2025

ESG Report

MEMTECH International Pte. Ltd.



Committed to providing high-tech solutions to partners in the automotive components, consumer electronics, industrial and medical, and mobile communications sectors.

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Report Overview

Executive Summary

This report is the fourth Environmental, Social and Governance (ESG) report published by MEMTECH International Pte. Ltd. (hereinafter referred to as "MEMTECH Group", the "Company", "we", or "us") following a change in its reporting scope. This report provides stakeholders with an overview of MEMTECH Group's practices and performance in environmental protection, social responsibility and corporate governance in 2025.

Reporting Scope

This annual report covers the period from 1 January 2025 to 31 December 2025 (the "Reporting Period"). Certain disclosures include information from periods before or after the Reporting Period to enhance comparability and completeness. Unless otherwise specified, this report covers MEMTECH Group and its subsidiaries: Dongguan Memtech Electronic Products Co., Ltd. (MTD), Nantong Memtech Technology Co., Ltd. (MTN), Taitech Precision Electronic (Kunshan) Co., Ltd. (MTKS), Ji'an Memtech Precision Electronic Co., Ltd. (MTJA), Memtech technology (Vietnam) Co., Ltd. (MTVN) and Kunshan Taitech Automation Co., Ltd.

Data Notes

The financial data in this report is sourced from the Company's audited financial statements, while other information is derived from the Company's internal statistics and publicly available materials. Unless otherwise specified, all data is presented on a consolidated basis, and all currency amounts in this report are denominated in RMB.

Basis of Preparation

This report has been prepared in accordance with Appendix C2 Environmental, Social and Governance Reporting Code of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the "Stock Exchange").

It also refers to reporting guidelines and standards including the Global Reporting Initiative Standards (GRI Standards) issued by the Global Sustainability Standards Board, the Guidelines No. 14 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies - Sustainability Report (Trial), the Guide No. 4 for Self-Regulatory Supervision on Listed Companies of the Shanghai Stock Exchange - Preparation of Sustainability Reports, the United Nations Sustainable Development Goals (UNSDGs), and the EcoVadis assessment methodology and indicator system.

Reporting Principles

In preparation of this report, MEMTECH Group has adhered to the principles of materiality, quantitative, balance, and consistency as set out in HKEX's *Environmental, Social and Governance Reporting Code:*

- Materiality: The Company has identified stakeholders' materiality and double materiality issues, and has defined the content and scope of the report with reference to the identification results. For the specific identification process and detailed discussion of material issues, please refer to the "Stakeholder Communication" and "Materiality Assessment" sections of this report.
- Quantitative: Relevant targets have been set for material issues, with standardised reporting scopes, calculation methods, assumptions and/or calculation tools for the corresponding quantitative key performance indicators.
- Balance: This report presents the Company's actual performance across environmental, social and governance (ESG) dimensions in an objective and fair manner, avoiding selections, omissions or presentation formats that may inappropriately influence readers' decisions or judgements.
- Consistency: This report uses consistent disclosure and statistical methods to enable meaningful comparison of environmental, social and governance data over time.

Report Availability

This report is available on the Company's official website. It is published in both Chinese and English. In the event of any discrepancy in interpretation between the two versions, the Chinese version shall prevail.

If you have any questions or suggestions regarding this report, please contact us through the following channels:

Email: ir@memtechint.com

Group headquarters address: 111 North Bridge Road, #12-03, Peninsula Plaza, Singapore 179098

Chairman's Statement



Chairman of MEMTECH Group
Chuang Tze Mon

Dear Stakeholders,

Looking back on 2025, MEMTECH International has made solid progress across the four key dimensions of economic performance, environmental protection, social responsibility, and corporate governance. Despite facing challenges on multiple fronts, I am proud of what our team has achieved and of the strategic path we have built together. We have made difficult but necessary decisions, laying a stronger foundation for new growth. Above all, I would like to thank the team for its collective effort and unwavering determination.

Environmental, Social and Governance (ESG) has become a core issue that no enterprise today can afford to overlook. We recognise that integrating ESG principles into every aspect of business operations is not only a necessary response to national policy and market expectations, but also a critical pathway to building long-term corporate competitiveness and achieving sustainable development. In recent years, the China Securities Regulatory Commission has implemented mandatory disclosure requirements for listed companies, while the "15th Five-Year Plan" has further clarified the strategic direction for ESG development, reflecting the country's strong expectations for high-quality corporate growth. For MEMTECH International, ESG is not merely a concept. It has become a code of action involving all employees and running through our decision-making. We understand that awareness of ESG is only the first step. The real challenge lies in setting targets, putting them into practice, and continuing to improve through sustained investment. Over the past three years, we have overcome challenges in data collection, management coordination and cost control, marking an initial shift from "compliance response" towards "value creation".

Economic Achievements

In 2025, MEMTECH International continued its process of rebuilding. From the renewed strategic focus and significant turnaround in 2019 to today's healthy profitability, it has been an exceptional journey. With resilience and determination, we also successfully returned the Dongguan manufacturing plant, which had recorded losses for many years, to profitability as planned.

We continue to maintain a low-leverage policy through prudent cash flow management. This capital structure enables us to optimise resource allocation as needed and build a stronger financial foundation, allowing us to focus on our core strengths and create long-term value for all stakeholders.

Looking ahead to 2026, we expect strong economic headwinds as geopolitical competition intensifies and trade retaliation measures reshape supply chains. Yet periods of risk can also open paths for renewal. Our dynamic team will continue to lead MEMTECH International through this turbulent period, and I am confident that, once conditions stabilise, the Company will emerge stronger.

Environmental Management

Our commitment to reducing our environmental footprint remains firm. Following MEMTECH International's first greenhouse gas inventory for its manufacturing plants in 2024, we aim to achieve carbon neutrality by 2030. In 2025, our factories in China reduced Scope 2 greenhouse gas emissions from their own operations by 2.28% compared with 2024 through changes in electricity structure, energy-saving upgrades and process improvements. For Scope 3 emissions, we have begun working with suppliers to ensure that procured materials meet certified environmental standards, and MTJA has started using "greener" plastics. Looking ahead, our goal is to be a responsible corporate citizen, achieve net-zero emissions by 2050 and promote circular economy practices such as post-production waste recycling.

Social Responsibility

Employees are at the heart of our business. Over the past three years, we have invested a cumulative RMB 799,300 in employee training and development programmes, fostering an inclusive and safe workplace. MEMTECH International maintains human resources policies that prohibit child labour and discrimination, support equal pay for equal work and wages above statutory minimums, and pursue a zero-accident target. We value gender equality and diversity in leadership, while recognising that advancement should be based on individual merit. Encouragingly, female representation in MEMTECH International's middle and senior management is increasing gradually but steadily. We have strengthened engagement with local communities through social initiatives and volunteering. During the Reporting Period, the Group's total community investment amounted to RMB 2,517,300, while community activities totalled 446 hours, supporting vulnerable groups. We remain committed to upholding human rights across the supply chain and ensuring fair labour practices and ethical working conditions.

Governance and Accountability

Strong governance is the cornerstone of trust. Last year's ESG report adopted only the Global Reporting Initiative Standards (GRI Standards) issued by the Global Sustainability Standards Board and the United Nations Sustainable Development Goals (UNSDGs), and referred to *the General Framework of the China Corporate Sustainability Report Guide (CASS-ESG 6.0)* issued by the Chinese Academy of Social Sciences. Building on that basis, this report has been prepared in accordance with Appendix C2 *Environmental, Social and Governance Reporting Code of the Main Board Listing Rules* of The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and refers to reporting guidelines and standards including

the Guidelines No. 14 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies - Sustainability Report (Trial) and the Guide No. 4 for Self-Regulatory Supervision on Listed Companies of the Shanghai Stock Exchange - Preparation of Sustainability Reports. This year, we also appointed a cross-functional Director to oversee and coordinate ESG progress and standards across the five factories. In addition, we conducted a rigorous audit of the procurement process to resolve inconsistencies in material coding and supplier compliance, reflecting our zero-tolerance policy towards ethical misconduct. We regard governance as the "foundation" of the ESG system. By improving internal controls, enhancing transparency and strengthening Board oversight, we help ensure that the Company moves steadily in favourable conditions and remains resilient in adversity.

Looking Ahead

ESG is a marathon without a finish line, not a short-term showcase. It requires continued investment of capital, time and effort, together with a cycle of "information disclosure – target setting – rating improvement – reinvestment" to strengthen our organisational capabilities. Beyond technical strength and price competitiveness, strong ESG performance is becoming a key differentiator in earning customer trust, securing orders and entering higher-value business areas.

In 2026, we will increase our investment in innovation, scale up green technologies, deepen stakeholder engagement, and incorporate ESG metrics into executive compensation, so that incentives are aligned with long-term sustainability. We firmly believe that a solid governance foundation is essential to fulfilling our environmental and social responsibilities and supporting MEMTECH International's long-term resilience and continued progress.

To our employees, partners, and stakeholders:

Thank you for your trust and for walking this path with us. Your participation gives this journey greater strength. Together, we will build a future in which business success and social progress are inseparable.

With gratitude and determination.

Chuang Tze Mon
Chairman

2025 ESG Highlights



Economic Performance

- Operating revenue of RMB 1.453 billion

Governance Performance

- 0 major compliance violations
- 0 privacy/data breach incidents
- 100% of Directors received Anti-Commercial Bribery and Anti-Corruption training

Social Performance

- R&D investment accounted for 4.98% of total revenue
- Average training hours per employee: 53.60 hours
- Employee turnover rate decreased by 22.08%

Environmental Performance

- First disclosure of emissions reduction targets
- Total photovoltaic power generation of 154.79 MWh, and total green electricity consumption of 3,154.79 MWh
- Total environmental protection investment has increased for three consecutive years, reaching RMB 3,754,700 in 2025
- Environmental management system certification rate at production sites: 100%
- Total waste generation decreased by 10.72%
- Packaging recycling rate: 33.11%

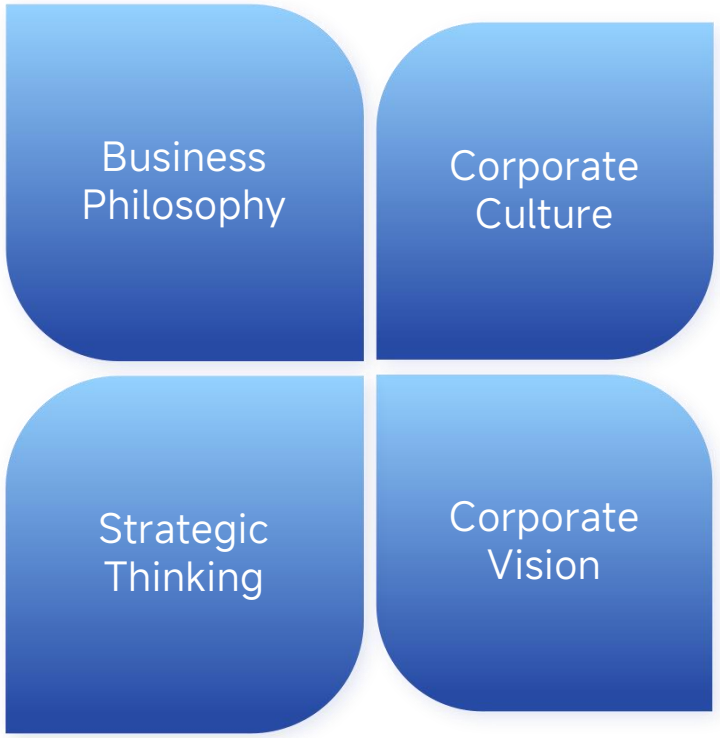
About MEMTECH Group

Founded in 2000, MEMTECH Group is a global manufacturer of aesthetic component solutions, incorporated and headquartered in Singapore. It mainly provides high-tech solutions to partners in the automotive components, consumer electronics, industrial and medical, and mobile communications sectors. Its products are widely used in automotive electronic control modules, door and seat control system components, smart keys, structural components for consumer electronics devices, and industrial and medical equipment components.

MEMTECH Group's customers are located worldwide. In the automotive sector, key customers include global automotive component and system suppliers such as KOSTAL, Aumovio, Desay SV, Jingwei Hirain, Magna, Murata and Rosenberger. In the consumer electronics sector, MEMTECH Group serves internationally renowned brands and technology enterprises such as Bose, NETGEAR, Google, ByteDance and Shokz. In the industrial and medical sector, major customers include leading companies in the industrial and medical sectors such as USI, Zebra Technologies and Honeywell. In the communications sector, MEMTECH Group maintains long-standing partnerships with communications equipment and solution providers including Hytera, RTX, SAVOX and Sepura.

People Utmost,
Technology Foremost

Generate strength through teamwork, pursue development through innovation, create advantage through speed, and safeguard credibility through integrity.



Time to Market

Provide comprehensive, high-quality product solutions to customers worldwide and strive to become an industry-leading diversified manufacturing enterprise.

Business Scope

MEMTECH Group focuses on precision manufacturing and related integrated core technologies, continuously expanding into diversified fields closely connected with its core technologies. From its origins in the keypad business, the Group has steadily expanded into key fields including automotive components, consumer electronics, industrial and medical, and mobile communications, supported by solid technical expertise and keen market insight.

Automotive Components

MEMTECH Group supplies precision plastic components for automotive electronics and structural systems, including electronic control unit (ECU) parts, functional components for door and seat control systems, and decorative components for smart keys, body control systems, and infotainment systems.



Consumer Electronics

Leveraging its mould design and precision manufacturing capabilities, MEMTECH Group provides customers with product solutions that combine engineering performance with refined aesthetics. Product applications include computer keyboards, speakers, headphones, routers, digital set-top box enclosures, remote controls, and streaming and gaming devices.



Industrial and Medical

MEMTECH Group provides customised component solutions for industrial and medical equipment. Key applications include components for barcode scanning devices and medical diagnostic equipment.



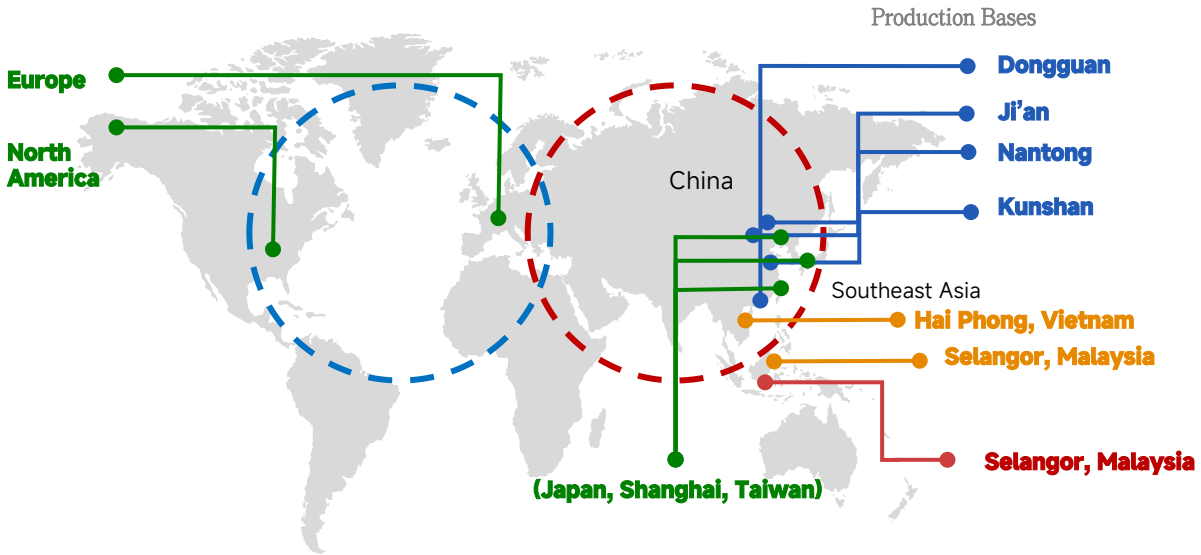
Mobile Communications

MEMTECH Group provides modular product solutions for mobile communication devices, including mobile device keypads, window components, anti-reflective lenses, waterproof enclosures and mobile device structural components.



Growth Strategy and Footprint

The Company has a comprehensive production and manufacturing system, with production processes including mould making, injection moulding, silicone moulding, coating, assembly and sputtering. Headquartered in Singapore as MEMTECH International Pte. Ltd., the Group has production plants in Dongguan, Nantong, Kunshan and Ji'an in China, and has established a production footprint in Hai Phong, Vietnam and Selangor, Malaysia. It also has offices in Germany, Japan, the United States and other locations, and has established the trading company MEMTECH Development (H.K.) Co., Limited in Hong Kong to support product and service coverage worldwide.



Honours and Awards

2025	MTN	Jiangsu Province Key Enterprise under the "Building Leading Enterprises and Strengthening Industrial Chains" Programme
2025	MTN	One of Chongchuan District's Top 10 Scientific and Technological Innovation Achievements
2025	MTKS	RBA (Responsible Business Alliance) VAP audit score: 166.1
2025	MTJA	Jiangxi Province Manufacturing Digitalisation Development Level 5 and 6
2025	MTJA	Two-Star Digital Transformation Maturity Rating
2025	MTJA	High-tech Enterprise
2025	MTJA	Specialised, Refined, Distinctive and Innovative (SRDI) Small and Medium-sized Enterprise
2025	MTJA	Provincial-level Enterprise Technology Centre
2025	MTJA	Ji'an City "Zero-Waste Enterprise" under the "Zero-Waste Cell" Initiative
2025	MTN	EcoVadis Committed Badge

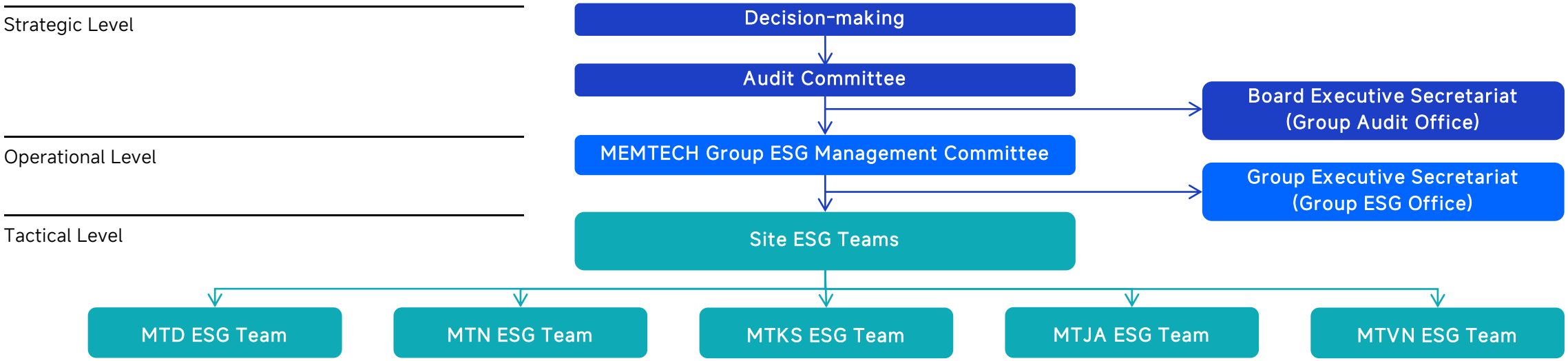
Sustainability Management

ESG Governance

MEMTECH Group embeds ESG in its development strategy as a driver of sustainable, high-quality growth. By improving its governance system, the Group works with stakeholders to support the industry's green transition, create market value and contribute to a sustainable future.

Organisational Structure

To improve ESG decision-making and implementation, MEMTECH Group continues to refine its three-tier governance structure, with clear responsibilities for Board oversight, management coordination and site-level execution. The Company strengthens material issue management, target cascading and performance tracking, integrating ESG more closely with business development.



MEMTECH International Pte. Ltd. ESG Governance Structure Chart

>>Strategic Level <<

Board of Directors

As the Group's highest decision-making body for sustainability matters, the Board, led by the Chairman, oversees the implementation of sustainability strategies, targets and policies. It reviews ESG reports and performance, assesses material ESG risks and opportunities, and pays particular attention to the impact of climate change on the business.

>>Operational Level <<

ESG Management Committee

Comprising the Group CEO and factory General Managers, the ESG Management Committee translates ESG strategy into operational plans, sets targets, identifies risks and opportunities, and develops control measures. It also coordinates ESG reporting, disclosure and performance management, and reports regularly to the Board.

Group Executive Secretariat (Group ESG Office)

The Group ESG Office implements Committee decisions, prepares reports, verifies data, supports reviews, monitors implementation, liaises with external organisations and develops guidance for factories to achieve the Group's ESG targets.

>>Tactical Level<<

ESG Teams within Each Regional Boundary

Each factory establishes an ESG team led by personnel at department manager level or above, with an executive secretary and members from other departments. The team manages material issues at the factory level, identifies ESG risks, allocates resources, formulates plans and implements assessment mechanisms. It drives the execution of sustainability targets and reports results to management on a regular basis.

Board Statement

MEMTECH Group recognises sustainability as essential to its long-term stability and embeds ESG principles in strategic planning and global operations, covering product R&D, manufacturing, supply chain collaboration and market expansion. The Board has ultimate responsibility for ESG oversight and decision-making, reviewing policies, strategic objectives, annual reporting, target performance, and material ESG risks and opportunities, particularly climate-related impacts on operations and the global supply chain.

In 2025, MEMTECH Group conducted a double materiality assessment to identify and prioritise key ESG issues and develop annual targets and action plans. Its three-tier governance structure assigns clear responsibilities and targets at each level, helping integrate ESG into daily operations across factories.

This report systematically discloses the Company's key initiatives and progress in environmental, social and governance areas in 2025. The Board is committed to continuously optimising ESG management practices, creating long-term value for customers, employees, shareholders and other stakeholders, and supporting the sustainable development of the enterprise and society.

Board of Directors of MEMTECH Group

ESG Strategy

MEMTECH Group upholds its ESG vision of "providing one-stop, value-added green services with comprehensive technological competitiveness and becoming an outstanding partner to customers". Guided by this vision, the Company advances its sustainability strategy while balancing economic growth, environmental protection and social responsibility.

Company Vision

Realising a business culture defined by "people utmost, technology foremost", and giving employees a meaningful, fair and fruitful career life.

ESG Vision

Provide one-stop, value-added green services with comprehensive technological competitiveness and becoming an outstanding partner to customers.

Four Pillars

Climate Strategy and Carbon Management

MEMTECH Group aligns with science-based carbon targets, identifies climate risks and opportunities, and advances carbon management and emissions reduction to strengthen climate resilience and support the low-carbon transition.

Effective Resource Management

MEMTECH Group integrates cleaner production and environmental protection into engineering and design, promotes waste reduction and resource reuse through water, pollution and recycling measures, and is developing a closed-loop resource management system across the product life cycle to reduce environmental and ecosystem impacts.

Sustainable Value Chain

MEMTECH Group strengthens value chain management across product quality, customer and supply chain collaboration, employee development, and occupational health and safety. Guided by its Innovation-Driven approach, the Group supports community development and works with partners towards a sustainable future.

Responsible Business Conduct

MEMTECH Group upholds integrity and compliance, strengthens anti-corruption, corporate governance, risk management, information security and privacy protection, and promotes fair competition to support sustainable development.

Issues Addressed

- Addressing Climate Change

- Energy Utilisation
- Water Resource Utilisation
- Environmental Compliance Management
- Emissions and Waste Management
- Circular Economy
- Biodiversity Conservation

- Innovation-Driven
- Product Quality and Safety
- Customer Relationship Management
- Employment and Employee Rights
- Talent Development and Growth
- Occupational Health and Safety
- Supply Chain Management
- Community Engagement

- Corporate Governance
- Risk Management
- Information Security and Privacy Protection
- Fair Competition
- Anti-Commercial Bribery and Anti-Corruption

Stakeholder Communication

Sustainable development depends on effective stakeholder engagement. The Company takes an open and transparent approach, listens to stakeholder needs and works with stakeholders to advance sustainability goals.

Stakeholders	Issues of Concern	Common Communication Channels
Shareholders/Investors	• Corporate Governance and Risk Management • Sustainability Governance • Innovation-Driven, Product Quality and Safety • Addressing Climate Change	• Meetings with shareholders • Business performance reports and updates • Company website/social media
Customers	• Customer Relationship Management • Innovation-Driven, Product Quality and Safety • Addressing Climate Change • Risk Management	• Customer satisfaction surveys • Enquiries and complaints, on-site visits and audits • Technical exchange meetings • Company website/social media
Suppliers/Distributors	• Supply Chain Management • Innovation-Driven, Product Quality and Safety • Information Security and Privacy Protection	• Supplier training • Supply chain audits and assessments • Business communications
Employees	• Employment and Talent Development • Occupational Health and Safety • Anti-Commercial Bribery and Anti-Corruption • Sustainability Governance	• Internal management meetings and reports • Staff representative congress • Employee hotline and suggestion box • Employee satisfaction surveys
Partners/Industry Associations	• Product Quality and Safety • Innovation-Driven • Fair Competition	• Industry seminars and exhibitions • Participation in industry standard-setting • Special meetings and chamber of commerce activities • University-enterprise cooperation
Community, Public and Media/Non-profit Organisations	• Addressing Climate Change • Circular Economy • Biodiversity Conservation • Community Engagement	• Regular visits • Charitable donations and community activities • Company website/social media
Government/Regulatory Authorities	• Environmental Compliance Management • Energy Utilisation • Water Resource Utilisation • Emissions and Waste Management	• Symposiums • Policy consultations and official correspondence • Policy implementation and special inspections • Information disclosure and reporting

Materiality Assessment and Management

MEMTECH Group regards materiality assessment as a core part of sustainability management. By identifying the impacts, risks and opportunities associated with key issues across its operations and value chain, the Group keeps its strategy focused on business priorities and stakeholder expectations. The Group will review its assessment regularly and refine it as business conditions change.

Issue Identification	Based on domestic and overseas regulatory disclosure requirements, key industry ESG risk areas, development trends and the Company's actual operations, MEMTECH Group reviewed relevant sustainability issues and formed a preliminary list of 21 issues.
Issue Materiality Assessment	Using a double materiality approach, MEMTECH Group assessed each issue from financial and impact materiality perspectives through stakeholder surveys, expert consultation and related analysis, and determined its materiality.
Confirmation of Material Issues	Based on the assessment results, MEMTECH Group ranked the issues by materiality, identified highly material issues and developed a materiality matrix, which was reviewed and confirmed by management. The results also guide sustainability strategy formulation and information disclosure priorities.



Environment

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Social

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11 Supply Chain Management
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15 Community Engagement

Governance

16 Corporate Governance
17 Sustainability Governance
18 Fair Competition
19 Anti-Commercial Bribery and Anti-Corruption
20 Risk Management
21 Information Security and Privacy Protection

MEMTECH Group Materiality Matrix

Dimension	High Priority Materiality Issues	Important Materiality Issues	Lower Priority Material Issues
E	• Addressing Climate Change • Energy Utilisation • Environmental Compliance Management	• Emissions and Waste Management • Circular Economy	• Water Resource Utilisation • Biodiversity Conservation
S	• Innovation-Driven • Product Quality and Safety • Customer Relationship Management • Talent Development and Growth • Occupational Health and Safety	• Supply Chain Management • Employment and Employee Rights	• Community Engagement
G	• Corporate Governance • Sustainability Governance	• Risk Management • Information Security and Privacy Protection	• Fair Competition • Anti-Commercial Bribery & Anti-Corruption

ESG Risk and Opportunity Management

MEMTECH Group integrates ESG risk and opportunity management into its overall risk management system through a closed-loop process of identification, assessment, monitoring and management to strengthen resilience and risk response.

Identification

Drawing on double materiality analysis, MEMTECH Group systematically identifies key ESG issues and clarifies the stakeholders involved and the potential scope of impact.

Assessment

For material ESG issues, the Company analyses risk exposure and opportunities across the value chain and assesses impact horizons to inform management strategies and action plans.

Monitoring

The Company regularly reviews key ESG issues and adjusts monitoring priorities in response to policy changes, customer audit requirements and industry trends.

Management

MEMTECH Group cascades ESG risk and opportunity KPIs to relevant departments and tracks key measures, including energy conservation and emissions reduction, through closed-loop management.

ESG Metrics and Targets

MEMTECH Group sets sustainability targets based on key ESG issues, international trends, industry practices and its own circumstances. Its management approach centres on strategic guidance, target setting and continuous improvement. The Group will continue to implement these targets, strengthen competitiveness and foster long-term stakeholder collaboration.

ESG Strategic Pillar	Key Issue	Target	Time Horizon
Climate Strategy and Carbon Management	Addressing Climate Change	Conduct annual greenhouse gas inventories and advance emissions reduction pathways.	Short to medium term
	Energy Utilisation	Reduce energy consumption per unit of output and improve energy utilisation efficiency	Medium to long term
Effective Resource Management	Environmental Compliance Management	Maintain stable pollutant discharges in compliance with applicable standards and improve the management system	Long term
Sustainable Value Chain	Innovation-Driven	Continuously advance technology R&D and process upgrades	Medium to long term
	Product Quality and Safety	Improve quality management standards and reduce defect rates	Long term
	Customer Relationship Management	Improve customer service capabilities and satisfaction	Long term
Responsible Business Conduct	Talent Development and Growth	Establish a systematic training and talent development system, and enable production sites with stable operations to progressively pass RBA audits	Long term
	Occupational Health and Safety	Improve the safety management system and reduce accident rates	Long term
	Corporate Governance	Progressively optimise the governance structure and internal control mechanisms through structural reform	Long term
	Sustainability Governance	Establish and improve the sustainability management system and related policies	Long term

Table of Material Issue Impacts, Risks, and Opportunities

Issue	Affected Value Chain			Affected Stakeholders	Risks and Opportunities		Impact Horizon
	Upstream Value Chain	Own Operations	Downstream Value Chain		Key Risks	Key Opportunities	
Addressing Climate Change	√	√	√	Investors, customers, government, employees	• Customers such as automotive OEMs have increasing requirements for carbon disclosure and emissions reduction; failure to meet these requirements may affect order intake • Extreme climate events may affect supply chain stability	• Proactive carbon management can improve customer audit outcomes. • Low-carbon manufacturing can increase opportunities for cooperation with international customers	Medium to long term
Energy Utilisation	√	√	√	Customers, energy suppliers, government	• Energy price fluctuations may increase manufacturing costs • Failure to meet energy efficiency standards may affect customer audits and access to green supply chains	• Energy-saving technical upgrades can reduce energy consumption costs per unit of output • Using green electricity can improve customer acceptance and ESG ratings.	Medium to long term
Environmental Compliance Management		√	√	Government, investors, community	• Inadequate management of exhaust gases, wastewater and hazardous wastes may lead to penalties or production suspension	• Meeting emission standards and customer EHS audit requirements in advance can enhance corporate reputation and compliance performance	Long term
Innovation-Driven	√	√	√	Customers, investors, partners	• Slow upgrades in precision manufacturing technology may make it difficult to meet high-end customer requirements, leading to order losses • If competitors narrow the manufacturing technology gap, pricing advantages may weaken and profit margins may be compressed	• Continuous R&D can improve product precision and added value, enabling entry into high-end automotive and electronics supply chains • Accelerating process technology upgrades can help restore pricing advantages in consumer products	Medium to long term
Product Quality and Safety	√	√	√	Customers, regulatory authorities	• Product quality issues may trigger customer claims, recalls or the loss of core customers	• A stable quality system can strengthen customer loyalty and support long-term, mutually beneficial partnerships	Long term
Customer Relationship Management		√	√	Customers, distributors, investors	• Limited customer diversification may lead to greater revenue volatility	• Deepening customer cooperation and expanding new customer segments can enhance business resilience	Long term
Talent Development and Growth		√		Employees, partner institutions	• A shortage of technical talent may constrain upgrades in automation and precision manufacturing	• Establishing a skills training system can support smart manufacturing and process upgrades	Long term
Occupational Health and Safety		√		Employees, regulatory authorities	• A high risk of physical injuries and workplace accidents may affect production continuity and corporate reputation	• Strengthening the safety management system can reduce accident rates and improve production stability	Long term
Corporate Governance	√	√	√	Investors, regulatory authorities	• Weak internal control and decision-making mechanisms may affect operational efficiency and external trust	• Improving the governance structure can enhance capital market recognition and partner trust	Long term
Sustainability Governance	√	√	√	Investors, customers, government	• An inadequate sustainability management system may affect customer audits, such as EcoVadis, and supply chain access	• Systematically improving sustainability management can enhance cooperation with international customers and financing capacity	Long term

Note: Impact horizons are classified as short term (within one year after the end of the ESG Reporting Period), medium term (one to five years after the end of the ESG Reporting Period) and long term (more than five years after the end of the ESG Reporting Period). These time horizons are based primarily on the Company's annual business plan, five-year development plan and medium- and long-term development strategy.

Environment

- Addressing Climate Change
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- Biodiversity Conservation

SDGs Addressed in This Chapter



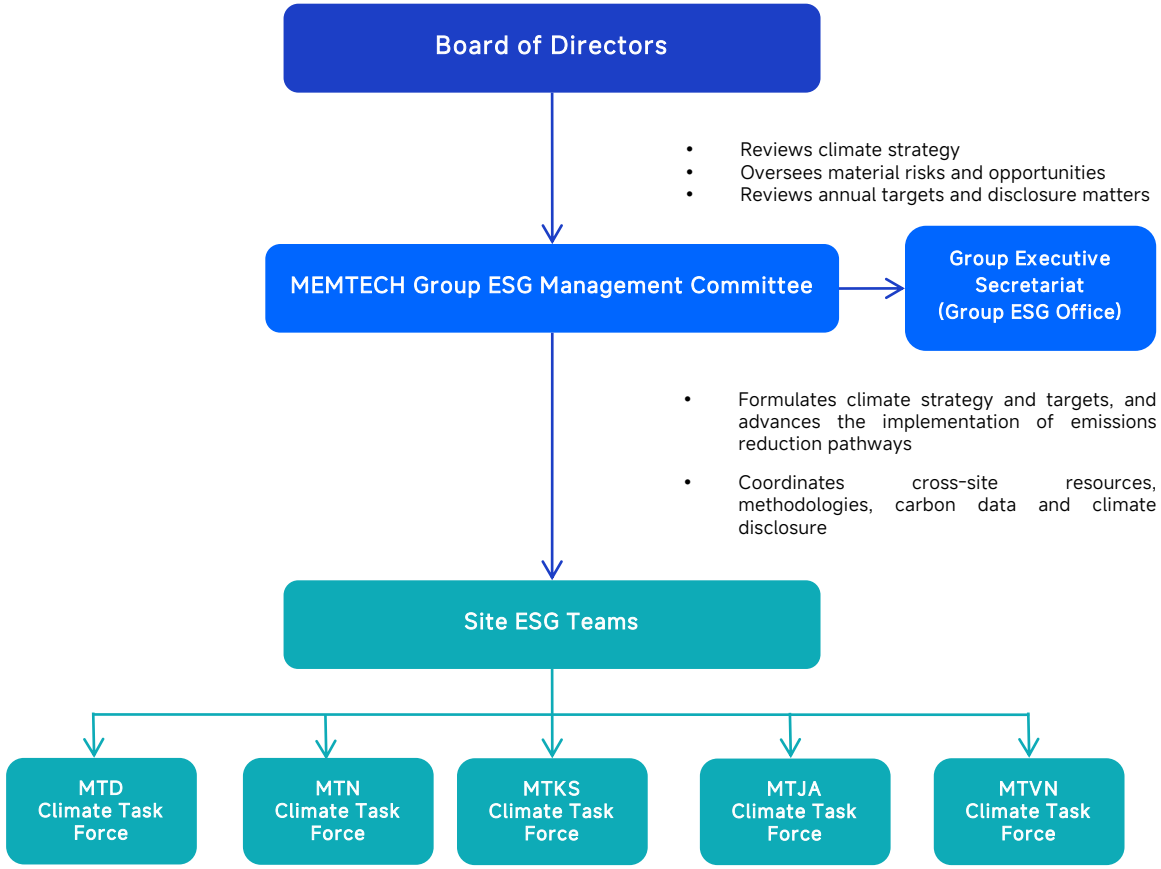
Addressing Climate Change

The Board oversees climate governance, with the Chairman having overall responsibility for climate-related matters. The Chairman reviews climate strategy, annual targets, material risks and opportunities, and related disclosures to ensure climate considerations are integrated into the Group's long-term strategy. This disclosure has been prepared with reference to IFRS S2 Climate-related Disclosures, the Environmental, Social and Governance Reporting Code set out in Appendix C2 to the HKEX Listing Rules, and the relevant HKEX climate disclosure guidance. It covers governance, strategy, risk management, and metrics and targets.

Governance

To strengthen strategic guidance and oversight of climate change, MEMTECH Group embeds climate governance into its ESG management structure of strategic oversight, Group coordination and factory implementation.

The Board oversees climate governance, with the Chairman having overall responsibility for climate-related matters. The Chairman reviews climate strategy, annual targets, material risks and opportunities, and related disclosures to ensure climate considerations are integrated into the Group's long-term strategy. At operational level, the ESG Management Committee and Group ESG Office coordinate climate targets, emissions reduction pathways, carbon accounting and climate disclosures, while allocating resources across factories. At tactical level, each factory has a climate task force led by a designated executive secretary. Working with relevant departments, the task forces collect carbon data, monitor emissions, implement reduction projects and identify climate risks.



▲ MEMTECH International Pte. Ltd. Climate Governance Structure Chart

Strategy

MEMTECH International has adopted "Low-carbon Operations, Resilient Growth and Collaborative Value Creation" as its core climate strategy. The Group integrates climate action into business management and value chain collaboration. Guided by the principle of "Reduce First, Offset Later", it prioritises energy mix optimisation, energy efficiency and low-carbon manufacturing, while advancing supply chain decarbonisation across the value chain.

Climate-related Risks and Opportunities

Climate Scenario Selection

To assess how different climate pathways may affect the Group's operations and financial performance, MEMTECH applies the "Turquoise Scenario" and "Brown Scenario" referenced by the Stock Exchange. The assessment considers potential impacts on business continuity, asset security and strategic development.

The "Brown Scenario" is used to assess acute and chronic physical risks under higher emissions, while the "Turquoise Scenario" is used to assess transition risks and opportunities arising from tighter climate policies, technological change and shifting demand for greener products.

Physical Risks		
Climate Scenario	Strict Climate Action	Business-as-Usual
Scenario Description	A scenario pathway with very low greenhouse gas concentrations, requiring carbon dioxide emissions to decline from 2020 and reach net negative levels before 2100.	A scenario without government intervention, in which greenhouse gas emissions continue to rise throughout the 21st century and atmospheric greenhouse gas concentrations continue to increase.

Transition Risks and Opportunities		
Climate Scenario	International Energy Agency (IEA) Net Zero Emissions by 2050 Scenario (NZE Scenario)	International Energy Agency (IEA) Stated Policies Scenario (STEPS)
Description	A pathway for the global energy sector to achieve net zero emissions by 2050 and support limiting global warming to around 1.5°C.	Based on energy, climate and related industrial policies already introduced or announced by countries, this scenario reflects the trend of the global energy system under the current policy environment.
Climate Scenario (NGFS)	Orderly scenarios: Net Zero 2050 and Below 2°C	Hot house world scenarios: Nationally Determined Contributions (NDCs) and Current Policies
Description	Assuming that climate policies are implemented in an orderly manner and gradually strengthened, transition risks would remain relatively manageable.	Assuming that global climate policy ambition is insufficient or remains at current levels, these scenarios involve relatively high physical climate risks.

*NGFS refers to the Network for Greening the Financial System.

Climate Risk Identification and Assessment

The climate risk assessment below covers MEMTECH Group's entire value chain. Risks are categorised as high, medium or low across three time horizons: short term (within one year), medium term (1-10 years) and long term (more than 10 years). This time horizon classification differs from the material issue risk assessment above, and is designed to capture both short-term acute climate events and the impacts of medium- to long-term chronic climate change.

Risk Category		Key Risk/Opportunity	Value Chain Affected	Level	Business Impact	Financial Impact	Impact Horizon
Physical Risk	Acute Risk	Flooding, heavy rainfall and waterlogging	Own Operations, Upstream, Downstream	High	May disrupt site operations, logistics, material supply and product deliveries.	May increase repair, recovery, inventory and delivery costs.	Short term
		Typhoons, severe thunderstorms and hails	Own Operations, Upstream, Downstream	High	May disrupt production, IT systems and supply coordination.	May increase downtime, maintenance and delayed-delivery costs.	Short term
		Extreme weather causing transport delays or supplier shutdowns	Own Operations, Upstream, Downstream	Medium	May disrupt material and product transport, production schedules and deliveries.	May increase logistics costs and delay order fulfilment and revenue.	Short term
	Chronic Risk	Heatwaves and sustained high temperatures	Own Operations	Medium	May increase cooling loads and affect workshop conditions, efficiency and yield.	Electricity, maintenance and per-unit manufacturing costs may increase.	Medium term
		Long-term high temperatures causing equipment ageing and worker stress	Own Operations	Medium	May increase equipment failures and employee heat-stress and safety risks.	May increase maintenance, health and safety, and labour-related costs.	Medium term

Risk Category		Key Risk/Opportunity	Value Chain Affected	Level	Business Impact	Financial Impact	Impact Horizon
Transition Risk	Policy and Legal Risk	Tightening climate disclosure, carbon data reporting and due diligence requirements	Own Operations, Upstream, Downstream	High	May increase compliance requirements for carbon accounting, product footprints and supply chain transparency.	May increase data, verification and remediation costs and affect orders or market access.	Short term
		Upgrades to energy efficiency, emissions and green manufacturing policies	Own Operations	Medium	May require technical upgrades to meet stricter energy-efficiency and environmental standards.	May increase retrofit, equipment upgrade and compliance costs.	Medium term
	Market and Technology Risk	Higher customer requirements for green procurement	Own Operations, Downstream	High	May affect orders and customer retention if green procurement requirements are not met.	May cause order losses, weaker bargaining power and higher remediation costs.	Short term
		Accelerating substitution of low-carbon materials and processes	Own Operations, Upstream, Downstream	Medium	May reduce the competitiveness of conventional materials and increase R&D and validation needs.	May increase R&D, certification, capital and conversion costs.	Medium term
		Energy pricing mechanisms and pass-through of carbon-related costs	Own Operations, Upstream	Medium	May weaken manufacturing cost competitiveness.	May harm corporate reputation and increase related costs.	Medium term
	Reputational Risk	Inconsistency between climate commitments, disclosures and actual performance	Own Operations, Downstream	Medium	May weaken customer and stakeholder trust.	May damage corporate reputation and increase audit, remediation and communication costs.	Medium term

Climate Opportunity Identification and Assessment

While systematically identifying and quantifying climate-related physical and transition risks, MEMTECH International takes a management perspective that balances risks and opportunities, and proactively identifies the strategic opportunities arising from climate change.

Category	Key Risk/Opportunity	Value Chain Affected	Level	Business Impact	Financial Impact	Impact Horizon	Management Measures/Response Direction
Product and Service Opportunities	Develop lower-carbon products and recycled-material solutions	Own Operations, Upstream, Downstream	High	May strengthen competitiveness in green procurement and customer projects.	May create new orders, price premiums and customer-mix opportunities.	Medium term	Advance low-carbon material validation and product carbon footprint assessments with key customers.
Resource Efficiency Opportunities	Energy-efficiency retrofits, lean improvement and digital energy management	Own Operations	High	This can improve production efficiency and manufacturing stability, supporting synergies between cost reduction, efficiency improvement and emissions reduction.	May reduce energy, material-loss and maintenance costs.	Short term	Prioritise projects with clear returns and strengthen energy monitoring and continuous improvement.
Market Expansion Opportunities	Use transparent carbon data to access more green supply chains	Own Operations, Downstream	High	May improve access to international customers and key projects.	May create new revenue opportunities and strengthen long-term customer relationships.	Short term	Build capabilities for GHG inventories, product carbon footprints, customer questionnaires and audits.
Energy Mix Opportunities	Use green electricity, green certificates and distributed energy	Own Operations, Downstream	Medium	May improve the low-carbon performance of operations and products.	May support energy cost optimisation and long-term brand value.	Medium term	Assess feasibility by site and implement suitable solutions in phases.

Climate Transition Plan

To address the global low-carbon transition, customer decarbonisation requirements and tighter climate disclosure rules, MEMTECH Group has developed a 2025–2030 Climate Transition Plan. Built around four strategic pillars, the plan sets out a phased approach to carbon management.

Climate Strategy Direction
Low-carbon Operations, Resilient Growth and Collaborative Value Creation

Four Strategic Pillars

Governance Leadership and Target-driven Management	Manufacturing Efficiency Upgrade and Lean Carbon Reduction	Energy Mix Optimisation and Low-carbon Substitution	Green Value Chain Collaboration
• Improve climate governance • Standardise GHG accounting across the Group • Build a cross-site emissions reduction project portfolio and cascade annual targets • Advance ISO 50001 certification • Pilot SBTi implementation at selected sites • Explore internal carbon pricing	• Replace energy-intensive equipment • Scale up proven energy-saving projects • Optimise process parameters, yield and mould life • Improve compressed air, cooling, temperature and humidity control • Replicate proven carbon-reduction initiatives across sites	• Expand distributed photovoltaics and green electricity procurement • Improve the efficiency of air-conditioning, refrigeration and chilled-water systems • Explore low-GWP refrigerants and leakage management • Replace business vehicles and diesel trucks with lower-carbon alternatives • Increase the use of clean energy and electrified equipment	• Establish supplier carbon-data and green procurement mechanisms • Build carbon-management capabilities among core suppliers • Explore low-carbon and recycled materials • Optimise cross-regional logistics to reduce transport emissions • Strengthen product carbon footprint management with customers

Carbon Emissions Management

MEMTECH Group continues to strengthen carbon data management. In 2025, an independent third party verified the greenhouse gas inventories of MTD, MTN, MTKS, MTJA and MTVN, providing a baseline for emissions reduction targets and performance tracking.



▲ Third-Party GHG Verification Statements (ISO 14064-1)

To strengthen employees' professional carbon-management capabilities, the Company actively organises internal and external training. These efforts continue to deepen understanding of climate issues among management and business departments and strengthen their ability to implement related measures, supporting the Group's climate transition as it moves from project-driven initiatives towards systematic management.

Practice Highlight: Strengthening Carbon Management Capabilities

In 2025, MEMTECH Group provided specialised carbon-management training for key personnel at each factory, covering organisational greenhouse gas accounting, product carbon footprints and emissions reduction project management. Participants who passed the assessments obtained relevant professional certificates.



Risk Management

MEMTECH Group manages climate risk through four steps: Risk Identification, Analysis and Assessment, Risk Response, and Continuous Monitoring and Review.

01

Risk Identification

Systematically identify physical and transition risks based on regional climate conditions, operations and the supply chain, and compile an annual list.

02

Analysis and Assessment

Assess key risks and opportunities by likelihood, impact and time horizon under different scenarios.

03

Risk Response

For key issues, advance disaster-prevention, supply-chain management, energy-conservation and carbon-reduction measures, incorporate them into annual action plans.

04

Continuous Monitoring and Review

Regularly track key risks and response measures, updating the risk list and actions as business conditions change.

Climate Risk Response Measures

Category		Key Risk/Opportunity	Management Measures/Response Direction
Physical Risk	Acute Risk	Flooding, heavy rainfall and waterlogging	• Improve plant drainage, backflow prevention and moisture-proofing for storage areas • Establish emergency production scheduling and order-transfer mechanisms across multiple factories • Optimise safety stock for key materials and alternative logistics routes
		Typhoons and severe convective weather	• Provide backup power for injection moulding, temperature-control and automation equipment • Strengthen power-failure protection and recovery mechanisms for key equipment • Coordinate with local communities to support power-supply continuity
		Extreme weather causing transport delays or supplier shutdowns	• Maintain safety stock for key raw materials and mould spare parts • Establish dual sourcing and regional stockpiles • Optimise cross-border and cross-regional alternative transport plans
	Chronic Risk	Heatwaves and sustained high temperatures	• Upgrade high-efficiency cooling and environmental control systems • Optimise temperature control process parameters for injection moulding and moulds • Dynamically adjust production scheduling and equipment maintenance frequency during high-temperature seasons
		Long-term high temperatures causing equipment ageing and worker stress	• Improve high-temperature shift arrangements and heat-protection measures • Strengthen environmental monitoring in key workshops • Optimise work arrangements for key positions

Climate Risk Response Measures

Category		Key Risk/Opportunity	Management Measures/Response Direction
Transition Risk	Policy and Legal Risk	Tightening climate disclosure, carbon data reporting and due diligence requirements	• Establish greenhouse gas inventory and product carbon footprint management mechanisms, prioritising key automotive/electronics products
			• Conduct supply chain carbon-data surveys
			• Cooperate with customers on factory audits and carbon-data collection
		Upgrades to energy efficiency, emissions and green manufacturing policies	• Conduct energy-efficiency assessments at key factories
			• Advance technical retrofits for injection moulding machines, compressed-air and cooling systems
			• Build digital energy management capabilities
	Market and Technology Risk	Higher customer requirements for green procurement	• Validate post-consumer recycled (PCR) materials and low-carbon processes
			• Strengthen collaboration among R&D, procurement and customers
			• Enhance green product competitiveness
		Accelerating substitution of low-carbon materials and processes	• Advance the adoption of low-carbon materials and assess substitution options
			• Strengthen collaboration with customers and suppliers.
		Energy pricing mechanisms and pass-through of carbon-related costs	• Continue reducing energy consumption per unit of product
			• Optimise time-of-use electricity consumption and lean improvement initiatives
			• Assess green electricity and distributed energy solutions
	Reputational Risk	Inconsistency between climate commitments, disclosures and actual performance	• Strengthen ESG data collection and multi-level review
			• Ensure consistency among targets, actions, and performance
			• Establish monthly review mechanisms at key factories

Metrics and

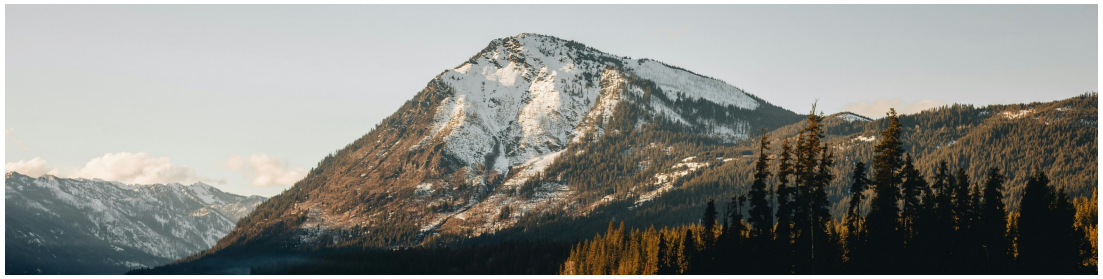
MEMTECH Group continues to advance its low-carbon transition by incorporating greenhouse gas emissions reduction targets into the Group's sustainability strategy and operational management, and has defined near-to-medium-term and long-term emissions reduction targets.

Near-to-medium-term target: Using 2024 as the base year, reduce the Group's absolute Scope 1 and Scope 2 greenhouse gas emissions by 45% by 2030.

Long-term target: Achieve net zero by 2050, covering the main emissions sources from the Group's own operations and the upstream and downstream value chain.

To support these targets, each factory has conducted annual greenhouse gas inventories in accordance with ISO 14064-1 since 2023. Independent third parties verify the inventories to improve the accuracy and credibility of the Group's carbon data.

In 2025, MEMTECH Group's domestic factories implemented 43 energy-saving retrofit projects. The Group's Scope 2 greenhouse gas emissions decreased by approximately 1,145.97 tonnes of CO_2 equivalent compared with 2024, representing a reduction of 2.28%.



2025 Greenhouse Gas Emissions by Factory

Indicator	Unit	MTD	MTN	MTKS	MTJA	MTVN
Scope 1 greenhouse gas emissions	Tonnes of CO_2 equivalent	148.44	1,634.17	245.02	218.09	40.93
Scope 2 greenhouse gas emissions	Tonnes of CO_2 equivalent	4,849.47	22,822.36	10,526.81	8,621.65	2,243.04
Scope 3 greenhouse gas emissions	Tonnes of CO_2 equivalent	10,653.01	20,437.01	17,383.22	51,489.40	3,299.07
Total greenhouse gas emissions (Scope 1+2+3)	Tonnes of CO_2 equivalent	15,650.91	44,893.53	28,155.05	60,329.14	5,583.04
Greenhouse gas emissions intensity (Scope 1+2)	Tonnes of CO_2 equivalent per RMB 10,000 of output value	0.18997	0.42140	0.24419	0.38157	0.67667

MEMTECH Group Greenhouse Gas Emissions, 2023-2025

Indicator	Unit	2023	2024	2025
Scope 1 greenhouse gas emissions	Tonnes of CO_2 equivalent	908.69	1,759.80	2,286.65
Scope 2 greenhouse gas emissions	Tonnes of CO_2 equivalent	39,291.84	50,209.29	49,063.32
Scope 3 greenhouse gas emissions	Tonnes of CO_2 equivalent	41,747.53	71,605.23	103,261.71
Total greenhouse gas emissions (Scope 1+2+3)	Tonnes of CO_2 equivalent	81,948.07	123,574.33	154,611.67
Greenhouse gas emissions intensity (Scope 1+2)	Tonnes of CO_2 equivalent per RMB 10,000 of output value	0.32523	0.33058	0.35887

Note: The Vietnam site is included in the Group's greenhouse gas emissions data from 2024.

Energy Utilisation

MEMTECH Group regards energy efficiency as a key priority for green operations and low-carbon development. Based on process characteristics, equipment configuration and energy use, each factory sets energy management requirements and annual, quarterly and monthly performance indicators. During the Reporting Period, MTD and MTJA obtained ISO 50001 Energy Management System certification. The Group will progressively extend energy management systems and certification to other established production sites.



ISO 50001 Energy Management System Certification Certificates for MTD and MTJA

Energy Conservation and Emissions

MEMTECH Group advances energy conservation and emissions reduction through utility optimisation, equipment upgrades, process improvements and clean energy substitution. The Group applies a management cycle of "Project Identification - Energy-saving Verification - Cross-site Rollout - Annual Target Tracking" to replicate proven emissions reduction practices across sites.

Utility System Energy-efficiency Optimisation

Each factory continues to carry out energy-saving technical retrofits for compressed-air systems, cooling-water circulation systems and other utility systems. By replacing equipment with high-efficiency alternatives, applying variable-frequency control and optimising system matching, the factories improve utility-system operating efficiency and reduce baseline energy consumption.

Practice Highlight: MTD - Air Compressor Energy-efficiency Upgrade

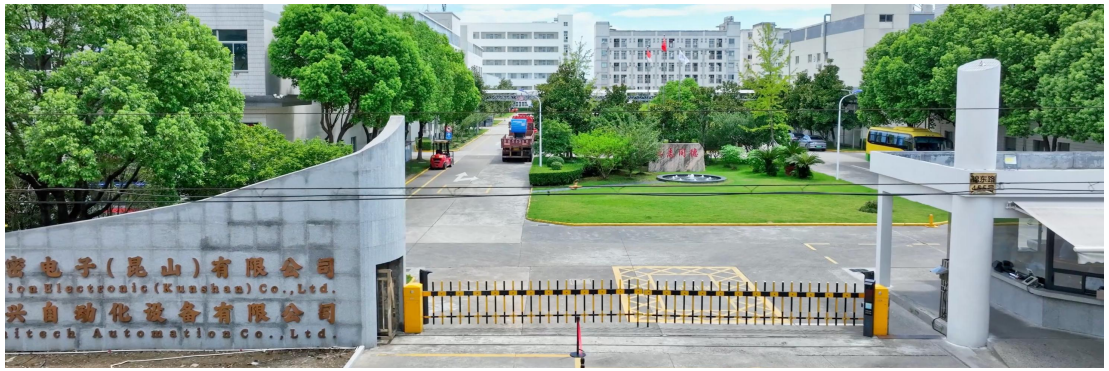
In November 2025, MTD launched an air-compressor energy-saving retrofit project, with a total investment of approximately RMB 250,000. By phasing out the old energy-intensive fixed-frequency units and introducing a high-efficiency variable-frequency dual-head air compressor, the project was able to produce just enough compressed air to meet demand, significantly reducing compressed-air wastage. After completion, system energy consumption was approximately 25% lower than that of the original system, significantly improving energy utilisation efficiency.

Production Equipment Upgrade

For ageing, energy-intensive equipment, the Group continues to upgrade injection-moulding machines and automation equipment, replacing traditional hydraulic machines with high-efficiency electric ones.

Practice Highlight: MTKS - Injection-moulding Equipment Energy-efficiency Upgrade

In 2025, MTKS invested more than RMB 3 million to replace ageing hydraulic injection-moulding machines and pneumatic robotic arms with electric injection-moulding machines and five-axis servo robotic arms. These upgrades are expected to improve production efficiency while saving approximately 207,700 kWh of electricity annually.

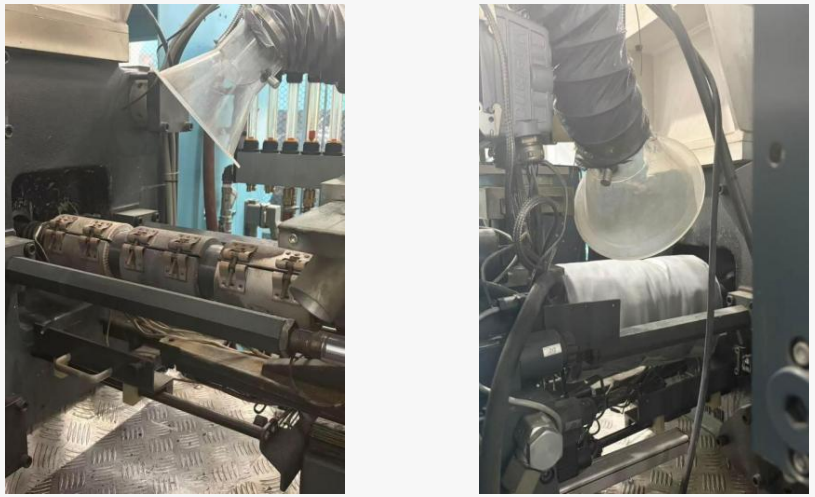


Process Energy Efficiency and Heat-loss Control

For injection moulding and high-temperature process stages, the Group continues to optimise process parameters and carry out localised energy-saving retrofits, with a focus on reducing heat loss and avoidable energy use and improving energy efficiency in key processes.

Practice Highlight: MTN - Injection-moulding Machine Barrel Insulation for Energy Conservation and Carbon Reduction

In 2025, MTN installed specialised insulation on injection-moulding machine barrels to reduce heat loss and reheating demand. The retrofit reduced equipment energy use and cut annual carbon emissions by 205.62 tonnes of CO_2e.



▲ Before-and-after Photos of the Project Retrofit

Digital Energy Management

MEMTECH Group promotes digital energy management through data collection, real-time monitoring and anomaly alerts. Based on site-specific energy use, factories could monitor key energy-consuming processes in order to improve efficiency and energy management.

Practice Highlight: MTKS - Digital Energy Management System

MTKS has established a digital energy monitoring system covering key equipment and energy-intensive processes. The system monitors electricity, compressed-air and equipment energy use in real time, supporting weekly tracking and monthly reviews of energy-saving projects and helping identify abnormal consumption and improvement opportunities.



Digital Dashboard

Practice Highlight: MTJA - Electricity-saving Management and Incentives

In 2025, MTJA introduced electricity-saving rules and an incentive mechanism, assigning responsibility by area and cascading targets to section heads and managers. Through monthly monitoring and performance incentives, the factory saved 1.22 million kWh of electricity during the year.



Digital Dashboard

Promoting Green Office Practices and Low-carbon Travel

MEMTECH Group encourages green office practices and lower-carbon business travels across its factories. Measures include switching off lights when not in use, using air conditioning efficiently and reducing unnecessary equipment electricity use. Factories also improve travel efficiency by consolidating trips, reducing empty journeys and prioritising new-energy vehicles. MTJA added one pure-electric business vehicle in 2024, while MTD and MTKS purchased three new-energy vehicles during the Reporting Period to replace fuel-powered vehicles. The Group plans to phase out pure internal-combustion engines across other factories.

2025 Energy Consumption by Factory

Indicator	Unit	MTD	MTN	MTKS	MTJA	MTVN
Total direct energy consumption	MWh	316.82	483.89	637.40	466.52	137.76
Total indirect energy consumption	MWh	7,955.16	36,434.76	17,268.38	14,297.91	4,146.10
Total energy consumption	MWh	8,271.98	36,918.65	17,905.78	14,764.43	4,283.86
Energy consumption intensity	MWh per RMB 10,000 of output value	0.31442	0.63613	0.40591	0.63730	1.26918

Group Energy Consumption, 2023-2025

Indicator	Unit	2023	2024	2025
Total direct energy consumption	MWh	2,011.46	2,248.50	2,042.38
Total indirect energy consumption	MWh	69,330.87	84,821.72	80,102.31
Total energy consumption	MWh	71,342.33	87,070.22	82,144.69
Energy consumption intensity	MWh per RMB 10,000 of output value	0.57717	0.55386	0.57409

Clean Energy Transition

MEMTECH Group continues to expand renewable energy use through rooftop photovoltaic projects and other clean energy initiatives.

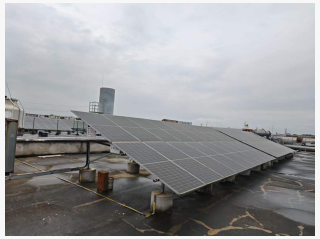
During the Reporting Period, the Company's total green electricity use reached **3,154.79 MWh**, including **154.79 MWh** of self-generated and self-consumed photovoltaic electricity and 3,000 MWh of purchased green electricity and green certificates. The Group's green electricity use ratio was **3.84%**.



Practice Highlight: Expanding Green Electricity Use at MTJA and Developing the Group's SBTi Pilot Site

In 2025, MTJA generated and consumed 154.79 MWh of electricity from its rooftop photovoltaic system. A second-phase expansion is underway, with expected annual generation of approximately 500 MWh. Through a long-term power purchase agreement (PPA), the factory also secured approximately 3 million kWh of green electricity per year and related environmental attribute certificates, bringing its green electricity use ratio to over 20%. The Group plans to use MTJA as a pilot site for its Science Based Targets initiative (SBTi) work.









Environmental Compliance Management

MEMTECH Group regards environmental compliance management as an important foundation for green manufacturing and stable operations. It strictly complies with applicable laws and regulations, including China's laws on environmental protection, solid waste pollution prevention and control, and noise pollution prevention and control, as well as applicable environmental regulations in the jurisdictions where its factories operate.

The Group continues to strengthen environmental compliance management across project development, daily operations and environmental monitoring. New construction, renovation, expansion and technical retrofit projects must complete the required environmental impact assessments, approvals and permitting before implementation, with environmental protection facilities developed alongside the main project.

In daily operations, each factory manages wastewater, exhaust gases, noise and hazardous wastes in accordance with established procedures and periodically engages third parties for monitoring to ensure compliance with applicable emission and discharge standards. During the Reporting Period, no material environmental compliance violations or material environmental pollution incidents occurred at any production site.

Environmental protection investment for the year was approximately RMB 3.7547 million, mainly used for environmental management system development, environmental-protection facility upgrades and similar projects.

Management

MEMTECH Group follows the environmental management principles of compliance with laws and regulations, pollution prevention, resource conservation, energy conservation and consumption reduction, environmental protection and green development. Each factory has established an environmental management structure under which the factory management coordinates targets and resource allocation, the EHS function is responsible for system development and supervision, and business departments and workshops are responsible for on-site implementation and continuous improvement.



Coordinate site EHS management, allocate resources, set key risk-control priorities and oversee continuous improvement.

Implement EHS systems, conduct inspections, manage hazards, pollution, waste and chemicals, monitor environmental facilities, and organise emergency response and training.

Follow EHS requirements and operating procedures, conduct routine inspections, rectify issues, respond to emergencies and improve on-site practices.

In accordance with ISO 14001 Environmental Management System requirements, each production factory continues to improve management standards across key areas including pollutant emissions and discharges, compliant disposal of hazardous waste, environmental risk and potential hazard inspections, environmental monitoring and emergency drills.

As at the end of the Reporting Period, all MEMTECH Group production sites held valid ISO 14001 Environmental Management System certification, achieving 100% coverage.



MTD



MTKS



MTVN



MTJA



MTN

▲ ISO 14001 Environmental Management System Certificates

Implementation and

Each factory sets annual environmental targets based on the following principles and incorporates them into annual performance appraisal.

- No major environmental leaks or spills
- Pollutant emissions and discharges in compliance with laws and regulations
- Continued implementation of standardised hazardous waste management
- Identification and rectification of environmental risks and hazards
- Regular environmental monitoring, training and emergency drills
- Continuous improvement of environmental management

In daily operations, each factory conducts routine inspections and checks of exhaust gas, wastewater, hazardous waste, chemicals and the operating status of environmental protection facilities, ensuring that environmental risks and potential hazards can be addressed in a timely manner.

The Company regularly conducts internal audits of its Environmental Management System and undergoes external audits in accordance with the requirements of the system. Issues identified are rectified and reviewed, with findings used to improve targets, management systems and process controls.

During the Reporting Period, the factories conducted **4 internal audits** and **4 external surveillance audits.**

Practice Highlight: MTKS – Rectification of an Exhaust-gas Treatment Facility Issue

MTKS regularly inspects its exhaust-gas collection and treatment systems. During a monthly inspection, a minor duct air leak was identified and promptly rectified through sealing reinforcement, checks of adsorption materials and calibration of operating parameters. Follow-up verification confirmed that the system was operating in compliance with applicable requirements.

Practice Highlight: MTJA – QR Code-based Inspection Management for Environmental Protection Facilities

MTJA introduced QR code-based inspections for environmental protection facilities. Inspectors scan QR codes using mobile devices to record equipment status, complete inspection records, report issues and track corrective actions. This enables digital record-keeping and traceability while reducing omissions and manual recording errors.





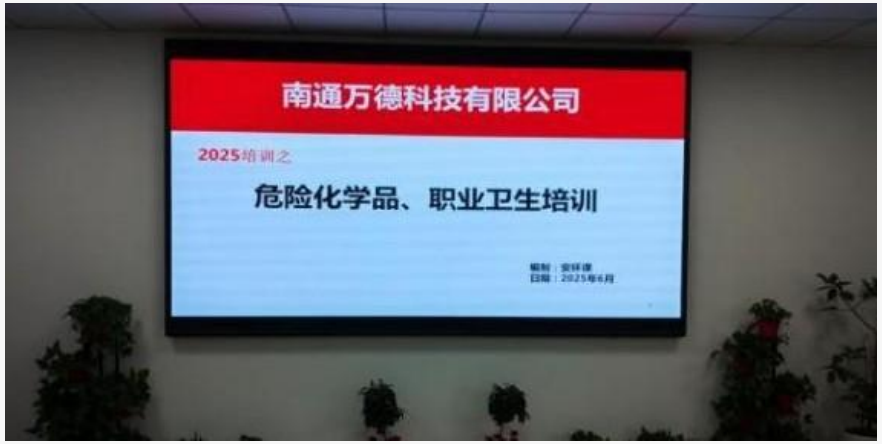
Risk Prevention and Training

MEMTECH Group continues to strengthen environmental risk prevention and emergency response capabilities. Each production factory formulates environmental emergency response plans for key environmental risk scenarios and regularly conducts drills to optimise them. The factories also integrate environmental compliance training into their work-safety and employee competency-development systems, using multiple formats to improve employees' ability to identify risks and follow standard operating requirements.

During the Reporting Period, a total of 19 environmental training sessions were conducted, with 2,787 participants.

Practice Highlight: MTN Conducts Specialised Training on Hazardous Chemicals

In 2025, MTN provided specialised training on hazardous chemical identification, storage, use, emergency response and personal protective equipment (PPE). The training combined case-based instruction with on-site refresher sessions to strengthen employees' safety awareness and compliance in hazardous chemical operations.





Training Session

Emissions and Waste Management

MEMTECH Group strictly complies with environmental protection regulations and strengthens full-process management of pollutant emissions, discharges and waste. Each factory establishes management procedures based on its production processes, while the EHS department maintains records and manages waste transfers.

During the Reporting Period, the Company monitored exhaust gas, wastewater and noise through both internal checks and third-party testing. **All results complied with applicable national and local standards.**



Exhaust Gas Management

MEMTECH Group strictly complies with applicable laws and regulations, including the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution. Based on its production processes, the Group controls pollutants including VOCs, non-methane hydrocarbons, particulate matter and odour, using treatment methods such as water spraying, filtration and activated-carbon adsorption.

Type of Exhaust Gas	Key Pollutants	Treatment Measures
Organic aerosols from spraying, painting, paint mixing, baking, printing, and other processes	Volatile organic compounds (VOCs), non-methane hydrocarbons, toluene, xylene, benzene series compounds and particulate matter	Collected and treated using spray towers, water curtains, filtration, activated-carbon adsorption, catalytic combustion and desorption-regeneration systems.
Processing exhaust gas from injection moulding, rubber mixing, moulding, and other processes	Non-methane hydrocarbons, VOCs, styrene, toluene, ethylbenzene, phenols and others	Enclosed collection followed by activated-carbon adsorption, UV photo-oxidation or other centralised treatment systems.
Dust from crushing and machining	Particulate matter	Baghouse filtration, enclosed collection and local exhaust ventilation.
Fugitive emissions from the use and storage of hazardous chemicals	Non-methane hydrocarbons, VOCs, toluene, xylene, and odour concentration	Sealed storage, controlled use, local collection, activated-carbon adsorption and boundary monitoring.
Cooking fumes from the canteen	Cooking fumes	Cooking-fume purification with regular cleaning and maintenance.

Practice Highlight: MTKS – Catalytic Combustion System Upgrade Reduces Waste and Improves Efficiency

MTKS operates a catalytic combustion and desorption-regeneration system to treat organic exhaust gas from injection moulding and spraying. The system reduces the use of disposable activated carbon and hazardous waste generation while improving VOC treatment efficiency and system stability.

Wastewater Management

MEMTECH Group continues to improve wastewater management, including segregated collection and reuse, to reduce the environmental impacts of its operations. Each factory strictly complies with applicable laws and regulations, including the Water Pollution Prevention and Control Law of the People's Republic of China. With circulating-water systems in operation, MTN, MTKS and MTJA discharge no industrial wastewater externally. MTD mainly collects small quantities of waste liquid by category and entrusts them to external parties for compliant disposal, while domestic wastewater is pre-treated and discharged in compliance with requirements at all factories.

Waste Management

MEMTECH Group strictly complies with applicable laws and regulations, including the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and continues to promote waste source reduction and standardised disposal. The Company focuses on strengthening the sorted recycling of plastic scrap and packaging materials, as well as the standardised management of hazardous waste such as spent activated carbon. It manages waste generation, classification, temporary storage, record-keeping, transfer and disposal, while promoting waste reduction and resource recovery at each factory.

Category	Main Waste Types	Treatment Measures
General solid waste	Recyclable waste with residual value: Scrap metal, used moulds, plastic / resin / silicone scrap, cardboard, film, plastic frames, etc.	Sorted collection, with priority given to reuse or transfer to recycling organisations for resource recovery
	Non-recyclable waste, domestic waste, general cleaning waste, non-reusable mixed waste, etc.	Designated temporary storage, with collection, transportation and disposal by sanitation services or qualified service providers
Hazardous Waste	Used packaging drums, used iron drums, used rags and gloves, etc.	Classified temporary storage, standardised declaration, and disposal entrusted to qualified organisations licensed for hazardous waste transfer and disposal
	Spent activated carbon, used filter cotton, used spray balls, sludge, waste ink residue, used screens, used film, used lubricating oil, used spark erosion oil, used cutting fluid, used guide rail oil, oil-containing steel filings and used UV lamps	

MEMTECH Group follows the waste management principles of Reduction, Resource Recovery and Safe Disposal. It continues to promote waste source reduction and resource recycling through measures such as injection-moulding process optimisation, plastic material recycling, waste-oil filtration and reuse, and hazardous waste reduction.

Reduction

- Optimise processes such as injection moulding and spraying to reduce waste generation
- Extend the service life of consumables such as UV lamps and activated carbon
- Reduce small-volume waste liquids to lower hazardous waste generation

Resource Recovery

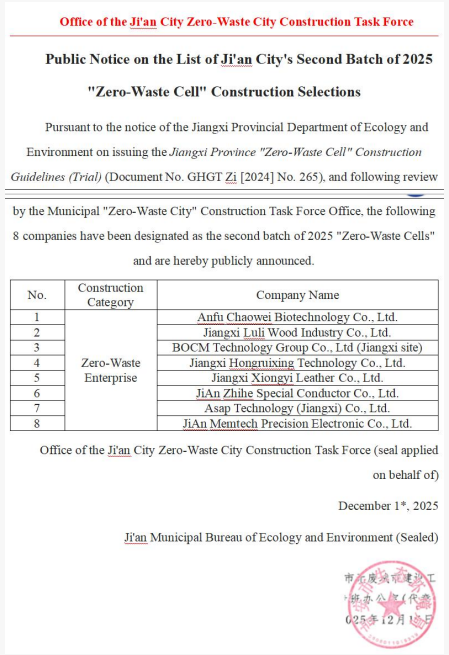
- Sort, recycle and reuse plastic scrap
- Filter and reuse used guide rail oil and used hydraulic oil
- Recycle activated carbon through desorption and regeneration

Safe Disposal

- Classified temporary storage and standardised labelling of hazardous waste
- Engage qualified organisations for manifest-based transfer and compliant disposal
- Use QR code traceability and monthly inspections to ensure full-process control

Practice Highlight: MTJA Recognised as a Ji'an City "Zero-Waste Enterprise"

In 2025, MTJA was recognised as a Ji'an City "Zero-Waste Enterprise" under the city's "Zero-Waste Cell" initiative, reflecting its continued efforts in waste reduction, resource recovery and standardised waste management.



Office of the Ji'an City Zero-Waste City Construction Task Force

Public Notice on the List of Ji'an City's Second Batch of 2025 "Zero-Waste Cell" Construction Selections

Pursuant to the notice of the Jiangxi Provincial Department of Ecology and Environment on issuing the *Jiangxi Province "Zero-Waste Cell" Construction Guidelines (Trial)* (Document No. GHGT Zi [2024] No. 265), and following review by the Municipal "Zero-Waste City" Construction Task Force Office, the following 8 companies have been designated as the second batch of 2025 "Zero-Waste Cells" and are hereby publicly announced.

No.	Construction Category	Company Name
1	Zero-Waste Enterprise	Anfu Chaowei Biotechnology Co., Ltd.
2		Jiangxi Luli Wood Industry Co., Ltd.
3		BOCM Technology Group Co., Ltd (Jiangxi site)
4		Jiangxi Hongruixing Technology Co., Ltd.
5		Jiangxi Xiongyi Leather Co., Ltd.
6		JiAn Zhihe Special Conductor Co., Ltd.
7		Asap Technology (Jiangxi) Co., Ltd.
8		JiAn Memtech Precision Electronic Co., Ltd.

Office of the Ji'an City Zero-Waste City Construction Task Force (seal applied on behalf of)

December 1*, 2025

Ji'an Municipal Bureau of Ecology and Environment (Sealed)

2025 Waste Generation Data by Factory

Indicator	Unit	MTD	MTN	MTKS	MTJA	MTVN
Total waste	tonnes	218.96	551.88	465.16	284.31	14.05
Waste generation intensity	tonnes per RMB 10,000 of output value	0.00832	0.00951	0.01054	0.01227	0.00416
Total hazardous waste	tonnes	10.93	92.85	25.42	24.42	0.685
Non-hazardous waste generated	tonnes	208.03	459.03	439.74	259.89	13.36

MEMTECH Group Waste Generation Data, 2023-2025

Indicator	Unit	2023	2024	2025
Total waste	tonnes	1,755.76	1,718.51	1,534.35
Waste generation intensity	tonnes per RMB 10,000 of output value	0.01420	0.01093	0.01072
Total hazardous waste	tonnes	192.95	153.14	154.30
Non-hazardous waste generated	tonnes	1,562.81	1,565.37	1,380.05

In 2025, MEMTECH Group's total waste generation was 1,534.35 tonnes, representing a 10.72% decrease compared with 2024. Waste generation intensity decreased by 1.92%, while the compliant disposal rate for hazardous waste remained at 100%.

Noise Management

MEMTECH Group strictly complies with applicable laws and regulations, including the Law of the People's Republic of China on the Prevention and Control of Noise Pollution and the Emission Standard for Industrial Enterprises Noise at Boundary. It manages noise through equipment maintenance, high-noise equipment management and occupational health protection. The Company's noise mainly comes from the operation of injection-moulding equipment, utility systems such as air compressors, fans and water pumps, and auxiliary process equipment such as crushing and recycling equipment. The main noise types are mechanical operating noise, airflow noise and equipment vibration noise. The Company manages noise through equipment maintenance, site layout optimisation, isolation of high-noise equipment, sound insulation and routine inspections, and provides hearing protection such as earplugs and earmuffs where required.

Circular Economy

MEMTECH Group integrates circular economy principles across its manufacturing operations, focusing on material reduction at the design stage, internal reuse, packaging reuse and process innovation to improve resource efficiency.

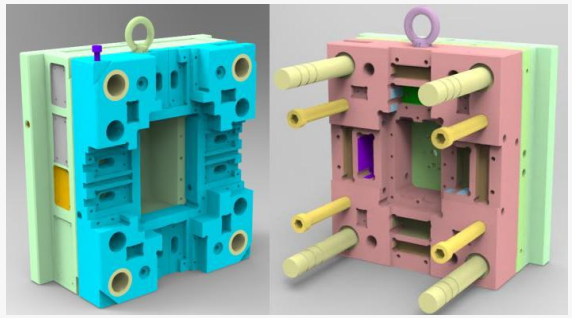
Design-stage Material Reduction

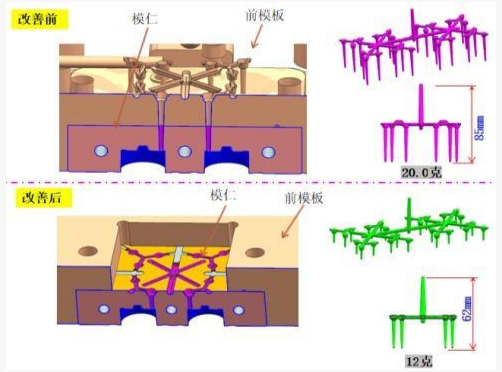
The Company treats the design stage as an important starting point for the circular economy. It continues to promote standardised and reusable designs for moulds, fixtures and mould bases, and uses sample reviews and structural optimisation to identify material loss points early in the product introduction stage. This helps avoid repeated tooling development and lowers repeated consumption during the sampling and mass-production stages.



Practice Highlight: MTD – Material Reduction through Standardised and Reusable Mould Design

MTD optimises mould design and uses shared mould frames and bases to reduce material loss during injection moulding. Sample reviews are conducted for approximately 80% of projects.





Internal Production Reuse

The Company continues to promote the internal reuse of production scrap. Provided that product quality and customer requirements are not affected, reusable materials are prioritised for fixtures, hanging racks, turnover boxes and other internal auxiliary uses.

Practice Highlight: MTJA Advances Internal Reuse of PC and ABS Offcuts

MTJA reuses PC and ABS offcuts to produce internal auxiliary items such as turnover boxes, fixtures and hanging racks. It is also testing suitable runner scrap as substitute material for equipment setup, helping reduce raw material waste.

Packaging Reuse

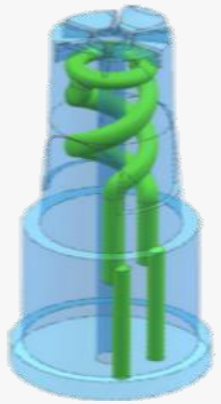
The Company treats the reuse and circulation of packaging materials as an important measure for reducing material consumption. It focuses on the recovery, sorting and reuse of plastic crates, blister trays, pallets, returnable boxes and plastic pallets, and improves the packaging reuse rate through ledger-based management and work instructions.

Process Innovation for Material Efficiency

The Company continues to promote innovation in mould design and production processes, reducing raw material use at source, shortening moulding cycles and improving energy utilisation efficiency, thereby improving both material efficiency and production efficiency.

Practice Highlight: MTN – Innovative Application of Hot Runners and Conformal Cooling Channels

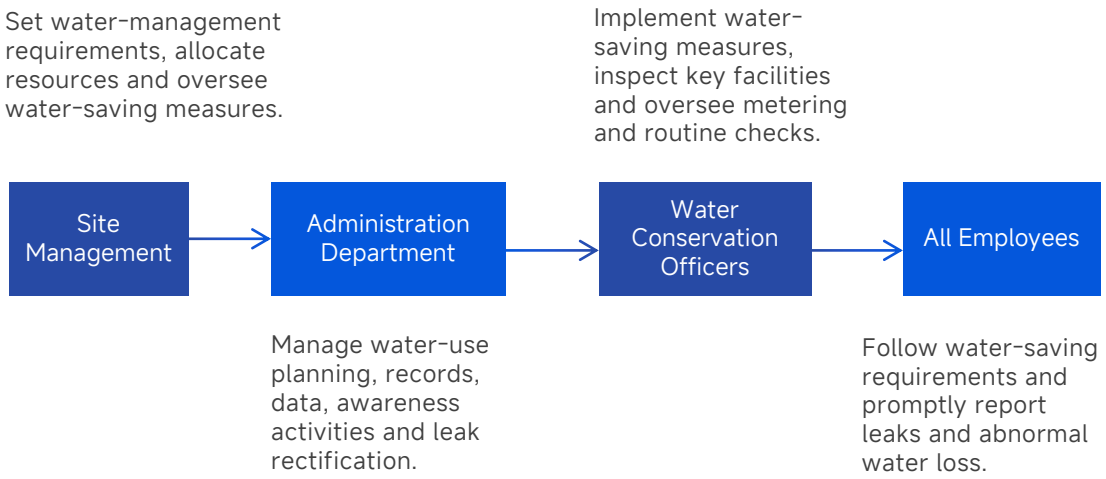
MTN uses hot-runner systems to reduce runner waste and plastic consumption. It also applies 3D-printed conformal cooling channels to improve mould cooling efficiency and production-cycle stability, further reducing material use.



▲ Deep-cavity Mould – 3D Conformal Cooling Channel Design

Water Resource Utilisation

MEMTECH Group prioritises water management. Each factory has established water-saving management systems and plans covering water-use planning, metering, equipment inspections, leak detection, recycling and reuse, training and performance monitoring. These measures support standardised water management and improved water-use efficiency.



MEMTECH Group Water Conservation Management Structure Chart

Water Risk Assessment

MEMTECH Group monitors how water-related risks may affect the stability of production and operations and long-term sustainable development. Using the World Resources Institute (WRI) Aqueduct water risk assessment tool, the Group identified and assessed overall water risk at its production sites. The results show that none of the Company's production sites was identified as being located in an area classified as Extremely High water risk. Based on the assessment, the Company applies differentiated measures to improve water efficiency and manage water-related risks.

Risk Level	Factory	Water Management Approach
Extremely High	/	Monitor changes in regional water risk and establish early-warning and emergency response mechanisms.
High	MTKS, MTN, MTVN	Strengthen monitoring of cooling-water circulation and key water-use stages, and advance circulating-water optimisation, wastewater reuse and water-saving technical retrofits.
Medium-High	MTJA, MTD	Strengthen water metering, on-site inspections and leak detection, and promote water-saving optimisation for key processes and utility equipment.
Low	/	Maintain routine metering, monitoring and equipment maintenance, and continue to sustain and improve water-saving performance.

Water-saving Measures and Results

The Company continues to improve water conservation across production, utilities and domestic use. Each factory promotes water recycling and reuse, water-efficient fixtures, metering and inspections, as well as employee awareness and training.

Practice Highlight: MTN - Reuse of Reclaimed Water from the Purified Water System

MTN collects reclaimed water generated during purified-water preparation and reuses it for toilet flushing in the dormitory area, reducing freshwater consumption.

Practice Highlight: MTD - Water Conservation Management and Awareness

MTD promotes closed-loop cooling-water circulation, water-efficient fixtures and employee awareness training in support of its annual water conservation target.

Practice Highlight: MTJA - Water Conservation in Production and Living Areas

MTJA installed sensor-activated taps and urinals, replaced flush tanks with water-saving models and posted water conservation signage across the factory. Security patrols also check for leaks, drips and overflows.



Practice Highlight: MTKS - Water-Saving Enterprise Application

As part of its Water-Saving Enterprise application, MTKS improved water metering, record-keeping, leak detection and on-site inspections, while strengthening water reuse and overall water-saving performance.

2025 Water Resource Use by Factory

Indicator	Unit	MTD	MTN	MTKS	MTJA	MTVN
Total Water Withdrawal	Megalitres	33.07	186.65	42.91	76.05	13.07
Water Withdrawal Intensity	Megalitres per RMB 10,000 of output value	0.00126	0.00322	0.00097	0.00328	0.00387

MEMTECH Group Water Resource Use, 2023-2025

Indicator	Unit	2023	2024	2025
Total Water Withdrawal	Megalitres	331.99	328.70	351.75
Water Withdrawal Intensity	Megalitres per RMB 10,000 of output value	0.00269	0.00209	0.00246



Biodiversity Conservation

MEMTECH Group prioritises biodiversity conservation and monitors potential impacts of production and operations on the surrounding ecological environment and community green spaces. It integrates ecological protection considerations into routine operations, including factory siting, site management, employee participation and community engagement. Based on the assessment, the Company's factories are located in developed industrial parks or established industrial sites, with surrounding areas mainly comprising industrial support facilities and community spaces. No material direct impacts on nature reserves, ecologically sensitive areas or important habitats have been identified from the Company's operations.

Practice Highlight: MTKS – Employee Participation in Community Greening

In December 2025, MTKS organised employee volunteers to carry out a tree-planting and greening activity along the Guanjinggang River in Beiguanjing Village. Employees planted seedlings and improved local green spaces, supporting the surrounding ecological environment and community landscape.





Practice Highlight: MTJA Biodiversity Awareness Campaign

MTJA invited the Jizhou District Bureau of Ecology and Environment and other local authorities to co-organise a biodiversity awareness campaign, including a quiz with prizes. The activity raised employee awareness of biodiversity and encouraged participation.





Social

- Innovation-Driven
- Product Quality and Safety
- Employment and Employee Rights
- Occupational Health and Safety
- Talent Development and Growth
- Customer Relationship Management
- Supply Chain Management
- Community Engagement

SDGs Addressed in This Chapter



Innovation-Driven

In response to trends towards higher performance, lightweighting, low-carbon development and smart manufacturing, MEMTECH Group focuses on market needs and emerging technologies. The Group conducts R&D in key areas such as automotive components and addresses customer needs and technical challenges through technology development and process optimisation, strengthening product competitiveness and solution capabilities.



People Utmost, Technology Foremost

R&D Team

MEMTECH Group has built a multidisciplinary R&D team covering advanced research, customer application development, testing and validation, and equipment innovation. The team brings together researchers from the Group Research Institute, engineering teams at each factory and specialists from the automation company, supporting technology development, testing platforms and the commercialisation of R&D outcomes.

MEMTECH Group had 410 R&D personnel, and R&D investment in 2025 reached RMB 72 million.

Group Research Institute: Common Technology R&D for Precision Plastics

Established in October 2006, the Group Research Institute has long focused on common technical challenges in plastics production. It conducts R&D in areas such as polymer material modification, bonding and compositing of dissimilar materials, environmentally friendly processes, and in-house development of key auxiliary materials, while also providing process optimisation support to the Group's production factories.

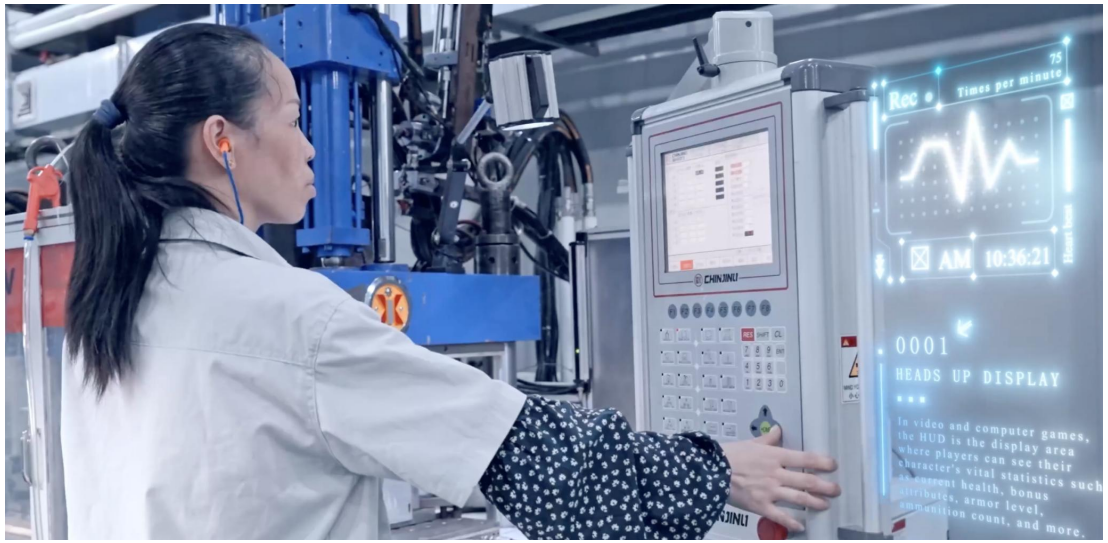
The Institute's R&D team includes doctoral and master's degree holders and technical specialists with more than 10 years of R&D experience, combining research expertise with industrialisation experience. The Group Research Institute also promotes industry–academia–research collaboration and has established long-term partnerships with several well-known domestic universities, including Southeast University and Soochow University, to jointly conduct R&D on new material technologies and key processes.

R&D Leadership Drives Breakthroughs in Core Technology

Dr Han Huisheng joined MEMTECH Group in 2010 and, as head of the Group R&D Centre, has continued to focus on R&D in polymer materials and key processes, with particular emphasis on key auxiliary materials, bonding and composites, and common technologies for precision plastic manufacturing. Dr Han earned his PhD from the Institute of Chemistry, Chinese Academy of Sciences in 1996 and later conducted postdoctoral research at the National University of Singapore. He holds multiple invention patents in China and overseas. Drawing on Dr Han's extensive experience in materials research, MEMTECH Group continues to strengthen the Institute's research platform, external collaboration and R&D capabilities.

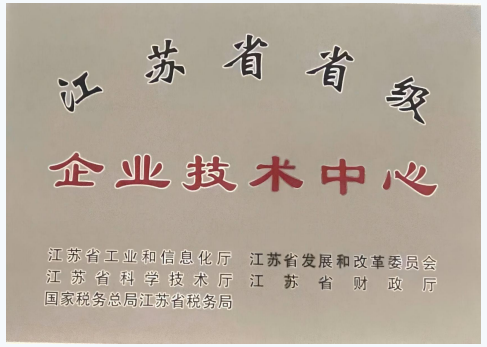


Through sustained R&D investment, the Group Research Institute has had several R&D outcomes recognised as National High-Tech Products. It has also received a number of provincial accolades, including Jiangsu Foreign Expert Workshop, Jiangsu Province Enterprise Technology Centre, Jiangsu Province Automotive Electronics Human-Machine Interaction Control Module Engineering Technology Centre and Jiangsu Province Key Enterprise R&D Institution.

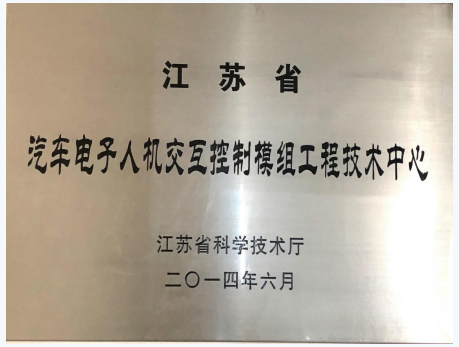




▲ Jiangsu Foreign Expert Workshop



▲ Jiangsu Province Enterprise Technology Centre



▲ Jiangsu Province Automotive Electronics Human-Machine Interaction Control Module Engineering Technology Centre



▲ Jiangsu Province Key Enterprise R&D Institution

Factory Engineering and Testing Teams: Customer Project Development and Mass-Production Validation

The engineering departments and testing centres at each factory support customer project development and mass-production lead-in. Across the Group's core business domains, they work with customers on design, material validation, process adaptation, reliability testing and mass-production optimisation, helping to translate customer requirements into practical engineering solutions.

Automation Company: Innovative Applications of Smart Manufacturing Equipment

The automation company's technical team develops customised automation equipment for key manufacturing processes, including precision injection moulding, assembly inspection and in-line quality control. These systems augment the Group's manufacturing capabilities and improve efficiency, while the company also sells automation solutions to external customers.

Innovation Mechanisms

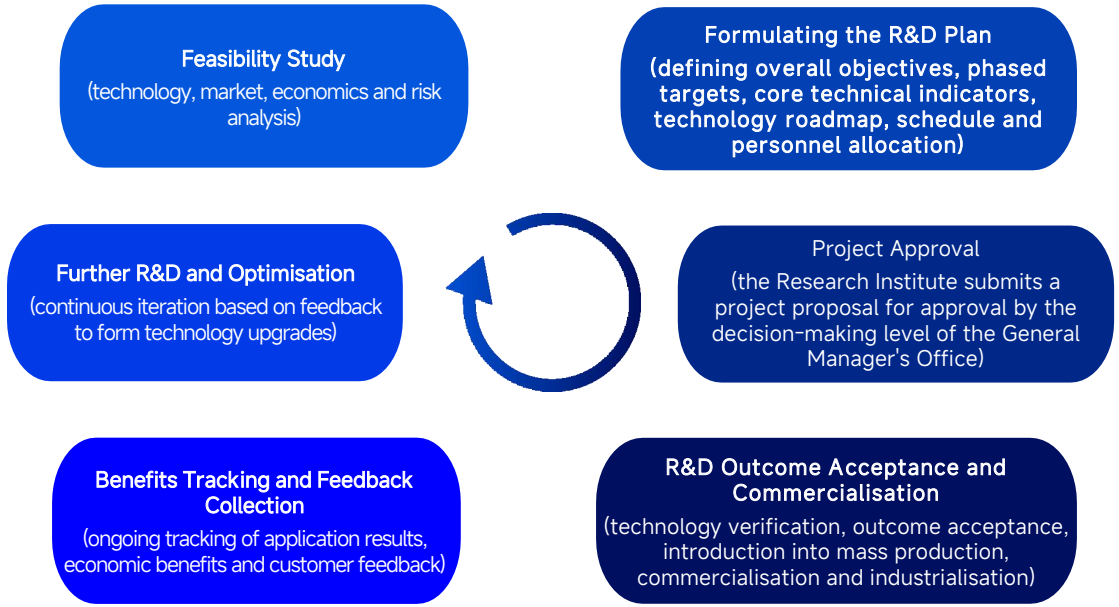
MEMTECH Group promotes innovation across R&D, production and smart manufacturing through incentives, continuous improvement, learning and knowledge sharing.

Innovation Systems: R&D and Continuous Improvement

The Group Research Institute has established internal procedures for R&D project management, project incentives and performance appraisal, and intellectual property management. These procedures cover project initiation and approval, R&D records, cost control and the commercialisation of R&D outcomes.

Each factory also operates continuous-improvement and employee suggestion programmes, encouraging ideas to improve production efficiency, quality and automation.





Group Research Institute Full-Lifecycle Closed-Loop R&D Management Process

Innovation Incentives and Employee Development

MEMTECH Group uses financial, recognition and development incentives to encourage improvements in efficiency, performance and R&D. Factories reward improvement proposals, projects and patents and link innovation results to appraisal and promotion, supporting employee development and a culture of continuous improvement.

Financial Incentives

Reward outstanding projects and employees, linking innovation outcomes with business value, cost reduction and efficiency gains.

Recognition Incentives

Recognise innovation and improvement achievements through awards and commendations, encouraging wider employee's participation.

Development Incentives

Link innovation performance to employee appraisal, promotion and development, and use outstanding projects as bases for recognising employees' contributions to support their career development. Innovation performance is taken into account in performance appraisal and development, helping motivate employees to innovate over the long term.

Learning and Exchange: Turning External Experience into Internal Capabilities

MEMTECH Group strengthens innovation capabilities through skills development, external exchange and inter-factory learning. Factories draw on industry exhibitions, customer and supplier exchanges, professional trainings and internal sharings to improve capabilities in materials, mould-flow analysis, automation and advanced manufacturing.

Practice Highlight: External Technical Exchange

MTKS organised technical staff to attend the Moldex3D User Summit, training on hot runners and liquid-silicone-rubber thermal analysis, and an exchange session at the Sumitomo silicone injection moulding centre. The team applied the insights gained to mould design, process optimisation and automation-equipment selection, strengthening capabilities in complex moulding and high-precision manufacturing.

Coordinated Innovation in Products, Technology and Green Manufacturing

Product and Customer Collaborative Innovation

Guided by customer needs and end-use applications, MEMTECH Group works with customers on product definition, structural design, material application, reliability validation and mass-production introduction across its core business areas. This collaboration improves the performance and production stability of precision plastic components.

The Group also works with customers to incorporate green designs into the early stages of product development. It jointly validates recycled plastic materials, low-carbon auxiliary materials and environmentally friendly material systems, supporting their application in green products and mass production.

Practice Highlight: MTD Collaborative Low-Carbon Design

During early-stage product development, MTD conducts Design for Manufacturability (DFM) reviews with customers to optimise demoulding, process design and mould life, helping reduce design changes, development time and cost. For recycled plastic materials, the engineering team jointly validates material selection, product structure and process parameters to address dimensional, appearance and reliability risks and support practical uses of these materials in consumer electronics and selected automotive products.

Key Material and Core Technology Innovation

The Group Research Institute conducts R&D in key materials and core technologies, focusing on polymer modification, bonding and compositing of dissimilar materials, environmentally friendly processes and the in-house development of key auxiliary materials. The Group also promotes the validations and applications of "greener" material technologies in customer products.



Practice Highlight: Application of Environmentally Friendly Water-Based Bonding Agents

To reduce VOC emissions and energy consumption associated with conventional solvent-based bonding agents, the Group Research Institute developed an in-house water-based resin system and additives for bonding PA, PC and metals with silicone rubber during thermal vulcanisation. The solution offers low VOC emissions, broad applicability and ease of use, and is being introduced into customer applications.





Green Process Innovation

MEMTECH Group continues to make manufacturing processes greener, focusing on energy efficiency, process stability and environmental performance. The Group Research Institute works with production teams to improve heating efficiency, heat transfer and process parameters, helping reduce energy use and manufacturing costs.

Practice Highlight: Hydraulic-Press Heating Process Optimisation Project

The Group Research Institute and production team optimised the heating system and process parameters of flat vulcanising presses to reduce mould heat loss and energy use. The project improved heating speed and temperature stability, reducing average daily heating energy consumption by 25%–30% under comparable process conditions.



Smart Manufacturing and Automation

MEMTECH Group uses smart manufacturing to improve efficiency, quality and production performance through automation and digitalisation. Its automation company develops customised equipment for assembly, inspection, packaging and visual recognition, with capabilities spanning solution design, equipment development and on-site deployment. Projects are managed from development and trial production through acceptance and delivery to support stable mass production.

In 2025, the Group completed 72 sets of automation equipment and 1,089 sets of tooling and fixtures, and developed 16 AI deep-learning software applications for visual defect inspection.

Automation Equipment R&D and Production Deployment

The automation company continues to advance from standalone automation to integrated processes and production lines. Applications across the Group include automated insert moulding, fastening, punching and cutting, spraying and assembly, improving production efficiency, process stability and product quality.

Practice Highlight: MTN Fully Automated Three-Shot Injection Moulding Line

For an earphone ear-hook project at MTN, the automation company enabled a fully automated production of silicone products with embedded wire. Product information is uploaded to the MES system to enable process traceability. After automation was deployed, the line reduced staffing requirements by three people per shift, or six people across the day and night shifts, improving production efficiency and management transparency.

Practice Highlight: MTKS Fully Automated Assembly Line

The automation company developed a fully automated assembly line for a project at MTKS. The processes cover automatic feeding, PIN hot-melt assembly, automatic insertion, lens assembly, press-fitting, airtightness testing and automatic tray loading. The line used the Company's proprietary visual inspection and vision-based positioning and compensation technology, enabling three product types to share one line and significantly reducing labour input while improving production efficiency.



Advancing Factory-Level Digital Transformation

MEMTECH continually advances factory-level digital transformation through management system upgrades, which improved production-data collection and process traceability. Factories use ERP, MES, APS, mould management, equipment connectivity and OEE monitoring to integrate digital tools across manufacturing and operations.

During the Reporting Period, MTJA obtained an L6-level digital development certificate and a digital transformation maturity rating of two stars.. MTD integrated its U9C and MES systems, while MTKS advanced AI visual inspection and energy monitoring. MTN also made progress in automation and 3D-printed mould technologies.





▲ MTJA L6 Certificate and 2-Star Digital-Transformation Maturity Recognition

Intellectual Property Management

MEMTECH Group continually improves its intellectual property management system, covering patents, trade secrets, risk identification and confidentiality controls. Each factory protects intellectual properties and trade secrets through document encryption, tiered access controls and non-disclosure agreements. MTKS has also obtained intellectual property management system certification.



◀ MTKS Intellectual Property Management System Certificate

As at the end of the Reporting Period, MEMTECH Group held **288 granted patents**, including **22 granted** in 2025.

Practice Highlight: Group Research Institute Participates in Group Standard Development

In 2025, the Group Research Institute participated in drafting the Technology Market Association of China's standard T/TMAC 158—2025 *Liquid Silicone Rubber for Injection Moulding*, as a key member of the drafting committee. The standard drew on the Institute's experience in material applications and injection-moulding processes.

Product Quality and Safety

MEMTECH Group regards product quality and safety as a core pillar of its development. Each factory has established quality controls covering product development, manufacturing, and the handling of quality issues and non-conformities to ensure that products meet international standards and customer requirements. During the Reporting Period, the Group conducted 37 internal product quality audits and underwent 89 external or third-party quality reviews and surveillance assessments. All factories passed the relevant audits or maintained certifications under quality management systems such as ISO 9001 and IATF 16949.



MTD



MTN



MTKS



MTJA



MTVN

▲ ISO 9001 Quality Management System Certificates of Each Factory

Full-Lifecycle Quality Control

MEMTECH Group manages quality across the full product lifecycle. Each factory operates a management-led, cross-functional quality system covering design, production, delivery and after-sales service. No product recalls occurred during the Reporting Period.

New Product Development Stage

Factories use feasibility reviews, design reviews, risk analyses and process validations to identify and prevent quality risks early in development.

Supply Chain and Incoming Materials Stage

In order to manage quality-related risks, lowly-rated suppliers risked being removed from the supply chain if they do not take corrective actions.

Production and Manufacturing Stage

Factories established quality control points at the incoming, in-process and outgoing workflow, through first-article inspection, roving inspection, cross-audit, key process control and monitoring of process parameters. Enhance control measures are pllied to special processes such as injection and printing.

Non-conforming Products and Customer Feedback

Factories identify, segregate, review and dispose of non-conforming products, using root-cause analysis and corrective actions to resolve issues. Recall and emergency procedures are in place for major quality and product safety risks.

Digital Quality Management

Each MEMTECH Group factory is gradually embedding digital tools into the wholistic quality management process according to its business scenarios. These tools comprise its quality data analysis, automated inspection and process traceability, that help to improve the efficiency of quality-issue identification, process early warning and closed-loop improvement.

Quality Data Statistics and Dynamic Analysis

Through on-demand quality data statistics and dynamic analysis, each factory incorporates process defect rates, defect types, yield fluctuations and abnormal trends into routine monitoring. Daily, weekly and monthly reports, together with special analyses, support responsible departments in quickly identifying frequent quality issues and driving continuous improvement.

Practice Highlight: MTN Integrates Its Quality Data Reporting Programme with MES to Improve Response to Quality Issues

MTN developed a quality data reporting system that automatically consolidates reported data into daily, weekly and monthly quality metrics, enabling teams to identify abnormal trends and take timely corrective action. MES is also used in key processes to record quality data and support rapid traceability of batches, process steps and production information.

Automated Inspection and Intelligent Recognition

Each factory continues to apply automated inspection and intelligent recognition technologies in key processes. Through machine vision, automatic measurement and automated in-line assessment, they improve inspection consistency and the ability to detect and contain batch-level defects, while reducing human inspection errors and the risk of missed defects.

Practice Highlight: MTKS Introduces CCD Machine-Vision Inspection to Improve Defect Identification Efficiency

MTKS uses CCD machine-vision technology to automatically detect and sort defects such as missing material and blocked holes. In 2025, three vision inspection systems were added, expanding coverage of key processes and improving inspection consistency.



Process Traceability and Online Collaborative Management

Each factory strengthens process traceability by digitally managing data on personnel, equipment, shifts, batches, materials, process parameters and exception alerts, enabling faster issue tracing and cross-functional response.

Practice Highlight: MTD Launches MES for Quality Traceability

MTD introduced MES in 2025 to manage production data including personnel, equipment, shifts, batches, materials, downtime, yield and anomaly alerts. The system improves process visibility, issue traceability and cross-functional coordination.



Quality Culture Development

Quality Improvement

MEMTECH Group regards continuous improvement as a core element of its quality culture. Each factory follows a problem-focused and data-driven approach, advancing targeted improvement projects and applying follow-up verification. Through improvement initiatives and other continuous-improvement mechanisms, the factories identify issues then put the issues under coross-department analysis, before optimsing the processes and incorporating them into management norms that motivate employees to improve yield efficiency and risk prevention. During the Reporting Period, the factories submitted a total of 15 quality improvement proposals.

Practice Highlight: MTJA Continuous Improvement Actions Improve Yield and Reduce Costs

In 2025, MTJA implemented 168 improvement actions under its continuous-improvement programme, generating savings of RMB 416,000. Improvements to moulds, spray-painting parameters and robotic primer application increased the yield of a key project from 76% to 91%. Equipment optimisation, lubrication management and operating standards raised the yield of another project from 94% to 99%.

Practice Highlight: MTN Systematic Improvement Reduces Quality Issues and Mould Risks

In 2025, MTN completed more than 100 improvement initiatives. Through process-wide quality controls, the factory halved external quality feedback for an assembly project. It also improved customer-requirement identification, mould validation and maintenance, reducing abnormal mould wear by 80%.

Practice Highlight: MTD Promotes Process Optimisation and Efficiency Improvement

MTD improved production efficiency through process optimisation. Project 733 streamlined robotic-arm routing, reducing the grinding cycle from 45 to 40 seconds and improving efficiency by approximately 11%. Other improvements in layout, fixtures and equipment reduced staffing from around 90 to 60 people, increased hourly output from around 30 to 90 pieces, and raised output in some processes to approximately 1,600 pieces per shift.

Practice Highlight: MTKS Reduces Batch-Rejection Risk through Process Mistake-Proofing

In 2025, MTKS improved processes to address material debris and assembly errors. For gate debris caused by mould wear and gate design, the factory replaced manual treatment with a hot-melt fixture and standardised processing requirements, reducing the batch rejection rate from approximately 37% to 5%. It also optimised mould structures and added physical mistake-proofing to prevent reversed assembly of components.



Quality Training

MEMTECH Group uses quality training to strengthen employee awareness, technical skills and management-system implementation. Each factory provides training on management-system standards, quality tools, job-specific skills and hazardous substance management for frontline inspectors, team leaders and managers.

During the Reporting Period, a total of 129 quality training sessions were conducted.

Practice Highlight: MTJA Conducts Tiered Quality Training for Key Projects

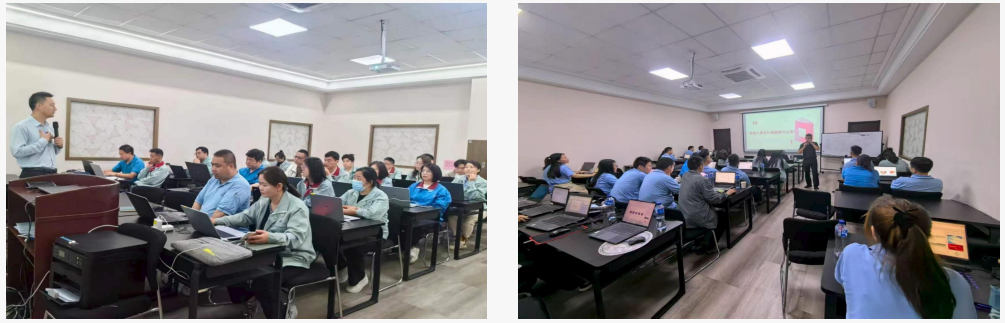
In the second half of 2025, MTJA completed eight quality-related internal training sessions and organised targeted training on specific process-audit requirements and clauses. Based on the quality-risk characteristics of key projects, the factory also conducted 18 dedicated training sessions on appearance quality standards and key control methods, continuing to improve frontline personnel's understanding of quality standards.



Training Session

Practice Highlight: MTKS Annual Training Plan Builds Core Quality Tool Skills

MTKS incorporates core quality tools, management-system standards, problem-analysis methods and job-specific skills into its annual training plan to strengthen quality-risk identification and practical tool application.



Training Session

Practice Highlight: MTN Strengthens Quality Training through Internal and External Programmes

In 2025, MTN conducted 6 external quality training sessions with 221 participant attendances. Internal training covered customer hazardous substance standards, complaint handling and management-system audits, strengthening employees' understanding of customer and quality requirements.



MTN Conducts SIP/SOP Specialised Training

Practice Highlight: MTD Pre-Job Training Strengthens Quality Accountability

MTD provides specialised training on quality systems, hazardous substance management and social responsibility, with pre-job training for new, transferred and seconded employees. Competency checks and standardised training help reduce quality risks arising from personnel changes.



Training Session

Quality Incentives

MEMTECH Group links quality performance, improvement results and risk prevention to performance evaluation and employee incentives. Factories use project bonuses, proposal awards and other rewards to encourage employees to participate in quality improvement and risk prevention.

Incentive	Main Application Scenarios	Incentive Measures
Yield Improvement Incentives	• Key-project yield improvement • Waste reduction	• Project bonuses • Team awards
Quality Proposal Incentives	• Improvement proposals • Lean improvement • Process optimisation	• Proposal bonuses • Monthly recognition
Quality KPI Incentives	• Customer complaint rate • Batch rejection rate • Outgoing quality	• Linked to monthly performance
Key Role Incentives	• Inspectors • Team leaders • Quality engineers	• Recognition • Promotion • Salary adjustment
Key Project Incentives	• Key customer projects • Quality breakthroughs	• Team awards • Project bonuses
Risk Prevention Incentives	• Major quality-risk identification • Mistake-proofing improvements	• Special awards • Immediate recognition

Practice Highlight: MTJA Special Reward-and-Penalty Mechanism Drives Yield Improvement on Key Projects

MTJA established a special incentive mechanism for the yield-improvement stages of key projects. For quality challenges such as spray-painting consistency, equipment-status fluctuations and on-site execution deviations, phased yield targets are assigned to project teams and key positions, and directly linked to special bonuses and staged rewards and penalties. By linking improvement results with team incentives, the factory promoted significant yield improvement on key projects and further strengthened team focus on targets and quality accountability.

Practice Highlight: MTD Quality Contribution Rewards Encourage Employee Participation in Improvement

MTD rewards employees and teams for contributions made to quality improvement, process optimisation, efficiency gains and risk prevention through commendations, salary adjustments and special bonuses. For projects involving robotic-arm route optimisation, fixture improvements and equipment upgrades, rewards are linked directly to improvement outcomes.

Product Health and Safety

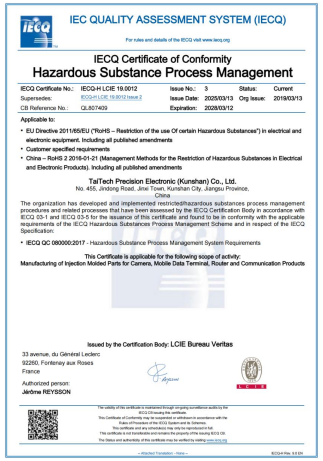
Hazardous Substance Management

MEMTECH Group's core raw materials include plastic pellets, silicone, inks and related auxiliary materials. Its products are widely used in automotive electronics, consumer electronics, and industrial and medical products, where material health, safety and environmental compliance requirements are stringent. RoHS, REACH, halogen-free and other environmental requirements place strict controls on raw-material qualification, production processes and product delivery.

The Company manages hazardous substances to reduce product health and safety risks. Each factory has established relevant procedures, including the Environmental Hazardous Substance Control Procedure and the Hazardous Substance Control Procedure, with requirements integrated into procurement, inspection and manufacturing.

MTKS and MTVN have obtained QC 080000 Hazardous Substance Process Management (HSPM) certification. The Group will continue to strengthen source controls, process monitoring and non-conformity traceability.




IEC QUALITY ASSESSMENT SYSTEM (IECQ)

IECQ Certificate of Conformity
Hazardous Substance Process Management

IECQ Certificate No.: IECQ-H LCIE 19.0012 Issue No.: 3 Status: Current
Supersedes: Issue Date: 2025/03/13 Org Issue: 2019/03/13
CB Reference No.: QL807409 Expiration: 2028/03/12

Applicable to:
- EU Directive 2011/65/EU ("RoHS – Restriction of the use Of certain Hazardous Substances") in electrical and electronic equipment, including all published amendments
- Customer specified requirements
- China – RoHS 2 2016-01-21 (Management Methods for the Restriction of Hazardous Substances in Electrical and Electronic Products), including all published amendments

TaiTech Precision Electronic (Kunshan) Co., Ltd.
No. 455, Jinbong Road, Jinxi Town, Kunshan City, Jiangsu Province, China

The organization has developed and implemented restricted/hazardous substances process management procedures and related processes that have been assessed by the IECQ Certification Body in accordance with IECQ 03-1 and IECQ 03-5 for the issuance of this certificate and found to be in conformity with the applicable requirements of the IECQ Hazardous Substances Process Management Scheme and in respect of the IECQ Specification:

- IECQ QC 080000:2017 - Hazardous Substance Process Management System Requirements

This Certificate is applicable for the following scope of activity:
Manufacturing of Injection Molded Parts for Camera, Mobile Data Terminal, Router and Communication Products

Issued by the Certification Body: LCIE Bureau Veritas
33 avenue, du Général Leclerc
92260, Fontenay aux Roses
France
Authorized person:
Jérôme REYSSON


IEC QUALITY ASSESSMENT SYSTEM (IECQ)
covering Electronic Components, Assemblies, Related Materials and Processes

IECQ Certificate of Conformity
Hazardous Substance Process Management

IECQ Certificate No.: IECQ-H BSI 23.0011 Issue No.: 1 Status: Current
Supersedes: Issue Date: 2024/01/17 Org Issue: 2024/01/17
CB Reference No.: H793325 IECQ Expiration: 2027/01/16

Applicable to:
- European Directive 2011/65/EU ("RoHS – Restriction of the use Of certain Hazardous Substances") in electrical and electronic equipment, including all published amendments
- European Regulation EC No. 1907/2006 ("REACH") and its amendments

Memtech (Vietnam) Technology Limited Company
Lot XN37, Dai An Industrial Zone,
Km51, Highway No.5,
Tu Minh Ward, Hai Duong City,
Hai Duong Province
Vietnam

The organization has developed and implemented Hazardous Substance Process Management procedures and related processes which have been assessed and found to comply with the applicable requirements for IECQ HSPM organization approval which is in accordance with the Basic Rules IECQ 01 and Rules of Procedure IECQ 03-5 "IECQ Hazardous Substances Process Management" of the IEC Quality Assessment System for Electronic Components (IECQ), and with respect to the IECQ Specification:

- IECQ QC 080000:2017 - Hazardous Substance Process Management System Requirements

This Certificate is applicable to all electronic components, assemblies, related materials and processes for the following scope of activities:
The Manufacture & Supply of Plastic Parts for Consumer Electronics and Telecommunication Products.

Issued by the Certification Body: BSI
Kitemark Court, Davy Avenue
Knowlhill, Milton Keynes MK5 8PP
United Kingdom
Authorized person:
Shahm Barhom

QC 080000 Hazardous Substance Process Management (HSPM) Certificates for MTKS and MTVN

Source Control and Process Risk Management

Each factory manages hazardous substance risks through supplier qualification, process monitoring and change management.

Supplier Qualification — Suppliers are required to provide RoHS, REACH and halogen-related conformity declarations, commitments and test reports, and environmental management is incorporated into supplier audits.

Process Monitoring — Incoming material testing, in-house spot checks, area segregation and labelling, auxiliary-material verification and production controls help reduce contamination and material mix-up risks.

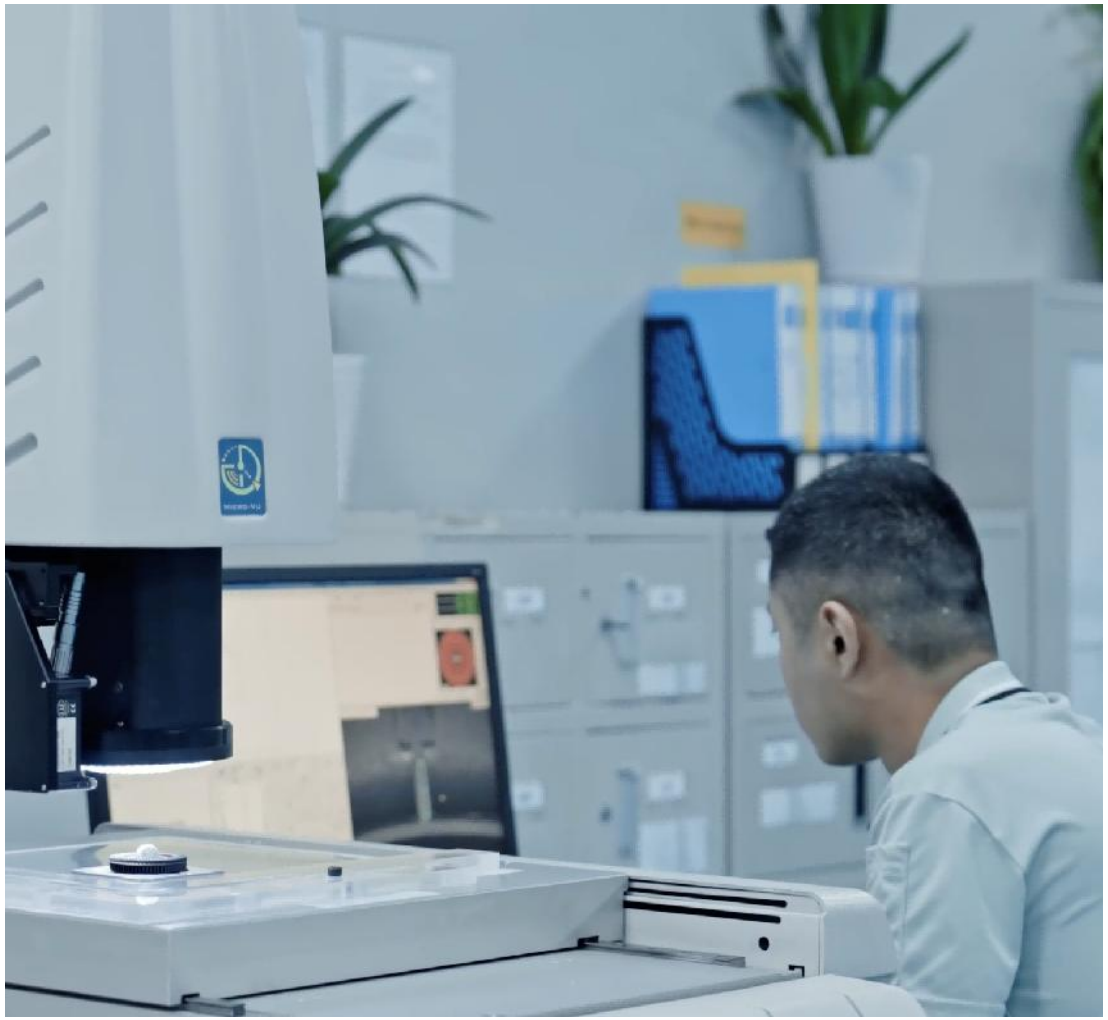
Change Management — Changes to materials, processes and personnel are subject to environmental compliance review.

Non-conformity Handling and Third-Party Testing

Factories have procedures for handling hazardous-substance non-conformities. Materials or products exceeding limits are segregated, traced and disposed of, with related suppliers and inventory also reviewed. Third-party testing covers plastic pellets, auxiliary materials and finished products for substances including RoHS, REACH, BPA and D4/D5/D6. Suppliers of high-risk materials must provide annual test reports from recognised laboratories.

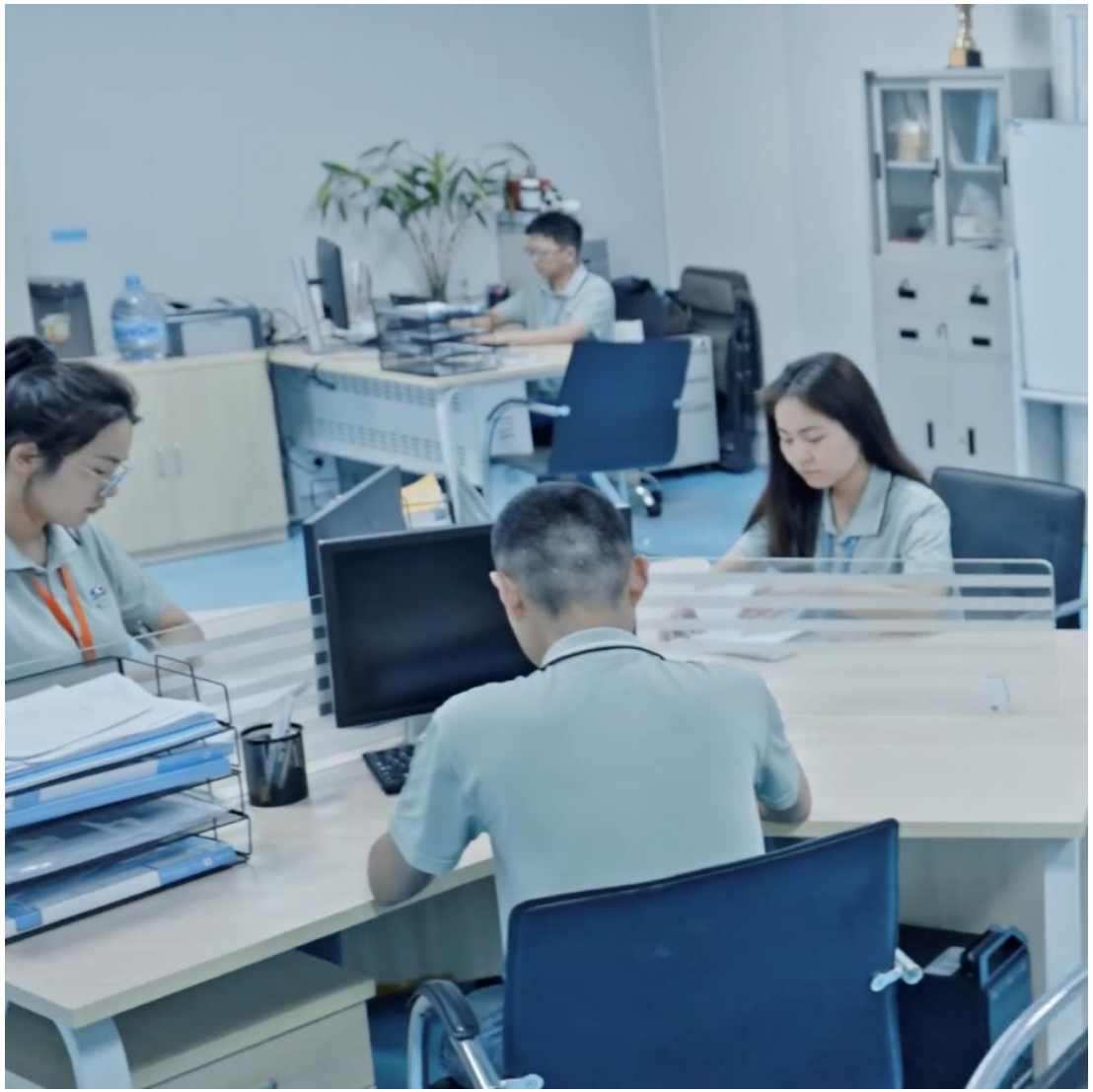
Practice Highlight: Compliance Due Diligence for Plastic Pellets

For customer-designated brands of plastic pellets, MTD carries out environmental verification during material introduction and batch changes based on documentation from the original manufacturer or distributor/agent, investigation reports and declarations such as RoHS documents. To address risks such as batch variations, incomplete information across the distribution/agency chain and outdated or expired documentation, the factory strengthens source control through document verification, supplier traceability and customer confirmation, helping ensure material safety and regulatory conformity.



Employment and Employee Rights

MEMTECH Group values human capital and employee rights and is committed to an inclusive, equal and respectful workplace. Each production site complies with applicable labour and employment laws and maintains internal policies including the Employee Handbook, Recruitment Management Regulations, Attendance and Overtime Management System, Compensation and Performance Management System, and Social Responsibility Management Manual. These policies cover recruitment, labour relations, attendance and performance, compensation and benefits, leave, insurance and employee grievances.



Protection of Employee Rights

All MEMTECH Group factories have established employment and labour-relations procedures that incorporate customer social responsibility requirements and the Responsible Business Alliance (RBA) Code. Regular internal reviews and external audits are conducted to identify labour risks and implement corrective actions. During the Reporting Period, no violations involving child labour, forced labour, workplace harassment or discrimination occurred. The Group also communicates its Supplier Code of Conduct to suppliers and other business partners, extending human rights, responsible employment and business conduct requirements across the supply chain. MEMTECH Group plans to consolidate these requirements into the MEMTECH Group Code of Conduct and provide related communication and training for employees.

Recruitment Compliance

The Company adheres to lawful, transparent and fair recruitment, prohibits discrimination based on gender, age or other attributes, and treats all applicants equally. It ensures that employment terms, job responsibilities, compensation and working conditions are accurately and clearly communicated, does not retain applicants' or employees' identity documents, does not collect irrelevant personal information, and signs labour contracts in accordance with the law.

Working Hours Management

Working hours and overtime are managed in accordance with applicable law. Overtime is voluntary, approved and compensated, with employees' rights to rest and leave protected.

Prohibition of Child Labour

Child labour is strictly prohibited. Identity documents and age must be verified during recruitment and onboarding. Regular communication and job-specific training on the prohibition of child labour are conducted. If child labour is identified, necessary measures are taken immediately, including but not limited to prompt wage settlement, returning the individual to their original place of residence, notifying the guardian and cooperating with placement arrangements.

Anti-Forced Labour

All forms of forced labour are prohibited, including retention of identity documents and recruitment fees. Employees are free to choose and leave employment in accordance with applicable law.

Anti-Harassment and Humane Treatment

Corporal punishment, humiliation, threats, workplace bullying and sexual harassment are strictly prohibited. The Company works to maintain a respectful, equal and safe working environment.

Anti-Discrimination

Equal opportunity is upheld in recruitment, promotion, training and compensation. Any form of discrimination based on personal attributes such as gender, age, race, nationality, religious belief, marital and parental status, or disability is prohibited. Employees' freedom of religious belief is also respected.

Freedom of Association and Collective Bargaining

Employees' rights to freedom of association and collective bargaining in accordance with applicable law are respected, with channels available for communication and raising legitimate concerns.



Employee Communication and Satisfaction Surveys

MEMTECH Group places strong emphasis on communication with employees. Each factory has established communication and grievance management systems based on its own operations and organisational structure, and provides employees with transparent and convenient online and offline communication channels. This helps ensure that issues raised are received, tracked and responded to in a timely manner in accordance with established procedures. The Group undertakes to protect the identity and information of whistleblowers and prohibits retaliation. MEMTECH Group has also established and publicly disclosed a unified grievance and reporting channel. For details, please refer to Anti-Commercial Bribery and Anti-Corruption – Reporting Channels.

The satisfaction survey results of all factories met their predefined targets, and the Group's employee satisfaction score was 88.77%.

Factory	Management System	Online Communication Channels	Offline Communication Channels	2025 Outcomes
MTD	*Employee Grievance Notice*	Hotline; grievance email	In-person communication with the HR department; labour union suggestion box	7 grievances; timely handling rate 100%
MTN	*Complaints and Reports Management Procedure*	Official WeChat account; hotline; Care Platform (QR code)	Employee mailbox	6 grievances; timely handling rate 100%
MTKS	*Employee Grievance Procedure*	Hotline	Suggestion box	5 grievances; timely handling rate 100%
MTJA	*Employee Suggestions and Grievances Management Measures*	Grievance QR code	Suggestion box	8 grievances; timely handling rate 100%
MTVN	*Whistleblower Protection Management Procedure; Suggestion Box Management Procedure*	Telephone; Zalo; email	Employee suggestion box	No grievances during the Reporting Period

To strengthen employees' sense of belonging, the HR department of each MEMTECH Group factory conducts at least one employee satisfaction survey each year and sets annual targets. The questionnaire collects employees' views on company culture, the working environment, compensation and benefits, and other areas. Survey results are compiled into an annual report with improvement recommendations, responsible departments are identified, and follow-up implementation is tracked.

Compensation, Benefits and Employee Care

MEMTECH Group has established a sound compensation and benefits system. Each factory formulates its compensation system in accordance with legal requirements, employees' work contributions and local living standards, and clearly defines salary components, overtime pay, allowances and bonuses. The HR department is responsible for attendance records and payroll calculation, keeps salary information confidential, and provides employees with detailed monthly payslips. MEMTECH also supports employees' work-life balance and mental well-being through a range of benefits and employee care initiatives, including support for employees facing difficulties.

Core Benefits and Protection

- Employee social security benefits
- Paid leave in accordance with applicable policies, including annual leave and statutory holidays
- Annual health check-ups; occupational health examinations for designated posts
- Heat-relief supplies or allowances for frontline employees during hot seasons

Meals, Accommodation, Communications and Transport

- Canteen, with meal subsidies or work meals
- Employee dormitories or accommodation subsidies
- Family rooms for eligible married couples who are both employed by MEMTECH
- Parking spaces or transport subsidies
- Optional paid commuter shuttle services based on commuting needs
- Phone allowances for certain positions

Other Care and Incentives

- Birthday benefits
- Care visits for employees in need
- Gifts for major festivals
- Annual event lucky draws and employee recognition
- Commercial insurance or supplementary work injury insurance for specific groups
- Company-funded education, training and further study
- Recreational facilities, sports and cultural activities

Practice Highlight: MTN Lunchtime Baduanjin Session

In 2025, the MTN labour union launched its first lunchtime “Chinese Yoga” session, with a professional instructor guiding employees through basic movements and wellness practices. The activity helped employees relax during the working day and supported afternoon concentration and energy levels.



▲ Activity Poster and On-site Photos



Practice Highlight: MTKS May Day Fun Sports Fair

In 2025, MTKS and the local labour union jointly organised a May Day Fun Sports Fair featuring badminton, tug-of-war, a traditional pitch-pot game, table tennis and other recreational challenges. Employees from across departments took part in team and individual activities, encouraging physical activity, relaxation and cross-department interaction.







▲ Activity Poster and On-site Photos

Practice Highlight: MTJA Birthday and Festive Care Activities

MTJA regularly organises employee birthday parties and festive care activities, providing birthday wishes, holiday gift packs and group celebrations for employees. These activities provide opportunities for colleagues to connect and help strengthen employees' sense of belonging.



Event Highlights

Practice Highlight: MTN Supports an Employee Following a Health Emergency

In 2025, an MTN employee became acutely ill at work. The Company immediately activated its emergency response mechanism and arranged timely hospital treatment. Administration, safety and department heads followed up throughout the employee's treatment and recovery, communicated with the family and coordinated external medical support. The factory also continued to provide care during rehabilitation and return-to-work adjustment, demonstrating the Company's commitment to employee wellbeing.



Care Visit

Practice Highlight: MTD Spring Team-Building Activity

In 2025, MTD organised a spring team-building event featuring tug-of-war, recreational challenges and individual competitions. Employees from different departments took part in the activities, encouraging interaction, teamwork and cross-department communication.



Event Highlights



Equality and Diversity

MEMTECH Group promotes an inclusive and diverse workplace culture and follows equal and inclusive employment principles. It applies open, fair and impartial principles in recruitment, compensation and promotion, opposes all forms of discrimination and harassment, and does not treat employees differently based on personal attributes. The Group has also established protective measures for vulnerable groups. The Company also maintains communication and grievance channels and addresses concerns relating to discrimination and harassment in a timely manner, supporting a diverse and equitable workplace.

Practice Highlight: The "Carnation Station"

MTN continues to develop its Carnation Station to support female employees. The factory organises skills competitions, health lectures and psychological counselling to support employees' rights, health and well-being.





Event Highlights

MEMTECH Group supports the employment of persons with disabilities through regular recruitment channels, government-organised job fairs and community channels, matching candidates with suitable positions. The Group also provides skills training for persons with disabilities, subsidies, reductions or waivers of employee social-security contributions and other support measures, supporting stable employment for employees with disabilities and promoting social inclusion and equity.

MEMTECH Group had a total of 178 ethnic minority employees and 43 employees with disabilities.

Practice Highlight: MTN Provides Employment Support for Employees with Disabilities

The factory also provides labour-union subsidies and matches employees with suitable roles based on their skills and individual needs. In 2025, the job suitability matching rate for employees with disabilities reached 100%, and no turnover was recorded among employees with disabilities.

Occupational Health and Safety

MEMTECH Group strictly complies with the People's Republic of China on the Prevention and Control of Occupational Diseases, the Fire Protection Law of the People's Republic of China, the Work Safety Law of the People's Republic of China and applicable laws and regulations in overseas operating locations. Based on the requirements of ISO 45001 occupational health and safety management systems, the Group has formulated an occupational health management manual and a series of procedural documents to support effective implementation, clear responsibilities and continual improvement. During the Reporting Period, MTD, MTN and MTJA obtained or maintained ISO 45001 Occupational Health and Safety Management System certification, while MTKS and MTVN passed RBA certification. MTN was recognised as a Level III Enterprise for Work Safety Standardisation in February 2025.



MTD



MTN



MTJA

▲ ISO 45001 Occupational Health and Safety Management System Certificates

Work Safety Management

Each MEMTECH Group factory has established a work safety management system with clearly defined EHS responsibilities. The highest-ranking manager holds primary responsibility for EHS, supported by the safety and environmental function and relevant departments. Each factory sets annual safety responsibilities and a zero-accident target, with performance monitored through routine management. No major safety accidents occurred during the Reporting Period.




Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

Taitech Precision Electronic (Kunshan) Co. Ltd.

No.455, JinDong Road, Jin Xi Town, Kunshan City, Jiangsu Province, China , KUNSHAN, JIANGSU, 215324
China

Completed the RBA Validated Assessment Program, achieving SILVER Status without any priority findings, earning a score of 166.1

Validated Audit Report: VAR-20250730-CHN-01A01-2
Audit date: July 30, 2025
Certificate issue date: August 16, 2025
Expiration date: August 1, 2027

Robert F. Lederer
CEO, RBA

MTKS - Silver


Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

MEMTECH (VIETNAM) TECHNOLOGY LIMITED COMPANY

Lot XN37, Dai An Industrial Park, Km51, Highway No. 5, Tu Minh Ward, Hải Dương, 170000, Vietnam

Completed the RBA Validated Audit Process, achieving SILVER Status without any priority findings, earning a score of 163.1

Validated Audit Report: VAR-20240603-VN-01A01-1
Audit date: June 03, 2024
Certificate issue date: July 10, 2024
Expiration date: June 04, 2026

Robert F. Lederer
CEO, RBA

MTVN - Silver

▲ RBA Certificates

MEMTECH Group continues to strengthen its occupational health and safety management system, covering risk prevention, emergency response, inspections and work supervision. Based on process characteristics and regulatory requirements, the Group addresses identified hazards, strengthens emergency preparedness and manages risks involving relevant external parties, supporting employee safety and operational resilience.

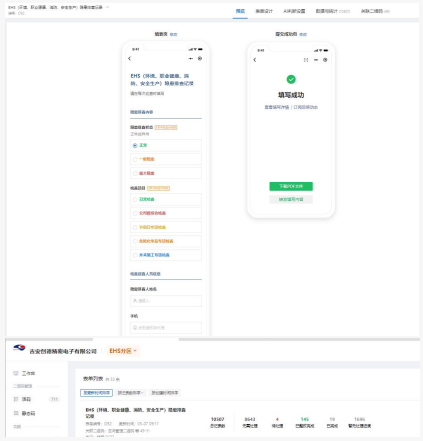


Hazard Inspection and Routine Safety Management

Each factory conducts routine and targeted safety inspections, safety meetings and follow-up checks, with a focus on production equipment, fire-safety facilities and other key areas. Safety checklists, photographs and follow-up records are used to track corrective actions to completion. Recurring hazards are also analysed to strengthen preventive controls.

Practice Highlight: MTJA QR-Code Inspection and Monthly Review Mechanism

MTJA has installed QR-code inspection points in its workshops. Safety officers and responsible departments conduct inspections at defined frequencies, with identified issues automatically assigned to responsible personnel for corrective action and photographic verification. Monthly "5S + Safety Meetings" review recurring issues, including blocked fire access routes and improper PPE use, helping reduce recurrence and improve inspection efficiency.



▲ Online System Screenshot

Emergency Management and External Coordination

Each factory has established general and scenario-specific emergency response plans, is equipped with automated external defibrillators (AEDs) and conducts regular drills. Coordination arrangements with neighbouring factories, hospitals and fire stations support joint emergency response.

Practice Highlight: MTKS Emergency Coordination with Hospitals and Neighbouring Factories

MTKS has signed coordination agreements with neighbouring factories and hospitals, establishing arrangements for medical rescue, fire support and emergency response. The factory is equipped with AEDs and has trained certified first-aiders. Fire, hazardous-waste emergency and first-aid drills are used to test response procedures and strengthen coordination with external resources.



Third-Party and Contractor Safety Management

Each factory manages contractor safety through qualification reviews, risk briefings and training, internal approvals, on-site supervision and safety agreements. Contractors must complete the required safety briefing and sign the relevant agreement before entering the site. High-risk work is subject to internal approval, while regulated special work requires relevant plans and documentation to be filed with the authorities. Safety officers supervise approved work on site to ensure safe and compliant operations.

Practice Highlight: MTJA QR-Code Approval for Chemical and Hazardous Work

MTJA uses QR-code permits for construction and maintenance activities involving chemicals or hazardous work. Before carrying out temporary electrical work, hot work or chemical-related operations, internal or external personnel must complete the required risk approval and management review. Dedicated personnel then supervise the work on site to reduce safety risks.









Occupational Health

MEMTECH Group continues to strengthen its occupational health management system, covering hazard identification, protective measures, health monitoring and chemical safety. The system integrates risk identification, engineering controls, personal protection and record-keeping.

Occupational Hazard Identification, Monitoring and Protection

For occupational hazards such as noise, dust, VOCs, chemicals and high temperatures, the Company continues to identify positions exposed to occupational hazards and conduct risk assessments. It regularly engages qualified third parties to conduct occupational hazard monitoring and prepare reports and recommendations. For key positions such as painting and injection moulding, the Company optimises ventilation, enclosure and local exhaust and collection systems, reducing employee exposure risks through engineering controls and personal protective measures. For occupational health monitoring, the Company has established health records covering pre-employment, during employment and upon leaving employment, organises occupational health examinations for designated positions, and improves employees' awareness of protective requirements and compliance in practice through PPE management, training and inspections.

Chemical Safety Management

Each MEMTECH Group factory maintains an inventory and management system for the hazardous chemicals it uses, standardising procurement, storage, dispensing and use, labelling, MSDS management, spill response and hazardous-waste transfer. Each factory has dedicated warehouses, with inspections conducted by appropriately certified personnel. Key controls focus on leakage, ventilation, fire and explosion risks.

Practice Highlight: MTD – Ventilation and Lighting Upgrades for the Paint-Mixing Room

MTD upgraded exhaust systems, ducting, lighting and electrical sealing in the paint-mixing room and chemical warehouses to improve ventilation and reduce VOC accumulation and chemical exposure risks. MSDS information cards are provided in the painting workshop and chemical warehouses, while routine inspections cover temperature and humidity, visual conditions and PPE use.



Safety Culture Development

MEMTECH Group promotes a strong safety culture through regular training and drills to strengthen employees' risk awareness and safety capabilities. Each factory provides safety training for all employees. New employees must complete company-, department- and team-level safety training covering safety regulations, hazard identification and safe working practices before taking up their roles.

Employee Three-Level Safety Education	
Company-Level Training	Training is carried out on basic content such as safety laws and regulations, company policies and procedures, occupational health, fire safety and emergency plans to build basic safety and compliance awareness.
Department-Level Training	Training covers departmental process flows, hazard identification, use of protective equipment, chemical management and prevention of occupational hazards, improving employees' ability to identify and control risks within their respective departments.
Team-Level Training	Training covers operation of job-specific equipment, use of safety devices, high-risk activities and controls, shift handover and response to abnormal conditions, ensuring that employees understand safe work requirements for their positions and on-site emergency response skills.

Practice Highlight: MTKS Conducts Immersive Safety Training in a Fire Evacuation Simulation Facility

In 2025, MTKS organised immersive fire evacuation training for approximately 200 employees. Using simulated smoke, restricted visibility and emergency evacuation scenarios, employees practised identifying escape routes, moving at low level, making emergency contact and locating fire-safety equipment. The hands-on training strengthened employees' risk awareness and emergency evacuation skills.





During the Reporting Period, MEMTECH Group's factories organised a total of 186 occupational health and safety training sessions, totalling 43,454.16 training hours.

Practice Highlight: MTD Conducts Fire Safety and Chemical Spill Emergency Drills

In 2025, MTD conducted a chemical spill drill in March and fire evacuation drills in August and December. The chemical spill drill covered containment, absorption, contaminated-water recovery and safe transfer, while the fire drills covered production workshops and dormitory areas, including alarm response, evacuation, initial firefighting and first aid. Both evacuations were completed within 5 minutes. The December drill also involved local village safety personnel, strengthening coordination with external responders.



▲ Fire Drill



▲ Chemical Spill Drill

Practice Highlight: MTJA Conducts First-Aid Training and Work Safety Month Activities

In March 2025, MTJA invited the Red Cross to provide first-aid training for 55 employees. Participants who passed the assessment were issued first-aider certificates, and the examination pass rate was 100%, strengthening the factory's on-site first-aid capacity.





In June 2025, MTJA conducted Work Safety Month activities under the theme "Safety on everyone's lips, preparedness at everyone's fingertips - Fix hazards before they fixed you". The programme included online training, video learning and review meetings on fire safety, hazardous operations and hazard identification. The factory also conducted fire evacuation and chemical spill emergency drills to strengthen employees' safety awareness and emergency response skills.







Practice Highlight: MTN Electric Shock and Burn Emergency Drills

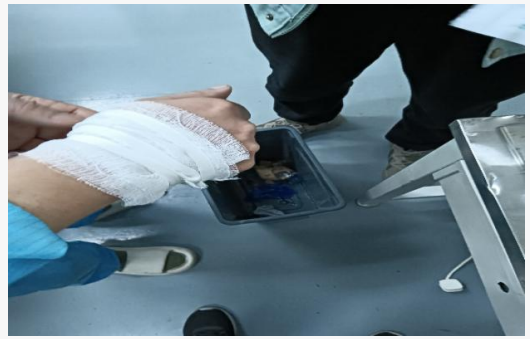
In March 2025, MTN conducted emergency drills in its injection-moulding workshop covering electric shock and burn scenarios. The exercises simulated electrical shock-induced loss of conciousness from ageing wiring and a hand burn from contact with a heated mould. Participants practised power isolation, first aid, emergency medical coordination, equipment warning, cold-water rinsing, disinfection and dressing. The drills tested workshop emergency procedures and strengthened employees' first-aid, AED-use and coordinated-response capabilities.





▲ Electrical-Shock Emergency Drill





▲ Burn Emergency Drill

Talent Development and Growth

MEMTECH regards human resources management as an important foundation for corporate development. Guided by the principle of "stronger staff, sharper teams, nimbler MEMTECH", the Group provides fair career development opportunities, strengthens recruitment and its talent pipeline, develops employee capabilities through training and practical learning, and uses performance and incentive mechanisms to support long-term development.

Talent Attraction and Retention

To meet its talent needs, the Company uses a range of recruitment channels.

Internal Talent Mobility	By publishing internal vacancies, using open and competitive selection and giving priority to internal candidates, the Company supports mobility across departments and roles and broadens employees' career development opportunities.
External Talent Recruitment	The Company continues to recruit outstanding talent through diverse channels, including social media, recruitment platforms, campus job fairs, government job fairs, internal referrals and university-enterprise cooperation, improving the quality of talent acquisition.
Talent Selection for Key Positions	For key positions, the Company defines core competencies, values and behavioural standards, gives priority to internal candidates and assesses suitability through coordination among HR, the hiring department and the candidate.
Campus Recruitment and Management-Trainee Pipeline	The Company allocates places each year for management trainees recruited through campus recruitment. Through rotational learning, systematic training and dedicated promotion and compensation pathways, it supports new graduates in growing rapidly into core talent.

In addition, MEMTECH continues to strengthen its attractiveness to talent through the following measures.

Employer Brand Development

Through public communications highlighting MEMTECH's corporate culture, technical strengths and development prospects, the Company raises awareness of MEMTECH and strengthens its appeal to target candidates.

Compensation and Benefits Incentives

Dedicated compensation plans are formulated for talent with bachelor's degrees or above and personnel in key positions, with living support such as dormitory accommodation. For example, MTN provides dedicated compensation plans and four-person dormitory rooms for bachelor's-degree graduates, improving its competitiveness in attracting highly educated talent.

Support for Local Talent Policies

The Company assists eligible employees in accessing local employment and talent subsidies and preferential home-purchase policies. For example, MTJA provides information on relevant local policies and employment subsidies during campus recruitment.

Career Development Opportunities

The Company establishes systematic training and development mechanisms for technical and management positions, providing employees with clear growth paths and long-term career development opportunities, helping attract talent and strengthening long-term organisational engagement.

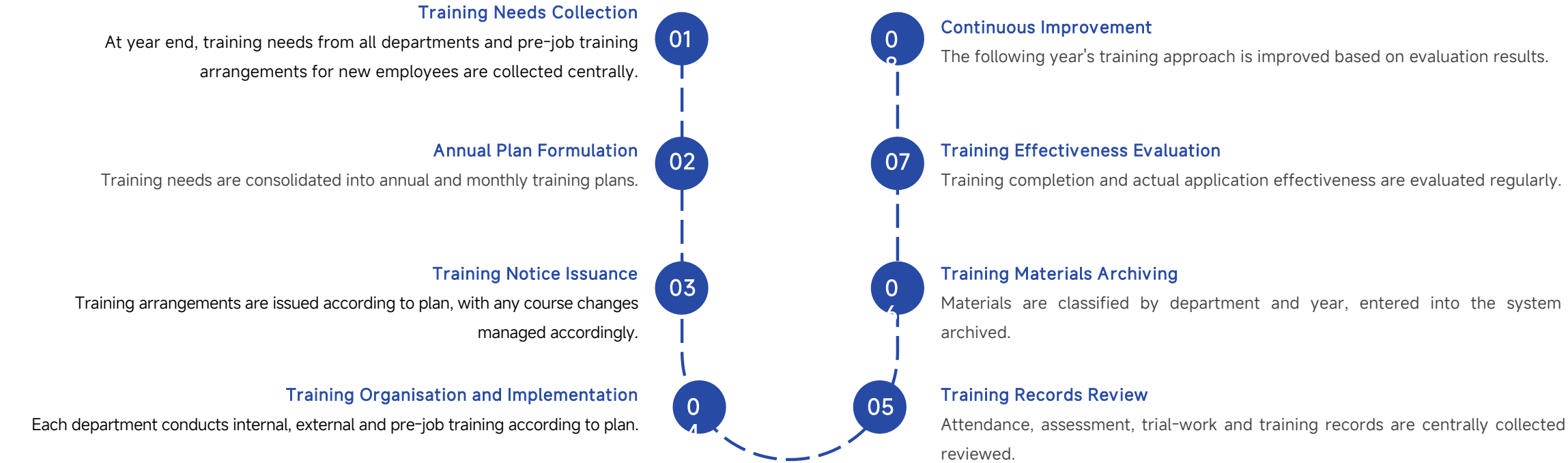
Localised Talent Retention Measures

Each factory adapts its recruitment and retention measures to local labour-market and living conditions. For example, MTKS provides free parking for some employees with long commutes.

Employee Training

MEMTECH Group continues to strengthen employee capabilities through a structured training system. Each factory manages the full training cycle from needs identification and planning to implementation, tracking and effectiveness evaluation. Annual training plans are prepared based on business and departmental needs, covering new employee onboarding, job-specific and specialist skills, annual thematic training and, where appropriate, company-funded external training.

In 2025, the Group organised 1,560 training sessions, totalling 211,409 training hours, with an average of 53.60 training hours per employee.



Employee Annual Training Themes	
Corporate Culture and Employee Competence	Training covers corporate culture communication, new employee onboarding, the employee handbook, labour regulations, professional etiquette, business ethics and the RBA Code of Conduct, strengthening understanding of company values, compliance awareness and professional competence.
Management System Training	Training covers ISO 9001, IATF 16949, Advanced Product Quality Planning (APQP), Failure Mode and Effects Analysis (FMEA), 8D problem-solving, work safety, fire drills and occupational health, strengthening management-system implementation and risk management.
Job Skills Enhancement Training	Training focuses on job competencies such as CNC operation, mould design, quality inspection, drawing interpretation, process optimisation and team management, continually improving employees' professional skills and on-site problem-solving capabilities.
Environmental Protection and Compliance Training	Training covers environmental management systems, environmental regulations, waste management, RoHS, REACH, HSF, MSDS and chemical management, supporting green manufacturing and environmental compliance.
Sustainability and Responsible Supply Chain Training	Training covers ESG principles, RBA requirements, supply chain social responsibility, green supply chains, customer sustainability requirements and carbon management awareness, promoting the integration of sustainability principles into business management.

Practice Highlight: MTKS Scientific Injection-Moulding Training

In December 2025, MTKS organised specialised injection-moulding training , aimed at enhancing core proces capabilities in precision manufacturing. Th training covered key employees from project engineering, injection moulding, production technology and mould engineering. Combining classroom instruction with on-site hands-on practice, it focused on core topics including product design optimization, material property analysis, critical mold features, multi-cavity balancing, injection molding process parameter windows, packing and shrinkage compensation, cooling optimization, and data analysis. To reinforce the application of training outcomes, the program also incorporated machine trials, data collection, and results presentations.



Performance and Promotion Management

MEMTECH Group follows the principles of equal pay for equal work, remuneration based on contribution and performance-based incentives. Each factory maintains fair and competitive compensation, performance and promotion systems in line with local labour regulations and living standards. Employees at different levels undergo monthly and annual performance reviews, with results linked salary adjustments, promotions and bonuses. Outstanding employees are recognised annually. By linking individual capabilities and performance with remuneration and career progression, the Company supports both employee development and organisational growth.

Practice Highlight: MEMTECH Group Factories Present Certificates of Recognition to Outstanding Employees



MTD



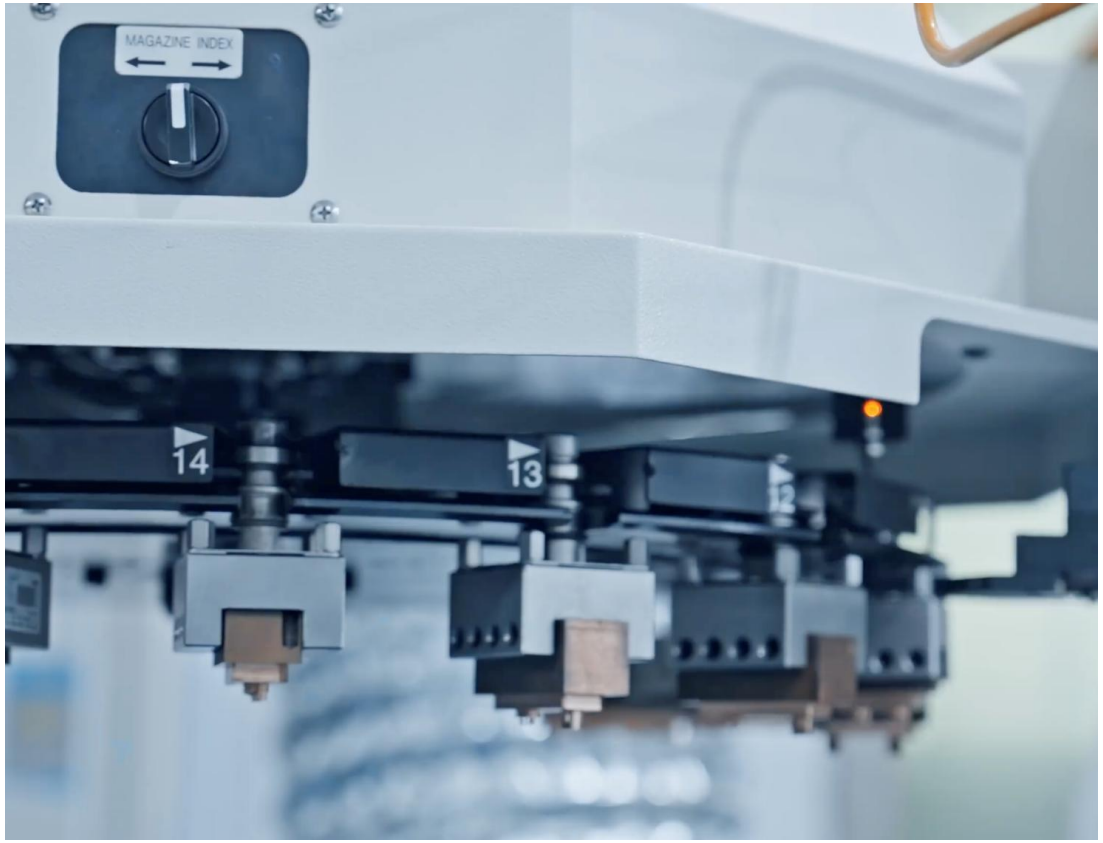
MTJA



MTKS



MTN



Customer Relationship Management

MEMTECH International adopts a customer-centric approach, managing customer relationships across market development, product introduction, mass production, delivery and after-sales support. Cross-functional coordination among marketing, R&D, production and service teams supports customer needs, project execution, order fulfilment and ongoing communication. The Group also strengthens market development and customer insight to support long-term customer relationships and global growth.

Customer Service Management

Business and customer service teams at each factory use standard procedures and training to manage customer requirements, order processing, delivery feedback and complaint handling.



Full-Process Customer Service Management	
Pre-Sales	The business department communicates customer requirements, develops business opportunities, confirms quotations and contracts, and supports project initiation.
Sales and Delivery	Engineering leads project introduction, technical assessment, DFM analysis and sample validation, coordinating with quality, production and business teams to confirm requirements and deliver samples. After customer approval, customer service coordinates mass-production orders, production schedules, delivery, logistics and account reconciliation.
After-Sales	Customer service receives complaints and return requests, while quality engineers coordinate root-cause analysis, corrective actions and follow-up verification with relevant departments. Lessons learned are used to improve customer service and response efficiency.

Customer Communication and Satisfaction

MEMTECH Group has established procedures for customer complaint handling, communication and satisfaction surveys. Customer service teams track returns, disputes and other issues, working with the quality department where necessary. General issues receive an initial response within 1 business day, while complex issues are addressed through corrective actions, including 8D reports where appropriate, and resolved within 10 business days.

Each factory also conducts regular customer satisfaction surveys covering product competitiveness, quality, technical support, delivery performance, customer service and complaint handling. Survey results are analysed internally and used for continuous improvement. On-time delivery, customer complaint rates and customer satisfaction are also included in performance evaluations. In 2025, the average customer satisfaction score across all factories exceeded 95, meeting the annual target.





▲ MTJA received the "2025 Outstanding Quality & Service Award" from Universal Scientific Industrial (USI)



▲ MTN received the "Best Service Award" from Jingwei Hirain

Supply Chain Management

Under its "Sustainable Value Chain" strategic pillar, MEMTECH Group strengthened sustainable supply chain management in 2025 through ESG due diligence on core suppliers. Priorities include green and responsible procurement, supply chain carbon data management, wider ESG due diligence and Supplier Code of Conduct coverage, and management of hazardous substances, conflict minerals and climate-related risks in key material supply chains.

Supply Chain Sustainability Management

Sustainable Procurement Policy

MEMTECH Group is guided by the sustainable procurement principle of "co-creating a green value chain and working together for mutual benefit". While maintaining product quality, delivery stability and supply chain coordination, the Group extends environmental, social and business ethics requirements to upstream suppliers. The Group Procurement Department develops centralised procurement standards and Group-wide requirements and maintains the Supplier Code of Conduct, contract templates and ESG-related management documents. Factory procurement teams manage supplier qualification, onboarding, audits and day-to-day performance, while procurement, quality and engineering teams collaborate on risk identification and corrective actions.

Each factory has incorporated sustainable procurement requirements into its existing supply chain management system, with implementation tailored to key material characteristics and customer requirements.

Key Sustainable Procurement Documents by Factory

Factory	System Document	Core Sustainable Procurement Requirements
MTJA	*Green Supply Chain Management Regulations*	Green design, green procurement, green transportation, and recycling and reuse
MTKS	• *Supplier Social Responsibility Commitment Letter* • *Environmental and Safety Requirements Notification*	RBA, environmental policy and hazardous substances
MTN	• *Qualified Supplier Assessment Work Instructions* • *Notification of Obligations*	Environmental compliance, carbon reduction, labour and anti-corruption
MTD	*Supplier Management Procedures*	Proximity-based sourcing, centralised procurement and supplier risk assessment

Supplier Sustainability Assessment

MEMTECH Group integrates sustainability requirements into supplier qualification, audits and performance evaluations. Supplier surveys and risk assessments, on-site audit checklists, periodic evaluations, agreements and commitment documents are used to assess supplier qualifications, financial and operational risks, environmental and labour compliance, and business ethics.

Supplier Integrity and Business Ethics Assessment

MEMTECH Group requires suppliers to sign integrity agreements prohibiting bribery and other improper conduct, with reporting channels and consequences for breaches. Procurement personnel are also required to declare conflicts of interest and receive business ethics training.

During the Reporting Period, the supplier integrity agreement signing rate was 85.38%.

Environmental and Social Responsibility Assessment

MEMTECH Group incorporates environmental and social criteria into supplier qualification and annual audits, covering environmental and material compliance, conflict minerals, labour rights and grievance mechanisms. Requirements are reinforced through environmental protection agreements and commitments on the non-use of hazardous substances. Procurement personnel receive annual training on supplier audits, social responsibility and sustainability, with some factories also covering RBA, intellectual property, anti-bribery and EHS requirements.

During the Reporting Period, 22 sustainability training sessions were conducted for procurement personnel.



▲ Sustainability Training for Procurement Personnel

Green Materials and Localised

MEMTECH Group continues to advance green procurement and local sourcing. While meeting customer quality and technical requirements, the Group prioritises recycled materials, internal material reuse and local suppliers. Each factory also develops local supply sources where feasible to reduce procurement lead times, transport distances and supply chain risks.

In 2025, MTJA added several local suppliers; MTKS promoted the switch of some raw materials from overseas production to domestic production, shortening procurement cycles and reducing procurement costs; and MTD replaced some suppliers based outside Guangdong Province with suppliers within the province, while promoting the shift of some raw materials and processing agents from subcontractors outside the province to local providers in the Pearl River Delta. This effectively shortened transport distances and reduced logistics costs.

During the Reporting Period, MEMTECH Group procured 723.39 tonnes of raw materials containing recycled content, while local suppliers accounted for 33.18% of core suppliers.



Supply Chain Grievances and Capacity

MEMTECH Group maintains reporting channels for business partners covering business ethics and quality concerns. No confirmed grievances were received during the Reporting Period. The Group also supports supplier development through performance evaluations, technical collaboration, on-site assistance and targeted training. In 2025, MEMTECH Group provided capacity-building support to 43 suppliers, of which 41 completed the required corrective actions.

Practice Highlight: MTJA Supports Supplier Yield Improvement

In 2025, MTJA provided on-site support to address pressure-related damage at a hardware supplier. Through process optimisation and coaching, the supplier's yield increased from approximately 50% to 70%. The Supplier Quality Engineer (SQE) team also supported key suppliers in improving document control, warehouse management, equipment maintenance and material management.

Community Engagement

MEMTECH Group supports local communities through charitable initiatives and volunteering based on local needs, helping strengthen long-term relationships with surrounding communities.

Social Dialogue

Each factory has established a labour union and maintains employee communication and participation channels, including employee representative congresses, employee communication meetings, and grievance and feedback channels. Labour unions support employee feedback, rights communication, employee care and community initiatives, while factories also maintain regular communication with surrounding communities.

Practice Highlight: MTJA Supports Local Employment and Community Engagement

MTJA works with local communities, residents' committees and government departments to share recruitment information and support local employment. The factory publishes job opportunities through community channels to help match local workers with vacancies. It also hosts study and exchange visits from schools, subdistrict offices and Party school representatives, covering topics such as factory operations, talent development and industrial development.

Charitable Activities

During the Reporting Period, MEMTECH Group supported local communities through initiatives covering rural revitalisation, education, support for people in need and flexible employment.

Practice Highlight: MTJA Supports Local Agriculture and Flexible Employment

In 2025, MTJA purchased local agricultural products, including oranges, through routine procurement and employee benefit programmes, supporting local producers. The factory also used outsourced processing to provide flexible work opportunities for local mothers, retirees and other residents, enabling them to earn income close to home.





Practice Highlight: MTKS Supports Local Education

In 2025, MTKS donated RMB 80,000 to the Kunshan Charity Federation for Jinxi Senior High School, supporting students in need, outstanding teachers and other educational activities.

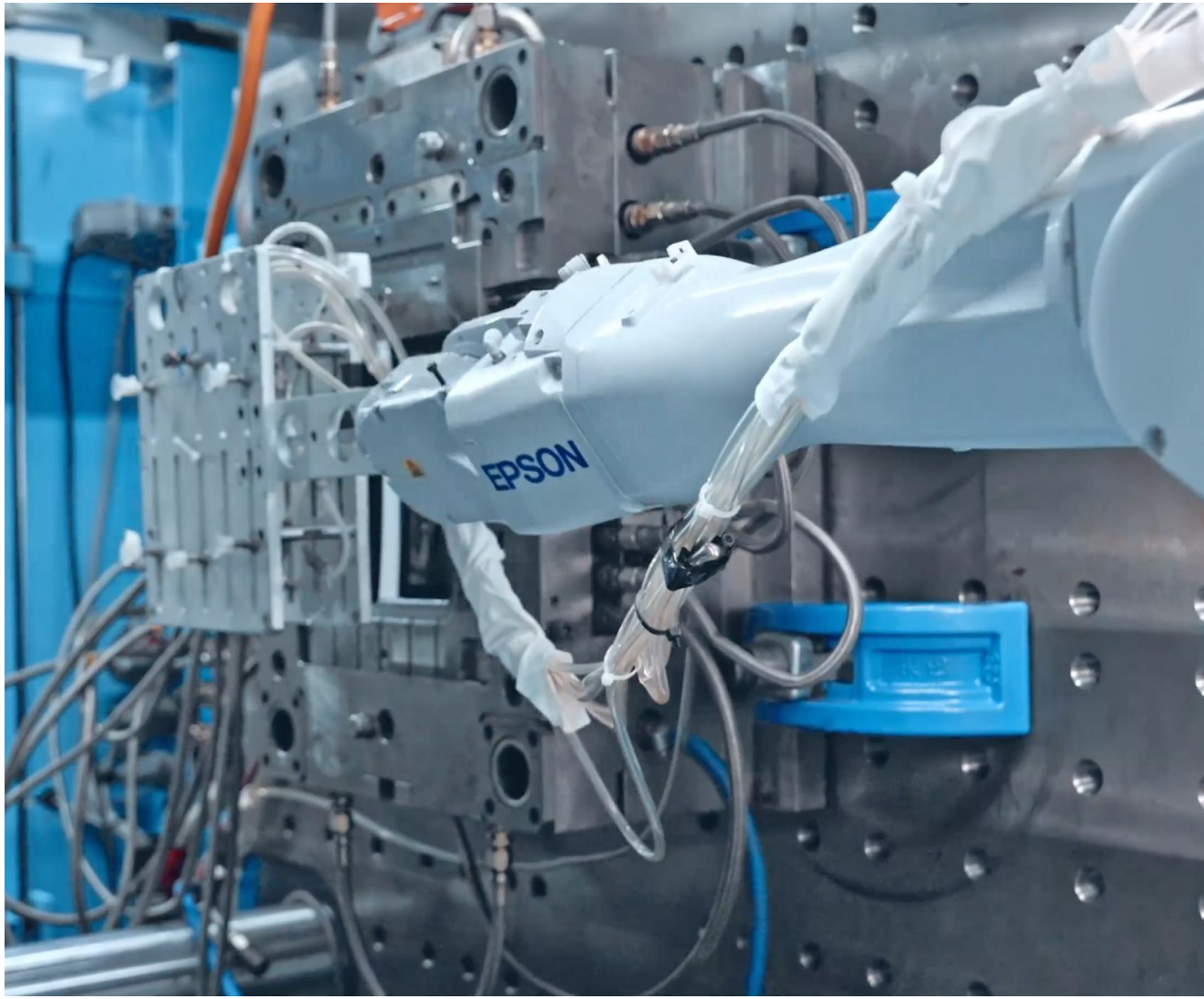
Volunteer Service

MEMTECH Group encourages employees to participate in volunteer service. During the Reporting Period, factories organised activities including voluntary blood donation, employee care, holiday visits and community volunteering.

Practice Highlight: MTD Voluntary Blood Donation

In August 2025, the MTD labour union organised a voluntary blood donation activity under the theme "Giving Love Through Blood Donation". The factory promoted blood donation awareness through email, WeChat groups and bulletin boards, arranged an on-site blood-collection vehicle and provided volunteer support for the event. Management, department heads and employees participated in the activity.





Governance

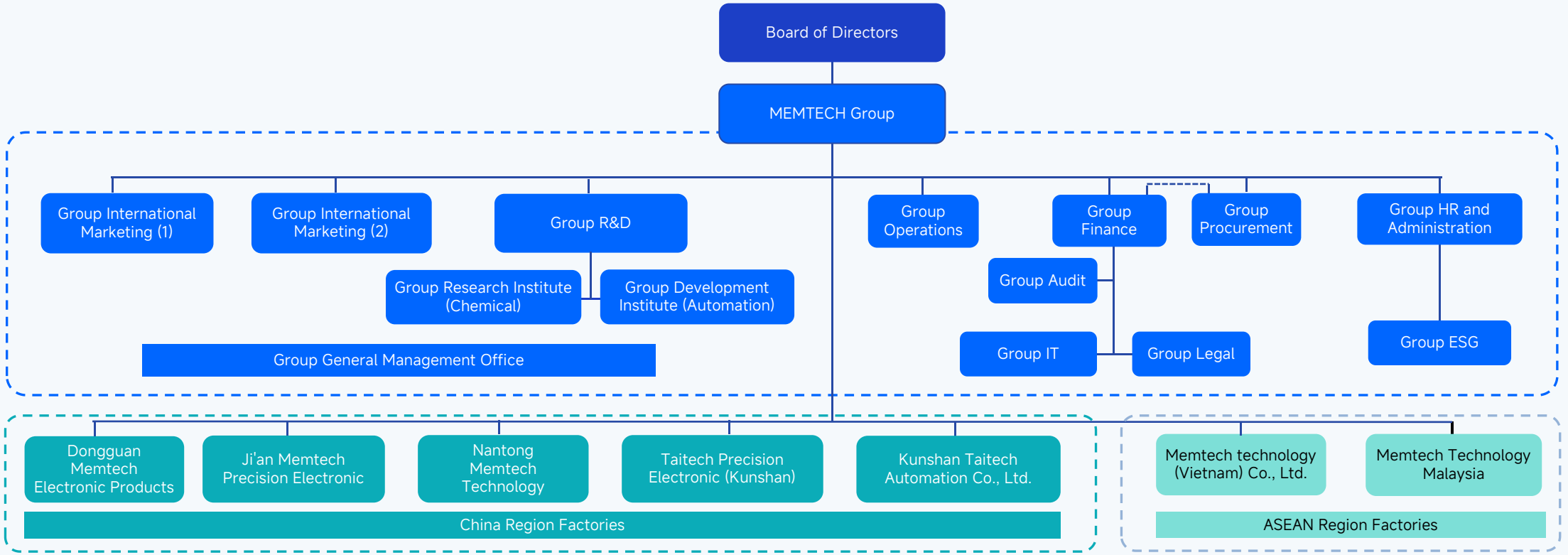
- Corporate Governance
- Risk Management
- Anti-Commercial Bribery and Anti-Corruption
- Information Security and Privacy Protection
- Fair Competition

SDGs Addressed in This Chapter



Corporate Governance

MEMTECH Group is committed to building a corporate governance system with clear responsibilities and standardised operations. Guided by the principles of "sound decision-making, transparent operations and risks under control", the Group continues to optimise its governance structure to support fair and well-founded decision-making, clearly defined responsibilities and functions, and a management structure in which all parties work in coordination and perform their respective duties.

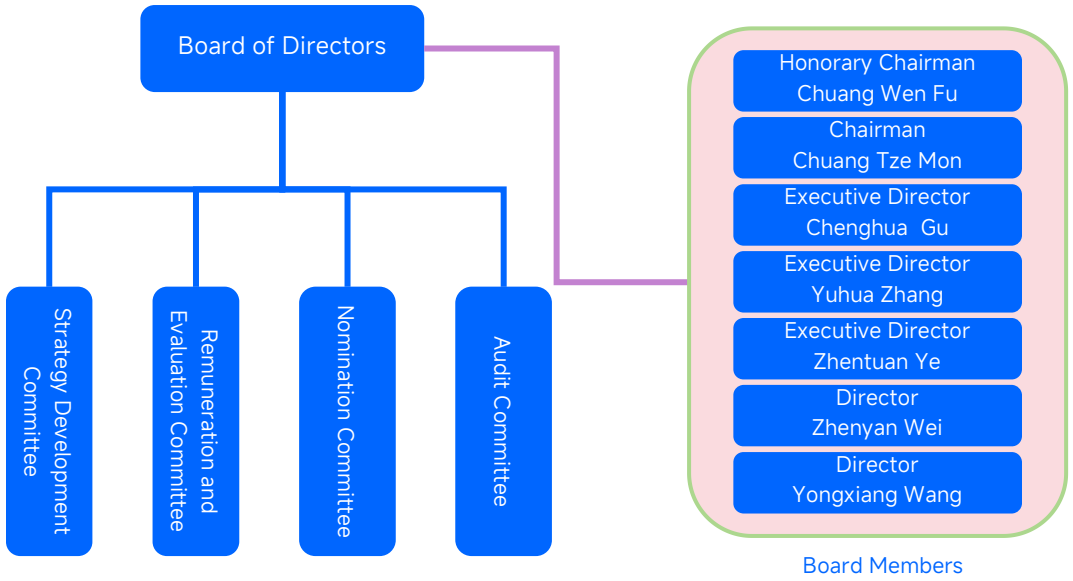


MEMTECH Group Organisational Structure Chart

Board of Directors

MEMTECH Group continues to strengthen its Board governance framework. Director candidates recommended by shareholders and relevant parties are reviewed by the Nomination Committee, which assesses their professional capabilities, industry experience and relevant experience before submitting nominations to the Board for approval. The Board currently comprises 7 Directors, including 5 Executive Directors.

In 2025, the Company held 4 Board meetings. ESG-related matters were considered at 2 meetings, with resolutions adopted on both occasions.



▲ MEMTECH Group Board Structure and Members

Board Committees

The Board of Directors has established four Board committees: the Strategy Development Committee, the Remuneration and Evaluation Committee, the Nomination Committee and the Audit Committee, which perform their duties in accordance with Board authorisation and corporate governance requirements. All committee members are Directors. Each committee has established its own rules of procedure, defining its organisational structure, respective responsibilities and operating procedures. Through a clear division of responsibilities, these committees continue to enhance the quality of Board decision-making and safeguard the long-term interests of the Company and its shareholders.

Strategy Development Committee

Studies the Company's long-term development strategy, major investment and financing matters and sustainability-related issues, and makes recommendations to the Board of Directors.

Remuneration and Evaluation Committee

Formulates remuneration policies and performance evaluation standards for Directors and senior management, and oversees the implementation of evaluation results.

Nomination Committee

Reviews the composition and qualification requirements of the Board of Directors and senior management, and makes recommendations on nominations and composition to the Board.

Audit Committee

Oversees financial information disclosure, internal controls and audit processes, and reviews major related-party transactions and risk matters.

Group-Level Operations and

MEMTECH Group's core management structure comprises the Honorary Chairman, the Chairman and the Group Chief Executive Officer (CEO).

Management Level	Key Responsibilities
Honorary Chairman (Chuang Wen Fu)	Responsible for mentoring next-generation successors.
Chairman (Chuang Tze Mon)	Serves as the Group's most senior leader, overseeing its overall strategic direction and major decisions.
Group Chief Executive Officer (Chenghua Gu)	Has overall responsibility for day-to-day operations, coordinates work across business segments and supports the efficient operation of the Group.

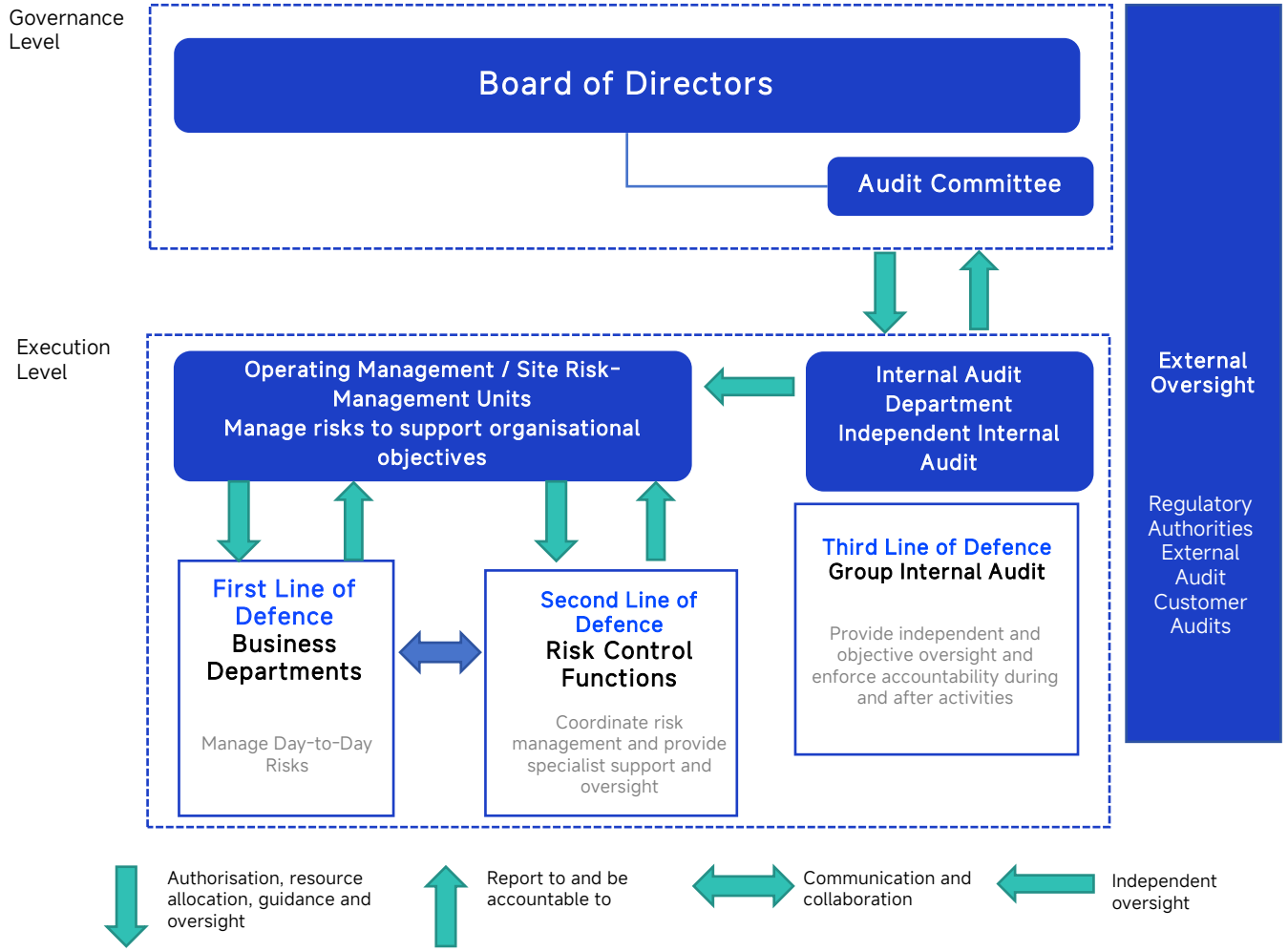
To support the Group's overall strategy, the Company has established the following core functions.

Functional Area	Key Functions
Group Finance Department	Coordinates capital planning, cost control and financial risk management to support the Group's stable operations.
Group Procurement Department	Coordinates supplier development and procurement management, optimises supply chain resource allocation and supports stable supply chain operations.
Group HR and Administration Department	Coordinates talent strategy, recruitment, training and performance management, and strengthens organisational capabilities.
Group Research Institute (Chemical)	Focuses on core technology development and new product development, supporting technological innovation and market competitiveness.
Group Development Institute (Automation)	Focuses on automation technologies such as insert moulding, dispensing, AI-based inspection, AGV handling and automated assembly. It serves the Group while expanding into external markets, and continues to support new processes and projects across the Group.
International Market Development Department	Coordinates brand building, market expansion and customer insight, and continues to explore global growth opportunities.
Production Division	With 4 major production factories in China (Dongguan, Kunshan, Ji'an and Nantong) and overseas factories in Vietnam and Malaysia, the Production Division supports stable global supply and efficient capacity utilisation.

Risk Management

MEMTECH Group regards risk management as an important safeguard for sound operations. The Group has established a risk management framework involving the Board of Directors, the Audit Committee, management, and business and functional departments, and continues to strengthen risk identification, assessment and response.

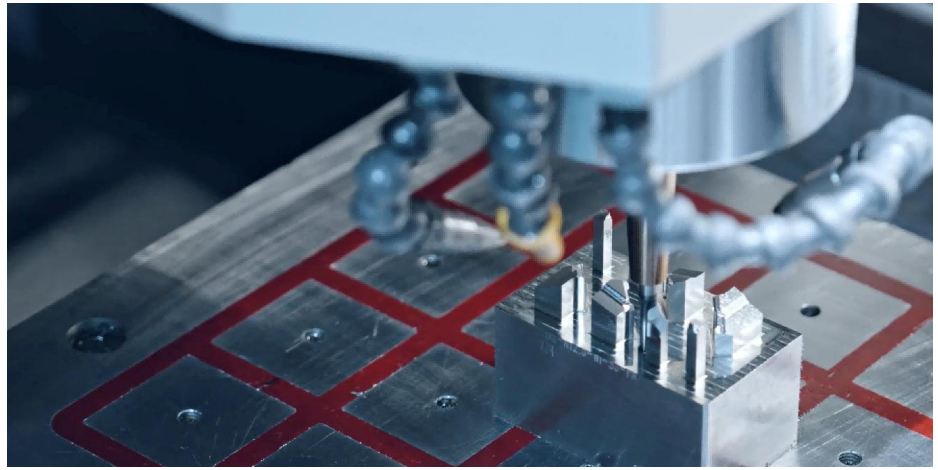
The Board of Directors is the highest decision-making body for risk management and reviews material risk matters and the overall risk management strategy. The Audit Committee oversees the effectiveness of risk management and internal controls, while management and site risk-management units coordinate risk identification, assessment, response and resource allocation. The Group applies a three-lines-of-defence model: business departments and production sites form the first line and manage day-to-day risks; functions including finance, legal, EHS, quality and information security form the second line and provide specialist support and oversight; and Group Internal Audit and special audit teams form the third line, providing independent assurance and following up on corrective actions. External regulators, customer audits and third-party audits provide additional oversight.

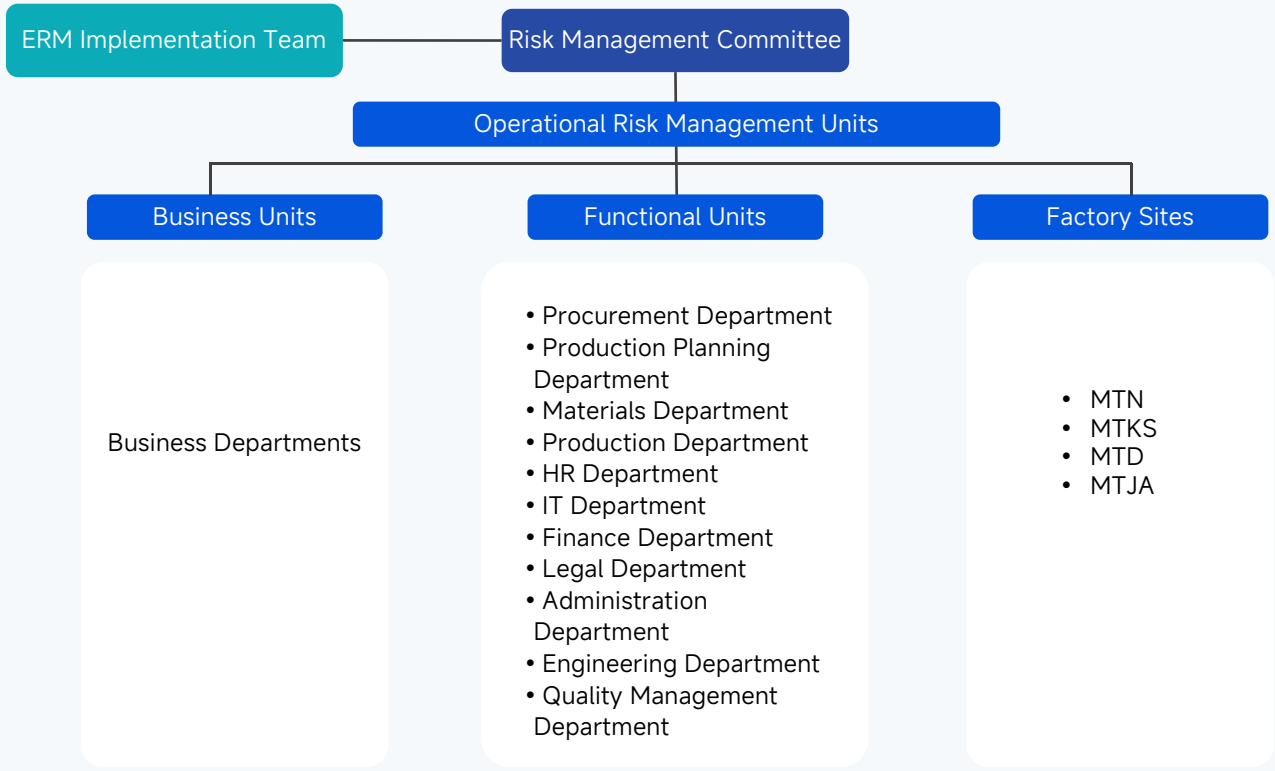


Risk Management Structure Chart

Risk Identification and Assessment Mechanism

To support effective annual risk management, MEMTECH Group has established an ERM Implementation Team and a Risk Management Committee. In 2025, the Group conducted risk identification, assessment, response and ongoing monitoring under its Enterprise Risk Management (ERM) framework, covering governance, strategic planning, operational, legal and regulatory compliance, and reporting risks. The assessment covered MTD, MTN, MTKS and MTJA, involving 47 organisational units and 746 risk assessment items, of which 97% were assessed as being at a safe level. Key areas identified included human resources, supply chain, information technology, product development and corporate assets. Based on the annual ERM assessment, the Group designated talent retention, information security, supply chain stability, facilities and equipment, and product development as priority areas for internal control monitoring.





Organisational Structure for ERM Implementation

Internal Control and Audit Oversight

Under the Group's internal control framework, the internal audit function works with procurement, cost management, IT, legal and other departments to form cross-functional audit teams. At least 4 on-site audits are conducted each year, covering key business areas including sales, procurement, production, investment and financing, R&D and information security. Each factory develops its own internal control documents, supporting forms and role-specific requirements in line with Group standards and local operations. Factories regularly submit Internal Control Self-Inspection Forms, while the Group's internal audit function conducts quarterly spot checks and at least one targeted inspection each quarter, supporting annual coverage of all departments and key positions. Identified issues are logged, assigned to responsible personnel, tracked and verified through follow-up reviews. This process follows a cycle of "self-inspection – spot checks – corrective action – review" to strengthen internal controls.

During the Reporting Period, a cross-functional audit team comprising internal audit, procurement, cost management, IT and legal personnel conducted 4 on-site audits across the factories.



Compliance Management

MEMTECH Group continues to strengthen its compliance management system by integrating legal risk management into key business processes including investment, procurement, human resources, production operations and data security. The Group has issued policies on official seal and cash management and refined its contract approval process to strengthen compliance, traceability and oversight. The legal department also issues legal risk notices and briefings, manages standard contract templates and provides compliance updates through email and online meetings, supporting timely risk reviews and process improvements across relevant departments.



Practice Highlight: Legal Risk Briefings and Contract Standardisation

Following updates to labour dispute laws and regulations, the Group's legal department issued a legal risk briefing and organised online sessions for the human resources function, supporting labour risk reviews and related policy updates. The legal department also standardised sustainable procurement contract templates by incorporating requirements on environmental protection, labour, anti-corruption, integrity and confidentiality into the Group Procurement Contract. Relevant environmental responsibility provisions were further strengthened for specific contracts, including electricity sales contracts at MTN.

Anti-Commercial Bribery and Anti-Corruption

MEMTECH Group is committed to ethical business practices and continues to strengthen its Anti-Commercial Bribery and Anti-Corruption controls. Integrity requirements are embedded in key business processes, particularly higher-risk areas such as procurement, sales, supply chain management, finance and management approval processes. The Group uses risk assessments for key positions, conflict-of-interest declarations, tiered approvals, integrity training and reporting mechanisms to prevent and manage integrity risks.

During the Reporting Period, the Company promoted the signing of the Integrity Cooperation Commitment Letter by employees in externally facing roles and core suppliers, clarifying expected standards of business conduct and supporting transparent and ethical business relationships.

Supervision and Audit

For areas with relatively high integrity-related risk, including procurement, sales, supplier management, financial approvals and business cooperation, the Company conducts ongoing supervision through internal audits, routine financial audits and reviews of key business processes. These measures help identify compliance risks and management weaknesses in business processes and support corrective actions and process improvements.

Reporting Channels

MEMTECH Group has established multiple reporting channels. The Group HR and Administration Department is responsible for policy communication, channel maintenance, information collection and process coordination, while each factory also maintains local channels such as general manager mailboxes and reporting mailboxes. Employees, suppliers and other business partners may use these channels to report suspected business ethics, fraud, integrity or other violations. The Group maintains appropriate confidentiality for reported information, prohibits retaliation and protects whistleblowers throughout the reporting process.

MEMTECH Public Reporting Channels
(Managed by the Group HR and Administration Department)

Email: suggest1@memtechint.com
Hotline: 13926866831
Postal Address: MEMTECH Electronics Factory No. 2, No. 2 Zaoyi Industrial First Street, Wentang Management District, Dongcheng District, Dongguan City, Guangdong Province, China. Attn: Chairman Zhuang.

The Group has established a standard process for handling reported matters. Reports are centrally received by the Group HR and Administration Department. Depending on the nature of the issue, relevant senior management is informed and the appropriate department or factory management is assigned to investigate. Investigation findings are communicated to relevant management, with material matters escalated and followed up as appropriate. During the Reporting Period, the Group had no verified major business ethics violations.

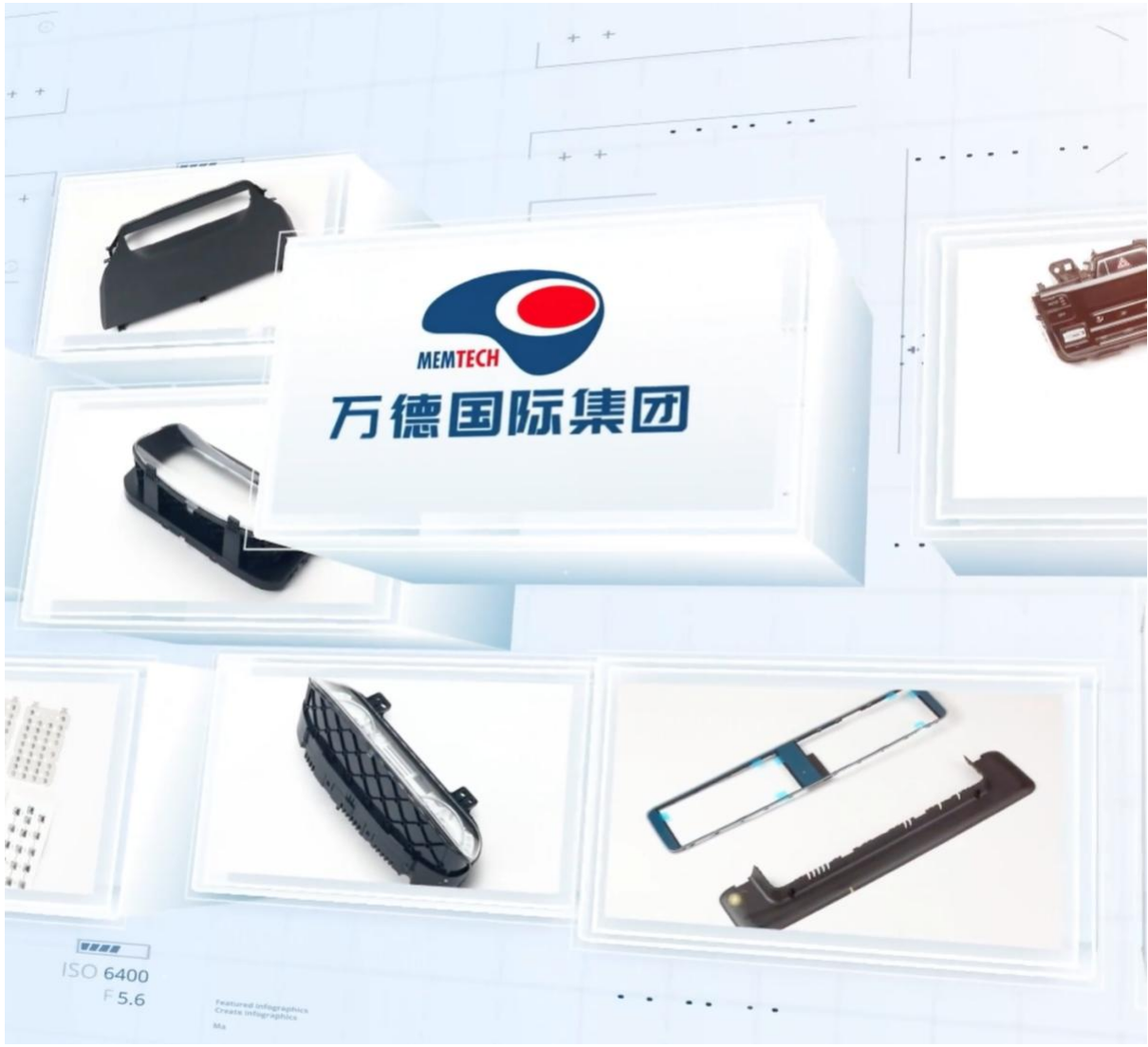
Integrity Culture

MEMTECH Group places great importance on building a culture of integrity. Through policy communication, dedicated training, case-based training and integrity commitments, the Group integrates business ethics principles into day-to-day operations. It also provides dedicated Anti-Commercial Bribery and Anti-Corruption training for the Company's senior management and personnel in procurement, sales, supply chain, finance and management positions.

In 2025, anti-bribery and anti-corruption training totalled 15,014 hours and covered all employees, helping to strengthen awareness of integrity and ethical conduct.

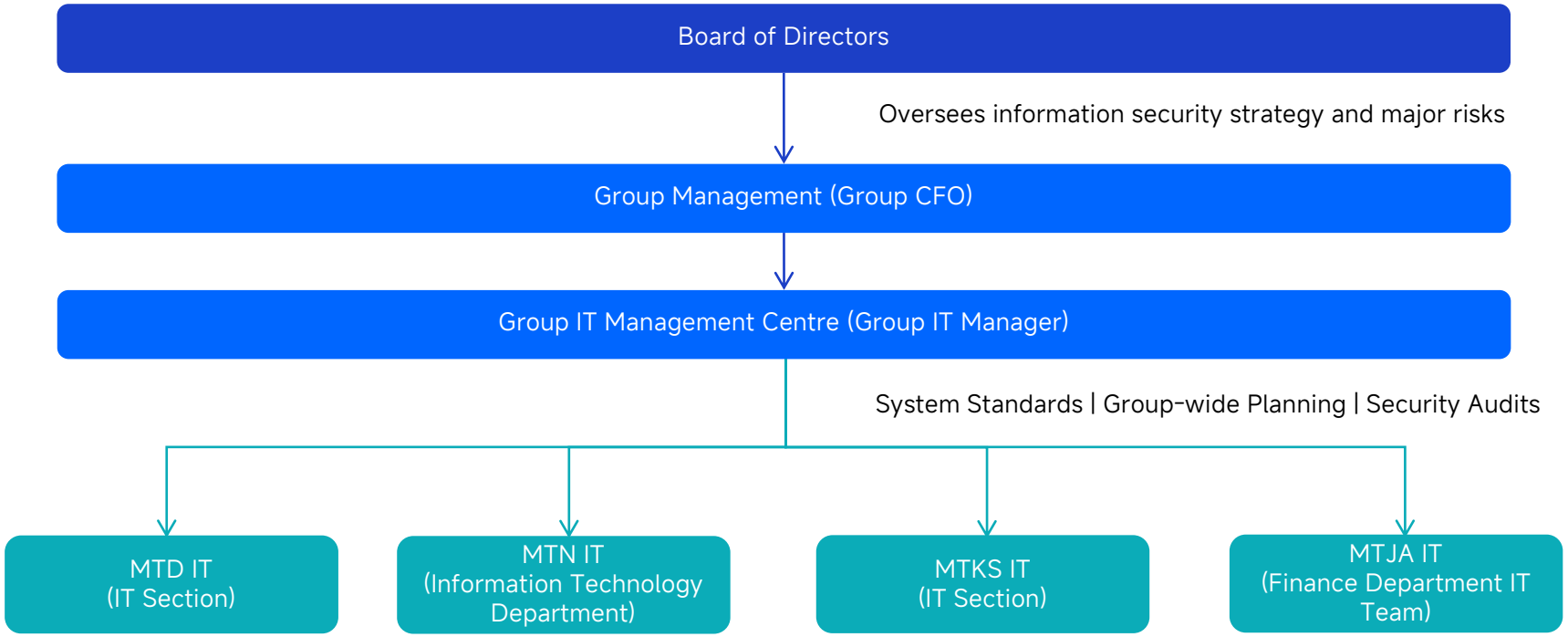
2023-2025 Group Anti-Commercial Bribery and Anti-Corruption Training

Indicator	Unit	2023	2024	2025
Percentage of Directors covered by Anti-Commercial Bribery and Anti-Corruption training	%	42	50	100
Percentage of employees covered by Anti-Commercial Bribery and Anti-Corruption training	%	99.81	99.86	100
Total duration of Anti-Commercial Bribery and Anti-Corruption training	hours	12,651.5	13,850.5	15,014
Average training duration per person covered by Anti-Commercial Bribery and Anti-Corruption training	hours	3.35	3.27	3.81



Information Security and Privacy Protection

MEMTECH Group continues to strengthen information security and privacy protection through improvements to its information management system, policies and information classification. These measures support system resilience and the protection of employee and business partner information. During the Reporting Period, no information leakage incidents or related regulatory penalties were recorded.



Site IT functions are responsible for local information security, system operation and maintenance, and security controls.

▲ MEMTECH Group Information Security Management Structure Chart

Information Security Safeguards

MEMTECH Group continues to strengthen its information security management and technical safeguards, focusing on access control, data recovery, risk identification, incident traceability and asset classification. In 2025, under the coordination of the Group IT Management Centre, each factory strengthened controls across access management, data backup, security incident response, vulnerability management, log auditing and data classification, supporting a shift from basic protection towards proactive monitoring and risk prevention.

➢ Access Management and Access Control

Based on the Group's information security principles and access management requirements, each factory has refined its management rules for account applications, permission changes, and access freezing and revocation in line with the actual operation of ERP, PLM, MES and local office systems. The factories strictly apply the control requirements of "least privilege, role-based authorisation and traceable records". In 2025, each factory continued to conduct permission reviews, focusing on long-unused accounts, abnormal or excessive authorisations, and access remaining active after employee departures. IT approval has also been embedded into onboarding, offboarding and position-change processes to ensure that system access permissions remain aligned with job responsibilities.

➢ Log Management

Factory IT departments maintain and review logs from endpoints, email, servers and key systems, and are strengthening centralised log collection and correlation analysis to support the identification and investigation of abnormal activity.

➢ Data Classification and Encryption

The Group IT Management Centre and each factory are carrying out four-level classification of information documents – Public, Internal, Confidential and Top Secret. For highly sensitive information, tiered authorisation, circulation controls and usage records are applied to protect intellectual property and customer data.

Information Security Audit

In accordance with its internal information security management requirements, the Company regularly conducts annual internal information security audits at each factory. The audits focus on key system access management, data access control, log retention, backup effectiveness and fixed asset management. During the Reporting Period, the Group conducted 4 internal information security audits.

For risks identified during audits, including residual access permissions, insufficient process handover, shared account use and weaknesses in key-system access controls, each factory conducted targeted reviews and corrective actions. The identified issues were addressed, with effectiveness verified through follow-up sampling. Ongoing internal audits and follow-up reviews continue to strengthen data security and information security controls across the factories.

Information Security Emergency Response Plans

MEMTECH Group continues to strengthen its information security emergency response capabilities. Each factory has established localised plans and response mechanisms covering key areas such as data backup, business continuity, security incident response and vulnerability management.

Backup Management

Each factory uses automatic backup, manual verification and off-site backup based on business continuity requirements and system architecture. Core systems and databases are backed up daily.

Business Continuity Plan Development

Each factory has developed local business continuity plans for scenarios including fire, power outages, computer viruses, equipment failures and human error, supporting the rapid recovery of critical operations.

Security Incident Response

The Group IT Management Centre has established a security incident response SOP. Site IT teams classify and respond to incidents based on local network conditions, customer requirements and system criticality, with processes covering employee reporting, IT assessment and cross-functional coordination.

Vulnerability Scanning and Remediation

Each factory conducts routine vulnerability scanning, risk classification and follow-up verification, prioritising high-risk vulnerabilities for timely remediation.

Information Security Awareness

MEMTECH Group promotes information security awareness through Group-wide IT training and site-level awareness activities, integrating information security principles into daily operations and employee conduct.

During the Reporting Period, MEMTECH Group headquarters and the factories conducted a total of 6 information security training sessions, totalling **3,288.5 hours.**

Data Privacy and Compliance Management

MEMTECH Group complies with applicable laws and regulations on data security and personal information protection in the locations where it operates. The Group continues to strengthen controls across the collection, storage, use, transmission and destruction of information, following the principles of lawfulness, legitimacy and necessity. Sensitive information, including personal information, customer materials, R&D drawings and technical parameters, is subject to appropriate classification and protection measures to safeguard customer intellectual property, employee privacy and internal operational data.

Fair Competition

MEMTECH Group adheres to the principles of lawful operations, fair competition and cooperation in good faith. It strictly complies with the People's Republic of China's Laws on Anti-Unfair Competition, Anti-Monopoly, and other local laws and regulations where it operates. The Group integrates fair competition requirements into key business processes such as corporate governance, sales and procurement, and expressly prohibits any conduct that disrupts market order or harms the legitimate rights and interests of customers, suppliers or consumers.

MEMTECH Group manages fair competition risks across key business activities including sales, procurement, tendering and bidding, customer communication, marketing and supply chain collaboration. Key risks include false or misleading advertising, commercial bribery, trade secret infringement, commercial disparagement, improper price coordination and exclusive dealing. The Group maintains reporting channels, while its internal audit and legal departments conduct regular risk assessments, monitor regulatory developments and follow up on corrective actions.

Prohibited Unfair Competition Practices at MEMTECH Group	
Misleading or Confusing Conduct	Counterfeiting others' trademarks; unauthorised use of well-known product names or packaging; misappropriation of business names; or falsification of quality marks.
Commercial bribery	Off-book rebates; covert transfer of benefits; or improper provision of money or property to customers or partners.
False or misleading advertising	Making misleading statements regarding product quality, performance, place of origin, certification or environmental performance.
Trade secret infringement	Illegally obtaining, disclosing or using the trade secrets of customers, suppliers or competitors.
Commercial disparagement	Fabricating or spreading false information that harms a competitor's commercial reputation.
Improper Pricing	Selling below reasonable cost with the intent to undermine competition, or engaging in improper price coordination.
Anti-competitive Collusion	Colluding with other operators to fix prices, divide markets or restrict who others may trade with.

During the Reporting Period, the Company had no major administrative penalties, major litigation or reputational incidents arising from unfair competition practices.

Appendix

ESG Key Performance Table

Economic

Disclosure Indicator	Unit	2023	2024	2025
Total Operating Revenue	RMB 100 million	12.58	15.80	14.53
Industrial Output Value	RMB 10,000	123,608.04	157,207.47	143,085.96

Environmental

Disclosure Indicator		Unit	2023	2024	2025
Addressing Climate Change					
Total GHG Emissions (Scope 1+2+3)[1]		tCO_2e	81,948.07	123,574.33	154,611.67
Of which:	Scope 1[2]	tCO_2e	908.69	1,759.80	2,286.65
	Scope 2[3]	tCO_2e	39,291.84	50,209.29	49,063.32
	Scope 3[4]	tCO_2e	41,747.53	71,605.23	103,261.71
GHG emissions intensity (Scope 1+2)[5]		tCO_2e/RMB 10,000 of output value	0.32523	0.33058	0.35887
Energy Utilisation					
Total energy consumption6[6]		MWh	71,342.33	87,070.22	82,144.69
Energy consumption intensity		MWh/RMB 10,000 of output value	0.57717	0.55386	0.57409
Total direct energy consumption[7]		MWh	2,011.46	2,248.50	2,042.38
Of which:	Non-renewable fuel consumption	MWh	2,011.46	2,103.46	1,887.59
	Diesel	tonnes	60.21	72.75	68.23
	Petrol	tonnes	85.21	90.24	78.13
	Liquefied petroleum gas	MWh	132.92	0.15	0.00
	Self-generated energy (self-generated electricity, heating, cooling and steam)	MWh	0	145.04	154.79
	Energy sold (heating, cooling and steam sold)	MWh	0	0	0
Total indirect energy consumption PE (Purchased Energy)		MWh	69,330.87	84,821.72	80,102.31
Of which:	Purchased electricity	MWh	67,305.54	79,505.91	74,632.64
	Purchased steam	MWh	2,025.33	2,738.58	2,491.47
		gigajoules (GJ)	7,291.20	9,858.90	8,969.31
	Compressed air	MWh	0	2,577.23	2,978.20
		Nm^3	0	20,463,207	23,646,888
Total green electricity use[8]		MWh	0	145.04	3,154.79
Of which:	Photovoltaic power generation	MWh	0	145.04	154.79
	Total purchased green electricity/green certificates	MWh	0	0	3,000
Green electricity use ratio		Percentage	0	0.16658	3.84
Water Resource Utilisation					
Total water withdrawal		ML	331.99	328.70	351.75
Water withdrawal intensity		ML / RMB 10,000 of output value	0.00269	0.00209	0.00246
Environmental Compliance Management					
Total environmental protection investment		RMB 10,000	277.45	319.33	375.47
Number of environmental protection training sessions		sessions	167	198	19

Disclosure Indicator		Units	2023	2024	2025
Total environmental protection training hours		hours	5,484	7,893	8,634
Environmental protection training attendances		person-times	1,606	2,483	2,787
Environmental management system certification rate of production sites		Percentage	100	100	100
Emissions and Waste Management					
Total exhaust gas emissions[9]		10,000 m^3	95,547.37	83,088.16	95,356.41
Volatile organic compounds (VOCs)		tonnes	4.02	3.89	4.27
Particulate matter		tonnes	0.02	0.50	1.14
Non-methane hydrocarbons		tonnes	0	3.72	2.31
Exhaust gas emissions intensity		10,000 m^3/RMB10,000 of output	0.77299	0.52853	0.66643
Wastewater discharge[10]		tonnes	112,910.70	232,587.10	254,098.84
Of which:	Domestic wastewater discharge	tonnes	103,276.70	224,559.10	246,463.84
	Industrial wastewater discharge	tonnes	9,634.00	8,028.00	7,635.00
Reclaimed water reuse volume		tonnes	500.00	12,308.90	26,704.50
Reclaimed water reuse ratio		Percentage	0.15061	3.74	7.59
Wastewater discharge intensity		tonnes/RMB 10,000 of output value	0.91	1.48	1.78
Total waste[11]		tonnes	1,755.76	1,718.51	1,534.35
Waste generation intensity		tonnes/RMB 10,000 of output value	0.01420	0.01093	0.01072
Total hazardous waste		tonnes	192.95	153.14	154.30
Hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.00156	0.00097	0.00108
Non-hazardous waste generation		tonnes	1,562.81	1,565.37	1,380.05
Non-hazardous waste generation intensity		tonnes/RMB10,000 of output value	0.01264	0.00996	0.00964
Circular Economy					
Total packaging material use[12]		metric tonnes	1,481.89	1,999.11	2,875.07
Packaging material use intensity		metric tonnes/RMB 10,000 of output value	0.01199	0.01272	0.02009
Recycled packaging volume[13]		metric tonnes	453.31	600.54	951.98
Packaging recycling percentage		Percentage	30.59	30.04	33.11

1. The statistical scope of total Greenhouse Gas emissions includes domestic production sites such as Nantong, Kunshan, Dongguan and Ji'an. Since 2024, some Greenhouse Gas emissions indicators have included data from the Vietnam site. In 2025, the statistical scope was further refined and covered relevant emissions data from the Vietnam site. Due to changes in data availability and statistical boundaries across years, there may be certain differences in scope.

2. In 2025, Scope 1 Greenhouse Gas emission sources included petrol (business vehicles), diesel (trucks/business vehicles), diesel (forklifts), carbon dioxide (spraying lines), carbon dioxide (dry ice), carbon dioxide (WD-40 anti-rust oil), methane (septic tanks), fugitive refrigerant emissions from refrigeration equipment, butane from the injection moulding process, carbon dioxide fire extinguishers and heptafluoropropane fire extinguishers.

3. In 2025, Scope 2 Greenhouse Gas emission sources included indirect emissions from the use of purchased electricity, purchased steam and purchased compressed air.

4. In 2025, Scope 3 Greenhouse Gas emission sources included value-chain-related emissions from raw material transportation, product transportation, waste transportation, employee commuting, business travel, energy purchase-related emissions, purchase of raw materials, purchase of capital goods, purchased services and solid waste disposal.

5. Greenhouse Gas emissions intensity refers to the sum of Scope 1 and Scope 2 Greenhouse Gas emissions divided by industrial output value. Formula: Greenhouse Gas emissions intensity = (Scope 1 emissions + Scope 2 emissions) / Industrial Output Value.

6. Total energy consumption includes direct energy consumption, indirect energy consumption and self-generated energy, less energy sold externally. Formula: Total energy consumption = non-renewable fuel consumption + renewable fuel consumption + self-generated energy - energy sold + total indirect energy consumption. During the reporting period, the Group had no renewable fuel consumption or energy sold.

7. Under the disclosure scope of this table, total direct energy consumption includes non-renewable fuel consumption, renewable fuel consumption and self-generated energy, less energy sold externally. Formula: Total direct energy consumption = non-renewable fuel consumption + renewable fuel consumption + self-generated energy - energy sold.

8. Total green electricity use includes self-generated photovoltaic power and purchased green electricity/green certificates. Green electricity use ratio = total green electricity use / total energy consumption x 100%.

9. Total exhaust gas emissions are estimated based on the main exhaust outlets of each production site during the reporting period.

10. Wastewater discharge includes domestic wastewater discharge and industrial wastewater discharge. Wastewater discharge intensity = wastewater discharge / Industrial Output Value.

11. Total waste = total Hazardous Waste + Non-hazardous Waste generation. Waste generation intensity = total waste / Industrial Output Value.

12. Packaging materials include paper materials, wood materials, plastic packaging materials, foam cushioning materials and metal packaging materials.

13. Recycled packaging volume mainly covers reusable packaging categories such as turnover drums, calculated on an outbound basis for the year. Packaging recycling percentage = recycled packaging volume / total packaging material use x 100%.

Social

Disclosure Indicator		Units	2023	2024	2025
Innovation-Driven					
R&D investment		RMB 100 million	0.74	0.83	0.72
R&D investment as a percentage of operating revenue		Percentage	5.85	5.28	4.98
Total R&D personnel		persons	422	420	410
Of which:	With doctoral degrees	persons	1	1	1
	With master's degrees	persons	3	3	3
Total standards developed[1]		items	0	0	1
Total international standards		items	0	0	0
National standards developed		items	0	0	0
Industry standards developed		items	0	0	0
Association standards developed		items	0	0	1
Number of patent applications during the year		items	30	24	16
Number of patents granted during the year		items	13	34	22
Cumulative number of patents granted		items	272	267	288
Number of intellectual property training sessions		sessions	46	45	38
Intellectual property training hours		hours	33,522	27,138	11,129
Intellectual property training attendances		persons-times	2,921	3,114	2,401
Product Quality and Safety					
Product Quality and Safety		items	0	0	0
Percentage of product recalls		Percentage	0	0	0
Losses from product recalls		RMB 10,000	0	0	0
Number of external third-party quality reviews and inspections		reviews/inspections	72	66	89
Number of internal quality audits		audits	38	36	37
Number of quality improvement proposals		items	28	19	15
Number of quality training sessions conducted		sessions	107	119	129
Quality management system certification rate of production sites		Percentage	100	100	100
Employment and Employee Rights					
Total number of employees		employees	3,781	4,232	3,944
Total employees by gender	Total male employees	employees	2,015	2,327	2,176
	Total female employees	employees	1,766	1,905	1,768
Total employees by age group	Total employees aged 30 or below	employees	943	1,041	796
	Total employees aged over 30 and under 50	employees	2,470	2,782	2,699
	Total employees aged 50 or above	employees	368	409	449
Number of employees by job grade	Number of senior management personnel	employees	46	47	47
	Number of middle management personnel	employees	275	307	309
	Number of general employees	employees	3,460	3,878	3,588
Total employees by region	Mainland China	employees	3,697	4,098	3,750
	Hong Kong, Macao and Taiwan	employees	5	7	5
	Overseas	employees	79	127	189
Number of ethnic minority employees		employees	165	256	178
Percentage of ethnic minority employees		Percentage	4.36	6.05	4.51
Number of employees with disabilities		employees	43	43	43
Percentage of employees with disabilities		Percentage	1.14	1.02	1.09
Overall employee turnover rate[2]		Percentage	70.36	74.26	57.86
Employee turnover rate by gender	Male employee turnover rate	Percentage	73.37	81.34	64.06
	Female employee turnover rate	Percentage	67.04	65.61	50.36

Disclosure Indicator	Units	2023	2024	2025
Occupational Health and Safety				
Number of work-related fatalities during the year	persons	0	0	0
Work-related fatality rate during the year	Percentage	0	0	0
Lost working days due to work injury during the year	days	567	535	607.5
Occupational health incidence rate	Percentage	0	0	0.00200
Number of employee occupational health and safety training sessions	sessions	160	166	186
Total employee occupational health and safety training hours	hours	36,466.37	55,499.27	43,454.16
Average employee occupational health and safety training hours per person	hours/person	9.64	13.11	11.02
Property insurance investment	RMB 10,000	53.21	36.51	43.39
Work injury insurance investment	RMB 10,000	118.28	138.51	159.66
Work injury insurance coverage rate	Percentage	79.83	82.21	88.90
Occupational health and safety management system certification rate of production sites	Percentage	60	60	60
Percentage of factories receiving health and safety risk assessments	Percentage	80	100	80
Talent Development and Growth				
Number of employee training sessions	sessions	2,103	2,291	1,560
Total employee training expenditure	RMB 10,000	25.41	28.25	26.27
Total employee training hours	hours	182,602	175,355	211,409
Average training hours per employee	hours	48.29	41.44	53.60
Total number of employees participating in training	employees	3,781	4,232	3,944
Employee training coverage rate	Percentage	100	100	100

Disclosure Indicator		Units	2023	2024	2025
Employee training coverage rate by job grade	Senior management training coverage rate	Percentage	100	100	100
	Middle management training coverage rate	Percentage	100	100	100
	General employee training coverage rate	Percentage	100	100	100
Percentage of employees receiving regular performance and career development reviews		Percentage	72.05	74.16	72.49
Employee satisfaction survey score[3]		Percentage	85.24	86.97	88.77
Customer Relationship Management					
Customer satisfaction		score	94.26	94.62	96.02
Number of customer complaints		complaints	175	191	164
Complaint handling rate		Percentage	100	100	100
Supply Chain Management					
Total number of suppliers[4]		suppliers	/	/	595
Total number of core suppliers		suppliers	/	/	434
Number of suppliers by region	Mainland China	suppliers	/	/	578
	Hong Kong, Macao and Taiwan	suppliers	/	/	10
	Overseas	suppliers	/	/	7
Number of suppliers that signed contractual clauses related to environmental and social responsibility[5]		suppliers	/	/	443
Percentage of suppliers that signed contractual clauses related to environmental and social responsibility		Percentage	/	/	74.45
Signing rate of the Letter of Commitment on Non-use of Hazardous Substances among core suppliers		Percentage	/	/	58.76
Number of core suppliers subject to supplier/contractor sustainability on-site/document audits		suppliers	/	/	132
Percentage of core suppliers subject to supplier/contractor sustainability on-site/document audits		Percentage	/	/	30.41

Disclosure Indicator	Units	2023	2024	2025
Supplier integrity agreement signing rate	Percentage	/	/	85.38
Signing rate of the Letter of Commitment on Non-use of Conflict Minerals among metal suppliers	Percentage	/	/	73.29
Supplier certification - number of core suppliers certified to ISO 45001	suppliers	/	/	35
Supplier certification - percentage of core suppliers certified to ISO 45001	Percentage	/	/	8.06
Supplier certification - number of core suppliers certified to ISO 14001	suppliers	/	/	108
Supplier certification - percentage of core suppliers certified to ISO 14001	Percentage	/	/	24.88
*Total training hours received by procurement staff	hours	385	434	395
*Total number of training sessions received by procurement staff	sessions	46	47	51
*Average training hours per procurement staff member	hours/person	19.93	27.42	21.75
*Number of sustainability knowledge training sessions for procurement staff	sessions	12	17	22
*Procurement volume of raw materials containing recycled content[6]	tonnes	/	/	723.39
*Number of local suppliers[7]	suppliers	/	/	214
*Percentage of local suppliers	Percentage	/	/	33.18
*Number of suppliers provided with capacity building	suppliers	34	37	43
*Number of suppliers rectified to standard after support	suppliers	33	36	41
Community Engagement				
Total community welfare investment	RMB 10,000	89.31	245.73	251.73
Total community welfare hours	hours	1,800	0	446
Number of local employees hired	employees	1,648	1,740	1,664
Percentage of local employees hired	Percentage	43.59	41.12	42.19

1. Total standards developed, national standards developed, industry standards developed and association standards developed all refer to newly added quantities during the year.

2. Overall employee turnover rate is calculated based on the aggregated headcount and turnover of MEMTECH International Pte. Ltd.'s subsidiaries. Formula: employee turnover rate = number of employees who left during the reporting period / average number of employees on duty during the reporting period x 100%. Employees who voluntarily left within three days are excluded from the turnover statistics.

3. Employee satisfaction survey score is the average of the employee satisfaction survey results of each production factory.

4. Total suppliers include core suppliers and metal suppliers. Core suppliers mainly include suppliers of key raw and auxiliary materials such as plastic resin, silicone and silicone additives, and ink. Supply Chain Management indicators mainly cover supplier data from domestic production sites in 2025. Data involving the Vietnam factory are marked with an asterisk footnote. Local supplier percentage = number of local suppliers / (total number of domestic factory suppliers + number of Vietnam suppliers), where the number of Vietnam suppliers is 50.

5. The number of suppliers that signed contractual clauses related to environmental and social responsibility refers to the number of suppliers that signed the Supplier Code of Conduct, Environmental or Social Responsibility Notice, or other similar agreements, undertakings and contractual clauses.

6. Procurement volume of raw materials containing recycled content refers to the total volume of raw materials containing recycled content procured through customer-agreed cooperation or as designated by customers.

7. Local suppliers refer to suppliers within the city and province where the production factory is located.

Governance

Disclosure Indicator		Unit	2023	2024	2025
Corporate Governance					
Percentage of female directors		Percentage	0	0	0
Ratio of annual compensation for the highest-paid individual to the median annual compensation of all other employees		Times	7.63	7.22	7.39
Risk Management					
Compliance training	Number of internal audits	audits	4	5	4
	Percentage of operating sites covered by internal audits	Percentage	80	100	80
	Percentage of factories receiving human rights impact assessments	Percentage	80	100	80
Compliance violations	Total number of major compliance violations of the Company	occurrences	0	0	0
	Total number of fines paid during the reporting period due to violations	fines	0	0	0
	Total amount of fines paid during the reporting period due to violations	RMB	0	0	0
Anti-Commercial Bribery & Anti-Corruption					
Business ethics audits	Coverage rate of corruption risk site assessments	Percentage	80	100	80
	Number of confirmed corruption litigation cases	cases	0	0	1
Grievances and whistleblowing	Number of whistleblowing/complaint cases received	cases	/	/	48
	Whistleblowing and complaint case handling rate	Percentage	/	/	100
Anti-corruption training	Total number of directors covered by Anti-Commercial Bribery and Anti-Corruption training	directors	5	6	12
	Percentage of directors covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	42	50	100
	Total number of employees covered by Anti-Commercial Bribery and Anti-Corruption training	employees	3,774	4,226	3,944
	Percentage of employees covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	99.81	99.86	100.00
	Total hours of Anti-Commercial Bribery and Anti-Corruption training	hours	12,651.50	13,850.50	15,014.00
	Average hours per person covered by Anti-Commercial Bribery and Anti-Corruption training	hours/person	3.35	3.27	3.81
Information Security and Privacy Protection					
Number of privacy/data breach incidents of the Company		incidents	0	0	0
Incidents penalised by relevant authorities for violating laws and regulations related to information security and privacy protection		cases	0	0	0
Number of information security training sessions		sessions	/	/	6
Total hours of information security training		hours	/	/	3,288.50
Number of internal information security audits		audits	4	5	4
Fair Competition					
Amount involved in litigation or major administrative penalties caused by the Company's unfair competition during the reporting period		RMB	0	0	0

HKEX Environmental, Social and Governance Reporting Code Content Index Table

Environmental

Disclosure Indicator		Disclosure Location
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Addressing Climate Change Environmental Compliance Management Emissions and Waste Management
A1.1	The types of emissions and respective emissions data.	ESG Key Performance Table
A1.2	[Repealed 1 January 2025]	ESG Key Performance Table
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ESG Key Performance Table
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ESG Key Performance Table
A1.5	Description of emission target(s) set and steps taken to achieve them.	Addressing Climate Change Environmental Compliance Management Emissions and Waste Management
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emissions and Waste Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Utilisation Water Resource Utilisation
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ESG Key Performance Table
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ESG Key Performance Table
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	ESG Strategy Energy Utilisation
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Resource Utilisation
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	ESG Key Performance Table
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Circular Economy Biodiversity Conservation
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Circular Economy Biodiversity Conservation
Aspect A4: Climate Change [Repealed 1 January 2025]		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Addressing Climate Change
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Addressing Climate Change

Social

Employment and Labour Practices

Disclosure Indicator		Disclosure Location
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment and Employee Rights
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	ESG Key Performance Table
B1.2	Employee turnover rate by gender, age group and geographical region.	ESG Key Performance Table
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	ESG Key Performance Table
B2.2	Lost days due to work injury.	ESG Key Performance Table
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Development and Growth
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	ESG Key Performance Table
B3.2	The average training hours completed per employee by gender and employee category.	ESG Key Performance Table

Disclosure Indicator		Disclosure Location
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employment and Employee Rights
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employment and Employee Rights
B4.2	Description of steps taken to eliminate such practices when discovered.	Employment and Employee Rights

Operating Practices

Disclosure Indicator		Disclosure Location
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
B5.1	Number of suppliers by geographical region.	ESG Key Performance Table
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management ESG Key Performance Table
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

Disclosure Indicator		Disclosure Location
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Quality and Safety Information Security and Privacy Protection
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	ESG Key Performance Table
B6.2	Number of products and service related complaints received and how they are dealt with.	ESG Key Performance Table
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Innovation-Driven
B6.4	Description of quality assurance process and recall procedures.	Product Quality and Safety
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Customer Relationship Management
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Commercial Bribery & Anti-Corruption
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	ESG Key Performance Table
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Commercial Bribery & Anti-Corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Commercial Bribery & Anti-Corruption

Disclosure Indicator		Disclosure Location
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Engagement
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Engagement
B8.2	Resources contributed (e.g. money or time) to the focus area.	ESG Key Performance Table

GRI Content Index

Statement of use: MEMTECH Group has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Number	Disclosure	Location
GRI 2: General Disclosures 2021	2-1	Organizational details	About MEMTECH International Pte. Ltd.
	2-2	Entities included in the organization's sustainability reporting	About this Report
	2-3	Reporting period, frequency and contact point	About this Report
	2-4	Restatements of information	ESG Key Performance Table
	2-6	Activities, value chain and other business relationships	About MEMTECH International Pte. Ltd. Product Quality and Safety Customer Relationship Management Supply Chain Management
	2-7	Employees	ESG Key Performance Table
	2-8	Workers who are not employees	ESG Key Performance Table
	2-9	Governance structure and composition	ESG Governance Corporate Governance
	2-10	Nomination and selection of the highest governance body	Corporate Governance
	2-11	Chair of the highest governance body	Corporate Governance
	2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance
	2-13	Delegation of responsibility for managing impacts	ESG Governance Corporate Governance
	2-14	Role of the highest governance body in sustainability reporting	ESG Governance
	2-15	Conflicts of interest	Anti-Commercial Bribery & Anti-Corruption
	2-16	Communication of critical concerns	ESG Strategy
	2-17	Collective knowledge of the highest governance body	ESG Governance
	2-18	Evaluation of the performance of the highest governance body	ESG Governance
	2-19	Remuneration policies	Employment and Employee Rights
	2-20	Process to determine remuneration	Employment and Employee Rights
	2-22	Statement on sustainable development strategy	ESG Governance
	2-23	Policy commitments	Supply Chain Management Employment and Employee Rights
	2-24	Embedding policy commitments	Supply Chain Management Anti-Commercial Bribery & Anti-Corruption
	2-25	Processes to remediate negative impacts	Employment and Employee Rights
	2-26	Mechanisms for seeking advice and raising concerns	Supply Chain Management Employment and Employee Rights Anti-Commercial Bribery & Anti-Corruption
	2-27	Compliance with laws and regulations	Environmental Compliance Management Employment and Employee Rights Anti-Commercial Bribery & Anti-Corruption Information Security and Privacy Protection
	2-29	Approach to stakeholder engagement	ESG Strategy

GRI Standard	Number	Disclosure	Location
GRI 3: Material Topics 2021	3-1	Process to determine material topics	ESG Strategy
	3-2	List of material topics	ESG Strategy
	3-3	Management of material topics	ESG Governance ESG Strategy
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	ESG Key Performance Table
	201-2	Financial implications and other risks and opportunities due to climate change	Addressing Climate Change
	201-3	Defined benefit plan obligations and other retirement plans	Employment and Employee Rights
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Community Engagement
	203-2	Significant indirect economic impacts	Community Engagement
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	ESG Key Performance Table
	205-2	Communication and training about anti-corruption policies and procedures	Anti-Commercial Bribery & Anti-Corruption
	205-3	Confirmed incidents of corruption and actions taken	Anti-Commercial Bribery & Anti-Corruption ESG Key Performance Table
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Fair Competition
GRI 301: Materials 2016	301-1	Materials used by weight or volume	ESG Key Performance Table
	301-2	Recycled input materials used	Circular Economy
	301-3	Reclaimed products and their packaging materials	Circular Economy

GRI Standard	Number	Disclosure	Location
GRI 302: Energy 2016	302-1	Energy consumption within the organization	ESG Key Performance Table
	302-2	Energy consumption outside of the organization	ESG Key Performance Table
	302-3	Energy intensity	ESG Key Performance Table
	302-4	Reduction of energy consumption	Energy Utilisation
	302-5	Reductions in energy requirements of products and services	Energy Utilisation
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Resource Utilisation
	303-2	Management of water discharge-related impacts	Water Resource Utilisation
	303-3	Water withdrawal	Water Resource Utilisation ESG Key Performance Table
	303-4	Water discharge	Emissions and Waste Management Water Resource Utilisation ESG Key Performance Table
	303-5	Water consumption	Water Resource Utilisation ESG Key Performance Table
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation
	304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity Conservation
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	ESG Key Performance Table
	305-2	Energy indirect (Scope 2) GHG emissions	ESG Key Performance Table
	305-3	Other indirect (Scope 3) GHG emissions	ESG Key Performance Table
	305-4	GHG emissions intensity	ESG Key Performance Table

GRI Standard	Number	Disclosure	Location
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	Addressing Climate Change
	305-6	Emissions of ozone-depleting substances (ODS)	Emissions and Waste Management ESG Key Performance Table
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions and Waste Management ESG Key Performance Table
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Emissions and Waste Management
	306-2	Management of significant waste-related impacts	Emissions and Waste Management
	306-3	Waste generated	ESG Key Performance Table
	306-4	Waste diverted from disposal	Emissions and Waste Management
	306-5	Waste directed to disposal	Emissions and Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain Management ESG Key Performance Table
	308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Key Performance Table
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment and Employee Rights
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3	Occupational health services	Occupational Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Occupational Health and Safety
	403-6	Promotion of worker health	Occupational Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9	Work-related injuries	ESG Key Performance Table
	403-10	Work-related ill health	Occupational Health and Safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	ESG Key Performance Table
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development and Growth
	404-3	Percentage of employees receiving regular performance and career development reviews	ESG Key Performance Table
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Employment and Employee Rights Corporate Governance ESG Key Performance Table
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Employment and Employee Rights
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employment and Employee Rights Supply Chain Management
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Employment and Employee Rights Supply Chain Management

GRI Standard	Number	Disclosure	Location
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employment and Employee Rights Supply Chain Management
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement
	413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Management ESG Key Performance Table
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product Quality and Safety
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Safety
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Relationship Management Information Security and Privacy Protection

ESG Key Performance Table - Dongguan Factory

Economic

Disclosure Indicator	Unit	2023	2024	2025
Industrial Output Value	RMB 10,000	32,007	34,808	26,309

Environmental

Disclosure Indicator		Unit	2023	2024	2025
Addressing Climate Change					
Total GHG Emissions (Scope 1+2+3)		tCO_2e	8,661.45	27,449.32	15,650.91
Of which, classified according to ISO 14064-1	Category 1	tCO_2e	190.08	297.58	148.44
	Category 2	tCO_2e	5,707.21	8,327.56	4,849.47
	Category 3	tCO_2e	97.51	330.12	196.90
	Category 4	tCO_2e	2,666.64	18,494.06	10,456.11
	Category 5	tCO_2e	/	/	/
	Category 6	tCO_2e	/	/	/
Of which, classified according to HKEX disclosure requirements:	Scope 1[1]	tCO_2e	190.08	297.58	148.44
	Scope 2[2]	tCO_2e	5,707.21	8,327.56	4,849.47
	Scope 3[3]	tCO_2e	2,764.16	18,824.18	10,653.01
GHG emissions intensity (Scope 1+2)		tCO_2e/RMB 10,000 of output value	0.18425	0.24779	0.18997
Energy Utilisation					
Total energy consumption		MWh	10051.00	14626.05	8271.98
Energy consumption intensity		MWh/RMB 10,000 of output value	0.31402	0.42019	0.31442

Disclosure Indicator			Unit	2023	2024	2025
Total direct energy consumption			MWh	446.14	405.48	316.82
Of which:	Non-renewable Fuel (NRF) (Non-Renewable Fuel)		MWh	446.14	405.48	316.82
	Diesel		MWh	109.50	61.14	79.85
			tonnes	8.63	4.82	6.30
	Petrol		MWh	336.64	344.34	236.97
			tonnes	25.73	26.32	18.11
	Natural gas		MWh	/	/	/
			m^3	/	/	/
	Other		MWh	/	/	/
Renewable fuel consumption RF (Renewable Fuel)			MWh	/	/	/
Self-generated Energy (SGE) (Self-Generated Energy)			MWh	/	/	/
Energy Sold (ES) (Energy Sold)			MWh	/	/	/
Total indirect energy consumption PE (Purchased Energy)			MWh	9,604.86	14,220.57	7,955.16
Of which:	Purchased electricity		MWh	9,604.86	14,220.57	7,955.16
	Purchased steam		MWh	0	0	0
			gigajoules (GJ)	0	0	0
	Compressed air		MWh	0	0	0
			Nm^3	0	0	0
Total green electricity use			MWh	0	0	0
Of which:	Photovoltaic power generation		MWh	0	0	0
	Total purchased green electricity/green certificates		MWh	0	0	0

Disclosure Indicator		Unit	2023	2024	2025
Green electricity use ratio		Percentage	0	0	0
Water Resource Utilisation					
Total water withdrawal		ML	54.15	56.53	33.07
Water withdrawal intensity		ML/RMB 10,000 of output value	0.00169	0.00162	0.00126
Environmental Compliance Management					
Total environmental protection investment		RMB 10,000	15.60	45.80	81.85
Number of environmental protection training sessions		sessions	5.00	6.00	5.00
Total environmental protection training hours		hours	1,500	2,070	1,530
Environmental protection training attendances		person-times	500	690	510
Environmental management system certification rate of production sites		Percentage	/	/	/
Emissions and Waste Management					
Total exhaust gas emissions		10,000 m^3	3,011.53	3,226.64	3,119.09
Volatile organic compounds (VOCs)		tonnes	2.36	2.43	2.50
Particulate matter		tonnes	0	0	0
Non-methane hydrocarbons		tonnes	0	0	0
Exhaust gas emissions intensity		10,000 m^3/RMB 10,000 of output value	0.09	0.09	0.12
Wastewater discharge		tonnes	9,724	8,068	7,680
Of which:	Domestic wastewater discharge	tonnes	90	40	45
	Industrial wastewater discharge	tonnes	9,634	8,028	7,635
Reclaimed water reuse volume		tonnes	500	676	468

Disclosure Indicator		Unit	2023	2024	2025
Reclaimed water reuse ratio		Percentage	0.92	1.20	1.42
Wastewater discharge intensity		tonnes/RMB 10,000 of output value	0.30381	0.23179	0.29192
Water pollutants, of which:	pH value	Dimensionless	7.60	7.30	7.50
	Suspended solids	tonnes	41	45	35
	Five-day biochemical oxygen demand	tonnes	64.50	63.30	64.10
	Chemical oxygen demand	tonnes	156	164	133
	Total nitrogen (as N)	tonnes	0	1	2
	Ammonia nitrogen (NH3-N)[4]	tonnes	4.58	4.45	40.80
	Total phosphorus (as P)	tonnes	4.21	4.16	3.80
	Animal and vegetable oils	tonnes	2.78	2.77	2.23
Total waste		tonnes	294.99	358.23	218.96
Waste generation intensity		tonnes/RMB 10,000 of output value	0.00922	0.01029	0.00832
Total hazardous waste		tonnes	11.48	11.48	10.93
Hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.00036	0.00033	0.00042
Non-hazardous waste generation		tonnes	283.51	346.75	208.03
Non-hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.00886	0.00996	0.00791

Disclosure Indicator	Unit	2023	2024	2025
Circular Economy				
Total packaging material use	metric tonnes	52.47	90.11	72.73
Packaging material use intensity	metric tonnes/RMB10,000 of output value	0.00164	0.00259	0.00276
Recycled packaging volume	metric tonnes	15	30	57
Packaging recycling percentage	Percentage	28.59	33.29	78.37

1. In 2025, Scope 1 Greenhouse Gas emission sources included petrol (business vehicles), diesel (trucks), CO2 (dry ice), CO2 (WD-40 anti-rust oil), refrigeration equipment (refrigerants) and methane (septic tanks).

2. In 2025, Scope 2 Greenhouse Gas emission sources included electricity use.

3. In 2025, Scope 3 Greenhouse Gas emission sources included raw material transportation, product transportation, waste transportation, employee commuting, business travel, energy and resource purchases, purchase of raw materials, purchase of capital goods, purchased services and solid waste disposal.

4. In 2025, ammonia nitrogen (NH3-N) data for water pollutants came from third-party testing data.

Social

Disclosure Indicator		Unit	2023	2024	2025
Innovation-Driven					
R&D investment		RMB 100 million	/	/	/
R&D investment as a percentage of operating revenue		Percentage	/	/	/
Total R&D personnel		persons	40	36	34
Of which:	With doctoral degrees	persons	0	0	0
	With master's degrees	persons	0	0	0
Total standards developed1		items	/	/	/
Total international standards		items	/	/	/
National standards developed		items	/	/	/
Industry standards developed		items	/	/	/
Association standards developed		items	/	/	/
Number of patent applications during the year		items	3	10	6
Number of patents granted during the year		items	4	4	8
Cumulative number of patents granted		items	85	52	59
Number of intellectual property training sessions		sessions	19	21	21
Total intellectual property training hours		hours	1,455	2,013	1,485
Intellectual property training attendances		person-times	485	671	495
Product Quality and Safety					
Number of product recalls		items	0	0	0
Percentage of product recalls		Percentage	0	0	0
Losses from product recalls		RMB 10,000	0	0	0
Number of external third-party quality reviews and inspections		reviews	14	12	15
Number of internal quality audits		audits	1	1	1
Number of quality improvement proposals		items	5	4	5
Number of quality training sessions conducted		sessions	5	6	6
Quality management system certification rate of production sites		Percentage	/	/	/
Employment and Employee Rights					
Total number of employees[1]		employees	531	734	604
Employees under labour dispatch contracts and third-party company contracts		employees	323	74	144
Interns		employees	0	0	0
Total employees by gender	Total male employees	employees	350	448	371
	Total female employees	employees	181	286	233
Total employees by age group	Total employees aged 30 or below	employees	60	159	88
	Total employees aged over 30 and under 50	employees	394	496	430
	Total employees aged 50 or above	employees	77	79	86
Number of employees by job grade	Number of senior management personnel	employees	3	3	2
	Number of middle management personnel	employees	39	50	47
	Number of general employees	employees	489	681	555
Total employees by region	Mainland China	employees	524	727	598
	Hong Kong, Macao and Taiwan	employees	3	3	2
	Overseas	employees	4	4	4

Disclosure Indicator		Unit	2023	2024	2025
Number of ethnic minority employees		employees	42	90	43
Percentage of ethnic minority employees		Percentage	7.91	12.26	7.12
Number of employees with disabilities		employees	6	7	4
Percentage of employees with disabilities		Percentage	1.13	0.95	0.66
Overall employee turnover rate[2]		Percentage	60.31	99.20	52.69
Employee turnover rate by gender	Male employee turnover rate	Percentage	54.52	107.40	81.04
	Female employee turnover rate	Percentage	69.68	85.28	8.50
Occupational Health and Safety					
Number of work-related fatalities during the year		persons	0	0	0
Work-related fatality rate during the year		Percentage	0	0	0
Lost working days due to work injury during the year		days	282	260	119
Occupational health incidence rate		Percentage	0	0	0.01404
Number of employee occupational health and safety training sessions		sessions	17	37	37
Total employee occupational health and safety training hours		hours	1,656	2,640	2,424
Average employee occupational health and safety training hours per person		hours/person	3.12	3.60	4.01
Property insurance investment		RMB 10,000	11.10	2.20	3.80
Work injury insurance investment		RMB 10,000	17.00	27.50	23.00
Work injury insurance coverage rate		Percentage	100	100	100
Safety production liability insurance investment		RMB 10,000	0	0	0
Safety production liability insurance personnel coverage rate		Percentage	0	0	0
Occupational health and safety management system certification rate of production sites		Percentage	/	/	/

Disclosure Indicator		Unit	2023	2024	2025
Talent Development and Growth					
Number of employee training sessions		sessions	289	304	312
Total employee training expenditure[3]		RMB 10,000	12.65	14.09	3.44
Total employee training hours		hours	14,529	18,783	22,446
Average training hours per employee		hours	27.36	25.59	37.16
Total number of employees participating in training		employees	531	734	604
Employee training coverage rate		Percentage	100	100	100
Employee training coverage rate by job grade	Senior management training coverage rate	Percentage	100	100	100
	Middle management training coverage rate	Percentage	100	100	100
	General employee training coverage rate	Percentage	100	100	100
Percentage of employees receiving regular performance and career development reviews		Percentage	100	100	100
Employee satisfaction survey score		Percentage	65.55	68.09	72.25
Customer Relationship Management					
Customer satisfaction		score	92.26	92.69	95.75
Number of customer complaints		complaints	15	17	10
Complaint handling rate		Percentage	100	100	100
Supply Chain Management[4]					
Total number of suppliers		suppliers	/	/	79
Total number of core suppliers		suppliers	/	/	62
Number of suppliers by region	Mainland China	suppliers	/	/	79
	Hong Kong, Macao and Taiwan	suppliers	/	/	0
	Overseas	suppliers	/	/	0

Disclosure Indicator	Unit	2023	2024	2025
Number of suppliers that signed contractual clauses related to environmental and social responsibility	suppliers	/	/	21
Percentage of suppliers that signed contractual clauses related to environmental and social responsibility	Percentage	/	/	26.58
Signing rate of the Letter of Commitment on Non-use of Hazardous Substances among core suppliers	Percentage	/	/	56.45
Number of core suppliers subject to supplier/contractor sustainability on-site/document audits	suppliers	/	/	0
Percentage of core suppliers subject to supplier/contractor sustainability on-site/document audits	Percentage	/	/	0
Supplier integrity agreement signing rate	Percentage	/	/	79
Signing rate of the Letter of Commitment on Non-use of Conflict Minerals among metal suppliers	Percentage	/	/	64.71
Supplier certification - number of core suppliers certified to ISO 45001	suppliers	/	/	11
Supplier certification - percentage of core suppliers certified to ISO 45001	Percentage	/	/	17.74
Supplier certification - number of core suppliers certified to ISO 14001	suppliers	/	/	19
Supplier certification - percentage of core suppliers certified to ISO 14001	Percentage	/	/	30.65
Total training hours received by procurement staff	hours	120	162	135
Total number of training sessions received by procurement staff	sessions	8	9	9
Average training hours per procurement staff member	hours/person	24	54	27
Number of sustainability knowledge training sessions for procurement staff	sessions	0	0	0
Procurement volume of raw materials containing recycled content	tonnes	/	/	43.10

Disclosure Indicator	Unit	2023	2024	2025
Number of local suppliers	suppliers	/	/	47
Percentage of local suppliers	Percentage	/	/	59.49
Number of suppliers provided with capacity building	suppliers	0	0	2.00
Number of suppliers rectified to standard after support	suppliers	0	0	2.00
Community Engagement				
Total community welfare investment	RMB 10,000	0	0	0
Total community welfare hours	hours	0	0	120
Number of local employees hired	employees	20	24	7
Percentage of local employees hired	Percentage	3.77	3.27	1.16

1. Total employees refers to the number of full-time employees and excludes interns, labour dispatch staff and employees under contracts with third-party companies. Group functional employees have been included based on their location. This data is used as the denominator for subsequent indicator calculations.

2. Employee turnover rate = number of employees who left during the reporting period / average number of employees on duty during the reporting period x 100%. Employees who voluntarily left within three days are excluded from the turnover rate.

3. The decrease in expenses was mainly due to lower external training expenses in 2025.

4. Supply Chain Management data for each site is for internal management reference only, as there are overlapping suppliers across sites. External disclosure is based on the Group scope.

Governance

Disclosure Indicator		Unit	2023	2024	2025
Corporate Governance					
Ratio of annual compensation for the highest-paid individual to the median annual compensation of all other employees		Times	8.43	10	6.1
Anti-Commercial Bribery & Anti-Corruption					
Grievances and whistleblowing	Number of whistleblowing/complaint cases received	cases	/	/	2
	Whistleblowing and complaint case handling rate	Percentage	/	/	100
Anti-corruption training	Total number of directors covered by Anti-Commercial Bribery and Anti-Corruption training	directors	5	5	5
	Percentage of directors covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	100	100	100
	Total number of employees covered by Anti-Commercial Bribery and Anti-Corruption training	employees	531	734	604
	Percentage of employees covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	100	100	100
	Total hours of Anti-Commercial Bribery and Anti-Corruption training	hours	1,578	2,184	1,665
	Average hours per person covered by Anti-Commercial Bribery and Anti-Corruption training	hours/person	2.97	2.98	2.76

Disclosure Indicator	Unit	2023	2024	2025
Information Security and Privacy Protection				
Number of privacy/data breach incidents of the Company	incidents	0	0	0
Incidents penalised by relevant authorities for violating laws and regulations related to information security and privacy protection	cases	0	0	0
Number of information security training sessions	sessions	0	0	3
Total hours of information security training	hours	0	0	120

ESG Key Performance Table - Nantong Factory

Economic

Disclosure Indicator	Unit	2023	2024	2025
Industrial Output Value	RMB 10,000	52,543	57,535	58,036

Environmental

Disclosure Indicator		Unit	2023	2024	2025
Addressing Climate Change					
Total GHG Emissions (Scope 1+2+3)		tCO_2e	33,836.44	42,900.02	44,893.53
Of which, classified according to ISO 14064-1	Category 1	tCO_2e	379.10	902.74	1,634.17
	Category 2	tCO_2e	19,652.55	22,761.27	22,822.36
	Category 3	tCO_2e	1,075.62	932.81	903.56
	Category 4	tCO_2e	12,729.18	18,303.19	19,533.44
	Category 5	tCO_2e	/	/	/
	Category 6	tCO_2e	/	/	/
Of which, classified according to HKEX disclosure requirements:	Scope 1[1]	tCO_2e	379.10	902.74	1,634.17
	Scope 2[2]	tCO_2e	19,652.55	22,761.27	22,822.36
	Scope 3[3]	tCO_2e	13,804.79	19,236.00	20,437.01
GHG emissions intensity (Scope 1+2)		tCO_2e/RMB 10,000 of output value	0.38124	0.41130	0.42140
Energy Utilisation					
Total energy consumption		MWh	34,305.83	38,553.76	36,918.65
Energy consumption intensity		MWh/RMB 10,000 of output value	0.65291	0.67009	0.63613
Total direct energy consumption		MWh	556.29	594.82	483.89
Of which:	Non-renewable Fuel (NRF) (Non-Renewable Fuel)	MWh	556.29	594.82	483.89
	Diesel	MWh	204.42	229.10	208.05
		tonnes	16.12	18.06	16.40
	Petrol	MWh	351.87	365.73	275.84
		tonnes	26.89	27.95	21.08
Total indirect energy consumption PE (Purchased Energy)		MWh	33,749.53	37,958.94	36,434.76
Of which:	Purchased electricity	MWh	31,724.20	32,643.12	30,965.09
	Purchased steam	MWh	2,025.33	2,738.58	2,491.47
		gigajoules (GJ)	7,291.20	9,858.90	8,969.31
	Compressed air	MWh	0	2,577.23	2,978.20
		Nm^3	0	20,463,207	23,646,888
Water Resource Utilisation					
Total water withdrawal[4]		ML	145.49	144.66	186.65
Water withdrawal intensity		ML/RMB 10,000 of output value	0.00277	0.00251	0.00322
Environmental Compliance Management					
Total environmental protection investment		RMB 10,000	159.76	159.96	98.07
Number of environmental protection training sessions		sessions	9	9	9
Total environmental protection training hours		hours	143.00	150.00	178.00
Environmental protection training attendances		person-times	143.00	150.00	178.00

Disclosure Indicator		Unit	2023	2024	2025
Emissions and Waste Management					
Total exhaust gas emissions[5]		10,000 m^3	/	/	/
Volatile organic compounds (VOCs)		tonnes	/	0	0
Particulate matter		tonnes	/	0.48	1.12
Non-methane hydrocarbons		tonnes	/	3.72	2.31
Exhaust gas emissions intensity		10,000 m^3/RMB 10,000 of output value	/		
Wastewater discharge		tonnes	/	122,961.00	139,987.50
Of which:	Domestic wastewater discharge	tonnes	/	122,961.00	139,987.50
	Industrial wastewater discharge	tonnes	/	0	0
Reclaimed water reuse volume		tonnes	/	11,632.90	26,236.50
Reclaimed water reuse ratio		Percentage	/	8.04	14.06
Wastewater discharge intensity		tonnes/RMB 10,000 of output value	/	2.14	2.41
Water pollutants[5], of which:	pH value	Dimensionless	7.15	/	/
	Suspended solids	tonnes	1.56	/	/
	Five-day biochemical oxygen demand	tonnes	1.80	/	/
	Chemical oxygen demand	tonnes	6.00	/	/
	Total nitrogen (as N)	tonnes	0.11	/	/
	Ammonia nitrogen (NH3-N)	tonnes	0.11	/	/
	Total phosphorus (as P)	tonnes	0.24	/	/
	Animal and vegetable oils	tonnes	0.34	/	/
Total waste		tonnes	482.72	559.67	551.88
Waste generation intensity		tonnes/RMB 10,000 of output value	0.00919	0.00973	0.00951
Total hazardous waste		tonnes	93.45	98.85	92.85
Hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.00178	0.00172	0.00160
Non-hazardous waste generation		tonnes	389.27	460.82	459.03
Non-hazardous waste generation intensity		tonnes/RMB10,000 of output value	0.00741	0.00801	0.00791
Circular Economy					
Total packaging material use[6]		metric tonnes	746.00	846.34	1,534.50
Packaging material use intensity		metric tonnes/RMB 10,000 of output value	0.01420	0.01471	0.02644
Recycled packaging volume		metric tonnes	99.88	202.03	307.87
Packaging recycling percentage		Percentage	13.39	23.87	20.06

1. In 2025, Scope 1 Greenhouse Gas emission sources included petrol (business vehicles), diesel (trucks/business vehicles), diesel (forklifts), CO2 (spraying lines), CO2 (dry ice), CO2 (WD-40 anti-rust oil), methane (septic tanks) and refrigeration equipment (refrigerants).

2. In 2025, Scope 2 Greenhouse Gas emission sources included electricity use, steam use and compressed air use.

3. In 2025, Scope 3 Greenhouse Gas emission sources included raw material transportation, product transportation, waste transportation, employee commuting, business travel, energy and resource purchases, purchase of raw materials, purchase of capital goods, purchased services and solid waste disposal.

4. The increase in total water withdrawal was due to concealed leakage in two water supply pipeline networks in the factory area in 2025. As the leakage points were hidden and difficult to inspect, the detection and repair cycle was relatively long, and continuous pipeline leakage caused an abnormal increase in water withdrawal.

5. Total exhaust gas emissions and some 2023 data have not been disclosed. Water pollutant data for 2024-2025 is not currently available.

6. The substantial increase in total packaging material use was due to changes in product form. In recent years, there have been more large products, which consume more packaging materials for the same quantity; for example, Hengrun and Xiaomi products are relatively large materials.

Social

Disclosure Indicator		Unit	2023	2024	2025
Innovation-Driven					
Total R&D personnel		persons	215	215	172
Of which:	With doctoral degrees	persons	1	1	1
	With master's degrees	persons	3	3	3
Number of patent applications during the year		items	6	1	1
Number of patents granted during the year		items	5	6	1
Cumulative number of patents granted		items	55	61	62
Number of intellectual property training sessions		sessions	2	2	2
Total intellectual property training hours		hours	1,657	1,777	1,608
Intellectual property training attendances		person-times	1,657	1,777	1,608
Product Quality and Safety					
Number of product recalls		items	0	0	0
Percentage of product recalls		Percentage	0	0	0
Losses from product recalls		RMB 10,000	0	0	0
Number of external third-party quality reviews and inspections		reviews	2	2	2
Number of internal quality audits		audits	28	28	24
Number of quality improvement proposals		items	5	5	4
Number of quality training sessions conducted		sessions	8	5	6
Employment and Employee Rights					
Total number of employees[1]		employees	1,657	1,777	1,608
Employees under labour dispatch contracts and third-party company contracts		employees	272	248	200
Interns		employees	54	82	73

Disclosure Indicator		Unit	2023	2024	2025
Total employees by gender	Total male employees	employees	849	943	849
	Total female employees	employees	808	834	759
Total employees by age group	Total employees aged 30 or below	employees	506	544	405
	Total employees aged over 30 and under 50	employees	1,040	1,113	1,057
	Total employees aged 50 or above	employees	111	120	146
Number of employees by job grade	Number of senior management personnel	employees	8	8	8
	Number of middle management personnel	employees	77	78	79
	Number of general employees	employees	1,572	1,691	1,521
Total employees by region	Mainland China	employees	1,655	1,775	1,606
	Hong Kong, Macao and Taiwan	employees	0	0	0
	Overseas	employees	2	2	2
Number of ethnic minority employees		employees	95	136	104
Percentage of ethnic minority employees		Percentage	5.73	7.65	6.47
Number of employees with disabilities		employees	25	23	22
Percentage of employees with disabilities		Percentage	1.51	1.29	1.37
Overall employee turnover rate[2]		Percentage	86.20	61.85	46.45
Employee turnover rate by gender	Male employee turnover rate	Percentage	96.61	69.62	51.19
	Female employee turnover rate	Percentage	75.57	53.23	41.12
Occupational Health and Safety					
Number of work-related fatalities during the year		persons	0	0	0
Work-related fatality rate during the year		Percentage	0	0	0

Disclosure Indicator		Unit	2023	2024	2025
Lost working days due to work injury during the year		days	25	71	74
Occupational health incidence rate		Percentage	0	0	0
Number of employee occupational health and safety training sessions		sessions	19	18	19
Total employee occupational health and safety training hours		hours	7,307.37	8,014.27	7,268.16
Average employee occupational health and safety training hours per person		hours/person	4.41	4.51	4.52
Property insurance investment		RMB 10,000	18.28	10.85	12.34
Work injury insurance investment		RMB 10,000	64.55	70.67	88.88
Work injury insurance coverage rate[3]		Percentage	73.69	72.03	79.91
Safety production liability insurance investment		RMB 10,000	22.51	26.09	16.91
Safety production liability insurance personnel coverage rate		Percentage	49.43	45.92	37.94
Talent Development and Growth					
Number of employee training sessions		sessions	182	188	193
Total employee training expenditure		RMB 10,000	10.50	4.20	5.40
Total employee training hours		hours	78,296	75,396	75,788
Average training hours per employee		hours	47.25	42.43	47.13
Total number of employees participating in training		Person(s)	1,657	1,777	1,608
Employee training coverage rate		Percentage	100	100	100
Employee training coverage rate by job grade	Senior management training coverage rate	Percentage	100	100	100
	Middle management training coverage rate	Percentage	100	100	100
	General employee training coverage rate	Percentage	100	100	100
Percentage of employees receiving regular performance and career development reviews		Percentage	77.12	80.08	80.10
Employee engagement survey score		Percentage	90.28	90.33	90.65
Customer Relationship Management					
Customer satisfaction		score	96.59	96.6	96.44
Number of customer complaints		complaints	33	43	41
Complaint handling rate		Percentage	100	100	100
Supply Chain Management[4]					
Total number of suppliers		suppliers	/	/	171
Total number of core suppliers		suppliers	/	/	140
Number of suppliers by region	Mainland China	suppliers	/	/	169
	Hong Kong, Macao and Taiwan	suppliers	/	/	0
	Overseas	suppliers	/	/	2
Number of suppliers that signed contractual clauses related to environmental and social responsibility		suppliers	/	/	128
Percentage of suppliers that signed contractual clauses related to environmental and social responsibility		Percentage	/	/	74.85
Signing rate of the Letter of Commitment on Non-use of Hazardous Substances among core suppliers		Percentage	/	/	90
Number of core suppliers subject to supplier/contractor sustainability on-site/document audits		suppliers	/	/	126
Percentage of core suppliers subject to supplier/contractor sustainability on-site/document audits		Percentage	/	/	90
Supplier integrity agreement signing rate		Percentage	/	/	90.64
Signing rate of the Letter of Commitment on Non-use of Conflict Minerals among metal suppliers		Percentage	/	/	70.97

Disclosure Indicator	Unit	2023	2024	2025
Supplier certification - number of core suppliers certified to ISO 45001	suppliers	/	/	5
Supplier certification - percentage of core suppliers certified to ISO 45001	Percentage	/	/	3.57
Supplier certification - number of core suppliers certified to ISO 14001	suppliers	/	/	21
Supplier certification - percentage of core suppliers certified to ISO 14001	Percentage	/	/	15
Total training hours received by procurement staff	hours	31	31	32
Total number of training sessions received by procurement staff	sessions	8	8	8
Average training hours per procurement staff member	hours/person	1.72	1.94	2.00
Number of sustainability knowledge training sessions for procurement staff	sessions	0	0	0
Procurement volume of raw materials containing recycled content	tonnes	-	-	0
Number of local suppliers	suppliers	-	-	48
Percentage of local suppliers	Percentage	-	-	28.07
Number of suppliers provided with capacity building	suppliers	32	35	37
Number of suppliers rectified to standard after support	suppliers	32	35	37
Community Engagement				
Total community welfare investment	RMB 10,000	0	0	0
Total community welfare hours	hours	0	0	304
Number of local employees hired	employees	894	896	826
Percentage of local employees hired	Percentage	53.95	50.42	51.37

1. Total employees refers to the number of full-time employees and excludes interns, labour dispatch staff and employees under contracts with third-party companies. Group functional employees have been included based on their location. This data is used as the denominator for subsequent indicator calculations.

2. Employee turnover rate = number of employees who left during the reporting period / average number of employees on duty during the reporting period x 100%. Employees who voluntarily left within three days are excluded from the turnover rate.

3. The work injury insurance personnel coverage rate did not reach 100% because retired rehired personnel and over-age workers are not required to contribute to social insurance. The Company purchased safety production liability insurance for these personnel.

4. Supply Chain Management data for each site is for internal management reference only, as there are overlapping suppliers across sites. External disclosure is based on the Group scope.

Governance

Disclosure Indicator		Unit	2023	2024	2025
Corporate Governance					
Ratio of annual compensation for the highest-paid individual to the median annual compensation of all other employees		Times	11.07	10.22	10.67
Anti-Commercial Bribery & Anti-Corruption					
Grievances and whistleblowing	Number of whistleblowing/complaint cases received	cases	/	/	10
	Whistleblowing and complaint case handling rate	Percentage	/	/	100
Anti-corruption training	Total number of directors covered by Anti-Commercial Bribery and Anti-Corruption training	directors	5	5	5
	Percentage of directors covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	100	100	100
	Total number of employees covered by Anti-Commercial Bribery and Anti-Corruption training	employees	1,657	1,777	1,608
	Percentage of employees covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	100	100	100
	Total hours of Anti-Commercial Bribery and Anti-Corruption training	hours	829	889	804
	Average hours per person covered by Anti-Commercial Bribery and Anti-Corruption training	hours/person	0.50	0.50	0.50

Disclosure Indicator	Unit	2023	2024	2025
Information Security and Privacy Protection				
Number of privacy/data breach incidents of the Company	incidents	0	0	0
Incidents penalised by relevant authorities for violating laws and regulations related to information security and privacy protection	cases	0	0	0
Number of information security training sessions	sessions	/	/	1
Total hours of information security training	hours	/	/	600

ESG Key Performance Table - Kunshan

Economic

Disclosure Indicator	Unit	2023	2024	2025
Total Operating Revenue	RMB 100 million	/	/	/
Industrial Output Value	RMB 10,000	40,529.18	47,857.70	44,112.38

Environmental

Disclosure Indicator		Unit	2023	2024	2025
Addressing Climate Change					
Total GHG Emissions (Scope 1+2+3)		tCO_2e	22,697.90	34,045.16	28,155.05
Of which, classified according to ISO 14064-1	Category 1	tCO_2e	205.33	266.29	245.02
	Category 2	tCO_2e	7,428.88	9,510.82	10,526.81
	Category 3	tCO_2e	421.83	512.07	506.51
	Category 4	tCO_2e	14,641.86	23,755.98	16,876.71
	Category 5	tCO_2e	/	/	/
	Category 6	tCO_2e	/	/	/
Of which, classified according to HKEX disclosure requirements:	Scope 1[1]	tCO_2e	205.33	266.29	245.02
	Scope 2[2]	tCO_2e	7,428.88	9,510.82	10,526.81
	Scope 3[3]	tCO_2e	15,063.69	24,268.05	17,383.22
GHG emissions intensity (Scope 1+2)		tCO_2e/RMB 10,000 of output value	0.18836	0.20430	0.24419

Disclosure Indicator			Unit	2023	2024	2025
Energy Utilisation						
Total energy consumption			MWh	13,885.97	16,790.22	17,905.78
Energy consumption intensity			MWh/RMB 10,000 of output value	0.34262	0.35084	0.40591
Total direct energy consumption			MWh	543.87	549.07	637.40
Of which:	Non-renewable Fuel (NRF) (Non-Renewable Fuel)		MWh	543.87	549.07	637.40
	Diesel		MWh	169.04	300.94	324.63
			tonnes	13.33	23.73	25.60
	Petrol		MWh	241.92	247.98	312.76
			tonnes	18.49	18.95	23.91
	Liquefied petroleum gas		MWh	132.92	0.15	0.00
Total indirect energy consumption PE (Purchased Energy)			MWh	13,342.09	16,241.15	17,268.38
Of which:	Purchased electricity		MWh	13,342.09	16,241.15	17,268.38
Water Resource Utilisation						
Total water withdrawal			ML	53.83	47.22	42.91
Water withdrawal intensity			ML/RMB 10,000 of output value	0.00133	0.00099	0.00097
Environmental Compliance Management						
Total environmental protection investment			RMB 10,000	68.00	54.92	63.75
Number of environmental protection training sessions			sessions	2	2	2
Total environmental protection training hours			hours	3,400	3,120	3,960
Environmental protection training attendances			person-times	850	780	990

Disclosure Indicator		Unit	2023	2024	2025
Emissions and Waste Management					
Total exhaust gas emissions		10,000 m^3	66,651.84	56,838.24	62,444.28
Volatile organic compounds (VOCs)		tonnes	1.66	1.46	1.78
Particulate matter		tonnes	0.02	0.02	0.02
Exhaust gas emissions intensity		10,000 m^3/RMB 10,000 of output value	1.64	1.19	1.42
Wastewater discharge		tonnes	26,915.50	23,607.50	19,927.54
Of which:	Domestic wastewater discharge	tonnes	26,915.50	23,607.50	19,927.54
	Industrial wastewater discharge	tonnes	0	0	0
Reclaimed water reuse volume		tonnes	0	0	0
Reclaimed water reuse ratio		Percentage	0	0	0
Wastewater discharge intensity		tonnes/RMB 10,000 of output value	0.66	0.49	0.45
Total waste		tonnes	497.29	451.07	465.16
Waste generation intensity		tonnes/RMB 10,000 of output value	0.01227	0.00943	0.01054
Total hazardous waste		tonnes	75.04	28.82	25.42
Hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.00185	0.00060	0.00058
Non-hazardous waste generation		tonnes	422.25	422.25	439.74
Non-hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.01042	0.00882	0.00997

Disclosure Indicator	Unit	2023	2024	2025
Circular Economy				
Total packaging material use[4]	metric tonnes	577.82	872.47	1017.82
Packaging material use intensity	metric tonnes/RMB 10,000 of output value	0.01426	0.01823	0.02307
Recycled packaging volume	metric tonnes	307.36	324.54	479.00
Packaging recycling percentage	Percentage	53.19	37.20	47.06

1. In 2025, Scope 1 Greenhouse Gas emission sources included diesel (trucks), diesel (forklifts), petrol (business vehicles), CO2 (dry ice), injection moulding (butane), CO2 (WD-40 anti-rust oil), methane (septic tanks) and refrigeration equipment (refrigerants).

2. In 2025, Scope 2 Greenhouse Gas emission sources included electricity use.

3. In 2025, Scope 3 Greenhouse Gas emission sources included raw material transportation, product transportation, waste transportation, employee commuting, business travel, energy and resource purchases, purchase of raw materials, purchase of capital goods, purchased services and solid waste disposal.

4. The significant increase in total packaging material use in 2025 was due to an increase in the proportion of appearance parts, which required more supporting packaging materials and led to substantial increases in cartons and cushioning materials.

Social

Disclosure Indicator		Unit	2023	2024	2025
Innovation-Driven					
Total R&D personnel		Person(s)	130	124	119
Of which:	With doctoral degrees	Person(s)	0	0	0
	With master's degrees	Person(s)	0	0	0
Number of patent applications during the year		items	8	10	9
Number of patents granted during the year		items	4	12	11
Cumulative number of patents granted		items	119	131	142
Number of intellectual property training sessions		sessions	6	6	4
Total intellectual property training hours		hours	542	404	116
Intellectual property training attendances		person-times	255	188	58
Product Quality and Safety					
Number of product recalls		items	0	0	0
Percentage of product recalls		Percentage	0	0	0
Losses from product recalls		RMB 10,000	0	0	0
Number of external third-party quality reviews and inspections		reviews	42	28	49
Number of internal quality audits		audits	1	1	1
Number of quality improvement proposals		items	9	6	3
Number of quality training sessions conducted		sessions	63	48	47
Employment and Employee Rights					
Total number of employees[1]		employees	832	795	750
Employees under labour dispatch contracts and third-party company contracts		employees	196	155	118
Interns		employees	0	0	0
Total employees by gender	Total male employees	employees	519	548	497
	Total female employees	employees	313	247	253
Total employees by age group	Total employees aged 30 or below	employees	289	185	112
	Total employees aged over 30 and under 50	employees	521	558	584
	Total employees aged 50 or above	employees	22	52	54
Number of employees by job grade	Number of senior management personnel	employees	6	7	8
	Number of middle management personnel	employees	92	102	101
	Number of general employees	employees	734	686	641
Total employees by region	Mainland China	employees	828	791	746
	Hong Kong, Macao and Taiwan	employees	1	1	1
	Overseas	employees	3	3	3
Number of ethnic minority employees		employees	20	21	23
Percentage of ethnic minority employees		Percentage	2.40	2.64	3.07
Number of employees with disabilities		employees	2	1	1
Percentage of employees with disabilities		Percentage	0.24038	0.12579	0.13333
Overall employee turnover rate[2]		Percentage	55.52	57.61	55.50
Employee turnover rate by gender	Male employee turnover rate	Percentage	49.95	52.47	51.51
	Female employee turnover rate	Percentage	65.76	67.35	62.84
Occupational Health and Safety					
Number of work-related fatalities during the year		persons	0	0	0

Disclosure Indicator		Unit	2023	2024	2025
Work-related fatality rate during the year		Percentage	0	0	0
Lost working days due to work injury during the year		days	5	155	372
Occupational health incidence rate		Percentage	0	0	0
Number of employee occupational health and safety training sessions		sessions	47	43	46
Total employee occupational health and safety training hours		hours	3,328	3,180	3,000
Average employee occupational health and safety training hours per person		hours/person	4	4	4
Property insurance investment		RMB 10,000	23.84	23.47	27.25
Work injury insurance investment		RMB 10,000	30.00	35.61	45.46
Work injury insurance coverage rate[3]		Percentage	71.50	78.95	92.00
Talent Development and Growth					
Number of employee training sessions		sessions	620	613	677
Total employee training expenditure		RMB 10,000	2.00	5.02	13.98
Total employee training hours		hours	60,380	45,956	74,174
Average training hours per employee		hours	72.57	57.81	98.90
Total number of employees participating in training		employees	832	795	750
Employee training coverage rate		Percentage	100	100	100
Employee training coverage rate by job grade	Senior management training coverage rate	Percentage	100	100	100
	Middle management training coverage rate	Percentage	100	100	100
	General employee training coverage rate	Percentage	100	100	100
Percentage of employees receiving regular performance and career development reviews		Percentage	54.19	54.95	57.68
Employee satisfaction survey score		Percentage	93.08	94.02	97.84

Disclosure Indicator		Unit	2023	2024	2025
Customer Relationship Management					
Customer satisfaction		score	92.73	94.94	95.57
Number of customer complaints		complaints	26	27	22
Complaint handling rate		Percentage	100	100	100
Supply Chain Management[4]					
Total number of suppliers		suppliers	/	/	193
Total number of core suppliers		suppliers	/	/	125
Number of suppliers by region	Mainland China	suppliers	/	/	178
	Hong Kong, Macao and Taiwan	suppliers	/	/	10
	Overseas	suppliers	/	/	5
Number of suppliers that signed contractual clauses related to environmental and social responsibility		suppliers	/	/	135
Percentage of suppliers that signed contractual clauses related to environmental and social responsibility		Percentage	/	/	69.95
Signing rate of the Letter of Commitment on Non-use of Hazardous Substances among core suppliers		Percentage	/	/	59.20
Number of core suppliers subject to supplier/contractor sustainability on-site/document audits		suppliers	/	/	5
Percentage of core suppliers subject to supplier/contractor sustainability on-site/document audits		Percentage	/	/	4
Supplier integrity agreement signing rate		Percentage	/	/	68.39
Signing rate of the Letter of Commitment on Non-use of Conflict Minerals among metal suppliers		Percentage	/	/	89.71
Supplier certification - number of core suppliers certified to ISO 45001		suppliers	/	/	14

Disclosure Indicator	Unit	2023	2024	2025
Supplier certification - percentage of core suppliers certified to ISO 45001	Percentage	/	/	11.20
Supplier certification - number of core suppliers certified to ISO 14001	suppliers	/	/	61
Supplier certification - percentage of core suppliers certified to ISO 14001	Percentage	/	/	48.80
Total training hours received by procurement staff	hours	210	220	190
Total number of training sessions received by procurement staff	sessions	21	22	22
Average training hours per procurement staff member	hours/person	42	44	44
Number of sustainability knowledge training sessions for procurement staff	sessions	9	12	14
Procurement volume of raw materials containing recycled content	tonnes	/	/	18.90
Number of local suppliers	suppliers	/	/	77
Percentage of local suppliers	Percentage	/	/	39.90
Number of suppliers provided with capacity building	suppliers	0	0	0
Number of suppliers rectified to standard after support	suppliers	0	0	0
Community Engagement				
Total community welfare investment	RMB 10,000	5	20	8
Total community welfare hours	hours	0	0	22
Number of local employees hired	employees	40	44	52
Percentage of local employees hired	Percentage	4.81	5.53	6.93

1. Total employees refers to the number of full-time employees and excludes interns, labour dispatch staff and employees under contracts with third-party companies. Group functional employees have been included based on their location. This data is used as the denominator for subsequent indicator calculations.

2. Employee turnover rate = number of employees who left during the reporting period / average number of employees on duty during the reporting period x 100%. Employees who voluntarily left within three days are excluded from the turnover rate.

3. The work injury insurance personnel coverage rate did not reach 100% because retired rehired personnel and employees who left during the month did not contribute to social insurance.

4. Supply Chain Management data for each site is for internal management reference only, as there are overlapping suppliers across sites. External disclosure is based on the Group scope.

Governance

Disclosure Indicator		Unit	2023	2024	2025
Corporate Governance					
Ratio of annual compensation for the highest-paid individual to the median annual compensation of all other employees		Times	8.16	5.98	8.5
Anti-Commercial Bribery & Anti-Corruption					
Grievances and whistleblowing	Number of whistleblowing/complaint cases received	cases	/	/	6
	Whistleblowing and complaint case handling rate	Percentage	/	/	100
Anti-corruption training	Total number of directors covered by Anti-Commercial Bribery and Anti-Corruption training	directors	2	2	5
	Percentage of directors covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	40	40	100
	Total number of employees covered by Anti-Commercial Bribery and Anti-Corruption training	employees	1,092	1,069	1,273
	Percentage of employees covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	100	100	100
	Total hours of Anti-Commercial Bribery and Anti-Corruption training	hours	8,736	8,552	10,184
	Average hours per person covered by Anti-Commercial Bribery and Anti-Corruption training	hours/person	8	8	8
Information Security and Privacy Protection					
Number of privacy/data breach incidents of the Company		incidents	0	0	0
Incidents penalised by relevant authorities for violating laws and regulations related to information security and privacy protection		cases	0	0	0
Number of information security training sessions		sessions	/	/	2
Total hours of information security training		hours	/	/	1,920

ESG Key Performance Table - Ji'an

Economic

Disclosure Indicator	Unit	2023	2024	2025
Industrial Output Value	RMB 10,000	14,205	22,420	23,167

Environmental

Disclosure Indicator		Unit	2023	2024	2025
Addressing Climate Change					
Total GHG Emissions (Scope 1+2+3)		tCO_2e	16,752.28	17,659.35	60,329.14
Of which, classified according to ISO 14064-1	Category 1	tCO_2e	134.18	177.12	218.09
	Category 2	tCO_2e	6,503.21	8,248.42	8,621.65
	Category 3	tCO_2e	225.68	539.54	2,658.04
	Category 4	tCO_2e	9,889.21	8,694.27	48,831.36
	Category 5	tCO_2e	/	/	/
	Category 6	tCO_2e	/	/	/
Of which, classified according to HKEX disclosure requirements:	Scope 1[1]	tCO_2e	134.18	177.12	218.09
	Scope 2[2]	tCO_2e	6,503.21	8,248.42	8,621.65
	Scope 3[3]	tCO_2e	10,114.89	9,233.81	51,489.40
GHG emissions intensity (Scope 1+2)		tCO_2e/RMB 10,000 of output value	0.46726	0.37580	0.38157
Energy Utilisation					
Total energy consumption		MWh	11,302.35	14,786.16	14,764.43
Energy consumption intensity		MWh/RMB 10,000 of output value	0.79566	0.65951	0.63730
Total direct energy consumption		MWh	357.87	555.70	466.52

Disclosure Indicator			Unit	2023	2024	2025
Of which:	Non-renewable Fuel (NRF) (Non-Renewable Fuel)		MWh	357.87	410.66	311.73
	Diesel		MWh	280.75	331.53	252.91
			tonnes	22.14	26.14	19.94
	Petrol		MWh	77.12	79.12	58.83
			tonnes	5.89	6.05	4.50
Total indirect energy consumption PE (Purchased Energy)			MWh	10,944.48	14,230.46	14,297.91
Of which:	Purchased electricity		MWh	10,944.48	14,230.46	14,297.91
Total green electricity use			MWh	0.00	145.04	3,154.79
Of which:	Photovoltaic power generation		MWh	0.00	145.04	154.79
	Total purchased green electricity/green certificates		MWh	0	0	3,000
Green electricity use ratio			Percentage	0	0.98	21.37
Water Resource Utilisation						
Total water withdrawal			ML	67.28	68.59	76.05
Water withdrawal intensity			ML/RMB 10,000 of output value	0.00474	0.00306	0.00328
Environmental Compliance Management						
Total environmental protection investment			RMB 10,000	34.09	58.30	121.10
Number of environmental protection training sessions			sessions	1	1	1
Total environmental protection training hours			hours	141	2,193	2,244
Environmental protection training attendances			person-times	47	731	748
Emissions and Waste Management						
Total exhaust gas emissions			10,000 m^3	25,884	21,503	24,210
Exhaust gas emissions intensity			10,000 m^3/RMB 10,000 of output value	1.82	0.96	1.05

Disclosure Indicator		Unit	2023	2024	2025
Wastewater discharge[4]		tonnes	67,280	68,587	76,047
Of which:	Domestic wastewater discharge	tonnes	67,280	68,587	76,047
	Industrial wastewater discharge	tonnes	0	0	0
Reclaimed water reuse volume		tonnes	0	0	0
Reclaimed water reuse ratio		Percentage	0	0	0
Wastewater discharge intensity		tonnes/RMB 10,000 of output value	4.74	3.06	3.28
Total waste		tonnes	480.76	349.54	284.31
Waste generation intensity		tonnes/RMB 10,000 of output value	0.03384	0.01559	0.01227
Total hazardous waste		tonnes	12.98	13.98	24.42
Hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.00091	0.00062	0.00105
Non-hazardous waste generation		tonnes	467.78	335.55	259.89
Non-hazardous waste generation intensity		tonnes/RMB 10,000 of output value	0.03293	0.01497	0.01122
Circular Economy					
Total packaging material use[5]		metric tonnes	82.87	147.06	166.48
Packaging material use intensity		metric tonnes/RMB 10,000 of output value	0.00583	0.00656	0.00719
Recycled packaging volume		metric tonnes	30.60	41.22	101.45
Packaging recycling percentage		Percentage	36.92	28.03	60.94

1. In 2025, Scope 1 Greenhouse Gas emission sources included petrol (business vehicles), diesel (trucks), methane (septic tanks), CO2 (dry ice), CO2 (WD-40 anti-rust oil), refrigeration equipment (refrigerants) and heptafluoropropane fire extinguishers.

2. In 2025, Scope 2 Greenhouse Gas emission sources included electricity use.

3. In 2025, Scope 3 Greenhouse Gas emission sources included raw material transportation, product transportation, waste transportation, employee commuting, business travel, energy and resource purchases, purchase of raw materials, purchase of capital goods, purchased services and solid waste disposal. The substantial increase in carbon emissions in 2025 was mainly due to a significant increase in the purchased weight of raw and auxiliary materials plus general affairs materials compared with 2024. The purchased weight of raw and auxiliary materials plus general affairs materials was 1,890.74 tonnes in 2024 and 10,955.24 tonnes in 2025. It is recommended that 2025 be set as the baseline year for SBTi Scope 3 emissions reduction targets.

4. The new factory building was put into use, with eight additional male toilet cubicles, four additional female toilet cubicles and five urinals. Two reverse-osmosis water dispensers (with 2/3 wastewater) were added, and there was also leakage from underground water supply pipelines in 2025, resulting in higher water consumption for the year.

5. In 2025, orders for higher-unit-price products decreased, while the volume of lower-value injection-moulded products increased, contributing to higher packaging material consumption.

Social

Disclosure Indicator		Unit	2023	2024	2025
Innovation-Driven					
Total R&D personnel		persons	37	45	85
Of which:	With doctoral degrees	persons	0	0	0
	With master's degrees	persons	0	0	0
Number of patent applications during the year		items	13	3	0
Number of patents granted during the year		items	0	12	2
Cumulative number of patents granted		items	13	23	25
Number of intellectual property training sessions		sessions	19	16	11
Total intellectual property training hours[1]		hours	29,868	22,944	7,920
Intellectual property training attendances		person-times	524	478	240
Product Quality and Safety					
Number of product recalls		items	0	0	0
Percentage of product recalls		Percentage	0	0	0
Losses from product recalls		RMB 10,000	0	0	0
Number of external third-party quality reviews and inspections		reviews	3	3	3
Number of internal quality audits		audits	5	3	7
Number of quality improvement proposals		items	3	4	3
Number of quality training sessions conducted		sessions	20	26	36
Employment and Employee Rights					
Total number of employees[2]		employees	682	795	779
Employees under labour dispatch contracts and third-party company contracts		employees	0	0	0
Interns		employees	52	41	46

Disclosure Indicator		Unit	2023	2024	2025
Total employees by gender	Total male employees	employees	258	321	331
	Total female employees	employees	424	474	448
Total employees by age group	Total employees aged 30 or below	employees	78	114	104
	Total employees aged over 30 and under 50	employees	448	527	520
	Total employees aged 50 or above	employees	156	154	155
Number of employees by job grade	Number of senior management personnel	employees	14	14	14
	Number of middle management personnel	employees	48	49	51
	Number of general employees	employees	620	732	714
Total employees by region	Mainland China	employees	682	795	779
	Hong Kong, Macao and Taiwan	employees	0	0	0
	Overseas	employees	0	0	0
Number of ethnic minority employees		employees	8	9	8
Percentage of ethnic minority employees		Percentage	1.17	1.13	1.03
Number of employees with disabilities		employees	10	12	16
Percentage of employees with disabilities		Percentage	1.47	1.51	2.05
Overall employee turnover rate[3]		Percentage	62.71	90.51	78.67
Employee turnover rate by gender	Male employee turnover rate	Percentage	74.82	118.98	91.11
	Female employee turnover rate	Percentage	55.16	68.52	69.03
Occupational Health and Safety					
Number of work-related fatalities during the year		persons	0	0	0
Work-related fatality rate during the year		Percentage	0	0	0
Lost working days due to work injury during the year		days	255.00	49.00	42.50
Occupational health incidence rate		Percentage	0	0	0

Disclosure Indicator		Unit	2023	2024	2025
Number of employee occupational health and safety training sessions[4]		sessions	33	4	3
Total employee occupational health and safety training hours		hours	22,279	38,521	25,890
Average employee occupational health and safety training hours per person		hours/person	32.67	48.45	33.23
Property insurance investment		RMB 10,000	10.00	12.00	7.50
Work injury insurance investment		RMB 10,000	9.49	23.46	26.12
Work injury insurance coverage rate[5]		Percentage	87.00	89.00	95.25
Talent Development and Growth					
Number of employee training sessions		sessions	276	262	271
Total employee training expenditure		RMB 10,000	0.00	3.87	2.84
Total employee training hours		hours	26,029	30,228	33,923
Average training hours per employee		hours	38.17	38.02	43.55
Total number of employees participating in training		employees	681	794	779
Employee training coverage rate		Percentage	99.85	99.87	100
Employee training coverage rate by job grade	Senior management training coverage rate	Percentage	92.85	92.85	100
	Middle management training coverage rate	Percentage	100	100	100
	General employee training coverage rate	Percentage	100	100	100
Percentage of employees receiving regular performance and career development reviews		Percentage	56.74	52.20	44.29
Employee satisfaction survey score		Percentage	77.30	82.40	83.10
Customer Relationship Management					
Customer satisfaction		score	96.38	96.88	97.58

Disclosure Indicator		Unit	2023	2024	2025
Number of customer complaints		complaints	86	90	78
Complaint handling rate		Percentage	100	100	100
Supply Chain Management[6]					
Total number of suppliers		suppliers	/	/	152
Total number of core suppliers		suppliers	/	/	107
Number of suppliers by region	Mainland China	suppliers	/	/	152
	Hong Kong, Macao and Taiwan	suppliers	/	/	0
	Overseas	suppliers	/	/	0
Number of suppliers that signed contractual clauses related to environmental and social responsibility		suppliers	/	/	80
Percentage of suppliers that signed contractual clauses related to environmental and social responsibility		Percentage	/	/	52.63
Signing rate of the Letter of Commitment on Non-use of Hazardous Substances among core suppliers		Percentage	/	/	72.90
Number of core suppliers subject to supplier/contractor sustainability on-site/document audits		suppliers	/	/	0
Percentage of core suppliers subject to supplier/contractor sustainability on-site/document audits		Percentage	/	/	0
Supplier integrity agreement signing rate		Percentage	/	/	93.42
Signing rate of the Letter of Commitment on Non-use of Conflict Minerals among metal suppliers		Percentage	/	/	53.33
Supplier certification - number of core suppliers certified to ISO 45001		suppliers	/	/	5
Supplier certification - percentage of core suppliers certified to ISO 45001		Percentage	/	/	4.67
Supplier certification - number of core suppliers certified to ISO 14001		suppliers	/	/	7

Disclosure Indicator	Unit	2023	2024	2025
Supplier certification - percentage of core suppliers certified to ISO 14001	Percentage	/	/	6.54
Total training hours received by procurement staff	hours	18	15	32
Total number of training sessions received by procurement staff	sessions	6	5	9
Average training hours per procurement staff member	hours/person	6	4	8
Number of sustainability knowledge training sessions for procurement staff	sessions	0	2	5
Procurement volume of raw materials containing recycled content	tonnes	/	/	273.65
Number of local suppliers	suppliers	/	/	8
Percentage of local suppliers	Percentage	/	/	5.26
Number of suppliers provided with capacity building	suppliers	2	2	4
Number of suppliers rectified to standard after support	suppliers	1	1	2
Community Engagement				
Total community welfare investment	RMB 10,000	84.31	225.73	243.73
Community welfare hours during the year	hours	1,800	0	0
Number of local employees hired	employees	624	658	599
Percentage of local employees hired	Percentage	91.50	82.77	76.89

1. The decrease in intellectual property training in 2025 was because the training was selectively provided to specific departments (QC Section 1, QC Section 2, Moulding Section, Raw Material Warehouse, Customer Service, Engineering, Injection Moulding Section and Liquid Silicone Section) and was not mandatory for all employees, so the training hours decreased significantly.

2. Total employees refers to the number of full-time employees and excludes interns, labour dispatch staff and employees under contracts with third-party companies. Group functional employees have been included based on their location. This data is used as the denominator for subsequent indicator calculations.

3. Employee turnover rate = number of employees who left during the reporting period / average number of employees on duty during the reporting period x 100%. Employees who voluntarily left within three days are excluded from the turnover rate.

4. In 2023, department-level training included Occupational Health content. Since 2024, company-level training has been organised, and departments and teams no longer need to repeat such training, resulting in a decrease in the number of sessions.

5. Because interns from secondary vocational schools and universities and retired rehired personnel cannot purchase social insurance or work injury insurance, the work injury insurance coverage rate is not 100%.

6. Supply Chain Management data for each site is for internal management reference only, as there are overlapping suppliers across sites. External disclosure is based on the Group scope.

Governance

Disclosure Indicator		Unit	2023	2024	2025
Corporate Governance					
Ratio of annual compensation for the highest-paid individual to the median annual compensation of all other employees		Times	7.41	6.81	8.29
Anti-Commercial Bribery & Anti-Corruption					
Grievances and whistleblowing	Number of whistleblowing/complaint cases received	cases	/	/	8
	Whistleblowing and complaint case handling rate	Percentage	/	/	100
Anti-corruption training	Total number of directors covered by Anti-Commercial Bribery and Anti-Corruption training	directors	4	4	5
	Percentage of directors covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	80	80	100
	Total number of employees covered by Anti-Commercial Bribery and Anti-Corruption training	employees	503	742	787
	Percentage of employees covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	98.20	100.00	100.00
	Total hours of Anti-Commercial Bribery and Anti-Corruption training	hours	1,509	2,226	2,361
	Average hours per person covered by Anti-Commercial Bribery and Anti-Corruption training	hours/person	3	3	3
Information Security and Privacy Protection					
Number of privacy/data breach incidents of the Company		incidents	0	0	0
Incidents penalised by relevant authorities for violating laws and regulations related to information security and privacy protection		cases	0	0	0
Number of information security training sessions		sessions	0	0	1
Total hours of information security training		hours	0	0	394.5

ESG Key Performance Table - Vietnam

Economic

Disclosure Indicator	Unit	2023	2024	2025
Industrial Output Value	RMB 10,000	1,930.02	1,672.50	3,375.29

Environmental

Disclosure Indicator		Unit	2023	2024	2025
Addressing Climate Change					
Total GHG Emissions (Scope 1+2+3)		tCO_2e	/	1,520.48	5,583.04
Of which, classified according to ISO 14064-1	Category 1	tCO_2e	/	116.07	40.93
	Category 2	tCO_2e	/	1,361.22	2,243.04
	Category 3	tCO_2e	/	43.19	88.40
	Category 4	tCO_2e	/	/	3,210.67
	Category 5	tCO_2e	/	/	/
	Category 6	tCO_2e	/	/	/
Of which, classified according to HKEX disclosure requirements:	Scope 1[1]	tCO_2e	/	116.07	40.93
	Scope 2[2]	tCO_2e	/	1,361.22	2,243.04
	Scope 3[3]	tCO_2e	/	43.19	3,299.07
GHG emissions intensity (Scope 1+2)		tCO_2e/RMB 10,000 of output value	/	0.88328	0.67667
Energy Utilisation					
Total energy consumption		MWh	1,797.19	2,314.04	4,283.86
Energy consumption intensity		MWh/RMB 10,000 of output value	0.93118	1.38358	1.26918
Total direct energy consumption		MWh	107.28	143.43	137.76
Of which:	Non-renewable Fuel (NRF) (Non-Renewable Fuel)	MWh	107.28	143.43	137.76
	Petrol	MWh	107.28	143.43	137.76
		tonnes	8.20	10.96	10.53
Total indirect energy consumption PE (Purchased Energy)		MWh	1,689.91	2,170.61	4,146.10
Of which:	Purchased electricity	MWh	1,689.91	2,170.61	4,146.10
Water Resource Utilisation					
Total water withdrawal		ML	11.24	11.71	13.07
Water withdrawal intensity		ML/RMB 10,000 of output value	0.00582	0.00700	0.00387
Environmental Compliance Management					
Total environmental protection investment		RMB 10,000	0	0.35	10.70
Number of environmental protection training sessions		sessions	150	180	2
Total environmental protection training hours		hours	300	360	722
Environmental protection training attendances		person-times	66	132	361
Emissions and Waste Management					
Total exhaust gas emissions		10,000 m^3	/	1,520.48	5,583.04
Exhaust gas emissions intensity		10,000 m^3/RMB 10,000 of output value	/	0.90911	1.65409
Wastewater discharge		tonnes	8,991.20	9,363.60	10,456.80
Of which:	Domestic wastewater discharge	tonnes	8,991.20	9,363.60	10,456.80
	Industrial wastewater discharge	tonnes	0	0	0

Disclosure Indicator		Unit	2023	2024	2025
Reclaimed water reuse volume		tonnes	0	0	0
Reclaimed water reuse ratio		Percentage	0	0	0
Wastewater discharge intensity		tonnes/RMB 10,000 of output value	4.66	5.60	3.10
Water pollutants, of which:	pH value	Dimensionless	/	7.38	7.09
	Suspended solids	tonnes	/	20.00	94.00
	Five-day biochemical oxygen demand	tonnes	/	4.01	22.90
	Chemical oxygen demand	tonnes	/	9.38	63.10
	Total nitrogen (as N)	tonnes	/	11.21	3.92
	Ammonia nitrogen (NH3-N)[4]	tonnes	/	6.30	0
	Total phosphorus (as P)	tonnes	/	1.23	3.96
	Animal and vegetable oils	tonnes	/	0	0
Total waste		tonnes	/	/	14.05
Waste generation intensity		tonnes/RMB 10,000 of output value	/	/	0.00416
Total hazardous waste		tonnes	/	/	0.68500
Hazardous waste generation intensity		tonnes/RMB 10,000 of output value	/	/	0.00020
Non-hazardous waste generation		tonnes	/	/	13.36
Non-hazardous waste generation intensity		tonnes/RMB 10,000 of output value	/	/	0.00396
Circular Economy					
Total packaging material use		metric tonnes	22.73	43.14	83.53
Packaging material use intensity		metric tonnes/RMB 10,000 of output value	0.01178	0.02579	0.02475
Recycled packaging volume		metric tonnes	0.48	2.75	6.67
Packaging recycling percentage		Percentage	2.11	6.37	7.98

1. In 2025, Scope 1 Greenhouse Gas emission sources included petrol (business vehicles), CO2 (WD-40 anti-rust oil), refrigeration equipment (refrigerants), methane (septic tanks) and carbon dioxide fire extinguishers.

2. In 2025, Scope 2 Greenhouse Gas emission sources included electricity use.

3. In 2025, Scope 3 Greenhouse Gas emission sources included raw material transportation, product transportation, waste transportation, employee commuting, business travel, energy and resource purchases, purchase of raw materials, purchase of capital goods, purchased services and solid waste disposal.

4. In 2025, ammonia nitrogen (NH3-N) was not detected in the test results, with MDL = 0.020, and therefore the data is 0.

5. Greenhouse Gas emissions intensity = total Greenhouse Gas emissions / total output value; the same applies below.

Social

Disclosure Indicator		Unit	2023	2024	2025
Innovation-Driven					
Total R&D personnel		persons	0	0	0
Of which:	With doctoral degrees	persons	0	0	0
	With master's degrees	persons	0	0	0
Number of patent applications during the year		items	0	0	0
Number of patents granted during the year		items	0	0	0
Cumulative number of patents granted		items	0	0	0
Number of intellectual property training sessions		sessions	0	0	0
Intellectual property training hours		hours	0	0	0
Intellectual property training attendances		person-times	0	0	0
Product Quality and Safety					
Number of product recalls		items	0	0	0
Percentage of product recalls		Percentage	0	0	0
Losses from product recalls		RMB 10,000	0	0	0
Number of external third-party quality reviews and inspections		reviews	11	21	20
Number of internal quality audits		audits	3	3	4
Number of quality improvement proposals		items	6	0	0
Number of quality training sessions conducted		sessions	11	34	34
Employment and Employee Rights					
Total number of employees[1]		employees	79	131	203
Employees under labour dispatch contracts and third-party company contracts		employees	0	0	0
Interns		employees	0	0	0
Total employees by gender	Total male employees	employees	39	67	128
	Total female employees	employees	40	64	75
Total employees by age group	Total employees aged 30 or below	employees	10	39	87
	Total employees aged over 30 and under 50	employees	67	88	108
	Total employees aged 50 or above	employees	2	4	8
Number of employees by job grade	Number of senior management personnel	employees	15	15	15
	Number of middle management personnel	employees	19	28	31
	Number of general employees	employees	45	88	157
Total employees by region	Mainland China	employees	8	10	21
	Hong Kong, Macao and Taiwan	employees	1	3	2
	Overseas	employees	70	118	180
Number of ethnic minority employees		employees	0	0	0
Percentage of ethnic minority employees		Percentage	0	0	0
Number of employees with disabilities		employees	0	0	0
Percentage of employees with disabilities		Percentage	0	0	0
Overall employee turnover rate[2]		Percentage	74.29	112.56	95.24
Employee turnover rate by gender	Male employee turnover rate	Percentage	63.92	102.56	69.23
	Female employee turnover rate	Percentage	87.18	124.49	137.50
Occupational Health and Safety					
Number of work-related fatalities during the year		persons	0	0	0
Work-related fatality rate during the year		Percentage	0	0	0

Disclosure Indicator		Unit	2023	2024	2025
Lost working days due to work injury during the year		days	0	0	0
Occupational health incidence rate		Percentage	0	0	0
Number of employee occupational health and safety training sessions		sessions	44	64	81
Total employee occupational health and safety training hours		hours	1,896	3,144	4,872
Average employee occupational health and safety training hours per person		hours/person	24	24	24
Property insurance investment		RMB 10,000	0	0	0
Work injury insurance investment		RMB 10,000	6.72	4.73	2.32
Work injury insurance coverage rate		Percentage	100	100	94
Safety production liability insurance investment		RMB 10,000	12.90	14.76	20.00
Safety production liability insurance personnel coverage rate		Percentage	100	100	100
Talent Development and Growth					
Number of employee training sessions		sessions	736	924	107
Total employee training expenditure		RMB 10,000	0.25714	1.07866	0.61000
Total employee training hours		hours	3,368	4,992	5,078
Average training hours per employee		hours	42.63	38.11	25.01
Total number of employees participating in training		employees	79	131	203
Employee training coverage rate		Percentage	100	100	100
Employee training coverage rate by job grade	Senior management training coverage rate	Percentage	100	100	100
	Middle management training coverage rate	Percentage	100	100	100
	General employee training coverage rate	Percentage	100	100	100

Disclosure Indicator		Unit	2023	2024	2025
Percentage of employees receiving regular performance and career development reviews		Percentage	100	100	100
Employee engagement survey score		Percentage	100	100	100
Customer Relationship Management					
Customer satisfaction		score	93.33	91.97	94.79
Number of customer complaints		complaints	15	14	13
Complaint handling rate		Percentage	100	100	100
Supply Chain Management[3]					
Total number of suppliers		suppliers	/	/	50
Total number of core suppliers		suppliers	/	/	/
Number of suppliers by region	Mainland China	suppliers	/	/	/
	Hong Kong, Macao and Taiwan	suppliers	/	/	/
	Overseas	suppliers	/	/	/
Number of suppliers that signed contractual clauses related to environmental and social responsibility		suppliers	/	/	/
Percentage of suppliers that signed contractual clauses related to environmental and social responsibility		Percentage	/	/	/
Signing rate of the Letter of Commitment on Non-use of Hazardous Substances among core suppliers		Percentage	/	/	/
Number of core suppliers subject to supplier/contractor sustainability on-site/document audits		suppliers	/	/	/
Percentage of core suppliers subject to supplier/contractor sustainability on-site/document audits		Percentage	/	/	/
Supplier integrity agreement signing rate		Percentage	/	/	/
Signing rate of the Letter of Commitment on Non-use of Conflict Minerals among metal suppliers		Percentage	/	/	/

Disclosure Indicator	Unit	2023	2024	2025
Supplier certification - number of core suppliers certified to ISO 45001	suppliers	/	/	/
Supplier certification - percentage of core suppliers certified to ISO 45001	Percentage	/	/	/
Supplier certification - number of core suppliers certified to ISO 14001	suppliers	/	/	/
Supplier certification - percentage of core suppliers certified to ISO 14001	Percentage	/	/	/
Total training hours received by procurement staff	hours	6	6	12
Total number of training sessions received by procurement staff	sessions	3	3	3
Average training hours per procurement staff member	hours/person	6	6	6
Number of sustainability knowledge training sessions for procurement staff	sessions	3	3	3
Procurement volume of raw materials containing recycled content	tonnes	0	0	387.74
Number of local suppliers	suppliers	22	23	34
Percentage of local suppliers	Percentage	61.11	62.16	68.00
Number of suppliers provided with capacity building	suppliers	0	0	0
Number of suppliers rectified to standard after support	suppliers	0	0	0

Disclosure Indicator	Unit	2023	2024	2025
Community Engagement				
Total community welfare investment	RMB 10,000	0	0.09	0
Cumulative community welfare hours	hours	0	0	0
Number of local employees hired	employees	70	118	180
Percentage of local employees hired	Percentage	88.61	90.08	88.67

1. Total employees refers to the number of full-time employees and excludes interns, labour dispatch staff and employees under contracts with third-party companies. Group functional employees have been included based on their location. This data is used as the denominator for subsequent indicator calculations.

2. Employee turnover rate = number of employees who left during the reporting period / average number of employees on duty during the reporting period x 100%. Employees who voluntarily left within three days are excluded from the turnover rate.

3. The Vietnam site's Supply Chain Management data has not yet been surveyed; it is recommended that this be conducted together next year.

Governance

Disclosure Indicator		Unit	2023	2024	2025
Corporate Governance					
Ratio of annual compensation for the highest-paid individual to the median annual compensation of all other employees		Times	3.10	3.08	3.40
Anti-Commercial Bribery & Anti-Corruption					
Grievances and whistleblowing	Number of whistleblowing/complaint cases received	cases	/	/	0
	Whistleblowing and complaint case handling rate	Percentage	/	/	0
Anti-corruption training	Total number of directors covered by Anti-Commercial Bribery and Anti-Corruption training	directors	1	1	2
	Percentage of directors covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	100	100	100
	Total number of employees covered by Anti-Commercial Bribery and Anti-Corruption training	employees	0	0	0
	Percentage of employees covered by Anti-Commercial Bribery and Anti-Corruption training	Percentage	0	0	0
	Total hours of Anti-Commercial Bribery and Anti-Corruption training	hours	0	0	0
	Average hours per person covered by Anti-Commercial Bribery and Anti-Corruption training	hours/person	0	0	0

Disclosure Indicator	Unit	2023	2024	2025
Information Security and Privacy Protection				
Number of privacy/data breach incidents of the Company	incidents	0	0	0
Incidents penalised by relevant authorities for violating laws and regulations related to information security and privacy protection	cases	0	0	0
Number of information security training sessions	sessions	/	/	1
Total hours of information security training	hours	/	/	14

MEMTECH International Pte. Ltd.

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