



Inspiring the People  
with Intelligence for  
a Brighter Future

G.Tech Technology Ltd.

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**G.TECH**

stock code: 301503



# 2023

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

G.Tech Technology Ltd.

# Contents

About this Report	01
Message from the Chairman	03
<b>Special Topic: Setting Sail as a Listed Company for a New Chapter of Development</b>	<b>05</b>

<b>1 Inspiring the People with Intelligence for a Brighter Future</b>	
Company Profile	11
Corporate Culture	13
Organizational Structure	14
Development History	15
Main Business	17
Corporate Honors	19

<b>2 ESG Governance</b>	
ESG Commitments	23
ESG Philosophy and Strategy	23
ESG System	24
UN Sustainable Development Goals	25
ESG Risk and Opportunity Identification	27
Stakeholders Communication	27
Substantial Issues	28

<b>3 Lean Management with Sound Knowledge and Regulated Behaviors</b>	
Governance Framework	31
The "Three Governing Bodies"	31
Compliance and Risk Management	33
Business Ethics and Anti-corruption	36
Investor Relations Management	37

<b>4 Low-carbon Environmental Protection for a Green Prospect</b>	
Environmental Management	41
Environmental Risk Management	43
Addressing Climate Change	44
Energy Management	49
Water Resources Management	53
Pollutant Management	54
Green Products	58
Material Management	59
Green Operation	61

<b>5 Craftsmanship Spirit and Smart Manufacturing for an Innovative Atmosphere</b>	
R&D innovation	65
Product Responsibility	72
Customer Service Management	75
Information security and privacy protection	76
Responsible supply chain	78

<b>6 People-oriented Tenet for a Promising Tomorrow</b>	
Protection of Employees' Rights and Interests	83
Compensation and Benefits	86
Staff Training and Development	89
Occupational Health and Safety	93
Social welfare	98

<b>Future Prospect</b>	<b>101</b>
<b>Appendixes</b>	
Index of Indicators	103
Feedback Form	104

# About this Report

## ○ Introduction

This report is the first Environmental, Social, and Governance (ESG) Report issued by G.Tech Technology Ltd. (hereinafter referred to as "G.Tech Technology," "the Company," or "We"). This report discloses a detailed account of the business operations and environmental, social, and corporate governance practices and performance of the Company and its subsidiaries, in accordance with the principles of objectivity, standardization, transparency, and comprehensiveness.

This report has been reviewed and approved by the Board of Directors of the Company, and is guaranteed to be free from false statements, misleading information, or material omissions.

## ○ Time Range

This report covers the period from January 1, 2023, to December 31, 2023. Considering the continuity and completeness of the disclosures, some content may become applicable beyond the reporting period.

## ○ Reporting Scope

The environmental performance data presented in this report originates from the Listed Company headquarters and the subsidiaries Lang-Crown Mold and Jore Automation Technology. The remaining data, unless otherwise specified, falls within the purview of the annual report.

## ○ Title Description

Terms	Meanings
G.Tech Technology, the Company, We	G.Tech Technology Ltd.
Lang-Crown Mold	Lang-Crown Precision Mold Co., Ltd.
Jore Automation Technology	Jore Automation Technology Co., Ltd.
G.TECH Vietnam	G.TECH Vietnam Co., Ltd.

## ○ Preparation Basis

- Shenzhen Stock Exchange *Self-Regulatory Guidelines for Listed Companies No. 2 - Standardized Operation of GEM Listed Companies (Revised in December 2023)*
- Shenzhen Stock Exchange *Guidelines on Social Responsibility of Listed Companies (2006)*
- United Nations Sustainable Development Goals (SDGs)
- Chinese Academy of Social Sciences *Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-ESG 5.0)*
- Global Reporting Initiative *Sustainability Reporting Standards (GRI Standards) (2021 Edition)*
- China National Standardization Administration Committee *Guidelines for Preparing Social Responsibility Reports (GB/T 36001-2015)*
- HKEX *Environmental, Social and Governance Reporting Guide*

## ○ Data Source

The information and data quoted in this report are derived from internal documents of G.Tech Technology or relevant public information. This report uses the RMB currency unit unless otherwise specified.

## ○ Report Acquisition

This report is prepared in Chinese and English, respectively. In the event of any discrepancy between the Chinese and English versions, the Chinese version will prevail.

You can download the electronic version of this report from the official website of G.Tech Technology Ltd. ([www.gtech.com.cn](http://www.gtech.com.cn)) or [cninfo](http://cninfo.com.cn) ([www.cninfo.com.cn](http://www.cninfo.com.cn)) and obtain more information. If you would like to know more, please read our annual report or visit our website.

## ○ Feedback

If you have any comments or suggestions about this report and ESG work of the Company, please contact us through the following methods:

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Chairman  
谢伟明



## Message from the Chairman

Since its establishment, G.Tech Technology has consistently upheld the principle of sustainable development, actively pursuing the state-proposed objective of "carbon peaking and carbon neutralization," continuously innovating, and actively making progress to cope with market dynamics and challenges. In light of the increasing influence of globalization, information, and intelligence, the Company firmly recognizes the far-reaching significance of sustainable development, integrates the concept of sustainable development into corporate culture and operation management, and actively promotes green development and low-carbon operation modes to maximize the comprehensive value of the economy, society, and environment. As one of the mainstream manufacturers in the industry, we possess a profound understanding of our mission and responsibility, always adhere to the development concept of "innovation, sustainability, and sharing," and contribute our strength to promote the harmonious coexistence of the economy, environment, and society.

In 2023, G.Tech Technology was successfully listed on the GEM of the Shenzhen Stock Exchange, which was an important milestone in the development of the Company and a new starting point. We will adhere to the long-term strategic thinking of sustainable development, incorporate the environmental, social, and governance (ESG) concept into the daily operation of the Company, and help the Company work with global partners to collectively promote scientific and technological progress and social development.

### Striving Forward, Keeping Upright and Innovative

In retrospect, we have consistently maintained a resolute commitment to progress and adhere to our initial objectives. Despite encountering obstacles and challenges, we remain steadfast in our commitment to quality and service while continuously striving to improve our own capabilities. Our steadfast conviction and ceaseless endeavors have enabled us to achieve the current outcomes. In addition, we actively encourage innovation, constantly explore innovation, and continuously innovate in technology research and development, product design, marketing, and other aspects to meet shifting market demands. Only by maintaining the vitality of innovation can we remain invincible in fierce competition. In 2023, the Company realized operating income of RMB 888,745,400, with a net profit of RMB 66,931,500 attributable to shareholders of the Listed Company, and operating indicators reached the highest levels in history. With an optimistic outlook on the future, we will persist in upholding the commitment to dedication, integrity, and innovation as we accelerate toward a new path. We will continue to enhance the fundamental competitiveness of the enterprise, strengthen team development, improve management levels, and generate greater value for shareholders and society.

### Respecting Environmental Compliance, Building the Future Together

While striving to achieve the "Carbon Peaking and Carbon Neutrality" objectives, we have adhered to green development and implemented a series of robust measures to actively address the challenges posed by climate change. Through our commitment to promoting clean energy, optimizing the energy mix, and improving energy efficiency, we have achieved a significant reduction in carbon emission intensity, making positive contributions to mitigating global climate change.

G.Tech Technology has consistently upheld the principle of "ecological priority, green development" and has extensively integrated it into various business operations of the enterprise. The Company actively promotes energy-saving transformation, strives to improve energy efficiency, and constantly refines environmental, energy, and resource management practices. The Company successfully passed the

ISO 14001 environmental management system certification in 2010, showcasing its excellent environmental management level and steadfast commitment to sustainable development. This achievement serves as conclusive evidence of the Company's long-term professional ability and management level in environmental protection. In addition, the Company's energy efficiency and emissions of the "Three Wastes" showed a downward trend, and the percent pass rate in pollutant monitoring, the synchronous operation rate of environmental protection facilities, and the implementation rate of "Three Simultaneous Actions" for environmental protection of construction projects all reached 100%.

In a highly competitive market environment, compliance is the cornerstone of enterprise survival, and environmental protection is the guarantee of sustainable development. Only by maintaining compliance and actively implementing environmental protection measures can we win customers' trust and achieve long-term development. In the future, G.Tech Technology will persist in its diligent pursuit of green development, fortify its compliance management practices, actively construct a green ecosystem, and build a more promising future with compliance and environmental protection as the cornerstones!

### Fulfilling Social Responsibilities and Enterprise Duties

G.Tech Technology actively fulfilled its social obligations in 2023, exemplifying the pattern and responsibilities of modern-day enterprises. The Company actively engages in labor cooperation between eastern and western regions, contributes to talent development in higher education institutions by establishing industry-university-research alliances and social practice bases, donates materials to impoverished areas, and carries out social responsibilities through tangible actions. Moving forward, we will persistently advocate for the advancement of sustainable development in accordance with our unwavering commitment to this principle. We are committed to diligently carrying out our economic, political, and social responsibilities, continuously improving our fundamental competitiveness, and effectively advancing our core functions. We eagerly anticipate collaborating with international allies to help achieve sustainable development goals and jointly create a brighter, more prosperous, and more harmonious future by sharing our wisdom and strength!

Special Topic

Setting Sail as a Listed Company for a New Chapter of Development

## Being Ready to Move Forward Steadily and Building a solid Foundation

G.Tech Technology was founded in August 1996 and, since its establishment, has focused on the field of computer peripherals, mainly in the development, production, and sales of keyboards, mice, and other computer peripheral products. The Company further enhances its business performance by leveraging advanced manufacturing technology, excellent product quality, and a professional service level in response to rapid market growth. This enables the Company to progressively expand its operations and foster stronger customer relationships. We actively adopted a series of effective measures to expand the scale of the Company in order to consolidate our market position and provide superior products and services to our customers, including continuously increasing investment in research and development, expanding production capacity, introducing advanced production equipment, and further improving production efficiency and product quality.

Since 2021, the Company has actively promoted the construction of a Vietnam production base and currently has the ability to vertically manufacture multi-category products. Implementing this forward-looking measure has resulted in an efficient and collaboratively resilient supply system, enhanced the interconnection effect of the Company's transnational market, provided a solid production capacity guarantee for further global development, and assisted the Company's sustainable and stable development.

Over the years, the Company has been committed to improving its core competitive edge through its own rich experience in R&D, management, and production to provide customers with integrated solutions from R&D design to product delivery to meet their diversified needs. We always insist on fast responses and timely solutions to customer problems to ensure continuous improvement in customer satisfaction. At present, the Company has established stable strategic cooperative relations with many internationally renowned brands in the field of computers and computer peripherals. High-quality customer resources are not only the concentrated embodiment of the Company's technology, quality, and service advantages but also an important confirmation of the Company's market position.



## Seizing the Opportunity to Start a New Journey of Development

With the ringing of the bell on July 17, 2023, G.Tech Technology became a legitimately listed company on the GEM of the Shenzhen Stock Exchange. The Company issued RMB 20,000,000 in ordinary shares (A-shares) for the first time, with a par value of RMB 1.00 per share and an issue price of RMB 31.59 per share. The successful listing signifies that the Company has embarked on a brand-new stage of development.

G.Tech Technology views the listing as an opportunity to leverage the power of the capital market to further improve the Company's technical standing and R&D capability, actively promote the intelligent technology revolution in the traditional manufacturing industry, fortify and expand the organization, and build a world-class scientific and technologically innovative intelligent manufacturing enterprise.



“G.Tech Technology always adheres to innovation-driven development, forges distinct competitive advantages, approaches future business ventures with unwavering determination, strives to build a world-leading smart factory, and is committed to becoming a world-leading technology-based intelligent manufacturing enterprise. Today is a milestone in our company's development. When the wind is good, it is time to set sail. We will take this listing as a new starting point, continuously improve product quality, expand our market presence, and further strengthen our core competitiveness.

— Chairman of G.Tech Technology Delivered a Speech at the Bell Ringing Ceremony

## Opening up the Future to Bravely Shoulder the New Missions

G.Tech Technology is committed to the path of "intelligent manufacturing" and "diversified development" and is dedicated to becoming the world's leading computer peripheral solution provider and equipment manufacturer. With an emphasis on in-depth exploration of existing customer needs based on R&D innovation and intelligent manufacturing, adhering to the principles of customer-centric, innovation-driven, and information-based, the Company continues to increase R&D investment around the two business lines of business office and eSports games, optimize product structure, and further consolidate the vertically integrated production and manufacturing advantages of the Company.

G.Tech Technology will actively shoulder the missions and responsibilities of the capital market in the new era, promote the optimization and upgrading of industrial technology with digital and intelligent manufacturing, lead the construction of modern industrial systems through scientific and technological innovation, further integrate industrial chain resources, strengthen cooperation with suppliers and partners, achieve complementary advantages and coordinated development of the industrial chain, actively participate in global market competition, continuously explore international markets, and improve the Company's visibility and influence in the global market. The Company will remain true to its initial intentions and devote itself to building a world-class sci-tech intelligent manufacturing enterprise, breaking waves in the new era of high-quality development, and creating a more brilliant future!



# Inspiring the People with Intelligence for a Brighter Future

- Company Profile
- Corporate Culture
- Organizational Structure
- Development History
- Main Business
- Corporate Honors



## Company Profile

Founded in 1996, G.Tech Technology is located in the high-tech district of Zhuhai City, with a total building area of about 68,000 m<sup>2</sup>. It is a high-tech enterprise that integrates R&D, production, and sales of computer peripherals and hardware products. The Company's main customers are internationally renowned computer manufacturers and computer peripheral brands. Its products are mainly exported, covering Europe, North America, Japan, and other countries and regions.

Since its establishment, the Company has been guided by R&D design and product process innovation, insisted on the "keyboard + mouse" product combination to explore new business opportunities under the "business office + eSports game" scenario, and created a "full process coverage" production and manufacturing system. The Company is committed to providing reliable product solutions and intelligent manufacturing services to its customers, as well as integrated solutions that encompass the entire lifecycle from research and development to manufacturing.

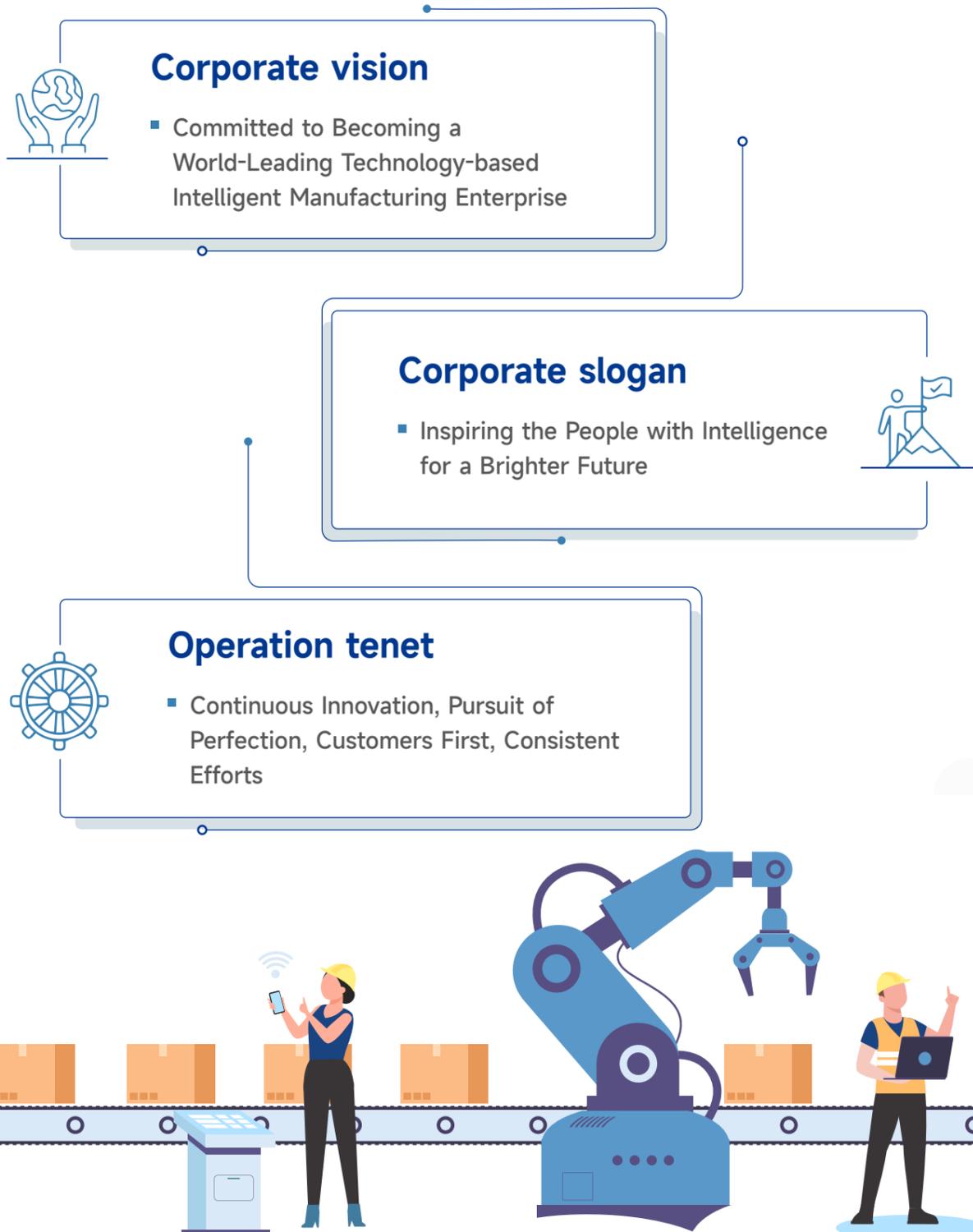
With the steady development of corporate culture, a lean and efficient management team, outstanding R&D and design strength, reliable product quality, rapid response, and integrated comprehensive service capabilities, G.Tech Technology has been expanding in scale and improving its business performance. The Company was officially listed on GEM on July 17, 2023 (stock code: 301503). In the future, G.Tech Technology will continue to actively promote the intelligent technology revolution process in the traditional manufacturing industry and build a world-class technology-based innovative intelligent manufacturing enterprise.

a total building area of about  
**68,000**m<sup>2</sup>

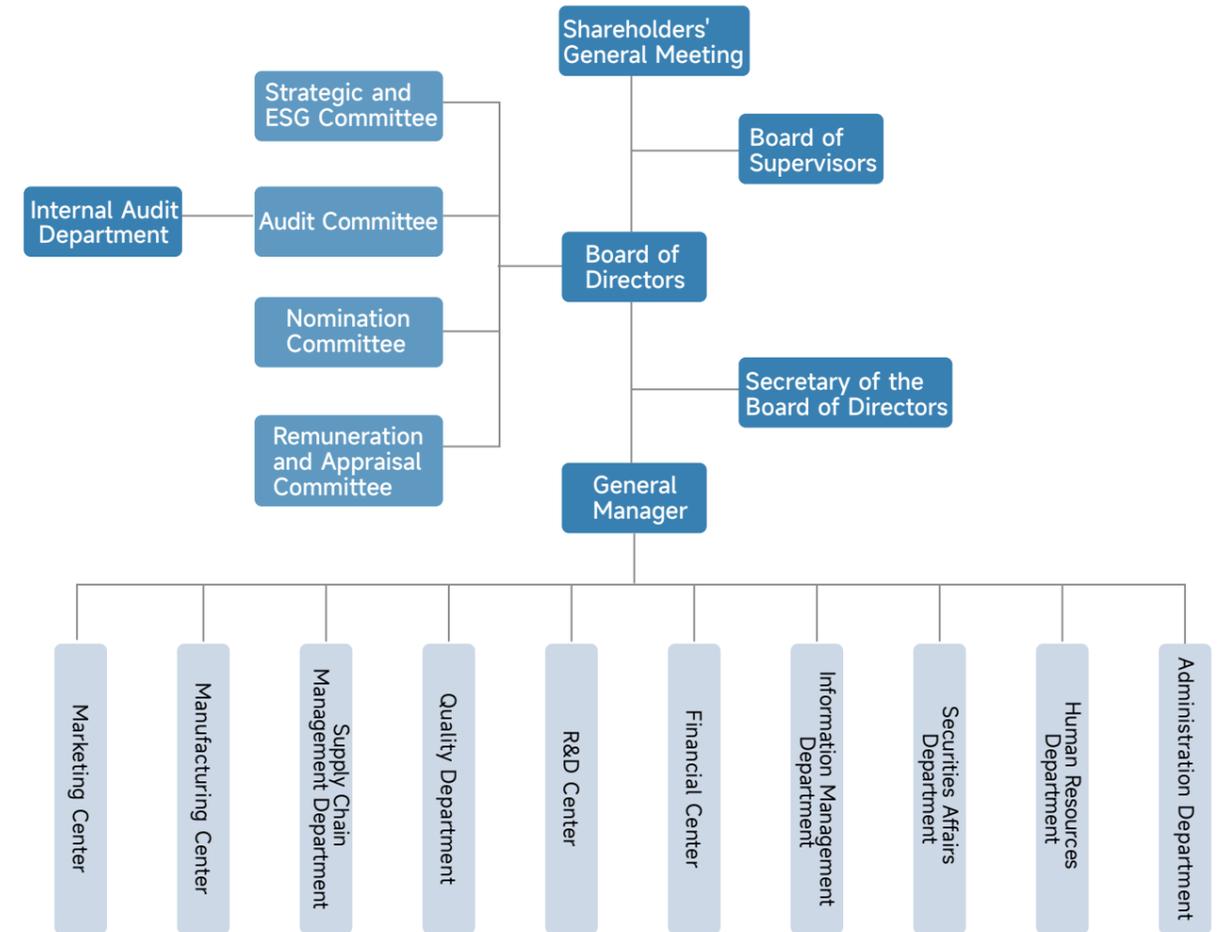
The Company was officially listed  
on GEM on July 17, 2023

build a world-class  
technology-based  
innovative intelligent  
manufacturing  
enterprise.

# Corporate Culture



# Organizational Structure



# Development History.

1996

G.Tech Technology was officially established



1999

First obtained the ISO9001 quality system certification. Began to supply products to European computer brands



2007

Took the lead in independently developing and putting into production keyboard automation production systems in the industry



2015

Established two subsidiaries, Lang-Crown Mold and Jore Automation Technology, and obtained breakthrough results



2017

Upgraded and imported SAP ERP management system, introducing the MES production management system



2020

Introduction of the PLM R&D management system



2022

Obtained the RBA certificate



1997

R&D and production of the first-generation wireless keyboards and mice



2003

Moved to G.Tech Technology Phase I Industrial Park of 20,000 square meters



2010

Obtained ISO14001, OHSAS18001, and QC080000 system certifications



2021

Establishment of Vietnam subsidiary and commencement of production



2016

Moved to G.Tech Technology Phase II Industrial Park of 68,000 square meters



2023

Successfully listed on the GEM of the Shenzhen Stock Exchange. Obtained the Customs AEO Advanced Certification



# Main Business



## One-stop solutions

### Software development

- 2.4G wireless mouse and keyboard protocol
- USB full speed/high speed drive
- ARM-based game firmware
- Windows Game UI & Cloud Driver
- Synchronized lighting of game devices
- Bluetooth application
- Bluetooth +2.4G dual-mode device
- USB + 2.4G (wired + wireless) high-speed game
- MP test software

### Electronic R&D

- 2.4G anti-interference design
- 2.4G transceiver layout
- USB full speed/high speed layout
- Lighting drive and control
- Low-cost mechanical keyboard single-sided PCB design
- Game mouse XY tracking performance evaluation
- Fingerprint solutions
- ESD & EFTB in-house solutions

### Structural R&D

- ID design
- Prototype sample evaluation
- 3D printing engineering prototype
- Rich DFM experience
- Automatic mold production workshop
- High standard automated injection molding
- 2K keycap
- Spray fixture design
- High quality oil injection supplier

### Mass Production & Quality

- SMT with SPI, AOI and nitrogen reflow soldering
- Mouse parts Auto DIP
- Mx shaft automatic wave soldering
- Automatic PCB splitter
- PCBA automatic tester
- Wireless receiver automated assembly
- Automated mouse production
- Automated keyboard production
- Production test plan implementation
- SAP ERP
- Aegis MES

## More than 200 patented technologies

### Complete Management System

SAP ERP management system

R&D management system

MES production management system



PLM and OA Management



SMT Line



Keyboard and Mouse



CNC Processing Center



Automation





Issued by: Department of Science and Technology of Guangdong Province, Department of Finance of Guangdong Province, Taxation Bureau of Guangdong Province, State Administration of Taxation



Zhu Hai City Top 100 Innovative Enterprises in Comprehensive Strength

Issued by: Zhu Hai Science and Technology Innovation Bureau



Issued by: Jinan University Institute of Industrial Economics, Guangdong Provincial Manufacturing Association, Guangdong Provincial Development and Reform Research Institute

Issued by: Gongbei Customs of the People's Republic of China



Corporate Honors



Issued by: Department of Industry and Information Technology of Guangdong Province



Issued by: Economic and Information Technology Commission of Guangdong Province, Department of Finance of Guangdong Province, State Taxation Bureau of Guangdong Province, Local Taxation Bureau of Guangdong Province, Guangdong Branch of the General Administration of Customs



Issued by: Zhu Hai Science and Technology Innovation Bureau



Issued by: Science and Technology Department of Guangdong Province

The Company's Important System Certifications



RBA Certification



ISO9001 Quality Management System



ISO14001 Environmental Management System



ISO45001 Occupational Health and Safety System



QC080000 Hazardous Substances Process Management System

# ESG Governance



- ESG Commitments
- ESG Philosophy and Strategy
- ESG System
- UN Sustainable Development Goals
- ESG Risk and Opportunity Identification
- Stakeholders Communication
- Substantial Issues

# ESG Commitments

G.Tech Technology has actively addressed the national objectives of "carbon peaking by 2030 and carbon neutralization by 2060," continuously improved its environmental management system, implemented green production practices, created green products, advocated for energy conservation and emission reduction, and constructed a low-carbon and environmentally-friendly lifestyle. In addition, in terms of ESG management, externally, the Company continuously advocates for the supply chain to meet social obligations and progress in collaboration with suppliers. On the internal front, the Company protects employees' rights and interests, prioritizes employee development, demonstrates concern for employee welfare, and establishes a secure, healthy, amicable, and welcoming working environment for employees.

# ESG Philosophy and Strategy



# ESG System

In accordance with established corporate governance practices, G.Tech Technology has established an ESG governance framework with clear rights and responsibilities, providing robust organizational assurance for the incorporation of the ESG concept into enterprise operations and management.



In order to improve and perfect its corporate social responsibility management system and fulfill its due social responsibilities, G.Tech Technology has prepared the *Social Responsibility Management Manual* and the *Code of Conduct of G.Tech Technology* according to the *Responsible Business Alliance (RBA) Code of Conduct*, which have successfully undergone the RBA VAP review. From the perspectives of labor, health and safety, environment, and ethics, the *Social Responsibility Management Manual* encompasses the entire process of ESG risk assessment and management, ESG practice, ESG performance objectives, and improvement, providing scientific guidance for social responsibility work at all levels of the Company. Additionally, G.Tech Technology actively participated in the CDP (Carbon Disclosure Project), attaining a Grade B rating in 2023 and a Grade A- in supplier cooperation; meanwhile, its greenhouse gas emission reduction targets were verified and certified by the Science-Based Targets initiative (SBTi) on March 7, 2024. In the future, the Company is confident of achieving higher CDP ratings by implementing more comprehensive ESG practices.



RBA VAP Audit Certificate

During the reporting period, the Company actively promoted social responsibility, organized social responsibility management system training in May 2023, ESG knowledge training in November, and promoted ESG knowledge in the Company's publicity column, further enhancing employees' awareness of social responsibility and creating a favorable environment for the promotion of ESG work by the Company.

## Case | ESG Training

On November 21, 2023, in order to improve the ESG management level of the Company and promote the integration of ESG principles into company operations, G.Tech Technology conducted ESG training and contracted a third-party professional organization to systematically explain the ESG concept, importance, and ESG report preparation, among other related topics.



# UN Sustainable Development Goals

G.Tech Technology 2023 Sustainable Development Goals		Actions and Progress in 2023
<p>UN Sustainable Development Goals (SDGs)</p>	<p><b>1 NO POVERTY</b></p> <p>Promote economic development and help narrow the gap between rich and poor</p>	<ul style="list-style-type: none"> <li>Actively participate in labor cooperation between the east and the west, provide employment for the rural labor force, and contribute to the improvement of the quality of transferred employment</li> </ul>
	<p><b>2 ZERO HUNGER</b></p> <p>Assist in poverty alleviation and support community construction</p>	<ul style="list-style-type: none"> <li>Deepen labor cooperation between the east and the west, devote itself to public welfare, and contribute to community construction</li> </ul>
	<p><b>3 GOOD HEALTH AND WELL-BEING</b></p> <p>Care for employees' physical and mental health</p>	<ul style="list-style-type: none"> <li>Make the ISO45001 Occupational Health and Safety Management System run effectively;</li> <li>Carry out occupational health and safety training and drills to protect employees' physical and mental health</li> </ul>
	<p><b>4 QUALITY EDUCATION</b></p> <p>Strengthen employee training and continuously optimize the training system</p>	<ul style="list-style-type: none"> <li>Implement hierarchical training to increase employees' knowledge reserves and improve employees' professional skills;</li> <li>Encourage employees to participate in vocational skills recognition</li> </ul>
	<p><b>5 GENDER EQUALITY</b></p> <p>Implement equal employment, protection, and care for female employees</p>	<ul style="list-style-type: none"> <li>Insist on equal employment, with more than 50% of female employees;</li> <li>Offer maternity and parental leave, and implement labor protection for female employees</li> </ul>
	<p><b>6 CLEAN WATER AND SANITATION</b></p> <p>Improve water use efficiency and protect water resources</p>	<ul style="list-style-type: none"> <li>Strengthen water recycling, enhance employees' awareness of water conservation, and improve water resource management efficiency</li> </ul>
	<p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p> <p>Actively implement energy substitution and optimize energy structure</p>	<ul style="list-style-type: none"> <li>Realize rooftop photovoltaic grid-connected power generation;</li> <li>Actively participate in carbon asset trading and purchase I-REC (International Renewable Energy Certificate) electricity;</li> <li>Encourage green travel with new energy vehicles as commercial vehicles</li> </ul>
	<p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p> <p>Provide jobs and protect employees' rights</p>	<ul style="list-style-type: none"> <li>Implement legal and compliant employment;</li> <li>Establish a fair and reasonable salary system;</li> <li>Strengthen care for employees</li> </ul>
	<p><b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p> <p>Strengthen R&amp;D and innovation to assist industrial upgrading</p>	<ul style="list-style-type: none"> <li>Continuously improve the R&amp;D system and actively promote the development of green products</li> </ul>

Actions and Progress in 2023	G.Tech Technology 2023 Sustainable Development Goals
<ul style="list-style-type: none"> <li>Eliminate all forms of discrimination and prejudice in recruitment and fully respect the living habits of ethnic minority employees</li> </ul>	<p><b>10 REDUCED INEQUALITIES</b></p> <p>Advocate the people-oriented tenet, providing equal opportunities for employees</p>
<ul style="list-style-type: none"> <li>Promote local procurement to help cities and communities prosperity;</li> <li>Actively participate in community-building activities through donations and other forms</li> </ul>	<p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p> <p>Support community building and contribute to community development</p>
<ul style="list-style-type: none"> <li>Carry out green product life cycle management, strengthen green product R&amp;D and production, and provide responsible products</li> </ul>	<p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> <p>Continuously explore modes of sustainable production</p>
<ul style="list-style-type: none"> <li>Establish greenhouse gas emission reduction targets, scientifically plan emission reduction paths, and strengthen greenhouse gas emission management</li> </ul>	<p><b>13 CLIMATE ACTION</b></p> <p>Actively address climate change and adhere to low-carbon development</p>
<ul style="list-style-type: none"> <li>Standardize wastewater management to ensure wastewater discharge is up to standard and reduce environmental impact;</li> <li>Protect biodiversity through environmental impact assessment to satisfy the ecological environment access list system</li> </ul>	<p><b>14 LIFE BELOW WATER</b></p> <p>Protect the environment and actively preserve biodiversity</p>
<ul style="list-style-type: none"> <li>Actively carry out environmental impact assessment to ensure that the project construction is not in the drinking water source protection zone, ecological red line protection, or ecological environment/space control zone, and maintain the ecological environment and biodiversity of the project area</li> </ul>	<p><b>15 LIFE ON LAND</b></p> <p>Standardize environmental management and reduce environmental impact</p>
<ul style="list-style-type: none"> <li>Standardize business activities with high integrity standards, improve the business ethics management system, and eliminate any form of bribery and corruption, monopoly, and unfair competition</li> </ul>	<p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p> <p>Uphold business ethics strictly</p>
<ul style="list-style-type: none"> <li>Create a responsible supply chain, communicate closely with partners, and achieve mutual benefit and win-win results</li> </ul>	<p><b>17 PARTNERSHIPS FOR THE GOALS</b></p> <p>Strengthen cooperation with upstream and downstream to achieve common development</p>

# ESG Risk and Opportunity Identification.

With regard to ESG risk management, G.Tech Technology actively identifies and evaluates ESG risks and opportunities related to labor, the health and safety environment, ethical management, etc. under the guidance of the *Social Responsibility Management Manual*, the *Environmental Risk Management Specification*, and the *Risk and Opportunity Identification and Evaluation Procedure*, and implements appropriate procedures and substantive control measures for risks and opportunities, controls identified ESG risks, grasps opportunities, and evaluates the effectiveness of control measures on the basis of compliance.

On the basis of fully identifying risks and opportunities, the Company follows the process requirements of social responsibility objective formulation, implementation, tracking, correction, and improvement outlined in the *Social Responsibility Management Manual* and, based on the actual situation of the Company, formulates and continuously updates ESG objectives to provide benchmarks for ESG work and ensure that work has a foundation and a foothold.

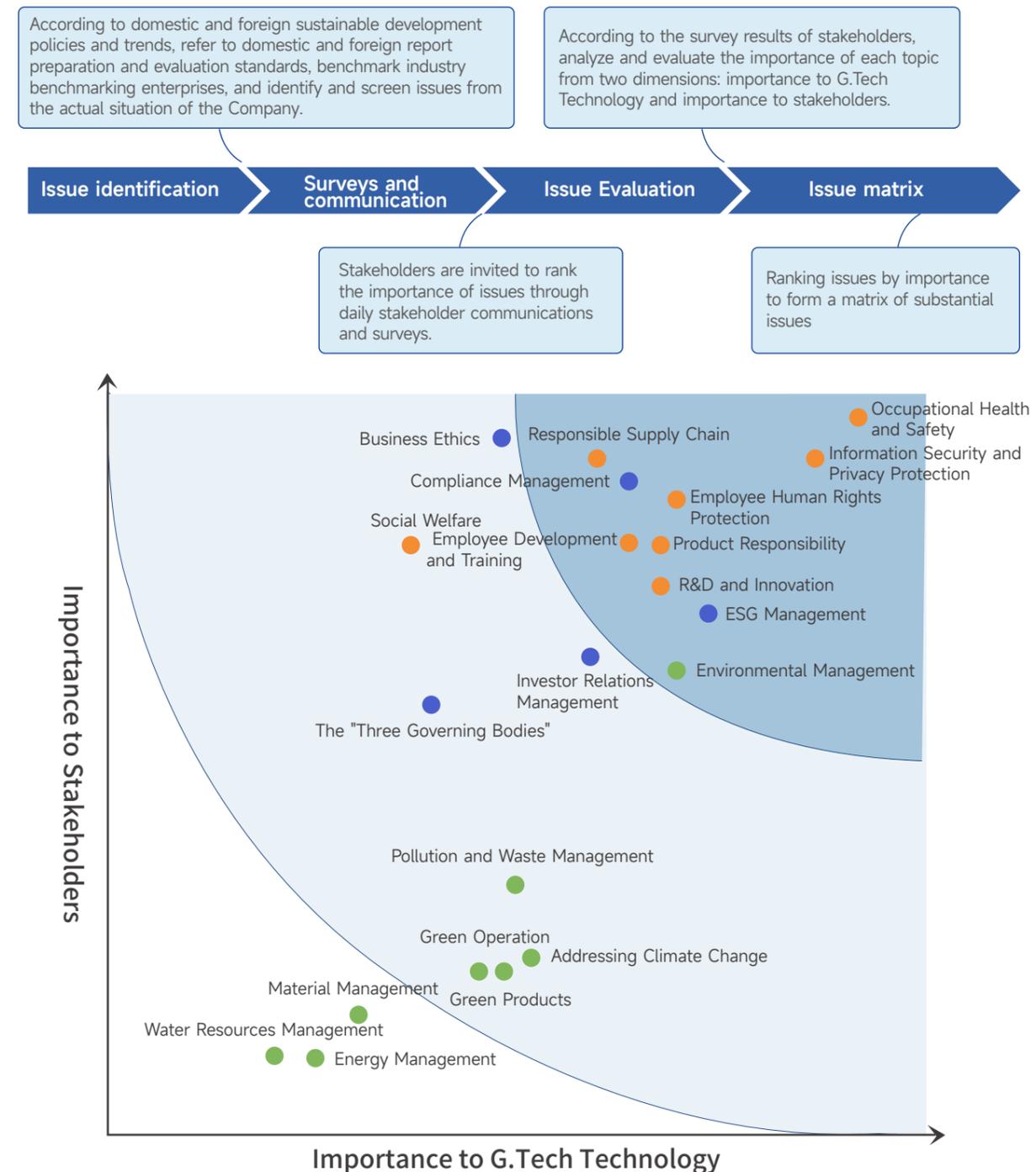
# Stakeholders Communication.

G.Tech Technology places great importance on the demands and expectations of stakeholders, actively responds to the concerns of stakeholders through regular and multi-channel communication channels, and collaborates with stakeholders to move towards sustainable development.

Categories of stakeholders	Demands and expectations	Communication and response
Government and regulators	<ul style="list-style-type: none"> <li>Law-abiding operation</li> <li>Paying taxes according to law</li> <li>Implementing government policy</li> </ul>	<ul style="list-style-type: none"> <li>Accepting supervision and inspection</li> <li>Paying taxes on our own initiative</li> <li>Response to national strategies</li> </ul>
Suppliers and partners	<ul style="list-style-type: none"> <li>Fair and transparent procedures</li> <li>Cooperation for a win-win result</li> <li>Stable cooperation</li> </ul>	<ul style="list-style-type: none"> <li>"Sunshine Procurement"</li> <li>Communication</li> <li>Good faith in performance</li> </ul>
Investors and shareholders	<ul style="list-style-type: none"> <li>Return on investment</li> <li>Risk management</li> <li>Information transparency</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' General Meeting</li> <li>Performance presentation, institutional research</li> <li>Shenzhen Stock Exchange "Hudongyi" Q&amp;A platform (<a href="https://irm.cninfo.com.cn/">https://irm.cninfo.com.cn/</a>), and Company official website</li> <li>Daily communication (telephone, mail, fax), etc.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Compensation and benefits</li> <li>Health and safety</li> <li>Providing training and development opportunities</li> <li>Humanistic care</li> </ul>	<ul style="list-style-type: none"> <li>Employee representatives' meeting</li> <li>Staff physical examination, occupational health training, etc.</li> <li>Improving training and developing mechanism</li> <li>Daily communication</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Smooth communication channels</li> <li>Protecting the rights and interests of customers</li> <li>Information security and privacy protection</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Visit to customers</li> <li>Improving customer service procedures</li> </ul>
Public welfare organizations and community organizations	<ul style="list-style-type: none"> <li>Driving the development of local industries</li> <li>Community sustainable development</li> <li>Supporting public welfare undertakings</li> </ul>	<ul style="list-style-type: none"> <li>Offering jobs</li> <li>Environmental information disclosure</li> <li>Public welfare activities</li> </ul>
Industry associations	<ul style="list-style-type: none"> <li>Technological innovation</li> <li>Driving industry development</li> </ul>	<ul style="list-style-type: none"> <li>Improving R&amp;D capabilities</li> <li>Industry exchanges</li> </ul>
Media	<ul style="list-style-type: none"> <li>Information transparency</li> <li>Response to public opinions</li> </ul>	<ul style="list-style-type: none"> <li>Information disclosure and daily communication</li> <li>Strengthening public opinion monitoring</li> </ul>

# Substantial Issues.

In order to improve ESG governance and ESG information disclosure levels, respond to stakeholders' concerns, and ensure scientific identification of ESG issues, G.Tech Technology has engaged with stakeholders through questionnaire surveys and other forms and analyzed and identified 21 significant issues.



# Lean Management with Sound Knowledge and Regulated Behaviors



- Governance Framework
- The "Three Governing Bodies"
- Compliance and Risk Management
- Business Ethics and Anti-corruption
- Investor Relations Management

# Governance Framework

In accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and other applicable laws and regulations, the Company has established a corporate governance structure composed of Shareholders' General Meeting, the Board of Directors, the Board of Supervisors and the operation management. Each governing body operates in a standardized manner, with clear rights and responsibilities and mutual restriction, forming a sound modern governance system for listed companies, ensuring the scientific integrity and fairness of the Company's decision-making, further safeguarding the legitimate rights and interests of the Company and related parties, and continuously improving the level and effectiveness of corporate governance.

The Company possesses a sound internal operation and management structure, independently exercises its operational and managerial authority, and maintains institutional clarity regarding the controlling shareholder and other entities under its control.

# The "Three Governing Bodies"

## Shareholders' General Meeting

The Shareholders' General Meeting serves as the preeminent governing body of G.Tech Technology. The Company conducts and organizes Shareholders' General Meetings in complete adherence to the regulations and prerequisites outlined in the *Articles of Association* and the *Rules of Procedure for the Shareholders' General Meeting* to ensure that all shareholders of the Company, including minority shareholders, can enjoy equal rights and interests and fully exercise their voting rights. The convening, proposals, attendance, deliberations, voting, resolutions, and minutes of all Shareholders' General Meetings of the Company are standardized and comply with the requirements of pertinent laws and regulations, regulatory documents, the *Articles of Association*, and the *Rules of Procedure for the Shareholders' General Meeting*.

### Key performance

- During the reporting period, the Company held **2** Shareholders' General Meetings, at which **17** resolutions were considered and approved.

## Board of Directors

The Board of Directors is the governing entity of G.Tech Technology and is responsible for coordinating the Shareholders' General Meeting. The Company convenes and holds meetings of the Board of Directors in strict accordance with the *Company Law*, the *Articles of Association*, and the *Rules of Procedure for the Board of Directors*; exercises its authority in compliance with the law; and promotes the directors of the Company, especially independent directors, to actively participate in the standardized operation of the Company.

The Board of Directors of the Company has established four professional committees, namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee, and the Strategic and ESG Committee, to provide scientific and professional guidance and reference for the decision-making process for the Company's Board of Directors.

### Key performance

- During the reporting period, the Company held **5** board meetings, with **5** proposals reviewed and approved, with an average attendance rate of **100%**, and held **4** Audit Committee meetings, **1** Remuneration and Appraisal Committee meeting, **1** Strategic and ESG Committee meeting, and **1** Nomination Committee meeting.

## Diversity

G.Tech Technology highly values the diversity of its Board of Directors. In order to ensure this, the nomination and qualification process for Board members is thorough and comprehensively considers an extensive range of criteria, including but not limited to gender, age, cultural and educational background, professional experience, and skills. The professional fields of the members of the Board of Directors of the Company cover engineering (information engineering, computer, etc.), accounting, and law, among others, and are complementary in terms of knowledge structure, professional skills, industry experience, etc., which can provide a broader perspective and way of thinking for the Company and improve the scientific nature of the decision-making of the Board of Directors.

### Key performance

- During the reporting period, the Board of Directors of the Company had **7** directors, of whom **1** was female, accounting for **14.29%**.

## Independence

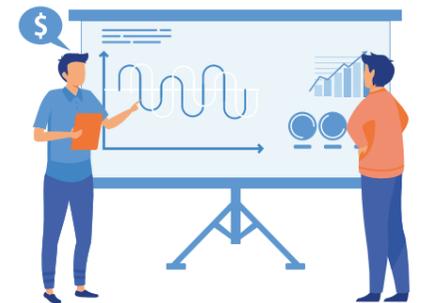
The Company has formulated the *System of Work of Independent Directors* to optimize the responsibilities of independent directors. Since their appointment, the independent directors of the Company have strictly complied with relevant laws and regulations, faithfully performed their duties as independent directors, and conducted a comprehensive and detailed review of relevant resolutions of the Board. In terms of engagement of audit institutions, financial audit reports, related party transactions, appointment of directors, adjustment of remuneration of directors and officers, application of raised funds, etc., independent directors have expressed objective and impartial independent opinions and suggestions for the Company's operation decision-making and standardized operation and actively safeguarded the overall interests of the Company and shareholders.

### Key performance

- During the reporting period, the Company's Board of Directors had **3** independent directors, accounting for **42.86%** of the total number of directors.

## Board of Supervisors

The Board of Supervisors is the highest supervisory body of G.Tech Technology, and it is responsible for the Shareholders' General Meeting. Supervisors of the Company will actively attend the meetings of the Board of Supervisors, the Board of Directors, and Shareholders' General Meetings of the Company. In accordance with the relevant provisions of the *Rules of Procedure of the Supervisory Board*, each supervisor acts strictly and comprehensively supervises the production and operation of the Company, financial operations, and the conduct of directors and other officers in compliance with regulations.

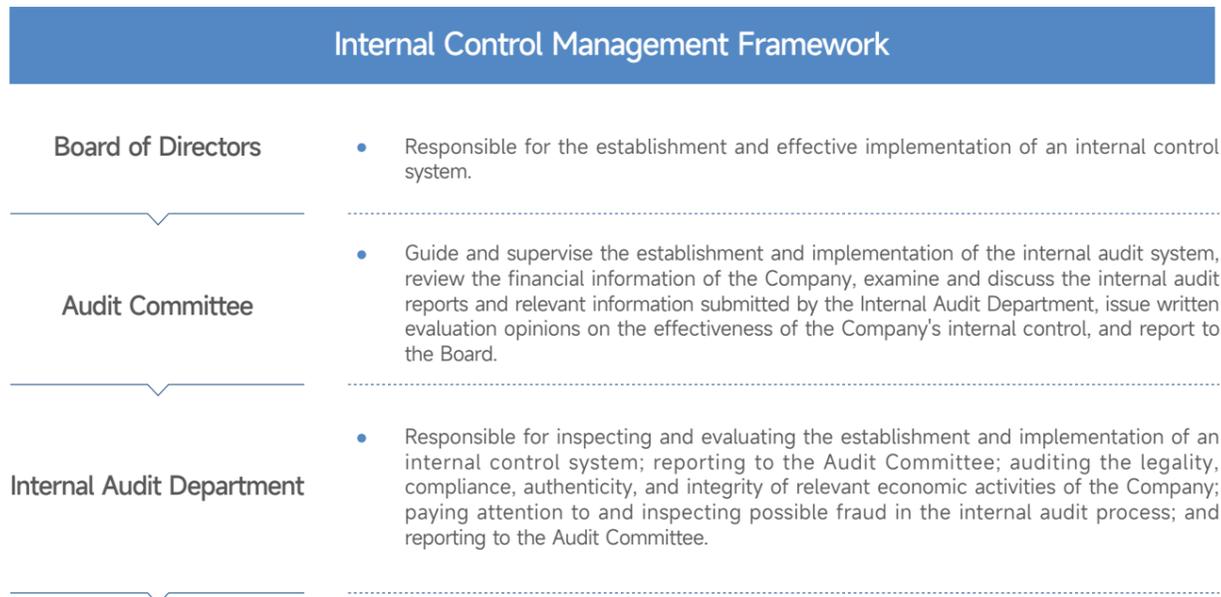


### Key performance

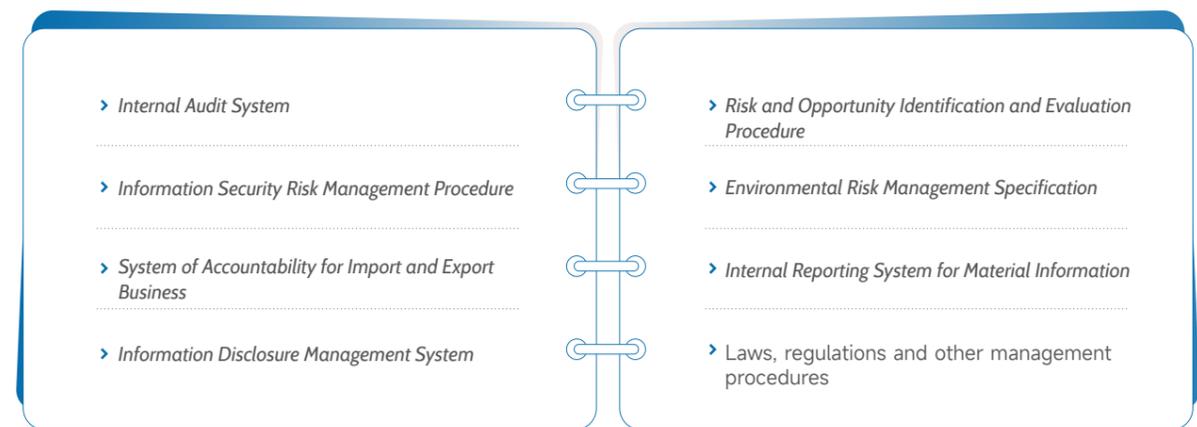
- During the reporting period, the Company held **5** meetings of the Board of Supervisors and reviewed a total of **19** proposals, with an average attendance rate of **100%**.

# Compliance and Risk Management

G.Tech Technology strictly abides by the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and other laws and regulations, as well as the RBA standards. The organization diligently establishes and improves a compliance risk control system documented in internal control system documents such as the *Internal Audit System* of the Company and effectively fulfills its compliance obligations.



### Company Compliance Risk Control Management System



## Risk management and internal control

G.Tech Technology consistently enhances risk management practices, establishes the Risk and Opportunity Identification and Evaluation Procedure, makes comprehensive deployment of risk management work from management planning, organizational functions, identification and evaluation, response, to evaluation and improvement, and guarantees the Company's stable operation through an effective risk control system.



### Case | The Third Quarter Audit

During the reporting period, the Company's Internal Audit Department conducted an audit for the third quarter of 2023 on the Company's financial reporting, inventory management, monetary funds, sales, and receipts and issued quarterly audit reports, proposing corrective measures for identified issues in order to improve the Company's operational efficiency and risk management capability.

In addition, the Company conscientiously executed compliance risk control training and education, cultivated employees' compliance awareness, integrated compliance principles into daily operations, and improved overall compliance literacy.

### Key performance

- During the reporting period, the Company conducted **6** legal training sessions with a total of **1,755** participants and **3** risk control training sessions with a total of **104** participants.

**Case | December 4 National Constitution Day Publicity Campaign**

During the reporting period, with the theme of "vigorously promoting the spirit of the constitution and building a socialist culture of rule of law," the Company launched the publicity activities of "December 4" National Constitution Day in 2023 and promoted the popularization of laws and compliance to employees in the form of lectures, creating a good compliance atmosphere of knowing, understanding, respecting, and abiding by laws within the Company. This initiative not only improved employees' legal awareness but also realized the benign interaction between the Company and society, contributing to the development of a law-governed society.



**Tax governance**

The Company diligently monitors tax compliance issues and proactively establishes and improves its tax management system in accordance with the provisions of relevant national tax laws and regulations, such as the *Law of the People's Republic of China on the Administration of Tax Collection*, the *Law of the People's Republic of China on Enterprise Income Tax*, the *Regulations for the Implementation of the Law of the People's Republic of China on Enterprise Income Tax*, the *Provisional Regulations of the People's Republic of China on Value-added Tax*, and the *Detailed Rules for the Implementation of the Provisional Regulations of the People's Republic of China on Value-added Tax*. The tax management work is integrated into the system framework of the *Company's Financial Management Standard* and operates in close coordination with the competent tax sub-bureau, aiming to clear the local collection and management calibers and requirements, declare and pay taxes on time, and fully implement the Company's tax payment obligations. During the reporting period, the Company actively monitored and analyzed the recently introduced tax policies of the state, strengthened employee education and training on tax policies, and publicized and implemented personal income tax declarations and related materials via corporate culture publicity columns with intentions of enhancing employees' awareness of paying taxes according to law.

**Key performance**

- During the reporting period, the total amount of tax paid by the Company was RMB **15,013,300.**

**Related party transactions**

In the *Articles of Association*, the *Rules of Procedure for the Shareholders' General Meeting*, the *Rules of Procedure for the Board of Directors*, and the *Management of Related Party Transactions*, the Company provides comprehensive guidelines on fair decision-making on related party transactions, such as the avoidance system for related party transactions by related directors and related shareholders and the approval authority for related party transactions, and takes necessary measures to protect the interests of shareholders.

The related party transactions between the Company and its related parties follow the principles of equality, willingness, and fairness, and there is no circumstance that damages the interests of the Company or its shareholders. The related party transactions that occurred during the reporting period were strictly implemented in accordance with the relevant requirements stipulated by the Company system. All independent directors reviewed the related party transactions of the Company during the reporting period and expressed independent opinions. All directors, supervisors, and officers of the Company issued the *Letter of Commitment on Reducing and Regulating Related Party Transactions* to effectively safeguard the legitimate rights and interests of shareholders.

**Business Ethics and Anti-corruption**

G.Tech Technology strictly abides by the *Company Law of the People's Republic of China*, the *Anti-monopoly Law of the People's Republic of China*, the *Anti-unfair Competition Law of the People's Republic of China*, the *Anti-money Laundering Law of the People's Republic of China*, and other local laws and regulations, and regulates its business operations with high integrity standards.

The Company has established a business ethics management system through a series of internal systems and standards, such as the *Social Responsibility Management Manual*, the *Ethics Management Code*, the *Code of Conduct of G.Tech Technology*, the *Management Code for Prevention of Unfair Interests*, the *Management Code for Fair Competition*, and the *Management Code for Prohibition of Collusion*, and has continuously reinforced the development of its business ethics ideology in the form of induction training, on-the-job training, signing of the *Confidentiality Agreement* by all employees, signing of the *Sunshine Confidentiality Agreement* by the procurement personnel, investigation of business ethics, etc. The Company has unblocked anti-corruption supervision and complaint and reporting channels such as letters, mailboxes, and telephones, accepted internal and external supervision and reports on the Company and its employees, and set up a corresponding protection mechanism for whistleblowers, namely the *Regulations on the Protection and Management of Whistleblowers*, so as to eliminate any form of bribery, corruption, monopoly, and unfair competition.

**Key performance**

- During the reporting period, G.Tech Technology was not involved in any corruption litigation cases, and the signing rate of the *Confidentiality Agreement* of the Company's employees was **100%.**

**Case | Business Ethics Training**

On July 13, 2023, the Company organized on-the-job employee training with the theme of business ethics for the purpose of mastering business ethics knowledge, explaining the contents of "what is business ethics" and "enterprises conforming to ethical standards," and assessing the training contents of the trainees in the form of examination papers. A total of 150 participants attended this training program, and the training assessment achieved was a perfect score of 100%.



# Investor Relations Management

## Protection of shareholders' rights and interests

G.Tech Technology attaches great importance to safeguarding the rights and interests of its shareholders, conducts the Shareholders' General Meeting in strict accordance with the pertinent provisions outlined in the *Rules of Procedure for the Shareholders' General Meeting*, fully utilizes modern information technologies such as network voting, and ensures that all shareholders, particularly those of smaller and medium size, are able to participate in Shareholders' General Meetings in the most convenient manner possible. In addition, the Company has formulated the *Implementation Rules for Cumulative Voting System* to ensure that minority shareholders fully exercise their legally protected rights to participation, information, and decision-making.

The Company has continued to optimize the construction of its governance framework, and every governance body has fulfilled its responsibilities with due diligence, rendering scientific judgments on significant issues pertaining to the Company, providing timely and standardized disclosure of information pertaining to the operation and development of the Company, actively addressing shareholder concerns, enforcing profit distribution policies in strict accordance with the *Articles of Association*, and actively compensating shareholders.

## Investor relations

### Strengthening investor relations management

G.Tech Technology has revised and strictly implemented the *Investor Relations Management System* in accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Work Guidelines for the Management of Investor Relations of Listed Companies*, the *Rules Governing the Listing of GEM Stocks on the Shenzhen Stock Exchange*, the *Shenzhen Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 2 - Standardized Operation of GEM Listed Companies*, and other laws, regulations, and normative documents in combination with the actual situation of the Company. Based on the principles of compliance, equality, initiative, honesty, and good faith, we continuously optimize the content and methods of investor communication and effectively communicate with investors.

The Securities Affairs Department, which has specialized staff to carry out investor relations management, is the designated full-time department for investor relations management, under the direction of the Secretary of the Board of Directors of the Company.



## Protecting investors' rights and interests

In accordance with the relevant requirements of the *Opinions on Further Promoting the Reform of the New Share Issuance System* issued by the China Securities Regulatory Commission, the Company has formulated a *Plan for Stabilizing the Stock Price within Three Years after Listing*, further clarifying the measures to stabilize the stock price of the Company when the stock price of the Company is lower than the net assets per share within three years after listing, and effectively safeguarding the rights and interests of investors.

## Communicating with investors

The Company continues to perform investor relations management, provides diversified communication channels, through which it actively communicates with investors such as holding performance briefing meetings, Shenzhen Stock Exchange "Hudongyi" Q&A platform (<https://irm.cninfo.com.cn/>), receiving investor field research, investor hotline, investor relations management column on the Company website, investor collective reception day, etc., responds to investors' concerns, continuously deepens investors' understanding of the Company, and enables investors to have a more comprehensive understanding of the Company's development status and future strategic planning, thus enhancing the Company's visibility and weight in the capital market, and transmitting the Company's investment value.



### Key performance

- During the reporting period, the Company participated in the 2023 Investor Collective Reception Day for Listed Companies in Guangdong Province, received **6** online surveys from investors, communicated with investors through email/social platforms **13** times, and interacted with investors **111** times on the "Hudongyi" Q&A platform (<https://irm.cninfo.com.cn/>).



## Information disclosure

In order to strengthen information disclosure management, establish a standardized protocol for the Company's information disclosure practices, and protect the lawful rights and interests of the Company's shareholders, particularly public shareholders, G.Tech Technology has developed the *Information Disclosure Management System*. In addition, the Company has promoted the formulation of the *Management System for Registration of Insiders of Inside Information*, the *Internal Reporting System for Material Information*, and the *Management System for Submission and Use of External Information*, improved the Company's information management and disclosure infrastructure, guaranteed the integrity, precision, comprehensiveness, timeliness, and efficacy of information disclosure, and continuously improved the quality and transparency of information disclosure. Furthermore, the Company prioritizes the confidentiality of undisclosed information, enhances employees' compliance awareness, mitigates information disclosure risks, and prevents insider trading by strengthening public relations, education, and daily management. During the reporting period, the Company did not incur any penalties from regulatory authorities due to information disclosure violations.

### Key performance

- During the reporting period, the Company disclosed **2** regular reports and **89** interim reports.



# Low-carbon Environmental Protection for a Green Prospect

- Environmental Management
- Environmental Risk Management
- Addressing Climate Change
- Energy Management
- Water Resources Management
- Pollutant Management
- Green Products
- Material Management
- Green Operation



# Environmental Management

G.Tech Technology consistently upholds the concept of "ecological priority, green development" and incorporates it into business activities throughout all stages of the product life cycle in an effort to collaboratively construct a more sustainable existence with reduced carbon emissions. The Company has formulated the *EHS Operation Control Procedure* to comprehensively manage the environmental factors and occupational safety and health risks of the Company, improved the environmental management structure, continuously optimized the environmental management system, set environmental management objectives, and guided the environmental management work with objectives as guidance to ensure compliance with all relevant laws, regulations, and other requirements. The Company and its subsidiary Lang-Crown Mold have obtained ISO 14001 environmental management system certification; during the reporting period, the Company saw no environmental violations or accidents.

## Environmental and Occupational Health and Safety Policy

- Comply with relevant laws and regulations and other requirements
- Develop products that contribute to environmental protection and social sustainability
- Clarify and strictly control prohibited substances, planned abolished substances, and planned eliminated substances in products
- Environmental protection, pollution prevention, energy savings, and waste reduction
- Eliminate hazards and reduce environmental and occupational health and safety risks
- Continuous improvement of environmental and occupational health and safety performance
- Full participation in environmental and occupational health and safety management

## Environmental Management Framework



### Board of Directors



- Overseeing environmental development strategies for the ongoing development of the Company.

### Sustainable Development Management



- Developing and reviewing company policies and strategies for environmental protection;
- Monitoring and evaluating the implementation of environmental protection plans;
- Goal setting and performance evaluations to ensure the Company meets environmental protection objectives;
- Communicating and coordinating regularly with all departments to ensure full compliance with environmental regulations and standards.

### Responsible departments



- Developing and implementing environmental protection plans and providing training and planning support;
- Monitoring and evaluating the Company's environmental performance and reporting to officers;
- Coordination of environmental protection efforts among various sectors and the provision of necessary data and information.



## Environmental Management Objectives

- Materials and products are 100% compliant with environmental management substance standards
- Waste recovery and treatment up to 100%
- Noise at the plant boundary reaches the Class III urban environmental noise standard (65 dB at day, 55 dB at night)
- Waste gas emission attains Level II standard of Guangdong Province for the second time period
- Hazardous waste compliance rate of 100%

During the reporting period, the Company organized training on the fundamentals of the ISO 14001 environmental management system and arranged environmental protection publicity with the theme of "Energy Conservation and Emission Reduction for a Better Future" in the "Learning Space" of the publicity column of corporate culture, so as to instill the concept of "ecological priority, green development" into the minds of employees and enhance their sense of responsibility and enthusiasm for environmental protection.



▲ The Publicity Column - The Themed Environmental Protection Publicity "Energy Saving and Emission Reduction to Create a Better Future"

# Environmental Risk Management

G.Tech Technology has fully realized the importance of environmental risk management and monitoring for the sustainable development of the Company, and formulated the *Environmental Risk Management Specification*, focusing on the identification and management of environmentally friendly high-risk materials. The Company emphasizes environmental protection supervision, actively cooperates with environmental protection departments at all levels for inspection, and regularly implements internal self-examination. We promptly rectify any identified problems. During the reporting period, the Company conducted an environmental hazard investigation and entrusted a third party to conduct environmental testing, and no relevant problems were found after the investigation.

## Key performance

- During the reporting period, the Company's percent pass rate in pollutant monitoring reached **100%**, the synchronous operation rate of environmental protection facilities reached **100%**, and the implementation rate of "Three Simultaneous Actions" for environmental protection of construction projects also reached **100%**.



The Company has established a long-term environmental protection early warning mechanism, formulated the *Emergency Plan for Environmental Emergencies*, and organized environmental emergency drills to further improve environmental emergency response capabilities.

## Case | Summary of Chemical Spill Emergency Drill

In August 2023, the Company organized a "Chemical Leakage Emergency Drill," during which the participants quickly responded to chemical dumping and leakage incidents according to the predetermined protocols and executed emergency treatment for released chemicals. After the drill, the safety officer provided instruction on chemical safety management and safety operation specifications.

The emergency drill has improved the emergency response capabilities of operators and the coordination and reaction capabilities of emergency response departments, ensuring that the emergency objectives of "rigorous, orderly, safe, and scientific" in response to chemical leakage accidents are attained.



# Addressing Climate Change

As per the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), anthropogenic impacts are warming the climate at a rate unprecedented for at least 2000 years. G.Tech Technology pays close attention to climate change issues, actively responds to the requirements of the *Opinions of the CPC Central Committee and the State Council on Complete, Accurate and Comprehensive Implementation of New Development Concepts and Carbon Peak and Carbon Neutralization Work* and the *Action Plan for Carbon Peaking by 2030*, and promotes climate change response from four dimensions, i.e., governance, strategy, risk management, indicators, and targets, with reference to the recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD).

## Governance

G.Tech Technology has implemented a top-down climate change management framework, wherein the Board of Directors holds the highest decision-making authority and developed the *Greenhouse Gas Management Procedure* and the *Greenhouse Gas Inventory and Inventory Report Management Procedure*, which provide strong support for climate change response and deeply integrate climate change response with company operations.

### Climate Management Framework



## Strategy and Risk Management

In order to create a more targeted response to the threats and opportunities posed by climate change, G.Tech Technology systematically implements climate change risk management in an orderly manner through the process of identification, assessment, control, and disclosure to improve the Company's climate resilience.



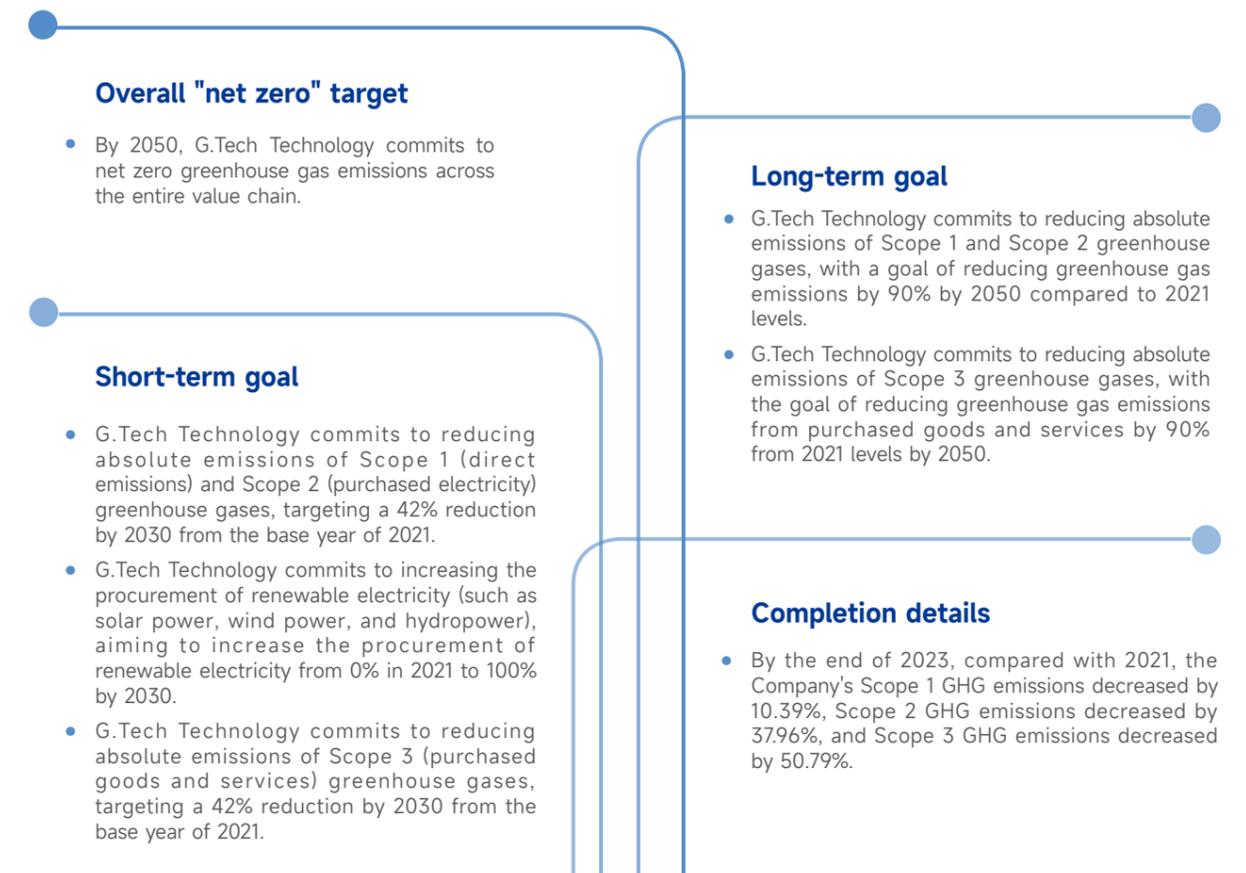
	Risk types	Risk description	Response measures
Transformation risks	Policy and legal risks	Under the background of the "Carbon Peaking and Carbon Neutrality" goal, stricter laws and regulations such as limiting or reducing carbon emissions will be introduced, which will lead to an increase in the Company's investment in energy conservation and emission reduction, thus increasing the Company's compliance operating costs.	<ul style="list-style-type: none"> <li>We proactively identify any associated risks or opportunities by continuously monitoring existing and emerging legislation worldwide, such as product and packaging recyclability standards.</li> <li>We strengthen greenhouse gas emission monitoring and comprehensively carry out carbon emission inventory and verification for the Company.</li> </ul>
	Market risk	As countries around the world have proposed "Carbon Peaking and Carbon Neutrality" goals, people's attention to carbon emission reduction and green products continues to rise, and the pursuit of environmental protection and low carbon has become a major trend. The concept of a low-carbon and environmentally friendly life has penetrated every aspect of consumers' lives, and consumers are also keen to purchase environmentally friendly and energy-saving products. Only by grasping the trend and enhancing the expansion of relevant categories can the Company obtain more opportunities for business development; otherwise, it will cause consumers to reduce their demand for products and reduce their income.	<ul style="list-style-type: none"> <li>Product R &amp; D personnel fully integrate the concept of low-carbon design in the process of product design, such as selecting new environmentally friendly materials, prolonging the service life of products, and optimizing resource utilization, so as to meet the current low-carbon environmental protection concept advocated by people and improve the market share of products.</li> </ul>
	Reputation risk	With the increase in consumer awareness and even the policy requirements for transparent environmental behavior, the brand image of enterprises is becoming more and more important. Consumers are more likely to build a good reputation for companies with environmental and social responsibilities, while companies that fail to take meaningful actions may be questioned by consumers and investors.	<ul style="list-style-type: none"> <li>The Company needs to strengthen its internal environmental protection system and management to further deepen its environmental protection culture and brand image.</li> <li>We strengthen communication and timely respond to stakeholders' concerns about climate issues and impacts.</li> </ul>
Physical risks	Acute risk	The Company is located in Zhuhai, a region prone to frequent summer typhoons. Extreme weather events and natural disasters may cause risks such as damage to the Company's production equipment, transportation obstruction, supply chain interruption, etc., resulting in a decrease in operating capacity, an increase in operating costs, and a decrease in the Company's profitability; production accidents may be caused, posing a threat to personal safety and the ecological environment and causing economic losses.	<ul style="list-style-type: none"> <li>As part of business continuity planning, executives assess the risks associated with typhoons and storms and are committed to helping the Company prepare for the potential impact of extreme weather events such as tornadoes, storms, and hurricanes.</li> <li>We establish secure storage facilities to avoid supply chain disruptions and eliminate exclusive suppliers.</li> </ul>
	Chronic risk	Rising sea levels and higher temperatures due to global warming will submerge many economically developed and populated areas in China, including the areas where companies currently operate. Air conditioning energy costs in manufacturing and office areas will increase with the increase in average summer temperatures, and electronic materials in the plant will also need air conditioning to maintain temperature, humidity, etc. The increase in costs will lead to a decrease in operating profits.	<ul style="list-style-type: none"> <li>The Company advocates setting the air conditioning temperature in the work area at 26-28 °C to create a low-carbon, environmentally friendly, healthy, and efficient office environment.</li> <li>We continue to strengthen energy conservation and emission reduction efforts and improve the efficiency of the use of energy, water, and other resources.</li> </ul>

Opportunity factor	Examples of opportunities	Potential financial impact
Resource efficiency	Through energy conservation, the purchase of green electricity, rooftop photovoltaic power, resource recycling, and reuse, we will continue to promote green operation concepts, improve resource and energy efficiency, and reduce operating costs.	Reduce operating costs.

## Indicators and Targets

Indicators and targets provide observable metrics for companies and stakeholders to understand progress in addressing climate change. Based on the actual situation of the Company, G.Tech Technology formulates greenhouse gas emission reduction targets and continuously monitors the progress and path of target completion to ensure the achievement of the targets and assist in achieving the global temperature rise target of 1.5 °C. On March 7, 2024, the Company's carbon reduction targets were verified by the Science-Based Targets initiative (SBTi).

### Greenhouse Gas Emission Reduction Goals



**APPROVED**  
NET-ZERO SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by G.Tech Technology Ltd. conform with the SBTi Corporate Net Zero Standard.

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official net-zero science-based target language:

**Overall Net-zero Target:** G.Tech Technology Ltd. commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

**Near-term Targets:** G.Tech Technology Ltd. commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. G.Tech Technology Ltd. also commits to increase active sourcing of renewable electricity from 0% in 2021 to 100% by 2030 year. G.Tech Technology Ltd. further commits to reduce absolute scope 3 GHG emissions from purchased goods and services 42% within the same timeframe.

**Long-term Targets:** G.Tech Technology Ltd. commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2021 base year. G.Tech Technology Ltd. also commits to reduce absolute scope 3 GHG emissions from purchased goods and services and use of sold products 90% within the same timeframe.

DATE OF APPROVAL  
7 March 2024

**APPROVED**  
NEAR-TERM SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by G.Tech Technology Ltd. conform with the SBTi Criteria and Recommendations (Criteria version 5.1).

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official near-term science-based target language:

G.Tech Technology Ltd. commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. G.Tech Technology Ltd. also commits to increase active sourcing of renewable electricity from 0% in 2021 to 100% by 2030 year. G.Tech Technology Ltd. further commits to reduce absolute scope 3 GHG emissions from purchased goods and services 42% within the same timeframe.

DATE OF APPROVAL  
7 March 2024

^ On March 7, 2024, the Company's carbon reduction target was verified by the Science Based Targets initiative (SBTi)

### Greenhouse Gas Emission Reduction Action Paths

<b>Carbon Asset Trading</b>	Purchase of I-REC (International Green Certificate) electricity 2,609 MWh.
<b>Green energy</b>	Photovoltaic projects are built on the roof of the plant, with an average annual power generation of 1.364 million kWh.
<b>Low-carbon materials</b>	The successful use of PCR (post-consumer recycling) plastics and low-carbon aluminum as shell materials for products brings more attractive low-carbon consumption options to the market.
<b>Recycling</b>	Reducing the use of raw materials and disposable plastics, improving product durability, ease of disassembly, and enhancing product recycling systems. (2) Pallet recycling.
<b>Concept forming</b>	Training on greenhouse gas management, establishing low-carbon concepts for all employees, advocating green travel and green offices, etc.

### Case | Greenhouse Gas Inventory Training

The Company routinely performs greenhouse gas inventories and engages third-party agencies for verification. In order to ensure the smooth implementation of greenhouse gas inventory, deepen the understanding of greenhouse gas management by relevant personnel, and further promote the integration of low-carbon concepts with daily work, the Company has conducted greenhouse gas management training for key personnel in greenhouse gas management for evidence collection and other aspects.



According to the scope, categories, and calculation methods defined in ISO 14064-1:2018, G.Tech Technology conducted an inventory of greenhouse gas emission sources within the organization boundary according to the Operation Control Law. The greenhouse gas inventory in 2021 and 2022 passed ISO 14064-1:2018 verification.

## Greenhouse Gas Emissions

2021

Total GHG emissions	Direct GHG emissions (Scope 1)	Indirect GHG emissions (Scope 2)
<b>394,160.87</b> t-CO <sub>2</sub> e	<b>566.85</b> t-CO <sub>2</sub> e	<b>7,416.74</b> t-CO <sub>2</sub> e
Other indirect GHG emissions (Scope 3)	Greenhouse gas emission intensity	
<b>386,177.29</b> t-CO <sub>2</sub> e	<b>3.55</b> t-CO <sub>2</sub> e/RMB 10k of revenue	

2022

Total GHG emissions	Direct GHG emissions (Scope 1)	Indirect GHG emissions (Scope 2)
<b>242,514.94</b> t-CO <sub>2</sub> e	<b>545.33</b> t-CO <sub>2</sub> e	<b>6,442.77</b> t-CO <sub>2</sub> e
Other indirect GHG emissions (Scope 3)	Greenhouse gas emission intensity	
<b>235,526.85</b> t-CO <sub>2</sub> e	<b>2.57</b> t-CO <sub>2</sub> e/RMB 10k of revenue	

2023

Total GHG emissions	Direct GHG emissions (Scope 1)	Indirect GHG emissions (Scope 2)
<b>195,162.76</b> t-CO <sub>2</sub> e	<b>507.94</b> t-CO <sub>2</sub> e	<b>4,601.37</b> t-CO <sub>2</sub> e
Other indirect GHG emissions (Scope 3)	Greenhouse gas emission intensity	
<b>190,053.45</b> t-CO <sub>2</sub> e	<b>2.20</b> t-CO <sub>2</sub> e/RMB 10k of revenue	

#### Notes

Scope 1: Direct emissions from greenhouse gas emission sources owned or controlled by G.Tech Technology;

Scope 2: Indirect greenhouse gas emissions from purchased electricity by G.Tech Technology;

Scope 3: Other indirect greenhouse gas emissions generated in the value chain of G.Tech Technology cover categories such as purchased products and services, fuel and energy activities, upstream transportation and transportation, waste generated in operations, business travel, employee commuting, etc. In the future, we hope to gradually include more relevant Scope 3 emission source certifications on the premise of ensuring reliable and complete data.

### Key performance

- Reduction of greenhouse gas emissions of **151,645.93** tons in CO2 equivalent in 2022 compared to 2021; reduction of greenhouse gas emissions of **47,352.18** tons in CO2 equivalent in 2023 compared to 2022.



In order to further stimulate the enthusiasm of all employees to participate in emission reduction and accelerate the attainment of greenhouse gas emission reduction targets, G.Tech Technology implements performance incentives for all employees and rewards employees who propose feasible and effective energy conservation plans or carry out technological innovation and transformation and achieve good emission reduction results. At the department level, the department with the largest quarterly energy consumption reduction may also receive bonus awards.



ISO 14064-1:2018 Greenhouse Gas Verification Statement

## Energy Management

### Energy Management System

G.Tech Technology strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Clean Production Promotion*, the *Energy Conservation Law of the People's Republic of China*, the *Energy Law of the People's Republic of China*, and other laws, regulations, and standards related to energy use. It formulates the *Energy and Resource Consumption Management Procedure* to standardize the Company's energy and resource management, forms an energy management system, and actively promotes the system certification work.

G.Tech Technology has established a specialized energy management structure to undertake the overall coordination of energy management work, supervise and manage the enterprise energy consumption and energy consumption index assessment, and steadily promote the Company's energy conservation and efficiency initiatives.

### Energy Management Framework



#### Board of Directors



- Overseeing energy development strategies for the Company's long-term development

#### Sustainable Development Management



- Developing and reviewing the Company's energy policies and strategies;
- Monitoring and evaluating the implementation of energy plans;
- Target setting and performance evaluation to ensure the Company meets its energy reduction targets;
- Regularly communicating and coordinating with all departments to ensure full compliance with energy regulations and standards

### Responsible departments



- Conducting energy-saving communication, exchanging information on energy conservation and actively promoting the dissemination and use of new energy-saving technologies;
- Systematically collecting and collating energy-saving technology data, filling in various reports regularly and accurately, and ensuring that energy accounts are clear;
- Responsible for energy consumption indicators such as electricity and water consumption in each workshop, regularly analyzing energy consumption and taking effective measures to reduce energy consumption indicators;
- Preparation and submission of energy utilization reports

## Energy Consumptions

#### 2021年

##### Direct energy consumption

Gasoline  
**17.63** Tons

Diesel  
**16.79** Tons

Liquefied petroleum gas  
**0.21** Tons

##### Indirect energy consumption

Purchased electricity (Southern Power Grid)  
**12,765,475.00** kWh

Total energy consumption  
**1,619.64** Tons of standard coal

##### Non-fossil energy consumption

Photovoltaic power (self-generated)  
**0** kWh

Energy consumption intensity  
**0.0146** Tons of standard coal/RMB 10k of revenue

#### 2022年

##### Direct energy consumption

Gasoline  
**18.59** Tons

Diesel  
**3.61** Tons

Liquefied petroleum gas  
**0.18** Tons

##### Indirect energy consumption

Purchased electricity (Southern Power Grid)  
**11,297,150.70** kWh

Total energy consumption  
**1,421.34** Tons of standard coal

##### Non-fossil energy consumption

Photovoltaic power (self-generated)  
**1,160,129.00** kWh

Energy consumption intensity  
**0.0150** Tons of standard coal/RMB 10k of revenue

#### 2023年

##### Direct energy consumption

Gasoline  
**17.09** Tons

Diesel  
**1.48** Tons

Liquefied petroleum gas  
**0.18** Tons

##### Indirect energy consumption

Purchased electricity (Southern Power Grid)  
**7,743,810.59** kWh

Total energy consumption  
**979.33** Tons of standard coal

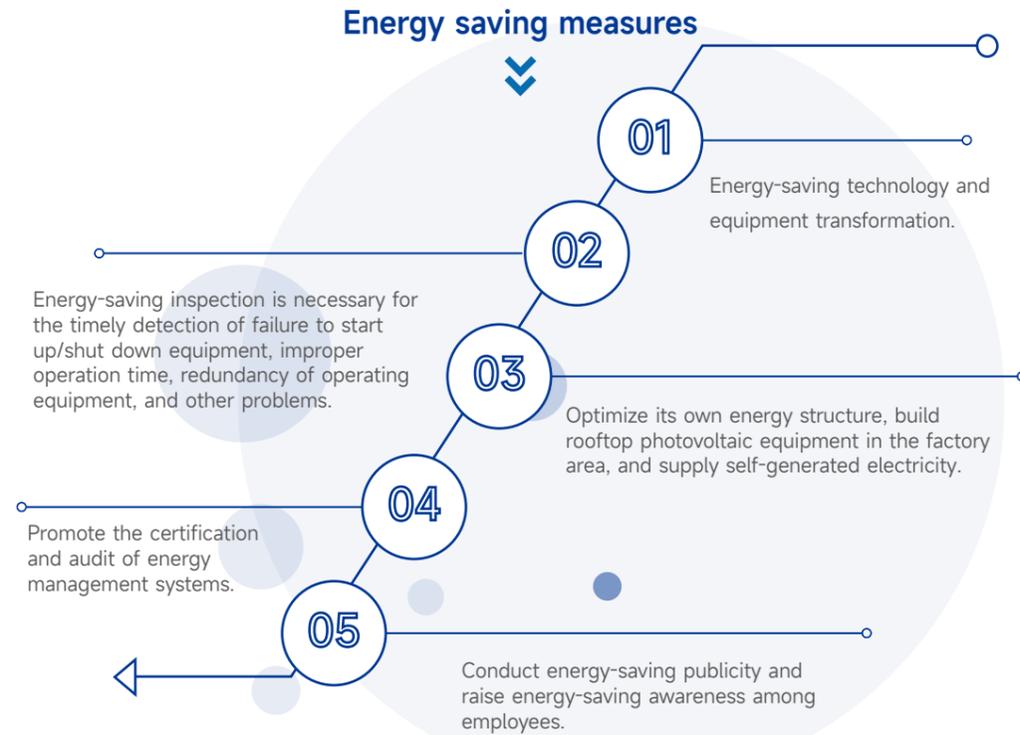
##### Non-fossil energy consumption

Photovoltaic power (self-generated)  
**1,392,541.00** kWh

Energy consumption intensity  
**0.0110** Tons of standard coal/RMB 10k of revenue

## ★ Energy Saving Measures

To improve energy utilization efficiency, G.Tech Technology actively adopts various energy saving and carbon reduction measures, regularly analyzes the proportion of internal energy consumption, formulates targeted energy conservation and emission reduction plans, and orderly carries out cost reduction and efficiency enhancement actions. Taking a leadership role in setting an energy management goal of 100% renewable energy by 2030 and actively promoting the use of 100% renewable energy.



### Key performance

- During the reporting period, the Company actively promoted energy substitution and used clean energy photovoltaic power generation of **1,392,541** Kwh.



### Case | Energy-saving Process Improvement

Lang-Crown Mold, a subsidiary of G.Tech Technology, successfully realized mold automation in 2015, making the mold life cycle 100% controlled and realizing the informatization, networking, dynamic, and synchronization of management work, greatly improving the whole process monitoring and management of the mold life cycle. Automation has had very obvious effects on energy conservation, environmental protection, green manufacturing, carbon emission reduction, etc., and has greatly improved the market competitiveness of enterprises.



Automatic Manufacturing of Lang-Crown Mold



Automatic Inspection of Lang-Crown Mold

### Case | Implementing Energy Substitution and Optimizing Energy Structure

Since October 2021, G.Tech Technology has promoted the construction of rooftop photovoltaic projects with a total construction capacity of 1,370 KW and an annual average power generation capacity of 1,364,000 kWh. The grid-connected power generation was completed in April 2022, and it is estimated that the annual carbon dioxide emissions will be reduced by 1,110 tons.



### Case | Energy Management System Certification Training

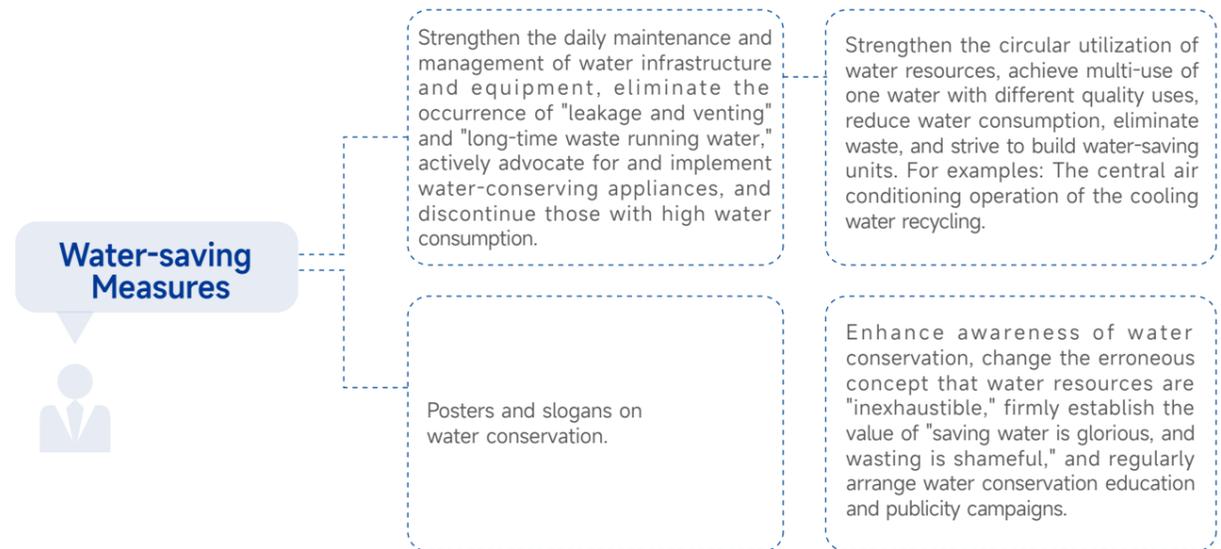
In November 2023, in order to further improve energy management levels, the Company actively promoted energy management system certification and invited a third-party professional organization to conduct ISO 50001 energy management system certification training. The training aims to help employees of the Company understand the standards and requirements of the energy management system in depth, lay a solid foundation for the Company's energy conservation, emission reduction, and green development, and ensure that the Company's energy management work is more standardized and efficient.



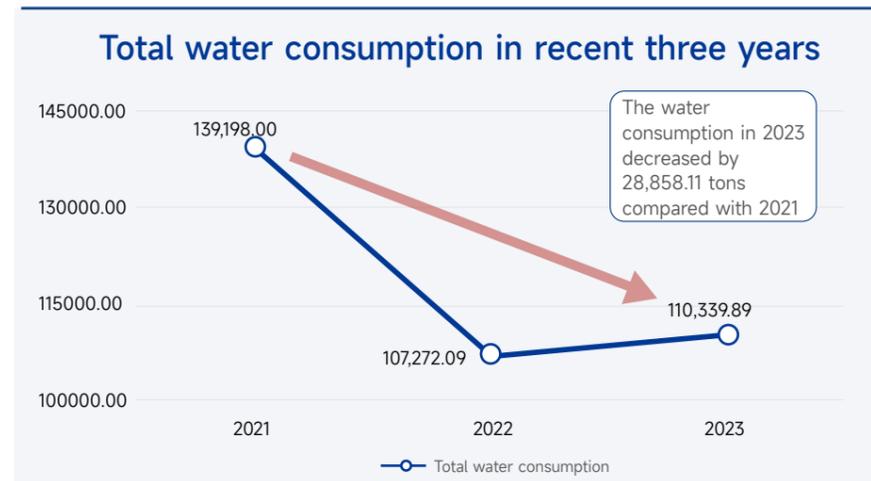
# Water Resources Management

G.Tech Technology strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Water Law of the People's Republic of China*, the *Law of the People's Republic of China on Promotion of Comprehensive Utilization of Resources*, the *Energy Conservation Law of the People's Republic of China*, and other laws and regulations. At this time, the water used by the Company is mainly domestic water, which conforms to local specifications, and the water intake has no significant impact on water sources. The Company implements water resources management plans to record and monitor water resources and their use and discharge; at the same time, it encourages leaders of various departments to consciously shoulder water conservation responsibilities, strengthen water conservation responsibilities, and improve water resources management efficiency through a variety of water conservation measures.

**Water saving target: With 2021 as the base year, the average annual water consumption will be reduced by 3%.**



## Key performance



# Pollutant Management

## Wastewater Management

G.Tech Technology strictly abides by the *Water Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and other national and local regulations on wastewater discharge management, formulates the *EHS Operation Control Procedure*, standardizes wastewater monitoring and control, and ensures wastewater discharge up to standard.

G.Tech Technology's wastewater sources includes domestic sewage and canteen sewage. After primary treatment, sewage from the living area and toilet shall be discharged to a public sewage pipeline outside the plant for treatment by the municipal sewage treatment center; sewage from the canteen shall be discharged to the municipal sewage treatment pipe network after tertiary treatment.

The Company Administration Department regularly cleans the primary sewage treatment facilities, and ensures that no sewage enters the runoff pipeline. Furthermore, the Company invites third-party testing organizations for testing every year; its sewage discharge meets the third-level standard of the second period in the local standard of Guangdong Province - the *Water Pollutant Discharge Limit/DB44/26-2001*.

## Wastewater Discharge Reduction Measures



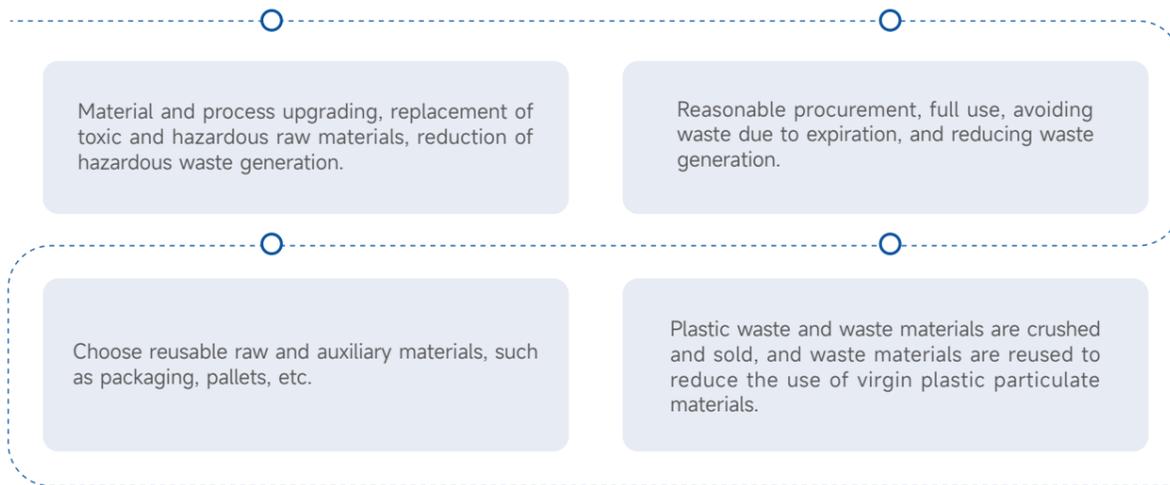
## Waste Management

In accordance with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes*, and the *Regulations of the People's Republic of China on Hazardous Waste Management*, G.Tech Technology has formulated the *EHS Operation Control Procedure* to standardize waste discharge management. The waste generated by the Company can be divided into general waste and hazardous waste.



**Discharge reduction target: G.Tech Technology commits to reducing annual waste generation by 3% with 2021 as the base year.**

### Waste Discharge Reduction Measures



### General waste

The general waste generated by the Company can be divided into recyclable waste and non-recyclable waste. The recyclable waste primarily includes waste paper, scrap metal, waste plastic, waste parts, pallets, and so on; the non-recyclable waste is mainly domestic waste. On this basis, the Company sets up classified garbage cans in the factory area to classify recyclable, non-recyclable, and hazardous wastes. The Administration Department promotes garbage classification management and further disposes of it. The recyclable wastes are handed over to relevant recycling manufacturers for transfer, and recycling treatment records are kept. The non-recyclable waste is disposed of by the environmental sanitation authority of Zhuhai City. During the reporting period, all general waste generated by the Company was disposed of in compliance with relevant regulations.

### Key performance



### Hazardous waste

The hazardous wastes generated by the Company mainly include tin slag, flux, various solvents, waste PCBs, waste lamps, waste batteries, rags stained with chemicals, etc. On the basis of classification, the hazardous wastes of the Company are transferred to qualified manufacturers for recycling and treatment, and at the same time, they are reported to relevant environmental sanitation departments to ensure compliance with the disposal of hazardous wastes.

### Key performance

- During the reporting period, the Company disposed of **17.76** tons of hazardous waste, with a compliance disposal rate of **100%**.

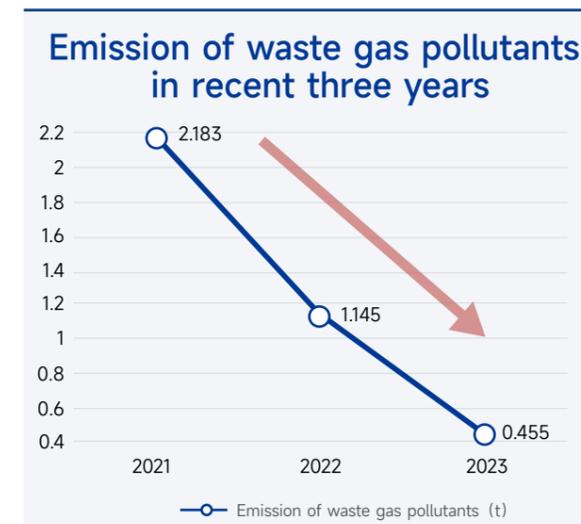


### Waste gas Management

G.Tech Technology abides by the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Emission Standards for Atmospheric Pollutants* and other laws and regulations, formulates the *EHS Operation Control Procedure*, strictly controls exhaust gas emissions, implements the requirements of relevant national laws and regulations, and effectively manages the collection, treatment, and emission of exhaust gas. The Company employs a third-party testing agency to conduct exhaust gas testing every year to ensure that exhaust gas emissions meet standards.

G.Tech Technology wastewater includes workshop solder waste gas emissions, screen printing workshop exhaust gas, injection molding workshop exhaust gas, canteen oil smoke, automobile exhaust emissions. For PCBA welding waste gas, screen printing workshop waste gas, canteen oil smoke waste gas, the Company adopts closed pipes, set up a unified exhaust gas outlet. In addition, the Company strengthens the maintenance of automobiles, arranges annual automobile inspections on time, and reduces exhaust emissions. The newly added waste gas treatment equipment of the Company has been put into use, mainly UV photolysis purifier and activated carbon adsorption box, which can treat and discharge waste gas generated in the production process, reduce pollutant emission and reduce the impact on the environment.

### Key performance



Waste Gas Treatment Equipment

## ★ Noise management

G.Tech Technology strictly abides by the *Law of the People's Republic of China on the Prevention and Control of Noise Pollution*, the *Regulations for the Implementation of the Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution* and other laws and regulations, formulates the *EHS Operation Control Procedure*, adopts various noise reduction measures, strictly controls the noise generated during production and operation, and its noise at the factory boundary meets the Class II standard of the *Emission Standard for Industrial Enterprises Noise at Boundary (GB12348 -2008)*. Moreover, the Company hires a third-party testing agency to conduct testing every year to further promote noise control.

The Company's crushing room, injection workshop, equipment room and environmental protection facilities are all involved in various equipment noise, and the Company takes various measures to reduce noise pollution. During the reporting period, the Company monitored noise emission according to the *Emission Standard for Industrial Enterprises Noise at Boundary (GB12348 -2008)*, and the actual emission values during daytime and night were lower than the emission limits.

### Noise Control Measures



All departments shall operate according to the operation specifications of machinery and equipment, and regularly maintain the production equipment. The noise in workshop workplace shall be controlled according to the *Occupational Exposure Limits for Hazardous Agents in the Workplace - Part 2: Physical Agents*, i.e., the noise shall be less than 85dB (A).

The Engineering Department develops equipment maintenance plan, and carries out periodic maintenance of equipment, including regular lubrication, applying rust oil, replacement of easily worn equipment parts.

The machinery and equipment that produce large noise should be repaired or scrapped immediately to ensure that the workshop noise meets the standard requirements.

For workshops/places with serious noise emission such as automatic injection molding, air compressor, mold processing, etc., noise sources shall be isolated (sound insulation room shall be set up or sound insulation device shall be added), and employees shall wear earplugs when entering the place.

## ★ Restricted Substances

G.Tech Technology strictly abides by the *Administrative Measures for the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products*, the *EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH Regulation)*, and the *Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (EU RoHS Directive)*, CP65 (California Proposition 65, U.S.) and other national and local laws, regulations and standards, has formulated the *Restriction Standards of Hazardous Substances*, the *Green Product Management Procedure*, the *Supply Chain Management Control Procedure*, introduced the IECQ HSPM QC080000 hazardous substance management system and passed the certification, and controlled hazardous substance management with the entire supply chain footprint as the clue, thus regulating the control of restricted substances.

The Company continuously collects the latest laws, regulations and customer requirements related to restricted materials management, and inputs these requirements into product design and material procurement management. In addition, we ensure that all products and materials produced and purchased comply with the corresponding regulations of prohibition or restriction management. During the reporting period, there were no external complaints about hazardous substances exceeding the standard for the Company's products.



▲ IECQ HSPM QC080000 Certification

## Green Products

Based on the life-cycle thinking, G.Tech Technology has formulated the *Code of Practice for Green Product Design*, taking the system as the framework, integrating the green low-carbon concept into the design, production, use, maintenance and service, recycling and other aspects of the product, continuously improving the product performance while reducing the impact on the environment, and providing consumers with more low-carbon environmentally friendly products.

### Green Product Life Cycle Management



Product life cycle stages	Systems and measures
Green design	In the design stage, the R&D Department lists the requirements of reducing energy consumption, easy disassembly, recycling and protecting the ecological environment as the same design objectives as ensuring the performance, quality, service life and cost of the products. According to customer needs and product positioning, the carbon footprint of the whole life cycle of the products is considered to quantify its resource consumption and environmental emissions, and evaluate its impact on resources, ecological environment and human health. As far as possible, non-toxic and harmless renewable raw materials are used to reduce pollutants and greenhouse gas emissions.  Green design points: Use of recycled materials (such as PCR post-consumer recycled plastic, etc.), weight reduction, molding labels, energy saving, use of low-carbon aluminum.
Green procurement	G.Tech Technology has formulated the <i>Supply Chain Management Control Procedure</i> , requiring suppliers to comply with green production requirements and have a complete environmental management system (RoHS/REACH/HF), and conduct hazardous substance (HSPM) audits on suppliers, and continuously promote green procurement.
Green production	Implement mold automation to reduce repeated and ineffective operations and improve production efficiency; adopt green technology and environmentally friendly processes to produce no or less pollutants, improve energy efficiency and resource utilization; effectively control waste gas and noise, and properly handle hazardous waste generated by the process.
Utilization efficiency	Adhere to technological innovation to drive development, conduct independent R&D of energy-efficient wireless technology, Hallsensor magnetic axis technology and other core technologies, and reduce product use power consumption.  Energy-efficient wireless technology: This technology follows energy-efficient wireless communication protocol, and drives MCU to process time-consuming tasks during the conversion process, reducing the actual working time, so that MCU has enough time to enter sleep mode, thus meeting the requirements of low latency and low power consumption of wireless keyboard and mouse products of eSports game series. In addition, the technology also uses the principle of adaptive frequency hopping, which effectively reduces energy consumption. One battery for most wireless low-power mouses can support one year's operation, and the service life of a mouse battery using this technology can reach up to three years.  Hallsensor magnetic axis technology: This technology uses relatively simple circuits to achieve RGB backlight drive, switch analog detection and other complex functions, reducing the cost and power consumption of the whole machine while improving the accuracy and speed of analog acquisition.
Maintenance and service	The environmental performance and other indicators are included in the scope of customer satisfaction survey indicators to guide positive feedback from customers and continuously improve product sustainability while meeting customer environmental protection needs.
Recycling	During product design, the recycling ratio can meet the standard requirements; for scrap recyclers, the Company strictly screens and monitors them to ensure compliance, and actively promotes the recycling of waste products and resource recycling.

In the future, the Company will take carbon reduction actions for the whole life cycle of end-use products, promote electronic instructions to replace paper instructions, adopt spray-free processes, etc., so as to further reduce carbon emissions of products and provide consumers with more environmentally friendly and low-carbon green products.

# Material Management

## Material Control

G.Tech Technology strictly manages materials and has formulated systems such as the *Supply Chain Management Control Procedure* and the *Incoming Inspection Procedures* to standardize material management processes, and continuously promotes energy conservation and consumption reduction, emission reduction, thus enabling green development through material management.

### Material Control Measures



- Use of non-hazardous materials**

As far as possible, non-toxic and harmless renewable raw materials are used to reduce pollutants and greenhouse gas emissions.
- Reduction**

In product design, the concept of reduction design is adopted to reduce the use of materials.
- Process management**

We have standardized the material management of incoming materials, process and shipment, formulated the *Material Control Management Specification*, adopted the MES system for material first-in-first-out (FIFO) management, and improved material management and use efficiency.

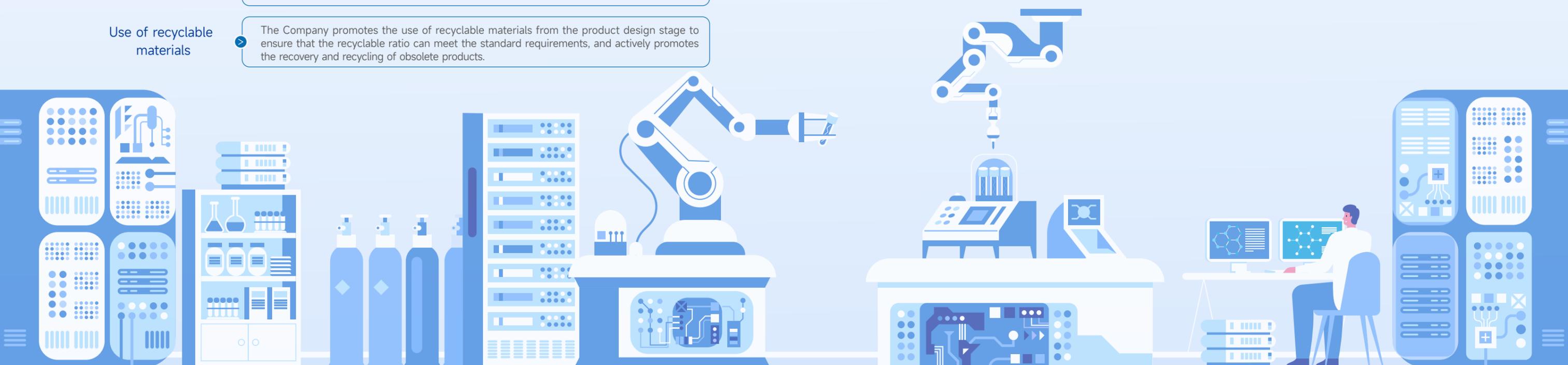
We insist on concentrating goods, entrust third-party logistics companies with transportation, improve material transportation efficiency, and achieve the effect of energy conservation and emission reduction.
- Use of recyclable materials**

The Company promotes the use of recyclable materials from the product design stage to ensure that the recyclable ratio can meet the standard requirements, and actively promotes the recovery and recycling of obsolete products.

## Green Packaging

In 2023, the Company complied with the latest version of the *Package Recycling Marking* (GB/T 18445) to display the recyclability of product packaging with standardized marks to help consumers accurately classify and recycle product packaging. Besides, the Company optimizes packaging design, and reduces packaging size and weight by reducing packaging design to make products more low-carbon and environmentally friendly.

Green packaging items	Initiatives	Achievement
Packaging weight reduction design (reduce the use of sealing stickers; remove PE bags, protective films, blister, etc.)	Reduce the use of packing materials	In 2023, the total weight of packing materials was reduced by 3.06 tons.
Gift box surface treatment process optimization	Change box surface matte film into environmentally friendly water-based matte oil	It has significant advantages in improving product quality, protecting the environment and improving the working environment of workers.
Replacement of PE bags by cotton paper, wood pulp paper, MG tissue paper, etc.	"Green packaging" can be recycled to reduce environmental pollution and waste of resources	Reduce plastic materials by 31.82 tons and reduce carbon dioxide emissions by 99.16 tons.



# Green Operation

## Green Office

In response to the national goal of "Carbon Peaking" by 2030 and "Carbon Neutrality" by 2060, G.Tech Technology actively practices "green office", promotes cost reduction and efficiency improvement of various departments by promoting digital construction and other measures, strives to reduce energy consumption and pollutant emissions during operation, enhances employees' awareness of environmental protection, and creates a good and sustainable office environment.

### Green Office Measures



- Adjust the air conditioner to an appropriate temperature ( $\geq 26^{\circ}\text{C}$ )
- Encourage employees to take stairs and use elevators as little as possible
- Optimize computer settings, and turn to sleep mode if not used for a short time; shut it down if not used for a long time
- Optimize official vehicles, shuttle bus routes, green travel, reduce gasoline and diesel consumption, and reduce exhaust emissions
- Advocate electronic office, reduce paper printing; use double-sided printing for documents that must be printed
- Advocate green office methods, such as online video conference, etc.



## Case | Green Travel

In order to actively respond to the global "Science Based Targets initiative (SBTi)" and join the national "Carbon Peaking and Carbon Neutralization" strategy, the Company replaced old vehicles with two new energy electric vehicles (commercial vehicles) in March 2023 according to its actual demands. In 2023, the replaced new energy vehicles traveled a total of 112,188 kilometers, reducing carbon emissions by 3,622 kg.

Items	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Total
Travel mileage (km)	8,173	11,150	10,148	11,490	13,820	12,339	9,794	11,046	12,443	11,785	112,188
Total amount of power consumption (KWH)	1,643	2,572	2,481	2,714	3,094	2,839	2,320	2,583	2,780	2,737	25,763
Reduced carbon emissions (KG)	237	368	334	379	409	407	323	365	411	389	3,622

## Case | Paperless Office Training

In response to the national call for low-carbon energy conservation, the Company has actively promoted paperless office and organized employees to paperless office training, contributing to the reduction of office materials used in the daily operation of the Company.



Invoice Management Platform Training



Enterprise Mailbox Training

## Biodiversity

G.Tech Technology strictly abides by the *Environmental Protection Law of the People's Republic of China* and the *United Nations Convention on Biological Diversity*, attaches great importance to ecological environment protection, and establishes and improves the ecological protection management system. Before commencing major projects that may have an impact on ecology, the Company actively carries out environmental impact assessment to ensure that the project construction is not in drinking water source protection areas and ecological red line protection and ecological environment space control areas, and meets the ecological environment access list system; furthermore, through groundwater pollution source analysis and formulation of prevention and control measures, the Company minimizes the impact of the project on groundwater environment, and protects the ecological environment and biodiversity of the project area.



# R&D Innovation

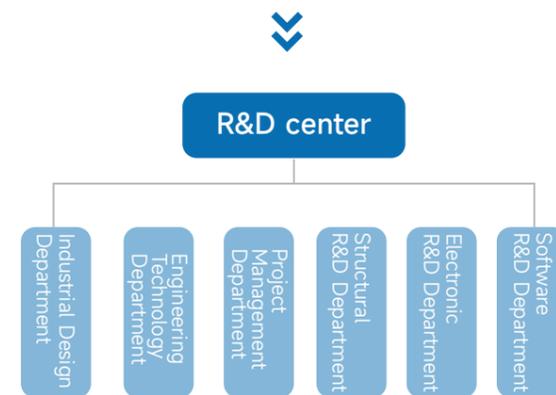
"Continuous Innovation, Pursuit of Perfection, Customers First, Consistent Efforts" is G.Tech Technology's business philosophy which never changes. Continuous innovation is actually emphasizing innovation as the foundation of enterprise development; for many years, G.Tech Technology insists on patent innovation as the premise, talent innovation as the support, technological innovation as the focus, mechanism innovation as the key, and promotes the continuous transformation of enterprises.

## R&D Innovation System

Based on the industry characteristics, strategic positioning and enterprise development status, the Company has formulated R&D management systems such as the *New Product Development Control Procedure* and the *New Product Development Incentive Specification* in continuous practice, formed a flexible and efficient R&D system with the R&D center as the core technology platform, continuously strengthened R&D incentives, and effectively promoted the sharing and complementarity of R&D resources.

Meanwhile, through internal training and external introduction, the Company has established an experienced and reasonably structured R&D team, relying on the R&D center platform to implement professional division of labor and cooperation, with strong scientific research strength and independent innovation ability. During the reporting period, the Company formulated KPI for R&D projects, set R&D targets, and carried out industry-university-research cooperation with Beijing Institute of Technology, Zhuhai to actively explore innovation boundaries.

### Company R&D Organizational Structure



Functional bodies	Main responsibilities
Industrial Design Department	Responsible for product ID design, planning color, material and other product specifications, providing ID proposals to customers, making product printing and laser engraving documents, product modeling design
Engineering Technology Department	Responsible for logistics planning and process improvement work, and through technology research and development, creating new product process routes, creating and improving the old product process routes; responsible for verifying the process of new products, and making prototypes
Project Management Department	Responsible for evaluating the feasibility of R&D project requirements and managing project stakeholders and their activities during R & D
Structural R&D Department	Responsible for evaluating and designing product structure, following up new product mold making, product structure review and trial production, functional testing, etc. according to product functional requirements
Electronic R&D Department	Responsible for designing circuit, layout, developing test specifications, proofing, functional verification, output technical specifications, EMC rectification, product introduction production, etc. according to product functional requirements
Software R&D Department	Responsible for developing and maintaining software platform according to product functional requirements, cooperating with hardware department to realize product firmware development, system driver software development and production test software development

In order to ensure the feasibility of product innovation technology, the R&D Center has set up a special R&D laboratory to provide engineers with a platform for product design verification. The laboratory is equipped with a variety of professional equipment, such as spectrometers, optical mouse track testers, waveform generators, USB analyzers and Bluetooth analyzers, to assist engineers in in-depth research.

The Company actively promoted the construction of its sci-tech innovation platform, which as recognized as "Provincial Enterprise Technology Center" and "Provincial Engineering Technology Center" in Guangdong Province. In 2023, the "High-tech Enterprise Certificates" of the Company and its subsidiary Jore Automation Technology were both within the validity period.



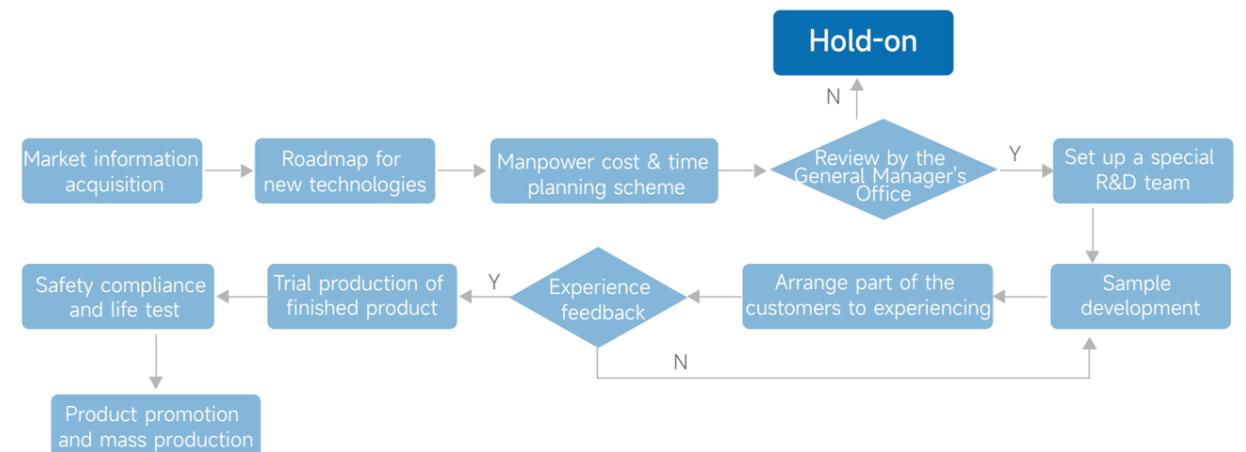
### Key performance

- During the reporting period, the Company invested RMB **44,379,700** in R & D, and developed **112** new products, with a total R&D team of **202** people, and **5** core technical staff members.

### R&D Modes

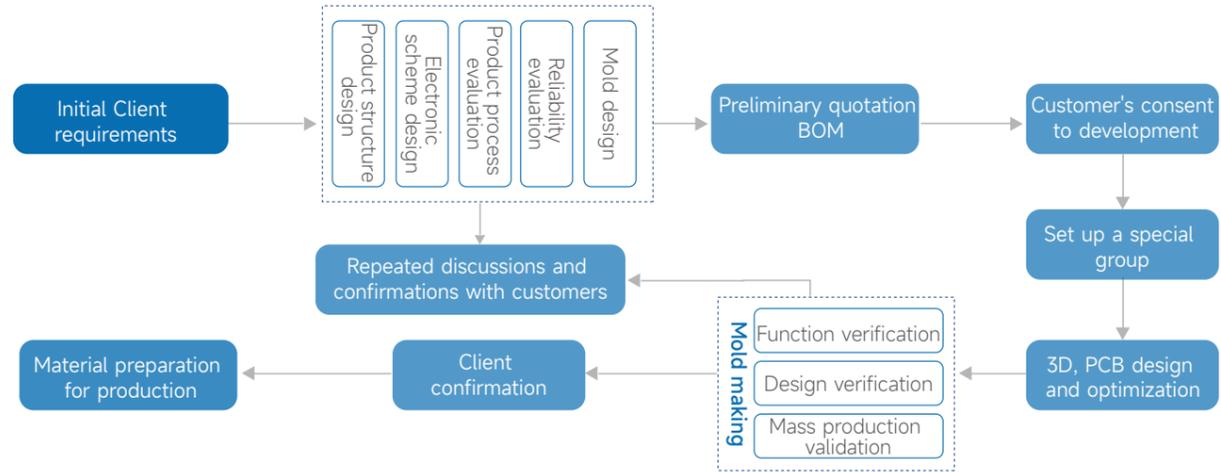
G.Tech Technology mainly adopts customer-oriented R&D method, and makes forward-looking technology layout on the basis of meeting customer order requirements to ensure the advanced nature of the Company's technology.

Forward-looking R&D is a company based on development strategy, making full use of years of industry experience, making keen insight into technology development trends and product demand changes, so as to launch predictive and innovative R & D activities. In order to achieve this goal, the Company captures market trends by collecting market data and participating in exhibitions, and establishes a new technology R&D roadmap based on its rich industry experience, and then implements forward-looking R&D.



Forward-looking R&D Process

Customer-oriented R&D is the process of developing new products according to customer customization needs, and in-depth communication and cooperation with customers is its key part. After customers put forward specific requirements on product positioning, performance parameters, specifications, etc., the Company carries out a series of preliminary work of product research and development according to customer needs, including product structure design, electronic scheme design, firmware development, etc.



Customer-oriented R&D Process

### Innovation Mechanism



### R&D Results

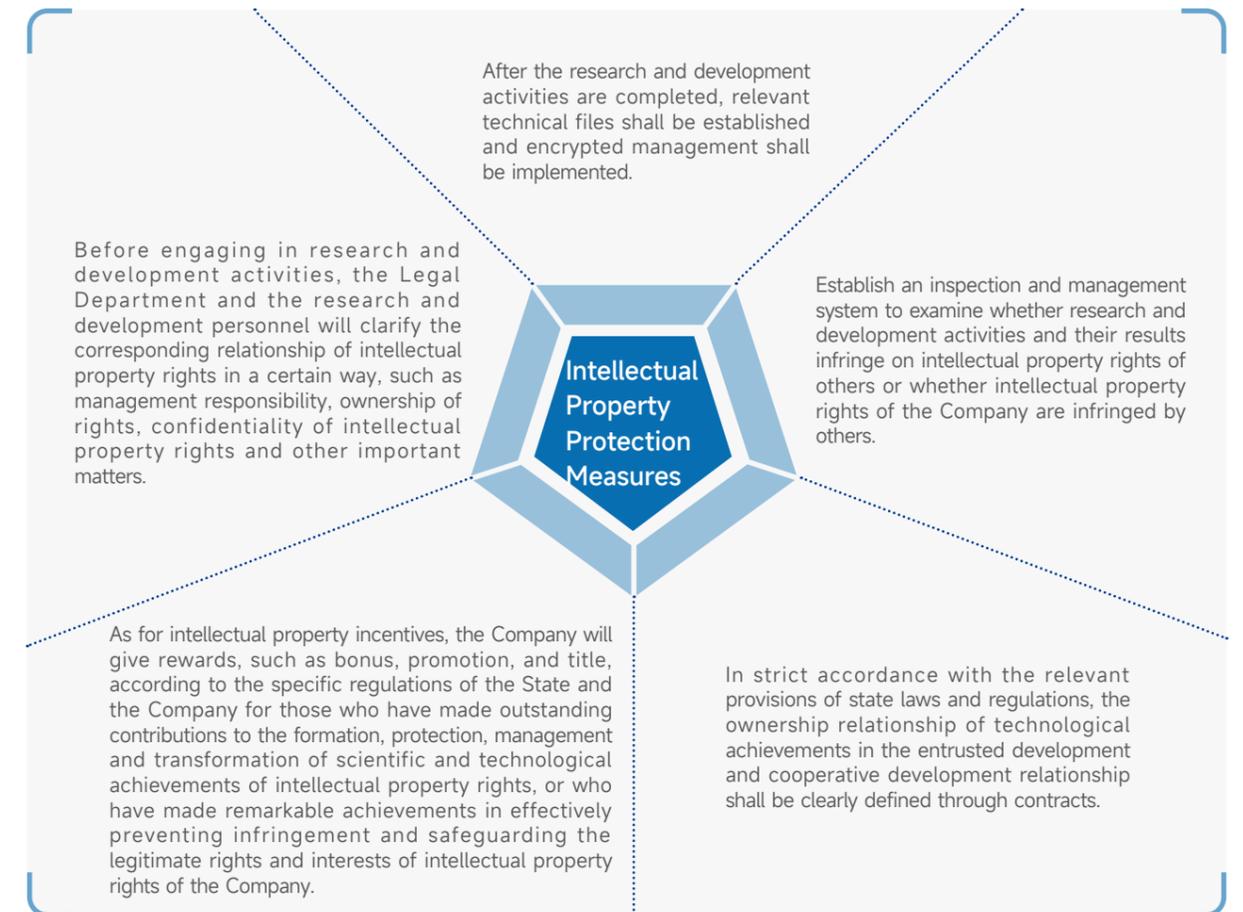
G.Tech Technology attaches great importance to R&D and design innovation. After years of investment and accumulation, it has mastered a series of core technologies such as optical-magnetic micro-motion technology, highly compatible cloud drive technology, Hall sensor magnetic axis technology, etc. The core technologies are widely used in various main products of the Company.

In the future, the Company will continue to focus on mouse and keyboard equipment, pay close attention to the technical development of the industry, strive to improve the technical content of products, and create more solid technical barriers.

### Intellectual Property Protection

G.Tech Technology strictly abides by the *Patent Law of the People's Republic of China*, the *Technology Contract Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China* and other laws and regulations, formulates the *Intellectual Property Management Procedure*, the *New Product Confidentiality Management Specification*, the *Knowledge Management Procedure* and other systems, clarifies the intellectual property protection norms and requirements, improves the enthusiasm of employees for invention and creation, and ensures that the intellectual property rights of the Company are protected without infringing upon the intellectual property rights of others.

The Legal Department of the Company is responsible for formulating various intellectual property management regulations, coordinating intellectual property management, organizing the promotion and implementation of intellectual property protection, enhancing employees' awareness of intellectual property protection, and effectively safeguarding the legitimate rights and interests of the Company and employees.



## Key performance

2021

Cumulative number of patents granted

167 No.

Cumulative number of software copyrights

99 No.

cumulative number of invention patents granted

22 No.

Total number of trademarks

41 No.

Cumulative number of utility model patents granted

131 No.

Cumulative number of design patents granted

14 No.

2022

Cumulative number of patents granted

190 No.

Cumulative number of software copyrights

105 No.

cumulative number of invention patents granted

22 No.

Total number of trademarks

41 No.

Cumulative number of utility model patents granted

155 No.

Cumulative number of design patents granted

13 No.

2023

Cumulative number of patents granted

207 No.

Cumulative number of software copyrights

121 No.

cumulative number of invention patents granted

25 No.

Total number of trademarks

41 No.

Cumulative number of utility model patents granted

176 No.

Cumulative number of design patents granted

6 No.



## Digital Achievements

The intelligent mold manufacturing system independently developed by the Company has basically realized the intelligent design, automatic manufacturing and automatic production scheduling of molds, and some mold manufacturing can realize unmanned manufacturing. This effectively shortens the R&D cycle of molds.

By integrating SAP, MES and PDM systems, the intelligent mold manufacturing system combines information systems with custom-developed hardware, uses Internet of Things technology and automation technology to realize unmanned production, and uses coordinate measuring machines to automatically inspect finished products. Compared with traditional mold manufacturing, the system constructs a relatively perfect integrated process of production and inspection, reduces the degree of manual intervention, improves mold accuracy, and ensures stable product quality.



Keyboard Automation Manufacturing



NC Processing Center



Lang-Crown Mold Automation Workshop



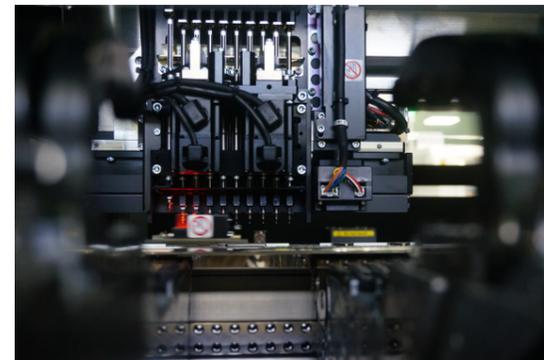
Automation Test Room

The Company has established a mold cloud computing database, drawing on past experience, improving the digital level of mold design and cost management, reducing molding cycle time and reducing rubber loss. In addition, the Company has continued to promote the automation upgrade of mouse assembly, mechanical keyboard assembly and other aspects, effectively improving production efficiency and product quality.

In order to achieve information-based and refined management of production and operation process and ensure effective control over the whole production process and cost accounting, the Company has employed SAP system for daily operation management and realizes business and financial integration. For R&D design, production and manufacturing, PLM, MES and other information systems have been established to realize the full life cycle management of products, digitalization of manufacturing workshops, paperless and efficient collaborative office, significantly improving the overall operation management efficiency and innovative service capability of the Company.

### SAP system

SAP systems provides efficient business process management by integrating OA, PLM and other systems, helping the Company realize digital transformation and intelligent upgrading, improving production efficiency and cost control capability, strengthening supply chain collaboration, enhancing market competitiveness and achieving sustainable development.



### PLM system

PLM system improves operational efficiency, reduces risk, and supports decision-making by integrating and managing information throughout the product lifecycle.



### MES system

The manufacturing execution system is a production process management and real-time information management system for the Company production at workshop level. Through real-time monitoring, data collection, analysis and optimization, it provides comprehensive production process management and decision support for the Company, which helps to improve the production efficiency, reduce costs and enhance market competitiveness.



MES System for SMT

## Product Responsibility

G.Tech Technology strictly abides by the Law of the People's Republic of China on Product Quality and the EU Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH" Regulation), RoHS directives and other laws and regulations related to its own products, always adheres to the business philosophy of "Continuous Innovation, Pursuit of Perfection, Customers First, Consistent Efforts", follows the quality policy of "Inspiring the People with Intelligence for a Brighter Future", relies on mature quality management system after years' improvement, focuses on customer needs, and continues to provide customers with more valuable products and services.

### Life cycle quality management system

The Company establishes and continuously improves the quality management system covering the entire product life cycle with the overall leading document, the Management Manual, and establishes an impeccable product quality management organizational structure. During the reporting period, G.Tech Technology and its subsidiaries Lang-Crown Mold and Jore Automation Technology passed ISO 9001:2015 certification; their products passed North American cTUVus, international standard IEC62368, international WHQL, European TUV Mark, Taiwan BSMI certifications, and others. During the reporting period, the Company did not incur any penalties from competent authorities for violations of laws and regulations pertaining to product and service quality and safety; the number of products that needed to be withdrawn and recalled for health and safety reasons was 0.



ISO 9001:2015 Certification



North American cTUVus Certification



International WHQL Certification



International Standard IEC62368 Certification



European TUV Mark Certification



Taiwan BSMI Certification

### Life Cycle Quality Management System



Product life cycle stages	Systems/procedures	Measures	Digital system support
Design and development	<ul style="list-style-type: none"> <li>New Product Development Control Procedure</li> <li>Green Product Management Procedure</li> <li>Code of Practice for Green Product Design</li> </ul>	At each stage of design and development, the project team systematically reviews, verifies, and confirms the design and development and keeps corresponding records to ensure that the products meet quality, safety, HSF, WEEE, and other environmental protection requirements.	
Procurement	<ul style="list-style-type: none"> <li>Supply Chain Management Control Procedure</li> <li>Green Product Management Procedure</li> <li>Incoming Inspection Procedure</li> </ul>	The Company conducts incoming material verification, strictly controls supply chain management, evaluates and controls supplier risks, continuously monitors supplier performance, and concentrates on suppliers for important concerns such as HSF.	PML system: Project management, drawing management, certification report or other technical document management, etc.
Production and delivery	<ul style="list-style-type: none"> <li>Risk and Opportunity Identification and Evaluation Procedure</li> <li>Process Control Procedure</li> <li>Process Inspection Procedure</li> <li>Management Procedure for Equipment and Governance Tools</li> <li>Green Product Management Procedure</li> <li>EHS Operation Control Procedure</li> <li>Customer Service Procedure</li> <li>Product Protection and Storage Control Procedure</li> <li>Delivery Inspection Procedure</li> <li>Nonconformity Control Procedure</li> <li>Product Delivery Management Procedure</li> </ul>	<p>Control plans are formulated for products at system, subsystem, and material levels during product realization. Trial production and production control plans are prepared for all products and are reviewed and updated in time according to implementation.</p> <p>Functional tests and full-size inspections are conducted regularly, and corresponding records are kept properly.</p> <p>We identify quality risk factors in identification, handling, packaging, storage, and other aspects and implement corresponding control measures to ensure that products meet HSF requirements and have smooth production and delivery.</p> <p>We monitor the performance of the product manufacturing process to ensure compliance with customer requirements for product quality and process efficiency.</p>	<p>SAP ERP system: Material management, production planning, etc.</p> <p>MES/SFC system: Product traceability, material FIFO control, material verification, etc.</p> <p>Skype/Lync: Communication and online support</p>
Maintenance and service	<ul style="list-style-type: none"> <li>Customer Service Procedure</li> </ul>	<p>The sales department provides timely customer service information to ensure product response to customer needs.</p> <p>Customer satisfaction is monitored through customer satisfaction surveys and other methods, and timely improvements are made.</p>	

#### Key performance

- During the reporting period, the Company conducted **4** quality risk assessments and **1** quality internal audit, with a product pass rate of **99.8%**.



### Quality Culture Construction

The Company has established a sound training system through various channels such as education and training, publicity columns, and department morning meetings, actively propagandizing and implementing the quality policy to all employees, and conveying the quality policy to relevant parties in an appropriate form.



#### Key performance

Year	Total duration of quality culture training	Number of quality culture training sessions
2021	<b>58</b> Hours	<b>31</b> No.
2022	<b>60</b> Hours	<b>31</b> No.
2023	<b>62</b> Hours	<b>31</b> No.

### Responsible Marketing

The Company attaches great importance to the accuracy and authenticity of product marketing and mandates that all employees strictly abide by the applicable laws and regulations and relevant industry standards of the jurisdiction in which the Company operates and conducts business, including but not limited to the *Advertising Law of the People's Republic of China*, the *US Anti-Unfair Competition Law*, and the *RBA Code of Conduct*. For sales, public relations, advertising, and other publicity and marketing aspects, the Company restricts them by such systems as the *Code of Ethics Management* and the *Code of Conduct of G.Tech Technology*, upholds the standards of fair business, advertising, and competition, prohibits false and exaggerated publicity to seek benefits, and ensures the responsibility of marketing. During the reporting period, the Company observed no incidents of non-compliance involving product and service information and logos and no incidents of non-compliance involving marketing communications.

# Customer Service Management

G.Tech Technology firmly believes that the way forward is paved by incomparable solid service and quality, and good customer service is one of the driving forces behind the Company's development. Therefore, G.Tech Technology continuously improves the customer service management system, formulates the *Customer Service Procedure*, streamlines the customer service work by assigning specific department responsibilities, and integrates customer service into the digital construction system to ensure timely response to customer needs and efficient operation of the customer service system.

## Customer Service Management System



Stages	Customer service procedures and measures	Digital system support
Pre-sales	<ul style="list-style-type: none"> <li>For customer information acquired from the exhibition, the Sales Department shall categorize and file it, and a specifically designated person shall be responsible for tracking and managing it.</li> <li>For customers who have confirmed transactions, the Sales Department shall accurately record customer information into the ERP system. If there are any changes, the customer should be notified in a timely manner.</li> <li>After receiving or collecting customer information, the Sales Department shall immediately transfer it to relevant departments within the Company, and relevant departments shall prepare, execute, or process it according to customer information requirements.</li> </ul>	
In-sales	<ul style="list-style-type: none"> <li>The Sales Department or related departments shall complete the review within the time limit specified by the customer when receiving the change of relevant requirements from the customer and shall convert the internal documents of the Company according to their needs or directly implement them on schedule.</li> <li>We shall respect customers' wishes, fully communicate with customers, and accept customer supervision in design, procurement, production, and delivery processes.</li> <li>We shall also strictly manage customer property and samples.</li> </ul>	<p>SAP system: Customer file management</p> <p>PLM System: Project data management</p> <p>MES system: Product quality traceability</p>
After-sales	<ul style="list-style-type: none"> <li>The Company has established a flawless after-sales service system, formulated the <i>After-sales Service System</i>, engaged R&amp;D, quality, and professional technical service personnel responsible for the Company's products and technology after-sales service, timely and effectively resolved customer quality issues, actively enhanced communication and understanding with customers, gathered customer feedback information on products, and further improved products and service quality.</li> <li>The Company has also formulated the <i>Corrective Measures Control Procedure</i> and other systems to standardize the customer complaint handling process and ensure the timeliness of after-sales treatment.</li> <li>The Company conducts customer satisfaction surveys, confirms customer satisfaction status and corresponding improvement measures in the form of management review meetings under the framework of the <i>Management Review Control Procedure</i>, promotes implementation, completes closed-loop management, and realizes continuous growth in customer satisfaction for the Company.</li> </ul>	

## Listening to the Customers

The Company has always respected the "Customer First" principle and actively established and sustained enduring cooperative relations with customers in pursuit of shared progress. The Company regularly conducts comprehensive customer satisfaction surveys annually to accurately measure customer satisfaction through the establishment of multiple dimensions and specific indicators. The Company also conducts a comprehensive analysis of the survey results data to better understand customer requirements and expectations, continuously improve product and service quality, and increase customer satisfaction. In the past three years, the Company has not received any complaints about the quality of batch products.

### Key performance



# Information Security and Privacy Protection

## Information security management

G.Tech Technology's information security guidelines read, "implementing risk management to ensure information security; continuously improving information security management to ensure sustainable business development; complying with applicable laws and regulations to meet the requirements of customers and related parties; and participating in information security management with all the staff," thus implementing strict information security management processes and using information technology means to ensure the security of key technologies and business information of customers and the Company.

Based on the ISO 27001 information security management system standard and in combination with the *Network Security Law of the People's Republic of China*, the *Administrative Measures for International Network Security Protection of Computer Information Network*, and other laws and regulations, the Company has formulated a series of system specifications, such as the *Information Security Management Manual*, the *Information Security Training Operation Specification* and the *Information Security Incident Response Plan Specification*, forming a perfect information security management system covering supplier security, data security, personal information protection, and other fields. The system clarifies each department's responsibilities and obligations to ensure effective implementation of information security management. In addition, the Company has established a risk assessment team to assess the Company's information security risks and formulate information security risk disposal plans.

In order to reasonably select the way to control risk costs, the Company has devised the *Information Security Risk Management Procedure* and conducted a risk assessment on all critical assets, comprehensively considering factors such as threat, vulnerability, possibility of occurrence of threat events, impact degree on assets after occurrence of threat events, and measures taken, divided risks into five levels, and formulated corresponding treatment measures according to risk levels. Moreover, the Company has formulated the *Information Security Incident Response Plan Specification*, established the Company's information security incident handling mechanism, standardized the G.Tech Technology network and information system incidents into global incidents and regional incidents according to the impact scope of emergencies, and stipulated the handling process of information system failures and other issues, thus effectively ensuring the overall information system security of the Company.

In order to raise employee awareness regarding the significance and relevance of information security management and ensure that all personnel possess the necessary capabilities, the Company has formulated the *Information Security Training Operation Specification*. During the reporting period, the Company actively organized information security management training, which enhanced employees' information security awareness and the Company's information security management capability and level.

### Key performance

- During the reporting period, the Company conducted **two** information security management training sessions with **148** participants and saw a total investment of approximately RMB **189,000** in data security and **zero** information security and privacy protection violations.



### Case | Information Security Management Training

On July 6, 2023, the Company provided information security management training for 70 employees with the objective of mastering information security management-related knowledge. This training took the form of "knowledge teaching + paper examination," focusing on the background and current state of information security, the vulnerable points of entry for enterprises and individuals, and enhancing information security awareness. The training assessment had a pass rate of 100%, and the training effect was remarkable.



### Privacy Protection

In accordance with the GB/T 35273-2017 personal information security standard, G.Tech Technology strictly abides by the *Network Security Law of the People's Republic of China*, the *Regulations on the Protection of Personal Information of Telecommunications and Internet Users* (Order No. 24 of the Ministry of Industry and Information Technology), and other legal requirements, and formulates relevant systems such as the *Personal Information Protection Operation Specification* and the *Third Party Service Management Procedure* to effectively protect personal privacy information of employees, suppliers, and customers.

### Key performance

- During the reporting period, the Company saw **0** incidents of customer privacy information leakage.



## Responsible Supply Chain

G.Tech Technology believes that improving supply chain resilience and achieving sustainable management are important prerequisites for ensuring the value chain's sustainable development. The Company maintains close communication with suppliers, builds mutually beneficial and win-win cooperation relations, and seeks common development opportunities. Through comprehensive supplier management, the Company ensures that its performance in terms of quality, environment, social responsibility, and business ethics meets company and external requirements.

### Supplier Life Cycle Management

G.Tech Technology strictly abides by the *Civil Code of the People's Republic of China* and other relevant laws and regulations, rigorously controls the selection of suppliers, oversees the introduction, review, evaluation, exit, and daily management of suppliers via the *Supply Chain Management Control Procedure* and the *Procurement Management Specification* and other systems, formulates the *Material Control Management Specification*, sets up safety inventory, conducts supply safety inspections, standardizes emergency treatment of abnormal materials, fully guarantees supply chain safety, prevents supply interruption, and improves supply chain resilience. Moreover, the Company continuously consolidates and expands the supply chain, stabilizes the supply channels, and ensures the quality of supply. During the reporting period, the Company experienced no incidents involving significant risks and impacts in the supply chain.

Supplier management aspects	Management measures
Introduction	In order to standardize supplier introduction mechanisms and improve supplier quality, the Company has formulated relevant systems such as the <i>Supply Chain Management Control Procedure</i> and the <i>Procurement Management Specification</i> . We will ensure that suppliers fulfill all company requirements by establishing stringent requirements and conditions for supplier introduction.
Audit	The audit includes a basic data audit and an on-site audit. The key points of a basic data audit include: ISO9001 quality management system certification, A complete quality assurance organization, in line with green production requirements, Complete hazardous substance management system (RoHS/REACH/HF).
Evaluation	Multi-dimensional supplier evaluation system: supplier performance evaluation (QDCST rating) from Quality, Delivery, Cost, Service, Technical Ability (T) and other aspects; the implementation of hierarchical management (Excellent, Pass, Fail); for suppliers failing three consecutive quarterly evaluations, the exit mechanism is triggered, and new suppliers may be introduced as the procurement thinks fit.
Exit	When the following circumstances occur, the supplier exit mechanism is triggered to disqualify the supplier for delivery: QDCST rating of C for three consecutive quarters. Major quality problems lead to customer complaints and batch returns. The same problem occurs more than three times in a row, without any improvement measures. Failure to cooperate with the Company to improve quality problems.
Daily management	Standardize supplier behavior regarding engineering changes, delivery, etc.

## Key performance

Year	Total number of suppliers	Number of suppliers with quality management system certification	Number of suppliers with environmental management system certification	Number of suppliers with occupational health and safety management system certification
2021	211 No.	117 No.	50 No.	22 No.
2022	215 No.	120 No.	51 No.	22 No.
2023	217 No.	122 No.	57 No.	24 No.

## Supplier ESG Management

G.Tech Technology follows the *Environmental Protection Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, and other laws and regulations, identifies and evaluates the environmental and social risks of the supply chain with the internal *Supply Chain Management Control Procedure* and *Code of Conduct of G.Tech Technology*, transmits the ESG concept throughout the supply chain, and promotes suppliers to realize sustainable operation.

G.Tech Technology implements a full-cycle process management of suppliers from introduction to exit to ensure that the cooperative suppliers are appropriate with good credit, compliance, and integrity operations. The Company extends compliance management requirements to the systematic work of suppliers, covering environmental and social aspects such as environment and occupational health and safety, human rights, green products, business responsibility, anti-terrorism safety, avoiding the use of conflict minerals, etc., which strictly manages supply chain risks and prevents the Company from being adversely affected by supplier compliance issues. The Company collaborates with both upstream and downstream suppliers to construct a sustainable supply chain.

## Responsible procurement

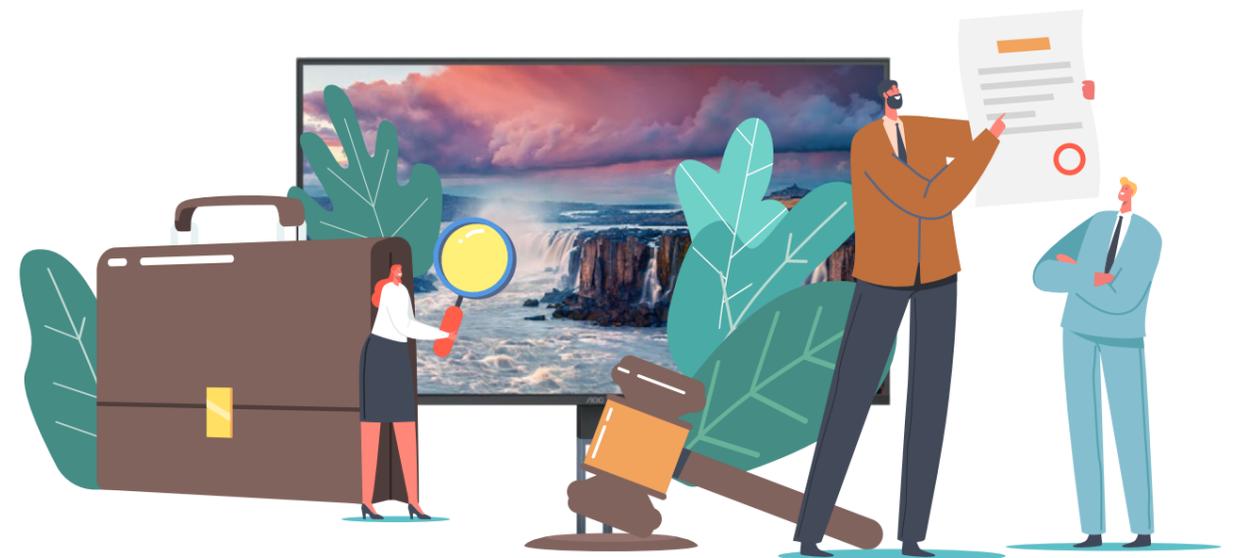
G.Tech Technology demonstrates a proactive commitment to social responsibility, abides by the *Responsible Business Alliance (RBA) Code of Conduct*, formulates the *Code of Conduct of G.Tech Technology* based on this standard, requiring suppliers who maintain business relationships with the Company to jointly abide by and implement the *Responsible Business Alliance (RBA) Code of Conduct*, and promises that all behaviors and regulations comply with applicable laws and regulations and the requirements of the Responsible Business Alliance (RBA) related to labor, health and safety, environment, management system, and ethics. The Company strongly encourages suppliers to sign the *Declaration on Non-Use of Conflict Minerals*, the *Anti-terrorism Safety Commitment*, the *Environmental and Occupational Health and Safety Agreement*, the *Guarantee of Green Product*, and the *RBA Compliance Commitment* so as to regulate suppliers' behaviors in the form of documents.

The Company has formulated systems such as the *Procurement Management Specification* and the *Material Control Management Specification* to standardize the management of the material procurement process. In the procurement process, the Company consistently implements the principle of sustainable development and continuously strengthens the stability and sustainability of the supply chain. The Company is committed to establishing honest, fair, and trustworthy business relationships with suppliers. We require suppliers to sign the *Sunshine Agreement* and implement "Sunshine Procurement" to eliminate unfair competition caused by corruption and monopolies.

The Company unequivocally prohibits the use of metals extracted from conflict zones and demands that suppliers sign a statement of *No Use of Conflict Minerals* to declare and promise not to accept and use conflict minerals, so that the requirement of "No Conflict" runs through the entire supply chain. Through a series of measures, we continuously enhance the business ethics awareness of suppliers, safeguard the lawful rights and interests of both parties, and jointly create an equitable, prosperous, and healthy business environment.

### Key performance

- For three consecutive years (2021 - 2023), the Company maintained a **100%** supplier integrity agreement signing rate.



# People-oriented Tenet for a Promising Tomorrow



- Protection of Employees' Rights and Interests
- Compensation and Benefits
- Staff Training and Development
- Occupational Health and Safety
- Social Welfare

# Protection of Employees' Rights and Interests

## Protection of Human rights

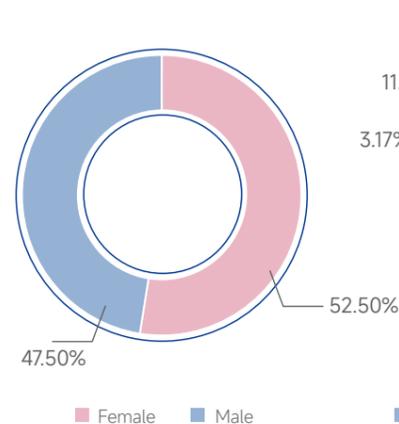
G.Tech Technology adheres to the people-oriented concept, strictly abides by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on Employment Promotion*, as well as other applicable laws and regulations related to labor and employment in the countries and regions where its business operations are located, and supports the International Labour Organization *Declaration on Fundamental Principles and Rights at Work* and the *Responsible Business Alliance (RBA) Code of Conduct*. We have formulated a number of management systems, including the *Social Responsibility Management System*, the *Code of Conduct of G.Tech Technology*, the *Personnel Recruitment Management Operation Specification*, the *Staff Code*, and the *Separation Management Operation Specification*, to standardize the entire process of employee recruitment, employment, work, and separation.

### Key performance

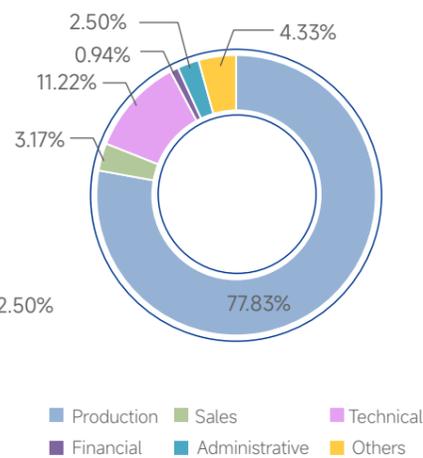
- During the reporting period, the Company maintained a workforce of **1,799** individuals, of which **20** were disabled employees and **174** were ethnic minority employees (including **6** ethnic minority employees in management positions), accounting for **9.67%** of the total number of employees, **100%** of the labor contract signing rate, and **100%** of the social insurance coverage rate.



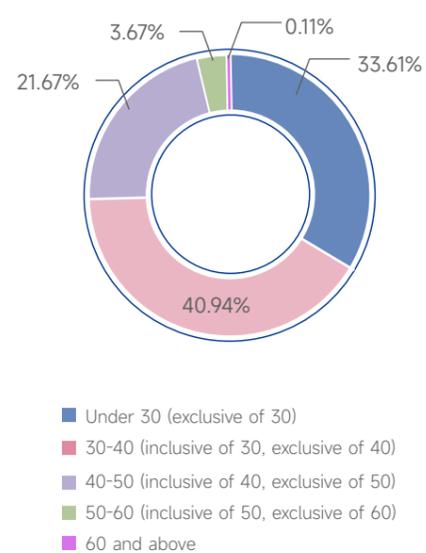
Number of employees by gender



Number of employees by discipline



Number of employees by age



The Company actively discourages all types of discrimination and bias during the recruiting process and refuses to hire candidates on the pretext of political ideology, race, language proficiency, household registration, gender, skin color, age, sexual orientation, race, disability, community membership, marital status, etc., which are unrelated to the job requirements, and treats employees with dignity and respect as recognized and appreciated by the international community. The Company's Human Resources Department conducts routine audits of employment conditions, compensation records, training records, and employee benefits to ensure that no prohibited discrimination is present.

### Case |

The Company fully respects the living habits of ethnic minority employees and opens Muslim dining halls to provide convenience for the work and lives of ethnic minority employees.

We strongly oppose any form of child labor and forced labor and diligently verify the age of applicants. The Company enforces humane treatment management in accordance with the *Social Responsibility Management Manual* to prevent instances of sexual harassment or sexual abuse, corporal punishment, mental coercion or physical coercion, and similar behaviors, and to protect the due rights of employees. During the reporting period, there were no instances of child labor, forced labor, or labor discrimination in the Company.



- Comply with labor laws, regulations, and other requirements.
- Child labor and prison labor are prohibited.
- Any form of forced labor or restriction of personal liberty is prohibited.
- All forms of coercion, harassment, and discrimination are prohibited, and a decent and fair working environment is provided for employees.
- Respect employees' human rights and freedom of association, and establish harmonious labor relations.
- Reasonable arrangements for employees' work and rest, and reasonable wages and benefits for employees.
- Do not accept suppliers or subcontractors who use child or forced labor.

Through campus recruitment and social recruitment, G.Tech Technology attracts and selects outstanding talents from diverse backgrounds. With regard to campus recruitment, we maintain long-term cooperative partnerships with many colleges and universities, continuously promote university-enterprise cooperation projects, participate in talent cultivation at colleges and universities by providing social practice opportunities, corporate culture propaganda, establishing industry-university-research alliances, etc., and recruit exceptional graduates through campus job fairs and campus-oriented recruitment posts published on the Company's official website. With regard to social recruitment, the Company proactively engages in job fairs nationwide, establishes direct contact with prospective employees, recruits talents from various channels, and populates its official website with human resources columns containing recruitment-related information with the intention of attracting additional talents to join our ranks.



The Company actively participated in the campus recruitment of Beijing Institute of Technology.



The Company recruited general workers from the public.

In addition, the Company has formulated the *Code of Practice for the Protection of Female Employees* in accordance with the *Law on the Protection of Women's Rights and Interests*, the *Regulations on Labor Protection for Female Employees*, and other laws and regulations to ensure that the rights granted to female employees by all laws and regulations are protected and respect women's equal development rights and aspirations to pursue their own careers. Furthermore, the Company does not restrict the promotion of female employees on the grounds of pregnancy and childbirth and will eliminate any form of gender discrimination in the workplace. In addition, companies implement appropriate protocols to avoid exposing pregnant/lactating women to hazardous work environments, minimize any risks to their health and safety in the workplace, and provide suitable amenities for lactating women.

**Key performance**

- During the reporting period, the number of employees taking maternity leave was **22**, an increase of **12** as compared with 2022, and the return rate for employees taking maternity leave was **100%**; the number of employees taking parental leave was **5**, and the return rate for employees enjoying parental leave was **100%**.



**Democratic management**

To safeguard the democratic decision-making authority of the Company's employees and maximize their enthusiasm and creativity, G.Tech Technology has developed the *Staff Congress System* in accordance with applicable laws and regulations governing the actual democratic management and decision-making processes of the Company. The Staff Congress serves as the fundamental organization for democratic management of the Company, ensuring that all employees have an opportunity to exercise their rights and fulfill their responsibilities in an equitable manner. The Staff Congress is elected for a term of three to five years, and its general meeting is held at least once a year. If the general meeting cannot be held as scheduled, the reasons will be communicated to the staff representatives. The Company's Human Resources Department may, in advance, propose that significant matters pertaining to the vital interests of employees be addressed through the organization of a general meeting or a temporary representative meeting. At these meetings, employee representatives are invited to participate in discussions, offer proposals and opinions, and have them finalized following consultation and deliberation.

When formulating, revising, or determining rules and regulations or major policies that directly affect the vital interests of workers, such as labor remuneration, working hours, rest and vacation, labor safety and health, insurance and welfare, employee training, labor discipline, and labor quota management, the Company will seek input from the Staff Congress and make decisions through equal consultation, and relevant decisions shall be publicized or notified to all employees.

**Case | Staff Congress**

On December 12, 2023, the Company organized a staff congress, during which every employee representative engaged in active study of the *Staff Congress System*, thus enhancing their understanding of the *Staff Congress System*, further stimulating employees' sense of ownership, ensuring the effective implementation of employees' democratic management, and achieving a balance between employees' rights and obligations.



The Company has established multi-directional communication channels, formulated the *Complaint Management Code* in accordance with applicable laws and regulations, subjected all employees to oversight, provided full assurance to internal employees and external stakeholders regarding their legal rights to lodge complaints and make reports, and protected the anonymity of whistleblowers to prevent retaliation. An internal and external complaint mechanism is in place, with personnel specially designated to efficiently handle complaints and disputes. In addition, employees have the option to communicate their concerns to the trade union by email, WeChat, interview, and other means, either under their real names or anonymously.

**Key performance**

- During the reporting period, the number of labor dispute cases for the Company was **0**, the number of employee complaints received was **0**, and the employee satisfaction score was **100**.



**Compensation and Benefits**

**Compensation and Benefit System**

In order to strengthen remuneration management, standardize and improve the Company's remuneration management system, establish a fair and reasonable remuneration system, and enable the Company to attract and retain outstanding talents through reasonable remuneration design and ensure the long-term sustainable development of the Company, the Company has formulated the *Remuneration Management System* in combination with the Company's organizational structure, industry characteristics, development direction of operation and management mode, and relevant requirements of functions of various departments and responsibilities of various posts.

To maximize the impact of the incentive of "benefit sharing, more work, more gain, and higher efficiency," the Company has established a reasonable compensation system. The compensation mainly includes basic salary, position salary, bonus, allowance, subsidy, overtime pay, etc. Meanwhile, the Company carries out dynamic management through assessment and evaluates employees according to the *Job Description*. The assessment components mainly include employees' work ability, work performance, and working attitude. The results of the performance evaluation will be factored into the distribution of performance bonuses, post promotion, and other aspects. The Company prioritizes differentiated remuneration while ensuring impartiality, providing all employees with competitive remuneration packages in the industry, so as to enhance the vitality of remuneration and encourage employee development.



**Key performance**

- During the reporting period, **100%** of the employees of the Company regularly participated in performance and career development assessments.



In accordance with relevant national and local regulations, the Company pays pension, medical care, work injury, maternity, unemployment, and other social insurance and housing provident funds for on-the-job employees, offers paid leave and other benefits, actively provides allowances and subsidies, and gives cash bonuses to employees who have accumulated more than one year of employment, so as to create a comprehensive and multi-dimensional welfare system and strive to improve employees' sense of acquisition and happiness.

G.Tech Technology strictly abides by the *Responsible Business Alliance (RBA) Code of Conduct*, formulates the *Social Responsibility Manual*, and the *Management Code for Employee Working Hours and Attendance*, which clearly stipulate that the Company must reasonably schedule production plans to accommodate employees' rest and vacation periods.

### Benefit System



#### Bonus

Performance bonus, incentive bonus, seniority bonus

#### Leaves

Paid leaves for statutory holidays, sick leave, marriage leave, maternity leave, parental leave, bereavement leave, work injury leave, etc

#### Insurance

Social insurances according to law, annual physical examination, etc

#### Catering

Canteen and special halal restaurant, with meal subsidies

#### Accommodation

Provision of apartments, payment of housing provident fund, with housing subsidies

#### Traffic

Free shuttle bus, traffic subsidy for some employees

#### Allowances

Night shift allowance, high temperature allowance



## Care for Employees

We know that employees are the most valuable assets of the enterprise, and we are committed to creating a congenial and harmonious work environment, as well as demonstrating concern for and involvement in their personal lives. During the reporting period, the Company further demonstrated its appreciation for employees by increasing meal subsidies, condolences, and donations, enabling employees to feel the hospitality of the Company as if it were their own home.

### Care-for-employee Measures

At every traditional festival, such as the Dragon Boat Festival, Mid-Autumn Festival, etc., the Company carefully prepares customized festival gifts for employees to convey the Company's best wishes.

The Company regularly distributes birthday gifts to all employees whose birthdays occur in that month.

The Company has a basketball court with lighting and a staff activity room, and actively organizes team building activities.

Establish an employee mutual aid fund to help employees who encounter difficulties.



Condolences to Employees



Mutual-aid Fund



Staff Birthday Celebration Column

### Case | Sharing Hardships with "Gansu" and Helping Each Other

In December 2023, G.Tech Technology organized employees to donate RMB 28,600 to those affected by the Jishi Mountain earthquake in Gansu Province.



## ★ Employees' Activities

The Company thinks highly of the value and status of employees, always adheres to the people-oriented concept, and is committed to creating a comfortable and harmonious working and living environment for employees. We actively promote a corporate culture of employee participation and sharing, stimulate the innovation vitality of the enterprise, realize mutual benefit between the Company and employees, and collectively strive for a brighter future.

### Case | Annual Meeting under the theme "Wise People, Inspiring the Future" ■ ■ ■

On January 13, 2024, the Company held an annual meeting with the theme "Inspiring the People with Intelligence for a Brighter Future." Nearly 750 individuals attended the event, and the meeting was lively. In his New Year's message, Company Chairman Xie Weiming expressed sincere concern for every employee, commended exceptional workers and teams, and welcomed the challenges and opportunities of the forthcoming year.



## Staff Training and Development

### ★ Employee Training

G.Tech Technology consistently adheres to the fundamental employment principle of "Everyone is a Talent, Competition is the Judge" and is committed to establishing a broad platform for employees to demonstrate their individual worth, continuously assisting employees' professional careers, and injecting inexhaustible energy into the high-quality development of the enterprise.

In order to improve the comprehensive quality of employees and promote the continuous progress and development of employees, the Company has formulated pertinent frameworks, such as the *Staff Code*, to standardize employee training and education. During the reporting period, G.Tech Technology formulated the 2023 annual training schedule to scientifically plan employee training and provide targeted training for employees at various development stages.

The Company training mainly focuses on practicality, so hierarchical training is implemented; lecturers are mainly professional and technical personnel in various fields of various departments of the Company, and trainees consist of personnel at all levels, including managers, supervisors, staff, team leaders, workshop employees, and others. The Company consistently combines theoretical training with on-the-job training, primarily through demonstrations and explanations supplemented by assessments, so that employees can improve their capacity to handle practical business on the basis of an in-depth understanding of theories. The training covers new employee induction, research and development, sales, quality, work safety, management skills, and so on, all of which play an important role in upgrading professional skills and strengthening the various knowledge reserves of employees.

### Staff Training System



Stages	Training measures
New Employees	The Human Resources Department trains employees on corporate culture, Staff Code, etc.; the Administration Department trains employees on safety knowledge.
Trial Period	All departments organize training and assessments on the basic knowledge and procedures of posts; individuals who do not meet the requirements cannot become permanent staff or work on posts.
After becoming regular workers	All departments will carry out sporadic professional skill training, aiming to promote the collaborative development of employees and the Company.

For employees on special assignments, the Company will select or recommend that they participate in outsourcing training according to their needs. Upon approval by the Company, the training expenses will be borne by the Company. The employees participating in outsourcing training shall sign the *Training Service Agreement* with the Company.

The Company encourages employees to participate in the certification of professional skill levels, helping employees to continuously broaden their career horizons and realize their self-worth. During the reporting period, several employees participated and obtained the intermediate fire safety employee training certification.



Induction Training for New Employees

Induction Safety Education Training

ESD Protection Knowledge Standard Training

New Energy Standard Training



Zhuhai Employment Comprehensive Quality Training G.Tech Technology Class for Zunyi Employees from Zunyi

2023 "December 4" National Constitution Day Publicity Campaign

Analysis of Bad Cases of Notebook

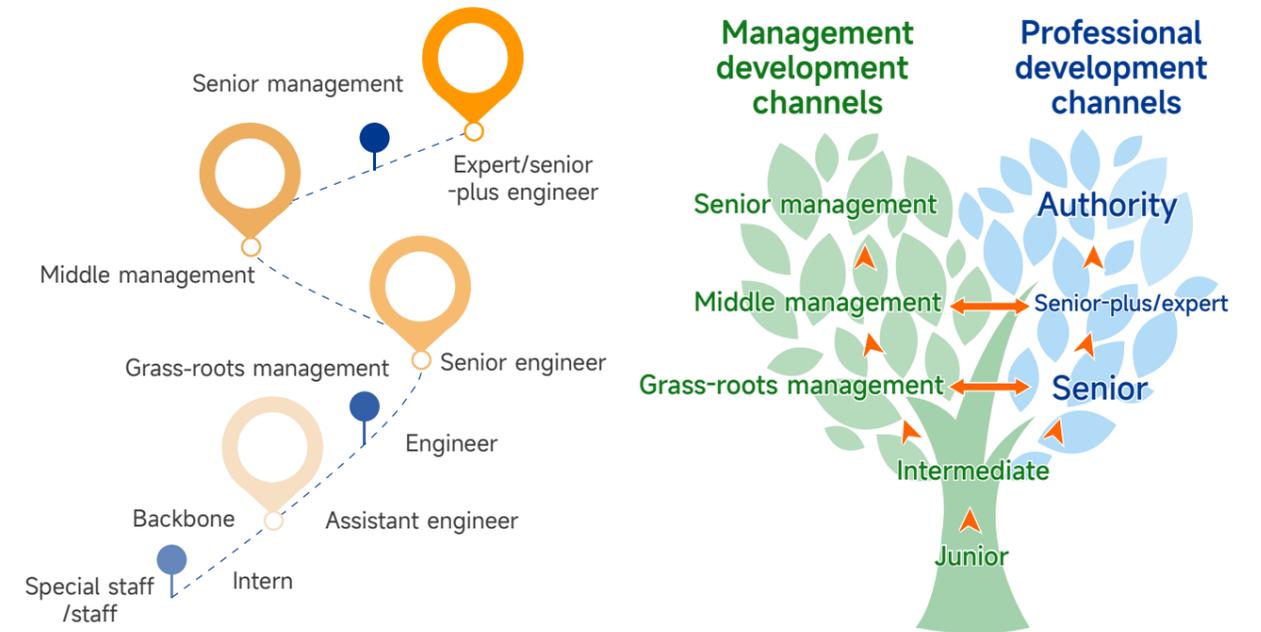
Hot Work Training

## Key performance

Training sessions <b>31</b> No.	Total number of trainees <b>1,371</b> persons	Total person-times of trainees <b>2,344</b> person-time
Ratio of training by gender Male <b>54.7 %</b>	Ratio of training by gender Female <b>45.2 %</b>	
Ratio of training by rank Officers <b>100 %</b>	Ratio of training by rank Middle management <b>100 %</b>	Ratio of training by rank Grass-roots staff <b>100 %</b>
Total training duration <b>39,904</b> hours	Average training duration of employees participating in management training <b>12.3</b> hours	Average training duration of employees participating in professional capacity training <b>20.4</b> hours
	Average training duration of employees participating in leadership training <b>7.9</b> hours	Average training duration per employee per year <b>22.17</b> hours
Average training duration by gender Male <b>22.3</b> hours	Average training duration by gender Female <b>19.2</b> hours	
Average training duration by rank Officers <b>20.8</b> hours	Average training duration by rank Middle management <b>27.1</b> hours	Average training duration by rank Grass-roots staff <b>25</b> hours

## Employee Development

Adhering to the employment concept of "Competition is the Judge," the Company has established a comprehensive development framework, encompassing both managerial and professional advancement channels, with the intention of providing a platform for each employee to fully display their talents and ensure that their working ability is fully demonstrated.



▲ Career Development Channels



The Company's *Staff Code* specifies the post-adjustment mechanism in detail. When positions become vacant, the Company will prioritize the internal selection of qualified candidates to fill them. The internal recruitment information will be posted in the Company's "Recruitment Ads." The application process for positions is competitive for employees. The Human Resources Department will organize examinations. Employment will be granted to those who pass examinations, thereby internally stimulating employees' work enthusiasm.

# Occupational Health and Safety

G.Tech Technology places a high value on employee health and safety. The Company adheres to strict and scientific environmental and occupational health and safety policies, continuously strengthens management, strives to reduce environmental and occupational health and safety risks, continuously improves environmental and occupational health and safety performance, achieves full participation in environmental and occupational health and safety management, and ensures employees' health and safety.

## Occupational Health and Safety Management

The Company strictly abides by the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Law of the People's Republic of China on Work Safety*, and other laws and regulations and formulates the *Occupational Health Protection Code*, the *Work Safety Management Code*, and the *Occupational Health Examination Operation Code*. It has established the Safety and Environmental Protection Department, where the work safety staff assumes responsibility for overseeing the work safety operations of the Company, forming a comprehensive health and safety management system, and continuously improving the health and safety management level of the Company.

G.Tech Technology prioritizes employee safety. The Company and its subsidiaries shall organize all functional departments and personnel to sign work safety responsibility documents at different levels and deepen the implementation of the work safety responsibilities of all employees. According to the actual situation of the functional departments of each subordinate enterprise, the Company sets clear work safety objectives in the work safety responsibility document and formulates corresponding assessment standards to promote the seamless integration of safety management, production, and operation.

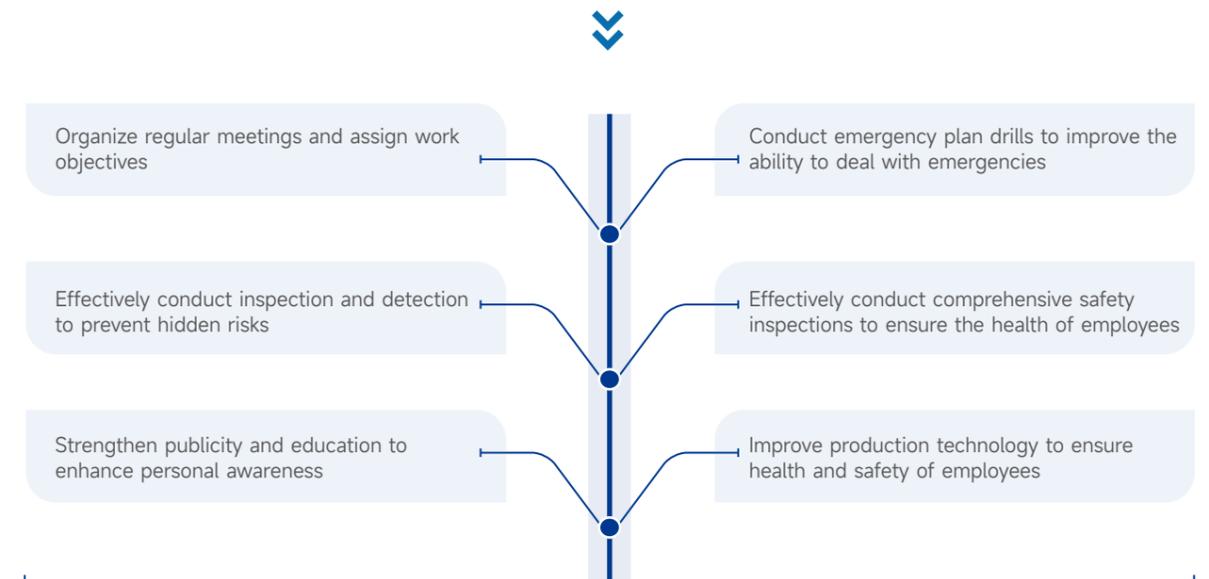
G.Tech Technology has successfully implemented a sound and efficient ISO 45001 occupational health and safety management system; the Company and its Vietnam subsidiaries have obtained ISO 45001 occupational health and safety management system certification; and many employees of the Company have successfully completed occupational health training and obtained certificates.



G.Tech Technology strictly abides by government regulations on work safety and occupational health and fully protects the personal safety and health of all employees. The Company has set its annual work targets for 2023 and has simultaneously planned a long-term work blueprint.

Indicators	Targets of 2023	Achievement
Major safety accidents	0	Achieved
Casualty accidents	0	Achieved
Industrial injury accidents	3‰	Achieved
Hazard identification and control	100%	Achieved
Effective use of safety equipment and devices	100%	Achieved
Work safety education and training	100%	Achieved
Signing of the Post Notification for Occupational Hazards	100%	Achieved
Provision and use of post protective articles for occupational hazards	100%	Achieved
Occupational hazard post pre-job, on-the-job and separation physical examinations	100%	Achieved
Occupational hazard factor detection	Regular testing	Achieved
Occupational diseases	0	Achieved
Occupational health education training	100%	Achieved
Fire accidents	0	Achieved
Fire-fighting facilities and equipment are in good condition and effective	100%	Achieved

## Occupational Health and Safety Long-term Work Planning



## Occupational Health and Safety Risk Identification

G.Tech Technology highly values occupational health and safety risk management, formulates the *Safety Inspection Management Specification*, and timely identifies occupational health and safety risk factors through safety inspection; furthermore, the Engineering Department oversees machine safety protection according to the *Management Procedure for Equipment and Governance Tools* to guarantee the safe and stable operation of equipment and prevent employees from being injured. In addition, the Company has formulated the *Fire Safety Management Code*, the *Chemical Management Code*, and the *Hazardous Substance Management Code* in conjunction with its own actual situation to strengthen safety control, accurately identify and respond to occupational health and safety risks caused by a variety of factors, prevent and reduce occupational health and safety accidents, and ensure the safety of the Company and its employees.

### Key performance

- During the reporting period, the rectification rate of hidden dangers in the Company was **100%**.



On the basis of this information, the Company has formulated the *Emergency Plan for Environmental Emergencies* and the *Emergency Preparation and Response Procedures*. Additionally, the Administration Department has formed an Emergency Response Team and scientifically planned the drill. During the reporting period, the Company organized multiple emergency drills, aiming to improve public safety and employees' response abilities in emergency situations and to prevent and mitigate emergencies and their resulting damages to the greatest possible extent.

### Key performance

- During the reporting period, the Company organized **9** emergency safety drills.



Fire Emergency Drill

Hazardous Waste Spill Drill

Chemical Spill Drill

### Case | Fire Evacuation Emergency Drill

On April 27, 2023, the Safety and Environmental Protection Department of the Company organized and executed fire evacuation emergency drills, which deepened the understanding of all personnel regarding fire accident hazards and emergency rescue procedures by simulating the processes of fire occurrence, response, evacuation, and fire fighting. Additionally, they strengthened the emergency response capability for fire safety incidents and demonstrated the Company's commitment to fire safety and employee well-being.



## Occupational Disease Prevention and Control

The Company has formulated the *Code for Monitoring and Evaluation of Occupational Hazard Factors* with the objective of establishing a standardized approach to the monitoring and management of hazardous factors in the workplace and conducting a comprehensive evaluation of the occupational hazard degree of the workplace. By optimizing the working environment and strengthening individual protection measures, employee physical and mental health are protected. Furthermore, qualified occupational health technical service institutions are employed by the Company to conduct annual monitoring of all occupational hazard factors and quarterly testing of highly toxic substances.

The Company strives to minimize the risks of occupational hazards to employees in its business operations by adopting a series of occupational health safeguard measures. In accordance with prevention and control regulations, soundproof chambers are set up for employees affected by hazardous factors. Activated carbon masks, anti-virus respirators, noise-isolating earplugs, and other relevant equipment are distributed, and employees are strongly encouraged to utilize them appropriately. Corresponding hazard notification card warning signs, warning lines, and warning signals are provided in workplaces contaminated with dust, high temperatures, and other toxic and hazardous substances so as to remind employees of the importance of safety and health.

Hazardous factors	Warning symbols	Instructions identification	Notification Card of Occupational Hazards	
Dust	Dust prevention	Wear Dust Mask	Dust generated in the workplace is harmful to human body. Protection is required.	
Noise	Harmful Noise	Wear Ear Protection	Health hazard	physical and chemical characteristics
High temperature	High Temperature	Ventilation Required	Workers exposed to productive dust for a long time may suffer pneumoconiosis when the dust inhaled reaches a certain amount, and may also suffer cause rhinitis, pharyngitis, bronchitis, rash, conjunctival damage, etc.	
Poison (benzene)	Poisoning Risk	Wear Gas Mask	Emergency treatment	
			Go to the hospital for examination and treatment in time when any abnormal sign is found in your physical condition.	
			Proper protection	
			Personal protective equipment must be worn, regular physical examinations must be performed in a timely manner and according to regulations, regular maintenance and overhaul of dust removal equipment must be arranged to ensure normal operation, and eating, drinking and smoking are prohibited in the workplace.	
			Standard limit: 4mg/m <sup>3</sup>	Test data:                      Test date:

In order to protect the health of employees, eliminate occupational hazards, prevent occupational diseases, and improve labor efficiency, G.Tech Technology has specially formulated the *Occupational Health Examination Operation Code* in accordance with the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* and relevant laws and regulations, in combination with the Company's production characteristics. The Company regularly organizes physical examinations; the annual on-duty occupational disease physical examination cycle typically occurs once a year, and the annual occupational disease physical examination is scheduled to take place in April of each year.

### Key performance

- During the reporting period, **100%** of the Company's special operators entered their positions with licenses, the occupational injury insurance coverage of employees was **100%**, the physical examination coverage of employees was **100%**, the detection rate of occupational disease hazard factors was **100%**, and there were no new occupational diseases.



## Enhancement of Safety Awareness

During the reporting period, the Company has formulated and implemented a series of safety training plans in accordance with the *Decision of the Security Committee of the State Council on Further Strengthening Safety Training*, the *Regulations on Safety Training for Production and Business Units*, and relevant internal regulations of the Company. Through the integration of theoretical instruction and practical operation, we comprehensively enhance employees' occupational health awareness, effectively protect employees' occupational health rights and interests, and create a healthy atmosphere.



ESD protection training



Lifeguard Certificate Training



Company Profile

### Key performance

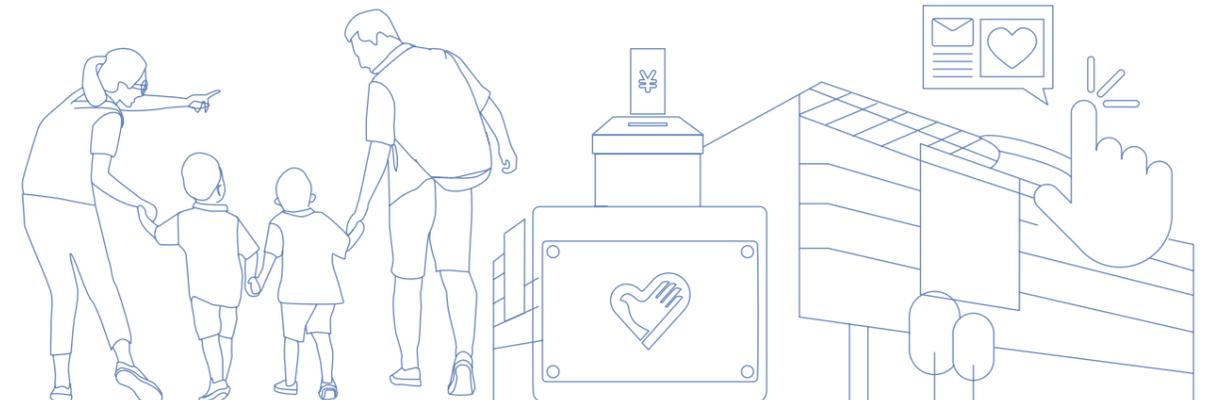
- During the reporting period, the Company organized **17** safety education and training sessions with a total training duration of **34** hours.



## Social Welfare

### Assisting Poverty Alleviation

Zhuhai, Nujiang, and Zunyi have continuously enhanced labor cooperation in east-west cooperation, thereby significantly contributing to the alleviation of poverty, the promotion of rural revitalization through efficient connectivity, and the increase of the general populace's income. G.Tech Technology actively participated in Guangdong-Yunnan and Zhuhai-Zunyi labor cooperations. The Company conducted numerous recruitment trips to Nujiang, Zunyi, and other locations; provided jobs for the rural labor force; contributed to the improvement of employment quality transfer; assisted in the alleviation of poverty; fostered mutual benefit and common development between employees and businesses; and established a win-win situation for employees, enterprises, and society. G.Tech Technology demonstrated exemplary performance, earning the designation of "Excellent Enterprise in Labor Cooperation between the East and West" and was awarded "Rural Labor Force Stable Employment Base between Zhuhai High-Tech Zone and Daozhen County, Zunyi City."



## ★ Making Contribution to Charity

It is widely acknowledged that an organization's success is contingent not only on its economic prosperity but also on its societal contributions and responsibilities. The Company practices social responsibility with real actions, actively participates in a multitude of charitable and public welfare endeavors, donates materials to impoverished regions, contributes to society with compassion and fortitude, and constantly transmits "Positive Energy."

### Case | Warm Clothes for Needy People

Fugong County in Nujiang Lisu Autonomous Prefecture was delisted as an impoverished county on November 13, 2020, with the approval of the People's Government of Yunnan Province. Fugong County was designated as a key county for national rural revitalization in August 2021. In December 2023, the Company donated winter apparel to Fugong County for those in need.



## ★ Supporting Community Development

The Company actively promotes a localization procurement policy, giving priority to purchasing the required raw materials, products, and services from suppliers in Guangdong Province so as to support the economic development and community prosperity of the place where the Company is located. By sourcing locally, we not only reduce logistics expenses and time but also improve the reliability and flexibility of our supply chain. More importantly, local procurement promotes close cooperation and long-term partnerships between companies and local suppliers, bringing more business opportunities and value to both parties.

### Key performance

- During the reporting period, the procurement expenditure ratio of the Company from suppliers in Guangdong Province was **91.74%**.



In addition, the Company actively participated in community construction, donated RMB 100,000 to the Zhuhai City Fire Rescue Charity Fund in 2022, sponsored RMB 2,000 to the Jinding Senior Citizens Association of Zhuhai High-Tech Zone in 2023, and donated 30 sets of keyboards as prizes to support the holding of Zhuhai High-Tech Zone Sports Games in 2024.

### Key performance

- During the reporting period, the Company invested a total of RMB **165,800** in public welfare and community-building.



## ★ Building the Belt and Road

Vietnam is China's largest trading partner in ASEAN and an important country along the Belt and Road Initiative, which was proposed by China in 2013. President Xi Jinping embarked on a state visit to Vietnam in December 2023. During this period, the two nations issued the *Joint Statement on Further Deepening and Enhancing the Comprehensive Strategic Partnership and Building a Strategic Community of Destiny between China and Vietnam* to further promote the cooperative planning of constructing "The Belt and Road" initiative and the "Two Corridors and One Circle" framework.

Under the guidance of the "Belt and Road Initiative," G.Tech Technology decided to establish a manufacturing facility in Vietnam in 2019 to further advance the strategic layout of the Company's international operations. By the conclusion of 2023, G.Tech Vietnam had achieved the capability to vertically manufacture products across multiple categories. G.TECH Vietnam's establishment facilitates the strengthening of cross-border production capacity cooperation, deepening industrial chain connections, the promotion of trade and investment exchanges, and the support of industrial transformation and upgrading. At the same time, it provides employment opportunities for Vietnam, stimulates domestic economic development, fosters mutual understanding between the people of the two countries, and contributes to the joint construction of a prosperous "Belt and Road."



# Future Prospect

The year 2024 is crucial for achieving the goals and fulfilling the tasks outlined in the 14th Five-Year Plan. Under the backdrop of rapid technological advancements and continuous market changes, the Company must actively adapt to and lead changes to achieve sustainable growth and development goals.

## Focusing on Main Business

The Company will maintain its primary business objectives, expand its customer base of top-brand products, continuously investigate the demand of existing customers, prioritize R&D innovation and intelligent manufacturing, regard "customers as the center, innovation as the driving force, and information technology as the support," strategically expand around the two main lines of PC and eSports, enrich computer peripheral product lines, serve customers comprehensively, provide integrated solutions, and steadily promote the implementation of investment projects to improve the Company's market competitiveness and sustainable profitability.

## Refining Corporate Governance

The Company will persist in formulating plans in alignment with its strategic objectives and continuously improve its management level and governance capability. By continuously optimizing the internal governance structure, we will fortify our risk management and internal control systems, thereby improving the scientificity and implementation of decisions. In addition, we will utilize advanced information technology to improve operational efficiency and management effectiveness while actively promoting digital transformation. Moving forward, the Company will place greater emphasis on social responsibility and sustainable development, establish positive cooperative relations with stakeholders, and collectively generate shared value. We will strive to mold the Company into an industry leader, attain sustained and consistent growth, and make greater contributions to society through continuous improvement in governance.

## Driving with Innovation

Innovation will constitute the foundation of development. To adapt to changing market demands, we will increase investment in research and development and continuously introduce more competitive products and solutions. We will persist in monitoring the development of emerging technologies and actively explore the implementation of digitalization, automation, and intelligence in the production process, with the ultimate goal of improving both production efficiency and quality. Meanwhile, we will also strengthen talent training and team building initiatives, create a positive corporate culture, bolster employee loyalty and a sense of belonging, and provide strong support for the Company's innovation and development.

## Optimizing Resource Use

We place significant importance on sustainable development and are committed to reducing our environmental impact through the adoption of environmentally friendly production methods and the reduction of energy consumption and waste emissions. Furthermore, we are fully invested in optimizing resource utilization and promoting the vigorous development of the circular economy.



# Appendixes

## Index of Indicators

Contents		Guide to Corporate Social Responsibility Reporting in China CASS-ESG 5.0	GRI Sustainability Reporting Standards (GRI Standards)
About this Report		P1.1-P1.3/G3.7	2-2/2-3
Message from the Chairman		P2.1-P2.2	201-1
Special Topic: Setting Sail as a Listed Company for a New Chapter of Development		P3.1	2-6
Inspiring the People with Intelligence for a Brighter Future		P4.1-P4.4	2-1/2-6
ESG Governance	ESG Commitments	G3.2	2-23/2-24
	ESG Philosophy and Strategy	G3.2	2-22/2-24
	ESG System	G2.1-G2.3/G3.1/G3.3/G3.9/G3.11	2-12/2-13/2-17
	UN Sustainable Development Goals	G3.2	2-22
	ESG Risk and Opportunity Identification	G2.3	2-22
	Stakeholders Communication	G3.6	2-16/2-29
Lean Management with Sound Knowledge and Regulated Behaviors	Governance Framework	G1.3	2-9
	The "Three Governing Bodies"	G1.1-G1.2	2-9/2-10/405-1
	Compliance and Risk Management	G1.3-G1.4	207-1/207-2/207-3
	Business Ethics and Anti-corruption	G1.5-G1.7	2-26/205-2/205-3
	Investor Relations Management	G1.10	2-29
	Low-carbon Environmental Protection for a Green Prospect	Environmental Management	E1.1-E1.2/E1.6-E1.7
Environmental Risk Management		E1.4	2-22
Addressing Climate Change		E5.1-E5.7/V4.1-V4.3	201-2/305-1/305-2/305-3/305-4/305-5
Energy Management		E2.1-E2.5	302-1/302-3/302-4
Water Resources Management		E2.9	303-1/303-5
Pollutant Management		E3.1/E3.3-E3.6/E3.8	303-2/306-1/306-2/306-3/306-5/308-1/417-1
Green Products		E1.8	308-1/417-1
Material Management		E2.6/V4.3	417-1
Craftsmanship Spirit and Smart Manufacturing for an Innovative Atmosphere	Green Operation	E1.5/E2.14-E2.15/E4.2/V4.3	304-2
	R&D innovation	V2.1-V2.5/V2.8	2-22
	Product Responsibility	S4.1-S4.3/S4.9	416-1/416-2/417-3
	Customer Service Management	S4.4-S4.5/S4.7	2-29
	Information Security and Privacy Protection	S4.6	418-1
People-oriented Tenet for a Promising Tomorrow	Responsible Supply Chain	S5.1-S5.2/V2.6	2-6/2-24/308-1/308-2/414-1/414-2
	Protection of Employees' Rights and Interests	S1.1-S1.4/S1.6/S1.8/S1.11/V2.8	2-7/2-25/401-3/405-1/406-1/407-1/408-1/409-1
	Compensation and Benefits	S1.7/S1.10	401-2/403-6/404-3
	Staff Training and Development	S2.1-S2.2/S2.4	404-1/404-2
	Occupational Health and Safety	S3.1-S3.7/S3.9	403-1/403-2/403-3/403-4/403-5/403-7/403-8/403-9/403-10
Social Welfare	V1.1-V1.4/V3.1/V3.4/V3.6	203-1/203-2/204-1/413-1/413-2	
Future Prospect		A1	2-22
Appendixes	Index of Indicators	A4	/
	Feedback Form	A5	2-29

## Feedback Form

Thank you for reading the *Environmental, Social, and Governance (ESG) Report 2023 of Zhuhai G.Tech Technology Ltd.* To continuously improve our ESG work and further enhance our sustainability management, we invite you to answer relevant questions in the Feedback Form and return them to us using the methods below. Your comments are an important basis for us to continuously improve our ESG work and further enhance our sustainability management. Thank you again for your tremendous support of our ESG work!

Tel: 0756-3393558

E-mail: zqb@gtech.com.cn

Address: Plant at No. 8 Jinyuan 1st Road, Tangjiawan Town, High-tech Zone, Zhuhai City, Guangdong Province

Contact: Securities Department, G.Tech Technology Ltd.

1. What is your role in G.Tech Technology?

Employees    Customers and consumers    Shareholders or investors    Suppliers

Governments and regulators    Media/industry associations    Other (specify) \_\_\_\_\_

2. Your overall assessment of this year's ESG Report:

Very Good    Good    Fair    Poor    Very Poor

3. Do you think the information disclosed in this Report is clear, accurate, and complete?

Very Good    Good    Fair    Poor    Very Poor

4. Do you think this Report reflects the Company's impact on the economy, society, and environment?

Very Good    Good    Fair    Poor    Very Poor

5. What is your overall opinion on the structure and layout of this Report?

Very Good    Good    Fair    Poor    Very Poor

6. Which topics in this year's ESG report have attracted your attention the most?

7. Do you have any comments or suggestions about our ESG Report or ESG work and sustainability management?