G.TECH 智迪

2024

Annual Environmental, Social, and Governance (ESG) Report

G.Tech Technology Ltd.

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

Tel.: 0756-3393558

E-mail: zqb@gtech.com.cn

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About this Report

Introduction

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

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

Time Range

This report covers the period from January 1, 2024, to December 31, 2024. To improve the comparability and foresight, some sections of this report may be appropriately referred to previous years or contains forward-looking statements.

Reporting Scope

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

Title Description

For ease of reference, this report uses "G.TECH", "the Company", or "we" instead of "G.Tech Technology Ltd.". The abbreviations of the Company, its subsidiaries, and other related entities are explained in the following table:

Abbreviation	Full Name
G.TECH, the Company, or we	G.Tech Technology Ltd.
Lang-Crown Mold	Lang-Crown Precision Mold Co., Ltd.
Jore Automation Technology	Jore Automation Technology Co., Ltd.
G.TECH Vietnam	G.TECH Vietnam Co., Ltd.

Preparation Basis

- Shenzhen Stock Exchange *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*
- Shenzhen Stock Exchange *Self-Regulatory Guidance No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange—Preparation of Sustainability Report*
- United Nations Sustainable Development Goals (SDGs)
- China Enterprise Reform and Development Society *Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS - ESG 6.0)*
- Global Reporting Initiative *GRI Standards* as a "reference" standard
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations
- Sustainability Accounting Standards Board (SASB) Standards

Data Sources

The information and data quoted in this report are derived from internal documents of G.TECH or relevant public information. Unless otherwise stated, all currency units in this report are denominated in RMB. In case of discrepancies with financial reports, the financial reports shall prevail.

Report Acquisition

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

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

Feedback

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

E-mail: zqb@gtech.com.cn

Tel.: 0756-3393558

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

In 2024, while G.TECH continued to expand its business footprint and achieve remarkable results, we also made significant strides in the three key areas of Environmental, Social, and Governance (ESG). By advancing steadily across these dimensions, we have ushered in a new chapter of sustainable development.

Green Development for Protecting the Ecosystem: Upholding the core philosophy of "Ecological Priority, Green Development", we actively promote the adoption of clean energy and continuously optimize our energy structure. Through a series of energy-saving transformation projects, we have significantly improved energy efficiency and reduced carbon emission intensity, contributing to the global fight against climate change. At the same time, we are constantly enhancing our environmental management system to ensure that all environmental indicators meet industry standards, demonstrating our firm commitment to environmental protection through concrete actions.

Social Responsibility for Promoting Harmony: In terms of social responsibility, we actively participate in cross-regional labor cooperation, building employment assistance platforms. By establishing industry-academia-research alliances and social practice bases with educational institutions, we provide practical learning platforms for talent development while injecting new momentum into the growth of underprivileged regions. We recognize that corporate growth is inseparable from the support of society, and therefore, we are committed to giving back, striving for mutual advancement between the company and the community.

Prudent Governance for Steady Progress: On the corporate governance front, we strictly adhere to compliance standards and continuously strengthen internal management mechanisms to ensure transparency and regulatory adherence in our operations. Sound corporate governance is the cornerstone of sustainable business growth, and we are committed to refining our governance structure and enhancing operational efficiency, laying a solid foundation for the Company's sustainable development.

Looking ahead, guided by China's "dual-carbon" goals, we will remain steadfast in our commitment to green development and deepen our ESG practices. We will continue to make meaningful progress in environmental protection, social responsibility, and corporate governance. We firmly believe that as ESG principles become more deeply integrated into our operations and as we drive sustainable practices forward, G.TECH will embark on an even more stable and sustainable development path - creating greater value for society and shaping a better future together!

# Message from the Chairman

Chairman 谢伟明

About G.TECH

Company Profile

Founded in 1996, G.Tech Technology Ltd. is headquartered in Zhuhai High-Tech Zone and specializes in the research, development, production, and sales of computer peripherals such as keyboards and mice. Recognized as one of the Top 500 Manufacturing Enterprises in Guangdong Province, a Guangdong Provincial Engineering Technology Research Center, and a Guangdong Provincial Enterprise Technology Center, the Company primarily serves internationally renowned computer manufacturers and peripheral brands. With a strong export focus, its products are distributed across Europe, North America, Japan, and other markets. The Company was listed on the Shenzhen Stock Exchange ChiNext Market (GEM) in July 2023 under the stock name G.TECH (stock code: 301503).

With over 20 years of deep industry expertise in computer peripheral manufacturing, G.TECH remains committed to innovation in R&D, design, and production processes. The Company actively explores new business opportunities s under the "business office + eSports game" scenario, and has created a "full process coverage" production and manufacturing system to provide comprehensive, integrated solutions for its customers. In R&D and design, G.TECH has developed a series of core technologies within the industry, such as optomagnetic Microactuation technology, high-compatibility cloud driver technology, Hall sensor magnetic axis technology, and this has endowed the Company with a robust and leading-edge advantage in technological R&D, along with a relatively mature capability in product design and development. In manufacturing processes, the Company follows a smart and automated production strategy, having independently developed automated keyboard production lines and an intelligent mold manufacturing system. Its advanced production framework supports intelligent scheduling, data collection, and real-time quality monitoring, enabling customized services, flexible production, and seamless information integration while achieving large-scale, highly efficient manufacturing.

Leveraging its strong R&D capabilities, innovative manufacturing techniques, and high-efficiency intelligent production, G.TECH responds rapidly to customer demands and ensures stable delivery. This has helped the Company build an excellent market reputation and cultivate a strong base of long-term, high-quality customers. Looking ahead, G.TECH will continue to drive the intelligent transformation of traditional manufacturing, establish a differentiated competitive advantage, and enhance its sustainability - striving to become a world-class technology-based innovative intelligent manufacturing enterprise.
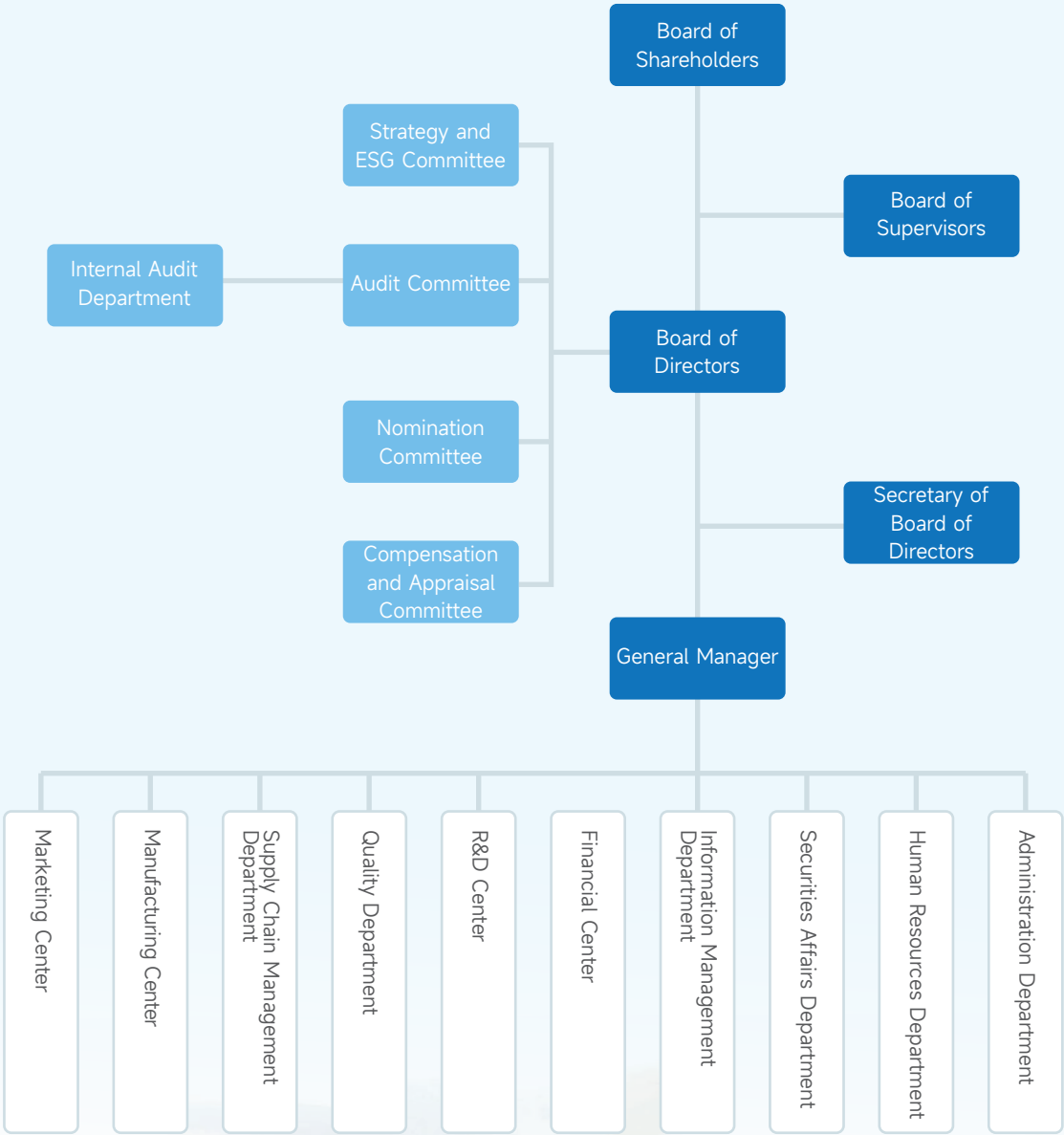
Organizational Structure

Main Businesses

G.TECH focuses on computer peripherals such as keyboards and mice, offering one-stop services from product ID design, structural design, circuit and software design, and mold development to injection molding, silk-screen printing, PCBA, and final packaging. The Company is an approved supplier for many globally recognized computer and peripheral brands.

ID design

Mold Mfg

ME design

EE design

Injection Molding

Customer Satisfaction

Software

Automation solution

PCBA Ass. Pack.

• One-stop solutions •

Software development	Electronic R&D	Structural R&D	Mass Production & Quality
2.4G wireless mouse and keyboard protocol	Backlight driver and control	ID design	SMT with SPI, AOI and nitrogen reflow soldering
USB full speed/high speed drive	Low-cost mechanical keyboard single-sided PCB design	Prototype sample evaluation	Mouse parts Auto DIP
ARM-based game firmware	Gaming mouse XY tracking performance evaluation	3D printing engineering prototype	Mx shaft automatic wave soldering
Windows Game UI & Cloud Driver & Web-based Driver	Fingerprint recognition solutions	Rich DFM experience	Laser-based automatic PCB splitter
Synchronized lighting of game devices	ESD & EFTB in-house solutions	Automatic mold production workshop	PCBA automatic tester
Bluetooth application	Wireless design & performance optimization	High standard automated injection molding	Wireless receiver automated assembly
Bluetooth + 2.4G dual-mode device	Proprietary 2.4G anti-interference frequency hopping solution	Spray fixture design	Automated keyboard production
USB + 2.4G (wired + wireless) high-speed game	High-speed circuit design	Dual-color injection molding	Production test plan implementation
MP test software	Magnetic axis keyboard design		High-quality spray coating supplier
Wireless 8K transmission technology	Touch control solutions design		SAP ERP
			Aegis MES
			3D X-RAY
			Label Etching

Corporate Culture

Honors and Awards

Corporate vision

Committed to Becoming a World-Leading Technology-based Intelligent Manufacturing Enterprise

Corporate slogan

Inspiring the People with Intelligence for a Brighter Future

Operation tenet

Continuous Innovation, Pursuit of Perfection, Customers First, Consistent Efforts

Award Name	Awarding Authority	Certificate of Honor
Top 500 Manufacturing Enterprises in Guangdong Province	Jinan University Institute of Industrial Economics, Guangdong Provincial Manufacturing Association, Guangdong Provincial Development and Reform Research Institute	
High-Tech Enterprise Certification	Department of Science and Technology of Guangdong Province, Department of Finance of Guangdong Province, Taxation Bureau of Guangdong Province under State Administration of Taxation	
AEO Certificate	Gongbei Customs of the People's Republic of China	
Zhuhai City Top 100 Innovative Enterprises in Comprehensive Strength	Zhuhai Science and Technology Innovation Bureau	
Zhuhai City Top 100 Innovative Enterprises in Economic Contribution	Zhuhai Science and Technology Innovation Bureau	
Specialized, Refined, Unique, and Innovative Small and Medium-Sized Enterprises	Department of Industry and Information Technology of Guangdong Province	
Guangdong Provincial Engineering Technology Research Center	Science and Technology Department of Guangdong Province	
Guangdong Provincial Enterprise Technology Center	Economic and Information Technology Commission of Guangdong Province Department of Finance of Guangdong Province, State Taxation Bureau of Guangdong Province Local Taxation Bureau of Guangdong Province, Guangdong Branch of the General Administration of Customs	

Performance Highlights

Economic Performance

Operating Income
132,431.98 in RMB 10,000

Net Profit Attributable to Shareholders of the Listed Company
11,544.97 in RMB 10,000

Total Assets
163,405.78 in RMB 10,000

Net Asset Attributable to Shareholders of the Listed Company
106,591.58 in RMB 10,000

Total Taxes
1,416.27 in RMB 10,000

Environmental Performance

Total environmental investment
100,100 RMB

Photovoltaic Power Capacity
1,367,546 kWh

Environmental incidents
0

Incidents of violation of laws and regulations in the environmental field
0

Compliance rate of "three simultaneities" in environmental protection for construction projects
100%

Total hours of environmental training
3,038 hours

Governance Performance

General Meetings of Shareholders Convened
3 times

Meetings of the Board of Directors Convened
7 times

Meetings of the Board of Supervisors Convened
7 times

Business ethics violations
0

Number of legal training sessions
10 times

Number of risk and compliance training sessions
31 times

Social Performance

Investment in R&D
5,870.05 in RMB 10,000

Cumulative number of authorized patents
244

Customer Satisfaction
95.90%

Total sessions of responsible marketing training
10 times

Social insurance coverage rate
100%

Investment in safety production
80,000 RMB

ESG Management & Sustainable Development

✧ ESG Management Framework

G.TECH upholds the principle of "green development and low-carbon operations, striving to maximize the integrated economic, social, and environmental value" to enable sustainable development. The company integrates ESG principles into its corporate culture and operations, actively implementing sustainability initiatives to drive high-quality, long-term development. To institutionalize ESG practices, the Company has established internal policies, including the *Social Responsibility Management Manual* and *G.TECH Code of Conduct*. Additionally, we have established an ESG management framework based on the "Decision-Making – Management – Execution" model, which clearly defines the responsibilities and workflows related to ESG initiatives. Under the Board of Directors, a Strategy and ESG Committee has been set up to oversee sustainable development efforts, ensuring the effective implementation of ESG initiatives.

During the reporting period, to enhance ESG management, we organized a series of specialized training sessions covering policy updates, risk and opportunity identification processes, and greenhouse gas (GHG) management. These efforts have laid a solid foundation for our sustainable development. Furthermore, to standardize ESG data and document management, the Company has introduced an ESG digital information management system, significantly improving operational efficiency and disclosure quality related to sustainable development.

By 2030, reduce Scope I and Scope II GHG emissions by 42% and reduce Scope III emissions from purchased goods and services by 42%;

Continuously optimize the sustainable development management system, regularly disclose sustainability initiatives, impacts, risks, and opportunities, and enhance transparency;

Our Sustainable Development Goals

Actively fulfill corporate social responsibilities in environmental protection, employee welfare, supply chain management, and philanthropy, including: increasing investments in environmental protection; promoting clean energy adoption and reducing energy consumption and environmental pollution; enhancing employee training and career development; improving employee benefits and safeguarding workers' rights.

Board of Directors Strategy and ESG Committee

Conducting research on the Company's ESG governance and providing decision-making advisory recommendations; reviewing the implementation progress of the Company's ESG strategy and objectives; receiving reports from the ESG working group and providing feedback; reviewing the Company's annual ESG report and other ESG-related disclosures to ensure their completeness and accuracy.

Decision-making

Management

Execution

Executive Management

Developing action plans based on the ESG strategy; improving ESG work systems; coordinating ESG implementation across departments and subsidiaries; reporting ESG matters to the Strategy and ESG Committee in a timely manner.

Functional Departments and Subsidiaries

Monitoring and collecting ESG data and information, and participating in the preparation of the ESG report;implementing ESG work plans and reporting ESG information promptly, and assisting in refining the ESG management system.

ESG Management Structure and Responsibilities

ESG Training   Case Study

In June and November 2024, G.TECH provided training sessions on ESG knowledge and on ESG report preparation, respectively. The sessions were led by external ESG specialized agencies and covered topics such as market trends, the latest policies, and key considerations for sustainability reporting. These initiatives significantly enhanced employees' ESG awareness and practical capabilities.

ESG Training in Progress

✧ ESG-related Risks and Opportunities

G.TECH proactively addresses development risks while seizing opportunities. Guided by internal policies such as the *Social Responsibility Management Manual* and the *Risk and Opportunity Identification and Evaluation Procedure*, the Company conducts a comprehensive identification and evaluation of potential risks related to labor, environment and occupational health, ethical standards, and supply chain management. These include legal and regulatory risks, operational risks, equipment risks, and product sales risks. Risk factors are ranked based on severity, and corresponding mitigation measures are formulated. Through a systematic approach to sustainable risk management, the Company effectively reduces operational risks and enhances its long-term sustainability.

✧ ESG Recognition & Awards

G.TECH actively participates in the CDP (Carbon Disclosure Project), achieving a B rating for climate and a B- rating for water in 2024. In 2024, the Company received an A rating in the Wind ESG assessment. Additionally, it was honored with the "Golden Dawn Award" and the "Best Integrity and Compliance Award" at the 2024 ESG Awards by *Securities Market Weekly*. Furthermore, the Company successfully secured a spot on the list of "Top 20 Technology Leaders" at the Second Guoxin Cup ESG Golden Bull Awards by China Securities Journal and was awarded the Best ESG Practice Award by Shenzhen Value Online Information Technology Co., Ltd.

Best Integrity and Compliance Award

Wind ESG
智迪科技
2024评级

AAA AA A A BBB BB B CCC
A

Wind ESG Rating: A

Best ESG Practice Award

2024 ESG "Golden Dawn Award"

ESG Golden Bull Award - Top 20 Technology Leaders

Sustainable Development Goals United Nations SDGs	G.TECH's Sustainable Strategic Objectives	Actions and Progress in 2024
1 NO POVERTY	Foster common prosperity	Respond to government initiatives, participate in labor cooperation between eastern and western regions, create job opportunities, and promote rural revitalization
2 ZERO HUNGER	Enhance community quality and poverty alleviation	Deepen labor cooperation between eastern and western regions, engage in public welfare initiatives, and contribute to community development
3 GOOD HEALTH AND WELL-BEING	Prioritize employee well-being	Continue to develop the ISO 45001 Occupational Health and Safety Management System Conduct employee health check-ups, safety training, and drills to ensure physical and mental well-being
4 QUALITY EDUCATION	Improve the training system and establish a comprehensive training plan	Develop a comprehensive and structured training program with tiered training levels Encourage employees to participate in professional skills certification
5 GENDER EQUALITY	Ensure equal employment and protecting women's rights	Maintain a commitment to equal employment, with women accounting for over 50% of the workforce Practice equal pay for equal work and provide benefits such as maternity and parental leave
6 CLEAN WATER AND SANITATION	Water conservation and improved resource efficiency	Strengthen water conservation education and water resources management to enhance water recycling and efficiency
7 AFFORDABLE AND CLEAN ENERGY	Advance green and low-carbon energy transition to improve energy efficiency	Promote the use of energy-saving equipment Increase the adoption of photovoltaic power and other clean energy sources
8 DECENT WORK AND ECONOMIC GROWTH	Expand employment opportunities and supporting employee growth	Adhere to legal and compliant hiring practices Maintain a multi-channel recruitment approach Establish a fair and reasonable compensation system
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Drive innovation for industrial upgrades	Promote the development of green products and build technology innovation platforms.
10 REDUCED INEQUALITIES	Ensure workplace equality and eliminating discrimination	Implement strict policies to prevent all forms of discrimination during recruitment and employment, while respecting employees' beliefs

| Sustainable Development Goals United Nations SDGs	G.TECH's Sustainable Strategic Objectives	Actions and Progress in 2024
11 SUSTAINABLE CITIES AND COMMUNITIES	Participate in community building for a lharmonious society	Support community cultural development and engagement and donate resources and funds to aid community growth
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Strengthen sustainable production	Enhance full lifecycle management of green products and promote eco-friendly product design and manufacturing
13 CLIMATE ACTION	Commitment to low-carbon development and response to the impact of climate change	Set GHG reduction targets, develop photovoltaic projects using green electricity, and contribute to the dual-carbon goals
14 LIFE BELOW WATER	Protecting water resources and biodiversity	Regulate wastewater management to ensure wastewater meets the discharge standards and prevent discharge into rivers, and safeguard biodiversity
15 LIFE ON LAND	Uphold environmental standards to preserve ecosystem diversity	Conduct environmental impact assessments and strictly adhere to the "Three Lines and One List" ecological zoning control system to protect ecosystem diversity
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Maintain business ethics	Further refine the business ethics management system, uphold anti-corruption principles, set business ethics goals, and strictly implement them
17 PARTNERSHIPS FOR THE GOALS	Deepen industry chain collaboration for shared growth	Strengthen sustainable supply chain development through close cooperation and mutual benefits

Communications with Stakeholders

G.TECH places great emphasis on stakeholders' opinions and actively engages in communication with government or regulatory bodies, investors and shareholders, employees, suppliers, customers, industry associations or research institutions, non-profit organizations and community groups, media, and other stakeholders. The Company is committed to establishing regular and efficient communication channels to gain a deeper understanding of their perspectives, comprehensively assess key concerns, and integrate stakeholder priorities into its daily operational management system based on practical circumstances. This approach strengthens positive interactions with all parties involved.

Stakeholder Category	Demands and Expectations	Communication and Response
Governmental or regulatory agencies	Compliance with laws and regulations Lawful tax payment Active response to local government policies	Willingly accept inspections Timely tax payments Proactively respond to policies
Investors and shareholders	Information disclosure Stable returns Risk control	Establish regular communication Shareholder dividends Strict management
Employees	Compensation & benefits Health and safety Career development & promotion	Improve compensation system Employee health check-up Dual-track promotion system
Suppliers	Win-win cooperation Fair competition	In-depth communication Fair and transparent bidding process
Customers	Feedback Product quality Privacy protection	Customer satisfaction survey Strict quality control Confidentiality and after-sales management
Industry associations or research institutions	Technological innovation Industry development	Investment in research & development Industry exchanges
Public welfare and community organizations	Sustainable development Public welfare and charity Environmental protection	ESG governance Participating in social welfare initiatives Responding to the "dual-carbon" policies
Media	Information transparency Public opinion response	Timely information disclosure Public opinion monitoring

Identification of Important Topics

During the reporting period, G.TECH adhered to the standardized process for analyzing material topics. Through questionnaires, the Company actively collected feedback and expectations from shareholders, customers, employees, suppliers, communities, and other stakeholders. Key issues closely related to the Company's sustainable development were identified and prioritized based on two dimensions: "Materiality to corporate finance" and "Materiality to economic, social, and environmental impacts". This process resulted in the creation of a matrix of material topics.

Materiality Assessment Process
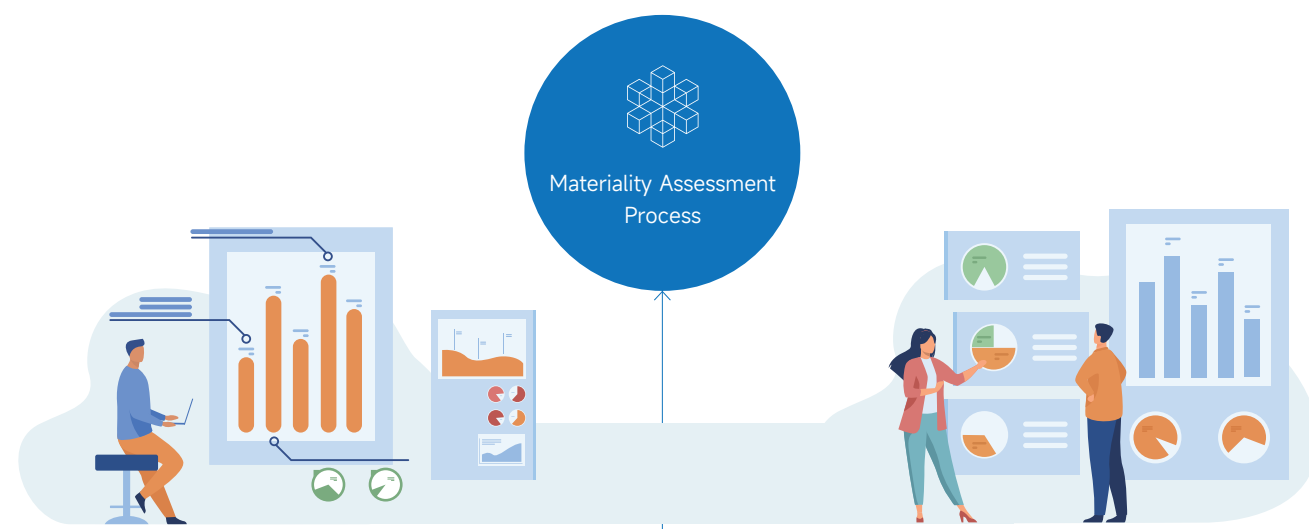
Based on the Company's business model and industry analysis, and considering the macro-environmental analysis of global trends and China's industrial development trends, the Company identified key stakeholders and assessed potential impacts, risks, and opportunities.

① Understand the Company's background

② Building the topic library

③ Assessing the materiality of topics

④ Matrix of material topics

Referencing international and domestic frameworks such as the Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board (SASB), MSCI, and stock exchange guidelines, the Company compared industry-related issues and rating concerns to initially establish a library of topics that could impact the Company.

Communicated with stakeholders by conducting questionnaire surveys and collected 214 valid responses; evaluated the significance of each topic based on impact, dependency, and other influencing factors, incorporating stakeholder feedback and expert recommendations to perform a comprehensive assessment of topic materiality.

Analyzed the survey results and constructed a matrix of material topics based on the evaluation of the topics; focused on addressing the topics of great concern to stakeholders in the ESG report.

Materiality to economic, social, and environmental impacts (Very high)

- Occupational Health and Safety
- Product Safety and Quality
- Innovation-Driven Growth
- Protection of Customers' Rights And Interests
- Data Security and Privacy Protection
- Training and development
- Environmental Compliance Management
- Sustainable supply chains
- Pollutant Emissions
- Circular Economy
- Anti-commercial Bribery and Anti-corruption
- Employees' Rights, Interests and Benefits
- Green products
- Energy Utilization
- Water resource utilization
- Response to Climate Change
- Waste Disposal
- Anti-unfair Competition
- Contribution to Society
- Ecosystems and Biodiversity
- Communications with Stakeholders
- Equal Treatment of Small and Medium-Sized Enterprises
- Due Diligence
- Rural Revitalization

Materiality to corporate finance (Very high)

Materiality	Topics
Topics with Both Financial Materiality and Impact Materiality	Product Safety and Quality; Sustainable Supply Chains; Response to Climate Change
Topics with Only Impact Materiality	Occupational Health and Safety; Innovation-Driven Growth; Data Security and Privacy Protection; Protection of Customers' Rights And Interests; Employee Training and Development; Environmental Compliance Management; Employees' Rights, Interests and Benefits; Energy Utilization; Anti-commercial Bribery and Anti-corruption; Circular Economy; Pollutant Emissions; Water Resource Utilization; Green Products; Waste Disposal
General Material Topics	Social Contribution; Communications with Stakeholders; Anti-Unfair Competition; Ecosystem and Biodiversity Protection; Equal Treatment of Small and Medium-Sized Enterprises; Due Diligence; Rural Revitalization

01
Compliant Operation and Governance Enhancement

Standardized Governance

G.TECH strictly adheres to the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China,* the *Guidelines for the Standard Operation of Listed Companies on the Shenzhen Stock Exchange ChiNext Market*, and other relevant laws, regulations, and normative documents. The Company has established a modern corporate governance structure, with the Board of Shareholders as the highest authority, the Board of Directors as the decision-making body, the Board of Supervisors as the highest supervisory entity, and the Executive Management as the operational body. Each governance entity operates in a standardized manner, with clear responsibilities and mutual checks and balances, ensuring fair and scientific decision-making while safeguarding the legitimate rights and interests of the Company and its stakeholders. The Company continuously improves its corporate governance framework by establishing a sound and effective Internal Control System, promoting standardized operations, and enhancing overall governance capabilities.

The Company maintains a well-structured internal management system that operates independently, with no conflicts of interest between the Company and its controlling shareholders or affiliated parties.

Board of Shareholders

As the highest authority of the Company, the Board of Shareholders follows the *Articles of Association* and the *Rules of Procedure for General Meetings of Shareholders* to regulate its convening procedures, deliberation processes, voting methods, and resolution content, ensuring compliance with relevant regulations. The Company allocates sufficient time for shareholders to express their opinions on each agenda item to guarantee that all shareholders fully exercise their legitimate rights, particularly protecting the interests of minority shareholders.

During the Reporting Period

The Company convened **3** General Meetings of Shareholders, and a total of **17** resolutions were reviewed and approved.

Board of Directors

The Board of Directors, legally established as the Company's decision-making body, operates with diligence and responsibility. All directors strictly comply with the *Articles of Association* and the *Rules of Procedure for the Board of Directors*, attend board meetings punctually, carefully review proposals, actively participate in training programs, and stay informed about relevant legal and regulatory developments.

The Board of Directors has established four specialized committees: Strategy and ESG Committee, Compensation and Appraisal Committee, Nomination Committee, and Audit Committee. Each committee operates under specific procedural rules, providing professional and scientific advice to support board decision-making, ensuring a more standardized governance process.

During the Reporting Period

The Board of Directors consisted of **7** directors, including **3** independent directors and **1** female director; **7** board meetings were held, with **37** resolutions reviewed and approved; **1** Strategy and ESG Committee meeting, **3** Compensation and Appraisal Committee meetings, **2** Nomination Committee meetings, and **7** Audit Committee meetings were held.

Independence

The Company's independent directors, in accordance with the *System of Work of Independent Directors*, fully leverage their independence and expertise to oversee potential major conflicts of interest. They provide professional and objective advice on the Company's operations and development, ensuring that board decisions align with the Company's overall interests while safeguarding the legitimate rights and interests of minority shareholders.

Diversity

The Company puts emphasis on the diversity of board members, including but not limited to gender, age, culture, educational background, professional experience, and skills. Currently, the professional backgrounds of the Company's directors span engineering (including information engineering and computer science), accounting, and law. With diverse expertise, skills, and industry experience, they provide broader perspectives and approaches, enhancing the scientific rigor of the board's decision-making.

Distribution by Gender

14%
86%

- Female
- Male
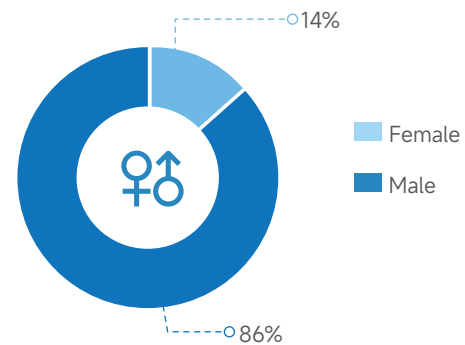
Distribution by Education Background

14%
86%

- Bachelor's degree
- Master's degree

Distribution by Age

29%
14%
57%

- 40 to 50 years old
- 51 to 55 years old
- Above 56 years old
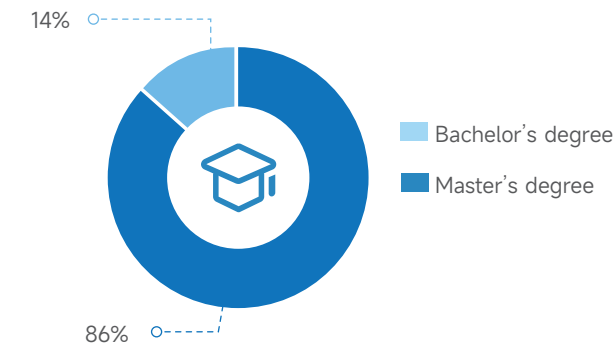
Board of Supervisors

The Board of Supervisors is the highest supervisory body of the Company and answers to the Board of Shareholders. It comprises three supervisors, including one chairperson. Among them, two supervisors are elected or replaced by the Board of Shareholders, while one employee representative supervisor is democratically elected or replaced by company employees. These supervisors, in accordance with the *Rules of Procedure for the Board of Supervisors*, oversee board decision-making processes, monitor the performance of dir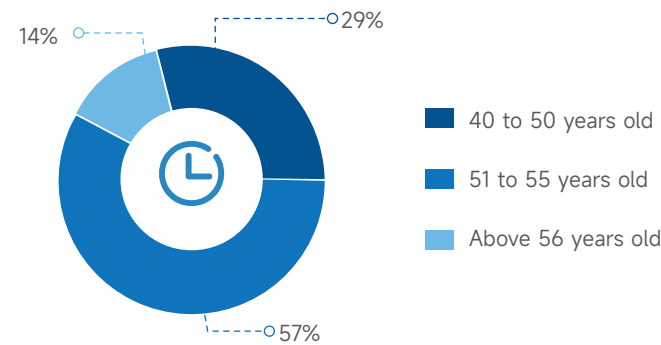ectors and senior management, and play a key role in financial audits and related-party transaction reviews. This ensures effective oversight, safeguarding the Company's and shareholders' legitimate rights and interests.

During the Reporting Period

The Board of Supervisors convened **7** meetings, and a total of **21** resolutions were reviewed and approved.

Risk and Compliance Management

Compliance Risk Control System

G.TECH adheres to the principle of compliant operations, strictly complying with national laws and regulations such as the *Company Law of the People's Republic of China* and the *Securities Law of the People's Republic of China*, while aligning with international standards such as the Responsible Business Alliance (RBA) Code of Conduct. The Company has established a comprehensive compliance risk control system, formulating and implementing various internal policies, including the *Internal Audit System, Sales Contract Management Regulations, Legal Affairs Management Regulations, Ethics Management Guidelines,* and *Information Security Risk Management Procedures*. These regulations enhance the internal control framework, strengthening the Company's risk defense in production and operations. To ensure adaptability, the Company continuously updates and revises its policies based on actual business operations, ensuring that compliance management and legal risk prevention remain effective and timely.

Additionally, the Company has formulated the *Risk and Opportunity Identification and Evaluation Procedure*, which provides a comprehensive framework covering management planning, management team, risk identification and evaluation, response measures, review, and implementation. This efficient risk and opportunity management mechanism contributes to the Company's sustainable development.

During the Reporting Period

The Company conducted **31** risk and compliance training sessions with a total duration of **40** hours, and **100%** of employees participated in the training.

Targeted Prevention Against Legal Risks

The Company actively conducts contract reviews and formulates internal policies to mitigate legal risks. When handling major contracts and projects, the company closely collaborates with external legal advisors, leveraging professional legal opinions to ensure that all economic contracts, internal regulations, and key decisions undergo comprehensive legal review. As a result of these rigorous legal compliance measures, the Company, in recent years, has successfully avoided major legal disputes arising from non-compliance, violations, or the absence of legal review. Furthermore, the Company actively employs legal means to protect its legitimate rights and interests, demonstrating strong capabilities and effectiveness in legal risk management.

During the Reporting Period

The Company conducted **20** legal training sessions with a total duration of **15.5** hours, and **100%** of employees participated in the training.

Systematic Implementation of Internal Control Audits

The Company has established an *Internal Audit System* and set up an Internal Audit Department under the Audit Committee to oversee the authenticity and completeness of financial information and ensure the formulation and effective implementation of Internal Control System. The Internal Audit Department conducts regular internal control audits across the Company and its subsidiaries, focusing on contract management, process optimization, and legal affairs compliance. Through comprehensive assessments of corporate legal frameworks, the audit team promptly identifies areas for improvement and evaluates contract management performance based on established policies and procedures. During the reporting period, the Internal Audit Department conducted annual, semi-annual, and quarterly audits for 2024, and prepared the internal control evaluation report, which indicated that the Company had no material weaknesses or significant deficiencies in its internal control system.

Strict and Standardized Tax Management

The Company places great importance on tax compliance, adhering to the principle of paying taxes in accordance with the law and strictly complying with national tax laws, regulations, and related policies. The Company has established a comprehensive and well-structured tax management system, staffed with professional tax management personnel to oversee all aspects of taxation, including tax registration, invoice management, tax declarations, and tax payments, ensuring the orderly execution of tax-related operations. To keep up with evolving tax policies, the Company regularly organizes tax law training sessions, ensuring that all employees, particularly financial personnel, stay informed about the latest regulatory updates and apply them accurately in tax-related processes. In its daily business activities, the Company strictly adheres to accounting and tax regulations, truthfully reporting all taxable income and deductible items, and ensuring that taxes are paid in full and on time. Additionally, the Company actively engages with tax authorities, staying up to date with policy changes, proactively seeking guidance and supervision, and fully cooperating with tax authorities to ensure that its tax management remains compliant and financially sound.

During the Reporting Period

The Company made the tax payment totaling RMB **14.1627** million.
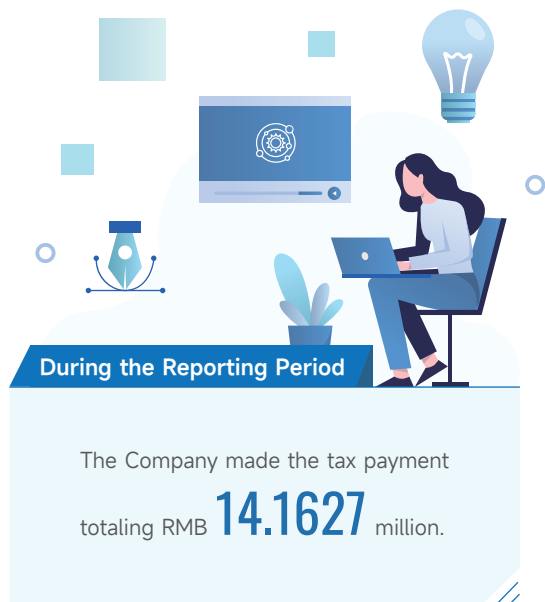
Investor Relations Maintenance and Management

Investor Relations Management

The Company adheres to the principles of "compliance, fairness, proactiveness, and integrity" in its investor relations (IR) management, striving to build long-term, stable, and trust-based relationships with investors. Through effective communication and engagement, the Company ensures that investors gain in-depth insights into its strategic planning and operational performance, thereby enhancing market perception and investment value. At the same time, it actively listens to investor feedback and suggestions, incorporating them into decision-making processes to achieve mutual growth between the Company and its investors.

To ensure a scientific, standardized, and efficient approach to IR management, the company has established a comprehensive Investor Relations Management System, clearly defining work processes, role responsibilities, and information disclosure standards. It also provides detailed guidelines for investor research, performance briefings, roadshows, and investor visits. Additionally, the Company has implemented strict confidentiality and risk management policies to safeguard information security and compliance in all IR activities.

To facilitate closer and more efficient communication with shareholders and investors, the Company has set up a dedicated investor hotline and email. These channels offer investors a convenient, direct, and secure way to raise concerns, seek clarifications, and provide feedback anytime, anywhere.

Case Study | Investor Education and Awareness Month Campaign

During the reporting period, to further strengthen the protection of investor's legitimate rights and interests, the Company launched a series of Investor Education and Awareness Month activities under the theme "Protect Your Rights, Beware of Illegal Financial Activities". Through inviting professional lecturers to share anti-fraud knowledge and organizing securities and futures knowledge competitions, the Company helped investors develop the ability to identify illegal securities, futures, and fund-related activities. Additionally, by organizing diverse educational campaigns, the Company established a long-term fraud prevention awareness mechanism, enhancing investors' risk awareness and ensuring their rights are effectively safeguarded.

Investor Education and Awareness Month Campaign

During the Reporting Period

The Company conducted **10** on-site investor research visits, hosted **1** investor open day event, conducted **1** performance briefing session, effectively, communicated with investors **36** times via email/social platforms, and interacted with investors **61** times on the website irm.cninfo.com.cn, achieving a **100%** response rate to investor inquiries.

The Company disclosed **4** periodic reports and **91** interim reports, with **0** penalties for violations related to information disclosure.

Returns to Shareholders

To protect investor interests, the Company has formulated the *Stock Price Stabilization Plan for the First Three Years after Listing* in accordance with the requirements of the China Securities Regulatory Commission's *Opinions on Further Advancing the Reform of the New Share Issuance System*. This plan outlines measures to stabilize the Company's stock price if it falls below its net asset value per share within the first three years after listing.

The Company places great importance on providing reasonable returns to investors, focusing on long-term and sustainable development. Based on the dividend distribution policies outlined in *Guidelines No. 3 for the Supervision of Listed Companies - Cash Dividends of Listed Companies*, the *Articles of Association*, and other relevant regulations, the Company has established the *Future Dividend Return Plan (Draft) of G.Tech Technology Ltd.* and the *Shareholder Return Plan for the Next Three Years (2024–2026)*. These plans aim to create a continuous, stable, and well-structured return mechanism for investors, ensuring the consistency and stability of the Company's profit distribution policies.

During the reporting period, the Company implemented its 2023 Annual Equity Distribution Plan. Based on the total share capital of 80,000,000 shares as of December 31, 2023, the Company distributed a cash dividend of RMB 5.6 (including tax) per 10 shares to all shareholders, totaling RMB 44,800,000. This dividend payout accounted for 66.93% of the net profit attributable to shareholders of the listed company in the 2023 consolidated financial statements.

Construction of Business Ethics

Business Ethics System

The Company strictly complies with national laws and regulations, including the *Company Law of the People's Republic of China, the Anti-Monopoly Law of the People's Republic of China,* the *Anti-Unfair Competition Law of the People's Republic of China, and the Anti-Money Laundering Law of the People's Republic of China.* To uphold ethical business conduct, the Company has established a comprehensive internal management system, forming a robust business ethics management framework that adheres to the highest standards of integrity in all business activities. During the reporting period, no incidents of bribery, corruption, extortion, or embezzlement occurred.

Ethical Policies

- Conduct business with integrity, adhering to the highest ethical standards;
- Prohibit offering or accepting bribes, as well as any form of corruption, extortion, or embezzlement;
- Respect and protect intellectual property rights;
- Uphold fair trade practices, lawful competition, and responsible advertising;
- Maintain confidentiality of whistleblowers' identities;
- Disclose relevant information on business activities, organizational structure, financial status, and performance transparently.

• Business Ethics Management System •

Social Responsibility Management Manual	Defines the Company's social responsibility policies and practices, covering labor and human rights, business ethics, and environmental protection.
Ethics Management Guidelines	Establishes ethical standards for business activities, including opposition to improper benefits and unfair competition.
G.TECH Code of Conduct	Provides employees with behavioral guidelines to ensure compliance with company values and legal regulations.
Improper Benefits Prevention Guidelines	Explicitly prohibits employees from offering or accepting bribes or other improper benefits, with regular training sessions conducted.
Fair Competition Management Guidelines	Ensures fair competition in the market while complying with anti-monopoly and anti-unfair competition laws.
Anti-Collusion Management Guidelines	Prevents employees from engaging in any form of monopoly agreements or unfair competitions.

Anti-corruption and Integrity Measures

To prevent and monitor unethical business conduct, the Company regularly conducts business ethics assessments and requires all employees to sign a *Confidentiality Agreement* to protect trade secrets and customer information. Procurement personnel are specifically required to sign the *Sunshine Confidentiality Agreement* to enhance transparency and prevent corrupt practices. Additionally, each supplier review includes an assessment of whether the supplier adheres to ethical business standards and whether any violations such as bribery, corruption, extortion, embezzlement, misappropriation of funds, or money laundering have occurred. To further strengthen ethical awareness, the Company holds annual training sessions on workplace conduct and business ethics.

The Company has also established a transparent and accessible anti-corruption reporting system, including mail, email, and telephone hotlines, to receive and process reports from both internal and external parties. This ensures compliance with ethical and legal standards for both the Company and its employees. In accordance with the *Regulations on Handling Whistleblower Complaints by Disciplinary and Supervisory Authorities*, the Company has implemented the *Whistleblower Protection Management Guidelines* to safeguard whistleblowers' rights. Employees and external stakeholders are actively encouraged to participate in the Company's integrity and compliance initiatives.

During the Reporting Period

The Company conducted one training session on anti-unfair competition (**12** hour totally), with **100%** participation from senior management; conducted one training session on anti-commercial bribery and anti-corruption (**1** hour per capita), with **100%** participation from senior management;

Achieved a **100%** signing rate for integrity and business ethics-related agreements.

No lawsuits related to corruption occurred; no lawsuits or major administrative penalties resulted from unfair competition practices.

Case Study

Legal Training on Anti-Unfair Competition, Anti-Commercial Bribery, and Anti-Corruption

On December 20, 2024, G.TECH invited external experts to conduct a legal training session on anti-unfair competition, anti-commercial bribery, and anti-corruption. The session covered key topics, including "Typical Cases of Anti-Monopoly and Anti-Unfair Competition" and "Corporate Occupational Crime Awareness Seminar". This training further strengthened the awareness of anti-unfair competition and anti-corruption among the Company's directors, supervisors, and senior management, playing a crucial role in supporting the Company's long-term sustainable development.

Legal Training on Anti-Unfair Competition, Anti-Commercial Bribery, and Anti-Corruption

02
Environmental Protection, Low Carbon and Energy Conservation

Response to Climate Change

The State of the Climate 2024 Update for COP29 released by the World Meteorological Organization (WMO) highlights the severity of global climate change and underscores the urgency and importance of response to climate change. G.TECH is deeply committed to addressing climate change, actively responding to China's "dual carbon" (carbon peaking and carbon neutrality) policy, and fulfilling its corporate social responsibility. The Company follows the Task Force on Climate-related Financial Disclosures (TCFD) framework and advances its climate action efforts across four key dimensions: governance, strategy, risk and opportunity management, and metrics and targets. Through these initiatives, G.TECH contributes to building a green, low-carbon, and sustainable future.

Climate Change Governance

G.TECH actively responds to China's carbon peaking and carbon neutrality goals, establishing a comprehensive climate governance framework to ensure that climate-related topics receive full attention and effective management in corporate decision-making. The Board of Directors has established a Strategy and ESG Committee, under which the Climate Development Center, Energy Efficiency Management Center, and Environmental Protection Center operate as key responsible departments, forming a top-down governance structure for climate change management. Additionally, the Company has developed policies such as the *Greenhouse Gas (GHG) Management Procedure* and the *GHG Inventory and Reporting Management Procedure* to provide both organizational and institutional support. These efforts integrate climate change mitigation into corporate operations, paving the way for sustainable development.

To encourage company-wide participation in emissions reduction, the Company has implemented a performance-based incentive mechanism. Departments and employees demonstrating outstanding performance in emission reduction initiatives, absolute emissions reduction, and achieving climate-related targets receive monetary rewards. Additionally, the department achieving the greatest reduction in energy consumption per quarter is awarded a special bonus.

Board of Directors

- Reviews and guides G.TECH's climate change strategy, policies, and major climate action plans; monitors the implementation progress of climate targets.

Strategy and ESG Committee

- Develops climate policies and action plans;
- Supervises and evaluates the execution of climate initiatives;
- Regularly coordinates and communicates with departments to ensure full compliance with climate regulations and standards.

Responsible Departments

- Identify climate risks within departments and formulate improvement measures;
- Promote low-carbon initiatives and enhance employee awareness and engagement;
- Implement carbon reduction programs.

Climate Change Strategy

The Company attaches great importance to climate-related risks and their impacts on its business, strategy, and financial performance. By considering industry conditions, corporate strategy, and financial planning, the Company identifies the risks and opportunities it faces in relation to climate change. It establishes and implements relevant measures to actively address the transition and physical risks posed by climate change, thereby enhancing its operational performance and social reputation.

Risk Type	Risk Driver	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Timeframe[1]	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Transition Risks	Policy and Legal Risks	Regulations on existing products and services	Under the "dual carbon" goal, stricter laws and regulations on carbon emissions may be introduced, leading to increased investment in energy conservation and emission reduction, thus raising the Company's compliance costs.	Low	Medium	Short-, medium-, and long-term	Operations	Medium	Increased non-operating expenses	1.Continuously monitor global existing and emerging legislation, such as standards for product and packaging recyclability, to proactively identify relevant risks or opportunities; 2.Strengthen GHG emissions monitoring and conduct a comprehensive carbon footprint assessment and verification.
	Market Risks	Consumer behavior shift	With many countries committing to "dual carbon" targets, consumer awareness of carbon reduction and green products continues to rise. Sustainable and low-carbon lifestyles are becoming mainstream, increasing demand for eco-friendly and energy-efficient products. If the Company does not align with this trend and expand relevant product categories, it may face fewer development opportunities, reduced consumer demand and lower revenue.	Medium	Medium	Short-, medium-, and long-term	Downstream	Medium	Decreased operating income	Product development teams should integrate low-carbon design concepts, such as using new eco-friendly materials and extending product lifespan to optimize resource utilization, thereby aligning with consumer preferences and increasing market share.
	Reputation Risks	Stakeholder expectations	Various stakeholders have increasing expectations for the Company's response to climate change. Failure to address these concerns could affect the Company's financing capabilities and brand image.	Low	Medium	Short- and medium-term	Operations	Low	Decreased operating income	1.G.TECH has established an ESG governance framework to manage sustainability and climate-related topics, ensuring active communication with stakeholders to enhance corporate reputation; 2.Regularly disclose ESG-related information through ESG reports.

[1]The timeframe for the impact of all financially material topics covered in this report is as follows: Short-term: by 2025; Mid-term: by 2030; Long-term: beyond 2030. This definition is established based on comprehensive considerations of G.Tech Technology's sustainable development goals and external macro policy objectives.
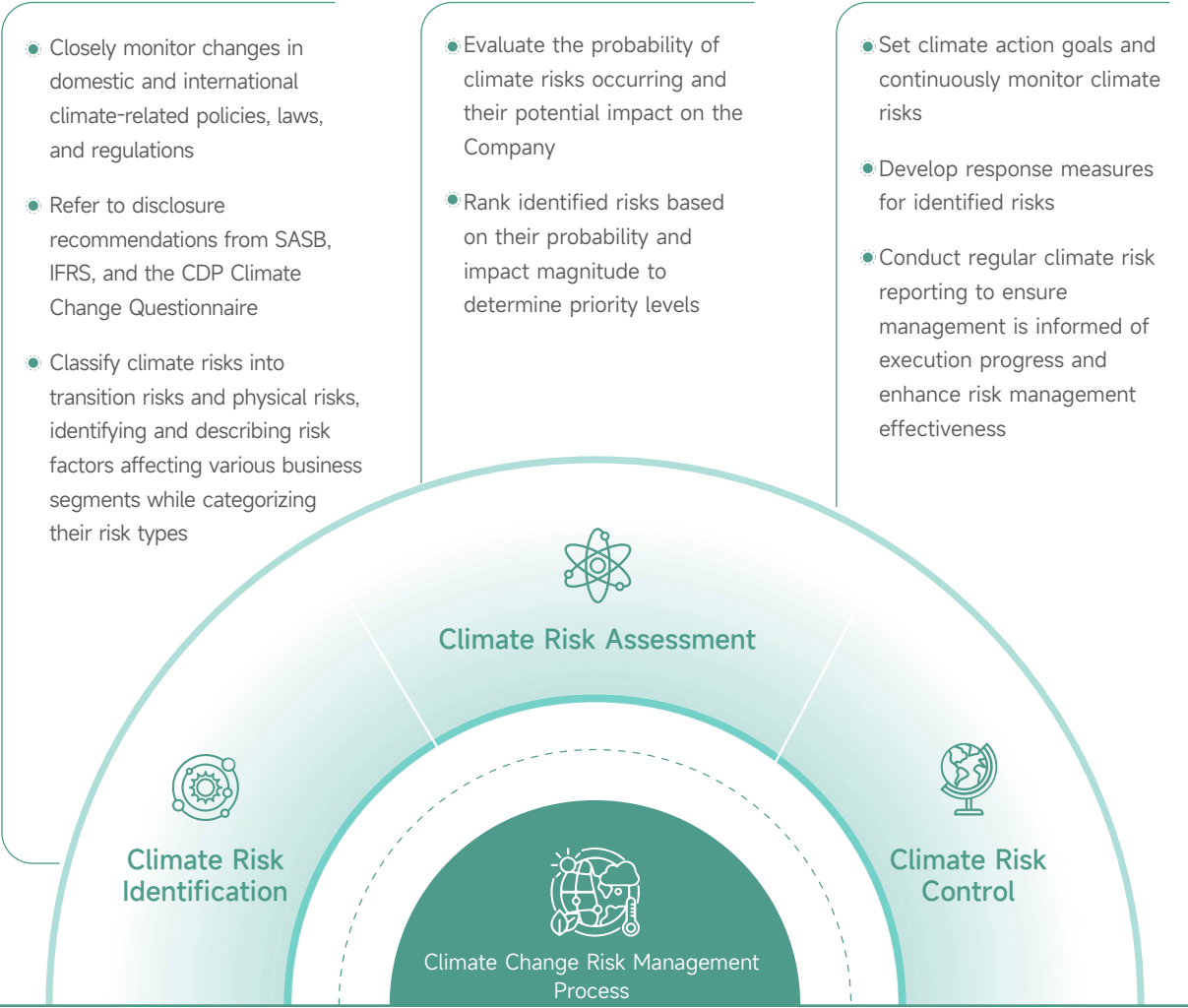
Risk Type			Risk Driver	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Timeframe[1]	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Physical Risks		Acute Risks	Cyclones and floods	Located in Zhuhai, the Company is prone to frequent typhoons during the summer. Extreme weather events could damage production equipment, disrupt transportation and supply chains, reduce operational capacity, and increase costs, ultimately lowering profitability. Additionally, such events could cause production accidents, posing threats to personal safety and the environment, resulting in financial losses.	Low	High	Short- and medium-term	Upstream, operations, downstream	Medium	Increased operating costs	1.As part of the business continuity plan, administrative personnel should assess risks related to typhoons and heavy rainfall, striving to help the Company prepare for the potential impacts of extreme weather events such as tornadoes, heavy rains, and hurricanes; 2.Establish secure storage facilities for safety stock to prevent supply chain disruptions and eliminate sole suppliers; 3.Maintain drainage channels by clearing blockages and regularly removing debris from outlets.
		Chronic Risks	Sea level rise	Global warming is causing sea levels to rise, which could lead to flooding in economically developed and densely populated areas of China, including the Company's current location. This could disrupt business operations and result in asset losses. Additionally, rising summer temperatures will increase air-conditioning energy costs for manufacturing and office facilities. Electronic components stored in factories also require controlled temperature and humidity, and increased cooling costs may reduce operating profit.	Medium	Medium	Medium- and long-term	Operations	Medium	Increased operating costs	1.Promote energy-saving air conditioning practices by setting temperatures between 26-28°C to reduce power consumption and costs; 2.Continuously enhance energy conservation and emission reduction measures to improve efficiency in energy and water usage.

Opportunity Factor	Description	Probability of Occurrence	Impact Magnitude	Impact Timeframe	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Resource Efficiency	Enterprises are driven by climate change to increase the use of clean energy so as to improve overall energy efficiency.	Medium	Medium	Short- and medium-term	Operations	Medium	Reduced operating costs	Promote green operations by adopting energy-saving measures, purchasing green electricity, installing rooftop solar panels, and enhancing resource recycling to improve resource and energy efficiency.
Market Opportunities	As public awareness on environmental protection increases, enterprises with strong performance in green and low-carbon initiatives are more likely to attract customers.	Medium	Medium	Short- and medium-term	Operations, downstream	High	Increased operating revenue	Continuously disclose energy-saving and carbon reduction initiatives and achievements to enhance brand image.

Management of Climate Change Impacts, Risks, and Opportunities

To effectively address the risks and opportunities posed by climate change, the Company has established a comprehensive climate risk management process. This process integrates climate risk management into the Company's multi-departmental risk management framework through three key stages: risk identification, risk assessment, and risk management. Additionally, the Company regularly reports to stakeholders on climate risk management efforts to effectively respond to potential challenges and opportunities arising from climate change.

- Closely monitor changes in domestic and international climate-related policies, laws, and regulations
- Refer to disclosure recommendations from SASB, IFRS, and the CDP Climate Change Questionnaire
- Classify climate risks into transition risks and physical risks, identifying and describing risk factors affecting various business segments while categorizing their risk types

- Evaluate the probability of climate risks occurring and their potential impact on the Company
- Rank identified risks based on their probability and impact magnitude to determine priority levels

- Set climate action goals and continuously monitor climate risks
- Develop response measures for identified risks
- Conduct regular climate risk reporting to ensure management is informed of execution progress and enhance risk management effectiveness

Climate Risk Assessment

Climate Risk Identification

Climate Risk Control

Climate Change Risk Management Process

Climate Change Metrics and Targets

G.TECH has set GHG emission reduction targets and continuously monitors progress and implementation pathways to ensure their feasibility. On March 7, 2024, the Company's carbon reduction targets were verified and certified by the Science Based Targets initiative (SBTi). Additionally, over the past three years, the Company's GHG inventory has successfully passed verification under ISO 14064-1:2018 standards.

APPROVED
NET-ZERO SCIENCE-BASED TARGETS

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

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

The official net-zero science-based target language:

Overall Net-Zero Target: G.Tech Technology Ltd. commits to reach net-zero greenhouse gas emissions across the value chain by 2050.
Near-Term Targets: G.Tech Technology Ltd. commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. G.Tech Technology Ltd. also commits to increase active sourcing of renewable electricity from 0% in 2021 to 100% by 2030 year. G.Tech Technology Ltd. further commits to reduce absolute scope 3 GHG emissions from purchased goods and services 42% within the same timeframe.
Long-Term Targets: G.Tech Technology Ltd. commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2021 base year.
G.Tech Technology Ltd. also commits to reduce absolute scope 3 GHG emissions from purchased goods and services and use of sold products 90% within the same timeframe.

DATE OF APPROVAL
7 March 2024

APPROVED
NEAR-TERM SCIENCE-BASED TARGETS

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

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

The official near-term science-based target language:

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

DATE OF APPROVAL
7 March 2024

On March 7, 2024, the Company's carbon reduction targets were verified and certified by the Science Based Targets initiative (SBTi).

Science-Based Carbon Targets Verified by SBTi

Overall Net-Zero Target
G.TECH is committed to achieving net-zero GHG emissions across its entire value chain by 2050.

Near-Term Targets (by 2030)
①G.TECH commits to a 42% reduction in Scope 1 and Scope 2 GHG emissions by 2030 against a 2021 baseline.

②G.TECH commits to increasing the procurement of renewable electricity (such as solar, wind, and hydropower), targeting 100% renewable electricity by 2030, up from 0% in 2021.

③G.TECH commits to a 42% absolute reduction in Scope 3 GHG emissions (from purchased goods and services) by 2030 against a 2021 baseline.

Long-Term Targets (by 2050)
① G.TECH commits to achieving a 90% absolute reduction in Scope 1 and Scope 2 GHG emissions by 2050 against a 2021 baseline.

②G.TECH commits to a 90% absolute reduction in Scope 3 GHG emissions from purchased goods and services by 2050 against a 2021 baseline.

Achievement
As of the end of 2024, the Company has achieved the following reductions compared to 2021: Scope 1 GHG emissions reduced by 4.54%; Scope 2 GHG emissions reduced by 84.30%; Scope 3 GHG emissions reduced by 39.04%.

• Greenhouse Gas Emissions •

Indicator	Unit	2022	2023	2024
Total Emission of Greenhouse Gases	tCO$_2$e	242,514.94	195,162.76	237,116.18
Direct Greenhouse Gas Emissions (Scope 1)	tCO$_2$e	545.33	507.94	541.11
Indirect GHG Emissions (Scope 2)	tCO$_2$e	6,442.77	4,601.37	1,164.15
Other Indirect GHG Emissions (Scope 3)	tCO$_2$e	235,526.85	190,053.45	235,410.92
Greenhouse Gas Emission Intensity	tCO$_2$e /10,000 yuan	2.57	2.20	1.79
Greenhouse Gas Emission Reduction	tCO$_2$e	952.47	1,143.28	1,122.76

Data Explanation:

Scope 1: Direct emissions from GHG sources owned or controlled by G.TECH.

Scope 2: Indirect GHG emissions from purchased electricity by G.TECH. The indirect GHG emissions in 2022, off set by purchased renewable energy certificates, was 4,954.85 tCO$_2$e. The data of 2023 and 2024 were indirect GHG emissions off set by purchased renewable energy certificates.

Scope 3: Other indirect GHG emissions occurring across G.TECH's value chain, including: purchased goods and services; fuel- and energy-related activities; upstream transportation and distribution; waste generated in operations; business travel; and employee commuting. In the future, additional relevant Scope 3 emission sources will be gradually included on the premise of ensuring the data reliability and completeness.

GHG Accounting Standards:

ISO 14064-1:2018 Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of emissions and removals

The reduction in greenhouse gas emissions originates from the emission reductions achieved by the photovoltaic power generation component. The calculation method for emission reductions follows *China's 2024 Annual Development Report on the Power Industry*.

To achieve its carbon neutrality goal, the Company has implemented a series of measures, including enhancing energy efficiency, optimizing the energy mix, and expanding the use of clean energy. Additionally, the Company collaborates with suppliers to strengthen carbon management across the supply chain. This initiative not only facilitates the low-carbon transition of the entire supply chain but also demonstrates our commitment to sustainable development. During the reporting period, the Company conducted carbon reduction training for 24 suppliers, with 37.50% of them achieving ISO 14064-1:2018 certification. Through process improvements, energy-efficient equipment upgrades, and photovoltaic (solar) power generation, suppliers collectively reduced carbon emissions by 864.97 tCO$_2$e over the year.

• Carbon Neutrality Roadmap •

Improve energy efficiency	Upgrade energy-saving technology and phase out high-energy-consuming equipment Strengthen on-site energy management
Optimize energy structure	Install rooftop photovoltaic systems Purchase low-carbon electricity, such as wind, solar, hydro, and nuclear power; acquire green certificates Gradually phase out diesel forklifts, fuel-powered vehicles and trucks
Reduce fugitive emissions	Replace carbon dioxide fire extinguishers Adopt low-GWP refrigerants to replace traditional high-pollution refrigerants
Build a low-carbon supply chain	Develop the low-carbon foundational capabilities of the supply chain and conduct training activities Collect carbon data from suppliers Promote energy efficiency improvement projects among suppliers
Promote low-carbon design	Conduct product carbon footprint assessments　Use recycled materials Implement lightweight design　Adopt in-mold labeling (IML) technology
Use renewable energy	Renewable energy adoption is a key pathway for G.TECH to achieve its carbon neutrality goals. Through initiatives such as rooftop solar power installations and green certificate purchases, the Company continues to expand clean energy use and reduce CO$_2$ emissions.

GHG Emission Management

Pathway for GHG Emission Reduction

Green Power

Purchase 6,171 MWh of I-REC (International Renewable Energy Certificate) electricity.

Green Energy

Install solar PV systems on factory rooftops, with an average annual power generation of 1,364,000 kWh.
During the reporting period, total solar power generation reached 1,367,546 kWh.

Green Materials

Prioritize low-carbon footprint materials, such as PCR (Post-Consumer Recycled) plastic and low-carbon aluminum used for product casings; and improve product yield to minimize material waste.

Green Transportation

Source raw materials and supplied finished products locally to reduce transportation emissions; optimize logistics by prioritizing transport modes in the order of waterways – rail – road – air; improve transportation efficiency by optimizing delivery routes, reducing travel distances, and minimizing shipment frequency; adopt centralized and shared delivery methods to cut logistics costs and carbon emissions.

Green Operations

Enhance building energy efficiency, and improve the energy efficiency of HVAC systems, air compressors, and lighting systems.

Carbon Footprint of Product

Actively pursue product carbon footprint certification, and the KG511U wired mechanical keyboard has been verified under ISO 14067:2018 for its carbon footprint. In the future, we will develop targeted emission reduction measures based on the carbon footprint analysis of existing products.

Circular Economy

Reduce usage of raw materials and single-use plastics; enhance product durability and ease of disassembly; improve product recycling systems; and reuse pallets.

Low-Carbon Awareness

Conduct GHG management training to instill a low-carbon mindset among all employees; promote green commuting and eco-friendly office practices.

Product Carbon Footprint Audit Training

Case Study

On August 30, 2024, G.TECH conducted a product carbon footprint audit training session, focusing on carbon footprint calculation and data collection for products. The training aimed to provide a scientific approach to evaluating carbon emissions throughout a product's lifecycle. This training covered the following key aspects: defined the methodologies for calculating product carbon footprints and provided detailed guidelines for data collection; conducted an in-depth introduction to the production processes, performed on-site investigations to identify sources of carbon emissions, and explained the practical steps for data collection; finally, provided data collection templates to department heads, assigned specific tasks and timelines for data gathering, held a Q&A session to clarify doubts and ensure the smooth progress of the upcoming carbon footprint audit.
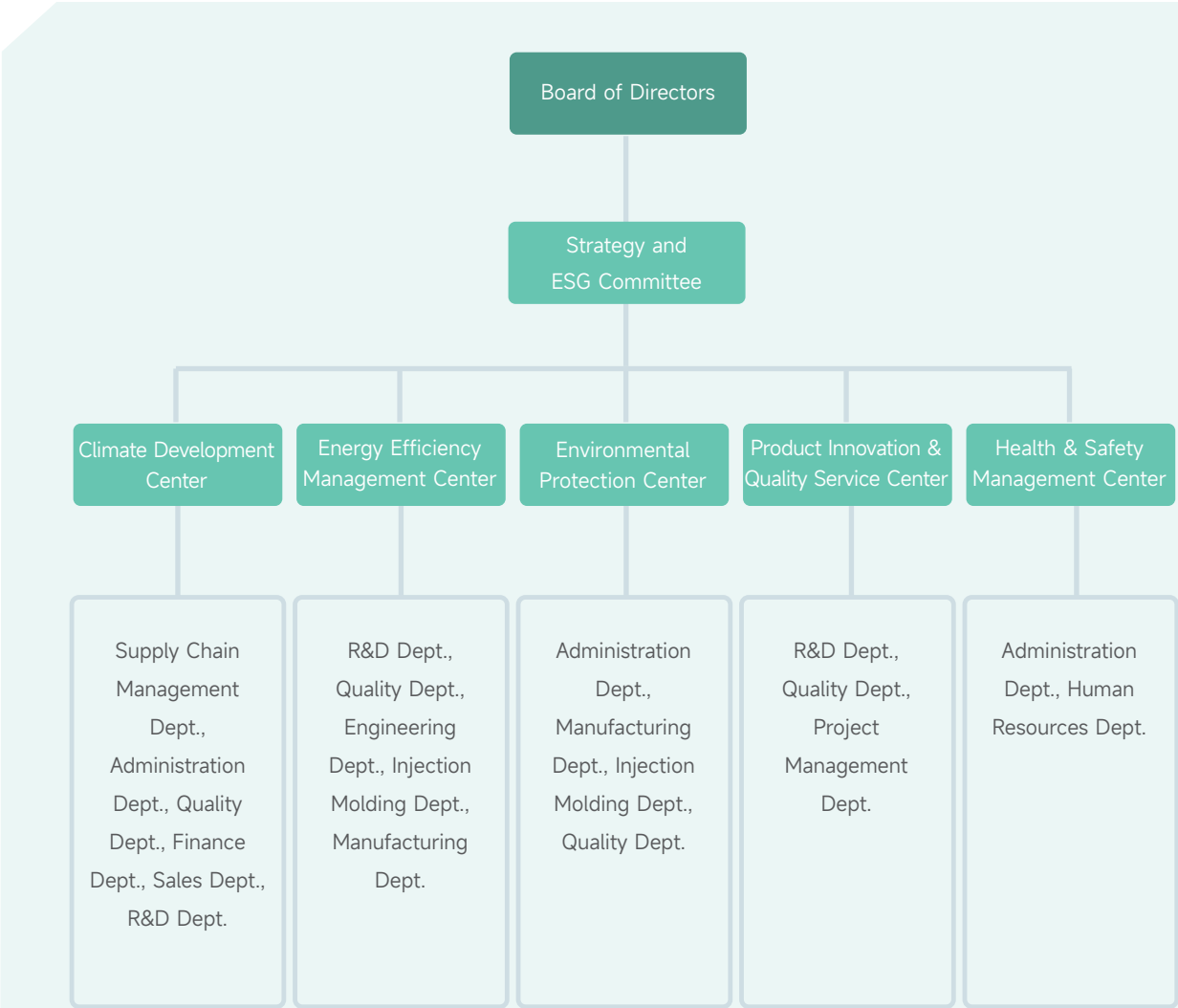

Product Carbon Footprint Audit Training

Environmental Compliance Management

Environmental Management System

G.TECH places great importance on the environmental impact of its production and operations, strictly adhering to the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, and other relevant environmental regulations and industry standards. The Company continuously enhances its environmental management system through frameworks such as the *Management Manual* and the *EHS Operational Control System*. G.TECH has established an environmental management structure led by the Board of Directors, clearly defining environmental management responsibilities and implementing environmental policies along with various energy conservation and emission reduction initiatives. The Company actively conducts environmental protection training to strengthen the effectiveness of its environmental management system. As of the end of the reporting period, both G.TECH and its subsidiary, Lang-Crown Mold, have obtained ISO 14001 Environmental Management System certification. The Company has not been subject to any environmental penalties or corrective action requirements.

ISO 14001 Environmental Management System Certification Certificate

Board of Directors

Strategy and ESG Committee

Climate Development Center	Energy Efficiency Management Center	Environmental Protection Center	Product Innovation & Quality Service Center	Health & Safety Management Center
Supply Chain Management Dept., Administration Dept., Quality Dept., Finance Dept., Sales Dept., R&D Dept.	R&D Dept., Quality Dept., Engineering Dept., Injection Molding Dept., Manufacturing Dept.	Administration Dept., Manufacturing Dept., Injection Molding Dept., Quality Dept.	R&D Dept., Quality Dept., Project Management Dept.	Administration Dept., Human Resources Dept.

G.TECH's Environmental Management Framework

Board of Directors

Oversees the Company's environmental development strategies from a long-term perspective.

Strategy and ESG Committee

Develop and implement environmental protection plans, providing training and planning support;

Monitor and evaluate the Company's environmental performance and report to senior management;

Coordinate environmental protection efforts across departments and provide necessary data and information.

Responsible Departments

Develops and reviews the Company's environmental protection policies and strategies;

Monitors and evaluates the implementation of environmental protection programs;

Sets targets and conducts performance assessments to ensure the Company meets its environmental goals;

Regularly communicates and coordinates with departments to ensure full compliance with environmental regulations and standards.
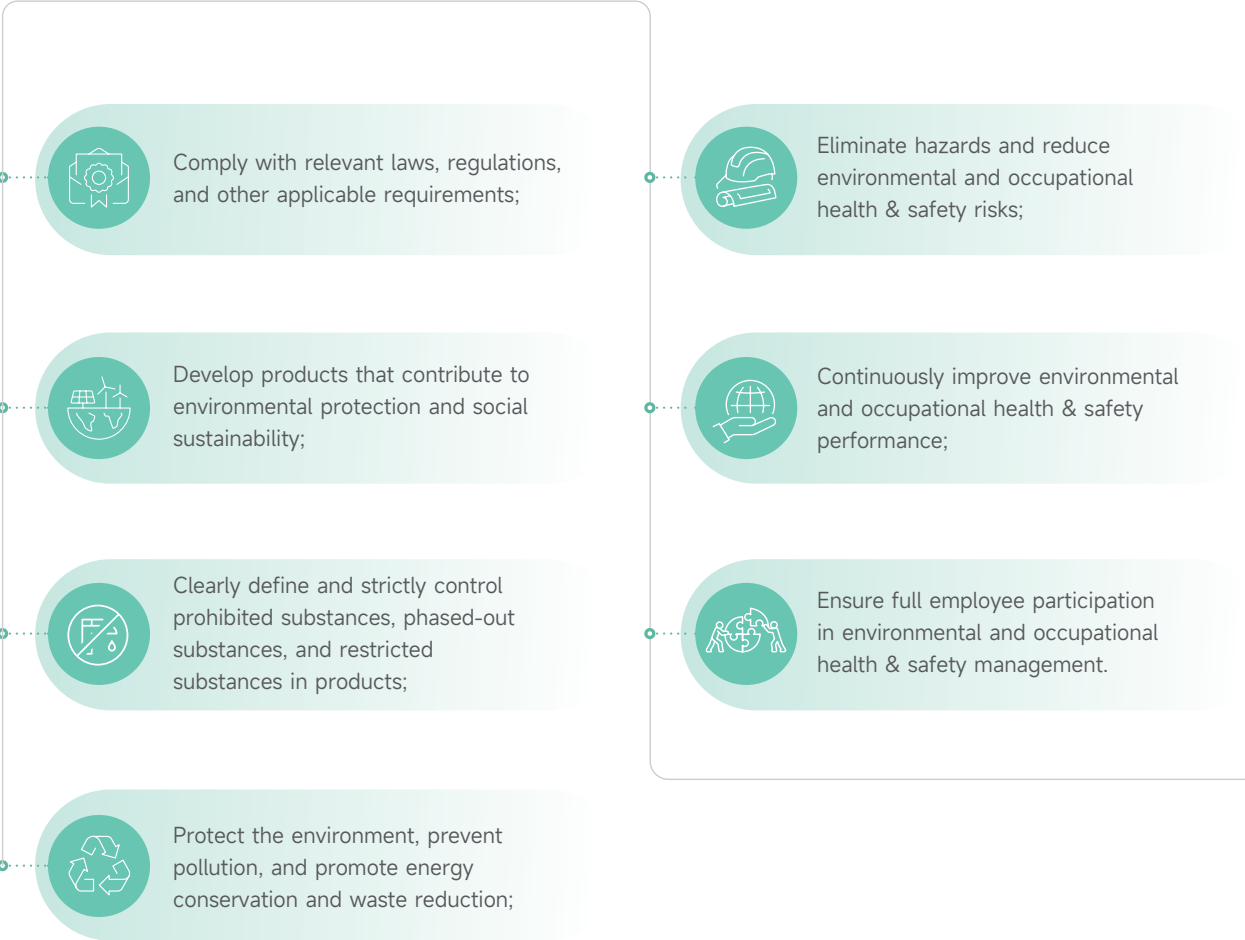
During the Reporting Period

The Company invested RMB **100,100** in environmental protection, conducted one environmental training session, with **1,519** participants and an average training duration of **1.15** hours per person.

Environmental Policy and Objectives

• Environmental and Occupational Health & Safety Policy •

Comply with relevant laws, regulations, and other applicable requirements;

Develop products that contribute to environmental protection and social sustainability;

Clearly define and strictly control prohibited substances, phased-out substances, and restricted substances in products;

Protect the environment, prevent pollution, and promote energy conservation and waste reduction;

Eliminate hazards and reduce environmental and occupational health & safety risks;

Continuously improve environmental and occupational health & safety performance;

Ensure full employee participation in environmental and occupational health & safety management.

Environmental Management Objectives for 2024	Achievement
100% compliance of materials and products with environmental management substance standards	√
100% waste recycling and disposal rate	√
Factory boundary noise meets Class 3 standards of urban environmental noise regulations (65dB during daytime, 55dB at night)	√
Waste gas emissions comply with Guangdong Province's Level II standards for the second time period	√
100% compliance rate for hazardous waste disposal	√

Environmental Risk Control

G.TECH has formulated the *Environmental Risk Management Regulations*, focusing on identifying and managing environmentally high-risk materials. To enhance the Company's environmental risk management capabilities, it has developed the *Emergency Response Plan for G.Tech Technology Ltd.* in accordance with relevant regulations, including the *Interim Measures for the Management of Filing Emergency Response Plan for Environmental Emergencies by Enterprises and Public Institutions* and the *Measures for Administration of Response to Environmental Accidents*. The Company has established an emergency response organization composed of an Emergency Leadership Team and an Emergency Command Center, creating a long-term environmental protection early warning mechanism. This ensures a rapid, orderly, and efficient response to sudden environmental incidents, safeguarding personnel safety while minimizing environmental pollution and protecting the ecosystem.

Emergency Drill for Chemical Leakage in the Industrial Park　　Case Study

On July 18, 2024, to protect the Company's assets and ensure the safety of all employees, G.TECH conducted an emergency drill for chemical leakage and an emergency drill for hazardous waste leakage. These drills aimed to help employees understand emergency response procedures, familiarize themselves with chemical and hazardous waste leakage handling methods, and develop practical skills for managing such incidents. The training also strengthened employees' safety awareness and enhanced their ability to respond effectively to emergency situations.

Emergency Drill for Chemical Leakage

Environmental Monitoring and Impact Assessment

G.TECH strictly adheres to environmental protection requirements and has established an environmental monitoring management plan to regulate potential risks identification and related inspections. The Company is committed to transparency and accountability, actively accepting oversight from regulatory authorities and the public to ensure that its operations do not negatively impact the environment or the community. The responsible departments oversee daily environmental monitoring, while third-party professional monitoring agencies are commissioned to assess the environmental conditions of the facility and issue reports. Monitoring results indicate that the Company's production and operations are in good condition, with no adverse effects on the surrounding environment.

Additionally, the Company has formulated the *Procedure for the Identification and Assessment of Environmental Factors and Hazards* to standardize the identification, assessment, and improvement mechanisms for environmental factors within its scope. This procedure assesses the level of impact and risk severity, identifying significant environmental factors and major hazards to ensure effective control.

Potential Risks Identification Activity Conducted in G.TECH
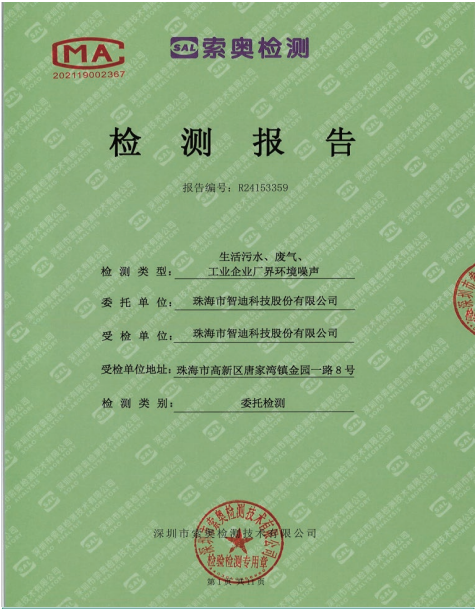
Third-Party Testing Report

Expansion Project for Computer Peripheral Products
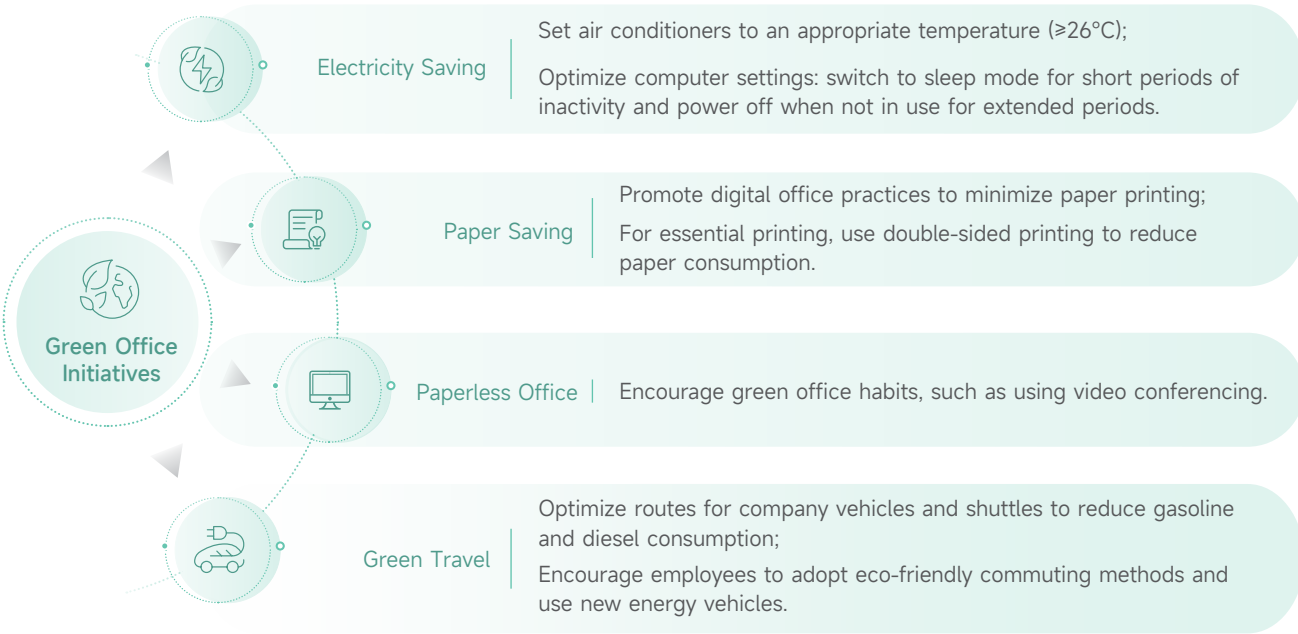
Case Study

The Company strictly adheres to national and local emission standards, including the *Zhuhai "Three Lines and One List" Ecological Environment Control Plan*, the *Guidelines for Environmental Impact Assessment - Atmospheric Environment*, and the *Water Pollutant Discharge Limits*. The company has dedicated collection and storage facilities for household waste, which is centrally collected and processed by sanitation authorities, ensuring daily waste clearance. Wastewater, exhaust emissions, and noise control facilities are kept in proper working condition, with management measures in place to ensure all pollutants are discharged in compliance with regulatory standards. The expansion project can only commence formal operations after passing the environmental completion acceptance inspection.

Approval for Environmental Impact Assessment of the Expansion Project

☍ Green Office

We actively promote green office initiatives by implementing a range of energy-saving and environmentally friendly measures, such as paperless office, optimized energy usage, and enhanced resource recycling efficiency. These efforts not only reduce office carbon emissions but also raise employees' environmental awareness. We are committed to creating a green, healthy, and efficient workplace, taking concrete actions to support sustainable development while contributing to corporate social responsibility and environmental protection.

Green Office Initiatives

Electricity Saving | Set air conditioners to an appropriate temperature (≥26℃);
Optimize computer settings: switch to sleep mode for short periods of inactivity and power off when not in use for extended periods.

Paper Saving | Promote digital office practices to minimize paper printing;
For essential printing, use double-sided printing to reduce paper consumption.

Paperless Office | Encourage green office habits, such as using video conferencing.

Green Travel | Optimize routes for company vehicles and shuttles to reduce gasoline and diesel consumption;
Encourage employees to adopt eco-friendly commuting methods and use new energy vehicles.

Efficient Resource Utilization
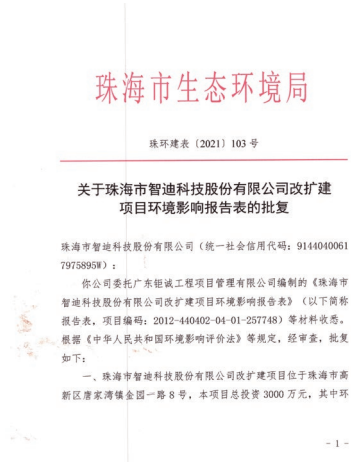
☍ Energy Utilization

G.TECH strictly complies with the *Energy Conservation Law of the People's Republic of China*, the *Industrial Energy Conservation Management Measures*, and other relevant laws and regulations. The Company has formulated policies such as the *Energy and Resource Consumption Management Procedure*, established an energy management framework, and clearly defined departmental responsibilities to continuously improve its energy management system. Additionally, the Company actively implements projects aimed at reducing electricity, water, and material consumption, identifies and tracks improvement initiatives, and provides incentives for project teams that achieve their targets.

The Company is committed to reducing energy consumption in its production and operations while exploring innovative solutions to improve energy efficiency. To achieve this goal, the Company has taken measures such as phasing out outdated, high-energy-consuming equipment and promoting the use of energy-efficient technologies to enhance energy efficiency in production processes. Furthermore, by installing rooftop photovoltaic (PV) systems, directly purchasing green electricity, and taking other effective measures, the Company continues to increase the proportion of clean energy used, optimize its energy structure, and minimize fossil fuel consumption, thereby reducing the environmental impact of its production activities while ensuring both production and economic benefits.
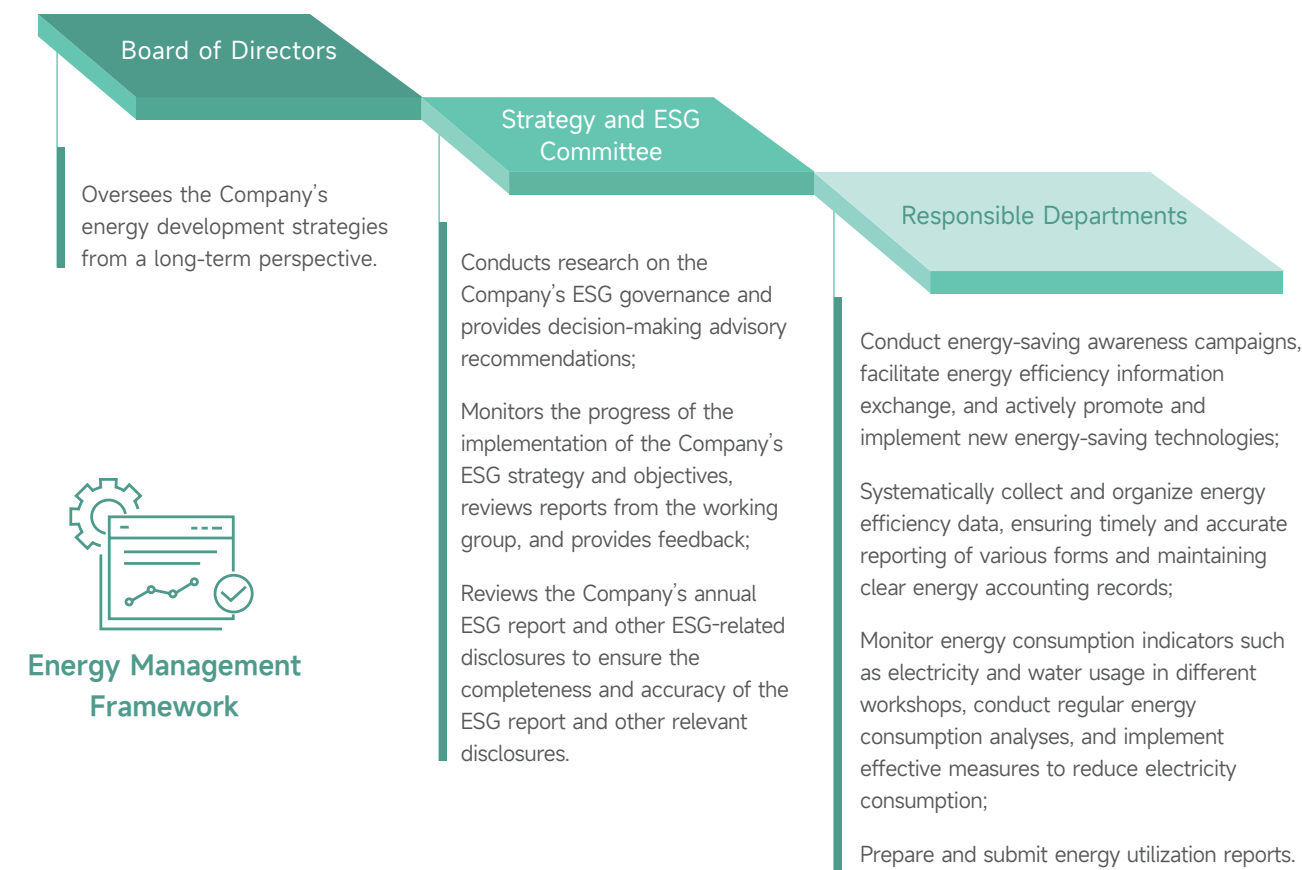
Board of Directors

Oversees the Company's energy development strategies from a long-term perspective.

Strategy and ESG Committee

Conducts research on the Company's ESG governance and provides decision-making advisory recommendations;

Monitors the progress of the implementation of the Company's ESG strategy and objectives, reviews reports from the working group, and provides feedback;

Reviews the Company's annual ESG report and other ESG-related disclosures to ensure the completeness and accuracy of the ESG report and other relevant disclosures.

Responsible Departments

Conduct energy-saving awareness campaigns, facilitate energy efficiency information exchange, and actively promote and implement new energy-saving technologies;

Systematically collect and organize energy efficiency data, ensuring timely and accurate reporting of various forms and maintaining clear energy accounting records;

Monitor energy consumption indicators such as electricity and water usage in different workshops, conduct regular energy consumption analyses, and implement effective measures to reduce electricity consumption;

Prepare and submit energy utilization reports.

Energy Management Framework

• Energy Consumption •

Indicator	Unit	2022	2023	2024
Direct energy consumption	tce	32.92	27.61	26.75
Gasoline	Ton	18.59	17.09	15.68
Diesel	Ton	3.61	1.48	2.39
liquefied petroleum gas	Ton	0.18	0.18	0.11
Indirect energy consumption	tce	1,531.00	1,346.16	1,595.08
Total purchased electricity	10,000kWh	1,129.72	956.08	1,161.11
Photovoltaic Power Capacity	10,000kWh	116.01	139.25	136.75
Total energy consumption	tce	1,563.92	1,373.77	1,621.83
Energy consumption intensity	tce/ RMB 1 million (revenue)	1.65	1.55	1.22

Note: The energy consumption data was calculated by reference to: *China Energy Statistical Yearbook - Appendix 4 - Reference Coefficients for Conversion of Energy to Standard Coal* and *GB/T 2589-2020 General Rules for Calculation of the Comprehensive Energy Consumption.*

Due to changes in the data measurement and calculation methods, retrospective adjustments have been made to the total energy consumption and energy consumption intensity from 2022 to 2023, and the total amount of purchased electricity in 2023.

During the Reporting Period

The Company generated 1,367,546 kWh of photovoltaic power, reducing carbon dioxide emissions by 1,122.76 tCO_2e.

⬲ Water Resource Utilization

G.TECH strictly complies with the *Water Law of the People's Republic of China* and other relevant laws and regulations to implement standardized water management, protect drinking water sources, and promote water conservation. The Company has established the *Social Responsibility Management Manual* and *Water Resource Management Regulations* to regulate water usage, requiring relevant departments to compile and report water consumption data monthly, analyze anomalies, and continuously improve water resource utilization and conservation.

• Water Resource Management •

Category	Management & Measures
Domestic water	The Administration Department should educate employees on the importance of water conservation, fostering awareness to turn off taps promptly and avoid unnecessary water waste; Dishwashing in the cafeteria should minimize running water usage to conserve water; Avoid using tap water for floor cleaning whenever possible; Lawns and green spaces should utilize recycled water whenever possible; The Administration Department should conduct routine inspections and promptly repair or replace leaking faucets.

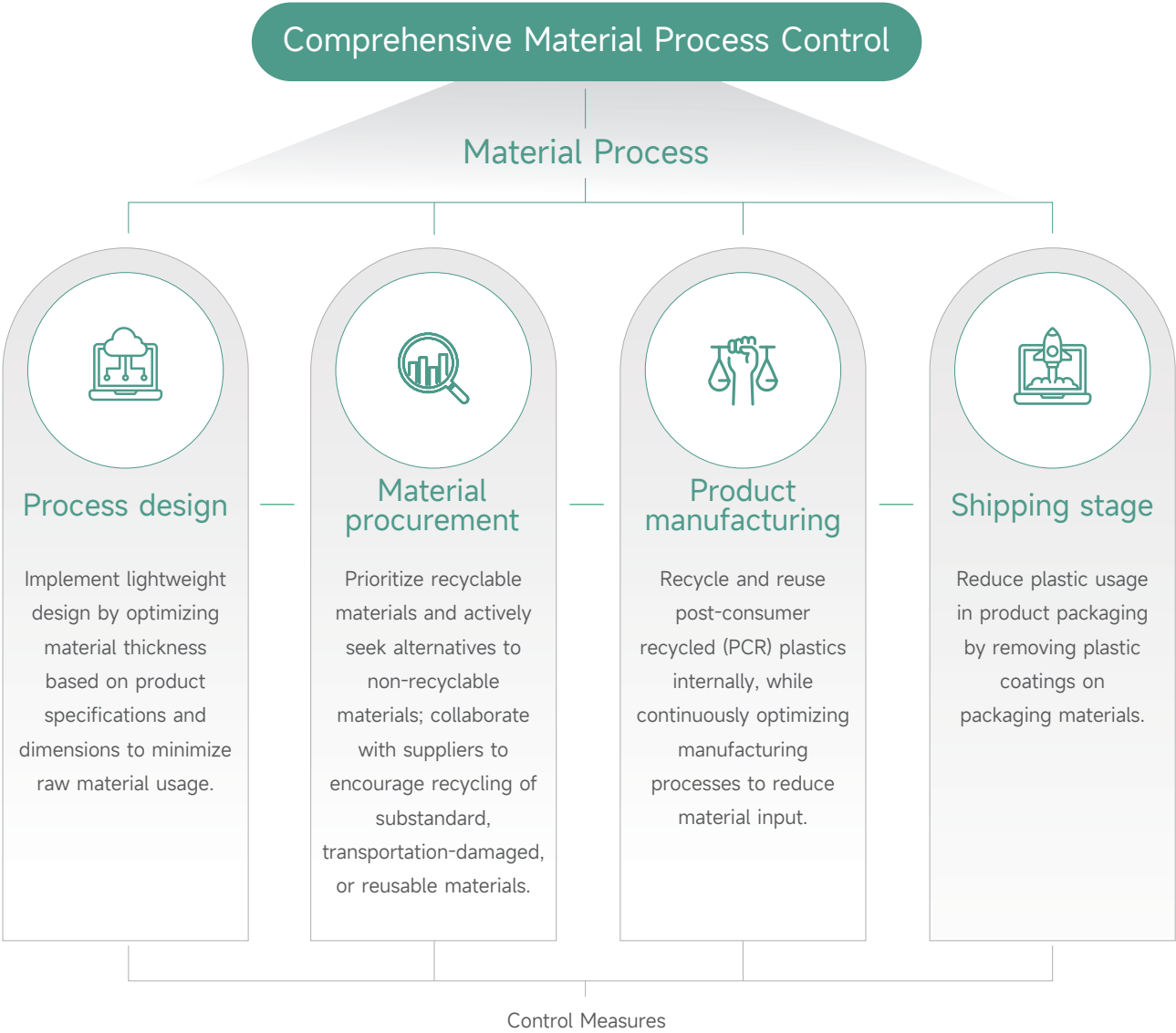| Category	Management & Measures
Water used for construction site	Piping systems for domestic water at construction sites should meet high-quality health and environmental standards; Domestic water used on-site must come from local sources that meet health requirements; Water storage, distribution, and transmission equipment must be properly sealed and should not be directly connected to drainage facilities to prevent back-siphoning; The Administration Department should ensure the protection, regular cleaning, and disinfection of company-owned water storage facilities to prevent contamination; Domestic and production water supply networks should be separately arranged to improve management; It is strictly prohibited to mix rainwater with tap water or use fire-fighting water storage for domestic or production purposes.
Drinking water	The Administration Department should regularly replace filters for direct drinking water in production workshops to ensure compliance with drinking water standards; Drinking water should be tested annually by a third-party testing company, and a test report should be issued; If the test report meets drinking water standards, usage may continue; otherwise, consumption should be immediately halted, and corrective actions should be taken with the drinking water supplier; The Administration Department should arrange monthly inspections and cleanings of bottled water dispensers in office areas to meet health standards; Each dormitory is equipped with an electric kettle for boiling water.

During the Reporting Period

The Company's total water consumption was **140,372.27** tons.

Standardized Material Management

G.TECH incorporates the "zero waste" concept into product design and process technology, striving to minimize material consumption during production. The Company has established internal regulations such as the *Material Control Management Standards*, *Component Approval Procedures*, and *Raw Material Inventory Management Standards* to strengthen material system management and process support. It is committed to achieving standardized, efficient, and green material management, providing strong support for the Company's development and contributing to the sustainable development of the industry.

G.TECH adheres to the principles of resource conservation and environmental protection, implementing the 4R principle (Reduce, Reuse, Recycle, and Replace) to minimize material usage throughout the entire process.

Comprehensive Material Process Control

Material Process

Process design	Material procurement	Product manufacturing	Shipping stage
Implement lightweight design by optimizing material thickness based on product specifications and dimensions to minimize raw material usage.	Prioritize recyclable materials and actively seek alternatives to non-recyclable materials; collaborate with suppliers to encourage recycling of substandard, transportation-damaged, or reusable materials.	Recycle and reuse post-consumer recycled (PCR) plastics internally, while continuously optimizing manufacturing processes to reduce material input.	Reduce plastic usage in product packaging by removing plastic coatings on packaging materials.

Control Measures

G.TECH integrates environmental considerations into the selection of packaging materials, prioritizing single-material, recyclable, reusable, and biodegradable packaging materials. While ensuring adequate product protection, the Company continuously innovates to reduce plastic use in packaging, exploring lightweight, recyclable, biodegradable, and sustainable packaging solutions.

During the Reporting Period

The Company reduced **23.61** tons of packaging material through lightweight and minimized packaging designs; eliminated PE bags from color box packaging, involving **13,146,476** shipped products annually. reduced total material weight by **12.52** tons, leading to a **37.06**-ton reduction in CO_2e emissions.

Pollution Prevention and Control

G.TECH upholds strict compliance with environmental regulations, adhering to national and local environmental laws and standards. The Company has established systematic policies, including the *EHS Operation Control Procedures, Waste Management Standards, Hazardous Substances Management Standards*, and *Stormwater Discharge Management Standards*, to regulate emissions, noise control, and hazardous waste disposal. By implementing these measures, G.TECH continuously enhances resource utilization, ensures emissions meet or exceed legal standards, and minimizes environmental impact.

Wastewater Management

The Company's facilities implement a separate drainage system for rainwater and wastewater. Wastewater primarily consists of domestic sewage and kitchen wastewater, with no industrial wastewater generated. Domestic and restroom sewage undergo primary treatment before being discharged into the municipal sewage system for centralized treatment. The treated water quality is tested annually. In 2024, the treated wastewater of G.TECH met all discharge standards for color, suspended solids, pH value, ammonia nitrogen, five-day biochemical oxygen demand, total phosphorus, and other indicators as specified in the *Water Pollutant Discharge Limits* (DB 44/26-2001).

● Wastewater Management Measures ●

Domestic wastewater

Domestic and restroom wastewater undergo primary treatment before discharge into the municipal sewage pipeline for centralized treatment;

Kitchen wastewater undergoes three-stage treatment before entering the municipal sewage system;

Primary treatment facilities are cleaned regularly, ensuring no wastewater enters the stormwater drainage system. Third-party testing is conducted annually;

Discharge must comply with Guangdong Province's Level III standards for the second time period as specified in the *Water Pollutant Discharge Limits* (DB 44/26-2001).

Stormwater discharge

No items (such as material barrels, scrap containers, or empty drums) are allowed within 1 meter of stormwater discharge outlets;

No equipment repairs are allowed within 2 meters of stormwater outlets; no oil or grease flows into the rainwater drain when repairing equipment beyond the 2-meter range; additionally, equipment washing is prohibited beside the rainwater drain;

Car washing is prohibited near stormwater outlets to prevent contaminated runoff;

Mop washing near stormwater drains is not allowed; mop washing sinks must be connected to the sewage system. Debris and wastewater must not be dumped into storm drains.

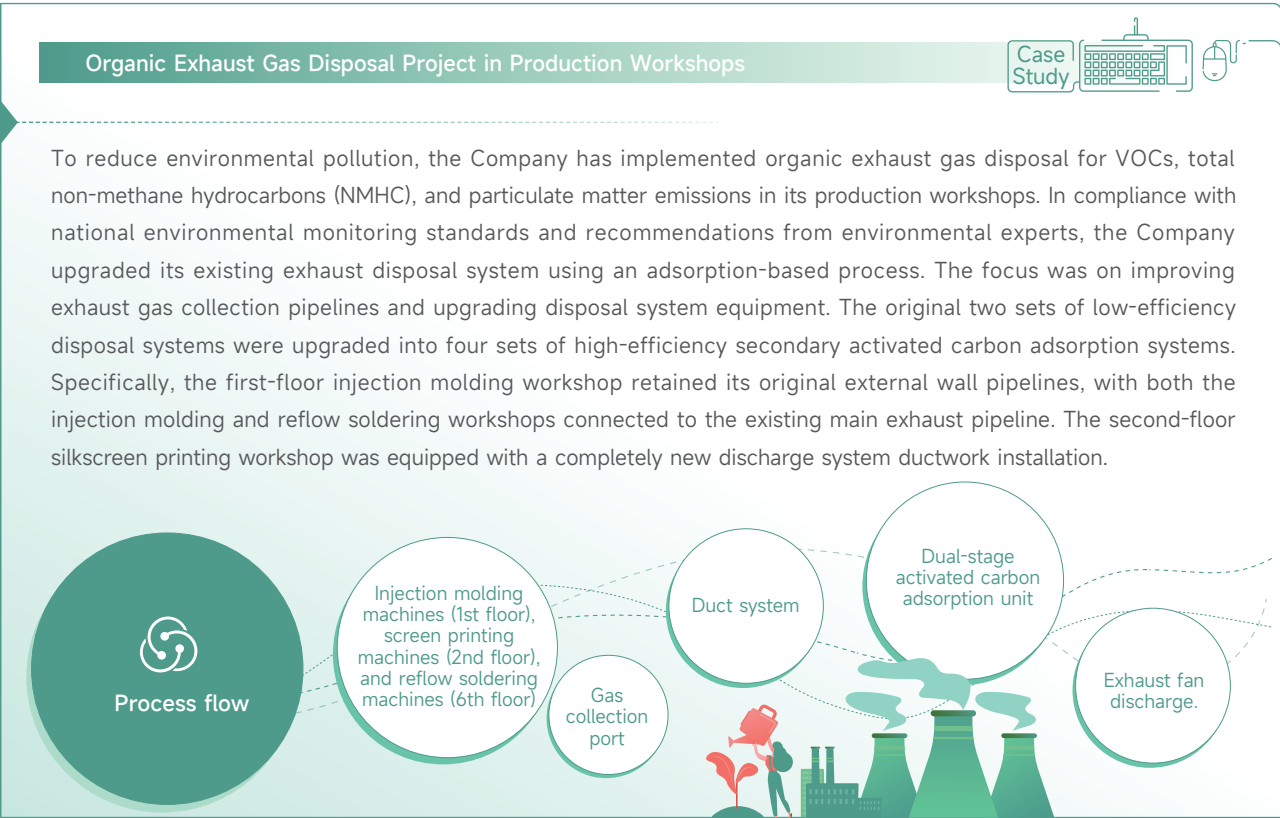| Indicator	Unit	Discharge Volume in 2024
Wastewater discharges	Ton	39,011
Chemical oxygen demand (COD)	Ton	14,160.99
Total phosphorus (P)	Ton	567.21
Ammonia nitrogen (NH3-N)	Ton	3,235.96
Suspended solids	Ton	1,814.01
Animal and plant oils	Ton	111.96
Five-day biochemical oxygen demand (BOD5)	Ton	5,890.66
Chemical oxygen demand (COD)	Ton	14,160.99
PH	-	7.5

Waste Gas Management

The Company's waste gas emissions primarily originate from workshop welding, screen printing, injection molding processes, vehicle exhaust, and kitchen fumes, with key pollutants including total VOCs (volatile organic compounds), lead, and tin. PCBA welding exhaust, screen printing emissions, and kitchen fumes are collected via sealed pipelines. The exhaust gases are collected separately and treated through dedicated disposal equipment before discharge. All equipment discharge outlets undergo annual inspections by accredited third-party testing organizations to ensure full compliance with national environmental regulations and emission standards. Vehicle exhaust emissions are minimized through regular vehicle maintenance and annual inspections to ensure compliance with emission standards. During the reporting period, the Company commissioned a third-party agency to conduct on-site testing of waste gas emissions. The results confirmed that all emissions met the requirements of the *Air Pollutant Emission Limits* and the *Catering Industry Cooking Fume Emission Standards*.

In 2024, the Company upgraded its gas emission disposal facilities, replacing the low-efficiency UV photolysis + activated carbon adsorption system with an enhanced dual-stage activated carbon adsorption disposal system. This upgrade significantly improved disposal efficiency and reduced emission concentrations: overall exhaust gas disposal efficiency increased from 76% to over 85%; VOCs concentration in the insertion workshop decreased from 0.80 mg/m³ to 0.47 mg/m³; VOCs concentration in the injection molding and screen printing workshop decreased from 1.65 mg/m³ to 0.73 mg/m³.

During the Reporting Period

The Company's emissions amounted to **0.31** tons of exhaust gases and **0.04** tons of volatile organic compounds (VOC).

Organic Exhaust Gas Disposal Project in Production Workshops　　Case Study

To reduce environmental pollution, the Company has implemented organic exhaust gas disposal for VOCs, total non-methane hydrocarbons (NMHC), and particulate matter emissions in its production workshops. In compliance with national environmental monitoring standards and recommendations from environmental experts, the Company upgraded its existing exhaust disposal system using an adsorption-based process. The focus was on improving exhaust gas collection pipelines and upgrading disposal system equipment. The original two sets of low-efficiency disposal systems were upgraded into four sets of high-efficiency secondary activated carbon adsorption systems. Specifically, the first-floor injection molding workshop retained its original external wall pipelines, with both the injection molding and reflow soldering workshops connected to the existing main exhaust pipeline. The second-floor silkscreen printing workshop was equipped with a completely new discharge system ductwork installation.

Process flow → Injection molding machines (1st floor), screen printing machines (2nd floor), and reflow soldering machines (6th floor) → Gas collection port → Duct system → Dual-stage activated carbon adsorption unit → Exhaust fan discharge.

Waste Management

The Company complies with the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes, GB34330-2017 Identification Standards for Solid Wastes: General Rules,* and the *National Catalogue of Hazardous Wastes*, among other laws, regulations, and standards. To ensure proper waste management, the Company has established internal policies such as the Waste Management Standards and the EHS Operation Control Procedures, which define the classification, collection, storage, and disposal methods of waste. These measures aim to reduce, neutralize, and recycle all types of solid waste.

The Company's waste is categorized into hazardous waste and general waste and is managed based on the principles of reduction, harmless disposal, and resource utilization. Hazardous waste is collected and transported by designated personnel to the Company's hazardous waste storage facility, where it is safely stored until it is periodically removed by licensed third-party disposal units. General industrial waste and household waste are collected and sorted by designated personnel before being placed in waste collection areas, and these are then removed daily by municipal waste management units and resource recycling organizations.

Waste Management		
Collection/Storage		Three types of waste bins or containers are set up within the facility, labeled "Recyclable", "Non-Recyclable", and "Hazardous Waste" for proper waste classification and disposal; Each department is responsible for sorting and disposing of its waste accordingly; Household waste is collected by classification and temporarily sorted as per government regulations and is removed daily by municipal sanitation authorities; Food waste from the cafeteria is collected in designated containers and collected by a licensed disposal company for centralized processing.
Disposal	Recyclable waste	The Administration Department sets up a designated storage area or warehouse for recyclable waste. Each department must sorts, classifies, and transfer recyclable materials generated during production to the above storage area; After centralized collection, the waste is handed over to qualified recycling centers for processing; Each department is encouraged to practice waste reduction and maximize the reuse of recyclable waste.
	Non-recyclable waste	Collected and handled by municipal sanitation authorities.
	Hazardous waste	The Administration Department sets up a hazardous waste storage facility in compliance with relevant regulations, serving as a centralized collection point for hazardous waste transferred from various departments. Each department classifies hazardous waste based on its properties, store it in designated areas or containers, and properly label it before transferring it to the hazardous waste storage facility. Outdoor storage of hazardous waste and its packaging is strictly prohibited. Hazardous waste is only transferred to licensed third-party disposal agencies after completing hazardous waste information registration with the environmental authorities and generating a Hazardous Waste Transfer Form.

Indicator	Unit	Discharge Volume in 2024
Quantity of general waste generated	Ton	501.28
General waste production intensity	Ton/RMB 1 million (revenue)	0.38
Quantity of general waste disposed of	Ton	501.28
Domestic waste	Ton	146.50
Quantity of hazardous waste generated	Ton	35.99
Quantity of hazardous waste disposed of	Ton	35.99
Waste disposal compliance rate	%	100
Waste oil (HW08)	Ton	0.20
Waste oil drums (HW08)	Ton	0.29
Waste lead-acid batteries (HW49)	Ton	0.45

Hazardous Waste Safety Management Training

Case Study

On July 19, 2024, to enhance employees' awareness and management capabilities regarding hazardous waste, the Company conducted a Hazardous Waste Safety Training session for workshop personnel. The training covered topics such as: concepts and types of hazardous waste; type of hazardous waste generated by the Company; disposal methods for hazardous waste; emergency response to hazardous waste safety incidents. This initiative aimed to strengthen employees' environmental awareness and self-protection consciousness while improving the Company's overall waste management efficiency.

Hazardous Waste Safety Management Training Session in Progress

Noise Control

The primary sources of noise at G.TECH include operational noise from production equipment and other related sources. The Company annually engages third-party inspection agencies to conduct regular equipment noise testing, inspections, maintenance, and upkeep. Workshop noise levels are strictly controlled in accordance with *Occupational Exposure Limits for Hazardous Agents in the Workplace - Part 2: Physical Factors*, ensuring that noise levels remain below 85 dB(A). Additionally, the Engineering Department has developed an equipment maintenance plan, conducting periodic maintenance tasks such as: regular lubrication and rust prevention, and replacement of worn-out parts. Any machinery generating excessive noise must be promptly repaired or decommissioned to ensure compliance with standard noise limits. For workshops or areas with significant noise emissions, the Company implements noise isolation measures, such as constructing soundproof rooms or installing noise reduction devices. Furthermore, employees must wear earplugs when entering high-noise environments.

Green Product Management

To ensure products meet green standards and that all manufactured products qualify as green products, G.TECH has formulated the *SOP for Green Product Design* and the *Green Product Management Procedures*. These guidelines integrate green concepts into the entire product lifecycle, enabling the production of environmentally compliant products that have minimal or no harm to the ecosystem, maximize resource efficiency, and minimize energy consumption.

• Green Product Design and Management •

Material and Management

Use low-energy consumption, non-polluting, recyclable, reusable, and biodegradable materials;

Minimize material/component usage and reduce waste generation;

Minimize the use of hazardous substances to meet environmental standards;

Select raw materials that reduce energy consumption, are non-toxic, and facilitate easy disassembly and recycling.

Disassembly-Friendly Design

Design products for ease of manufacturing, assembly, packaging, and disassembly;

Ensure products can be easily recycled and reused upon disposal (products with built-in lithium batteries should comply with the EU's new battery directive, meeting the environmental standards of being detachable and replaceable);

Follow green assembly and disassembly design principles.

Recyclable Design

Consider product recycling at the initial design stage to maximize the reuse of components and materials while minimizing environmental pollution;

Clearly label recyclable materials and indicate recycling markings;

Plan for product disposal and recycling in the early design phase to minimize waste generation;

Conduct economic evaluations of recyclability to determine the most effective approach.

Cost Analysis

Assess product recyclability and reusability while analyzing the costs of pollutant substitution, disassembly, reuse, and specific environmental costs associated with special products;

Perform green product cost analysis to design environmentally efficient green products at the lowest overall cost.

Database Management

Establish a green design database to support the design of green products;

Manage all data related to the product lifecycle, including environmental and economic factors.

Biodiversity Protection

G.TECH places great importance on environmental and natural resource protection, strictly adhering to the *Environmental Protection Law of the People's Republic of China*, the *Opinions on Further Strengthening the Protection of Biodiversity*, and other relevant laws, regulations, and policy requirements. The Company identifies, evaluates, and effectively manages environmental factors to mitigate ecological impacts. When developing new projects or expanding existing facilities, the Company conducts environmental impact assessment (EIA) in strict accordance with local environmental regulations to ensure that its projects are not located in drinking water source protection areas, ecological conservation red-line zones, or ecologically controlled areas. These measures aim to minimize negative impacts on the environment and natural resources while safeguarding biodiversity in the regions where the Company operates.

03

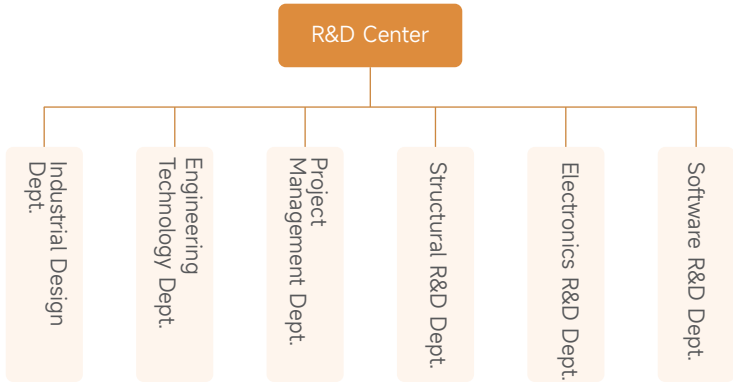## R&D Innovation and
Quality Assurance
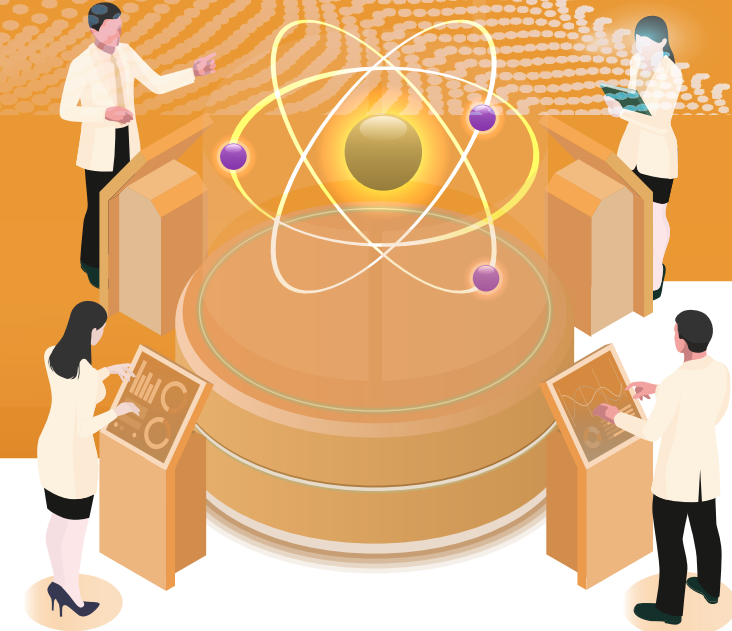
Technology-driven Innovation

Innovation Management System

G.TECH firmly believes that technological innovation is the primary driver of productivity. The Company has established regulations such as the *New Product Development Procedures*, the *Green Product Management Procedures*, and the *SOP for Green Product Design* to standardize its innovation management processes. It has built a flexible and efficient R&D system centered around its R&D Center, enabling multidisciplinary collaboration and integrated innovation to create a large-scale collaborative innovation platform.

The R&D Center consists of specialized departments, including Industrial Design, Engineering Technology, Project Management, Structural R&D, Electronics R&D, and Software R&D, each focusing on different research technologies and application fields. The Company has a well-structured R&D team with clear divisions of labor. Leveraging its in-house R&D laboratories, equipped with advanced software and hardware such as curve analyzers, Keysight control software, and RF analyzers, the Company conducts professional research to refine product manufacturing processes, optimize technical approaches, and maintain its leading position in industry innovation.

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                    R&D Center
    ┌─────┬─────┬─────┬─────┬─────┬─────┐
Industrial  Engineering  Project  Structural  Electronics  Software
Design     Technology   Management  R&D Dept.   R&D Dept.   R&D Dept.
Dept.      Dept.        Dept.
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Innovation Management Structure of G.TECH

With a customer-centric approach, the Company delves deeply into product parameters, specifications, and performance challenges based on customer requirements. It assesses process feasibility, develops solutions, continuously optimizes validation processes, and ultimately delivers production plans that meet customer needs.

Based on a customer-oriented R&D model, the Company integrates its strategic planning and expertise to assess market demands and technological advancements while conducting forward-looking research. By gathering industry data, attending exhibitions, engaging with industry peers, and participating in cutting-edge training on topics such as technology ethics, the Company keenly identifies new development paths. It boldly invests in innovation, encouraging the R&D team to explore new technological processes and strive for excellence.

During the Reporting Period

The Company's R&D investment totaled RMB **58.70** million yuan, accounting for **4.43**% of its main business revenue; the Company had **213** R&D personnel, representing **8**% of the total workforce.

International Safety Standards Update Seminar on July 12, 2024

Material Composition and RoHS 2.0 Training on April 30, 2024

R&D Innovation Measures and Goals

G.TECH places great emphasis on R&D innovation and has implemented effective measures to foster the development of innovative teams. The Company has established the *New Product Development Incentive Regulation* and offers project-based bonuses. These bonuses are awarded based on indicators such as customer satisfaction, stability, and project timelines, encouraging the R&D team to actively pursue innovation. To enhance its R&D management capabilities, the Company has also formulated the *Risk and Opportunity Identification and Evaluation Procedure*. This process helps identify risks and opportunities in R&D activities, creating a comprehensive risk-opportunity list to ensure compliance, legality, and risk control throughout the R&D process. During the reporting period, G.TECH identified 12 R&D innovation risk issues, all of which were addressed with appropriate corrective measures. Additionally, the Company formulated KPIs for R&D projects in 2024, clarified the work objectives of the R&D team, enhanced work efficiency, strengthened healthy competition, and continued to promote the work progress of the innovation model combining customer-oriented and forward-looking R&D.

G.TECH strictly adheres to scientific ethics, maintains strong investment in research, and promotes the development of technological innovation platforms. The Company's technical expertise and product development capabilities have been widely recognized, earning and successfully maintaining certifications such as: Provincial Enterprise Technology Center (Guangdong Province), Provincial Engineering Technology Center (Guangdong Province), and National High-Tech Enterprise Certification.

Intellectual Property Protection

G.TECH strictly complies with the *Patent Law of the People's Republic of China* and the *Copyright Law of the People's Republic of China*, and has established internal regulations such as the *Intellectual Property Management Procedure, Knowledge Management Procedure,* and *New Product Confidentiality Management Standard*. These policies define the Company's intellectual property management system and operational procedures, as well as its intellectual property protection measures to ensure that the Company protects its own intellectual property while avoiding infringement on others' rights. During the reporting period, the Company recorded zero incidents of patent infringement or intellectual property violations.

G.TECH has built an efficient intellectual property management system, achieving strong results through cross-departmental collaboration. The Legal Department formulates intellectual property management regulations in compliance with legal standards, provides guidance for company-wide management, coordinates interdepartmental affairs, and oversees the retrieval and management of intellectual property. These efforts enhance regulatory compliance and operational effectiveness. Additionally, the Company strictly defines departmental and employee responsibilities to raise awareness of intellectual property protection, ensuring the Company maximizes its IP assets and strengthens its competitive edge.

Intellectual Property Protection Measures
● Clearly define IP responsibilities for the Legal Department and R&D personnel before development to ensure confidentiality;
● Establish a review system to verify that R&D activities and results do not infringe on the Company's or third-party intellectual property;
● Implement encrypted management of technical documentation after R&D projects are completed;
● Clarify ownership of technological results in commissioned or joint development through legally binding contracts;
● Introduce an IP incentive mechanism to reward employees who make significant contributions to intellectual property protection and the commercialization of technological achievements.

Indicator	Number of patents in 2024
Cumulative number of authorized patents	244
Including: Cumulative number of authorized invention patents	37
Cumulative number of authorized utility model patents	201
Cumulative number of granted design patents	6

Indicator	Number of patents in 2024
Cumulative number of software copyrights	121
Cumulative number of trademarks	30
Invention patent applications during the reporting period	6
Authorized invention patents during the reporting period	10

Case Study

On-boarding Training on Intellectual Property

In November 2024, G.TECH conducted an intellectual property training session to educate new employees on intellectual property-related knowledge. Through an introduction to the Company's existing patents, relevant national laws, and internal regulations, the training aimed to enhance employees' awareness of intellectual property protection and ensure compliance with company policies.

On-boarding Training on Intellectual Property

Digitalization

To enhance automation and intelligence in production and operations, simplify workflows, and improve efficiency and productivity, G.TECH has established a cloud-based mold computing database. This system facilitates data sharing and collaborative design, optimizes cost management and control, shortens molding cycles, reduces raw material consumption, and ensures product quality and stability.

G.TECH actively implements the "Industry 4.0" smart manufacturing strategy and has independently developed an intelligent mold manufacturing system. This system integrates SAP, MES, and PDM, enabling seamless collaboration between information systems and customized hardware. By leveraging automation technology, the system dynamically adjusts production rhythms, improves resource utilization, reduces energy consumption, and ensures stable production. In design, the intelligent mold manufacturing system incorporates cutting-edge technologies, utilizing complex algorithms and large-scale data analysis to significantly enhance smart design capabilities. In manufacturing, it integrates automated production processes with intelligent scheduling, enabling efficient production line operations and coordinated equipment functionality. Some molds have even achieved unmanned manufacturing, greatly reducing development cycles. The system also records detailed production data, enabling quality traceability and control. Upon completion, finished products undergo high-precision testing using a coordinate measuring machine (CMM) to ensure mold accuracy and consistency, strictly controlling mold quality and minimizing human interference.



Automated keycap assembly

CNC machining center

Lang-Crown Mold's automated workshop

Lang-Crown Mold's automated inspection

In operations management, to achieve digitalized and refined management, the Company has integrated the SAP system into daily operations, streamlining business and financial workflows. It has also implemented PLM, MES, OA, and HR systems, covering the entire product development, design, and production process. This has enabled the establishment of digitalized workshops and a paperless office environment, enhancing management, service, and operational capabilities, helping the Company maintain a competitive edge in the market.

SAP System

By integrating OA, PLM, and other systems, SAP provides efficient business process management, supporting the Company's digital transformation and intelligent upgrades. It enhances production efficiency, cost control, and supply chain collaboration, strengthens market competitiveness, and promotes sustainable development.
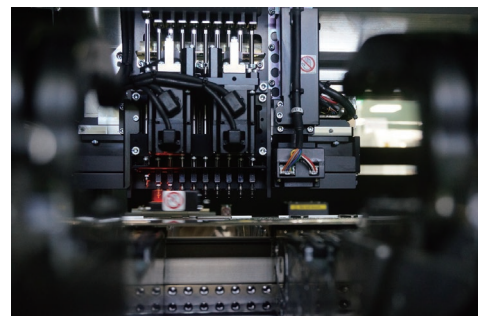
PLM System

The Product Lifecycle Management (PLM) system integrates and manages various product lifecycle data, improving operational efficiency, reducing risks, and providing strong decision-making support for the Company.

MES System

The Manufacturing Execution System (MES) is designed for real-time production process management in manufacturing workshops. By enabling real-time monitoring, data collection, analysis, and optimization, MES provides comprehensive production process management and decision-making support, helping the Company enhance production efficiency, reduce costs, and strengthen market competitiveness.

Product Quality Assurance

G.TECH strictly complies with the *Product Quality Law of the People's Republic of China*, the *Standardization Law of the People's Republic of China*, and relevant industry regulations and standards. The Company always prioritizes product quality and safety, striving to establish and implement a rigorous and comprehensive quality management system, and is committed to providing high-quality products to customers.

Product Quality Management

The Company upholds the quality policy of "Inspiring the People with Intelligence for a Brighter Future" and the quality philosophy of "Excellent products are made by excellent people." Guided by procedural documents such as the *Management Manual*, the Company has established a quality management organizational structure with clearly defined departmental responsibilities. Through a standardized quality management system, the Company continuously enhances product quality, ensuring that every stage - from raw material procurement to production and manufacturing - meets the highest standards. Our products have obtained international certifications, including cTUVus (North America), IEC 62368 and CB (International), WHQL (Microsoft), FCC (USA), TUV Mark (Europe), and BSMI (Taiwan), significantly advancing the globalization of our products. During the reporting period, G.TECH and its subsidiaries, Lang-Crown Mold and Jore Automation Technology, successfully obtained ISO 9001:2015 certification.

ISO 9001 Quality Management System Certification

International CB Certification

International WHQL Certification

Europe TUV Mark Certification

Taiwan BSMI Certification
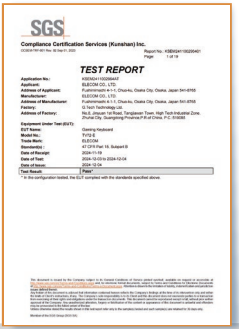
USA FCC Certification
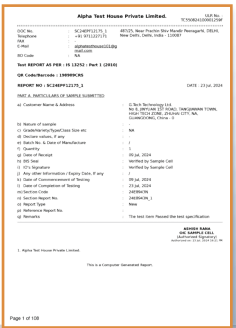
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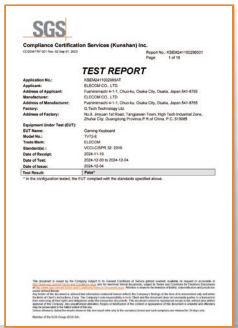
Japan VCCI Certification

Japan Wireless MIC Certification

Q&A Manager

Clerk

IQC | SQE | IPQC | OQC | CIQC | LAB | CQE | DCC

IQC: Material incoming inspection, plastic parts injection inspection

SQE: MRB Control, supplier audits, and supplier quality issue handling

IPQC: FAI & process 5M1E inspection, quality issue handling

OQC: FAI & process 5M1E inspection, quality issue handling

CIQC: Customer inspection support & product inspection before shipping

LAB: Reliability testing, hazardous substance detection, equipment calibration, and new product quality control

CQE: New product introduction, quality improvement, and client complaint response

DCC: Document Control & QMS/EHMS/HPSM maintenance

Organizational Structure of the Quality Department

⟜ Product Quality Strategy

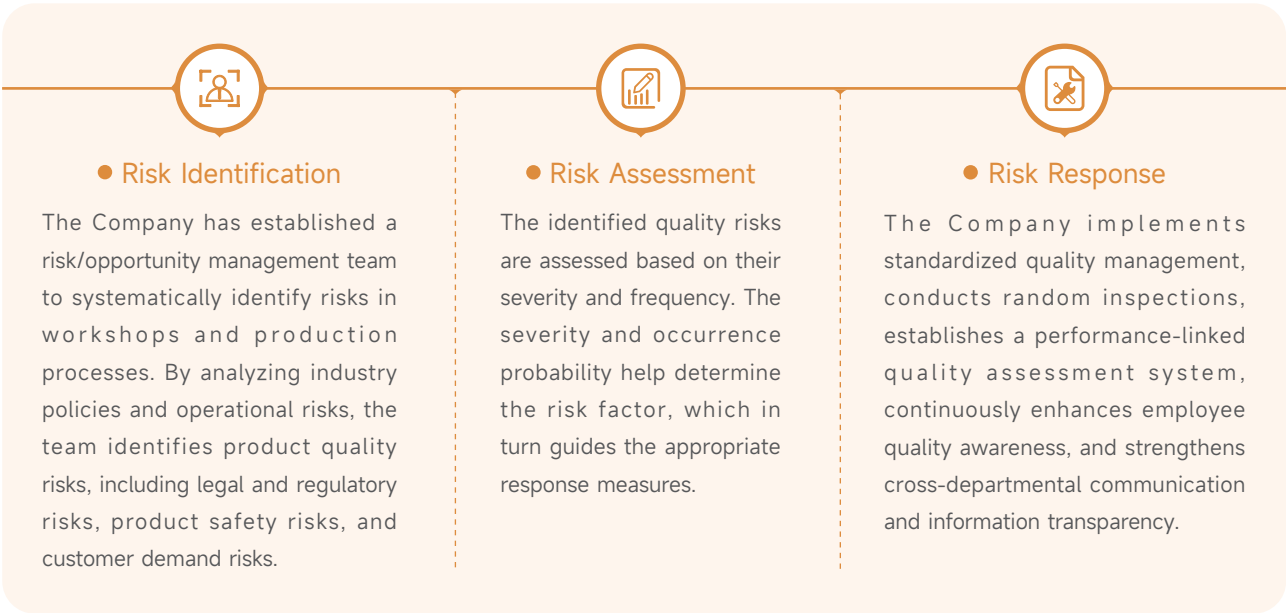| Risk and Opportunity Type	Description of Risk and Opportunity	Impact and Losses	Existing Control Measures	Evaluation						Potential Financial Impact	Specific Implementation Measures
				Severity	Occurrence Frequency	Risk Factor	Risk Levels	Impact Timeframe	Response Measures		
Policy and Legal Risks	The Company primarily sells products in the EU market, where environmental protection requirements are stringent.	Non-compliance with EU environmental regulations(RoHS/WEEE/REACH, etc.).	*Green Product Management Procedures* GTQP030	5	1	5	Moderate risks	Short-term	Risk mitigation	Decreased operating income	1. Identify customer and local environmental regulations and standards; 2. Establish a comprehensive green product management system, including component approval and incoming material inspection; 3. Communicate HSF requirements to the supply chain.
Market Risks	Rapid changes in downstream customer demand.	If the Company fails to conduct forward-looking technology research, manufacturing process improvements, and capacity expansion in a timely manner, it may be unable to meet customer demands, leading to order reductions and adverse effects on business performance.	Develop a core technology team with continuous innovation capabilities.	1	1	1	Low risks	Short-term	Accept risks	Increased operating costs	Continue investing in R&D, closely track technology trends in the peripheral industry and changes in end-user preferences, promote technological upgrades and iterations, and gradually expand production capacity as needed.
Technology Risks	Risks associated with technological innovation.	If the Company fails to accurately assess trends in technology, products, and market development, it may waste R&D resources and miss market opportunities.	Implement GTQP005 *New Product Development Procedures.*	1	3	3	Low risks	Short-, medium-, and long-term	Accept risks	Increased operating costs	1. Standardize project initiation procedures and conduct thorough analysis and review of new projects. 2. Closely monitor technology trends in the peripheral industry and end-user preferences, continuously promoting technological upgrades and iterations.
Reputation Opportunities	The Company has passed the RBA VAP audit and gained recognition from internationally renowned customers.	Enhance competitiveness and improve customer satisfaction.	Maintain current strategies.	/	/	/	Opportunities	Medium-term	/	Augmented operating income	Continue to maintain current strategies.
Market Opportunities	The Company has effectively established standardized and regulated quality management systems, hazardous substance process management systems, and environmental and occupational health & safety management systems, all certified by third-party organizations.	Enhance competitiveness and improve customer satisfaction.	Maintain current strategies.	/	/	/	Opportunities	Medium-term	/	Augmented operating income	Continue to maintain current strategies.

Product Quality Impact, Risk, and Opportunity Management

Risk Management Process

The Quality Department, in accordance with the Company's *Risk and Opportunity Identification and Evaluation Procedure*, regularly identifies quality risks, establishes a risk list, and implements corresponding response measures. These efforts continuously enhance product competitiveness and improve the Company's standardized management level.

● Risk Identification

The Company has established a risk/opportunity management team to systematically identify risks in workshops and production processes. By analyzing industry policies and operational risks, the team identifies product quality risks, including legal and regulatory risks, product safety risks, and customer demand risks.

● Risk Assessment

The identified quality risks are assessed based on their severity and frequency. The severity and occurrence probability help determine the risk factor, which in turn guides the appropriate response measures.

● Risk Response

The Company implements standardized quality management, conducts random inspections, establishes a performance-linked quality assessment system, continuously enhances employee quality awareness, and strengthens cross-departmental communication and information transparency.

Hazardous Substance Management

To regulate the management of hazardous substances in products and materials, the Company has formulated and implemented management policies such as the *Hazardous Substance Restriction Standards*, *Green Product Inspection Specifications*, and *Green Product Management Procedures* based on relevant regulations, industry standards, and customer requirements. The Company strictly controls the use of toxic and hazardous raw and auxiliary materials, as well as chemicals used in transportation, storage, and production. Additionally, it has established a comprehensive hazardous substance lifecycle management system to identify risks and implement hierarchical control over chemicals used in both products and the production process. During the reporting period, the Company obtained IECQ QC 080000:2017 Hazardous Substance Process Management System Certification.

Hazardous Substances Process Management System Certification

Comprehensive Management of Hazardous Chemicals throughout the Product Lifecycle

The Company follows the *SOP for Green Product Design*, incorporating lifecycle environmental impact assessments from the feasibility analysis and product design stages. It thoroughly considers the potential impact of product use and disposal on human health and the environment, striving to adopt non-toxic chemical components whenever possible. The Company implements a Hazardous Substance-Free (HSF) approach, ensuring that environmental requirements are explicitly defined in product design specifications and bills of materials.

Product Development

The Company requires qualified suppliers to sign a "Green Product Guarantee" and declare the complete composition of materials, providing the necessary test reports. Environmental special personnel for environmental protectionists review the submitted environmental documentation to ensure suppliers consistently comply with the Company's hazardous substance management standards, thereby ensuring compliance from the source.

Material Procurement

The company conducts a comprehensive risk assessment of hazardous substances in different raw and auxiliary materials and applies a layered and categorized management approach. Based on the material properties and risk levels, specific testing projects and frequencies are established. All incoming materials are strictly controlled under a "non-compliance, no acceptance" policy to ensure compliance at the inspection stage.

Incoming Material Inspection

To prevent cross-contamination during manufacturing, the Company evaluates potential hazardous substance risks associated with production equipment, tooling, and auxiliary materials that directly or indirectly contact products. Corresponding preventive and control measures are implemented. Additionally, regular testing of auxiliary materials is conducted to prevent hazardous substance contamination during manufacturing.

Process Control

Before shipment, random inspections are conducted on finished products to verify compliance. Once validated, the Company labels the products with environmental markings and includes material composition statements and relevant test reports in accordance with regulations and customer requirements. This ensures that finished products fully meet customer standards and legal requirements.

Finished Product Assurance

Specialized Quality Training

The Company actively promotes quality awareness and competency through quality training and advocacy, ensuring that employees understand the Company's quality policies and objectives and fostering a strong quality culture.

Quality Training System

Pre-employment / On-the-job Training	Regular Quality Training	Supplier Training / Seminars
General Training Courses: 6S, Electrostatic Discharge Protection (ESD), Quality Concepts, RoHS/REACH Guidelines, etc.	General Training Courses: Electrostatic Discharge Protection (ESD), Quality Concepts, RoHS/REACH Guidelines, etc.	Supply Chain Quality Management: Quality Systems, 8D Reports, PAS, etc.
Workflow Training: Process Training, SOP, SIP, Equipment Operation, etc.	Management Training: ECN, IE Tools, QC Tools, TPS, etc.	Green Product Management: Relevant Standards, FMD, Test Reports, etc.

Quality Management System Training　　　Case Study

In June and November 2024, G.TECH conducted Quality Management System Training for employees. The training covered topics such as "Introduction to Quality Management", "Basic Knowledge of ISO", and "Overview of ISO 9001:2015 Standards", helping employees deepen their understanding of quality management concepts. This initiative further enhanced employees' quality awareness and professional capabilities, ensuring the effective operation of the quality management system.

Quality Training in Progress

⬡ Product Quality Metrics and Targets

Product Quality Objectives

G.TECH has established an HSF (Hazardous Substance-Free) target of 100% compliance with hazardous substance control. The Company sets quality objectives and HSF targets based on actual performance and implements them upon approval by the General Manager. These targets are reviewed at least once a year, and each department formulates its own departmental objectives aligned with the overall quality and HSF targets. Regular evaluations are conducted, and if actual results exceed expected targets, corrective actions are taken immediately. By utilizing quality policies, quality objectives, and HSF targets, the Company continuously improves the effectiveness of its management practices.

Objective	Annual Goals in 2024	Achievement
On-time delivery rate	100%	Achieved
Customer complaints	≤5 cases	Achieved
Customer satisfaction	>95%	Achieved
RoHS compliance rate	100%	Achieved

Product Quality Indicators

Indicator	Unit	Data for 2024
Product percent of pass	%	99.82
Number of risk assessments conducted	Times	4
Times of annual quality internal audits	Times	1
Number of products that are required to be withdrawn or recalled for health and safety reasons	Case	0
Negative public sentiment related to the Company's products	Times	0
Amount involved in accidents with major safety or quality responsibilities related to products or services	RMB 10,000	0
Quality training	Times	35
Total hours of quality training	Hour	72

Protection of Customers' Rights and Interests

Customer Service System

G.TECH upholds the customer service philosophy of "customer-centric approach, pursuit of excellence, continuous improvement, and value creation." The Company prioritizes customer rights, ensuring that customers receive comprehensive protection while using its products and services. To enhance customer satisfaction and loyalty, the Company has established a series of well-defined customer service policies, including the *Customer Service Procedure*, which outlines service processes, standards, and quality requirements. These policies ensure that customers receive professional and efficient solutions whenever they encounter issues. Additionally, the Company continuously optimizes its after-sales service process, improves service efficiency, and maintains strict confidentiality of customer information to meet the evolving needs of its customers.

• Pre-Sale

Assign a unique identifier to each customer record for systematic archiving and tracking; enter confirmed customer information into the "Customer Information Entry" module of the ERP system; review customer change requests within a designated timeframe, updating internal documents accordingly or executing changes directly as required.

• In-Sale

Adjust product design and raw material suppliers flexibly based on customer requirements; accommodate customer factory audits and cooperate fully with customer inspections; manage customer-provided materials effectively.

• After-Sale

For RMA (Return Merchandise Authorization) cases, the CQE (Customer Quality Engineer) promptly verifies the RMA quantity and defective product details upon receipt; conducts 100% inspection of returned RMA items to ensure that the defect matches the customer's description; and fills out the "Customer Returned Product Inspection Report" based on customer requirements.

Customer Complaint Mechanism

The Company has established a comprehensive customer complaint management mechanism, clearly defining the responsibilities and obligations of each department in handling complaints within the *Customer Service Procedure*. The Company strictly regulates the complaint handling process and response time, ensuring timely and effective resolution of customer concerns.

When a customer files a complaint regarding product quality, the Quality Department communicates with the customer through the Sales Department to gain a detailed understanding of the issue. The department determines whether the Company is responsible for the quality issue and collaborates with the customer to develop a resolution plan. Additionally, the Quality Department initiates an 8D Corrective Action Report (CAR) and convenes relevant departments, such as Engineering Department, to conduct a root cause analysis and propose improvement measures. The Quality Department is responsible for submitting these corrective actions to the customer, and the entire process follows the *Corrective Action Control Procedure*. For all customer complaints, the Quality Department must respond within two business days, monitor the effectiveness of corrective actions, and implement preventive measures to avoid recurrence of similar issues.

Customer Satisfaction

G.TECH places great importance on customer needs and feedback, establishing a customer-oriented quality system and business philosophy. The Company utilizes an objective monitoring system to comprehensively assess customer satisfaction with its products and services. To evaluate customer feedback systematically, the Company has established the *Customer Satisfaction Survey* (CSS) and conducts an annual customer satisfaction survey at the end of each year. This survey collects customer ratings and suggestions on various aspects such as quality, delivery, pricing, and service. The results help objectively evaluate the Company's ability to meet customer expectations and the compliance of its quality management system, driving continuous improvement to enhance customer satisfaction and loyalty, and ultimately supporting the Company's long-term sustainable development.

> **During the Reporting Period**
>
> The Company's customer satisfaction score was
> **95.90**.

Customer Service Training

The Company places great emphasis on customer service quality, always adopting a customer-centric approach and continuously refining its service philosophy. To further enhance the overall competence of service personnel, improve service quality and standards, and meet customer expectations, the Company has established KPI assessment standards for sales and business personnel. Employees undergo customer service evaluations and participate in customer service training programs to ensure they possess professional service skills and strong professional ethics, enabling them to provide higher-quality services to customers.

Responsible Marketing

G.TECH upholds the marketing philosophy of "Building Trust Before Selling Products", strictly complying with the *Law of the People's Republic of China on the Protection of Consumers' Rights and Interests*, the *Advertising Law of the People's Republic of China*, the *U.S. Anti-Unfair Competition Law*, the *RBA Code of Conduct*, and other relevant laws and regulations. The Company has formulated a series of internal policies, including: *Customer Service Procedure*; *Consumer Rights Protection Standards*; *SOP for Order Management*; *SOP for Sales Order Returns*; *Product Pricing and Quotation Standards*; *Accounts Receivable Management Guidelines*; *Sales Contract Management Guidelines*; and *Customer Credit Management Guidelines*. These policies regulate the Company's marketing activities, explicitly prohibiting discriminatory advertising and false marketing. The Company ensures honest, accurate, and transparent disclosure of product information and regularly organizes compliance training for all sales personnel to protect customer rights and fulfill its commitments to customers and society.

> **Marketing Compliance Training** · Case Study
>
> On December 11, 2024, G.TECH conducted a marketing compliance training session to educate employees on advertising laws and responsible marketing practices. The training emphasized the importance of truthful and transparent promotional content and strictly prohibited false advertising. By continuously enhancing employees' legal awareness and compliance with marketing regulations, the Company aims to reduce legal risks, safeguard its reputation, and lay a solid foundation for sustainable development.

Information Security Protection

Information Security System

The Company, in accordance with the *Cybersecurity Law of the People's Republic of China*, the *Measures for Security Protection Administration of the International Networking of Computer Information Networks*, and other relevant laws and regulations, has developed a series of information security policies, including the *Information Security Management Manual*, the *Data Security Management Procedures*, and the *Information Security Audit Procedures*. These policies establish a process-based information security model, which ensures the normal operation of the information security management system through various measures, including: identifying the Company's information security needs and understanding the need to establish security policies and objectives; implementing and operating controls within the organization's overall business risk management framework; monitoring and reviewing the performance and effectiveness of information security management; continuously improving based on objective measurements.

Information Security Policy

- Implement risk management to ensure information security

- Continuously improve information security management to support business sustainability

- Comply with applicable laws and regulations to meet the requirements of customers and other stakeholders

- Ensure employee participation in information security management

| Objectives	Indicator	Achievements in 2024
Confidentiality breaches	0 incidents/month	Achieved

Information Security Initiatives

The Information Department is responsible for the unified management, maintenance, and repair of the Company's information systems and computer networks, considering factors such as confidentiality, security, convenience, and cost-effectiveness regarding intellectual property. Customer information, quality data, financial data, and other sensitive information related to the Company's products must be kept strictly confidential. Unless authorized, no employee is allowed to disclose or transmit this information by any means. The Company enhances operational processes and confidentiality measures from various aspects such as operational standards, human resources security, supplier relationships, and communication security, ensuring the protection of information security throughout its operations. Additionally, the Company conducts internal audits of its management system annually to objectively evaluate the performance of the system. The General Manager regularly holds review meetings to address any deficiencies and omissions in the system, offering corrective recommendations and continuously improving the information security management system to ensure its effectiveness.

Furthermore, to ensure that employees at all levels prioritize information security and adapt to its evolving demands, the Company signs confidentiality agreements with employees and suppliers and conducts information security training to raise awareness and enhance the Company's ability to respond to information security issues.

Physical Security

The Company has established a visitor management system for external personnel to effectively manage physical access security. Additionally, a professional data center operates 24/7, equipped with advanced monitoring systems, access control, temperature sensors, uninterruptible power supplies (UPS), air conditioning systems, as well as fire, water, and electrostatic protection equipment. The daily operations and maintenance are carried out by a specialized information operations team to ensure that all facilities and equipment are functioning properly. This creates a secure physical environment for network communication devices, firewalls, servers, and storage equipment.

Information Security Measures
- Physical Security
- Operational Security
- Data Security
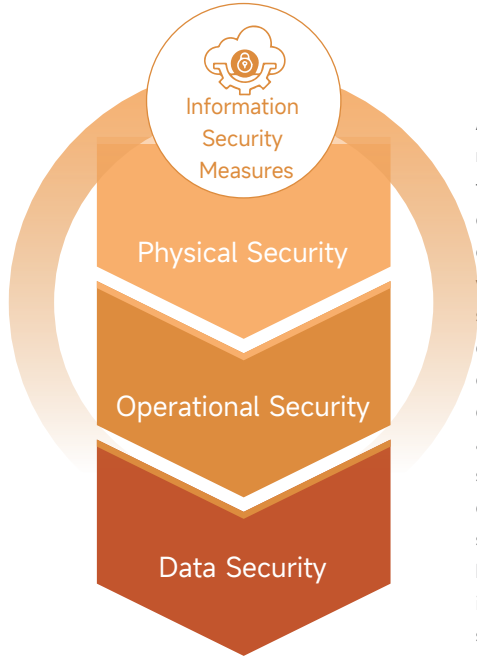
Operational Security

Advanced firewalls and internet behavior management devices are installed, and a terminal security threat protection system is deployed. The Company implements terminal control policies, regularly performs vulnerability scanning, and strengthens security measures for critical systems to effectively resist external threats such as computer viruses. The development and operation behaviors of information systems are standardized, and an information and system operations monitoring platform is established to promptly monitor and alert security incidents. Log collection provides a basis for analysis, decision-making, and information security auditing. Access to critical systems is protected through a bastion host system, ensuring that the use of privileged accounts is effectively monitored and audited.

Data Security

The Company has implemented a data classification and protection strategy, strictly controlling access to data and effectively managing important data files. Regular data backups, secure data archiving, and disaster recovery measures are carried out according to the established strategy, along with periodic data restoration drills to prevent the loss of critical data and protect the Company's information assets.

During the Reporting Period

The Company conducted 2 training sessions on information security management, with 86 participants.

Risk Identification and Response

To promptly identify information security risks in the operational process, implement effective countermeasures, and keep risks and losses within a controllable range, G.TECH has established a series of policies, including the *Risk and Opportunity Identification and Evaluation Procedure*, *Information Security Risk Management Procedure*, *Information Security Incident Management Procedure*, and *Information Security Incident Response Plan Standards*. A risk assessment team has been formed, dedicated to evaluating the Company's information security risks and formulating risk mitigation plans. The team conducts a unified assessment of the importance of hardware assets, software assets, and data assets, creating a "Critical Information Asset List". It then analyzes and identifies potential threats to these critical assets, classifies risk levels, and implements corresponding security measures - including risk retention, control, and acceptance - to ensure effective risk management.

At the same time, for sudden information security incidents, G.TECH classifies them into global incidents and regional incidents based on their impact scope and establishes corresponding handling procedures. This enhances the Company's ability to respond to information security incidents and ensures the overall security of its information systems. After troubleshooting or implementing necessary measures, the responsible department investigates the cause, type, loss, and accountability of the incident. If any employee violates the Company's information security policies, procedures, or regulations, leading to an incident, disciplinary actions will be taken according to the *SOP for Information Security Reward and Punishment*. Additionally, the responsible department formulates corrective measures, while the Information Department tracks and verifies their implementation. A final "Information Security Incident Investigation and Handling Report" is documented to ensure effective protection of the Company's information and data security.

During the Reporting Period

The Company's total investment in data security amounted to approximately RMB **1.114** million. There were **0** incidents of information security and privacy protection violations, and **0** incidents of customer privacy information leaks.

Sustainable Supply Chain

G.TECH closely monitors domestic and international trends in supply chain management while addressing environmental protection, social responsibility, and corporate governance topics within its own supply chain. The Company is committed to ensuring supply chain stability and sustainability, reducing procurement risks, and fostering close collaboration with supplier partners to build a sustainable supply chain.

Governance of Supply Chain

The Company has established a comprehensive supply chain governance framework by implementing policies such as the *Supply Chain Management Control Procedure*, *Procurement Management Guidelines*, *Material Control Regulations*, and *Business Partner Security Control Standards*. These policies define supply chain management requirements and departmental responsibilities, ensuring full lifecycle management of suppliers, covering onboarding, audits, inspections, evaluations, offboarding, guidance, and daily management. Through these measures, the Company promotes supply chain sustainability and builds a fair and transparent supply chain management system.
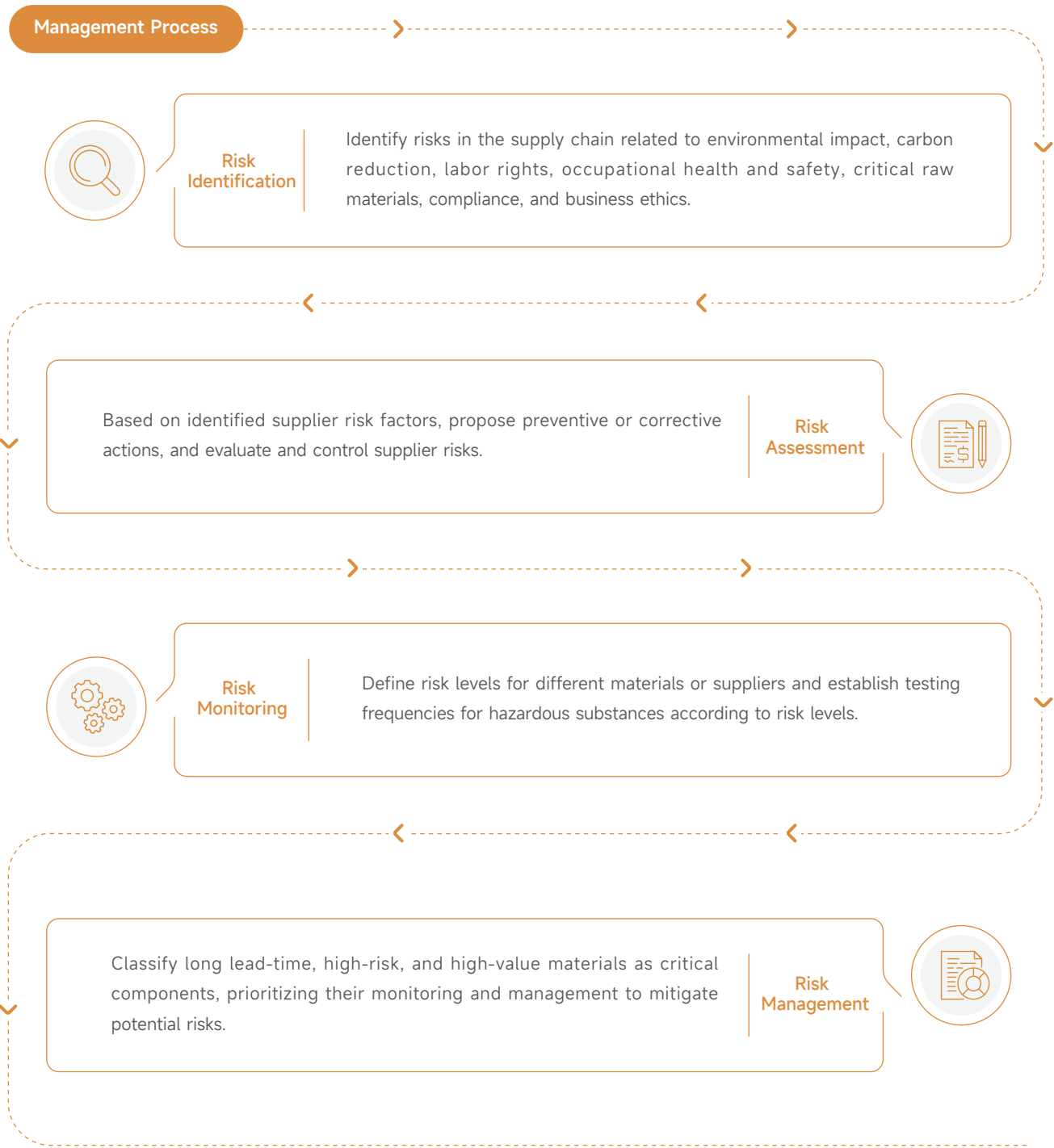
Supply Chain Management Structure

Responsible for approving components and raw materials during the new product development phase;

R&D Department

Quality Department

Responsible for incoming inspections of components and raw materials, as well as handling quality anomalies in incoming materials;

Responsible for pricing management of components and raw materials, issuing and collecting component/raw material approval documents and samples from suppliers, placing purchase orders, and tracking delivery schedules.

Supply Chain Management Department

SQE

Responsible for managing supplier quality, including handling quality issues related to components/raw materials, conducting supplier audits, and providing guidance for suppliers.

Supply Chain Strategy

Risk and Opportunity Type	Description of Risk and Opportunity	Impact and Losses	Existing Control Measures	Evaluation						Potential Financial Impact	Specific Implementation Measures
				Severity	Occurrence	Risk Factor	Risk Levels	Impact Timeframe	Response Measures		
Technology Risks	Inability to continuously meet environmental protection and production safety requirements	Quality issues leading to failure to meet delivery requirements	1. Sign environmental protection commitments; 2. Provide valid environmental reports for new product approvals.	5	1	5	Moderate risks	Short-term	Risk mitigation	Decreased operating income	Standardize procurement process management and include key suppliers in the annual audit.
Operational Risks	Material shortages (defective incoming materials & suppliers failing to deliver on time)	1. Production halted due to material shortage 2. Delayed order deliveries	1. Weekly production and sales meetings on Tuesdays to review material status for the upcoming week and take proactive measures to ensure material status under control; 2. Daily confirmation of material deliveries for the next two days, led by the material control supervisor, with a final review the day before production.	5	1	5	Moderate risks	Short- and medium-term	Risk Mitigation	Increased operating costs	1. Conduct a one-week in advance production material demand analysis, assess material status, and take timely actions; 2. Lock in a three-day production plan and confirm material arrival and quality status two days in advance to ensure production continuity.
Market Opportunities	Increasing customer demand for eco-friendly and sustainable raw materials, which helps improving the Company's supplier review mechanism.	Enhanced supplier management efficiency and compliance in procurement processes.	Maintain current strategies.	/	/	/	Opportunities	Medium-term	/	Reduced operating costs	1.Sign the *Green Product Guarantee* and the *Integrity Agreement* with suppliers; 2.Provide environmental regulation training for suppliers

⌁ Supply Chain Impact, Risk, and Opportunity Management

Supply chain risks can have severe negative impacts on the Company's operations, such as material supply delays or disruptions and product safety and quality issues. The Company actively assesses key risk factors in its supply chain, including suppliers' operational status, supply capacity, and financial stability, continuously refining risk management strategies. During the reporting period, the Company suffered zero incidents associated with major risk and impact in its supply chain.

Management Process

Risk Identification
Identify risks in the supply chain related to environmental impact, carbon reduction, labor rights, occupational health and safety, critical raw materials, compliance, and business ethics.

Risk Assessment
Based on identified supplier risk factors, propose preventive or corrective actions, and evaluate and control supplier risks.

Risk Monitoring
Define risk levels for different materials or suppliers and establish testing frequencies for hazardous substances according to risk levels.

Risk Management
Classify long lead-time, high-risk, and high-value materials as critical components, prioritizing their monitoring and management to mitigate potential risks.

⌁ Supplier Lifecycle Management

Supplier Onboarding

G.TECH has established a comprehensive supply chain management control procedure for supplier onboarding. During the onboarding process, the Company conducts a review and on-site audit of new suppliers before signing procurement agreements with qualified suppliers. Suppliers must submit essential documents such as a company profile, business license, tax registration, quality control plans and related system documents, copies of quality management system certifications, a self-assessment report on their quality management system, procurement agreements, and a green product guarantee, so that G.TECH can conduct a comprehensive and multi-dimensional evaluation of these materials. Suppliers that pass the assessment are promptly included in the List of Approved Suppliers, which is regularly updated by the Company.

Supplier Audit

The Company integrates product quality, environmental management, and other factors into its supplier selection and evaluation system. New suppliers must undergo a basic document review, demonstrating ISO 9001 quality management system certification, a complete quality assurance organization, and compliance with green manufacturing requirements, including a well-established environmental management system (ROHS/REACH/HF). Suppliers that pass the document review will undergo an on-site audit conducted by an audit team. Only those meeting the relevant requirements can qualify as approved suppliers.

The Company conducts regular or non-scheduled audits of approved suppliers. If a supplier causes major quality issues leading to customer complaints or product returns, or if the supplier repeatedly experiences the same quality problem three or more times without improvement, the Company will impose additional coaches and audits on the supplier.

Supplier Evaluation

The Company implements a tiered supplier management system and has established standardized supplier assessment and evaluation criteria. The Supply Chain Management Department evaluates approved suppliers based on five key factors: Quality (Q), Delivery (D), Cost (C), Service (S), and Technology (T). Suppliers receive a QDCST score, which is documented in a supplier assessment report and used to classify suppliers into different performance levels.

QDCST Scoring Classification

A — A-Level (90-100): Excellent Supplier

B — B-Level (60-90): Qualified Supplier

C — C-Level (Below 60): Unqualified Supplier

Supplier Exit

For suppliers receiving a C-Level QDCST rating, the Company issues an 8D Report to track the supplier's response and corrective measures. The supplier must undergo intensified inspections for three consecutive batches of products, and only after passing these inspections can they return to the standard inspection process. If a supplier fails to meet the Company's requirements, the Company will fill out a Supplier/Material Disqualification Request Form to revoke their delivery qualifications and freeze their supplier profile in the system to prevent future procurement from unqualified suppliers.

Supplier Exit Mechanism
⌄

- Receiving a C-Level QDCST rating for three consecutive quarters;

- Causing major quality issues that lead to customer complaints and bulk returns;

- Repeatedly experiencing the same issue three times or more without corrective actions;

- Failing to cooperate with the Company in resolving quality issues.

⌁ Sustainable Supply Chain Development

Supplier ESG Management

G.TECH integrates sustainability into its supply chain by incorporating Environmental, Social, and Governance (ESG) principles into supplier management. The Company promotes responsible supply chain practices by enforcing sustainability requirements across its procurement process. To ensure compliance, the Company signs agreements with suppliers, including the *Green Product Guarantee* and the *Environmental and Occupational Health & Safety Agreement*. Additionally, procurement contracts outline quality and environmental standards, requiring suppliers to adhere to green production practices and maintain a comprehensive environmental management system. Key ESG initiatives include: ensuring supplier packaging is labeled with the "RoHS" mark; conducting Hazardous Substance Process Management (HSPM) audits on suppliers to control hazardous materials at the source; prioritizing environmentally friendly materials in procurement. The Company has successfully utilized Post-Consumer Recycled (PCR) plastics and low-carbon aluminum as casing materials for its products, offering the market more attractive low-carbon consumer choices.

Responsible Purchasing

The Company adheres to international standards such as the International Labour Organization (ILO) Conventions and the United Nations Universal Declaration of Human Rights. In compliance with the *Responsible Business Alliance (RBA) Code of Conduct*, the Company has formulated the *G.TECH Code of Conduct*, ensuring that all corporate actions and policies align with legal regulations and RBA requirements concerning labor, health and safety, environment, management systems, and ethical standards. Additionally, the *Company signs the Commitment to Compliance with the RBA Code of Conduct* and the *Partner Anti-Terrorism Security Commitment* with its suppliers, effectively communicating the RBA Code of Conduct and anti-terrorism security requirements to all suppliers, thereby enhancing ethical standards within the organization.

Clean Purchasing

To ensure transparency and integrity in procurement operations and eliminate corruption, monopolies, and other unfair competition practices, the Company actively implements a transparent procurement policy. Suppliers are required to sign the *Sunshine Agreement*, and the *Procurement Contract* explicitly states that suppliers must not engage in illegal or unethical practices in their business dealings with G.TECH. The agreement also strictly prohibits suppliers from offering bribes to company employees. If any employee is found involved in bribery, solicitation, coercion, or defamation, suppliers are encouraged to report and file complaints. Additionally, the Company signs the *Sunshine Confidentiality Agreement* with procurement staff and has established a whistleblowing system, allowing both current and potential suppliers to report misconduct. This initiative fosters a transparent and corruption-free supply chain ecosystem.

Management of Conflict Minerals

G.TECH is committed to responsible mineral sourcing and has established policies such as the *Conflict Minerals Management Guidelines* and the *Responsible Raw Material Procurement Report*. The Company has set clear conflict minerals management objectives, requiring suppliers to sign the *Declaration of Non-Use of Conflict Minerals*, which strictly prohibits all suppliers from procuring or using conflict minerals. By adhering to international standards and frameworks, the Company continuously enhances its responsible mineral management practices and effectiveness. The Company incorporates responsible minerals into its procurement management system, integrating them into supplier certification and audit supervision. Each year, it identifies suppliers involved in six responsible minerals, including silver, aluminum, tungsten, gold (3TG), diamonds, and mica. Using the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) for responsible minerals surveys, the Company requires suppliers to conduct tiered investigations to identify smelters, ensuring that the 3TG metals, cobalt, and mica used by the Company are sourced from conflict-free mining. As of the end of the reporting period, the Company achieved a 100% response rate from suppliers on CMRT/EMRT surveys, and all identified smelters and refiners were compliant with relevant standards.

The Company fully recognizes the potential risks of adverse impacts associated with mineral extraction, transportation, trade, and export. To mitigate these risks, the Company actively conducts conflict mineral risk identification and assessment, implementing strict risk management measures to ensure that all minerals used in its products are sourced responsibly.

Supplier Empowerment Training

The Company actively facilitates communication channels with suppliers, enhancing engagement and collaboration. It conducts supplier empowerment training to improve product safety and quality standards, driving mutual progress. In 2024, the Company organized various training programs, including GHG internal auditor training for suppliers and procurement integrity training. Additionally, it completed the *RBA Code of Conduct* (Responsible Business Alliance) online training and obtained certification.
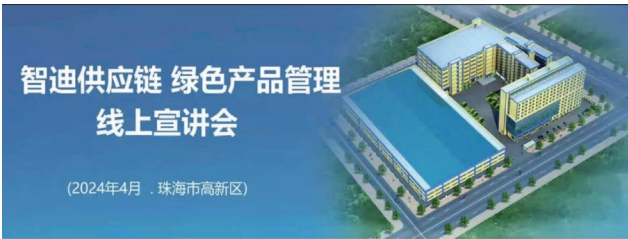
April 2024 – Online training on Green Product Manage-
ment in the Supply Chain

July 2024 – Online training on Carbon Reduction in the
Supply Chain

August 2024 – ISO 14064-1 training for the supply
chain

October 2024 – Environmental Regulations training
for suppliers

Equal Treatment of Small and Medium-Sized Enterprises

G.TECH strictly complies with the *Law of the People's Republic of China on Promotion of Small and Medium-Sized Enterprises* and the *Regulations on Ensuring Payments to Small and Medium-Sized Enterprises*. Adhering to the principles of fairness and impartiality, the Company actively supports the development of SMEs, ensuring they have equal opportunities. Additionally, the Company strictly fulfills its contractual obligations, making timely and full payments to prevent any delays or outstanding balances.

During the Reporting Period

The Company had no overdue payments to SMEs.

Supply Chain Metrics and Targets

Supply Chain Objectives

In conflict minerals management, the Company has established specific conflict mineral management goals, including: maintaining a 100% response rate for suppliers' CMRT/EMRT submissions; ensuring all qualified suppliers sign the *Declaration of Non-Use of Conflict Minerals*; achieving zero cases of conflict minerals usage per month. In supply chain management, the Company has set KPI targets to enhance operational efficiency.

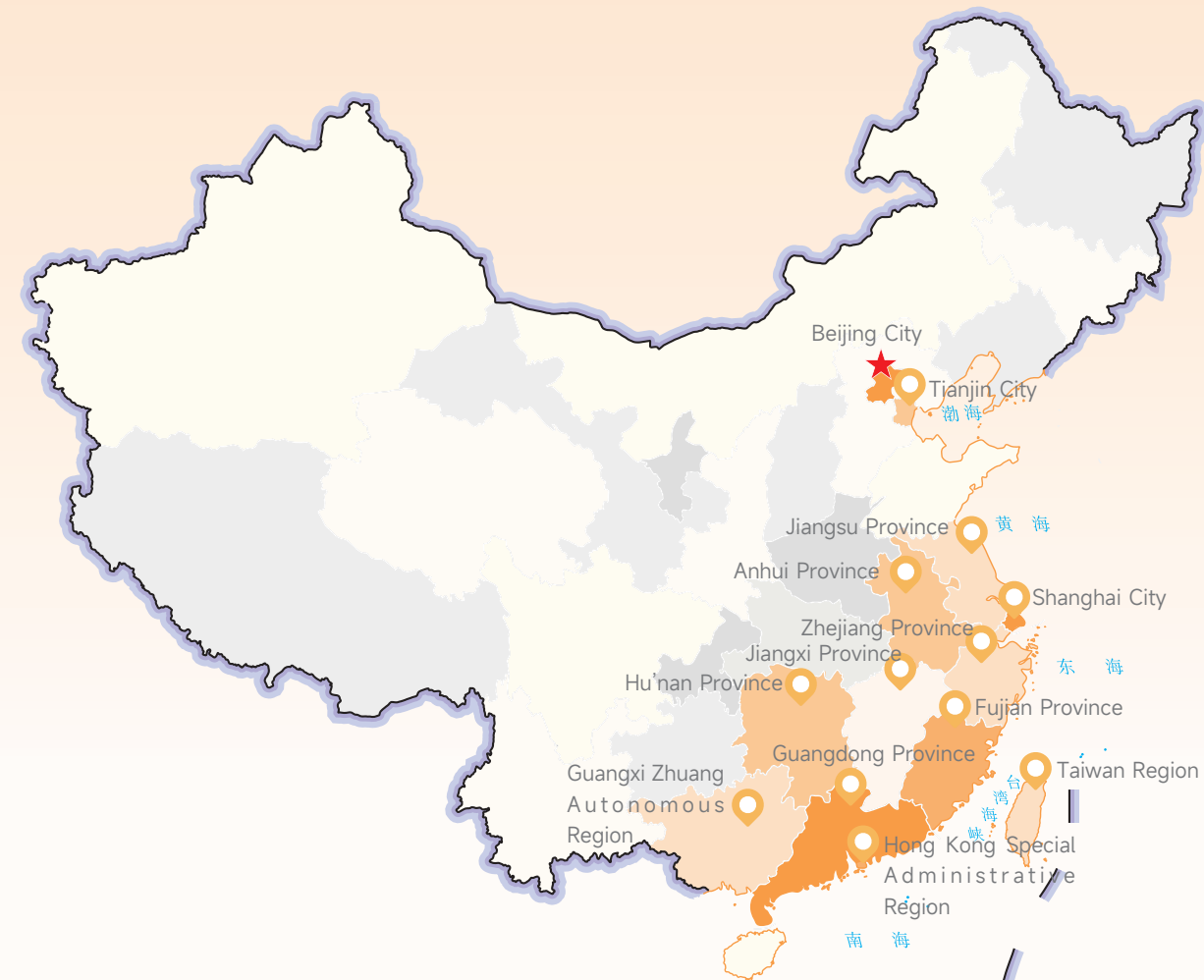| 2024 Supply Chain Targets	Achievement
Reduce procurement costs	Achieved
Reach the expected inventory-to-sales ratio	Achieved
Achieve the expected order fulfillment rate	Achieved
Supply chain safety management and material delivery	Achieved

Supply Chain Metrics

G.TECH has established a comprehensive supplier compliance evaluation and management system, ensuring that no supplier relationships were terminated due to non-compliance. The Company also actively promotes localized procurement, supporting local supplier development and contributing to regional economic growth.

During the Reporting Period

The Company's localization procurement rate was 82.50%, the signing rate of suppliers' Green Product Guarantee was 100%, and the signing rate of suppliers' Integrity Commitment was 100%. The Company worked with 124 suppliers certified under quality management systems, 67 suppliers certified under environmental management systems, and 29 suppliers certified under occupational health and safety management systems.

Supplier Distribution in 2024

Beijing City
Tianjin City
渤海
Jiangsu Province
黄海
Anhui Province
Shanghai City
Zhejiang Province
Jiangxi Province
东海
Hu'nan Province
Fujian Province
Guangxi Zhuang Autonomous Region
Guangdong Province
Taiwan Region
海
台
Hong Kong Special Administrative Region
南海

Guangdong Province **171**	Taiwan Region **11**	Hong Kong Special Administrative Region **8**

Jiangsu Province **7**   Zhejiang Province **7**   Shanghai City **4**

Anhui Province **2**   Fujian Province **2**   Beijing City **2**

Hu'nan Province **2**   Guangxi Zhuang Autonomous Region **2**

Jiangxi Province **1**   Tianjin City **1**

G.TECH

04

Recruiting Talents and Caring for Employees

Protection of Employees' Rights and Interests

Recruitment and Employment

To meet the Company's development needs and promote social employment, G.TECH adheres to a people-centered talent concept. In accordance with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and relevant labor laws in overseas business locations, the Company has developed a series of internal polices, such as the *Social Responsibility Management Manual, Rewards and Penalties Management Regulations, Personnel Recruitment Management Procedures, Employee Code of Conduct, and Resignation Management Procedures*. These regulations aim to improve the talent recruitment and employment mechanisms, standardize recruitment and employment processes, and build diverse recruitment channels to actively attract talent. The Company takes multiple measures, such as holding campus recruitment fairs, on-site recruitment, and internal competitions. It also responds to local calls and participates in recruitment fairs organized by the eastern and western labor cooperation in Daozhen Autonomous County, Guizhou Province, attracting talents from different regions to inject fresh blood and new energy into the Company's development.

The Company strictly conducts entry audits, establishes the *Regulations on the Prohibition of Child Labor and Remedial Measures* and the *Labor Protection Standards for Juvenile Workers*, rigorously reviewing candidates' age, education, and other information. By creating employee files, collecting fingerprints, and conducting internal periodic audits, the Company establishes a multi-level verification mechanism to prohibit child labor and forced labor. During the reporting period, no incidents of child labor or forced labor were reported at the Company.
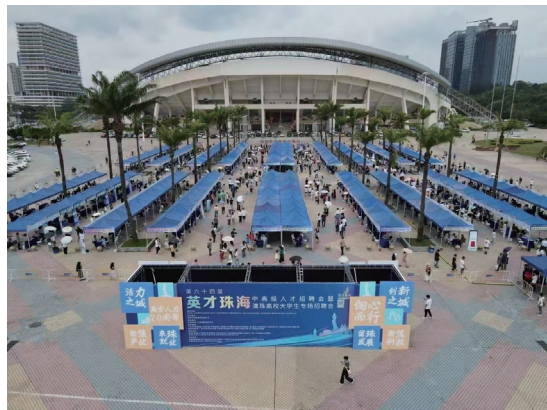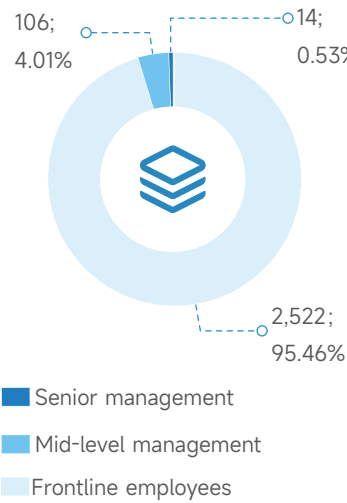
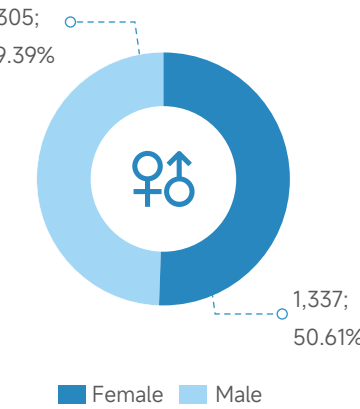Special Recruitment Fair for College Students in Zhuhai
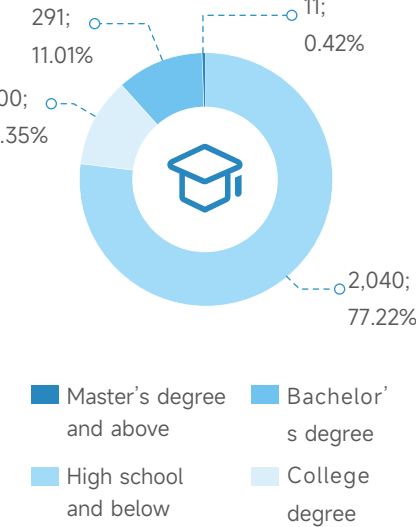
2024 Zhuhai Labor Cooperation Recruitment Event

During the Reporting Period

The Company employed a total of **2,642** employees, including **17** disabled employees and **238** ethnic minority employees (**8** of whom are in management positions). Ethnic minority employees accounted for **9.00**% of the total workforce. The Company had **611** employee resignations, with a total turnover rate of **15.02**%.

Employee Structure by Grade

- 106; 4.01%
- 14; 0.53%
- 2,522; 95.46%

■ Senior management
■ Mid-level management
■ Frontline employees

Employee Structure by Gender

- 1,305; 49.39%
- 1,337; 50.61%

■ Female ■ Male

Employee Structure by Education Level

- 291; 11.01%
- 11; 0.42%
- 300; 11.35%
- 2,040; 77.22%

■ Master's degree and above
■ Bachelor's degree
■ High school and below
■ College degree

Employee Structure by Age

- 500; 18.93%
- 75; 2.84%
- 1,069; 40.46%
- 998; 37.77%

■ Under 30 years of age (not including 30 years of age)
■ 30-40 years old (including 30 years old and excluding 40 years old)
■ 40-50 years old (including 40 years old, excluding 50 years old)
■ 50 years old and above
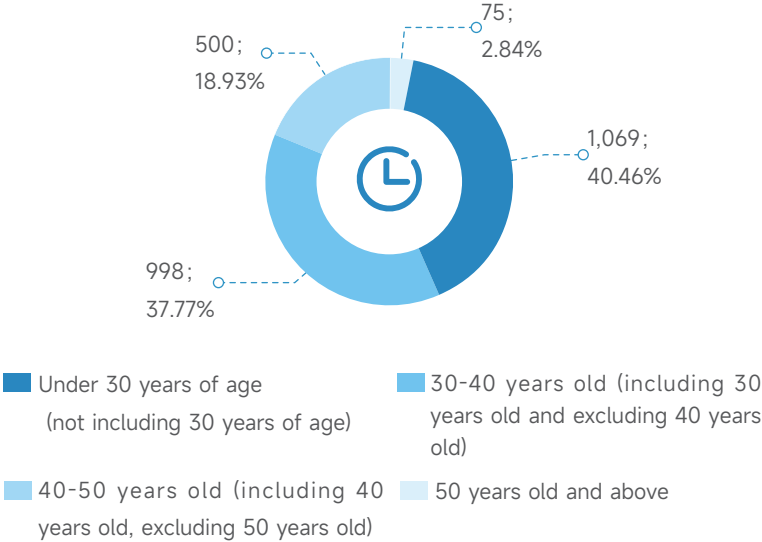
Employee Structure by Profession

- 21; 0.79%
- 213; 8.06%
- 120; 4.54%
- 69; 2.62%
- 2,219; 83.99%

■ Production ■ Sales ■ Technology
■ Finance ■ Administration
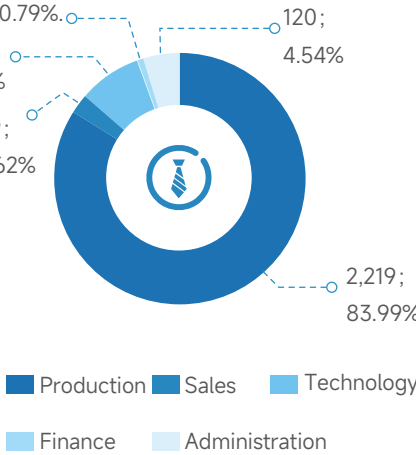
Diversity, Equality and Inclusion

G.TECH adheres to the principles of equality and inclusion, respects employees' personal beliefs, and actively ensures equal employment opportunities for all. The Company has developed the *Anti-Discrimination Management Guidelines, Anti-Harassment Management Guidelines, Religious Activities Management Guidelines*, and *Management Guidelines for Freedom of Association*. These guidelines are implemented in all aspects of recruitment, training, promotion, etc., ensuring fairness and impartiality, and providing each employee with an equal opportunity to showcase their talents. The Company prohibits forced labor and opposes all forms of discrimination. Employees or applicants are never disadvantaged due to gender, race, religion, age, marital or parental status, sexual orientation, or any other factors. The Company takes preventive actions, including counseling, warnings, and even dismissal, against prohibited harassment and discriminatory behaviors through regular reviews and a manager's feedback system to protect employees from unfair treatment. During the reporting period, no incidents of harassment or discrimination occurred within the Company.

The Company respects and supports employees' freedom of religion and freedom of association on the premise of complying with laws and regulations, respecting Company policies, and not jeopardizing the interests of the Company and the rights and interests of other employees. Employees are free to choose their faith, join or establish associations or unions, and the Company ensures that employees are allowed to take public holidays based on their religious beliefs. If such holidays cannot be arranged, department heads will organize alternative times and places to facilitate necessary religious rituals for employees. Additionally, the Company guarantees that elected union representatives have the right to negotiate and engage in collective bargaining with the Company on an equal footing, fully safeguarding employees' legal and regulatory rights, fostering harmonious labor relations, promoting corporate innovation, and ensuring the long-term benefits of the Company.

G.TECH's Labor Policy

1. Comply with labor laws, regulations, and other relevant requirements.

2. Prohibit the use of child labor and prison labor.

3. Prohibit any form of forced labor or restriction of personal freedom.

4. Prohibit any form of coercion, harassment, or discrimination, and provide employees with a decent and fair working environment.

5. Respect employees' human rights and their right to freedom of association, creating a harmonious labor-management relationship.

6. Arrange reasonable work and rest schedules for employees and provide fair wages and benefits.

7. Do not accept suppliers or subcontractors that use child labor or forced labor.

Objectives	Indicator	Achievements in 2024
No child labor	0 incidents/month	Achieved
Social insurance coverage rate at 100%	Social insurance coverage rate at 100%	Achieved
Labor contract signing rate at 100%	Labor contract signing rate at 100%	Achieved
Timely and full payment of wages	0 instances/month	Achieved
Discrimination or harassment events	0 instances/month	Achieved

Compensation and Benefits

G.TECH has established systems such as the *Compensation Management System* and *Employee Code of Conduct* to improve compensation management efficiency, optimize the Company's salary structure, and build a fair and reasonable compensation system. The compensation structure at G.TECH consists of basic salary, position salary, bonuses, allowances, subsidies, and overtime pay, among other components. The Company also implements a performance appraisal system, closely linking the appraisal results with bonuses, allowances, and position adjustments in the salary structure. This system transforms employees' work pressure into a driving force for growth, creating a differentiated and motivating salary system that encourages employees to be proactive, self-disciplined, and self-improving.

The Company attaches great importance to employee welfare and care. In accordance with national and local regulations, the Company organizes free annual health check-ups, pays social insurance (including pension, medical, work injury, maternity, unemployment) and housing fund contributions for employees, and provides paid leave benefits for statutory holidays, sick leave, marriage leave, maternity leave, parental leave, bereavement leave, and work injury leave. The Company also offers a series of welfare benefits, including apartment dormitories, free shuttle buses, and for some employees, transportation subsidies, housing subsidies, night shift allowances, and high-temperature allowances. These efforts aim to create a high level of employee satisfaction and well-being, improve employee retention, and enhance work enthusiasm.

During the Reporting Period

The Company achieved a **100**% labor contract signing rate, a **100**% social insurance coverage rate, an average of **5.85** days of paid annual leave per employee, and total welfare expenditure of RMB **14,529,100**

Talent Cultivation and Development

Employee Training System

To promote the professional development of employees and achieve mutual growth between the Company and its staff, G.TECH focuses on long-term development, and with the philosophy of "everyone is a talent, the horse race is not horse", is committed to building a comprehensive training system to provide stable support for employees' personal growth. Guided by the *Employee Code of Conduct*, the Company has established the *Education and Training Procedures and 2024 Annual Training Plan*. Through on-the-job training and internal instructors, the Company invites professionals from different departments and fields to share industry knowledge, exchange work experiences, and, when necessary, invites external experts or arranges outgoing training, continuously offering in-depth training opportunities for employees. The Company's training approach emphasizes practical application. For new employees, a combination of hands-on training and instruction is used, with training outcomes linked to the consideration for regularization. This encourages employees to quickly adapt to the company culture and acquire the necessary skills for their positions.

The Company is dedicated to creating a comprehensive and diverse training system, covering employees at all levels, including new hires, team leaders, engineers, and department supervisors. To meet the diverse learning needs of employees, the company offers a wide range of training topics, such as corporate culture, production safety, environmental regulations, occupational health, information security, and quality control. Upon completion of training, the Company conducts unified assessments to evaluate the effectiveness of the training, ensuring that employees can apply the knowledge they have learned in their actual work. The Company also encourages employees to obtain professional qualifications or certifications required by their positions or regulatory bodies, or to pass internal qualification exams. This initiative ensures employees hold certificates in their respective positions, strengthen self-learning abilities, and help fostering new-era talent.

Employee Training System

New Employee Onboarding

The Human Resources Department provides training on the Company's corporate culture, employee code of conduct, and other related topics. The Administration Department organizes safety knowledge training for new employees.

Probation Period

Each department conducts training on job basics, processes, and other necessary knowledge, and evaluates the trainees. Employees who do not meet the required standards will not be confirmed for permanent employment or allowed to take up their positions.

After Regularization

After regularization, each department provides irregular training on professional skills to promote mutual development between employees and the Company.

For employees in special positions, the Company may select or recommend them to attend external training as needed. The Company will cover the training costs after approval. Employees attending external training must sign a *Training Service Agreement* with the Company.

The Company encourages employees to participate in vocational skill level certification, helping employees broaden their career development prospects and realize their personal value.

Geometric Dimensioning and Tolerancing Training　Case Study

During the reporting period, G.TECH invited an external professional institution to conduct GD& Geometric Dimensioning and Tolerancing training, further enhancing employees' professional abilities, improving the Company's technical strength, and promoting the modernization, standardization, and efficiency of the Company's production and design processes.
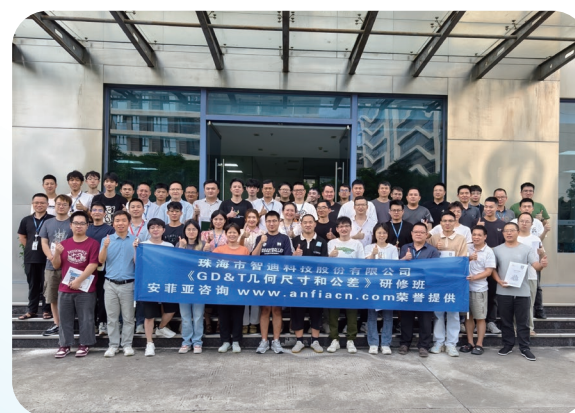

Employee Training

⌖ Talent Development and Promotion

G.TECH adheres to the principle of "the horse race is not horse", maximizing the platform for each employee to showcase their talents and abilities. To enhance team vitality and drive continuous growth, the Company has established a dual promotion channel – "Management-Professional" – to provide clear career development paths and wide promotion opportunities for employees. In terms of specialization, employees can advance from interns, learning and training step by step, to become experts or senior engineers, ultimately becoming the core of the company's technical development. In management, employees can progress from specialists to senior managers, participating in major decisions and daily operations management, and are also allowed to develop across channels and offered multiple development directions to meet individual needs.

The Company's *Employee Code of Conduct* stipulates that internal recruitment will be prioritized when job vacancies arise, actively encouraging employees to participate in assessments and compete for positions, allowing them to excel in their suitable fields. When making promotion decisions, the Company will consider performance evaluation results, historical rewards and penalties, and comprehensive employee qualities to ensure a comprehensive and objective evaluation of work performance and contributions, thus ensuring fairness and justice in the promotion process, and creating a dynamic and motivating work environment for continuous improvement.
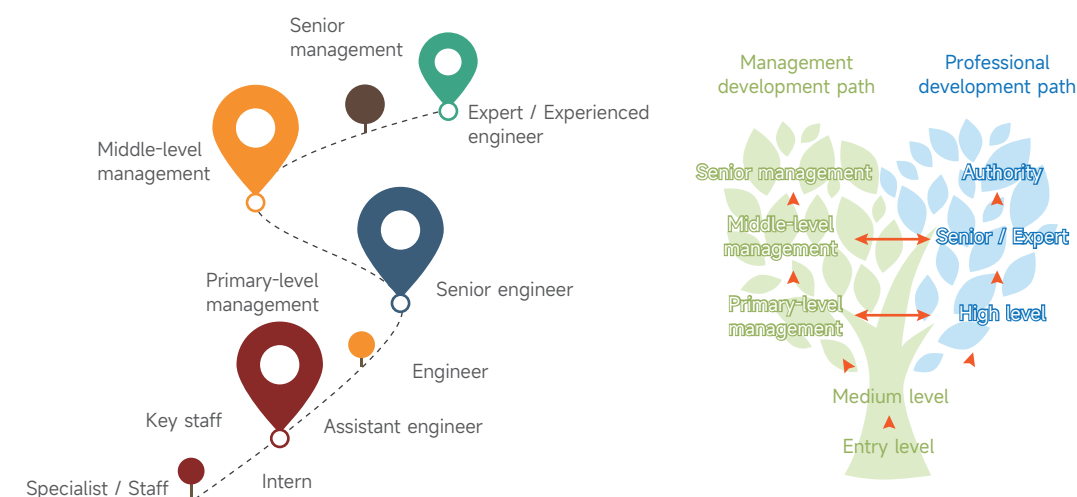
Career Development Pathways

Implementing Employee Care

⌖ Democratic Governance and Communication

G.TECH strictly abides by the *Trade Union Law of the People's Republic of China* and other relevant laws and regulations. The Company has established democratic management policies, including the *Employee Code of Conduct, Grievance Management Regulations*, and *Employee Representative Conference System*, to create effective communication channels, enhance transparency and democracy in decision-making, and strengthen mutual understanding between the Company and its employees. The Company encourages employees to participate in corporate management and supports the election of departmental employee representatives. These representatives are accountable to their department's employees and are also subject to their supervision, ensuring that they genuinely reflect employees' needs and concerns. During the Annual Employee Representative Conference, representatives can express their opinions and review the formulation and revision of company policies related to working hours, wages, labor discipline, and other matters affecting employees' interests. Additionally, they supervise the implementation of company policies and major decisions, facilitating effective communication between employees and management, thereby enhancing corporate cohesion and competitiveness.

The Company has institutionalized and streamlined dispute resolution processes based on its *Grievance Management Regulations*. It accepts complaints from employees, suppliers, and other stakeholders, encouraging reports through various channels such as face-to-face discussions, emails, phone calls, and suggestion boxes. Whistleblowers – especially those who report under their real names – are protected through strict confidentiality measures, designated personnel management, and conflict-of-interest avoidance mechanisms to prevent retaliation. This proactive approach fosters harmonious labor relations and supports the Company's stable development.

During the Reporting Period

During the reporting period, the Company had **0** labor dispute cases and received **0** employee complaints. The employee satisfaction survey participation rate was **100**%, and the employee satisfaction score was **100**.

Protection of the Rights and Interests of female Employees

G.TECH values employee well-being and is committed to fostering a harmonious and inclusive work environment. The Company strictly adheres to national laws and regulations such as the *Law of the People's Republic of China on the Protection of Rights and Interests of Women* and the *Special Regulations on the Labor Protection of Female Employees*.To reinforce these protections, the Company has issued policies including the *Female Employee Protection Guidelines*, *Anti-Discrimination Control Regulations*, and *Anti-Harassment Management Regulations*. The Company upholds the principle of equal pay for equal work, ensuring that female employees' wages and benefits remain unaffected by marriage or maternity status, and under no circumstances will the Company refuse to hire female candidates based on their marital or maternity status. For female employees, the Company adjusts work responsibilities during pregnancy to prevent exposure to hazardous chemicals and strenuous tasks such as warehouse handling, prioritizing maternal and infant health. Female employees are granted 178 days of fully paid maternity leave, along with legally mandated maternity allowances. Upon returning to work, their positions, salaries, and career progression remain unchanged. Additionally, during the breastfeeding period, female employees are entitled to at least one hour of nursing time per workday. The Company firmly opposes any form of workplace sexual harassment. It has established and enforces strict anti-sexual harassment policies, grievance channels, and disciplinary measures to protect female employees from inappropriate behavior, ensuring their legal rights and workplace dignity.

Employee Care Activities

G.TECH values its employees and is dedicated to addressing their practical needs, offering support in times of difficulty. During the reporting period, when a family member of an employee from the Manufacturing Department II faced hardship, the Company launched a charity fundraising campaign. Employees across all levels were encouraged to contribute generously, ultimately raising RMB 48,370.60 to help the employee overcome the hardship. This initiative showcased the Company's strong sense of social responsibility, solidarity, and mutual support.

Employee Charity Donation

Occupational Health and Safety

Occupational Health

Employees' occupational health is a crucial aspect of the Company's development. G.TECH upholds a people-oriented approach and follows core regulations, including the *EHS Performance Monitoring and Measurement Procedures, Occupational Health Protection Management Standards, Occupational Health Examination Procedures, Personal Protective Equipment (PPE) Management Standards*, and *Occupational Hazard Monitoring and Evaluation Standards*, to continuously strengthen its occupational health system, and to enhance occupational health awareness among employees.

2024 Occupational Health Checkup in Progress

In accordance with the environmental and occupational health & safety management plan and corresponding operational control procedures, the Company formulates an annual environmental and occupational health & safety monitoring plan. It engages professional institutions to assess occupational hazard risks, conducts at least one annual monitoring of all occupational disease hazard factors, and performs quarterly testing of highly toxic substances. The results are compiled into detection reports. If issues are identified during monitoring or inspections, the Company promptly organizes relevant departments to analyze root causes, implement corrective measures, and track improvements within a set timeframe, effectively controlling and eliminating potential health risks in the workplace. Additionally, the Company has implemented various protective measures, including: setting up soundproof rooms, warning signs, and occupational hazard notification cards; providing employees with protective gear such as activated carbon masks, gas respirators, and noise-canceling earplugs. Furthermore, the Company regularly organizes safety and health training as well as occupational health check-ups, providing a safe and healthy working environment to safeguard the physical and mental well-being of employees.

G.TECH's Occupational Health and Safety Policy

- Comply with relevant laws, regulations, and other applicable requirements
- Eliminate hazards and reduce environmental and occupational health & safety risks
- Continuously improve environmental and occupational health & safety performance
- Ensure full employee participation in environmental and occupational health & safety management

During the Reporting Period

The Company's periodic inspection report on occupational hazard factors covered **17** positions involving **136** employees. All measured values remained within permissible occupational exposure limits and complied with hygiene standards; a total of **155** employees participated in occupational health screenings, including **46** pre-employment medical examinations and **109** annual in-service examinations, with **0** case of occupational diseases detected; the Company invested RMB **193,300** in work-related injury insurance, achieving **100**% coverage rate for eligible personnel.

🌀 Safety Production

Ensuring safe production and operations is a top priority for the Company. G.TECH adheres to the *Social Responsibility Management Manual* as its core framework and has developed a series of safety regulations, including the *EHS Performance Monitoring and Measurement Procedures, Safety Production Management Standards, Fire Safety Management Standards, Chemical Management Standards,* and *Hazardous Substances Management Standards*. These regulations ensure the legal and compliant management of hazardous substances while standardizing employee safety behaviors. To reinforce safety responsibilities, the Company has established a Safety and Environmental Protection Department that oversees all safety-related matters. Additionally, frontline production employees, team leaders, supervisors, and department managers are required to sign safety responsibility agreements, ensuring accountability and adherence to proper operational procedures. This comprehensive system helps prevent unsafe practices and fosters a secure work environment.

In order to prevent sudden safety accidents, which cause great losses, the Company formulates safety emergency plans, establishes an emergency organization system, sets up several emergency protection groups, clarifies the emergency response procedures, sets up a disposal plan, organizes safety training and holds safety emergency drills, strengthens the safety awareness of the staff, and strengthens the staff's ability to cope with sudden emergencies.

Additionally, the Company conducts monthly safety inspections. A dedicated inspection team from the Safety and Environmental Protection Department performs comprehensive checks on major environmental factors and hazardous sources, including: specialized equipment, grounding systems, and lightning protection facilities. Identified risks are documented in a self-inspection checklist, and the responsible departments are required to implement corrective actions. The completion of these improvements is then verified and recorded in written reports, ensuring a closed-loop process for risk resolution. These measures safeguard both employee well-being and company operations. The Company has obtained ISO 45001 Occupational Health & Safety Management System Certification.

ISO45001 Occupational Health and Safety Management System Certification

During the Reporting Period

The Company invested RMB **578,900** in safety production, conducted **5** safety emergency drills, identified **10** potential safety hazards, and achieved a **100**% rectification rate for identified hazards.

Chemical Spill Emergency Drill on July 18, 2024

Fire Evacuation Emergency Drill on May 14, 2024

05

Caring for People's Livelihood and Giving Back to Society

Participate in Community Public Welfare Activities

G.TECH takes social responsibility seriously and is actively involved in public welfare initiatives. The Company fosters a philanthropic culture of "One for All, All for One" and integrates philanthropy into its corporate values through tangible actions. By considering stakeholder and employee suggestions, the Company enthusiastically participates in various charitable activities and remains committed to expanding its impact. The Company aims to collaborate with more partners and continue advancing on the path of social welfare, contributing to a harmonious society.

During the Reporting Period

G.TECH invested a total of RMB **52,300** in public welfare initiatives.

Donation to the Fun Sports Event Held in Tangjiawan Town, High-tech Zone | Case Study

On November 23, 2024, the "Enjoy Sports Together, Foster Community Harmony" Fun Sports Event was held in Xingwan Community, Tangjiawan Town, Zhuhai High-Tech Zone. This event promoted the concept of nationwide fitness, encouraging interaction and harmony among community residents. G.TECH contributed by donating a variety of prizes, enhancing the cultural and recreational atmosphere within the community. This initiative helped foster stronger neighborhood connections and encouraged greater community engagement.

Fun Sports Event

Contributing to Rural Revitalization

In response to China's Western Development Strategy and in alignment with Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, G.TECH actively contributes to agricultural and rural modernization, promotes urban-rural integration, and advances rural revitalization. Leveraging its corporate strengths in channel development, management, and technology, the Company collaborates with multiple stakeholders to participate in rural development projects. To implement government policies, the Company took part in the "Spring Breeze Action" Job Fair, recruiting talent from different regions to enhance its workforce diversity. The Company also strongly supports the "Hundred-Thousand-Ten Thousand Project", donating RMB 50,000 to Zhuhai's rural revitalization initiatives, thereby fostering economic growth and a harmonious rural environment.

"Spring Breeze Action" Job Fair | Case Study

From January 22 to January 25, 2024, the Zhuhai High-Tech Zone, in collaboration with Daozhen Autonomous County in Zunyi City, successfully held three job fairs and one supply-demand matchmaking event at the Daozhen County Government Service Center Square and the Daozhen County Human Resources Market. G.TECH actively responded to the government's call, playing a key role in the "Spring Breeze Action" Job Fair, facilitating labor transfer, and promoting stable employment opportunities for job seekers.

"Spring Breeze Action" Job Fair

Contributing to the Belt and Road Initiative

Against the backdrop of global economic integration, G.TECH upholds the principle of win-win cooperation, actively expanding its international market presence and fully supporting the Belt and Road Initiative (BRI). To further integrate into the global industrial landscape, the Company established G.TECH Vietnam, a wholly owned subsidiary, in 2019. Since its inception, G.TECH Vietnam has been dedicated to developing a comprehensive upstream supply chain. The Company has accelerated the construction of its Vietnam production base by establishing a professional project management team and equipping the facility with advanced manufacturing capabilities, including molding, injection molding, SMT (Surface Mount Technology), and automated assembly lines. State-of-the-art quality inspection equipment and a comprehensive quality control system have been implemented to ensure end-to-end process optimization - from order processing to product delivery. These measures have significantly enhanced production efficiency, market supply capabilities, and responsiveness to global customer demands, enabling clients to strengthen their competitive edge in the marketplace.

G.TECH Vietnam has a planned construction area of approximately 150,000 square meters. As of the end of 2024, the total number of employees reached 1,015, marking an impressive 105.05% year-over-year growth. In 2024, G.TECH Vietnam achieved a record-breaking production output, contributing 19.52% of the Company's total revenue, playing a pivotal role in the Company's overall development.

In the process of deepening the BRI, G.TECH Vietnam has fully leveraged its role as a bridge, actively promoting the steady development of the local economy. By actively participating in local supply chain development and upgrading, G.TECH Vietnam has created numerous job opportunities and promoted synergy across upstream and downstream industries. Through practical actions, G.TECH continues to enhance economic ties and strengthen cultural exchanges between China and Vietnam, fostering mutual understanding and long-term cooperation between the two countries.

Future Outlook

Amid the wave of digitalization and intensifying global competition, G.TECH stands at a new historical starting point, embracing 2025 with unwavering confidence.

Looking ahead, the Company will remain committed to its core business areas, deepening its expertise while adhering to an innovation-driven approach. With quality and service as its foundation, the Company will fully implement a sustainable development strategy, further increase R&D investment, actively attract top-tier research talent, and establish industry-academia collaboration platforms. By efficiently integrating premium resources, keeping a keen eye on market dynamics and industry trends, the Company will accelerate product innovation and technological upgrades, developing solutions that meet the increasingly diverse and personalized needs of customers.

At the same time, G.TECH will leverage its established overseas production bases, enhance manufacturing capacity, and continue factory audits at the request of customers to ensure high-quality product and service delivery. By expanding its global market share, the Company aims to further integrate into international industrial and supply chains, strengthen collaboration with global industry peers, and enhance its influence and overall competitiveness in the global market.

In the future, while pursuing sustainable development and economic benefits, G.TECH will remain deeply committed to protecting the legitimate rights and interests of shareholders and employees. The Company will further strengthen its corporate culture, uphold the principle of integrity, and foster long-term, stable, and mutually beneficial partnerships with suppliers, customers, and other stakeholders. Additionally, the Company will actively fulfill its social responsibilities, embedding green development principles into its operations and production processes, striving to achieve a harmonious balance between economic and ecological benefits for sustainable and coordinated growth.

APPENDIX

Key Performance Form[1]

Governance Performance

Category	Indicator	Unit	2023	2024
Economic Performance	Operating Income	RMB 10,000	88,874.54	132,431.98
	Net Profit Attributable to Shareholders of the Listed Company	RMB 10,000	6,693.15	11,544.97
	Total Taxes	RMB 10,000	1,501.33	1,416.27
Information Disclosure	Number of Periodic Reports Disclosed	No.	2	4
	Number of Interim Reports Disclosed	No.	89	91
	Number of Penalties for Violations in Information Disclosure	Times	0	0
Corporate Governance	Number of General Meetings of Shareholders Held	Times	2	3
	Total number of proposals approved by the Board of Shareholders	Item	17	17
	Number of Board Members	Person	7	7
	Number of Female Directors	Person	1	1
	Number of Independent Directors	Person	3	3
	Average Board Member Salary	RMB 10,000	48.27	51.20
	Total Number of Meetings of Board of Directors	Times	5	7
	Number of Resolutions Adopted by the Board of Directors	Item	29	44
	Total Number of Meetings of Board of Supervisors	Times	5	7
	Total Number of Proposals deliberated by the Board of Supervisors	Item	19	23
Business Ethics	Number of Compliance and Legal Training Sessions	Times	6	20
	Total Hours of Compliance and Legal Training[2]	Hour	12	15.50
	Coverage Rate of Compliance and Legal Training	%	100	100
	Signing Rate of Integrity and Other Related Business Ethics Agreements	%	100	100
Risk control	Number of Internal Risk Training Sessions	Times	3	7
	Coverage Rate of Internal Risk Control Training	%	100	100
	Total hours of internal risk control training[2]	Hour	6	11

[1] Due to changes in data collection, measurement and calculation methods, some of the 2023 historical data were adjusted retroactively.
[2] The total training duration was summarized based on the duration of each individual training session.

Category	Indicator	Unit	2023	2024
Communication with Investors	Number of investor open days held	Times	1	1
	Number of performance briefing session	Times	1	1
	Number of investor research visits received	Times	5	10
	Number of investor institutions paying research visits	Person	21	15
	Number of Effective Investor Calls Answered	Times	19	41
	Number of effective communications via email/social media platforms	Times	13	36
	Number of interactions with investors at irm.cninfo.com.cn	Times	111	61
	Number of investor questions answered	Times	108	69
	Reply rate to investors' inquires	%	97.30	100

Environmental Performance

Category	Indicator	Unit	2023	2024
Environmental Management	Environmental Incidents	Case	0	0
	Incidents of violation of laws and regulations in the environmental field	Case	0	0
	Compliance rate observed in pollutant monitoring	%	100	100
	Synchronized operation rate of environmental facilities	%	100	100
	Compliance rate of "three simultaneities" in environmental protection for construction projects	%	100	100
	Number of environmental training sessions	Times	/	1
	Number of participants in environmental training	Training participants	/	1,519
	Average environmental protection training hours per person	hours/person	/	1.15
Energy consumption	Gasoline	Ton	17.09	15.68
	Diesel	Ton	1.48	2.39
	Liquefied petroleum gas	Ton	0.18	0.11
	Total purchased electricity	kWh	9,560,810.59	11,611,142.84
	PV Generation	kWh	1,392,541	1,367,546
	Total Energy Consumption	tce	1,373.77	1,621.83
	Energy Consumption Intensity	tce/ RMB 1 million (revenue)	1.55	1.22

Category	Indicator	Unit	2023	2024
Greenhouse Gas	Total Emission of Greenhouse Gases	tCO_2e	195,162.76	237,116.18
	Greenhouse Gas Emission Intensity	tCO_2e/10,000 yuan	2.20	1.79
	Direct Greenhouse Gas Emissions (Scope 1)	tCO_2e	507.94	541.11
	Indirect Greenhouse Gas Emissions (Scope 2)	tCO_2e	4,601.37	1,164.15
	Other Indirect GHG Emissions (Scope 3)	tCO_2e	190,053.45	235,410.92
	Greenhouse Gas Emission Reduction	tCO_2e	1,143.28	1,122.76
Water resource	Total water consumption	Ton	110,339.89	140,372.27
Pollutant Emissions	Quantity of General Waste Generated	Ton	343.608	501.28
	Quantity of General waste disposed of	Ton	/	501.28
	Quantity of hazardous waste generated	Ton	16.297	35.99
	Quantity of hazardous waste disposed of	Ton	17.76	35.99
	Wastewater Discharges	Ton	/	39,011
	Waste Gas Emissions	Ton	0.46	0.31

Employee Performance

Category	Indicator		Unit	2023	2024
Employee Employment & Diversity	Percentage of contract workers		%	100	100
	Number of incidents involving the use of child labor		Case	0	0
	Incidents of forced labor complaints		Case	0	0
	Number of labor discrimination incidents		Case	0	0
	Total number of employees		Person	1,799	2,642
	Number of employees with disabilities		Person	20	17
	Number of employees of minority nationalities		Person	174	238
	Number of employees of minority nationalities in the management		Person	6	8
	Number of Employees (by region)	Chinese Mainland	Person	1,301	1,624
		Hong Kong, Macao, and Taiwan, China	Person	3	3
		Overseas regions	Person	495	1,015

Category	Indicator		Unit	2023	2024
Employee Employment & Diversity	Number of Employees (by Gender)	Female	Person	944	1,337
		Male	Person	855	1,305
	Number of Employees (by Employee Level)	Senior management	Person	13	14
		Mid-level management	Person	92	106
		Frontline employees	Person	1,694	2,522
	Number of Employees (by Profession)	Production	Person	1,428	2,219
		Sales	Person	57	69
		Technology	Person	202	213
		Finance	Person	18	21
		Administration	Person	94	120
	Number of Employees (by Age)	Under 30 years of age (not including 30 years of age)	Person	605	1,069
		30-40 years old (including 30 years old and excluding 40 years old)	Person	736	998
		40-50 years old (including 40 years old, excluding 50 years old)	Person	390	500
		50 years old and above	Person	68	75
	Number of Employees (by academic qualification)	Master's degree and above	Person	219	11
		Bachelor's degree	Person		291
		College degree	Person	204	300
		Below associate degree	Person	1,376	2,040
	Number of new employees		Person	982	1,455
	Percentage of New Employees by Gender	Female	Person	484	684
		Male	Person	498	771
	Percentage of New Employees by Recruitment Channel	Social recruitment	Person	949	1,350
		On-campus recruitment	Person	33	105
	Proportion of female managers		%	24.76	26.67
	Number of employees on maternity leave		Person	22	44
	Return Rate from Maternity Leave		%	100	93
	Number of employees who took parental leave		Person	5	8
	Return rate from parental leave		%	100	100

Category		Indicator	Unit	2023	2024
Benefits and Compensation		Social insurance coverage rate	%	100	100
		Per capita paid annual vacation days	Days	5.83	5.85
		Percentage of employees underwent regular performance and career development assessments	%	100	100
Democratic Governance and Communi-cation		Number of cases of labor disputes	Case	0	0
		Number of employee complaints received	Case	0	0
		Employee satisfaction	%	100	100
		Participation rate of the employee satisfaction survey	%	100	100
		Number of employees leaving the Company	Person	513	611
		Including: Number of employees departed voluntarily	Person	510	607
	Employee Turnover by Gender	Female	Person	211	268
		Male	Person	302	343
	Employee Turnover by Age	Under 30 years of age (not including 30 years of age)	Person	310	344
		30-40 years old (including 30 years old and excluding 40 years old)	Person	137	202
		40-50 years old (including 40 years old, excluding 50 years old)	Person	49	42
		50 years old and above	Person	17	23
	Number of Employees Departed (by region)	Chinese Mainland	Person	392	457
		Hong Kong, Macao, and Taiwan, China	Person	1	1
		Overseas regions	Person	120	153
		Employee turnover rate	%	14.93	15.02
Training and development		Number of Employee Training Sessions	Session	75	77
		Total number of persons trained	Person	1,425	2,043
		Total number of persons trained	Training participants	8,643	11,815

Category		Indicator	Unit	2023	2024
Training and development		Total training hours	Hour	21,473	97,627
		Average training hours per employee per year	hours/person	11.94	36.95
	Average Training Duration (by Gender)	Female	hours/person	19.20	21.40
		Male	hours/person	22.30	23.65
	Average training duration (by job level)	Senior management	hours/person	20.80	21.70
		Mid-level management	hours/person	27.10	28.50
		Frontline employees	hours/person	25	26
		Number of employees having successfully transitioned or applied internally	Person	10	30
		Proportion of internal transfers or applications by employees	%	0.56	1.13
Safety production		Number of safety production accidents	Case	2	2
		Number of work-related deaths	Person	0	0
		Total number of work-related injuries	Person	2	2
		Lost days due to work-related injury	Days	7	15.31
		Hidden danger investigation and rectification rate	%	100	100
		The number of security emergency drills	Session	9	5
		Investment in safety production	RMB 10,000	42.93	57.89
		Lost time injury rate (LTIR) per million working hours	%	0.55	0.44
		Lost work hours rate per million working hours	%	15.34	27.19
		Total investment in safety training	RMB 10,000	/	8
		Safety education and training sessions	Sessions	77	89
		Number of participants in safety education and training sessions	Training participants	3,425	4,097
		Total hours of safety education and training	Hour	59,804	71,538
		Coverage rate of safety education and training	%	100	100
		Coverage rate of safety risk protection training	%	100	100
Occupational health		Percentage of special operators licensed	%	100	100
		Investment in work-related injury insurance	RMB 10,000	10.81	19.33
		Coverage rate of work-related injury insurance for employees	%	100	100

Category	Indicator	Unit	2023	2024
Occupational health	Coverage rate of physical examinations for employees	%	100	100
	The detection rate of occupational disease hazards	%	100	100
	Pass rate of occupational disease hazard detection	%	100	100
	Number of new cases of new occupational diseases	Case	0	0

Product Performance

Category	Indicator		Unit	2023	2024
Innovation and R&D	Investment in R&D		RMB 10,000	4,437.97	5,870.05
	R&D investment as a percentage of main business revenue		%	4.99	4.43
	Number of new product development projects		No.	112	114
	Total R&D team members		Person	202	213
	Changes in R&D personnel		%	11.23	3.81
	R&D personnel by education level	Below bachelor's degree	Person	80	58
		Bachelor's degree	Person	120	149
		Master's degree	Person	2	6
	R&D personnel by gender	Male	Person	154	168
		Female	Person	48	45
	R&D personnel by age	Under 30 years of age (not including 30 years of age)	Person	75	88
		30-40 years old (including 30 years old and excluding 40 years old)	Person	79	68
		40-50 years old (including 40 years old, excluding 50 years old)	Person	44	50
		50-60 years old (including 50 years old, excluding 60 years old)	Person	4	7
	Core technical personnel of the Company		Person	5	5
	Cumulative number of authorized patents		Item	207	244
	Patents by Type	Cumulative number of authorized invention patents	Item	25	37
		Cumulative number of authorized utility model patents	Item	176	201
		Cumulative number of granted design patents	Item	6	6

Category	Indicator		Unit	2023	2024
Innovation and R&D	Cumulative number of software copyrights		Item	121	121
	Cumulative number of trademarks		Item	41	30
	National High-Tech Enterprise		No.	3	3
Product Quality	Number of risk assessments conducted		Times	4	4
	Product percent of pass		%	99.80	99.82
	Times of annual quality internal audits		Times	1	1
	Percentage of products that are required to be withdrawn and recalled for health and safety reasons		%	0	0
	Number of products that are required to be withdrawn and recalled for health and safety reasons		Case	0	0
	Negative public opinion		Times	0	0
	Total hours of quality culture training[1]		Hour	62	72
	Sessions of quality culture training		Times	31	35
Customers' rights and interests	Customer Satisfaction		Points	95.60	95.90
	Customer Complaint Resolution Rate		%	100	100
	Proportion of customers participating in the survey		%	94.44	94.73
	Number of participants in responsible marketing training		Training participants	0	280
	Total hours of responsible marketing training[1]		Hour	0	14
	Total sessions of responsible marketing training		Times	0	10
	Number of participants in special training on responding to customer complaints		Training participants	105	103
	Total hours of special training on customer complaint response[1]		Hour	10	8
	Number of sessions of special training on customer complaint response		Times	5	4
	Number of customer information leakage incidents		Case	0	0
	Losses caused by violations of relevant laws and regulations		RMB 10,000	0	0
Supplier Management	Number of suppliers		No.	217	220
	Supplier Distribution by Region	Jiangsu Province	No.	5	7
		Zhejiang Province	No.	2	7
		Anhui Province	No.	1	2
		Fujian Province	No.	1	2

[1] The total training duration was summarized based on the duration of each individual training session.

Category		Indicator	Unit	2023	2024
Supplier Management	Supplier Distribution by Region	Jiangxi Province	No.	1	1
		Hu'nan Province	No.	1	2
		Guangdong Province	No.	181	171
		Taiwan Region	No.	13	11
		Beijing City	No.	2	2
		Tianjin City	No.	1	1
		Shanghai City	No.	3	4
		Guangxi Zhuang Autonomous Region	No.	2	2
		Hong Kong Special Administrative Region	No.	4	8
	Number of suppliers certified under quality management systems		No.	122	124
	Number of suppliers certified under environmental management systems		No.	57	67
	Number of suppliers certified under occupational health and safety management systems		No.	24	29
	Number of suppliers suspended due to non-compliance		No.	0	0
	Number of prospective suppliers rejected due to non-compliance		No.	0	0
	Number of ESG training sessions conducted for suppliers		Times	0	1
	Total hours of ESG training sessions conducted for suppliers		Hour	0	24
	Number of suppliers covered by ESG training		No.	0	24
	Percentage of suppliers that have signed the *Integrity Agreement*		%	100	100
	The proportion of spending on purchasing from local suppliers was		%	91.74	82.50
	The number of incidents with significant risks and impacts in the supply chain was		Case	0	0
Social Welfare	Total Public Welfare Input		RMB 10,000	16.58	5.23
	Village Revitalization Projects Completed		Item	0	1
	Investment in Assistance Fund		RMB 10,000	3.06	5
Data Security	Number of relevant training sessions conducted		Times	2	2
	Number of participants in practice and training		Person	148	86
	Total Investment in Data Security		RMB 10,000	63.88	111.40
	Number of violations of information security and privacy protection		Case	0	0

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Waste Disposal	Article 31	Environmental Compliance Management
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Feedback Form

Dear readers,

Thank you for reading this report! To continuously improve the Company's ESG efforts and further enhance sustainable development management, we cordially invite you to provide your valuable feedback by answering the relevant questions in the feedback form through the following modes.

1. Which of the following stakeholders is most relevant to you in relation to G.TECH?

☐ Shareholder or Investor ☐ Employee ☐ Supplier ☐ Client & Consumer ☐ Industry Association or Research Institution ☐ Public Welfare or Community Organization ☐ Media ☐ Government or Regulatory Agency ☐ Others (please specify) ＿＿＿＿＿＿＿＿

2. Your overall assessment of the Company's ESG report:

☐ Very Good ☐ Good ☐ Average ☐ Below Average ☐ Poor

3. How do you think we have performed in terms of corporate governance?

☐ Very Good ☐ Good ☐ Average ☐ Below Average ☐ Poor

4. How do you think we have fulfilled our product responsibilities?

☐ Very Good ☐ Good ☐ Average ☐ Below Average ☐ Poor

5. How do you think we have performed in terms of environmental, safety, and occupational health?

☐ Very Good ☐ Good ☐ Average ☐ Below Average ☐ Poor

6. Any suggestions on our ESG performance and this report?

You can contact us through the following modes:

Tel: 0756-3393228　　Fax: 0756-3393338　　Email: sales@gtech.com.cn