

Acter



Address: No. 189, Shilin Road, Xushuguan Economic Development Zone,
Suzhou City, Jiangsu Province

Phone: 0512-85186368

Websites: www.acter.com.cn



2024 Sustainability Report

ACTER TECHNOLOGY INTEGRATION GROUP CO.,LTD

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Preface to the Report

About the Report

Introduction

This report is the second Sustainability Report (ESG report) issued by Acter Technology Integration Group Co., Ltd. (hereinafter referred to as “Acter”, “the Company” or “we”). In the principles of objectivity, standardization, transparency, and comprehensiveness, this report provides a detailed disclosure of the Company’s practices and performance in environmental, social, and governance for the year 2024.

Reporting Period

This report is an annual report covering the period from January 1, 2024, to December 31, 2024. To improve the comparability and perspectiveness of the report, some sections of this report may be appropriately referred to previous years or contain forward-looking statements. This report is released on an annual basis, consistent with the annual report.

Reporting Scope

This report covers Acter Technology Integration Group Co., Ltd. and its branches and subsidiaries. Unless otherwise specified, the scope of this report is consistent with that of the Company’s Annual Report.

Preparation Basis

- 2021 Sustainability Reporting Standards (GRI Standards) of the Global Reporting Initiative
- Sustainable Development Goals (SDGs) of the United Nations
- Sustainability Accounting Standards Board (SASB) Standards
- China Enterprise Reform and Development Research Association *Guidelines for Sustainable Development Reporting for Chinese Enterprises* (CASS—ESG 6.0)
- Shanghai Stock Exchange: *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4 – Preparation of Sustainability Report*

Data Sources

The information and data disclosed in this report are sourced from the Company’s documents and statistical reports and have been reviewed by relevant departments. The Company pledges that there are no false records or misleading statements in this report and is responsible for its truthfulness, accuracy and completeness. The financial data in this report are denominated in RMB. Any discrepancy between financial data herein and that in the annual report, the financial data in the annual report shall prevail.

Appellation Description

In this report, for the convenience of expression and reading, the following terms have the meanings as below (unless otherwise indicated by the context):

Abbreviation	Means	Full Name
Acter, the Company, We	Means	Acter Technology Integration Group Co., Ltd.
Clean Room	Means	clean workshop, dust-free room, or clean room. It is a closed space in which high-end manufacturing industries control the particles in the air, harmful gases, microorganisms, temperature, relative humidity, spatial air flow distribution, air flow velocity in all directions, as well as vibration, static electricity, electromagnetic interference, noise, etc. to meet the needs of product production processes.
Hook Up	Means	connecting from the main system pipeline to the process production equipment, including electricity, water supply and drainage pipes, process pipelines, exhaust systems, etc.
System Integration	Means	a business that combines software, hardware and communication technologies to solve information processing problems for users. Each separated part before integration is originally an independent system. After integration, all parts of the whole can work organically and coordinately with each other to give play to the overall benefits and achieve the goal of overall optimization.
BIM	Means	Building Information Modeling, which is a new tool in architecture, engineering and civil engineering. It is an object-oriented and computer-aided design tool related to architecture mainly based on three-dimensional graphics.
EPCM	Means	Engineering, Procurement, Construction, and Maintenance. It refers to the general contracting of the integrated whole process of the design, procurement, construction, maintenance, etc. of an engineering construction project entrusted by the owner in accordance with the provisions of the contract.

Access to This Report

To practice the philosophy of low-carbon environmental protection and sustainable development, the Report can be accessed online or downloaded in electronic from the websites of the Company (www.acter.com.cn) or the Shanghai Stock Exchange (<http://www.sse.com.cn>). If you would like to learn more about other information beyond the Report, you can refer to the annual financial statements or browse the website of the Company. This Report is prepared in both Chinese and English, respectively. In case of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.

Feedback

The Company cares very much about your opinions on the Company’s social responsibility work and this Report. If you have any ideas or suggestions about this Report, please contact us in the following way. We express our sincere gratitude for your valuable opinions.

	Board Secretary	Securities Affairs Representative
Name	Chen Zhihao	Gao Jiejie
Address	No. 189 Shilin Road, Xushuguan Economic Development Zone, Suzhou High-tech Zone	No. 189 Shilin Road, Xushuguan Economic Development Zone, Suzhou High-tech Zone
Phone	0512-85186368	0512-85186368
Fax	0512-87773169	0512-87773169
Email	acter.china@acter.com.cn	603163@acter.com.cn

Message from the Chairman

Dear shareholders, directors and colleagues:

Greetings to you all!

First of all, I would like to express my sincere gratitude to all shareholders, directors and all employees for your hard work and unrelenting efforts in the past year. The year of 2024 is an important year in the development history of our Company. Facing the complex and changeable market environment and the increasingly fierce industry competition, we have always adhered to the innovation-driven and sustainable development strategies and steadily promoted our various businesses.

On this occasion, I would like to report to you on the achievements of our Company in various aspects in the past year and outline the future development direction.

Performance Review

In 2024, we have made remarkable progress in business expansion, market development, project management, etc. During the reporting period, the Company had an overall stable revenue, with the amount of outstanding orders increased by approximately 31% in total. Affected by the overall macroeconomic situation and the intense competition within the industry, the growth of outstanding orders in the domestic market was slow, while the overseas market showed a significant growth trend.

At the same time, the Company established an independent ESG sustainability management structure and introduced corresponding management measures, such as the *Measures for Anti-bribery, Anti-corruption, Anti-fraud and Whistle-blowing Management* and the *Self-declaration*, to further standardize the Company's operations.

Especially in the promotion of key projects, we ensured the on-time delivery of projects with exceeded customer expectations by enhancing the project quality control and improving the construction efficiency. In addition, the Company's international deployment has been further deepened. The successful expansion into multiple overseas markets has marked the continuous improvement of our competitiveness in the global market.

Implementation of ESG Strategy

In the past year, we have increased our investment in Environment, Social Responsibility and Corporate Governance (ESG). As a listed company, we are well aware that the sustainable development of an enterprise not only depends on the improvement of financial performance but also requires it to assume responsibilities for the environment, society and shareholders.

In terms of the environment, we continued to promote the implementation of the concept of green buildings, adopted more eco-friendly and energy-efficient technologies and materials, and strove to reduce the impact of projects on the natural environment. Meanwhile, we also promoted the green management throughout the process, aiming to minimize carbon emissions and energy consumption in each project.

In terms of social responsibility, we strengthened employee training and career development, provided more opportunities for growth, paid attention to the physical and mental health of employees, and actively participated in social welfare activities to care for vulnerable groups and give back to society.

In terms of corporate governance, we further optimized the corporate governance structure to enhance the transparency and scientific nature of decision-making processes. By introducing more industry experts and management talents, our Board of Directors has played a greater role in strategic development and corporate operations. Meantime, the Company's compliance management system has been continuously improved to ensure that the Company maintains compliant operations during the process of rapid development.

Continuous Innovation and Future Planning

Looking ahead, we are well aware that innovation is the source of power for the sustainable development of an enterprise. In 2025, we will continue to increase our investment in technological innovation and digital transformation. By intelligent and digital means, we will improve project quality and construction efficiency and promote the transformation of the Company's business towards the direction of high added value and high technical content. We will continue to deepen the ESG strategy and strive to make greater contributions to society and the environment while achieving our business success.

In terms of internationalization, we will continue to expand overseas markets, especially in countries and regions along the Belt and Road. We will strengthen our cooperation with local governments and enterprises, and strive for more project resources, so as to enhance the Company's brand influence on a global scale.

Gratitude and Outlook

In 2024, our achievements were inseparable from the hard work of every employee and the support and trust from every shareholder. On this occasion, I would like to express my heartfelt gratitude to all of you. As we navigate the future, we remain steadfast in our commitment to the core principles of "Innovation, Accountability, and Collaborative Success". Together with our entire workforce, we will strategically tackle sectoral challenges, and capitalize on emerging opportunities to generate sustainable value for our shareholders and society alike.

Let's stand side by side and forge ahead bravely to create a better future!

Thank you all!

Chairman of Acter Technology Integration Group Co., Ltd.



About Acter

GRI :2-1/2-6

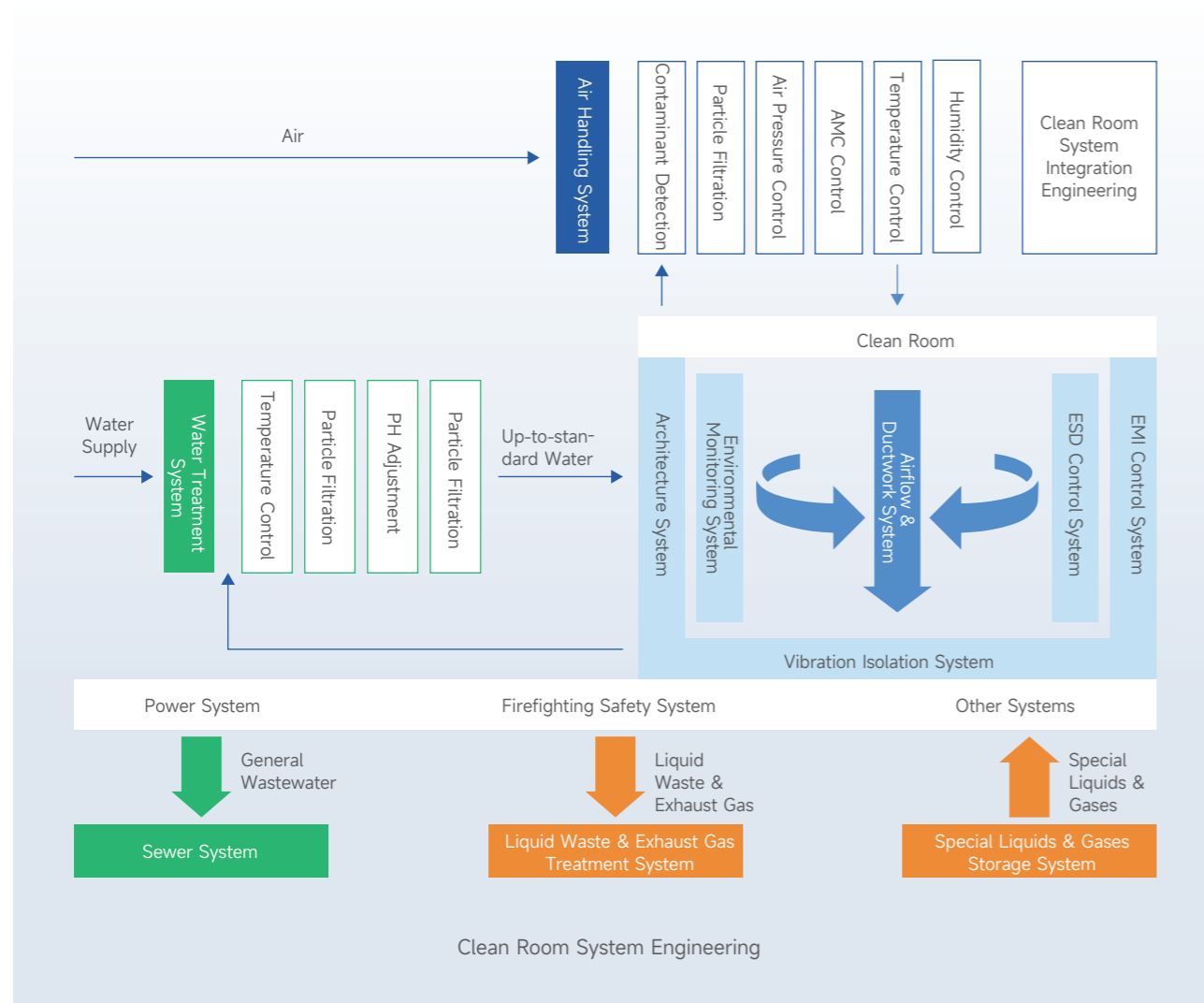
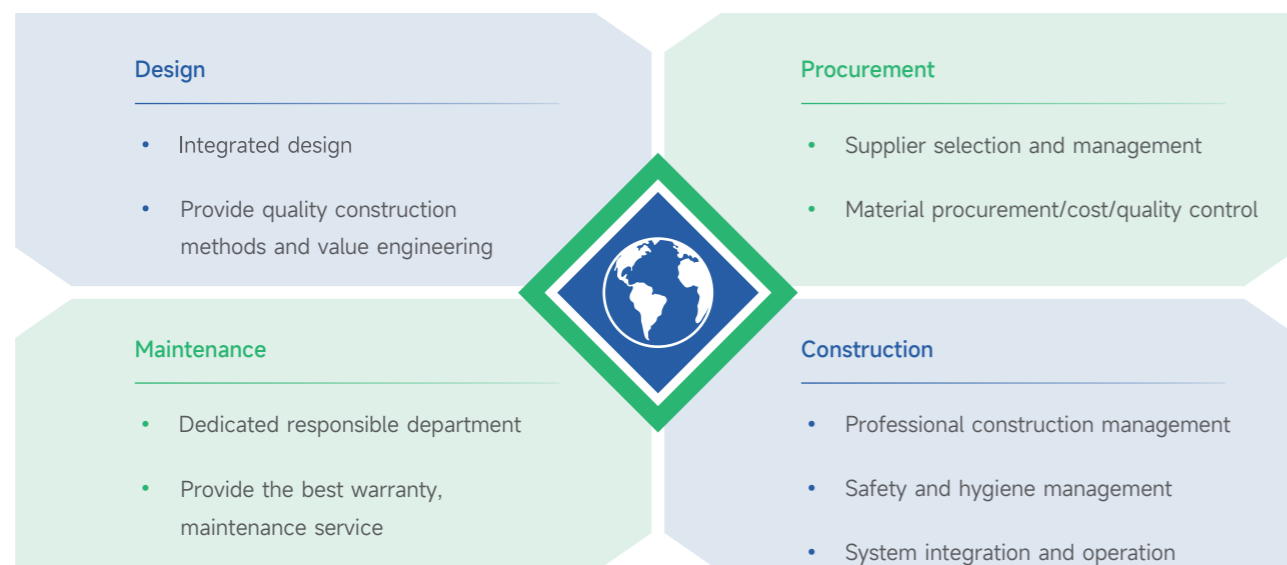
◆ Company Profile

Since its establishment in September 2003, Acter Technology Integration Group Co., Ltd. has been focused on providing comprehensive solutions for clean room system integration engineering for advanced manufacturing industries and is a leading one-stop professional service provider in the domestic clean room industry.

With over two decades of development, the Company has established full-cycle EPCM capabilities (Engineering, Procurement, Construction, and Maintenance). Our team of seasoned professionals, backed by extensive project experience, delivers comprehensive services including clean room construction planning, equipment configuration, environmental system integration, and maintenance. Leveraging our superior service quality, efficient project execution, and specialized talent pool, we have expanded our operations to major cities across multiple countries and regions. As we have formed partnerships with hundreds of world-renowned enterprises, our solutions are widely recognized by our clients, which solidifies our position as a market leader in the clean room industry.



◆ Main Businesses



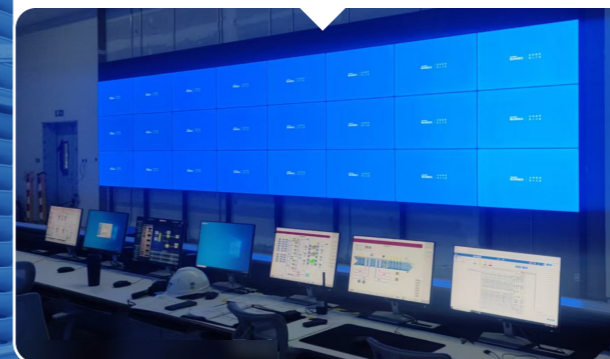
ARCH. ENGR.



HVAC ENGR.



MONITOR ENGR.



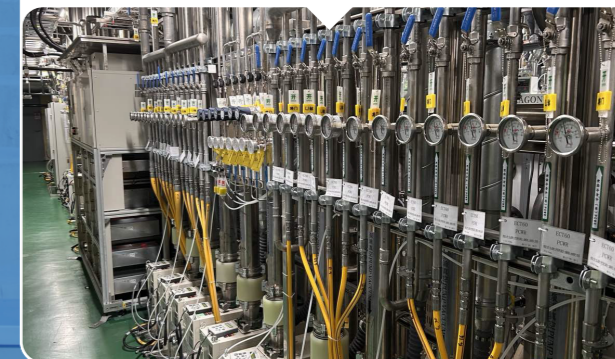
FIRE FIGHTING ENGR.



ELE ENGR.



PROCESS ENGR.



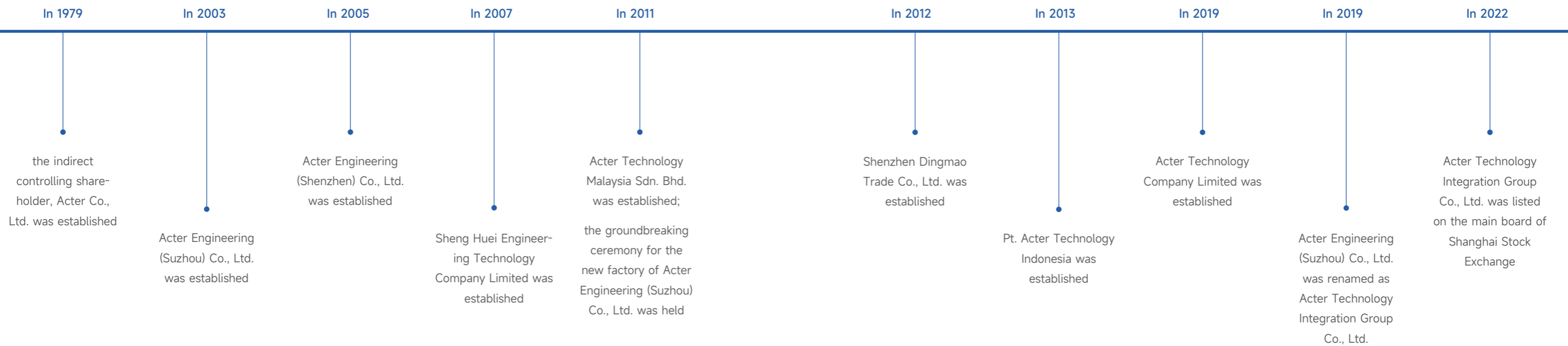
LV ENGR.



HOOK UP



◆ Development History



◆ Corporate Culture



Spirit

Integrity-based, Perfect Service



Purpose

Quality First, Technology Leads



Philosophy

Scientific Management, Innovative Service



Concept

Customer First, Heartfelt Service

◆ Enterprise Advantages

10+

More than 10 construction qualifications, achieved the whole industry coverage of the building mechanical and electrical industry

20+

More than 20 years of clean room related engineering construction experience

450+

More than 450 clean room related projects were implemented

50+

More than 50 supplier awards from owners

500+

More than 500 excellent engineering labor, material and equipment partners

80+

More than 80 clean room projects above class 100



◆ Honors

Adhering to the service concept of Customer First and Honest Cooperation, with excellent construction technology, rich project experience and fast and timely localized services, Acter has shaped a high-quality brand image in the industry, earned the high trust of customers and the widespread recognition from all sectors of society, and has been awarded such honors as “Best Supplier”, “Best Safety Management Team”, “Excellent Safety Supplier” and “Excellent Contractor” for many consecutive years.

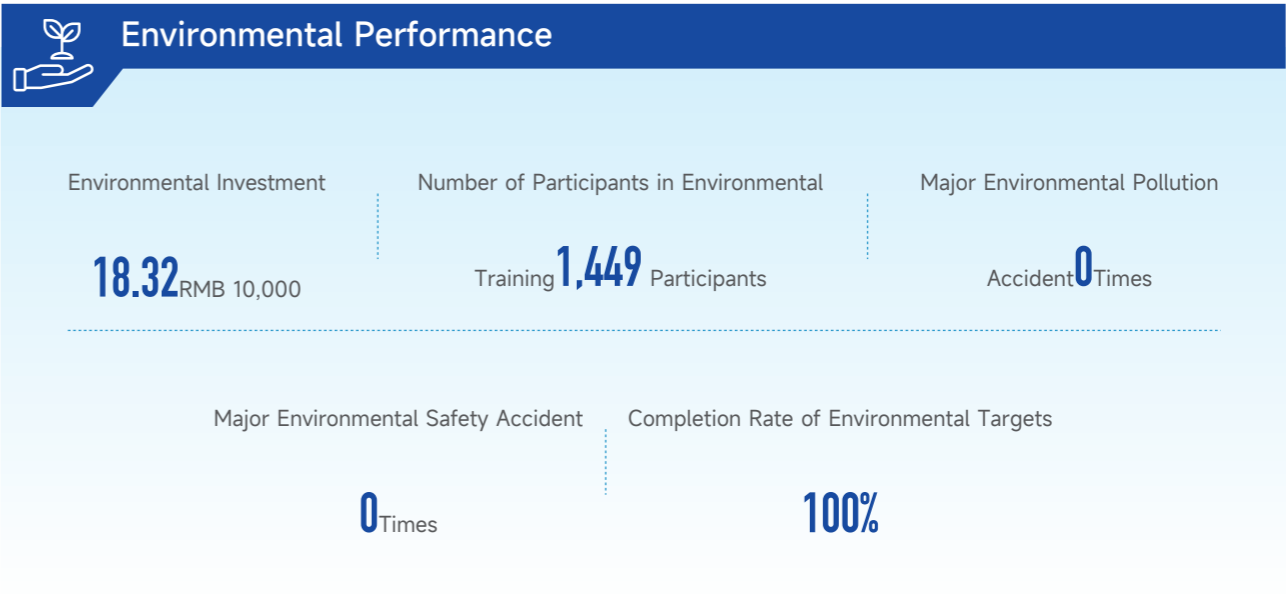
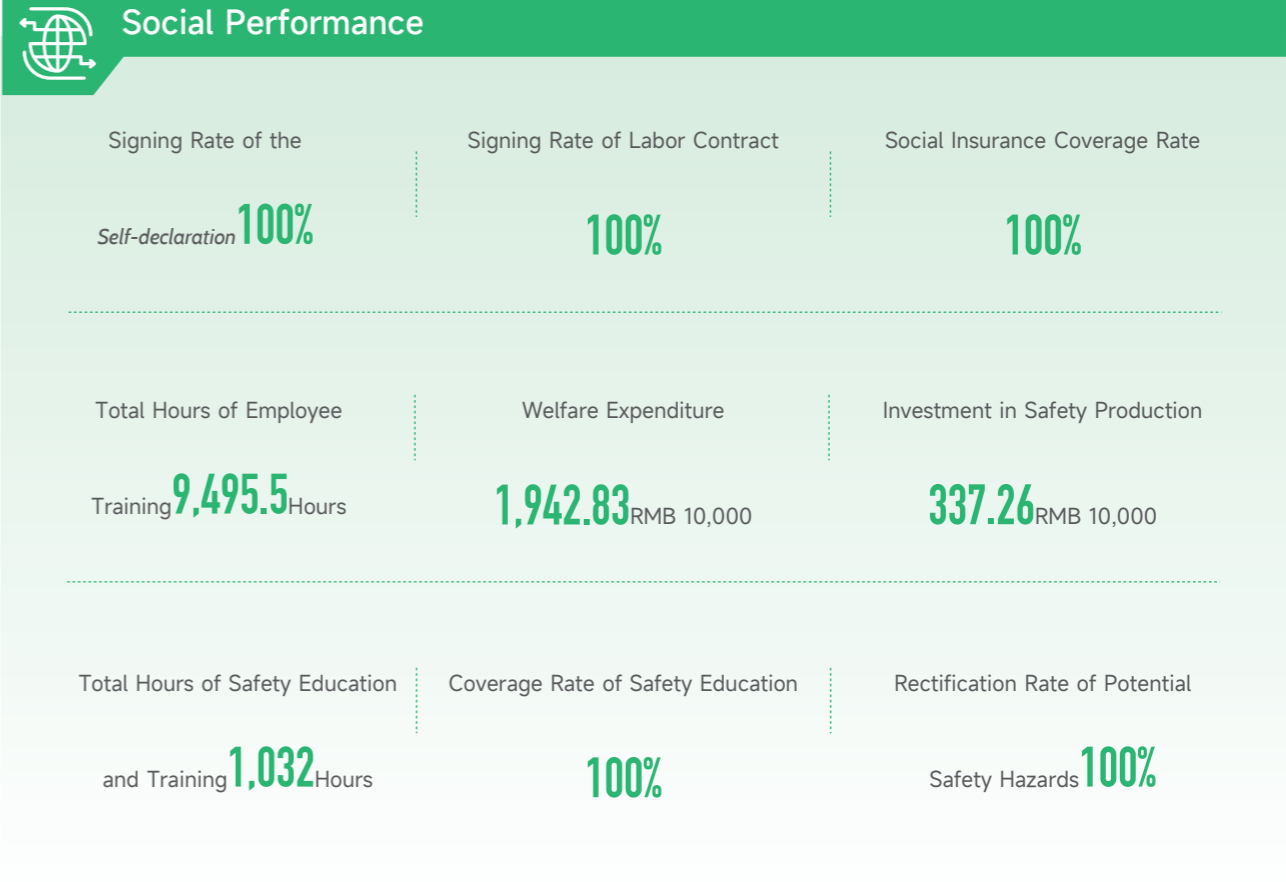
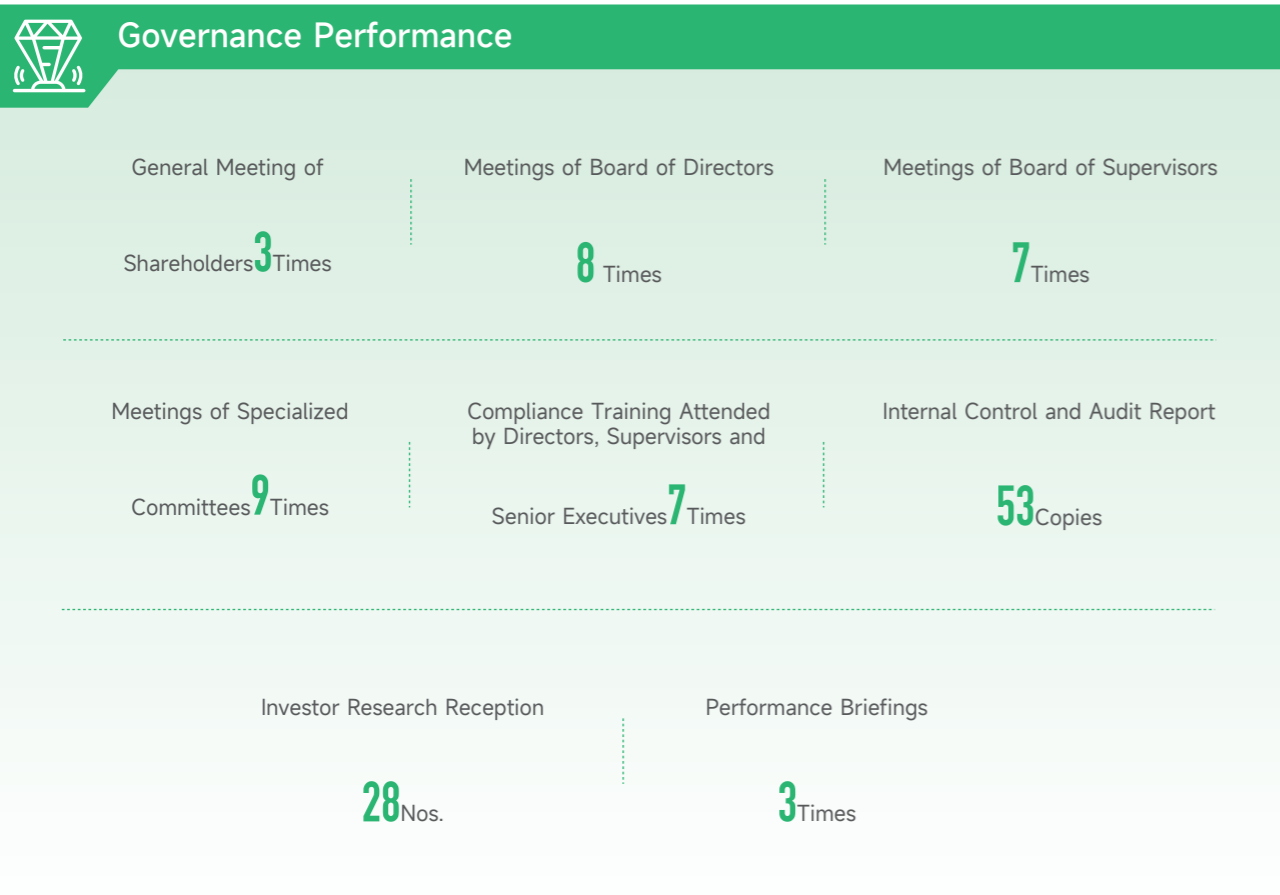
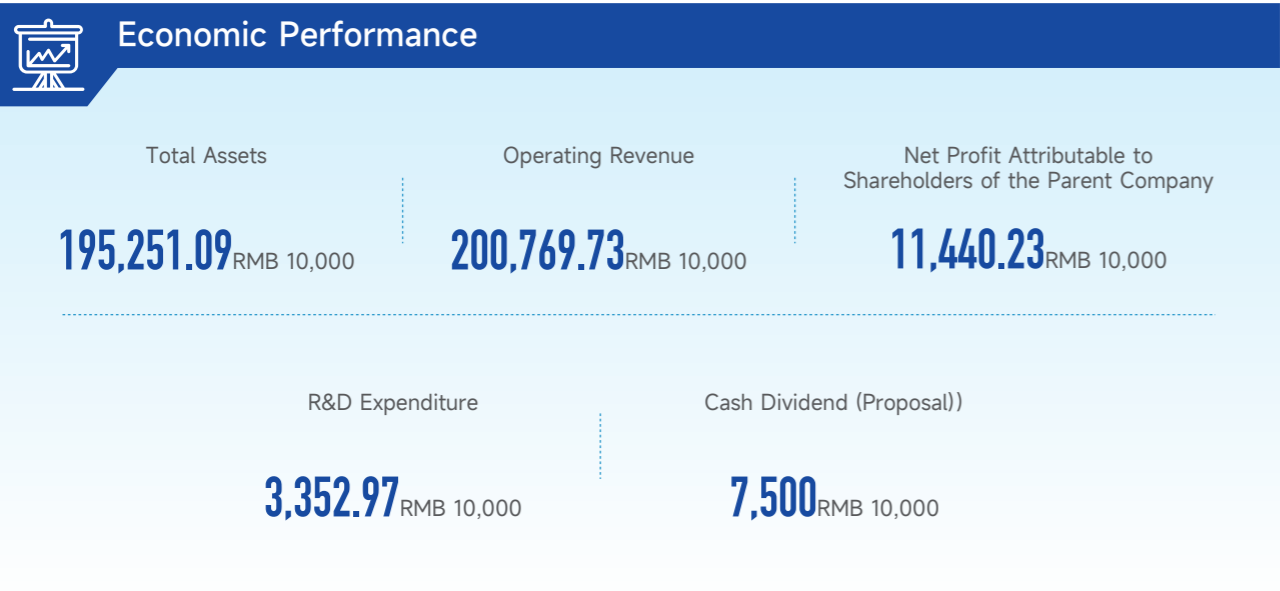
Recognition from Customers

 April 2021 Excellent Supplier in 2020 ** Semiconductor Corporation 	 January 2022 Advanced Unit in 2021 ** Semiconductor Corporation 
 January 2023 Excellent Cooperative Supplier in 2022 ** Semiconductor Corporation 	 June 2023 Excellent Safety Supplier ** Technology Co., Ltd. 
 November 2023 Excellent Project Management Team in 2023 ** Technology Co., Ltd. 	 December 2023 Excellent Contractor ** Semiconductor Co., Ltd. 
 January 2024 Excellent Team ** Technology Co., Ltd. 	 June 2024 Best Cooperative Supplier ** Technology Co., Ltd. 
 July 2023 Best Safety Team ** Construction Co., Ltd. 	 November 2024 Best Partner in 2024 ** (Vina) Co., Ltd. 

Recognition from the Society

 November 2023 High-Tech Enterprise Certificate Jiangsu Provincial Department of Science and Technology, Jiangsu Provincial Department of Finance, Jiangsu Provincial Taxation Bureau 	 November 2019 Certificate of Donation Suzhou General Social Welfare Institute 
 September 2021 Contract-Compliant and Creditworthy Enterprise Suzhou Administration for Market Regulation 	 May 2023 Certificate of Donation Suzhou General Social Welfare Institute 
 October 2022 Contract-Compliant and Creditworthy Enterprise Jiangsu Business Credit Management Association 	 June 2024 Certificate of Donation Suzhou General Social Welfare Institute 
 October 2023 Contract-Compliant and Creditworthy Enterprise Suzhou Administration for Market Regulation 	 September 2024 President Unit Suzhou High-tech Zone Taiwan Compatriots Association 
 August 2024 Contract-Compliant and Creditworthy Enterprise Jiangsu Business Credit Management Association 	 February 2025 Enterprise with Outstanding Contribution to Headquarters Economy in 2024 Suzhou National High-tech Industrial Development Zone Administrative Committee 

◆ Key Performance

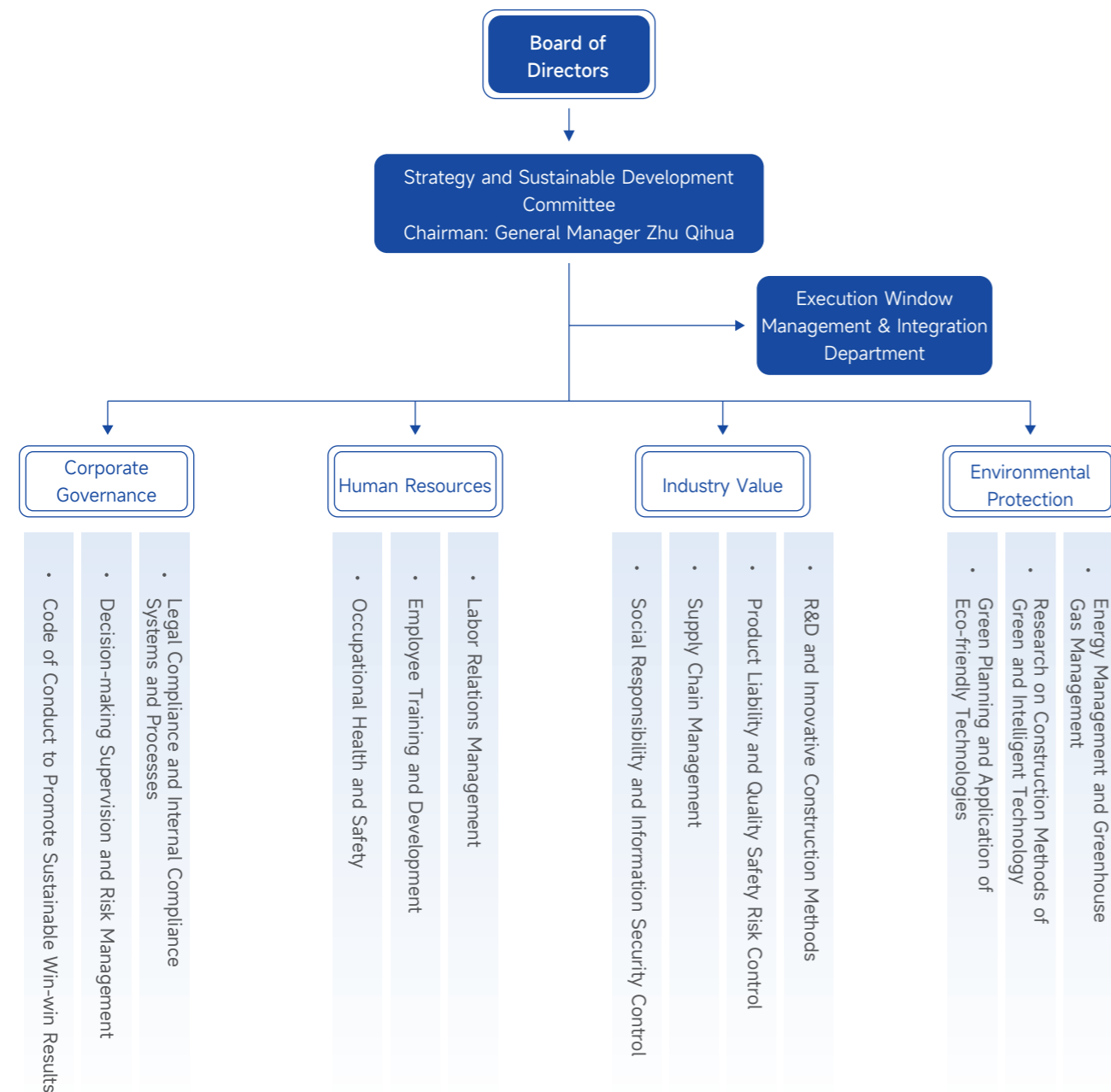


Sustainable Development Management

GRI: 2-14/2-16/2-17/2-29/3-1/3-2/3-3

◆ Sustainable Development Governance

Acter adhered to the ESG sustainable development concept, and integrated sustainable development goals into the enterprise's strategic planning, daily operations and decision-making processes and formed a three-level sustainability management structure composed of the decision-making level, management level and execution level to effectively guide and coordinate the Company's various tasks in the field of sustainable development with clear responsibilities of each level.



▲ Sustainable Development Governance Structure

Case Study

ESG Training

The Company engaged external experts to provide ESG training for the Company's Management and various departments, including: Interpretation of ESG concepts and ESG-related policies, and key points for preparation of ESG report, etc., to strengthen the understanding of ESG among the Company's Management and various departments and continuously improve the Company's ESG management level.



◆ Sustainable Development Strategy

The Company is committed to achieving coordinated development in the three dimensions of environment, society and economy. Environmental dimension: The Company continues to drive technological innovation and resource optimization, significantly reduces the carbon emissions and enhances the energy efficiency. Social dimension: Committed to a people-centered philosophy, the Company fosters a diverse and inclusive cultural ecosystem to empower employee growth. Economic dimension: With sustainability as its strategic engine, the Company accelerates the R&D of green engineering technologies to strengthen its long-term competitiveness. Relying on a clear strategic plan and cooperation with stakeholders, the Company will drive the future with innovation, move steadily and far on the road of sustainable development, and create lasting value for the society, environment and economy.






◆ ESG Risk and Opportunity Management

The Company continuously explores integrating ESG concept requirements into the Company's risk management and decision-making processes, formulates the *Internal Control Manual*, improves the ability to control risks and opportunities, makes identification, evaluation and analysis on internal and external factors, covering aspects such as climate change, product quality control, and environmental management, and formulates the corresponding countermeasures to promote the Company's overall sustainable development.

Dimension	Topics	Main Risks and Opportunities	Response Measures
Environment	Climate changes	Acute risks, chronic risks, policy and legal risks, technological risks, and reputational risks; Energy alternatives, product and service improvement;	Practice the low-carbon concept Strictly abide by environmental compliance Strictly control the pollution emissions Efficient resource utilization
Society	R&D and innovation	Policy risks, market risks, and technological risks; Market expansion;	Promote R&D and innovation Protect intellectual property rights Deliver quality projects
	Quality projects	Market risks and engineering construction risks; Technology opportunities;	Protecting the rights and interests of customers
	Supply chain security	Supply chain quality risks, and price increases; Digital transformation of the supply chain;	Maintain supply chain security
Governance	Compliance risk control	Compliance management risks, etc.	Improve the corporate governance Maintain the investor relations Strengthen the compliance management Adhere to business ethics

Metrics and Targets

The Company strives to achieve the United Nations Sustainable Development Goals, sets up a scientific ESG indicator system, including but not limited to areas such as carbon emissions, technological innovation, and supply chain management, and promotes the implementation of tasks in sustainable development.

Strategic Pillars	Goals and Commitments	Actions in 2024	Alignment with the UN Sustainable Development Goals (SDGs)
Optimizing Governance	<p>Maintain the independence and diversity of the Board of Directors, and promoting the optimization and upgrading of the Company's governance structure;</p> <p>Improve the shareholder rights protection mechanism and effectively implement the relevant information disclosure system;</p> <p>Continuously update the Company's Articles of Association, management rules, meeting rules, and working detailed rules;</p> <p>Include the compliance with business ethics into the performance appraisal of employees/executives.</p>	<p>Improve various rules and regulations, and deepen the development of the compliance system to improve the corporate governance level;</p> <p>Continuously optimize the internal supervision system and disclose it to the outside world through quality information disclosure;</p> <p>Continuous implementation of integrity culture to foster a strong sense of ethical compliance among staff.</p>	
Green and Low-carbon	<p>Give prominent consideration to the environmental impact during the Company's operation;</p> <p>Actively reduce the carbon emissions by using energy-saving equipment, so as to make contributions to the achievement of the national goals of carbon dioxide peaking and carbon neutrality;</p> <p>Strictly control the discharge of sewage and construction waste, and save water resources, so as to plan and construct a target path towards zero emission.</p>	<p>Respond to the national "Dual Carbon" policy and actively protect the ecology and environment from such aspects as green production, energy management, and low-carbon office;</p> <p>Total Emission of Greenhouse Gases: 506.99 tCO₂e.</p>	
Quality Empowerment	<p>Encourage innovative research and development of green engineering technologies and implement incentive measures for R&D and innovation projects;</p> <p>Focus on engineering quality, and improve the quality risk management process;</p> <p>Optimize the customer service management to ensure "no" occurrence of customer privacy leakage incidents;</p> <p>Improve the supply chain management system and incorporate ESG indicators into supplier management and training assessments.</p>	<p>Research and Development Investment: RMB 33,529,700;</p> <p>Improve the full lifecycle quality management system;</p> <p>Provide all-round service support to customers, continuously optimize service processes, and improve service efficiency and quality; customer satisfaction rate: 87%, customer privacy leakage incidents: 0;</p> <p>Continuously improve and optimize the relevant processes by strict admission control, review and evaluation of suppliers.</p>	
Diverse Growth	<p>Ensure that all employees are entitled to equal opportunities in recruitment, career development and promotion, and establish a flexible and diverse incentive mechanism, so as to empower employees for rapid development;</p> <p>Provide a safe working environment for employees to achieve "zero" safety accidents;</p> <p>Provide precise care to improve employees' happiness.</p>	<p>Treat all candidates equally, improve the systems for employee recruitment, career development, promotion management and rewards;</p> <p>Provide a safe working environment and protective equipment for employees;</p> <p>Optimize the employee benefit system with employee satisfaction rate: 93%.</p>	
Spreading Warmth	<p>Actively organize public welfare activities to give back to society, and commit to achieving the harmonious development between the enterprise and society.</p>	<p>Continuously pay attention to multiple areas such as education assistance and community care, so as to contribute the "Acter" strength through practical actions.</p>	

Communications with Stakeholders

The Company attaches great importance to communication with various stakeholders, conducts stakeholder identification work, and maintains normalized and diversified communication with stakeholders such as governments or regulatory authorities, investors, employees, customers, and value chain partners, so as to respond to and meet the demands and expectations from internal and external stakeholders in terms of environment, society and governance.

Stakeholders	Expectations and Demands	Response and Feedback Mechanism
Shareholders/investors	<p>Risk control</p> <p>Investor relations management</p> <p>Protection of the rights and interests of minority shareholders</p> <p>Transparent financial information disclosure</p>	<p>General meeting of shareholders</p> <p>Interim announcement</p> <p>Compliance information disclosure</p> <p>Investor relations events</p>
Employees	<p>Humanistic care</p> <p>Employment system</p> <p>Compensation and benefits</p> <p>Talent cultivation and development</p> <p>Occupational health and safety</p>	<p>Team activities</p> <p>Online communication platform</p> <p>Salary adjustment mechanism</p> <p>Career development promotion</p> <p>Communication at the employee's congress</p>
Suppliers/partners	<p>Cooperation and development</p> <p>Supplier audit</p> <p>Green supply chain</p>	<p>Industry-university-research cooperation</p> <p>Supplier training</p> <p>Supplier evaluation</p>
Customers	<p>Customer service</p> <p>Information security and privacy protection</p> <p>Project quality assurance</p>	<p>Feedback on response mechanism</p> <p>Protection of customer information</p> <p>Customer satisfaction survey</p>
Government/regulatory agencies	<p>Compliant operation</p> <p>Lawful tax payment</p> <p>Supporting economic growth</p>	<p>Information disclosure</p> <p>Compliant operation</p> <p>Feedback on response mechanism</p>
Community/the public	<p>Public welfare and charity</p> <p>Volunteer activities</p>	<p>Charity donation</p> <p>Volunteer service activities</p>
Media	<p>Open and transparent communication</p>	<p>Regularly publishing reports</p>

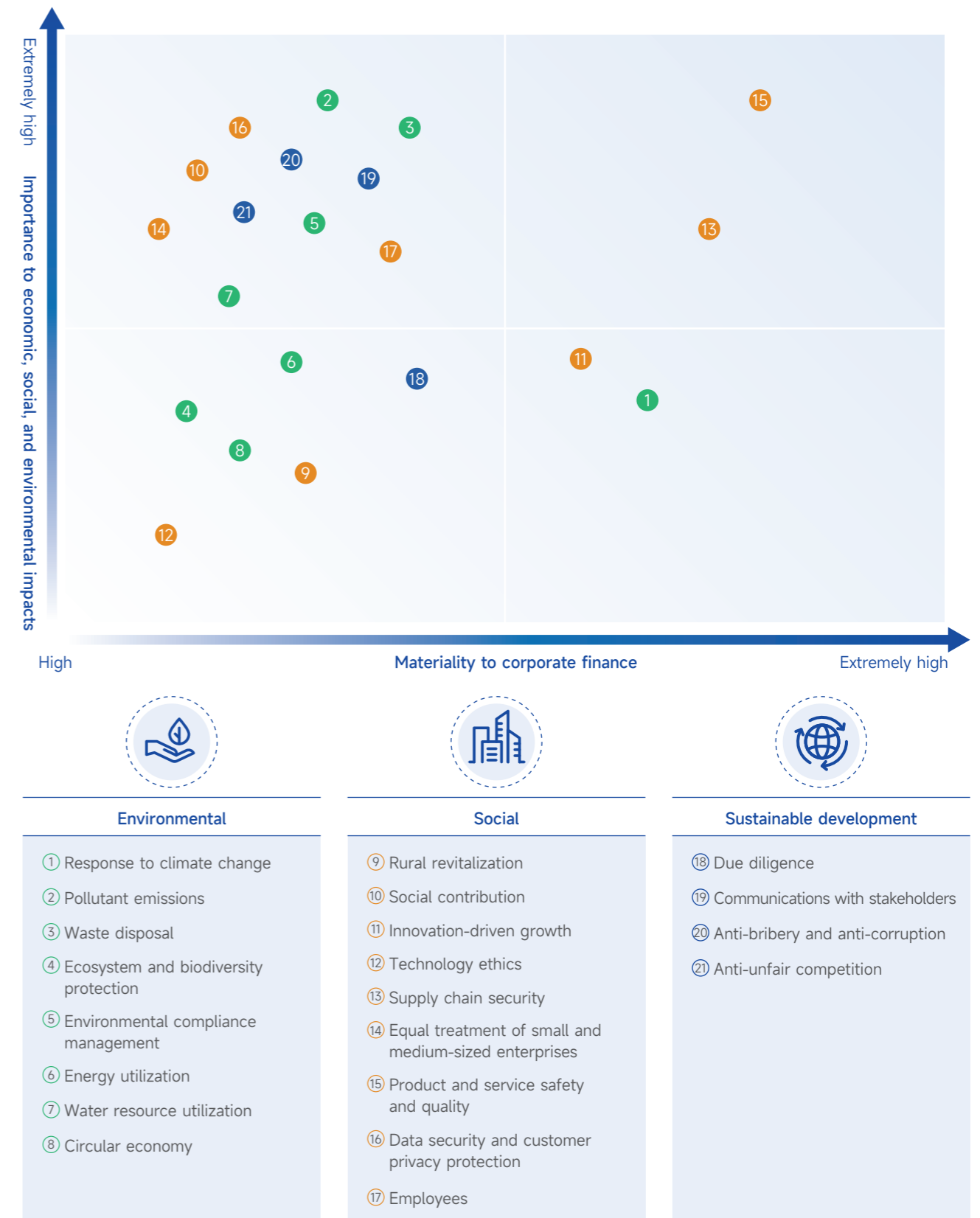
✦ Important Topic Management

Assessment Process and Methods of Material Topics

The Company refers to the evaluation methods of domestic disclosure standards such as the *Self-Regulatory Guidelines for Listed Companies No. 4 – Preparation of Sustainability Report and GRI 3: Material Topics*, introduces the analytical perspectives of impact materiality and financial materiality to identify the material topics, and responds to them in the report.

Assessment Process of Material Topics	Analytical Method
Step 1: understand the company's background	<ul style="list-style-type: none"> Understand the specific requirements of the exchange or regulatory authority where the enterprise is located for ESG disclosure; Use value chain analysis to analyse ESG-related impacts, risks, and opportunities at each stage of the company, as well as stakeholders' demands and expectations.
Step 2: conduct preliminary topic screening	<ul style="list-style-type: none"> By referring to the global reporting initiative (GRI), sustainable development goals (SDGS) of the united nations, SASB, as well as related topics from domestic and international peers, determine the company's topic pool in 2024.
Step 3: evaluate the materiality of topics	<ul style="list-style-type: none"> Evaluate the impact materiality: Conduct a survey among stakeholders in the form of questionnaires and identify impact materiality topics according to the questionnaire results obtained from the collected 311 questionnaires. Evaluate the financial materiality: Through the analysis of impact, dependence and other factors, in combination with expert judgment, identify and evaluate the risks and opportunities under relevant topics, and evaluate from the aspects of the possibility of the occurrence of risks and opportunities, the degree of impact, and the time scope of the impact to identify the topics with financial materiality.
Step 4: identify and approve of topics	<ul style="list-style-type: none"> Form a list of material topics based on impact significance and financial materiality to ensure that these topics are disclosed comprehensively in the report.

Assessment Result of Topic Materiality



Note: 1. "dual materiality" refers to topics that are of both financial materiality and impact materiality;

2. The exchange's guidelines on topics such as technology ethics, rural revitalization, and circular economy are not involved by the company for the time being, so relevant information is not disclose.



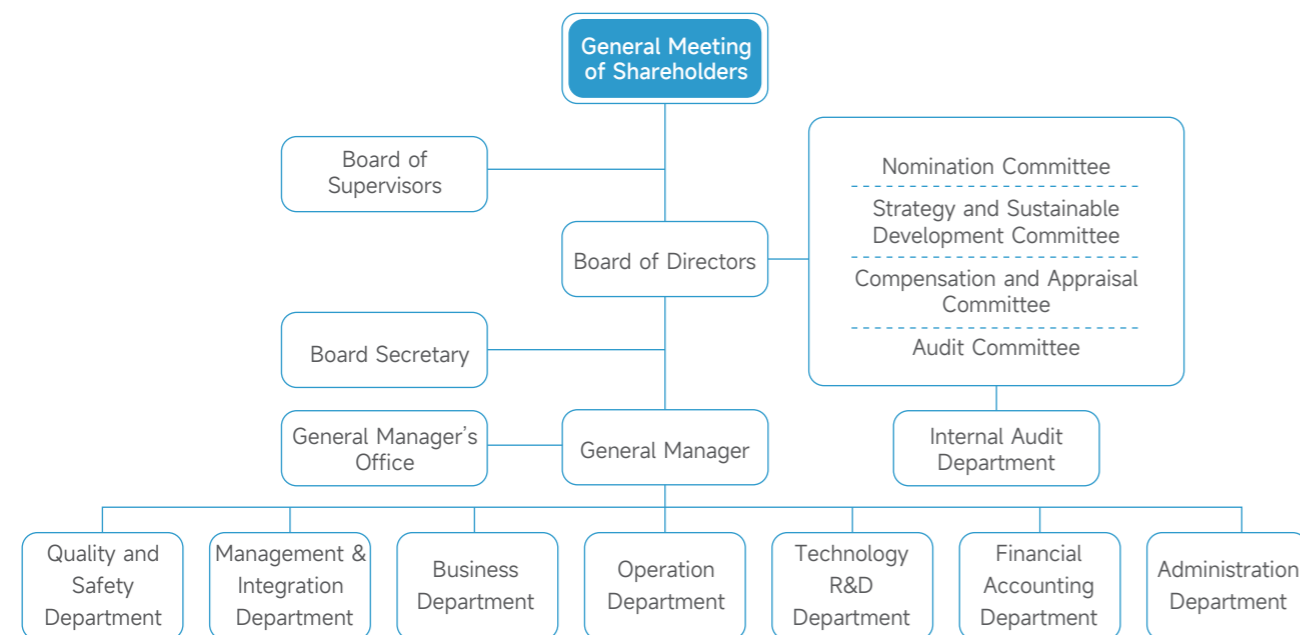
**Optimizing Governance
for Sustainable Development**

Improve the Corporate Governance

GRI :2-9/2-10/2-11/2-12/2-19/2-20/2-27/405-1

◆ Overview of Corporate Governance

Acter strictly complies with the *Company Law of the People's Republic of China* (hereinafter referred to as the *Company Law*), the *Securities Law of the People's Republic of China* (hereinafter referred to as the *Securities Law*) and relevant laws, regulations and rules of the Shanghai Stock Exchange. Based on the actual situation of the Company, it establishes and improves the corporate governance system and enhances the internal control mechanism, and elevates the corporate governance level. The Company has formed an operation mechanism in which the General Meeting of Shareholders, the Board of Directors, and the Board of Supervisors have clear responsibilities and perform their respective duties, which effectively ensures the standardized operation of the Company. The Company's Board of Directors has established special committees such as the Remuneration and Appraisal Committee, the Audit Committee, the Nomination Committee, and the Strategy and Sustainable Development Committee, further enhancing the professional, scientific and effective decision made by the Company. During the reporting period, the Company's corporate governance complied with the requirements of relevant laws, regulations and regulatory documents on the corporate governance of listed companies.



▲ Organizational Structure

◆ Governance through the General Meeting of Shareholders, Board of Directors, and Board of Supervisors

General Meeting of Shareholders

The Company strictly convenes and holds the General Meeting of Shareholders in accordance with relevant regulations such as the *Articles of Association* and the *Rules of Procedure for General Meetings of Shareholders*, and engaged lawyers to issue legal opinions on the legality of the General Meeting of Shareholders to ensure the equal status of all shareholders, especially minority shareholders, and to enable them to fully exercise their legitimate rights and interests as shareholders.

Key Performance

During the reporting period, the Company held **3** general meetings of shareholders, at which a total of **12** proposals were deliberated and passed.

Board of Directors

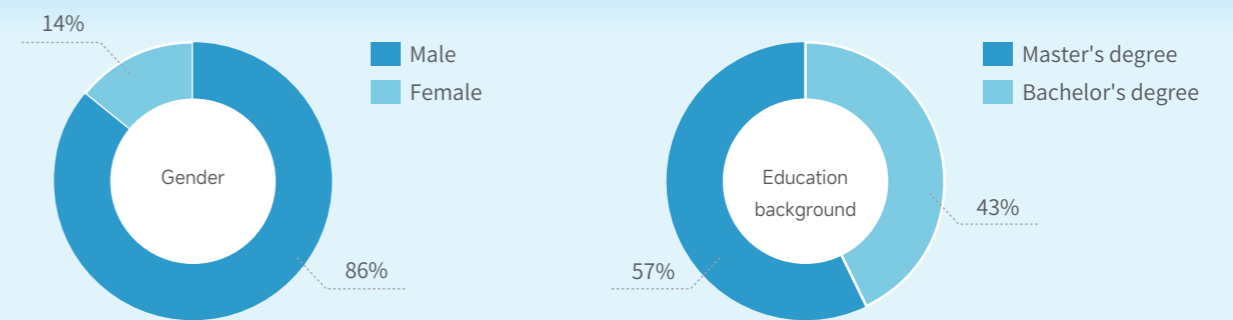
The Company's Board of Directors exercises its powers and responsibilities strictly in accordance with the provisions of the *Company Law*, the *Articles of Association*, the *Rules of Procedure for the Board of Directors*, etc. Each special committee established under the Board of Directors operates well, complies with relevant system requirements in terms of the convening of meetings, resolutions, etc., so that it can function properly.

The Company attaches importance to the independence and diversity of the Board of Directors. The existing directors have rich work experience in fields such as finance, law, and engineering design, can perform their duties in good faith and with due diligence, and actively participate in relevant training. There are a total of 7 members of the board of directors, including 3 independent directors and 1 female director.

Key Performance

During the reporting period, the Company held **8** board meetings, with an attendance rate of **100%**, and adopted **48** resolutions at the board meetings. The Company held **9** special committee meetings, deliberating **34** proposals.

Board Diversity



Board of Supervisors

The Company's Board of Supervisors exercises its powers and responsibilities strictly in accordance with the provisions of the *Company Law*, the *Articles of Association*, the *Rules of Procedure for the Board of Supervisors*, etc., faithfully performs its duties, ensures the effective implementation of the Company's internal control measures, and prevents and reduces the Company's risks.

Key Performance

During the reporting period, the Company held a total of **7** meetings of the Board of Supervisors, with an attendance rate of **100%**, and deliberated **18** proposals.

◆ Remuneration Management of Directors, Supervisors and Officers

In accordance with relevant laws, regulations and the *Articles of Association* and other provisions, in combination with the current economic environment, the Company's location, industry and scale, etc., and with reference to the operation and management capabilities of senior executives, the Company formulates the remuneration plan for senior executives, which fully reflects the design requirements of combining short-term and long-term incentives and balancing individual and team interests, and is able to effectively mobilize the enthusiasm of the responsible persons, so as to create a good internal environment, and promote the sustainable development of the Company.

Maintain the Investor Relations

GRI: 2-16/2-27/2-29/201-1

◆ Compliance of Information Disclosure

The Company strictly complies with the requirements of the *Information Disclosure Management System*, the *Insider Registration Management System*, etc., and discloses information truthfully, accurately, completely, timely and fairly. By implementing measures such as the insider filing and the external information reporting records, the Company strengthens the insider management, standardizes the review process for external information reporting, clarifies the obligations and responsibilities of relevant personnel to keep undisclosed information confidential, and strengthens the Company's awareness of information disclosure, so as to effectively avoid the occurrence of information disclosure violations. During the reporting period, there were no false records, misleading statements or major omissions in the Company's information.

Key Performance

During the reporting period, the Company disclosed a total of **58** interim announcements and **4** periodic reports.

◆ Communication with Investors

The Company attaches great importance to maintaining the relationship with investors and strives to create better performance to give back to its shareholders. The Company builds a solid bridge of mutual trust with investors through channels such as performance briefings, investor field surveys, SSE e-interaction platform, the Company's website, and the investor relations management column, enabling investors to timely and accurately understand key information such as the Company's operation status and strategic planning, and jointly explore the development opportunities.

Key Performance

During the reporting period, the Company held **3** performance briefings, received **28** investor surveys, interacted **22** times on the SSE e-interaction platform, with a reply rate of **100%**.

Case Study

Acter's Investor Performance Briefings

On August 22, the Company held a semi-annual performance briefing in 2024 to communicate with a large number of investors about the Company's development status. The Company's management provided detailed answers to each question with a professional and candid attitude, further enhancing the trust and understanding between the Company and investors.



▲ Acter Held a Performance Briefing

◆ Protection of Shareholders' Rights and Interests

The Company strictly implements the cash dividend policy stipulated in the *Articles of Association* and the relevant decision-making procedures for profit distribution matters, and formulates a cash dividend policy, so as to ensure the scientificity, rationality and sustainability of the cash dividend policy. Based on the total share capital of 100 million shares at the end of 2024, the Company distributed a cash dividend of RMB 7.5 (including tax) for every 10 shares to all shareholders. The total dividend amount was RMB 75 million (including tax), accounting for 65.56% of the net profit attributable to the common shareholders of the listed company in the consolidated financial statements.

The Company's Cash Dividend Distribution Situation

Key Performance	2024
Total Cash Dividend Amount (Including Tax) (in Ten Thousand Yuan)	7,500
Proportion to Net Profit Attributable to Shareholders of the Listed Company in Consolidated Financial Statements (%)	65.56



Strengthen the Compliance Management

GRI: 2-27/207-2

◆ Deepening Risk Management

In order to ensure the achievement of the Company's business strategy and objectives, the Company formulates risk management strategies and establishes and improves the risk management system around the overall objectives. The Company holds regular supervisor meetings every week, where the supervisors of each department can report matters such as project progress, quality and safety to the General Manager. The General Manager regularly convenes lean meetings, where the heads of each department can report the department's operation performance, and conduct deficiency reviews and experience sharing for completed projects, so as to minimize or avoid risks as much as possible. Meantime, the Company attaches importance to the construction of a compliance culture and improves the level of compliant operation. During the reporting period, directors, supervisors and senior executives participated in compliance training 7 times.

Risk Management Process

Risk Management Organization



The Board of Directors is responsible for the highest decision-making in overall risk management; the General Manager coordinates the overall risk management and is responsible for its effectiveness.

Risk Information Collection



The Company systematically classifies various types of risks, and carries out targeted risk information collection according to the established division of responsibilities of each department.

Risk Level Classification



The Company analyzes and organizes the collected risk-related information, establishes a risk database, determines the risk impact and classifies the levels through a combination of qualitative and quantitative methods.

Risk Assessment



The Company makes risk assessment from the aspects of overall development and specific operation, identifies the main risk points of each business process, and takes corresponding measures to prevent risks.

Procedure for Handling Major Incidents



The Company conducts prevention and early warning management for major matters. In response to major incidents, a special reporting channel is established to make the information directly reach the Company's Management for emergency response, post-incident handling and summary evaluation.

◆ Strengthening Internal Control Construction

In accordance with laws, regulations and rules such as the *Basic Standard for Enterprise Internal Control*, the Company improves the *Internal Control Manual* to standardize its internal control. The Company evaluates the effectiveness of internal control and truthfully discloses the internal control evaluation report to reasonably ensure that the operation and management are legal and compliant, the assets are safe, and the financial reports and related information are true and complete. The Company regularly revises and improves the internal control system, and engages an accounting firm every year to issue a verification report on the Company's internal control to ensure the effectiveness of internal control. During the reporting period, the Company's Internal Audit Department conducted audit and investigation on projects such as internal research and development, procurement, sales, investment, and fund management within the Company, and formed 53 internal audit reports.

◆ Strengthening Tax Management

The Company strictly complies with national laws, regulations and rules such as the *Law of the People's Republic of China on the Administration of Tax Collection*, *Law of the People's Republic of China on Enterprise Income Tax*, and *Individual Income Tax Law of the People's Republic of China*, implements tax return filing, tax calculation and payment, etc., and earnestly fulfills its tax obligations. Meanwhile, it closely follows the dynamics of tax policies, regularly conducts risk assessments and self-examinations and self-corrections to ensure that the Company's tax management is legal and compliant and the risks are controllable.

Adhere to Business Ethics

GRI :2-23/2-27/205-2

◆ Strengthening Integrity Building

The Company advocates an enterprise culture of honesty, integrity and probity, attaches importance to integrity construction and anti-corruption work, formulates the *Management Measures for Anti-bribery, Anti-corruption, Anti-fraud and Whistle-blowing*, clearly defines the scope of bribery, corruption and fraud behaviors, and is led by the Management to strictly abide by laws and regulations. The Internal Audit Department organizes "Three Anti" compliance risk assessment and self-assessment across all functional departments under the supervision of the Audit Committee. On this basis, the Company reduces the probability of the occurrence of bribery, corruption and fraud behaviors through a variety of preventive measures, and creates a clean and upright environment. During the reporting period, no major corruption cases occurred in the Company.



◆ Protection of Whistleblowers

The Company encourages employees to actively report corruption behaviors, and continuously improves the anti-fraud and complaint handling processes to protect the rights and interests of whistleblowers. The Company sets up reporting channels such as a reporting hotline and an email address to ensure the unobstructed reporting channels, and strictly keeps the whistleblower's information confidential. Any behavior of disclosing the whistleblower's information or retaliating against the whistleblower, once verified, will be severely punished, such as being removed from office or having the employment contract terminated, in accordance with the Company's regulations and rules. For reports that are verified to be true, the Company will severely punish the corruption behaviors, and at the same time give corresponding commendations and rewards to the whistleblowers.



▲ Anti-fraud and Complaint Handling Process

◆ Deepening the Awareness of Integrity

The Company takes honesty and integrity as an important line of defense in compliance risk management. Through diversified means such as strengthening the integrity education for new employees upon onboarding and signing the *Self-declaration*, it makes the values of integrity deeply rooted in the minds of the employee, establishes a good industry image, and wins the trust of customers and partners, so as to lay a solid foundation for the Company's development.

Case Study

Taking Training as a Deterrent to Build a Integrity "Firewall" for the Company

In 2024, in order to strengthen integrity construction, the Company carried out integrity education and training sessions, and emphatically emphasized the importance of integrity and self-discipline and the legal consequences of violating integrity regulations, so as to improve the awareness of integrity. After the training, the Company organized an integrity commitment oath-taking ceremony, and the participants solemnly took an oath and signed the *Self-declaration*, adhered to the bottom line of integrity, and fulfilled the integrity commitment with practical actions.



▲ Integrity Commitment Oath-Taking



02

**Green and Low-Carbon Development
with Environmental Priority**

Response to Climate Change

GRI : 201-2/305-1/305-2/305-3

In recent years, the climate warming caused by greenhouse gas emissions has brought huge risks and challenges to the world economy. Acter has paid great attention to the issue of climate change, actively responded to the requirements of the national *Action Plan for Carbon Dioxide Peaking Before 2030* and other requirements, and referred to the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) to carry out climate change management from four aspects: governance, strategy, risk management, and indicators and goals.

Corporate Governance

In the face of the challenges brought about by climate change, the Company has integrated the functions related to responding to climate change into the sustainability governance structure, systematically identified and evaluated the climate-related risks and opportunities in the operation process, comprehensively deepened the Company's climate governance work, and regularly reported to the Strategy and Sustainable Development Committee. At the same time, the Company actively organizes employees to participate in education and training on carbon management knowledge, so as to continuously improve employees' awareness of climate risks.

Strategy

The Company continuously monitors the impact of climate change on its production and operation, identifies and categorizes the climate-related risks and opportunities related to its business, and develops countermeasures to continuously improve its capacity to address such climate risks and opportunities.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Acute risks	Heavy rainfall, floods and typhoons: extreme weather events may lead to project schedule delays and damage to the project structure, resulting in property losses.	Low	Relatively high	Short to medium-term	Upstream, operations, downstream	Relatively high	Increased operating costs Decreased operating revenue	Incorporate climate risks into the company's risk management system for management, strengthen the operation and maintenance of environmental protection facilities and the daily training of employees, so as to improve the ability to address sudden risks.
	Sea level rise: due to the rise in sea level, the operation areas of the company or suppliers may be flooded in the future, resulting in economic losses.	Low	Medium	Medium to long-term	Upstream, operations	Medium	Fixed asset losses Increased operating costs	Promote the implementation of various energy-saving measures, improve energy utilization efficiency, and enhance the intensity of ecological and environmental protection during the project construction, so as to mitigate the greenhouse effect.
Chronic risks	Average temperature rise: outdoor workers are vulnerable to heat radiation in high-temperature weather, which increases the probability of occupational health risks.	Low	Medium	Medium to long-term	Operations	Medium		

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Policy and legal risks	The regulations regarding the disclosure of climate and ESG information are being continuously strengthened at the national and regional levels, which enable the company to be faced with higher requirements for information disclosure and compliance costs.	Medium	Relatively high	Mid-term	Operations	Relatively high	Increased compliance costs	Regularly track and analyze the national and local laws and regulations related to climate change to ensure that the company's operations comply with the latest requirements of environmental policies and regulations and avoid penalties and lawsuits.
Technology risks	In order to meet the market demand for green projects, the company will be gradually transformed into a green and low-emission enterprise, resulting in increased costs.	Low	High	Long-term	Operations	Elevated	Increased operating costs	Keep up with market trends, and increase investment in the research, development and application of low-carbon technologies, so as to achieve low-carbon operation.
Reputation risks	If the company fails to effectively implement carbon reduction measures or the benefits of carbon reduction do not meet the needs of customers, it will lead to damage to the company's image and reputation, resulting in potential financial losses.	Low	Medium	Short to medium-term	Operations	Medium	Decreased operating revenue	Enhance its image among investors, customers and the general public by publicly disclosing the company's efforts and achievements in addressing climate change.

Potential Opportunities								
Category	Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Energy alternatives	Adopt low-emission energy sources to reduce fossil energy consumption, and achieve low-carbon transformation.	Medium	Relatively high	Medium to long-term	Operations	Relatively high	Decreased operating costs	Increase investment in and utilization of low-carbon technologies, continuously improve operation efficiency, and achieve low-carbon operation.
Product and service improvement	Through green research and development and innovation, continuously meet customer needs and expand market share.	Medium	Medium to high	Long-term	Operations	Relatively high	Augmented operating revenue	Continuously track market changes and customer needs, adjust the business model in a timely manner, and continuously improve its profitability.

Note:

1.Probability of Occurrence: Refers to the frequency interval and possibility of occurrence of risks/opportunities, determined based on historical probability, external scenarios, policy implementation progress, and expert forecasts. Probability of occurrence ranges from "Low" to "High".

2.Impact Size: Refers to the size of the impact determined by the impact level and the likelihood of occurrence of risk/opportunity, considering factors such as the business model, value chain, and financial impact. Impact magnitude ranges from "Low" to "High".

3.Impact Timeframe: Different risks and opportunities impact the Company in varying time frames. The impact time frame is categorized into short-term (0-1 year), medium-term (1-5 years), and long-term (over 5 years) by the Company.

4.Impact on Value Chain: Refers to upstream (involving raw material suppliers, procurement, and logistics), operations (involving production, manufacturing, and internal processes), and downstream (involving distribution, sales, and customer services).

5.Priority Ranking: The risk / opportunity priority is ranked as "Low," "Medium," or "High" based on a comprehensive assessment of probability of occurrence, impact magnitude, and time frame, in combination with the Company's actual situation.

Note: Definitions of probability of occurrence, impact size, impact timeframe, impact on value chain, and priority rankings in other sections of the report are consistent with the above and will not be repeated.

Management of Impacts, Risks, and Opportunities of Climate Change

The Company proactively responds to the risks and opportunities brought about by climate change, and orderly implements climate change risk management through four steps of identification, assessment, analysis and management to improve the Company's resilience in responding to climate change.

Acter's Identification, Assessment and Management Process of Climate Risks and Opportunities

Identification	▶ Identify various climate risks and opportunities in combination with the external environment, industry and the Company's business characteristics.
Assessment	▶ Based on the Company's list of climate risks and opportunities, evaluate the importance of the impact of each risk and opportunity from five dimensions: time horizon, value chain impact stage, occurrence probability, impact magnitude, and priority.
Analysis	▶ Carry out the identification of climate change-related risks and opportunities, evaluate the potential business impact and financial impact of various important climate risks and opportunities on the Company, as well as the current situation of risk and opportunity management, and conduct financial impact analysis based on the actual business situation through the collaboration between experts and the Strategy and Sustainable Development Committee.
Management	▶ Formulate risk prevention and loss reduction measures against risks; adjust business strategies or match suitable resources for opportunities.

Metrics and Targets for Response to Climate Change

In order to carry out carbon investigation and carbon management, the Company has assigned specialists with the SAQM Certified Carbon Management Specialist Qualification Certificate and Carbon Trader Certificate to conduct carbon inventory and carbon footprint assessment. Moreover, the Company actively reduces carbon emissions by changing the energy consumption structure and improving energy efficiency, so as to achieve coordinated and green development in terms of economy, society and environment.

Targets for Response to Climate Change:

Steadily reduce greenhouse gas emissions year by year, and strive to achieve carbon dioxide peaking no later than 2030 and carbon neutrality before 2060.

Key Performance

Indicator	Unit	2023	2024
Total GHG Emissions	tCO ₂ e	620.14	506.99
Direct Greenhouse Gas Emissions	tCO ₂ e	172.62	138.12
Indirect Greenhouse Gas Emissions from Input Energy	tCO ₂ e	161.69	182.3
Indirect Greenhouse Gas Emissions from Transportation	tCO ₂ e	105.07	54.12
Indirect Greenhouse Gas Emissions from Products Used by the Organization	tCO ₂ e	180.76	132.46

Strictly Abide by Environmental Compliance

GRI:306-1/306-2

Environmental Compliance Management

The Company strictly complies with laws, regulations and rules such as the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes*, and formulates the *Quality / Environment / Safety Management Manual*, so as to continuously improve the construction of the internal environmental management system. The Company established an environmental management organizational structure led by the general manager, and regularly carried out environmental protection supervision and assessment to ensure the effective implementation of environmental protection policies. During the reporting period, there were no illegal or non-compliant incidents in the environmental field, and the Company did not receive any major administrative penalties due to environmental issues.





ISO 14001:2015 Environmental Management System Certification

During the reporting period, the Company has obtained the ISO 14001:2015 environmental management system certification.

Environmental Management Policy

Build high-quality projects with integrity and compliance with laws, prevent pollution and protect the ecological environment; care for employees, ensure their health and safety, and pursue management excellence through continuous improvement.

Indicator	Environmental Management Objectives for 2024 and 2025	Achievement of This Year
Noise	The noise at the operation site is controlled within the range specified by the state: Daytime: < 70dB ; Night: < 55dB	✓ Achieved
Dust and Waste	The stacking and transportation coverage rate of bulk materials is 90%; the dust control rate is 100%; the waste disposal rate is 90%	✓ Achieved
Fire	The occurrence of fire accidents is 0	✓ Achieved

Key Performance

During the reporting period, the Company invested RMB **183,200** in environmental protection initiatives, with an environmental protection tax payment of RMB **40,700**.

Management of Environmental Risks

The Company attaches great importance to environmental risk management, formulates the *Management Procedure for Identification and Evaluation of Environmental Factors*, and clarifies the identification procedure and evaluation method of environmental factors. The Quality and Safety Department regularly identifies and evaluates the environmental factors in activities, products and services, forms the *List of Important Environmental Factors*, and develops targeted management measures.

In order to effectively prevent and timely control the potential impacts of sudden environmental incidents, the Company continuously improves the environmental emergency management system, formulates the *Emergency Preparedness and Response Procedure*, clarifies the emergency preparedness and response procedures of the Company in response to sudden environmental incidents, and ensures that it can quickly and effectively take actions in case of sudden environmental incidents to protect the surrounding environment and the Company's property safety to the greatest extent. During the reporting period, the Company organized and carried out sudden environmental emergency plan drills and training, effectively improving employees' ability to handle sudden environmental incidents.

Case Study

Emergency Drill for Leakage of Hazardous Chemicals

In June 2024, the Company formulated the *Emergency Drill Plan for Chemical Leakage in a Certain Project in Guangzhou*. Such simulated drill of a small-scale chemical leakage scenario enabled the construction personnel to master the response methods to chemical leakage and improved their emergency handling ability in case of accidents.



▲ Chemical Emergency Drills

Implementation of Environmental Protection Measures

Green Projects

With the goals of "energy conservation and carbon reduction, reduction of environmental pollution, and reduction of resource consumption", the Company takes improvement of energy efficiency and reduction of negative environmental impact as the starting point from the design and planning stage. By strengthening green procurement and adopting green construction methods, the Company saves the project construction costs, working hours and energy consumption, and at the same time provides customers with high-value, low-energy-consuming and low-pollution green engineering services, which drives the transformation of the industrial chain towards net-zero carbon emissions.

Acter's Green Project Management Process

Customer Communication	• Provide green value engineering solutions for customer's evaluation and selection based on customer needs and budgets.
Green Planning	• Provide customers with green value engineering solutions, and utilize BIM and VR technologies to reduce ineffective work and minimize material waste.
Green Purchasing	• Abide by environmental protection procurement specifications, select low-carbon and eco-friendly materials, so as to prevent pollution from the source and create a green supply chain.
Green Construction Methods	• Use the PLM management method to optimize the prefabrication construction method, ensure the high operation efficiency of production equipment, and reduce the unit cost of products; • Provide repair and maintenance strategies to reduce equipment wear and tear.
Resource Recycling	• The materials used on the project site are shipped in batches according to the progress to reduce the possibility of redundant stacking and waste of surplus materials. Any surplus materials will be repurchased by the supplier or provided for use by other demand units.

Green Training

The Company actively fulfills its environmental protection responsibilities, regularly provides environmental protection training for on-the-job employees, new employees and external cooperation suppliers, and continuously improves the environmental protection awareness and capabilities of employees and external cooperation suppliers by promoting the environmental protection concepts of environmental protection and energy and resource conservation.

Case Study Embracing the Green Rhythm at the Beginning of the Career, Courageously Shouldering the Mission to Paint a Verdant Landscape

In March and July 2024, the Company organized two environmental protection training sessions for new employees. With the focus on the key areas of energy conservation and emission reduction, it popularized the environmental protection knowledge to new employees and deepened their understanding of the concept of green development. This training effectively enhanced employees' awareness of energy conservation and injected impetus into the Company's green development and low-carbon transformation.

Key Performance

During the reporting period, the Company held **21** environmental protection training sessions. A total of **1,449** person-times participated in these sessions, and the total training duration was **66** hours.

Green Office

The Company actively advocates and practices green office work, issues the *Notice on Saving Electricity in the Office*, continuously implants the awareness of environmental protection in the hearts of employees and implements it in every aspect of business operations.

Green Office

Management of Office Supplies



- Advocate paperless office;
- Call on employees to implement the initiative of "For Greener Days, Carbon-Cut Ways" by adopting double-sided printing to reduce paper consumption.

Office Water and Electricity Management



- Reduce the operating time and frequency of electrical equipment such as computers and printers, and minimize the energy consumption during standby mode;
- Post water-saving signs to raise awareness of water conservation. Encourage employees to turn off taps immediately after use and put an end to "leaks and drips";
- Make full use of natural light, and turn on and off the lighting fixtures as needed.

Office Park Management



- The greenery in the park is regularly maintained and cared for by a professional institution to create a green office park.



▲ Initiative of "For Greener Days, Carbon-Cut Ways"

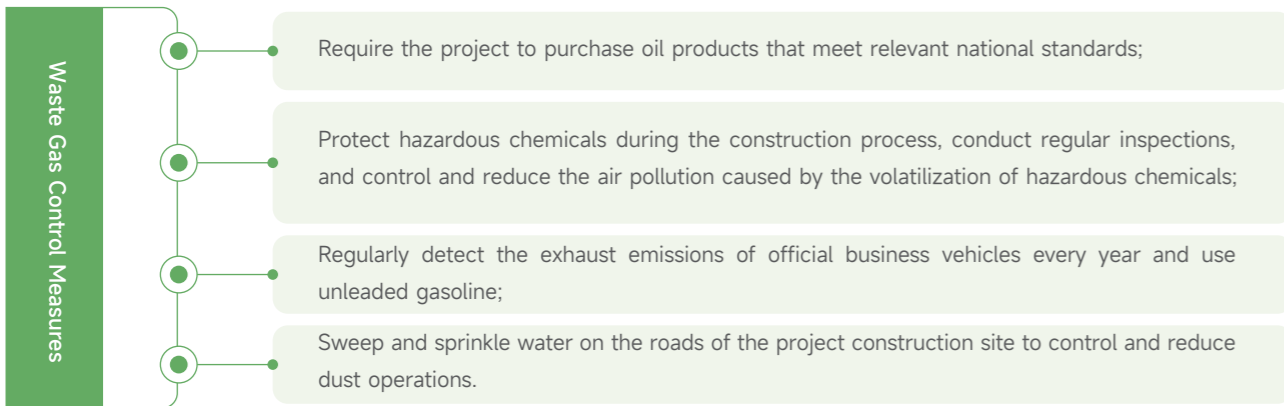
Case Study Practicing Green Office Work to Enjoy a Low-carbon Future

In 2024, the Company activated the EPA document printing management system for two printers. Employees are required to print or scan by swiping their ID badges, which effectively prevents unauthorized use and waste. Meantime, to ensure the security of documents, only the individual's printing files are displayed on the printing interface. Scanned files can be directly saved to employees' work email boxes, which greatly reduces the risks of document leakage and accidental pickup. Since the implementation of the EPA document printing management system, the waste of paper in the Company has been significantly reduced, the security of printed materials has been remarkably enhanced, and cost control has become more precise and efficient.

◆ Pollutant Management

Management of Waste Gases

The Company strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, formulates the *Control Procedure for Wastewater, Waste Gas, Noise and Waste Residues*, and always adheres to the principles of reduction, harmlessness and reuse to reduce the impact on the environment. As a clean room engineering service provider, the Company is not involved in the production process. The waste gas comes from the emissions generated during project construction, and the main pollutant is dust. The Company adheres to the implementation of source reduction measures. During the reporting period, all waste gas emissions have met and complied with relevant environmental protection standards.

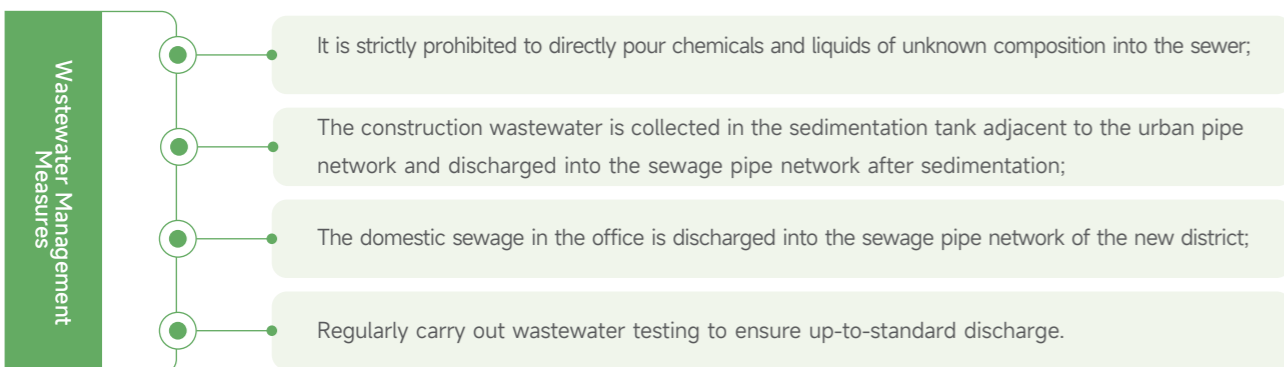


Management of Wastewater

The wastewater generated by the Company mainly comes from the project construction process and the domestic sewage in the office area. The Company fully considers the impact of wastewater discharge on the surrounding environment, formulates a wastewater management system to improve the wastewater management system, and entrusts a third-party company to conduct wastewater testing and issue a test report. During the reporting period, 100% of the Company's wastewater was treated up to the standard and discharged.

Acter's Types and Discharge of Wastewater Pollutants

Chemical oxygen demand (COD)	Suspended solids	Ammonia nitrogen (NH ₃ -N)
660 mg/l	38 mg/l	55.8 mg/l
Total Phosphorus	Total Nitrogen	PH
8.26 mg/l	58.5 mg/l	7



Management of Wastes

The Company attaches great importance to the management of solid waste, and establishes the *Waste Management Control Procedure* in accordance with relevant laws, regulations and rules such as the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes* to manage the classification, labeling and disposal of waste in a process-oriented manner. For waste ink cartridges, toner cartridges, etc. generated during the office process, a recycling agreement is signed with a third-party company to reduce the generation of waste.

General Waste Disposal Procedure

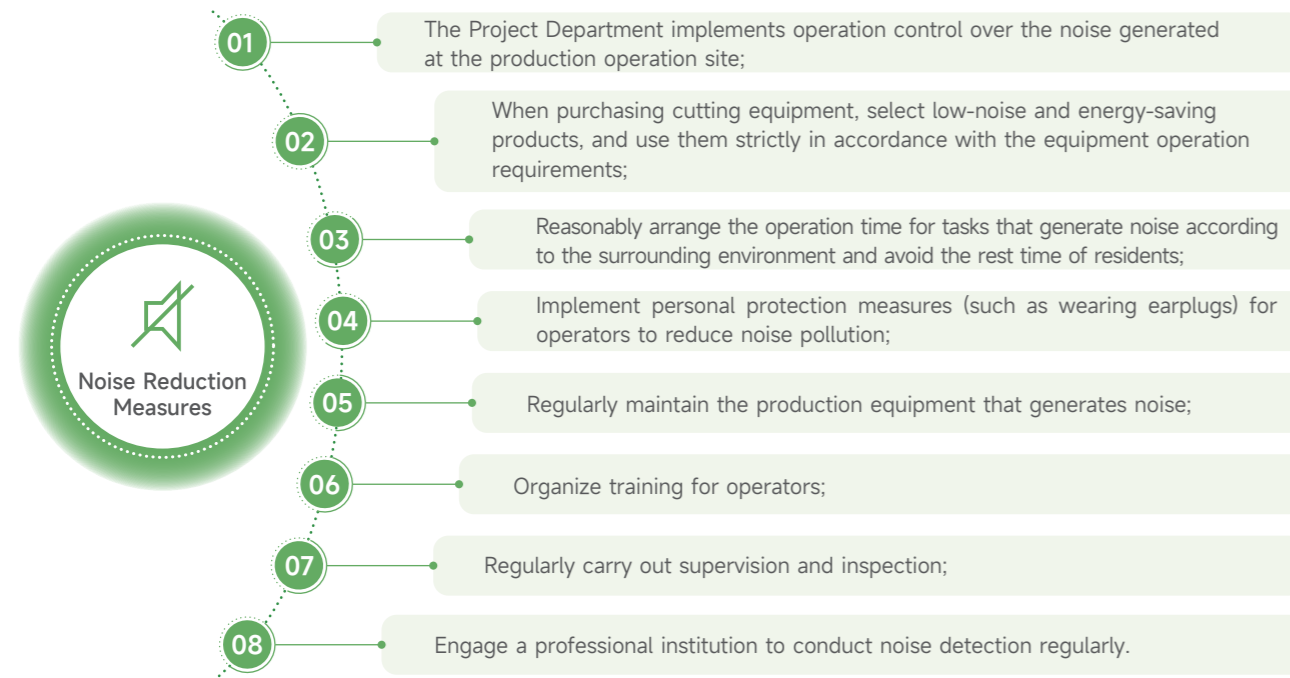
Category	<ul style="list-style-type: none"> Construction Waste: The waste generated during the construction process; Office Waste: All kinds of solid or liquid waste other than hazardous waste generated during the office process.
Labeling	<ul style="list-style-type: none"> The safety officer is responsible for clearly, obviously and accurately labeling the waste in the construction site, office area and living area of the construction site.
Handling	<ul style="list-style-type: none"> Disposal of Waste in the Office Area: The Administrative Department sets up trash bins in the corresponding areas of the Company, and each department stacks the waste in the designated places according to the regulations, and the domestic waste is handed over to the municipal department for removal. Domestic Waste in Each Construction Area: Collect and store them separately at the designated place to ensure that there is no backlog of waste. Disinfect regularly in summer to control the breeding of mosquitoes and flies, eliminate harmful factors, and the municipal department is responsible for the removal.

Hazardous Waste Disposal Procedure

Category	<ul style="list-style-type: none"> Office and Construction Site: fluorescent tubes and batteries; During the Construction Process: paint, glue, epoxy resin, alcohol, paint thinner, etc.
Labeling	<ul style="list-style-type: none"> Hazardous waste is placed separately in a closed container or fully enclosed, and marked with the words "hazardous waste" . For the disposal of hazardous waste and chemical dangerous goods that may cause combustion, explosion, poisoning and other hazards, safety measures should be taken, and it is strictly prohibited to directly stack and discharge them into the ground, underground and any water body; The Project Department classifies and recycles the waste in the construction area according to the requirements of civilized construction on site. Store toxic and hazardous waste in segregated storage areas, clearly labeled with appropriate signage. Implement rainproof, dust-proof, and anti-seepage measures to prevent secondary pollution of air, soil, and water bodies, while also safeguarding personnel health;
Handling	<ul style="list-style-type: none"> The disposal of toxic and hazardous waste is contacted by the person in charge of each project, and a entrusted treatment agreement is signed with a unit that has a business license and an operation license issued by the local environmental protection department to clarify the responsibilities and disposal requirements of both parties, so as to ensure that the disposal of such waste complies with the requirements of laws and regulations.

Noise Management

The Company strictly complies with the standard of GB 12523-2011 *Emission Standard of Environment Noise for Boundary of Construction Site*, and formulates a noise control procedure, so as to ensure that during the structural construction and decoration construction processes, the noise during the day does not exceed 70dB, and the noise at night is controlled below 55dB. A third party is also entrusted to carry out the noise detection at the factory boundary, so as to make sure all testing results comply with the relevant standards. The main noise reduction measures taken by the Company include:

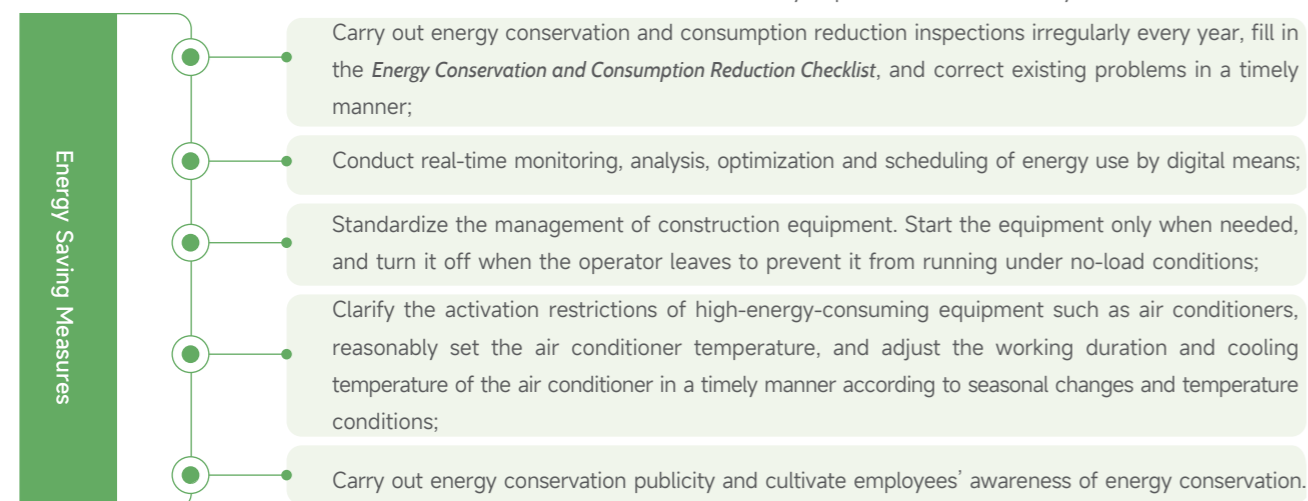


Efficient Resource Utilization

GRI:302-1/302-2/302-3/302-4/303-3/303-5

◆ Energy Management

In order to effectively reduce energy use, the Company develops the *Control Procedure for Energy Conservation and Consumption Reduction* to standardize the management of the Company's energy and resources, and actively takes various energy conservation and carbon reduction measures, and takes actions for cost reduction and efficiency improvement in an orderly manner.



Key Performance:

Indicator	Unit	2024
Total energy consumption	tce	99.05
Energy consumption intensity	tce / million yuan in revenue	0.05
Purchased Electricity	kWh	263,582.8
Gasoline Consumption	Liter	62,488.41

Note: The data comes from the Company's main body data and does not include its subsidiaries.

◆ Water Resource Management

The Company complies with relevant laws, regulations and rules such as the *Water Law of the People's Republic of China*, and continuously improves the utilization efficiency of water resources by strengthening the management of project water use and introducing water-saving technologies and equipment in accordance with the *Control Procedure for Energy Conservation and Consumption Reduction*.



Key Performance

During the reporting period, the total water consumption of the Company was **5,557** cubic meters, and the water consumption intensity was **2.77** cubic meters/million yuan in revenue.

Note: The data comes from the Company's main body data and does not include its subsidiaries.

Biodiversity Conservation

GRI:304-1

The Company is a firm supporter and active practitioner of biodiversity protection. The Company strictly follows the requirements of laws, regulations and rules such as the *Convention on Biological Diversity of the United Nations* and the *Water and Soil Conservation Law of the People's Republic of China*. During the construction process of engineering projects, it standardizes the disposal of engineering waste, reasonably discharges wastewater, and at the same time tries its best to avoid carrying out operation activities in natural sensitive areas, effectively avoiding the potential threats to the ecological environment caused by its own business activities.

03

**Quality Empowerment,
Creating Value Together**

R&D Innovation Management

Acter practices the corporate culture policy of “do it right the first time and do it well every time”, and follows the *Code for Design of Electronic Industry Clean Room*, and continuously focuses on cleanroom engineering projects of high-tech plants in the electronic industry fields such as IC semiconductors and precision manufacturing of optoelectronic panels. It possesses industry-leading computational fluid dynamics analysis and application technology and air sampling and analysis technology, and is committed to becoming a creator of high-quality spaces. With its advanced scientific and technological level and outstanding innovation capabilities, the Company has been recognized as a high-tech enterprise.

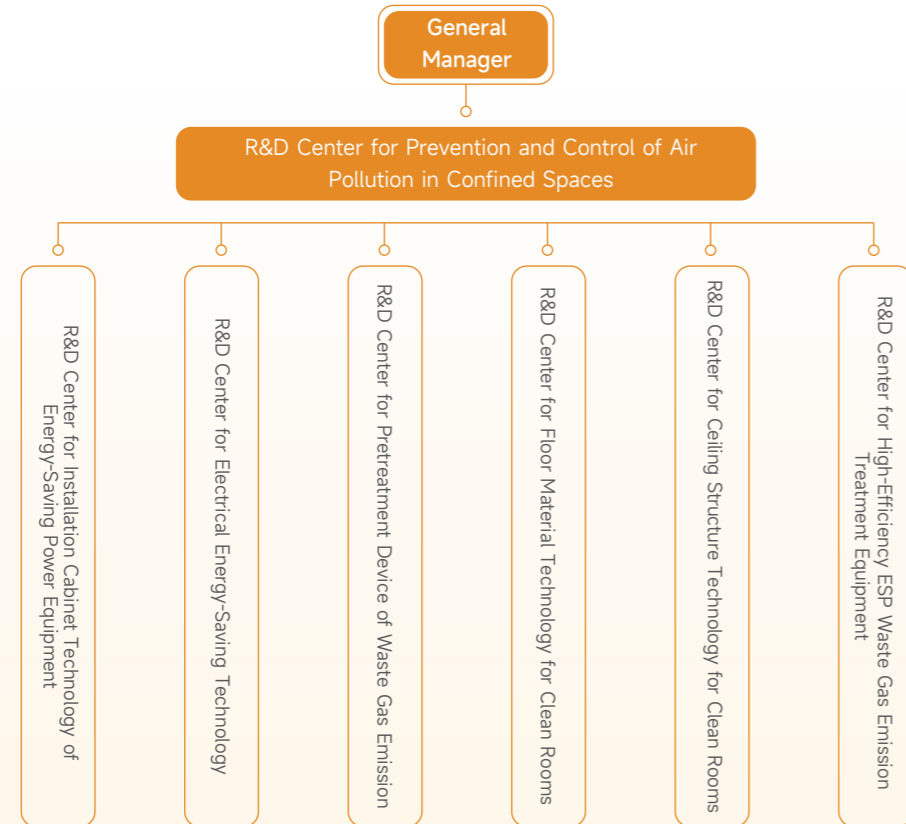


High-Tech Enterprise Certificate

Corporate Governance

With the aim of fostering the Company’s core competitiveness, the Company adopts various R&D models, including independent R&D as well as collaboration among industries, universities, and research institutes, refines the establishment of its internal R&D framework, and enacts regulations such as the *Research and Development Management Regulations*, which explicitly define the goals, risks and procedures of R&D undertakings. By fully leveraging the supportive and guiding functions of scientific and technological innovation, the Company perpetually augments its market competitiveness.

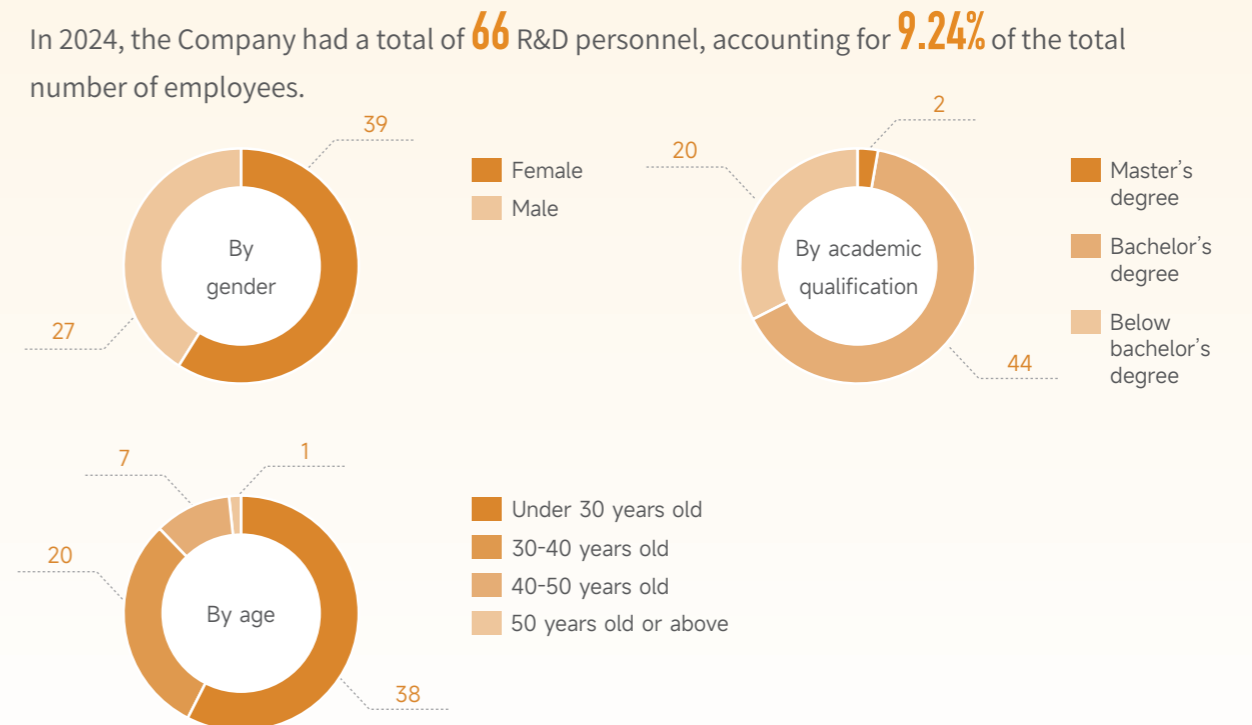
The Company’s R&D center operates under the leadership of the General Manager. It has set up the R&D Center for Prevention and Control of Air Pollution in Confined Spaces, which is further divided into 6 specialized R&D centers. These centers work together in harmony to jointly drive forward the Company’s technological R&D initiatives.



▲ Organizational Structure of Acter R&D Center

The Company has established an R&D team integrating project design, project development and achievement transformation, and is committed to building an innovative and cooperative R&D environment.

Composition of R&D Personnel



In order to strengthen the construction of the R&D team, the Company formulates the *Regulations on Training of Scientific and Technological Personnel* and the *Regulations on the Recruitment of Scientific and Technological Personnel* to standardize the management of the training and recruitment of scientific and technological personnel, and continuously improve the professional and technical level of the R&D team. In addition, the Company continuously improves the R&D innovation incentive mechanism and formulates the *Measures for Performance Appraisal and Reward of R&D Personnel* and the *Measures for Management of R&D Project Subsidies* to reward individuals and teams that have shown outstanding performance in R&D, further motivating R&D talents to continuously carry out technological innovation and constantly improve the Company’s R&D technical level.

Acter’s R&D Process

Formulation and Approval of Plan	In the fourth quarter of each year, the Technology R&D Department compiles R&D plans from the Operations Department based on market research, market positioning, and industry trends, formulates the <i>Annual R&D Plan Proposal</i> , and submits it to the Board of Directors for review.
Initiation of R&D Projects	Process management is implemented through preliminary research, project approval, feasibility study, design documentation development, and project implementation.
Control of the R&D Process	After the team is established upon the approval of a project, responsibilities are clearly defined and incorporated into the performance appraisal. The <i>R&D Project Work Instruction</i> is prepared monthly or at key nodes to record the progress, and any delays are dealt with promptly.
Acceptance and Summary of R&D Projects	The professional personnel or institutions are engaged to conduct project appraisal and acceptance. Once the project passes the appraisal, it will be archived, and the patent application process will be initiated. Finally, an assessment will be carried out on aspects such as the technological process and efficiency of the R&D achievements. Then, the <i>Annual Phase Description Report of Existing R&D Projects</i> will be prepared and submitted to the leadership for review.

Strategy

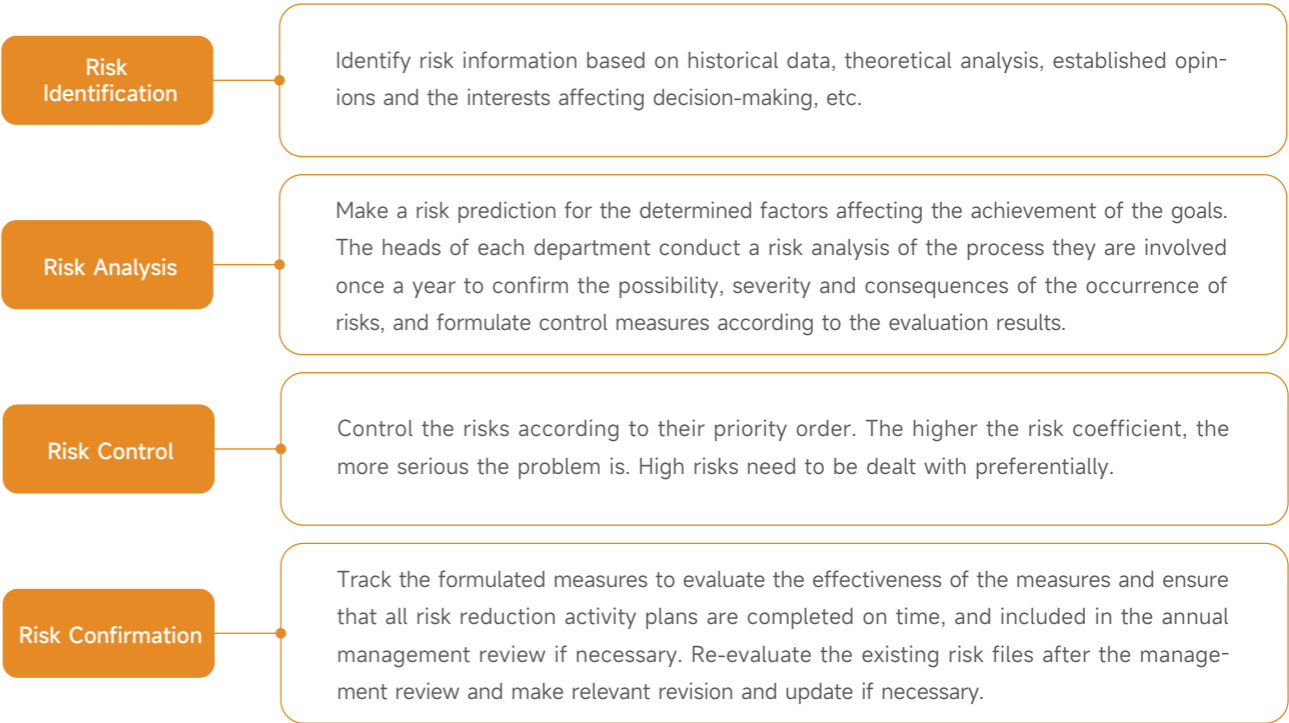
In order to meet the needs of the high-tech industry for a high-precision clean environment, enhance the brand image and market competitiveness, reduce the potential risks in the innovation and R&D process, and seize the market opportunities, the Company extensively carries out the identification and evaluation of risks and opportunities, and promotes the continuous innovation and upgrading of the Company's business by formulating targeted countermeasures.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Policy risks	The adjustment of industrial policies may have a significant impact on corporate technological innovation, such as tax policies, environmental protection policies, etc.	Low	Relatively high	Mid-term	Operations	Relatively high	Increased operating costs	The company's strategies and business models are adjusted promptly in response to policy changes to ensure the stable development of the company.
Market risks	The domestic clean room market is highly competitive with numerous market players, and capable cleanroom engineering companies have gradually secured stable market shares in the high-end segment.	Medium	Relatively high	Mid-term	Operations	Relatively high	Decreased operating revenue	Adjust and improve the company's projects in a timely manner according to market changes to improve the market response speed and flexibility.
Technology risks	If the research project is not scientifically demonstrated or the demonstration is insufficient, it may lead to insufficient innovation or waste of resources.	Medium	Relatively high	Mid-term	Operations	High	Increased operating costs	Reduce the difficulty and risk of technology development by increasing r&d investment, introducing and cultivating high-quality r&d talents, and establishing an industry-university-research cooperation r&d system.

Potential Opportunities								
Category	Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Market expansion	The company can seize the opportunity of technological innovation, rapidly expand the market share, and achieve rapid business growth.	Medium	Relatively high	Mid-term	Operations	High	Augmented operating revenue	Provide customers with high-end, intelligent and green service solutions through r&d and the introduction of new technologies and processes to meet the increasingly diverse needs of customers.

Procedure for Management of Impact, Risks and Opportunities of Innovation and R&D

The Company formulates the *Risk Management and Control Procedure*, effectively controls the risks in the R&D process from the aspects of risk identification, analysis, control and confirmation to ensure the safety and stability of the R&D process.



Metrics and Targets

Guided by market demands, the Company sets R&D innovation goals, vigorously drives the effective conversion of R&D outcomes, and consistently reinforces its market edge.

Overall Goals of R&D Innovation	
Take the improvement of clean room integration technology, construction methods and equipment as the basis for R&D, with the aim of achieving industrial progress and enhancing competitiveness.	
Long-term goal	Achievement of This Year
Develop a more efficient air purification system, reduce energy consumption and operating costs.	✓ Achieved
Research new types of filter materials and air flow control technologies to improve the cleanliness level of clean rooms.	✓ Achieved

Key Performance				
Indicator	Unit	2022	2023	2024
Investment in R&D	RMB 10,000	1,910.17	2,512.12	3,352.97
Percentage of R&D investment in operating revenue	%	1.17	1.25	1.67

Promote R&D and Innovation

Industry-University-Research Cooperation

The Company attaches importance to industry-university-research cooperation, and formulates the *Regulations on Management of Industry-University-Research Cooperation*. It has established long-term and stable cooperative relationships with hundreds of world-renowned enterprises, as well as many universities and professional research institutions including Soochow University, to jointly promote the technological innovation and achievement transformation.

Case Study Industry-University-Research Collaboration for Innovative Win-Win Results

In 2024, the Company cooperated with Soochow University on the project of “Devices and Equipment R&D of Multifunctional Eco-friendly Energy-Saving Ceilings for Clean Rooms”. By making use of the Company’s experience in high-end clean room projects and engineering management capabilities, as well as the advantages of talents and platforms of Soochow University, we explored the design and R&D of height-adjustable energy-saving ceilings, devices and floors for clean rooms, and promoted the innovation and upgrading of engineering service technologies.

Key R&D Projects

The Company is closely aligned with the National “14th Five-Year Plan” to develop strategic emerging industries, focuses on the pain points of the industry, and is guided by the principles of “intelligentization, greenness and high-end development”. Through the implementation of key R&D projects, the Company is committed to offering users cleaner room solutions that are more efficient, stable, eco-friendly, and user-friendly.



Digital Transformation

The Company attaches importance to digital and intelligent development. It has established an engineering database for clean room engineering projects to digitize and systematize years of its engineering experience data, which provides strong technical and data support for the engineering projects undertaken and implemented by the Company. Meanwhile, in special process plant utility systems such as the automatic control system, water treatment system and hook up system, the Company cultivates its core competitive advantages through intelligent management and has won many honors such as Excellent Supplier awarded by global high-tech enterprises.

Protection of Intellectual Property Rights

The Company formulates the *Intellectual Property Protection Policy*, taking the application for patents, trademarks and copyright protection as the main means to safeguard intellectual property rights, which ensures that the Company’s proprietary and confidential information is effectively protected, and prevents others from infringing on the Company’s intellectual property rights. At the same time, the Company closely monitors the dynamics of relevant patent application in the domestic and foreign counterparts to ensure that it does not infringe on the intellectual property rights of others in its own business operations. During the reporting period, the Company actively carried out intellectual property publicity and training sessions, effectively improving the awareness of employees to protect the intellectual property rights.

Case Study Training on the Protection of Intellectual Property Rights

In 2024, the Company carried out training on the protection of information intellectual property rights. Through case sharing, interactive questioning and other methods, it further improved the protection and application capabilities of intellectual property rights of all employees and maintained its own core competitiveness.



▲ Training on the Protection of Intellectual Property Rights

Key Performance

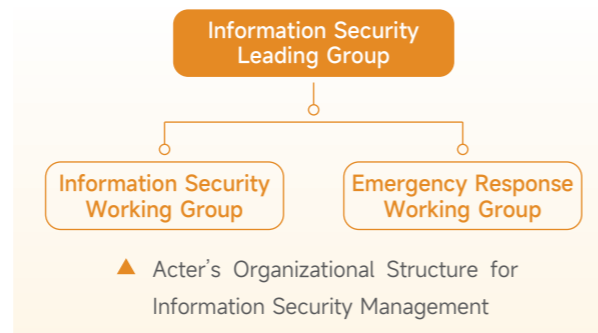
Indicator	Unit	2022	2023	2024
Cumulative Number of Patents Obtained	Item	54	61	68
Including:	Invention Patents	2	9	11
	Utility Model Patents	52	52	57
Software Copyrights	Item	3	3	3
Total Number Of Trademarks	Item	15	15	16

Data Security and Customer Privacy Protection

GRI:418-1

✦ Data Security and Privacy Management

In order to improve the level of data security management and reduce the losses and impacts caused by data security incidents, the Company strictly complies with relevant national laws and regulations, formulates the *Confidentiality Management Regulations*, and establishes an GM-led information security leading group, which is responsible for guiding and monitoring data security and protection of customer privacy. Meantime, the Company signs confidentiality agreements with suppliers, employees, contractors, consultants, customers and technology development partners to strictly protect the Company's data security and prevent any customer privacy leakage incidents.



Key Performance

During the reporting period, the Company invested a total of RMB **2,567,200** in data security.

The Company continuously improves the measures for data security and privacy protection and is committed to building a solid data security protection barrier.

Acter's Measures for Data Security and Customer Privacy Protection

Comprehensive Update of Network Equipment	▶	<ul style="list-style-type: none"> Adopt high-quality network equipment to improve network security and equipment management; Add a secondary verification mechanism to further ensure access security.
Replacement of New Servers	▶	<ul style="list-style-type: none"> Replace new servers and update the software in a timely manner.
Comprehensive Vulnerability Scanning of Servers	▶	<ul style="list-style-type: none"> Engage a third party to assist in the comprehensive vulnerability scanning of servers, and increase the repair rate of medium and high-risk vulnerabilities to 95%, so as to improve the system security.
Promote the Installation of Antivirus Software for All Employees	▶	<ul style="list-style-type: none"> Install antivirus software, monitor computer risks in real time, and prevent abnormal data or files from being transmitted from the client to the Company's internal system.
Off-site Data Backup	▶	<ul style="list-style-type: none"> Improve the backup policy, and rent an IDC computer room for off-site storage of system backup files to improve the security of data storage.
Customer Privacy Protection	▶	<ul style="list-style-type: none"> It is not allowed to copy, print or download customers' top-secret or confidential documents without permission; It is strictly prohibited to talk about and transmit customers' confidential information in public places, public telephones and faxes; Improve employees' confidentiality awareness and carry out relevant training regularly.

Key Performance

During the reporting period, the Company carried out **2** training sessions on data security and privacy protection.

✦ Handling of Emergency Incidents

During the daily network security inspection, the Company found that the decommissioned backup host had been subjected to a network security attack by hackers due to the failure to regularly update the system and application vulnerabilities. After the incident occurred, the Company responded promptly. The IT Department immediately activated the information security defense and restoration procedures according to the *Emergency Plan for Network Information Security*, and hired an external professional IT security consultant to carry out collaborative handling work. Thanks to the timely detection and the adoption of necessary countermeasures, the hacker intrusion incident did not lead to the Company's data leakage, nor did it cause any significant adverse impact on the Company's operations.

Response Measures for Hacker Attack Incident

Asset Inventory and Host Management	▶	<ul style="list-style-type: none"> Carry out a comprehensive asset inventory, identify and take stock of all decommissioned and idle hosts. After determining that there are security risks in the hosts, immediately execute the shutdown operation to cut off the potential attack path.
Firewall Upgrade	▶	<ul style="list-style-type: none"> Take stock of the versions of the Company's external firewalls, and carry out emergency upgrades of the host firewalls to enhance the protection ability of the network boundary.
Security Scanning and Vulnerability Repair	▶	<ul style="list-style-type: none"> Execute a comprehensive full-machine scan of the host with MDR system, and no obvious hacker intrusion and penetration tools are found. A vulnerability scan is conducted on the key host clusters. Except for the ERP system, where the risks cannot be fixed due to its outdated version, there are no high-risk items in the remaining hosts. Formulate and complete the security version upgrade plan of the ERP system, and strengthen the temporary access control and security monitoring of the ERP system to prevent the expansion of risks. Proactively include the mail hosts that were not directly affected by this incident in the scope of vulnerability scanning, and there are no high or medium risk vulnerabilities.

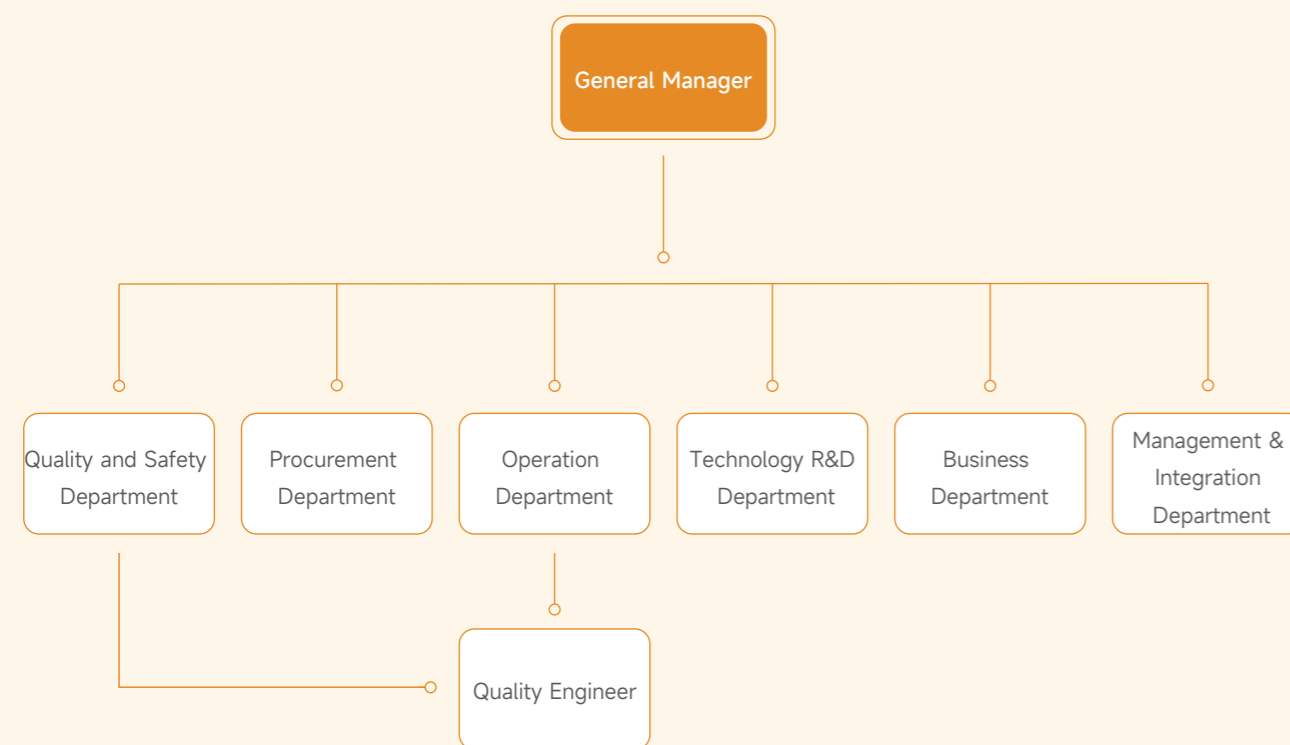
Deliver Quality Projects

GRI: 416-1

The Company strictly complies with relevant regulations on installation of building mechanical and electrical systems, continuously optimizes the construction process, and has established a complete set of effective quality management systems covering raw material quality acceptance, construction process quality control, project completion acceptance, and project site management, etc., to ensure the project quality. During the reporting period, the company did not experience any major quality incidents.

Corporate Governance

Adhering to the business philosophy of "Quality First, Technology Leadership, Customer Orientation, and Attentive Service", the Company formulates regulations and rules, such as the *Quality, Environment and Safety Management Manual*, *Control Procedure for Bid-winning Initiation Operation*, *Control Procedure for Project Execution Operation*, and *Control Procedure for Completion Settlement Operation*. There are clear operation guidelines and quality standards for every step from quality control, safety management, project initiation, execution monitoring to the final settlement. Meanwhile, the Company establishes an organizational structure of engineering quality management, with the collaborative cooperation of multiple professional departments, to provide customers with full-process quality assurance. During the reporting period, the Company has passed the ISO9001 quality management system certification and the GB/T50430 quality management certification for construction enterprises in engineering construction.



▲ Organizational Structure of Quality Management

The Company adheres to implementing engineering quality management, and at the same time has the first-level qualification for general contracting of mechanical and electrical engineering construction and the first-level qualification for professional contracting of installation engineering of building mechanical and electrical systems, which broadens its business scope, further improves its market competitiveness, and effectively promotes its sustainable development.



Acter's Qualification Certification



First-level qualification for general contracting of mechanical and electrical engineering construction



First-level qualification for installation of building mechanical and electrical system, second-level qualification for electronics and intelligence, second-level qualification for fire protection facilities, and second-level qualification for building decoration and finishing



No grading for construction labor services



Class-B professional qualification for architectural engineering in the architectural industry of engineering design



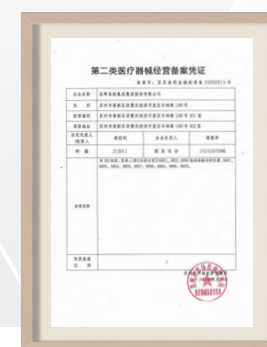
Installation, repair and reconstruction of pressure-bearing special equipment (industrial pipeline installation gc2)



Record-filing certificate for the operation of class ii medical devices



Business license for the operation of class iii medical devices



Strategy

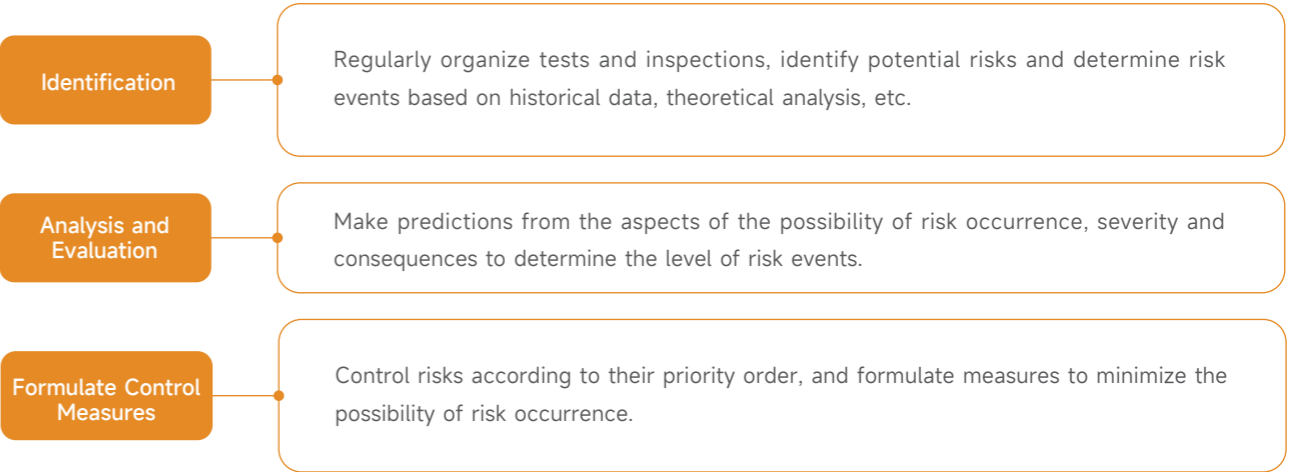
In order to ensure project quality, the Company has an in-depth understanding of the potential risks and opportunities of project quality. For various identified risks, the Company formulates response measures according to the risk characteristics, project requirements and relevant standards and specifications to reduce quality-related risks. At the same time, the Company actively seizes potential opportunities to lay a solid foundation for the improvement of project quality.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Market risks	As customers' requirements for clean rooms are constantly increasing, new requirements will be put forward for the design level, construction technology, and construction materials in clean room projects.	Medium	Medium	Medium to Long-Term	Operations	Low	Decreased operating revenue	Strengthen the communication mechanism with customers to fully understand customers' demands in the early stage of the project; Conduct in-depth research on cutting-edge technologies for clean room construction, and continuously improve the clean room construction level to meet customers' needs.
Engineering construction risks	Improper engineering construction management may lead to frequent project rework, resulting in a decline in project quality, cost overruns, etc.	Medium	Medium	Short to Medium-Term	Operations, downstream	Medium	Increased operating costs Decreased operating revenue	Continuously optimize the engineering construction process, and establish a rapid response mechanism to ensure that timely responses can be made and efficient solutions can be provided when customers put forward their needs.

Potential Opportunities								
Category	Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Technology opportunities	With the advancement of intelligent manufacturing and digital transformation, the Company can leverage technologies such as big data and artificial intelligence to optimize engineering construction processes and improve the accuracy and efficiency of engineering quality control.	High	Medium	Medium to Long-Term	Operations	High	Increased operating costs	Recruit talents with professional knowledge and skills in software development, artificial intelligence, etc.; Effectively combine engineering construction with digital technologies to continuously improve the engineering quality of clean rooms.

Management of Impacts, Risks and Opportunities of Engineering Quality

In order to effectively deal with engineering quality risks, the Company formulates an engineering quality risk management process. The Quality and Safety Department is responsible for organizing various departments to identify risk factors, and formulates targeted control measures to provide a solid guarantee for project quality. During the reporting period, the Company carried out a total of 5 engineering quality risk assessments. There were no major quality disputes with customers, and there was no situation of being penalized due to quality problems.



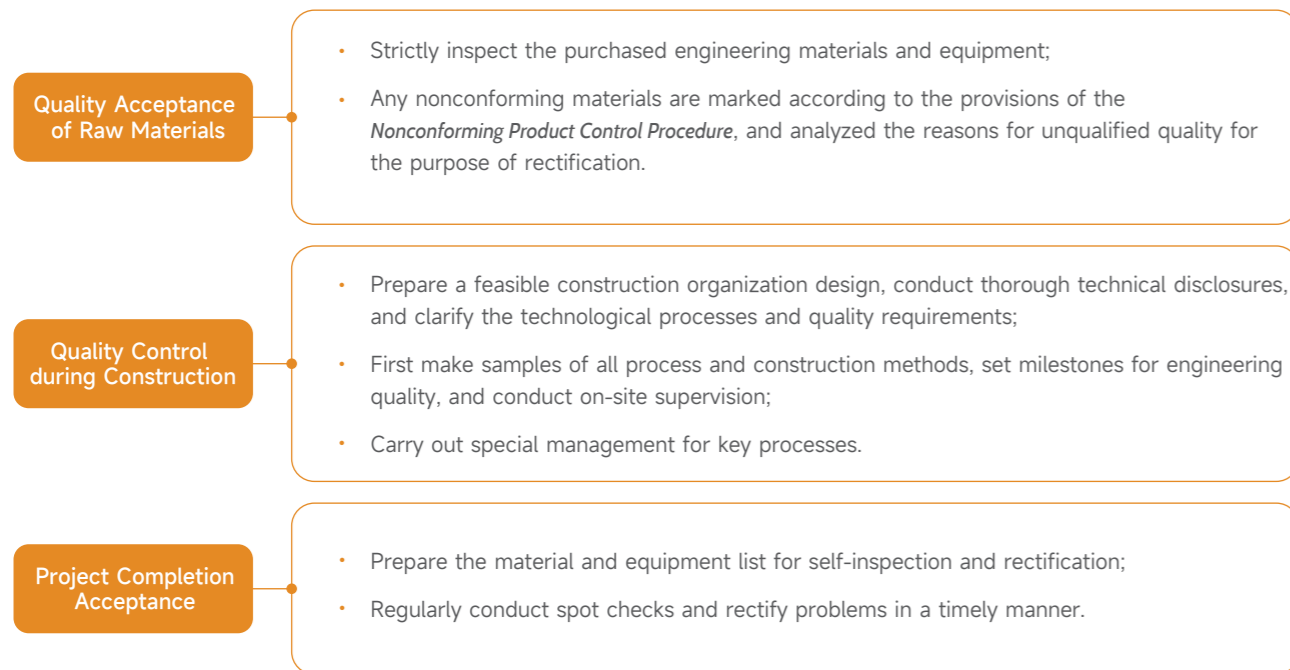
Engineering Quality Metrics and Targets

During the implementation of engineering projects, the Company strictly controls project quality, takes the clear engineering quality targets as the guide, carries out various tasks in an orderly manner, and conducts supervision and assessment according to the completion of the targets to ensure the high-quality delivery of projects.

Engineering Quality Targets	Achievement of This Year	Completion Status of Next Year
Eliminate quality deficiencies during the project implementation process, track the rectification of project deficiencies, and complete project delivery	✓ Achieved	Ongoing
Ensure that project equipment meets the requirements of the client's technical documents and design documents, as well as national standards and industry specifications	✓ Achieved	Ongoing
Rectify the quality deficiencies identified by the construction party, the supervision party and the third party during the construction process	✓ Achieved	Ongoing
Complete the equipment functionality test	✓ Achieved	Ongoing
Solve the quality problems found in the completion inspection and acceptance within the specified time	✓ Achieved	Ongoing

✦ Full Lifecycle Management of Engineering Quality

The Company has established a three-level quality management system and a dual-quality control system, and has clarified the quality standards for the whole process of raw material procurement, construction process, and project completion inspection and acceptance, ensuring that all tasks are carried out in accordance with regulations. During the reporting period, the Company carried out a total of 2 training sessions on quality culture, with 160 person-times participating in the training. The total training duration reached 640 hours, improving employees' quality awareness and professional skills.



Case Study Retraining on Safety and Quality for Construction Suppliers

On June 14, the Company organized a "Retraining and Meeting of Safety and Quality for Construction Suppliers" and emphasized the importance of safety and quality. Representatives of suppliers actively participated in the discussion and put forward many constructive opinions. Through this quality training and meeting, the suppliers' attention to the safety and quality of project construction was strengthened, which laid a solid foundation for the smooth progress of subsequent projects.



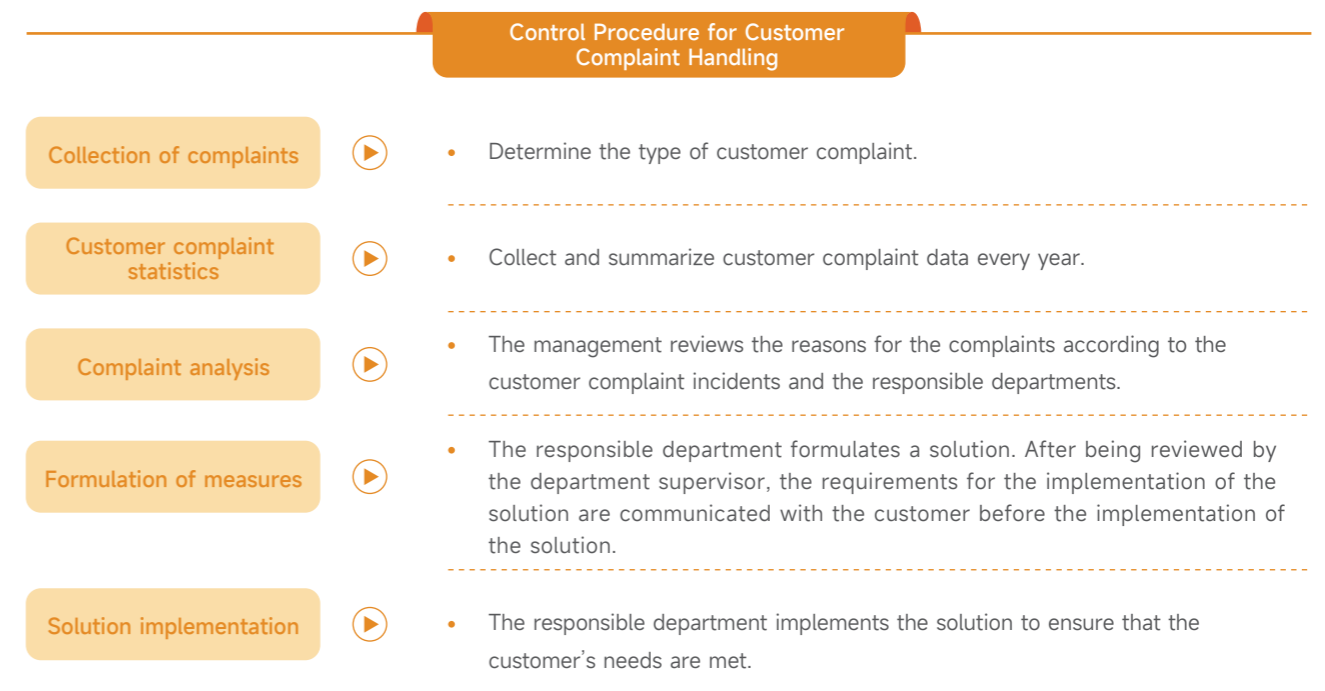
▲ Supplier Quality Retraining

Protect the Rights and Interests of Customers

GRI : 416-2

✦ Customer Service

The Company takes the principle of serving every customer consistently well, quickly responds to customers' needs through a localized service layout, and cooperates with customers to upgrade production processes, optimize product manufacturing processes, and improve production yields. Meantime, the Company has formulated a complete control procedure for customer complaint handling to ensure the timely and effective resolution of complaints.



✦ Customer Satisfaction

The Company actively listens to customers' voices, formulates the *Procedure for Customer Satisfaction and Complaint Handling*, and the Management Integration Department takes the lead in conducting customer satisfaction surveys, inviting customers to score and put forward opinions from multiple dimensions such as professional skills, project quality, and environmental safety management. In response to customers' feedback, the Company responds quickly and formulates the improvement measures, and continuously optimizes project quality and service levels to continuously improve customer satisfaction and create greater value for customers. During the reporting period, the customer satisfaction rate reached 87%.

Maintain Supply Chain Security

GRI : 204-1/308-2/414-1/414-2

The Company always adheres to the concept of win-win cooperation and is committed to building a benign interactive and long-term stable cooperation relationship with suppliers. The Company actively encourages more suppliers to practice the ESG concept and works hand in hand with them to make steady progress on the path of sustainable development.

✦
Corporate Governance

The Company attaches great importance to supplier management, formulates the *Control Procedure for Supplier Management and Procurement Process* to establish a complete set of full lifecycle management specifications from supplier introduction to elimination, and sets up a supply chain management structure to be responsible for maintaining and evaluating suppliers, which ensures the scientific and efficient operation of all aspects of supplier management. Meanwhile, the Company strictly complies with relevant regulatory requirements, and adheres to treating small and medium-sized enterprises equally. There is no case of overdue payment to small and medium-sized enterprises.

During project implementation, the Company verifies the project quantities and contract performance of suppliers to ensure accurate and reasonable settlement, and incorporates the audit results into the supplier performance evaluation system, which directly affects their year-end evaluation scores and future cooperation opportunities. Additionally, the Company regularly provides professional training for suppliers to improve their business capabilities and quality management levels.

Supplier selection

Score and evaluate new suppliers in many aspects such as qualifications, certifications, personnel cooperation, and construction cases. Suppliers that pass the initial evaluation are included in the *list of qualified suppliers*.

Supplier audit

For suppliers participating in the company's medium and large projects, the Procurement Department initiates the supplier evaluation process according to the company's management policies, and makes a supplier evaluation announcement after summarizing the score data at the end of the year.

Supplier categorization

According to the *supplier evaluation form*, the suppliers are divided into four grades: A, B, C, and D after being assessed on the basis of factors such as cooperation degree, quality and safety performance during the construction stage, and so on.

Supplier termination

The Procurement Department will conduct online registration and deduct points according to the abnormal situations of suppliers notified by the engineering department via email; the suspension measures are taken against unqualified suppliers. If cooperation is needed later, the supplier shall be re-evaluated according to the new supplier selection process. During the reporting period, the cooperation with 3 suppliers was terminated.

Case Study

Work Hand in Hand to Build a Solid Line of Defense for Safety and Quality

In the second half of 2024, the Company carried out the safety and quality training, explained and discussed multiple aspects such as safety risks and quality standards, improved the safety and quality awareness and management levels of suppliers, and jointly improved the safety and quality control system with suppliers to provide customers with higher-quality and more reliable projects and services.



▲ Safety and Quality Training for Suppliers

The Company continues to expand its overseas business, and actively cooperates with local suppliers. Its supplier network covers multiple regions such as the Chinese mainland, Thailand, Vietnam, Malaysia, and Indonesia. By continuously promoting local procurement, the Company has significantly reduced logistics and transportation costs, driven the development of the local economy, and created more job opportunities for the local area.

Distribution of Suppliers		
Region	2024	
	Quantity (Number of Suppliers)	Proportion
Chinese Mainland	5,654	79.17%
Thailand	339	4.75%
Vietnam	671	9.39%
Malaysia	238	3.33%
Indonesia	240	3.36%
Total	7,142	100%

Region	Proportion of Local Procurement Amount in 2024 (%)	
Thailand	73	
Vietnam	59	
Malaysia	85	
Indonesia	64	



✦
Strategy

In the clean room industry, upstream raw material and equipment suppliers directly affect the project progress and delivery. In order to ensure the smooth progress of projects, the Company deeply analyzes the development trend of the supply chain, identifies potential risks and opportunities, and formulates corresponding strategies to maintain the stability of the supply chain.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Supply chain quality risks	Insufficient quality control of raw materials by suppliers may lead to project quality problems, which in turn affect the enterprise's reputation and customer satisfaction.	Small	Small	Short to medium-term	Operations, downstream	Medium	Increased operating costs	Sign quality assurance agreements with suppliers, and regularly review and monitor suppliers' quality standards to ensure that materials meet the specified standards; Provide technical support and empowerment training for suppliers to help them improve their production processes and quality control levels.
Price increase	For various reasons, there is a significant increase in the prices of raw materials.	Medium	Medium	Short to medium-term	Operations, downstream	Medium	Increased operating costs	Flexibly adjust the procurement strategy according to market conditions to deal with price fluctuations; Sign long-term contracts with high-quality suppliers to lock in the prices of key raw materials and reduce the risks brought about by price fluctuations.

Potential Opportunities

Category	Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Digital transformation of the supply chain	The digital supply chain improves the collaboration and transparency among all parties in the supply chain.	High	Medium	Medium to long-term	Operations	Relatively high	Increased operating costs	Utilize advanced information technology to build a more flexible and resilient supply chain, intelligently predict market demand, and maintain business continuity.

Supply Chain Impact, Risk and Opportunity Management

Risk Management Process

Risk Management Measures

Risk identification



Regularly communicate with suppliers to understand their potential risks at the economic, environmental and social levels.

Risk assessment



Based on the identified and monitored risk factors of suppliers, put forward prevention or rectification requirements, and provide support and assistance for suppliers.

Risk monitoring



Analyze the risk situations, and standardize risk monitoring and response measures.

Risk management



Based on the results of risk analysis, continuously optimize management policies, evaluation systems, emergency response plans, etc.

Supply Chain Metrics and Targets

Targets for This Year

Achievement of This Year

Percentage of suppliers that have signed the Integrity Agreement: 100%



Supplier evaluation reaches 60 points or above



Develop 120 new suppliers



Responsible Procurement of Suppliers

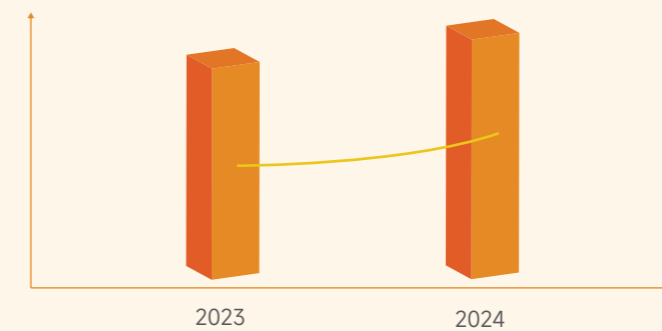
The Company actively pays attention to the performance of suppliers in terms of environment and safety, and requires all suppliers to sign the *Contractor's Safety, Health and Environmental Protection Undertaking*, clarifying their responsibilities in terms of safety and environmental protection. In actual operation, the Company insists on selecting low-carbon and eco-friendly materials to help customers achieve sustainable development.

The Company implements *Transparent Procurement*, signs an integrity commitment *Self-declaration* with suppliers, advocates the spirit of fair, clean and honest cooperation, and jointly resists commercial bribery and unfair competition. At the same time, the Company provides suppliers with an email address for integrity feedback and complaint to eliminate under-the-table operations and protect their legitimate rights and interests. During the reporting period, 100% of our suppliers signed the Integrity and Honesty Agreement.

Key Performance

Proportion of green procurement
50.43%

57.47%



Digital Purchasing

The launch of the Company's dedicated supplier platform has significantly improved the convenience and efficiency of procurement, and achieved the automation and intelligence of payment settlement. After each procurement transaction is completed, the system automatically generates an accurate settlement statement according to the preset settlement rules, avoiding manual calculation errors. The platform has a special announcement section for the Company to promptly release important information related to payment settlement, such as settlement policy adjustments and payment arrangements during special periods, to ensure that suppliers obtain accurate information in a timely manner, enhance mutual trust between the two parties, and jointly promote the continuous and healthy development of the business.



▲ Dedicated Supplier Platform

04



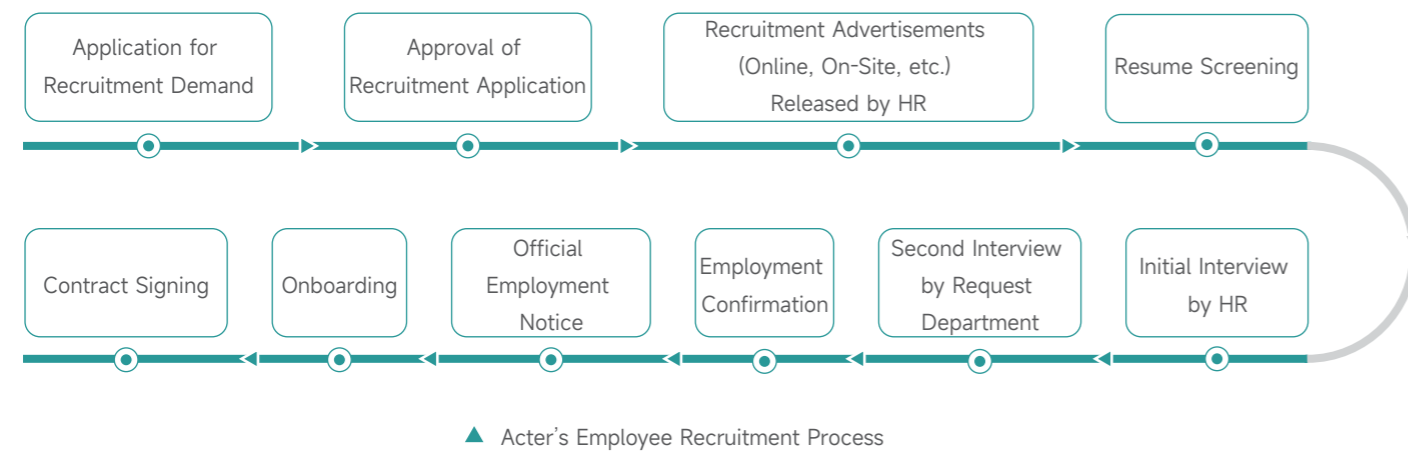
**Diversified Growth for Steady
and Far-Reaching Development**

Equal and Diversified Employment

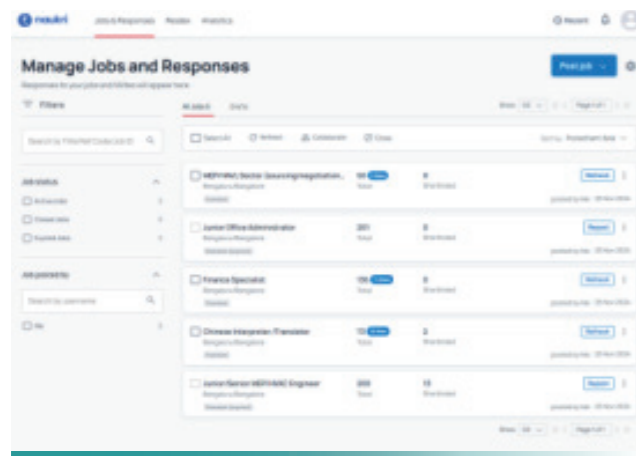
GRI: 401-1/401-2/401-3/405-1/406-1/407-1/408-1/409-1

Equal Employment

Upholding the principles of “fairness, impartiality and transparency”, Acer formulates internal regulations such as the *Employee Handbook* according to relevant laws, regulations and rules such as the *Labor Law of the People’s Republic of China* and the *Labor Contract Law of the People’s Republic of China*, provides employees with an equal, diversified and inclusive working atmosphere, standardizes the recruitment and dismissal of employees, and ensures that all workers are not discriminated against based on gender, race, religion, age, disability or any other non-work-related factors.



The Company actively maintains close communication with Suzhou Disabled Persons Federation to create job opportunities for people with disabilities. In addition, the Company continues to broaden the channels for local recruitment of overseas employees, and deeply empowers the Company's overseas business with professional talents from diverse cultural backgrounds and rich international experience. During the reporting period, the Company recruited 175 employees from social recruitment, internal recommendation and campus recruitment.



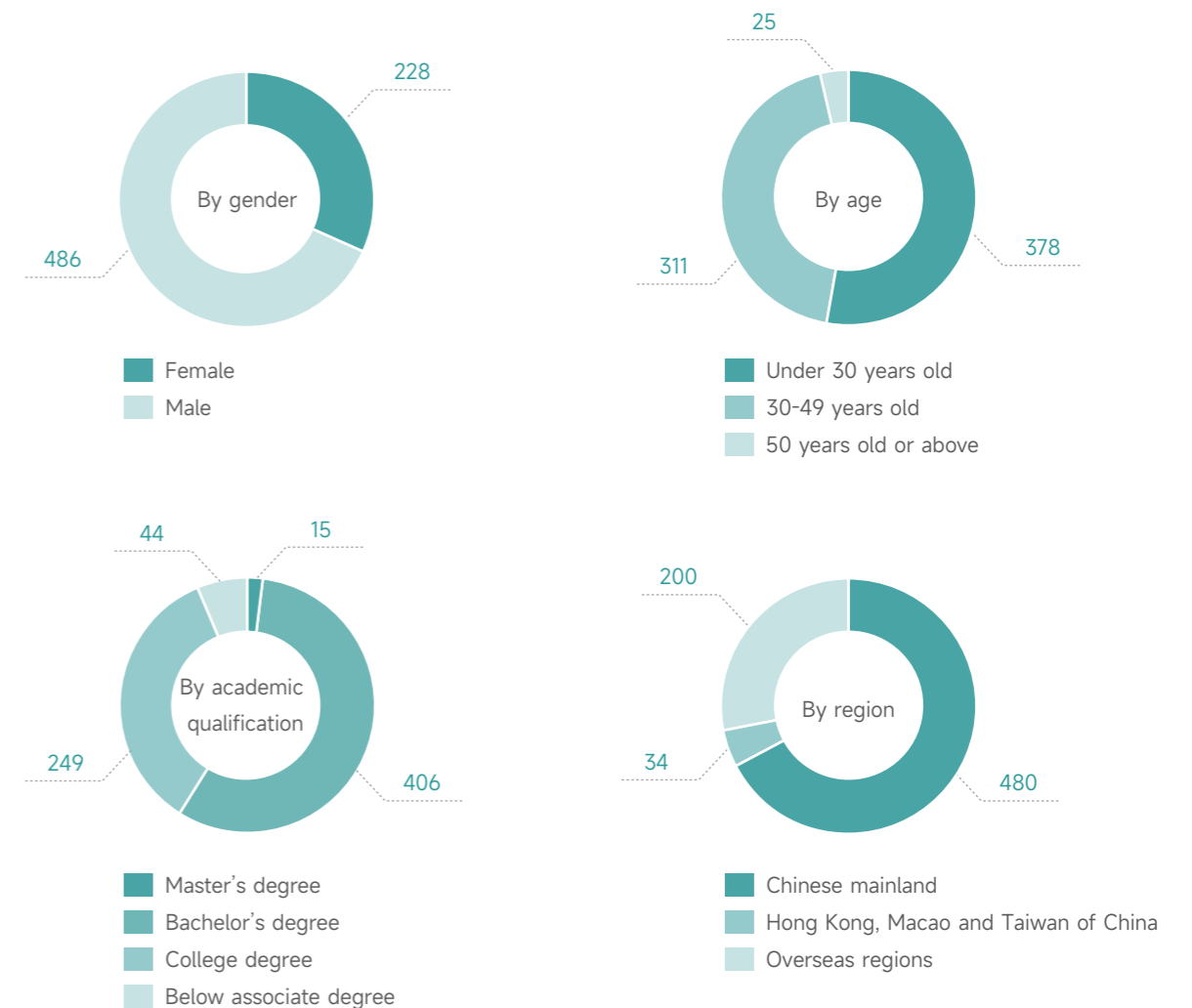
▲ Overseas Recruitment



▲ Campus Recruitment

Employee Structure

During the reporting period, the Company had a total of **714** employees.

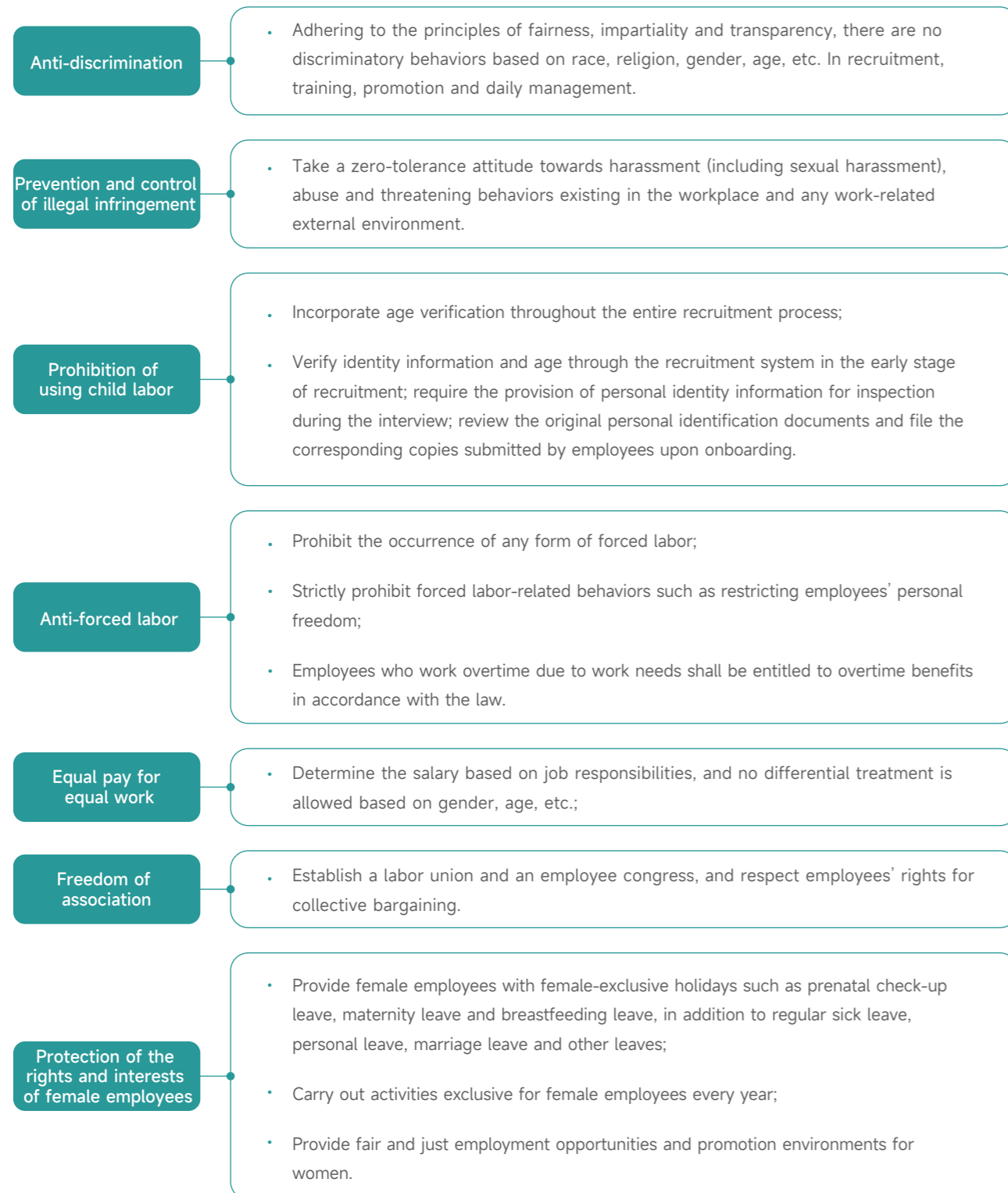


Key Performance

Indicator	Unit	2024
Employment of employees from ethnic minorities	Person	9
Employee turnover rate	%	12.39
Signing rate of labor contract	%	100
Social insurance coverage rate	%	100

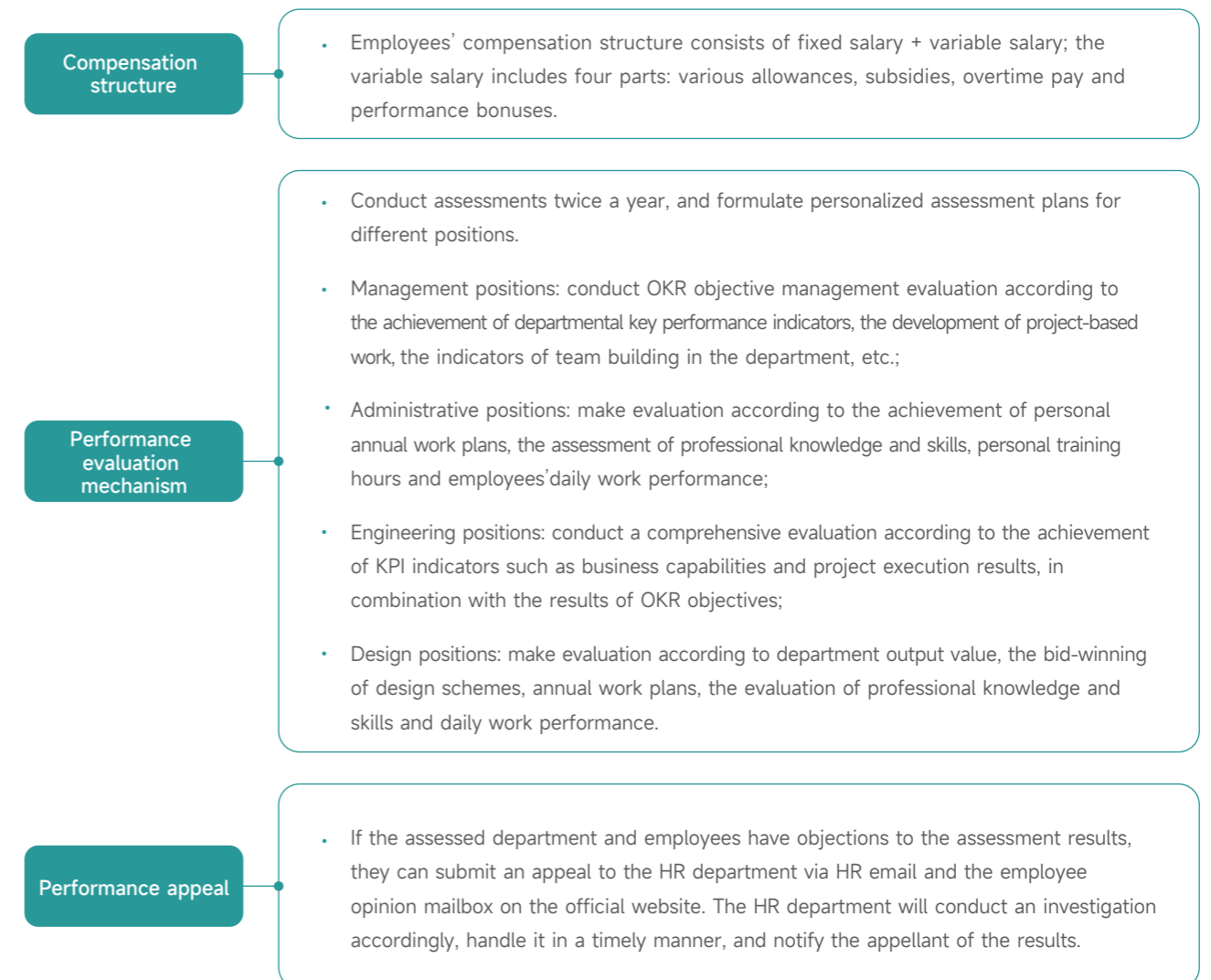
◆ Human Rights Protection

The Company strictly prohibits the employment of child labor and the forced labor, advocates freedom of association, respects and safeguards the legitimate rights and interests of female employees, and is committed to building a diverse, equal and inclusive workplace environment. During the reporting period, there were no cases such as the employment of child labor, forced labor or labor discrimination in the Company.



◆ Compensation System

The Company follows the principle of "efficiency first with due consideration to fairness", formulates the *Measures for Employee Salary Management* and the *Measures for Employee Assessment Management*, which closely link employees' salaries with job values, performance appraisals and personal values, so as to ensure the reasonable growth of employees' incomes and further standardize salary management. During the reporting period, the minimum salary of grassroots employees in the Company was far higher than the local minimum wage standard.



◆ Employee Benefits

The Company continues to build a multi-level welfare system. Besides the statutory welfare including social insurances, housing provident fund and holidays, it additionally provides employees with incentive, protective and competitive welfare benefits to enhance employees' happiness.



Employee Benefits System

Insurance benefits

- Social insurance and house fund

Vacation benefits

- Statutory holidays
- Annual leave, sick leave, marriage and bereavement leave, maternity (prenatal check-up) leave, paternity leave and breastfeeding leave
- Nursing leave, parental leave
- Half-day leave for female employees on women's day

Leisure benefits

- Employee travel
- Employee activities on specific holidays

Other benefits

- Annual health check-up
- Gift vouchers for three festivals (dragon boat festival / mid-autumn festival / spring festival)
- Birthday gift vouchers, wedding gift money
- Fuel subsidy, phone bill subsidy, expatriate/assignment allowance
- Living supplies subsidy
- Interest-free housing loan
- Household registration
- Homecoming transportation expenses
- Project accommodation

Key Performance

During the reporting period, the employee welfare expenditure was RMB **19,428,300**. The average number of annual leave days per capita was **7** days, **13** employees enjoyed maternity leave, and the return rate to work after maternity leave was **92.31%**.

◆ Democratic Governance

Joint Construction and Co-Governance

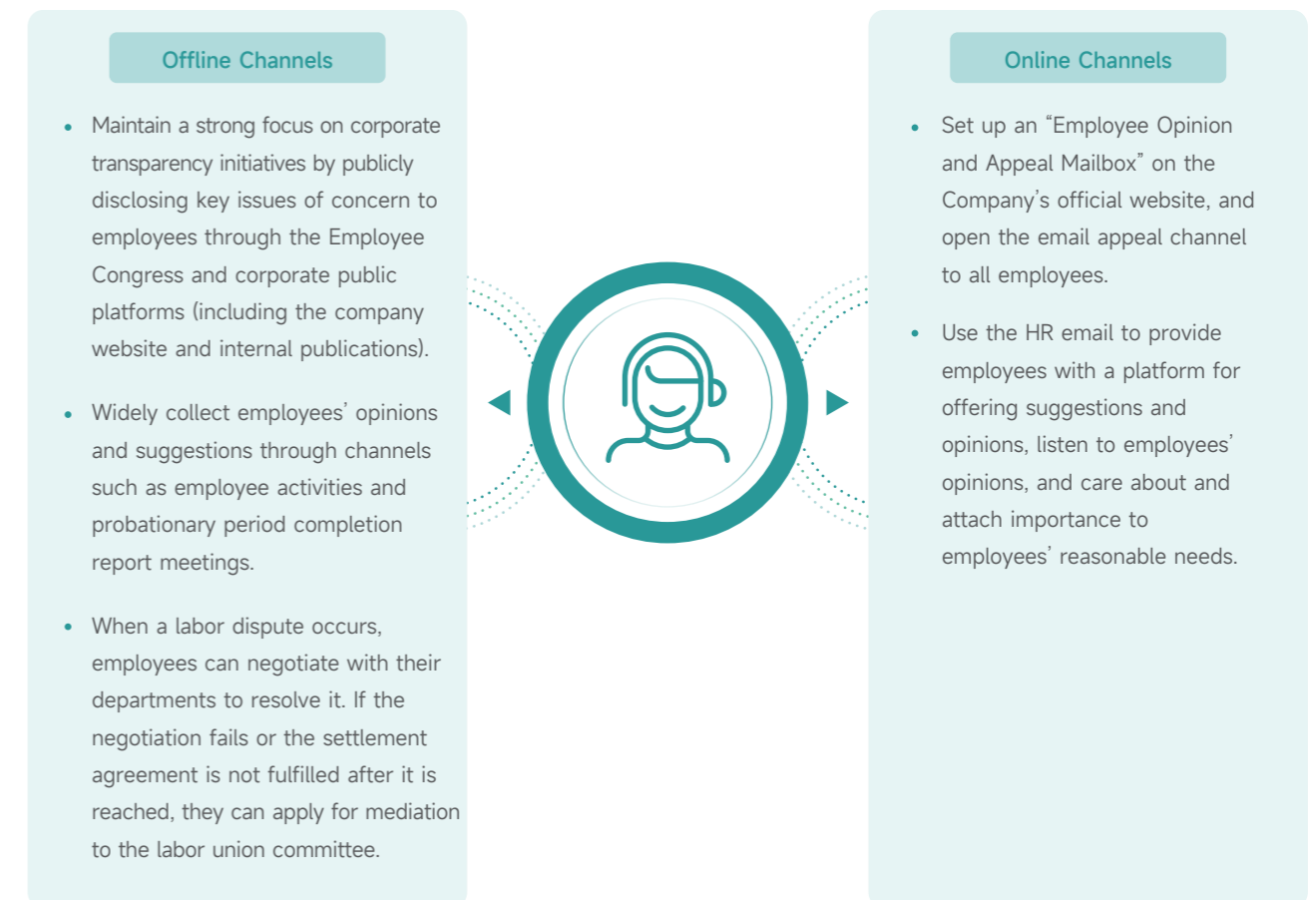
The Company respects employees' rights to participate in democratic management, and all employees are eligible to join the labor union. The Company formulates the *Employee Congress System*, regularly holds the Employee Congress every year, gives full play to the democratic management and supervision role of employee representatives, and protects employees' legitimate rights and interests.

Key Performance

During the reporting period, the Company held the Employee Congress **1** time.

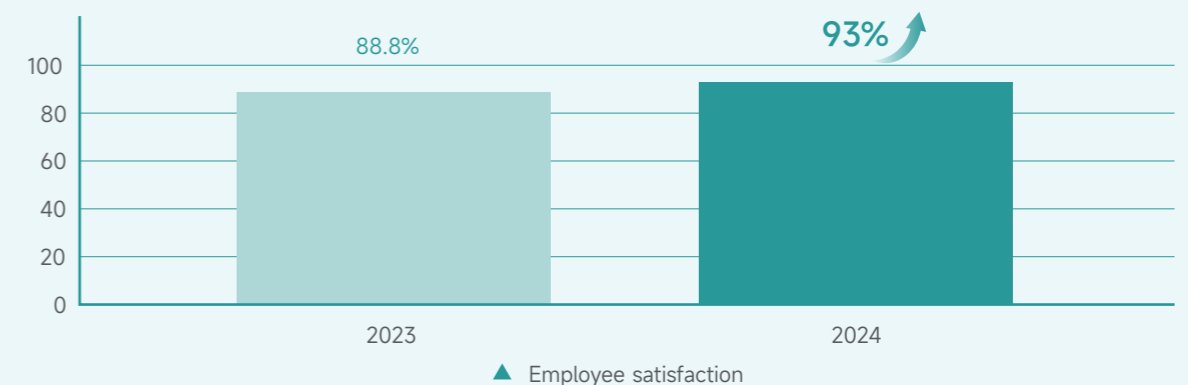
Diverse Communication

The Company actively builds a diversified communication platform, sets up convenient channels for employees to make suggestions and communication, so as to promote the direct and effective communication between employees and Management. During the reporting period, there were no labor disputes and related complaint issues in the Company.



The Company pays attention to listening to employees' opinions and suggestions, conducts employee satisfaction surveys every year around five aspects: organizational commitment, education and training, job satisfaction, management system, and supervisor leadership, and conducts self-examination and improvement of existing problems to enhance employees' satisfaction and sense of belonging based on the survey results.

Key Performance



Employee Care

The Company always adheres to the people-oriented concept and integrates employee care into the corporate culture. The Company attaches importance to the assistance and relief of employees in need, solidly promotes the activity of sending warmth to employees, and effectively solves employees' problems and difficulties. During the reporting period, the Company has carried out a series of humanistic care measures such as mental health care, caring for female employees, and rich cultural and sports activities, for the purposes of creating a comfortable and harmonious working and living environment for employees, and realizing the coordinated development of the Company and employees.



▲ Dragon Boat Festival Activity



▲ Employee Skiing Activity



▲ Team-building Activity



Case Study

Care for Employees' Mental Health and Build a Harmonious Workplace

In August 2024, the Company invited a psychologist from a well-known hospital to provide training on the inhibition and regulation of depression for employees. The training provided guidance on self-identification, stress regulation, and strategies to relieve psychological pressure, while offering necessary psychological support to employees in need.



▲ Mental Health Training

Case Study

Hold Women's Day Event

The Company respects and appreciates the hard work of female employees in various positions, and strongly supports them in excelling in their roles and making significant contributions. On Women's Day, the Company provides female employees with a half-day holiday, presents festival gifts, and organizes dinner parties to continuously enhance female employees' happiness and sense of belonging.



▲ Organize Dinner Parties for Female Employees



▲ Issue Festival Gifts

Employee Development and Growth

GRI:404-1/404-2

Employee Training

Training System Construction

Taking "unlocking employee potential and promoting independent learning" as its strategic direction for talent development, the Company has formulated the *Measures for Education and Training Management*, and forms a tiered and classified talent training system. Aligned with corporate development, human resources planning and employees' career development needs, the Company conducts multi-dimensional training request surveys in the fourth quarter of each year to formulate the training plan for the next year. It continuously provides strong support for the Company's development through various forms of training activities.

The Company provides employees with internal and external courses, as well as annual compulsory programs. Through face-to-face teaching, it actively encourages employees to have in-depth discussions with trainers, and promotes two-way knowledge transfer and positive interaction. This comprehensive approach supports employees in improving their professional skills, while also aligning personal growth with corporate development. The Company requires all employees to complete at least 12 hours of training each year, and links the training assessment results with performance bonuses to effectively enhance the conversion efficiency of training results.

Key Performance

During the reporting period, the Company has invested RMB **242,100** in training, and organized **80** training sessions. The total training duration was **9,495.5** hours, the participants were **456** persons, the average training duration per capita was **20.8** hours, and the training coverage rate was **92%**.

Employee Training System

Training Programs	Training Modes
Induction training	A series of induction training will be carried out after onboarding of new employees, including company introduction, and training related to engineering management operations, procurement operations, information operations and accounting operations, etc.
Training on general skills	Provide training sessions such as self-efficacy improvement, time management, listening and communication through irregular lectures.
Training on professional competency	Hold relevant professional training sessions, including design, engineering, industry, finance, office software, etc., to improve overall professional skills.
Leadership training	Provide training programs such as EMBA, leadership, project management, reserve supervisor, etc. For key trainees to enhance their management skills.

The company encourages all employees to participate in qualification certification training and examinations that meet the company's strategic and job development requirements, formulates the *title subsidy management measures*, and bears the costs of employees' participation in certification training and examinations. For the professional licenses obtained by employees, the company will give subsidies on a monthly basis according to different title levels to help employees continuously broaden their career development prospects and realize their personal value.

Case Study New Employee Training Camp

In 2024, the Company organized and carried out new employee training with the theme of "Striving Youth, Building Dreams in Acer". The training covered such aspects as the development of corporate culture, the use of IT software, project construction management, safety and quality control, and the operation process of internal systems, helping new employees deeply understand the corporate culture, be familiar with the Company's rules and regulations, and master the basic work processes, so as to quickly integrate into the team and improve the work efficiency.



▲ New Employee Training

Building the Internal Trainer Team

In order to ensure that employees have access to adequate training resources and foster a culture of knowledge transfer where everyone serves as a mentor, the Company continuously strengthens its internal trainer team. Based on specialized course content and directions, middle-level and above staff are invited to be trainers. Through participation in external training and providing incentives such as hourly subsidies, the Company encourages the internal trainer team to develop courses and deliver lectures, thereby achieving knowledge refinement, management, dissemination, and sharing.

Case Study Empowerment Training for Internal Trainers

In 2024, the Company organized and carried out a full-process and systematic special training program for internal trainers covering pre-class program design, in-class interest stimulation and post-class effect evaluation. Through the training, the teaching level and professional quality of the internal trainer team are continuously improved. Meantime, in order to test the training effectiveness, the Company actively organizes the participating internal trainers to participate in the reserve supervisor training project and carry out course management work, continuously applying the learned knowledge to teaching practice.



▲ Enterprise Management Training

Training Platform Setup

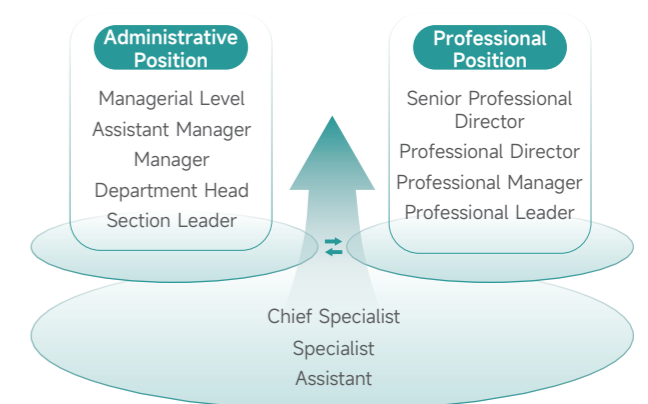
In order to better support the operation of the offline training system and continuously meet the knowledge reserve needs of new employees, the Company utilizes the Magic Academy E-Learning Platform to build a resource platform for new employees' self-directed learning. The diversified training courses help new employees quickly master the necessary work skills, so as to make them better adapted to their jobs and integrated into the Company's development rhythm.



▲ Magic Academy E-Learning Platform

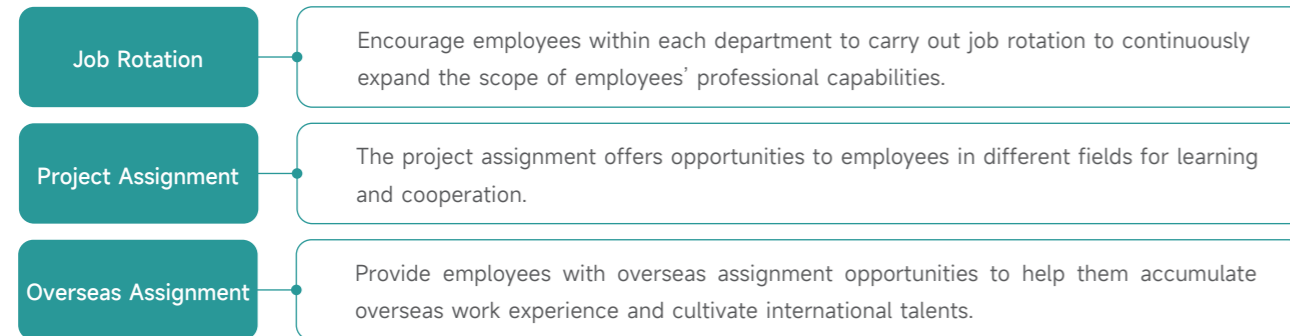
Employee Development

With the goal of "establishing a diverse and complete personnel development framework, improving the aligned measures for human resources, and enabling employees to thrive in roles that match their capabilities", the Company has established a talent training system aligned with its strategic objectives. Based on the strategic plan and business needs of the Company, and combining with the characteristics of different roles, the Company has established a Y-shaped two-way career path with "vertical specialization depth, horizontal cross-functional breadth, clear promotion criteria, and ample growth opportunities". On the basis of fully exploring and giving play to individuals' potential and advantages, this system accelerates the growth of talents and the development of the enterprise.



▲ Acer's Promotion Channel

The Company encourages employees to have internal mobility across production lines, departments and functions, formulates the *Employee Transfer Management Measures*, and expands employees' career growth space by ways of job rotation, project assignment and overseas assignment. During the reporting period, the reasonable allocation of human resources was further optimized through the job rotation of employees in departments such as R&D, procurement and engineering.



Occupational Health and Safety

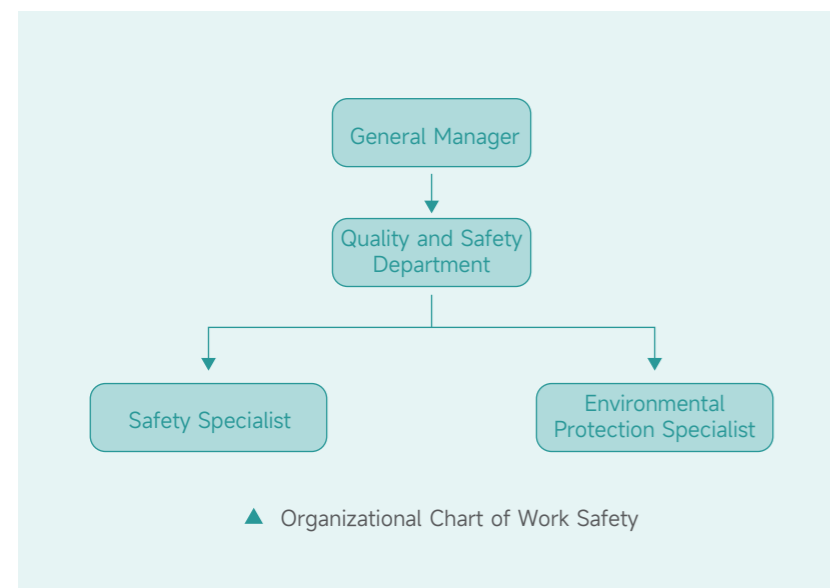
GRI : 403-1/403-2/403-3/403-5/403-6/403-7/403-8/403-9/403-10

◆ Safety Production Management

The Company strictly complies with the requirements of laws, regulations and rules such as the *Law of the People's Republic of China on Work Safety*, the *Fire Control Law of the People's Republic of China* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, formulates the *Quality/Environment/Safety Management Manual*, and establishes an organizational structure of occupational health and safety management to compact the main responsibility for work safety, refine and implement work safety and occupational health work, and build a solid safety guarantee system. During the reporting period, the Company has certified to ISO 45001:2018 Occupational Health and Safety Management System.



Occupational Health and Safety Management Certification



Key Performance

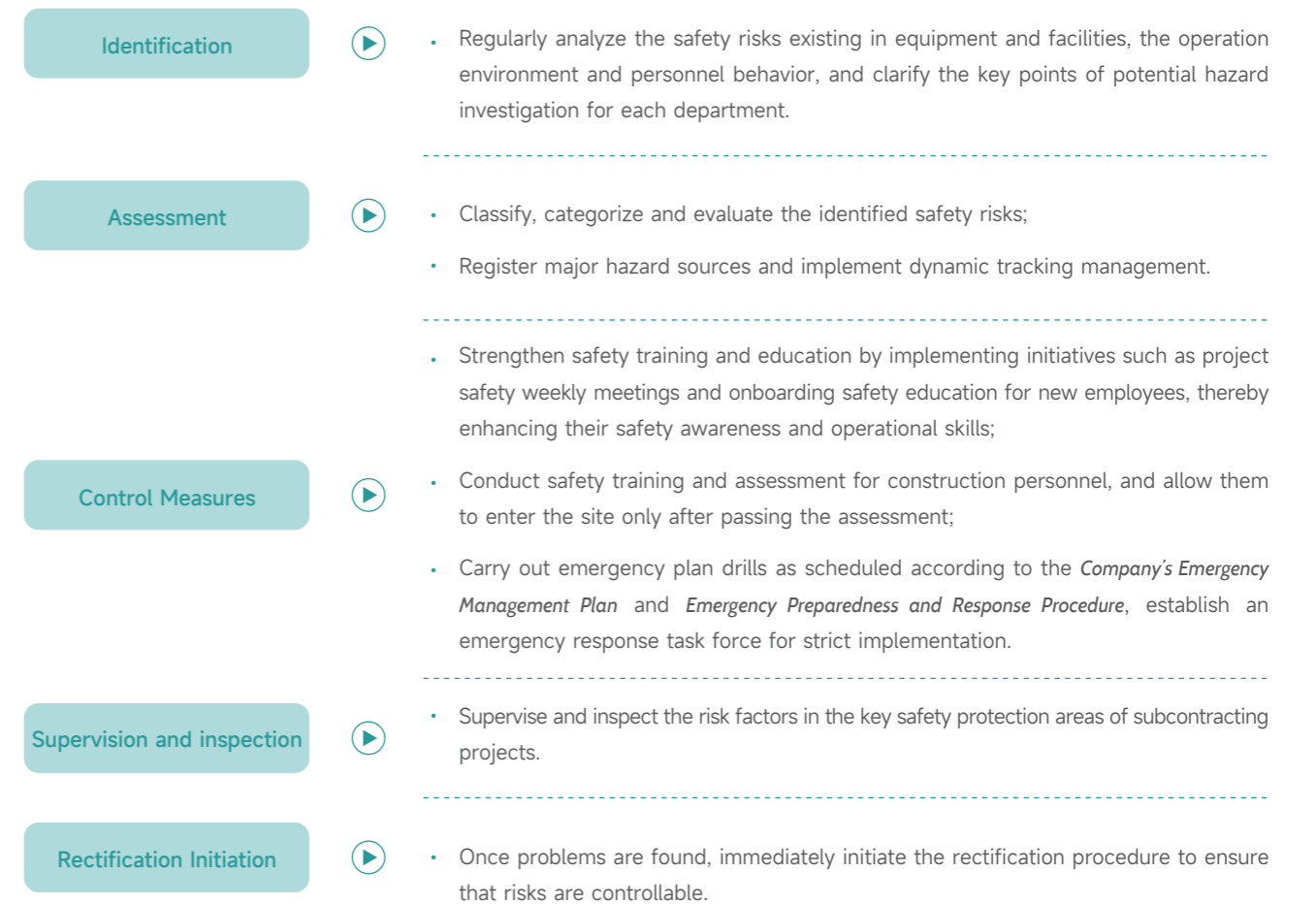
During the reporting period, the Company invested RMB **3,372,600** in work safety initiatives.



◆ Safety Risk Control

The Company has established a complete dual prevention working mechanisms for the safety risk grading and control and the investigation and treatment of potential hazards. Through the formulated *Safety Management System* and *Procedure for Hazard Source Identification, Risk Assessment and Risk Control*, it makes every effort to create a safe and stable working environment. During the reporting period, the Company did not experience any safety incidents.

Safety Risk Management Process



Key Performance

During the reporting period, the Company has provided **4** safety training sessions, with **189** person-times participating. The total training duration was **1,032** hours, and the coverage rate was **100%**; **15** emergency plan drills of various types were carried out, and the rectification rate of safety potential hazards was **100%**.

Case Study

Carry out Fire Emergency Drills to Build a Solid Line of Defense for Safety

In response to the theme of the 23rd National Workplace Safety Month, "Everyone Prepares for Emergencies, Everyone Advocates for Safety – Keep Emergency Exits Unobstructed", the Company held a two-day training drill on fire evacuation and first-aid skills to improve employees' emergency escape and lifesaving capabilities. This training drill enabled employees to gain practical knowledge, and improve their safety awareness and emergency response capabilities.



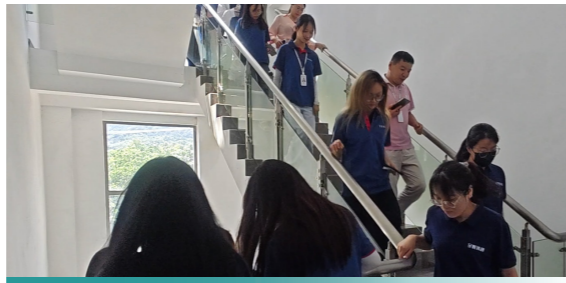
▲ First Aid Training



▲ Fire-themed Training



▲ Oath-taking before the Drill



▲ Evacuation Drill

Case Study

An Initiative for the Work Safety Month Were Carried out in a Project in Dongguan

To ensure the safety of the construction site, the Company organized a initiatives for the work safety month for a certain project in Dongguan to improve its employees' proficiency in operating electrical facilities, strengthen their emergency response capabilities in case of electric shock, and ensure employees' daily electrical safety. This initiative aims to stabilize the Company's work safety situation, and create a positive work safety environment.



▲ Emergency Drill for Electric Shock



◆ Safety Management for Related Parties

The Company prioritizes the safety of relevant parties by formulating the *Code of Conduct for Contractor's Construction Personnel* to standardize the safety management of relevant parties. With a focus on the construction operations of contractors, it improves the control of construction operations from aspects such as self-inspection, safety management during the operation process, and tracking of deficiency improvement to ensure the safe and orderly progress of construction operations.

In addition, the Company conducts safety training for relevant parties through safety notifications upon entry and on-site training, continuously improves the safety skills and awareness of relevant personnel, and further enhances their understanding and familiarity with the Company's safety standards.

Key Performance

During the reporting period, the Company has invested RMB **239,700** in the safety education and training for relevant parties, and organized a total of **525** work safety training sessions, with **4,611** person-times participating in the training. The total training duration was **19,608** hours, and the coverage rate of safety education for relevant parties was **100%**.

◆ Occupational Disease Prevention and Control

The Company always adheres to the policy of "prevention-oriented approach with integrated prevention and control" for the prevention and control of occupational diseases, and establishes the *Procedure for the Prevention and Control of Occupational Diseases* to comprehensively safeguard employees' occupational health. The Company organizes relevant personnel to take occupational health examinations every year, and there were no suspected or confirmed cases of occupational diseases during the reporting period.

Measures for the Prevention and Control of Occupational Diseases

Assurance of Safety

- Strictly implement the requirements that occupational health protection facilities should be designed, constructed and put into use simultaneously with the main project;
- Conduct safety, environmental and health analysis and review of the construction before the project starts.

Enhancement of Awareness

- Pay attention to the education of employees' awareness of personal occupational health protection and carry out education and training regularly.

Implementation of Protection

- Employees are required to wear appropriate personal protective equipment (PPE) when on duty. They must not use PPE that has expired or whose functionality has been compromised.

Organization of Inspections

- Regular inspections are conducted to ensure employees comply with PPE requirements when on duty.

05



Light up Hope, Spread Warmth

Social Welfare

GRI: 413-1

Adhering to the philosophy of “Giving Back to Society and Spreading Warmth”, Acter actively engages in public welfare initiatives. It calls on its employees to join its volunteer team, contributes their efforts in various public welfare and charitable sectors such as educational assistance and support for vulnerable groups. Through these actions, the Company continuously fulfills its social responsibilities and fosters a responsible corporate image.

Case Study The Third “Acter Scholarship” Award Ceremony Was Successfully Held

In order to encourage all students to achieve academic success, gain useful knowledge and apply what they have learned, the Company held the third “Acter Scholarship” award ceremony at Wuhan University of Science and Technology. During the reporting period, a total of 20 students won the scholarship.



▲ Group Photo with the Award-winning Students



▲ Issuance of Donation Certificates

Case Study

Care for the Future, Light up Hope – Condolence Activities on Children’s Day



Continuing its focus on children’s healthy development, the Company organized a visit for employees to a children’s welfare home on the occasion of Children’s Day. By spending quality time with the children and delivering love and warmth from society, the Company demonstrated its corporate social responsibility through tangible actions.



Case Study

Hold Up an Umbrella of Hope for Vulnerable Groups



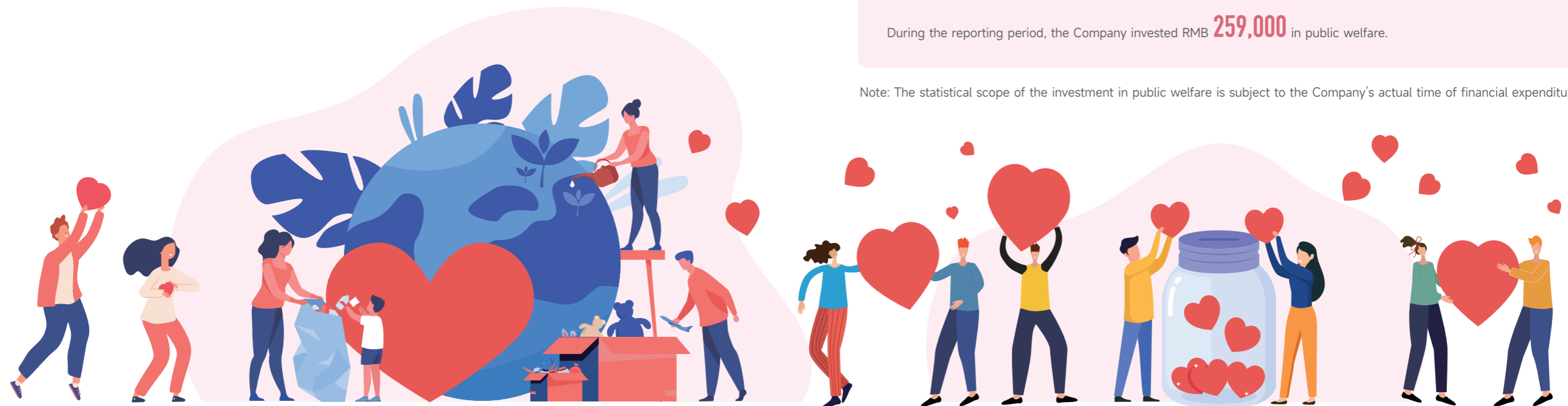
With the development of overseas business, the Company has deeply integrated into the local community. After learning that a childcare center for children with intellectual development delays in Vietnam was facing many difficulties, it quickly organized a donation activity to provide better growth and learning conditions for the children with intellectual development delays.



Key Performance

During the reporting period, the Company invested RMB **259,000** in public welfare.

Note: The statistical scope of the investment in public welfare is subject to the Company’s actual time of financial expenditure.



Appendix

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Feedback

Thank you for reading the *2024 Sustainability Report of Acter Technology Integration Group Co., Ltd.* To improve Acter's performance in environment, society, and governance, further enhance our sustainable development capabilities and levels, and strengthen communication with all sectors of society, we sincerely hope that you will provide valuable feedback and suggestions on our work and report amidst your busy schedule.

Your Information

Name:

Tel.:

Unit:

Email:

Multiple Choice (Please check ✓ in the appropriate box)

1.What is your overall assessment of the *2024 Sustainability Report of Acter Technology Integration Group Co., Ltd.*:

☐ Good

☐ Average

☐ Needing Improvement

☐ I don't know

2. How do you think Acter has performed in terms of customer service?

☐ Good

☐ Average

☐ Needing Improvement

☐ I don't know

3. How do you think Acter has performed in terms of technological innovation?

☐ Good

☐ Average

☐ Needing Improvement

☐ I don't know

4. How do you think Acter has performed in terms of industrial development?

☐ Good

☐ Average

☐ Needing Improvement

☐ I don't know

5. How do you think Acter has performed in terms of team building?

☐ Good

☐ Average

☐ Needing Improvement

☐ I don't know

6. How do you think Acter has performed in terms of social welfare?

☐ Good

☐ Average

☐ Needing Improvement

☐ I don't know

7. How do you think Acter has performed in terms of environmental protection?

☐ Good

☐ Average

☐ Needing Improvement

☐ I don't know

8. Do you have any comments on Acter's performance in ESG efforts?