



1 ABOUT THIS REPORT

1.1 REPORT OVERVIEW

This is the second annual Environmental, Social and Governance (“ESG”) Report (this “Report”) of the EDA Group Holdings Limited (the “Company”). It provides a comprehensive overview of the Company’s management policy and performance with respect to ESG in 2025. In particular, corporate governance practices are recommended to be read in conjunction with the section headed “Corporate Governance Report” in the annual report.

In the preparation of this Report, the Company uses best efforts to ensure the information covered herein follow the reporting principles of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) in terms of materiality, quantitative, balance and consistency. The Company will continue to strengthen its collection of reporting information to enhance the Company’s performance and disclosure on sustainability issues.

1.2 SCOPE OF THIS REPORT

The policy documents, statements and statistics contained in this Report cover the Company and its subsidiaries for the relevant period and their scope is consistent with that of the annual report of the Company. The time frame of this Report covers work performed between 1 January 2025 and 31 December 2025 (the “Reporting Period”), whilst some of the descriptions extend beyond the above period for the purposes of completeness and continuity of explanation.

1.3 BASIS OF PREPARATION

This Report is prepared in compliance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) as set forth under Appendix C2 of the Listing Rules of the Stock Exchange, with reference to the Sustainable Development Goals (“SDGs”) of the United Nations.

1 關於本報告

1.1 報告概覽

本報告是EDA集團控股有限公司(「本公司」)的第二份年度環境、社會及管治(「ESG」)報告(「本報告」)，全面詮釋了本公司2025年度在ESG方面的管理方針及績效表現。其中，有關公司管治常規建議與年報所載《企業管治報告》一併閱讀。

本報告撰寫過程中，本公司力求報告涵蓋的資訊滿足香港聯合交易所有限公司(「聯交所」)對本報告重要性、量化、平衡、一致性的原則要求。本公司將持續加強報告資訊收集工作，以提高在可持續發展事項上的表現和披露情況。

1.2 報告範圍

本報告所載政策文件、聲明及數據涵蓋本公司及有關期間的附屬公司，與本公司年報範圍保持一致。本報告時間範圍涵蓋2025年1月1日至2025年12月31日期間(「報告期內」)的工作內容，同時為了闡釋的完整性和連續性，部分描述超出上述期間。

1.3 編寫依據

本報告遵守聯交所上市規則附錄C2《環境、社會及管治報告守則》(「ESG報告守則」)，並參考聯合國可持續發展目標(Sustainable Development Goals, 「SDGs」)。



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1.4 REPORTING PRINCIPLES

Materiality: In accordance with ESG Reporting Code and relevant regulatory requirements, and with reference to key industry issues, the Company conducts a materiality assessment of ESG-related issues based on the actual circumstances of the countries and regions in which it operates, in order to ultimately identify key issues for disclosure. This ensures that the description of material issues is both aligned with the Company's actual situation and meets the needs of various stakeholders. These issues have been reviewed and confirmed by the Board of Directors (the "Board") and serve as the key disclosure directions for this Report.

Quantitative: The Company has developed ESG indicator management tools that cover all departments and has not only conducted regular statistics on the quantitative key disclosure indicators under the ESG Reporting Code, which are summarized and disclosed at the end of the year, but has also compiled an ESG performance list that can be assessed and verified.

Balance: The contents of this Report endeavor to give an accurate and objective picture of each issue, and a fair view of the Company's ESG management measures and performance during the Reporting Period, so as to ensure the contents are balanced and allow stakeholders to reasonably assess the Company's overall performance.

Consistency: Compared with the annual report of the Company, this Report made no significant adjustment to the scope of disclosure and applied the same standards and methods in calculating the quantitative key indicators to ensure both reports are comparable. Any changes to the relevant assumptions or calculation methods are explicitly disclosed to inform stakeholders.

1.4 匯報原則

重要性原則：本公司按照ESG報告守則等相關監管要求，參考行業關鍵議題，並結合本公司所在國家和地區的實際情況，對ESG相關議題進行重要性評估以最終篩選關鍵議題，確保實質性議題的闡述既貼合公司實際，又滿足各類利益相關方需求。這些議題已由董事會（「董事會」）審閱確認，並作為編寫本報告的重要披露方向。

量化原則：本公司制定覆蓋各個部門的ESG指標管理工具，不僅依照ESG報告守則中的量化關鍵披露指標進行定期統計，並於年末匯總、披露，還制定了ESG績效表，可被評估及驗證。

平衡原則：本報告內容力求以準確、客觀的態度描述每項議題，公正披露本公司在報告期內在ESG方面的管理措施及績效表現，以確保內容平衡且讓利益相關方合理評估本公司的整體表現。

一致性原則：本報告的披露範圍相對於本公司年報並無重大調整，且計算量化關鍵指標均採用一致的口徑、方法，以保證報告內容的可比性。相關假設或計算方法的任何變動均明確予以披露，以知會利益相關方。



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1.5 DATA SOURCES AND RELIABILITY STATEMENT

All data in this Report is extracted from the Company's statistical reports and relevant documents. The Company undertakes that this Report does not contain any false information or misleading statements, and accepts liability for the veracity, accuracy and completeness of the contents of this Report. The Board and the senior management team of the Company monitor the contents of this Report to ensure that it is free from any false information, misleading statements or material omissions.

This Report was approved for publication by the Board on 31 March 2026.

1.5 數據來源及可靠性說明

本報告內所有數據均來自本公司統計報告及相關文件。本公司承諾不存在任何虛假記載或誤導性陳述，對其內容真實性、準確性和完整性負責。本公司董事會和高級管理人員團隊對本報告內容進行監督，以確保其內容不存在任何虛假記載、誤導性陳述或重大遺漏。

本報告於2026年3月31日獲得董事會批准發佈。

2 ABOUT US

2.1 COMPANY PROFILE

The Company was founded in 2014 and listed on the Main Board of the Stock Exchange in May 2024. As a world-leading artificial intelligence logistics technology service group, the Company adheres to the business model of "Internet + Overseas Warehouse", relying on the independently developed EDA SaaS platform and a series of digital supply chain management tools, it deeply integrates the three core links of cross-border logistics, overseas warehousing and fulfillment delivery, and builds a highly coordinated integrated supply chain solution system, committed to driving the sustainable development of China's B2C export e-commerce industry through technology.

2 關於我們

2.1 公司簡介

EDA集團控股有限公司成立於2014年，並於2024年5月在聯交所主板上市。作為全球領先的人工智能物流技術服務集團，本公司秉持「互聯網+海外倉」的業務模式，依託自主研發的易達雲SaaS平台及系列數字化供應鏈管理工具，深度整合跨境物流、海外倉儲及履約交付三大核心環節，構建起高度協同的一體化供應鏈解決方案體系，致力於以技術驅動中國B2C出口電商行業的持續發展。



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As at the end of the Reporting Period, the Company had established long-term cooperative relationships with more than 60 third-party warehousing service providers, 300 international freight forwarding service providers, ocean carriers and local last-mile fulfillment service providers, forming a logistics service system with global coverage capabilities. The Company contracts and operates 60 overseas warehouses in the United States, Canada, the United Kingdom, Germany and Australia, spanning three continents and more than 40 cities worldwide. In addition to overseas warehousing (serving as storage and distribution centers), the Company has contracted four international freight forwarder first-mile warehousing facilities in Guangzhou, Shenzhen, Shanghai and Qingdao of China, which act as temporary inventory storage points for first-mile international freight transportation.

2.2 SOCIAL HONOR

During the Reporting Period, The Company was honored with multiple awards for its outstanding performance in overseas warehouse network development and digital logistics operations.

截至報告期末，本公司與超過60家第三方倉儲服務供應商、300家國際貨運代理服務供應商、海運承運商及當地「尾程」履約服務供應商建立長期合作關係，構建具備全球覆蓋能力的物流服務體系。本公司在美國、加拿大、英國、德國及澳大利亞承包運營60個海外倉庫，橫跨全球三大洲及40多個城市。除海外倉儲(作為儲存及配送中心)以外，本公司於中國廣州、深圳、上海及青島訂約四個國際貨運「頭程」倉儲設施(作為「頭程」國際貨運的臨時庫存儲存點)。

2.2 社會榮譽

報告期內，本公司憑藉在海外倉網絡建設及數字化物流運營方面的出色表現，榮獲多個獎項認可。



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Time 時間	Awards and Honors 獎項及榮譽	Description of Awards and Honors 獎項及榮譽介紹
<p>September 2025 2025年9月</p>		<p>At the 19th China International Logistics and Supply Chain Expo in Shenzhen, the Company was honored with three industry awards: “Top 50 Cross-border E-commerce Logistics Enterprises in Shenzhen”, “Outstanding Innovative Practice Case in Cross-border Logistics and Supply Chain Services” and “Logistics and Supply Chain Industry Brand Enterprise”.</p> <p>於深圳舉行的第十九屆中國國際物流與供應鏈博覽會上，本公司榮獲「深圳跨境電商物流企業50強」、「跨境物流與供應鏈服務創新優秀實踐案例」及「物流與供應鏈行業品牌企業」三項行業獎項。</p>
<p>December 2025 2025年12月</p>		<p>At the 7th China Cross-border E-commerce Logistics Conference held in Shenzhen, the Company was honored as one of the “Top 10 Overseas Warehouse Enterprises”.</p> <p>在於深圳舉辦的第七屆中國跨境電商物流大會上，本公司獲評「海外倉十強企業」。</p>



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3 BOARD STATEMENT

The Board attaches great importance to the Company's sustainability performance. As the highest responsible body for the management and public disclosure of ESG matters, the Board plays a primary role in leadership and supervision and assumes full responsibility. The Company also continues to raise awareness among its employees about the importance of implementing ESG in strategy and operations through various means. To manage the Company's ESG performance and identify potential risks, and to assist the Board in its ESG work, the Company has established the Environmental, Social and Governance Working Group (the "ESG Working Group"), which is responsible for coordinating all relevant departments and implementing specific ESG projects, regularly conducting objective assessments of the results and effectiveness of the Company's ESG work, and ensuring the execution of ESG-related issues.

The Company highly values the expectations and demands of all stakeholders. By actively expanding communication channels with stakeholders, the Company strengthens communication with internal and external stakeholders, identifies and assesses important ESG issues through interviews and surveys, reviews the assessment results with management, and discloses them in the "Stakeholder Communication" and "Materiality Assessment" sections of this Report. Based on the external macro environment, industry development trends, and the Company's strategic plan, the Board discusses and determines the Company's risks and opportunities in ESG-related issues and makes decisions on important ESG management work and projects for the year. During the Reporting Period, the Company identified measures and delivered results in the areas of compliant operations, green development, harmonious workplace, excellent service and collaborative development. At the same time, the Company actively responded to the national "Dual Carbon" strategy continuously improving low-carbon environmental measures in line with industry and Company characteristics. In the future, the Company will continue to enhance its ESG governance level based on domestic and international sustainable development trends, combined with industry and business characteristics, monitor and review the achievement of goals, actively respond to stakeholder concerns, and move towards the vision of "Building an efficient and transparent cross-border trade ecosystem."

3 董事會聲明

董事會高度重視本公司可持續發展表現。作為本公司ESG事宜管理及公開披露的最高責任機構，董事會起主要的領導、監管作用，並承擔全部責任。本公司亦通過多種形式持續加強其員工對有關策略及運營中實施ESG的重要性的認識。為了管理本公司在ESG方面的表現和識別潛在風險，協助董事會開展ESG方面的工作，本公司已成立環境、社會及管治工作小組（「ESG工作小組」），負責統籌協調各相關部門並開展具體ESG事宜，定期對ESG工作的成果和有效性進行客觀評估，確保ESG各項事宜的有效落實。

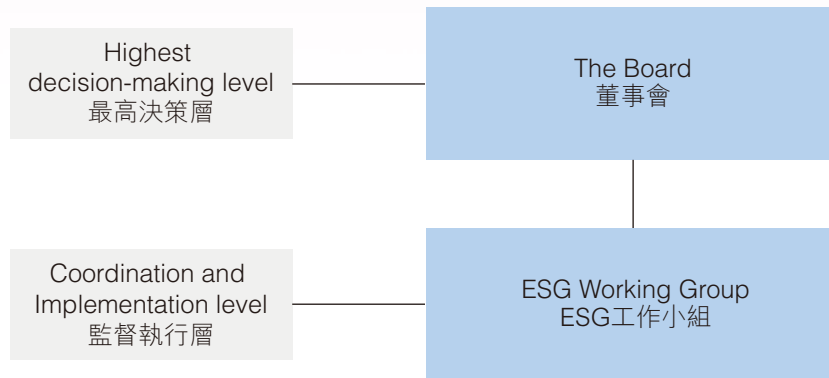
本公司極為重視各利益相關方的期望和訴求，積極拓展利益相關方溝通管道，加強與內外部利益相關方溝通交流，定期識別和評估ESG重要議題，評估結果經管理層審閱後已於本報告「利益相關方溝通」和「重要性評估」章節作出披露。基於外部宏觀環境、行業發展趨勢以及本公司戰略規劃，董事會討論並確定本公司在ESG相關議題方面的風險與機遇，對年度重要ESG管理工作和專案進行決策。報告期內，本公司識別了合規運營、綠色發展、和諧職場、卓越服務及攜手共建等領域的措施和成效。同時，本公司積極回應國家「雙碳」戰略，結合行業及本公司特點，不斷完善低碳環保措施。未來，本公司將基於國內外可持續發展趨勢、結合行業及自身業務特性，持續提升本公司ESG管治水平，監督與審視目標達成情況，積極回應利益相關方的關切，向「構建高效透明的跨境貿易生態圈」的願景邁進。



4 ESG MANAGEMENT

4.1 ESG GOVERNANCE STRUCTURE

The Company has established an ESG governance structure consisting of the Board and the ESG Working Group, responsible for formulating, managing, and executing the Company's ESG policies, objectives, and strategies, ensuring the proper implementation of ESG-related matters.



Picture: The ESG Governance Structure of the Company
圖：公司ESG管治架構

4 ESG管理

4.1 ESG管治架構

本公司形成了由董事會和ESG工作小組組成的ESG組織架構，負責制定、管理和執行本公司的ESG政策、目標及策略，確保ESG相關事宜的妥善實施。



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The Board, comprising 3 executive Directors, 2 non-executive Directors, and 3 independent non-executive Directors, is the supreme decision-making body for ESG-related issues, bearing overall responsibility for the Company's ESG policies, initiatives, and effectiveness. The Board is responsible for providing guidelines for the management and supervision of ESG-related issues. The Board is fully responsible for ESG matters, ensuring that relevant strategies are properly implemented and continuously updated to fully comply with the latest laws, regulations, and standards. The Board also supports the Company in fulfilling its environmental and social responsibilities, including but not limited to: (i) closely monitoring and keeping abreast of ESG regulatory compliance requirements and development trends, formulating and updating the Company's ESG policies, and supervising the implementation process of these policies; (ii) adopting and reviewing the Company's ESG governance structure; (iii) identifying the Company's key stakeholders and establishing communication channels with stakeholders; (iv) formulating ESG strategies and objectives, ensuring their alignment with the Company's operations and business practices; (v) regularly identifying, assessing, and managing ESG-related risks and opportunities, especially those related to climate change; (vi) reviewing the contents of the ESG report.

The Company's ESG Working Group consists of 6 members, including the Chief Financial Officer and heads of administration, human resources, internal audit, finance and legal departments. Its main responsibilities are to assist the Board in executing ESG policies, objectives, and strategies, including: (i) conducting materiality assessments of ESG-related risks and providing improvement recommendations based on the assessment results; (ii) collecting ESG-related data from various parties during the preparation of the ESG report; and (iii) continuously monitoring and reviewing the implementation of the Company's measures to address ESG-related risks, and regularly reporting to the Board.

董事會由3名執行董事、2名非執行董事和3名獨立非執行董事組成，是本公司ESG最高決策機構，對本公司的ESG政策、舉措及成效負有整體責任，負責指導ESG相關事宜的管理及監察。董事會對ESG事宜負有全面責任，確保有關策略得以妥善實施，並持續更新，以完全遵守最新的法律、法規及標準。董事會亦支持本公司履行環境及社會責任相關事宜，其中包括但不限於：(i)密切關注及監控有關ESG的監管合規要求和發展趨勢，制定並適時更新本公司的ESG政策，監督該等政策的實施過程；(ii)採納及審閱本公司的ESG組織架構；(iii)識別本公司主要利益相關方，並建立與利益相關方的溝通管道；(iv)制定ESG策略及目標，確保其與本公司的運營及業務實踐的一致性；(v)定期識別、評估和管理ESG相關風險及機遇，特別是與氣候變化有關的風險；(vi)審閱ESG報告內容。

本公司的ESG工作小組由首席財務官，以及行政、人事、內審、財務、法務等部門負責人共6名成員組成。其主要職責為協助董事會執行ESG政策、目標及策略，包括：(i)對ESG相關風險進行重要性評估，並根據評估結果提供改進建議；(ii)在編制ESG報告時向各方收集ESG相關資料；以及(iii)持續監督和審查本公司應對ESG相關風險措施的實施情況，並定期向董事會匯報。



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4.2 ACTIVELY SUPPORT THE SUSTAINABLE DEVELOPMENT GOALS

SDGs aim to guide countries around the world in addressing development issues in the three key areas of economy, society and environment, and encourage all parties, including enterprises, to actively contribute their efforts to achieve sustainable development. Based on its business characteristics, the Company has identified priorities closely related to its development within the SDGs framework, integrated ESG management concepts, and actively pursued the joint development of commercial value and social value.

4.2 積極支持可持續發展目標

SDGs旨在指引全球各國解決經濟、社會、環境三大領域的發展問題，並鼓勵包括企業在內的各方積極貢獻自身力量，實現可持續發展。本公司基於其業務特點，在SDGs框架內識別了與企業發展密切相關的優先事項，並融合ESG管理理念，積極尋求商業價值與社會價值的共同發展。



Picture: The 17 SDGs of the United Nations
圖：聯合國17項可持續發展目標



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SDGs related to the Company's business 與公司業務相關的SDGs	Target description 目標描述	The actions of the Company 本公司的行動
3 Good Health and Well-being	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> The Company pays attention to the health and safety of domestic and international employees, provides medical insurance for employees, and organizes annual physical examinations for employees The Company cooperates with safety training institutions to conduct regular training (1-2 times per year), covering occupational disease prevention, mental health maintenance, and workplace first aid knowledge The Company organized diversified health promotion activities to advocate for an active and healthy lifestyle. During the Reporting Period, the Company held a series of events titled "Yi Ran Yi Jian Kang" Mid-Autumn Sports Season ("易燃易健康·中秋運動季"), encouraging employees to engage in regular physical exercise Each department is equipped with a dedicated "organizational steward" to help employees resolve issues that are difficult to communicate directly with superiors, caring for employees' physical and mental health The Company regularly organizes parent-child activities to foster a corporate culture that values employees' family life
3 良好的健康與福祉	確保健康的生活方式，促進各年齡段人群的福祉	<ul style="list-style-type: none"> 本公司關注國內外員工健康和 safety，為員工繳納醫療保險，並組織員工開展年度體檢 與第三方安全培訓機構合作，定期開展培訓(每年1-2次)，內容涵蓋職業病預防、心理健康維護和職場急救知識 組織多元化健康促進活動，倡導積極健康的生活方式。報告期內，本公司舉辦「易燃易健康·中秋運動季」系列活動，鼓勵員工加強鍛鍊 每個部門配備專門的組織管家，為員工解決難以直接與上級溝通的事項，關懷員工身心健康 本公司定期組織親子活動，營造關懷員工家庭生活的企業文化
4 Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> The Company has established a comprehensive training system, implementing a three-tiered management model at corporate, departmental, and mentor levels. Covering topics such as business development and industry trends, this system is dedicated to enhancing employees' professional skills and fostering their career growth The Company is enthusiastic about rural education, helping rural children gain equal access to education
4 優質教育	確保包容和公平的優質教育，讓全民終身享有學習機會	<ul style="list-style-type: none"> 本公司建立健全培訓體系，採用公司級、部門級及導師制三級培訓管理模式，涵蓋業務發展、行業動態等主題，致力於提升員工專業技能及促進職業發展 本公司熱心鄉村教育事業，助力鄉村孩子獲得平等教育



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SDGs related to the Company's business 與公司業務相關的SDGs	Target description 目標描述	The actions of the Company 本公司的行動
5 Gender Equality	Achieving gender equality and empowering all women and girls	<ul style="list-style-type: none"> The Company firmly opposes gender discrimination, creates a fair and just working environment, and provides equal employment and promotion opportunities for female employees The Company actively promotes board diversity. As of 31 December 2025, 12.5% of the Board members are female The Company pays special attention to the health of female employees, supporting the prevention and treatment of female diseases The Company provides up to six months of maternity leave for employees, supporting the balance between work and family
5 性別平等	實現性別平等，增強所有婦女和女童權能	<ul style="list-style-type: none"> 本公司堅決反對性別歧視，營造公平公正的工作環境，為女性提供平等的就業和晉升機會 本公司積極推行董事會多元化政策，截至2025年12月31日，董事會女性董事佔比12.5% 本公司特別關注女性員工健康，支持女性疾病預防和治療 本公司為員工提供長達六個月的產假，支持工作與家庭的平衡
8 Decent Work and Economic Growth	Promote durable, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> The Company actively participates in local development, providing quality employment opportunities and promoting regional economic growth The Company is committed to building a competitive career development platform, offering reasonable compensation and benefits The Company has established a sound recruitment and leave system, encouraging employees to use annual leave and time off to balance work and life
8 體面工作和經濟增長	促進持久、包容性和可持續的經濟增長，充分的生產性就業和人人獲得體面工作	<ul style="list-style-type: none"> 本公司積極參與地方發展，提供優質的就業崗位，促進區域經濟發展 本公司致力於打造有競爭力的職業發展平台，提供合理的薪酬福利 本公司建立健全招聘、休假制度，鼓勵員工使用年假和調休以平衡工作與生活
9 Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization, and drive innovation	<ul style="list-style-type: none"> The Company has made organizational innovation its core strategy, relying on the dual-drive model of "IT + Operations," continuously increasing R&D investment, and deeply laying out the global digital supply chain innovation field. Meanwhile, through AI technology, we achieve process automation and intelligent decision-making, enhancing the efficiency and accessibility of cross-border e-commerce logistics infrastructure, thereby empowering sustainable industry development. The Company has been certified as a National High-Tech Enterprise and has received multiple honors, including the "Brand Enterprise in Logistics and Supply Chain Industry".
9 產業、創新和基礎設施	建造具備適應力的基礎設施，促進包容性和可持續的工業化，推動創新	<ul style="list-style-type: none"> 本公司以組織創新為核心戰略，依託「IT+運營」雙輪驅動，持續加大研發投入，深度佈局全球數字化供應鏈創新領域。同時，本公司通過AI技術實現了流程自動化與決策智慧化，提升跨境電商物流基礎設施的效率與可及性，賦能行業可持續發展 本公司通過國家高新技術企業認定，並榮獲「物流與供應鏈行業品牌企業」等多項榮譽



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SDGs related to the Company's business 與公司業務相關的SDGs	Target description 目標描述	The actions of the Company 本公司的行動
10 Reduce Inequality	Reducing inequality within and between countries	<ul style="list-style-type: none"> The Company advocates for gender equality and equal employment, prohibits the use of child labor, and safeguards the legal rights and interests of employees The Company actively engages in philanthropic initiatives, supporting rural education and community development in our operational areas through regular donations. The Company has established a comprehensive employee training system to support employee development and growth
10 減少不平等	減少國家內部和國家之間的不平等	<ul style="list-style-type: none"> 本公司倡導性別平等和平等僱傭，禁止使用童工，保障員工合法權益 本公司積極參與公益活動，通過定期捐贈支持鄉村教育及業務所在社區發展 本公司建立健全員工培訓體系，支持員工發展與成長
12 Responsible Consumption and Production	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> The Company has established a robust data security management system to protect customer privacy The Company continuously improves pre-sales and after-sales services, enhances communication mechanisms with customers, and maintains customer satisfaction
12 負責任的消費和生產	確保採用可持續的消費和生產模式	<ul style="list-style-type: none"> 本公司建立完備的數據安全管理體系，保障客戶隱私 本公司不斷完善售前和售後服務，完善與客戶溝通機制，保持客戶滿意度
13 Climate Action	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> The Company actively promotes a low-carbon and environmentally friendly corporate culture, raising employees' awareness of environmental protection The Company identifies climate change risks and actively responds to them
13 氣候行動	採取緊急行動應對氣候變化及其影響	<ul style="list-style-type: none"> 積極營造低碳環保的企業文化，提高員工環保意識 識別氣候變化風險並積極應對
16 Peace, Justice and Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	<ul style="list-style-type: none"> The Company strictly complies with laws and regulations and operates in compliance The Company has established a comprehensive anti-corruption, anti-fraud, and anti-bribery reporting mechanism and conducts regular training
16 和平、正義與強大機構	倡建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構	<ul style="list-style-type: none"> 本公司嚴格遵守法律法規，合規經營 本公司建立了完善的反貪污、反舞弊、反腐敗舉報機制，定期開展相關培訓
17 Partnerships for the Goals	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	<ul style="list-style-type: none"> The Company actively participates in industry exchanges, continuously promoting the high-quality development of the cross-border e-commerce ecosystem The Company continuously strengthens supply chain management, deepens strategic cooperation with suppliers, and builds a mutually beneficial and sustainable supply chain ecosystem through digital empowerment and resource sharing
17 促進目標實現的夥伴關係	加強執行手段，重振可持續發展全球夥伴關係	<ul style="list-style-type: none"> 本公司積極參與行業交流，持續推動跨境電商生態高品質發展 本公司持續加強供應鏈管理，深化與供應商的戰略合作，通過數字化賦能與資源分享，構建互利共贏、可持續發展的供應鏈生態



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4.3 STAKEHOLDER COMMUNICATION

The Company greatly values the participation of its stakeholders and is committed to building good cooperation and mutually beneficial relationships with internal and external stakeholders. By actively establishing and expanding communication channels, the Company maintains regular and close communication with government and regulators, shareholders and investors, customers, employees, suppliers, partners, the general public, and other stakeholders, listens and responds to the reasonable expectations and requirements of different stakeholders, and integrates them into the Company's daily operations and future planning, achieving a win-win situation and maximizing comprehensive value with stakeholders.

4.3 利益相關方溝通

本公司高度重視利益相關方的參與，致力於與內外部利益相關方共同構建良好的合作關係、互惠關係。本公司積極建立與拓展溝通管道，和政府及監管機構、股東及投資者、客戶、員工、供應商與合作夥伴、社會公眾等利益相關方保持常態化、緊密化溝通，傾聽和回應不同利益相關方的期望和訴求，並將其融入本公司的日常運營和未來規劃中，攜手利益相關方實現共贏與綜合價值最大化。

Stakeholders 利益相關方	Expectations and Demands 期望與訴求	Communications and Response 溝通與回應
Board Members 董事會成員	<ul style="list-style-type: none"> Financial performance Business development Major investment projects Information disclosure 財務業績 業務發展 重大投資專案 資訊披露 	<ul style="list-style-type: none"> Regular dispatch of consolidated management reports Annual convening of four Board meetings Ad hoc Board meetings for major investment/financing deliberations 定期發送管理合併報表 每年召開4次董事會會議 對於重大投融資專案，召開臨時董事會討論及表決
Management 管理層	<ul style="list-style-type: none"> Financial performance Medium and long-term development strategy Business development Major investment projects 財務業績 中長期發展戰略 業務發展 重大投資專案 	<ul style="list-style-type: none"> Regular report status inspections Daily communication and reporting 定期檢查報表情況 日常溝通與報告



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Stakeholders 利益相關方	Expectations and Demands 期望與訴求	Communications and Response 溝通與回應
Employees 員工	<ul style="list-style-type: none"> Employee promotion and compensation Career development Rights protection Work-life balance 員工晉升和報酬 職業發展 權益保護 平衡工作生活 	<ul style="list-style-type: none"> Employee performance evaluation Internal promotion mechanism Employee training system Team-building activities Employee welfare protection 員工績效評估 內部晉升機制 員工培訓制度 團建活動 員工福利保障
Customers 客戶	<ul style="list-style-type: none"> Service quality Communication channels Data security and privacy protection Diverse needs 服務品質 溝通管道 數據安全與隱私保護 多元化需求 	<ul style="list-style-type: none"> Legal fulfillment of contractual obligations Systematic order follow-up procedures Customer data and privacy protection protocols Efficient and transparent service delivery standards 依法履行合同 系統跟進訂單 客戶資料與隱私保護 提供高效透明的服務
Suppliers and Partners 供應商與合作夥伴	<ul style="list-style-type: none"> Honest cooperation Information sharing Win-win cooperation Business ethics 誠信合作 資訊分享 合作共贏 商業道德 	<ul style="list-style-type: none"> Supplier evaluation Daily meetings and data follow-up Legal fulfillment of contractual obligations 供應商評估 日常會議與資料跟進 依法履行合同
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Financial performance Business development Major investment projects Information disclosure Communication channels 財務業績 業務發展 重大投資專案 資訊披露 溝通管道 	<ul style="list-style-type: none"> Regular disclosure of financial/operational information Company website Shareholders' meeting convening procedures 定期披露財務及經營資訊 本公司官網 召開股東大會



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Stakeholders 利益相關方	Expectations and Demands 期望與訴求	Communications and Response 溝通與回應
Society and the Public 社會與公眾	<ul style="list-style-type: none"> Support for social welfare Community development Protection of the natural environment 支持社會公益 社區發展 保護自然環境 	<ul style="list-style-type: none"> Charitable initiatives participation Volunteer services Low-carbon operations 投身慈善事業 志願者服務 低碳化運營
Government/ Regulatory Agencies 政府／監督機構	<ul style="list-style-type: none"> Compliance with laws and regulations Tax payment Business ethics Support for economic development 遵守法律法規 依法納稅 遵守商業道德 支持經濟發展 	<ul style="list-style-type: none"> Compliant operations Daily communication and reporting Full tax payment 合規運營 日常溝通與報告 足額納稅

4.4 MATERIALITY ASSESSMENT

To accurately identify the focus of ESG management practices and fully optimize the practice of ESG issue-based management, the Company has established a materiality assessment process to define material ESG issues that are relevant to the sustainable development of the Company and its stakeholders.

Identification of Material Issues: By conducting external policy research, benchmarking analysis of industry peers, industry development trend surveys, and reviewing other relevant documents, combined with the Company's development strategy, business characteristics, and its own characteristics, a total of 19 material issues that would impact the Company's operations and development or affect stakeholders' assessment and decision-making of the Company were identified.

4.4 重要性評估

為精準定位ESG管理實踐的重點，全面深化ESG議題管理實踐，本公司建立了重要性議題評估流程，以界定與本公司和利益相關方可持續發展切實相關的重要性ESG議題。

識別重要議題：通過開展外部政策研究、同行對標分析、行業發展趨勢調查及查閱其他相關檔後，結合本公司發展戰略、業務特點和自身特色，識別影響本公司經營發展，或影響利益相關方對本公司評估和決策的重要性議題共計19項。



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Conducting Interviews and Market Research:

Third party experts and consultants were engaged to take charge of relevant work, prepare and distribute questionnaires on material ESG issues with reference to interviews with the Company's management and other stakeholders, and conduct the ESG performance benchmarking analysis with the comparable companies in the same industry.

Determination of Issue Priority: The priority of issues was identified based on stakeholders' comments and the data collected from the questionnaires. After being submitted to the Board for review, the priority of issues for the year was determined.

Verification and Reporting: A materiality assessment matrix was established based on the results of the issue evaluation, and highlighted disclosure on issues that fall into the core issues matrix was made in this Report.

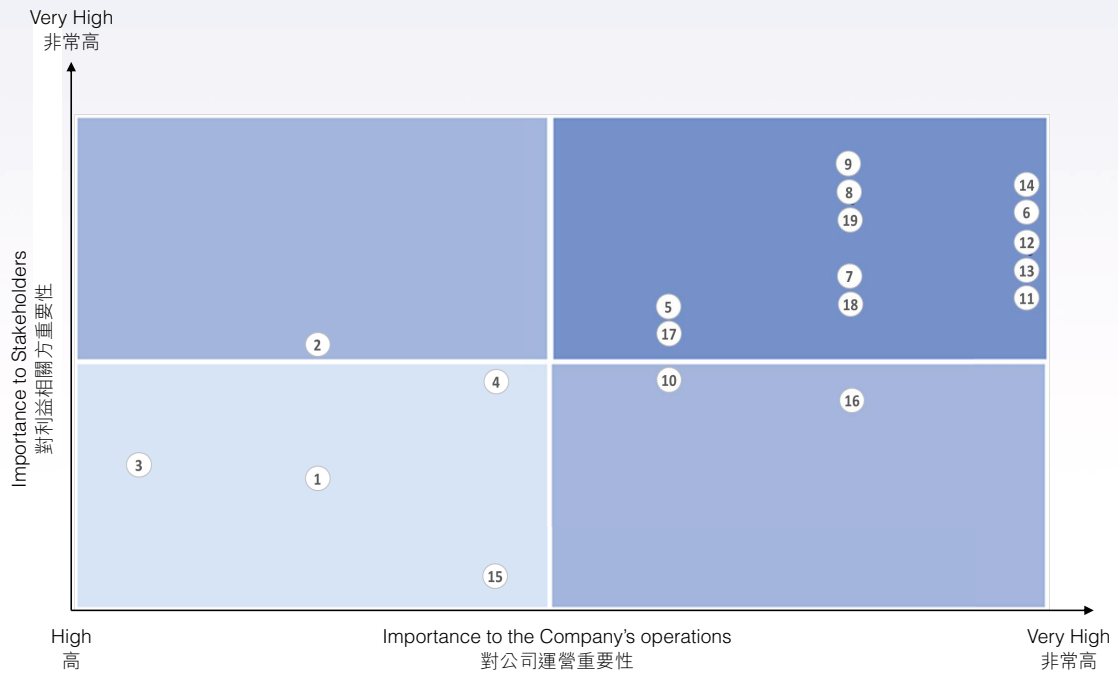
In 2024, the Company reviewed and assessed the ESG issues of concern to each stakeholder and analyzed and sorted the importance of ESG issues from two dimensions, being the materiality to the Company's operation and to the stakeholders, through policy research, enterprise interview, questionnaires and industry benchmarking to get full understanding of each stakeholder' expectations and suggestions, and to provide basis for the formulation of long-term ESG strategy. Considering our business segments and industry trends, we concluded that identified changes had no material impact on ESG issues, so we maintained the 2025 materiality matrix. The 19 materiality issues identified in 2024 and their prioritization remain highly relevant, continuing to guide key disclosures in this Report.

開展訪談及市場調研: 邀請第三方專家顧問主持開展相關工作，製作並發放ESG重要議題調查問卷，結合與本公司管理層及其他利益相關方等訪談，並進行同行業可比公司ESG表現的對標分析工作。

確定議題排序: 根據利益相關方評價及問卷調查數據，確定議題重要程度順序，提交董事會審閱後，確定本年度議題排序。

確認與報告: 根據議題評價結果構建重要性評估矩陣，對屬於核心議題矩陣的議題，在報告中進行重點披露。

2024年，本公司通過開展政策研究、企業訪談、問卷調查、行業對標，重新審視評估各利益相關方關注的ESG議題，從對本公司運營以及利益相關方的重要性兩個維度，對議題的重要程度並進行分析與排序，充分了解各利益相關方的期望與建議，為制定長遠的ESG發展戰略提供依據。綜合考慮到本公司業務板塊和所處行業發展情況，本公司認為相關變化未對已識別的ESG議題產生實質性影響，故於2025年度未對重要性議題矩陣圖作出調整。2024年識別出的19項重要性議題以及其優先排序仍然高度相關，並持續為本報告重點披露內容提供了指引。



Picture: Material Issues Matrix

圖：重要性議題矩陣圖



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Table: ESG Material Issues
表：ESG重要性議題

Materiality 重要性	No. 序號	Issues 議題名稱	
Issue of High Importance 高度重要議題	14	Data Security and Privacy Protection 數據安全與隱私保障	
	6	Employee Rights and Benefits Protection 員工權益保障	
	12	Product and Service Quality 產品與服務品質	
	13	Customer Satisfaction 客戶滿意度	
	11	Digitization and Innovation 數字化與科技創新	
	9	Labor Practices 合法合規用工	
	8	Employee Health and Safety 員工健康與安全	
	19	Compliance Operations 合規經營	
	7	Talent Development and Cultivation 人才培養與發展	
	18	Risk Management 風險與危機管理	
	5	Low-Carbon Warehousing and Logistics Operations 倉儲物流低碳化運營	
	17	Anti-Corruption and Business Ethics 反貪污與商業道德	
	Issue of Moderate Importance 中度重要議題	10	Diversity and Equal Opportunities 多元化與平等機會
		16	Responsible Supply Chain 負責任供應鏈
2		Enhancing Energy Efficiency 能效管理	
Issue of General Importance 一般重要議題	4	Resource Recycling and Utilization 資源循環利用	
	1	Climate Change Response 應對氣候變化	
	3	Emissions and Waste Management 排放物與廢棄物管理	
	15	Social Investment and Philanthropy 社會投資與公益	



5 COMPLIANCE OPERATIONS

5.1 RISK AND CRISIS MANAGEMENT

5.1.1 ESG Risk Management

The Company has integrated ESG risks (including climate-related risks) into our comprehensive risk management framework. We actively identify and monitor their actual and potential impacts on business operations, strategic planning, and financial performance, incorporating these considerations into decision-making processes. Through our risk management system, the Company continuously improves the risk management process from three aspects: risk identification and assessment, risk monitoring and control and risk reporting and response, ensuring that all businesses operate within the acceptable range of ESG-related risks. At the same time, to comprehensively identify and address risks faced by various business units, the Company encourages subsidiaries to conduct ESG-related risk assessments, identify potential risks, and formulate corresponding management measures and objectives.

During the Reporting Period, the Company did not experience any ESG crisis events.

5.1.2 Crisis Management

The Company has established a comprehensive public relations system to effectively prevent various potential risks and properly handle various emergencies, striving to enhance its crisis response capabilities. The Company has engaged professional third-party public relations consultants to handle crisis public relations, effectively maintaining the Company's brand reputation and market credibility, and safeguarding the steady development of its business. During the Reporting Period, the Company did not experience any major crises or negative public opinion.

5 合規經營

5.1 風險及危機管理

5.1.1 ESG風險管理

本公司將 ESG 風險(包括氣候相關風險)納入整體風險管理體系,積極識別及監測其對業務、戰略及財務的實際與潛在影響,並將相關考量融入規劃決策。依託風險管理體系,本公司從識別評估、監測控制、報告應對三個環節持續優化流程,確保各業務在可承受的 ESG 相關風險範圍內有序運作。同時,為全面識別和應對各業務面臨的風險,本公司鼓勵各附屬公司進行 ESG 相關風險評估,識別潛在風險,並制定相應的管理措施和目標。

報告期內,本公司未發生關於 ESG 方面的任何重大危機事故。

5.1.2 危機管理

為有效預防各類潛在風險,妥善處理各類突發狀況,本公司構建了完善的公關體系,全力提升危機應對能力。本公司聘請專業第三方公關顧問負責危機公關處理,以切實維護企業品牌聲譽與市場公信力,為業務穩健發展保駕護航。報告期內,本公司未遭遇重大危機或不利資訊事件。



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5.2 BUSINESS ETHICS

The Company strictly complies with laws and regulations such as the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Interim Provisions on Prohibition of Commercial Bribery Activities (《關於禁止商業賄賂行為的暫行規定》), and The Company Law of the People's Republic of China (《中華人民共和國公司法》). In accordance with relevant laws and regulations, the Company has established internal management systems for anti-fraud, anti-money laundering, and anti-bribery, fostering a clean, honest, upright, and trustworthy corporate culture, and strengthening the standardization of employee behavior. Through conducting training on laws and regulations and professional ethics, the Company prevents the occurrence of unethical behaviors such as corruption and favoritism, establishes complaint and reporting mechanisms, and opens dedicated complaint channels, continuously improving its risk management capabilities.

During the Reporting Period, the Company conducted one specialized anti-corruption and anti-graft training session titled "Upholding Compliance Standards to Safeguard Corporate Growth" (「堅守合規底線護航企業發展」), which covered key departments. The Company did not encounter any litigation cases involving bribery, fraud, extortion or money laundering, nor did it violate the aforementioned laws and regulations.

5.2 商業道德

本公司嚴格遵守《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國公司法》等法律法規，依據相關法律法規制定了反舞弊、反洗錢、反賄賂等內部管理制度，打造清朗、廉潔、正直、誠信的企業文化，加強規範員工行為。通過開展法律法規及職業道德規範培訓，杜絕腐敗、徇私舞弊等不道德行為發生，建立投訴舉報機制，開通專用的投訴管道，本公司不斷完善風險管理能力。

報告期內，本公司共組織一場以「堅守合規底線護航企業發展」為主題的反腐敗、反貪污專項培訓，覆蓋公司關鍵部門；未發生涉及賄賂、舞弊、敲詐、欺詐和洗錢的訴訟案件，未違反相關法律法規。



Table: Anti-Corruption Training in 2025
表：2025年反貪污培訓情況

Indicator 指標	Unit 單位	2025 2025年
Number of Employees Covered by Anti-Corruption Training 反貪污培訓覆蓋的員工人數	Person 人	38
Average Hours of Anti-Corruption Training per Employee 員工人均接受反貪污培訓時數	Hour 小時	0.2
Average Hours of Anti-Corruption Training per Director 董事人均接受反貪污培訓時數	Hour 小時	0.75
Percentage of Board Members Covered by Anti-Corruption Training 反貪污培訓覆蓋的董事會成員比例	%	37.5

5.3 INTELLECTUAL PROPERTY PROTECTION

The Company strictly complies with the Patent Law of the People's Republic of China (《中華人民共和國專利法》) and the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), among other laws and regulations, and strictly regulates patent rights, intellectual property rights (including technical secrets, trademarks, copyrights, trade secrets, patents, trademarks, copyrights, and computer software introduced by the Company), and rights granted by the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) (including trade names, domain names, and network address rights).

5.3 知識產權保護

本公司嚴格遵守《中華人民共和國專利法》及《中華人民共和國著作權法》等運營所在地法律法規，對專利權、知識產權(包括技術秘密、商標權、著作權、商業秘密、本公司引進的專利、商標、著作及電腦軟件等)以及《中華人民共和國反不正當競爭法》所賦予的權利(包括商號、域名、網絡地址專用權等)作出嚴格規定。



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To standardize the Company's intellectual property management, promote the protection, development, utilization, and management of intellectual property, and drive technological innovation and invention, the Company has formulated a series of systems and procedures, including the EDA Intellectual Property Management System (《EDA知識產權管理制度》) and the EDA R&D Project Intellectual Property Workflow System (《易達雲研發專案知識產權工作流程制度》), continuously strengthening the Company's intellectual property protection framework. The Company regularly organizes internal legal knowledge training and case sharing to enhance employees' sensitivity and sense of responsibility regarding intellectual property protection. The Company's holdings of trademarks, domain names, and software copyrights have continued to increase. In 2025, the Company has registered 12 new trademarks and 4 new software copyrights.

During the Reporting Period, the Company did not experience any disputes or cases related to infringement or content plagiarism involving intellectual property.

為規範本公司知識產權管理工作，促進知識產權的保護、開發、利用和管理，推動技術創新和發明創造，促進科技成果的推廣應用，本公司制定了《EDA知識產權管理制度》、《易達雲研發專案知識產權工作流程制度》等一系列制度，不斷強化本公司知識產權保護體系，定期組織內部法律知識培訓和案例分享，提高員工對知識產權保護的敏感度和責任感。2025年，本公司新增商標12件，軟件著作權新增4件。

報告期內，本公司未發生涉及侵權、內容剽竊等有關知識產權的糾紛與案件。

Table: 2025 Intellectual Property Status of the Company

表：本公司2025年知識產權情況統計

Indicator 指標	Unit 單位	2025 2025年	
Patents 持有專利	Total Number of Patents 總專利數目	Units 件	7
	Utility Model Patents 實用新型專利	Units 件	1
	Invention Patents 發明專利	Units 件	6
Total Number of Trademarks 持有商標	Units 個	36	
Total Number of Domain Names 持有域名	Units 件	26	
Total Number of Software Copyrights 持有軟件著作數量	Units 件	27	



6 GREEN DEVELOPMENT

6.1 ENVIRONMENTAL COMPLIANCE MANAGEMENT

The Company is committed to fulfilling corporate environmental protection responsibilities, creating a sustainable society where humans and nature coexist harmoniously, and contributing to global sustainable development. We strictly comply with environmental laws and regulations in our operational locations, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Solid Waste Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國固體廢物污染環境防治法》), the Resource Conservation and Recovery Act (《資源保護和回收法》) ("RCRA") and the Circular Economy and Waste Management Act (《循環經濟及廢棄物法》). We actively integrate environmental protection responsibilities as a key component of our strategic development. The Company has established a comprehensive environmental management system covering critical areas such as climate change, emissions, waste, and resource consumption. Leveraging this system, we systematically manage greenhouse gases and waste, continuously monitor packaging materials, energy, and water resource consumption, and implement noise control measures through low-noise equipment, vibration reduction, and enhanced communication with loading/unloading personnel to minimize operational environmental impacts. During the Reporting Period, the Company had no major violations of applicable environmental protection laws and regulations.

6 綠色發展

6.1 環境合規管理

本公司致力於履行企業環境保護責任，創造人與自然和諧相處的可持續發展社會，在全球可持續發展的進程中貢獻力量。本公司嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》、《資源保護和回收法》(「RCRA」)、《循環經濟及廢棄物法》等運營地所在國家或地區的各项環境法律法規，將積極承擔環境保護責任作為本公司戰略發展的重要組成部分。本公司建立健全環境管理體系，涵蓋氣候變化、排放、廢棄物及資源消耗等關鍵領域。依託該等體系，本公司有序推進溫室氣體及廢棄物管理，持續監測包裝材料、能源與水資源消耗；同時採用低噪音設備與減振措施，加強裝卸貨人員溝通以落實噪音控制，致力減少運營對環境的負面影響。報告期內，本公司並無任何違反適用環境保護法律法規的重大違規事宜。



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As the Company operates under a light-asset model with no manufacturing operations and relies on supplier-provided resources, our operations generate no production wastewater, exhaust emissions, or hazardous waste. The only non-hazardous waste we produce is office household waste. In waste management, we implement a source reduction-focused system that includes regional waste sorting and recycling programs, along with employee training on proper disposal methods to ensure 100% compliance. We regularly monitor waste generation and recycling volumes while actively promoting green office practices. These efforts include paperless workflows (e.g., strict printing quotas and digital approval platforms) to minimize operational waste.

由於本公司採用輕資產運營模式，業務性質不涉及生產製造環節，且大部分資源由供應商提供，故運營過程中不涉及生產廢水和廢氣排放，亦不產生有害廢棄物。本公司產生的無害廢棄物主要為辦公生活垃圾。在廢棄物管理方面，本公司制訂並實踐以源頭減廢為本的廢棄物管理制度，按照地區法律規定開展垃圾分類及回收工作，並就分類及處置方法為僱員提供指引，確保廢棄物處置合規率達到100%；定期檢討廢棄物的產生量及回收量；積極踐行綠色辦公理念，通過促進辦公流程無紙化(例如嚴格控制列印用紙數量、採用線上辦公審批平台等)等舉措減少運營過程中產生的各類廢棄物。

Table: Waste Production in 2025

表：2025年廢棄物產生情況

Indicator 指標	Unit 單位	2025 2025年
Total Non-Hazardous Waste Generated 無害廢棄物產生總量	Tonnes 噸	52.0
Non-Hazardous Waste Generation Intensity 無害廢棄物產生密度	Tonnes/RMB Million Revenue 噸／人民幣百萬元收入	0.03

As the Company expands in scale and diversifies its business types, we remain committed to integrating environmental protection and natural resource conservation into daily operations. We maintain close attention to and meticulous consideration of environmental and resource issues to avoid any substantial negative impacts. Furthermore, we will continue to review our existing environmental protection systems and consider strengthening conservation measures and regulations for the environment and natural resources when appropriate, contributing to global ecological improvement.

隨著本公司規模的擴大和業務類型的多樣化，本公司始終致力於將環境保護及天然資源保護的理念融入日常運營中，保持對環境及資源問題的密切關注和細緻考慮，以避免對其造成實質性負面影響。本公司亦將持續檢討現行的環境保護制度，並考慮適時加強對環境及天然資源的保護舉措及規範，為全球生態環境改善作出貢獻。



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6.2 RESOURCE EFFICIENT UTILIZATION

The Company strictly complies with national laws and regulations, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), the Water Law of the People's Republic of China (《中華人民共和國水法》), the Clean Air Act (《清潔空氣法》) (「CAA」), the Energy Efficiency Law (《能源效率法》) and the EU Water Framework Directive (《歐盟水框架指令》) (「WFD」), as well as the regulations of the operating location. We have implemented multiple measures to enhance resource utilization efficiency. During the Reporting Period, the Company did not violate any of the aforementioned laws and regulations.

Electricity, natural gas and liquefied petroleum gas (LPG) constitute the primary energy sources consumed by the Company, primarily for daily operational power, site heating and internal forklift fuel. We consistently prioritize energy efficiency enhancement by integrating energy conservation and carbon reduction principles into daily operations. The Company continuously strengthens employees' energy-saving awareness to foster a green office culture. Through smart storage systems and digital management platforms, we optimize warehouse workflows and equipment scheduling to minimize idle operation and energy consumption of forklifts and other equipment. Additionally, we actively implement LED smart lighting, high-efficiency air conditioning systems and energy monitoring devices to strictly control electricity usage during non-working hours.

6.2 資源高效利用

本公司嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國節約能源法》、《中華人民共和國水法》、《清潔空氣法》(「CAA」)、《能源效率法》、《歐盟水框架指令》(「WFD」)等國家法律法規和運營所在地規定，採取多項措施提高資源的利用效率。報告期內，本公司未違反上述法律法規。

電力、天然氣及液化石油氣 (「LPG」) 是本公司運營中能源消耗的主要種類，主要用於日常運營電力、場地供暖及內部叉車燃料等用途。本公司始終重視能源效率提升，將節能減碳理念融入日常運營管理。本公司持續加強員工能源節約意識，營造綠色辦公氛圍：依託智慧倉儲系統與數字化管理平台，優化倉內作業路徑及設備調度，減少叉車等設備的空轉與能耗。同時，本公司積極採用LED智能照明、高效空調系統及能源監測裝置，嚴格管控非工作時段電力使用。



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Table: Energy Consumption in 2025
表：2025年能源使用情況

Indicator 指標	Unit 單位	2025 2025年
Purchased Electricity 外購電力	MWh 兆瓦時	2,486.6
Natural Gas 天然氣	Cubic Meter 立方米	111,914.3
Liquefied Petroleum Gas LPG	Cubic Meter 立方米	122.2
Total Energy Consumption ¹ 綜合能耗 ¹	Tonnes of Standard Coal equivalent 噸標煤	547.7
Energy Usage Intensity 能源使用密度	Tonnes of Standard Coal equivalent/RMB Million Revenue 噸標煤／人民幣百萬元收入	0.28
Energy Consumption Converted to Electricity 能耗折算電量	MWh 兆瓦時	4,456.3
Energy Consumption Converted to Electricity Intensity 能耗折算電量密度	MWh/RMB Million Revenue 兆瓦時／人民幣百萬元收入	2.24

The Company regards water resource management as a vital component of environmental responsibility. Municipal water supply serves as our primary water source, with office spaces and warehouses being the main usage scenarios. We regularly assign professionals to inspect and maintain the water supply system to prevent potential waste. In daily operations, we actively foster a culture of water conservation by conducting regular awareness campaigns and promoting green sustainable development concepts among employees. Additionally, we incorporate water consumption metrics into key performance indicators for monitoring and periodic review, striving to enhance water utilization efficiency.

本公司將水資源管理視為環境責任的重要環節。本公司的主要用水來源是市政用水，主要用水場景是辦公處所和倉庫。本公司定期委任專業人員檢查及維護供水系統，以避免潛在的水浪費。在日常運營中，本公司加強節約用水的文化營造，定期對員工開展節水文化宣傳、踐行綠色可持續發展理念。同時，本公司將水資源消耗量納入關鍵績效指標進行監測並定期審查，致力於提升用水效益。

¹ Total energy consumption and energy conversion power are accounted for in accordance with the "General Rules for the Calculation of the Comprehensive Energy Consumption" (《綜合能耗計算通則》) (GB/T 2589-2020) published by the State Administration for Market Regulation and Standardization Administration of PRC.

¹ 綜合能耗、能源折算電量依據國家市場監督管理總局和國家標準化管理委員會刊發的《綜合能耗計算通則》(GB/T 2589-2020)進行核算。



Table: Water Consumption in 2025
表：2025年水資源使用情況

Indicator 指標	Unit 單位	2025 2025年
Total Water Consumption 總用水量	Tonnes 噸	48,957.4
Total Water Consumption Intensity 總耗水密度	Tonnes/RMB Million Revenue 噸／人民幣百萬元收入	24.64



Photo: Water Conservation Sign
圖：節約用水標識



Photo: Paper Conservation Sign
圖：節約用紙標識



Photo: Electricity Conservation Sign
圖：節約用電標識



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6.3 GREEN STORAGE OPERATION

The Company is committed to advancing green warehouse construction by integrating low-carbon operational principles throughout the entire warehouse management process. Leveraging our self-developed WMS/OMS system, the warehouse center integrates storage management, order processing, inventory control and logistics tracking, achieving full-chain digitalization of the supply chain and precise inventory level control. Automated sorting equipment has been introduced to enhance operational efficiency and shorten equipment running time. In terms of energy and equipment, we have upgraded lighting systems (e.g., using energy-saving LED fixtures and sensor controls), improved ventilation efficiency and maximized natural light utilization. We are also optimizing forklift energy structures, gradually replacing traditional fuel-powered forklifts with electric or LPG models. Regular employee training on energy conservation is conducted to strengthen sustainability awareness across the workforce, driving comprehensive progress toward greener and smarter warehouse management. As at the end of the Reporting Period, two of our warehouses in Mississauga, Canada and Atlanta, United States, have achieved LEED silver certification.

6.3 綠色倉儲運營

本公司致力於推進綠色倉儲建設，將低碳運營理念融入倉儲管理全流程。依託自主研發的WMS/OMS系統，倉庫中心可集倉儲管理、訂單處理、庫存控制、物流追蹤於一體，實現供應鏈全流程數字化，精準調控庫存水平；同時引入自動化分揀設備，提升作業效率並縮短設備運行時間。在能源與設備方面，本公司改進照明系統（如採用LED節能燈具、感應控制），改善通風效率並充分利用自然光；同時推進叉車能源結構優化，逐步採用電動或LPG叉車替代傳統燃油。本公司亦定期開展員工節能培訓，提升全員可持續發展意識，全方位推動倉儲管理向綠色化、智能化邁進。截至報告期末，本公司加拿大密西沙加和美國亞特蘭大2個倉庫已完成LEED銀級認證。



Photo: A warehouse in Mississauga, Canada

圖：加拿大密西沙加的倉庫實景



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The Company prioritizes end-to-end packaging material management to minimize operational waste. Through source optimization, we utilize smart packaging systems to select appropriate materials based on order types, refine packaging solutions for efficiency and reduce material consumption at the source. Currently, our primary packaging materials include labels, wrapping films, cartons, bags and sealing materials, all of which are closely monitored for usage. We have also enhanced the recycling and reuse of cartons and other packaging materials, while continuously exploring sustainable packaging alternatives to gradually increase the proportion of eco-friendly packaging usage.

本公司重視包裝材料的全週期管理，致力於減少運營過程中的包裝廢物。在源頭優化方面，本公司依託智能包裝系統根據訂單貨物類型選用合適的包裝材料，優化包裝方案以提高效率，從源頭減少材料用量。目前，本公司主要使用的包裝材料包括標籤、纏繞膜、紙箱、包裝袋及封箱材料等，並密切監察其消耗量。本公司亦加強紙箱等包裝材料的回收及重複使用，並持續探索可持續包裝材料替代品，逐步提升綠色包裝使用比例。

Table: Packaging Material Usage in 2025

表：2025年包裝物料使用情況

Indicator 指標	Unit 單位	2025 2025年
Total Packaging Material Usage 包裝物料總用量	Tonnes 噸	449.6
Label Usage 標籤貼紙用量	Tonnes 噸	24.0
Stretch Film Usage 纏繞膜用量	Tonnes 噸	269.7
Carton Usage 紙箱用量	Tonnes 噸	103.2
Packaging Bag Usage 包裝袋用量	Tonnes 噸	33.3
Sealing Material Usage 封箱材料用量	Tonnes 噸	19.4



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6.4 ADDRESSING CLIMATE CHANGE

Globally, climate change has emerged as one of the most pressing challenges of the 21st century. Addressing climate change is an objective necessity and inherent requirement for sustainable development. The Company cannot ignore its impacts, nor can it stand aside unaffected. The Company adheres to the national “Dual Carbon” goals as its strategic guidance, and closely tracks the potential impacts of climate trends on its business to ensure timely optimization of response measures. With reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the HKEX Climate Disclosure Guidelines, the Company has established an internal climate change disclosure and management framework across four dimensions: governance, strategy, risk management, and metrics and targets, integrating its development strategy and industry characteristics.

6.4.1 Governance

The Company regards climate change governance as a core component of its ESG management framework, committed to enhancing corporate climate resilience through robust governance structures. Since establishing the ESG organizational framework in 2023, we have continuously optimized climate governance functions. We have explicitly incorporated dynamic identification, assessment and monitoring of climate-related risks and opportunities into the Board’s ESG responsibilities, with the ESG Working Group implementing corresponding risk mitigation measures. This ensures that environmental and climate change considerations are consistently integrated into corporate decision-making and operations.

6.4 應對氣候變化

在全球範圍內，氣候變化正成為21世紀面臨的最大挑戰之一，應對氣候變化是可持續發展的客觀需要和內在要求。本公司無法忽視其帶來的影響，亦無法獨善其身，始終堅持以國家「雙碳」目標為戰略指引，密切跟蹤氣候趨勢對本公司業務的潛在衝擊，以確保適時優化應對方案。本公司參照氣候相關財務披露工作組（「TCFD」）的建議框架及聯交所《氣候信息披露指引》，結合自身發展戰略與行業特性，從管治、策略、風險管理、指標及目標四個維度，構建了內部氣候變化披露及管理架構。

6.4.1 管治

本公司將氣候變化治理視為ESG管理體系的核心要素，致力於通過穩健的管治架構提升企業的氣候韌性。自2023年構建ESG組織架構以來，本公司持續優化氣候變化治理職能，明確將氣候相關風險與機遇的動態識別、評估及監管納入董事會的ESG職責，並由ESG工作小組落實相關風險防控措施，確保環境和氣候變化始終貫穿企業決策和運營。



The Board 董事會

- Serving as the highest decision-making and oversight body for climate change matters
氣候變化事宜的最高決策與監管機構
- Setting the company's sustainability direction and climate goals
負責公司可持續發展方向和氣候目標的設定
- Annually identifying, assessing, and monitoring risks related to climate change
每年定期識別、評估和監控氣候變化相關風險
- Comprehensively overseeing risk management for climate-related matters
全面監督與氣候相關事宜的風險管理
- Periodically reviewing the effectiveness of the company's climate management strategy, including indicators, targets, and action plans
定期審查公司氣候管理策略的有效性，涵蓋指標、目標和行動計劃

ESG Working Group ESG工作小組

- Implementing robust and actionable measures to effectively mitigate and adapt to the impacts of climate change
採取有力且落地的措施以切實減輕和抵禦氣候變化的影響
- Promoting the implementation of climate actions through cross-departmental collaboration, and continuously monitoring the progress and execution of established targets
跨部門協作以推動氣候行動的實施，持續監控既定目標的進展及執行情況
- Regularly assessing the effectiveness of climate change response measures and reporting to the Board
定期評估氣候變化應對措施的有效性，並向董事會匯報



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To ensure decision-makers possess the necessary expertise to oversee climate strategy implementation, the Company has consistently enhanced the climate-related professional knowledge and executive capabilities of the Board and management through a combination of internal specialized training and participation in external professional seminars. During the Reporting Period, the Board and management completed ESG-specific training provided by external professional institutions, with a focus on cutting-edge trends such as climate risk management and international sustainable disclosure standards.

At this stage, the Company has not directly linked climate-related factors to management compensation policies. Going forward, we will assess and develop a scientifically sound climate-based performance incentive mechanism by considering industry trends, regulatory requirements and operational realities to strengthen the long-term implementation of our climate strategy.

為確保決策層具備充分的專業素養以監督氣候戰略的執行，本公司通過內部專項培訓與參與外部專業研討相結合的方式，持續強化董事會及管理層的氣候相關專業知識與履職能力。報告期內，董事會及管理層已完成由外部專業機構提供的ESG專項培訓，重點涵蓋氣候風險管理及國際可持續披露準則等前沿趨勢。

現階段，本公司暫未將氣候相關因素與管理層薪酬政策直接掛鉤。未來，本公司將結合行業發展趨勢、監管要求及業務運營實質，適時評估並研究建立科學合理的氣候績效激勵機制，以強化氣候戰略的長期落實。



6.4.2 Strategy

By leveraging industry-specific insights, the Company has conducted a systematic analysis of climate risks and opportunities across operational and value chain dimensions over multiple timeframes. Recognizing the inherent complexity and uncertainty of climate impacts, we developed two climate scenarios—low-emission and high-emission—based on projections from the United Nations Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA). This comprehensive evaluation examines how different global warming scenarios may affect business models and financial conditions. The scientific assessment provides a critical foundation for developing forward-looking and resilient risk management strategies, ensuring effective responses to climate change challenges.

6.4.2 策略

本公司結合行業特性，系統性識別並評估了運營及價值鏈在不同時間維度下的氣候風險與機遇。鑒於氣候影響通常具有時間跨度長、複雜且不確定的特點，本公司參照聯合國政府間氣候變化專門委員會（「IPCC」）及國際能源署（「IEA」）提出的氣候情景，構建了低排放及高排放兩種氣候情景，深入評估不同全球溫升情景對業務模式及財務狀況的潛在影響路徑。此項科學評估為本公司制定具備前瞻性與彈性的風險管理策略提供了關鍵依據，確保能有效應對氣候變化帶來的挑戰。



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Climate-related Risk 氣候相關風險

Climate Scenario Description 氣候情景描述

Physical Risk
物理風險

Low Emission Scenario
低排放情景

SSP21-2.6:
SSP21-2.6 :

This scenario assumes a global socioeconomic shift toward sustainability and low-carbon development, with significant reductions in greenhouse gas emissions, aiming to limit global warming to below 2°C by 2100.

該情景假設全球社會經濟朝著可持續及低碳方向，溫室氣體排放大幅削減，到2100年全球升溫控制在2°C以內

High Emission Scenario
高排放情景

SSP5-8.5:
SSP5-8.5 :

This scenario assumes no effective global emission reduction actions, with high socioeconomic dependence on fossil fuels and rising greenhouse gas emissions, potentially leading to a global average temperature exceeding 4°C by 2100.

該情景假設全球未採取有效的減排行動，社會經濟高度依賴化石能源，溫室氣體排放持續上升，到2100年全球平均氣溫可能超過4°C

Transition Risk
轉型風險

Low Emission Scenario
低排放情景

The Net Zero by 2050 (NZE) scenario:
2050年淨零排放情景 (「Net Zero by 2050, NZE」) :

The scenario assumes that global warming will be limited to below 1.5°C by 2050 through stringent climate policies and innovations.

該情景假設全球通過嚴格的氣候政策和創新，將全球變暖限制在1.5°C以下，在2050年實現淨零排放

High Emission Scenario
高排放情景

Stated Policies Scenario (STEPS):
既定政策情景 (「Stated Policies Scenario, STEPS」) :

The scenario is assessed against currently implemented and declared policies to reflect the effectiveness of the current policy environment and the feasibility of the transition.

該情景基於目前已實施和已宣佈的政策進行評估，以反映當前政策環境的有效性和轉型可行性。

² SSP: Shared Socioeconomic Pathways, scenarios derived from the IPCC Sixth Assessment Report (“AR6”)

² SSP: 共享社會經濟路徑，情景來源於IPCC第六次評估報告 (「AR6」)。



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Through scenario-based qualitative analysis, and by integrating the Company's operational characteristics with industry-specific features, we have developed a comprehensive list of climate-related risks and opportunities, along with their transmission pathways to the business model, value chain and financial position.

通過情景分析定性評估，結合本公司的業務特性和行業特徵，本公司形成了以下氣候相關風險及機遇清單，並釐定其對業務模式、價值鏈及財務狀況的傳導路徑。

Table: Climate-related Risks and Opportunities of the Company

表：本公司氣候相關風險與機遇清單

Climate-related Risks and Opportunities 氣候變化風險及機遇	Potential Business Model and Value Chain Influence 潛在業務模式與價值鏈影響	Potential Financial Impact 潛在財務影響	Time Horizon ³ 時間範圍 ³	Response Measure 應對措施
Physical Risk 物理風險				
Acute Risk				
<ul style="list-style-type: none"> Extreme weather events (such as typhoons, heavy rain, floods, high temperatures, and extreme cold) 	<ul style="list-style-type: none"> Extreme weather events may damage the Company's self-operated and franchise warehouses and other infrastructure, jeopardizing asset security and increasing maintenance costs Storms and floods can easily disrupt sea, air, and land transportation, causing goods to be stranded at transit hubs or warehouses, resulting in delays in contract fulfillment Climate disasters may cause upstream suppliers to halt operations or experience service disruptions, thereby compromising the stability of our business 	<ul style="list-style-type: none"> Devaluation of assets Increased operating costs Revenue decline 	Short-term, medium-term, long-term	<ul style="list-style-type: none"> For operational sites vulnerable to flood disasters, establish disaster warning and emergency response plans to enhance the capacity for responding to and managing emergencies Develop emergency plans to cope with extreme weather conditions such as prolonged high temperatures and heavy rainfall, ensuring the continuity of business operations
Acute Risk				
<ul style="list-style-type: none"> 極端天氣事件(如颱風、暴雨、洪澇、高溫、嚴寒等) 	<ul style="list-style-type: none"> 極端天氣事件可能導致本公司自營及加盟倉庫等基礎設施受損，威脅資產安全並增加維護成本 風暴及洪澇易引發海、空、陸路交通中斷，導致貨物滯留於中轉站或倉庫，造成履約延誤 氣候災害可能導致上游供應商停工或服務中斷，進而影響本公司業務的穩定性 	<ul style="list-style-type: none"> 資產價值降低 運營成本增加 營業收入降低 	短期、中期、長期	<ul style="list-style-type: none"> 對於易受到洪澇災害影響的運營處所，建立災害預警與應急預案，增強對突發狀況的應變及處理能力 制定適應持續高溫、暴雨等極端天氣狀況的應急計劃，以確保業務經營的連續性

³ The time horizons for climate-related risks are short-term (0–2 years), medium-term (2–5 years), and long-term (5–10 years), in order to assess the impacts and trends of risks under various climate scenarios across different timeframes.

³ 氣候相關風險的時間框架為短期(0~2年)、中期(2~5年)、長期(5~10年)，以評估在不同時間範圍內多種氣候情境下風險的影響及變化趨勢。



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<p>Chronic Risk</p> <ul style="list-style-type: none"> The global average temperature continues to rise 	<ul style="list-style-type: none"> Persistent high temperatures may pose a threat to the physical health of our employees, particularly those in warehousing and frontline logistics roles, increasing occupational health risks and related safety management pressures 	<ul style="list-style-type: none"> Increased operating costs Increase in human cost 	Medium-term, long-term	<ul style="list-style-type: none"> By optimizing delivery routes, we reduce delivery personnel's working hours in high-temperature environments and ensure goods are delivered to their destinations as quickly as possible, thereby minimizing exposure time to high temperatures
<p>慢性風險</p> <ul style="list-style-type: none"> 全球平均氣溫持續上升 	<ul style="list-style-type: none"> 持續高溫可能對本公司員工，尤其是倉儲與一線物流人員的身體健康構成威脅，增加職業健康風險及相關的安全管理壓力 	<ul style="list-style-type: none"> 運營成本增加 人力成本增加 	中期、長期	<ul style="list-style-type: none"> 通過優化配送路線，減少配送員在高溫環境下的工作時間，確保貨物以最快速度送達目的地，從而降低貨物在高溫條件下的暴露時間
<p>Transition Risk 轉型風險</p> <p>Policy and Legal Risk</p> <ul style="list-style-type: none"> Climate information disclosure regulation tightened Cross-regional compliance pressure 	<ul style="list-style-type: none"> As governments and exchanges continue to issue new guidelines on ESG and climate information disclosure, companies face growing compliance pressures and must allocate more resources to optimize their environmental management processes As our operations span multiple countries and regions, we must comply with increasingly stringent climate disclosure requirements and emission reduction restrictions across different jurisdictions 	<ul style="list-style-type: none"> Increased operating costs 	Short-term, medium-term, long-term	<ul style="list-style-type: none"> Establish comprehensive mechanisms and systems for greenhouse gas emission management, and properly manage and address key aspects related to climate change, such as data, energy consumption information, and reporting disclosure Study and grasp climate change and transformation opportunities, and adjust the Company's business development strategy and resource allocation in a timely manner
<p>政策及法律風險</p> <ul style="list-style-type: none"> 氣候信息披露監管要求收緊 跨區域合規壓力 	<ul style="list-style-type: none"> 政府及交易所持續出台有關ESG和氣候信息披露相關新指引要求，企業合規壓力提升，需投入更多資源以優化環境管理流程 由於本公司運營覆蓋多個國家與地區，需應對不同司法管轄區日益嚴格的氣候披露要求及減排限制 	<ul style="list-style-type: none"> 運營成本增加 	短期、中期、長期	<ul style="list-style-type: none"> 建設綜合的溫室氣體排放管理相關機制和體系，妥善管理與應對氣候變化相關的數據、能耗資訊、報告披露等關鍵環節 研究和把握氣候變化和轉型機遇，適時調整本公司業務發展戰略和資源配置



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Technical Risk <ul style="list-style-type: none"> Low carbon technology transition cost 	<ul style="list-style-type: none"> As the energy and low-carbon transition continues to advance, if the Company's existing storage facilities, transportation equipment, or supply chain technology systems fail to adapt promptly to the trends of low-carbon and digital transformation, it may face risks such as technological obsolescence, reduced operational efficiency, or relatively low asset performance 	<ul style="list-style-type: none"> Increased R&D investment Capital expenditure increase 	Short-term, medium-term, long-term	<ul style="list-style-type: none"> Conduct comprehensive feasibility studies and risk assessments, and systematically implement measures such as optimizing warehouse operations, enhancing transportation efficiency, upgrading facilities, and driving technological innovation in the supply chain, all while ensuring the smooth operation of business activities
技術風險 <ul style="list-style-type: none"> 低碳技術轉型成本 	<ul style="list-style-type: none"> 隨著能源和低碳轉型持續推進，若本公司現有倉儲設施、運輸設備或供應鏈技術系統未能及時適應低碳及數字化轉型趨勢，可能面臨技術迭代滯後、運營效率下降或資產效能相對低下的風險 	<ul style="list-style-type: none"> 研發投入增加 資本支出增加 	短期、中期、長期	<ul style="list-style-type: none"> 開展全面的可行性調研與風險評估，在保障業務正常運營的基礎上，有序推進倉儲運營優化、運輸效率提升、設施升級及供應鏈技術創新等措施
Market Risk <ul style="list-style-type: none"> Customer Preference Shifts to Green Supply Chain Energy price fluctuation 	<ul style="list-style-type: none"> With growing climate awareness and evolving regulatory policies, customers are increasingly prioritizing the environmental and sustainability performance of service providers when selecting supply chain partners Fluctuations in energy prices may increase the Company's logistics and warehousing costs, adversely affecting its overall financial performance 	<ul style="list-style-type: none"> Increased operating costs Revenue decline 	Medium-term, long-term	<ul style="list-style-type: none"> Setting targets for greenhouse gas and energy consumption reduction, and launching energy-saving and carbon reduction initiatives Actively coordinate with upstream and downstream partners in the supply chain to jointly build a climate-resilient supply chain We will implement a diversified procurement strategy, actively expand our pipeline of energy suppliers, and seek out more cost-effective energy supply solutions 制定溫室氣體及能源消耗減排目標，開展節能降碳行動 積極聯動供應鏈上下游夥伴，共同致力打造具有氣候韌性的供應鏈 實施多元化採購策略，積極拓展能源供應商管道，尋找更具性價比的能源供應方案
市場風險 <ul style="list-style-type: none"> 客戶偏好轉向綠色供應鏈 能源價格波動 	<ul style="list-style-type: none"> 隨著氣候意識提升與監管政策轉變，客戶在選擇供應鏈夥伴時，愈發重視服務商的綠色及可持續發展表現 能源價格的波動可能推高本公司物流運輸與倉儲成本，進而對整體財務狀況產生不利影響 	<ul style="list-style-type: none"> 運營成本增加 營業收入降低 	中期、長期	<ul style="list-style-type: none"> 制定溫室氣體及能源消耗減排目標，開展節能降碳行動 積極聯動供應鏈上下游夥伴，共同致力打造具有氣候韌性的供應鏈 實施多元化採購策略，積極拓展能源供應商管道，尋找更具性價比的能源供應方案



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<p>Reputation Risk</p> <ul style="list-style-type: none"> Stakeholders are paying more attention to corporate climate performance 	<ul style="list-style-type: none"> If stakeholders perceive the Company's inadequate performance in addressing climate change, it may damage its reputation 	<ul style="list-style-type: none"> Revenue decline Decrease in financing channels 	Medium-term, long-term	<ul style="list-style-type: none"> Regularly publish high-quality ESG reports to continuously enhance the transparency of climate-related disclosures Establish diversified stakeholder communication channels to proactively address key concerns from regulators, clients, and investors regarding the Company's sustainable development and low-carbon transition
<p>聲譽風險</p> <ul style="list-style-type: none"> 利益相關方對企業氣候表現的關注度提升 	<ul style="list-style-type: none"> 若利益相關者認為在應對氣候變化方面的表現不佳，可能會對本公司聲譽產生影響 	<ul style="list-style-type: none"> 營業收入降低 融資渠道減少 	中期、長期	<ul style="list-style-type: none"> 定期發佈高質量ESG報告，持續提升氣候相關信息的披露透明度 建立多元化的利益相關方溝通渠道，主動回應監管機構、客戶及投資者對公司可持續發展與低碳轉型的核心關切
<p>Opportunity Type 機遇類型</p> <p>Resource Efficiency</p> <ul style="list-style-type: none"> Promote energy efficiency 	<ul style="list-style-type: none"> The electrification of global warehousing equipment is gaining widespread adoption, while artificial intelligence has established proven commercial value in optimizing storage efficiency 	<ul style="list-style-type: none"> Reduction of operating costs 	Short-term, medium-term, long-term	<ul style="list-style-type: none"> Implement a large-scale "oil-to-electricity" initiative by replacing conventional internal combustion forklifts with electric models, while utilizing smart delivery systems to optimize transport routes, thereby reducing resource consumption density through both technological and managerial approaches
<p>資源效率</p> <ul style="list-style-type: none"> 推動能效提升 	<ul style="list-style-type: none"> 全球倉儲設備電氣化技術日益普及，且人工智能在優化倉儲存放效率方面已具備成熟的商業應用價值 	<ul style="list-style-type: none"> 運營成本降低 	短期、中期、長期	<ul style="list-style-type: none"> 執行大規模「油改電」計劃，將傳統內燃叉車替換為電動叉車，並通過智慧配送系統精準規劃運輸路徑，從技術與管理兩方面降低資源消耗密度



The annual assessment of climate risks and opportunities indicates that the Company's existing asset-light operational model and management framework possess adequate capacity to address climate-related risks. During the Reporting Period, the Company's business operations, financial performance, and financial position were not materially adversely affected by any climate-related events.

Regarding the quantification of financial impacts, given the long-term and nonlinear nature of climate risks, and the inherent technical uncertainties in independently quantifying climate factors from overall financial fluctuations, the Company currently cannot provide specific quantitative forecasts regarding anticipated financial position and the percentage of asset impacts or cash flow effects caused by climate risks and opportunities. Moving forward, we will incorporate deeper quantitative analyses as we accumulate data and assess the extent of risk impacts.

根據本年度氣候風險與機遇的識別結果顯示，本公司現有的輕資產運營模式及管理體系具備應對氣候相關風險的基礎能力；於報告期內，本公司的業務運作、經營業績及財務狀況並未受到任何氣候相關事件的重大不利影響。

在財務影響量化方面，鑒於氣候風險具備長期性與非線性的特徵，且將氣候因素從整體財務波動中進行獨立量化剝離存在一定的技術不確定性。因此，本公司現階段暫無法提供關於氣候風險與機遇對預期財務狀況變動、資產受影響百分比或現金流量影響的具體定量預測。未來，本公司將結合數據積累進程與風險影響程度，適時考慮納入更深層次的量化分析。



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6.4.3 Risk Management

Leveraging its ESG governance framework and risk management system, the Company has established a comprehensive climate risk identification, assessment, and management process. By systematically collecting risk-related information, it accurately identifies potential climate risks that may impact departmental objectives. Based on their likelihood of occurrence and financial/operational implications, the Company assigns corresponding risk assessment levels and prioritizes management actions. For significant risks identified, the Company develops countermeasures and risk mitigation strategies after evaluating the effectiveness of existing internal controls. It also sets reasonable risk control targets to serve as a basis for continuous tracking and dynamic monitoring, ensuring the risk management plan can be promptly adjusted in response to changes in both internal and external environments.

6.4.4 Metrics and Targets

Recognizing the importance of global climate action, the Company has consistently embraced green sustainability principles. We actively support international carbon reduction initiatives and China's "Dual Carbon" strategy, striving to contribute to the long-term goals of the Paris Agreement. Given our business nature, we have set clear energy efficiency and emission reduction targets: with 2023 as the baseline year, we aim to reduce energy consumption density and greenhouse gas emission density by 5% to 8% over the next five years.

6.4.3 風險管理

本公司依託ESG管治架構及風險管理體系，建立了全面的氣候風險識別、評估與管理流程。通過系統收集與本公司風險及管理相關的各類資訊，精準識別出可能影響各部門目標實現的潛在氣候風險，結合其發生的可能性及對財務與運營的影響程度，釐定相應的風險評估等級與管理優先次序。針對識別出的重大風險，本公司在評估現有內部控制體系有效性的基礎上，制定應對策略及風險解決方案，研究並設定合理的風險控制目標，作為持續追蹤與動態監測的依據，確保風險管理方案能根據內外部環境的變化及時調整。

6.4.4 指標及目標

本公司深知參與全球氣候行動的重要性，始終秉持綠色可持續發展理念，積極回應全球減碳倡議與國家「雙碳」戰略，致力於貢獻《巴黎協定》長期目標的實現。基於公司業務特性，本公司設定了明確的能效與減排目標：以2023年為基準年，本公司致力於在未來五年內，將能耗密度和溫室氣體排放密度降低5%至8%。



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In greenhouse gas emission management, the Company's emissions primarily stem from energy consumption during business operations. Scope 1 direct emissions result from fuel combustion in Company-owned vehicles and storage facilities, while Scope 2 indirect emissions arise from electricity and heating purchased for office and warehouse operations. To meet emission reduction targets, we actively implement green practices in daily administrative and logistics processes. For operational optimization, we leverage smart logistics systems to streamline delivery routes and inventory management, enhancing transport efficiency and reducing unnecessary trips. In terms of energy transition, we continue to replace traditional fuel-powered equipment with electric and LPG forklifts, while adopting energy-saving devices to lower power consumption. Regarding green office practices, we promote online meetings and eco-friendly commuting to reduce carbon emissions from business travel and daily office activities. The Company regularly reviews emission reduction progress, explores supply chain collaboration opportunities, and strives to decrease overall carbon emission density.

During the Reporting Period, the Company conducted its first preliminary review and disclosure of Scope 3 indirect emission data (Category 6: Business Travel), aiming to better identify greenhouse gas emission patterns across the value chain. This initiative seeks to progressively refine the climate information disclosure framework, thereby laying the groundwork for developing more targeted emission reduction strategies throughout the entire value chain.

在溫室氣體排放管理方面，本公司的排放主要源於業務運營過程中的能源消耗。其中，範圍一直接排放源於自有車輛及倉儲設備的燃料燃燒；範圍二能源間接排放則源於辦公及倉儲場所外購電力與供暖產生的排放。為確保減排目標的達成，本公司在日常行政與物流環節積極採取減排實踐。在運營優化方面，依託智慧物流系統優化配送路徑與庫存管理，提升運輸效率並減少無效行駛；在能源結構方面，持續推廣電動及LPG叉車替代傳統燃油設備，並採用節能設備降低電力消耗；在綠色辦公方面，倡導線上會議與綠色通勤，減少商務旅行與日常辦公碳排放。本公司定期審查減排目標進展，探索供應鏈協同減排機會，致力於降低整體碳排放密度。

本公司於報告期內首次對範圍三的其他間接排放數據（「類別6：商務差旅」）進行了初步梳理與披露，旨在更全面地識別價值鏈上的溫室氣體排放分佈，逐步完善氣候信息披露體系，為未來制定更具針對性的全價值鏈減排策略奠定基礎。



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Table: Greenhouse Gas Emissions in 2025
表：2025年溫室氣體排放情況

Indicator 指標		Unit 單位	2025 2025年
Scope 1: Fuel Combustion 範圍一：燃料燃燒	Direct Greenhouse Gas Emissions ⁴ 直接溫室氣體排放量 ⁴	tCO ₂ e 噸二氧化碳當量	409.7
	Direct Greenhouse Gas Emission Intensity 直接溫室氣體排放密度	tCO ₂ e/RMB Million Revenue 噸二氧化碳當量／人民幣百萬元收入	0.21
Scope 2: Purchased Electricity 範圍二：外購電力	Indirect Greenhouse Gas Emissions ⁵ 間接溫室氣體排放量 ⁵	tCO ₂ e 噸二氧化碳當量	902.0
	Indirect Greenhouse Gas Emission Intensity 間接溫室氣體排放密度	tCO ₂ e/RMB Million Revenue 噸二氧化碳當量／人民幣百萬元收入	0.45

⁴ Direct (Scope 1) greenhouse gas emissions are calculated in accordance with the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories (《IPCC 2006年國家溫室氣體清單指南2019修訂版》) published by the Intergovernmental Panel on Climate Change (IPCC).

⁵ Indirect greenhouse gas emissions (Scope 2) are calculated in accordance with the Announcement on Issuing the 2023 Carbon Dioxide Emission Factors for Electricity (《關於發佈2023年電力二氧化碳排放因子的公告》) issued by the Ministry of Ecology and Environment of the People's Republic of China on 31 December 2025.

⁴ 直接溫室氣體排放量(範圍一)依據政府間氣候變化專門委員會(IPCC)刊發的《IPCC 2006年國家溫室氣體清單指南2019修訂版》進行核算。

⁵ 間接溫室氣體排放量(範圍二)依據中華人民共和國生態環境部於2025年12月31日刊發的《關於發佈2023年電力二氧化碳排放因子的公告》進行核算。



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Indicator 指標	Unit 單位	2025 2025年
Scope 3: Business Travel Other Indirect Greenhouse Gas Emissions ⁶ 範圍三：商務差放 其他間接溫室氣體排放量 ⁶	tCO ₂ e 噸二氧化碳當量	129.0
Total Greenhouse Gas Emissions (Scope 1 + Scope 2) 溫室氣體排放總量 (範圍一+範圍二)	tCO ₂ e 噸二氧化碳當量	1,311.7
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2) 溫室氣體排放密度 (範圍一+範圍二)	tCO ₂ e/RMB Million Revenue 噸二氧化碳當量/人民幣百萬元收入	0.66

The Company is committed to integrating low-carbon principles into daily operations. While no dedicated capital expenditure program for climate risk has been established yet, we have effectively incorporated climate considerations into existing energy efficiency initiatives. Based on current risk assessments and business characteristics, we believe there is no immediate need to implement internal carbon pricing tools. Our management focus will remain on operational energy efficiency improvements and carbon footprint tracking.

本公司致力於將低碳理念融入日常運營。儘管目前未專門設立針對氣候風險的獨立資本支出計劃，但已將氣候因素實質性納入既有的節能增效舉措中。同時，基於當前的風險評估結果與業務特性，本公司認為現階段暫無應用內部碳定價工具的迫切需求，管理重心將持續聚焦於運營層面的能效提升與碳足跡追蹤。

⁶ Other indirect greenhouse gas emissions (Scope 3) are identified and analyzed by category in accordance with the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (《溫室氣體核算體系：企業價值鏈(範圍三)核算與報告標準》). Within our current capabilities, we have collected and calculated greenhouse gas emission data for Category 6: Business Travel, which primarily covers air, high-speed rail, and road transportation arising from employees' business trips, using the expenditure-based method for estimation.

⁶ 其他間接溫室氣體排放量(範圍三)依據《溫室氣體核算體系：企業價值鏈(範圍三)核算與報告標準》進行了類別識別與分析。在現階段能力範圍內，我們收集並核算類別6：商務差旅的溫室氣體排放數據，主要涉及員工因公出差所產生的航空、高鐵及公路交通運輸，並採用支出法進行估算。



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7 HARMONIOUS WORKPLACE

7.1 STAFFING

The Company strictly complies with the Labor Law of the People's Republic of China (《中華人民共和國勞動法》) and the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), among other relevant laws and regulations, and actively formulates internal management systems such as the Compensation Management Measures (《薪酬管理辦法》) and the Employee Performance Evaluation Management Measures (《員工績效考核管理辦法》) to effectively safeguard and protect the legal rights and interests of employees. The Company's management systems are in compliance with applicable labor laws and regulations and are primarily used to regulate recruitment, onboarding and training, employee transfers, termination, and promotion processes. For new employees, the Company provides an electronic version of the new employee handbook, EDA Novice Village (《易達雲新手村》), and other relevant policy documents to help them familiarize themselves with the Company's operations, employment practices, and labor conventions. If local labor laws or the Company's human resources management policies change, the Company will promptly update the handbook and distribute the revised version to all employees.

7 和諧職場

7.1 員工僱傭

本公司嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律法規，並積極制定《薪酬管理辦法》及《員工績效考核管理辦法》等內部管理制度，切實保障與維護員工的各項合法權益。本公司制定的管理制度符合相關適用的勞動法規，主要用以規管招聘、入職及培訓、僱員調職、解聘及晉升的工作流程。對於新入職的員工，本公司會提供電子版新員工入職手冊《易達雲新手村》等相關制度文件，以便其熟悉本公司的運營、僱傭及勞工常規。若地方勞動法規以及本公司人力資源管理政策等發生變動，本公司將及時更新手冊並向全體員工分發修改後的版本。



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The Company strictly prohibits the employment of child labor and forced labor, with the Employee Handbook 《員工手冊》 explicitly stating that individuals below the legal age are ineligible for employment. During recruitment, we require applicants to provide accurate personal information to verify their age and employment eligibility. We do not support forced labor practices and have established a bottom-up feedback mechanism to enable employees to report such incidents promptly, ensuring timely detection and correction. During the Reporting Period, the Company did not experience any incidents of employment discrimination, harassment, bullying, insult, child labor, or forced labor. Additionally, no significant non-compliance or violations of relevant laws and regulations were found in other employment aspects such as compensation and dismissal, recruitment and promotion, working hours, rest periods, and other benefits.

7.1.1 Recruitment

The Company adheres to a professional and rigorous talent management philosophy, formulating precise hiring strategies based on annual business expansion plans. Leveraging multiple recruitment channels, including internal referrals, professional agencies, social media platforms, and online recruitment websites, the Company attracts outstanding talent from various fields, building a robust talent pool. For candidates who meet job requirements, the Company strictly follows laws and regulations, signing standardized labor contracts or service contracts to fully protect their legal rights and ensure the compliance and professionalism of the talent acquisition process.

本公司嚴格禁止僱傭任何童工及強制勞工，並在《員工手冊》內明確規定未達法定年齡的不得成為公司員工。在招聘過程中，本公司亦要求申請人提供真實準確的個人資料，以檢查其年齡及僱傭資格。本公司不支持強制性勞工行為，並建立了自下而上的反饋管道，便於員工對強迫勞動的行為進行投訴舉報，及時發現及時糾正。報告期內，本公司未發生任何用工歧視、騷擾、霸凌、侮辱、聘用童工及強制勞動等相關事件，在其他僱傭方面(如賠償和解僱、招聘和晉升、工作時間、休息時間以及其他福利待遇)也未發現任何重大不合規及違反相關法律及法規的事項。

7.1.1 人才招聘

本公司秉持專業嚴謹的人才管理理念，依據年度業務拓展規劃制定精準用人策略。借助內部推薦、專業中介機構、社交媒體平台以及線上招聘網站等多元招聘管道，廣泛吸納各領域優秀人才，構建起堅實的人才儲備庫。對於符合崗位要求的應聘者，本公司嚴格遵循法律法規，與其簽訂規範的勞動合同或勞務合同，全方位保障其合法權益，確保人才引進流程的合規性與專業性。



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To effectively improve talent retention, the Company has implemented a series of comprehensive measures. In terms of brand building, the Company actively participates in industry exhibitions and exchange events, continuously enhancing its corporate reputation and strengthening employees' sense of belonging and loyalty. At the same time, the Company places great importance on fostering positive word-of-mouth from former employees, encouraging them to recommend outstanding talent and leveraging the ripple effect of a good reputation to attract more high-quality talent.

As of 31 December 2025, the Company had 451 employees from diverse regions, with women constituting 37.0% of the workforce.

為有效提升人才留存率，本公司採取了一系列綜合舉措。在品牌建設方面，本公司積極投身各類行業展會與交流活動，持續提升企業知名度與美譽度，強化員工歸屬感與忠誠度。同時，本公司高度重視離職員工口碑的打造，鼓勵離職員工積極推薦優秀人才，借助良好口碑的傳播效應吸引更多優質人才加盟。

截至2025年12月31日，本公司共有451名來自不同地區的員工，其中女性佔比為37.0%。



Table: Employee Data in 2025
表：2025年本公司僱傭員工數據

Indicator 指標		Unit 單位	2025 2025年
Total Number of Employees 員工總數		Person 人	451
Number of employees by gender 按性別劃分的員工人數	Male employees 男性員工	Person 人	284
	Female employees 女性員工	Person 人	167
Number of employees by age 按年齡劃分的員工人數	Under 30 30歲及以下	Person 人	218
	31–39 31歲–39歲	Person 人	142
	Over 40 40歲及以上	Person 人	91
Number of employees by employees' rank 按層級劃分的員工人數	Decision-making and senior management 決策及高級管理層	Person 人	8
	Middle management 中級管理層	Person 人	67
	Junior employees 普通員工	Person 人	376
Number of employees by types of employment 按僱傭類型劃分的員工人數	Full-time 全職員工	Person 人	435
	Part-time 兼職員工	Person 人	16
Number of employees by regions 按地區劃分的員工人數	Mainland China 中國大陸	Person 人	225
	Hong Kong, Macao, and Taiwan, China 中國港澳台	Person 人	9
	United States 美國	Person 人	107
	Canada 加拿大	Person 人	13
	Germany 德國	Person 人	13
	United Kingdom 英國	Person 人	70
	Australia 澳大利亞	Person 人	8
	Indonesia 印尼	Person 人	3
	Singapore 新加坡	Person 人	3
	Other overseas regions 其他海外地區	Person 人	0



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The Company is committed to attracting and retaining talent from diverse backgrounds. During the Reporting Period, the Company's employee turnover rates were as follows:

本公司致力於吸引並留住不同背景的人才，報告期內，本公司所統計員工流失率如下：

Table: Employee Turnover Data in 2025
表：2025年本公司員工流失數據

Indicator 指標		Unit 單位	2025 2025年
Total Employee Turnover rate ⁷ 員工總流失率		%	27.0
Turnover rate by Gender ⁸ 按性別劃分的員工流失率	Male employees 男性員工	%	28.0
	Female employees 女性員工	%	26.0
Turnover rate by age 按年齡劃分的員工流失率	Under 30 30歲及以下	%	25.0
	31-39 31歲-39歲	%	20.0
	Over 40 40歲及以上	%	41.0
Turnover rate by region 按地區劃分的員工流失率	Mainland China 中國大陸	%	17.0
	Hong Kong, Macao, and Taiwan, China 中國港澳台	%	18.0
	United States 美國	%	39.0
	Canada 加拿大	%	46.0
	Germany 德國	%	58.0
	United Kingdom 英國	%	25.0
	Australia 澳大利亞	%	33.0
	Indonesia 印尼	%	0
	Singapore 新加坡	%	0
	Other overseas regions 其他海外地區	%	0

⁷ Total turnover rate of employee = total number of resignations/total number of employees.

⁷ 員工總流失率=離職總人數/員工總人數；

⁸ Turnover rate of each category = number of resignations in such category/total number of employees in such category.

⁸ 各類別流失率=該類別僱員離職人數/該類別僱員總數。



7.1.2 Diversity and Inclusion

The Company adheres to the core values of diversity and inclusion, fully implementing the principles of anti-discrimination, diversity, and equal opportunity. In terms of employment policies, the Company strictly follows the principle of equality and anti-discrimination laws and regulations both domestically and internationally. The Company has formulated the Recruitment and Employment Management System (《招聘錄用管理制度》), ensuring employees receive opportunities based solely on work performance, professional competence, and actual contributions. This guarantees fair participation, competition and development. The group strictly observes non-discriminatory employment practices and procedures which prohibits any form of discrimination against employees based on gender, appearance, physical or mental disabilities, age, marital and parental status, ethnicity, race, religion, educational background, accent, or other factors during recruitment, onboarding, training, promotion, and rewards. Additionally, the Company maintains a zero-tolerance policy towards workplace sexual harassment, bullying, humiliation, intimidation, and other behaviors that infringe on employees' legal rights. Any such incidents will result in severe penalties for the responsible parties.

7.1.2 多元化與包容

本公司秉持多元、包容的核心價值觀，全力踐行反歧視、多元化及平等機會的理念。在僱傭政策方面，本公司嚴格遵循平等原則與海內外反歧視法律法規。本公司制定《招聘錄用管理制度》，明確規範招聘、入職、培訓、晉升、獎勵等各項管理流程，確保員工僅依工作表現、專業能力及實際貢獻獲得相應機會，實現公平參與、公平競爭與公平發展。本集團嚴格遵守非歧視的僱傭慣例和程式，禁止任何因性別、容貌、身心障礙、年齡、婚姻和生育狀況、民族、種族、宗教信仰、教育背景、口音等有所不同而對員工進行歧視。此外，本公司對職場性騷擾、霸凌、侮辱、恐嚇等損害員工合法權益的行為持零容忍態度，一旦發現，將對相關責任人予以嚴厲處罰。



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During the Reporting Period, the Company implemented the Employee Diversity Policy (《員工多元化政策》), formally integrating diversity, equality, and inclusion into the institutional framework for employee management and corporate culture development. We have consistently advanced diversity and inclusion initiatives, supporting employees in expressing diverse perspectives, collaborating, and participating. The policy encourages young professionals to join our team, adopts an inclusive approach toward new hires' mistakes, and fosters a workplace environment that respects differences and treats all equally. Through diversified team-building efforts, we have gathered outstanding talents from various nationalities, with our overseas offices primarily staffed by local employees to fully leverage regional talent advantages. Additionally, we are committed to promoting gender empowerment, equality, and diversity within our workforce. The appointment of a female CEO reflects the Company's commitment to implementing gender equality principles in employment practices.

報告期內，本公司發佈了《員工多元化政策》，明確將多元、平等與包容理念納入員工管理與企業文化建設的制度框架，持續推進多元化與包容性相關舉措，支持員工表達不同觀點、開展協作與參與，鼓勵年輕人加入團隊，對新員工的失誤持包容態度，營造尊重差異、平等對待的工作氛圍。本公司通過多元化的團隊建設，匯聚了來自不同國籍的優秀人才，海外辦公室更是以當地僱員為主，充分尊重和利用各地人才優勢。本公司還致力於在員工隊伍中促進性別賦權、性別平等和性別多元。本公司首席執行官(「CEO」)為女性，體現了本公司在用人實踐中對性別平等原則的重視與落實。



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7.2 PROTECTING EMPLOYEES' RIGHTS

The Company has always adhered to the core value of “people-oriented” principles, effectively safeguarding employees’ legal rights and creating a happy, secure, and inclusive work environment. To ensure that employee rights protection is legally grounded and systematically implemented, we strictly comply with laws and regulations in all operational regions, including the Labor Law of the People’s Republic of China (《中華人民共和國勞動法》), Labor Contract Law (《中華人民共和國勞動合同法》), Law on the Protection of Minors (《中華人民共和國未成年人保護法》), Employment Ordinance (《僱傭條例》) (Hong Kong Ordinance No.57) (香港法例第57章), Fair Labor Standards Act (《公平勞動標準法》), National Labor Relations Act (《國家勞資關係法案》), Civil Rights Act 1964 (《1964年民權法案第七章》), Civil Code (《民法典》), and Part-Time and Fixed-Term Contract Law (《兼職與固定期限合同法》), as well as international human rights conventions. We integrate compliance requirements throughout the entire employee management process. On this foundation, we have established and implemented a series of internal regulations, including the Probation Period Management System (《試用期管理制度》), Business Travel and Outbound Work Management System (《出差與外出公幹管理制度》), Team Building Fee Management System (《團建費管理制度》), and Transfer Management System (《異動管理制度》). These regulations clearly define employee hiring, termination, compensation and benefits, leave, promotion, business travel, team building, working hours, job transfers, and allowances, and are strictly enforced to ensure compliance. In 2024, we established a trade union organization in accordance with the Trade Union Law of the People’s Republic of China (《中華人民共和國工會法》) and the Constitution of the All-China Federation of Trade Unions (《中國工會章程》), including specialized committees like the Women’s Workers’ Committee, to fully protect employees’ legal rights and democratic rights.

7.2 保障員工權益

本公司始終秉持「以人為本」的核心價值觀，切實保障員工合法權益，營造幸福、安心、多元共融的工作環境。為確保員工權益保障工作有法可依、有章可循，本公司嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《僱傭條例》(香港法例第57章)、《公平勞動標準法》、《國家勞資關係法案》、《1964年民權法案第七章》、《民法典》、《兼職與固定期限合同法》等各個運營所在國家和地區的法律法規與國際人權公約，將合規要求貫穿員工管理全流程。在此基礎上，本公司制定並實施了《試用期管理制度》、《出差與外出公幹管理制度》、《團建費管理制度》、《異動管理制度》等一系列內部規章，對員工聘用、離職、薪酬福利、休假、晉升、差旅、團隊建設、工作時間、崗位調動及津貼補助等方面作出明確規定，並通過嚴格的執行機制確保制度落地。2024年，本公司依據《中華人民共和國工會法》和《中國工會章程》等有關規定建立工會組織，並下設女職工委員會等專項工作機構，充分保障員工的合法權益與民主權利。



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7.2.1 Employee Communication Mechanism

The Company highly values employee communication and feedback, establishing a comprehensive communication mechanism and diverse feedback channels to ensure employees' legitimate concerns are fully expressed and promptly addressed.

For communication mechanisms, the Company employs a flat “flexible octopus” management framework that breaks down hierarchical barriers to ensure efficient information flow and collaboration. During onboarding, our “mentorship program” assigns dedicated one-on-one mentors to help new hires quickly grasp their roles, significantly boosting the probation-to-employment conversion rate.

In terms of feedback mechanisms, the Company is committed to fostering an open and inclusive communication environment. We have established direct and efficient channels for employee feedback, allowing staff to directly communicate their opinions to organizational stewards, business leaders, or the CEO, ensuring their voices are promptly heard and effectively addressed. Additionally, we have specifically set up dedicated HR email channels to provide overseas employees with equal opportunities for suggestions and complaints as domestic staff, ensuring a level playing field for open and equal communication. Furthermore, the union serves as a vital channel for employee participation in corporate governance and the expression of legitimate concerns. Working in collaboration with talent and organizational management departments, we have established a regular communication bridge between the Company and its employees.

7.2.1 員工溝通機制

本公司高度重視員工溝通與意見反饋，以員工需求為導向，建立完善的溝通機制與多元反饋管道，保障員工合理訴求得到充分表達與及時回應。

在溝通機制上，本公司採用扁平化的「柔性八爪魚」管理架構，打破層級壁壘，促進資訊的高效流通與溝通。在新員工入職過程中，本公司設立的「導師制」提供了一對一的專屬導師，便於新員工快速準確理解工作任務，提高試用期轉化率。

在反饋管道方面，本公司致力於營造開放、包容的溝通環境，在本公司內部建立了直接且暢通的意見反饋管道，員工可以將意見直接反饋給組織管家、業務負責人或CEO，確保員工的聲音能夠被及時傾聽並得到有效處理。同時，本公司特別設立了專門的HR郵箱管道，為海外員工提供與國內員工同等的建議與投訴機會，確保員工能夠在平等、開放的溝通環境中暢所欲言。此外，工會作為員工參與企業治理、表達合理訴求的重要渠道，與人才與組織管理相關部門協同配合，搭建起公司與員工之間常態化的溝通橋樑。

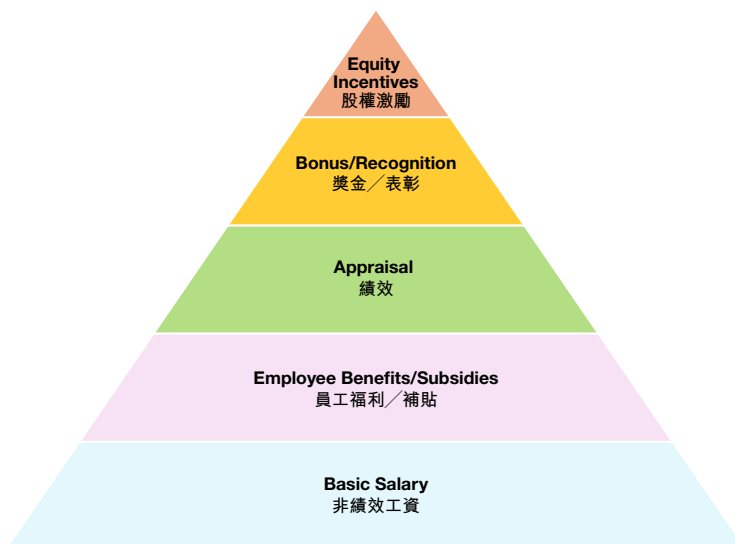


7.2.2 Compensation and Benefits Management

The Company has established a fair, reasonable, and competitive compensation system to attract and retain outstanding employees. Employee compensation consists of base salary, benefits/allowances, bonuses, performance-based pay, and year-end bonuses. The base salary is determined based on a comprehensive evaluation of job classification, job nature, and market conditions, with salary ranges established for different positions. Specific salary levels are determined based on employees' knowledge, skills, and practical experience, ensuring market competitiveness. The Company incentivizes employees to achieve performance goals, make project breakthroughs, or achieve innovative and critical progress through bonuses and recognition. Additionally, the Company has established an equity incentive plan as a longterm incentive program, linked to the Company's strategic goals, encouraging long-term contributions and enhancing employees' sense of belonging and Company identity.

7.2.2 薪酬福利管理

本公司建立了公平、合理、具有競爭力的薪酬體系，以吸引和保留優秀員工。員工薪酬由基本工資、福利／補貼、獎金、績效和年終獎等部分組成。基本工資方面，本公司綜合評估崗位分類、工作性質與市場狀況，建立職務薪資指導範圍，並根據員工知識技能、實踐經驗等確定具體薪資幅度，確保薪酬對標市場水平、具備行業競爭力。本公司通過頒發獎金和表彰來激勵員工達成績效目標，取得專案性突破或創新性、關鍵性進展。同時，本公司設立股權激勵作為長期激勵計劃，與本公司戰略目標相掛鉤，以激勵員工的長期貢獻，提升員工對公司的認同與歸屬感。



Picture: Compensation and Performance Pyramid

圖：薪酬績效金字塔



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To effectively motivate employees to fulfill their responsibilities and achieve job objectives, the Company has established a scientific performance management system. By formulating the Performance Management System (《績效管理制度》), the Company has built a closed-loop management mechanism covering performance feedback, performance planning, performance evaluation, and performance coaching. This system regularly assesses employees' work performance, promotes continuous improvement, and enhances overall team competitiveness. The Company implements performance management reforms, conducting regular analyses of successful and unsuccessful performance cases to provide valuable learning opportunities for employees, enabling them to grow continuously through practice and enhance team competitiveness. Additionally, the Company has introduced the Reward and Punishment Management System (《獎懲管理制度》), establishing a positive incentive mechanism to fully mobilize employees' enthusiasm. To set benchmarks and recognize outstanding performance, the Company has established an honor culture wall, publicly acknowledging employees with exceptional performance and creating a positive and uplifting atmosphere.

為有效激勵員工履職盡責、達成崗位目標，本公司建立了科學的績效管理體系。通過制定《績效管理制度》，構建了包含績效回饋、績效計劃、績效考核和績效輔導四個維度的閉環管理機制，定期評估員工工作表現，促進員工進步。本公司實施績效管理改革，定期開展成功與失敗績效案例分析，為員工提供寶貴的學習機會，助力其在實踐中不斷成長，全面提升團隊競爭力。同時，本公司出台了《獎懲管理制度》，建立正向激勵機制，充分調動員工積極性。為樹立標杆、表彰先進，本公司特別設立榮譽文化牆，對業績突出、表現優異的員工進行公開表彰，營造積極向上的氛圍。



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In addition to compensation incentives, the Company provides employees with a rich and diverse range of benefits and care:

- **Insurance Scheme:** The Company legally contributes to employees' medical insurance, pension insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident fund;
- **Holiday Celebrations:** The Company regularly organizes collective birthday parties for employees and distributes holiday gifts and organizes team-building activities during important holidays such as Dragon Boat Festival, Women's Day, Mid-Autumn Festival, and Spring Festival;
- **Late Arrival Exemption:** The Company implements an electronic clock-in system, allowing employees three exemptions per month for late arrivals or early departures of up to 30 minutes each. Employees can submit attendance exception appeals through the OA system, which are processed upon approval;
- **Group Activities:** The Company regularly organizes annual trips, health check-ups, and cross-departmental team-building activities, while continuously developing diverse cultural programs during the Reporting Period. Through internal platforms like "Yida Cloud Radio", we encourage employee participation in content co-creation and emotional expression, enhancing internal communication and cultural identity. Annual events such as photography exhibitions, corporate anniversaries, anniversary trips, and year-end celebrations effectively strengthen team cohesion and create a warm, harmonious team atmosphere.

除了薪酬激勵，本公司還為員工提供了豐富、多元化的福利關懷：

- **保險計劃：**本公司依法為員工繳納醫療保險、養老保險、失業保險、工傷保險、生育保險及住房公積金；
- **節日紀念：**本公司為員工定期舉辦集體生日會，並在重要節假日（如端午節、婦女節、中秋節、春節等）為員工發放節日禮品並組織團建活動；
- **遲到豁免：**本公司實行電子打卡考勤制度，員工每月可享有3次單次不超過30分鐘的遲到／早退豁免機會，員工可通過OA系統提交考勤異常申訴，經審批後完成補打卡流程；
- **集體活動：**本公司定期組織年度旅遊，年度體檢以及跨部門團建與部門內部團建，並在報告期內持續打造多樣化文化活動，通過「易達雲電台」等內部文化傳播載體，促進員工參與內容共創與情感表達，增強內部溝通與文化認同；開展攝影展、司慶活動、司慶旅遊及尾牙活動等年度文化活動，有效增強團隊凝聚力與向心力，營造溫馨和諧的團隊氛圍；



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- **Club Activities:** The Company has established clubs for badminton, basketball, soccer, table tennis, hiking, and werewolf games, actively organizing offline activities during leisure time to encourage employee participation;
- **Union Benefits:** The Company's union has implemented a points-based system through the "Shen i Gong" mini-program, where employees can earn points by participating in training sessions, events, and daily check-ins to redeem benefits. During the Reporting Period, the union also distributed welcome packages to its inaugural members, effectively enhancing employee well-being and engagement.
- **社團建設:** 本公司成立羽毛球、籃球、足球、乒乓球、徒步、狼人殺等社團，在閒暇時間積極開展線下活動，鼓勵員工參與；
- **工會福利:** 本公司工會通過「深i工」小程序建立積分體系，員工可憑藉參與學習、活動及日常打卡累計積分並兌換福利獎勵。報告期內，工會亦向首批會員發放入會關懷物資，切實增進員工福祉與參與熱情。



Photo: Company holds birthday party for employees

圖：公司舉辦員工生日會



Photo: Company team-building activity

圖：公司舉辦團建活動



Photo: Company Football Club

圖：公司足球社團



Photo: Company's anniversary trip

圖：公司舉辦司慶旅遊



Photo: The Company held a year-end celebration
圖：公司舉辦尾牙活動

In addition to offering a wide range of employee benefits and care, the Company encourages employees to balance work and life, and sets scientifically and reasonably working hours in accordance with local labor laws. The Company not only ensures that employees enjoy all basic rights, legal weekends, and public holidays, but also provides paid leave, including sick leave, marriage leave, maternity leave, nursing leave, bereavement leave, and work injury leave.

7.3 HEALTH AND SAFETY

The Company regards occupational health and safety as one of its most important responsibilities, strictly complying with applicable labor and safety protection laws and regulations in China and overseas operational locations. The Company has implemented strict work safety guidelines in all its offices and warehouses and provides employees with a handbook to familiarize themselves with the office environment and enhance safety awareness.



Photo: Trade union distributing care supplies
圖：工會發放關懷物資

在提供豐富多彩的員工福利與關懷之外，本公司鼓勵員工平衡工作與生活，並依照當地勞動法訂立科學合理的員工工作時數。本公司不僅保障員工依法享有各項基本權利、法定雙休及公眾假期，還為員工提供帶薪休假，包括病假、婚假、產假、哺乳假、喪假及工傷假等。

7.3 健康與安全

本公司將職業健康與安全視為最重要的職責之一，嚴格遵守中國及海外運營地適用的有關勞動及安全保護事項的法律及法規。本公司已在其各個辦公處所和倉庫中實施嚴格的工作安全指引，並提供員工手冊，使員工可以自行熟悉辦公處所，提高安全意識。



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In terms of safety production, the Company has formulated the Safety Production Training Guide (《安全生產培訓指南》) applicable to domestic and overseas employees, ensuring that employees follow relevant standard procedures during production operations and mandating the activation of safety mechanisms in the event of equipment failure to ensure risk control. For employee training in domestic and overseas warehouses, overseas warehouse employees receive the same safety training and communication as domestic employees. Based on employees' specific job tasks and responsibilities, the Company provides targeted safety production training, including operating specific equipment, using specific tools, safe handling techniques, cargo stacking, and best practices for preventing workplace accidents and injuries. Additionally, the Company ensures the health and safety of every employee by regularly inspecting equipment safety and establishing unified operating standards. For three consecutive years (including the Reporting Period), the Company did not experience any employee-related violations of the aforementioned laws and regulations or any work-related injury or fatality incidents.

The Company prioritizes the physical and mental well-being of its employees, continuously improving the health management system. Regular employee health check-ups are organized, and diversified health promotion activities are conducted to advocate for an active and healthy lifestyle. During the Reporting Period, the Company hosted the “Yi Ran Yi Jian Kang” Mid-Autumn Sports Season (“易燃易健康·中秋運動季”) series of events, which included a 45-day health weight loss challenge, exercise check-ins, and a badminton team competition. Clear participation criteria and incentive mechanisms were established to guide employees in developing good habits of regular exercise and self-health management.

在安全生產方面，本公司制定海內外員工適用的《安全生產培訓指南》，確保員工在生產作業時遵循相關的標準規程，並在設備故障時強制啟動安全機制，確保風險可控。針對海內外倉儲員工，本公司統一開展安全生產培訓與宣貫工作，確保海外倉儲員工接受與國內一致的安全管理標準及培訓要求。根據員工的具體工作任務和職責，本公司提供針對性的安全生產相關培訓，包括操作特定設備、使用特定工具、安全搬運技巧、貨物堆放以及預防工作場所事故和傷害的最佳實踐等內容。此外，本公司通過定期檢查設備安全、制定統一操作標準，保障每位員工的健康與安全。連續三年內(含本報告期)，本公司未發生任何與員工相關的違反前述法律、法規事件及工傷與因工死亡事故。

本公司重視員工身心健康，持續完善健康管理體系，定期組織員工體檢，並通過多元化健康促進活動，倡導積極健康的生活方式。報告期內，本公司舉辦「易燃易健康·中秋運動季」系列活動，內容涵蓋45天健康減重挑戰、運動打卡及羽毛球團體賽等。活動設立明確參與標準及激勵機制，旨在引導員工養成規律運動與自我健康管理的良好習慣。



Photo: Mid-Autumn Sports Season · Badminton Competition
圖：中秋運動季·羽毛球比賽

7.4 DEVELOPMENT AND TRAINING

7.4 發展與培訓

7.4.1 Career Advancement

7.4.1 職業晉升

The Company follows a people-oriented principle, focusing on establishing talent growth channels for employees and providing broad career development opportunities. The Company has formulated the Career Development & Compensation Performance (《職業發展 & 薪酬績效》) system, under which employees are divided into four professional categories based on business forms: professional, technical, market, and business. The Company has established a “Six Levels, Three Tiers” career advancement model, with key factors for professional advancement including the depth and breadth of professional knowledge, the depth of professional skills, professional influence, business results orientation, problem-solving ability, and performance reviews. This model helps employees grow from “novices” with limited knowledge and requiring supervision to “experts” with multiple skills and the ability to solve complex problems, and ultimately to “masters” who are experts in multiple fields and participate in setting industry standards.

本公司遵循以人為本的原則，注重為員工建立人才成長通道，並為員工提供廣闊的職業發展機會。本公司制定《職業發展 & 薪酬績效》制度，在專業發展通道下，員工根據業務形態分為四個不同職業族：專業族、技術族、市場族、業務族。明確「六級三等」職業通道的晉升模式，根據員工專業知識的深度和廣度、專業技能的深度、專業影響力、業務的結果導向、問題解決的能力與績效回顧作為專業通道分級的關鍵因素。幫助員工從知識結構單一、常被指導與監督的「新手」成長為一專多能、能治疑難雜症的「能手」，再到最終成為多領域專家、參與制定行業標準的「高手」。



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Picture: “Six Levels, Three Tiers” Career Development Pathway
圖：「六級三等」職業發展通道

The Company is committed to building an open, inclusive, and dynamic talent development platform, breaking down departmental barriers and providing fair and just competition opportunities for outstanding employees across different business lines. To create a fair competitive environment for talent development, the Company implements a competitive recruitment and comprehensive assessment mechanism. The assessment mechanism comprehensively evaluates employees' multi-dimensional capabilities, including professional knowledge, market insight, customer relationship maintenance, sales strategy formulation, and team development capabilities, providing a fast track for outstanding employees to grow into team leaders in a short period, greatly stimulating employees' career development enthusiasm.

本公司致力於打造開放、包容、流動的人才發展平台，打破部門壁壘，為不同業務線上的優秀職員提供公平公正的競爭機會。為營造公平競爭的人才發展環境，本公司推行競聘上崗與綜合考核機制。考核機制全面評估員工的多維度能力，包括專業知識儲備、市場洞察力、客戶關係維護、銷售策略制定及團隊培養能力等核心要素，為本公司優秀人才提供了快速晉升通道，使得普通員工有機會在短期內成長為團隊負責人，極大地激發了員工的職業發展積極性。



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7.4.2 Talent Cultivation

The Company regards talent as the cornerstone of corporate development. Focusing on talent development and organizational efficiency enhancement, we have established a talent cultivation system guided by a collaborative culture and supported by a training management framework. Through diversified learning platforms and growth mechanisms, we continuously improve employee capabilities, fostering mutual growth between employees and the Company.

The Company upholds the talent philosophy of “resilience, reliability and responsibility” and promotes the “4×100” team spirit. At the business level, given the extensive and multi-faceted nature of the overall business process, the Company places particular emphasis on collaboration and handovers between employees to ensure seamless connections across all stages. At the management level, the Company actively promotes breaking down departmental barriers, fostering deep integration and collaboration across departments, striving to achieve smooth and efficient delivery akin to a 4×100 meter relay, thereby maximizing the Company’s operational efficiency.

7.4.2 人才培養

本公司視人才為企業發展的重要基石，圍繞人才發展與組織效能提升，建立以協同文化為引領、以培訓管理制度為支撐的人才培養體系，並通過多元化學習平台及成長機制，持續提升員工能力，促進員工與企業共同成長。

本公司秉持「皮實、靠譜、擔當」的人才主張，大力宣導「4×100」團隊精神。在業務層面，由於整體業務流程跨度大、環節多，本公司特別注重員工間的協同與接力，確保各環節緊密銜接。在管理層面，本公司積極推動打破部門壁壘，促進跨部門的深度融合與協作，力求達到如4×100米接力般流暢、高效的交付效果，從而實現本公司運營效能的最大化。

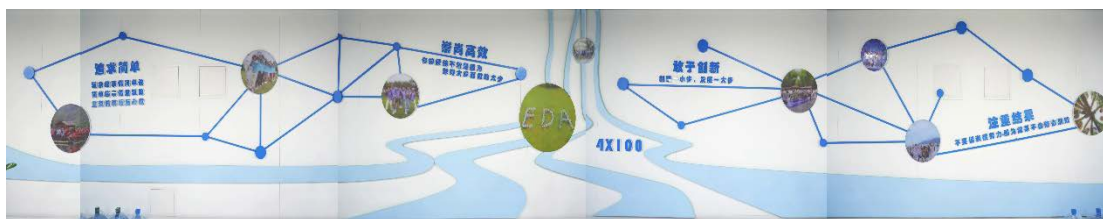


Photo: The Company’s 4×100 Team Spirit Culture Wall

圖：本公司4×100團隊精神文化牆



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The Company has established a comprehensive training system for all employees, covering topics such as business development and industry trends. This initiative aims to enhance employees' technical skills, continuously improve their professional competencies, and clarify career development paths. The training management framework consists of three tiers: corporate, departmental, and mentorship-based. We have also implemented mechanisms for training needs assessment, course evaluation, and incentive programs to foster knowledge sharing and learning motivation. During the Reporting Period, we further refined the employee training governance framework by revising the Training Management System (《培訓管理制度》), systematically standardizing key processes including training planning, course development, implementation, and effectiveness evaluation.

To support new hires, the Company implements the “Four-Session Onboarding Program” that emphasizes cross-departmental collaboration and business logic understanding, helping them quickly grasp workplace systems and career development paths. We also establish a mentorship system where department heads and professionals jointly guide employees through personalized learning plans and clear onboarding goals to help them excel in their roles. Furthermore, after employees complete their probationary period, we continuously organize feedback sessions and provide dedicated funding support, effectively enhancing their sense of belonging and promoting stable talent team development.

本公司為全體員工建立健全的培訓體系，覆蓋業務發展、行業動態等主題，以提升員工的技能實力，並協助員工不斷增強自身業務能力和專業素養，明確職業發展路徑。本公司設置公司級、部門級及導師制三級培訓管理模式，同步建立培訓需求調研與課程評審機制以及培訓激勵機制，促進知識分享與學習積極性。報告期內，本公司進一步完善員工培訓治理框架，修訂了《培訓管理制度》，系統規範培訓規劃、課程開發、組織實施及效果評估等關鍵環節。

針對新員工，本公司實施「入職四堂課」培訓計劃，強調跨部門協作與業務邏輯理解，協助其快速掌握工作制度及職業發展路徑；同時建立導師制度，由部門負責人與專業人員共同指導，通過個性化學習計劃與明確轉正目標幫助員工勝任崗位。此外，本公司在員工轉正後持續組織交流反饋並提供專項經費支持，有效增強員工歸屬感，促進人才隊伍穩定發展。



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The Company has built a digital training platform called “Qi Xue Bao,” encouraging employees to independently select courses or training content of interest for online learning. Additionally, the Company has established a shared knowledge base on the cloud, sharing relevant regulations, training materials, and other resources for employees to read. To stimulate internal knowledge sharing, the Company encourages employees to actively serve as trainers and provides benefits such as promotion opportunities for employees who volunteer to be trainers, encouraging employees to achieve self-improvement through knowledge sharing and ultimately empowering the team.

本公司搭建了數字化培訓平台「企學寶」，鼓勵員工自主選擇感興趣的課程或培訓內容進行線上學習。同時，本公司依託雲盤建立了共用知識庫，分享相關規章制度、培訓材料等供員工閱讀。為激發內部知識共享，本公司鼓勵員工主動擔任講師開展培訓，並且對於主動報名擔任講師的員工提供晉級機會等講師福利，鼓勵員工通過知識輸出實現自我提升，最終賦能團隊。



Picture: “Qi Xue Bao” Training Platform
圖：「企學寶」培訓平台



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During the Reporting Period, the Company organized multiple training sessions tailored to different business types, targeting employees at all levels and departments. These sessions covered general, business, and specialized topics, effectively enhancing staff's professional competence and management skills. Additionally, we conducted two ESG-themed training programs focusing on the listing rules and guidelines issued by the Stock Exchange and corporate ESG requirements, further strengthening management teams' compliance awareness and governance capabilities.

報告期內，本公司依據業務類型，針對各層級及各部門員工組織了多場培訓活動，涵蓋通用類、業務類及專業類相關內容，有效提升了員工的專業素養和管理能力。此外，本公司於報告期內開展2場ESG主題培訓，圍繞聯交所發佈的上市規則與指引，以及企業ESG相關要求，進一步強化管理層的合規意識與治理能力。



Photo: New Employee Training
圖：新員工培訓

In 2025, 63.9% of the Company's employees received training, with each employee undergoing an average of 6.2 hours of training. The average training hours per employee by type are as follows:



Photo: Professional Training
圖：專業類培訓

2025年度，本公司受訓員工比率達63.9%，每名員工平均受訓時數為6.2小時，按類型劃分的員工人均受訓小時數如下：



Table: Employee Training Data in 2025
表：2025年公司員工培訓情況

Indicator 指標		Unit 單位	2025 2025年
Proportion of trained employees 受訓員工比率		%	63.9
Proportion of trained employees by rank ⁹ 按員工職級劃分的受訓員工比率 ⁹	Decision-Making and Senior Management 決策及高級管理層	%	100.0
	Middle Management 中級管理層	%	98.5
	General Employees 普通員工	%	60.1
Proportion of trained employees by gender 按性別劃分的受訓員工比率	Male employees 男性員工	%	52.5
	Female employees 女性員工	%	75.4
Average training hours per employee 每名員工平均受訓時數		Hour 小時	6.2
Average training hours by rank ¹⁰ 按員工職級劃分的人均受訓時數 ¹⁰	Decision-Making and Senior Management 決策及高級管理層	Hour 小時	22.8
	Middle Management 中級管理層	Hour 小時	8.9
	General Employees 普通員工	Hour 小時	5.3
Average training hours by gender 按員工性別劃分的人均受訓時數	Male Employees 男性員工	Hour 小時	5.0
	Female Employees 女性員工	Hour 小時	7.1

⁹ Proportion of trained employees by category = total number of trained employees in the category/total number of employees in the category.

⁹ 按類別受訓員工比率=該類別受訓員工總數/該類別員工總人數。

¹⁰ Number of training hours per employee by category = total number of training hours for the category/total number of employees in the category.

¹⁰ 按類別員工人均受訓小時數=該類別員工的總受訓時數/該類別員工總人數。



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8 EXCELLENCE IN SERVICE

8.1 PRODUCT AND SERVICE QUALITY

As a technology company specializing in cross-border e-commerce services with a focus on “Internet + Overseas Warehousing”, the Company empowers ecosystem partners such as cross-border e-commerce platforms, logistics service providers, and warehousing service providers through its self-developed SaaS platform, helping partners reduce costs, improve efficiency, and achieve seamless cross-border transactions. The Company’s core business revolves around “digital overseas warehouses + smart logistics + cloud systems,” with a global network of over 60 warehouse centers, managing the industry’s largest overseas warehouse network¹¹. “As one of the first “Provincial Public Overseas Warehouse (省級公共海外倉企業)” in Guangdong Province, the Company has been awarded multiple honors, including “Specialized, Refined, Unique, and Innovative Enterprises (專精特新企業),” “ISO9001 Quality Management System Certification (ISO9001品質管理體系認證企業),” and “Contract-Honoring and Creditworthy Enterprise (守合同重信用企業).” As at the end of the Reporting Period, we were featured in Amazon Web Services (AWS) Global Service Case Studies and certified as an eBay Global Gold Certified Warehouse, TEMU Semi-Hosted Official Certified Warehouse, AliExpress Overseas Hosted Certified Ecosystem Warehouse, Amazon SPN Official Certified Service Provider, SHEIN Official Certified Warehouse, Quarterly Outstanding Partner, as well as a certified warehouse for both TikTok Shop cross-border and local operations.

¹¹ Frost & Sullivan Data

¹¹ 弗若斯特沙利文數據

8 卓越服務

8.1 產品與服務品質

作為一家專注於跨境電商服務的「互聯網+海外倉」科技型企業，本公司通過自主研發的SaaS平台，為跨境電商、物流服務商、倉儲服務商等生態合作夥伴賦能，幫助合作夥伴降低成本、提升效率，實現跨境無憂、買賣無界。本公司以「數字海外倉+智慧物流+雲系統」作為主營業務，全球佈局60+個倉儲中心，管理著業內最大的海外倉網絡¹¹。作為廣東省第一批「省級公共海外倉企業」，本公司被授予「專精特新企業」、「ISO9001品質管理體系認證企業」、「守合同重信用企業」等多項殊榮。截至報告期末，本公司已入選亞馬遜雲科技(AWS)全球服務案例，並成為eBay全球金牌認證倉、TEMU半託管官方認證倉、速賣通海外託管認證生態倉、亞馬遜SPN官方認證服務商、SHEIN官方認證倉及季度優秀合作夥伴，以及TikTok Shop跨境認證倉及本土認證倉。

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Photo: Quality Management System Certification
圖：品質管理體系認證證書



Photo: Specialized, Refined, Unique, and Innovative Enterprises Certificate
圖：專精特新企業證書



Photo: Provincial Public Overseas Warehouse Enterprise Certificate
圖：省級公共海外倉企業



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The Company deeply understands that maintaining quality control capabilities is crucial to its business operations and financial performance. Therefore, the Company has established strict quality control policies and procedures, consistently implementing and maintaining high service standards throughout its operations. The Company's operations team is primarily responsible for overseeing the overall implementation of the quality control system. Each business department must execute systematic quality management policies and standard operating procedures related to its functions when providing supply chain solutions to maximize the overall quality and efficiency of the Company's services. During the Reporting Period, to enhance the reliability of service delivery and customer experience, and in response to the need for managing risks associated with last-mile delivery in cross-border fulfilment, the Company launched the "Last-Mile Parcel Insurance Service". This service provides protection against cargo value risks arising from loss, shortage, damage or delivery irregularities within a specified period after goods are dispatched from overseas warehouses. It helps customers reasonably transfer logistics risks and improves the stability of cross-border fulfilment services.

To ensure that employees are familiar with and comply with its quality control policies and procedures, the Company requires employees to participate in regular training. For self-operated and franchised warehouses, the Company ensures quality and operational standardization through the following measures: (i) providing regular training to warehouse staff on standardized key performance indicators and warehouse management protocols; (ii) requiring employees stationed in franchised warehouses to use the Company's platform to ensure seamless integration of inventory-related data stored and processed through the Company's warehouses; (iii) regularly reviewing the performance of these warehouse employees; (iv) conducting on-site management, regular training, and assessments by the Company's warehouse operations team and locally stationed employees; and (v) sharing local knowledge, experience, and technical solutions with external employees, managers, and personnel stationed in these warehouses.

本公司深知，保持品質控制的能力對公司的業務運營和財務表現至關重要。因此，本公司制定了嚴格的品質控制政策和程式，並在整個運營過程中始終貫徹和保持高標準的服務。本公司的運營團隊主要負責監督品質控制體系的整體實施。每個業務部門在提供供應鏈解決方案時，均需執行與其職能相關的系統性品質管理政策和標準操作程式，以最大限度地提高本公司服務的整體品質和效率。報告期內，為提升服務交付的可靠性與客戶體驗，本公司基於跨境履約過程中末端配送風險的管理需求，推出「尾程郵包保價服務」，對海外倉出庫後一定期間內因丟失、短少、損壞或派送異常等情形導致的貨值風險提供保障安排，協助客戶合理轉移物流風險，提升跨境履約服務的穩定性。

為確保員工熟悉並遵守本公司的品質控制政策和程式，本公司要求員工定期參加培訓。對於自營倉庫和加盟倉，本公司通過以下措施確保品質和運營的標準化：(i) 定期向倉庫人員提供關於標準化關鍵績效指標和倉庫管理協議的培訓；(ii) 派駐在加盟倉的員工必須使用本公司平台，以確保與通過本公司倉庫存儲和完成的庫存相關數據的無縫整合；(iii) 定期審查這些倉庫的員工表現；(iv) 由本公司的倉庫運營團隊和派駐當地的員工進行現場管理、定期培訓及考核；及(v) 與派駐在這些倉庫的外部員工、經理及人員分享當地的知識、經驗和技術解決方案。



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Additionally, the Company strictly complies with the Consumer Protection Law of the People's Republic of China (《中華人民共和國消費者權益保護法》), the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Implementation Rules for the Administration of International Freight Forwarding Industry of the People's Republic of China (《中華人民共和國國際貨物運輸代理業管理規定實施細則》), the Trade Descriptions Ordinance (Chapter 362), and the Federal Trade Commission Act (FTC Act), among other domestic and international laws and regulations, and provides employees with guidance and training to help them fully understand the Company's policies and compliance requirements. During the Reporting Period, the Company did not violate any of the aforementioned laws and regulations.

8.2 CUSTOMER SATISFACTION

The Company adhered to the philosophy of providing users with more convenient and efficient service experiences, investing millions of RMB in developing digital platforms and mobile applications. The Company has established a smooth and fast pre-sales and after-sales service system, offering customers multiple communication channels such as official website inquiries, email, and telephone consultations to facilitate service usage. By developing comprehensive customer complaint response scripts, the Company ensures that customer service personnel can respond to customer complaints promptly, professionally, and empathetically.

During the Reporting Period, all customer feedback received by the Company was promptly addressed, achieving a 100% satisfaction rate.

此外，本公司嚴格遵守《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《中華人民共和國國際貨物運輸代理業管理規定實施細則》、《商品說明條例》(第362章)、《聯邦貿易委員會法》(「FTC Act」)等海內外法律法規，並為員工提供指引及培訓，以助他們充分了解本公司的政策及合規要求。報告期內，本公司未違反上述法律法規。

8.2 客戶滿意度

本公司秉持為用戶提供更便捷、高效的服務體驗理念，投入數百萬元人民幣開發數字化平台與移動應用。本公司建立了暢通、快速的售前售後服務體系，為客戶提供官網查詢、電子郵件、電話諮詢等多種溝通管道方便客戶使用服務。通過制定完善的客戶投訴答覆話術，確保客服人員在面對客戶投訴時，能夠迅速、專業、人性化地回應。

報告期內，本公司接獲的客戶相關反饋均得到及時處理，客戶滿意度達100%。



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8.3 DATA SECURITY AND PRIVACY PROTECTION

The Company adheres to the principle of “safety first, prevention-focused, comprehensive governance” in information security management, ensuring controllability, manageability, and real-time monitoring of information system security. Following the overarching security protection strategy of “zoning, grading, and domain separation,” the Company implements the Information system security classification protection system. During the Reporting Period, the Company continued to strengthen data security management by enhancing cybersecurity protections, establishing data backup and recovery mechanisms, and ensuring the security and reliability of both corporate and customer data.

Information Security Management:

- The Company’s management information network is divided into an internal network (for core operations and office use) and an external network (for external business and internet access), with robust logical isolation measures between the internal and external networks;
- Formulated the Information Security Overall Policy and Strategy (《資訊安全工作總體方針及策略》), outlining principles, objectives, and frameworks covering physical security, network security, host security, application security, and data security;

8.3 數據安全與隱私保障

本公司以「安全第一、預防為主、綜合治理」為總體方針開展資訊安全管理工作，實現資訊系統安全的可控、能控、在控。依照「分區、分級、分域」總體安全防護策略，執行資訊系統安全等級保護制度。報告期內，本公司持續採取措施強化數據安全管理，包括加強網絡安全防護、建立數據備份和恢復機制等，確保本公司與客戶數據的安全、可靠。

資訊安全管理方面：

- 公司管理資訊網絡分為信息內網和信息外網，實現「雙機雙網」，信息內網定位為承載網絡和內部辦公網絡，信息外網定位為對外業務網絡和訪問互聯網使用者終端網，信息內、外網之間實施強邏輯隔離的措施；
- 制定《資訊安全工作總體方針及策略》，對資訊系統的安全管理提供總體策略性架構，明確資訊安全的總體方針、目標和原則，涵蓋物理安全、網絡安全、主機安全、應用安全和數據安全等多方面策略；



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- Established the Data Backup Management System (《數據備份管理制度》), Database Backup and Recovery Strategy (《數據庫備份恢復策略》), and Backup and Recovery Management Protocols (《備份與恢復管理》) to standardize critical data backup processes, responsibilities, and post-disruption recovery procedures;
- Developed hardware and software disaster recovery plans to ensure rapid business system restoration during emergencies, minimizing operational losses;
- Conducted regular risk assessments and vulnerability scans to identify and resolve potential issues, ensuring stable system operations;
- Utilized advanced network storage solutions to safeguard data integrity, availability, and confidentiality;
- Implemented the Cybersecurity Management System (《網絡安全管理制 度》) and Cybersecurity Standards (《網絡安全標準規 範》), defining technical controls, access policies, firewall configurations, intrusion detection, encryption protocols, and governance frameworks;
- Enforced the Data Center Security Management System (《中心機房安全管理制 度》) to standardize cabinet operations, prevent human errors, and ensure uninterrupted system functionality;
- Instituted the Internet Security Penalty System (《互聯網安全管理懲罰制 度》) to penalize violations of cybersecurity policies;
- 在數據備份與管理方面，制定《數據備份管理制度》、《數據庫備份恢復策略》、《備份與恢復管理》等相關制度，規範公司重要數據備份清單的建立、備份職責、備份的檢查及系統受到破壞後的恢復工作，合理防範電腦及資訊系統使用過程中的風險；
- 制定硬件及軟件的災害恢復計劃，確保在突發情況下能夠快速恢復業務系統，降低損失；
- 定期對公司資訊系統的相關風險及隱患風險進行排查和評估，及時發現並解決潛在問題，保障資訊系統的穩定運行；
- 採用業界先進的網絡記憶體進行資源分享與儲存，保障公司數據的安全性、完整性和可用性；
- 制定《網絡安全管理制 度》、《網絡安全標準規 範》，明確網絡安全管理的關鍵技術、物理安全策略、訪問控制策略、防火牆控制、入侵偵測、資訊加密策略以及網絡安全管理策略；
- 制定《中心機房安全管理制 度》，對機房的機櫃及操作人員執行嚴格管理，設定各項操作規程，防止誤操作，確保公司資訊系統運行連續；
- 制定《互聯網安全管理懲罰制 度》，明確違反網絡安全管理規定的行為及相應的處罰措施，確保公司網絡安全管理制度的有效執行；及



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- The Company obtained the “Level 3 Certification for Information System Security Classification Protection” issued by Shenzhen authorities.
- 公司通過國家資訊系統安全等級保護測評，獲得由深圳市核准頒發的「資訊系統安全等級保護三級認證」。



Picture: EDA SaaS-Shenzhen Information Security Classification Protection Assessment Results
圖：易達雲SaaS-深圳市网络安全等级保护测评结果

Customer Information and Privacy Protection:

- Formulated the EDA Data Privacy Protection Policy (《易達雲數據隱私保護政策》), regulating the collection, use, storage, sharing, access, update, and deletion of customer data to ensure lawful and secure processing;

客戶資訊與隱私保護方面：

- 制定《易達雲數據隱私保護政策》，規定公司對獲取到的客戶資訊進行收集、使用、保存、共用，以及為客戶提供的訪問、更新、刪除和保護資訊的方式，確保客戶資訊的合法、合規使用和安全保護；及



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- Adopted a Data Classification and Protection Strategy (《數據分級保護策略》), categorizing data by sensitivity and archiving audit logs for accountability.

The Company strictly complies with the Data Security Law of the People's Republic of China (《中華人民共和國數據安全法》), Personal Information Protection Law of the People's Republic of China (《中華人民共和國個人資訊保護法》), General Data Protection Regulation (GDPR), Binding Corporate Rules for Processors (BCR-P), and the Standard Contractual Clauses (SCCs), enhancing its information management systems to safeguard customer data. During the Reporting Period, no incidents of data breaches or privacy violations occurred.

8.4 DIGITALIZATION AND TECHNOLOGICAL INNOVATION

Adhering to the organizational philosophy of “pursuing simplicity, advocating efficiency, focusing on results, and daring to innovate,” the Company continues to delve deeply into the field of technological innovation, striving to optimize user experience through cutting-edge technologies. The Company offers comprehensive solutions that cover cross-border logistics, order processing, cargo sorting and distribution, and extend to domestic and international warehousing services. In a dynamic market environment, the Company accurately meets customer needs with flexible strategies, effectively enhancing customer satisfaction and market competitiveness.

- 制定《數據分級保護策略》，將數據按照不同的重要性等級，細化分類存儲。必要時還可以將操作記錄稽查等保護措施一併歸檔，以保證數據的可靠性。

本公司高度重視客戶資訊及數據安全，嚴格遵守《中華人民共和國數據安全法》、《中華人民共和國個人信息保護法》、《通用數據保護條例》(「GDPR」)等法律法規，並落實《處理商約束性企業規則》(「BCR-P」)、《歐盟標準合同條款》(「SCC」)等合規要求。本公司建立健全資訊安全管理體系，採取多重措施強化客戶資訊保護。報告期內，本公司並無任何涉及客戶隱私洩露及數據資訊洩露之違規事件。

8.4 數字化與科技創新

秉持「追求簡單、崇尚高效、注重結果、敢於創新」的組織主張，本公司在技術創新領域持續深耕，致力於通過前沿技術優化用戶體驗。本公司提供的綜合解決方案覆蓋跨境物流、訂單處理、貨物分揀與配送，並延伸至境內外倉儲服務。在動態市場環境中，本公司憑藉靈活策略精準對接客戶需求，有效提升客戶滿意度與市場競爭力。



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In its digital transformation, the Company has established cloud service and technology partnerships with industry leaders like Huawei Cloud and AWS. Leveraging their cutting-edge expertise in AI, big data, and cloud computing, these collaborations empower the Company's AI applications, ecosystem synergy, and data security management. During the Reporting Period, the Company actively aligned with China's "AI+" industrial development strategy by deploying and integrating DeepSeek's large-scale model, systematically embedding AI technologies into core business processes including order processing, warehouse management, and logistics scheduling.

In product and business model innovation, the Company has established a comprehensive digital solution system covering the entire cross-border logistics process based on the distributed microservices architecture of the spring-cloud framework. During the Reporting Period, building upon the smart logistics and smart price comparison systems, we further enhanced system development by adding nine new business systems, including the head-end PDA operation management system, warehouse capacity management system, and product management system. Empowered by AI models, the automation level and operational efficiency of these systems have significantly improved. Notably, the OCR system increased order logistics label recognition accuracy to 99.99%, while the head-end logistics document recognition accuracy reached 99.8%. The head-end PDA system reduced manual operation error rates by approximately 80% and improved the response efficiency for logistics anomalies by about 90%, driving cross-border compliance ratings to industry-leading levels.

在數字化轉型方面，本公司已與華為雲、AWS等雲服務及技術夥伴建立雲服務及技術合作關係，依託其在AI、大數據、雲計算等領域的前沿技術，為本公司AI應用、生態協同及數據安全管理賦能。報告期內，本公司積極回應國家「人工智能+」產業發展戰略，部署並接入DeepSeek大模型，將AI技術系統性嵌入訂單處理、倉儲管理及物流調度等核心業務流程。

在產品與業務模式創新方面，本公司基於spring-cloud框架的分散式微服務架構，構建覆蓋跨境物流全流程的綜合數字化解決方案體系。報告期內，在智慧物流系統和智慧比價系統的基礎上，本公司進一步完善系統建設，新增頭程PDA操作管理系統、庫容管理系統及商品管理系統等九項業務系統。在AI模型賦能下，相關業務系統的自動化水平與運營效率顯著提升。其中，OCR系統將訂單物流標籤識別準確率提升至99.99%，頭程物流單據識別準確率達99.8%；頭程PDA系統降低人工操作錯誤率約80%，並提升物流異常事件響應效率約90%，推動跨境合規評分達到行業領先水平。



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In the realm of intelligent service empowerment, the Company provides clients with diversified solutions including “AI-powered E-commerce ERP”, “AI-driven Logistics”, “AI-enabled Warehousing”, “AI-based Customer Service”, and “AI-enhanced Marketing”. By integrating demand forecasting analytics and intelligent warehouse scheduling technologies, we continuously optimize service standards and operational workflows. Additionally, we have launched the global digital avatar “Yundoudou”, which utilizes natural language processing and interactive engines to engage with users, answer queries, and facilitate real-time interactions during exhibitions and networking events, demonstrating our technical capabilities in digital logistics and AI applications.

在智慧化服務賦能層面，本公司為客戶提供「AI智慧電商ERP」、「AI智慧物流」、「AI智慧倉儲」、「AI智慧客服」及「AI智慧營銷」等多元解決方案，結合需求預測分析及智能分倉調度技術，持續優化服務標準與運營流程。此外，本公司推出全球數字虛擬形象「雲豆豆」，通過自然語言處理與交互引擎，與用戶對話，解答疑問，在展會及交流場景中實現即時互動，展示本公司在數字化物流與AI應用方面的技術能力。



Photo: Digital avatar “Yundoudou”
圖：數字虛擬形象「雲豆豆」

In talent development, the Company has been continuously optimizing the R&D team structure, focusing on technological innovation. Through strategic human resource allocation, we concentrate core resources to tackle key technological challenges and build up reserves, thereby strengthening our core competitiveness. During the Reporting Period, the R&D team maintained a stable academic background and professional expertise, with talent efficiency showing consistent improvement.

在人才建設方面，本公司持續優化研發團隊結構，聚焦技術研發與創新領域。通過精準配置人力資源，本公司集中優勢資源主導核心技術攻關與儲備，進一步鞏固企業核心競爭力。報告期內，研發團隊學歷結構與專業素質保持穩固，人才效能持續增強。



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Table: Company R&D Team Profile

表：本公司研發團隊情況

Indicators 指標		Unit 單位	2025 2025年
Total number of R&D personnel 研發人員總數		Person 人	56
Number of employees by educational level 按學歷劃分的員工人數	Vocational College Diploma 大學專科	Person 人	4
	Bachelor's Degree 大學本科	Person 人	49
	Master's Degree 碩士研究生	Person 人	3

9 JOIN HANDS TO BUILD TOGETHER

9.1 SUPPLY CHAIN MANAGEMENT

The Company adheres to responsible procurement and supplier selection to ensure service quality and sustainability. To ensure the effectiveness of supply chain management, the Company has formulated the Warehouse Supplier Management System (《倉儲供應商管理制度》), which defines the warehouse supplier selection process and principles, establishes supplier data files, and conducts continuous monitoring. Additionally, the Company has developed the Procurement Management System (《採購商管理制度》) to regulate procurement order management and tracking, clarify account reconciliation and accounts payable management, and oversee order interruption supervision, reporting, and follow-up procedures, thereby strengthening the institutional foundation of supply chain management.

The Company places great importance on supplier management and relationship maintenance, striving to build fair, honest, trustworthy, mutually beneficial, and sustainable supplier partnerships. The Company has established a supply chain management system aimed at maintaining a stable and reliable supplier base, providing reliable services and supply guarantees for high-quality business operations.

9 攜手共建

9.1 供應鏈管理

本公司堅持負責任採購和供應商篩選，以保障服務品質及可持續性。為確保供應鏈管理的有效性，本公司制定《倉儲供應商管理制度》，規定倉儲供應商篩選流程及原則，建立倉儲供應商資料檔案，並對其進行持續監控。同時，本公司制定《採購商管理制度》，對採購訂單管理與跟蹤方式，對賬與應付賬款管理、訂單中斷的監督、報告與跟進流程等作出規範要求，夯實供應鏈管理的制度基礎。

本公司高度重視供應商管理與供應商關係維護，致力於打造公平、廉潔、誠信、共贏與可持續的供應商合作關係。本公司建立了供應鏈管理體系，旨在維持供應商隊伍穩定與可靠，為企業高品質運營提供可靠的服務和供應保障。



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During the Reporting Period, the Company updated the templates for the “Procurement Contract” and “International Freight Forwarding Contract” based on operational realities, incorporating sustainability requirements into contractual frameworks. In procurement processes, we prioritize products with environmental certifications, sustainable material selections, and efficient resource utilization while maintaining comparable cost-performance and functional standards. Suppliers are encouraged to propose eco-friendly alternatives. Through contractual agreements, we require partners to adopt energy-efficient transportation methods, optimize routes to reduce carbon emissions, and implement energy conservation, emission reduction, and waste management measures in logistics and warehousing operations.

During the Reporting Period, the supplier data by region is as follows:

報告期內，本公司結合業務實際，對《採購合同》及《國際貨物運輸委託代理合同》範本進行更新，在合同層面引入可持續發展相關要求。在採購環節，本公司在同等性價比與功能條件下，關注產品在環保認證、材料選擇及資源利用方面的表現，並鼓勵供應商提供更具環境友好性的替代方案；通過合同約定，要求合作方在運輸物流及倉儲服務履行過程中，優先採用節能高效的運輸方式、優化運輸路線以降低碳排放，並在倉庫運營中落實節能、減排及廢棄物管理要求。

報告期內，按地區劃分的供應商數據如下：

Table: Supplier Status of the Company in 2025
表：2025年本公司供應商情況

Indicators 指標		Unit 單位	2025 2025年
Number of suppliers by region 按地區劃分的供應商數量	Total 總計	Entity 家	478
	North China 中國-華北地區	Entity 家	6
	East China 中國-華東地區	Entity 家	34
	South Central China 中國-中南地區	Entity 家	43
	Hong Kong, Macao, and Taiwan, China 中國-港澳台地區	Entity 家	1
	United States 美國	Entity 家	195
	Canada 加拿大	Entity 家	41
	Germany 德國	Entity 家	63
	United Kingdom 英國	Entity 家	74
	Australia 澳大利亞	Entity 家	21



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9.2 INDUSTRY COLLABORATION AND DEVELOPMENT

The Company actively leverages digital capabilities to connect the entire industrial chain, driving collaborative growth in the cross-border e-commerce ecosystem. Through our self-developed SaaS platform, we empower partners—including cross-border e-commerce operators, logistics providers, and warehousing service providers—to reduce costs, enhance efficiency, and achieve seamless cross-border operations with borderless commerce.

The Company has been steadily enhancing integration and collaboration with leading cross-border e-commerce platforms, continuously improving our platform synergy capabilities. As of the end of the Reporting Period, we have secured official certifications and partnerships with multiple e-commerce platforms, while actively deepening strategic partnerships with global leaders including TikTok, TEMU, AliExpress, and SHEIN.

The Company is actively expanding its business presence across multiple core industrial clusters, aiming to deepen service integration and enhance supply chain efficiency in regional industrial zones. By directly leveraging the manufacturing strengths of these clusters, we support enterprises in transitioning from OEM exports to brand globalization. During the Reporting Period, the group increased resource allocation in key industrial hubs including Suzhou, Ningbo, and Chongqing to strengthen local supply chain capabilities. We will continue advancing the synergy between cross-border e-commerce and industrial clusters, driving digital transformation in China's industrial ecosystems, accelerating the internationalization of domestic brands, and fostering high-quality growth in the cross-border e-commerce sector.

9.2 行業協同發展

本公司積極以數字化能力連接產業鏈上下游，推動跨境電商生態的協同發展。依託自主研發的SaaS平台，為跨境電商、物流服務商、倉儲服務商等生態合作夥伴賦能，幫助合作夥伴降低成本、提升效率，實現跨境無憂、買賣無界。

本公司持續深化與主流跨境電商平台的對接與合作，不斷完善平台協同服務能力。截至報告期末，本公司已獲得多個商流平台的官方認證與合作夥伴身份，同時積極深化與TikTok、TEMU、AliExpress、SHEIN等全球主流電商平台的戰略合作。

本公司不斷推進多個核心產業帶的業務佈局，期望進一步提升本公司在區域產業帶的服務深度和供應鏈效率，並通過直接鏈接區域產業集群優質的製造稟賦，幫助產業帶企業加速從「代工出口」向「品牌出海」轉型。報告期內，本集團於蘇州、寧波及重慶等區域產業帶加大資源投入，旨在提高在此等地區的供應鏈服務能力。本公司將持續推進「跨境電商+產業帶」的融合發展，推動中國產業集群的數字化轉型，加速出海品牌的國際化，實現跨境電商行業的高質量發展。



During the Reporting Period, the Company actively engaged in industry exchanges and collaborations to promote cross-border e-commerce ecosystem development. From August 17 to 19, 2025, we were invited to participate in the 2025 China (Guangzhou) Cross-border E-commerce Expo, where we represented core service providers in the cross-border logistics sector to engage in industry discussions and collaborative initiatives. During the event, we jointly launched the “Five Initiatives for Cross-border E-commerce Compliance” with multiple industry leaders, fostering consensus on compliance operations, service synergy, and standardized industry development. The Company also showcased a digitalized supply chain solution for global expansion, addressing industry concerns through on-site exchanges with professional teams. These efforts provided valuable insights for practical discussions and experience sharing in logistics cost optimization, localized contract fulfillment, and global compliance.

In September 2025, the Company was invited to participate in the 30th China International Furniture Exhibition, co-hosting a joint exhibition with global social e-commerce platform TikTok Shop UK. During the event, we showcased a comprehensive one-stop solution for overseas expansion, covering the entire supply chain from initial sea freight, overseas warehousing to final delivery. We also engaged with industry clients to address typical challenges faced by furniture brands in internationalization, including transportation, contract fulfillment, and global market access.

報告期內，本公司積極參與行業交流與合作，推動跨境電商生態協同發展。2025年8月17日至19日，本公司受邀參加2025中國(廣州)跨境電商交易會，並作為跨境物流領域核心服務商代表，參與行業交流與協同倡議。在展會期間，本公司與多家行業標杆企業共同發起「跨境電商合規出海五項倡議」，圍繞合規經營、服務協同與行業規範發展凝聚共識。本公司同步展示了數智化出海供應鏈整體解決方案，並通過專業團隊現場交流，回應業界在物流成本優化、本土化履約及全球合規等方面的關切，為行業交流與實務探討提供相關經驗分享。

2025年9月，本公司受邀參加第三十屆中國國際傢俱展覽會，並與全球社交電商平台TikTok Shop UK聯合設展。展會期間，本公司展示了覆蓋頭程海運、海外倉儲及尾程配送全鏈路一站式出海解決方案，與行業客戶交流傢俱家居品牌出海過程中面臨的運輸、履約及全球市場接入等典型問題。



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Photo: EDA at the China Cross-border E-commerce Fair

圖：易達雲在中國跨境電商交易會現場

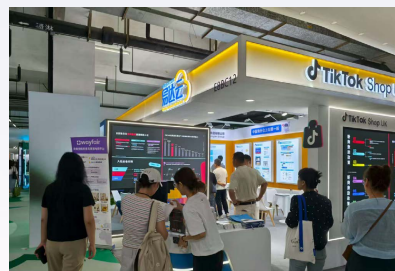


Photo: EDA at the China International Furniture Exhibition

圖：易達雲在中國國際傢俱展覽會現場

9.3 PHILANTHROPY

The Company is deeply concerned with the development of the communities in which the Company operates and is committed to fulfilling our social responsibilities to contribute to the broader community. The Company regularly donates to public welfare organizations such as charitable foundations, positively impacting community building and social development in our operational areas. The Company encourages our employees to participate in community construction, jointly fostering a positive atmosphere for community welfare. During the Reporting Period, we proactively addressed community needs by providing targeted support to affected residents of Hong Kong's Tai Po Hung Fook Yuen and donated HKD100,000 to the Tai Po Hung Fook Yuen Assistance Fund (「大埔宏福苑援助基金」) to support emergency living needs and subsequent recovery efforts for the affected residents.

9.3 公益慈善

本公司心繫所在社區的發展情況，致力於履行社會責任，為更廣泛的社區作出貢獻。本公司定期為慈善基金會等公益機構進行捐款，為其運營所在地的社區建設和社會發展帶來正面影響。本公司鼓勵員工參與社區建設，共同營造良好的社區公益氛圍。報告期內，本公司積極回應社區實際需要，向香港大埔宏福苑受災居民提供定向支援，並向「大埔宏福苑援助基金」捐贈港幣10萬元，用於支援受影響居民的緊急生活需要及後續復原工作。



大埔宏福苑援助基金 Support Fund for Wang Fuk Court in Tai Po 正式捐款收據 OFFICIAL DONATION RECEIPT	
日期 Date: 31-12-2025	
收據號碼 Receipt Number:	RA2512311000288
捐款日期 Date of Donation:	04-12-2025
捐款者 Name of Donor:	EDA GROUP HOLDINGS LIMITED
付款方式 Payment Method:	銀行轉賬 Bank Transfer
捐款金額 Amount:	港幣 HKD 100,000
感謝您的慷慨捐助 Thank you for your generosity	
<p>1. 大埔宏福苑援助基金，簡稱宏福苑之「支持宏福苑中環地產有限公司」(以下簡稱「中環地產有限公司」) (EDM) 獲政府撥款。 The Support Fund for Wang Fuk Court in Tai Po is established by the HKSAR Government. The Secretary for Home and Territories has provided support to the trustee of the Support Fund pursuant to the Secretary for Home and Territories Incorporation Ordinance (Cap. 344).</p> <p>2. 此收據由「支持宏福苑」大埔宏福苑地產有限公司，向捐款者，作為中環地產有限公司之印。 This receipt is issued to donors in relation to donations already made to the Support Fund for Wang Fuk Court in Tai Po for its distribution purposes.</p> <p>3. 此收據須經捐出之印，方能生效。 This is a computer-generated receipt and no signature is required.</p>	

Picture: 2025 Donation Certificate
圖：2025年捐贈證書



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APPENDIX I: ESG PERFORMANCE

附錄一：ESG關鍵績效指標表

Indicator Categories 指標大類	Performance Indicator 績效指標	Unit 單位	2024 2024年	2025 2025年
Environmental Performance 環境績效	Total non-hazardous waste generation ¹ 無害廢棄物產生總量 ¹	Tonnes 噸	39.5	52.0
	Greenhouse gas emissions (Scope 1, Scope 2) ¹ 溫室氣體排放量(範圍一、二) ¹	Tonnes of CO ₂ e 噸二氧化碳當量	508.6	1,311.7
	Greenhouse gas emissions (Scope 3) ² 溫室氣體排放量(範圍三) ²	Tonnes of CO ₂ e 噸二氧化碳當量	/	129.0
	Total energy consumption ¹ 綜合能耗 ¹	Tonnes of standard coal equivalent 噸標煤	180.9	547.7
	Total water consumption ¹ 總用水量 ¹	Tonnes 噸	16,721.5	48,957.4
	Total packaging material usage 包裝物料總用量	Tonnes 噸	592.2	449.6

¹ In 2025, the Company's comprehensive energy consumption, total water usage, and greenhouse gas emissions increased compared to 2024, primarily due to business expansion. The Company has expanded into new operational regions in the United States and the United Kingdom and added storage facilities, resulting in an expanded operational scope. The Company will continue to optimize resource efficiency and strive to reduce its environmental impact.

¹ 2025年，本公司綜合能耗、總用水量及溫室氣體排放量較2024年有所上升，主要由於業務規模擴張所致。本公司於美國及英國拓展新運營區域及增設倉儲設施，導致運營範圍擴大。本公司將持續優化資源使用效率，致力於降低運營環境影響。

² During the Reporting Period, The Company conducted Scope 3 emissions statistics for the first time. Within our current capabilities, we have collected and calculated greenhouse gas emission data for Category 6: Business Travel. Going forward, we will progressively expand the scope of Scope 3 emissions data collection and statistical coverage.

² 本公司於報告期內首次開展範圍三統計，在現階段能力範圍內，我們收集並核算類別6：商務差旅的溫室氣體排放數據，未來，本公司將適時逐步擴大範圍三排放數據的收集及統計範圍。

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Indicator Categories 指標大類	Performance Indicator 績效指標	Unit 單位	2024 2024年	2025 2025年
Social Performance 社會績效	Total number of employees 員工總數	Person 人	367	451
	Total employee turnover rate 員工總流失率	%	24.0	27.0
	Percentage of employees trained 受訓員工比率	%	61.5	63.9
	Average training hours per employee 員工人均受訓小時數	Hour 小時	5.3	6.2
	Number of work-related fatalities (past three years) 因工死亡的員工人數(近三年)	Person 人	0	0
	Number of suppliers 供應商數量	Entity 家	413	478
	Governance Performance 管治績效	Percentage of female directors in the Board 董事會女性董事占比	%	12.5
Percentage of independent directors in the Board 董事會獨立董事占比		%	37.5	37.5
Number of Board meetings held 董事會會議召開次數		Meeting 次	3	4



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APPENDIX II: ESG INDICATOR INDEX





附錄二：ESG報告指標索引

Section of this Report 報告章節	ESG Reporting Code Index 《ESG報告守則》索引	SDGs SDGs
1. About this Report 1. 關於本報告	Part B: Reporting Principles and Scope B部分：匯報原則、匯報範圍	/
2. About Us 2. 關於我們	/	/
3. Board Statement 3. 董事會聲明	Part B: Governance Structure B部分：管治架構	/
4. ESG Management 4. ESG管理	Part B: Governance Structure B部分：管治架構	/
5. Compliance in Business Operations 5. 合規經營		
5.1 Risk and Crisis Management 5.1 風險及危機管理	Part D: (III) D部分：(III)	
5.2 Business Ethics 5.2 商業道德	Part C: B7, B7.1, B7.2, B7.3 C部分：B7、B7.1、B7.2、B7.3	
5.3 Intellectual Property Protection 5.3 知識產權保護	Part C: B6.3 C部分：B6.3	
6. Green Development 6. 綠色發展		
6.1 Environmental Compliance Management 6.1 環境合規管理	Part C: A1, A1.1, A1.3, A1.4, A1.5, A1.6, A3.1 C部分：A1、A1.1、A1.3、A1.4、A1.5、A1.6、A3.1	
6.2 Resource Efficient Utilization 6.2 資源高效利用	Part C: A2, A2.1, A2.2, A2.3, A2.4 C部分：A2、A2.1、A2.2、A2.3、A2.4	
6.3 Green Storage Operation 6.3 綠色倉儲運營	Part C: A2.3, A2.5 C部分：A2.3、A2.5	
6.4 Addressing Climate Change 6.4 應對氣候變化	Part D: (I), (II), (III), (IV) D部分：(I)、(II)、(III)、(IV)	
7. Harmonious Workplace 7. 和諧職場		
7.1 Staffing 7.1 員工僱傭	Part C: B1, B1.1, B1.2, B1.3, B4, B4.1, B4.2 C部分：B1、B1.1、B1.2、B1.3、B4、B4.1、B4.2	
7.2 Protecting Employees' Rights 7.2 保障員工權益	Part C: B1 C部分：B1	
7.3 Health and Safety 7.3 健康與安全	Part C: B2, B2.1, B2.2, B2.3 C部分：B2、B2.1、B2.2、B2.3	
7.4 Development and Training 7.4 發展與培訓	Part C: B3, B3.1, B3.2 C部分：B3、B3.1、B3.2	

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Section of this Report 報告章節	ESG Reporting Code Index 《ESG 報告守則》索引	SDGs SDGs
8. Excellence in Service 8. 卓越服務		
8.1 Product and Service Quality 8.1 產品與服務品質	Part C: B6, B6.1, B6.4 C部分：B6、B6.1、B6.4	 
8.2 Customer Satisfaction 8.2 客戶滿意度	Part C: B6.2 C部分：B6.2	
8.3 Data Security and Privacy Protection 8.3 數據安全與隱私保護	Part C: B6.5 C部分：B6.5	
8.4 Digitalization and Technological Innovation 8.4 數字化與科技創新	Part C: B6 C部分：B6	
9. Join hands to build together 9. 攜手共建		
9.1 Supply Chain Management 9.1 供應鏈管理	Part C: B5, B5.1, B5.2, B5.3, B5.4 C部分：B5、B5.1、B5.2、B5.3、B5.4	 
9.2 Industry Collaboration and Development 9.2 行業協同發展	/	
9.3 Philanthropy 9.3 公益慈善	Part C: B8, B8.1, B8.2 C部分：B8、B8.1、B8.2	

