

OPPLE
欧普照明



2025

**Environmental, Social and
Governance Report**

Contents

About the Report	2		
Message from the CEO	3		
OPPLE Lighting: A Legend of Light	5		
01 Forging Governance Excellence	13	04 Building a Fulfilling Workplace Together	73
ESG Governance	15	Protection of Rights and Interests	75
Prudent Governance	19	Empowering Employee Growth	78
Business Ethics	22	Health & Safety	81
Responsible Marketing	25	Communication & Care	84
Information Security and Privacy Protection	28		
02 Leading a Brighter Future	33	05 Building a Sustainable Supply Chain	87
Product Quality	35	Supplier Management Optimization	89
Innovation-Driven Empowerment	43	Ensuring Responsible Supply Chain	91
Service Excellence	52	Supplier Communication & Training	92
Industry Collaboration	56		
03 Advancing Toward Low-Carbon Future	59	06 Fulfilling Our Social Responsibility	93
Green Operations	61	Urban Renewal	95
Climate Response	65	Public Welfare and Charity	98
Resource Utilization	71		
		Appendix	99
		Key Performance Indicators Table	99
		Shanghai Stock Exchange Guidelines Index	102
		GRI Standards Index	103
		SASB Index	111

About the Report

Report Overview

This report aims to objectively and fairly present the Environmental, Social, and Governance (ESG) performance of OPPLE Lighting Co., Ltd. and its subsidiaries (collectively referred to as "OPPLE Lighting", "the Company", or "we") in 2025. For corporate governance details, please refer to the "Corporate Governance" section (A Shares) in the *OPPLE Lighting Co., Ltd. 2025 Annual Report* ("2025 Annual Report").

Basis of Preparation

This report is primarily prepared in accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* ("Shanghai Stock Exchange Guidelines"). It is also in accordance with the *GRI Standards* issued by the Global Reporting Initiative (GRI), while referring to and addressing disclosure requirements such as the *Sustainability Accounting Standards* issued by the *Sustainability Accounting Standards Board* (SASB), and the United Nations 2030 Sustainable Development Goals (UN SDGs). The content is tailored to the Company's current development stage and ESG context. The report has been reviewed and approved by the Board of Directors of the Company.

Scope & Boundaries of Report

2025 Environmental, Social and Governance (ESG) Report (hereinafter referred to as "this report") covers the period from January 1 to December 31, 2025, with some content extending moderately beyond this period. The timeframe of the report aligns with our *2025 Annual Report*. The disclosed information encompasses OPPLE Lighting's headquarters and subsidiaries. Unless otherwise stated, the scope of the report is consistent with the scope of the *2025 Annual Report*. All monetary values are denominated in RMB unless specified.

Sources & Reliability Assurance

Textual content and case studies are derived from internal statistics, documentation, and internal communications. Partial data is sourced from the *2025 Annual Report*, while other figures originate from internal systems or manual records. The Board of directors and all directors guarantee that the Report contains no false records, misleading statements or material omissions, and assume individual and joint liability for its authenticity, accuracy, and completeness.

Access & Feedback

This report is available in print and electronic formats. The electronic version can be accessed on:

Company website: <https://www.OPPLE.com.cn/>

Shanghai Stock Exchange (SSE) website: <http://www.sse.com.cn/>

We value the feedback from stakeholders, and the readers are free to contact us via:

Tel

+86-021-3855 0000 (ext. 6720)

Email

Public@OPPLE.com

Address

Building V1, MixC, No. 1799 Wuzhong Road, Minhang District, Shanghai

Message from the CEO

2025 marked a new stage in our journey towards sustainable value creation. Our inaugural EcoVadis Bronze medal and the improvement of our CDP climate questionnaire rating to Grade B attested to our solid steps and clear direction on the path of sustainable development. Throughout this year, we continued to anchor our mission of "Create Value out of Light" comprehensively embedding ESG concepts into strategic decisions and operational details, dedicated to building a greener, smarter, and more responsible future through management transformation and technical breakthroughs.

Scientific Governance, Establishing a Solid Foundation for Steady Operations

OPPLE Lighting constructs a scientific and efficient ESG governance system to ensure the effective transmission of the sustainable development strategy from top-level design to grassroots execution. During the reporting period, we refined the ESG governance structure, detailing the scope of responsibilities for the Strategy and ESG Committee and incorporating ESG oversight into the Audit Committee. We continued to utilize the anti-fraud map to strengthen risk prevention and control, formulated long-term goals for responsible marketing, and implemented the "1+5+2+3" information security governance system, consistently enhancing the organization's transparency and risk-resistance resilience. Based on this robust governance framework, we continuously optimize decision-making quality and solidify the institutional foundation for high-quality development.

Intelligence-Led, Driving Industrial Digital and Intelligent Transformation

OPPLE Lighting promotes the "Three Transformations and Five Innovations" R&D strategy, achieving a leap-forward transition from traditional manufacturing to intelligence and digitalization. We focus on the R&D and application of SDL smart spectrum technology and digital lighting systems, reaching industry-leading quality standards through quality control covering the entire product lifecycle. During the reporting period, we strengthened intellectual property protection, with 436 new authorized patents and 49 registered trademarks. By upgrading the digital service system, we are transitioning from product delivery to a full-link value service model. We adhere to technological innovation as the core, continuously providing global users with healthy, comfortable, and intelligent light environment solutions.

Green Operations, Moving Towards a Net-Zero Emission Future Together

OPPLE Lighting actively responds to climate change challenges, reducing the carbon footprint across the entire chain through energy structure optimization and lean production. We implement energy planning and intelligent system transformation. By expanding the coverage of distributed photovoltaics and improving energy efficiency levels, we consistently reduce operational carbon emission intensity. During the reporting period, we continued to promote the construction of green factories. Multiple intelligent low-carbon lighting solutions were successfully applied in urban renewal projects, effectively reducing environmental loads. We continuously improve climate risk assessment and response mechanisms, dedicated to enhancing our own climate resilience and assisting the global journey towards a net-zero future.

People-Oriented Empowerment, Building a Value-Symbiotic Workplace Together

OPPLE Lighting is committed to building a workplace platform for value symbiosis, promoting deep synergy between employee growth and corporate development. We implement Individual Development Plans and succession plans for all employees, establishing clear career advancement paths through multi-tier talent cultivation projects. In the field of occupational health, we strictly execute the ISO 45001 management system, effectively safeguarding employees' physical and mental safety with the help of normalized risk identification and emergency drills. We adhere to democratic management and people-oriented care, effectively protecting employees' legitimate rights and interests through mechanisms such as the Worker Congress and two-way communication, stimulating the organization's innovation vitality and motivation for struggle.

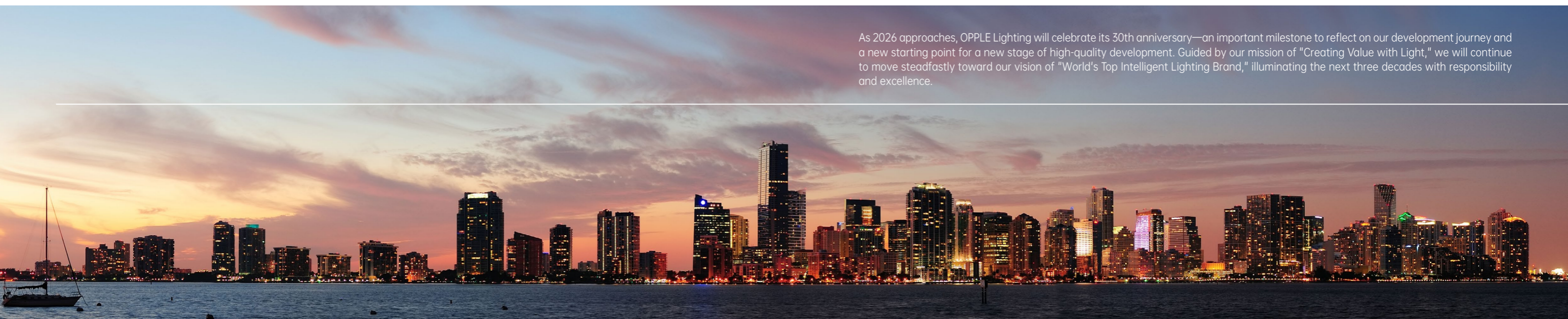
Responsibility-Driven, Co-building a Sustainable Supply Ecosystem

OPPLE Lighting continues to strengthen supply chain resilience and responsibility management, driving the continuous upgrade of the supply system toward sunshine compliance and low-carbon development. We implement supplier lifecycle management. By revising the *Supplier Anti-Commercial Bribery Commitment* and releasing the *Ten Prohibitions for Integrity in Procurement*, we establish clear compliance red lines. During the reporting period, we raised entry barriers for core suppliers, requiring them to obtain ISO 14001 environmental management system certification and establishing a quarterly environmental performance reporting mechanism. Through sunshine procurement and technical empowerment, we work with partners to build a transparent and green supply environment, continuously enhancing the overall competitive level of the value chain.

Dedication and Kindness, Delivering Brand Social Warmth

OPPLE Lighting insists on transforming its professional advantages in lighting into social responsibility practices, achieving value spillover through brand public welfare projects. In 2025, we continued to empower various industries with exclusive lighting solutions, assisting in multi-scenario renewal and quality improvement. Additionally, we continued to focus on educational support, care for vulnerable groups, and health science popularization, investing a total of RMB 30.3051 million in public welfare funds to extend the warmth of light to broader corners of the community. These practices not only reflect OPPLE Lighting's long-term adherence to social commitments but also demonstrate the brand mission of prosperity and progress together with society.

As 2026 approaches, OPPLE Lighting will celebrate its 30th anniversary—an important milestone to reflect on our development journey and a new starting point for a new stage of high-quality development. Guided by our mission of "Creating Value with Light," we will continue to move steadfastly toward our vision of "World's Top Intelligent Lighting Brand," illuminating the next three decades with responsibility and excellence.



OPPLE Lighting: A Legend of Light

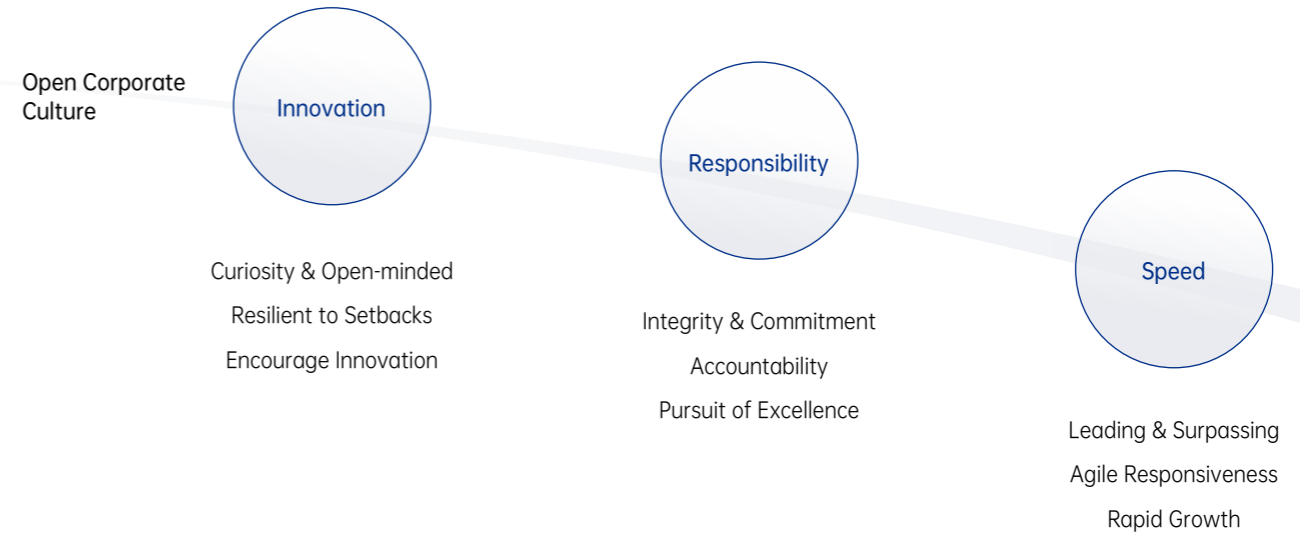
Corporate Prologue

OPPLE Lighting (Stock Code: 603515.SH), founded in 1996, has always adhered to the brand concept of "See Beyond" and takes "Creating Value with Light" as its mission, dedicating itself to becoming a globally leading smart lighting solution service provider. Relying on industry-leading lighting R&D technology, the Company successfully completed its strategic transition to the LED field and continues to drive the intelligent and sustainable development of the lighting industry through healthy, technological, and professional design.

OPPLE Lighting has built a solid R&D and innovation system, with an average annual R&D investment exceeding RMB 300 million. The Company has established R&D laboratories in Shanghai and Suzhou, possessing 16 professional testing rooms and accumulating nearly 4,000 authorized patents. Among them, the innovative SDL (Software Defined Lighting) smart spectrum technology has accumulated 77 patents, and the new generation SDL 2.0 Super Light Engine was released in 2025.

OPPLE Lighting's business network covers the globe, with over 140,000 terminal sales outlets and markets spanning more than 70 countries and regions, including Asia-Pacific, Europe, and the Middle East. In 2025, the Company successfully delivered lighting solutions for several high-end international projects, such as the Oman Royal Meeting Hall and the Dubai headquarters of the global logistics giant JAS. In China, the Company's smart road lighting solutions have assisted more than 130 cities across the country in achieving lighting upgrades. To deepen its global layout, OPPLE Lighting invested in the construction of an LED module factory in Poland to strengthen its localized service capabilities.

The Company leads industry development through innovation, not only establishing joint laboratories with top universities to release industry white papers but also seeing its product designs repeatedly win top international awards such as the German iF and American IDEA. OPPLE Lighting was awarded the EcoVadis Bronze medal in 2025, with its brand value continuing to climb. The Company is moving towards the vision of "World's Top Intelligent Lighting Brand," leading the global light environment into a new era of intelligence and health.



OPPLE Lighting has close to **4,000** patents.

2 Manufacturing Centers

OPPLE Lighting is headquartered in Shanghai and has manufacturing centers in Industrial Parks in Wujiang (Suzhou) and South China

Diversified Development

Operations across **70+** countries and regions spanning five continents, **140,000+** sales outlets worldwide

Netherlands

European Headquarters



Dubai

Middle East Headquarters



Shanghai

Global Headquarters



Thailand



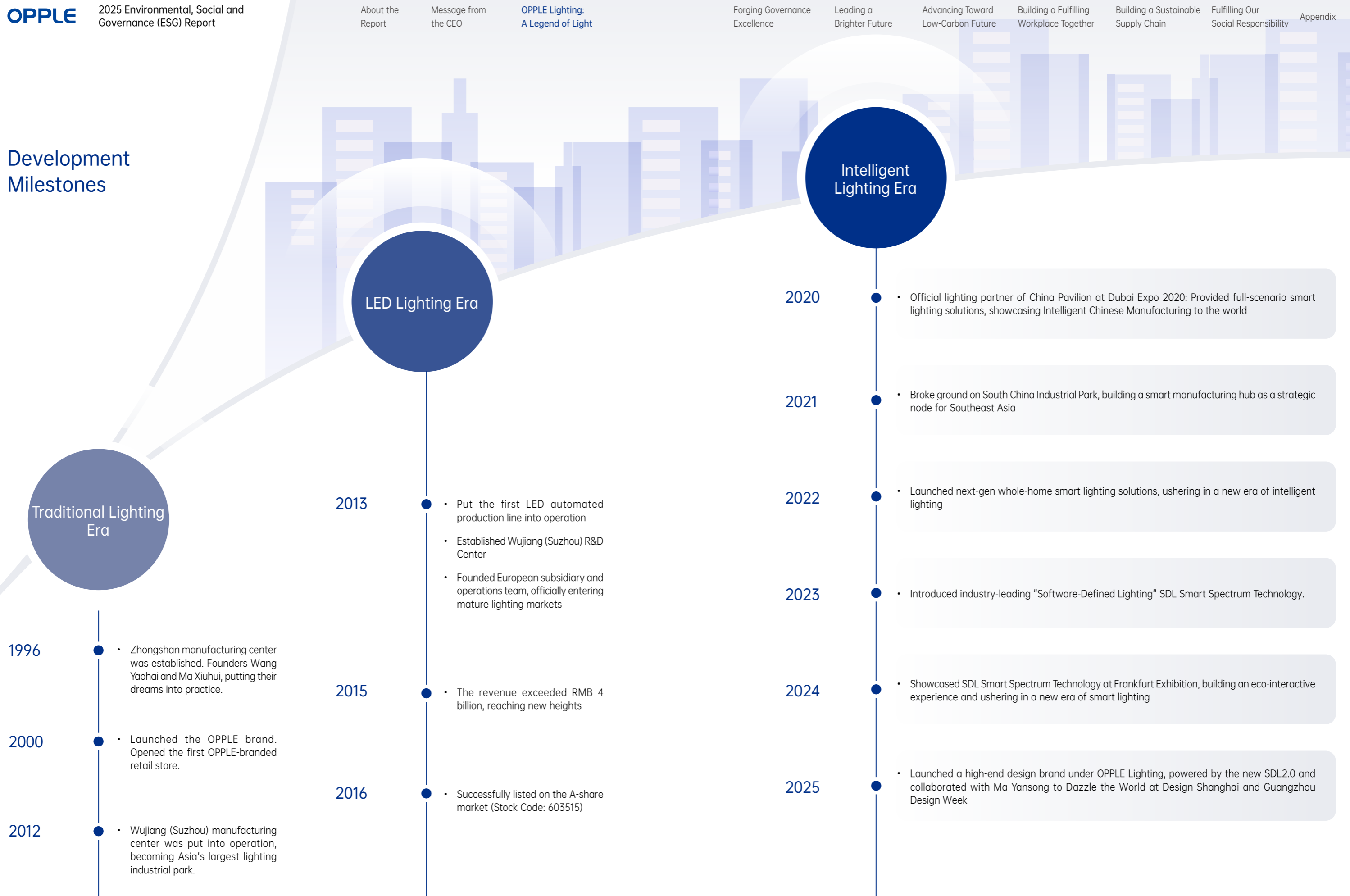
Vietnam



Indonesia



Development Milestones



ESG Strategy

We have deeply integrated ESG principles into our corporate strategy, dedicating to drive sustainable business growth while actively fulfilling corporate social responsibilities. Aligned with internal/external development trends, stakeholder expectations, and the UN 2030 Sustainable Development Goals (SDGs), we have established a comprehensive ESG framework. Moving forward, guided by our mission to "Create Value out of Light", we will continue to pioneer innovative ESG practices. These efforts will fuel progress toward our vision of "World's Top Intelligent Lighting Brand" while contributing to human well-being and global green transformation.



2025 Key Performance Highlights

ESG Awards

- Awarded the EcoVadis Bronze Medal
- Received a **B** rating in CDP Climate Change Questionnaire
- Achieved an **A** rating in the Wind ESG Rating
- Received a **BBB** rating from the Sino-Securities ESG Rating
- Received an **AA** rating from the Tonghuashun ESG Rating

Forging Governance Excellence

Robust Governance

Held **2** shareholder meetings and **7** board meetings

The Audit Department completed **61** audit projects, achieving an audit coverage rate of **70%**

Business Ethics

Conducted **8** anti-fraud training sessions, covering all employees

Responsible Marketing

Organized **41** after-sales service training sessions, with more than **3,500** cumulative participants

Information Security and Privacy Protection

OPPLE Lighting's subsidiary, Shanghai Qianlong Energy Conservation Technology Co., Ltd., has obtained **ISO 27001** Information Security Management System and **ISO 20000** Information Technology Service Management System certifications

NO incidents involving customer privacy breaches, data leaks, or other cybersecurity events

Leading a Brighter Future

Product Quality

Achieved **ISO 9001** Quality Management System certification

NO material non-compliance incidents or accidents involving the health and safety impacts of products and services

ALL EMPLOYEES

Provided quality awareness training for **ALL EMPLOYEES**

Organized **7** specialized quality training sessions, covering more than **300** participants

Innovation-Driven Empowerment

Held a cumulative total of **3,808** valid patents

Employed **459** R&D staff, with R&D investment totaling RMB **296.9225** million

Obtained **436** newly granted patents and completed registration of **49** trademarks

Service Excellence

82.7% distributor satisfaction rate

100% customer complaint response rate

97.9% end-user installation service satisfaction rate, **96.3%** repair service satisfaction rate, and **98.0%** complaint handling satisfaction rate

Industry Collaboration

Participated in the development of **24** national standards and **47** group standards cumulatively

Advancing Toward Low-Carbon Future

Green Operations

100% of operating sites implemented and maintained the **ISO 14001** Environmental Management System

Total environmental protection investment RMB **3.2637** million

Climate Response

Suzhou OPPLE Lighting Co., Ltd. was included in the Suzhou 2025-2026 List of Exempted Enterprises for Heavy Pollution Weather Emergency Control

Wujiang Industrial Park continued to pass the annual audit certification for the **ISO 50001** Energy Management System

Resource Utilization

Wujiang factory's sheet workshop utilized a total of **347.8** tonnes of recycled materials

Wujiang and Zhongshan factories utilize **100%** recyclable corrugated cardboard

Building a Fulfilling Workplace Together

Protection of Rights and Interests

Total workforce **5,976**
Female employee **35.86%**

Empowering Employee Growth

Total employee training **58,042.98** hours

Training coverage rate **95.71%**

Health & Safety

OPPLE Lighting Co., Ltd. and **4** of its subsidiaries obtained **ISO 45001** Occupational Health and Safety Management System certification

Communication & Care

Employee satisfaction score **4.44/5**
Developed **47** improvement initiatives

Building a Sustainable Supply Chain

Supplier Management Optimization

3,017 suppliers obtained ISO 9001 Quality Management System or ISO 14001 Environmental Management System certification, accounting for **73%**

Ensuring Responsible Supply Chain

61.45% of suppliers have signed the Supplier Code of Conduct

100% of buyers received training on sustainable procurement

Supplier Communication & Training

Conducted **3** supplier quality training sessions, with **179** participants

Fulfilling Our Social Responsibility

Urban Renewal

Smart road lighting served **130+** cities across China

1 million+ connected streetlight nodes

Online and lighting rates both above **99.5%**

Public Welfare and Charity

Total social contribution RMB **30.3051** million

Forging Governance Excellence

- 15 ESG Governance
- 19 Prudent Governance
- 22 Business Ethics
- 25 Responsible Marketing
- 28 Information Security and Privacy Protection

Response to UN SDGs:



OPPLE Lighting recognizes that a sound governance system constitutes the solid foundation for sustainable corporate development. We uphold the principle of responsible operations, continuously improve our corporate governance structure, strengthen commercial ethics management and compliant marketing practices, and comprehensively safeguard data privacy and information security, deeply integrating the concept of sustainable development into every aspect of daily operations. The Company has always been committed to safeguarding the legitimate rights and interests of all stakeholders, actively shaping an image of integrity and transparency, and promoting collaborative progress and shared prosperity with all parties.



ESG Governance

OPPLE Lighting is committed to building an ESG management system that aligns with industry development trends and the Company's actual conditions, continuously optimizing its organizational structure, clarifying responsibilities and divisions of labor, and promoting the deep integration of ESG concepts with business operations. We proactively strengthened communication and interaction with all stakeholders, dynamically identified ESG-related risks and opportunities, continuously deepened sustainable development practices, and comprehensively enhanced corporate governance capabilities and the level of sustainable development.

ESG Governance Structure

OPPLE Lighting has established an ESG governance framework in which the Board of Directors oversees ESG matters, the Strategy & ESG Committee coordinates core functions, the Audit Committee is responsible for review, and management, together with business and functional departments, drives the execution and implementation of ESG initiatives. The Board of Directors serves as the highest governing body for ESG matters, guaranteeing corporate decisions and actions adhere to the highest standards. Meanwhile, the Chairman of the Board concurrently chairs the Strategy & ESG Committee to provide leadership in ESG strategy development and execution, securing effective formulation and implementation of ESG objectives. During the reporting period, we revised the *Rules of Procedure for the Strategy & ESG Committee*, clarifying that the Committee serves as a dedicated ESG governance body established under the Board of Directors. The Committee is responsible for coordinating the Company's end-to-end ESG management process, while further refining its personnel composition, deliberation rules, and core responsibilities.

Board of Directors The highest decision-making body for ESG governance is responsible in general for the Company's ESG work; it approves the ESG strategic plan, the annual ESG report, and major ESG matters, and supervises the overall operation of the ESG system.

Strategy and ESG Committee The entity responsible for the daily coordination of ESG governance shall formulate ESG strategies, policies, and quantitative targets; organize the identification and assessment of ESG risks; supervise the implementation of ESG work across all departments; review ESG disclosure documents; and report on annual ESG progress to the Board of Directors on a regular basis.

Audit Committee New ESG oversight responsibilities have been established to conduct audit supervision on the effectiveness of internal controls over ESG, the truthfulness, accuracy, and completeness of ESG disclosures, and to carry out ESG compliance verification.

Management Responsible for the execution and implementation of ESG strategies, establishing the cross-functional ESG Working Group, decomposing ESG objectives into respective business units, ensuring resource allocation for ESG initiatives, and regularly reporting on implementation progress to the Strategy & ESG Committee.

Each Business/Functional Department The entity responsible for executing ESG initiatives shall implement specific tasks in its domain, including environmental management, social responsibility, supply chain ESG, and compliance governance. It shall regularly report ESG data and progress and cooperate to complete relevant ESG disclosure and rating activities.

OPPLE Lighting ESG Governance Structure

To ensure effective implementation of ESG management strategies, we hold regular meetings of the Strategy & ESG Committee. These meetings serve to review newly formulated ESG policies, assess material issues, monitor progress toward environmental targets, and evaluate other critical ESG matters. Moreover, in alignment with annual operational objectives, we have simultaneously refined our performance appraisal and compensation policies. A performance-oriented mechanism has been implemented for senior executives remuneration, ensuring that income is closely linked to performance appraisal outcomes. Through scientific evaluation criteria and dynamic incentive and constraint mechanisms, we continuously strengthen the accountability of senior management and enhance the enterprise's sustainable development capabilities.

Stakeholders Engagement

Dedicated to fostering comprehensive engagement channels, OPPLE Lighting maintains active dialogue with key stakeholders including government agencies, regulatory bodies, shareholders, customers, employees, and media representatives. Through diversified communication approaches, we promptly address stakeholder concerns and facilitate mutual development between the Company and our stakeholders.

Stakeholders	Key Concerns	Engagement Methods
Government/Regulators	<ul style="list-style-type: none"> Anti-corruption Corporate Governance Information Disclosure Climate Change Response Energy Usage 	<ul style="list-style-type: none"> Regular Communication and Report Company Survey Information Disclosure Policy Implementation
Investors/Shareholders	<ul style="list-style-type: none"> Information Disclosure Corporate Governance 	<ul style="list-style-type: none"> Annual General Meeting of Shareholders Company Research, Roadshows Regular Reports & Earnings Briefings Investor Hotline/Email SSE Interactive Platform
Suppliers	<ul style="list-style-type: none"> Anti-unfair Competition Supply Chain & Responsible Procurement 	<ul style="list-style-type: none"> Strategic Partnerships Regular Exchanges Participate in Industry Activities
Customers	<ul style="list-style-type: none"> Compliance with Business Ethics Product Quality & Safety Customer Service Information Security and Privacy Protection Sustainable Consumption 	<ul style="list-style-type: none"> Feedback Collection Complaint Handling Conduct Customer Satisfaction Surveys
Community/Public	<ul style="list-style-type: none"> Public Welfare, Philanthropy, and Rural Revitalization Emissions & Hazardous Materials Management Biodiversity 	<ul style="list-style-type: none"> Conduct Public Welfare Activities Social Media Site Visits
Employees	<ul style="list-style-type: none"> Labor Management Diversity, Equality and Inclusiveness Career Development Occupational Health & Safety 	<ul style="list-style-type: none"> Hold the Congress of Workers and Staff Training Programs Solicit Opinions and Feedback from Employees
Media/NGOs	<ul style="list-style-type: none"> Emissions and Hazardous Materials Management Biodiversity Circular Economy Water Resources Management 	<ul style="list-style-type: none"> Press Conferences Media Interviews Social Media Engagement

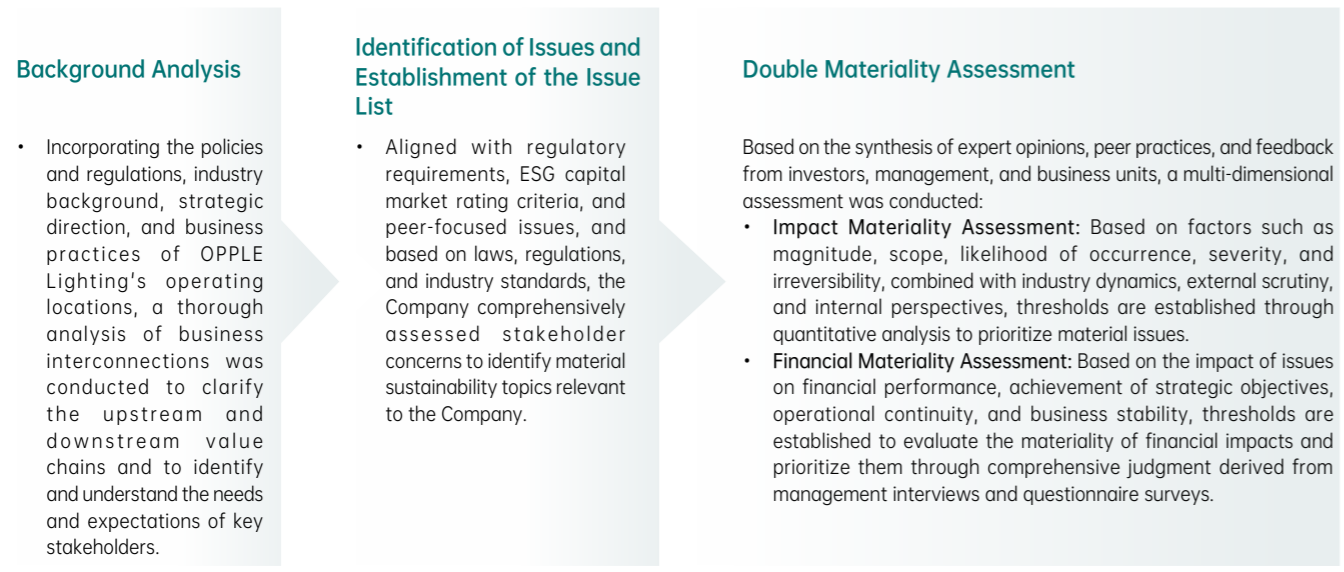
During the reporting period, OPPLE Lighting maintained close engagement with stakeholders through diverse communication channels. The Company held 2 shareholders' meetings and 3 special performance explanation sessions throughout the year, comprehensively addressing investors' core concerns regarding operating performance, financial position, strategic progress, and ESG outcomes. In addition, the Company implements a stable dividend policy, shares the results of development with shareholders, continues to reinforce trust and collaboration with shareholders, laying a solid foundation for sustainable development.

Adhering to principles of openness and transparency, we strictly complied with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Rules Governing the Listing of Stocks on Shanghai Stock Exchange*, instituting our *Information Disclosure Management System* and the *Information Disclosure Suspension and Exemption Management System* to standardize reporting processes and enhance governance compliance.

Double Materiality Analysis

To adequately address challenges that may arise from changes in internal and external factors, OPPLE Lighting, based on the characteristics of its industry and its position within its own value chain, has proactively identified the sustainable development issues requiring attention by the Company regarding ESG. We comprehensively considered the potential impact of each topic on the Company's financial position, assessed the influence of our management and performance regarding these topics on internal and external stakeholders, and evaluated and prioritized them based on the double materiality of the topics. We fully considered the opinions of key stakeholders. During the process of issue identification and double materiality assessment, we actively engaged in communication with internal and external stakeholders, fully incorporated their feedback, and ultimately determined the double materiality matrix by integrating inputs from business departments and management.

In accordance with the guidelines issued by the SSE, we have identified and determined 22 material ESG issues¹. These issues not only provide guidance for ESG management practices but also enhance the Company's level of information disclosure. Among these, "Climate Change Response" and "Product Quality and Safety" are identified as double materiality issues. Disclosure has been provided in the relevant sections following the framework of "Governance – Strategy – Impact, Risk, and Opportunity Management – Indicators and Targets". We leverage the results of the double materiality assessment to optimize resource allocation, ensuring a close integration between ESG strategies and core business operations while enhancing the transparency of ESG disclosures and investor trust, thereby supporting the Company in achieving long-term sustainable development.



Double Materiality Assessment Process

¹ The issues regarding Emissions and Hazardous Materials Management encompass matters related to Pollutant discharge, Waste disposal, and Environmental compliance Management. Furthermore, Ethics of science and technology, Equal treatment to small and medium-sized enterprises, and Due diligence were not included in the ESG issue list. Our business does not involve scientific research activities in technology ethics-sensitive fields such as life sciences and artificial intelligence; therefore, the issue of Ethics of science and technology is not applicable to the Company. We have established a fair and equitable mechanism for supplier screening, evaluation, and empowerment. Equal treatment to small and medium-sized enterprises has been incorporated into supply chain and procurement responsibility issues; therefore, this issue is not set up separately. Regarding the issue of Due diligence, OPPLE Lighting has continuously conducted investigations concerning its environmental compliance management, labor management, and anti-corruption practices with itself and its partners; therefore, the content involved in this issue has been incorporated into other issues. See Appendix II of this report for relevant cross-references.



● Environmental Issue ● Social Issue ● Governance Issue

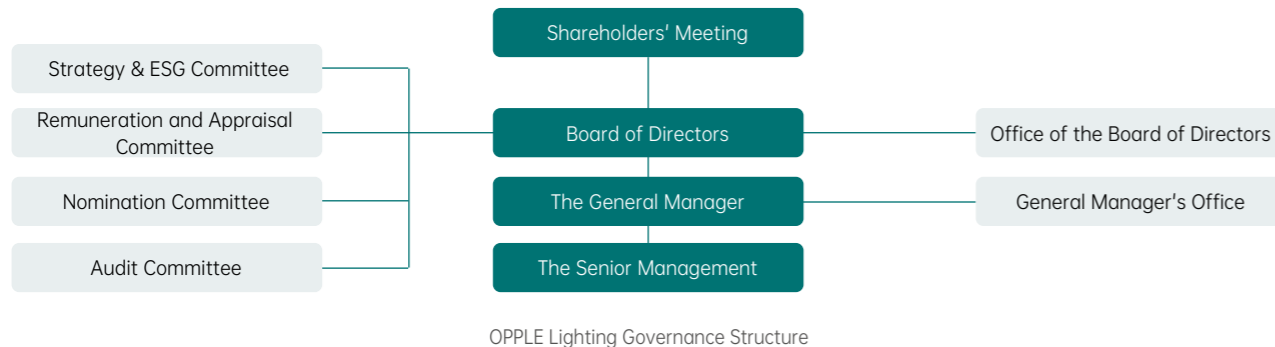
OPPLE Lighting 2025 Double Materiality Issue Matrix

Prudent Governance

OPPLE Lighting continuously optimizes the corporate governance structure through a diversified Board of Directors and clearly delineated management framework, ensuring operational transparency and effectiveness. We further strengthen risk management and internal audit mechanisms to proactively identify, assess, and mitigate governance risks, thereby laying a solid foundation for sustainable long-term development.

Corporate Governance

In strict compliance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, and the *Rules Governing the Listing of Stocks on Shanghai Stock Exchange*, we consistently refine internal governance systems. This structured approach enables all organizational levels to fulfill their designated responsibilities collaboratively, safeguarding our stable operations.



OPPLE Lighting fully recognizes that board diversity is essential for enhancing corporate governance efficiency and decision-making quality. In accordance with the Rules of Procedure for Board Meetings, we have established a Board composed of members with diverse genders, ages, educational backgrounds and professional expertise to ensure comprehensive consideration of multiple perspectives and experiences in decision-making processes. Adhering to the merit-based principle, we consider multiple dimensions including candidates' industry experience, educational background, professional skills and career history when selecting directors, facilitating the exchange and integration of different viewpoints to maximize board governance efficiency. We have three independent directors, all seasoned professionals with expertise in accounting, management and business operations.

The Board has established four specialized committees: the Strategy & ESG Committee, the Audit Committee, the Remuneration and Appraisal Committee, and Nomination Committee, each with clearly defined responsibilities to ensure effective management and oversight. During the reporting period, the Board of Directors revised the *Articles of Association*, added a dedicated chapter on "Specialized Committees of the Board of Directors," and formally clarified the statutory position of the Strategic & ESG Committee, thereby fully integrating ESG governance into the Company's top-level governance system. Except for the Strategy & ESG Committee, all other committees are chaired by independent directors, with independent directors constituting no less than half of the membership in the Audit, the Remuneration and Appraisal, and the Nomination Committee.

Furthermore, in 2025, the Company advanced the optimization of its organizational structure in accordance with the latest laws and regulations and considering its own development needs. The Supervisory Committee was abolished, and the powers and functions originally vested in the supervisory board were transferred to the Audit Committee of the Board. By further clarifying the responsibility boundaries and coordination mechanisms across each governance level, we aim to ensure that the corporate governance system complies with regulatory requirements and is deeply integrated with our own development strategy and business reality.

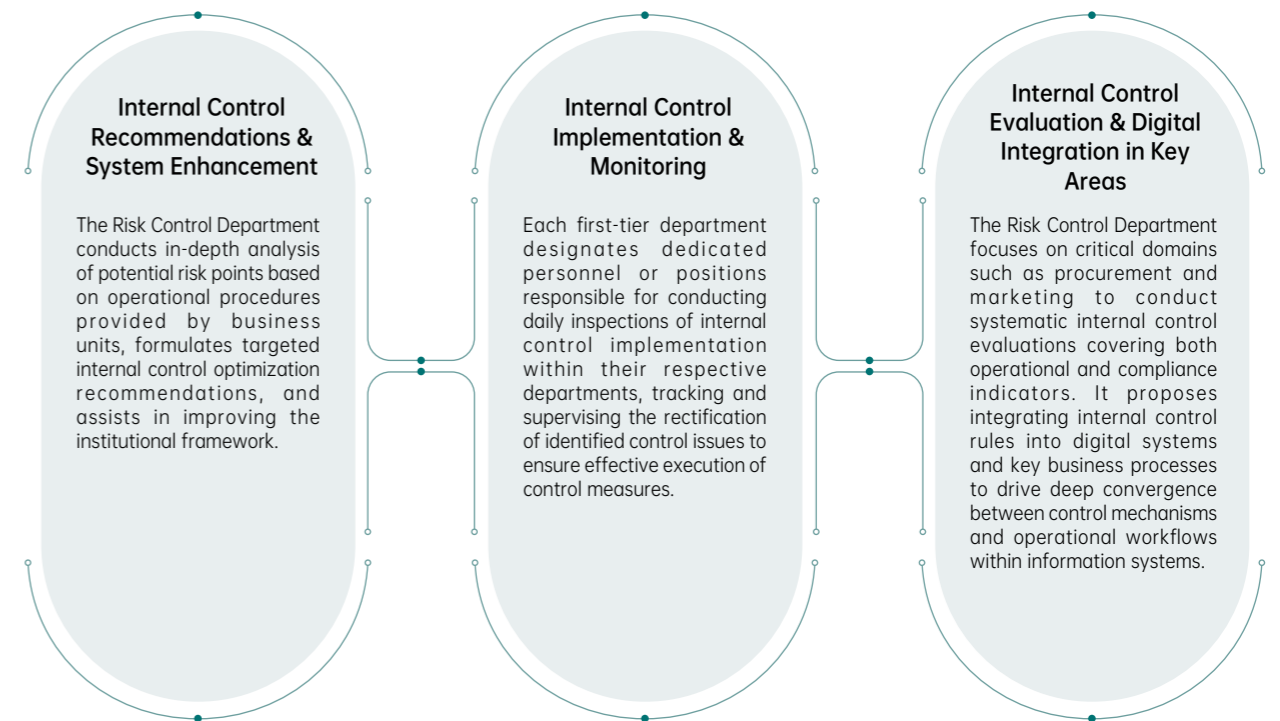
In 2025, We convened

- 2 General Meetings of Shareholders
- 7 Meetings of the Board of Directors
- 5 Audit Committee meetings
- 1 Nomination Committee meetings
- 5 Remuneration and Appraisal Committee meetings
- 1 Strategy & ESG Committee meetings

Risk Control Governance

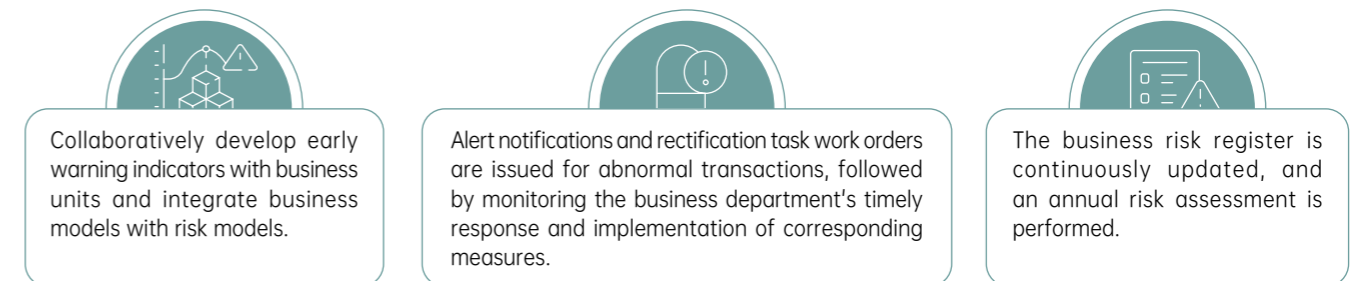
OPPLE Lighting places paramount importance on risk management and internal control, having established a comprehensive system to effectively prevent and address various operational risks. We strictly comply with relevant regulations, including the *Basic Norms of Internal Control* and the *Code of Corporate Governance for Listed Companies*, and have formulated the *Internal Control and Evaluation System*. This system standardizes evaluation procedures and reporting processes, enabling us to promptly identify internal control deficiencies, uncover potential risks, and efficiently implement corrective measures, thereby continuously enhancing management effectiveness.

We persistently optimize our internal control mechanisms to effectively mitigate potential risks in risk management and internal control. Prior to and during business operations, we implement precise risk prediction and prevention measures to reinforce our first line of defense against risks.



Internal Control Management Mechanism

In 2025, the Company established a risk control business partner (BP) mechanism to enhance its comprehensive risk management capabilities through intelligent and collaborative risk prevention and control measures.



Risk Control Business Partner (BP) Mechanism

We intensified our focus on internal control and risk management to enhance operational stability and risk resilience across the company. Regarding internal controls, we significantly improved the effectiveness of risk identification, rectification implementation, and authorization management by establishing early-warning indicators for key business processes, creating a closed-loop system for alert resolution tracking, and verifying execution approval authority designs.

Business Ethics

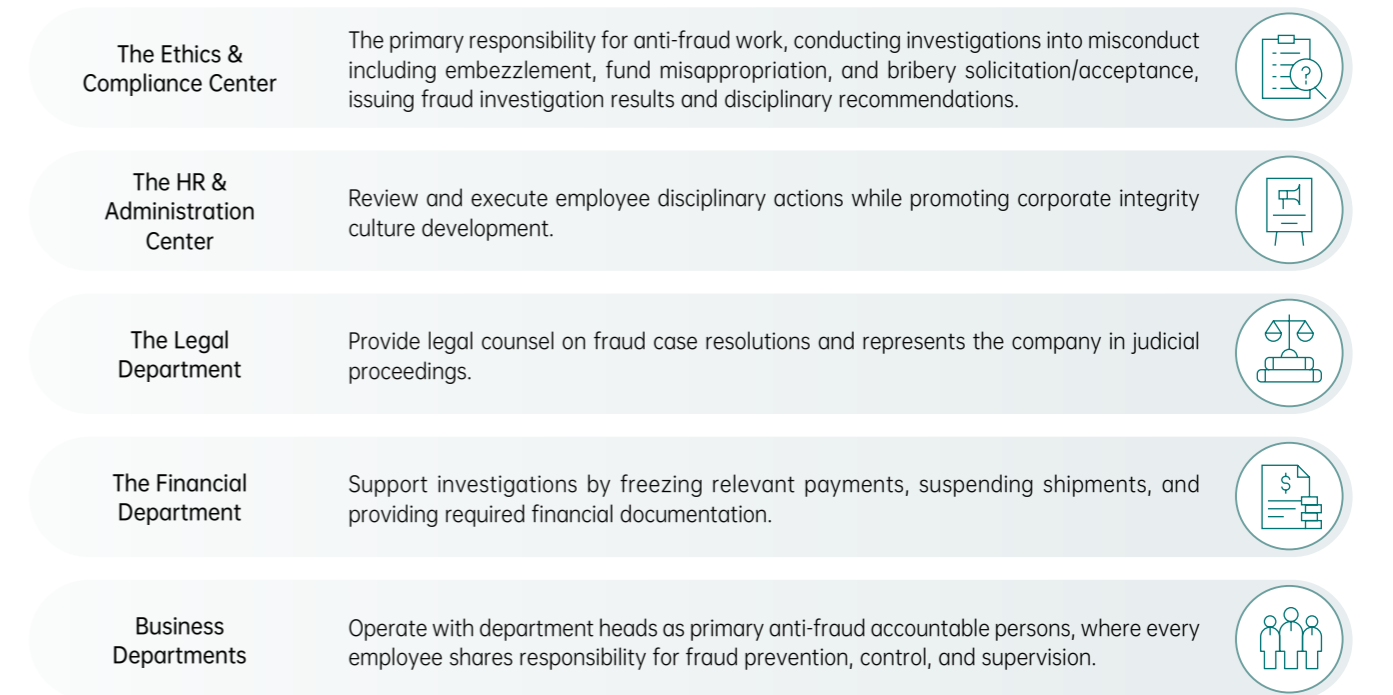
OPPLE Lighting remain steadfast in ethical business practices, resolutely opposing all forms of corruption and unfair competition. We strictly comply with laws and regulations and are dedicated to building a fair and transparent business environment that fosters sustainable development for both the Company and our partners.

Anti-Bribery and Anti-Corruption

OPPLE Lighting has established comprehensive internal policies such as the *Regulations on the Declaration of Participation in Company-related Business Transactions by Current and Former Employees and Their Related Parties*, *Fraud Management Procedures*, and the *Compliance Guidelines for Anti-Commercial Bribery*, and the *Code of Conduct for Integrity in Practice* to create transparent and equitable business practices. The *Whistleblowing Information Management Procedures* effectively prevent misconduct by specifying reporting channels, investigation processes, and disciplinary actions for violations, while the *Compliance Guidelines for Anti-Commercial Bribery* explicitly prohibit improper inducements to ensure operational legality.

To strengthen anti-corruption awareness, we have incorporated behavioral standards and disciplinary measures in the *Employee Handbook* and require all staff to sign the *Letter of Commitment to Integrity*. We also mandate suppliers to sign the *Integrity Agreement*, and the *Supplier Anti-Commercial Bribery Commitment*, which clearly define prohibited conduct and instances of misconduct during collaboration, along with the corresponding consequences. This approach aims to prevent corruption risks in collaboration and jointly maintain a healthy business ecosystem. Suppliers violating these agreements face immediate termination and blacklisting.

We continuously optimize the fraud handling organizational structure through clear hierarchical role division to ensure timely response and effective disposition of issues. Quality operation teams have been established across all key business departments to achieve self-control of operations and cross-departmental collaboration, thereby comprehensively enhancing the effectiveness of compliance management.



Management Structure for Handling Fraudulent Behaviors

Early-Warning Indicators for Critical Operations

We developed self-service analytical tools to establish fraud warning indicators for procurement, sales and other key business processes. As of the end of the reporting period, we have implemented 18 real-time monitoring indicators across key business areas including sales, supply chain, research and development, and engineering.

Closed-Loop Alert Resolution Tracking

We implemented a risk control system featuring tricolor (high/medium/low) risk alerts. Integrated with OA workflows to automatically notify responsible departments and personnel of alerts and mandate corrective action feedback, forming a complete monitoring-resolution loop.

Authorization Design Verification & Execution Review

We conducted comprehensive audits of approval authority frameworks to identify and rectify design flaws and implementation gaps.

Establish a Risk Control Rule Library

Within the risk control system, audit requirements necessitate the establishment of a rule library. Audit rules are mapped to corresponding verification points, and abnormal results are generated.

Key Internal Control Initiatives

We have continued to advance the construction of the risk management system and completed the development and acceptance of the risk control system. The system encompasses four core modules: the risk library, risk assessment, risk early warning, and rectification tracking. On this basis, the Risk Control Department of the Ethics & Compliance Center led the annual risk assessment for the Company and its business departments. Focusing on five key dimensions—strategy, operations, market, finance, and compliance—the department identified high-risk and significant risks, conducted analysis and evaluation, proposed management recommendations, and promoted the implementation of corrective actions. Risk assessment comprehensively employs industry trend analysis, expert review, questionnaires, and historical event reviews to identify significant annual risks. Based on actual business conditions, control, transfer, avoidance, or retention measures are adopted, and the effectiveness of disposal is continuously monitored.

In addition, we have actively advanced the development of risk management talent by cultivating risk managers across various departments to enhance risk awareness among all employees. This initiative encourages business personnel to proactively identify risks during daily operations and make decisions conducive to the Company's sustainable development.

Internal Audit

We leverage our audit platform to comprehensively enhance internal control, compliance, and risk management while fostering corporate culture development. The platform enables systematic identification, measurement, analysis, and evaluation of operational risks, allowing us to implement effective mitigation and control measures that ensure business stability and regulatory compliance.

As of now, based on the risk assessment results of the prior year, the Audit Department focused on high-risk areas and scientifically formulated the annual audit plan by considering expenses and staffing levels. Comprehensive audits were subsequently conducted covering financial operations, operational activities, post-tenure reviews, and compliance. The audit coverage encompasses major business operations and key control points. Reliable evidence was obtained through interviews, reviews, and analytical procedures. The plan was dynamically adjusted to drive the closed-loop rectification of identified issues, ensuring that the audit objectives were effectively achieved. For specialized audits, we prioritized compliance operations and fraud prevention. We have conducted the targeted fraud audits across procurement, sales, and warehouse operations to reinforce compliance and transparency throughout all business processes.

During the reporting period, the Audit Department	Completed a total of 61 audit projects	Covering 12 Tier-1 departments
	Including 14 post-project reviews	The audit coverage rate reached 70%

We have implemented multiple initiatives in anti-corruption and anti-fraud. We utilize the fraud risk mapping as a core risk control tool for the Supervision Department. By dynamically updating the organizational structure, business processes, and risk points, we focus on high-risk areas such as procurement, sales, and engineering projects. Combining data analysis with risk assessment, we have established an early warning mechanism that effectively reduces fraud risks while enhancing internal control transparency and prevention effectiveness. The Company is gradually migrating the fraud risk mapping to an online risk control system, enabling real-time monitoring and feedback of anomalies. During the reporting period, a fraud map incorporating employee and supplier profiles was established to provide real-time early warnings and preventive transfers regarding fraud indicators, thereby promptly supplying leads and evidence for fraud investigations.

We extended anti-corruption requirements to our supply chain, conducting comprehensive due diligence on suppliers across procurement and sales functions. This included scrutinizing raw material and IT cloud service purchases, while addressing sales-side violations such as fraudulent project bidding by distributors, counterfeit product sales, and employee conflicts of interest through unauthorized investments. These efforts significantly enhanced the integrity of supply chain.

During the reporting period, the Company actively conducted multi-form anti-fraud training with OPPLE Lighting. Combining case-based warnings with compliance promotion, the Company effectively advanced integrity culture construction. A total of 8 anti-fraud training sessions were held, covering all employees.

Anti-fraud Training and Dissemination

CASE

In 2025, OPPLE Lighting conducted multi-level anti-fraud training programs. These included the online course Professionalism and Ethics for new hires, the special training session Sunshine OPPLE – Bottom Lines and Red Lines for reserve cadres, and courses such as Integrity and Compliance and Case Sharing on Ethical Compliance and Anti-Fraud Promotion for key business departments. These initiatives comprehensively enhanced employees' compliance awareness.

Moreover, anti-fraud warning posters were displayed to reinforce integrity awareness among all employees. Anti-fraud presentations were conducted for suppliers, including a dedicated session at the supplier conference. Educational materials containing typical cases and behavioral red lines were distributed to all distributors to extend the culture of integrity throughout the supply chain.

Whistleblowing and Protection of Whistleblowers

OPPLE Lighting have established a comprehensive whistleblowing mechanism, offering diversified reporting channels for employees, clients, and partners. Our *Whistleblowing Information Management Procedures* clearly define the complete case-handling workflow from case review and investigation to follow-up and feedback.

We strictly adhere to confidentiality and non-retaliation principles, safeguarding whistleblowers' legitimate rights through rigorous information protection measures. All personnel involved in case handling are required to comply with confidentiality protocols to ensure whistleblowers remain unaffected and investigations proceed effectively. The dedicated reporting email is accessible only to the head and the direct superiors of Supervision Department, guaranteeing third-party isolation. For additional information, whistleblowers communicate exclusively with the Supervision Department head through a single-point contact channel to further protect the confidentiality of the information. If whistleblowers suffer retaliation, they can report directly to the Ethics & Compliance Center through designated channels, triggering immediate investigation and severe disciplinary action. During the reporting period, we enhanced the reporting process for criminal cases to further strengthen the risk response mechanism.



Wechat
OPPLE-ECC

QQ
3861451107

President's E-Mail
jubao@OPPLE.com
fraudrisk@163.com

Mailing Address
OPPLE Lighting Audit Department, Building V2, 1799 Wuzhong Road, Minhang District, Shanghai (Postal Code: 201103)

Hotline
021-38550000-6814

Whistleblowers may visit the Ethics & Compliance Center office at the above address for verbal or physical submission of materials

Whistleblowing Channels

Anti-Unfair Competition

We steadfastly uphold fair competition principles. In compliance with the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, and the *Anti-monopoly Law of the People's Republic of China*, we have established the *Compliance Guidelines for Anti-Commercial Bribery* to ensure lawful business operations.

During the reporting period, we implemented robust measures to investigate and rectify unfair competition practices in key regions. Through the dual-drive mechanism of administrative enforcement and judicial rights protection, we have precisely implemented multiple administrative penalties and judicial rulings. This effectively deterred illegal acts, strengthened market order governance, and provided robust support for maintaining a fair competitive environment and brand ecosystem. In addition, we organized and conducted specialized compliance training covering anti-unfair competition laws and data compliance. The content focused on the latest changes in laws and regulations as well as practical experience sharing to further enhance employee awareness and ensure adherence to fair competition principles.

Responsible Marketing

Responsible marketing is the core pathway for a company to win consumer trust, safeguard brand reputation, and fulfill social commitments. OPPLE Lighting has implemented responsible marketing principles, continuously strengthened marketing control and enhanced distributor management, connected every link from partners to end consumers, and fulfilled its commitments to consumers, partners, and social responsibility.

Product Compliance Promotion

OPPLE Lighting strictly observe the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the *Advertising Law of the People's Republic of China* to guarantee truthful and transparent marketing. To continuously promote sustainable development and business integrity, we have established clear long-term goals for responsible marketing. We are committed to building a transparent, compliant, and sustainable marketing ecosystem to comprehensively enhance brand value and partner trust.



Long-term Objectives for Responsible Marketing

We employ multiple communication channels to ensure customers fully understand potential health and safety considerations related to product packaging and usage, enabling informed purchasing decisions and safe product use.



Provide customers with product presentation plans, installation and usage operation guidelines, and product user manuals, and mention relevant information about product safety through the WeChat mini-program platform

Inform users of the safety regulations and warning instructions of related products through the paper manual in the packaging box or the electronic product manual on the OPPLE Lighting WeChat mini-program platform, and remind users to cut off the power supply in advance before installation, and make safety warning labels to prevent electric shock

Disclose complete after-sales policies, product specifications, warranty commitments, and technical support resources including common disassembly methods, troubleshooting guides and frequently asked questions, etc. on the official website

We have established policies such as the *Management Measures for Circulation Channel Business Behaviors*, and the *Management Measures for Business Behaviors of Sales Centers in China*, detailed sales staff evaluation and disciplinary criteria, embedding responsible marketing throughout operations. To further promote a culture of responsible marketing, the Company has updated the *2026-2027 OPPLE After-Sales Service Policy* and enabled real-time tracking of self-service installation and repair progress via the OPPLE Lighting WeChat mini-program. These measures advance process transparency and effectively safeguard customers' right to know. Furthermore, we organized diverse training sessions to strengthen the responsibility marketing awareness of internal employees and distributors. During the reporting period, OPPLE Lighting reported no incidents of penalties, sanctions or warnings related to violations of product and service labeling or information regulations.

Responsible Marketing Training

CASE

In 2025, OPPLE Lighting focused on building responsible marketing and compliance service capabilities. The Company conducted 41 after-sales service training sessions, covering 35 sessions for distributors, 1 session for internal staff and joint warranty service providers, and 5 sessions for young talent and industry training, with a cumulative participation of over 3,500 person-times. The training content deeply integrates compliance requirements for advertising marketing and promotion, business conduct management policies, market order management rules, integrity practice standards, customer rights protection measures, and brand promotion guidelines. Furthermore, the results of training assessments are directly linked to employee performance, effectively enhancing service response efficiency and the execution level of compliant marketing.



Distributor Compliance Management

OPPLE Lighting implements a full lifecycle management system for distributors. In accordance with the *Channel Customer Access and Evaluation Standards*, the Company regulates distributor conduct and signs *Integrity Agreement* with distributors to mitigate related business risks. The Company has established and strictly enforces admission, rating, and exit standards for distributors, clearly defines recruitment requirements, and continuously improves cooperation quality through a regular rating mechanism. Additionally, we independently designed a distributor evaluation system and database to conduct regular evaluations and assessments of distributor. We have also established a digital marketing ecosystem for channels to effectively supervise distributors' sales activities. Further, Through support policies such as annual, quarterly, and monthly rebates, along with capability-building training programs, we empower distributors to achieve business targets and strengthen their professional competencies.

In terms of management practices, a normalized market order management mechanism has been established. To address issues such as cross-regional sales, non-compliant sales, and unauthorized fees by distributors, normalized governance is conducted through distributor inventory counts, market audits, and special audits to actively prevent channel operation risks. This measure simultaneously enhances the accuracy of inventory data and provides robust support for distributors' operational analysis and profitability improvement. Furthermore, the Supervision Department is constructing a distributor fraud map to proactively identify potential risks in the distribution process and effectively preserve relevant leads, thereby enhancing risk prevention and control capabilities.

What's more, through measures such as market audits and special audits, we have continuously optimized the distributor management policy to comprehensively enhance market operational efficiency and compliance levels.



Highlights of Distributor Management Initiatives

Distributor Responsibility Marketing Training

CASE

In 2025, OPPLE Lighting continued to conduct specialized training on responsible marketing for distributors nationwide through distributor conferences, regional training sessions, and the online cloud learning platform. The training content covers core topics including compliant operations, brand promotion standards, market order management, service standards, and integrity cooperation requirements. It comprehensively covers the national network of cooperative distributors to effectively enhance their compliance awareness and professional capabilities, thereby promoting the construction of a healthy and sustainable business ecosystem.

Information Security and Privacy Protection

OPPLE Lighting has always regarded information security and privacy protection as a critical component of its lawful and compliant operations. The Company continuously optimizes and updates relevant policies and systems concerning network information security, data security, and personal information protection to ensure that information security management and privacy protection measures are comprehensively strengthened and effectively implemented, thereby safeguarding the rights and interests of customers and employees.

Data Security

OPPLE Lighting attaches great importance to data security management and strictly complies with the requirements of laws and regulations such as the *Personal Information Protection Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, and the *Data Security Law of the People's Republic of China*, as well as internal management requirements including the *Regulations on the Categorized and Prioritized Security Management of R&D Data*, the *Regulations on the Categorized and Prioritized Management of Security Environment for R&D Information*, the *Data Security Management Standards*, the *Information Security Incident Management Standards*, the *Data Breach Response Procedures*, and the *Information Security Conduct Management Standards*, ensuring coverage of all links in data security management.

Regarding certifications, as of the end of the reporting period, OPPLE Lighting has obtained certification for the ISO 27001 Information Security Management System and the ISO 20000 IT Service Management System.

Building on this foundation, OPPLE Lighting have established a "1+5+2+3" information security governance framework through continuous improvements to our security management system, optimized organizational structure, enhanced business information security infrastructure, and implemented security review mechanisms. This comprehensive system provides enterprise-wide information security assurance, ensuring all business operations proceed within a secure and compliant environment.



"1+5+2+3" Information Security Governance Framework

Information Security Governance	Establish a three-tiered security organizational structure comprising decision-making, management, and execution layers, with clearly defined roles and responsibilities. Set security objectives and policies while fostering a robust security culture.
Information Security Management	Develop a management framework aligned with compliance mandates and business security needs. Formulate standardized processes, security guidelines, and awareness training mechanisms.
Security Technical Platform Security Operation System	Define technical standards for information security, deploy tailored solutions based on operational requirements, and provide comprehensive technical support.
Security Supervision System	Specify security and compliance requirements across all business scenarios while implementing systematic operational protocols.
Security Supervision System	Conduct regular assessments of security risks, maturity levels, compliance status, and performance metrics across business units per the information security management system.

Core Working Principles of the "1+5+2+3" Information Security Governance Framework

The Company focuses on implementing multifaceted measures focusing on four critical areas, preventing external attacks, internal data leaks, regulatory violations, and privilege misuse. By proactively identifying and addressing potential risks, we continuously strengthened our security defenses. Regular information security audits were conducted to validate the effectiveness of cybersecurity measures. For newly launched systems, we performed comprehensive security testing and deployed Web Application Firewalls (WAF) to effectively mitigate potential attacks. Additionally, we conducted periodic security scans on existing infrastructure and applications, promptly addressing identified vulnerabilities.

Intrusion Detection

- Perform security vulnerability assessments and weak password detection across all systems regularly, conducting risk evaluations and implementing corrective actions to prevent potential attacks;
- Develop detailed vulnerability remediation plans, with system owners accountable for tracking progress.

Strengthened construction of network and infrastructure security

- A dual-path backup and link load balancing mechanism shall be established, combined with a DDoS traffic scrubbing system, to effectively resist external network attacks and ensure the stability and availability of network egress;
- Regional segmentation and access control were implemented for the internal network.



- Implement comprehensive security operations included operational monitoring, log auditing, and access control management;
- Ensure the implementation of security baselines to address malware eradication, internal/external network penetration attempts, and Advanced Persistent Threats (APTs);
- Support daily information security operations across departments by establishing a closed-loop incident tracking mechanism.

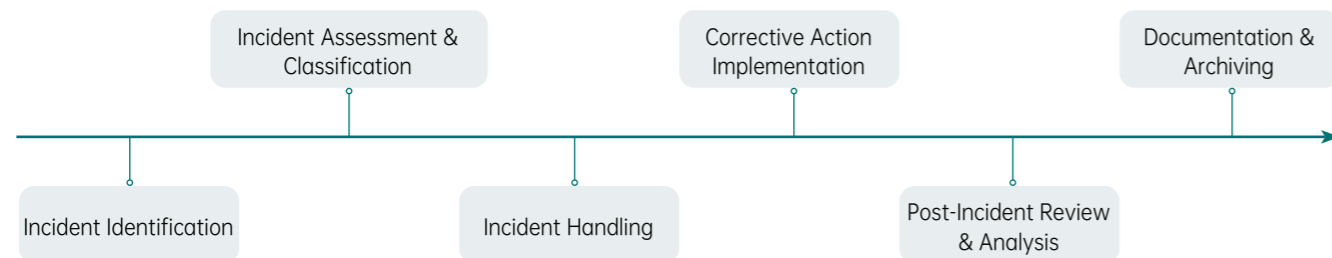
- Deployment of a series of security protection systems, including firewall systems, intrusion prevention systems, antivirus systems, database audit systems, internet behavior management and audit systems, web application firewalls (WAF), SSL VPN gateways, vulnerability scanning systems, basic operation and maintenance support systems, and operation and maintenance monitoring systems.

Threat Intelligence & Situational Awareness

Construction of the Security Defense System

Cybersecurity Protection Measures

OPPLE Lighting have established a robust emergency response mechanism, with procedures led by the Information Security and Data Compliance Management Office. For particularly severe and urgent incidents, escalation to the Information Security and Data Compliance Management Committee is required to ensure rapid and effective handling of cybersecurity events, minimizing potential impact.



Emergency Response Process

System crashes in SAP and other systems

Execute multiple data backups across various locations and conduct regular recovery drills.

Hacker intrusion

Deploy firewalls and enterprise antivirus protection to manage network behaviors and port access.

Information Leakage

Establish information security and confidentiality policies and sign confidentiality agreements to impose legal constraints.

Measures for Handling Information Security Emergencies

We are dedicated to fostering a strong cybersecurity culture among employees through comprehensive training and drills. We mandate annual information security training and certification for all staff to enhance threat response capabilities. During the reporting period, we developed annual cybersecurity drill protocols and conducted both awareness training and emergency exercises, significantly improving employees' risk management competencies. During the reporting period, no data breaches or cybersecurity incidents occurred at OPPLE Lighting.

Information Security Drills and Training

CASE

In 2025, OPPLE Lighting conducted a phishing email drill for all employees. During the drill, a total of 5,862 phishing emails were sent, covering 3,381 employees. According to statistics, a total of 325 employees were affected, resulting in an incidence rate of 9.6%, which represents a decrease of 2.2% compared to 2024. For the affected personnel, we conducted information security awareness training and examinations. The content covered the concepts of phishing, common tactics, associated risks, as well as identification and response strategies for phishing emails, thereby firmly establishing an information security defense line.

Information Security Incident Response and Recovery Drills

CASE

In the third quarter of 2025, a disaster recovery drill was conducted to simulate a scenario where both cloud and local data centers failed simultaneously, resulting in interruptions to the mold management system and the risk control system. The drill primarily verified data backup, system cutover, and business continuity processes. The scope of the drill covered IT, operations development, and business departments. All core systems were restored within four hours, achieving the predetermined objective. We also optimized the two configuration weaknesses identified during the drill, effectively enhancing the overall disaster recovery response capability.

Privacy and Security

OPPLE Lighting rigorously complies with privacy protection protocols such as the *Response Process for Personal Information Subject Rights*, the *Guidelines for Responding to Personal Information Subject Inquiries on Information Security*, the *OPPLE Lighting Applet Privacy Policy*, the *OPPLE Lighting User Operation Platform Agreement*, the *OPPLE Lighting User Tier and Benefits*, and the *User Interaction Management Regulations*. These policies clearly define our obligations to protect customer privacy rights and standardize the full lifecycle management of personal information, from collection, storage, and usage to processing, transfer, provision, disclosure, and deletion, ensuring robust protection of customer privacy.



Customer Privacy Protection Measures

Furthermore, OPPLE Lighting prioritizes information security and customer privacy protection in all third-party collaborations. We share user data with third parties only when legally compliant, strictly adhering to relevant regulations and obtaining explicit user consent beforehand. To ensure third parties meet required security standards, we implement external assessments, execute the *Data Processing Agreement*, and the *Data Processing Security Compliance and Confidentiality Commitment*, and conduct ongoing monitoring and audits to prevent privacy breaches. These data protection requirements extend to all suppliers and partners through signed the *Data Processing Agreement* and related documents, guaranteeing their strict compliance with data security management protocols.

During the reporting period, OPPLE Lighting established a data compliance management system centered on "risk control, efficiency enhancement, and knowledge empowerment." Through systematic process design across domestic and international bilingual channels, the system comprehensively covers high-frequency risk scenarios including privacy policies, cross-border data transfers, and facial recognition. Moreover, the OPPLE Lighting Design Platform completed multiple updates to its privacy policy, user agreement, and the list of third parties with whom personal information is shared. OPPLE Lighting Design APP (PAD Version) achieved the establishment of a data compliance system from scratch. In the context of internet cooperation, the OPPLE HOME APP has continuously enhanced its data compliance level and effectively safeguarded users' personal information security and legitimate rights and interests by optimizing privacy policies, refining interface navigation design, and implementing minimum necessary assessments for information fields.

Leading a Brighter Future

- 35 Product Quality
- 43 Innovation-Driven Empowerment
- 52 Service Excellence
- 56 Industry Collaboration

Response to UN SDGs:



Light stands as both witness to human civilization and architect of better living. Guided by our mission to "Create Value out of Light", we harness technological innovation to enhance product excellence, deliver heartfelt services, and transform every beam into a catalyst for elevated living.



Product Quality

Quality forms the cornerstone of our enterprise. We pursue perfection through standards surpassing industry norms, safeguarding consumers' lifestyle with meticulous craftsmanship while setting new benchmarks for lighting experiences.

Governance

OPPLE Lighting has deeply integrated quality management into its ESG governance system and established a quality governance structure that covers strategic decision-making, coordinated management, and execution with a closed-loop approach. Details of its composition and operating mechanisms are provided in the section "ESG Governance Structure." In addition, the Company has established an independent quality management department and developed an end-to-end quality management system. Through a dual-reporting mechanism, the Company enables tiered decision-making for routine operations and major quality matters: the head of the quality management department regularly reports day-to-day work to the President, while major quality matters may be reported directly to the Board of Directors and management. The quality management department also submits monthly quality performance data to the Strategy and ESG Committee and continuously advances the quality improvement closed loop through monthly quality meetings, semiannual review meetings, and annual review meetings.

Strategy

Based on OPPLE Lighting's business footprint, operating conditions, and medium- to long-term strategic plans, we identified the key short-, medium-, and long-term risks and opportunities related to quality and safety, and analyzed their potential impacts on the Company's business and financial performance. Based on this assessment, OPPLE Lighting developed corresponding strategic management measures, including improving the quality management system, optimizing quality processes and monitoring mechanisms, strengthening quality and safety assurance, and fostering a culture of quality.

Potential Quality Risk Identification and Assessment Results

Risk Area	Risk Description	Time Horizon ²	Business Impact	Financial Impact
Raw Material Risk	China controls over 80% of global rare earth resources and continues to tighten export controls. Supply volatility in key LED raw materials such as yttrium, europium, lanthanum, and cerium may lead to unstable chip performance.	Short term Medium term Long term	<ul style="list-style-type: none"> Greater uncertainty in the quality of LED and chip supply, which may extend lead times Increased difficulty in controlling the consistency of incoming material quality 	<ul style="list-style-type: none"> Higher procurement costs Production losses caused by supply disruptions Higher quality-related costs
Environmental Compliance Risk	The EU RoHS Directive continues to tighten, with multiple lead exemptions set to expire in 2026-2027. China's updated RoHS national standard (GB 26572-2025) has taken effect, and similar regulations are being introduced across emerging markets. Many small and medium-sized suppliers generally face gaps in technical capabilities and compliance awareness, increasing supply chain compliance risks.	Short term Medium term Long term	<ul style="list-style-type: none"> Need to comprehensively review bills of materials and accelerate R&D of alternative materials Export products may face customs clearance delays, recalls, or destruction, affecting brand reputation 	<ul style="list-style-type: none"> Rising R&D and procurement costs Direct losses and goodwill impairment resulting from recalls of non-compliant products
Energy Efficiency and Eco-design Risk	Major global markets, including the EU, continue to update energy labeling and eco-design regulations for lighting products, imposing stricter requirements on light modulation, standby power, color rendering index, and other indicators. Products that fail to comply may be barred from entering high-end markets.	Medium term Long term	<ul style="list-style-type: none"> Low-energy-efficiency product lines may need to be phased out or upgraded in advance Continued investment in product development is required to meet higher energy efficiency thresholds 	<ul style="list-style-type: none"> Faster product iteration and higher R&D investment Increased costs for energy efficiency certification, testing, and compliance
Product Safety Risk	Lighting products may cause safety incidents due to design or manufacturing defects such as electrical safety failures or overheating, potentially resulting in large-scale recalls. In the pursuit of cost competitiveness, safety-focused design may face challenges.	Short term Medium term Long term	<ul style="list-style-type: none"> Product recalls involve complex processes and may affect brand reputation and customer trust Comprehensive quality traceability and corrective actions may need to be launched 	<ul style="list-style-type: none"> Higher after-sales and logistics costs Damage to brand reputation
Product Compliance Risk	Continued compression of product development cycles may cause certification for new products to lag behind their market launch. Frequent engineering change notices (ECNs) during the mass production stage increase the risk of inconsistencies between products and certification requirements.	Short term Medium term	<ul style="list-style-type: none"> Sales of uncertified products may face certification revocation, sales bans, and public notices on authoritative platforms, seriously damaging brand reputation Increased pressure on internal quality control and traceability processes 	<ul style="list-style-type: none"> Higher failure costs Damage to brand reputation

² The Company defines the short, medium, and long term as 1-2 years, 3-5 years, and more than 5 years, respectively, based on its business development plans and the potential impacts of quality-related risks and opportunities.



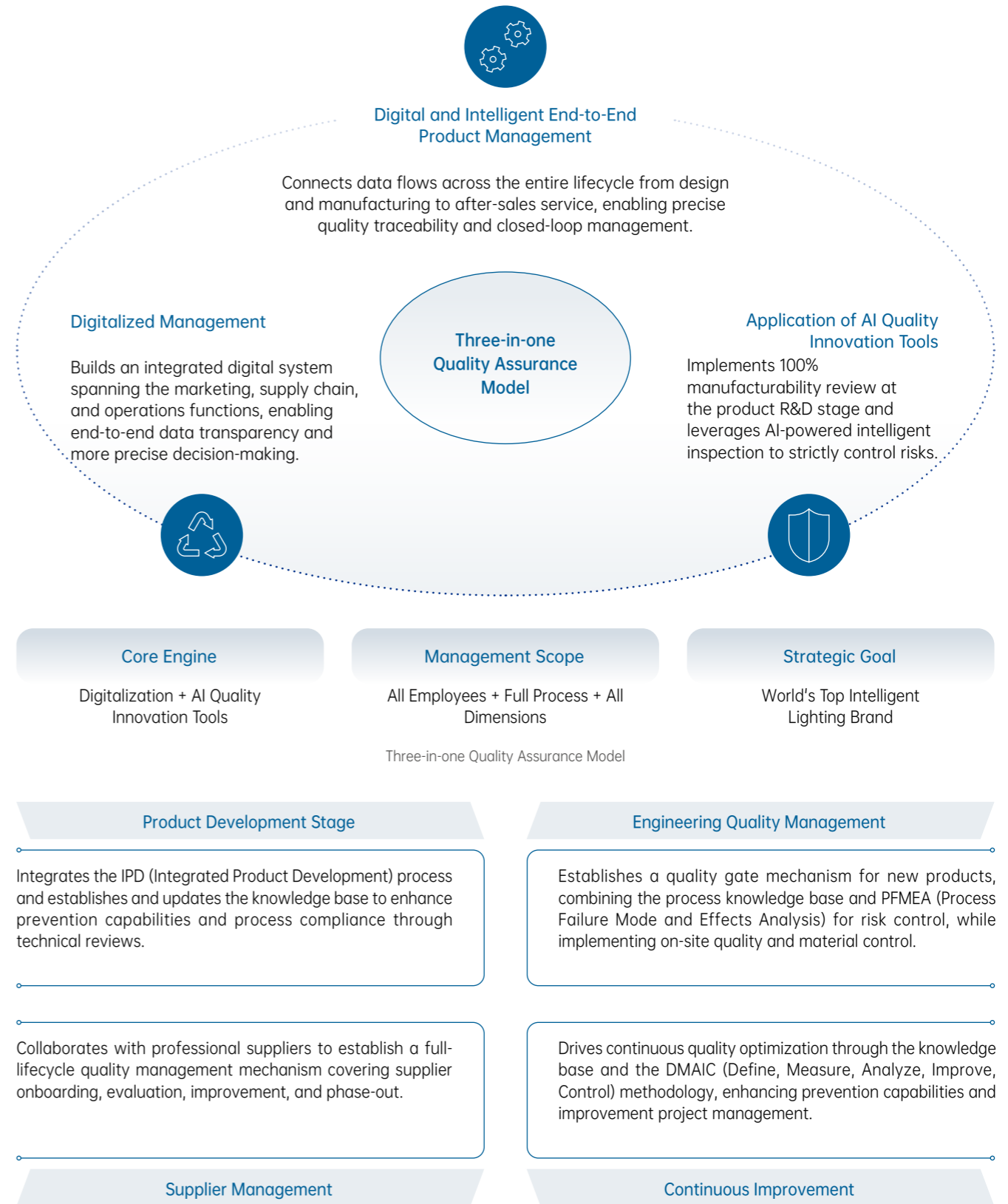
Potential Quality Opportunity Identification and Assessment Results (Continued)

Opportunity Area	Opportunity Description	Time Horizon ²	Business Impact	Financial Impact
Industrial Energy-Efficient Replacement Market	Driven by China's "dual carbon" goals, the industrial lighting market is accelerating the phase-out of high-energy-consuming light sources. The government has set a clear target for high-efficiency LED lighting to account for more than 80% of usage by the end of 2030. This creates substantial market potential for energy-efficient replacement, with significant growth opportunities for products that meet high energy efficiency standards.	Short term / Medium term / Long term	<ul style="list-style-type: none"> Focus on the development and promotion of high-efficiency LED products to capture replacement market share Expand the integrated business model of "products + energy-saving services" to enhance customer stickiness 	<ul style="list-style-type: none"> Growth in sales revenue and profit Economies of scale reduce unit allocation and administrative costs
Smart Lighting and Smart Cities	The government and major cities continue to advance smart pole projects, while PV-integrated and intelligent dimming solutions help reduce energy consumption. Emerging segments such as smart lighting and automotive lighting are also experiencing rapid growth. The Company has first-mover advantages in brand, technology, and channels.	Short term / Medium term / Long term	<ul style="list-style-type: none"> Continued premiumization of smart products supports higher gross margins Transform from selling lighting products to providing integrated lighting environment solutions, enhancing customer stickiness 	<ul style="list-style-type: none"> Government-oriented smart city projects generate recurring revenue at scale Higher value-added businesses optimize the revenue mix
ESG Compliance and Market Access Advantage	Products that comply with international regulations such as RoHS, EPR, and energy efficiency requirements can gain priority access to high-end markets such as the EU. Companies with well-established ESG systems also enjoy significant differentiation advantages in bidding and international cooperation.	Short term / Medium term / Long term	<ul style="list-style-type: none"> Strengthen market share in high-end markets by leveraging compliance barriers Enhance key account stickiness through a "green and reliable" brand image 	<ul style="list-style-type: none"> High-value orders increase revenue and profit levels Economies of scale reduce allocation and administrative costs
Technical Standards and Quality Leadership	Standardization in the lighting industry is accelerating, and leading companies can gain greater competitive influence by participating in standard-setting. Taking the lead in standards development helps build brand premium and strengthen industry influence.	Short term / Medium term / Long term	<ul style="list-style-type: none"> Build technical barriers and gain excess returns and stronger pricing power Reinforce brand leadership and customer trust through standards leadership 	<ul style="list-style-type: none"> Technology premium drives revenue growth Economies of scale reduce per-unit R&D and administrative costs

Quality Management System

OPPLE Lighting consistently regards product quality as a core principle of its operations and strictly complies with applicable laws and regulations, including the *Product Quality Law of the People's Republic of China* and the *Law of the People's Republic of China on Protection of Consumer Rights and Interests*. The Company has established internal policies such as the *OPPLE Quality Management Responsibilities for All Employees*, the *Product Quality Abnormality and Evaluation Management Regulations*, and the *Product Line Quality KPI Management and Assessment Mechanism* to enforce stringent quality management requirements. In addition, we updated the *Product Appearance Standards* and introduced the *Quality Roles and Responsibilities Manual* to further refine and implement product quality management responsibilities at all levels, while strengthening quality awareness and accountability across the organization.

In 2025, building on the existing quality control framework, we upgraded our quality management system with digitalization and AI-driven quality innovation tools as the core engine, and established a three-in-one quality assurance model integrating digital and intelligent full-lifecycle product management, digitalized management, and the application of AI quality innovation tools. This model has enabled a closed-loop quality management approach covering the entire product lifecycle from design and manufacturing to after-sales service, ensuring earlier identification of quality risks and effective control throughout the process. Supported by digital systems, the Company has also continued to connect data flows across the marketing, supply chain, and operations functions, enabling end-to-end data integration and more accurate decision-making. At the same time, AI-assisted analysis and intelligent inspection tools have strengthened risk identification and issue warning capabilities at the source of R&D, further enhancing the forward-looking and precise nature of quality management.



End-to-End Quality Management Process

Building on this foundation, OPPLE Lighting further advanced quality management with full coverage across all employees, the entire process, and all dimensions. The Company clarified quality responsibilities at every level, strengthened cross-functional collaboration and data-driven decision-making, and established a quality ecosystem oriented toward value creation for customers and other stakeholders, continuously enhancing the systematic, professional, and excellence-driven nature of quality management.

As of the end of the reporting period, we have obtained ISO 9001 Quality Management System certification, with our product quality being recognized by authoritative domestic and international certification bodies, including 3C³, CQC⁴, CE⁵, GS⁶, ENEC⁷, and RoHS⁸ certifications, as well as Green Building Evaluation Certification and China Green Product Certification. Additionally, demonstrating outstanding quality management capabilities, we successfully achieved CMMI Capability Maturity Level 3 certification and IT Service Standard Level 3 certification.

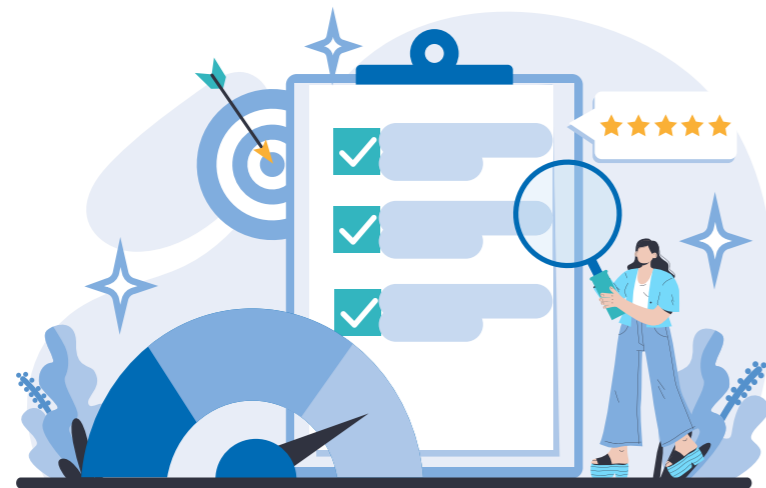
Supplier Quality Management

Supplier and distributor quality management serves as a critical component of our end-to-end product quality control. On the supply side, we enforce strict quality standards for component suppliers in accordance with internal regulations such as the *Supplier Quality Management Standards* and the *Quality Assurance Agreement*, requiring valid ISO 9001 certification to ensure the quality of their components meets international standard compliance. For non-certified suppliers, we conduct rigorous quality system audits and mandate certification attainment. Regarding distribution, we established clear access/offboarding criteria and partnership requirements while implementing regular performance evaluations to continuously elevate distributor operational standards. During the reporting period, we experienced zero major health/safety incidents or compliance violations related to products and services.

In addition, we adopt multiple quality oversight measures, including annual supplier audits, unannounced inspections, and corrective actions for quality issues. During the reporting period, we conducted 73 on-site audits of key suppliers, covering areas such as incoming material quality management, in-process quality control, and change management, ensuring that suppliers meet our quality standards and sustainability requirements across all stages.

Quality Culture Development

OPPLE Lighting places great emphasis on quality talent development and the cultivation of a quality-oriented culture. Through systematic training programs and targeted initiatives, we continuously integrate quality principles into employees' daily work. The Company has established a quality training system covering all employees, from new hires to management, and delivers diversified training on topics such as quality red lines, quality tools, and practical applications, continuously strengthening employees' professional capabilities in key quality management areas. In 2025, the Company conducted monthly quality awareness training for frontline employees, achieving 100% coverage. In addition, specialized quality training was provided to key functions including R&D, production, quality, engineering, and customer service, covering more than 300 participants in total.



³ China Compulsory Certification
⁴ China Quality Certification Centre
⁵ CONFORMITE EUROPEENNE
⁶ Germany Safety
⁷ European Norms Electrical Certification
⁸ Restriction of Hazardous Substances

"Quality in Unity, Responsibility in Action" Quality Culture Month Campaign

CASE

To comprehensively enhance employees' quality awareness and deepen full-process quality management, OPPLE Lighting launched a series of Quality Culture Month activities under the theme of "Quality in Unity, Responsibility in Action." Through online knowledge competitions and offline quality training programs, the campaign further strengthened employees' professional capabilities in quality management.

- Cross-Department Quality Team Competition: Offline cross-functional team competitions featuring engaging quality-themed games were organized to further enhance cross-department collaboration and team quality awareness.
- Quality Knowledge Competition: Online quality knowledge promotion and competition activities were carried out, with 706 employees participating, effectively strengthening employees' quality knowledge base and embedding quality principles more deeply across the organization.
- Quality Proposal Collection: A quality improvement proposal campaign was organized, receiving more than 180 employee proposals, further stimulating employees' innovative spirit and sense of ownership.
- Quality Thematic Training: During Quality Month, the Company conducted 7 quality-themed training sessions covering key topics such as quality red lines, the 8D⁹ methodology, and FMEA (Failure Mode and Effects Analysis), systematically enhancing employees' professional capabilities in critical quality management areas and reaching more than 300 participants in total.



OPPLE Lighting has consistently upheld high standards in product quality management and technological innovation. Leveraging its solid quality management foundation and continuously improving product quality, OPPLE Lighting had received multiple authoritative quality certifications and honors as of the end of the reporting period.

2025 National Enterprise for Product and Service Quality Integrity Commitment



Contribution Award for Smart Lighting Standards and Publications of The 7th Light of Wisdom Trophy



Bath Heater Quality Certification BG Certification for Bath Heaters



Top 10 Enterprise of Electrical Luminary Industry in CHINA Light Industries



⁹ 8D: Eight Disciplines Problem Solving, specifically referring to the following eight steps for resolving problems: D1: Establish the Team; D2: Describe the Problem; D3: Implement Interim Containment Actions; D4: Identify the Root Cause; D5: Select and Implement Permanent Corrective Actions; D6: Verify the Effectiveness of Permanent Corrective Actions; D7: Prevent Recurrence; D8: Recognize the Team's Contributions.

Impact, Risk and Opportunity Management

In quality risk and opportunity management, the Company has systematically established an intelligent risk management system covering all product categories and the entire process. With the FMEA framework as its core methodology, we have deeply integrated it into the full lifecycle of the IPD (Integrated Product Development) process, systematically embedding quality control and risk identification mechanisms into key stages such as requirements, design, and validation. By building an enterprise-level risk knowledge base, we have achieved closed-loop management covering risk identification, assessment, improvement, and verification, driving a shift in quality risk management from reactive response to proactive prevention and enabling the coordinated development of quality and business performance.

Through the effective operation of this system, the Company has significantly improved the effectiveness of quality control, increasing the high-risk identification rate by 40% and the implementation rate of improvement measures by 60%, while effectively reducing rework and recall losses. This has continuously strengthened the preventive capabilities and resilience of quality management and provided solid support for the sustainable development of the business.

In the product R&D and manufacturing process, the Company strictly implements manufacturability reviews and leverages the Quality Management System (QMS) monitoring system to achieve quality control throughout the entire production process.



Enhanced New Product Manufacturability Review Mechanism

To ensure smooth transition from trial production to mass production, we conduct thorough manufacturability reviews during product introduction, covering product design, process routes, quality control, and supply chain reliability. This approach enables proactive risk management.



Defined Quality Control Priorities and Standards

Through systematic analysis of historical quality data, we have systematically established and prominently displayed quality control standards on production lines to strengthen on-site quality management. This ensures continuous compliance with national standards and customer requirements.



Establishment of QMS Process Monitoring Platform

The QMS enables end-to-end online monitoring and closed-loop management of incoming materials, production processes, and exception handling.

Quality Management System and Key Point Monitoring

To embed the above quality risk management and prevention philosophy into daily operations, the Company has established and continuously optimized a refined quality process monitoring system covering incoming materials, in-process operations, finished products, and closed-loop improvement. Supported by a series of quality control measures, during the reporting period we achieved a more than 50% increase in inspection efficiency and a 100% defect interception rate.



Incoming Material Inspection

Strengthen inspection of raw materials and components to ensure compliance with quality standards



Mass Production Reliability Testing

Expand reliability test items for mass-produced goods to enhance product durability and stability



In-Process Quality Control

Optimize monitoring methods and techniques to improve production process precision



Critical Process Control

Implement focused monitoring and strict quality controls for key manufacturing processes



Non-conforming Product Management

Refine handling procedures to ensure timely and effective disposition of non-conforming product



Sampling Inspection

Improve sampling methods and frequency to increase inspection accuracy and efficiency



Defect Management

Assign dedicated personnel for closed-loop system management with regular analysis of quality data monitoring metrics

Quality Process Optimization & Monitoring System

Product Recall

We at OPPLE Lighting prioritize product quality and consumer rights above all. In accordance with the *Product Recall Management Regulations*, we implement a closed-loop product recall management process to ensure swift response when batch quality risks are identified: immediately convening expert reviews to scientifically assess recall scope, developing action plans, and promptly issuing consumer notifications upon cross-departmental approval. At the same time, we continue to follow up on product returns and replacements in the market, ensuring closed-loop handling of product recalls and safeguarding consumer rights through professional and efficient actions. Furthermore, we conduct regular training programs, including internal auditor workshops, to enhance staff emergency response capabilities and ensure standardized, effective recall execution. As of the end of the reporting period, 80 internal auditors had obtained training certification.

In September 2025, in response to market feedback regarding abnormal noise issues in certain clothes airers, OPPLE Lighting promptly organized quality assessment and root cause analysis, and immediately activated the market-side return and replacement mechanism to effectively safeguard consumer rights, completing a cumulative total of 14,881 returns and replacements. At the same time, the Company advanced product optimization efforts and completed the relevant improvements within September, demonstrating an efficient response to quality issues and continuously enhancing product experience.

Metrics and Targets

To continuously improve product quality and strengthen customer trust, OPPLE Lighting carried out systematic management and regular evaluation around key quality targets during the reporting period. As of the end of the reporting period, the Company had fully achieved all quality targets.

Target	2025 Progress	Status
Zero product recall incidents	0	✓
Zero major product quality incidents	0	✓

Innovation-Driven Empowerment

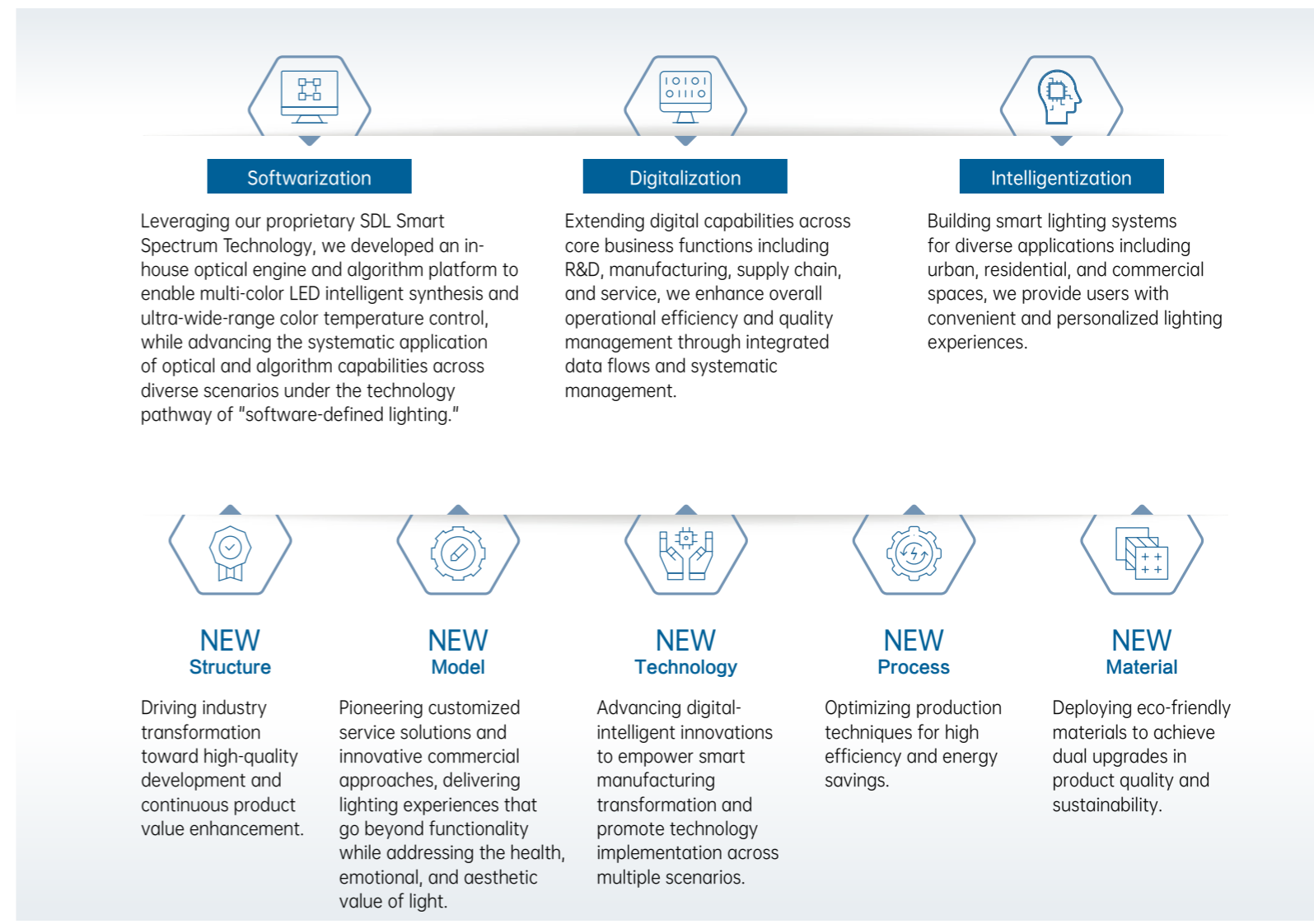
In the intelligent era of the Internet of Everything, the rapid innovation and iteration of lighting technologies are driving industry transformation at an unprecedented pace. Guided by the vision of "World's Top Intelligent Lighting Brand," OPPLE Lighting continues to deepen its commitment to technological innovation, build a strong innovation talent pool, and improve its intellectual property framework, injecting new momentum into the intelligent upgrading of the lighting industry through continuous innovation and breakthroughs.

Leveraging its leading R&D capabilities and innovative achievements, OPPLE Lighting has earned broad recognition across the industry and received multiple major awards.

 <p>iF DESIGN AWARD 2025 WINNER</p>	 <p>Creative Design Award at the 2025 China International Lighting / Luminaire Design Competition</p>
 <p>GOOD DESIGN AWARD 2025</p>	 <p>Industrial lighting smart energy-saving solutions and products received the WOD mDX Award-Excellence Solution and the WOD mDX Award-Excellence Product, respectively.</p>
 <p>The SDL Decorative Lighting Series won the International Design Excellence Awards (IDEA)</p>	 <p>Multiple products won the 2025 National Best Lighting Product Award at the 2025 Ailighting Award</p>
 <p>Global Engineering Design Preferred Brands Top 50</p>	 <p>Top 30 Digital Intelligence Product Award and Top 20 Digital Intelligence Application Award of the 2025 Ailighting Award</p>

Innovation-Driven Development

From the technological evolution beyond the era of traditional light sources, through the energy-efficiency transformation brought by LEDs, and into the new era of smart lighting, we have consistently kept pace with the development trends of lighting technology and continued to drive industry innovation. In 2025, building on its "Softwarization, Digitalization and Intelligentization; Application of new structure, new model, new technology, new process and new material" R&D strategy, the Company further strengthened industry-academia-research collaboration and scenario-based application capabilities, continuously enhancing the ability of its R&D system to support business development and market needs. At the same time, the Company continued to deepen the upgrade of software-based, digitalized, and intelligent capabilities, and reinforced the implementation of technological achievements across the entire business process through coordination among R&D, sales, and service functions, thereby continuously improving product innovation capabilities and overall service standards in response to the market's diversified demand for green and smart lighting solutions.



"Three Transformations and Five Innovations" Strategy

Guided by the mission of "creating value with light," OPPLE Lighting remains driven by technological innovation and closely follows the trends of intelligentization, energy efficiency, and health. Centered on user value, we have further focused our R&D efforts on three key directions: smart lighting, healthy lighting, and low-carbon lighting. In addition, by deepening industry-academia-research collaboration and exploring scenario-based applications, we continue to expand the value boundaries of lighting products in terms of functionality, user experience, and emotional resonance.



Posture Alert Technology

Powered by AI vision, this system captures real-time user images via cameras, analyzing posture with facial/body recognition algorithms. Based on a deep learning posture database, it achieves highly accurate posture assessment and provides timely reminders for correction through voice chips. This technology effectively prevents health issues such as myopia and hunchback caused by poor sitting posture.



SDL Sky Light Technology

Simulating natural daylight with high-CRI SDL LEDs and smart spectrum control, this innovation, featured in our Screen and Wellsky series products, enables customizable scenarios. It creates skylight-like illumination, meeting modern demands for wellness-centric homes.

"Sky Realm" Series Healthy Light Environment Products

Featuring SDL technology, the "Sky Realm" series ceiling lights are designed around the core concept of "bringing sunlight indoors," creating a home lighting environment that closely resembles natural light. With features such as high color rendering, low blue light, and circadian rhythm adjustment, this series helps enhance visual comfort and meets users' demand for high-quality healthy living spaces. Through its innovative design and functionality, the series has also received internationally recognized awards, including the German iF Design Award.

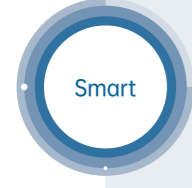


Ultra-High-Efficiency Streetlight Modules

Achieves 230lm/W, 97.5% optical efficiency, via RTF optimization, stray light control, and yellow-spot elimination, slashing energy use. The Company has developed an integrated IoT power system that combines the controller and power supply, significantly improving lighting efficiency, reducing energy consumption, and simplifying smart streetlight upgrades and maintenance.

Compact High-Efficiency Spotlights

Integrates various industry advanced technologies with our latest Guangyao platform to deliver 137lm/W, reducing fixture size by 46% while boosting brightness 50%+ at equal wattage, or cutting energy use > 50% at equal brightness, providing efficient and energy-saving solutions for commercial lighting sector.



Polaris Smart Emergency Lighting System

A unified fire-evacuation/lighting solution lowering total costs by 25%, deployed in Shanghai Metro and Beijing Info SciTech Innovation Park.

SDL 2.0 Super Light Engine Technology

Building on existing SDL technology, we further advanced intelligent capabilities and introduced SDL 2.0 Super Light Engine Technology, achieving an upgrade from "intelligent control" to "intelligent definition." Powered by algorithms, this technology dynamically adjusts brightness, color temperature, and spectrum, enabling precise adaptation to different scenarios. By accurately replicating natural light, it effectively enhances the flexibility and personalization of the lighting environment.



Commercial-residential Lighting Optimization for Enhancing User Experience

Our dynamic store lighting platform revolutionizes retail experiences by utilizing animated window displays to boost foot traffic, catering to advertising and cultural tourism needs. This innovation will expand to transportation hubs, exhibition venues, and other diverse scenarios. The Bath Heater Hug Warmth Technology, featuring platformization design with an advanced airflow system and inverter technology, delivers rapid heating at 11° C per minute while maintaining a uniform temperature (≤5° C variation within 5 minutes). Integrated into our Warm Ring and Compact Heater product lines, it has earned mother-and-baby safety certification.

We remain dedicated to creating premium lighting experiences and healthy light environments for our customers. Through continuous innovation in lighting R&D, we further enhance the core competitiveness of our products.

OPPLE Lighting × Fudan University Jointly Advancing Standards for Age-Friendly Lighting Across All Scenarios

CASE

OPPLE Lighting and Fudan University jointly released the *White Paper on Design Principles for Age-Friendly Lighting Environments Based on Human-Centric Lighting*. The study establishes an age-friendly lighting design framework covering five key dimensions—safety, vision, emotion, health, and adaptability—and proposes design principles including comfort, safety, uniformity, adaptability, and energy efficiency. By filling a gap in relevant domestic standards, it supports the industry's transition toward greater scientific rigor and standardization, while providing a solid foundation for the development of healthy lighting products.



OPPLE Lighting and the Shanghai Academy of Agricultural Sciences Jointly Advance Collaboration in Plant Lighting Technology

CASE

On May 20, 2025, OPPLE Lighting formally signed a plant lighting technology cooperation agreement with the Shanghai Academy of Agricultural Sciences (SAAS), focusing on the application of LED lighting technology in agriculture. Through this partnership, the two parties will jointly establish a closed-loop mechanism integrating technology R&D, crop validation, and scenario-based implementation, driving the development and practical application of plant lighting products. Through this collaboration, OPPLE Lighting further strengthened its innovation capabilities in plant lighting products and supported the development of facility agriculture toward greater intelligence and sustainability.



Green Product Design

OPPLE Lighting integrates green and low-carbon principles throughout the entire product R&D and design process. While meeting requirements for functionality, quality, and user experience, we continue to focus on product performance in areas such as energy efficiency improvement, material compliance, resource conservation, and environmental impact management, driving green product innovation and sustainable product development.

Product Development

- Lowered energy consumption during product use through smart lighting solutions, high-efficacy design, and reduced-fixture applications, with SDL 2.0 technology reducing energy consumption by approximately 40% compared with conventional solutions, 2-inch miniaturized spotlights achieving white-light luminous efficacy of up to 140 lm/W, and high-efficacy street lighting products reaching luminous efficacy of up to 200 lm/W.
- Continued to optimize product structures and integrated design by reducing the use of parts and connectors through component integration, lowering material consumption and assembly complexity, and improving coordination between product design and manufacturing.

Green Manufacturing

- Continued to optimize production processes and carry out equipment upgrades and retrofits, improving equipment utilization and extending service life to support the low-carbon manufacturing of energy-efficient products at the source.
- Promoted the transition of certain products from powder coating processes to galvanized sheet combined with sealing processes, reducing surface treatment steps and material usage, lowering manufacturing complexity, and improving resource utilization efficiency.

Material Selection

- Continued to strengthen environmental requirements for raw materials and electronic components, advance hazardous substance control, and ensure that relevant products comply with applicable standards and regulatory requirements. All electronic components met RoHS requirements, while products or raw materials for the European market complied with RoHS, REACH, and other relevant requirements, and we actively explored the application of materials such as graphene and PA6.

Green Packaging

- Promoted packaging reduction and recyclable design, and explored the large-scale application of recyclable outer packaging cartons to reduce packaging material consumption at the source.
- Continued to improve the recycling system for waste lighting products and defective components, advancing closed-loop resource management and increasing material recycling rates.

Product Environmental Impact Management

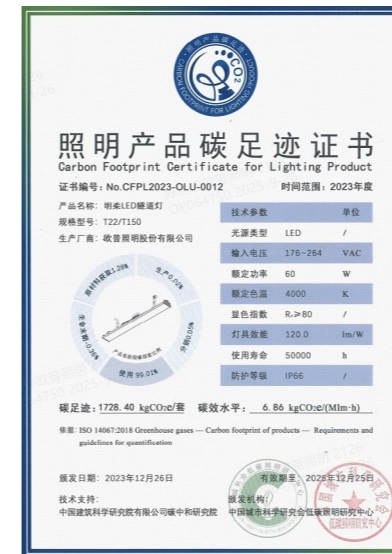
- Gradually advanced environmental impact assessments for key products, and completed carbon footprint accounting and certification for the Mingrou LED Tunnel Light and the Beidouxing LED Street Light.
- By integrating green design, cleaner production, and circular recycling, we systematically reduced environmental impacts across all stages of the product lifecycle and promoted the development of lighting products in a more sustainable direction.

Highlights of Green Product Initiatives

Flat Panel Light Products Obtained Environmental Product Declaration (EPD) Certification

CASE

We actively conduct full-lifecycle environmental impact assessments for our products. Taking the Slim Panel Performer G7 flat panel light as an example, we carried out a quantitative analysis of its entire lifecycle—from raw material acquisition, manufacturing, transportation and distribution, and use to end-of-life recycling—to systematically evaluate its energy consumption, carbon emissions, resource use, and environmental impacts. This assessment was conducted in accordance with EN 15804+A2 and ISO 14025, and the product has obtained Environmental Product Declaration (EPD) certification. This marks a solid step forward in responding to global trends in low-carbon buildings and green manufacturing, while integrating lifecycle thinking into our product innovation process and continuously promoting product design optimization and environmental footprint reduction.



Product Carbon Footprint Certificate

R&D Team

Talent is the wellspring of innovation and the core driver of corporate growth. At OPPLE Lighting, we adhere to a "people-centric" philosophy, fostering a robust training framework and incentive system to continuously cultivate and attract top-tier R&D professionals. This commitment fuels sustained technological innovation and solidified our talent foundation for scientific advancement.

We are dedicated to advancing global R&D innovation by establishing a comprehensive, cross-regional research and development network. We have built R&D laboratories in Shanghai and Suzhou, supported by 16 professional testing facilities, and have successively obtained seven capability accreditations, including the "CNAS Accredited Laboratory (National Level)" and the "Energy Efficiency Testing Laboratory," ensuring the efficient execution of product development, testing and validation, and quality control. Demonstrating our strong commitment to technological advancement, we invest over RMB 300 million annually in research and development on average to continuously enhance our core competitive advantages and innovation capabilities.

As of the end of the reporting period

OPPLE Lighting's R&D team comprises

459 specialists

R&D personnel account for

7.68% of total employees

We continuously refine our R&D innovation incentive system to stimulate the creative vitality of our research teams. We have implemented a multidimensional incentive policy framework encompassing both short-term and long-term rewards, strategically allocating resources to critical positions and exceptional talents. This precisely calibrated incentive mechanism effectively mobilizes employees' innovative potential and professional enthusiasm.

Short-term Incentives

Year-end Bonus

for all R&D personnel

Bonus allocation is determined based on the Company's overall performance, revenue contributions from various product lines, and individual employee performance evaluations.

Process incentives

for members of product development programs

A performance-driven incentive system evaluates project delivery quality and timeliness, with bonus distribution aligned to each member's actual contribution.

Long-term Incentives

Stock Incentives

for key positions, key technicians, and experts

Stock-based programs align the career growth of core management and key technicians with our long-term value creation.

In alignment with business growth and position requirements, we systematically implement training programs for new employees, professional tracks, and management tracks in product R&D.

Training Category	Course Content	Participants
New Employee Training	Product introduction, processes, talent development, intellectual property, software development, embedded software, software testing, and case sharing	66 Participants
Professional Track	Mechanical, electrical, thermal, control, materials, processes, marketing, fluid dynamics, project management, standardization, and other specialized fields	2,820 Participants
Management Track	Team management and leadership, focusing on developing managers' leadership skills and team motivation techniques	15 Participants

R&D Training Program

During the reporting period

Allocated to R&D

RMB **296.9225** million

Accounting of total operating revenue

4.26%

Intellectual Property

While driving product innovation, we consistently prioritize intellectual property protection. We strictly comply with Chinese laws including the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, and the *Copyright Law of the People's Republic of China*, while implementing internal regulations like the *Intellectual Property Training Management Procedures* to strengthen IP governance. These measures effectively mitigate infringement risks, safeguard our innovations and brand reputation, and contribute to maintaining healthy market competition. During the reporting period, the Company further advanced the digital upgrade of intellectual property management, realizing systematic management of patent application, examination, maintenance, and evaluation processes, thereby improving management efficiency and the scientific basis of decision-making.

Meanwhile, we have continued to improve our IP management framework featuring an IPBP (Intellectual Property Business Partner) structure within our Patent Department. This team of specialized IP advisors strengthens coordination with all business units, dynamically optimizes resource allocation based on business needs, and provides professional support covering the full lifecycle of intellectual property. In supporting the Company's international development, this framework has effectively enhanced the responsiveness of intellectual property management and strengthened risk control capabilities.

In legal risk prevention, the Company continued to strengthen intellectual property and commercial compliance management, and established risk monitoring and review mechanisms covering R&D, supply, and product launch processes to identify and respond to potential legal risks in a timely manner. During the reporting period, the Company actively responded to multiple patent litigation cases and handled them appropriately through professional legal defense, safeguarding its technological rights and interests at the source.

Risk Prevention

- We strictly implement IP risk assessments during product R&D, conducting comprehensive reviews of technical solutions and product designs for each new product.
- In 2025, we completed 74 risk assessments (29 technical, 45 design-related), maintaining a veto system for high-risk solutions through immediate avoidance or abandonment.
- We mandate suppliers to submit risk assessment reports for our review and include IP infringement indemnification clauses in procurement contracts.

Risk Identification

- At every critical R&D stage, from project initiation and development to prototyping and pre-launch, we conduct continuous risk screenings. These provide timely risk alerts and mitigation recommendations to ensure product compliance.
- Conducted 22 periodic monitoring reviews of design patent authorization status for competing products across six major categories—ceiling fan lights, desk lamps, downlights, spotlights, clothes airers, and bath heaters—and fed the relevant findings back to the R&D department for evaluation and optimization.

Risk Resolution

- Continued to strengthen intellectual property infringement review and protection by establishing a dedicated team responsible for patent litigation response and infringement complaint handling on e-commerce platforms, and actively combating infringement through multiple legal channels, including complaints and reports, civil litigation, and criminal prosecution.

Intellectual Property Risk Management

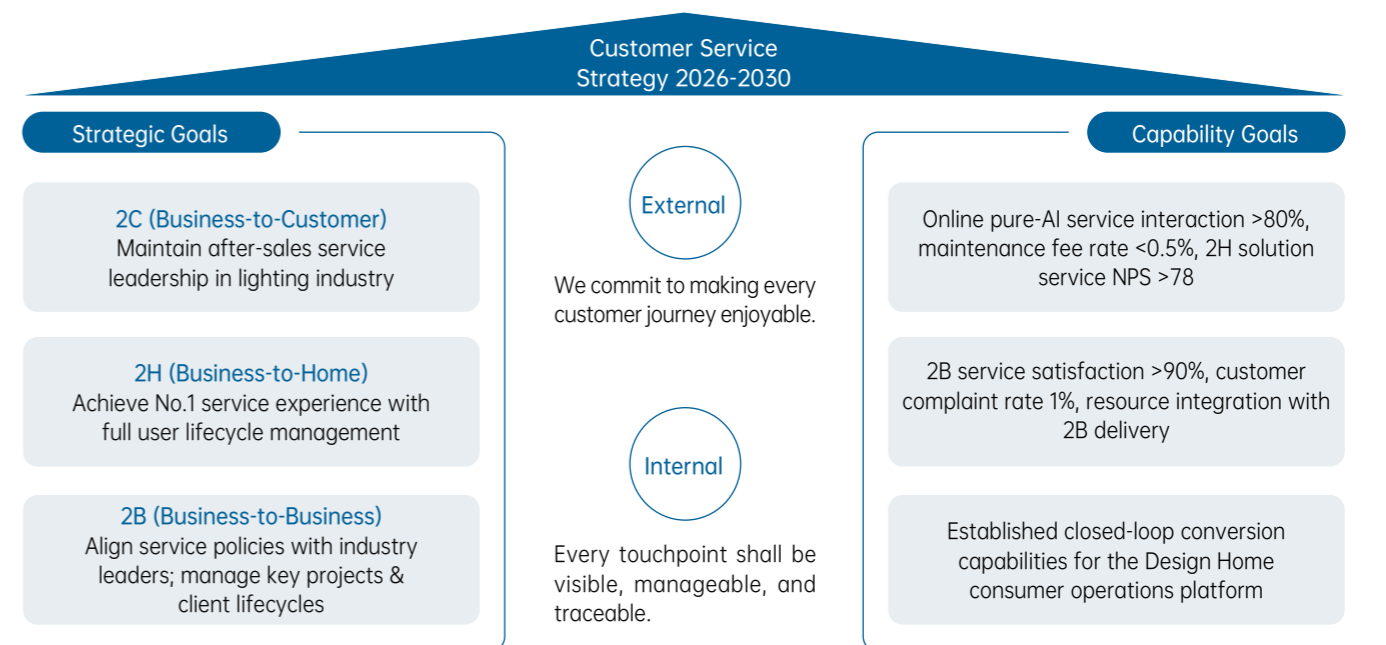
As a National Intellectual Property Advantage Enterprise, we have considered IP management as a core strategic focus, developing a comprehensive, multi-dimensional training system that covers key groups including R&D, supply chain, and new employees. Through regular specialized training programs focused on practical skills and risk prevention, we provide robust support for the protection and commercialization of technological innovations.

Service Excellence

Exceptional service embodies the warmth of a brand. Guided by the philosophy that "Service Creates Value", we set industry service standards through professional expertise and genuine care. We deliver thoughtful service experiences to every user, transforming service into a meaningful bridge that conveys our brand values.

Premium Service

Through deep customer insights, we have established a phased service enhancement mechanism, defining key objectives to continuously refine our service systems and innovate service models. This commitment elevates customer experiences and fosters mutual growth with our clients. Building on this foundation, we dynamically update our five-year customer service strategic plan, aiming to transform from experience management to value delivery, achieve service leadership in the smart lighting industry, and further strengthen the quantification and digitalized management of service capability targets.



During the reporting period, the Company advanced various initiatives in an orderly manner around the key tasks of its customer service strategy, achieving an overall completion rate of 93%. Among these, the achievement rate reached 88% for 2H (whole-home smart services for household users), 94% for 2B solution service strategies (for commercial customers), and 85% for ITR (Issue to Resolution, an end-to-end issue management mechanism) product quality improvement, while the achievement rate for full-scenario digitalization of people, products, and places reached 96%. The intelligent and digital capabilities of the customer service system were continuously strengthened. Meanwhile, the AI customer service knowledge base was fully implemented, effectively improving service response efficiency and knowledge reuse capabilities, and further supporting the transformation of customer service toward greater standardization and intelligence.

We enhance "Online + Offline" integrated services, and are advancing the integration of digital and physical services by collaborating with service teams and industry chain partners, leveraging digital tools to elevate service efficiency and deliver convenient, high-quality after-sales experiences for consumers. During the reporting period, while continuing to build on diversified service channels, the Company introduced AI-powered online digital customer service to further enrich service touchpoints. At the same time, we introduced virtual digital humans and advanced the intelligent upgrade of online customer service in the call center, opening up a new dimension of service interaction and bringing users a renewed interactive experience and improved operational efficiency. Supported by these digital tools, we continuously strengthened lifecycle customer experience management and engagement operations, driving the transformation of customer service from experience management to value delivery.

Strengthening the Intellectual Property Training System to Empower Technological Innovation and Risk Prevention CASE

- Scenario-Based Patent Conversion Training**
 Targeting core spectrum technology personnel, we conducted a thematic training program on "From Product Scenarios to Patented Technologies," guiding R&D personnel to identify patentable technical points from application scenarios and enhancing their ability to translate technological achievements into intellectual property.
- Software Patent Thematic Training**
 For core technical personnel, we organized a specialized training program on "Subject Matter Issues in Software Patents and Methods for Identifying Technical Points," focusing on compliance boundaries for software-related patents and methods for identifying technical innovations, thereby strengthening R&D personnel's professional capabilities in patent planning and risk identification.
- Design Patent Specialized Training**
 We carried out dedicated training on design patent application and design compliance, systematically covering patent application procedures, design standards, and key points for risk avoidance, in order to enhance intellectual property risk identification and prevention capabilities during the design stage.

After years of continuous accumulation, OPPLE Lighting has actively advanced the implementation of its intellectual property strategy through multiple approaches, including independent R&D as well as the introduction, absorption, and re-innovation of external technologies. In particular, the Company has built strong core competitiveness in areas such as optics, electronics, materials, mechanical design, and intelligent control.

During the reporting period	As of the end of the reporting period
We filed 390 patent applications and was granted 436 patents	We hold 3,808 valid patents
Registered 2 artistic copyrights	
Submitted 75 new trademark applications with 49 trademarks successfully registered	

Customer Communication Channels

- 400 Hotline
- Online Customer Service
- Message board of the official company website
- Social Media Platforms
- WeChat Mini Program

We continuously reinvent service models through digitalization, reshaping traditional after-sales support. From online smart scheduling to on-site technician visits, remote diagnostics to real-time service tracking, we have built a fully digital, end-to-end service system that provides customers with seamless one-stop solutions.

The Company also further improved its full-lifecycle customer service management system through the globally leading customer relationship management technology—the Customer Service CRM-ITR System¹⁰. This system integrates advanced technologies including a globally leading omnichannel call center, intelligent AI customer service, and intelligent call quality inspection, providing comprehensive support for pre-sales, in-sales, and after-sales service management. Through seamless integration with front-end touchpoints such as the OPPLE Lighting mini program, the system enables users to independently request installation and repair services and track service progress in real time, while promoting visualized work order management for service engineers and service outlets.

To ensure that customer relationship management approaches remain aligned with the Company's strategic planning and development direction, OPPLE Lighting regularly evaluates and reviews service policies and service models for different customer segments. Based on the evaluation results, we continuously introduce new customer service training approaches and after-sales service promotion models to further improve service quality and customer satisfaction, and to advance the implementation of our strategic objectives.

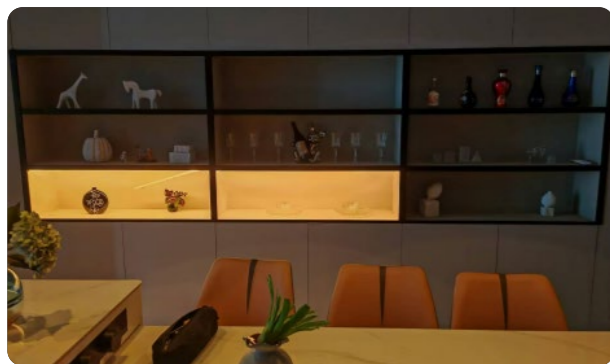
To enhance customer service experience and quality, the Company has established a comprehensive product manufacturing and after-sales tracking mechanism covering sales, customer service, R&D, technical support, and quality functions. We maintain close communication with customers throughout the pre-sales, in-sales, and after-sales stages, and keep abreast of industry trends as well as customer needs and expectations to ensure that our products and services meet customer requirements. In particular, through the OPPLE Lighting WeChat mini program, we took the lead in launching worry-free nationwide after-sales service, providing a unified, fast, and transparent service experience and further improving consumer satisfaction.

In addition, we continue to upgrade our nationwide warranty service system, realizing digitalized and standardized management of service processes and improving service response efficiency. At the same time, around the whole-home smart lighting business, we have strengthened support for smart stores and enhanced end-point service capabilities to ensure service consistency and professionalism.

Enhancing the "Nationwide Warranty" Service System to Build a Digital and Intelligent Service Network

CASE

To improve service coverage and response efficiency, OPPLE Lighting continuously optimized its "Nationwide Warranty" service system, leveraging the Customer Service CRM-ITR System to enable digitalized and standardized management of service processes. As of the end of the reporting period, the Company had established 40 service centers and 672 service outlets, covering 198 prefecture-level cities. In 2025, OPPLE Lighting's professional after-sales service team served more than 98,000 households. Focusing on the whole-home smart lighting business, the Company completed setup support for 171 smart stores in 2025, achieving a 98.1% satisfaction rate in follow-up visits and continuously enhancing customer experience and brand trust.



¹⁰ CRM-ITR System: OPPLE Lighting's digital service platform that integrates Customer Relationship Management (CRM) with the end-to-end Issue to Resolution (ITR) process. Centered on closed-loop management of customer issues from initiation to resolution, the system is designed to improve service response efficiency and standardization.

Conducting After-Sales Service Training to Strengthen Smart Technology Service Capabilities

CASE

In 2025, the Company organized 41 after-sales service training sessions, covering topics such as smart product knowledge, TOH smart solutions, installation and commissioning practices, and troubleshooting. The training participants included smart engineers, designers, and in-store sales associates, with more than 3,500 participants in total. During the training process, the Company upgraded teaching aids and commissioning equipment, and incorporated practical installation and commissioning experience to ensure the practicality of the courses, effectively helping stores avoid implementation risks and enhancing the after-sales service team's ability to respond to user needs.



Our service center implements regular satisfaction surveys via online questionnaires and callbacks to deeply understand distributor and end-user needs, driving continuous service improvement.

Satisfaction Survey Methods and Scope

2025 Customer Satisfaction Survey Results

Conducted telephone or questionnaire surveys to assess distributor satisfaction with the Company's product planning, product quality, product supply, product pricing, and customer service.

Distributors

Survey covered seven channels: retail, distribution, home, bundled solutions, commercial, projects, and street lighting, achieving >25% coverage with 82.7% overall satisfaction. Dedicated teams track each channel's results and implement improvement measures to ensure effective issue resolution.

Conducted telephone surveys to assess consumer satisfaction with services such as complaint handling, repair requests, and installation.

End Users

Surveys focused on installation, maintenance services, and complaint resolution, sampling 15% of total service orders. Results showed installation satisfaction of 97.9%, maintenance satisfaction of 96.3%, and complaint resolution of 98.0%. All metrics undergo closed-loop management with assigned personnel driving enhancements.

Industry Collaboration

Thanks to its outstanding customer service management system, OPPLE Lighting has been recognized as the CCCS "Best Customer Contact Center Award" for eight consecutive years and has received the China Certification (CQC) Five-Star After-Sales Service Certification for three consecutive years.

Customer Complaint Resolution

We prioritize customer safety by continuously refining internal policies such as the *Complaint Management Process Documentation* and the *Complaint Handling Regulations*. We have systematically enhanced our safety complaint risk assessment framework and upgraded resolution protocols to optimize complaint management procedures.

We have established a comprehensive service management mechanism dedicated to improving user experience. Through dedicated specialist management mechanism, we ensure timely follow-up and effective resolution of service issues. Our end-to-end closed-loop process transforms dissatisfied users into loyal brand advocates through targeted improvements. During the reporting period, we successfully handled 176 service cases, reinforcing our reputation as a responsible brand.

Our multi-channel complaint response system accepts user feedback via phone, official website, Weibo, and WeChat, with all complaints entered into the Customer Service CRM-ITR System to ensure real-time monitoring and tracking throughout every stage from initial intake to subsequent resolution. The system is also equipped with overdue handling alerts to ensure that issues are effectively resolved within the required timeframe.

Regional specialists handle routine issues promptly. For newly reported cases, complaint specialists work closely with quality and technical teams to conduct professional analysis and coordinate with relevant departments to develop solutions. In particular, for smart control-related complaint management, we have established a weekly review mechanism under which complaint specialists, together with the quality and R&D departments, conduct case reviews to ensure that all issues are effectively tracked and resolved through a closed-loop process.

At the same time, to further enhance complaint handling efficiency, the Company has established a complaint response system for smart control-related issues. Through the alert function for complaint tickets, issues are categorized and managed, and differentiated response measures are implemented based on the level of urgency. For urgent issues, such as safety-related complaints and complaints involving key projects, a preliminary solution is provided within four hours; for non-urgent issues, initial solution feedback is completed within two days, comprehensively ensuring the quality of service response.

In addition, the customer service center regularly analyzes complaint data to identify common issues, convenes meetings with product and R&D teams, and conducts in-depth root cause analysis to develop improvement plans. Cases involving common issues are also incorporated into the new product development process to help avoid potential problems in the early development stage, ensure the continuous improvement of product and service quality, and further enhance customer experience.



Certification: Best Customer Contact Center Award in China
CQC Five-Star After-Sales Service Certification

2025 Key Service Metrics

Complaint response rate
100%

Resolution cycle
Target 15 days
Achieved **8.3 days**

Resolution satisfaction
Target 95%
Achieved **98%**

OPPLE Lighting remains committed to driving technological innovation and market expansion through deeper commercial partnerships and industry-academia-research collaboration. The Company has established close cooperative relationships with a number of well-known universities and research institutions in China and abroad, and continues to carry out frontier technology research and application exploration to support new product development and the industrialization of technological achievements. Through these collaborations, we have not only enhanced its own technological competitiveness, but also promoted the shared progress of the industry, further strengthening its market position and achieving long-term sustainable development.

Exploring Innovative Expressions of Light and Life with Designers

CASE

In 2025, OPPLE Lighting collaborated across disciplines with Ma Yansong at Design Shanghai to create an immersive exhibition space themed "The Future of Light and Life," deeply integrating smart spectrum technology with design creativity to present the multidimensional value of light in spatial experience, emotional expression, and lifestyle creation. In the same year, the two parties further reinterpreted the art of the oil-paper umbrella through programmable light and shadow at La Biennale di Venezia, transforming an Eastern cultural symbol into an architectural language. These two cross-disciplinary collaborations demonstrated OPPLE Lighting's integrated innovation capabilities in culture + design + technology, and continuously expanded the value boundaries of lighting products.

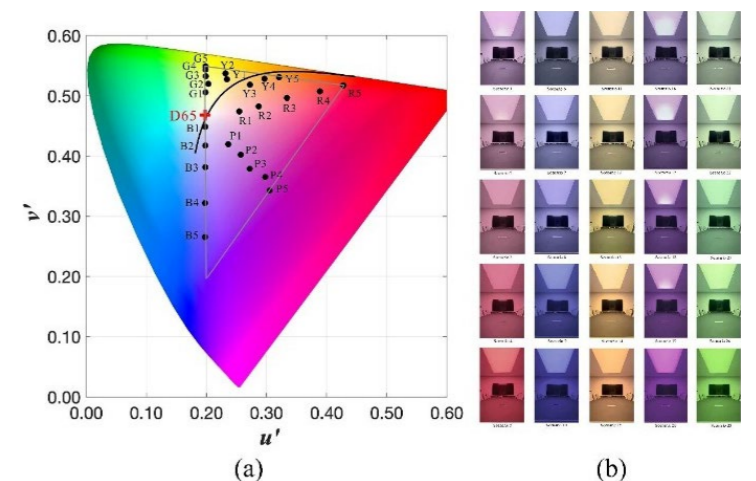


We actively advances multi-dimensional strategic cooperation, carrying out frontier research in areas such as smart lighting and healthy lighting together with Fudan University and Wuhan University, thereby accelerating the commercialization of technological achievements. At the same time, the Company works closely with leading industry enterprises to jointly develop intelligent and green lighting solutions, driving technological progress and application implementation across the industry and continuously contributing the strength of a lighting enterprise to the development of new quality productive forces.

Globally Launching the SDL Pastel Light Emotion Map to Advance the Standardization of Emotional Lighting

CASE

OPPLE Lighting and the joint laboratory of Wuhan University jointly launched the world's first SDL Pastel Light Emotion Map, scientifically revealing for the first time how different light colors influence positive human emotions. The research systematically quantified the relationships among hue, saturation, and emotion, and has already been applied to OPPLE Lighting's Tianjing Youth Edition lighting solution. Building on this research achievement, the Standard for Pastel Light Applications has been formally initiated, which will further promote the standardized development of emotional lighting.



OPPLE Lighting × Huawei HarmonyOS Smart Home Debuted at AWE to Jointly Build a Future Healthy Lighting Ecosystem

CASE

At the 2025 Appliance & Electronics World Expo (AWE 2025), OPPLE Lighting entered into a strategic partnership with Huawei HarmonyOS Smart Home and showcased innovative lighting solutions based on SDL Smart Spectrum Technology. By deeply integrating OPPLE Lighting's product portfolio into the HarmonyOS Smart Home system, the collaboration enabled intelligent control of whole-home lighting scenarios and the creation of healthy light environments. This partnership further deepened the two parties' ecosystem integration in the smart home sector and jointly advanced the application and implementation of healthy smart lighting in residential settings.



We actively participate in various industry forums and technical exchange activities to promote innovation and application in green lighting, intelligent solutions, and low-carbon technologies. Through in-depth collaboration and technical sharing, we continue to deepen industry exchanges, support the lighting industry's progress in green transformation and intelligent development, and contribute to the achievement of sustainable development goals.

OPPLE Lighting's 2025 Global Smart Lighting Festival Concluded Successfully, with Innovative Technology Leading the Future of Healthy Lighting

CASE

In April 2025, OPPLE Lighting hosted the 2025 Global Smart Lighting Festival under the theme of "Wisteria Photosynthetic Stories," centering on four key themes: health empowerment, technology leadership, professional drive, and aesthetic design. During the event, the Company launched SDL 2.0 Super Light Engine Technology, which enables personalized healthy light environment adaptation through the dynamic adjustment of lighting parameters. In addition, the Company has established an Energy Conservation and Carbon Reduction Ecological Innovation Alliance in collaboration with multiple industry partners and launched the industry's first energy-saving loss cost insurance to foster a green and sustainable industry ecosystem.



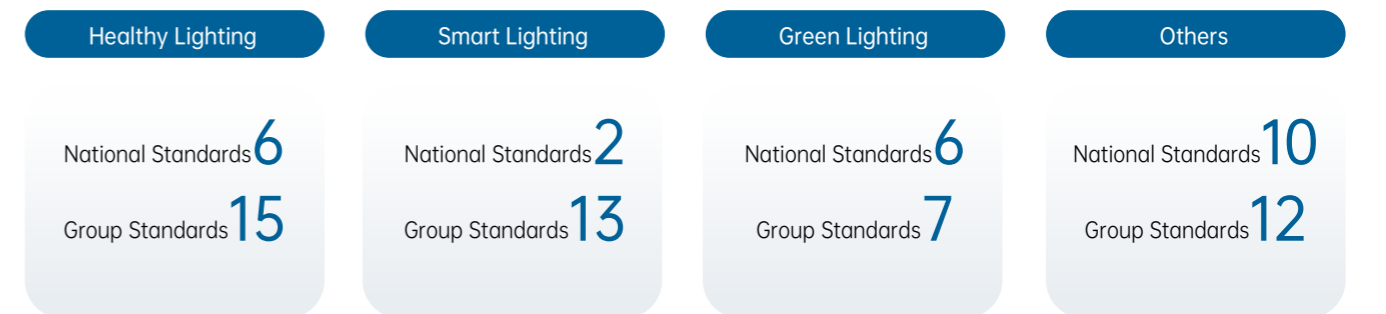
OPPLE Lighting Participated in the 3rd Low-Carbon Lighting Innovation and Application Forum

CASE

At the 3rd Low-Carbon Lighting Innovation and Application Forum, OPPLE Lighting showcased its technologies and green achievements in smart urban road lighting. The Company introduced a new-generation smart road lighting system integrating high-efficacy street lights, IoT power supplies, and its self-developed platform, providing cities with low-carbon and highly efficient smart lighting solutions and supporting the transition of road lighting toward greater intelligence and lower carbon emissions. To date, the Company has supported the smart upgrading of more than 130 cities across China, providing industry support for the dual carbon goals and urban green development.



In the process of lighting industry standardization and intelligent transformation, we fully leverage our technical expertise to collaborate with industry partners and deeply participate in the formulation of multiple professional and group standards. Through these concerted efforts, we drive the refinement of lighting industry standards and promote high-quality sector-wide development with our specialized capabilities. As of the end of the reporting period, OPPLE Lighting had participated in the development of 24 national standards and 47 group standards cumulatively.



OPPLE Lighting's Participation in Industry Standard Development

Advancing Toward Low- Carbon Future

- 61 Green Operations
- 65 Climate Response
- 71 Resource Utilization

Response to UN SDGs:



Green development is becoming a key direction for economic and social transformation and a critical pathway for enterprises to achieve sustainable development. As a leading enterprise in the lighting industry, OPPLE Lighting has consistently integrated green and low-carbon principles into the core of its corporate strategy. We have established a green management system covering the entire product lifecycle across key areas such as environmental compliance, climate change response, and efficient resource utilization. We continuously promote energy conservation and emission reduction through pragmatic actions to fulfill corporate responsibilities and actively lead the industry toward a green future.



Green Operations

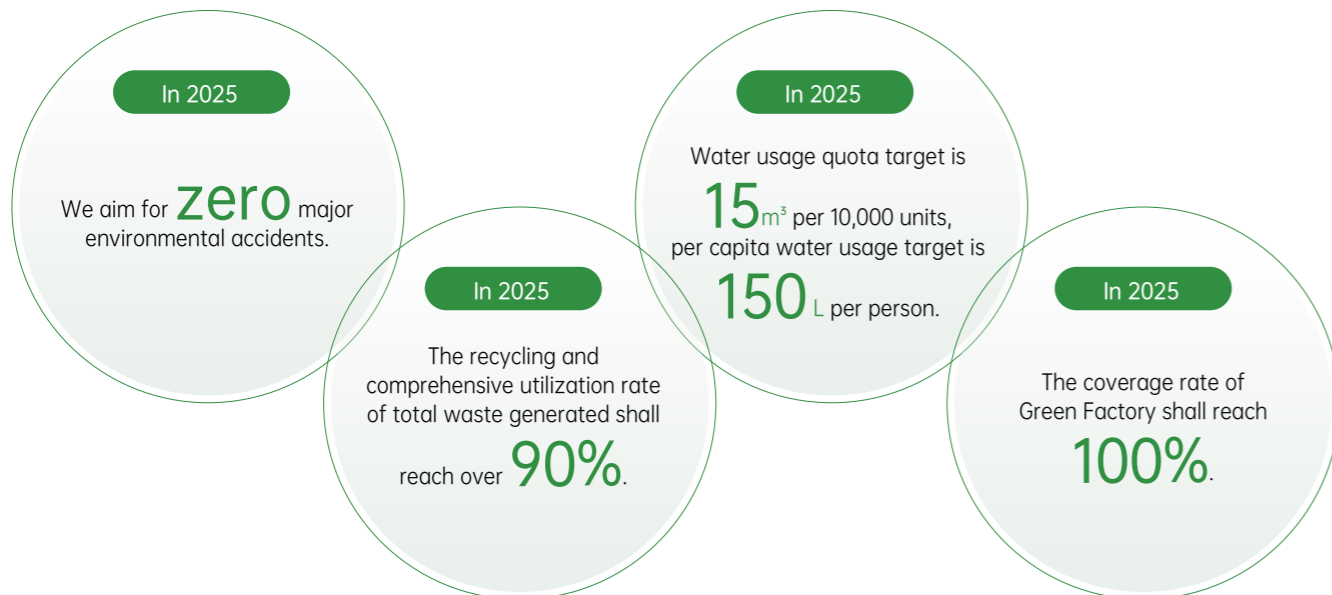
OPPLE Lighting has consistently treated environmental compliance management as a critical component of sustainable development, continuously improved its environmental management system, and implemented green business concepts. We have established specific policies and management measures regarding environmental compliance and pollutant emission control to ensure that the entire process is controlled and operates in compliance.

Environmental Compliance Management

We strictly comply with the *Environmental Protection Law of the People's Republic of China*, and the *Law of the People's Republic of China on Environmental Impact Assessment*, among other applicable regulations. Internally, we have implemented management systems such as the *Environmental Health and Safety (EHS) Management Measures* and developed targeted policies for environmental compliance and pollution control.

A sound environmental management structure has been established, with both the Board of Directors and senior management regularly reviewing our environmental strategies and performance. Environmental KPIs are linked to executive performance evaluations, reinforcing accountability and fostering a strong environmental consciousness at all levels of management.

To promote sustainable development and the continuous improvement of environmental performance, in 2025 we continued to implement environmental goals, clarified implementation pathways, and actively advanced the green and low-carbon transformation. All environmental goals for 2025 were achieved.



OPPLE Lighting 2025 Environmental Goals

OPPLE Lighting actively promotes both internal and external environmental audits and pursue ongoing certification of our environmental management system. Monthly internal audits cover all park-wide pollution prevention facilities, rainwater and wastewater pipelines, discharge outlets, and surrounding areas. In addition, we undergo quarterly inspections by local environmental regulatory authorities to ensure full compliance with laws and standards. In 2025, we continued to operate under ISO 14001 environmental management system specifications and comprehensively expanded the scope of coverage of the system. As of the end of the reporting period, OPPLE Lighting has implemented and is operating the ISO 14001 Environmental Management System across all its operational locations.

Furthermore, to effectively implement environmental risk management, we have established special emergency plans, including the *Chemical Spill Emergency Plan*, the *Production Safety Accident Emergency Plan*, and the *Fire Emergency Plan*, thereby further clarifying the emergency response procedures, disposal measures, and division of responsibilities for overflow incidents involving hazardous substances such as heavy metals and chlorides.

In accordance with the annual training plan, various environmental training programs were conducted, including management training on chemicals, solid waste, hazardous waste, and exhaust gas, as well as emergency response drills. These initiatives enabled employees to thoroughly master the corresponding handling requirements and procedures for hazardous substances, pollutants, and emissions, thereby enhancing their awareness of environmental compliance and their capability to manage sudden environmental incidents.

Specialized Training on Chemicals and Hazardous Waste Management

CASE

In April 2025, OPPLE Lighting organized a specialized training session on the management of chemicals and hazardous waste, requiring all relevant personnel to participate in the learning process. Through guidance on key aspects such as standardized management requirements for chemicals and hazardous waste, common issues and preventive measures in daily operations and work processes, and emergency response methods, we assist and ensure that relevant personnel acquire the necessary professional knowledge and operational skills. During the reporting period, the abnormal occurrence rate of chemical management remained at a low level, and no safety accidents related to chemicals occurred.

Waste Reduction and Sorting Training

CASE

In 2025, OPPLE Lighting actively conducted specialized training on waste reduction and sorting. Adopting a combination of online courses and on-site practical sessions, the training focused on the accurate identification and standardized handling procedures for recyclable waste. Following the training, employees' awareness of waste sorting improved significantly, and the generation of non-recyclable waste noticeably decreased. This effectively reduced the environmental burden and further contributed to the achievement of the company's green operation goals.

During the reporting period

OPPLE Lighting made a total environmental investment of RMB **3.2637** million

NO environmental accidents, such as exceeding pollutant discharge standards or illegal emissions, occurred.

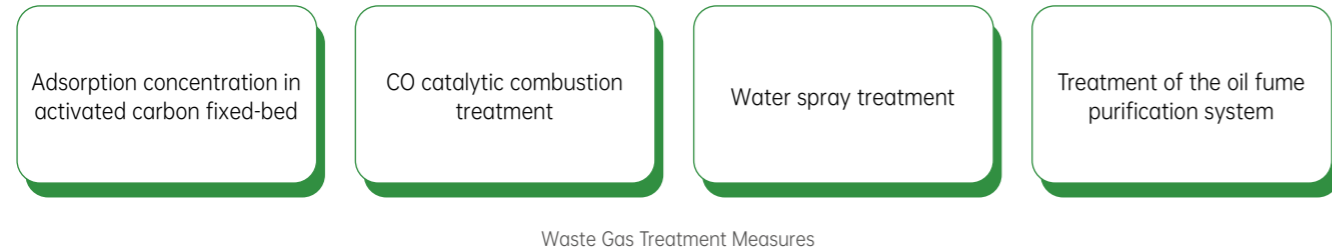
Emission Management

Wastewater Management

We strictly comply with the *Water Pollution Prevention and Control Law of the People's Republic of China* and other relevant regulations. Based on our operational needs, we have established internal policies such as the *Water Pollution Management Regulations* to guide our wastewater treatment practices. On top of industrial wastewater discharge monitoring systems, we have developed a comprehensive wastewater monitoring framework that includes real-time tracking of key pollutants such as total phosphorus (TP) and ammonia nitrogen. This allows us to effectively control the total volume of wastewater discharged from our facilities. Our production wastewater is discharged after treatment at the plant's sewage treatment station, while domestic sewage is discharged into the municipal network and subsequently to the urban sewage treatment plant, ensuring that all wastewater meets discharge standards.

Waste Gas Management

In accordance with the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and related regulations, we have implemented the *Air Pollution Management Regulations* to strictly control air pollutant emissions. The primary air pollutants generated from our production processes include non-methane hydrocarbons (NMHCs) and particulate matter.



Waste Management

We strictly adhere to the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* and other related regulations. Internally, we have established the *Solid Waste Management Regulations* and the *Hazardous Waste Management Regulations*, which govern the compliant collection, classification, storage, transfer, and disposal of various types of waste.

General Waste Management

OPPLE Lighting actively promotes the reduction, resource utilization, and harmless disposal of waste. We systematically categorize solid waste and manage recyclable general waste in a standardized manner to prevent pollution and reduce resource loss; additionally, we have engaged qualified partners to recycle and reuse certain types of waste that were previously incinerated. The recyclable waste generated during the production process is collected in a unified manner and entrusted to qualified entities for recycling and reuse to reduce internal waste emissions.

Hazardous Waste Management

Hazardous waste in our operations primarily originates from R&D, manufacturing, and warehousing processes. These include nine categories: paints, adhesives, fluxes, solder, silicone/silicone grease, conformal coatings, inks, thinners, and antioxidant-reducing powders. We ensure the safe handling of hazardous waste through rigorous controls over usage systems, storage management, and emergency response protocols. After the collection of hazardous waste, we entrusted qualified professional entities for compliant harmless disposal and required transport suppliers to utilize containerized vehicles. These measures effectively mitigate risks such as spillage during transportation, thereby substantially enhancing safety and environmental protection levels throughout the entire process.

<p>Use of Management</p>	<ul style="list-style-type: none"> We employ automated systems for processes involving hazardous materials, such as automated spraying, wave soldering, and reflow soldering. All inbound and outbound hazardous waste is packaged in fully sealed containers. Leak-prone materials are handled using anti-leak pallets to prevent spillage during handling and transport.
<p>Storage Management</p>	<ul style="list-style-type: none"> Chemicals are categorized and stored according to their properties (e.g., acids, bases, organic, inorganic) and hazard characteristics (e.g., flammable, explosive, toxic, corrosive). A dedicated and independent chemical warehouse shall be established at safe distances from production and residential areas with hazardous warning signs posted. Establish a dedicated hazardous waste warehouse constructed in accordance with Class A warehouse standards, equipped with leak-proof flooring and containment sumps. Establish a ledger for hazardous waste management and accurately record information regarding the entire process of generation, storage, transfer, and disposal.
<p>Safety & Emergency Management</p>	<ul style="list-style-type: none"> All storage and usage areas for hazardous chemicals are equipped with appropriate safety equipment, including fire extinguishers, hydrants, absorbent pads, neutralizing agents, sand, protective gloves, safety goggles, and gas masks. Regular inspections and maintenance ensure functionality of all safety gear. Emergency drills, covering personnel evacuation, incident response, and rescue coordination, are conducted regularly to enhance emergency preparedness.

Measures for the Management of Hazardous Waste

In addition, we conduct annual training sessions on hazardous waste management, covering all relevant personnel involved in handling and operations. The training focuses on topics such as types of hazardous waste, process management requirements and preventive measures, temporary storage protocols, and inbound/outbound inventory control.

Hazardous Waste Emergency Drill and Management Training

CASE

In accordance with the 2025 annual training plan, OPPLE Lighting systematically conducted training on hazardous waste disposal and emergency plan drill management. The training focused on key aspects such as hazard control of hazardous waste and emergency drills. It effectively strengthened employees' compliance awareness in hazardous waste management and their emergency response capabilities, thereby effectively mitigating environmental risks.

Climate Response

OPPLE Lighting regards addressing climate change as a core priority of environmental management and firmly believes that effectively managing climate change risks is an indispensable core competitiveness for enterprises. We are progressively deepening the identification, assessment, and response strategies regarding climate change risks to facilitate the enterprise's smooth transition to a low-carbon model in future production and operations. We dynamically analyze climate change-related risks and opportunities and promote multiple energy conservation and emission reduction measures. By improving energy efficiency and adjusting the energy structure, we effectively reduce carbon emissions and enhance the Company's resilience to climate change.

Governance

To enhance the standardization and effectiveness of ESG governance, strengthen core competitiveness, and improve sustainable development capabilities, OPPLE Lighting attaches great importance to climate change governance. The Company has updated its ESG management structure by fully integrating the supervision and management responsibilities for climate affairs into all levels of the Company's sustainable development governance framework, thereby effectively enhancing the ability to respond to climate change. A multi-level responsibility system has been established wherein the Board of Directors, as the highest decision-making body, approves climate-related strategic plans; the Strategy & ESG Committee is responsible for overall coordination and management; the Audit Committee reviews climate-related disclosure information; and management is responsible for the implementation of climate-related strategies. Specific execution tasks are carried out by various business and functional departments, with regular reporting on climate work progress.

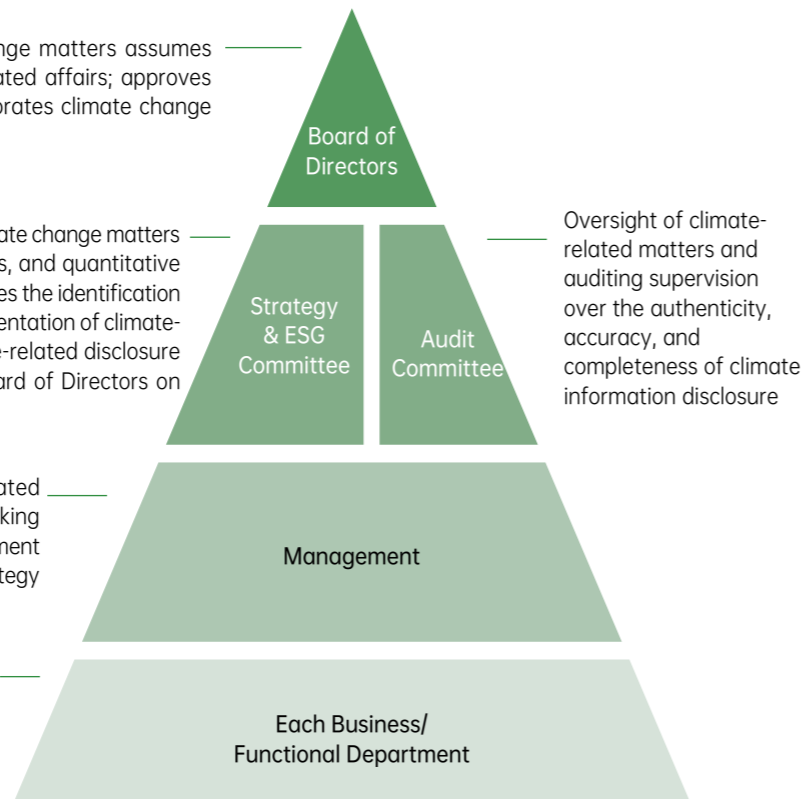
We recognize the critical role of the Board in climate change governance and consider climate management capabilities as a factor in the nomination of Board members. To enhance their professional competency in fulfilling duties, we regularly invite external experts to conduct specialized training sessions. This initiative assists directors in deeply understanding and mastering the essential knowledge related to climate change, while clarifying their oversight and reviewing responsibilities within climate governance. Moreover, climate-related quantitative metrics have been incorporated into the management's annual performance appraisal system to incentivize proactive action by management and ensure the effective fulfillment of governance responsibilities regarding climate change mitigation.

The highest decision-making body on climate change matters assumes overall responsibility for the Company's climate-related affairs; approves the strategic plan for climate response; and incorporates climate change factors into major decision-making considerations

The entity responsible for the daily coordination of climate change matters is tasked with formulating climate strategies, policies, and quantitative targets, as well as monitoring their progress. It organizes the identification and assessment of climate risks, oversees the implementation of climate-related work across all departments, reviews climate-related disclosure documents, and provides regular reports to the Board of Directors on the progress of climate initiatives.

Responsible for the implementation of climate-related strategies, establishing the cross-functional ESG Working Group to advance the achievement of climate management objectives, and regularly reporting progress to the Strategy & ESG Committee

The entity responsible for executing climate change-related work shall regularly report data and progress on climate change matters and cooperate to complete relevant climate information disclosure work



OPPLE Lighting Climate Governance Structure

Strategy

Grounded in our own development strategy and comprehensively analyzing internal and external trends as well as the concerns of stakeholders, we have benchmarked against the UN SDGs and established "Advancing Toward a Low-Carbon Future" as one of our six core strategic pillars. Guided by this strategy, the Company continues to advance the identification of climate change risks and opportunities, deepens energy conservation and consumption reduction practices, and actively builds a new pattern for green and low-carbon development.

In 2025, OPPLE Lighting attached great importance to and systematically carried out the identification and assessment of risks and opportunities related to climate change. We conducted physical risk assessments based on the RCP2.6 and RCP4.5 scenarios of the Intergovernmental Panel on Climate Change (IPCC) and selected the Stated Policies Scenario (STEPS) and the Net Zero Emissions by 2050 (NZE) scenario under the policy frameworks of the International Energy Agency (IEA) and the Paris Agreement as the basis for analyzing transition risks. On this basis, we have defined response measures for various risk and opportunity categories. These measures aim to prevent and mitigate the negative impacts of potential risks while capitalizing on opportunities arising from climate-related impacts. This approach lays a solid foundation for the Company's long-term sustainable development, ensuring robust operations and sustained growth amidst climate change challenges.

Climate Change-Related Risks

Risk Type	Business Impact	Financial Impact	Time Horizon	Response Measures
Transition Risk - Policy & Regulatory Changes	As countries worldwide tighten carbon emission regulations, businesses may face stricter environmental laws and energy efficiency standards, requiring adjustments to production processes and product designs.	Increased R&D investments to develop energy-efficient products or upgrade production equipment to reduce carbon emissions, leading to short-term cost increases.	Short to Medium-Term (1-5 years)	Plan for low-carbon technologies, optimize production processes, develop products that meet higher energy efficiency standards, and actively participate in industry standard development.
Transition Risk - Shifts in Market Preferences	Increased consumer demand for eco-friendly products. Failure to timely introduce green products may lead to a loss of market share.	Declining sales of products lacking low-carbon and environmentally friendly features, and the need for higher marketing costs to rebrand and reshape the company's image.	Medium-Term (3-7 years)	Strengthen R&D for green products, launch low-carbon and recyclable lighting products, and enhance brand image through ESG reports and certifications.
Physical Risk (Acute Risk) - Extreme Weather Events	Extreme weather (e.g., floods, typhoons) may disrupt the supply chain, damage production facilities, or cause logistical delays.	Increased operational costs for facility repairs, supply chain stability, and dealing with production delays.	Short to Long-Term (Can occur at any time)	Strengthen supply chain resilience assessments, build a diversified supplier network, assess climate risks for production facilities, and implement protective measures.
Physical Risk (Chronic Risk) - Long-Term Climate Pattern Changes	Global warming may increase energy costs (e.g., higher air conditioning usage) or impact employee working conditions.	Increased operational costs and potential decrease in production efficiency.	Long-Term (5-10 years or more)	Optimize energy management, adopt energy-saving equipment, improve factory ventilation and cooling systems, and reduce dependency on climate change.

Climate Change-Related Opportunities

Opportunity Type	Business Impact	Financial Impact	Time Horizon	Response Measures
Green Product Innovation	Develop energy-saving lighting, smart lighting systems, and other green products to meet the growing demand for low-carbon solutions.	Enhance market share through differentiated competition, driving increased revenue.	Short to Medium-Term (1-5 years)	Increase R&D investment, collaborate with research institutions to develop innovative technologies, and launch eco-friendly, green-certified products.
Energy Efficiency Improvement	Optimize production processes and adopt renewable energy to reduce energy consumption and operational costs.	Lower energy expenses, improving profit margins.	Medium-Term (3-7 years)	Implement energy audits, invest in energy-efficient equipment, and explore renewable energy applications such as solar and wind power.
Carbon Market and Green Finance	Participate in carbon trading markets or secure green financial support, providing new income and financing channels for the business.	Generate additional revenue through carbon credit trading or reduce financing costs through green bonds.	Medium to Long-Term (5-10 years)	Set carbon reduction targets, participate in carbon trading pilot programs, and explore green finance tools.

Practices for Energy Conservation and Consumption Reduction

We uphold energy conservation and emission reduction as core principles, integrating them into every aspect of our production and business operations. Our commitment is to continuously improve energy utilization efficiency, actively adopt and implement low-carbon technologies, and fully drive the development of green factories. We not only advocate for low-carbon production methods but also ensure the practical implementation of this philosophy, achieving genuine low-carbon production.

In 2025, building on internal energy management systems such as the *Electricity Management Regulations*, the *Green Factory Management Manual*, and the *Energy Saving and Consumption Reduction Management Measures*, we focus on process improvements and technological advancements in production, striving to create low-carbon campuses and ensure the sustainable operation of energy usage and infrastructure in all our production sites.

OPPLE Lighting continues to make significant strides in building green factories and increasing investments in environmental protection, implementing comprehensive controls over energy use, water resources, gas emissions, and solid waste. In 2025, OPPLE Lighting successfully achieved the goal of 100% green factory coverage. Notably, the Suzhou Industrial Park stands as a benchmark for low-carbon development, fully integrating advanced technologies and intelligent management systems. The Park has adopted various technologies, including geothermal heat pumps, centralized heating and cooling systems, water-based cooling, breathable glass curtain walls, smart shading systems, rainwater harvesting systems, green roofs, and 100% LED energy-saving lighting. These initiatives have collectively contributed to a significant reduction in the Park's overall energy consumption, successfully achieving the goal of low-carbon manufacturing. During the reporting period, the Suzhou factory successfully passed the cleaner production acceptance audit. Furthermore, Suzhou OPPLE Lighting Co., Ltd. was included in the Suzhou 2025-2026 List of Exempted Enterprises for Heavy Pollution Weather Emergency Control, emerging as a benchmark enterprise for its contributions to urban environmental protection.

Building on this foundation, we newly partnered with the National Energy Conservation Center on a project dedicated to building a zero-carbon model for our Wujiang Industrial Park, and formulated a phased retrofitting plan. Through a comprehensive assessment of energy consumption, energy efficiency, and renewable energy utilization, we have mapped out a step-by-step transition pathway for the Park—progressing from low-carbon, to near-zero carbon, and ultimately to zero-carbon. Through these efforts, we are committed to establishing a low-carbon benchmark for industrial parks across the industry.

Additionally, we have implemented multi-dimensional energy-saving and consumption-reduction projects, continuously strengthened energy management and reduced the overall energy consumption of our products. Our Wujiang Industrial Park continued to pass the annual audit certification for the ISO 50001 Energy Management System.



Equipment Upgrades

- Advance equipment energy efficiency by replacing outdated screw air compressors with centrifugal air compressors, phasing out approximately 34 high-energy-consuming water pumps, and comprehensively replacing aging, high-energy-consuming equipment, including injection molding machines and LED packaging machines
- Introducing intelligent equipment, such as variable-frequency energy-saving machinery and automated assembly lines, equipped with an IoT-based real-time energy consumption monitoring system to enable dynamic optimization of equipment energy efficiency

Process Optimization

- Utilized medium-wave ceramic electric infrared panels in the drying tunnel heating process, significantly reducing energy consumption. Simultaneously, optimized the structure of the powder coating curing tunnel to reduce gas consumption

Photovoltaic Power Generation

- Continuously advanced solar photovoltaic (PV) power generation projects across multiple factories, achieving an annual power generation of over 26.14 million kWh

Energy-Saving Awareness Campaigns

- Internal campaigns were periodically held to raise awareness about energy-saving measures, especially during extreme seasonal temperature fluctuations such as high summer heat, winter warming, and variable seasonal temperatures

OPPLE Lighting Energy Saving and Consumption Reduction Projects

In 2025, the Company systematically implemented three core initiatives: energy-saving retrofits for production processes, large-scale application of renewable energy across factory facilities, and low-carbon upgrading of logistics and transportation. These efforts have established an integrated decarbonization system encompassing the manufacturing, energy, and supply chain sectors. Furthermore, we integrated photovoltaic (PV) renewable energy into both production and office scenarios, achieving a strong synergy between energy conservation and clean power generation to effectively create a green, low-carbon closed loop.

In addition to our own energy-saving and low-carbon operations, we also help our clients achieve green transformation through low-carbon product solutions, reducing carbon emissions across the entire value chain. Our dual-carbon business continued to focus on comprehensive energy management, building a one-stop low-carbon solution around "energy planning - energy-saving transformation - smart systems". Through three levels of energy-saving technologies, equipment-level, system-level, and scene-level (such as intelligent lighting dynamic dimming, air conditioning system optimization, carbon credit development, etc.), we help our clients achieve energy-saving goals. At the same time, by utilizing the energy performance contracting model, we have built a dynamic energy lifecycle management system, promoting the green transformation of energy structure. This not only reduces energy consumption costs but also accelerates the carbon neutrality process, helping industries build smart low-carbon demonstration benchmarks.

Currently, our dual-carbon business has successfully completed several projects, including the comprehensive energy transformation project in Heqing Town, Pudong New Area, the energy-saving renovation project for COSCO Shipping Building lighting, and the collaboration project with Aier Group. We are also accelerating the replication and implementation of large-scale scenarios such as Wuyue Plaza and Wanda Plaza, further expanding the application of low-carbon solutions. In 2025, we launched a new municipal streetlight energy management project in Guzhen Town, Zhongshan. By replacing outdated streetlights with high-efficacy LED lighting, intelligently upgrading municipal power control boxes, and establishing a smart lighting management platform, we have empowered the town's streetlights to enter a new era of smart operation and maintenance. Furthermore, under the guidance of the National Energy Conservation Center, we collaborated with industry partners to establish the Energy Conservation and Carbon Reduction Ecological Innovation Alliance. Together, we are driving the large-scale implementation of smart lighting across public scenarios—such as schools, hospitals, and government buildings—to build a collaborative, low-carbon ecosystem for the industry. Based these projects, we will complete the full ecological chain cycle of "energy auditing - energy-saving transformation - carbon credit asset development". This will continue to enhance our technological advantages in comprehensive energy management and help expand our market share in the dual-carbon sector.

Management of Impacts, Risks, and Opportunities

To enhance resilience in addressing climate change and effectively identify, assess, and manage climate-related risks and opportunities, OPPLE Lighting continues to refine its climate change risk and opportunity management system while strengthening its capabilities in identifying, assessing, and managing climate-related matters.



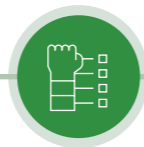
Establishment of the Climate Change Risk and Opportunity List

- Identify climate change-related risks and opportunities based on the Task Force on Climate-related Financial Disclosures (TCFD) framework and by referencing peer practices.
- Discussions were conducted by the heads of relevant departments regarding identified climate change risks and opportunities, and a register was established.



Analysis of Climate Change Risks and Opportunities

- Based on industry characteristic analysis and input from stakeholders and external experts, the specific climate change risks and opportunities applicable to OPPLE Lighting in the list are identified.
- In accordance with the principles of high contrast, balance, and scientific rigor, applicable climate scenarios were selected to analyze the specific impacts of climate change risks and opportunities facing the Company during the current period and in the foreseeable future, and management strategies and implementation plans were formulated.



Assessment and Management of Climate Change Risks and Opportunities

- The likelihood, impact, adaptability, and resilience of climate change risks and opportunities are assessed to determine the priorities of relevant management strategies.
- Considering the characteristics of the industry and business operations in which it operates, as well as the current status of corporate management and future development trends, an analysis was conducted regarding business impacts and response measures.

Climate Change Risk and Opportunity Management Process

Metrics and Targets

Guided by the "Carbon Peaking and Carbon Neutrality" strategy, we are committed to achieving carbon neutrality by 2060. To concretely drive carbon management work, we have established a greenhouse gas inventory project team. Based on the *ISO 14064-1:2018 Standards for the Quantification and Reporting of Greenhouse Gas Emissions and Removals at the Organizational level*, along with other applicable laws, regulations, and related standards, we have carried out carbon inventory actions for OPPLE Lighting Co., Ltd. and its subsidiaries. These actions cover part of the scope 3 greenhouse gas emissions. In 2025, we obtained the ISO 14064-1:2018 greenhouse gas verification statement certificate issued by SGS, an internationally recognized testing, inspection, and certification organization.

OPPLE Lighting Carbon Emission Data

Carbon Emission Indicators	Unit	2025
Total Scope 1 Emissions	Tonnes of CO ₂ e	3,163.29
Scope 1 Emission Intensity	Tonnes of CO ₂ e per RMB10,000 revenue	0.005
Total Scope 2 Emissions (market-based)	Tonnes of CO ₂ e	49,304.59
Total Scope 2 Emissions (location-based)	Tonnes of CO ₂ e	53,770.35
Scope 2 Emission Intensity (location-based)	Tonnes of CO ₂ e per RMB10,000 revenue	0.08
Total Scope 3 Emissions ¹¹	Tonnes of CO ₂ e	11,982.27
Scope 3 Emission Intensity	Tonnes of CO ₂ e per RMB10,000 revenue	0.017



¹¹ Scope 3 data includes Category 3: Indirect emissions from transportation.

Resource Utilization

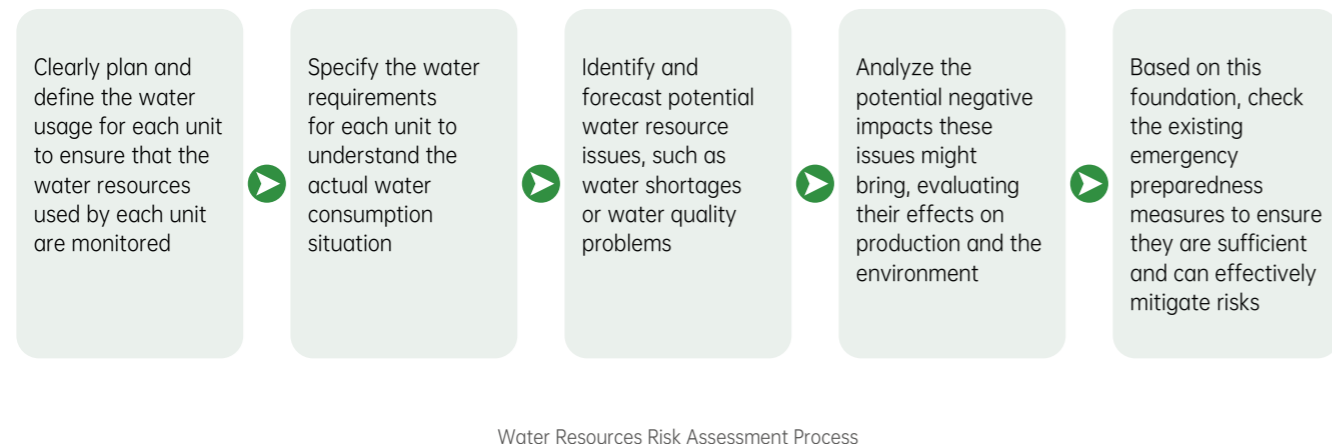
We adhere to the principle of continuous improvement and are dedicated to enhancing resource management while reducing consumption. During the reporting period, we achieved efficient resource allocation by continuously optimizing water resource management, packaging material systems, and material management practices, further driving sustainable production across the company.

Water Resource Management

OPPLE Lighting complies with the Water Law of the People's Republic of China and other related regulations and adheres to the internal water resource management requirements including the Water Conservation Management System for Equipment Services and the Water Conservation Management Responsibilities System to ensure ongoing progress in the fine-tuning and efficient management of water resources.



To further assess the utilization of water resources in the daily production management of the supply chain, we began by addressing water resource risks and established a comprehensive water resource risk assessment process to fully identify and evaluate the potential impacts of water resource issues on our business operations. In 2025, we continued to invite a third-party professional organization to conduct a water balance assessment of the Company, and they provided a corresponding water balance test report.



Packaging Material Usage & Material Management

We place great emphasis on the sustainable use of packaging materials and materials, and are dedicated to reducing the environmental impact of packaging and materials through process optimization, recycling, raw material management, and other measures. Moving forward, we will continue to explore more environmentally friendly solutions, striving to minimize resource consumption and contribute to protecting global resources and promoting the green transformation of industry.

Regarding material usage, we advocate paperless operations in our offices and have invested in corresponding support for process transformation, such as replacing offline paper-based expense verifications with electronic verifications. In production, we maximize material utilization through lean production and circular economy models to reduce material usage and waste generation. We also actively promote the reuse of electronic equipment such as computers and televisions. Through measures including repeated use and refurbishment/reorganization, we effectively extend the equipment's service life and reduce e-waste emissions.

Furthermore, regarding recyclable waste generated during the production process, such as metal offcuts and electronic components, we implement centralized collection and entrust qualified entities for resource-based utilization, thereby promoting resource circular regeneration.

Hollow Hot Melt Process

Adopting hollow hot melt BOSS columns to replace traditional screw and cap fixation methods, simplifying the assembly of ceiling light source boards and reducing component material consumption.

Lamp Disc Light Source Board Pressure-Sensitive Adhesive-Free Fixing Process

Developing new fast-drying, high-viscosity silicone to replace the original dual fixation process, reducing the variety of adhesives used and equipment requirements, and lowering technical support and maintenance costs.

Use of Recycled Sheet Material

Filtering and re-pelletizing recycled materials for sheet production, enhancing resource recycling rates and reducing waste generation.

Improving Resource Utilization Efficiency

Promoting Closed-Loop Utilization of Sheet Materials

CASE

At the OPPLE Lighting Wujiang factory's sheet workshop, material recycling throughout the production process is continuously advanced. Scrap generated during sheet production is recycled and re-introduced into production, establishing an internal closed-loop recycling mechanism. Relevant injection molding scrap is simultaneously included in the recycling scope.

In 2025, the workshop utilized a total of 347.8 tonnes of recycled materials. Through the Bill of Materials (BOM) system, the addition ratio of recycled materials was standardized and tracked for traceability, enhancing material utilization efficiency and promoting resource recycling.

In terms of packaging materials, we prioritize recyclable and environmentally friendly materials, continuously optimizing packaging design to reduce excessive packaging and resource waste. The Company has set a goal to reduce the packaging inventory units (SKU) by 30%, processing preferred materials into consolidated quantities to ensure material uniformity and scalability, which improves production efficiency. We use paper pallets for the turnover of injection molded semi-finished products, which can be reused more than 10 times. Currently, the Wujiang and Zhongshan factories utilize 100% recyclable corrugated cardboard.

We also focus on the rational use of plastic packaging materials, such as EPE (expandable polyethylene), EPS (expandable polystyrene), and PE (polyethylene) bags, with the expected proportion controlled at 30%. This ensures that while product packaging requirements are met, the environmental impact is minimized as much as possible.

Ecological Protection & Biodiversity

We have always regarded ecological protection and biodiversity as a key foundation for sustainable development. In our daily operations, we actively practice the concept of green development, aiming to reduce our impact on the natural environment. At the same time, we encourage employees, partners, and all sectors of society to focus on biodiversity and foster a protective atmosphere involving all social sectors.

We continued to carry out environmental impact assessments for new projects, which were approved and publicly disclosed online. For existing projects, we conduct regular checks on pollution prevention equipment, covering external pollution prevention facilities, stormwater and sewage pipelines, discharge outlets, and surrounding conditions, and cooperate with the ecological environment supervision departments for quarterly inspections.

Building a Fulfilling Workplace Together

- 75 Protection of Rights and Interests
- 78 Empowering Employee Growth
- 81 Health & Safety
- 84 Communication & Care

Response to UN SDGs:



OPPLE Lighting regards talent as the core driving force for corporate sustainable development. We are committed to building a fair, just, and inclusive work environment and effectively safeguarding the legitimate rights and interests of employees. We advocate for growing together and sharing achievements with our staff, driving continuous innovation among employees while comprehensively focusing on and protecting their physical and mental health and safety, ultimately achieving the joint creation of value for employees, the enterprise, and society.



Response to UN SDGs:

Protection of Rights and Interests

OPPLE Lighting views talent as the cornerstone of corporate development and continuously improves its talent management system. By creating a diverse, equal, and inclusive work atmosphere, we provide employees with comprehensive compensation and benefits that possess market competitiveness, effectively safeguarding their various legitimate rights and interests. Through distinctive professional development channels and comprehensive training resources, we support employees in achieving personal growth and value enhancement, striving to build a healthy and sustainable talent ecosystem.

Compliance Employment

OPPLE Lighting strictly complies with laws and regulations, including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Protection of Minors*, while continuously refining its talent management system to protect the legitimate rights and interests of employees.

We strictly prohibit the employment of child labor and forced labor. By strictly auditing employee information during interviews, entry approvals, and throughout the entire onboarding process, we avoid issues such as child labor employment from the source. Furthermore, we audit the working hours of all employees and issue early warnings for abnormal hours every week to prevent the occurrence of forced labor, while calculating and paying employee overtime fees in accordance with national laws and regulations. During the reporting period, the Company had no incidents involving the use of child labor or forced labor.

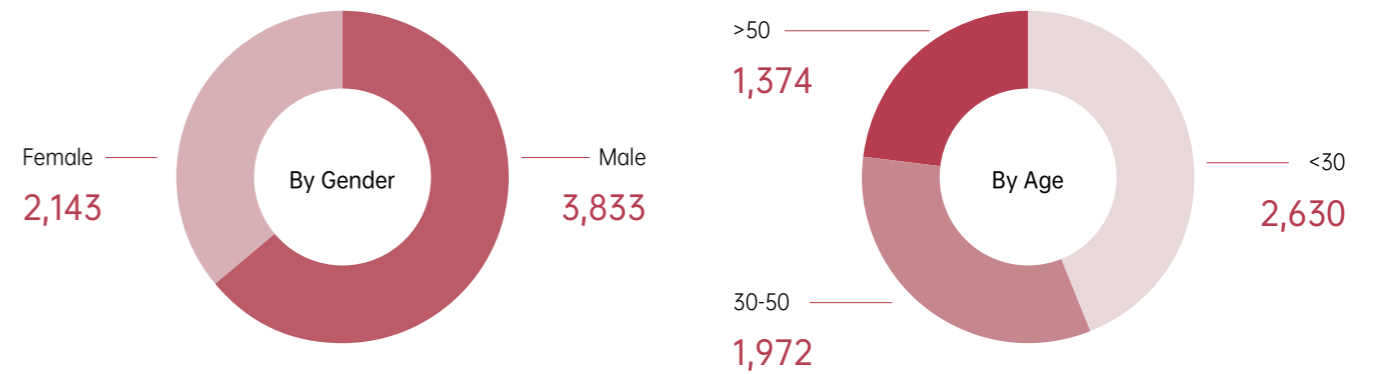
We resolutely eliminate any form of discrimination and adhere to the principles of fairness, justice, and meritocracy throughout the entire process of recruitment, promotion, and employee management, strictly prohibiting unfair treatment due to factors such as race, gender, age, or religion. In addition, we conduct specialized training surrounding workplace anti-discrimination and anti-harassment, strengthening a diverse, inclusive, and mutually respectful working atmosphere through daily advocacy by management and training series such as "Dancing Miracle." Meanwhile, we clearly define grievance mechanisms for anti-discrimination and anti-harassment in the *Employee Handbook*, supporting employees in reporting issues through oral and written channels. During the reporting period, we held a total of approximately 15 training sessions related to anti-discrimination and anti-harassment, covering about 1,000 internal employees and partners, with no incidents of anti-discrimination or harassment occurring. Meanwhile, we actively create employment opportunities for persons with disabilities and continuously promote diversity and inclusion within our workforce.

OPPLE Lighting has established standardized and transparent employee recruitment processes. We release job information publicly through recruitment websites and our official website and provide timely communication feedback to candidates, aiming to ensure they obtain comprehensive and effective recruitment information. We follow the OPPLE Lighting "Five-Dimensional" interview method, uphold the principles of fair and just recruitment, and regularly conduct interviewer skill certification training while performing periodic audits of interview quality. If an interviewer is found to have committed irregular operations or demonstrated poor interview quality, a warning and notification will be issued, and the individual will be held accountable and required to undergo interviewer recertification.

We continuously optimize campus and social recruitment processes, building a stable talent reserve through diversified channels. During the reporting period, we launched the Class of 2026 Autumn Campus Recruitment to recruit outstanding graduates through WeChat official accounts, online application platforms, offline career fairs, and job fairs. Furthermore, we have signed school-enterprise cooperation agreements with multiple institutions to ensure the continuity and professional alignment of talent supply by establishing long-term and stable cooperation mechanisms.



Campus Career Fair



Compensation & Benefits

OPPLE Lighting strictly complies with laws and regulations such as the *Labor Law of the People's Republic of China*, the *Trade Union Law of the People's Republic of China*, the *Company Law of the People's Republic of China*, and wage payment regulations of its business locations. The Company has formulated and implemented the Performance Management System and the Administrative Measures for Performance Grievances, striving to improve the performance management system. We protect employees' right to freedom of association and execute national regulations regarding working hours, statutory holidays, and paid annual leave.

We continuously optimize the compensation and benefits system by establishing compensation review and monitoring mechanisms—encompassing market research, periodic adjustments, diversified incentives, and compliance management—to ensure that employee compensation levels align with the external market environment, individual performance, and the Company's development achievements. To ensure external competitiveness and internal equity, we conduct annual compensation audits and monitoring. We perform regular salary surveys to benchmark internal pay levels against market standards, ensuring that compensation for various positions meets industry standards to maintain external competitiveness. Meanwhile, we conduct regular internal pay equity analyses, reviewing and eliminating pay gaps arising from non-related factors such as gender or race, while controlling for variables like position value, performance, and work location. Furthermore, we perform pay gap analyses with reference to regional minimum wage standards by collecting compensation data for all internal positions and comparing it with local minimum wage levels, thereby guaranteeing that employees receive competitive compensation that covers their cost of living.

Based on the business goals and strategies of the Company's various operating units, we formulate differentiated bonus schemes and hold briefing sessions to ensure that employees clearly understand their compensation structure and incentive systems. We have established comprehensive performance management systems and rules, which are communicated and publicized to all employees. We adhere to the core concepts of goal orientation and continuous improvement. By setting clear Key Performance Indicators (KPIs), we decompose the Company's macro-strategic goals down to departments, teams, and individuals, ensuring alignment between internal objectives and strategy. We guide employees to achieve long-term competitiveness and capacity-building indicators while focusing on short-term performance metrics.

During the reporting period, we implemented the mechanism which effectively stimulates employees' fighting spirit through clear performance goals and differentiated incentives. Furthermore, we have established a linkage mechanism that connects performance results with the compensation system and promotion channels, utilizing evaluation results as an objective basis for talent reviews and organizational structure optimization to continuously unleash employee potential and drive the organization to create long-term value.

Empowering Employee Growth

OPPLE Lighting regards the continuous improvement of employee capabilities as a vital guarantee for organizational development. We build a systematic cultivation mechanism to drive the deep integration of individual growth with corporate development by providing diversified career development paths and comprehensive, systematic learning resources.

Employee Training

We have formulated and implemented the *OPPLE Group Training and Development Management System*, further refining the construction of resource, lecturer, and curriculum systems while clarifying the standards and division of labor for training management. We have established the "OPPLE Online Academy" digital learning platform and an AI knowledge base. We have also built an intelligent training system covering all employees and positions, achieving a closed-loop empowerment of online learning, knowledge accumulation, and practical transformation. Meanwhile, oriented by knowledge innovation to drive core competitiveness, we continuously improve knowledge creation and value transformation mechanisms to provide endogenous power for sustainable development.

To effectively promote internal knowledge inheritance and sharing, we have assembled a professional team of approximately 400 internal trainers and developed over 160 premium courses. Additionally, we actively integrate high-quality external resources and have established long-term cooperative relationships with various renowned professional training institutions and colleges. By introducing external experts and organizing external study programs, we continuously broaden employees' horizons and enhance their professional capabilities.

By constructing transparent and standardized training processes and conducting strategy-driven training needs analysis, we deeply integrate organizational strategic goals with individual employee growth. We conduct needs surveys and analysis across three dimensions—organization and strategy, tasks and work, and personnel—ensuring that training resources precisely match the Company's strategic planning and the current status of employee capabilities. Based on this, we coordinate the formulation of a two-tier annual training plan covering both corporate and departmental levels, implementing dynamic corrections in alignment with business adjustments.

To ensure the effective implementation of training plans, we carry out tiered training for senior, middle, and junior levels. We have established three major mechanisms—"on-the-job learning, centralized training, and knowledge management"—and rely on the "Cloud Learning" digital platform to achieve personalized customization and mobile learning of resources. To ensure management effectiveness, we adopt a four-level evaluation model covering "reaction, learning, behavior, and results" to implement dynamic monitoring of training quality. Through regular seminars and summary improvements, we drive the steady enhancement of training management levels. During the reporting period, the Company conducted 275 training sessions in total. Through a combination of online and offline methods, we empowered various groups including production line employees, new hires, business personnel, distributors, and executives, with the total training attendees reached 14,676 person-times, and a coverage rate of 95.71%.

We implement differentiated cultivation projects for management talent, empowering employees to improve their management capabilities through programs such as the "M1 New Manager Class" and the "Executive Seminar." Simultaneously, we persist in refining the cadre management mechanism, driving the standardization of cadre management through a systematic framework covering selection, appointment, cultivation, retention, and management.

Furthermore, to build an internal pool of outstanding talent, we actively carry out succession planning. We evaluate, train, and develop internal high-potential managers through systematic and standardized processes to ensure a sufficient reserve of backup talent for key positions. We organize three-tier talent echelon capability reviews covering senior, middle, and junior levels. By accurately identifying capability gaps and customizing targeted cultivation plans, we provide an ample talent reserve for achieving organizational strategic goals. During the reporting period, the succession plan achieved a 100% talent echelon coverage rate.



Senior Management Compensation Structure

- Fixed Compensation
- Short-term Incentive
- Long-term Incentive

- Annual target-based management is implemented, with semi-annual performance reviews conducted on a regular basis.
- Incentives are granted based on the results of the annual performance evaluation.

Employee Compensation Structure

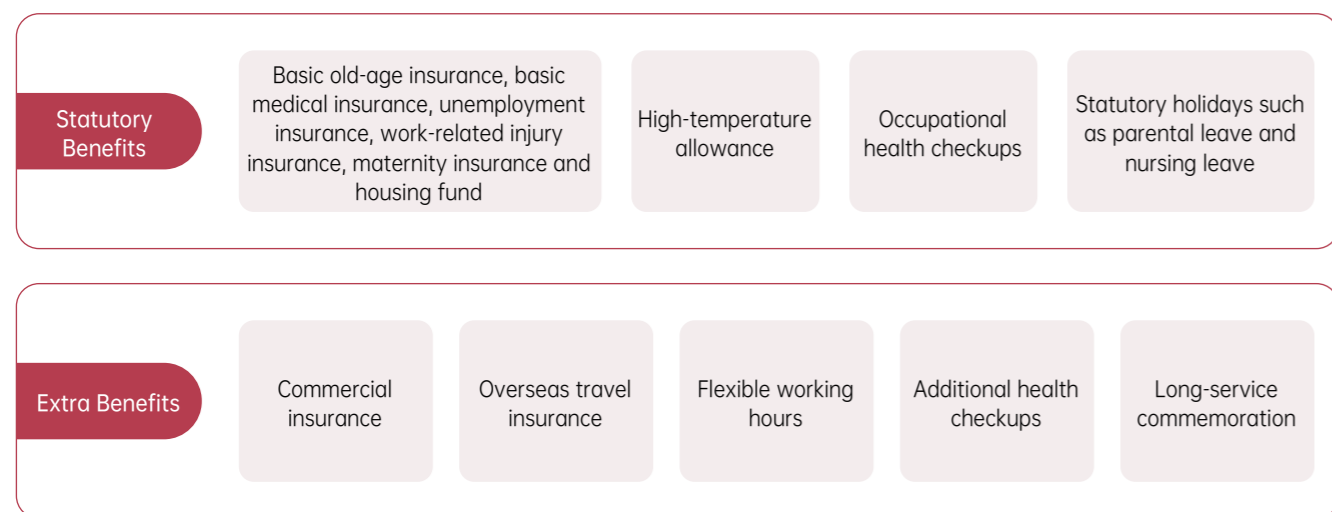
- Basic Salary
- Overtime Pay
- Personnel Subsidies
- Quarterly/Semi-annual Bonuses
- Annual Bonuses

- Conduct annual, semi-annual, and monthly performance evaluations categorized by sales and non-sales positions
- Receive corresponding bonus incentives based on periodic performance appraisals

OPPLE Lighting Compensation System

OPPLE Lighting continues to implement equity incentive plans to integrate the interests of the core team with the Company's long-term value. During the reporting period, the Company further implemented a restricted stock incentive plan, granting restricted shares to 47 directors, senior management members, and core business backbones. By linking corporate performance with individual achievement, we further motivate key talent to contribute to the Company's sustained performance growth.

We attach great importance to employee welfare protection and have formulated and implemented the Company Welfare Management System. By providing diversified statutory and additional benefits, we comprehensively meet the diverse needs of employees in both work and life, enhancing job satisfaction and improving their quality of life.



OPPLE Lighting Welfare System

Talent — M0 Young Talents Class

CASE

OPPLE Lighting conducted special intensive training for young talents joining in the Class of 2025, helping new employees adapt to the workplace environment through systematic guidance. We organized specialized courses covering corporate culture, systems, processes, and product knowledge, and invited executives to share growth experiences to strengthen new employees' sense of organizational identity. Additionally, the project adopted a model combining workshop internships with market internships to assist trainees in mastering professional skills in real business scenarios, reserving a talent echelon for the Company's sustained business growth.



Leadership — M1 Reserve Manager Program

CASE

OPPLE Lighting launched the 2025 "Leadership Pipeline—M1 Reserve Manager Class" intensive training project, enhancing managers' performance capabilities through a phased cultivation path. We conducted three stages of advanced training for new managers, focusing on the three core dimensions of managing self, managing business, and managing teams. External management experts and internal executives were invited to teach, assisting management personnel in achieving a steady improvement in their management capabilities.



Executive Seminar

CASE

In 2025, OPPL Lighting organized core executives to conduct a cultural strategic reflection seminar. We held in-depth discussions around challenges encountered during the Company's development and invited external consultants for on-site coaching to assist executives in co-creating potential solutions, providing management support for decision-making optimization in complex market environments.



"Store Efficiency Doubling" Special Training

CASE

In 2025, OPPL Lighting conducted the "Store Efficiency Doubling" special training, dedicated to improving standardized management and operational efficiency of stores. We organized over 150 relevant personnel to participate in empowerment training from third-party professional consulting agencies, with core courses covering store management logic and refined operational processes. Meanwhile, we established an application project group to implement the training outcomes into specific business operations, ensuring that management results are effectively applied at the retail end.



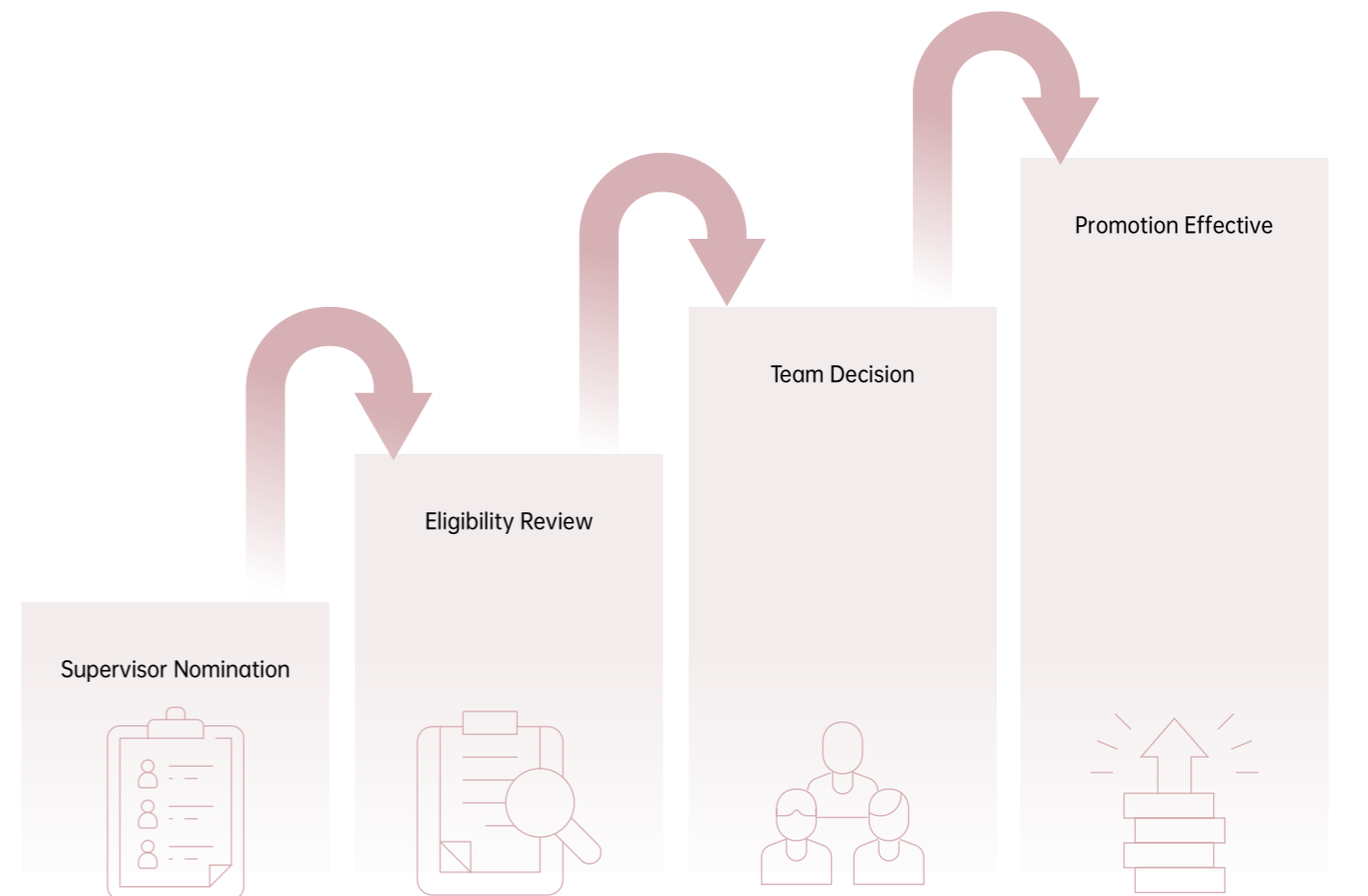
Employee Development

OPPLE Lighting has formulated and implemented internal management systems such as the *OPPLE Lighting Development Channel and Qualification Standards* and the *Administrative Measures for Talent Succession and Cultivation*. The Company has established a unique professional talent qualification system, providing talents with clear career paths by balancing position levels with compensation and benefits.

We insist on providing systematic career development support to all employees, ensuring that talent growth remains aligned with organizational strategic goals. We formulate Individual Development Plans (IDPs) for all employees, where direct supervisors assist staff in co-creating personal development plans and detailed achievement paths. Furthermore, we regularly conduct retrospectives and reviews of employees' individual capability improvements to ensure the effective implementation of these development plans. For personnel with cross-functional development aspirations, we have established comprehensive rotation and talent mobility systems, supporting employees in pursuing horizontal career development to further expand the diversity of their career paths.

We have established comprehensive career promotion systems and processes, setting two job level promotion window periods each year. For employees meeting the promotion criteria, following nomination by their direct supervisors, the departmental management team conducts joint reviews and makes final decisions, ensuring the objectivity and fairness of the promotion process. To meet employee development needs, we provide practical skill training such as soldering and testing for frontline employees. We have also built a comprehensive online qualification certification curriculum system based on business processes to meet the growth needs of non-frontline professional staff. We continuously provide open competition opportunities and establish promotion channels for grassroots management, encouraging frontline employees to achieve career breakthroughs and unleash their personal potential.

By promoting internal mobility mechanisms, we continue to advance rotation plans centered on key positions, enhancing the diversity and flexibility of talent allocation while maintaining the group-wide internal competition mechanism. Adhering to the selection principles of "openness, fairness, and justice," we encourage cross-departmental movement to cultivate compound talents by optimizing interview processes and implementing strict confidentiality measures. During the reporting period, the Company achieved a cumulative total of more than 600 employee rotations and cultivated over 400 outstanding talents meeting the Company's requirements.



OPPLE Lighting Promotion Process

Health & Safety

OPPLE Lighting attaches great importance to employees' occupational health and safety. We establish and continuously improve the occupational health and safety management system, implement engineering technical controls, optimize management measures, and provide personal protective equipment, dedicated to building a safe work environment. Meanwhile, we organize regular special training on occupational health and safety for employees to enhance their occupational safety awareness and risk prevention capabilities, effectively safeguarding their physical and mental health and providing a strong guarantee for employees' personal health and safety and the Company's sustainable development.

Occupational Health

OPPLE Lighting strictly complies with laws and regulations such as the Work Safety Law of the People's Republic of China and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. The Company has formulated and implemented internal management systems such as the Administrative Measures for Occupational Health and Safety to continuously improve the occupational health and safety management system. As of the end of the reporting period, OPPLE Lighting Co., Ltd. and its four¹² subsidiaries have obtained ISO 45001 occupational health and safety management system certification.

By adopting diversified occupational health and safety protection measures, we effectively reduce the hazards of occupational diseases for employees. We standardize the provision of personal protective equipment for employees exposed to occupational disease hazards such as noise and dust and inspect the wearing of such equipment daily. Meanwhile, we set up hazard warning signs and disclose testing results at prominent locations in the workplace to continuously improve employees' protection awareness. We follow the principle of source governance, avoiding direct contact with hazardous factors and effectively reducing occupational health risks by promoting automation transformation and optimizing isolation facilities and production line layouts. Furthermore, we conduct regular safety risk identification and assessment in workplaces and perform safety inspections of all production bases and office areas to safeguard the health and safety of employees.

Prioritize production processes and equipment with low vibration and low noise.	Install sound insulation barriers and sound-absorbing cotton for high-noise equipment, and prioritize the replacement of noise-generating processes with AI-driven equipment.	Partition and isolate high-noise operations and locate them far from areas with frequent personnel activity.	Regularly conduct on-site testing of the noise environment and strictly control employee exposure time.	Equip employees in high-noise positions with personal protective equipment such as earplugs and earmuffs, and inspect the wearing of protective equipment daily.
---	---	--	---	--

Highlights of Noise Control Measures

We continuously improve the occupational health and safety communication and feedback mechanism. In accordance with legal requirements, we sign work safety responsibility statements with all employees and require 100% of employees in positions involving occupational hazards to sign occupational hazard notification letters, ensuring comprehensive coverage of safety responsibilities and risk notifications. We conduct regular monthly health and safety communication meetings, advocate safety matters in daily team morning meetings, and occasionally perform BBS (Behavior-Based Safety) observations to continuously improve safety awareness and behavioral standardization of all staff. Furthermore, by establishing safety suggestion boxes and online feedback channels, we have built an occupational health and safety incident complaint handling mechanism covering all employees and contractors. Upon receiving a complaint, we conduct graded on-site investigations and evidence collection based on its nature. We implement measures such as hazard rectification and employee health remediation within a specified timeframe to ensure a closed-loop process and feedback. Throughout the process, we strictly protect the personal information of complainants and strictly prohibit any form of retaliation against them.

¹² As of the end of the reporting period, the four subsidiaries that had obtained ISO 45001 occupational health and safety management system certification were OPPLE Intelligent Lighting Technology Co., Ltd., Suzhou OPPLE Lighting Co., Ltd., OPPLE Lighting Appliances (Zhongshan) Co., Ltd., and OPPLE (Zhongshan) Smart Lighting Technology Co., Ltd.

We are committed to optimizing the occupational health and safety training system. Through monthly special training, daily pre-shift safety education, and regular emergency drills, we systematically improve employees' safety literacy and emergency response capabilities. We regularly conduct special training on topics such as fire safety and hazardous operations every month. During the reporting period, the Company organized 16 emergency evacuation drills and eight fire drills, covering all production bases and office areas.

Through systematic training and regular emergency drills, we continue to strengthen employees' safety awareness and emergency response capabilities, while effectively safeguarding the health and safety of every employee in combination with diversified employee care initiatives.

Annual Safety Emergency Plan	Formulate an annual safety emergency plan covering emergency drill contents such as fire, chemicals, and confined space operations. Drill methods include comprehensive exercises, on-site disposal exercises, and desktop simulations. Meanwhile, each department regularly organizes training and advocacy on emergency measures to strengthen employees' emergency response capabilities.
Special Safety Training	Conduct monthly special safety training, with core content including fire safety, mechanical safety, chemical safety, electrical safety, special equipment operations, and hazardous operation safety.
New Employee Orientation	Ensure every new employee's orientation includes learning about on-site hazard protection, emergency measures, and the identification and operation of emergency devices and equipment to ensure employees adapt quickly to the work environment.
Employee Physical Examination	Provide regular annual health checkups for employees and arrange for medical institutions to interpret checkup reports to help employees understand their health status.
First Aid Training	Regularly invite professional organizations such as the Red Cross to conduct first aid knowledge training for employees, enhancing their first aid skills and emergency response capabilities.
Employee Health Activities	Organize sports events such as badminton, basketball, and table tennis, as well as fun games to promote employee health and enrich their leisure life, stimulating employee vitality and enhancing team cohesion.
Mental Health Counseling	Provide professional mental health counselors and establish a mental health consultation column to provide support and assistance to employees, helping them relieve pressure and improve their mental health levels.

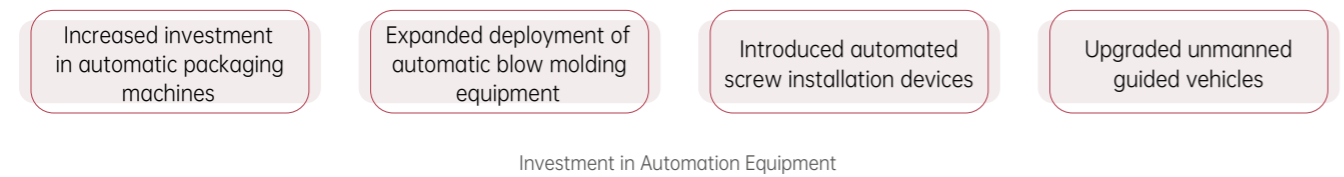
Highlights of Health and Safety Measures

Production Safety

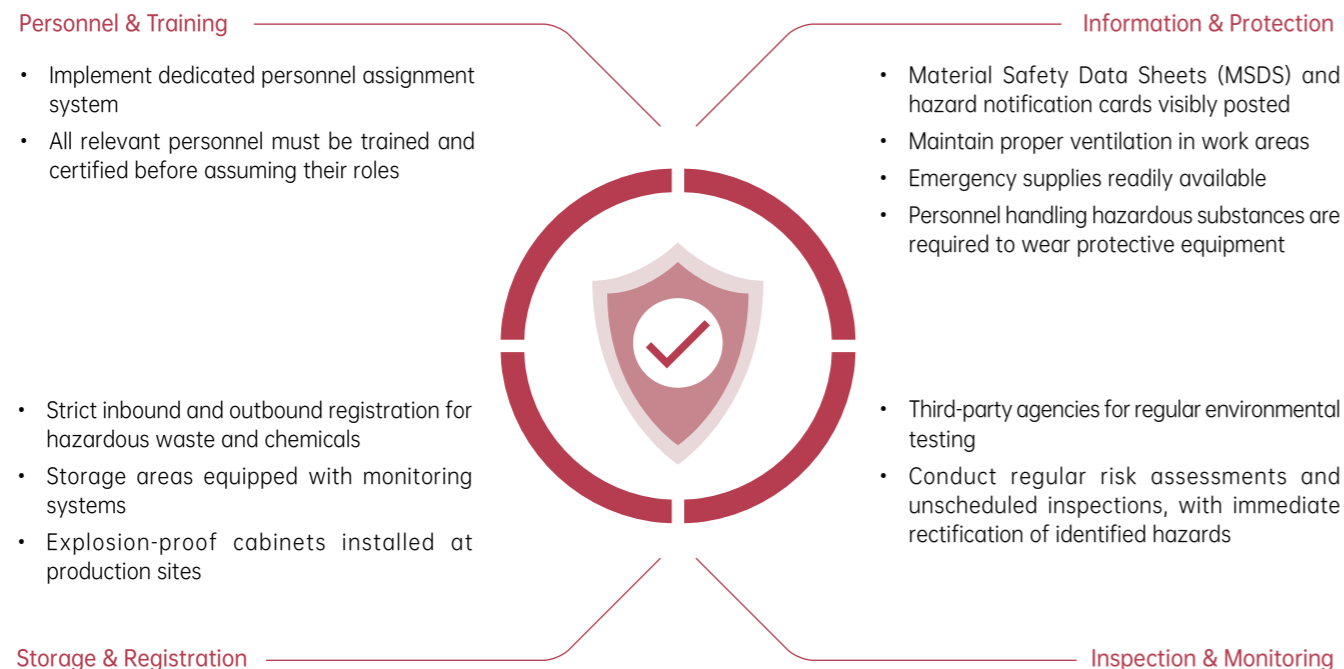
OPPLE Lighting is committed to establishing a sound work safety management system and strictly implementing various safety inspection systems, covering key links such as chemical usage, fire-fighting facilities, equipment safety accessories, and protective measures at production sites.

We conduct regular monthly and seasonal specialized inspections and perform safety check confirmations before daily operations. To ensure comprehensive safety management coverage, we implement daily fire prevention patrols in key fire prevention areas and organize specialized inspections for machinery, chemicals, and fire safety. During the reporting period, we carried out Total Productive Maintenance (TPM) activities and promoted a three-level maintenance system for production equipment with full participation. We also established a management system for daily, professional, and maintenance inspections covering all production and operation sites to timely identify and resolve equipment safety hazards.

We persist in conducting normalized safety risk identification and assessment in workplaces to identify and eliminate safety hazards from the source. To prevent Repetitive Strain Injury (RSI) among employees, we perform regular risk assessments and formulate improvement plans. RSI refers to injuries to the musculoskeletal or nervous system caused by repetitive movements, sustained vibration, excessive compression, or maintaining fixed postures for prolonged periods. We continuously optimize technical processes and equipment, effectively reducing the risk of RSI for employees.

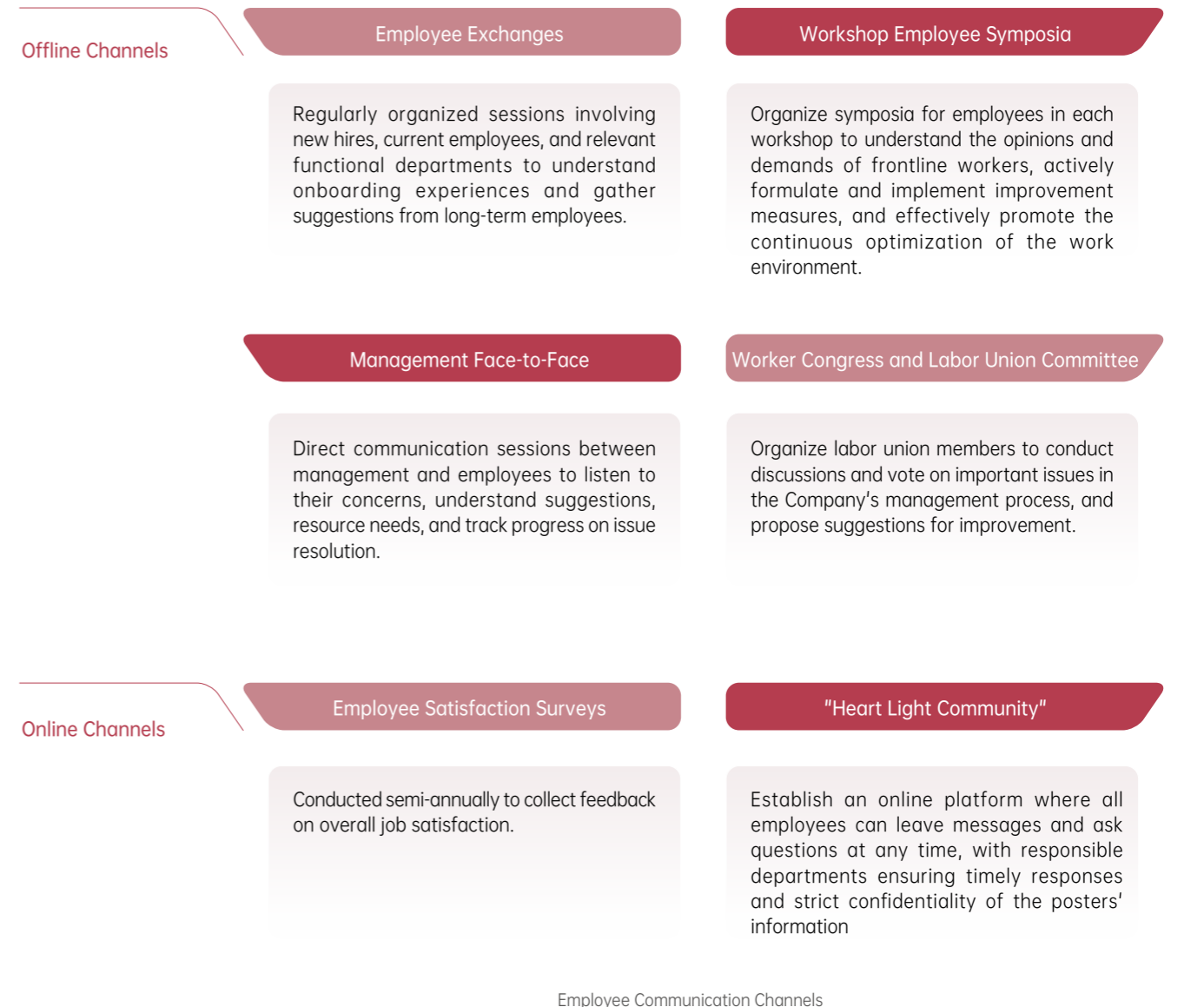


In addition, we continuously strengthen hazardous substance protection and emergency response capacity building, constructing comprehensive safeguards for work safety and occupational health. For positions involving chemical contact, we install ventilation systems and protective barriers while distributing specialized personal protective equipment. Meanwhile, we have formulated chemical safety operation procedures and workplace operation instructions to further clarify safety requirements for the storage, use, and transportation of chemicals.

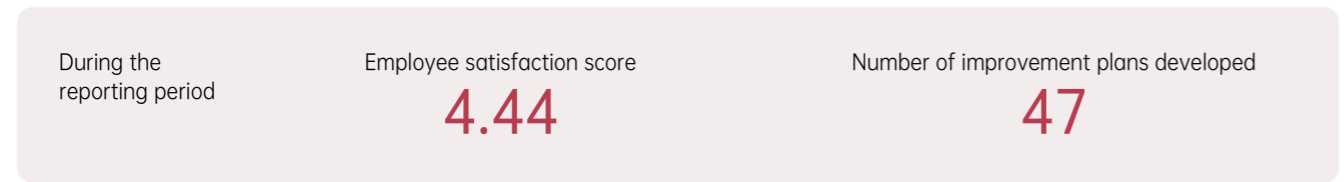


Communication & Care

OPPLE Lighting is committed to building an open and inclusive organizational atmosphere. By conducting diverse employee care activities and providing diverse and smooth communication channels, we encourage employees to actively provide suggestions. We continuously focus on employee experience, listen to and adopt employee suggestions, and enhance employees' sense of belonging and cohesion to jointly create a harmonious and warm work environment.



OPPLE Lighting has established a normalized mechanism for collecting and providing feedback on employee opinions. Through various methods such as regular all-staff satisfaction questionnaires, periodic inquiries, and acceptance of complaints and suggestions, we collect and analyze key factors affecting employee rights and satisfaction. By deeply understanding employee opinions and suggestions across seven dimensions—including cafeteria management, dormitory management, travel and entertainment, workshop management, compensation and benefits, HR services, and fair development—we formulate and implement improvement plans and periodically disclose the progress of these plans to ensure information transparency.



"Smurf Training Camp" for Employees with Children

CASE

In 2025, OPPLE Lighting continued to carry out the "Blue Smurfs Special Training Camp" summer care activity for employees' children. Centered on the interest development and quality improvement of employees' children, we designed diverse courses and practical activities and organized displays of learning achievements at the end of the term. While enriching the holiday life of employees' children, we effectively met the family needs of our staff. By providing a platform for parent-child interaction and shared growth, we are committed to helping employees achieve a better work-life balance.

OPPLE Lighting respects and supports the rights and interests of employees to organize and participate in activities in accordance with the law. We have established labor union organizations at all operating locations to guarantee their independent operation, including autonomous decision-making, elections, and activity organization. Union representatives are democratically elected by employees and actively participate in the review of company policies to provide feedback on employee opinions. Meanwhile, we encourage employees to form clubs based on their interests and provide funding support and activity infrastructure guarantees to continuously enrich employees' leisure cultural life and create a vibrant and inclusive organizational atmosphere.



Badminton Championship



Employee Skills Competition



New Year Joy Run



Employee Representative Conference



Annual Meeting Event



Hiking Challenge

Building a Sustainable Supply Chain

- 89 Supplier Management Optimization
- 91 Ensuring Responsible Supply Chain
- 92 Supplier Communication & Training

Response to UN SDGs:



OPPLE Lighting regards the supply chain as a strategic cornerstone for steady corporate operations. We adhere to the cooperation principles of equality, mutual benefit, openness, and transparency while continuously optimizing the supply chain management system. We are committed to building a robust, efficient, and resilient supply network. By establishing long-term, stable collaborative relationships with suppliers, we drive the deep integration and shared progress of all links in the value chain, contributing positive strength to the sustainable development of the industry.



Supplier Management Optimization

OPPLE Lighting regards supply chain management as an important pillar of corporate sustainable development. By implementing strict supplier entry audits, dynamic grading management, regular performance evaluations, and standardized withdrawal mechanisms, we continuously optimize the efficiency of supply chain collaboration, ensuring the long-term stability and high-efficiency reliability of overall operations.

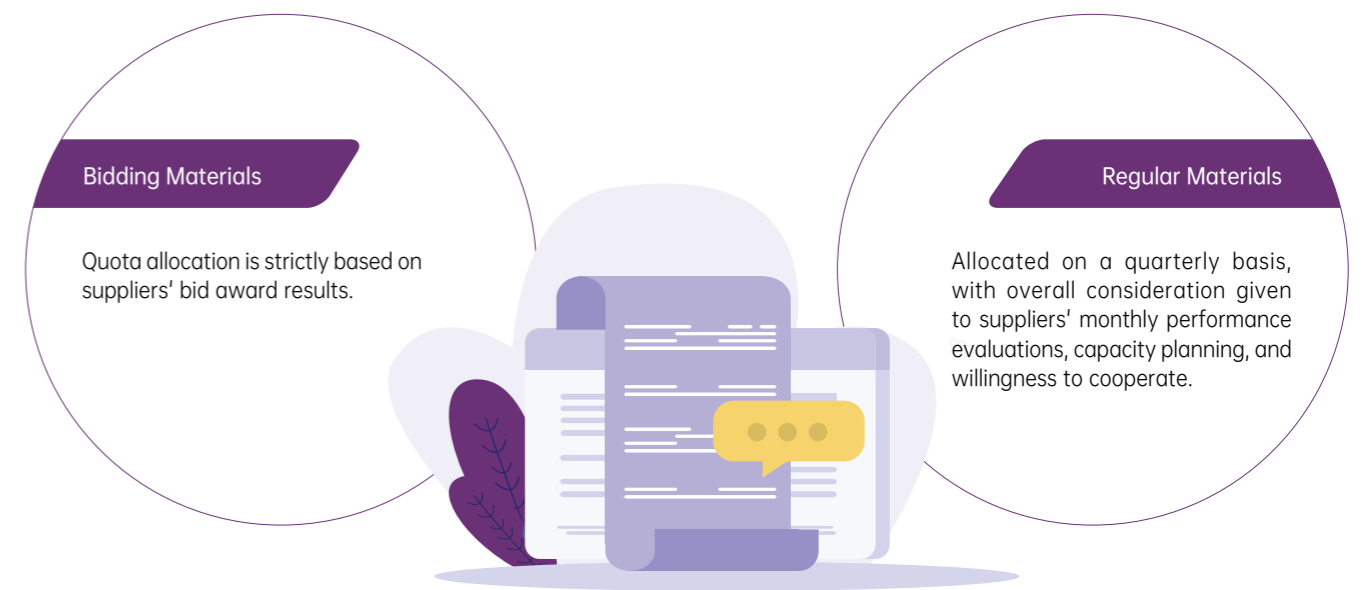
We have formulated and implemented internal supplier management policies and systems, such as the *Supplier Sourcing Procedure*, *Supplier Development Guidelines*, *Comprehensive Evaluation Procedure*, *Supplier Performance Evaluation Procedure*, and *Supplier Performance Improvement Process*, to establish a systematic and standardized supplier management system.

- Supplier Admission**
 - During the admission phase, we conduct rigorous reviews of potential suppliers, assessing their registered capital, annual revenue, product lifecycle, production capacity, and other key business credentials.
 - ISO 9001 certification is a mandatory requirement for supplier qualification. As of now, 3,017 suppliers in the Procurement Center have obtained ISO 9001 certification, accounting for 73% of all registered suppliers.
 - A two-tiered list system (long and short) is used to further screen and classify suppliers:

Long List	Short List
Suppliers who meet the basic <i>Category Supplier Admission Thresholds</i>	Suppliers selected from the long list based on evaluations of technical capability, quality, delivery performance, and key commercial terms
 - Suppliers must meet our comprehensive standards across quality, delivery, cost, technology, service, and risk. Only those who pass the full assessment are eligible to collaborate.
- Supplier Tiered Management**
 - Materials are categorized based on two dimensions: financial impact and sourcing difficulty, enabling targeted management strategies for different material types.
 - Suppliers are scored on critical dimensions such as cost performance, quality and technical capabilities, and delivery reliability. Based on these evaluations, suppliers are classified into five categories: Strategic Suppliers, Key Suppliers, General Suppliers, Marginal Suppliers and Disqualified Suppliers. Corresponding management measures are applied to each category to ensure strategic alignment and continuous improvement.
- Supplier Evaluation & Performance Appraisal**
 - Approved suppliers are subject to ongoing management, including routine assessments and on-site evaluations. Key suppliers are reviewed annually or as needed, with special attention to production capacity, quality control, and operational management. Assessment results are used as critical input for the following year's resource allocation and procurement planning.
 - To reward high performers and phase out underperformers, we conduct performance evaluations of both production and non-production suppliers across the Company and our subsidiaries. Evaluation criteria include business performance, quality metrics, and delivery outcomes.
- Supplier Rectification and Exit**
 - Suppliers who receive a D-grade performance rating are issued a rectification notice. They must analyze root causes of underperformance and submit corrective action plans. Performance review meetings are held to approve and monitor the execution of these plans, and performance is tracked continuously.
 - In cases of disqualification or voluntary withdrawal, the supplier must submit a formal exit request to the Sourcing Engineer of the Integrated Management Team. The termination of cooperation must be approved by designated management and documented accordingly.

Supplier Management System

OPPLE Lighting is committed to constructing a fair and transparent supply chain collaboration mechanism to promote the continuous improvement of supplier performance. We have established a scientific supplier performance evaluation system based on multi-dimensional indicators such as purchase order volume, supply timeliness, supplier quality, and cultivation. We implement quarterly dynamic evaluations for long-term qualified suppliers and categorize supplier performance into four grades: A, B, C, and D. Through efficient control and performance incentive mechanisms, we drive suppliers to actively take improvement measures and support them in participating in quality improvement. Meanwhile, we focus on deepening collaboration with strategic suppliers, continuously enhancing overall supply chain efficiency and competitiveness by integrating and optimizing supply chain information, logistics, and capital flows.



Supplier Quota Allocation Mechanism

We attach great importance to the construction of supply chain resilience. We actively promote the localized procurement of categories such as aluminum extrusion and large hardware to diversify supply sources. We also steadily implement a "de-exclusive sourcing" strategy for materials, effectively reducing dependence on single suppliers and enhancing the flexibility and risk-resistance capabilities of the supply chain. During the reporting period, the non-exclusive sourcing rate reached 54%.

Centered on the two primary procurement objectives of cost control and risk management, we continuously optimize the procurement management system. Through measures such as centralized procurement, refined cost analysis, performance-linked incentives, and the integration of technology and procurement, we consistently enhance procurement efficiency. Meanwhile, we rely on professional research teams to track bulk raw material market trends and rationally utilize financial tools such as futures for risk hedging, achieving the synergistic management of supply chain quality, cost, and risk.

As of the end of the reporting period	Supplier De-Exclusivity Rate	Total Number of Partnered Suppliers	Total Number of New Suppliers
	54%	895	152

Ensuring Responsible Supply Chain

OPPLE Lighting relies on deep synergy with suppliers to integrate the concepts of integrity, compliance, and green sustainable development into the entire procurement and supply process. We are committed to building a supply chain system that is highly collaborative, resource-saving, low-carbon, environmentally friendly, and transparent. We continuously drive the integrity-based operations and environmentally friendly practices of the supply chain, achieving the dual enhancement of business value and social responsibility.

Integrity in Procurement

We revised the *Supplier Anti-Commercial Bribery Commitment*, adding joint liability clauses for cases where supplier employees provide bribes to Company personnel, and released the *Ten Prohibitions for Integrity in Procurement*. These strictly prohibit procurement personnel from accepting any form of gifts, banquets, or travel arrangements from suppliers. By explicitly incorporating integrity clauses such as the *Supplier Anti-Commercial Bribery Commitment* and the *Social Responsibility Commitment* into procurement contracts, we ensure that all links in the supply chain comply with business ethics standards.

At the internal governance level, we conduct quarterly special anti-corruption training for procurement personnel to ensure that compliance awareness covers the entire procurement team. We have established a digital monitoring system for the entire procurement process, achieving traceable control over the entire process of bidding, evaluation, and awarding. We also carried out compliance audits on procurement activities, covering key areas such as bidding document review, bidding strategy optimization, and contract clause evaluation. Furthermore, we optimized internal controls across procurement processes to ensure that all procedures are both compliant and efficient.

We conduct quarterly routine procurement compliance audits and have established a supplier integrity reporting hotline and email. Meanwhile, we have established an appeal hotline and an anonymous email for supplier employees, accepting complaints 24 hours a day regarding labor rights, occupational health and safety, and other aspects, and periodically conduct supplier employee satisfaction surveys. During the reporting period, the Company did not receive any relevant reporting information, and no major non-compliance issues were discovered.

Sustainable Procurement

OPPLE Lighting is committed to building a comprehensive green supply chain system and actively driving the low-carbon transition of the supply chain. We have formulated and implemented the Supplier Code of Conduct, clarifying compliance requirements for suppliers in dimensions of labor rights, occupational health and safety, environmental protection, and business ethics, and fully incorporating them into the supplier entry, evaluation, and performance appraisal processes. We strictly execute internal management systems such as the Sustainable Procurement Regulations and updated the Sub-supplier Safety and Environmental Agreement, in procurement contracts, adding clauses for carbon emission control and hazardous waste management, while prioritizing collaboration with suppliers who demonstrate outstanding performance in green transition.

We continuously improve the supplier environmental performance evaluation system and execute a quarterly reporting mechanism for supplier environmental performance. For suppliers with non-compliant environmental performance, we take restrictive measures such as formal regulatory interviews and quota reductions. We regard ISO 14001 environmental management system certification as a core indicator for supplier audits and require core suppliers to obtain ISO 14001 certification. For risk items identified during audits, we work with partners to formulate special improvement plans to drive the continuous enhancement of the supply chain's environmental management level.

We focus on the risk management of key stages in the supply chain and reduce the environmental impact of the supply chain through collaborative cooperation. We emphasize the management of the environmental impact of key materials, requiring suppliers to strictly comply with EU hazardous substance control standards. For auxiliary materials such as solder and red glue, we implement REACH regulation benchmarking and require the provision of qualified testing reports to ensure that raw materials meet low-carbon requirements. In the logistics link, we collaborate with suppliers to optimize transportation schemes and strengthen carbon emission control during the transportation process, effectively driving the low-carbon transition of the supply chain. To mitigate social responsibility risks in the supply chain, we conduct comprehensive assessments to identify high-risk suppliers—such as labor-intensive or chemical categories—implement on-site audits, formulate risk-graded management lists, and track the rectification and implementation of issues.

Supplier Communication & Training

OPPLE Lighting attaches high importance to regular communication with suppliers. Through various forms such as daily exchanges, special discussions, occasional visits, and annual supplier conferences, we continuously deepen collaborative relationships, promote mutual development, and achieve win-win results.

OPPLE Lighting has established a standardized supplier communication mechanism and advances supply chain cooperation and exchange through diverse channels. We adopt forms such as telephone exchanges, quality exchange meetings, annual supplier conferences, and on-site visits to promote two-way information transmission and knowledge sharing. Furthermore, we implement a supplier honor incentive system, awarding the "Excellent Supplier" prize to suppliers with outstanding cooperation results and excellent service levels, thereby bolstering the development confidence of supply chain partners.

We continuously promote supplier empowerment to enhance the overall competitiveness of the supply chain. By identifying gaps in supplier capabilities and executing targeted development plans, we assist suppliers in effectively improving their comprehensive strength. Meanwhile, we conduct systematic training projects to provide suppliers with professional technical guidance and industry knowledge sharing. By establishing close and long-term cooperation with core suppliers, we drive the organic integration of resources and advantages from both sides, achieving shared growth across the value chain.

During the reporting period

Supplier Training Sessions
3

Participants
179

OPPLE Lighting Maintains Dynamic Communication with Suppliers

CASE

In April 2025, OPPLE Lighting convened the "2025 OPPLE Lighting Global Supplier Conference," attracting over 300 suppliers. To strengthen supplier communication and management, we conducted 56 special visits to core suppliers and resolved a total of 89 supply chain collaboration issues, effectively strengthening on-site synergy and closed-loop problem solving. Furthermore, we established an online supplier collaboration platform to achieve the real-time sharing and dynamic updates of procurement requirements, quality standards, and ESG requirements, continuously enhancing supply chain transparency and response efficiency.



Fulfilling Our Social Responsibility

95 Urban Renewal

98 Public Welfare and Charity

Response to UN SDGs:



The Company has always upheld its corporate mission of "creating value with light" and deeply integrated social responsibility into its development strategy. Over the past five years, leveraging its professional and technical strengths and guided by a people-centered approach, the Company has continuously carried out public welfare initiatives across multiple areas, including emergency disaster relief, long-term education support, and rural well-being development, thereby building a systematic public welfare model. By exploring an innovative model that integrates technology with public welfare, our initiatives have reached more than 20 provinces across China, with tens of thousands of lighting products donated and more than one million beneficiaries, demonstrating through concrete actions the responsibility and commitment of a national lighting enterprise and bringing light to more hope.



Urban Renewal

OPPLE Lighting illuminates the future of cities through smart lighting, extending its reach across diverse fields such as road lighting, cultural and museum spaces, healthcare and eldercare, and retail and office environments, while tailoring efficient, intelligent, and sustainable lighting solutions to the specific needs of different industries. We are committed to using light as a medium to revitalize spaces, enhance quality, and empower high-quality urban development.

Road Lighting

As a pioneer in smart urban road lighting, OPPLE Lighting has provided services to more than 130 cities across China, with the total number of nodes in its smart street lighting control system exceeding 1 million, and both the device online rate and lighting rate remaining above 99.5%. Every beam of smart light represents a vivid example of making cities more intelligent, greener, and more livable.

Provided services to cities across China
more than **130**

The total number of nodes in its smart street lighting control system exceeding
1 million

Device online rate and lighting rate remaining above
99.5%

Shenzhen Binhai Avenue Smart Lamp Post Construction Project

CASE

Guided by the concept of integrating functionality with aesthetics, OPPLE Lighting tailored a street lighting solution for Shenzhen Binhai Avenue during the reporting period, featuring a distinctive "cotton boll-style luminaire head + Roman pole" design. High-efficacy LED luminaires were deployed across the entire route and integrated with single-lamp controllers, enabling intelligent functions such as on-demand dimming, layered control, data collection, fault alarms, and leakage detection, significantly improving energy efficiency and O&M efficiency. Through this integrated solution of high-efficacy LED street lights + intelligent control, OPPLE Lighting not only enhanced the image of the city gateway, but also empowered the city's green and low-carbon development through technology.



In June 2025, OPPLE Lighting received the Top 20 Digital and Intelligence Application Award at the 13th Alighting Award for this project, further demonstrating its innovative strength and benchmark value in empowering public lighting through technology in smart city development.



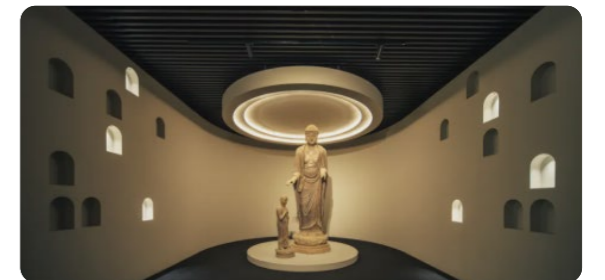
Culture, Museums, and Art

The Company actively expands the application of artistic lighting, tailoring lighting solutions for various art spaces. Through precise light and shadow design, we enhance spatial tone and atmosphere, strengthen visual layering, and create immersive visual experiences, allowing light to become an extension of and resonance with artistic expression.

Museum Exhibition Lighting Support Project

CASE

In 2025, OPPLE Lighting provided lighting support for the exhibition "A Gaze Through Time: The Millennial Echoes of Maijishan Grottoes Art" at the Shanghai Powerlong Museum. Through diversified lighting design, OPPLE Lighting tailored lighting solutions for clay Buddhist sculptures, cave murals, stone-carved steles, replicated caves, miniature models, and contemporary artworks. By integrating high-quality lighting into artistic expression, the project restored historical texture, activated cultural narratives, and enabled the memory of civilization and humanity's shared cultural heritage to be perceived and passed on through light and shadow.



Healthcare and Eldercare

With its self-developed SDL Smart Spectrum Technology, OPPLE Lighting has broken through the functional boundaries of traditional lighting and precisely responds to the diversified needs of modern hospitals in areas such as environmental health, operational efficiency, and human-centered care. The Company has built intelligent medical and eldercare lighting solutions covering the full range of scenarios—including diagnosis and treatment, rehabilitation, and inpatient care—using light to empower healthcare spaces and help create safer, more comfortable, and more efficient health environments.

Health Management Center Lighting Solution

CASE

During the reporting period, OPPLE Lighting provided a customized intelligent lighting solution for the Wuhan Ciming Aoya Health Management Center. By innovatively applying SDL Smart Spectrum Technology and integrating medical psychology with environmental color science, the Company developed a dedicated light-intervention strategy for healthcare and wellness scenarios. Through the coordinated use of dynamic blue-to-violet gradient lighting and tunable luminaires, the solution effectively helped relieve client anxiety, created a more soothing atmosphere, and improved both comfort and efficiency during examinations, contributing to a better experience for both patients and healthcare providers.



Public Welfare and Charity

OPPLE Lighting brings warmth through light and actively fulfills its social responsibilities by continuously carrying out public welfare initiatives in areas such as community care, educational support, and health awareness, contributing to the building of a harmonious and better society. During the reporting period, our total investment in social welfare activities amounted to RMB 30.3051 million.

Retail Settings

With high-quality products and people-centered smart lighting solutions, OPPLE Lighting continues to expand its presence in retail settings. Through precise atmosphere creation and enhanced brand experiences, together with proven delivery capabilities and strengths in large-scale implementation, the Company consistently creates both emotional and commercial value.

A New Retail Experience for Starbucks Thailand

CASE

During the reporting period, OPPLE Lighting provided an adaptive lighting system for Starbucks concept flagship stores in Thailand. The system continuously adjusts brightness levels to ensure the in-store lighting remains seamlessly aligned with the local natural light environment, creating a comfortable, energy-efficient, and perceptibly aesthetic space for customers and partners. By using differentiated lighting designs to meet the varied atmosphere and functional needs of diverse retail spaces, OPPLE Lighting has delivered tailored lighting solutions for more than 170 Starbucks stores in Thailand, fully demonstrating its capabilities in precise lighting design, efficient large-scale delivery, and ongoing innovation in retail applications.



Donating a Technology Innovation Fund to Fudan University

CASE

In June 2025, the donation signing ceremony for the Fudan University-OPPLE Lighting Technology Innovation Fund, the launch ceremony of the Xianghui Guangchuang Fund, and the appointment ceremony for Xiuhui Ma as a member of Fudan University's Eighth Board of Directors were successfully held at Fudan University. During the ceremony, OPPLE Lighting donated RMB 30 million to establish the Fudan University-OPPLE Lighting Technology Innovation Fund, which will provide targeted support for the development of new engineering education. At the same time, Fudan University appointed Xiuhui Ma, founder of OPPLE Lighting, as a member of its Eighth Board of Directors, marking a deepened strategic partnership between the university and the Company in talent development and technological innovation.



Supporting Earthquake Relief Efforts

CASE

OPPLE Lighting actively fulfills its corporate social responsibilities and remains committed to public welfare. In January 2025, following the earthquake in Tibet, the Company responded swiftly and worked with the Shanghai Charity Foundation to deliver lighting supplies to the disaster-stricken area, providing strong support for post-earthquake resettlement and reconstruction. In March, after learning of the disaster in Myanmar, the Company promptly donated daily necessities and emergency relief supplies, and deployed floodlight equipment to enhance lighting capacity in the affected areas, supporting rescue teams in carrying out search and rescue operations more efficiently and contributing solid support to life-saving efforts.



Appendix

Key Performance Indicators Table

Indicator	Unit	2025	2024	2023
Governance				
Percentage of employees trained on business ethics	%	100	100	100
Number of reports related to whistleblower procedure	Number	5	6	10
Number of confirmed corruption incidents	Number	0	0	0
Percentage of all sites assessed or audited internally on a specific business ethics issue	%	66.00	47.62	31.00
Number of confirmed information security or data breach incidents	Number	0	0	0
Product Responsibility				
Number of health and safety incidents for customers caused by product quality issues	Number	0	0	0
Product recall	Number	0	0	0
Employee				
Total number of full-time employees	Person	5,976	5,761	6,323
Male	Person	3,833	3,588	3,931
Female	Person	2,143	2,173	2,392
<30	Person	2,630	1,779	1,619
30-50	Person	1,972	851	3,568
>50	Person	1,374	3,131	1,139
Percentage of employees from a minority or vulnerable group in the whole organization	%	0.80	0.69	0.60
Employee satisfaction (5-point scale)	Points	4.44	4.47	4.35
Child labor or forced labor incidents	Number	0	0	0
Percentage of women at top management level (excluding board of directors)	%	28.57	28.57	28.57
Percentage of women within the organization's board	%	14.29	14.29	14.29
Percentage of employees from a minority or vulnerable group at top management level (excluding board of directors)	%	0	0	0
Number of discrimination and harassment incidents	Number	0	0	0
Employee training coverage rate	%	95.71	90.00	85.00
Percentage of employees receiving regular performance and career development assessments	%	100	100	100
Average training hours per employee	Hours	9.71	7.61	5.44
Percentage of operational sites with employee health and safety risk assessments	%	100	100	100
Average training hours per factory employee on health and safety	Hours	262	243	208
Occupational health and safety training coverage rate for factory employees	%	98.00	97.00	92.00

Indicator	Unit	2025	2024	2023
Environment				
Percentage of operational sites assessed on specific environmental risks	%	100	100	100
Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001	%	100	100	100
Total water consumption	Tonnes	377,279.00	324,429.00	340,945.00
Water consumption intensity ¹³	Tonnes / RMB 10,000 revenue	0.54	0.46	0.44
Total volume of water recycled and reused	Tonnes	5,510,548.00	/	/
Percentage of recyclable packaging materials used	%	94.90	84.00	60.00
Total amount of own renewable energy consumed	MWh	26,149.29	12,000.00	0.00
Percentage of renewable energy used	%	23.23	11.43	0
Total comprehensive energy consumption	tce	13,832.05	12,898.83 ¹⁴	7,819.85
Energy consumption intensity	tce / RMB 10,000 revenue	0.02	0.02	0.01
Total Scope 1 emissions	tCO ₂ e	3,163.29	4,645.93	4,511.37
Scope 1 emissions intensity	tCO ₂ e / RMB 10,000 revenue	0.005	0.007	0.006
Total Scope 2 emissions (market-based)	tCO ₂ e	49,304.59	/	/
Total Scope 2 emissions (location-based)	tCO ₂ e	53,770.35	42,841.61	45,766.00
Scope 2 emissions intensity (location-based)	tCO ₂ e / RMB 10,000 revenue	0.08	0.06	0.06
Total Scope 3 emissions	tCO ₂ e	11,982.27	11,487.74	3,568.06
Scope 3 emissions intensity	tCO ₂ e / RMB 10,000 revenue	0.017	0.016	0.005
Scope 3 emissions (Upstream)	tCO ₂ e	11,241.85	10,599.11	2,760.00
Scope 3 emissions (Downstream)	tCO ₂ e	740.42	888.63	808.06
Total wastewater discharge	Tonnes	355.00	320.00	/
Wastewater Discharge Intensity	Tonnes / RMB 10,000 revenue	0.0005	0.0005	/
Total weight of hazardous waste	Tonnes	303.14	311.91	297.37
Hazardous waste generation density	Tonnes / RMB 10,000 revenue	0.0004	0.0004	0.0004
Total weight of non-hazardous waste	Tonnes	742.36	1,420.00	1,125.80
Non-hazardous waste generation density	Tonnes / RMB 10,000 revenue	0.001	0.002	0.001
Percentage of total waste from company operations diverted from landfills	%	1.00	/	/
Concentration of total non-methane hydrocarbon emissions	mg/m ³	2.50	2.50	/
Concentration of low concentration particulate matter emissions	mg/m ³	1.00	1.00	/

¹³ To maintain comparability of density-related indicators, the Company has updated and unified the calculation methods for past indicators.

¹⁴ In 2024, energy consumption increased due to capacity expansion from new factories.

Indicator	Unit	2025	2024	2023
Supply Chain				
Total number of suppliers	Number	895	743	526
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	%	61.45	71.87	81.18
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	61.45	71.87	81.18
Percentage of targeted suppliers that have gone through a sustainability assessment	%	61.45	71.87	81.18
Percentage of targeted suppliers that have gone through a sustainability on-site audit	%	61.45	71.87	81.18
Percentage of buyers across all locations who have received training on sustainable procurement	%	100	100	100

Shanghai Stock Exchange Guidelines Index

Disclosure Requirements	Location
Climate change tackling	Climate Response
Pollutant discharge	Green Operations
Waste disposal	Green Operations
Ecosystem and biodiversity protection	Resource Utilization
Environmental compliance management	Green Operations
Energy usage	Climate Response
Usage of water resources	Resource Utilization
Circular economy	Resource Utilization
Rural revitalization	Public Welfare and Charity
Contributions to the society	Public Welfare and Charity
Innovation-driven	Innovation-Driven Empowerment
Ethics of science and technology	N/A
Supply chain security	Supplier Management Optimization Ensuring Responsible Supply Chain
Equal treatment to small and medium-sized enterprises	Supplier Management Optimization
Safety and quality of products and services	Product Quality Service Excellence
Data security and customer privacy protection	Information Security and Privacy Protection
Employees	Protection of Rights and Interests Empowering Employee Growth Health & Safety Communication & Care
Due diligence	Business Ethics Ensuring Responsible Supply Chain
Communications with stakeholders	ESG Governance
Anti-commercial bribery and anti-corruption	Business Ethics
Anti-unfair competition	Business Ethics

GRI Standards Index

Statement of use	OPPLE Lighting and its subsidiaries have reported in accordance with the GRI Standards from January 1, 2025, to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	No Sector Standard(s) applicable

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	• Corporate Prologue		
	2-2 Entities included in the organization's sustainability reporting	• About the Report		
	2-3 Reporting period, frequency and contact point	• About this Report		
	2-4 Restatements of information	• About this Report		
	2-5 External assurance	• Greenhouse Gas Verification Statement		
	2-6 Activities, value chain and other business relationships	• Corporate Prologue • Product Quality • Supplier Management Optimization • Ensuring Responsible Supply Chain		
	2-7 Employees	• Protection of Rights and Interests		
	2-8 Workers who are not employees	• Protection of Rights and Interests		
	2-9 Governance structure and composition	• ESG Governance • Prudent Governance		
	2-10 Nomination and selection of the highest governance body	• Prudent Governance		
	2-11 Chair of the highest governance body	• Prudent Governance		
	2-12 Role of the highest governance body in overseeing the management of impacts	• ESG Governance		
	2-13 Delegation of responsibility for managing impacts	• ESG Governance		
	2-14 Role of the highest governance body in sustainability reporting	• ESG Governance		
	2-15 Conflicts of interest	• Business Ethics		
	2-16 Communication of critical concerns	• ESG Governance		
	2-17 Collective knowledge of the highest governance body	• ESG Governance		
	2-18 Evaluation of the performance of the highest governance body		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	2-19 Remuneration policies		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	2-20 Process to determine remuneration		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	2-21 Annual total compensation ratio		Confidentiality Restrictions	Due to confidentiality requirements, the information is not disclosed publicly at this time.
	2-22 Statement on sustainable development strategy	• ESG Strategy • ESG Governance		
	2-23 Policy commitments	• Business Ethics		
	2-24 Embedding policy commitments	• Business Ethics		
	2-25 Processes to remediate negative impacts	• Business Ethics		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	• Business Ethics		
	2-27 Compliance with laws and regulations	• For details, please refer to the relevant sections of the report.		
	2-28 Membership associations	• Industry Collaboration		
	2-29 Approach to stakeholder engagement	• ESG Governance		
	2-30 Collective bargaining agreements		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	• ESG Governance		
	3-2 List of material topics	• ESG Governance		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Climate Response • Protection of Rights and Interests		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	201-2 Financial implications and other risks and opportunities due to climate change	• Climate Response		
	201-3 Defined benefit plan obligations and other retirement plans	• Protection of Rights and Interests		
	201-4 Financial assistance received from government		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Confidentiality Restrictions	Due to confidentiality requirements, the information is not disclosed publicly at this time.
	202-2 Proportion of senior management hired from the local community		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Urban Renewal • Public Welfare and Charity		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	• Urban Renewal • Public Welfare and Charity		
	203-2 Significant indirect economic impacts	• Urban Renewal • Public Welfare and Charity		
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Business Ethics		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Confidentiality Restrictions	Due to confidentiality requirements, the information is not disclosed publicly at this time.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Business Ethics 		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<ul style="list-style-type: none"> Key Performance Indicators Table 		
	205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> Business Ethics 		
	205-3 Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> Business Ethics 		
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Business Ethics 		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> Business Ethics 		
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
GRI 207: Tax 2019	207-1 Approach to tax		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	207-2 Tax governance, control, and risk management		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	207-3 Stakeholder engagement and management of concerns related to tax		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	207-4 Country-by-country reporting		Not applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Resource Utilization Innovation-Driven Empowerment 		
GRI 301: Materials 2016	301-1 Materials used by weight or volume		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
	301-2 Recycled input materials used	<ul style="list-style-type: none"> Resource Utilization Innovation-Driven Empowerment 		
	301-3 Reclaimed products and their packaging materials	<ul style="list-style-type: none"> Resource Utilization Innovation-Driven Empowerment 		
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Climate Response Innovation-Driven Empowerment 		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> Key Performance Indicators Table 		
	302-2 Energy consumption outside of the organization		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
	302-3 Energy intensity	<ul style="list-style-type: none"> Key Performance Indicators Table 		
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> Climate Response Innovation-Driven Empowerment 		
	302-5 Reductions in energy requirements of products and services	<ul style="list-style-type: none"> Climate Response Innovation-Driven Empowerment 		
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Green Operations Resource Utilization 		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> Resource Utilization 		
	303-2 Management of water discharge-related impacts	<ul style="list-style-type: none"> Green Operations 		
	303-3 Water withdrawal	<ul style="list-style-type: none"> Key Performance Indicators Table 		
	303-4 Water discharge	<ul style="list-style-type: none"> Key Performance Indicators Table 		
	303-5 Water consumption	<ul style="list-style-type: none"> Key Performance Indicators Table 		
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Resource Utilization 		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> ESG Governance Resource Utilization 		
	304-2 Significant impacts of activities, products and services on biodiversity	<ul style="list-style-type: none"> Resource Utilization 		
	304-3 Habitats protected or restored		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Climate Response 		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	• Climate Response		
	305-2 Energy indirect (Scope 2) GHG emissions	• Climate Response		
	305-3 Other indirect (Scope 3) GHG emissions	• Climate Response		
	305-4 GHG emissions intensity	• Climate Response		
	305-5 Reduction of GHG emissions	• Climate Response		
	305-6 Emissions of ozone-depleting substances (ODS)		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	• Key Performance Indicators Table		
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Green Operations		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	• Green Operations		
	306-2 Management of significant waste-related impacts	• Green Operations		
	306-3 Waste generated	• Key Performance Indicators Table		
	306-4 Waste diverted from disposal		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
	306-5 Waste directed to disposal		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Ensuring Responsible Supply Chain		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	• Ensuring Responsible Supply Chain		
	308-2 Negative environmental impacts in the supply chain and actions taken	• Ensuring Responsible Supply Chain		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Protection of Rights and Interests		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		Confidentiality Restrictions	Due to confidentiality requirements, the information is not disclosed publicly at this time.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	• Protection of Rights and Interests		
	401-3 Parental leave	• Protection of Rights and Interests		
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Protection of Rights and Interests		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	• Protection of Rights and Interests		
Occupational health and safety				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Health & Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	• Health & Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	• Health & Safety		
	403-3 Occupational health services	• Health & Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	• Health & Safety		
	403-5 Worker training on occupational health and safety	• Health & Safety		
	403-6 Promotion of worker health	• Health & Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• Health & Safety		
	403-8 Workers covered by an occupational health and safety management system	• Health & Safety		
	403-9 Work-related injuries	• Health & Safety		
	403-10 Work-related ill health	• Health & Safety		
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Empowering Employee Growth		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	• Key Performance Indicators Table		
	404-2 Programs for upgrading employee skills and transition assistance programs	• Empowering Employee Growth		
	404-3 Percentage of employees receiving regular performance and career development reviews	• Key Performance Indicators Table		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Protection of Rights and Interests		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	• Protection of Rights and Interests		
	405-2 Ratio of basic salary and remuneration of women to men		Confidentiality Restrictions	Due to confidentiality requirements, the information is not disclosed publicly at this time.
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Protection of Rights and Interests		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	• Protection of Rights and Interests		
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	• ESG Governance • Communication & Care • Ensuring Responsible Supply Chain		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	• Communication & Care • Ensuring Responsible Supply Chain		
Child labor				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Protection of Rights and Interests Ensuring Responsible Supply Chain 		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> Protection of Rights and Interests Ensuring Responsible Supply Chain 		
Forced or compulsory labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Protection of Rights and Interests Ensuring Responsible Supply Chain 		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> Protection of Rights and Interests Ensuring Responsible Supply Chain 		
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		Information unavailable/incomplete	This information is not currently covered by the Company's ESG management scope. The Company will gradually expand the scope of information covered in the future and consider disclosing such information when it is brought within scope.
Rights of indigenous peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Urban Renewal Public Welfare and Charity 		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
	413-2 Operations with significant actual and potential negative impacts on local communities		Not applicable	The Company's core business is less relevant and therefore is not disclosed in the ESG report.
Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Ensuring Responsible Supply Chain 		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<ul style="list-style-type: none"> Ensuring Responsible Supply Chain 		
	414-2 Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> Ensuring Responsible Supply Chain 		
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	The Company's Code of Business Conduct is clearly defined, so there is no monetary contribution to political campaigns or organizations, lobbyists and other tax-exempt groups whose role is to influence political campaigns or legislation.
GRI 415: Public Policy 2016	415-1 Political contributions		Not applicable	The Company's Code of Business Conduct is clearly defined, so there is no monetary contribution to political campaigns or organizations, lobbyists and other tax-exempt groups whose role is to influence political campaigns or legislation.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			REASON	EXPLANATION
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Product Quality 		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> Product Quality 		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> Product Quality 		
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Responsible Marketing 		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<ul style="list-style-type: none"> Responsible Marketing 		
	417-2 Incidents of non-compliance concerning product and service information and labeling	<ul style="list-style-type: none"> Responsible Marketing 		
	417-3 Incidents of non-compliance concerning marketing communications	<ul style="list-style-type: none"> Responsible Marketing 		
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ESG Governance Information Security and Privacy Protection 		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> Information Security and Privacy Protection 		

SASB Index

Issues and Metrics		Location
Water Management		
CG-HP-140a.1	(1) Total water withdrawn (2) total water consumed, (thousand m), percentage of each in regions with High or Extremely High Baseline Water Stress	Key Performance Indicators Table
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Resource Utilization
Packaging Lifecycle Management		
CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Key Performance Indicators Table
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Resource Utilization
Product Environmental, Health, and Safety Performance		
CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC) and assessment of supplier REACH requirements	Ensuring Responsible Supply Chain