company added 5 categories for inventory verification within Scope 3, which are: Category 1: Purchased goods and services, Category 2: Capital Goods, Category 3: Energy-Related Activities (Except Scope 1 & 2), Category 5: Waste generated in operations, and Category 7: Employee Commuting.

廢棄物管理 / Waste Management

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
有害廢棄物排放量 Hazardous Waste Emissions	噸 ton	0.11	0.05	0.05
單位經營收入有害廢棄物 [5] Hazardous Waste Related to the Unit's Operating Income[5]	噸 / 百萬元 tonnes per million yuan	0.00	0.00	0.00
無害廢棄物排放量 Non-hazardous Waste Emissions	噸 ton	140.37	118.34	76.9
單位經營收入無害廢棄物 Non-hazardous Waste from the Entity's Operating Income	噸 / 百萬元 tonnes per million yuan	0.15	0.13	0.09
焚燒且能量回收的廢棄物總量 Total waste generated through incineration and energy recovery	噸 ton	0.00	90.62	5.78

能源消耗 / Energy Consumption

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
能源總消耗量 Total energy consumption	千瓦時 kWh	1,389,274.20	1,308,554.59	1,555,295.43
單位經營收入能源消耗量 Energy Consumption per Unit of Operating Revenue	千瓦時 / 百萬元 kWh per million yuan	1,257.48	1,384.57	1,819.61
取水量 [6] Water withdrawal[6]	噸 ton	999.42	932.8	1,096.80
單位經營收入取水量 Water withdrawal per unit of operating revenue	噸 / 百萬元 tonnes per million yuan	0.90	0.99	1.28

[5] 2026 财年本公司单位营业收入有害废弃物实际为 0.0001 吨 / 百万元，上表所列数据为四舍五入保留两位小数的结果。
[5] The actual amount of hazardous waste per unit operating revenue of the Company in FY 2026 is 0.00005 tonnes per million yuan. The data listed in the above table are the result of rounding to two decimal places.

[6] 本公司總取水量包括市政用水、桶裝水，其中桶裝水用量為 154.52 噸。
[6] The water withdrawa of our company includes municipal water and bottled water, among which the consumption of bottled water is 154.52 tons.

社會績效
social performance

員工組成 [7] / Employee Composition[7]

指標名稱 Indicator Name			單位 Unit	FY26	FY25	FY24
員工總數 Total number of employees			人 person	1,851	1,898	1,854
按僱傭類型劃分 By Employment Type	全職	Full-time job		1,851	1,898	1,854
	兼職	Part-time job		0	0	0
按性別劃分 By Gender	男性	Male		960	975	918
	女性	Female		891	923	936
女性員工數量目標 Target for the number of female employees			%	50	50	/
按年齡劃分 By Age	30 歲以下	Under age 30	人 person	584	611	698
	30-50 歲	30 to 50 years old		1,258	1,286	1,154
	50 歲以上	Age 50 and above		9	1	2
按地區劃分 By Region	東北地區	Northeast China		89	79	58
	華北地區	North China		655	656	689
	華東地區	East China		572	592	613
	華南地區	South China		209	211	207
	華中地區	Central China		90	67	62
	西北地區	Northwest China		63	88	7
	西南地區	Southwest China		173	205	218
按民族劃分 By Ethnic Group	漢族	Han Chinese		1,764	1,812	1,769
	滿族	Manchu		35	35	35
	蒙古族	Mongolian		13	14	13
	其他民族	other ethnic groups		39	37	37
	其他國籍	Other nationalities		0	0	0

員工多元化 / Workforce Diversity

指標名稱 Indicator Name		單位 Unit	FY26	FY25	FY24
管理層中的女性總占比 The total proportion of women in management		%	36.00	40.60	42.00
高級管理層中女性占比 The proportion of women in senior management		%	17.00	21.40	20.00
中級管理層中的女性占比 The proportion of women in middle management		%	34.00	39.30	44.00
初級管理層中的女性占比 The proportion of women in junior management		%	41.00	44.30	44.00
創收部門中擔任管理層的女性占比 The proportion of women in management positions in revenue-generating departments		%	34.00	38.80	41.00
STEM 職位的女性占比 The proportion of women in STEM positions		%	14.10	15.00	17.00
受工會保護的 / 享受集體談判協議涵蓋的員工百分比 Percentage of employees protected by unions /covered by collective bargaining agreements		%	100	100	/
歧視或騷擾違規事件 Discrimination or harassment violation incidents		宗	0	0	/
在全體管理層中的占比 The proportion in the entire management team	漢族 Han Chinese	%	94.2	94.8	/
	滿族 Manchu	%	4.0	3.8	/
	蒙古族 Mongolian	%	0.7	0.7	/
	其他民族 Other ethnic groups	%	0.7	0.7	/
	其他國籍 Other nationalities	%	0	0	/

[7] 無特殊說明，本報报告员工數據均为全职员工范畴。
[7] Unless otherwise specified, the employee data in this report refers only to full-time employees.

員工培訓 / Employee Training

指標名稱 Indicator Name		單位 Unit	FY26	FY25	FY24
員工受訓總數 Total Number of Trained Employees		人 person	1,846	1,894	1,852
員工受訓百分比 Percentage of Trained Employees		%	99.73	99.79	99.89
按性別劃分員工受訓比例 Proportion of Employees Who Received Training by Gender	男性 / Male	%	99.79	100.00	100.00
	女性[8] / Female[8]	%	99.55	99.57	99.79
按管理層級劃分員工受訓比例 Proportion of Trained Employees by Management Level	高級 / Senior	%	100	100	100
	中級 / Intermediate	%	100	100	100
	初級 / Beginner	%	98.71	100	100
員工培訓總投入 Total Investment in Employee Training		萬元 ten thousand yuan	168	212.89	303.62
全職員工平均培訓投入 Average Training Investment per Full-time Employee		萬元 / 人 ten thousand yuan per person	0.09	0.11	0.16
員工受訓時數 Employees' Training Hours		小時 hour	19,910.63	41,223	18,819
全職員工平均培訓小時數 Average Training Hours for Full-Time Employees		小時 hour	10.76	21.77	10.15
按性別劃分平均受訓小時數 Average Training Hours by Gender	男性 / Male	小時 / 人 hours per person	10.87	22.41	9.72
	女性 / Female	小時 / 人 hours per person	10.63	21.08	10.60
按管理層級劃分的平均受訓小時數 Average Training Hours by Management Levels	高級 / Senior	小時 / 人 hours per person	9.89	17.83	2.52
	中級 / Intermediate	小時 / 人 hours per person	10.03	20.66	6.83
	初級 / Beginner	小時 / 人 hours per person	11.31	22.17	10.66

[8] 公司尊重每一名員工的健康需求及家庭需求，對於哺乳期、孕期、產期、長期病假情況的女性員工不要求參加既定培訓。
[8] The Company respects the health and family needs of every employee. Female employees who are nursing, pregnant, on maternity leave, or on long-term sick leave are exempt from mandatory scheduled training requirements.

員工流失率 / Employee Turnover Rate

指標名稱 Indicator Name			單位 Unit	FY26	FY25	FY24
員工總流失率 Employee Total Turnover Rate			%	29.50	30.60	31.60
員工自願離職率 Voluntary Employee Turnover Rate			%	14.30	19.20	23.00
按性別劃分的員工流失率 Employee Turnover Rate Broken Down by Gender	男性	Male	%	15.80	15.60	15.00
	女性	Female	%	12.90	14.90	17.00
按年齡劃分員工流失率 Employee Turnover Rate by Age	30 歲以下	Under age 30	%	12.00	12.20	16.00
	30-50 歲	Age 30-50	%	16.50	18.30	15.50
	50 歲以上	Age 50 and above	%	0.10	0.10	0.10
按地區劃分的員工流失率 Employee Turnover Rate by Region	東北地區	Northeast China	%	1.50	1.30	1.33
	華北地區	North China	%	8.10	10.60	9.48
	華東地區	East China	%	9.50	9.30	11.11
	華南地區	South China	%	3.20	4.80	4.89
	華中地區	Central China	%	1.40	1.60	0.87
	西北地區	Northwest China	%	1.90	0.40	0.00
	西南地區	Southwest China	%	3.20	2.60	3.92

人員招聘 / Staff Recruitment

指標名稱 Indicator Name			單位 Unit	FY26	FY25	FY24
新僱傭員工總數 Total number of newly hired employees			人 person	506	526	404
內部候選人填補內部空缺職位的百分比 The percentage of internal candidates filling internal vacant positions			%	10.00	10.64	9.82
按性別劃分新僱傭員工數量 Number of new hires by gender	男性	Male	人 person	288	301	230
	女性	Female	人 person	218	225	174
按年齡劃分新僱傭員工總數 Total number of new hires by age	30 歲以下	Under age 30	人 person	305	305	209
	30-50 歲	Age 30-50	人 person	198	221	194
	50 歲以上	Age 50 and above	人 person	3	0	1
按性別劃分內部招聘的員工人數 Number of employees hired internally broken down by gender	男性	Male	人 person	32	33	17
	女性	Female	人 person	22	23	27
按年齡劃分內部招聘的員工人數 Number of Internally Recruited Employees	30 歲以下	Under age 30	人 person	19	20	17
	30-50 歲	Age 30-50	人 person	33	35	27
	50 歲以上	Age 50 and above	人 person	0	1	0
員工缺勤率 Employee Absenteeism Rate			%	0.48	0.70	0.24
員工缺勤率目標 Employee Absenteeism Rate Target			%	0.36	0.75	/

薪酬福利 / Compensation and Benefits

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
高管平均工資（基本工資）- 女性 Average Compensation for Executives (Base Salary) – Female	元 RMB	976,800	859,667	/
高管平均工資（基本工資）- 男性 Average Compensation for Executives (Base Salary) – Male	元 RMB	815,511	1,214,628	/
高管平均工資（底薪 + 其他現金獎勵）- 女性 Average Compensation for Executives (Base Salary + Other Cash Incentives) – Female	元 RMB	1,593,719	819,950	/
高管平均工資（底薪 + 其他現金獎勵）- 男性 Average Compensation for Executives (Base Salary + Other Cash Incentives) – Male	元 RMB	1,295,067	1,082,442	/
管理層平均工資（基本工資）- 女性 Average Compensation for the Management (Base Salary) – Female	元 RMB	405,342	394,397	/
管理層平均工資（基本工資）- 男性 Average Compensation for the Management (Base Salary) – Male	元 RMB	445,606	426,387	/
管理層平均工資（底薪 + 其他現金獎勵）- 女性 Average Compensation for the Management (Base Salary + Other Cash Incentives) – Female	元 RMB	573,292	501,099	/
管理層平均工資（底薪 + 其他現金獎勵）- 男性 Average Compensation for the Management (Base Salary + Other Cash Incentives) – Male	元 RMB	638,719	556,790	/
非管理層平均工資（底薪）- 女性 Average Compensation for the Non-Management (Base Salary) – Female	元 RMB	170,991	197,260	/
非管理層平均工資（底薪）- 男性 Average Compensation for the Non-Management (Base Salary) – Male	元 RMB	199,064	234,237	/
性別薪酬底薪平均值差距 Mean Gender Pay Gap (Base Salary)	%	21.04	/	/
性別薪酬底薪中位值差距 Median Gender Pay Gap (Base Salary)	%	18.74	/	/
性別薪酬獎金平均值差距 Mean Gender Pay Gap (Bonus)	%	10.92	/	/
性別薪酬獎金中位值差距 Median Gender Pay Gap (Bonus)	%	7.32	/	/
長期激勵計劃覆蓋的公司管理層以下（CEO 最多兩級）員工的比例 Percentage of Employees Below the Management Level (Maximum Two Levels Below the CEO) Covered by Long-Term Incentive Plans	%	17	/	/

職業健康與安全 / Occupational Health and Safety

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
因工死亡人數 Number of work-related deaths	人 person	0	0	0
因工死亡人數比率 Rate of work-related deaths	%	0	0	0
因工傷損失工作日數 Number of Lost Workdays Due to Work-Related Injuries	日 day	153	157[9]	20
員工失時工傷頻率（LTIFR） Lost-Time Injury Frequency Rate (LTIFR)	/	2.18	1.30	0.02
健康體檢員工覆蓋度 Health Check-ups Coverage	%	100	100	100

供應鏈管理 / Supply Chain Management

指標名稱 Indicator Name			單位 Unit	FY26	FY25	FY24
供應商總數 Total Number of Suppliers			家 -	391	352	345
按地區劃分的供應商數目 Number of Suppliers by Region	東北地區	Northeast China	家 -	4	4	3
	華北地區	North China Region		154	148	127
	華東地區	East China Region		139	113	110
	華南地區	South China Region		49	49	70
	華中地區	Central China		20	12	14
	西北地區	Northwest China		6	9	6
	西南地區	Southwest Region		19	17	13
	其他地區	other regions		0	0	2

[9] 北森高度重視員工的職業健康與安全，為保障員工權益，2025 財年北森將工傷休息時間彈性增強，且因酷學院進一步擴大統計範圍，因此因工傷損失工作日數較 2024 財年有所增加。
[9] Beisen places high importance on the occupational health and safety of its employees. To safeguard employee rights and interests, Beisen enhanced the flexibility of work-related injury leaves in FY25. Furthermore, due to the expanded statistical reporting scope of the Cool College, the number of working days lost due to work injuries saw an increase compared to FY24.

客戶服務與投訴 / Client Service and Complaints

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
客戶投訴總數 Total Number of Client Complaints	宗 /	31	14	40
客戶投訴解決率 Client Complaint Resolution Rate	%	100	100	100
淨推薦值（NPS） Net Promoter Score (NPS)	%	20.50	24.10	22.90

公益慈善 / Public Welfare And Charity

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
公益慈善支出 Public welfare and charitable expenditures	萬元 ten thousand yuan	304.45	164.15	151.91
志願服務總時長 Total Volunteer Service Hours	小時 hour	40	71	40
公益活動項目數 Number of public welfare activity projects	個 /	5	9	7
參與公益志願者員工人數 Number of employees participating in public welfare volunteer work	人 person	5	951	285

治理績效
governance performance

信息安全與隱私保護 / Information Security and Privacy Protection

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
網絡安全事件數量 Number of cybersecurity incidents	件 -	0	0	0
網絡安全影響的客戶、員工總數 Total number of clients and employees affected by cybersecurity	人 person	0	0	0
客戶隱私泄露事件數量 Number of client privacy breach incidents	件 -	0	0	/

董事會 / Board

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
董事會召開次數 Number of board meetings	次 time	4	4	5
監事會召開次數 Number of meetings held by the board of supervisors	次 time	0	0	0
股東大會召開次數 Number of shareholders' meetings convened	次 time	1	1	2
董事會總人數 Total of members of the Board	人 person	6	6	6
董事會女性人數 Number of women on the Board	人 person	1	1	1
執行董事人數 Number of Executive Directors	人 person	3	3	3
獨立董事人數 Number of Independent Directors	人 person	3	3	3
其他非執行董事 Other Non-Executive Directors	人 person	0	0	0

反貪污 / Anti-corruption

指標名稱 Indicator Name	單位 Unit	FY26	FY25	FY24
貪污訴訟案件的數目 Number of corruption litigation cases	個 /	0	0	0
利益沖突違規事件 Conflict of Interest Violation Incident	件 /	0	0	/
洗錢或內幕交易違規事件 Money laundering or insider trading violations	件 /	0	0	/
反貪污培訓次數 - 向董事提供的 Number of anti-corruption training sessions provided to directors	次 /	1	1	0
知識產權保護培訓 Intellectual Property Protection Training	次 /	1	3	4

《環境、社會及管治守則》內容索引

Content Index of the Environmental, Social and Governance Code

強制披露規定 mandatory disclosure regulations			頁碼 page number
管治架構 Governance Structure		由董事會發出的聲明，當中載有以下內容： A statement issued by the Board contains the following: (i) 披露董事會對環境、社會及治理事宜的監管； (i) Disclose the Board's oversight of environmental, social, and governance matters; (ii) 董事會的環境、社會及治理管理方針及策略，包括評估、優先排序及管理重要的環境、社會及治理相關事宜（包括對發行人業務的風險）的過程；及 (ii) The Board's policies and strategies on environmental, social and governance (ESG) management, including the processes for identifying, assessing, prioritizing, and managing material ESG-related issues (including risks to the issuer's business); and (iii) 董事會如何按環境、社會及治理相關目標檢視進度，並解釋它們如何與發行人業務有關連。 (iii) How the Board reviews progress against environmental, social and governance-related objectives, and explains how these objectives relate to the issuer's business.	12-13
匯報原則 Reporting Principles		描述或解釋在編制環境、社會及治理報告時如何應用下列匯報原則：重要性、量化、一致性 Describe or explain how to apply the following reporting principles when preparing an Environmental, Social, and Governance (ESG) report: Materiality, Quantitative, and Consistency	4-5
匯報範圍 Reporting Scope		解釋環境、社會及治理報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及治理報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。 Explain the reporting scope of the environmental, social and governance (ESG) report, and describe the process of selecting which entities or businesses to include in it. If the scope of the report changes, the issuer shall explain the differences and the reasons for the changes.	4
主要範疇、層面、一般披露及關鍵績效指標 Main Categories, Levels, General Disclosure and Key Performance Indicators			頁碼 page number
A. 環境 A.environment			
A1：排放物 A1: Emissions	一般披露 General Disclosure	有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： Regarding emissions of waste gas, discharge to water and land, generation of hazardous and non-hazardous waste, etc. （a）政策；及 (a) Policy; and （b）遵守對發行人有重大影響的相關法律及規例的資料。 (b) Information on compliance with relevant laws and regulations that have a material impact on the issuer.	58-59 公司不涉及廢氣直接排放，和向水及土地的直接排污。 The company has no direct emissions to air or direct discharges to water or land.
	A1.1	排放物種類及相關排放數據。 Types of emissions and relevant emission data	88-89

A1：排放物 A1: Emissions	A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total amount of hazardous waste generated (in tonnes) and (if applicable) density (e.g., per unit of production, per facility).	89
	A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total amount of non-hazardous waste generated (calculated in tonnes) and (if applicable) intensity (e.g., per unit of production or per facility).	89
	A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Describe the established emission targets and the steps taken to achieve these targets.	59
	A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所采取的步驟。 Describe the disposal methods for hazardous and non-hazardous waste, and the waste reduction targets set and the steps taken to achieve these targets.	58-59
A2：資源使用 A2: Resource Usage	一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies for the effective use of resources (including energy, water and other raw materials)	57-58
	A2.1	按類型劃分的直接及 / 或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Total consumption (measured in thousand kilowatt-hours) and intensity (calculated per unit of output or per facility) of direct and/or indirect energy (such as electricity, gas or oil) by type.	58，89
	A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Total water consumption and its intensity (such as calculated per unit of output or per facility).	58，89
	A2.3	描述所訂立的能源使用效益目標及為達到這些目標所采取的步驟。 Describe the established energy efficiency goals and the steps taken to achieve these goals.	58
	A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所采取的步驟。 Describe any problems encountered in obtaining suitable water sources, as well as the set water efficiency targets and the steps taken to achieve these targets.	58
	A2.5	制成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位占量。 The total amount of packaging materials used for finished products (in tonnes) and (if applicable) the amount per production unit.	報告期內，本公司主要業務開展過程中不涉及生產過程，沒有製成成品。 During the reporting period, the Company's main business operations did not involve the production process, and no finished products were produced.
A3：環境及天然資源 A3: Environment and Natural Resources	一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies to reduce the significant impact of issuers on the environment and natural resources	56
	A3.1	描述業務活動對環境及天然資源的重大影響及已采取管理有關影響的行動。 Describe the significant impacts of business activities on the environment and natural resources, as well as the actions taken to manage such impacts.	本公司不属于生产类企业，暂未识别出对环境及天然资源造成重大影响的业务活动 Our company is not engaged in manufacturing activities, and we have not yet identified any business activities with significant environmental or natural resource impacts.
B. 社會 B.Society			
B1：僱傭 B1: Employment	一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： Regarding compensation and termination, recruitment and promotion, working hours, vacation, equal opportunity, diversity, anti-discrimination, and other terms and benefits: （a）政策；及 (a) Policy; and （b）遵守對發行人有重大影響的相關法律及規例的資料。 (b) Information on compliance with relevant laws and regulations that have a material impact on the issuer.	70-74，80
	B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total number of employees broken down by gender, employment type (such as full-time or part-time), age groups, and region.	90
	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age groups, and regions	93
B2：健康與安全 B2: Health and Safety	一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： Concerning the provision of a safe working environment and the protection of employees from occupational hazards: （a）政策；及 (a) Policy; and （b）遵守對發行人有重大影響的相關法律及規例的資料。 (b) Information on compliance with relevant laws and regulations that have a material impact on the issuer.	81-83
	B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 The number and rate of work-related deaths each year in the past three years, including the reporting year.	96
	B2.2	因工傷損失工作日數。 Number of workdays lost due to work-related injuries	96
	B2.3	描述所采納的職業健康與安全措施，以及相關執行及監察方法。 Describe the adopted occupational health and safety measures, as well as the relevant implementation and supervision methods.	81-83

B3：發展及培訓 B3: Development and Training	一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policy on enhancing employees' knowledge and skills in performing their job duties. Describe the training activity.	76-80
	B3.1	按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。 Percentage of trained employees broken down by gender and employee category (such as senior management, middle management, etc.).	77，92
	B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 Average number of training hours completed per employee by gender and employee category.	77，92
B4：勞工准則 B4: Labor Standards	一般披露 General Disclosure	有關防止童工或強制勞工的： Regarding the prevention of child labor or forced labor: （a）政策；及 (a) Policy; and （b）遵守對發行人有重大影響的相關法律及規例的資料。 (b) Information regarding compliance with relevant laws and regulations that have a material impact on the issuer.	70-71
	B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Describe the measures to review recruitment practices to avoid child labor and forced labor.	70-71
	B4.2	描述在發現違規情況時消除有關情況所采取的步驟。 Describe the steps taken to eliminate the situation when a violation is found.	70-71
B5：供應鏈管理 B5: Supply Chain-Management	一般披露 General Disclosure	管理供應鏈環境及社會風險的政策。 Policy on managing environmental and social risks of the supply chain	51-53
	B5.1	按地區劃分的供應商數目。 Number of suppliers by region	96
	B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Describe the practices related to hiring suppliers, the number of suppliers to whom these practices are applied, and the relevant implementation and supervision methods.	51-53
	B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Describe the practices related to identifying environmental and social risks at each stage of the supply chain, as well as the relevant implementation and monitoring methods.	30，45，51-53
	B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Describe the practices that promote the use of more environmentally friendly products and services when selecting suppliers, as well as the relevant implementation and supervision methods.	51-53

B6：產品責任 B6: Product Liability	一般披露 General Disclosure	有關所提供產品及服務的健康與安全、廣告、標簽及私隱事宜以及補救方法的： Regarding health and safety, advertising, labeling, privacy matters, and remedies related to the provided products and services: （a）政策；及 (a) Policy; and （b）遵守對發行人有重大影響的相關法律及規例的資料。 (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	44
	B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 The percentage of the total number of products sold or shipped that must be recalled for safety and health reasons.	本公司主要提供一體化 HR SaaS 及人才管理平台服務，故不涉及產品因安全與健康理由回收 The Company mainly provides integrated HR SaaS and talent management platform services, therefore does not involve product recalls for safety and health reasons.
	B6.2	接獲關於產品及服務的投訴數目以及應對方法。 The number of complaints received regarding products and services and the response methods.	41-43
	B6.3	描述與維護及保障知識產權有關的慣例。 Describe practices related to maintaining and protecting intellectual property rights.	37-38
	B6.4	描述質量檢定過程及產品回收程序。 Describe the quality assurance process and product recall procedure.	本公司業務不涉及產品回收 This Company's business does not involve product recycling.
	B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Describe the consumer data protection and privacy policy, as well as the relevant implementation and monitoring methods.	50
B7：反貪污 B7: Anti-Corruption	一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： Regarding preventing bribery, extortion, fraud and money laundering: （a）政策；及 (a) Policy; and （b）遵守對發行人有重大影響的相關法律及規例的資料。 (b) Information on compliance with relevant laws and regulations that have a material impact on the issuer.	29-31

B7： 反貪污 B7: Anti-Corruption	B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 During the reporting period, the number and results of corruption litigation cases filed against the issuer or its employees and concluded.	98
	B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Describe the precautionary measures and reporting procedures, as well as the relevant implementation and supervision methods.	29-31
	B7.3	描述向董事及員工提供的反貪污培訓。 Describe the anti-corruption training provided to directors and employees.	98
B8： 社區投資 B8: Community Investment	一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies regarding community engagement to understand the needs of the communities where it operates and ensure that its business activities take into account the interests of the communities.	83-87
	B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus on areas of contribution (such as education, environmental matters, labor needs, health, culture, sports).	83-87
	B8.2	在專注範疇所動用資源（如金錢或時間）。 the resources contributed within the scope of focus area (such as money or time)	97
D. 氣候相關披露 D. Climate-related Disclosures			
管治 Governance		負責監督氣候風險和機遇的治理機構（包括負責董事會、委員會或其他同等治理機構）或個人的信息 Information about governance bodies (including responsible boards, committees or other equivalent governance bodies) or individuals responsible for overseeing climate risks and opportunities	60
		管理層在用於監測、管理和監督氣候相關風險和機遇的治理流程、監控措施及程序中的角色 Management's role in the governance processes, controls and procedures used to monitor, manage and monitor climate-related risks and opportunities	60
策略 Strategy		氣候相關風險和機遇 Climate-related risks and opportunities	61-64
		商業模式和價值鏈 Business model and value chain	61-64
		策略和決策 Strategies and decisions	61-64
		財務狀況、財務業績和現金流量 Financial position, financial results and cash flows	61-64
策略 Strategy		氣候韌性 Climate resilience	61-64
		開展氣候情景分析的方法、計劃 Methods and plans for carrying out climate scenario analysis	61-64
風險管理 Risk Management		用於識別、評估氣候相關風險和機遇，以及厘定當中輕重緩急並保持監察的流程及相關政策 Processes and related policies for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities	64-66
		氣候相關風險和機遇管理流程的整合 Integration of climate-related risk and opportunity management processes	64-66
指標和目標 Metrics and Targets		溫室氣體絕對總排放量及用於計算溫室氣體排放的方法 Total absolute GHG emissions and method for calculating GHG emissions	66-67，88-89
		易受氣候相關轉型風險影響的資產或業務活動的數量和百分比 Number and percentage of assets or business activities susceptible to climate-related transition risks	66-67，88-89
		易受氣候相關物理風險影響的資產或業務活動的數量和百分比 Number and percentage of assets or business activities susceptible to climate-related physical risks	66-67，88-89
		涉及氣候相關機遇的資產或業務活動的數量和百分比 Number and percentage of assets or business activities involved in climate-related opportunities	66-67，88-89
		資本運用 - 用於氣候相關風險和機遇的資本支出、融資或投資數額 Capital use - amount of capital expenditure, financing or investment for climate-related risks and opportunities	66-67，88-89
		內部碳定價 Internal carbon pricing	公司暫未應用內部碳定價 Companies have not yet applied carbon pricing
		績效薪酬掛鉤 Performance-linked compensation	氣候變化定量目標正在制定，薪酬挂鉤計劃隨之調整中 Quantitative targets are currently being developed, with corresponding adjustments being made to remuneration plans.
		氣候相關目標 - 為監察實現其策略目標的進展而設定的定性及定量目標 Climate-related targets - qualitative and quantitative targets set to monitor progress towards their strategic objectives	66-67，88-89
		目標進展情況 Progress on targets	66-67，88-89

意見反饋表
Feedback Form

尊敬的讀者：

您好！感謝您抽出寶貴的時間閱讀北森 2026 財年 ESG 報告。為了進一步提升我們 ESG 工作的質量和透明度，更好地回應利益相關方的期望，我們誠摯地邀請您填寫以下建議反饋表。您的意見對我們至關重要，將幫助我們在未來的工作中不斷改進和完善。

一、基本信息

1. 您的身份是：
☐ 員工　☐ 客戶　☐ 供應商　☐ 投資者　☐ 監管機構　☐ 媒體
☐ 其他（請注明）_____
2. 您與北森的互動頻率是：
☐ 經常（每月至少一次）　☐ 偶爾（每季度至少一次）　☐ 很少（每年一次或更少）
☐ 從未有過直接互動，但關注北森的發展

二、報告整體評價

3. 您對本報告的整體評價是：
☐ 很好　☐ 較好　☐ 一般　☐ 較差　☐ 很差
4. 您認為本報告的內容質量：
☐ 很高　☐ 較高　☐ 一般　☐ 較低　☐ 很低
5. 您認為本報告的結構：
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6. 您認為報告版式設計和呈現形式：
☐ 很好　☐ 較好　☐ 一般　☐ 較差　☐ 很差

三、議題相關評價

7. 您認為北森在環境議題上的綜合表現：
☐ 很好　☐ 較好　☐ 一般　☐ 較差　☐ 很差
8. 您認為北森在社會議題上的綜合表現：
☐ 很好　☐ 較好　☐ 一般　☐ 較差　☐ 很差
9. 您認為北森在治理議題上的綜合表現：
☐ 很好　☐ 較好　☐ 一般　☐ 較差　☐ 很差

四、具體建議與意見

10. 您認為本報告還需要披露哪些您希望進一步了解的信息？（可多選）
☐ 更詳細的環境數據和目標（如溫室氣體排放、能源消耗、廢棄物管理等）
☐ 社會責任實踐的更多案例（如員工福利、社區參與、公益項目等）
☐ 治理結構和流程的進一步細化（如董事會決策過程、風險管理機制等）
☐ 對利益相關方期望和反饋的更深入回應
☐ 其他（請注明）_____

11. 您對北森的 ESG 工作有哪些意見和建議？（開放性問題，可詳細闡述）

_____

五、其他信息

12. 如果方便，請您告知我們您的信息（可選填）：

姓　　名：_____

聯系電話：_____

郵　　箱：_____

再次感謝您對北森的關注和支持！我們將認真對待每一份反饋，努力在未來的 ESG 工作中做得更好，為實現可持續發展貢獻力量。

Beisen北森

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