



**Jiangxi Xingtai Technology Inc. (SEEKINK)**  
**2024 Annual Environmental, Social, and Governance**  
**(ESG) Report**





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# 1. Report Introduction

This is the second annual Environmental, Social and Governance (ESG) report released by Jiangxi Xingtai Technology Inc. (hereinafter referred to as "SEEKINK", "the Company" or "We"). It systematically discloses the Company's approaches, actions and performance in environmental, social and corporate governance fields throughout 2024, enabling all stakeholders to understand the development of our ESG governance.

This report has been reviewed and approved by the General Manager's Office of the Company. The Company warrants that there are no false records, misleading statements or material omissions in the content of this report, and assumes responsibility for the authenticity, accuracy and completeness of the report.

## 1.1 Formulation Basis

This report is compiled with reference to the SASB Standards for Hardware, and also in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards and the United Nations Sustainable Development Goals (SDGs).

## 1.2 Report Scope

**Organizational Scope:** The organizational scope of this report covers Jiangxi Xingtai Technology Inc., its subsidiaries and branches, as detailed in the table below:

|            |                                                 |                     |                                                                                             |
|------------|-------------------------------------------------|---------------------|---------------------------------------------------------------------------------------------|
| Subsidiary | Jiangxi Xingtai Yingke Display Co., Ltd.        | Grand-subsubsidiary | -                                                                                           |
|            | SEEKINK TECHNOLOGY (HONGKONG) CO., LIMITED      |                     | SEEKINK TECHNOLOGY (VIET NAM) COMPANY LIMITED<br>CÔNG TY TNHH SEEKINK TECHNOLOGY (VIỆT NAM) |
|            |                                                 |                     | Seekink Europe GmbH                                                                         |
| Branch     | Jiangxi Xingtai Technology Inc. Shanghai Branch |                     | -                                                                                           |
|            | Jiangxi Xingtai Technology Inc. Shenzhen Branch |                     | -                                                                                           |
|            | Jiangxi Xingtai Technology Inc. Chengdu Branch  |                     | -                                                                                           |

**Time Scope:** As an annual report, this report covers the period from January 1, 2024 to December 31, 2024. Partial content may be traced back or extended forward to enhance the comparability and completeness of the report.

**Release Frequency:** This report is released on an annual basis.

## 1.3 Restatement of Information

This report is released on an annual basis.



## 1.4 Data Sources

The data disclosed in this report are derived from the Company's publicly disclosed information, official documents and internal statistical data. Unless otherwise specified, all monetary amounts in this report are denominated in Renminbi (CNY).

## 1.5 Report Assurance

SEEKINK has entrusted a qualified third-party institution to conduct independent verification of this report, so as to ensure the accuracy and reliability of the information and data contained herein. Please refer to the Assurance Statement for details on report verification.

## 1.6 Report Release

This report is released in the form of an electronic document both in Chinese and English.

To browse or download the report online, please visit the official website of the Company:  
<https://www.seekink.cn/>

Should you have any questions about this report or wish to obtain other relevant information, please contact us via the following channels:

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## 2. About SEEKINK

Founded in June 2015 with a paid-in registered capital of 286 million CNY, Jiangxi Xingtai Technology Inc. is a national high-tech enterprise headquartered in Ji'an City, Jiangxi Province. The Company has built two major production bases in Ji'an and Vietnam.

Focusing on the research and development, production and sales of Electronic Paper Display (EPD) modules, SEEKINK provides one-stop solutions and services for the vertical smart IoT application ecosystem.



### Product & Application Area Examples

Our EPD products are mainly applied to electronic shelf labels, e-readers, handwriting notebooks and other products, covering various IoT application scenarios including smart retail, smart education, smart office, smart medical care, smart logistics, smart industry and smart transportation.



SEEKINK has established a large-scale SMT and complete machine assembly manufacturing system, as well as a marketing and service network covering domestic and overseas markets, delivering full-series solutions ranging from components and screens to complete machine manufacturing for customers at home and abroad.

After years of innovative accumulation and product iteration and upgrading, the Company has mastered core technologies related to electronic paper display modules, owning more than 100 patents related to electronic paper. It has led or participated in the formulation of multiple enterprise standards and association standards for the electronic paper industry, maintaining continuous leadership in products and technologies. The Company has obtained national honors including "National Green Factory" and "National Manufacturing Single Champion Enterprise", and has been awarded titles such as "Jiangxi Gazelle Enterprise", "Jiangxi Professional, Refined, Special and Innovative Small and Medium-sized Enterprise", "Jiangxi Electronic Paper Intelligent Manufacturing Benchmark Enterprise".

## 核心价值观



### 正直担当

真诚守信 以身作则



### 奋斗成长

自驱力强 持续挑战高目标



### 协作创新

突破常规 勇于创造新价值



### 务实高效

实事求是 结果导向练内功

Supported by solid technical strength, advanced industry technologies, superior product



quality and sound growth performance, SEEKINK boosts the sustained and rapid development of the electronic paper industry.

| Indicator                                                                  | Unit             | 2024       | 2023       | 2022    |
|----------------------------------------------------------------------------|------------------|------------|------------|---------|
| Floor area of production facilities                                        | Square meter     | 68,000     | 60,000     | 60,000  |
| Annual total revenue                                                       | Ten thousand CNY | 92,930     | 94,290     | 110,349 |
| Sales volume of EPD products                                               | Piece            | 63,644,621 | 62,651,590 | -       |
| Proportion of products manufactured by self-owned facilities (EPD)         | %                | 100        | 100        | 100     |
| Sales volume of Taige products                                             | Piece            | 47,025     | -          | -       |
| Proportion of products manufactured by self-owned facilities (Taige)       | %                | 100        | 100        | 100     |
| Sales volume of Hanmo products                                             | Piece            | 4,510      | -          | -       |
| Proportion of products manufactured by self-owned facilities (Hanmo)       | %                | 100        | 100        | 100     |
| Sales volume of fingerprint products                                       | Piece            | 1,057,940  | -          | -       |
| Proportion of products manufactured by self-owned facilities (Fingerprint) | %                | 100        | 100        | 100     |

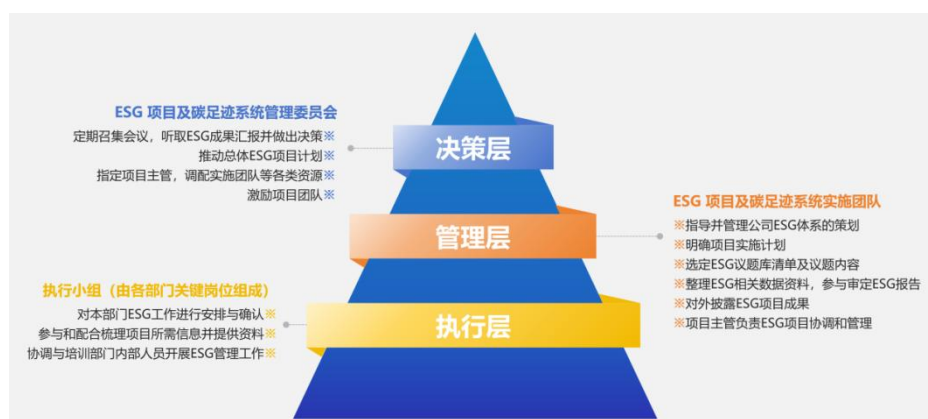


### 3. Pursuing Sustainable Development

#### 3.1 ESG Management System and Practices

SEEKINK takes ESG management as a key driver for green transformation and high-quality development. We continuously improve the ESG management system and mechanisms, share development achievements with all stakeholders, strive to build a new sustainable business model and create long-term value.

Combined with our operational characteristics, we have established a three-tier ESG management structure consisting of the decision-making layer, management layer and execution layer, forming a closed-loop ESG management covering decision-making, guidance, supervision, coordination, implementation and reporting. With clear division of responsibilities, the implementation of ESG projects is incorporated into the annual performance appraisal. If an ESG project fails to be implemented and completed as scheduled and affects the overall ESG management work and performance, the project implementation team shall report the issue in a timely manner.



ESG Management Framework

The Company integrates the ESG strategy into business development: "We will empower the digital transformation of various industries and drive the innovation and sustainable development of the digital economy through new display technologies featuring low carbon, environmental friendliness, energy conservation and health protection". We carry out in-depth publicity and education to communicate sustainable development requirements including high-standard code of professional ethics, strict environmental pollution prevention standards, optimal product and work



quality targets, and standardized occupational health and safety norms to all employees, guiding all staff to promote sustainable development management together with the Company.



**ESG Management Theme Training**

#### **Case: Construction of ESG & Carbon Footprint System**

On August 29, 2024, SEEKINK held the kick-off meeting for the ESG & Carbon Footprint System Construction Project. Xiao Xuming, General Manager of the Company, Ma Hong, General Manager of Carbonxin Jishi, and other project team members attended the meeting for exchanges.

Project team members exchanged views on the background, deliverables, service content and procedures of the ESG & Carbon Footprint System project, and conducted in-depth communication on the specific implementation content of the project for the Company.



**Project Launch Ceremony**

Taking the United Nations Sustainable Development Goals (SDGs) as the guideline, while continuously improving corporate governance and economic benefits, the Company vigorously promotes environmental governance and ecological protection, strives to improve employee well-being, continuously enhances product quality, actively participates in public welfare undertakings, earnestly assumes social responsibilities and strives to become an outstanding corporate citizen.



## The Company's Actions in Response to the SDGs

| SDGs | Our Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      | <ul style="list-style-type: none"> <li>Establish and improve occupational health management systems, implement corresponding prevention and protection measures, conduct regular inspections on occupational hazard factors to protect employees' occupational health.</li> <li>Establish occupational health monitoring files and arrange regular occupational health examinations to prevent and eliminate occupational diseases.</li> <li>Comply with green, environmental protection and safety standards to fully protect the safety and physical health of customers and consumers during product use.</li> </ul>                                                                                                                                                                                                                                         |
|      | <ul style="list-style-type: none"> <li>Improve the employee training and talent development system, and provide various types of training including theoretical courses, mentoring, skill competitions and further education to continuously enhance employees' professional skills and comprehensive quality.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|      | <ul style="list-style-type: none"> <li>Adhere to gender equality and equal pay for equal work, protect the legitimate rights and interests of female employees and ensure they enjoy statutory rights and special benefits.</li> <li>Support female employees to participate in professional, skill and technical training according to their career development needs, and guarantee equal opportunities for employment, promotion and career development.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                          |
|      | <ul style="list-style-type: none"> <li>Comply with laws and regulations, and promote the standardization, scientization and institutionalization of the water resource management system.</li> <li>Build new sewage treatment facilities to treat domestic sewage and strictly control discharge standards, so as to prevent and reduce environmental pollution caused by sewage.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|      | <ul style="list-style-type: none"> <li>Carry out energy assessment and green factory development, integrate energy-saving and consumption-reduction measures into all links of production and operation to achieve a continuous and reasonable decline in energy consumption.</li> <li>Promote the green transformation of energy, and accelerate the construction of distributed photovoltaic power generation systems on the roofs of dormitories and factory buildings.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                           |
|      | <ul style="list-style-type: none"> <li>Adhere to the people-oriented philosophy, advocate diversity, inclusiveness and equality, and respect and protect the human rights and labor rights of every employee.</li> <li>Build a democratic management system and expand employee communication channels. Ensure employees' rights and interests and create favorable working conditions through collective negotiation and signing Collective Contracts.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                              |
|      | <ul style="list-style-type: none"> <li>Improve the R&amp;D and innovation management system, build a leading science and technology innovation platform, and provide high-tech, high-quality and sustainable products for the economy and society.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|      | <ul style="list-style-type: none"> <li>Foster a diverse, equal and inclusive working environment and create employment opportunities for women and vulnerable groups.</li> <li>Actively seek cooperation with suppliers owned by vulnerable groups and small and medium-sized production suppliers to drive diversified development of the economy and society.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|      | <ul style="list-style-type: none"> <li>Adhere to the philosophy of green development, carry out actions focusing on energy conservation, carbon reduction, resource management and pollution prevention, improve comprehensive ecological and environmental governance capacity, and strive to build a green, low-carbon and sustainable development model.</li> <li>Adopt advanced pollution prevention and control technologies, and build supporting treatment facilities for waste gas, wastewater, solid waste and noise to minimize the negative impact of pollutants on the environment.</li> </ul>                                                                                                                                                                                                                                                      |
|      | <ul style="list-style-type: none"> <li>Promote the circular economy development model, increase innovation efforts, and explore ways to recycle and reuse raw materials, products, energy and resources.</li> <li>Standardize the safety management of chemicals and other hazardous substances to prevent and reduce safety and environmental risks.</li> <li>Regularly publish environmental inspection reports and disclose the progress of ESG governance to stakeholders.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                       |
|      | <ul style="list-style-type: none"> <li>Set up a greenhouse gas management team and formulate emission reduction plans. Continuously improve greenhouse gas emission management performance through intensive training and carbon inventory.</li> <li>Accelerate the adjustment and optimization of the energy structure, and tap emission reduction potential in an all-round way through building photovoltaic power generation systems and refined energy management.</li> <li>Conduct due diligence to encourage suppliers and other partners to carry out emission reduction actions and build a green supply chain.</li> <li>Promote emission reduction concepts, encourage employees to choose green travel modes such as public transport, and organize tree-planting activities to spread the green and low-carbon philosophy to the public.</li> </ul> |
|      | <ul style="list-style-type: none"> <li>Strictly abide by national laws and regulations, continuously improve the corporate governance system and ensure compliant operation.</li> <li>Conduct all business activities in accordance with the highest standards of business ethics. Open complaint channels, carry out due diligence, and fight against corruption, fraud and money laundering to build a fair, impartial, honest and transparent business and social environment.</li> <li>Prohibit child labor and all forms of forced labor.</li> </ul>                                                                                                                                                                                                                                                                                                       |
|      | <ul style="list-style-type: none"> <li>Establish and diversify communication channels to identify and respond to the expectations and demands of stakeholders through communication and exchanges, and enhance mutual understanding and trust.</li> <li>Conduct employee satisfaction surveys to listen to employees' voices and solve practical problems for employees.</li> <li>Combine the principle of high quality and reasonable price with the principle of sustainable responsibility, and work with suppliers to build a win-win and sustainable supply chain based on complementary advantages.</li> </ul>                                                                                                                                                                                                                                            |

## 3.2 Stakeholder Identification and Communication

Drawing on the experience and practices of global peers and combining with the Company's



governance structure, operation mode and business characteristics, we have identified major stakeholders including government and regulatory authorities, shareholders and investors, employees, customers and consumers, suppliers and partners, and local communities and the public.

We continuously improve communication channels and mechanisms with stakeholders, and conduct regular and diversified communication to ensure that we fully listen to, and respond to, the expectations and demands of stakeholders. We also mobilize stakeholders to participate in the Company's ESG management work, and jointly promote the sustainable development of the enterprise and society.

### Stakeholders' Expectations and Communication Mechanisms

| Stakeholder                           | Expectations and Demands                                                                                                                            | Communication Mechanisms                                                                           |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Government and Regulatory Authorities | Economic growth and development, compliant operation, environmental protection, employment and employee rights protection, work safety              | Policy collection and consultation, regulatory information reporting, work briefings and exchanges |
| Shareholders and Investors            | Corporate governance, market performance and economic growth, return on investment, compliant operation, product and technological innovation       | Information release meetings, on-site research and exchanges, general meetings of shareholders     |
| Employees                             | Equal employment, salary and welfare, occupational health and safety, career development, work-life balance                                         | Staff and workers' congresses, forums, visits and talks, employee satisfaction surveys             |
| Customers and Consumers               | Product quality responsibility and services, product and technological innovation, business continuity, fair trading, privacy and rights protection | Visits and on-site research, exchange meetings and product launches, customer satisfaction surveys |
| Suppliers and Partners                | Fair trading, business continuity, product and technological innovation, privacy and rights protection                                              | Supplier review and assessment, mutual visits and exchanges                                        |
| Communities and the Public            | Regional economic growth, community construction and development, environmental protection, public welfare and charity                              | Mutual visits and exchanges, community co-construction, volunteer activities                       |

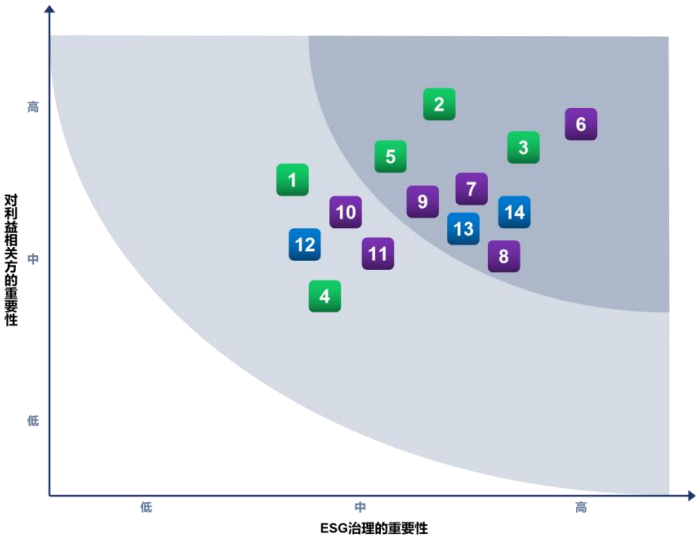
### 3.3 Material Topic Identification and Assessment

We identify sustainable development topics concerned by internal and external stakeholders through communication. Meanwhile, we analyze the global political, economic, legal and social trends to identify risks, opportunities and challenges facing the Company. Combined with corporate operational strategies and development guidelines, we screen sustainable development governance topics.



Material Topic Management Process

Adopting the GRI material topic analysis method, we rank 14 identified material topics based on two dimensions: importance to stakeholders and importance to ESG governance, and form a material topic matrix for disclosure to better respond to the demands and expectations of stakeholders.



| Environmental Topics              |                                    | Social Topics                              |                                      | Governance Topics                                                                         |
|-----------------------------------|------------------------------------|--------------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------|
| 1 Environmental Management System | 3 Chemical Management              | 6 Improving Quality and Safety             | 9 Salary and Welfare Management      | 12 Corporate Governance<br>13 Anti-Corruption and Anti-Bribery<br>14 Information Security |
| 2 Addressing Climate Change       | 4 Water Resource Management        | 7 Sustainable Procurement                  | 10 Facilitating Employee Development |                                                                                           |
|                                   | 5 Pollution Prevention and Control | 8 Protecting Employee Rights and Interests | 11 Occupational Health and Safety    |                                                                                           |
|                                   |                                    |                                            |                                      |                                                                                           |

Materiality Matrix

Comparison of Material Topics between 2024 and 2023

The material topics disclosed in the 2024 ESG report have changed significantly compared with those in 2023, due to the evolution of the Company’s operation and the adoption of additional report compilation standards.



| 实质性分类 | 治理议题                                      | 社会议题                                                                                     | 环境议题                    |
|-------|-------------------------------------------|------------------------------------------------------------------------------------------|-------------------------|
| 高实质性  | 1.企业治理<br>2.合规运营<br>3.风险管理<br>4.数据安全与隐私保护 | 5.产品研发创新<br>6.产品质量管理<br>7.客户服务与满意度<br>8.合规雇佣与劳工实践<br>9.人力资本管理<br>10.职业健康与安全<br>11.负责任供应链 | 12.环境管理<br>14.污染物及废弃物管理 |
| 中实质性  |                                           |                                                                                          | 13.能源与资源管理              |
| 低实质性  |                                           |                                                                                          | 15.应对气候变化               |

### Material Topics of the 2023 ESG report

1. The total number of material topics decreased by one year on year, resulting from the merger, addition and deletion of partial topics in 2023.

#### 2. Environmental Topics Adjustments:

- "Environmental Management" was renamed "Environmental Management System".
- "Pollutant and Waste Management" was renamed "Pollution Prevention and Control".
- "Energy and Resource Management" was removed; energy management was incorporated into "Addressing Climate Change", while resource management was split into "Chemical Management" and "Water Resource Management".

#### 3. Social Topics Adjustments:

- "Product R&D and Innovation" and "Product Quality Management" were merged into "Improving Quality and Safety".
- "Customer Service and Satisfaction" was removed.
- "Responsible Supply Chain" was renamed "Sustainable Procurement".
- "Compliant Employment and Labor Practices" was split into "Protecting Employee Rights and Interests" and "Salary and Welfare Management".
- "Human Capital Management" was renamed "Facilitating Employee Development".

#### 4. Governance Topics Adjustments:

- "Enterprise Governance" was renamed "Corporate Governance".
- "Data Security and Privacy Protection" was renamed "Information Security".
- "Compliant Operation" was renamed "Anti-Corruption and Anti-Bribery".
- "Risk Management" was removed, and relevant content was incorporated into various disclosed topics.



## 4. Safeguarding Green Mountains and Clear Waters



SEEKINK places environmental protection and sustainable development at the core of corporate strategy. We believe excellent environmental performance is the cornerstone of a responsible enterprise's future competitiveness. The Company strictly complies with all environmental laws and regulations, establishes a systematic, standardized and procedural environmental management system in accordance with international prevailing standards and national regulatory requirements, and integrates the low-carbon and environmentally friendly philosophy into every link of R&D, production and operation to translate green operation commitments into practical actions.

### 4.1 Environmental Management

#### 1. Construction of Environmental Management System

In accordance with the ISO 14001:2015 international standard, SEEKINK has built a systematic and standardized environmental management system, and embedded environmental management rules into corporate management processes and all production and operational links. The Company's ISO 14001 environmental management system certification remained valid throughout the reporting period. The Vietnam base fully launched the construction of the environmental management system in 2024 and successfully obtained the certification in February 2025.



#### ISO 14001 environmental management system certification

The Company has formulated and strictly implemented internal systems including the

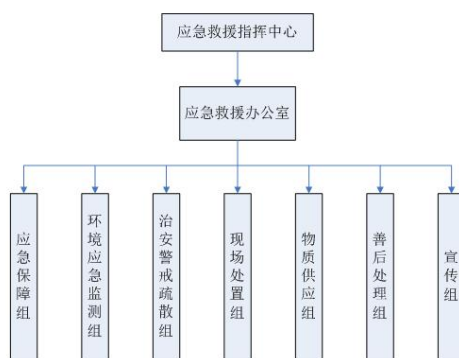


*Environmental Protection Management System* and the *Environmental and Occupational Health Safety Monitoring and Measurement Control Procedure* to ensure standardized and accountable environmental management. We have set up a Green Factory Leading Group and a special management team headed by the General Manager to clarify management responsibilities, and build a complete management system covering quality, environment, occupational health, safety and energy. Since being awarded the title of National Green Factory, the Company has passed multiple re-assessments.

On the basis of promoting self green development, the Company takes the lead in setting industry green standards. As a major drafting organization, SEEKINK has participated in the formulation of multiple association standards including the *Evaluation Requirements for Green Factories in the Electronic Paper Manufacturing Industry* and the *Evaluation Criteria for Green Processes of Electronic Paper*, translating our best practices into industrial norms and driving the overall green upgrading of the industrial chain.

## **2. Environmental Risk Management**

To enhance the response capacity for environmental emergencies, the Company has formulated and implemented the *Emergency Preparedness and Response Control Procedure*, specifying emergency plans and operating procedures for emergencies such as chemical leakage and natural disasters. An emergency command group consisting of senior management and department heads has been established to ensure clear division of powers and responsibilities and efficient response. The Company regularly reviews and revises the *Emergency Plan for Environmental Incidents*, and improves the hierarchical response, command and coordination as well as external linkage mechanisms to quickly resume production and minimize losses and environmental impacts once emergencies occur.



### Emergency response organization system

We have formed a regular mechanism for training, publicity and practical drills on environmental emergency plans, and conduct regular inspections on emergency material reserves to ensure emergency resources are always available. Once an environmental emergency occurs, the corresponding emergency plan will be activated immediately to prevent the occurrence and expansion of environmental pollution incidents.



Emergency drill for chemical leakage

## 3. Enhancing Environmental Protection Awareness

The Company integrates the low-carbon and environmental protection philosophy into daily operational procedures, and systematically improves employees' awareness of environmental compliance and professional capabilities. We provide all employees with training covering environmental management, resource management, solid waste management, chemical management, energy conservation and emission reduction, and assess training results to ensure all employees fully master relevant national laws, regulations and corporate environmental management requirements. The coverage rate of employees participating in environmental themed training reached 100% during the reporting period.



**Environmental management training**

## 4.2 Addressing Climate Change

In response to the national carbon peaking and carbon neutrality strategy, the Company has incorporated climate change response into the ESG governance framework, medium and long-term business plans and annual operational plans, ensuring relevant requirements are fully considered in key links including investment decision-making, product R&D, production and operation, and supply chain management. During the reporting period, the Company participated in the CDP questionnaire survey to actively demonstrate practical green operation actions and management results, further enhancing transparency and responsible image in the field of climate change.



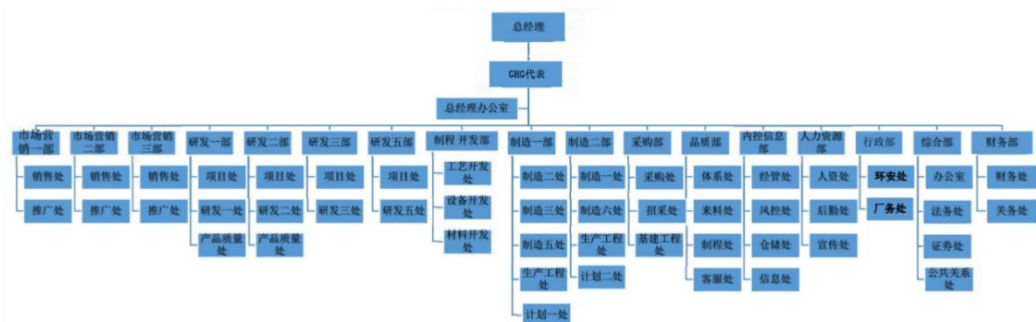
### CDP questionnaire

#### 1. Greenhouse Gas Emission Management

Drawing on mainstream international frameworks, the Company has established a climate



change governance structure with the General Manager as the top person in charge, formulated and implemented documents including the *GHG Greenhouse Gas Inventory Control Procedure*, and set up a dedicated management team. We conduct annual greenhouse gas inventories and entrust third parties to carry out verification, so as to accurately identify key emission sources and provide a scientific basis for formulating emission reduction strategies and building a green supply chain.



**Greenhouse gas inventory team**

Based on the regular greenhouse gas emission management process and tools such as the *IT and EHS Risk & Opportunity Identification, Evaluation and Response Planning Form*, the Company continuously assesses internal and external climate-related risks and opportunities.

| Risk Category   | Risk Description    |                                                                                                                                                   | Risk Level | Response Measures                                                                                                                                                                                               |
|-----------------|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Risk   | Natural environment | Natural disasters such as mudslides, typhoons, rainstorms and collapses                                                                           | Low        | Monitor meteorological information, issue timely early warnings and complete emergency preparations                                                                                                             |
| Transition Risk | International       | Global low-carbon, energy-saving and emission-reduction initiatives lead to risks caused by excessive energy consumption of production facilities | Low        | Major high-power production equipment such as air compressors and central air conditioners adopt frequency conversion control; air-to-water heat pumps are used for dormitory hot water to save electric energy |
|                 | Society             | New technologies, materials, equipment and processes in product manufacturing and their potential impacts on health and safety                    | Low        | The R&D, process and equipment departments identify hazard sources and environmental factors during the design and change of new technologies, materials, equipment and processes                               |

In compliance with the ISO 14064-1:2018 standard, the Company has conducted annual greenhouse gas inventories covering all Scope 1 and Scope 2 emission sources since 2023.

While focusing on self-operation, the Company is committed to promoting emission reduction across the value chain. We plan to gradually carry out the accounting and management of Scope 3 emissions, organize sustainable development training for the supply chain, promote the



concept of value chain carbon reduction, and work with upstream and downstream partners to build a green and low-carbon industrial ecosystem.

## 2. Emission Reduction Actions and Measures

The Company has formulated and implemented a number of emission reduction plans covering energy, resources, process innovation and refined management.

### • Energy Structure Optimization

#### Case 1: Distributed Photovoltaic Power Generation Project on Dormitory Roofs

The Company has built a distributed photovoltaic power generation project on the roofs of staff dormitories to realize self-use of clean electricity, achieving favorable economic and environmental benefits.

- **Installation Location & Capacity:** Photovoltaic modules are laid on dormitory roofs with a total installed capacity of 0.4 MW.
- **Operation Mode:** The system adopts the mode of "self-consumption first, surplus power connected to the grid", and the generated power is prioritized for dormitory use with grid-connected operation.
- **Power Generation Capacity:** The average daily power generation of the photovoltaic system is about 35,00 kWh.

#### Energy saving and economic benefits

- **Cost-saving Benefit:** Calculated at a saving of 0.2 CNY per kWh, the system can save approximately 210,00 CNY in electricity bills every month (35,00 kWh/day × 30 days × 0.2 CNY/kWh).
- **Long-term Benefits:** The project reduces reliance on external power supply while generating stable long-term economic returns, and plays a peak-shaving role during peak power consumption periods.

#### Case 2: Large-scale Distributed Photovoltaic Power Generation Project on New Factory Roofs

The Company has built a large-scale distributed photovoltaic power generation system on the roofs of new factory buildings with full investment from external investors, realizing on-site consumption of clean power and comprehensive benefit improvement.

- **Scale:** A photovoltaic power generation system with an installed capacity of approximately 5.8MW is built by utilizing idle roof space of new factories.
- **Power Generation Capacity:** The average annual power generation is about 5.8 million kWh, and the generated power is prioritized for the Company's own use.
- **PV + Carport Integration:** The investor has additionally built approximately 100 photovoltaic carports and 3 supporting charging piles with an additional investment of about 1 million CNY, realizing the multi-functional integration of power generation, parking and charging.
- **Building Protection & Energy Saving:** Photovoltaic modules protect roofs from wind, sun



and rain to extend roof service life; they also provide heat insulation in summer and thermal preservation in winter, indirectly reducing air conditioning energy consumption.

#### **Energy saving and economic benefits**

- **Economic Benefit:** The project is expected to bring a direct annual benefit of about 1.4931 million CNY and annual green electricity quota of no less than 40,000 CNY.
- **Over the 25-year operation cycle,** the total electricity bill savings will reach about 17.4352 million CNY. The project is scheduled to be put into operation in January 2025 and will deliver remarkable economic returns in the first year.
- **Carbon Reduction Benefit:** Calculated based on the Jiangxi regional power carbon emission factor of 0.5752 tCO<sub>2</sub>e/MWh issued by the Ministry of Ecology and Environment in 2022, the project can reduce carbon dioxide emissions by about 62,854.7 tons per year, strongly supporting the Company's low-carbon goals.
- **Resource Utilization:** The project realizes the resource utilization of roof space, reduces power consumption costs and improves the overall energy efficiency of the factory.

#### **Lean Energy Management**

In accordance with the ISO 50001 international standard, the Company has formulated internal energy management systems and built a full-process and all-staff energy management system. We conduct regular analysis on energy consumption data, identify major energy consumption links scientifically, set reasonable performance goals and control measures, decompose energy consumption indicators to each department and production line through a target responsibility system, and implement quantitative management for all staff and the whole process to continuously improve energy performance.

#### **Case: Digitalized Energy Management**

The Company promotes the digital transformation of energy management by building a factory-level energy management platform with integrated hardware architecture and reliable software systems.

##### **System Objectives & Scope**

The platform realizes integrated monitoring and management of power supply, gas supply, air conditioning and environmental parameters in the factory. It collects data from smart electric meters, gas meters, temperature and humidity sensors, air cabinets, air ducts and pressure transmitters to realize centralized collection and visual display of energy data. Intelligent control strategies are automatically generated and executed based on big data analysis to improve energy efficiency, reduce losses and cut costs.

##### **System Architecture & Data Flow**

A three-tier hardware structure of "equipment perception - network convergence - platform application" is adopted to collect, convert and centrally process multi-source heterogeneous data. The software platform is built on J2EE and B/S architecture with MVC mode, featuring modular business



functions, low operation and maintenance costs and good scalability.

### System Value & Achievements

#### Pilot application on a single production line has delivered positive results:

- **Visualized Management:** Real-time monitoring and panoramic display of energy consumption, enabling instant discovery and positioning of abnormal energy use.
- **Intelligent Control:** Optimize equipment operation sequence and parameters based on data analysis to reduce invalid energy consumption.
- **Scientific Decision-making:** Provide continuous and accurate data support for energy-saving renovation, load forecasting and cost analysis.



传感器



数据采集器



碳探盒

#### Example of main data acquisition equipment

### • Energy Efficiency Improvement

During the reporting period, the Company has implemented a series of technical renovations and refined management measures including compressed air system optimization, air conditioning and lighting energy-saving renovation, reclaimed water reuse and photovoltaic power generation, effectively reducing operational costs and improving resource utilization efficiency and green operation level.

#### Case 1: Energy-saving Renovation of Compressed Air System

The Company has carried out comprehensive energy-saving technical renovation on the compressed air supply system of production workshops.

- **High-quality Oil-free Air Supply System:** Oil-free air compressors are fully deployed, equipped with three-stage precision filtration systems (Q-stage, P-stage, S-stage) to ensure the air quality meets strict standards (impurity  $\leq 0.001\mu\text{m}$ , oil content 0ppm, dew point  $< -40^{\circ}\text{C}$ ), meeting the requirements of precision production and reducing equipment loss.
- **Optimization & Intelligent Control:**
  - 1) Stainless steel annular main pipelines are laid to reduce transmission loss.
  - 2) Compressor units are connected for centralized control to automatically adjust operation according to the minimum pressure demand of workshop equipment and avoid over-pressure air supply.
  - 3) Flow meters are installed at the air inlet of each production line to monitor and regulate air consumption in real time and eliminate abnormal consumption.



- **Economic & Energy-saving Benefits:** Maintenance Cost Saving: The maintenance cycle of oil-free air compressors is extended to 8,000 hours per time (compared with 4,000 hours for original micro-oil compressors), saving about 41,160 CNY in maintenance consumables per unit per year.

#### Energy saving and economic benefits

- Electricity Saving: The overall power consumption of the system is reduced by 5%~10%, saving 250,000 to 500,000 CNY in electricity bills annually.
- Operational Result: The project was put into operation in September 2024, with a total electricity bill saving of 200,440 CNY by the end of 2024.
- Comprehensive Benefit: The renovation improves air supply stability and air quality while cutting energy and maintenance costs, with a short investment payback period and high promotion value.

#### Case 2: Energy-saving Renovation of Air Conditioning System

A comprehensive energy-saving renovation has been implemented on the air conditioning system across the factory, including main equipment upgrading, operation strategy optimization and cold storage technology application.

- **High-efficiency Equipment Upgrading:**

- 1) All refrigeration units in machine rooms are replaced with high-efficiency energy-saving units; chilled water pumps and cooling water pumps are upgraded to high-efficiency variable frequency pumps.
- 2) Cross-flow high-efficiency cooling towers are adopted, and cooling tower fans are automatically started and stopped with a delay according to cooling water temperature to reduce invalid operation time.

- **Zoned Differential Control:**

- 1) Workshops adopt the air supply system combining fresh air cabinets, dry coil units and FFU. The positive pressure of Class 10,000 workshops is maintained at about 10Pa, and Class 100 workshops maintain an additional positive pressure above 10Pa. The temperature and humidity are controlled within  $23\pm 3^{\circ}\text{C}$  and  $60\pm 5\%$  respectively, operating at the upper temperature limit and lower humidity limit to reduce energy consumption.
- 2) The temperature of office areas, laboratories and R&D areas is controlled at  $26\text{--}28^{\circ}\text{C}$  to realize energy-saving operation.

- **System Optimization & Resource Utilization:**

- 1) Primary and medium-efficiency filter screens of air conditioning air cabinets are replaced with washable types to reduce consumable consumption.

#### Energy saving and economic benefits

- **Operational Result:** The renovated system was put into operation in October 2024, saving a total of 1,157,400 CNY in electricity bills by the end of 2024.

- **Green Office Implementation**

A systematic inspection, audit and optimization mechanism has been established for energy and water consumption in office and living areas to realize refined management and cost reduction.



### Green Office Implementation

- **Daily Inspection & Rectification:**

- 1) Special inspections and maintenance: Targeting the rising water consumption in staff dormitories, multiple special inspections are organized to discover and repair 3 water leakage points in flower beds and 2 water leakage points in dormitory water tank rooms. Professional detection is carried out for suspected underground pipeline damage followed by systematic rectification.
- 2) Regular energy consumption audit: Unscheduled daily inspections are conducted in dormitories and public areas. Phenomena such as lights and air conditioners left on with no one present, and water and air leakage are recorded and notified to guide employees to develop energy-saving habits.

- **Management Optimization & Cost Control:**

- 1) Regulation of electricity use behaviors: Gradually reduce wasteful electricity use through inspection, notification and publicity education.
- 2) Financial energy-saving measures: Participate in electricity bill financial services and pre-deposit programs of "Dian e Jin Fu", which is expected to save over 0.3% of the annual electricity bill, equivalent to more than 300,000 CNY per year.

### Implementation effectiveness and comprehensive value

- **Resource conservation:** By conducting leak detection and timely maintenance, we can significantly reduce hidden water consumption each month; electricity audits directly reduce ineffective energy consumption.
- **Cost reduction:** Water and electricity conservation directly reduces energy consumption expenditure in living areas. When combined with electricity cost optimization measures, it is estimated that annual savings can reach hundreds of thousands of CNY.
- **Management improvement:** Establish a closed-loop management mechanism of "inspection-reporting-rectification-optimization", enhance the awareness of energy conservation among all employees, and create a green office and living environment

- **Promotion of Environmental Protection Concepts**

During the Tree Planting Day in 2024, the Company organized nearly 30 management staff to carry out voluntary tree-planting activities in the new factory area under the theme of "Plant Greenery, Grow Together". A total of 40 osmanthus trees and fruit trees were planted. The activity beautifies the factory environment, enhances employees' awareness of ecological civilization and team cohesion, and demonstrates the Company's firm commitment to green operation and environmental responsibility.



**Voluntary tree planting activity**

### 4.3 Water Resource Management

The Company strictly complies with the *Water Law of the People's Republic of China* and the *Jiangxi Provincial Measures for Water Conservation*, and implements the strictest national water resource management system. We have upgraded water resource management from pure compliance requirements to systematic risk control and sustainable value creation, and promoted the standardization, scientization and institutionalization of the water resource management system.

The Company strengthens the management of all water use links and optimizes water-saving technologies by introducing water-saving equipment and improving the reclaimed water recycling and comprehensive utilization system to effectively reduce water consumption and improve water use efficiency. No illegal water intake incidents occurred in 2024.

#### **Case: Reclaimed Water Recycling and Comprehensive Utilization System in New Factory**

A closed-loop water resource management system is built in the new factory through classified collection, treatment and reuse of wastewater, delivering remarkable water-saving and economic benefits.

##### **Technical Renovation Plan**

- Multi-source wastewater collection system:
  - (1) In the dormitory area, washbasin and shower drainage are collected through separate pipelines;
  - (2) The wastewater from washbasins in the production building's washrooms, power equipment drainage, and pure water preparation is uniformly recycled;
  - (3) Rainwater in the factory area is collected centrally and flows together into the reclaimed water treatment pond.
- Reclaimed water treatment and reuse design:
  - (1) The treated reclaimed water that meets the standards is used for flushing toilets in the bathroom, watering flowers in the logistics area, and mopping the floor. The pipes are clearly marked with "Do Not Drink";
  - (2) When the water supply in the system is insufficient, tap water can be accessed through a



manually operated switch valve to ensure water continuity;  
(3) All water pumps utilize high-efficiency, energy-saving variable frequency pumps to achieve automatic constant pressure control, and are integrated into the company's automation system, enabling remote monitoring and operation.

**Economic & Environmental Benefits**

- **Economic Benefit:** After the system is put into use, the monthly water consumption of the new factory is reduced from 5,000–8,500 cubic meters to 3,000–4,500 cubic meters, saving 2,000–4,000 cubic meters of tap water per month. The annual water fee saving reaches more than 115,000 CNY.
- **Environmental & Social Benefit:** The system realizes wastewater recycling, reduces fresh water consumption and wastewater discharge, lowers environmental load and meets the requirements of green factory construction. The integrated remote monitoring and automatic control improve the refinement level of water resource management with good scalability and sustainability.

**4.4 Chemical Management**

The Company strictly abides by the *Regulations on the Safety Management of Hazardous Chemicals of the People's Republic of China*, and implements full-life-cycle management covering the procurement, transportation, storage, use and disposal of hazardous chemicals. Systematic risk prevention and process control are adopted to minimize potential safety and environmental risks.

**Key Control Measures for Chemicals**

|                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Procurement<br/>&amp;<br/>Transportation<br/>Management</b> | <ul style="list-style-type: none"><li>• <b>Qualification management for suppliers and carriers:</b> Cooperative suppliers must provide valid safety production or business licenses for hazardous chemicals; their designated transportation companies, vehicles and personnel shall also hold corresponding qualification certificates.</li><li>• <b>Transportation &amp; warehouse entry management:</b> Strict inspection and registration are conducted before hazardous chemicals enter the warehouse. Regular inspections are carried out after warehousing, and proper disposal shall be conducted immediately once damaged packages or leakage are found.</li></ul> |
| <b>Storage<br/>Management</b>                                  | <ul style="list-style-type: none"><li>• <b>Warehouse safety facilities:</b> Hazardous chemical warehouses are constructed in accordance with the requirements of Material Safety Data Sheets (MSDS), equipped with ventilation, fire prevention, explosion protection, poison prevention, lightning protection and static electricity conduction facilities as well as emergency and fire-fighting materials. The warehouses adopt dual-person and dual-lock management.</li><li>• <b>Signage &amp; information disclosure:</b> Signboards or notice boards are</li></ul>                                                                                                   |



|                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                             | <p>set up in warehouses to display the name, storage volume, physical and chemical properties of stored chemicals, as well as notes on storage, transportation, fire fighting and rescue.</p> <ul style="list-style-type: none"> <li>• <b>Account records:</b> Complete inbound and outbound accounts for chemicals are established and kept for at least three years for inspection.</li> </ul>                                                                                                                                                               |
| <b>Emergency Management</b> | <ul style="list-style-type: none"> <li>• <b>Emergency material allocation:</b> Emergency supplies including eyewash stations, emergency showers, chemical protective clothing, gas masks and protective gloves are configured according to the types and quantities of hazardous chemicals and risk levels.</li> <li>• <b>Personnel training &amp; awareness improvement:</b> Regular training on hazardous chemical safety knowledge is carried out to improve employees' safety awareness and skills in safe storage, use and emergency disposal.</li> </ul> |

## 4.5 Pollution Prevention and Control

Taking pollution prevention and control as the core part of environmental responsibility and green manufacturing, the Company strictly complies with the *Environmental Protection Law of the People's Republic of China*, *Air Pollution Prevention and Control Law of the People's Republic of China*, *Water Pollution Prevention and Control Law of the People's Republic of China*, *Noise Pollution Prevention and Control Law of the People's Republic of China* and other laws and regulations. We adhere to the comprehensive management philosophy of "source prevention, process control and end-of-pipe treatment", and build a complete pollution prevention and control system covering waste gas, wastewater, noise and solid waste to minimize the environmental impact of production and operation.

### 1. Waste Gas Treatment

The waste gas generated during production mainly includes Volatile Organic Compounds (VOCs), welding fumes (tin and its compounds) and kitchen oil fume from staff canteens. Classified collection and targeted treatment are adopted according to the characteristics of waste gas from different processes.

| Emission Source |               | Pollutant             | Treatment Measures                                                     |
|-----------------|---------------|-----------------------|------------------------------------------------------------------------|
| Production      | Welding       | Tin and its compounds | Gas collecting hood + activated carbon adsorption + 15m exhaust funnel |
|                 | Organic Waste | VOCs                  | Gas collecting hood + activated carbon adsorption + 15m exhaust funnel |
|                 | Gas           |                       |                                                                        |



|        |                    |          |                                                                                                           |
|--------|--------------------|----------|-----------------------------------------------------------------------------------------------------------|
| Living | Canteen<br>Kitchen | Oil fume | Treated by oil fume purification equipment and discharged to the top of buildings through concealed flues |
|--------|--------------------|----------|-----------------------------------------------------------------------------------------------------------|



Waste gas treatment facilities (part)

The Company entrusts qualified third-party institutions to conduct regular testing on waste gas emissions in accordance with pollutant discharge permit requirements to ensure continuous compliance. No excessive waste gas pollution incidents occurred in 2024.

2. Wastewater Treatment

The Company’s wastewater mainly includes domestic sewage and canteen wastewater. A new sewage treatment station has been built to improve wastewater treatment capacity and technical level. We strengthen the refined operation and maintenance of equipment, processes and water quality, and effectively control the total discharge and environmental impact of wastewater.

Sewage Treatment Process

| Treatment stage       | Description                                                                                                                                                                                                                                                                                                   |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pretreatment          | Sewage passes through manual bar screens to intercept large suspended solids and garbage, then flows into regulating tanks to balance water quality and water volume for subsequent biochemical treatment.                                                                                                    |
| Biochemical Treatment | Pretreated sewage is delivered to the integrated sewage treatment device, flowing sequentially into anoxic tanks, aerobic tanks and secondary sedimentation tanks.                                                                                                                                            |
| Sludge Disposal       | Effluent reaching the standard is discharged through standard outlets; unqualified effluent flows back to regulating tanks for re-treatment.                                                                                                                                                                  |
|                       | Part of sludge from secondary sedimentation tanks is pumped back to anoxic tanks or aerobic tanks to maintain the concentration of microorganisms in the biochemical system. Residual sludge is transported out and disposed of by qualified professional companies after gravity thickening in sludge tanks. |



**Wastewater treatment equipment**

### 3. Noise Control

Major noise sources include fans, air compressors and air conditioning outdoor units. Systematic noise control measures are implemented from three aspects: source control, transmission path reduction and receptor protection. After treatment, noise emissions meet relevant standards and pass inspections by environmental regulatory authorities.

#### Noise Control Measures

| Stage                       | Description                                                                                                                                                                |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Source Noise Reduction      | Select low-noise and low-vibration power equipment during procurement; conduct regular inspection and maintenance of equipment.                                            |
| Transmission Path Reduction | Build sound insulation rooms, install silencers and set up sound insulation barriers for major noise sources such as air compressor rooms, fan rooms and water pump rooms. |
| Management Measures         | Plant arbor green belts around factory boundaries and sensitive areas for auxiliary noise reduction.                                                                       |

### 4. Solid Waste Management

The Company strictly complies with the *Solid Waste Pollution Prevention and Control Law of the People's Republic of China* and relevant standards, and implements full-life-cycle management for all types of solid waste generated in production and operation. Adhering to the principles of "reduction, recycling and harmless disposal", we carry out source classification, process control and compliant disposal to minimize the environmental impact of solid waste and explore resource utilization potential to promote the circular economy. The compliant disposal rate of hazardous waste reached 100% during the reporting period.

- Classification, Management and Disposal of Solid Waste**

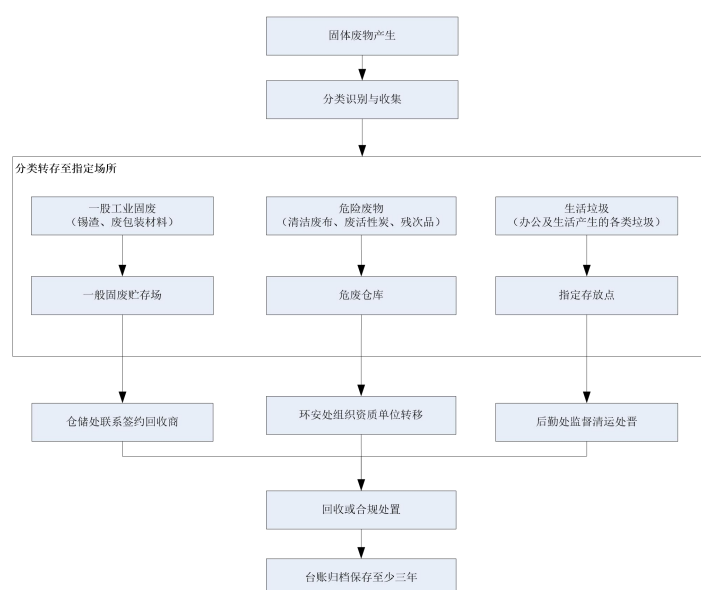
Based on the nature and hazardous characteristics of waste, the company implements strict classification management and selects the most suitable disposal or utilization path to ensure that



every type of waste is handled responsibly.

### List of Solid Waste Disposal

| Waste Category                 | Main Components                                                                                                | Management Principles & Disposal Methods                                                                                                                                                                       |
|--------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hazardous Waste                | Contaminated cleaning rags, waste activated carbon, partial defective products containing hazardous substances | Harmless disposal: Collected and stored in dedicated hazardous waste storage rooms by category; all waste is transferred to qualified institutions holding Hazardous Waste Business Licenses for safe disposal |
| General Industrial Solid Waste | Tin slag, waste packaging materials                                                                            | Resource recycling: Prioritized for recycling by suppliers or comprehensive utilization by professional renewable resource companies                                                                           |
| Domestic Waste                 | Office and domestic garbage (including kitchen waste)                                                          | Socialized disposal: Collected centrally and transported for unified disposal by municipal sanitation departments or contracted professional service providers                                                 |



**Solid waste management flowchart**

#### • Refined Management of Hazardous Waste

An independent dedicated storage room for hazardous waste is built in the factory, constructed in compliance with the *Standard for Pollution Control on the Storage of Hazardous Wastes (GB 18597)*, with four protection measures implemented: wind resistance, rain resistance, sun resistance and leakage prevention. Leakage emergency containers and fire-fighting equipment are also equipped.

#### • Requirements for lean management of hazardous waste



- 1) **Zoning & Signage:** Hazardous waste is stored by category in the storage room, with standardized identification marks and labels posted in each area and on all containers.
- 2) **Dedicated Personnel & Responsibilities:** Full-time administrators are assigned to conduct daily inspections and keep accounts. Regular inspections are carried out to check for mixed storage and leakage.
- 3) **Accounts & Transfer Documents:** Detailed inbound and outbound accounts for hazardous waste are kept to record types, quantities and time. Electronic or paper transfer document systems are implemented for all outward transportation to ensure traceability and compliant final disposal.



## 5. Upholding Product Responsibility



### 5.1 Innovation for Excellent Quality

SEEKINK continuously strengthens overall planning for scientific and technological innovation, and improves the innovation system by optimizing project management, fund raising and incentive mechanisms. We integrate scientific and technological innovation resources, build high-performance innovation teams, deepen industry-university-research cooperation, and introduce cutting-edge digital and intelligent technologies to break through key core technologies and maintain technological leadership. By the end of the reporting period, the Company had obtained a total of 125 authorized patents, including 31 invention patents, and participated in the formulation of 17 product or technical standards.

Guided by the quality policy of "quality-oriented, lean products, excellent management, technological innovation, continuous improvement and customer satisfaction", the Company has formulated the *Management Manual* and supporting systems, and established a sound quality management system. During the reporting period, the Ji'an base passed the supervision audit of the ISO 9001 quality management system again; the Vietnam base built a complete quality system and successfully obtained the ISO 9001 certification in January 2025.



#### ISO 9001 Quality Management System Certificate

Relying on the sound quality management system, we have established a full-cycle quality management mechanism covering raw material procurement, production and processing, R&D and process control, finished product inspection and after-sales service. Advanced quality testing



equipment and methods are adopted to strictly control every quality link and ensure stable and reliable product quality. Meanwhile, we continuously improve product quality through equipment upgrading, process optimization and the introduction of digital quality management systems. During the reporting period, we carried out multiple process quality improvement projects such as rectifying offset holes in Front Plane Lamination (FPL) modules, correcting FPL lamination deviation and optimizing defect release standards for halo spots, effectively increasing product yield. The customer-side Defects Per Million (DPPM) dropped by 61.43% year on year in 2024.

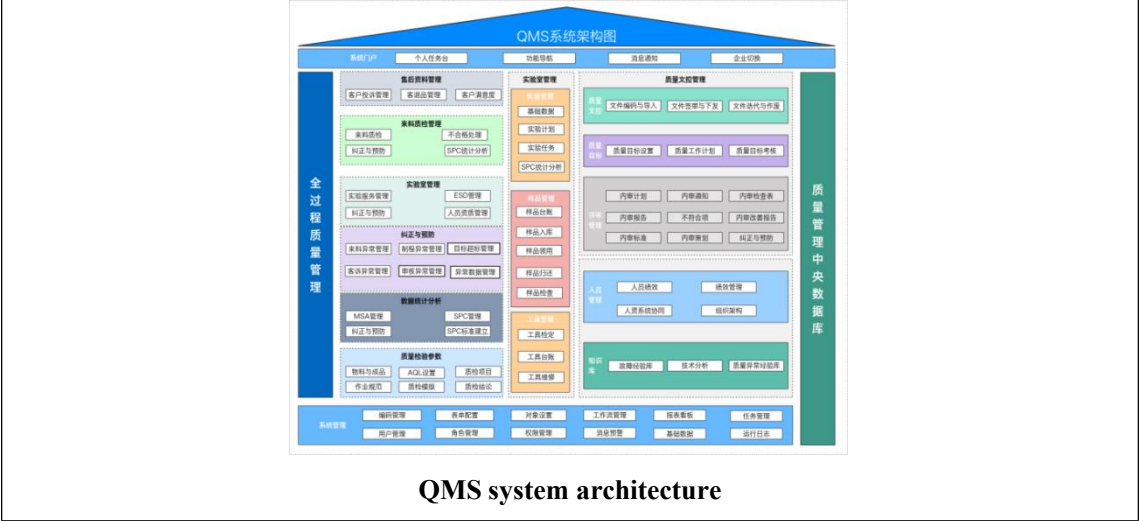
#### **Case: Implementation of Quality Management System (QMS)**

To further optimize quality management, the Company decided to implement the digital QMS.



**QMS project kick-off meeting**

A QMS project team was set up in November 2023. Project research and blueprint confirmation were completed in the first half of 2024. The QMS system environment was built in July 2024. Modules including quality document management, incoming material inspection, inventory re-inspection, LIMS management and measuring tool management were developed and launched within 2024. The overall project is scheduled to be fully completed and launched in the first half of 2025.



QMS system architecture

## 5.2 Improving Quality and Safety

Focusing on the R&D, production and sales of Electronic Paper Display (EPD) modules, the Company relies on strong innovation capabilities and sound quality management to provide customers with a full range of products adapting to market trends and special application scenarios, including high-precision, lightweight, modular, low-energy and environmentally friendly products.

Taking green, low-carbon, healthy and safe development as the core goal, and product carbon footprint research as the foundation, we systematically promote technological and management innovation throughout the product life cycle including design, material selection, intelligent manufacturing, delivery and end-of-life disposal to continuously improve product quality and safety.

### 1. Advancing Green Design

We take energy conservation, reliability, ease of use and service life extension as the main directions of product R&D and design. The ecological design concept is introduced at the initial stage of product development to conduct green evaluation and optimization for the whole chain including material selection, structural design, process routes and usage methods. We improve product maintainability and recyclability, extend service life and minimize the environmental impact of products throughout the life cycle.

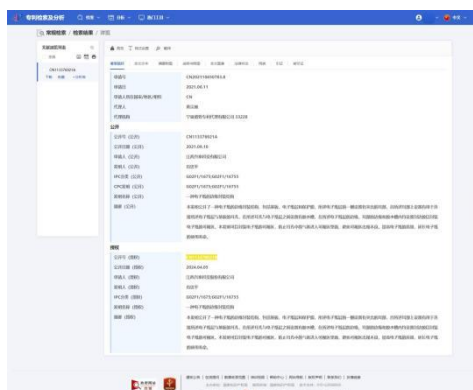
#### Case 1: Improving Product Reliability

Traditional electronic paper structures include substrates, electronic paper layers and



protective films. Tabs are set on one side of the electronic paper layer to connect with substrates. During the lamination process, air in the tab holes is sealed, which may invade the visible area of electronic paper under high temperature, causing bulging, substrate via hole corrosion and other defects and seriously affecting product quality and service life.

The Company developed an “Edge Packaging Structure for Electronic Paper” after in-depth research. Glue grooves are arranged between tab holes and electronic paper layers, and edge sealing glue is filled into glue grooves, edges of electronic paper layers and tabs to encapsulate the visible area of electronic paper, effectively preventing air intrusion and related defects. This invention was granted a national invention patent during the reporting period.

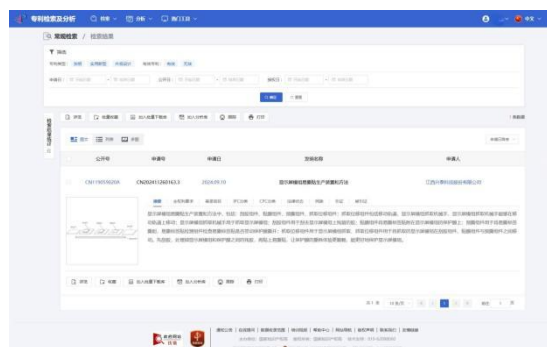


Screenshot of patent search

## Case 2: Optimizing Product Usability

Protective films are attached to display modules during production and circulation and are only peeled off before customer use. The tight lamination makes the films difficult to remove, affecting customer experience.

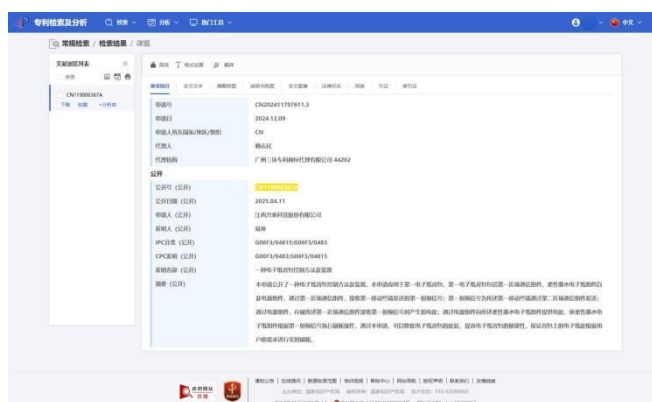
After analyzing production processes and investigating customer application scenarios, the Company developed a “Production Device and Method for Easy-to-Tear Labels on Display Modules”, equipped with glue scraping components, film laminating components, pre-tearing components and grabbing and displacement components, and attached easy-to-tear labels to solve the problem of film peeling. The substantive examination of this invention patent was approved during the reporting period.



Screenshot of patent search

### Case 3: Enhancing Product Performance and Energy Saving

Electronic paper products feature outstanding energy-saving advantages. The Company continues to carry out energy-saving design to tap the potential of product performance. During the reporting period, we applied for an invention patent titled “Control Method and Device for Electronic Paper Backpack”. The solution adopts near-field communication technology and optimizes the power supply control system to further reduce energy consumption. External power supply accessories are eliminated to greatly improve the usability of electronic paper backpacks.



Screenshot of patent search

In addition to technical and performance optimization, the Company integrates traditional culture into product design to enrich cultural connotations and create products with modern technological aesthetics. Our innovative electronic paper products themed on Sichuan Opera Face Changing won the Gold Award of the 2024 International CMF Design Award.



Electronic paper “Face Book” and award certificate

## 2. Promoting Green Materials

Material greening is an important direction of product innovation. We prioritize recyclable and low environmental load raw materials and components to reduce resource consumption and carbon footprint throughout the product life cycle from the source.

In accordance with the QC 080000 standard, the Company has established a sound hazardous substance process management system, and formulated internal standards and systems including the *Environmental Hazardous Substance Control Standard* and the *Hazardous Substance Management Control Procedure* to strictly control hazardous substances throughout the product life cycle. The Company passed the supervision audit of the QC 080000 hazardous substance process management system during the reporting period.



QC 080000 system certificate

We prioritize green materials complying with RoHS, REACH and other environmental directives. During supplier access and assessment, we fully review suppliers' risk and capacity in hazardous substance management. All suppliers are required to provide material test reports (RoHS 2.0 etc.) for all purchased materials to ensure compliance with environmental laws and regulations. All finished products are tested by qualified third-party institutions in accordance with



international environmental standards to ensure hazardous substance content meets the limit requirements of RoHS, REACH and other regulations.

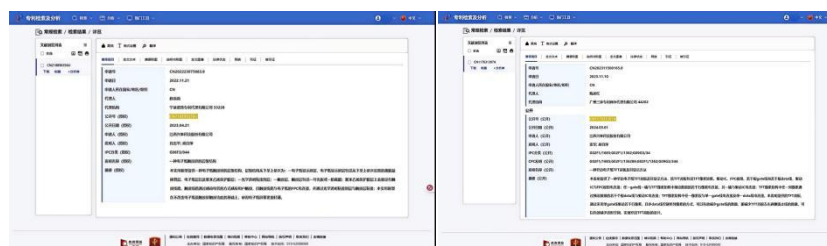


Example of Product RoHS Test Report (Partial)

We adopt material reduction and substitution methods to reduce the use of non-essential materials or adopt improved materials on the premise of guaranteeing product performance and reliability, realizing lightweight design, reducing resource consumption and improving product quality.

### Case 1: Material Reduction Design

In response to the lightweight trend of electronic products, the Company optimized the structure of electronic paper touch screens. The capacitive touch screen layer and corresponding optical transparent adhesive layer are removed, and touch circuits are directly fabricated on the surface of polystyrene protective films. The solution realizes lightweight design while ensuring product performance and reliability. A utility model patent for this technology was granted in 2023. The substantive examination of the invention patent titled “Narrow-bezel Electronic Paper TFT Backplane and Display Method” based on material reduction design was approved during the reporting period.



Screenshot of patent search

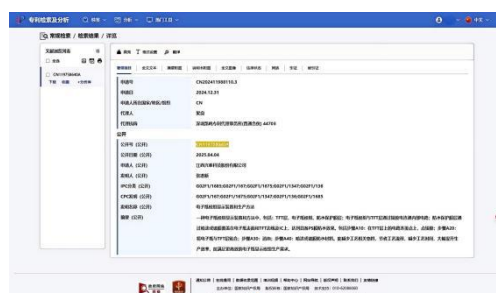
### Case 2: New Material Substitution

Epoxy resin thermal curing glue is traditionally used to seal electronic ink films in electronic



paper module production. This type of glue requires heating for curing with a long curing time, resulting in low production efficiency and difficult production rhythm control.

After continuous research on advanced materials, the Company adopted electronic nano waterproof coatings (spraying or film covering) and optimized production processes, and developed a “Electronic Paper Display Device and Production Method”. The new technology shortens process flow and production cycle and greatly improves production efficiency. The corresponding invention patent application was submitted to the National Intellectual Property Administration during the reporting period.



Screenshot of patent search

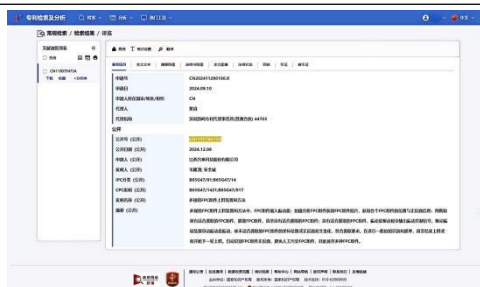
### 3. Innovating Green Processes

Process control is the core link to guarantee electronic paper product quality. The Company continues to optimize key process parameters and introduce intelligent control technologies to reduce manual intervention, improve process stability and product consistency, cut waste discharge during production, raise resource efficiency and reduce environmental load.

#### Case 1: Multi-specification FPC Feeding Device and Method

Flexible Printed Circuit Boards (FPC) are used as signal connection terminals for electronic paper display screens. FPCs have various specifications, and manual participation in material splitting, feeding and processing may cause contamination and affect product quality.

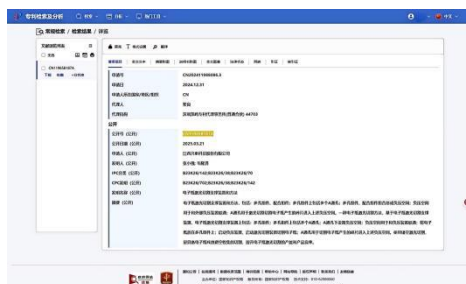
The Company developed a “Multi-specification FPC Feeding Device and Method”, which can automatically identify materials and their front and back sides, avoid manual contamination, and support feeding and processing of multiple FPC specifications, effectively ensuring product reliability and quality stability. The substantive examination of this invention patent was approved during the reporting period.



Screenshot of patent search

## Case 2: Electronic Paper Laser Cutting Support Device and Method

Aiming at the problems of low yield, heavy contamination and low edge material removal efficiency in electronic paper laser cutting, the Company developed an “Electronic Paper Laser Cutting Support Device and Method”. A detachable hollow cutting platform is adopted to reduce the contact area between the platform and electronic paper. Vacuum adsorption is used to collect cutting residues and prevent secondary contamination, improving production capacity and product yield. The corresponding invention patent application was submitted during the reporting period.



Screenshot of patent search

## 4. Protecting Health and Safety

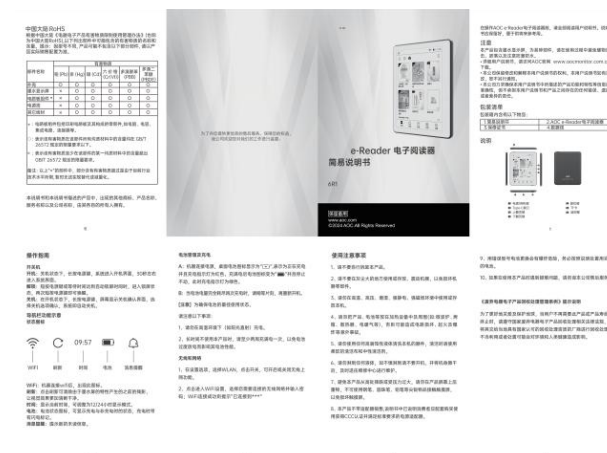
The Company regards product health and safety as the primary criterion for R&D and manufacturing. We strictly follow green, environmental protection and safety standards in material selection and process design to protect the safety and physical health of customers and consumers.

We fully comply with relevant laws, regulations and regulatory requirements, and complete 3C certification and other safety certifications for all products to ensure all products pass strict safety performance tests and meet national and industrial safety standards before launch.



### 3C certification certificate (partial)

Detailed product specifications and user manuals are compiled for each product to specify safety operation standards, notes and maintenance methods, helping customers and consumers correctly use, operate and maintain products and avoid safety and health risks caused by improper use.

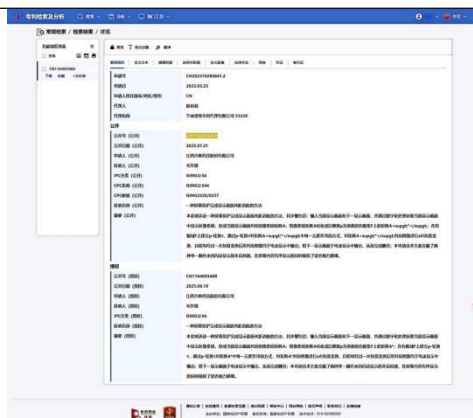


### Example of product manual (part)

The Company optimizes product and process design continuously to deliver more stable, safe and healthy user experience.

#### Case: Method for Eliminating Afterimages on Display Panels through Screen Protection

Electronic paper is prone to afterimages during use, which may cause visual discomfort to users. The Company conducted in-depth research from the aspects of product structure, processing technology and digital algorithm, and developed a technology to reduce and eliminate display afterimages and protect users' eyesight. The substantive examination of the invention patent titled "Method for Eliminating Afterimages on Display Panels through Screen Protection" started in August 2023.



**Screenshot of patent search**

The Company has established a product traceability and recall management system to identify, isolate, recall and dispose of defective products in a timely manner once quality problems occur, so as to protect consumers' health and safety. Regular simulated recall drills are carried out to verify the effectiveness of the recall mechanism. During the reporting period, there were zero product recall incidents involving consumers' health and safety, and zero recalled products.

## **5. Exploring Product Recycling**

The Company introduces the circular economy concept into product design, development and production, and promotes the recycling and reuse of raw and auxiliary materials in manufacturing.

We actively explore end-of-life product management methods. Up to now, we have specified disposal methods for end-of-life products in product manuals to guide customers and consumers to dispose of waste products correctly, reduce environmental burden and protect public health.

We carry out technical and economic feasibility research on waste product recycling with partners, and strive to build a closed-loop full-chain green development path featuring material upgrading, process optimization and recycling.

## **5.3 Practicing Responsible Procurement**

The Company takes responsible procurement as an important driver for the green transformation of the industrial chain, and builds a full-life-cycle management system covering supplier selection, access and exit. We integrate ESG governance into procurement business, adhere to the combination of high-quality and reasonable price principles and sustainable



responsibility principles, and work with suppliers to build a high-quality and responsible sustainable supply chain.

## 1. Supplier Management

We continuously improve internal systems including the *Supplier Management Procedure*, and consolidate the foundation of supplier management to ensure stable and sustainable supply chain operation.

- **Supplier Development and Access**

Comprehensive and strict access standards are formulated for suppliers. We conduct due diligence on suppliers through a combination of basic qualification review, questionnaire survey and on-site audit. While assessing product quality management risks, we carry out full-scale risk assessment on suppliers' ESG performance.

Suppliers are required to fill in questionnaires including the *Supplier Questionnaire* and *Supplier Social Responsibility Questionnaire* for self-assessment. Combined with collected qualification documents, we conduct preliminary review. For suppliers meeting basic access requirements, on-site audits are carried out to inspect their compliance and management level in environmental protection, occupational health and safety, and labor rights protection. Non-conformities found in on-site audits will be notified to suppliers within 3 working days, and suppliers are required to reply with improvement plans within 5 working days. Suppliers that fail to provide improvement evidence within one week will be disqualified.

- **Supplier Assessment and Review**

Qualified suppliers are included in the *Qualified Supplier List* after access, and managed under a dynamic assessment mechanism combining monthly assessment and annual review. We continuously evaluate suppliers' comprehensive performance in product quality, delivery capacity, service response and ESG performance. The results of monthly assessment and annual review serve as the basis for supplier classification, order allocation and long-term cooperation.

## 2. Sustainable Procurement

On the basis of improving the supplier management system, we further integrate



environmental and social responsibilities into procurement decisions, build a sound supply chain risk prevention and control mechanism, and promote the overall sustainable development level of the supply chain while ensuring stable business operation.

- **Policy Guidelines**

The Company has formulated a Supplier Code of Conduct to convey sustainable development concepts and requirements to all suppliers. Suppliers are required to sign the *Supplier Social Responsibility Commitment Letter* and comply strictly with relevant provisions.

- **Red Lines for Responsible Procurement**

The Company has defined ESG management red lines for suppliers. Suppliers will have their supply qualifications frozen or cancelled once any of the following situations occur:

- Severe integrity problems, use of unapproved alternative materials, deliberate concealment and other bad behaviors;
- Serious quality and environmental protection problems such as RoHS violations and major complaints from end customers;
- Involvement in commercial bribery;
- Major corporate social responsibility violations and breach of supplier social responsibility agreements;
- Recorded environmental problems on the Institute of Public and Environmental Affairs (IPE) platform without rectification and closure.

- **Risk Management and Control**

We regularly review operational risks and opportunities, identify and assess potential environmental and social risks in the supply chain combined with supplier assessment results, and adopt targeted classified control measures according to risk levels.

**Risk and Opportunity Identification, Evaluation, and Response Planning Table (Partial)**



| 兴泰盛科                                                                                                                                                                                |        |          |                                                                 |                                |     |     |         |     |                                                  |                                                                                       |                   |           |          |    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------|-----------------------------------------------------------------|--------------------------------|-----|-----|---------|-----|--------------------------------------------------|---------------------------------------------------------------------------------------|-------------------|-----------|----------|----|
| 风险与机遇识别、评价、应对策划表                                                                                                                                                                    |        |          |                                                                 |                                |     |     |         |     |                                                  |                                                                                       |                   |           |          |    |
| 类别： <input checked="" type="checkbox"/> 战略 <input type="checkbox"/> 业务战略 <input type="checkbox"/> 信息治理管理 <input type="checkbox"/> 过程 <input type="checkbox"/> 产品 版次：A2 日期：2023.12.9 |        |          |                                                                 |                                |     |     |         |     |                                                  |                                                                                       |                   |           |          |    |
| NO                                                                                                                                                                                  | 过程类别名称 | 条文要素(工序) | 风险/机遇                                                           | 风险/机会评价<br>(高7-10, 中4-6, 低1-3) |     |     | 风险/机会级别 |     | 对应措施<br>(可以是：设定具体目标，<br>也可以选：设计一个实施方案)           | 措施整合到<br>过程中责任部门                                                                      | 措施有效性评价<br>(1次/年) |           |          |    |
|                                                                                                                                                                                     |        |          |                                                                 | 严重度                            | 可能性 | 探测性 | 风险顺序    | 级别  |                                                  |                                                                                       | 评价人               | 评价时间      | 评价结果     |    |
| 4                                                                                                                                                                                   |        | 经济       | 中美贸易、疫情关系，造成市场经济紧张<br>1、芯片产能紧张，技术难度大导致一家独大的场面<br>2、下游价格波动市场紧张激烈 | 7                              | 7   | 3   | 147     | 高   | 1、找芯片行业内的多家资源合作；2、提前储备战略物料；3、验证cost down物料降低成本   | 采购部                                                                                   | 余勇                | 2025/1/2  | 有效       |    |
| 8                                                                                                                                                                                   |        | 行业       | 电子纸膜片独家供应，并存在排他协议。                                              | 8                              |     | 9   | 8       | 576 | 高                                                | 1、扩展应用到eNote、Retail Signage、IoT等各个领域，并开展与元太的深度合作<br>2、与行业优质的IC、TFT供应链资源进行战略合作，对技术进行储备 | 采购部               | 余勇        | 2025/1/2 | 有效 |
| 9                                                                                                                                                                                   |        | 技术       | 价差模组的技术创新；新教育类、广告类技术开发领先。                                       | 3                              | 3   | 3   | 27      | 低   | 目前教育类（研发二部、制造一处）、广告类产品（研发三部、制造一处）试产送样阶段。9月可实现批量。 | 研发部                                                                                   | 冯南                | 2023/12/9 | 有效       |    |
| 10                                                                                                                                                                                  |        | 技术       | 核心材料电子纸膜片的核心技术专利集中在海外企业居多，无自主知识产权。                              | 6                              | 3   | 5   | 90      | 中   | 对外部技术壁垒，靠替代方案及通过专利布局的方式占领先机                      | 研发部                                                                                   | 胡自萍               | 2023/12/9 | 有效       |    |
| 11                                                                                                                                                                                  |        | 法规       | 产品销售区域法规如ROHS，加州65等，中国ROHS、CCC等                                 | 2                              | 2   | 5   | 20      | 低   | 严格按照法律法规要求来销售产品                                  | 品质部/项目处                                                                               | 胡自萍               | 2023/12/9 | 有效       |    |
| 外部经济环境、自然灾害的影响。                                                                                                                                                                     |        |          |                                                                 |                                |     |     |         |     |                                                  |                                                                                       |                   |           |          |    |

Case: Conflict Minerals Risk Management

The Company commits to complying with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* and other norms, and promotes the responsible procurement of 3TG minerals (tin, tantalum, tungsten and gold) to comprehensively control human rights, environmental and governance risks in the supply chain.

We sign the *Conflict-Free Minerals Statement* with all qualified suppliers, requiring them to abide by relevant domestic and foreign laws and regulations on conflict minerals. Annual due diligence on conflict minerals is carried out for suppliers to ensure raw materials, parts and components and their supply chains do not contain or use conflict minerals.

Contract Standardization

Based on full communication and negotiation with suppliers, we sign the *Integrity and Anti-Bribery Agreement*, *Confidentiality Agreement* and *Safety and Environmental Protection Agreement* as attachments to the framework procurement contracts, defining the rights, obligations and responsibilities of both parties in ESG governance as legally binding clauses to ensure stable supply chain and continuous procurement business.

Diversity and Inclusiveness

Supplier diversification is an important pillar for a sustainable supply chain. We expand the scope of supplier selection, and give priority to suppliers owned by women and vulnerable groups, as well as small and medium-sized production suppliers with high product quality, stable operation and strong sense of social responsibility under the same conditions, to build a more diverse and inclusive supply chain and promote diversified social and economic development. We also promote local procurement to improve material supply efficiency, reduce procurement costs,



minimize the environmental impact of procurement activities, and drive regional economic growth and sustainable development in operating areas.

- **Supplier Appeal Channels**

We attach great importance to the sound development of labor and human rights protection in the supply chain, and take diversity, equality and inclusiveness as key assessment items in supplier due diligence and risk evaluation. We have set up appeal channels (Email: bangongshi@seekink.com) for suppliers and their employees to accept appeals and reports on problems in the Company's procurement business and labor and human rights protection of suppliers. All appeals are investigated and handled in a timely manner in accordance with internal norms including the *Employee Appeal Management Procedure*, and the rights of appellants are fully protected.

- **Incentives and Restrictions**

Based on supplier assessment results, we provide multiple incentives for suppliers with outstanding social responsibility performance under the same cooperation conditions, including priority access to the qualified supplier list, priority invitation to project bidding, increased procurement volume and preferential payment terms, to set benchmarks and drive more suppliers to attach importance to responsibility management.

Correspondingly, differentiated control measures are adopted for suppliers with potential responsibility risks: oral or written warnings and rectification orders for suppliers with minor violations and active rectification; reduced procurement volume and cooperation share for suppliers with serious violations or negative rectification attitude; suspension of procurement or termination of cooperation for suppliers with major environmental violations, serious infringement of labor rights and refusal to rectify.

- **Capacity Building**

We guide suppliers to rectify problems found in assessment. Meanwhile, we carry out ESG-themed training and experience exchanges for suppliers through visits, exhibitions and on-site audits, and share concepts, policies and practices in sustainable governance. We provide



training covering supplier code of conduct, anti-corruption, business ethics, quality management, occupational health and safety, environmental management and labor rights protection to improve the overall sustainable development capacity of the supply chain.

We strengthen the sustainable procurement capacity of the internal procurement team by organizing regular special training on environmental protection, social responsibility, green procurement standards and supply chain compliance management. Sustainable procurement requirements are incorporated into employee performance appraisal and career development systems to ensure all procurement staff fully understand and implement relevant requirements.



## 6. Empowering Employee Value



Talents are the most valuable assets of the enterprise. SEEKINK actively safeguards employees' rights and interests, pays attention to employee growth, creates learning opportunities and promotion channels, builds a safe and comfortable working environment, fosters a harmonious and relaxed working atmosphere, and enhances employees' sense of belonging and well-being.

### 6.1 Talent Recruitment and Management

The Company strictly complies with the *Labor Law of the People's Republic of China*, *Employment Promotion Law of the People's Republic of China*, *Minors Protection Law of the People's Republic of China* and other laws and regulations, benchmarks international labor standards, and establishes a standardized and transparent recruitment and employment management system to protect employees' legitimate rights and interests from the source and recruit diversified talents.

We adopt diversified recruitment channels including the official website, social recruitment platforms, campus recruitment and internal referrals to ensure equal employment opportunities and promote social inclusiveness and workplace diversity. Standardized recruitment procedures are implemented, and the identity and age of candidates are strictly verified during recruitment. Child labor is firmly prohibited, and all forms of discrimination based on gender, age, nationality and disability unrelated to job competence are eliminated. Employment decisions are made solely based on job competence and qualifications.

We fully disclose job responsibilities, requirements, salary and welfare composition as well as career development opportunities to all candidates to ensure information transparency. Open communication channels are maintained to respect candidates' right to know and feedback. The recruitment and employment management mechanism is continuously optimized to build a fair, inclusive and compliant employment environment. The labor contract signing rate reached 100% in 2024.



Screenshot of recruitment information on the company's official website

## 6.2 Equality, Diversity and Inclusion

The Company strictly abides by labor laws and regulations in all operating regions, respects and protects the legitimate rights and interests of all employees, and strives to build a workplace culture featuring equal opportunities, mutual respect and openness and inclusiveness. Any discrimination based on gender, age, nationality, religious belief, marital status, region and identity is prohibited in all links including recruitment, selection, training, promotion, salary and incentive. All employees enjoy equal rights in career development and resource access.

### 1. Women's Care and Gender Equality

The Company adheres to the principle of gender equality, ensuring female employees enjoy the same rights as male employees in recruitment, promotion, performance evaluation, salary, welfare and training. Any form of gender bias and implicit discrimination is opposed. The Ji'an base fully implements national laws and regulations on the protection of female employees, providing statutory maternity leave and breastfeeding arrangements for eligible female employees. Work arrangements are adjusted according to the physical and mental needs of pregnant and breastfeeding employees. Management training and internal publicity are carried out to create a respectful and inclusive working environment and support female employees to balance career development and family responsibilities.

A Women's Committee under the Trade Union is established to safeguard the legitimate rights and interests of female employees, collect and feedback their demands, participate in negotiation and decision-making on matters related to female employees' interests, and supervise



the implementation of the *Special Collective Contract for the Protection of Female Employees' Rights and Interests*. The Committee organizes regular activities including health care, career development and psychological counseling. During the reporting period, themed activities titled “Embrace Spring, Shine as Outstanding Women” were held on International Women’s Day to enhance female employees’ sense of honor, belonging and happiness.



**“Meeting in Spring, Unfolding Women’s Brilliance” International Women’s Day Event**

## **2. Protection of Vulnerable Groups**

The Company pays attention to the employment and development rights of vulnerable groups, adheres to equal pay for equal work and equal opportunities. Employees are treated equally in post allocation, labor remuneration, training opportunities, career promotion and social insurance regardless of identity, household registration and physical condition. Within the scope permitted by working environment and facilities, we gradually improve barrier-free passages, workstation layout and safety protection facilities to provide reasonable convenience for employees with special needs. Managers and colleagues are encouraged to treat employees with diverse backgrounds with tolerance and respect. Mentorship, targeted training and psychological care are adopted to help vulnerable group employees integrate into teams, enhance their sense of belonging and security, and promote a more diverse, harmonious and caring workplace culture.

### **6.3 Respecting and Protecting Human Rights**

The Company strictly complies with applicable laws and regulations in all operating regions, refers to the *United Nations Guiding Principles on Business and Human Rights (UNGP)* and core conventions of the International Labour Organization (ILO), and implements management practices consistent with the SA 8000 Social Accountability Standard. Any act violating human



rights is firmly prohibited.

A complete internal institutional guarantee system has been established, including the *Anti-Discrimination and Anti-Harassment Management Procedure*, *Prohibition of Forced Labor and Compulsory Labor Management Procedure* and *Prohibition of Child Labor Management Procedure*. These special systems clearly prohibit forced labor, discrimination, harassment and child labor to protect employees' legitimate rights and interests and build an equal and respectful working environment.

## 1. Human Rights Risk Assessment

The Ji'an base carries out systematic identification, assessment and continuous improvement of potential human rights risks in operation, and conducts regular human rights due diligence to ensure labor and human rights protection in daily operation. Referring to SA 8000, the United Nations Global Compact and GRI provisions on human rights, we inventory potential human rights risks, conduct comprehensive assessment based on occurrence probability and impact degree, set priority levels, and formulate corresponding mitigation and remedial measures to reduce the impact of human rights risks and build a safe, reassuring and happy workplace.

### Human Rights Risk Management Process

|                              |                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Risk Assessment</b>       | Refer to SA 8000, the United Nations Global Compact and GRI human rights provisions, and conduct comprehensive assessment through internal audits, interviews and surveys with internal and external stakeholders.                                                                                                                                                        |
| <b>Preventive Measures</b>   | Inventory existing internal control systems and business processes, improve supporting policies on anti-discrimination, prohibition of forced labor and child labor, protection of female and minor employees, and embed relevant requirements into recruitment, employment, performance and supply chain management links to prevent human rights risks from the source. |
| <b>Supervision and Audit</b> | Establish a supervision mechanism combining daily inspection and internal audit. Conduct special regular audits on human rights issues, track the implementation of policies and the handling of complaints and appeals, identify potential problems in a timely manner and form rectification requirements and closed-loop management.                                   |
| <b>Mitigation Actions</b>    | Formulate and implement rectification plans for identified human rights risks, supervise the progress and effect of improvement measures, reduce risks through training, process optimization and accountability, and prevent recurrence of similar problems.                                                                                                             |

## 2. Human Rights Risk Prevention and Remedial Measures

A sound response mechanism covering pre-prevention, interim intervention and post-remedy



has been established for human rights risks to effectively protect employees' legitimate rights and interests.

### Human Rights Risk Prevention and Remedial Measures List

| Risk Scenario                               | Preventive Measures (Pre-event)                                                                                                                                                                                                                                                                                                                                                                                                                           | Appeal & Investigation Mechanism (Interim)                                                                                                                                                                                                                                                                                                                                                                                              | Remedial & Protection Measures (Post-event)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Child Labor Employment                      | <ol style="list-style-type: none"> <li>1. Strict age verification and identity document check during recruitment.</li> <li>2. Impose the same requirements on outsourced and dispatched labor.</li> <li>3. Clarify the zero-tolerance rule for child labor in employment systems, and enhance the risk identification capability of managers and team leaders via training.</li> </ol>                                                                    | <ol style="list-style-type: none"> <li>1. Immediately launch verification once suspected child labor is found, jointly organized by the Human Resources Department and relevant management.</li> <li>2. Suspend the work of the relevant person during the investigation to avoid exposure to inappropriate working environments.</li> <li>3. Compile investigation records and report to senior management representatives.</li> </ol> | <ol style="list-style-type: none"> <li>1. Terminate the labor relationship immediately and settle all salaries in full.</li> <li>2. Arrange special staff to escort the minor back to their residence and ensure handover to parents or guardians; all relevant expenses shall be borne by the Company.</li> <li>3. Assume medical and living expenses if the minor falls ill or is injured during employment.</li> <li>4. Assist the minor in continuing their education.</li> <li>5. Impose disciplinary penalties on responsible departments and personnel to prevent recurrences.</li> </ol> |
| Forced Labor                                | <ol style="list-style-type: none"> <li>1. Explicitly prohibit detaining identity documents, restricting personal freedom, and using violence or threats to compel labor in relevant systems.</li> <li>2. Optimize attendance, overtime and salary payment mechanisms to ensure labor relations are established on a voluntary basis.</li> <li>3. Improve the ability of frontline managers to identify signs of forced labor through training.</li> </ol> | <ol style="list-style-type: none"> <li>1. Employees may report suspected forced labor via staff committees, suggestion boxes, hotlines or direct communication with management representatives.</li> <li>2. Management representatives shall organize investigations promptly to verify working hours, salary payment, personnel mobility and on-site management, and compile investigation reports.</li> </ol>                         | <ol style="list-style-type: none"> <li>1. Impose severe penalties or terminate labor contracts for personnel confirmed to have committed forced labor; refer serious cases to judicial authorities.</li> <li>2. Provide appropriate compensation to affected employees and assist them in obtaining legal aid.</li> <li>3. Revise management systems and strengthen training and supervision to prevent forced labor within the Company and supply chain.</li> </ol>                                                                                                                             |
| Discrimination, Harassment and Maltreatment | <ol style="list-style-type: none"> <li>1. Formulate systems to ban all forms of discrimination, harassment and maltreatment, with gender, age, nationality and marital status as key prevention areas.</li> <li>2. Conduct regular trainings and publicize regulations to foster a zero-tolerance culture.</li> </ol>                                                                                                                                     | <ol style="list-style-type: none"> <li>1. Employees may report issues to staff representatives, deputy general managers, the Human Resources Department or trusted managers, including anonymous complaints via mailboxes.</li> <li>2. Conduct investigations confidentially and efficiently, collect evidence, and draw conclusions within a reasonable time frame.</li> </ol>                                                         | <ol style="list-style-type: none"> <li>1. Impose reprimands, demotions, job transfers or dismissal on perpetrators according to the severity of violations; refer serious cases to judicial authorities.</li> <li>2. Offer compensation and legal assistance to affected employees.</li> <li>3. Publicize rectification measures internally and optimize systems and training to prevent similar incidents.</li> </ol>                                                                                                                                                                           |

### 3. Human Rights Awareness Training

The Ji'an base integrates human rights protection into the overall employee training system.

We conduct tiered training based on the *United Nations Guiding Principles on Business and*



*Human Rights*, ILO core conventions, SA 8000 standards and internal rules.

- For new employees, human rights regulations, code of conduct and appeal channels are mandatory induction courses.
- For frontline supervisors and middle & senior managers, trainings focus on employment compliance, anti-discrimination and anti-harassment, identification and prevention of child labor and forced labor, as well as working hour and salary compliance, combined with case studies.

We also conduct anonymous surveys to collect employees' experiences and demands, so as to continuously optimize training content and methods, and sustain the implementation of anti-discrimination and anti-harassment work.

## 6.4 Optimizing Salary and Welfare

The Company abides strictly by labor laws and regulations, and builds a comprehensive salary and welfare system consisting of fixed remuneration, performance incentives and multi-level benefits. We strive to improve the competitiveness and fairness of salary packages, and enhance employees' sense of gain, happiness and belonging, so as to attract and retain talents in the long run.

### 1. Salary Management

#### Salary Management Goal of the Company

By 2030, the monthly actual salary of all on-the-job employees will stay above the living wage standard of the local area, with the proportion of employees earning below the living wage maintained at 0%.

The Company implements the *Salary Management Procedure* to standardize salary structure, calculation rules, overtime pay and welfare benefits. Working hours and overtime arrangements are set reasonably, and overtime pay is issued in accordance with legal standards. The composition, payment date and deductions of salaries are fully disclosed to guarantee employees' right to know.

We fully implement the principle of equal pay for equal work. For employees holding the same position with equivalent skills and job responsibilities, there is no differential treatment in salary structure and annual increment based on gender, age, nationality or native place. The salary



system combines basic wages, performance bonuses and allowances, linking personal and team performance with corporate operating results. While guaranteeing basic livelihoods, the system gives full play to incentive effects to encourage employees to improve capabilities and create value alongside the Company.

The Company commits to paying all employees salaries higher than the local living wage. We regularly research local price levels and employees' living conditions, compare actual salaries with the living wage standard, and take the results as an important reference for salary adjustment and structural optimization.

## 2. Welfare System

The Ji'an base has improved a multi-dimensional welfare system covering social security, health care, cultural activities and employee care, providing comprehensive support for employees.

### Overview of welfare system at Ji'an base

| Welfare Category           | Specific Content                             | Description                                                                                                                                                                     |
|----------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Statutory Welfare          | Social Insurance                             | Pay endowment, medical, unemployment, work-related injury and maternity insurance for employees in accordance with laws.                                                        |
|                            | Housing Provident Fund                       | Deposit housing provident fund as required to help employees improve housing conditions.                                                                                        |
|                            | Statutory Paid Leave                         | Implement annual leave, marriage leave, maternity leave, paternity leave and other statutory leave in compliance with labor regulations.                                        |
| Salary Allowances          | Performance Bonus                            | Linked to individual and team performance, adhering to the principle of more pay for more work and better performance for higher rewards.                                       |
|                            | Various Subsidies                            | Provide post allowances, night shift allowances, high-temperature allowances, perfect attendance subsidies and seniority subsidies based on job attributes and labor intensity. |
|                            | Living Wage Guarantee                        | Regularly compare salaries with the local living wage to ensure employees' income meets basic living needs.                                                                     |
| Health & Safety Protection | Supplementary Commercial Insurance           | Purchase accident insurance and supplementary medical insurance collectively via the trade union to strengthen risk protection.                                                 |
|                            | Physical Examination & Health Management     | Organize regular physical examinations, and provide health lectures and psychological counseling services when necessary.                                                       |
|                            | Occupational Health & Safety Protection      | Distribute personal protective equipment, optimize working environments and organize safety trainings.                                                                          |
| Humanistic Care            | Festival Benefits & Condolences              | Distribute gifts and condolences on traditional festivals and important dates.                                                                                                  |
|                            | Cultural & Sports Activities & Team Building | Organize team-building activities, sports events and recreational activities to enrich spare time.                                                                              |



|                          |                         |                                                                                                                                                              |
|--------------------------|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                          | Care for Special Groups | Carry out targeted support for female employees and staff in difficulty via the Women's Committee and assistance programs for needy employees.               |
| Training & Development   | Learning Opportunities  | Provide on-the-job skills training and management training to support career development.                                                                    |
| Democratic Communication | Democratic Consultation | Ensure employees' right to participate in corporate affairs via trade unions and staff and workers' congresses, and sign and implement Collective Contracts. |

### 3. Employee Care

Adhering to the people-oriented philosophy, the Company incorporates employee care into daily operation and corporate culture. We carry out a variety of caring activities to relieve work pressure, enhance communication and build a warm working atmosphere.

#### • Festival Activities

We organize celebrations and distribute gifts during the Spring Festival, Dragon Boat Festival, Mid-Autumn Festival and other traditional festivals to convey blessings to employees and their families.



2024 Spring Festival Event



Dragon Boat Festival activities



Mid-Autumn Festival activities



Vietnamese company's "New Starting Point, New Journey" event

### • Cultural and Sports Activities

We advocate a healthy lifestyle and regularly hold basketball games, tug-of-war, fun sports meetings, team expansion and cultural galas. These activities ease work pressure, strengthen team cohesion and employees' recognition of corporate culture.



singing competition



The 2<sup>nd</sup> “Dream Chasing, Light Pursuing, Racing on the Field” Sports Meeting of Xingtai Technology

- **Employee Visits and Condolences**

We have established a regular employee visitation mechanism. During hot summer days, peak work periods and key project phases, we deliver cooling supplies and condolences to frontline staff, paying close attention to their working conditions and physical health.



“Bringing Coolness” summer relief and condolence activities



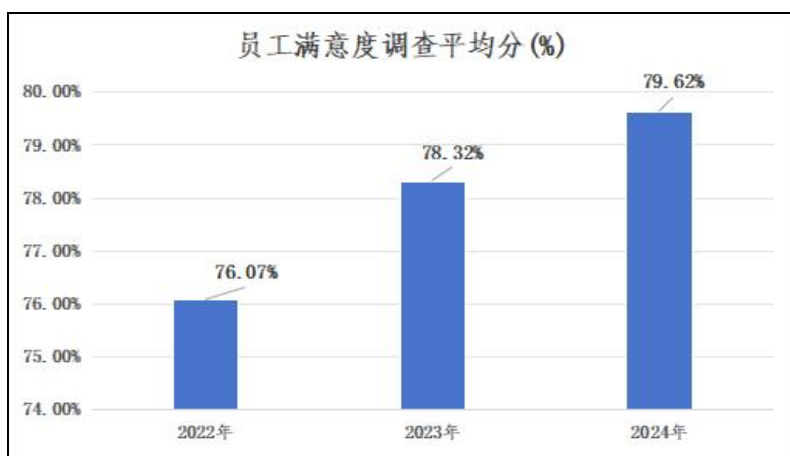
#### 4. Employee Communication and Exchange

The Ji'an base is committed to building an open and transparent two-way communication environment. A trade union has been established in accordance with the law. We fully respect employees' rights to freedom of association and collective negotiation based on the *Procedure for Freedom of Association and Collective Bargaining*. When formulating or revising rules involving employees' vital interests, we fully listen to opinions from trade unions and staff representatives. Staff and workers' congresses are held regularly to conduct collective negotiations on labor contracts, salary and welfare, occupational safety and employee development. The Collective Contract signing rate reached 100% at the Ji'an base in 2024.



Employee symposium

A multi-level appeal and feedback system has been built, including suggestion boxes, hotlines, emails, letters and face-to-face communication channels. We conduct regular employee satisfaction surveys to collect opinions, analyze results and drive continuous improvement. In 2024, the employee satisfaction score was 79.62%, an increase of 1.31% year-on-year.





Survey results of employee satisfaction in the past three years

## 6.5 Facilitating Employee Development

Talent is a strategic asset of the enterprise. We regard “continuous learning and common growth” as an important part of corporate culture, and build a full-cycle training and development system covering all employees. Clear career paths and scientific performance & promotion mechanisms help employees grow together with the Company and create value jointly.

### 1. Training Management

A standardized training management system has been established. We follow the principle of training driven by development and development boosted by training, and design targeted training modules for new recruits, on-the-job staff, management personnel and key post employees.

**Employee training system**

| Trainees                               | Main Training Content                                                                                                                                                                                                      | Core Training Objectives                                                         |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| New Employees                          | Corporate history, culture, organizational structure, business scope; HR rules, attendance, salary and welfare; basic safety knowledge and dormitory & canteen management; department responsibilities and job procedures. | Help new employees adapt quickly and get ready for work.                         |
| Frontline Production & Technical Staff | Process specifications, equipment operation and maintenance; quality awareness and defect prevention; 5S management; occupational safety and standard operations.                                                          | Improve operational skills and quality awareness, and reduce safety risks.       |
| Functional & Professional Staff        | Professional knowledge, laws and regulations, internal processes, office software and communication skills.                                                                                                                | Enhance professional capabilities and cross-department collaboration efficiency. |
| Middle & Grassroots Managers           | Management theories, goal management, team building, problem analysis and system implementation.                                                                                                                           | Strengthen executive capacity and team management capabilities.                  |
| Senior Managers                        | Corporate strategy, financial analysis, risk management, organizational reform and leadership development.                                                                                                                 | Improve strategic decision-making and overall planning capabilities.             |
| Special & Key Post Staff               | Operation specifications for special equipment, safety & environmental protection regulations, internal audit standards and qualification training.                                                                        | Ensure posts are staffed by qualified personnel and standardized operation.      |

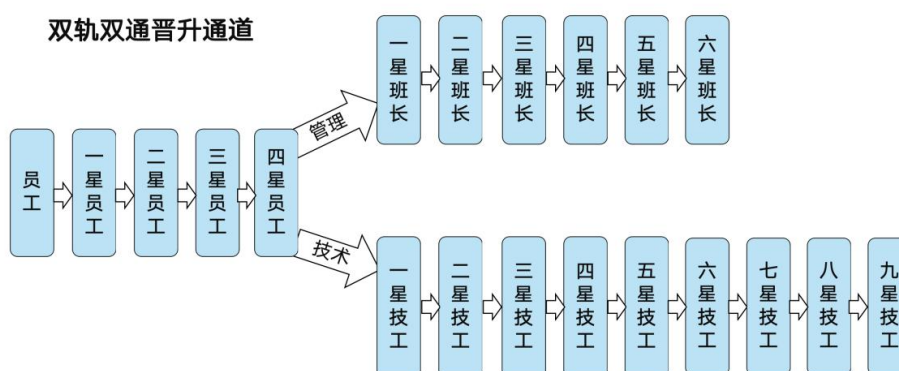
We adopt diversified training methods including lectures, video courses, case studies, role-playing, on-site practice and job rotation. Training results are linked with performance appraisal, job adjustment and promotion to form a closed-loop management mechanism.



## 2. Career Development

We have formulated systems including the *Post Grade Management Measures*, *Promotion Management Measures* and *Job Rotation Management Measures* to standardize talent selection and promotion rules. A dual-track career development system (management track + professional technical track) is implemented. Employees can choose development paths according to their strengths, and job transfer between the two tracks is allowed to fully tap personal potential.

We have launched training programs such as the “Cornerstone Growth Program” for technicians and team leaders, and targeted training for engineers to build a sound talent echelon.



Dual-track and dual-way promotion channel



Launching ceremony of the “Cornerstone Growth Plan” for skilled worker training



Engineer benchmarking with captain training activities

## 3. Performance Appraisal

Based on the *Performance Management Measures*, we adopt a performance appraisal system combining Key Performance Indicators (KPI) and Key Behavior Indicators (KBI). Individual Performance Commitment (PBC) is formulated following the SMART principle. Appraisals are



conducted monthly, quarterly and annually.

Performance results are important references for salary adjustment, promotion, training and job rotation. Employees with excellent performance will receive higher performance coefficients, priority for promotion and more training opportunities. For employees with continuous poor performance, we provide tutoring and training first; if they are still incompetent after improvement, reasonable job adjustments will be arranged in accordance with laws.

We also carry out regular selection and recognition of “Service Stars”, “Skill Stars”, “R&D Stars”, “Excellent Team Leaders” and outstanding teams, combining spiritual incentives with material rewards to create a positive working atmosphere.



**Employee Recognition Ceremony**

## **6.6 Protecting Occupational Health and Safety**

Adhering to the principle of Safety First, Health Supreme, the Company strictly complies with laws and regulations on work safety, fire protection and occupational disease prevention in China and Vietnam. We refer to the ISO 45001 occupational health and safety management standard, and strive for zero safety accidents and zero occupational diseases.

### **1. Improving the Management System**

A work safety responsibility system has been established. An Environment, Health and Safety (EHS) Committee is set up, with the General Manager serving as the principal person in charge of work safety. All department heads are the first responsible persons for safety within their departments.



The Company has obtained the ISO 45001 occupational health and safety management system certification. We implement a dual prevention mechanism of risk hierarchical control + hidden danger investigation and rectification. We identify and assess occupational health risks regularly, sort out key risk lists, assign responsibilities and formulate control measures.



ISO 45001 System Certificate

We carry out tiered safety education activities including pre-shift reminders, in-shift management and post-shift reviews. Systematic trainings on fire control, mechanical safety and waste management are organized. Special training and certification are arranged for operators of special equipment such as high/low voltage electricians and forklift drivers. We also carry out themed activities for the National Work Safety Month to popularize safety knowledge.

#### • Occupational health and safety culture

The Ji'an base continuously integrates the concept of “safety first, prevention foremost” into the entire process of production and operation management. It has formulated and implemented the “Regulations on Safety Education and Training Management”, established a safety education mechanism based on stratification and classification, and carried out daily safety education centered around “pre-shift reminders, in-shift control, and post-shift review” to enhance the occupational health and safety awareness of all employees. The Ji'an base incorporates knowledge on the prevention and control of occupational diseases into the induction training for new employees. It provides specialized occupational health training for both newly recruited and on-the-job employees before and during their employment. Additionally, targeted courses are organized for personnel working in occupational hazard positions, enabling employees to grasp



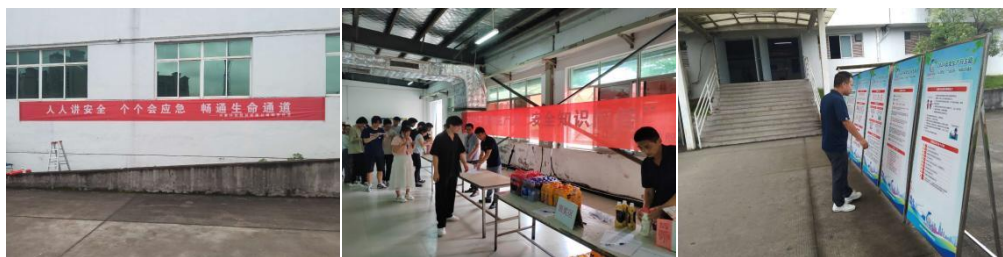
the occupational hazard factors, prevention and control measures, and emergency response methods specific to their positions and workplaces.

In 2024, the Ji'an base systematically conducted internal and external safety and environmental training centered around themes such as fire safety, environmental protection, and machinery safety. Internally, special training sessions were organized on fire equipment inspection, solid waste management, and machinery safety. Training sessions were also conducted to enhance the on-site safety management capabilities of team leaders, and practical training was provided to the security team on the operation skills of fire equipment, effectively improving employees' risk identification and safe operation abilities. Meanwhile, the Ji'an base assisted relevant personnel in participating in certification and review training for special operations such as high and low voltage electricians, forklift drivers, and intermediate building (structure) firefighters, ensuring that personnel in key positions worked with proper certification and solidifying the foundation of professional safety management capabilities.



### **Safety production training**

The Ji'an base actively organizes and carries out themed activities such as the "Safe Production Month". Through various forms such as posting promotional billboards and banners, conducting special training on machinery safety, and holding prize-winning quizzes on environmental safety knowledge, it strengthens the safety awareness of all employees, enhances employee participation, and boosts their enthusiasm for safety learning. By combining systematic training with diversified practical activities, the company continuously improves employees' occupational health and safety literacy, promoting continuous improvement in safety production management.



**Safety Production Month Activity**

## 2. Occupational Health Management

### • Occupational Disease Prevention

The Company implements the *Occupational Health Management Measures*, and follows the “three simultaneities” principle for occupational disease prevention and control facilities (planning, construction and acceptance synchronized with production projects).

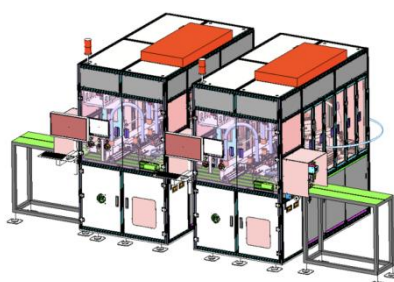
We entrust qualified institutions to conduct regular monitoring on occupational hazard factors such as noise and dust, and establish monitoring files and hazard lists. We conduct pre-employment, on-the-job and post-resignation physical examinations for employees exposed to occupational hazards. When signing labor contracts with new employees, we fully inform them of potential occupational hazards, consequences and protective measures. No occupational disease cases were confirmed in 2024.

### • Ergonomic Optimization

We continuously optimize workstation design and working processes to reduce labor intensity and occupational health risks.

#### **Case: Introduction of Automatic AOI Inspection Equipment**

The original visual inspection for small-size electronic paper modules relied entirely on manual work, which easily caused visual fatigue and increased inspection errors. We introduced automatic AOI inspection equipment to replace manual visual inspection. After the upgrade, the intensity of manual visual inspection decreased by 60%, effectively reducing occupational health risks and improving inspection accuracy.



Fully automatic AOI inspection equipment

- **Labor Protection**

The Company implements the *Personal Protective Equipment (PPE) Management Measures*, and distributes matching PPE according to post risks. No one is allowed to work without correct PPE. We also manage PPE for external construction personnel on site.

Emergency kits, first-aid supplies and protective materials are placed in production areas and key posts, with regular inspection and replenishment. Trainings on PPE use and emergency response are organized for all staff.



Emergency facilities, supplies, and personal protective equipment

- **Mental Health Protection**

While focusing on physical health, the Company also attaches importance to employees' mental health. We organize mental health training, team-building and communication activities to help employees relieve pressure and build a supportive working atmosphere. Managers are required to communicate with employees regularly and provide personalized support for staff under heavy pressure.



**Employee mental health training**

### **3. Work Safety Management**

- Safety Risk Management**

Based on the principle of “prevention beforehand and closed-loop rectification”, the Ji’an Base has established a mechanism for safety risk identification, assessment, and hierarchical control. It conducts systematic risk identification for key equipment, hazardous processes, and special operations, clarifies risk levels, control measures, and responsible units, and incorporates them into daily inspection points. Based on safety inspections and hidden danger investigations, the Ji’an Base has established a “Hidden Danger Investigation Account”, which details the description of each hidden danger, the responsible department, rectification measures, completion deadline, and review results, enabling the entire process of hidden danger management to be traceable and verifiable.

For major accident hazards, the Ji’an Base systematically reviews the current status and causes of the hazards, assesses the potential consequences and the difficulty of rectification, formulates special treatment plans, and regularly reports the progress of treatment to the Workers’ Congress and relevant departments such as emergency management and ecological environment, ensuring that the rectification of major accident hazards is well-planned, resourced, time-bound, and effective. In 2024, the Ji’an Base investigated a total of 153 safety hazards, achieving a rectification rate of 100%.

| <b>Type of Safety Inspection</b>        | <b>Frequency</b> | <b>Main Content</b>                                                                                                            |
|-----------------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------|
| Daily Safety & Environmental Inspection | Daily            | Inspect buildings, fire-fighting facilities, production equipment, hazardous chemical management and environmental conditions. |



|                                           |                                    |                                                                                             |
|-------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|
| Comprehensive Hidden Danger Investigation | At least once a year               | Overall inspection of the factory led by senior management.                                 |
| Professional Hidden Danger Investigation  | At least once a year               | Special inspection focusing on key equipment, processes and special operations.             |
| Seasonal Inspection                       | Quarterly                          | Targeted inspection for high temperature, flood, cold resistance and other seasonal risks.  |
| Pre-event & Pre-holiday Inspection        | Before major activities & holidays | Inspect electrical equipment, fire facilities, on-site security and emergency arrangements. |
| Accident Reference Inspection             | Irregular                          | Learn from typical accidents and conduct targeted risk checks.                              |

#### • Work Safety Emergency Management

Based on the “Emergency Preparedness and Response Control Procedure” and other relevant systems, the Ji'an base identifies emergencies that may affect employee safety and production continuity, such as fires, natural disasters, electric shock accidents, chemical spills, equipment failures, and water and power outages. It clarifies the emergency response levels, disposal procedures, and division of responsibilities, and equips with necessary emergency supplies and equipment.

The Ji'an base regularly organizes and participates in various types of emergency drills, such as electric shock accident emergency response drills, fire evacuation and fire extinguishment practical operations, and hazardous chemical leakage accident emergency drills. By simulating real-life scenarios, the applicability and operability of emergency plans are tested, enhancing employees' emergency response capabilities and collaborative handling levels. The company actively promotes the standardization of fire protection work, carries out the “five-in-one” fire protection work, and has passed the relevant inspections conducted by the fire rescue department.



Fire emergency drill



## 7. Consolidating Governance Foundation



The Company adheres to compliant operation, and integrates integrity and compliance into governance structure, institutional construction and all business activities. We continuously improve the corporate governance system, reinforce business ethics, strengthen information security and privacy protection, so as to guarantee stable operation and long-term value creation for shareholders.

### 7.1 Improving Governance System

The Company strictly complies with the *Company Law of the People's Republic of China*, *Securities Law of the People's Republic of China* and other laws. A standardized governance structure of General Meeting of Shareholders, Board of Directors, Board of Supervisors and Management (Senior Management) has been established.

#### Overview of corporate governance structure

|                                 |                                                                                                                                                                                                                                                                                                 |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Meeting of Shareholders | The highest authority of the Company. It reviews and decides on business strategies, investment plans, annual financial budgets and final accounts, profit distribution, capital increase/decrease and bond issuance, and reviews reports from the Board of Directors and Board of Supervisors. |
| Board of Directors              | The decision-making body, consisting of 5 directors including 1 female director. It convenes General Meetings of Shareholders, implements resolutions, formulates business plans and basic management systems, and supervises the performance of senior management.                             |
| Board of Supervisors            | The supervision body. It supervises the performance of directors and senior management, reviews periodic reports, and puts forward suggestions on removing personnel who harm the Company's interests.                                                                                          |
| Senior Management               | Responsible for daily operation and management, implementing resolutions of the Board of Directors, formulating and implementing rules and systems, and reporting operation status regularly.                                                                                                   |

### 7.2 Building Business Ethics

Adhering to the philosophy of integrity and compliance, the Company continues to improve the system framework for business ethics and compliance. We integrate compliance requirements into institutional development and all business operations, covering anti-corruption, fair competition, conflict of interest management, anti-fraud and anti-money laundering. Ji'an Base has required all employees to sign the Integrity Commitment Letter, with a 100% signing rate in



2024.

## 7.3 Anti-Corruption and Anti-Bribery

The Company adopts a zero-tolerance stance against corruption and bribery. We strictly prohibit all forms of bribery and improper benefit transfer, and strive to foster a clean corporate culture. The *Anti-Corruption Management Measures* have been issued to establish a comprehensive management mechanism featuring prevention, supervision and accountability.

### 1. Anti-Corruption Management System

The Company follows the principles of openness, fairness and impartiality, as well as the accountability rule that “top leaders take overall responsibility and each manager is accountable for their own department”. Anti-corruption requirements are embedded in key business processes including procurement, sales, R&D, quality management, production, human resources and finance.

#### Anti-Corruption Leading Group

|                                                                                     |                                                                                                                                                        |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| Group Leader (General Manager)                                                      | Takes overall charge of anti-corruption work, responsible for overall deployment and coordination.                                                     |
| Deputy Leader for Daily Affairs (Head of General Department)                        | In charge of daily work such as gift registration and distribution, as well as the publicity and implementation of relevant rules.                     |
| Deputy Leader for Supervision (Head of Internal Control and Information Department) | Responsible for the development of internal control systems, internal audits and investigation of violations.                                          |
| Members (Heads of All Departments)                                                  | Serve as the primary persons in charge of anti-corruption work within respective departments, and implement relevant requirements in daily management. |

The Internal Control and Information Department takes the lead in improving internal control systems and strengthening supervision over power exercise. The Finance Department standardizes fund management and approval procedures. All departments conduct regular anti-corruption education to enhance employees' awareness of laws and disciplines.

### 2. Anti-Corruption Risk Management

The company conducts corruption risk identification and prevention and control centered around “high-risk business links + key positions”, embedding the risk checklist and preventive measures into specific business processes. It focuses on key positions such as procurement, sales, technology research and development, quality management, production management, human resources, finance, and internal audit. It sorts out corruption risk points in links including supplier



and customer access, contract terms setting, expense reimbursement, fund payment, quality inspection, and personnel decision-making, and forms written risk ledgers and control requirements.

### Overview of anti-corruption risk management

| Position Type      | Main Risks                                                                                                                        | Prevention and Control Measures                                                                                                      |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Procurement        | Irregular supplier assessment, acceptance of rebates and banquets, disclosure of confidential information, false demand reporting | Implement multi-party price comparison and collective review; sign integrity agreements; standardize budget and approval procedures. |
| Sales              | False customer information, private collection of payments, false expense reimbursement                                           | Standardize customer access and payment collection; conduct multi-level review on expenses; declare conflicts of interest.           |
| R&D                | Tampering with technical data, leakage of trade secrets, false R&D expense reporting                                              | Sign confidentiality agreements; track R&D funds; strengthen data management.                                                        |
| Quality Management | Accepting bribes to alter inspection standards or conceal quality problems                                                        | Adopt multi-person and multi-level review mechanisms; establish problem tracking and regular job rotation systems.                   |
| Production         | Biased production scheduling, waste or embezzlement of raw materials, false output reporting                                      | Review production plans across multiple departments; standardize material requisition and data audit.                                |
| Human Resources    | Fraud in recruitment and promotion, leakage of personnel information                                                              | Implement open recruitment and promotion processes; standardize salary and performance management.                                   |
| Finance            | Embezzlement, false reimbursement, forged vouchers                                                                                | Conduct multi-level approval and account reconciliation for funds; carry out regular financial audits.                               |
| Internal Audit     | Selective audits, collusion with auditees                                                                                         | Implement conflict of interest avoidance; adopt multi-person audits and review of audit reports.                                     |

The company regards internal audit as a crucial tool for anti-corruption and compliance management. The Internal Control Information Department takes the lead in formulating annual audit plans, prioritizing coverage of high-risk areas of corruption such as fund management, procurement and bidding, sales revenue collection, expense reimbursement, human resource management, and information system permissions. Special audits and inspections are conducted as needed.

During the audit implementation process, the company adheres to the principles of independence, objectivity, and fairness. Through interviews, spot checks of documents, process walkthrough tests, data comparisons, and other methods, it verifies whether the business complies with national laws and regulations as well as the company's internal control system requirements. It pays attention to whether there are corruption risk clues such as concentration of power, irregular approvals, abnormal expenses, and discrepancies between accounts and reality. The



problems found in the audit are documented in a formal audit report, which specifies the responsible department for rectification, the measures for rectification, and the completion deadline. Follow-up reviews are conducted on key issues to urge the completion of the rectification loop.

### **3. Anti-Corruption Risk Management**

The company continuously enhances the awareness of integrity and compliance among all employees by combining integrity education with institutional publicity, case warnings, and daily supervision. During the onboarding process for new employees, the company incorporates integrity commitments, anti-corruption management requirements, and prohibitions on accepting gifts and monetary gifts, as well as on using job convenience for personal gain, into the new employee training. By signing relevant commitment letters, employees are made aware of their obligations to uphold integrity. The company regularly organizes thematic training and exchanges for employees in key positions such as procurement, sales, technology, quality, production, human resources, finance, and internal audit. These trainings focus on common corruption risks, real-life cases, and internal control requirements of each position, strengthening the awareness of “red lines cannot be touched and bottom lines cannot be broken”. At the same time, the company carries out regular integrity culture promotion through internal notices, bulletin boards, and other channels, using typical cases to conduct warning education. It reminds employees to standardize official receptions, gift and monetary exchanges, and expense reimbursements, encourages them to report disciplinary and illegal clues through formal channels, and promotes the establishment of a long-term mechanism that “makes corruption unthinkable, impossible, and undesirable”.

## **7.4 Information Security and Privacy Protection**

SEEKINK continuously strengthens information security and personal privacy protection through institutional improvement, technical defense, risk assessment and staff training. In 2024, no information security incidents or customer information leakage occurred.

### **1. Information Security Management**

- **Information Security Management**



The *Network Information Security Management Measures* have been formulated. A dedicated department is responsible for network planning, access control, daily monitoring and emergency response.

| Management Area                      | Main Contents                                                                                                             |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Network & Access Control             | Separate internal and external networks; implement hierarchical access authorization and regulate internet usage.         |
| Equipment & System Security          | Standardize the use of terminal devices and network infrastructure.                                                       |
| Account & Data Security              | Adopt real-name account management and hierarchical authorization; conduct regular data backup and record operation logs. |
| Code of Conduct & Emergency Response | Standardize employees' network behavior and improve emergency response mechanisms.                                        |

#### • Data Privacy Protection

The Company strictly complies with national laws on network and data security, and adheres to the principles of minimum collection, authorized access and limited use:

- Collection: Collect only necessary data with clear purposes.
- Storage & Usage: Classify data by sensitivity; implement access control based on job requirements and minimum authorization, and record all key operations.
- Transmission & Sharing: Adopt encryption for data transmission; complete approval procedures and sign confidentiality agreements before sharing data with external parties.
- Retention & Destruction: Specify data retention periods; delete or desensitize expired data in a standardized manner.

#### Product Data Security

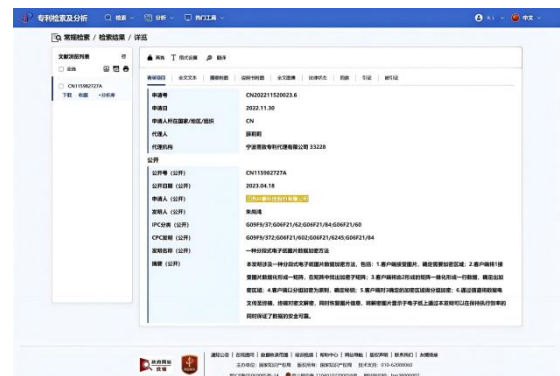
For electronic paper products, the Company builds a multi-dimensional data protection system. Segmented encryption is applied for core data storage and processing. National cryptographic algorithms are adopted for end-to-end data transmission together with dedicated key management. Secure hardware components are selected. Data integrity verification is deployed to prevent tampering and fully protect user data security.

##### Case: A segmented electronic paper image data encryption method

In the field of electronic paper image data management, the transmission efficiency of data encryption methods in existing technologies and the decryption efficiency of microcontroller devices are not high. This not only increases transmission time and device processing time but



also increases the power consumption of microcontroller devices. Based on product characteristics, we have devoted ourselves to researching data encryption mechanisms, algorithms, and schemes, guided by data security standards and norms. We have developed a “segmented electronic paper image data encryption method.” By leveraging the functional characteristics of existing software and hardware products, this method encrypts electronic paper image data through a “segmented” approach. It ensures data security while improving data processing efficiency and effectively reducing product power consumption. In May 2023, the China National Intellectual Property Administration began substantive examination of the invention patent based on this technological achievement.



Screenshot of patent search

2. Information Security Risk Management

The company has established an IT risk identification, assessment, and response mechanism. Based on the “IT Risk Identification, Evaluation, and Response Planning Table”, it regularly conducts risk assessments on key aspects such as server access control, source code management, network and infrastructure, and computer room environment. It formulates and implements corresponding control measures. Taking into account external environmental factors such as natural disasters, power failures, and network interruptions by operators, the company gradually promotes the construction of backup and off-site disaster recovery plans to enhance system resilience and business continuity assurance capabilities.

IT risk identification, evaluation, and countermeasures

| No. | Risk Category          | Risk Description                                               | Risk Level | Main Countermeasures                                                      |
|-----|------------------------|----------------------------------------------------------------|------------|---------------------------------------------------------------------------|
| 1   | Internal Environment – | Inadequate system upgrades and non-compliant operations affect | Low        | Conduct full verification in the test environment before system upgrades. |



|    |                                          |                                                                                                                                                          |      |                                                                                                                                                                                                       |
|----|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Compliance                               | the stability of the official production environment                                                                                                     |      | Release the system to the official environment only after confirmation, and back up the latest version of the official system.                                                                        |
| 2  |                                          | Loose access control for servers leads to risks of unauthorized access and incorrect operations                                                          | High | Set dedicated accounts and passwords for server access, and implement hierarchical permission control.                                                                                                |
| 3  |                                          | Loose operation permissions for official databases bring risks of data tampering and leakage                                                             | High | Set dedicated accounts and passwords for official database access. Only test databases are allowed in the development environment, and all operations on official databases are under strict control. |
| 4  |                                          | Irregular source code management causes risks of code loss, tampering and failure to roll back                                                           | High | Manage branch permissions via Git, keep records of code versions and establish a version rollback mechanism.                                                                                          |
| 5  |                                          | Loose access management of computer rooms leads to risks of unauthorized entry                                                                           | Low  | Install password locks and fingerprint locks for computer rooms; only allow operation and maintenance staff to enter, and equip monitoring devices.                                                   |
| 6  | Management System                        | Insufficient awareness and participation of employees and management in information security                                                             | Low  | Conduct information security training and publicity based on typical cases to raise overall security awareness.                                                                                       |
| 7  | Personnel                                | Inadequate patrol of core equipment such as computer rooms and switches, as well as firewall logs                                                        | High | Include patrol work in the mandatory KPIs of operation and maintenance engineers to ensure daily patrol responsibilities are fulfilled.                                                               |
| 8  | Infrastructure                           | Aging network and hardware equipment affect system stability                                                                                             | High | Build a real-time monitoring diagram of network topology to dynamically track the operating status of key equipment.                                                                                  |
| 9  | Network Management                       | Inadequate control over internal and external network boundaries and terminal network behaviors brings risks of illegal internet access and data leakage | Low  | Formulate network security management rules, and set access policies and permission control from the dimensions of terminals, personnel and departments.                                              |
| 10 | Professional Competence                  | IT staff lack professional knowledge of network and information security, which impairs the effectiveness of security management                         | Low  | Organize regular professional training for IT staff and include training results in performance appraisal.                                                                                            |
| 12 | External Environment – Natural Disasters | Natural disasters such as mudslides, typhoons, rainstorms and collapses damage computer rooms and network facilities                                     | Low  | Monitor meteorological information and issue early warnings in a timely manner; prepare protective measures and emergency plans in advance.                                                           |
| 13 | External Environment – Social Factors    | Power outages caused by line failures disrupt system operation                                                                                           | Low  | Equip UPS backup power supplies, monitor power status, back up data in a timely manner and shut down systems in accordance with standard procedures.                                                  |
| 14 |                                          | Network outages of telecom operators disrupt external network connections                                                                                | Low  | Keep track of operator announcements, obtain information on network outages and recovery in a timely manner, and formulate contingency plans for business operations.                                 |
| 15 | External Environment – Economic Factors  | Changes in economic development and supporting facilities raise requirements for system capacity and disaster recovery                                   | High | Implement off-site disaster recovery solutions to enhance system resilience and business continuity capabilities.                                                                                     |

### 3. Information Security Emergency Management

The company continuously improves its information security emergency management system,



perfects and implements the “Network Information Security Management System”, and clearly stipulates event classification, emergency organizational structure, response procedures, departmental responsibilities, disposal measures, and post-disposal rectification requirements. The company establishes an information security emergency response team, sets up a regular duty and contact mechanism, regularly conducts emergency knowledge training and skill drills, and continuously enhances the team’s rapid response and collaborative disposal capabilities. Based on common types of information security incidents, the company organizes themed drills such as customer information leakage, system vulnerability attacks, and network interruptions. It adopts a method of “actual simulation + review and summary” to restore real-life scenarios as much as possible, focusing on testing the execution efficiency and collaborative effectiveness of the emergency response team in key areas such as risk assessment, source analysis, isolation control, repair and recovery, customer notification, and public opinion response. After each drill, a summary meeting is organized to systematically review process bottlenecks and collaborative shortcomings. The meeting focuses on aspects such as “whether the process is smooth, whether the collaboration is in place, whether the tools are proficient, and whether the measures are effective”, forming a problem list and rectification plan to achieve closed-loop management.

In June 2024, the company organized an emergency drill themed “Core Database Intrusion and Sensitive Data Leakage”. The drill covered key roles such as information security technology, business collaboration, legal compliance, and logistical support. The drill adopted a realistic red-blue confrontation and actual combat simulation approach, emphasizing process traceability and data recording for quantitative evaluation of response speed, disposal efficiency, and collaboration effectiveness. The core indicators of the emergency drill were significantly improved: the response initiation time was shortened from 18 minutes to 5 minutes; the vulnerability repair time was reduced from 90 minutes to 43 minutes; and the collaborative command response time was shortened from 5 minutes to 2 minutes. The drill identified 6 security weaknesses (2 high-risk, 3 medium-risk, and 1 low-risk), achieving “promoting improvement through drills”.

#### **4. Information Security Training**

Information security knowledge is included in new employee induction and on-the-job training. Special training on network attack identification, anti-virus and log audit is organized for



IT staff. Regular publicity and online quizzes are carried out for all employees to raise awareness of phishing emails and prohibit the use of unauthorized cloud storage services.



Information Security Training Courseware (Partially)

## 7.5 Appeal and Complaint Management

To enhance the transparency and effectiveness of the company's integrity and compliance management, SEEKINK has established a relatively comprehensive reporting and grievance mechanism, encouraging employees and other stakeholders to report any behaviors that violate laws and regulations, harm the company's interests, or breach professional ethics.

In accordance with internal systems such as the "Employee Grievance Management Procedure", the Ji'an base has established various channels for reporting and grievances, including suggestion boxes, telephone, email, written letters, and face-to-face communication, and allows anonymous reporting of issues. The company stipulates that received reports and grievances must be investigated, verified, and handled within a reasonable period of time. For verified cases, relevant responsible persons will be held accountable in accordance with laws and regulations, and system improvement and process rectification will be carried out depending on the situation.

### 1. Appeal acceptance

#### • Appeal Channels

| Object of Appeal        | Specific Channels                                                                                                                   |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Internal Employees      | Physical suggestion boxes, letters and face-to-face communication<br>Tel: 0796-2186262, 13319493329<br>Email: luoxiuhua@seekink.com |
| Suppliers & Their Staff | Email: bangongshi@seekink.com                                                                                                       |



## • Handling Process

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| • Acceptance and Registration      | Employees and supplier staff may submit appeals or reports via suggestion boxes, telephone, email, letters and face-to-face communication. The Administration Department and Logistics Department shall register all received cases, and conduct preliminary classification and risk assessment when necessary.                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| • Scope and Definition of Matters  | <p>Appeals and reports include but are not limited to the following:</p> <ul style="list-style-type: none"> <li>• Unfair handling of affairs and abuse of power by superiors;</li> <li>• All types of labor disputes and employment management controversies;</li> <li>• Acts such as discrimination, harassment and maltreatment that infringe upon personal dignity;</li> <li>• Acts of damaging corporate interests, defrauding the company, engaging in irregular practices, stealing corporate property and covering up misconduct;</li> <li>• Acceptance or solicitation of bribes and other forms of commercial bribery (including internal and external cases);</li> <li>• Unfair practices and interest transfer in supplier evaluation and cooperation.</li> </ul> |
| • Investigation and Handling       | Relevant supervisors shall launch investigations in a timely manner upon receiving complaints, find out the facts, clarify responsibilities and put forward handling suggestions. The Company will hold accountable any managers who deal with investigations perfunctorily. General appeals shall be settled within one week in principle; the handling period for major cases may be extended with timely notification to the involved parties.                                                                                                                                                                                                                                                                                                                            |
| • Rectification and Accountability | For verified violations, the Company shall impose penalties including warning, demotion and termination of labor contracts according to the severity of the circumstances. Cases involving serious violations or suspected crimes shall be referred to judicial authorities. Persons held accountable for discrimination, harassment or maltreatment shall issue a written apology to the victims and receive corresponding training and education.                                                                                                                                                                                                                                                                                                                          |
| • Feedback and Result Publication  | The Administration Department shall provide written replies on handling results, and publicize relevant information on bulletin boards as appropriate for internal warning and education. The General Office shall be responsible for written replies and communication regarding appeals submitted by supplier staff.                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| • Reconsideration                  | If the appellant disagrees with the handling result, they                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |



|                            |                                                                                                                                                                                                                                                                                     |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| and Continuous Improvement | may apply for reconsideration to the Administration or higher-level departments. Persons in charge of relevant departments shall follow up and evaluate the implementation of rectification measures, and incorporate typical problems into institutional and process optimization. |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

2. Protection of Reporters

The company strictly adheres to the confidentiality and protection requirements for whistleblowers, and explicitly prohibits any form of retaliation. For any relevant responsible person who leaks whistleblower information or retaliates against whistleblowers, the company will take serious actions according to the system, creating a clean and upright compliance culture environment.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• <b>Strict Confidentiality:</b> Keep reporters' information strictly confidential and hold personnel accountable for information leakage.</li><li>• <b>Prohibition of Retaliation:</b> Any retaliatory acts against reporters are strictly prohibited and will be severely punished.</li><li>• <b>Ban on Malicious Accusations:</b> Impose penalties on those who fabricate facts and frame others.</li><li>• <b>Anonymous Reporting:</b> Anonymous reports are accepted and handled in accordance with standard procedures.</li></ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



## 8. ESG Performance

### 8.1 Environmental Performance

Environmental Management Data

| Indicator                                                             | Unit | 2024           | 2023 | 2022 |
|-----------------------------------------------------------------------|------|----------------|------|------|
| Percentage of employees receiving environmental training              | %    | 100            | 100  | 100  |
| Percentage of workplaces with environmental risk assessment conducted | %    | 100            | 100  | 100  |
| ISO 14001 certification coverage of R&D and production bases          | %    | 100            | 100  | 100  |
| Number of environmental law violations                                | Case | 1 <sup>1</sup> | 0    | 0    |
| Number of violations related to biodiversity                          | Case | 0              | 0    | 0    |
| Number of accidental leakage and pollution incidents                  | Case | 0              | 0    | 0    |

Greenhouse Gas Emission Data

| Indicator                        | Unit               | 2024     | 2023     | 2022 |
|----------------------------------|--------------------|----------|----------|------|
| Total GHG emissions              | tCO <sub>2</sub> e | 8,578.38 | 7,980.83 | /    |
| Direct GHG emissions (Scope 1)   | tCO <sub>2</sub> e | 178.37   | 339.83   | /    |
| Indirect GHG emissions (Scope 2) | tCO <sub>2</sub> e | 8,400.01 | 7,641.00 | /    |

Note: The following data are statistics of Ji'an Base. Seekink Vietnam was put into operation in mid-2024 and has not carried out greenhouse gas inventory yet.

Energy Consumption Data

| Indicator                                             | Unit  | 2024       | 2023       | 2022       |
|-------------------------------------------------------|-------|------------|------------|------------|
| Gasoline consumption                                  | Liter | 39         | 29         | 0          |
| Diesel consumption                                    | Liter | 80         | 76.82      | 0          |
| Purchased electricity                                 | kWh   | 14,988,322 | 13,591,560 | 12,541,520 |
| Proportion of electricity in total energy consumption | %     | 91.5       | 95.66      | 100        |
| Self-generated photovoltaic power                     | kWh   | 244,632    | 0          | 0          |
| Proportion of self-generated energy in total energy   | %     | 1.47       | 0          | 0          |
| Proportion of renewable energy in total energy        | %     | 1.47       | 0          | 0          |
| Total energy consumption                              | GJ    | 59,930.52  | 51,147.52  | 45,149.47  |

Water Resource Data

| Indicator                  | Unit | 2024   | 2023   | 2022   |
|----------------------------|------|--------|--------|--------|
| Total water intake         | Ton  | 98,845 | 79,636 | 82,035 |
| Total wastewater discharge | Ton  | 72,871 | 61,316 | 62,810 |
| Total water consumption    | Ton  | 25,974 | 18,317 | 19,225 |

General Solid Waste Data

| Indicator                               | Unit | 2024   | 2023   | 2022  |
|-----------------------------------------|------|--------|--------|-------|
| Total general solid waste generation    | Ton  | 270.2  | 227    | 215.3 |
| Recycled and reused general solid waste | Ton  | 183.83 | 146.61 | 158.2 |

Note: The following data are statistics of Ji'an Base. Seekink Vietnam was put into operation in mid-2024 and has not counted waste data yet.

Hazardous Waste Data

| Indicator                           | Unit | 2024 | 2023 | 2022  |
|-------------------------------------|------|------|------|-------|
| Total hazardous waste generation    | Ton  | 51.8 | 52.7 | 65.48 |
| Recycled and reused hazardous waste | Ton  | 0    | 0    | 0     |
| Total transferred hazardous waste   | Ton  | 51.8 | 52.7 | 65.48 |

Waste Gas Emission Data

| Indicator                                   | Unit | 2024   | 2023 | 2022 |
|---------------------------------------------|------|--------|------|------|
| Total waste gas emission                    | Ton  | 2      | 0.37 | 0.09 |
| Volatile Organic Compounds (VOCs) emission  | Ton  | 0.96   | 0.07 | 0.05 |
| Non-methane hydrocarbon emission            | Ton  | 1.04   | 0.3  | 0.04 |
| Total emission of tin and its compounds     | Ton  | 0.0001 | /    | /    |
| Nitrogen oxides (NO <sub>x</sub> ) emission | Ton  | 0      | 0    | 0    |
| Sulfur oxides (SO <sub>x</sub> ) emission   | Ton  | 0      | 0    | 0    |
| Particulate matter emission                 | Ton  | 0      | 0    | 0    |

<sup>1</sup> See "Noise Control" for details



## 8.2 Labor Performance

### Basic Employee Data

| Indicator                                                           | Unit   | 2024 | 2023 | 2022 |
|---------------------------------------------------------------------|--------|------|------|------|
| Total number of employees                                           | Person | 1112 | 840  | 1157 |
| Number of employees with disabilities                               | Person | 6    | 5    | 5    |
| Number of employees from vulnerable groups                          | Person | 18   | 14   | 20   |
| Percentage of employees receiving performance and career evaluation | %      | 100  | 100  | 100  |

### Employee Diversity Data

| Indicator                                              | Unit   | 2024  | 2023  | 2022  |
|--------------------------------------------------------|--------|-------|-------|-------|
| Total female employees                                 | Person | 575   | 350   | 486   |
| Proportion of female employees                         | %      | 51.71 | 40.70 | 42.01 |
| Total senior management (excluding Board of Directors) | Person | 41    | 27    | 29    |
| Number of female senior management                     | Person | 9     | 6     | 5     |
| Proportion of female senior management                 | %      | 21.95 | 22.22 | 17.24 |
| Number of senior management from vulnerable groups     | Person | 1     | 1     | 1     |
| Total directors                                        | Person | 5     | 5     | 5     |
| Number of female directors                             | Person | 1     | 1     | 3     |
| Proportion of female directors                         | %      | 20.00 | 20.00 | 60.00 |
| Number of directors from vulnerable groups             | Person | 0     | 0     | 0     |
| Total technical staff                                  | Person | 348   | 107   | 52    |
| Number of female technical staff                       | Person | 123   | 42    | 12    |
| Proportion of female technical staff                   | %      | 35.34 | 39.25 | 23.08 |
| Number of technical staff from vulnerable groups       | Person | 8     | 2     | 1     |

### Labor Practice Data

| Indicator                                                | Unit | 2024      | 2023      | 2022      |
|----------------------------------------------------------|------|-----------|-----------|-----------|
| Total working hours of employees                         | Hour | 2,075,436 | 1,713,120 | 2,295,488 |
| Trade union membership coverage                          | %    | 81.04     | 100       | 100       |
| Percentage of employees covered by collective agreements | %    | 81.04     | 59.3      | 57.99     |
| Number of internal human rights-related appeals          | Case | 0         | 0         | 0         |
| Number of external human rights-related appeals          | Case | 0         | 0         | 0         |
| Training coverage on human rights topics                 | %    | 100       | 100       | 100       |
| Percentage of workplaces with human rights assessment    | %    | 100       | 100       | 100       |
| Number of human rights violation incidents               | Case | 0         | 0         | 0         |

### Employee Training Data

| Indicator                           | Unit | 2024 | 2023  | 2022  |
|-------------------------------------|------|------|-------|-------|
| Employee training coverage          | %    | 100  | 100   | 100   |
| Average training hours per employee | Hour | 32.4 | 34.86 | 21.50 |



## 8.3 Occupational Health and Safety Performance

Work Safety Data

| Indicator                                                       | Unit   | 2024 | 2023  | 2022 |
|-----------------------------------------------------------------|--------|------|-------|------|
| Number of reported occupational health and safety incidents     | Case   | 0    | 0     | 0    |
| Percentage of workplaces with health and safety risk assessment | %      | 100  | 100   | 100  |
| ISO 45001 certification coverage of R&D and production bases    | %      | 50   | 100   | 100  |
| On-the-job safety training coverage                             | %      | 100  | 100   | 100  |
| Number of work-related fatalities                               | Person | 0    | 0     | 0    |
| Number of lost-time injury incidents                            | Case   | 5    | 3     | 3    |
| Total lost working days due to injuries                         | Day    | 56   | 67.25 | 43   |
| Working days lost due to work-related illnesses                 | Day    | 0    | 0     | 0    |

Occupational Disease Data

| Indicator                                                               | Unit   | 2024 | 2023 | 2022 |
|-------------------------------------------------------------------------|--------|------|------|------|
| Occupational health examination coverage                                | %      | 100  | 100  | 100  |
| Number of employees receiving occupational disease physical examination | Person | 183  | 161  | 200  |
| Number of confirmed occupational disease cases                          | Person | 0    | 0    | 0    |
| Number of employees with occupational contraindications                 | Person | 0    | 1    | 0    |
| Physical examination coverage for posts with occupational hazards (%)   | %      | 100  | 100  | 100  |

## 8.4 Sustainable Procurement Performance

Supplier Data

| Indicator                                                                         | Unit | 2024  | 2023  | 2022  |
|-----------------------------------------------------------------------------------|------|-------|-------|-------|
| Total number of suppliers                                                         | Unit | 160   | 160   | 150   |
| Percentage of suppliers signing Code of Conduct                                   | %    | 100   | 100   | 100   |
| Percentage of suppliers signing contracts with environmental & labor clauses      | %    | 100   | 100   | 100   |
| Percentage of suppliers completing social responsibility questionnaire assessment | %    | 21.88 | 25.00 | 29.33 |
| Percentage of suppliers completing on-site social responsibility audit            | %    | 21.88 | 25.00 | 29.33 |
| Percentage of audited suppliers participating in improvement programs             | %    | 40.63 | 40.63 | 33.33 |
| Percentage of Tier 1 suppliers audited under RBA VAP                              | %    | 0     | 0     | 0     |
| Percentage of high-risk Tier 1 suppliers under RBA VAP                            | %    | 0     | 0     | 0     |
| Non-compliance rate of Tier 1 suppliers against RBA VAP                           | %    | 0     | 0     | 0     |
| Timely rectification rate for priority non-conformities                           | %    | 0     | 0     | 0     |
| Timely rectification rate for other non-conformities                              | %    | 0     | 0     | 0     |

Procurement Staff Data

| Indicator                                                       | Unit   | 2024 | 2023 | 2022 |
|-----------------------------------------------------------------|--------|------|------|------|
| Number of procurement staff                                     | Person | 8    | 5    | 5    |
| Sustainable procurement training coverage for procurement staff | %      | 100  | 100  | 100  |

## 8.5 Product and Service Performance

Product Data

| Indicator                                                        | Unit             | 2024  | 2023 | 2022 |
|------------------------------------------------------------------|------------------|-------|------|------|
| Revenue from energy-efficient certified products                 | Ten thousand CNY | 152.5 | /    | /    |
| Proportion of products manufactured by self-owned facilities     | %                | 100   | 100  | 100  |
| Percentage of products completed environmental hazard inspection | %                | 100   | 100  | 100  |
| Number of product recall incidents                               | Case             | 0     | 0    | 0    |
| Quantity of recalled products related to health & safety         | Piece            | 0     | 0    | 0    |

## 8.6 Business Ethics Performance

General Business Ethics Data

| Indicator                                                           | Unit | 2024 | 2023 | 2022 |
|---------------------------------------------------------------------|------|------|------|------|
| Percentage of workplaces completing business ethics risk assessment | %    | 100  | 100  | 100  |
| Average training hours per person on business ethics                | Hour | 2    | 1    | 1    |
| Anti-corruption training coverage                                   | %    | 8    | 7    | 5    |
| Information security training coverage                              | %    | 35   | 35   | 32   |
| Total appeals and reports                                           | Case | 0    | 0    | 0    |
| - Reports from employees                                            | Case | 0    | 0    | 0    |



|                                        |      |   |   |   |
|----------------------------------------|------|---|---|---|
| - Reports from suppliers & contractors | Case | 0 | 0 | 0 |
| - Reports from other stakeholders      | Case | 0 | 0 | 0 |

Anti-Corruption Data

| Indicator                      | Unit | 2024 | 2023 | 2022 |
|--------------------------------|------|------|------|------|
| Confirmed corruption incidents | Case | 0    | 0    | 0    |

Information Security Data

| Indicator                                | Unit | 2024 | 2023 | 2022 |
|------------------------------------------|------|------|------|------|
| Confirmed information security incidents | Case | 0    | 0    | 0    |



## Report Index

### • GRI Index

|                                                   |                                                                                                                                              |                                              |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| General Description                               | Jiangxi Xingtai Technology Inc. reports in accordance with GRI Standards for the reporting period from January 1, 2024 to December 31, 2024. |                                              |
| Adopted Standard                                  | GRI 1: Foundation 2021                                                                                                                       |                                              |
| Disclosure Item                                   | Title                                                                                                                                        | Corresponding Chapter                        |
| <b>GRI 2: General Disclosures 2021</b>            |                                                                                                                                              |                                              |
| 2-1                                               | Details of the organization                                                                                                                  | Report Introduction, About SEEKINK           |
| 2-2                                               | Entities included in the sustainability report                                                                                               | Report Introduction                          |
| 2-3                                               | Reporting period, frequency and contact points                                                                                               | Report Introduction                          |
| 2-6                                               | Activities, value chains and other business relationships                                                                                    | About SEEKINK                                |
| 2-7                                               | Employees                                                                                                                                    | Empowering Employee Value                    |
| 2-9                                               | Governance structure and composition                                                                                                         | Consolidating Governance Foundation          |
| 2-26                                              | Mechanisms for seeking advice and raising concerns                                                                                           | Stakeholder Identification and Communication |
| 2-27                                              | Compliance with laws and regulations                                                                                                         | Full text of the report                      |
| 2-29                                              | Stakeholder engagement                                                                                                                       | Stakeholder Identification and Communication |
| 2-30                                              | Collective bargaining agreements                                                                                                             | Employee Communication and Exchange          |
| <b>GRI 3: Material Topics 2021</b>                |                                                                                                                                              |                                              |
| 3-1                                               | Process to determine material topics                                                                                                         | Material Topic Identification and Assessment |
| 3-2                                               | List of material topics                                                                                                                      | Material Topic Identification and Assessment |
| 3-3                                               | Management of material topics                                                                                                                | Material Topic Identification and Assessment |
| <b>GRI 205: Anti-Corruption</b>                   |                                                                                                                                              |                                              |
| 205-1                                             | Operations assessed for corruption risks                                                                                                     | Business Ethics Performance                  |
| 205-2                                             | Communication and training on anti-corruption policies and procedures                                                                        | Anti-Corruption and Anti-Bribery             |
| 205-3                                             | Confirmed corruption incidents and actions taken                                                                                             | Anti-Corruption and Anti-Bribery             |
| <b>GRI 302: Energy</b>                            |                                                                                                                                              |                                              |
| 302-1                                             | Energy consumption within the organization                                                                                                   | Environmental Performance                    |
| <b>GRI 303: Water and Effluents</b>               |                                                                                                                                              |                                              |
| 303-1                                             | Interaction with water as a shared resource                                                                                                  | Water Resource Management                    |
| 303-2                                             | Management of water discharge-related impacts                                                                                                | Water Resource Management                    |
| 303-3                                             | Water withdrawal                                                                                                                             | Environmental Performance                    |
| 303-4                                             | Water discharge                                                                                                                              | Environmental Performance                    |
| <b>GRI 305: Emissions</b>                         |                                                                                                                                              |                                              |
| 305-1                                             | Direct (Scope 1) GHG emissions                                                                                                               | Environmental Performance                    |
| 305-2                                             | Indirect energy (Scope 2) GHG emissions                                                                                                      | Environmental Performance                    |
| 305-7                                             | Nitrogen oxides, sulfur oxides and other significant air emissions                                                                           | Environmental Performance                    |
| <b>GRI 306: Waste</b>                             |                                                                                                                                              |                                              |
| 306-1                                             | Waste generation and significant waste-related impacts                                                                                       | Waste Management                             |
| 306-2                                             | Waste by type and disposal method                                                                                                            | Environmental Performance                    |
| 306-3                                             | Waste generated                                                                                                                              | Environmental Performance                    |
| 306-5                                             | Waste sent to disposal                                                                                                                       | Environmental Performance                    |
| <b>GRI 308: Supplier Environmental Assessment</b> |                                                                                                                                              |                                              |
| 308-1                                             | New suppliers screened using environmental criteria                                                                                          | Supplier Management                          |
| <b>GRI 401: Employment</b>                        |                                                                                                                                              |                                              |
| 401-2                                             | Benefits provided to full-time employees                                                                                                     | Optimizing Salary and Welfare                |
| 401-3                                             | Parental leave                                                                                                                               | Optimizing Salary and Welfare                |
| <b>GRI 403: Occupational Health and Safety</b>    |                                                                                                                                              |                                              |
| 403-1                                             | Occupational health and safety management system                                                                                             | Protecting Occupational Health and Safety    |
| 403-2                                             | Hazard identification, risk assessment and incident investigation                                                                            | Work Safety Management                       |
| 403-3                                             | Occupational health services                                                                                                                 | Occupational Health Management               |
| 403-4                                             | Worker participation, consultation and communication on OHS                                                                                  | Occupational Health Management               |
| 403-5                                             | OHS training for workers                                                                                                                     | Occupational Health Management               |
| 403-6                                             | Promotion of worker health                                                                                                                   | Occupational Health Management               |
| 403-7                                             | Prevention and mitigation of OHS impacts linked to business relationships                                                                    | Occupational Health Management               |
| 403-8                                             | Workers covered by the OHS management system                                                                                                 | Occupational Health and Safety Performance   |
| 403-9                                             | Work-related injuries                                                                                                                        | Occupational Health and Safety Performance   |



|                                                                  |                                                                        |                                        |
|------------------------------------------------------------------|------------------------------------------------------------------------|----------------------------------------|
| 403-10                                                           | Work-related ill health                                                | Occupational Health Management         |
| <b>GRI 404: Training and Education</b>                           |                                                                        |                                        |
| 404-1                                                            | Average hours of training per employee per year                        | Labor Performance                      |
| 404-3                                                            | Employees receiving regular performance and career development reviews | Labor Performance                      |
| <b>GRI 405: Diversity and Equal Opportunity</b>                  |                                                                        |                                        |
| 405-1                                                            | Diversity of governance bodies and employees                           | Equality, Diversity and Inclusion      |
| <b>GRI 406: Non-Discrimination</b>                               |                                                                        |                                        |
| 406-1                                                            | Incidents of discrimination and corrective actions taken               | Respecting and Protecting Human Rights |
| <b>GRI 407: Freedom of Association and Collective Bargaining</b> |                                                                        |                                        |
| 407-1                                                            | Operations and suppliers at risk for freedom of association            | Labor Performance                      |
| <b>GRI 408: Child Labour</b>                                     |                                                                        |                                        |
| 408-1                                                            | Operations and suppliers at risk of child labour                       | Labor Performance                      |
| <b>GRI 409: Forced or Compulsory Labour</b>                      |                                                                        |                                        |
| 409-1                                                            | Operations and suppliers at risk of forced labour                      | Labor Performance                      |
| <b>GRI 414: Supplier Social Assessment</b>                       |                                                                        |                                        |
| 414-1                                                            | New suppliers screened using social criteria                           | Supplier Management                    |
| 414-2                                                            | Negative social impacts in the supply chain and actions taken          | Sustainable Procurement                |
| <b>GRI 416: Customer Health and Safety</b>                       |                                                                        |                                        |
| 416-1                                                            | Assessment of health and safety impacts of products and services       | Improving Quality and Safety           |



## • SASB (Hardware) Index

| Topic                          | Content & Indicators                                                                                                                               | Disclosure Type       | Unit         | Code         | Corresponding Chapter                                         |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|---------------------------------------------------------------|
| Product Safety                 | Description of approaches to identify and address product data security risks                                                                      | Discussion & Analysis | -            | TC-HW-230a.1 | Information Security and Privacy Protection                   |
| Employee Diversity & Inclusion | (a) Executive, (b) Non-executive, (c) Technical staff, (d) All other staff: percentage of female employees & percentage of diverse group employees | Quantitative          | %            | TC-HW-330a.1 | Labor Performance                                             |
| Product Lifecycle Management   | Percentage of revenue from products containing IEC 62474 declared substances                                                                       | Quantitative          | %            | TC-HW-410a.1 | Improving Quality and Safety, Product and Service Performance |
|                                | Percentage of revenue from EPEAT-registered or equivalent qualified products                                                                       | Quantitative          | %            | TC-HW-410a.2 | Product and Service Performance                               |
|                                | Percentage of revenue from energy-efficient certified products                                                                                     | Quantitative          | %            | TC-HW-410a.3 | Product and Service Performance                               |
|                                | Weight of recycled end-of-life products & percentage of recycled materials                                                                         | Quantitative          | Ton, %       | TC-HW-410a.4 | Product and Service Performance                               |
| Supply Chain Management        | Percentage of Tier 1 suppliers audited under RBA VAP (total & high-risk)                                                                           | Quantitative          | %            | TC-HW-430a.1 | Sustainable Procurement Performance                           |
|                                | Tier 1 supplier non-compliance rate against RBA VAP & corrective action completion rate                                                            | Quantitative          | %            | TC-HW-430a.2 | Sustainable Procurement Performance                           |
| Material Sourcing              | Description of risk management related to key material use                                                                                         | Discussion & Analysis | -            | TC-HW-440a.1 | Chemical Management, Improving Quality and Safety             |
| Operational Metrics            | Production volume by product category                                                                                                              | Quantitative          | Piece, Ton   | TC-HW-000.A  | About SEEKINK                                                 |
| Operational Metrics            | Total floor area of production facilities                                                                                                          | Quantitative          | Square meter | TC-HW-000.B  | About SEEKINK                                                 |
| Operational Metrics            | Percentage of production from self-owned facilities                                                                                                | Quantitative          | %            | TC-HW-000.C  | About SEEKINK                                                 |



# Assurance Statement



## 鉴证声明

关于江西兴泰科技股份有限公司提交的《2024年度环境、社会及管治（ESG）报告》中可持续发展活动的鉴证报告

**鉴证/验证的性质和范围**

SGS通标标准技术服务有限公司（以下简称“SGS-CSTC”）受江西兴泰科技股份有限公司（以下简称“兴泰科技”）的委托，对其《2024年度环境、社会及管治（ESG）报告》中文版涵盖2024年1月1日至2024年12月31日期间的内容进行独立鉴证。

**鉴证声明的使用者**

本鉴证声明意图提供给所有兴泰科技的利益相关方。

**责任声明**

兴泰科技《2024年度环境、社会及管治（ESG）报告》中的信息及呈现方式由其ESG项目及碳足迹系统管理委员会负责。

我们的责任旨在基于充分且适当的客观证据，在以下规定的鉴证范围内表达对可持续发展绩效信息的意见。

SGS-CSTC 对于任何由于使用本报告中的信息而引起的直接或间接损失不承担责任。

**鉴证标准、类型与保证等级**

SGS集团已根据ISAE 3000等国际公认的鉴证标准，为ESG&可持续发展报告鉴证（SRA）开发了一套规章。

本报告的鉴证依据下列鉴证标准开展：

| 鉴证标准      | 鉴证等级 |
|-----------|------|
| ISAE 3000 | 有限保证 |

**鉴证范围**

鉴证范围包括对兴泰科技《2024年度环境、社会及管治（ESG）报告》中的绩效信息的质量、准确性和可靠性进行评估，以及对以下报告标准的遵循情况进行评估：

| 报告标准                                                                                |
|-------------------------------------------------------------------------------------|
| GRI Standards 2021（参照）                                                              |
| SASB 可持续发展会计准则委员会《Hardware Sustainability Accounting Standard》（VERSION No. 2023-12） |

**鉴证方法**

鉴证包括鉴证前调研、现场采访兴泰科技位于中国江西省吉安市吉州区吉庆路30号的相关员工以及进行必要的文档和记录审查和确认。本次鉴证仅限于兴泰科技集团层面，未对下属机构进行所有原始数据的溯源。

有限保证鉴证执行的程序在性质和用时上与合理保证不同，并且在范围上也小于合理保证。因此，有限保证获得的保证等级低于合理保证等级。



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**鉴证局限性**

从独立审计的财务报告中提取的数据，及根据财务数据计算所得的强度/密度数据，并未作为本鉴证流程的组成部分与来源数据进行核对。

《2024年度环境、社会及管治（ESG）报告》中温室气体排放相关数据为兴泰科技自行核算，本次鉴证过程做抽样验证。

**独立性与能力声明**

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本次鉴证团队由具备与此项任务有关的知识、经验和资质的人员组成。

**发现与结论****鉴证/验证意见**

基于上述方法论和所进行的鉴证，兴泰科技《2024年度环境、社会及管治（ESG）报告》中鉴证范围内的可持续发展绩效信息没有发现不准确、不可靠的情况。

**GRI Standards 2021遵循情况**

鉴证团队认为，兴泰科技《2024年度环境、社会及管治（ESG）报告》参照了GRI Standards 2021的要求。

**SASB可持续发展会计准则委员会行业标准遵循情况**

鉴证团队认为，兴泰科技《2024年度环境、社会及管治（ESG）报告》参照了SASB可持续发展会计准则委员会《Hardware Sustainability Accounting Standard》（2023-12）的要求。

签字：

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