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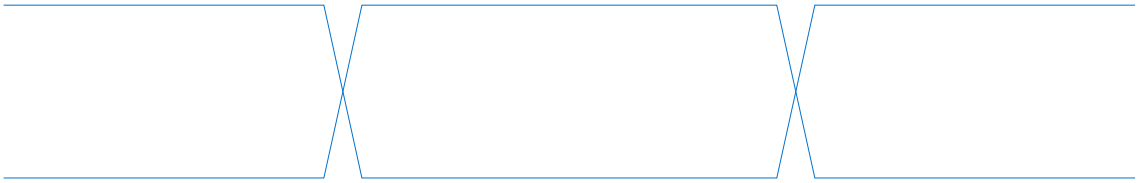
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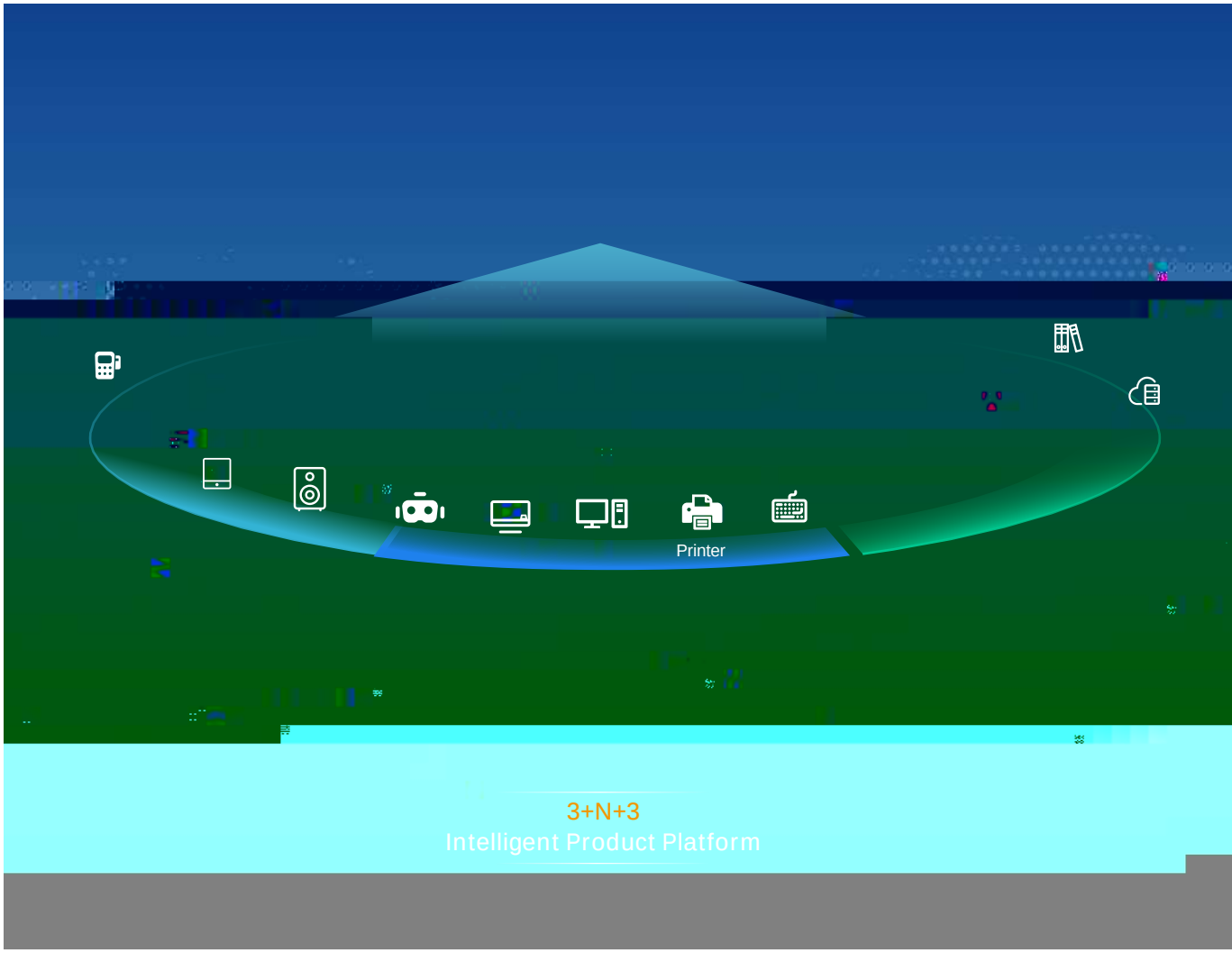
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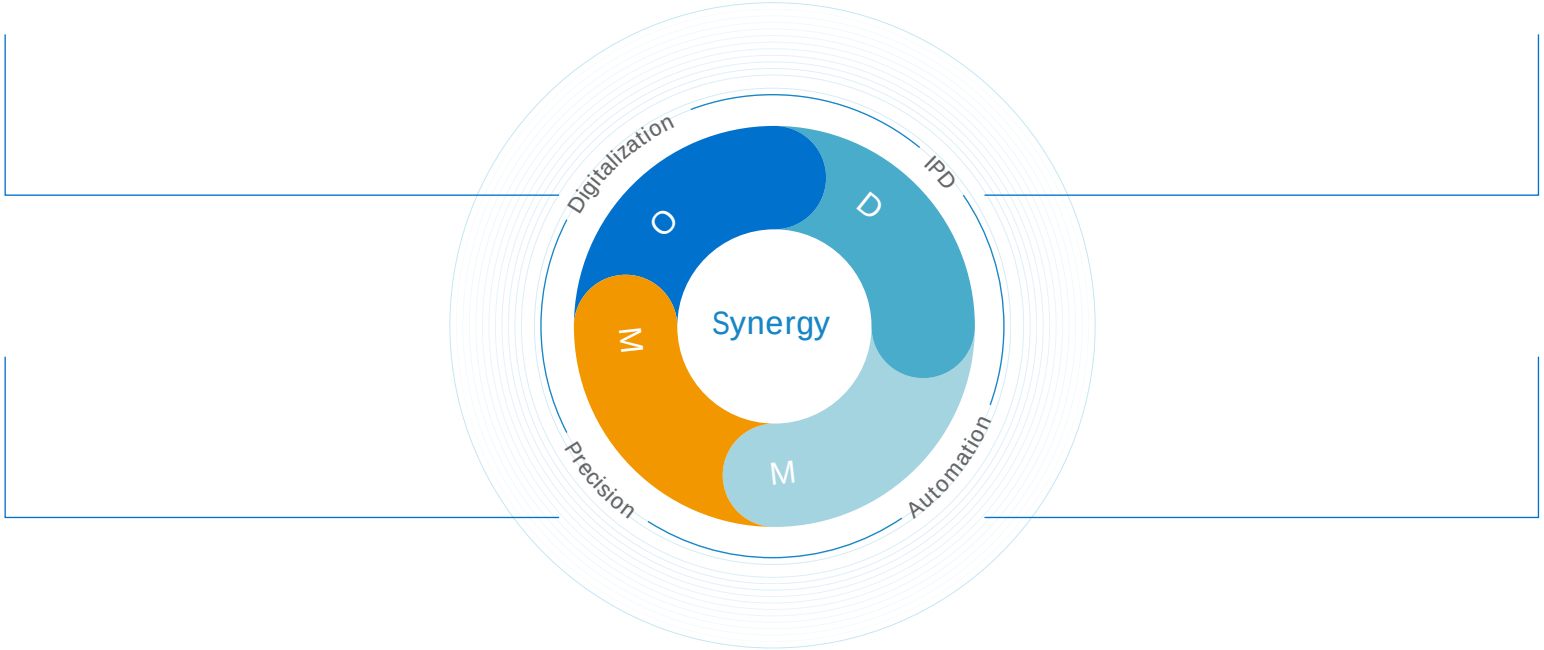



## Reporting Period and Scope




Printer
3+N+3
Intelligent Product Platform

## ODMM Core Competitiveness



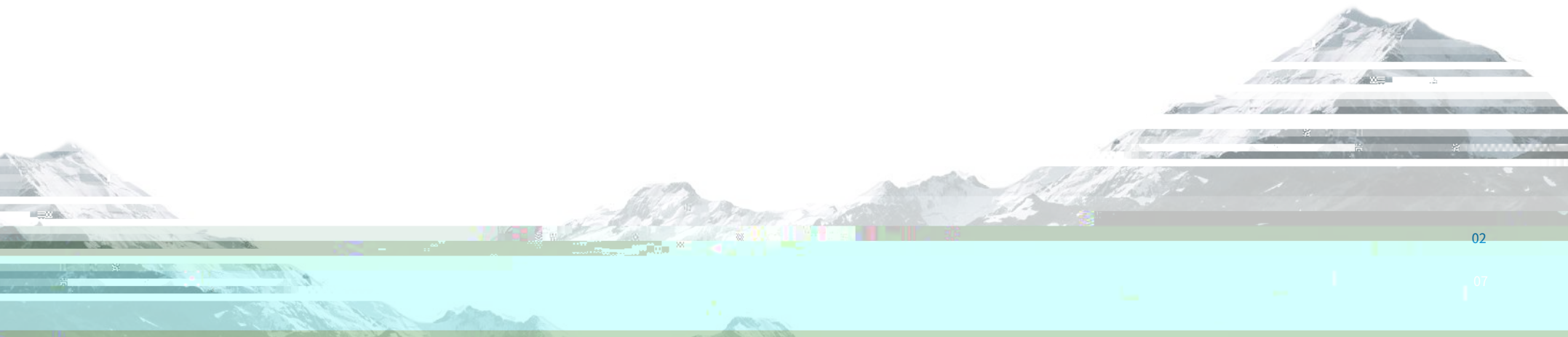

## ◆ Corporate Culture

- Mission
- Vision
- Values

Mobile IDH

Mobile ODM

Intelligent Terminal ODM



# Responsibility Highlights and Honors

## Sustainability Milestones

## Sustainability Highlights and Performance

10

100%

## Recognition and Honors[1]





















### Industry Leadership

### Innovation Leadership

### Sustainable Leadership[2]

# Advancing Sustainable Management

Huaqin Technology integrates ESG principles into its strategy and operations, establishing a top-down ESG governance framework. This framework assigns various ESG topics to specific working groups to ensure orderly tracking of responsibility implementation. By adopting robust ESG management, Huaqin Technology aims to achieve its sustainable development goals.

# ESG Strategic Guidelines

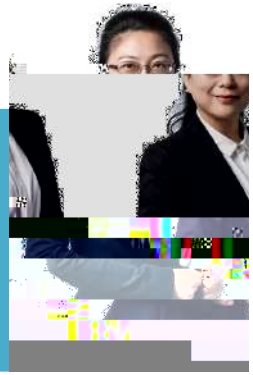
# ESG Management System

## ESG Executive Committee



Chairman

Vincent Qiu



Executive Member, CSO

Chen Xiaorong



Member

Wang Shichao



Member

Liu Li



Member

Dai Yigui



Member

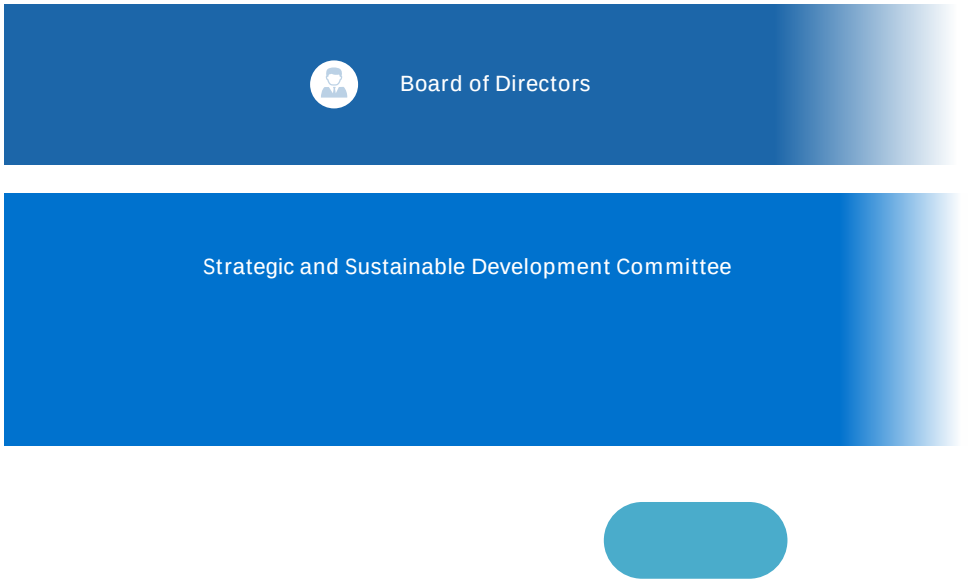
Zhu Ronghui



Member

Li Yutao

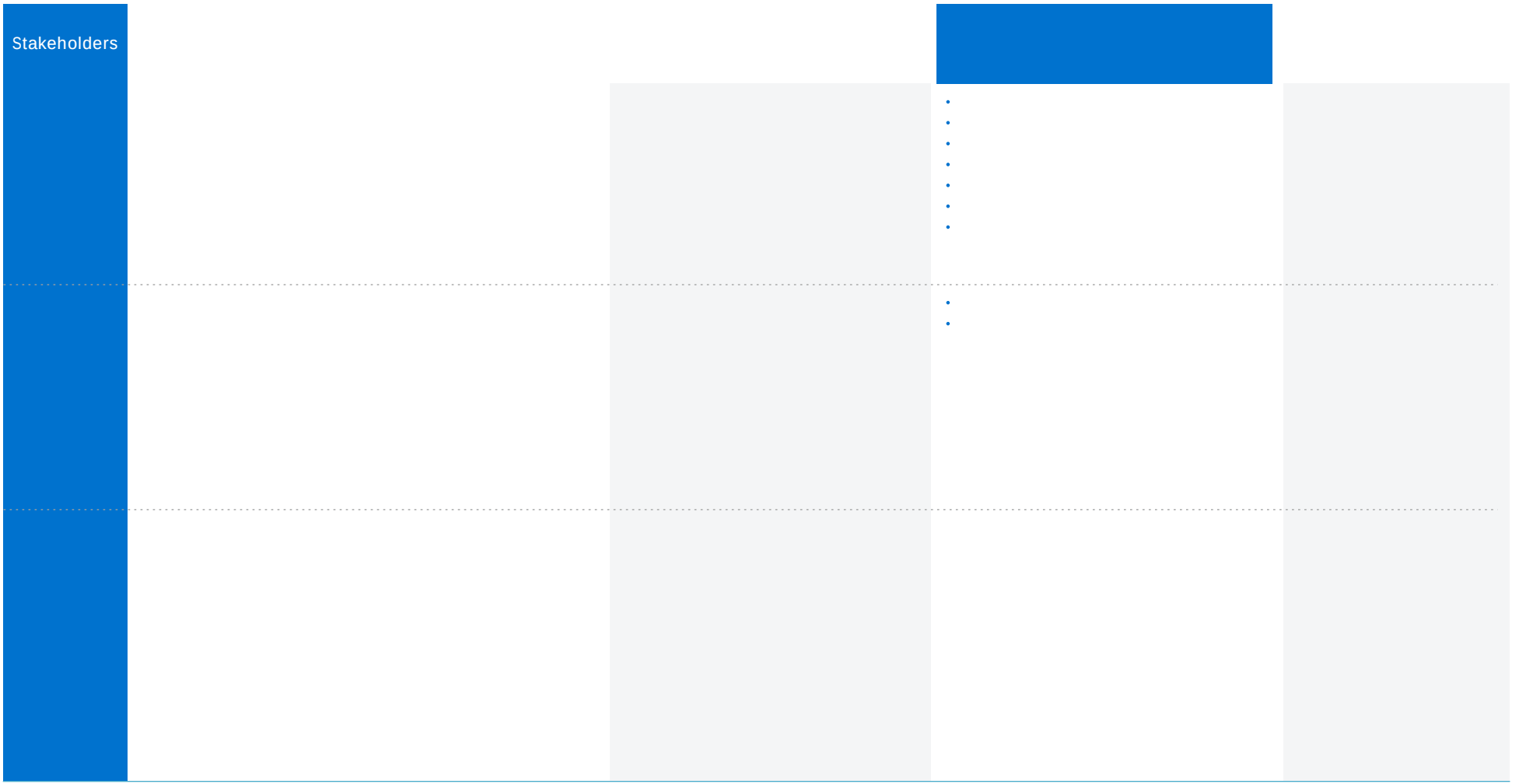
## Sustainable Development Management Framework




## Division of Duties



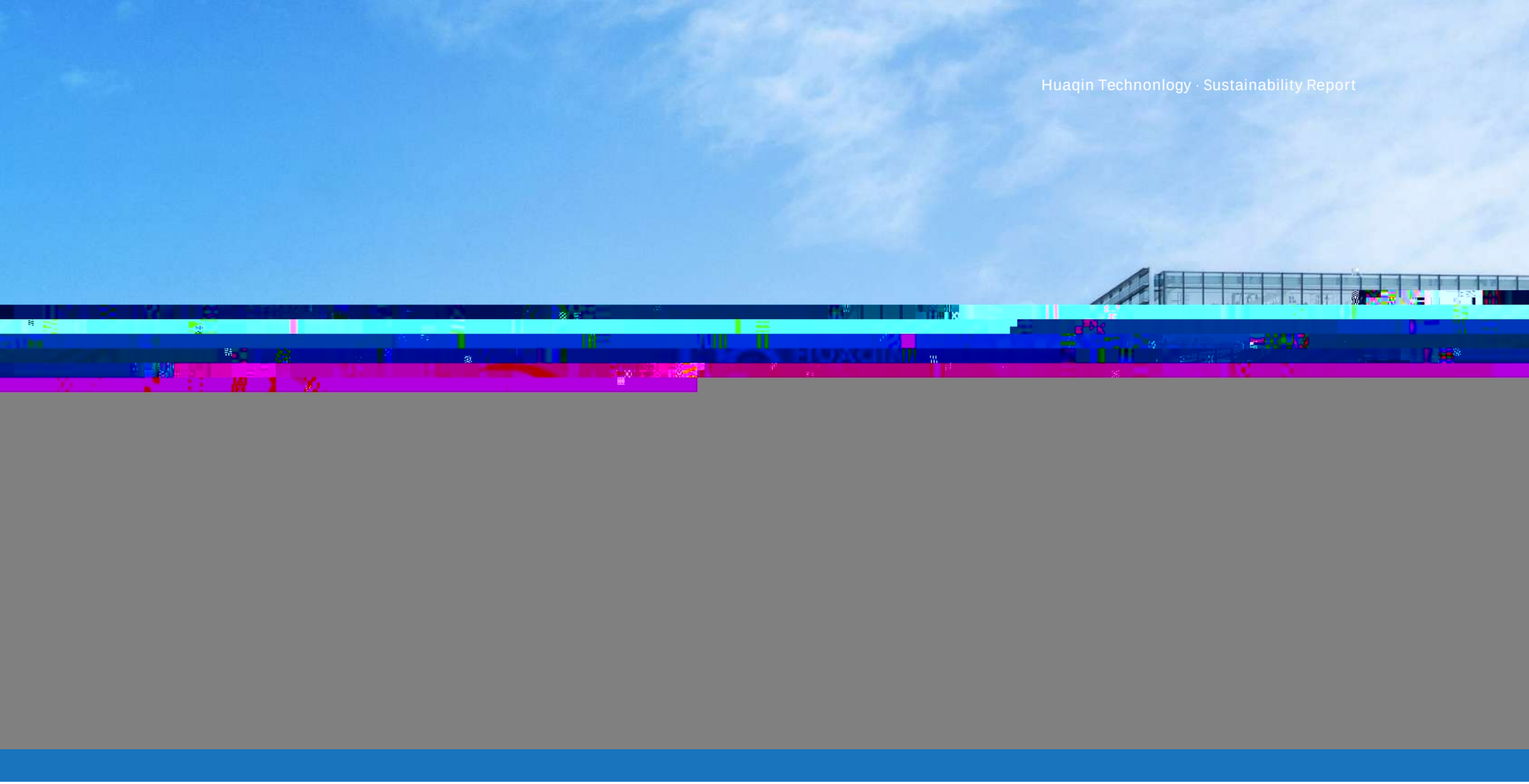
# Stakeholder Engagement



# Materiality Analysis

| Stakeholders | Partners and Industry Associations | Public and Media |
| --- | --- | --- |
| | • | • |
| | • | • |
| | • | • |
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Material Topic



+

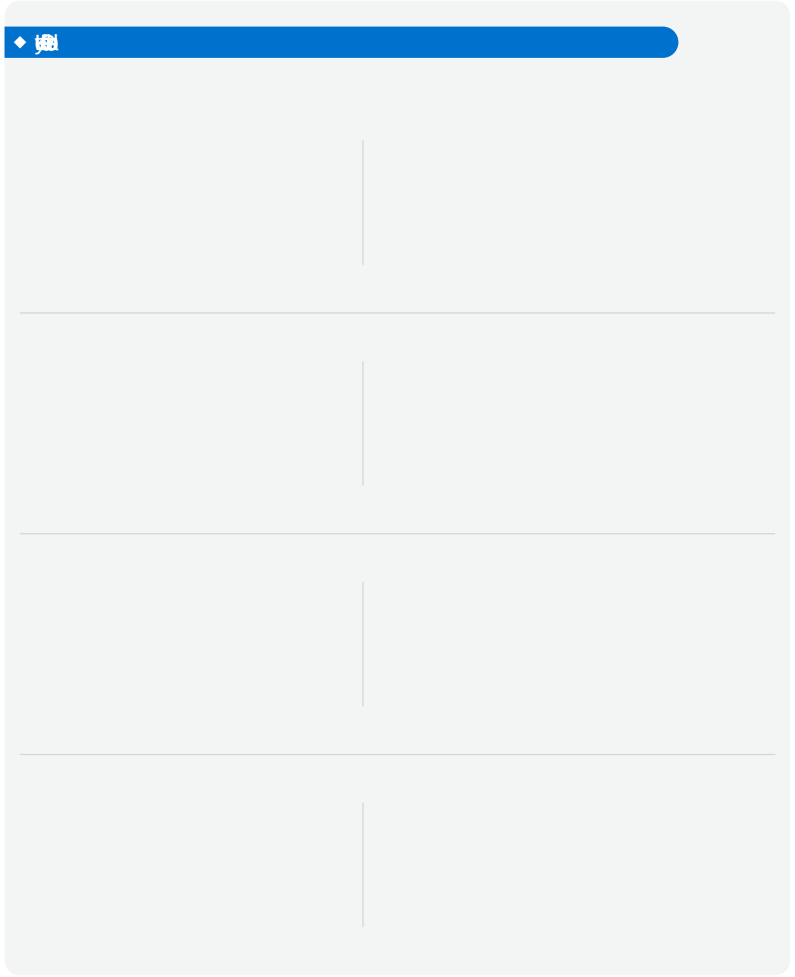
QDQFH IUDPHZRUNV LPSOHPHQWV DQ H•FLHQW DQG UREXVW JRYHUQDQFH V\VWHP XSKROGV VFLHQWL‹F YDOXH FKDLQ 7KH &RPSDQ\ HQKDQFHV RUJDQL]DWLRQDO make the FLHQF\ DQG RSHUDWLRQDO YDOXH WR right things happen consistently.



*Company Law of the People's Republic of China* *Securities Law of the People's Republic of China* *Stock Listing Rules of the Shanghai Stock Exchange* *Corporate Bylaws*

*Rules of Procedure for the Board of Directors* *Working System for Independent Directors*

*Corporate Bylaws*



*Company Law, Measures for the Administration of Independent Directors in Listed Companies* *Corporate Bylaws*

- [illegible]

| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
|---|---|---|---|---|---|---|---|---|
| [illegible] | | | | | | | | |
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| | | | | | | | | |
| | | | | | | | | |

*Fundraising*

*Management System*

*Market Value Management System*





# Integrity and Compliance Management

*Huaqin Minimum Requirements*

*Huaqin Principles*

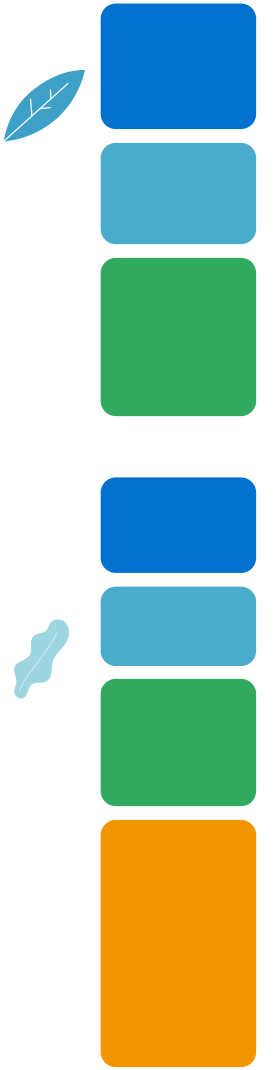
*Five Minimum Requirements for Managers*



◆

*Code of Conduct for Investigators*



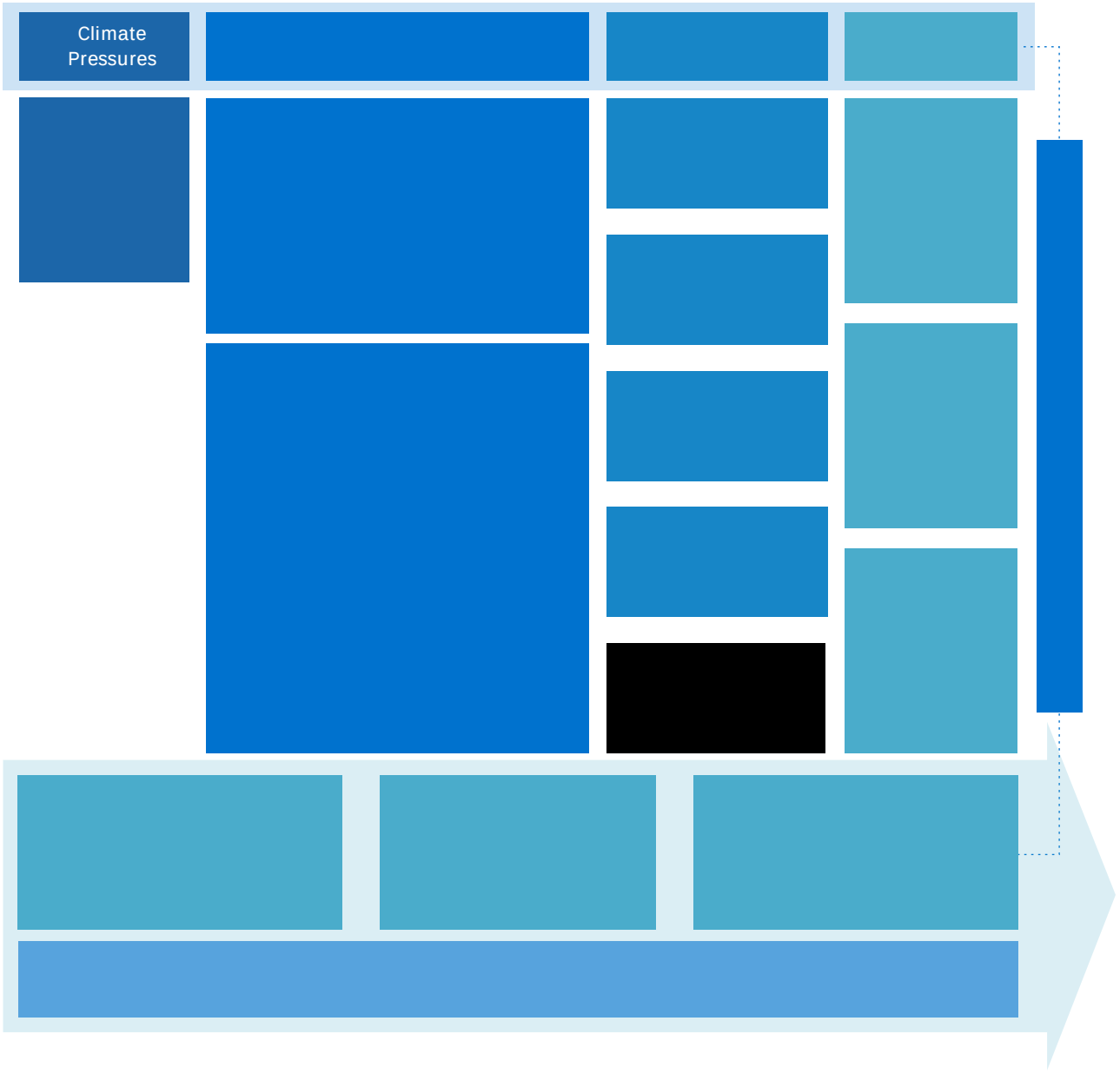


DMA

Commitment

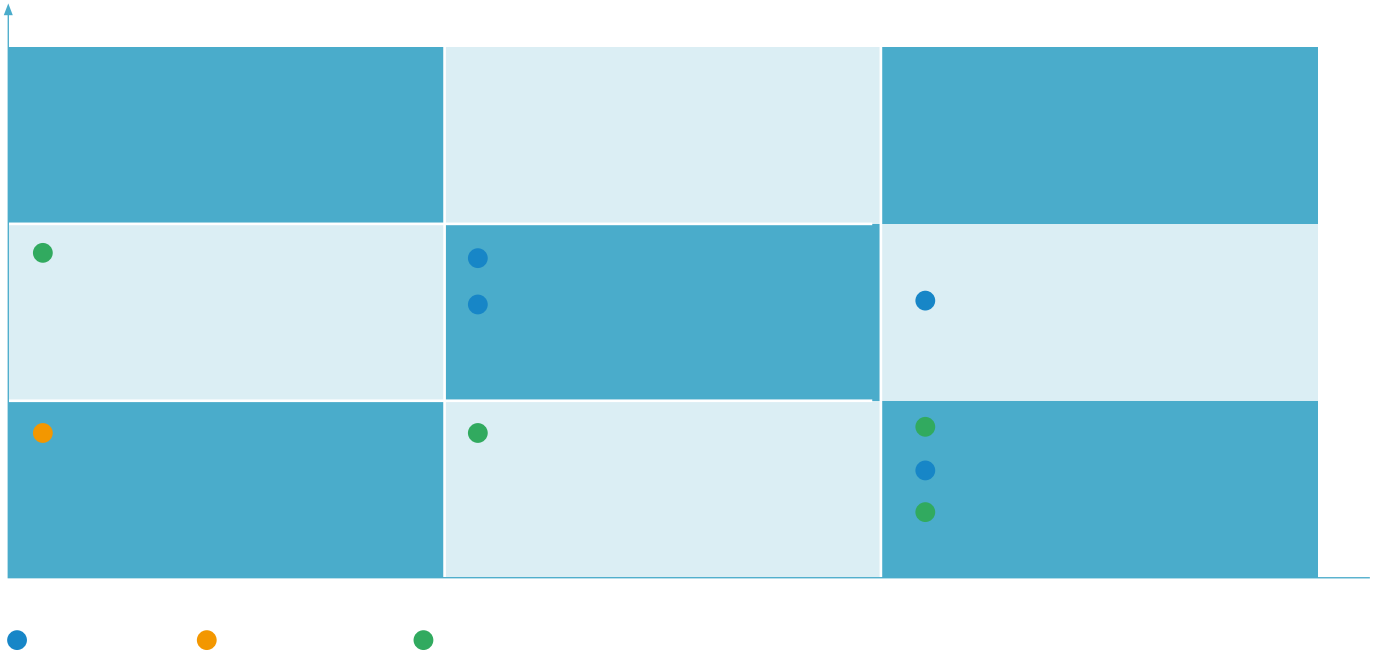
Objectives

Progress


Climate
Pressures





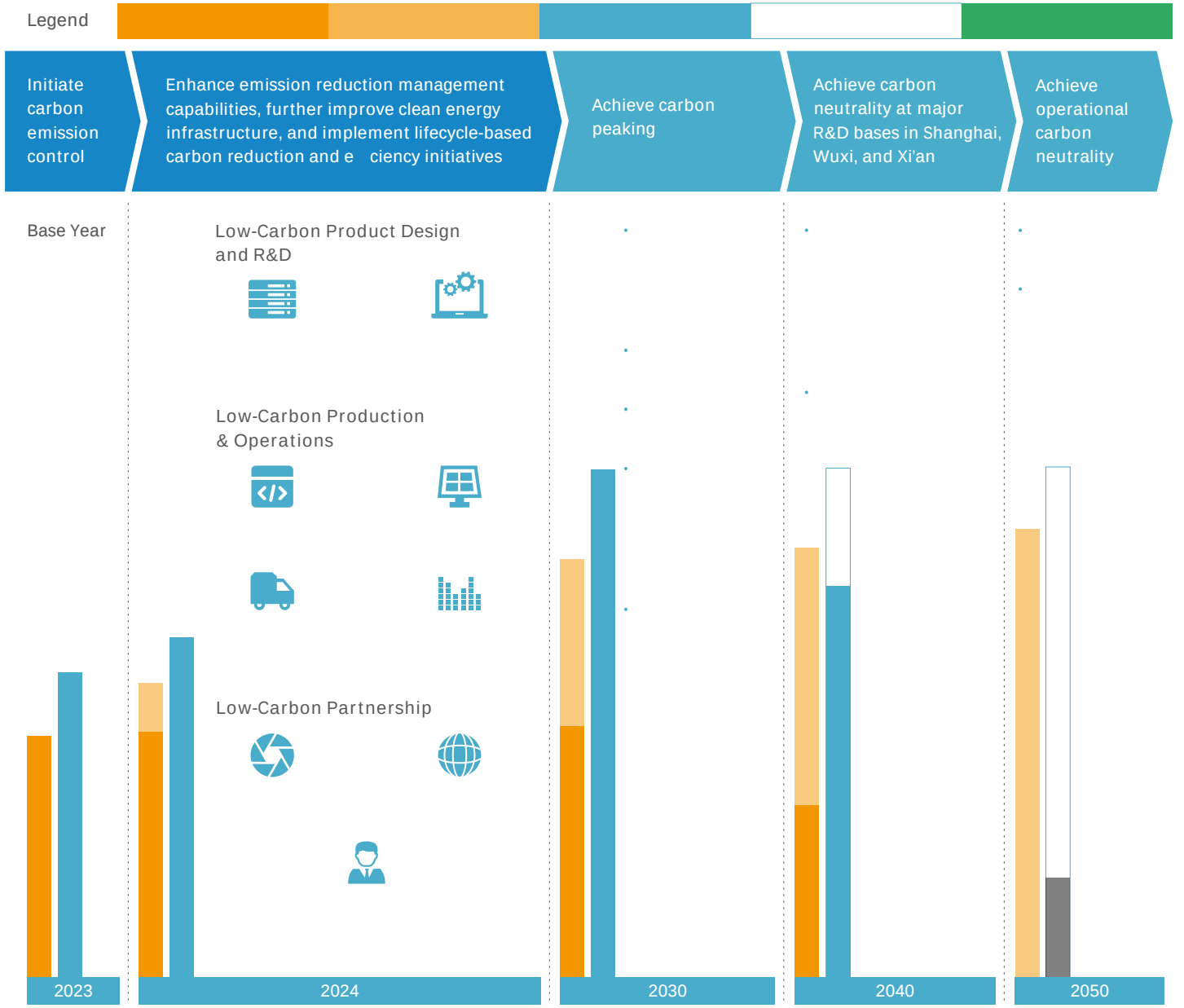


| Climate Risk Category | Risk/Opportunity Factors | Operational Impact | Response Measures |
|---|---|---|---|
| Compliance Requirements | | | |
| Carbon Pricing Mechanisms | | | |
| Market Preferences | | | |
| | | | |
| | | | |
| | | | |
| | | | |

| Climate Risk Category | Risk/Opportunity Factors | Operational Impact | Response Measures |
| --- | --- | --- | --- |
| Extreme Heat/Drought | | | |
| Severe Cold or Extreme Snowfall | | | |
| | | | |

Zero-Carbon Strategic Target

Carbon Emission Reduction Target




华勤 祝荣辉

"EHS 2026" Plan Progress

Progress

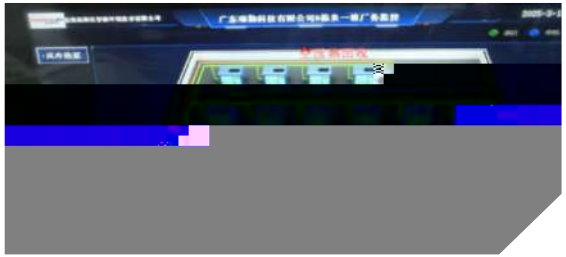
2024

◆ Key Performance Indicators

RMB million

| Project Type | Project Description | Number of Projects (Count) | Electricity Saved in 2024 (10,000 kWh) | Equivalent $CO_2$ Emissions Reduction (Tons of $CO_2$ equivalent) |
|---|---|---|---|---|
| Equipment Replacement and Upgrade | | | | |
| System Optimization and Upgrades | | | | |
| Energy Management and Control | | | | |
| | | | | |
| Total | | 316 | 2,212.42 | 10,520.65 |

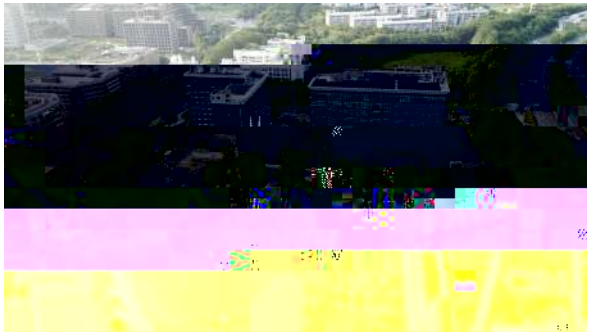




Photovoltaic Facilities




Green Power Certificates









Industrial Wastewater

Domestic Wastewater

## Emissions Management

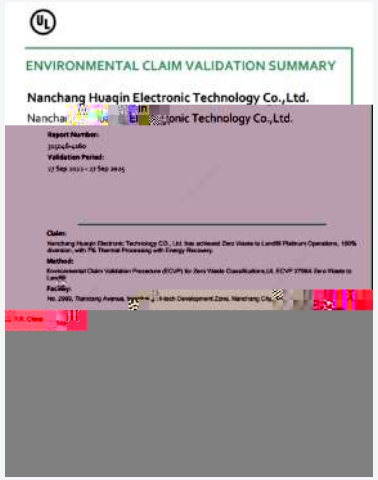
### Waste Management

*Waste Management Specification*

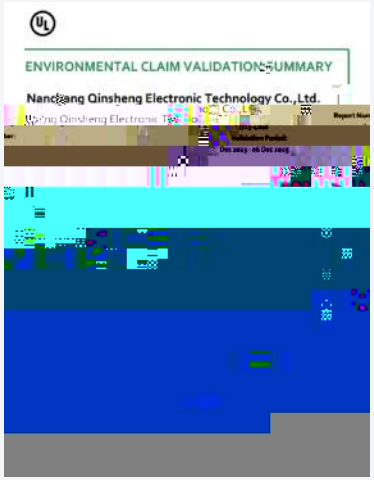
*Solid Waste Identification Standards*

*National Hazardous Waste Catalogue*

## Pollution Control


ENVIRONMENTAL CLAIM VALIDATION SUMMARY

Nanchang Huaqin Electronic Technology Co.,Ltd.


ENVIRONMENTAL CLAIM VALIDATION SUMMARY

Nanchang Qinsheng Electronic Technology Co.,Ltd.

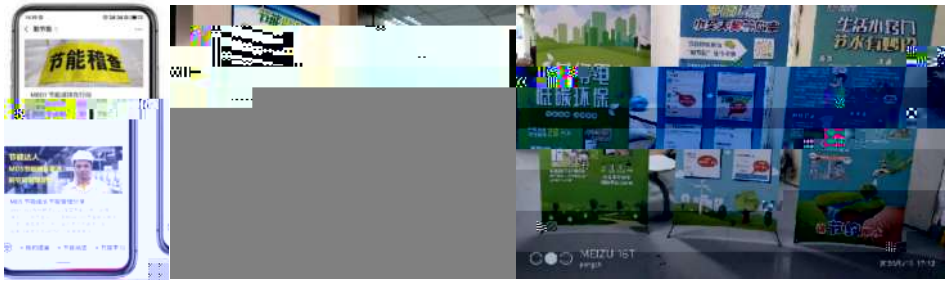
### Air Pollution Control

- 
- 
- 

### Noise Pollution Prevention

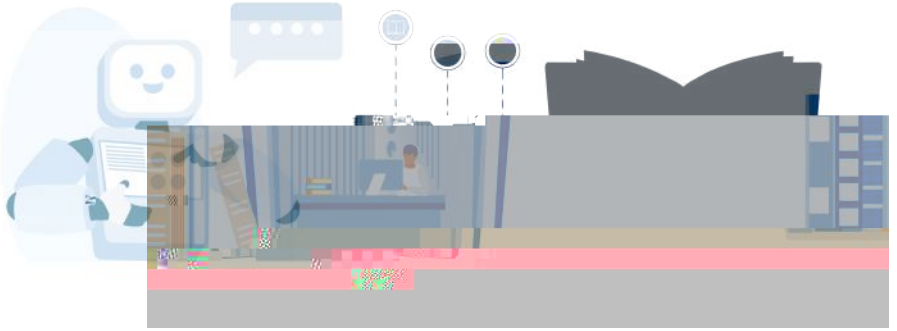
- 
- 
- 

## ◆ Green O ce




### ◆ Key Performance Indicators

**Case** Innovative Green Travel Grants Program to Encourage Employees to Travel Sustainably



## Newly Restricted Substances (7)

- 
- 
- 
- 
- 
- 
- 

## Planned Restricted Substances (9)

- 
- 
- 
- 
- 
- 
- 
- 

## Phase-out Plan for Hazardous Substances Substances

| Reduction Dimensions | Reduction Cycle | Reduction Content | Hazardous Substances | Applied Materials/Products |
|---|---|---|---|---|
| Proactively Hazardous Substances-free raw material substitution | | | | |
| Hazardous Substance Investigation and Phase-out | | | | |
| New Substance use survey for Regulation Update | | | | |



◆ Key Performance Indicators

Product Manufacturing Management

Packaging & Logistics Management

◆ Key Performance Indicators

| Green Product Certification | New Certifications in 2024 |
| --- | --- |
| | |
| | |
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| | |

## Clean Technology

### Key Performance Indicators

| Field | Energy E ciency Improvement | | | |
|---|---|---|---|---|
| Clean Technology Solutions | New Energy Vehicle Products | Advanced Cooling Technology | | |
| Product Description | Intelligent Driving Domain Controller | Server Node-Level Single-Phase Cold Plate Liquid Cooling Design | High-Performance Computing Server with Liquid Cooling | PC Dual Actuator Booster Fan |

High-E ciency Power Supplies and SwitchesSwitches

Low-Carbon and Energy-E cient Products

Industrial Automation

# Demonstrate Responsibility

The growth, well-being, and value fulfillment of dedicated individuals are the core drivers of a company's sustainable development. Huaqin Technology is committed to creating a diverse growth environment where the harder you work, the happier you will be, fostering an open and trusting organizational culture, and building a safe, dignified, and meaningful workplace, striving to be a role model in corporate social responsibility.

+ SDGs



# Progress in Sustainable Development Management

## Commitment

- Respecting the human rights of all employees , strictly prohibiting the employment of child labor, forced labor, discrimination, harassment, and bullying, adhering to the principle of equal pay for equal work regardless of gender, and upholding an “100% safety, zero hazards” goal to create an inclusive, diverse, healthy, safe, and dynamic workplace.
- Incorporating “Model in Social Responsibility” as one of the Company’s three core development goals, actively supporting charitable initiatives and giving back to society.

| Objectives | Progress | |
|---|---|---|
| Provide employees with competitive UHPXQHUDWLRQ EHQH‹WV DQG platform for value realization, aiming WR DFKLHYH (PSOR\HU %UDQG &HUWL‹FDWL tion by the end of 2026 | Optimized the human resources management system, earned eight employer awards and prepare for the (PSOR\HU %UDQG &HUWL‹FDWL | ⊖ |
| 100% collective agreement coverage for all employees | The coverage of collective agreement has achieved | ✓ |
| By the end of 2028, ensure that of employees receive an average of hours of training annually | Built an organization-wide Knowledge Management System (KMS), with an average training time of hours per employee | ⊖ |
| By the end of 2028, achieve intrinsic safety, accident ‹UH H[SORVLRQ LQFLGHQW RFFXSDWLRQDO GLVHDVH FRQWUDLQGLFDWLRQ | 1R RFFXUUHQFHV RI ‹UH H[SORVLRQ accidents, occupational diseases, or work-related fatalities | ✓ |
| Actively participate in community development and contribute to community growth | Invested RMB million in the community, with Company volunteers | ✓ |

([FHHGHG WKH Target achieved as planned 2QJRLQJ HŠRUW WR DFKLHYH WKH WDUJHW

## Governance

- Established a trade union in accordance with the law to protect employees’ rights and interests
- Set up an EHS Committee to develop relevant systems and enhance intrinsic safety capabilities
- Established the Huaqin Care Fund and operate the Huaqin Public Welfare System

## Risks and Opportunities

### Risks

- The risk of neglecting employee rights protection, leading to legal disputes and damage to the Company’s reputation
- 7KH ULVN RI LQVX•FLHQW LQYHVWPHQW LQ HPSOR\HH GH decreased employee stability
- The risk of neglecting occupational health and safety management, which may lead to higher accident rates and continued employee turnover
- The risk of neglecting community investment, which may harm the Company’s image in the local community and lead to negative public opinion

### Opportunities

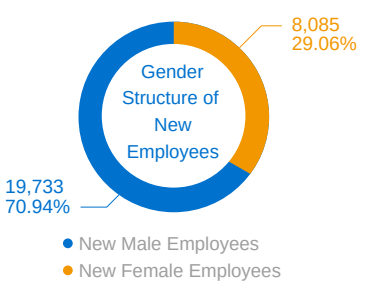
- $WWUDFW DQG UHWDLQ WRS WDOHQW LPSURYH SURGXFW costs
- (QKDQFH HPSOR\HH ZHOO EHLQJ LPSURYH RUJDQL]DWLF high-quality business operations
- Active community engagement helps demonstrate the Company’s sense of social UHVSRQVLELOLW\ HQKDQFLQJ LWV UHSXWDWLRQ DQG LQ

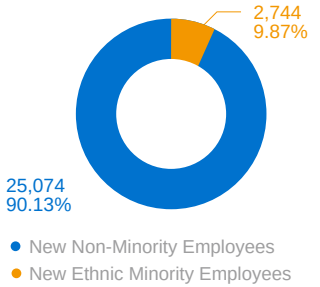
## Actions

- ESG TOP10 projects: u Employer Brand Development Project
- (VWDEOLVKHG D FRPSUHKHQVLYH EHQH‹WV V\VWHP IRU communication channels between employees and the Company, and regularly conduct engagement and satisfaction surveys
- Established a tiered talent development system for all employees
- ([SORUHG DQG LPSOHPHQW GLJLWDO WHFKQRORJLHV DQG
- Built the Huaqin public welfare brand, actively engage in rural revitalization, and carry out charitable volunteer activities

'XH WR WKH VWDWLVWLFDO PHWKRGRORJ\ RQO\ WUDLQLQJ UHODWHG WR HPSOR\HH FDUHHU GHYHORSPHQW LV LQFOXGHG H[FOXGLQJ VWDWLVWLFV RQ RFFXSDWLRQDO health and safety training, etc.

Prohibition of
Child Labor


Gender Structure of New Employees
8,085
29.06%
19,733
70.94%
New Male Employees
New Female Employees


2,744
9.87%
25,074
90.13%
New Non-Minority Employees
New Ethnic Minority Employees

# Employee Care

The Company is committed to creating an inclusive and warm workplace atmosphere with a sincere and open attitude. We continuously improve the employee welfare system and enhance the happiness and sense of belonging of all employees through various cultural activities and thoughtful infrastructure development.

## Employee Service Desk (Lark)

The Lark Service Desk integrates the HR, Administration, Finance, and IT platforms, providing all employees with consulting services on various questions VXFK DV +5 SURFHVVHV EXVLQHVV WUDYHO H[SHQVH UHLPEXUVHPHQW DQG ,7 V\VWHP equipment. Employees can also provide feedback on any related suggestions and issues via the desk. In 2024, the service desk handled over 590,000 inquiries, more than 220,000 of which were resolved by human support.

## Huaqin Internal Forum

In 2020, the Company has independently built the Huaqin Internal Forum, continuously improving platform functions based on employee feedback. In 2024, the platform updated to its version 2.5. The forum is not only a platform for employee to quickly raise opinions and suggestions but also a communication hub for employee interactions, a space for the Company to share SROLF\ LQIRUPDWLRQ H[HFXWLYH YRLFHV DQG HPSOR\HH VWRULHV

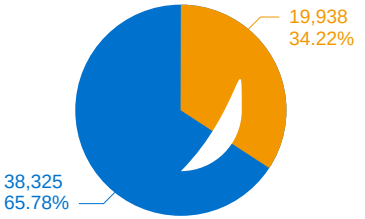
## Complaint Feedback

Various feedback channels are provided, including face-to-face VXJJHVWLRQV HPSOR\HH VXJJHVWLRQ ER[HV JULHYDQFH KHOSOLQH and dedicated email. We commit to keeping the information, FRPSODLQWV DQG RWKHUDOV SURYLGHG E\ ZKLVWOHEORZHUV FRQ‹GHQWLDO and ensure that whistleblowers are protected from discrimination, coercion, job transfer, or any other disadvantageous impacts. We also guarantee the employees' rights to be LQIRUPHG SDUWLFLSDWH H[SUHVV RSLQLRQV DQG VXSHUYLVH $OO complaints will be resolved within 3 days, and if there is no timely response or if the handling outcome is unsatisfactory, employees can continue to submit complaints until the issue is fully resolved.

## Satisfaction and Engagement Surveys

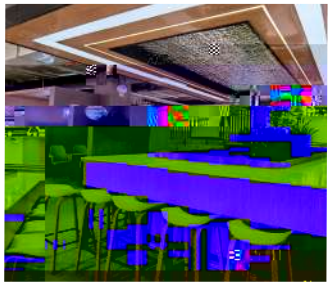
The Company conducts an annual employee satisfaction survey and a biennial employee engagement survey to gather feedback on various topics, including DVVRFLDWLRQ DFWLYLWLHV HPSOR\HH EHQH‹WV DQG VHWWOHPHQW VXSSRUW 5HOHYDQW metrics are tracked quarterly and managed through a closed-loop system to continuously monitor and improve the quality of employee services




19,938
34.22%
38,325
65.78%

The Company has developed and implemented the Welfare Management System and the Care Fund Management System to ensure that employees and their families receive the necessary support and care through a comprehensive welfare system. In addition to basic

- All research and development and manufacturing centers are equipped with dedicated breastfeeding rooms to provide a private and warm space for breastfeeding employees.
- We have established various accessible facilities, such as ramps, UHVWURRPV DQG ZLGH ŒDS JDWHV WR HQVXUH VPRRWK DQG FRQYHQLHQW passage for all individuals.
- 7KH &RPSDQ\ RŠHUV FRQYHQLHQW OLYLQJ PHDVXUHV VXFK DV FRPPXWHU EXVHV GRUPLWRULHV DQG VWDŠ DSDUWPHQWV SURYLGLQJ VSHFLDO DFFRPmodation for married employees to enhance their living convenience and happiness.
- A diverse range of restaurants are available, respecting and supporting the dietary and living habits of minority employees.
- Facilities such as libraries, basketball courts, and cafes are provided to meet employees' leisure and entertainment needs.



Modern Employee Cafeteria



Multifunctional Sports Field



## Basic Benefits

- Pension Insurance, Medical Insurance, Unemployment Insurance, Work Injury Insurance, Maternity Insurance
- Housing Provident Fund and Supplementary Housing Provident Fund
- Statutory Holidays such as Marriage Leave, Bereavement Leave, and Annual Leave
- )OH[LEOH :RUNLQJ +RXUV ZLWK XQXVHG DQQXDO OHDYH allowed to be carried over to the following year until the end of October

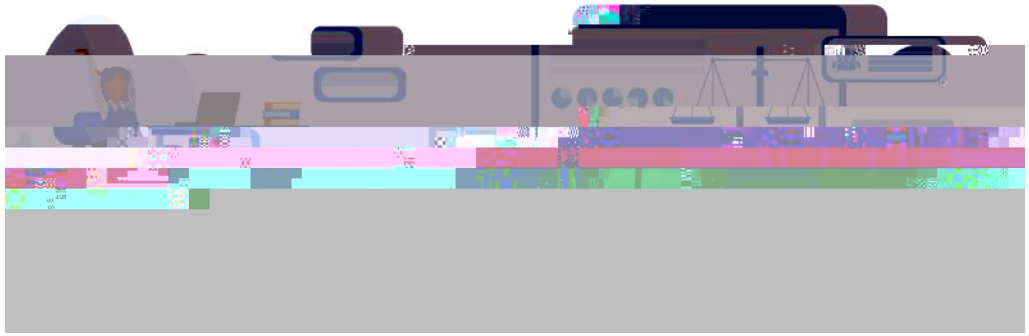
## Health Benefits

- ,Q DGGLWLRQ WR WKH ‹YH LQVXUDQFHV DQG RQH IXQG WKH Company provides all employees with annual accident insurance and commercial medical insurance
- For employees traveling abroad, an Overseas Business Travel Insurance Plan is provided, covering accident insurance, medical insurance, personal property protection, and compensation for cancellation coverage
- Annual association activities and free optional health checkups available at any time during the year

## Holiday Benefits

- 9DULRXV KROLGD\ WKHPHG DFWLYLWLHV DQG EHQH‹WV LQFOXGing: Chinese New Year Gift Packs, Dragon Boat Festival $FWLYLWLHV DQG ([TXLVLWH 0RRQFDNH *LIW %R[HV
- Hosting events like singles networking, group weddings, and family days to share happy moments

Employee Welfare System






7UHH +ROH 0DLOER[ (PSOR\HH 6XSS

The Company has established a Female Workers' Committee within the trade union, committed to providing equal employment and career development opportunities for all female employees. The Company strictly adheres to local regulations regarding women's rights protection, maternity leave, and breastfeeding leave across its global operations. Through facilities and programs such as "mother's rooms," Female Power Forums, and female employee HPSRZHUPHQW WUDLQLQJV WKH &RPSDQ\ RŠHUV tangible support for female employees in both their

## Fostering an Inclusive Culture

The Company prioritizes corporate culture development and employee well-being by organizing diverse cultural and association activities. These initiatives cultivate an atmosphere of trust, inclusivity, and mutual respect among employees, strengthening cohesion and a sense of belonging.

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“Qin Report” Cultural Monthly



Huaqin Technology 19th Anniversary Celebration



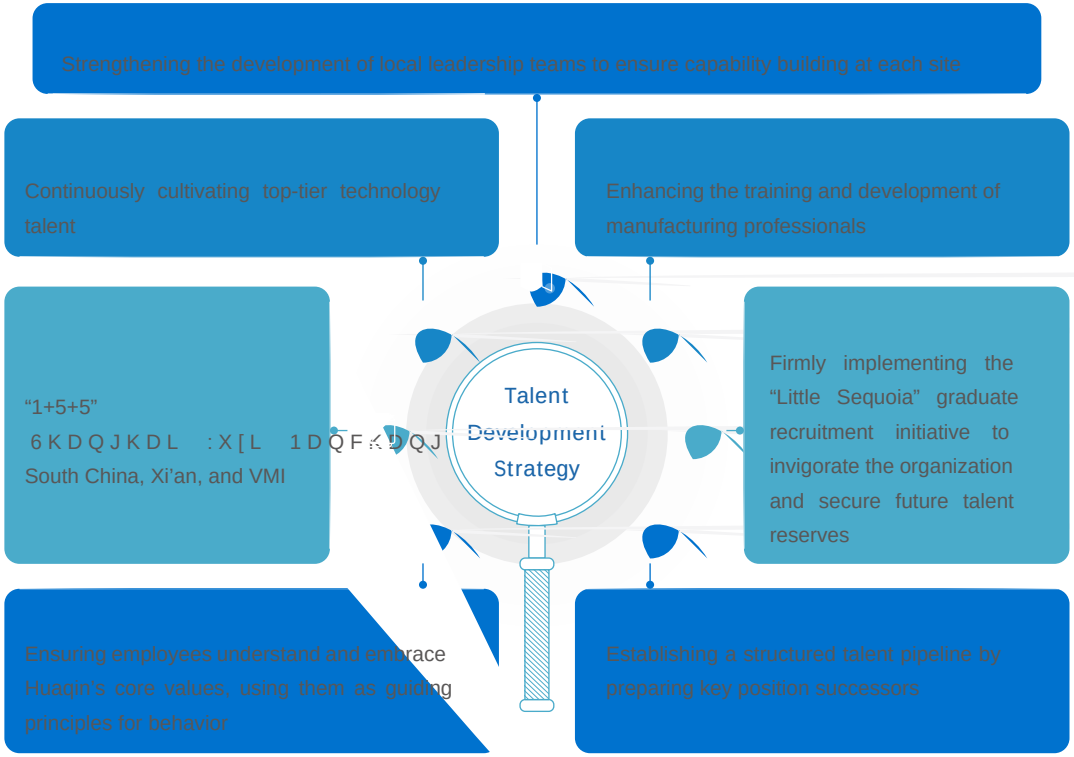
1024 R&D Day

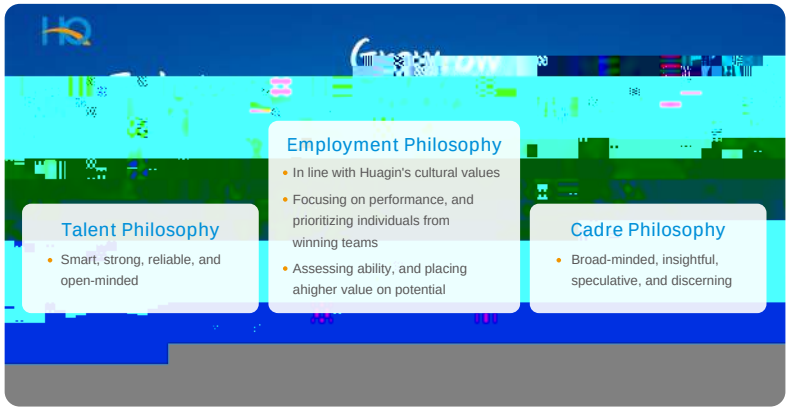


Parent-Child Carnival



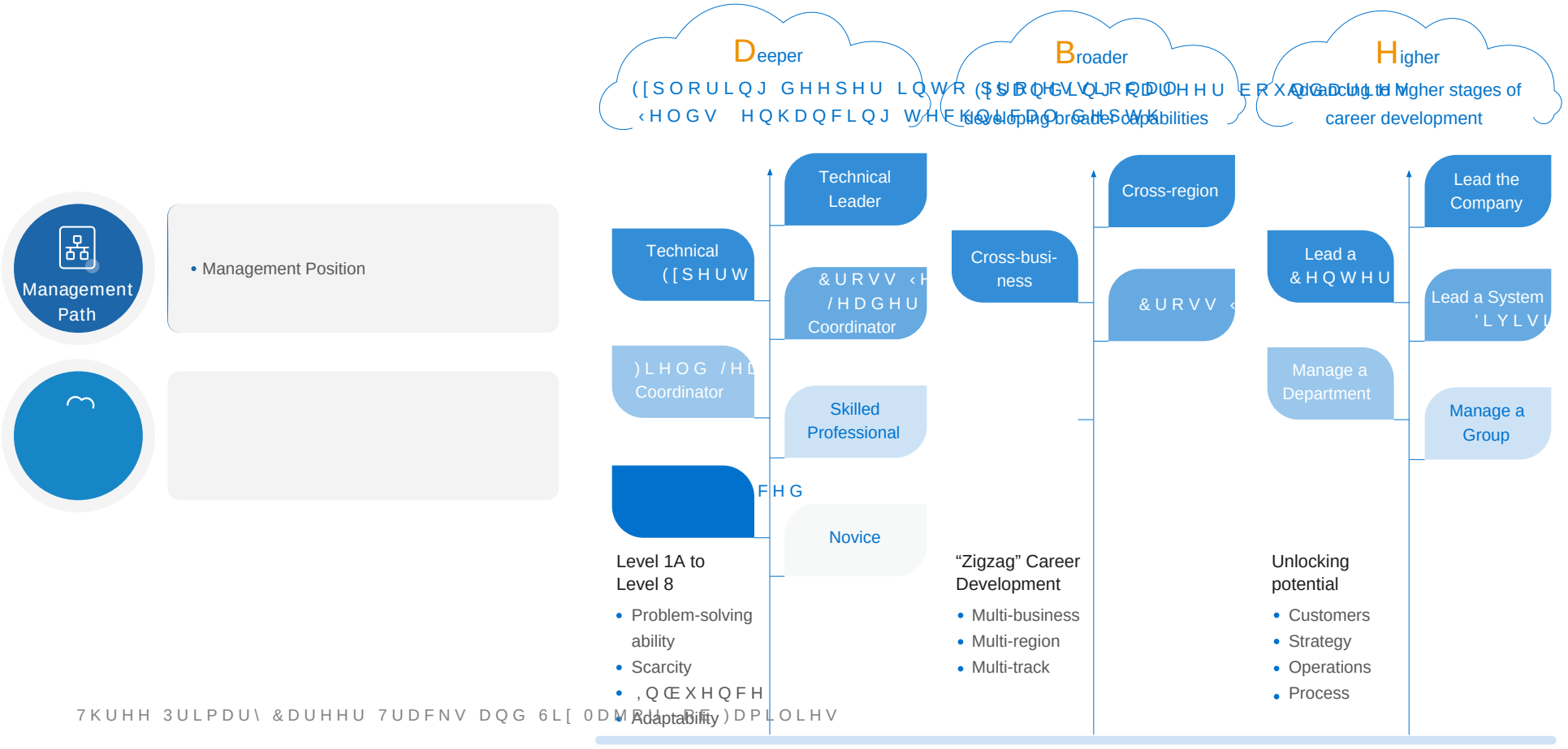
Employee Club Activities




Talent Development Philosophy




Deeper
Broader
Higher
Management Path
• Management Position
Technical Leader
Technical
Coordinator
Skilled Professional
Novice
Cross-region
Cross-busi-ness
Lead the Company
Lead a
Lead a System
Manage a Department
Manage a Group
Level 1A to Level 8
• Problem-solving ability
• Scarcity
• Adaptability
“Zigzag” Career Development
• Multi-business
• Multi-region
• Multi-track
Unlocking potential
• Customers
• Strategy
• Operations
• Process

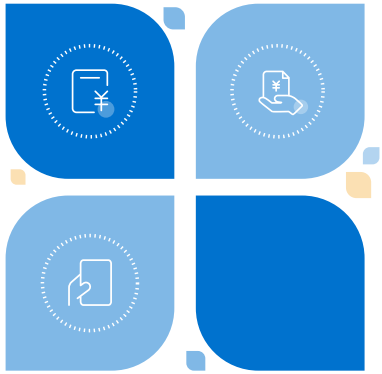
) L [ H G  6 D O D U \

Base Salary

Performance-Based Compensation

Quarterly Performance Bonus

Annual Comprehensive Bonus



Allowances and Subsidies

Length of Employment Allowance

Employee Care Allowance

Other Allowances and Subsidies

Long-Term Incentives

TUP

Employee Stock Ownership Plan

Equity Incentives

The Compensation and Incentive Structure



We have established the Huaqin Technology Honorary Incentive System, which selects and recognizes outstanding individuals and teams on a quarterly or annual basis, sharing the Company's achievements with employees. Among these, the "Top Ten of +XDTLQ LV WKH KLJKHVW OHYHO WHDP KRQRU DZDUGHG E\ WKH H[HFXWLYH R•FH WR WHDPV WKDW have made outstanding contributions in customer value creation, innovative technology research and development, and lean management. In 2024, the Company invested RMB18.75 million in Company-wide honorary incentives.




**Outstanding Individual**

- Star Employee
- Outstanding Team Leader
- Patent Innovation Award
- Customer Success Star
- Huaqin Star
- Cultural Pioneer

**Outstanding Teams**

- Top 10 Business Contributors
- Star Project Award
- 7RS 7HFKQLFDO ([SHUWV
- Product Technology Innovation Award
- Manufacturing Technology Innovation Award
- 7RS 2SHUDWLRQDO ([FHOOHQFH Talents
- Committee Management Award
- Outstanding Department
- Outstanding Team

Honorary Incentive System

## Performance Evaluation and Appeal

The Company strictly adheres to the principles of "objectivity and fairness," and has established and implemented the Employee Performance Management Systemand the Performance Management System for O-class Employees to assess all employees' performance (for those with more than 30 workdays of attendance per quarter). Following the "Plan ¹ Do ¹ Check ¹ Action (PDCA)" cycle management process, the Company has built a closed-loop management mechanism that includes setting performance goals, performance H[HFXWLRQ DQG FRDFKLQJ SHUIRUPDQFH HYDOXDWLRQ DQG IHHGEDFN D ment. Additionally, to ensure fairness and equity in performance results, the Company has also developed the Performance Appeal Management Process and established a smooth channel for employee performance appeals.

**Performance Goal Setting**

Employees set personal performance goals based on organizational and team objectives, aligned with their job responsi- ELOLWLHV DQG FRQ‹UP WKH P V YL Jeview J a Personal Bussiness Commitment (PBC) document.

**Performance Execution and Coaching**

Managers and employees track performance H[HFXWLRQ WRJHWKHU FRQWLQXRX cating to identify and address issues. Regular Q of goal completion status are conducted, with timely goal corrections and JDS DQDO\VLV WR VWULYH IRU RU established goals.

**Performance Application and Enhancement**

Performance evaluation results are linked to employee bonuses, as well as other short-term and long-term incentives. These results are also applied to promo - WLRQV DZDUGV DQG FRQ‹UPDWLRQ R employment status.

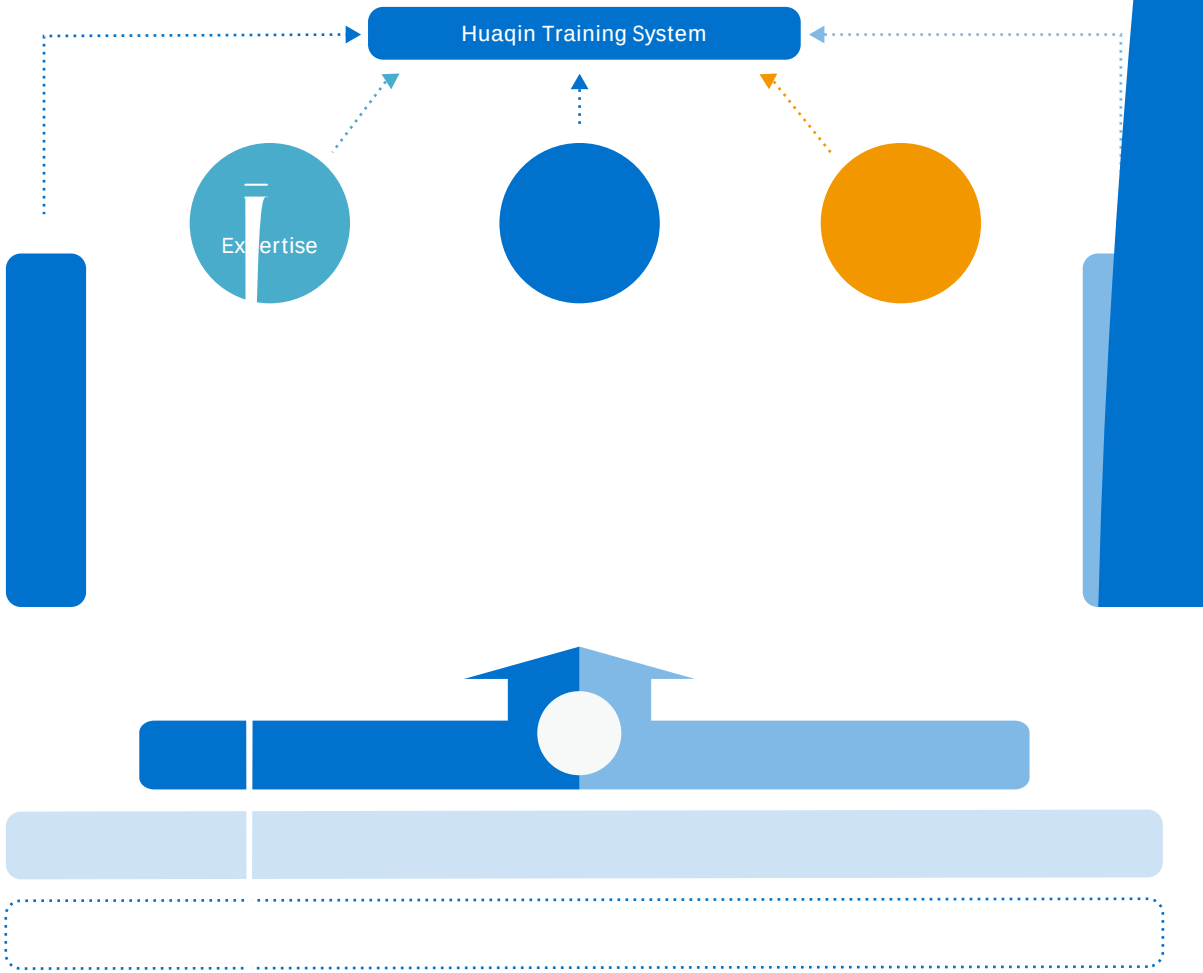
**Performance Evaluation and Feedback**

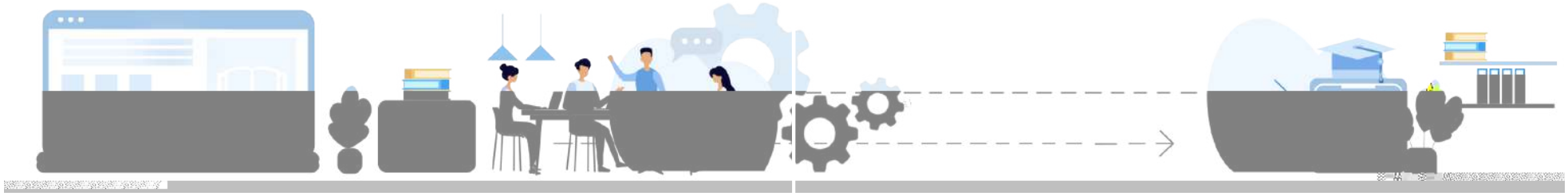
After each performance review, supervisors at all levels will provide feedback to employees. The discussion includes evaluation results, work highlights, suggestions for improve - ment, and development requirements, helping employees continuously improve and enhance their capabilities.

Performance Management

Employee Performance Management Process

If employees have doubts or objections regarding their performance evaluation results, they can schedule a performance discussion with their direct supervisor through the HR performance system in accordance with the Process. If the issue remains unresolved, employees can continue to appeal via the system or email by contacting the performance team. The Company's HR system will actively intervene to analyze the issue, and the relevant organizational Administrative Teams (AT) will evaluate the performance appeal. A timely response will be provided to the employee, ensuring that their concerns are addressed fairly and promptly.


Huaqin Training System
Expertise




24年华勤学历提升



**Pain Points and Key Business Digitalization** 2025

- EHS system operation * 1
  1.Digitization of EHS Training
- Fire safety management * 2
  1.Remote Monitoring of Fire Alarm Systems
  2.Remote Monitoring of Fire Pipeline Pressure

**EHS Information Management Platform** 2026

- Develop a comprehensive EHS information management system
- 6PDUW ‹UH VDIHW\ FRQWURO GDVKERDUG
- 'LJLWL]DWLRQ RI ‹UH VDIHW\ HTXLSPHQW DQG DXWRPDWHG inspections

**Smart Safety Management Platform** 2027

- AI-powered visual monitoring and early warning system
  $, PRQLWRULQJ RI ŒEDPHV DQG VPRNH
  $, PRQLWRULQJ RI ‹UH FRQWURO4. Automated monitoring of employee protective gear compliance
  5.Infrared thermal imaging for battery area monitoring

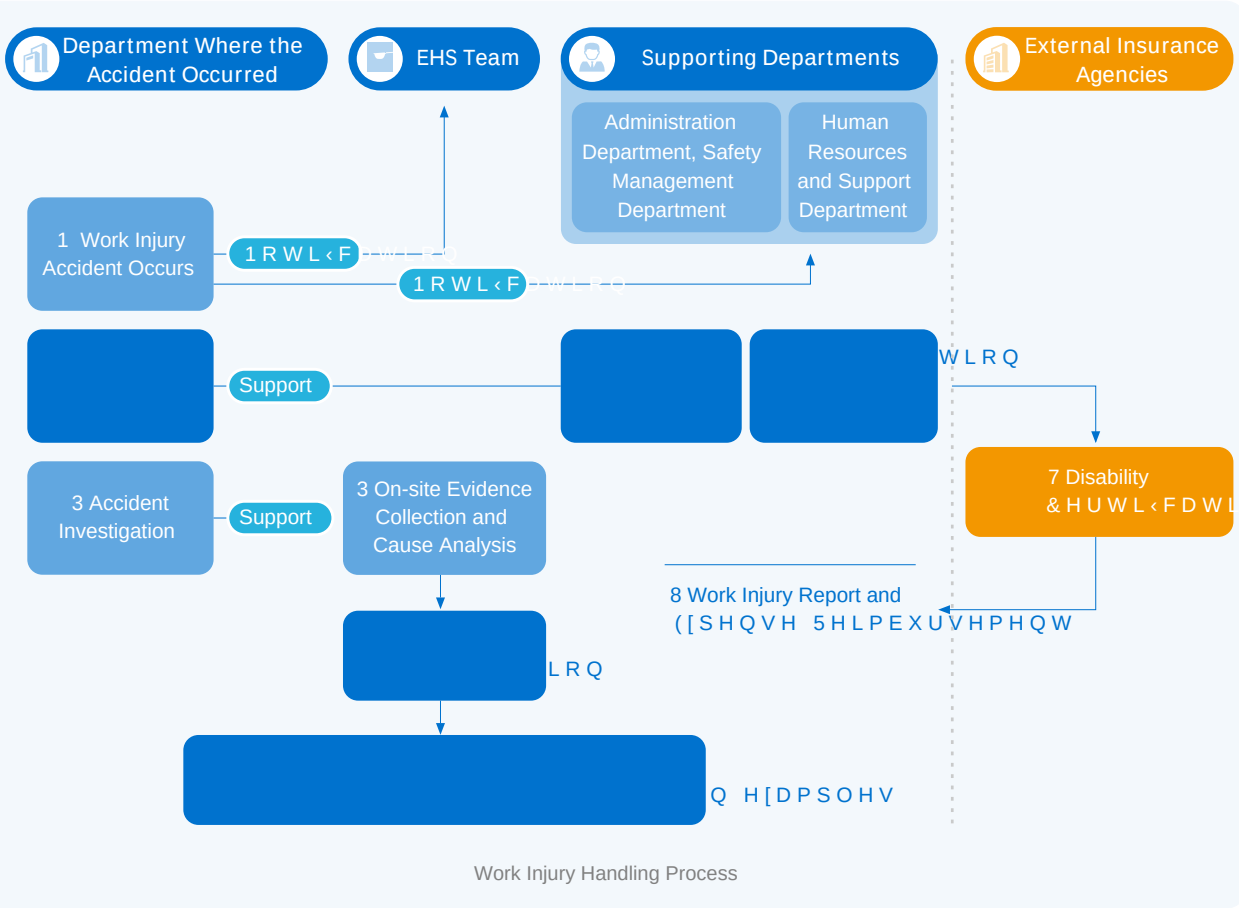
EHS Digitalization Three-Year Plan

## Occupational Health Management

The Company continuously improves its occupational health and safety management systems to prevent and control occupational hazards to the JUHDWHVW H[WHQW HQVXULQJ WKH VDIHW\ DQG KHDOWK RI HPSOR\HHV During the reporting period, all manufacturing bases and three R&D centers have obtained ISO 45001 Occupational Health and Safety Management Systems FHUWL‹FDWLRQ

### Work Injury Management

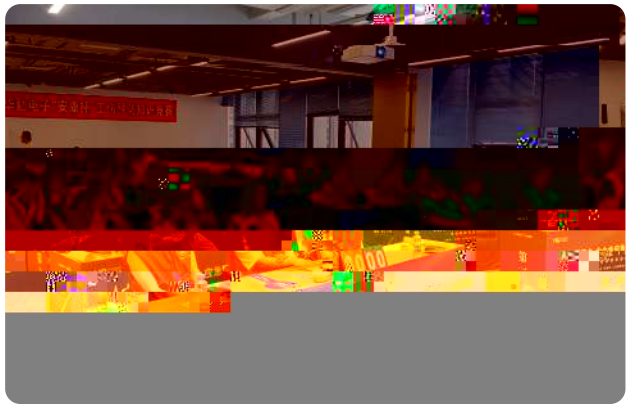
The Company has developed the Emergency Plan for Production Safety Accidents and theWork Injury and Occupational Disease Incident Management Regulations. These procedures ensure proactive preparation with emergency SODQV UHLQIRUFHG VDIHW\ DZDUHQHVV TXLFN DQG HŠFHFWLYH UHVSRQVHV DQG FRPSUHKHQVLYH UHPHGLDWLRQ HIIRUWV WR PLQLPL]H WKH ULVN RI LQMXU\ and property damage. For employees injured at ZRUN WKH &RPSDQ\ RŠHUV SDLG ZRUN LQMXU\ OHDYH UHLPEXUVHV PHGLFDO ZRUN UHODWHG GLVDELOLWLHV HQVXULQJ WKDW LQMXUHG HPSOR\HHV UHFHLYH WLPHO\ DQG DSSURSULDWH FRPSHQVDtion.



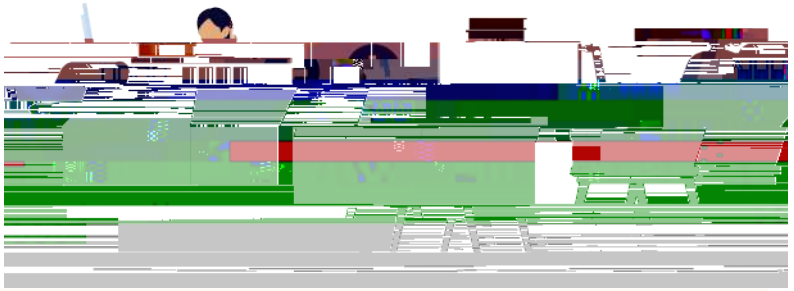

Work Injury Handling Process



6LPXODWHG )LUH ([WLQJXLVKLQJ ([SHULHQ



Ankang Cup Work-Related Injury Prevention Knowledge Competition



Pre-employment

Establish occupational health monitoring files for employees.

Safety Hazard
Prevention
Management
Process



### Environmental Protection Training

#### Three-level Safety Education Training for New Employees, Transferred Employees, and Employees Returning to Work

New employees, transferred employees, and employees returning to work must participate in a series of training sessions covering topics such as legal knowledge, company environmental health and safety policies, rules and regulations, basic safety knowledge, environmental health and safety risks and coping strategies, emergency knowledge, and typical accident case studies.

### Occupational Health Training

#### Training for Main Responsible Personnel and Safety Production Management Personnel

Main responsible personnel and those in charge of safety production must attend safety production education training organized by H[WHUQDOO\ DFFUHGLWHG SURIHVVLRQDO LQVWLWXWLRQV DQG REWDLQ TXDOL‹FDWLRQ FHUWL‹FDWHV

### Basic Firefighting Knowledge Training

#### Training for Personnel in Special and Hazardous Occupations

3HUVRQQHO LQ VSHFLDO RFFXSDWLRQV PXVW SDUWLFLSDWH LQ H[WHUQDO WUDLQLQJ DQG REWDLQ TXDOL‹FDW

### Other Training

6DIHW\ 7UDLQLQJ IRU 2WKHU 5HOHYDQW 3DUWLHV DQG ([WHUQDO 3HUVRQQHO

([WHUQDO FRQVWUXFWLRQ SHUVRQQHO YLVLWRUV DQG RWKHU H[WHUQDO LQGLYLGXDOV PXVW SDUWLFLSDWH LQ VDIHW\ D DFFRPSDQLHG E\ GHVLJQDWHG SHUVRQQHO ZKHQ HQWHULQJ SURGXFWLRQ RU H[SHULPHQWDO DUHDV



## Health and Disability Assistance

### Environmental Protection and Carbon Reduction

In alignment with carbon neutrality goals, Huaqin supports the development of "Photovoltaic + N" series, water resource projects in support of environmental pollution control, green development, and water resource protection, advancing ecological construction and environmental preservation.

### Assisting the Disadvantaged

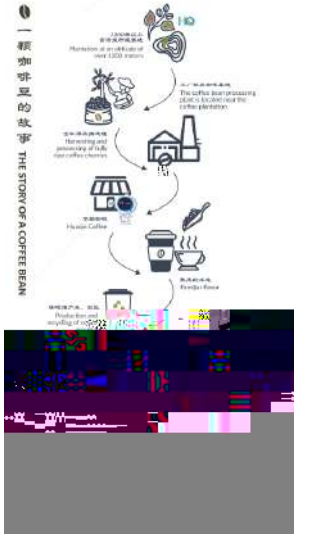
By providing support to vulnerable groups in economically underdeveloped areas of central and western China, or through contributions to related public welfare organizations, Huaqin helps tap into local intrinsic potential to promote industrial, ecological, and cultural revitalization.

### Educational Support

By assisting the development of small rural schools, supporting vocational education, and advancing special education and early childhood education, Huaqin promotes the development of HGXFDWLRQ LQ LPSRYHULVKHG UHJLRQV ‹OOV educational gaps, and fosters education-DO GLYHUVL‹FDWLRQ

### Disaster Relief Support

In the event of major natural disasters,



Case

During the Double Ninth Festival, Huaqin Technology volunteers jointly conducted an elderly care activity titled “Warm the Sunset with /RYH /LJKW WKH +RSH ZLWK +HDUW DFURVV ‹YH FLWLHV 'RQJJXDQ 1DQFKDQJ 6KDQJKDL :X[L DQG ;L DQ 7KH YROXQWHHUV SURYLGHG various daily necessities, including food, household items, and medical supplies, totaling RMB49,700, to elderly residents in local nursing homes. At the nursing homes, the volunteers engaged in heartfelt conversations with the elderly, accompanied them in writing large characters and doing handicrafts, bringing not only material assistance but also warmth and emotional support to their lives.






Volunteer Collaboration Across Five Locations for Elderly Care Activity

Children with Autism and Employees’ 2 Š V S U L Q J &R F U H D W H $ U W Z R U N

The “Caring Enterprise” Trophy Presented to Huaqin Technology by the Qingcongquan Training Center for Children with Special Needs

# 05

# Healthy Ecosystem

+ SDGs




Huaqin Technology is committed to becoming a “To be an innovative and trusted platform for intelligent products.” The Company places great emphasis on innovation and quality, focusing on providing RXU EXVLQHVV SDUWQHUV ZLWK D FOHDQ IDLU DQG KHDOWKI EXVLQHV J V U FRPSHWL tive products and services to our customers, building a healthy and resilient cooperation ecosystem, and ensuring the pursuit of long-term, sustainable business practices.

## Commitments

- Adhere to independent innovation, position ourselves at the forefront of industry-leading technologies, and tackle challenging technical issues within the industry.
- Make Huaqin a symbol of high-quality in the smart manufacturing industry by strengthening full lifecycle quality control and continuously creating value for our customers.
- %XLOG D UHVSRQVLEOH VXSSO\ FKDLQ HOLPLQDWH WKH XVH RI FRQŒLFW PLQHUDOV DQG IXOO\ support the RBA and GeSI[1] initiatives.

## Goals

Maintain the “1000” quality target:

Reputation

1st

complaints

0

incidents

0

violations

0

By the end of 2028, achieve a 100% compliance rate for CSR audits of suppliers

Continuously maintain 100% due GLOLJHQFH RQ FRQŒLFW PLQHUDOV DQG SURYLGH WKLUG SDUW\ YHUL‹FDWLRQ

## Progress

incidents

0

violations

0

Ensure 100% of suppliers sign agreements with environmental and labor requirements

Achieved 100% FRQŒLFW PLQHUDOV GXH GLOLJHQFH RQ material suppliers.

[1] 7KH *OREDO H 6XVWDLQDELOLW\ ,QLWLDWLYH *H6, DLPV WR GULYH EHWWHU EHKDYLRUDO FKDQJH LQ sustainable development by encouraging participation in industry actions and innovations, SURPRWLQJ HQHUJ\ DQG UHVRXUFH H•FLHQF\ DQG DFKLHYLQJ JUHHQKRXVH JDV HPLVVLRQV UHGXFWLRQV

Exceeded the target  Target achieved as planned  2QJRLQJ HŠRUW WR DFKLHYH WKH WDUJHW

## Governance

- Operate integrated mechanisms including the Group Technology Center, Quality Committee, and Sustainable Supply Chain Management System. The Board of 'LUHFWRUV LV UHVSRQVLEOH IRU WKH UHOHYDQW ZRUN implements targeted mitigation measures, and minimizes negative impacts.

## Risks and Opportunities

Risk

- Customers' demands for technology, performance, and quality are becoming increasingly stringent, while industry competition is intense and rapidly changing, requiring additional investment to accelerate innovation.
- The application of new technologies may introduce potential safety risks.
- The social responsibility performance of the supply chain is gradually becoming an entry requirement and a barrier to market entry and expansion.

Opportunities

- Rapid technological development creates opportunities for new technology research and development and business expansion.
- Providing high-quality services to well-known domestic and international brands, establishing a strong brand reputation.
- Strengthened vertical integration capabilities in the supply chain, enabling resource sharing and complementary advantages.

## Actions

- ESG Top 10 projects: : Sustainable Supply Chain
- Establish a professional R&D team, optimize the R&D platform, iterate the IPD system, and create excellent services.
- Establish a full lifecycle quality management process, using quality management tools to achieve comprehensive quality improvement.
- Conduct customer satisfaction surveys and implement closed-loop management for non-conformities raised by customer feedback.
- &RQGXFW &65 DXGLWV DQG FRQŒLFW PLQHUDO PDQDJHP

# Technology R&D and Innovation

Huaqin Technology places technological innovation at the core of its strategy, focusing on the technological reserves and expansion in key business areas. The Company introduces advanced management systems, optimizes R&D platform development, continually increases R&D investment, strengthens intellectual property protection, and enhances convenience and accessibility through technological innovation, driving sustainable economic and social development.

The Company emphasizes the parallel development of technological innovation and ethical practices. At every stage of product design and R&D, we strictly adhere to the six core principles of technology ethics, including “enhancing human well-being,” “reasonably controlling risks,” and “maintaining transparency,”. Through responsible R&D innovation, we ensure that technological development is closely aligned with social responsibility.

The Company optimizes the Integrated Product Development (IPD) management system and the end-to-end product development process, achieving efficient coordination of business operations, technology, and quality. This ensures high-quality delivery, better with R&D management processes and responding to customer needs. During the reporting period, the Company continued implementing the “Ladder Plan,” focusing on IPD management improvements and process optimization to enhance the adaptability between project R&D management and business strategy across different product categories.

The Company values the motivation and support of technical talent, implementing systems like the Innovation Reward Management System and Technical Innovation Management Guidelines. Various reward mechanisms, such as the Top Ten Technologists, Top Ten Management Award, Technical Innovation Award, and Patent Innovation Award, have been established to recognize innovative achievements and

## ◆ Key Performance Indicators

During the reporting period, the Company awarded

| | | | |
|---|---|---|---|
| 12<br>Top Ten Technologists | 12<br>Top Ten Management Award | 165<br>Technical Innovation Awards | 22<br>Product Innovation Awards |
| 12<br>ID Creative Awards | 982<br>Intellectual Property Innovation Awards | RMB5.3381 million<br>Amount of Innovation Incentives | |

## Elite R&D Team

The Company is committed to strengthening its reserves of cutting-edge technologies and continuously increasing investment in R&D resources. By focusing on frontier areas and attracting high-level technical talent, the Company is building a cross-institutional, cross-regional, and cross-national R&D layout and collaboration mechanism, based on the “1+5+5” strategic framework.

### Xi’an R&D Center

Floor Area 133,374m²
Operational Since 2023

### Wuxi R&D Center

Floor Area 110,000m²
Operational Since 2019

### Shanghai R&D Center

Floor Area 26,000m²
Operational Since 2005

### Shanghai Global Headquarters

Floor Area 173,000m²
Operational Since 2024

### Nanchang R&D Center

Floor Area 16,600m²
Operational Since 2020

### Dongguan R&D Center

Floor Area 69,000m²
Operational Since 2018

Five Major R&D Centers

This map is for illustrative purposes only and does not represent the actual map.

### X-LAB Innovation Center

Formed by a team of technical experts from the smart hardware industry, X-LAB is responsible for the research and development of innovative and applied technologies. It consists of four research areas: acoustics, optics, thermals, and radio frequency. The center is dedicated to continuously strengthening the Company’s technology reserves for commercialization while driving Huaqin to a leading position in cutting-edge technologies. During the reporting period, the Company invested RMB 89.5482 million in X-LAB, representing a year-on-year increase of 23%.

### Huqin Software Center

Responsible for the pre-research of new products and technologies in the software and testing domains, the Software Center supports project human resource deployment, capability building, and manages the entire software lifecycle to ensure deliver. The company has 7 major labs, including hardware, environmental reliability, mechanical reliability, imaging, and power , and other specialized labs. The center is accredited by the China National Accreditation Service for Conformity $ V V H V V P H Q W & 1 $ 6

### ◆ Key Performance Indicators

During the reporting period ,

R&D Investment

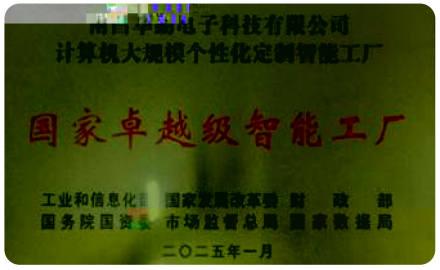
RMB5.156 Billion

## Leading Technology Development

Through years of continuous preliminary technology advancement and technological innovation, Huaqin Technology has developed a range of core competencies across hardware, software, and overall product design.



The Company has built an intelligent manu- IDFWXULQJ GDWD SODWIRUP EDVHG RQ D XQL‹HG SODWIRUP XQL‹HG GDWD DQG XQL‹HG RSHUD- tions" framework. It features a fully self-de - veloped central MES and edge MES system, designed to rapidly match a multi-customer, multi-product business model. The system strengthens capabilities across personnel, machinery, materials, methods, environ- ments, and assessments to ensure smooth production and large-scale delivery across multiple locations. This foundation contin- ues to drive improvements in the digitaliza - tion, automation, and lean operations of the manufacturing centers. During the reporting period, the subsidiary Nanchang Huaqin advanced its smart factory capabilities through the implementation of 5G-enabled solutions. As a result, the automation rate of SMT lines increased from 90% to 95%, and the automation rate of assembly, testing, and packaging lines improved from 40% to 7KHVH HQKDQFHPHQWV VLJQL‹FDQWO\ boosted the factory's level of intelligence and digitalization, earning it the recognition of "National Outstanding Smart Factory."




Nanchang Huaqin Was Recognized as A "National Outstanding Smart Factory"

## Digital Empowerment of Integrated Supply Chain Operations

### MRP | Driving Material Preparation

- )DVW 053 SODQQLQJ ZLWKLQ PLQXWHV WR H•FLHQWO\ UHVSRQG to customer changes
- Supports complex alternative material selection scenarios

### APS | Driving Production

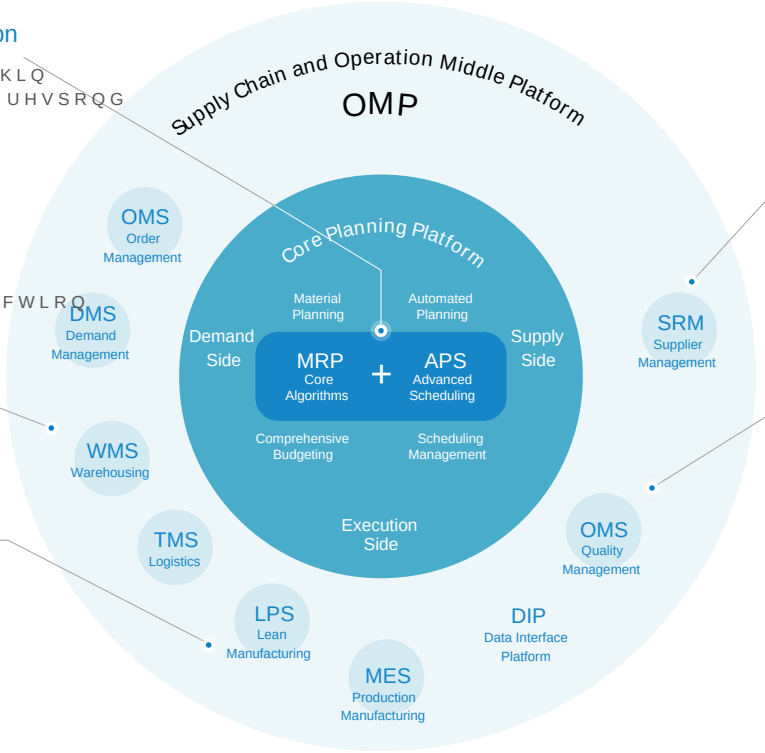
- Advanced planning and scheduling $36 IRU H•FLHQW SURGXFWLRQ scheduling

### WMS + TMS

- Full visibility of the logistics and warehousing chain

### MES+LPS+DIP

- Full process control of production, leading lean manufacturing improvements
- Cross-domain data aggrega - tion, ensuring stable delivery of finished products




### SRM

- (•FLHQW 6RXUFLQJ DQG Compliant Procurement
- 5H‹QHG 0DQDJHPHQW RI Procurement Processes

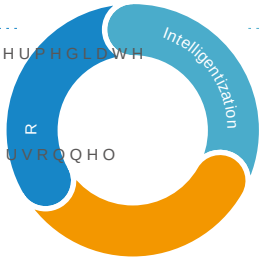
### QMS

- End-to-end process integration with comprehensive system coverage across all business areas
- Transparent data, enhancing management DFFXUDF\ DQG H•FLHQF\

Modular production lines, standardized workstations + LCIA | Standardized Baseline

/HDQ RSHUDWLRQV _ 2QH SLHFH ŒRZ QWHUPHGLDWH Pathway Model | intelligent warehousing | Technical Leadership

Tri-level integration | Lean production and transparent PDQDJHPHQW _ &HUWL‹HG VNLOOHG SHUVRQQHO | System Construction




Standardized Baseline | Equipment + Technique + DFA

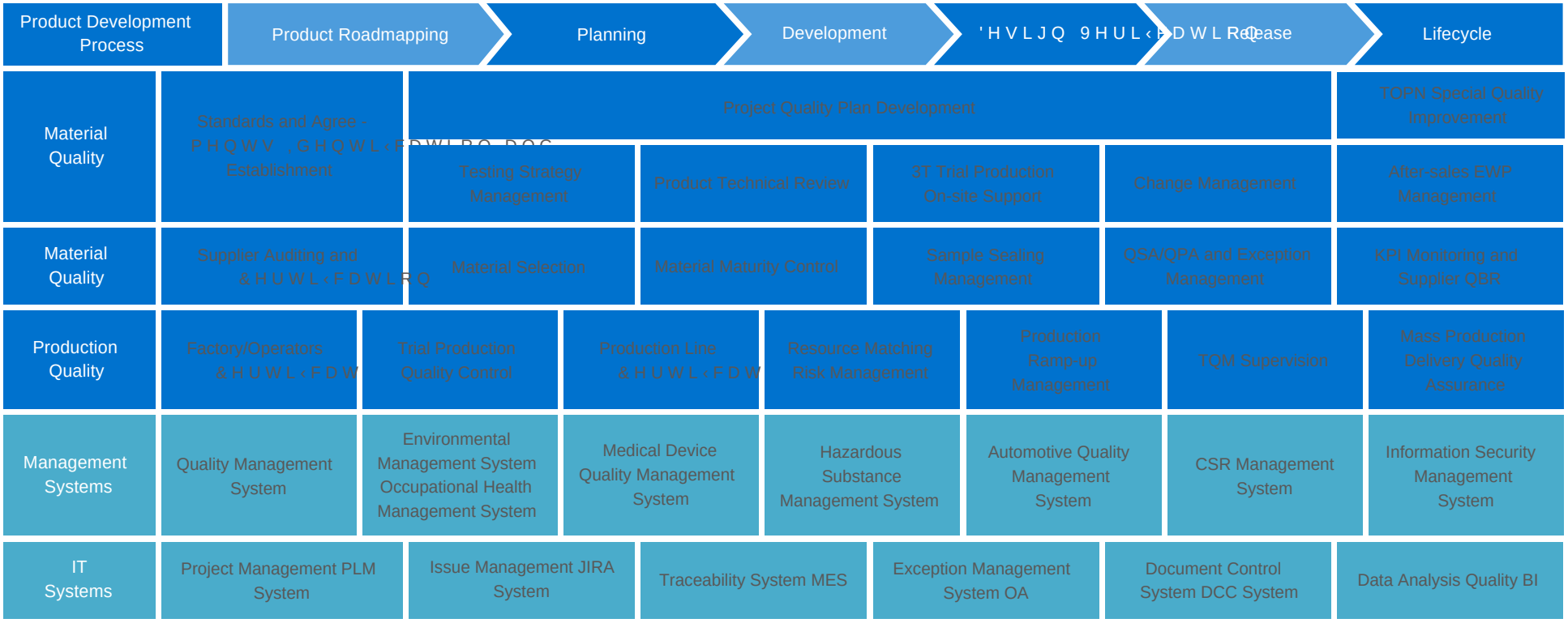
Technical Leadership | +LJK OHYHO DXWRPDWLRQ DQG ŒH[LEOH GH High UPH | Key process automation

System Construction | SCADA + TPM + Andon | System interconnectivity | Big data warning system | Automated feedback closed-loop

Global Deployment | 9LHWQDP 0H[LFR LQ SURJUHVV ,QGLD WKUHH PDMRU RYHUVHDV manufacturing bases, forming a global delivery capability

Flexible Manufacturing | Large-scale mass production and multi-variety small-batch ŒH[LEOH PDQXIDFWXULQJ ZLWK UDSLG OLQH FK mixed-model production capabilities

We have established and are operating an end-to-end product lifecycle quality management process, adhering to the quality management processes and performance requirements agreed with customers. This ensures precise control over key stages, including product R&D and design, raw material procurement, production management, product transfer, supply assurance, and after-sales service. In the early stages of a project, we identify risks related to new goals, processes, technologies, and materials, conduct proactive planning, and take preventive measures. During the project implementation SKDVH ZH EUHDN GRZQ DQG UH‹QH TXDOLW\ REMHFWLYHV DW HDFK OHYHO UHJXODUO\ UHYLHZLQJ SURJUHVV WR LGHQWLI\ DUH customer complaint and issue resolution process, forming dedicated teams to quickly respond and address concerns. We pursue customer satisfaction and promptly integrate customer feedback into ZRUNŒRZV 'XULQJ WKH UHSRUWLQJ SHULRG WKH &RPSDQ\ GLG QRW H[SHULHQFH DQ\ SURGXFW UHFDOO LQFLGHQWV




Full Lifecycle Quality Management Process

## ◆ Lean Quality Management

7KH &RPSDQ\ DSSOLHV WRROV VXFK DV 4&& 4XDOLW\ &RQWURO &LUFOHV DQG 6L[ 6LJPD WR FRQWLQXRXVO\ LPSURYH WKH PDWX
FULWLFDO PLOHVWRQHV LQFOXGLQJ 7HFKQLFDO 5HYLHZV 75 DQG 7ULDO 3URGXFWLRQ 5HDGLQHVV 5HYLHZV HQVXUH TXDOLW\
enhance the systematic approach and compliance of quality governance. Concurrently, the Company is advancing the digital transformation of quality control to increase traceability and operational
H•FLHQF\

### Quality Strategy Meetings

The Company holds monthly quality strategy meetings to monitor quality data, conduct clear and thorough root cause analyses, and devise practical improvement measures. These meetings ensure that issues are closed-loop managed and contribute to continuous quality improvement.

The Company integrates diverse methodologies with business practices to systematically
HQKDQFH WKH HŠHFWLYHQHVV RI TXDOLW\ FRQWURO &DVH UHYLHZV WKURXJK VWUXFWXUHG DWWULEX
HQDEOH URRW FDXVH LGHQWL‹FDWLRQ DQG WKH HVWDEOLVKPHQW RI SUHYHQWLYH PHFKDQLVPV IR
TXDOLW\ LVVXHV 4&& 4XDOLW\ &RQWURO &LUFOH DFWLYLWLHV EDVHG RQ D FRQWLQXRXV LPSURYH

### Quality Management Digitalization

The Company has developed a full-stack, in-house quality management platform that comprehensively covers all functional modules of customer quality, R&D quality, manufacturing quality, and suppli-
HU TXDOLW\ ,W KDV HVWDEOLVKHG D TXDOLW\ GDWD ZDUHKRXVH DQG %XVLQHVV ,QWHOOLJHQFH %, FDSDELOLWLHV WR HQVXU
intelligent business decision-making and operations. Meanwhile, leveraging large AI models to empower product quality improvement, the Company has achieved dual closed loops in business process -
HV DQG GDWD ŒRZ WKURXJK TXDOLW\ GLJLWDOL]DWLRQ WKHUHE\ VXSSRUWLQJ WKH H•FLHQW DQG VXVWDLQDEOH GHYHORSPHQW

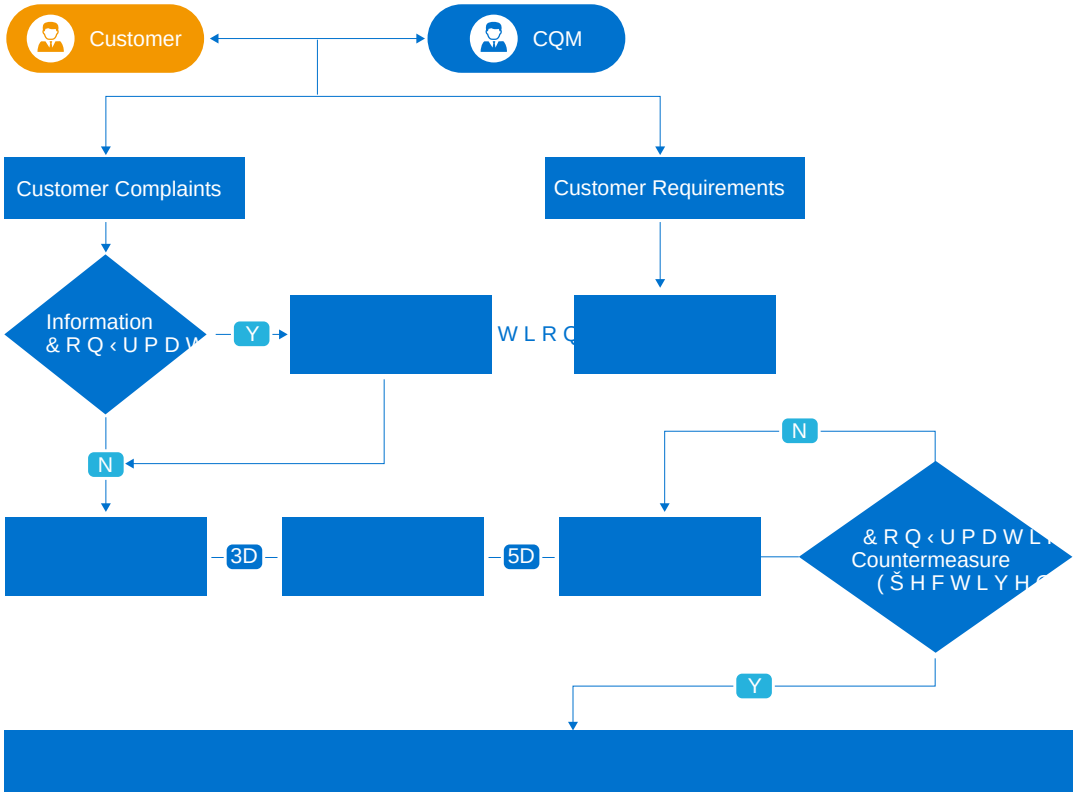
The Company places great emphasis on building a Compa

## Customer Satis.6(FJ /TT0 1 Tf T* 4 quality )1l S Q q 1 q 16 S0 10 S0

The Company places great emphasis on building a Company-wide quality culture. This is achieved through a series of initiatives, including quality training, setting up quality red and black lists, the organization of Quality Month events, and the selection and recognition of quality awards. These H Š R U W V H Q F R X U D J H I X O O H P S O R \ H H S D U W L F L S D W L R Q L Q T X D O L W \ culture is deeply embedded within the organization.

## Complaint Response and Closure

We have established a customer complaint management process where the marketing operations team, quality RSHUDWLRQV WHDP DQG FXVWRPHU TXDOLW\ PDQDJHUV &40 FROODERUDWH WR HQVXUH SURPSW UHVSRQVH DQG SURDFWLYH ly drive problem resolution. As the lead on complaints, the CQM team organizes cross-functional and multi-level problem-solving teams based on the type, severity, and other criteriato identify root causes and resolve the problem. The responsible internal teams provide short-term coping strategies within 3 days and develop long-term improvement plans within 5 days. Both the resolution outcomes and complaint closure require PXOWL WLHUHG YHUL‹FDWLRQ LQFOXGLQJ FXVWRPHU FRQ‹UPDWLRQ WR O LG




Customer Complaint Management Process

## Honors

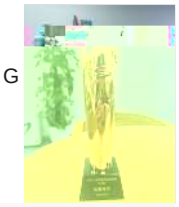
Due to exceptional product quality and high service standards, the Company won the honorary titles of "Excellent Supplier" and "Excellent Quality Award" from many customers during the reporting period, and also won a number of quality-related awards from governments at all levels and industry associations.




Subsidiary Dongqin Technolo - J\ KDV EHHQ FHUWL‹HG DV D Class A Enterprise by the &KLQD 4XDOLW\ &HUWL‹FDWLRQ Center



Shanghai Quality Bench - 2024 Shanghai Securities News Golden Quality Award



Prioritize quality, win the trust



# Sustainable Supply Chain

Huaqin Technology is committed to building a robust and well-governed supply chain management system, striving to establish long-term, mutual-O\ EHQH‹FLDO SDUWQHUVKLSV ZLWK UHSXWDEOH Together, we aim to foster a transparent, responsible, and green supply chain, laying the foundation for a healthy and resilient value chain.

## ◆ Supply Chain Management Framework

The Company has established a comprehensive set of policies and proce - dures, including the Supplier Management Manual and *Supplier Qualifica*- tion Procedure, to guide full-lifecycle supplier management across stages such as onboarding, risk control, tiered management, audits, capabili - ty-building improvement, and exit processes. During the reporting period, we updated the Tier-2 Supplier Management Guidelines and publicly released the Supplier Code of Conduct for Social Responsibility, further UH‹QLQJ SURFHVVHV DQG H[SHFWDWLRQV 7KHVH HŠRUWV DUH SDUW RI RXU ongoing pursuit to develop a trustworthy, compliant, cost-competitive, resilient, and digitally enabled green supply chain.

### ◆ Key Performance Indicators

During the reporting period,

We have signed the Supplier Quality Agreements with each of the

**2,274**

Tier-1 suppliers.

## Supplier Onboarding

Based on project requirements and supplier network planning, Huaqin conducts annual onboarding audits in accordance with the *Supplier Qualification Procedure* and Tiered Supplier Access Threshold Standards. The Company UHTXLUHV VXSSOLHUV WR VLJQ DJUHHPHQWV WKDW LQFOXGH &65 FODXVHV sustainability, such as ISO 14001, ISO 45001, SA8000, RBA, and QC 080000. Suppliers are expected to comply with the &RPSDQ\ V &65 UHG OLQH UHTXLUHPHQWV DQG PXVW KDYH QR YLRODWLRQV RU two years.

## Risk Management

A comprehensive supply continuity risk management system has been established across various business systems. This system regularly analyzes and evaluates potential risks to supply continuity arising from factors such as geopoliti - cal issues, industry changes, and operational risks. A risk response mechanism for supply chain disruptions has been implemented, alongside the introduction of a “Supplier Monitoring Daily Report” warning system. For high-risk suppli- HUV PLWLJDWLRQ VWUDWHJLHV DUH HPSOR\HG LQFOXGLQJ SHULRGLF ULVN L within 24 hours for sudden risks. During the reporting period, a focus was placed on rolling checks for 337 suppliers.



Supply chain emergency risk response mechanism

## Tiered Management

In accordance with the Comprehe nsive Performance Management Standards for Raw Material Suppliers, suppliers are evaluated monthly or quarterly. Based on scores from key areas such as Quality, Service, 'HOLYHU\ DQG &RVW 46'& IURP WK suppliers are categorized into four levels: 3UHIHUUHG 4XDOL‹HG /LPLWHG DQG 7R %H Improved." Suppliers rated as "Preferred" enjoy policies such as priority recommendation, preferential pricing, and recognition awards. Suppliers rated as "Limited" or "To Be Improved" will initiate risk LGHQWL‹FDWLRQ DQG HOLPLQDWLRQ UHYLHZ SURFHVVHV WR foster healthy competition and development within the supply chain.

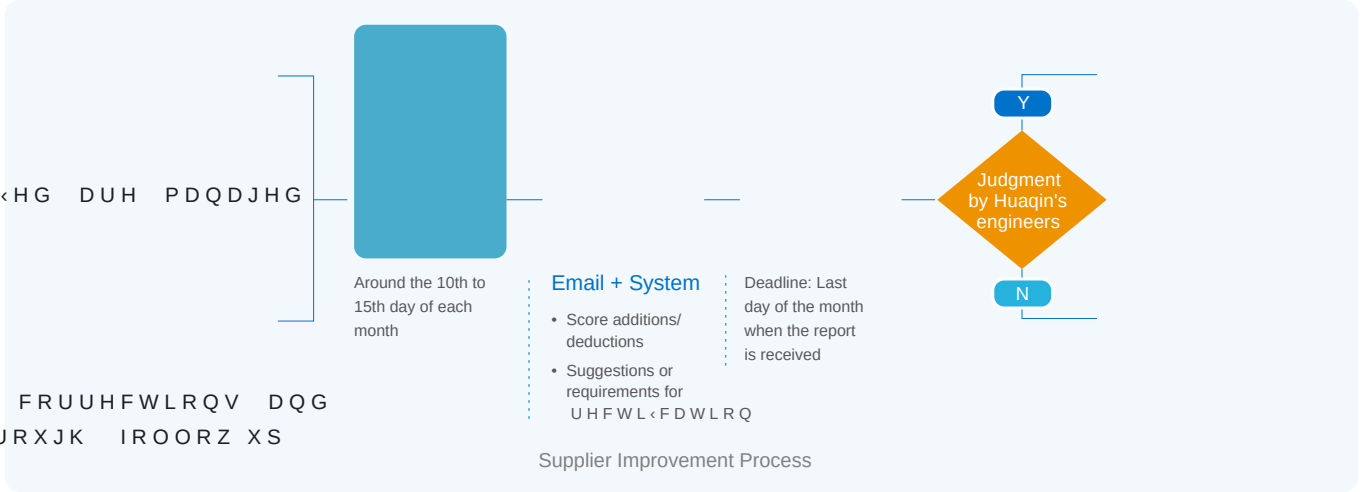
| | Audit Module | Weight |
|---|---|---|
| 1 | Quality Systems | 15% |
| 2 | Environmental Protection Systems | 15% |
| 3 | Document and Record Control | 10% |
| 4 | R&D and Project Management | 10% |

| | Audit Module | Weight |
|---|---|---|
| 4 | Supplier Management | 10% |
| 5 | Non-Conformance Control | 10% |
| 6 | Change Management | 15% |
| 7 | Corporate Social Responsibility | 15% |

Supplier Audit Scorecard

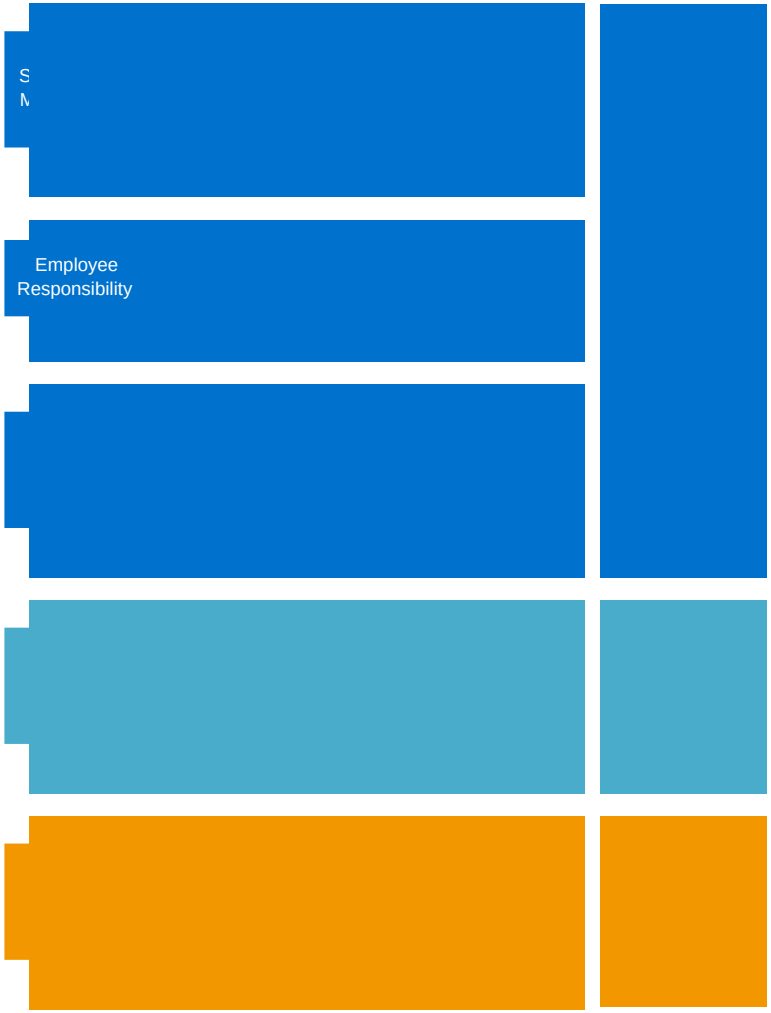
## Audit and Inspection

In line with the Supplier Quality Audit Management Standards and the Supplier Quality System Audit Checklist, the Company organizes supplier self-assessments and annual audits. The evaluations cover areas such as quality, product environmental protection, corporate social responsibility, information security, and project management. Audit results are documented in scorecards and incorporated into supplier performance management. Any QRQ FRPSOLDQFH LVVXHV LGHQWL‹HG DUH PDQDJHG through closed-loop management. In the area of sustainable management, 100% of suppliers must submit corrective and preventive action plans within one week of the audit, which are reviewed and approved by the Company through a review SURFHVV 7KH HŠHFWLYHQHVV RI FRUUHFWLRQV DQG LPSURYHPHQWV LV YHUL‹HG WKURXJK IROORZ XS reviews. Historical audit issues will be prioritized in the next audit cycle.




Supplier Improvement Process

We have established the Supplier Empowerment Process, engaging with suppliers to jointly discuss and set improvement plans and goals. We provide both online DQG RŽLQH WUDLQLQJ UHVRXUFHV DQG JXLGDQFH WR VWDQGDUGL]H DQG HQKDQFH VXSSOLers' capabilities.




Supplier Sustainability Empowerment Training Programs

## Termination Management

The Company has Termination and implemented the Supplier Termination Procedure and the Supplier Blacklist Management System FOHDUO\ GH‹QLQJ WHUPLQDWLRQ conditions, processes, and responsibilities to ensure transparency and compliance. In line with principles of reasonability, supply VHFXULW\ DQG FRQ‹GHQWLDOLW\ VXSSOLHUV meeting the blacklist criteria or violations of minimum requirement, quality issues, or operational risks will be handled appropriately, with clear communication of the VSHFL‹F UHDVRQV IRU VXFK DFWLRQV

## Digitalization System

We continue to optimize and promote the Supplier Relation-VKLS 0DQDJHPHQW 650 V\VWHP 1HDUO\ are now integrated into the system, which not only manages supplier information collection, bidding, auditing, material and process monitoring, and information dissemination but also enables online sustainability management practices such as supplier sustainability surveys, product environmen-WDO VXSSOLHU FRQŒLFW PLQHUDO PDQ emission checks. During the reporting period, we iterated the Supplier Risk Map tool, expanding from a Chinah map to a global one, optimizing the high-risk screening function to accurately manage domestic and international supplier risks.

Case

### "Strengthening Synergy, Achieving Greater Heights" — Huaqin Technology's 2025 Global Core Supplier Partner Conference

December 12, Huaqin Technology held its 2025 Global Core Supplier Partner Conference at the Shanghai Global R&D Center. The conference, themed "Strengthening Synergy, Achieving Greater Heights," brought together industry leaders and global partner representatives to discuss how to work together towards sustainable development, high-quality delivery, and a digital and intelligent future of shared success in the era of technological innovation and comprehensive smart transformation.

The event featured a special session where Huaqin Technology shared its commitment and requirements for business ethics, fairness and transparency, and social responsibility to its supplier partners. It also emphasized that ESG is the foundation for the value chain to withstand risks, build resilience, and navigate collaboratively toward long-term goals. We look forward to working with partners to build a trustworthy, safe, and sustainable supply chain system.





## Sustainable Supply Chain Development

We highly recognize the importance of responsible procurement and continue to focus on the environmental and social impacts within our VXSSO\ FKDLQ :H DGKHUH WR WKH 5HVSRQVLE Code of Conduct, establish and implement responsible procurement policies, and openly publish and communicate the Supplier Social Responsibility Code of Conduct to all suppliers. We work together with our suppliers, committing to abide by laws and regulations, practice the “Six Prohibitions and One Commitment,” and build a fair, just, clean, and transparent business environment. We follow RBA guidelines to ensure that the cooperation process aligns with ethical and social responsibility standards. We also collaborate on environmental sustainability, actively addressing climate risks and exploring transformation opportunities.

The Company has formulated the Supplier Corporate Social Responsibility Management Procedure, where the supplier social responsibility DXGLW PRGXOH LV GH‹QHG DV D WKUHVKROG PRGXOH 6XSSOLHUV ZKR YLRODWH the management minimum requirements are subject to a one-vote veto power. For potential suppliers, we require them to complete a self-assessment according to the Supplier Social Responsibility Inspection Report Template and organize on-site audits based on the self-assessment results. For existing suppliers, in compliance with RBA requirements, we conduct an online self-assessment audit every year, and arrange on-site audits for suppliers with medium and high risks. Any issues found during the audit require suppliers to develop a &RUUHFWLYH $FWLRQ 3ODQ &$3 DQG UHJXODUO\ IROORZ LPSURYHPHQW XQ the issue is fully closed. During the reporting period, the Company focused on auditing 213 suppliers and, through the implementation of the Supplier Social Responsibility Code of Conduct and empowerment FRPPXQLFDWLRQ FRQYH\HG WKH 5%$ JXLGHOLQHV WR DOO ‹UVW WLHU VXSSOLHUV UHTXLULQJ WKHP WR WUDFH DQG PDQDJH WKHLU ORZHU WLHU VXSSOLHUV LQFOXGLQJ FRPSRQHQWV DQG UDZ PDWHULDOV

| Indicators | Unit | 2024 | 2023 | 2022 |
|---|---|---|---|---|
| Percentage of suppliers signing agreements with environmental and labor requirements | % | 100 | 100 | 100 |
| Number of Tier 1 suppliers conducting social and environmental impact assessments | Items | 2,274 | 2,013 | 1,908 |
| 1XPEHU RI VXSSOLHUV ZLWK DFWXDO DQG SRWHQWLDO VLJQL‹FDQW negative environmental and social impacts | Items | 0 | 0 | 0 |
| 3HUFHQWDJH RI SURFXUHPHQW VWDŠ ZKR KDYH XQGHUJRQH sustainable procurement training | % | 100 | 100 | 100 |
| 1XPEHU RI YHUL‹HG VXSSOLHU VRFLDO FRPSOLDQFH violations | Items | 0 | 0 | 0 |

### Transparent Supply Chain

7KH &RPSDQ\ ‹UPO\ SURKLELWV FRPPHUF EULEHU\ DQG LPSURSHU EHQH‹ DQ ensuring compliance, transparency, and integrity in supply chain cooperation. We sign the Sunshine Agreementwith suppliers, jointly agreeing to adhere to applicable local and international laws, regulations, and policies. A dedicated whistleblowing channel is established, allowing suppliers and whistleblowers to report violations via phone or email. Suppliers who violate the principles of transparent procurement will EH GLVTXDOL‹HG IURP FRRSHUDWLRQ placed on the blacklist. During the reporting period, 100% of suppliers signed the Sunshine Agreement and no corruption incidents occurred within the supply chain.



'XULQJ WKH UHSRUWLQJ SHULRG WKH &RPSDQ\ FRQGXFWHG D FRQFHQWUDWHG VXUYH\ FRYHULQJ DOO ‹UVW WLHU

## Green Supply Chain

Collaborating with the supply chain on green initiatives is a crucial part of our green and low-carbon development. In 2024, the Company established a dedicated Sustainable Supply Chain-Green Collaboration sub-project, conducting carbon emissions data and HQHUJ\ VDYLQJ WHFKQRORJLFDO LPSURYHPHQW VXUYH\V IRU Additionally, we implemented energy and carbon management training to empower suppliers. The carbon emissions management system is connected to suppliers via the SRM platform, supporting them in building carbon emissions data management capabili-WLHV DQG PHFKDQLVPV XUJLQJ WKHP WR DGRSW HŠHFWLYH improvement measures and encouraging the use of renewable energy. By 2025, 70 suppliers will participate in the Sustainable Supply Chain-Green Collaboration project.

◆ Key Performance Indicators

During the reporting period

**50** suppliers used **9,477,700** kilowatt-hours of clean energy in business operations related to the company and saved **75,702,600** kilowatt-hours of electricity through energy-saving projects.

# Appendix

## Key Performance Table

| Environmental Performance[1] | Indicator | Unit | 2024 | 2023 | 2022 |
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| Environmental Performance | Indicator | Unit | 2024 | 2023 | 2022 |
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| Environmental Performance | Indicator | Unit | 2024 | 2023 | 2022 |
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| Social Performance | Indicator | Unit | 2024 | 2023 | 2022 |
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| Social Performance | Indicator | Unit | 2024 | 2023 | 2022 |
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| Social Performance | Indicator | Unit | 2024 | 2023 | 2022 |
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| Social Performance | Indicator | Unit | 2024 | 2023 | 2022 |
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| Governance Performance | Indicator | Unit | 2024 |
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# Index of Indicators

## GRI contentindex

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| Topic Standards | Disclosure | Location |
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- Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 – Sustainability Report (Trial)

| Dimension | Topic | Location |
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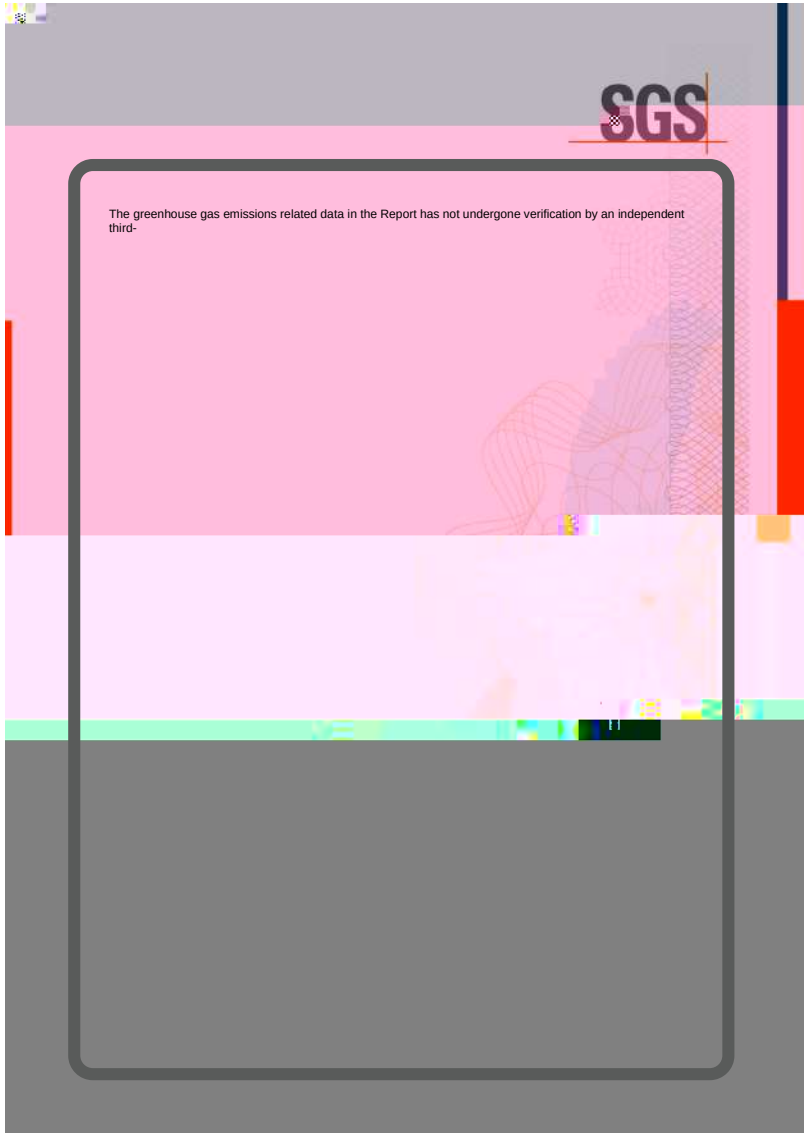
| Topic Standards | Disclosure | Location |
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# IFRS S2 Index Table

| Recommended Disclosure Content | Location |
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| Park | Operating Entity | ISO 9001 | ISO 14001 | ISO 45001 | QC 080000 | ISO 27001 | IATF 16949 | ISO 13485 | ISO 50001 | ISO 14064 | ESD S20.20 | Automotive SPICE | ISO/IEC 17025 | SA 8000 | BSCI | RBA 8.0 | UL 2799 | ISO 26262 | SMETA |
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| Park | Operating Entity | ISO 9001 | ISO 14001 | ISO 45001 | QC 080000 | ISO 27001 | IATF 16949 | ISO 13485 | ISO 50001 | ISO 14064 | ESD S20.20 | Automotive SPICE | ISO/IEC 17025 | SA 8000 | BSCI | RBA 8.0 | UL 2799 | ISO 26262 | SMETA |
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SGS
The greenhouse gas emissions related data in the Report has not undergone verification by an independent third-

# Reader Feedback

Multiple-choice questions (Please tick the appropriate box)

Open-ended question

H Q

