



Where there is home and love, there is OPPEIN.

OPPEIN Home Group Inc.

2025 Sustainability Report

Mainboard-listed company

stock code: 603833



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ABOUT THIS REPORT

This report is the fifth sustainability report published by OPPEIN Home Group Inc. (referred to as "OPPEIN," "OPPEIN Group," "the Group," or "we"). Guided by the principles of objectivity, standardization, transparency, and comprehensiveness, the report systematically presents OPPEIN's sustainability philosophy, practices, and key progress in sustainability initiatives during the reporting year. We hope that by publishing this report, we can strengthen communication and engagement with both internal and external stakeholders.

Basis of Preparation

This report was prepared in accordance with the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4—Preparation of Sustainability Reports (Revised January 2026)", the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14—Sustainability Reports (Trial)", and the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 1—Standardized Operations", while also referencing the "GRI Sustainability Reporting Standards" (GRI Standards) issued by the Global Sustainability Standards Board (GSSB) and the "United Nations Sustainable Development Goals" (SDGs) issued by the United Nations.

Scope of the Report

In line with our financial reporting scope, this report covers the Group's ESG management approaches, initiatives, and performance throughout 2025, including operations at our Guangzhou headquarters and production bases in Tianjin, Qingyuan, Wuxi, Chengdu, and Wuhan. Selected content has been expanded to improve comparability and forward-looking perspective.

Data Sources

Financial data originates from the 2025 annual financial report, while other content is drawn from internal records and public sources. All monetary values are in RMB unless otherwise specified. The Board of Directors assumes responsibility for the report's accuracy and completeness.

Report Accessibility

This bilingual (Chinese/English) PDF report is accessible on our official website (www.OPPEIN.com) and the Shanghai Stock Exchange platform (www.sse.com.cn). The Chinese version prevails in case of discrepancies. For feedback or inquiries, please contact oppeinir@OPPEIN.com.

1. PREFACE

1.1. Highlights of Sustainability Initiatives in 2025

1.1.1. Governance: Optimizing the Governance Structure and Strengthening Risk Management

- **Improving the Sustainability Governance System:** The Group has established a four-tier governance structure covering the "supervisory level – decision-making level – management level – executive level" with clearly defined responsibilities to ensure the effective integration of ESG strategies into corporate operations. During the reporting period, the detailed rules of procedure for the Strategy and Sustainability Committee were further revised.
- **Enhancing Board Governance Effectiveness:** The Group completed the transition to the fifth Board of Directors with members of diverse ages and professional backgrounds. The Supervisory Board was lawfully dissolved, and its oversight functions were incorporated into the Board's Audit and Risk Management Committee, forming a new single-tier governance model that deeply integrates decision-making and oversight
- **Group Annual ESG Performance:** The MSCI ESG rating was upgraded to BBB; the Wind ESG rating was upgraded to AA; the QuantData ESG rating was maintained at AAA; and the CSI Index ESG rating was maintained at AA.
- **Group Annual Disclosure Performance:** The Group once again received an "A" rating in the Shanghai Stock Exchange's 2024–2025 disclosure evaluation for Main Board-listed companies. Only 19% of companies listed on the Shanghai Stock Exchange received an "A" rating. Since 2018, the Group has earned an "A" rating for seven consecutive years. Only 22 companies on the Shanghai Stock Exchange—less than 1% of the total—have achieved this distinction for seven consecutive years.
- **Strengthening Business Ethics and Compliance Defenses:** The Employee Integrity and Self-Discipline Pledge achieved a 100% signing rate. A total of 67 sessions of "Integrity Culture" training were delivered, covering all staff. The Group conducted 160 anti-corruption inspections on suppliers and distributors, covering 18 cities across 7 provinces. It also took an active part in

industry anti-fraud forums to share compliance management experience and jointly build a sound integrity business ecosystem.

1.1.2. Environment: Significant Progress in Green Transition and Emissions Reduction

- **Significant Reduction in Greenhouse Gas Emissions:** Through energy-saving upgrades and the adoption of clean energy, the Group's total Scope 1 and Scope 2 greenhouse gas emissions amounted to approximately 153,575.67 metric tons of carbon dioxide equivalent, representing a year-on-year reduction of approximately 11.82%.
- **Breakthroughs in Clean Energy Adoption:** The 19.23-megawatt photovoltaic (PV) projects expanded at the Chengdu and Wuhan sites were connected to the grid and began generating electricity. The total installed PV capacity at the Group headquarters and various sites reached 63.357 megawatts. The total electricity generated by PV projects amounted to approximately 49,644.28 megawatt-hours, with clean energy accounting for 15.18% of the Group's total energy consumption—a year-on-year increase of 33.31%. This saved 15,000 metric tons of standard coal annually and reduced carbon dioxide emissions by approximately 32,400 metric tons.
- **Green Manufacturing Receives Authoritative Recognition:** Thanks to its outstanding practices in environmental management and comprehensive resource utilization, the Group was successfully included in Guangdong Province's list of "Green Factories." As of the end of the reporting period, the Group held a total of one national-level and two provincial-level Green Factory certifications.
- **Exploring Product Carbon Footprint Management:** The Group conducted a carbon footprint assessment for household gas stoves and published a report, identifying key emission reduction areas to provide a data foundation for future green product design.
- **Continuous Improvement in Resource Utilization Efficiency:** Through the implementation of systematic material recycling initiatives—such as the reuse of scrap materials and software-optimized production scheduling—the comprehensive utilization rate of sheet materials increased by 5%–10%; total annual water withdrawal decreased by 7.07% year-over-year.

1.1.3. Supply Chain: Responsible Management and Digital Collaboration

- **Deepening Sustainable Procurement and ESG Management:** 100% of raw material procurement complied with strict certification standards 406 suppliers hold ISO 14001 Environmental Management System certification. A supplier evaluation system covering ESG dimensions was established, and ESG reviews were completed for 30 suppliers. The proportion of local suppliers and their share of total procurement value both exceeded 99%.
- **Comprehensive Digital Upgrade of the Supply Chain:** We launched a major supply chain system reform, integrating all production bases and procurement organizations into a unified SRM system, thereby achieving online collaborative management of the entire supplier lifecycle and efficient two-way communication.
- **Strict Supplier Onboarding and Performance Management:** We identified and selected 823 new suppliers throughout the year and completed on-site inspections of 124 suppliers. We conducted performance evaluations of 1,105 suppliers for all non-one-time purchases and terminated cooperation with 5 non-compliant suppliers based on the results.

1.1.4. Products and Services: Digitalization and AI-Driven Innovation

- **Industry-Leading R&D System and Investment:** Annual R&D investment reached RMB 909 million, accounting for 5.27% of operating revenue; the Group maintains a sizable R&D team of 1,867 employees, representing 10.44% of the total workforce. During the reporting period, the Group completed the transition of its IPD process from version 1.0 to 2.0 and established a tiered system comprising 1 overarching regulation, 6 supplementary regulations, 30 operational rules, 1 implementation guideline, and 7 processes significantly enhancing R&D responsiveness and cross-departmental collaboration efficiency.
- **Setting Industry Environmental Standards:** As one of the primary drafting entities, the Group participated in formulating the "Formaldehyde-Free Wood-Based Panels and Their Products" group standard and the revision of three national standards for wood-based panels, continuously raising the industry's environmental standards. The Group's "Formaldehyde-Free 4.0" technology (Formaldehyde-Free Antibacterial Green Panel) has served over 1 million households to date.
- **Digital Factories Pioneering Smart Manufacturing:** Leveraging five AI-powered smart factories in Qingyuan, Wuxi, Chengdu, Tianjin, and Wuhan, the Group has established a digital management

system covering the entire value chain from "design to production, logistics, and service." Through laser-guided AGVs and intelligent automated warehouses, the Group achieves "no-touch" automated material flow and high automation in key processes, supporting the efficient daily production of 500,000 custom components and shortening custom order delivery cycles.

- **Systematic Improvement in Service Quality:** We launched the "Service Summit Plan" to establish a three-tier service network comprising "Headquarters-Bases-Local Offices" and introduced the "Golden Butler" service with eight key commitments. An AI customer service tool was launched to provide dealers with 24/7 intelligent responses, handling an average of over 100 inquiries daily with a first-response success rate as high as 93%. During the reporting period, consumer satisfaction with basic services reached 8.59 points, and product quality reputation reached 8.79 points.

1.1.5. Employees and Society: Strengthening Rights Protection and Public Welfare Initiatives

- **Comprehensive protection of employee rights and benefits:** Social insurance coverage for employees reached 100%. The Group implemented a more flexible work schedule, including early dismissal on Fridays and during the winter. During the reporting period, working hours were further reduced by moving the Friday dismissal time from 5:00 PM to 4:15 PM, systematically decreasing employees' time on the job. Established a comprehensive employee care system covering major illness assistance, hardship aid, and charitable donations, with approximately RMB 86 million invested in employee welfare initiatives throughout the year.
- **Outstanding achievements in occupational health and safety management:** With the goal of "zero casualties, zero environmental pollution, and zero occupational injuries," the Group comprehensively upgraded its EHS management system. During the reporting period, the signing rate of safety responsibility commitment letters, EHS training coverage, employee physical examination coverage, occupational hazard factor testing rate, and accident investigation and rectification rate all reached 100%; there were zero new cases of occupational diseases; the lost-time injury rate per million working hours decreased by approximately 37.84% year-over-year; 70 practical emergency drills were conducted throughout the year, continuously strengthening the safety defenses for all employees.

- **Streamlining democratic management and communication channels:** We optimized the operational mechanisms of the Employee Representative Assembly and introduced a digital platform. During the reporting period, the Employee Representative Assembly collected 61 valid proposals and received over 14,000 constructive suggestions.
- **Philanthropic investments focused on education and social harmony:** Through the Guangzhou OPPEIN Public Welfare Foundation, the Group continued to support education, rural revitalization, and other areas, actively fulfilling its corporate social responsibilities. During the reporting period, the Guangzhou OPPEIN Public Welfare Foundation made donations totaling RMB 3.3367 million for educational assistance and mentoring programs, and invested RMB 2.0714 million in support funds to aid rural revitalization projects.

1.2. About OPPEIN

1.2.1. Company Profile

OPPEIN Home Group Inc., founded in 1994 (Stock Code: 603833), is headquartered in Guangzhou, Guangdong Province. It is China's first listed enterprise in the customized home furnishing industry with a market capitalization exceeding RMB 100 billion. Starting from integrated kitchen cabinets, the Group has expanded its business portfolio to cover wardrobes, whole-home customization, wooden doors, bathroom products, soft furnishings, kitchen appliances, metal doors and windows, armored doors, and furniture accessories, as well as integrated home solutions, forming a diversified industrial layout. Centering on integrated kitchen cabinets and wardrobes as flagship products, the Group has grown into a comprehensive modern integrated home solution provider integrating R&D, production, and sales. The Group currently runs more than 7,300 stores globally, with its products available in 118 countries across six continents.

Establishment of OPPEIN	1994	Business income in 2025	RMB 17.232 billion
Stores worldwide	Over 7,300	Net profit in 2025	RMB 1.997 billion

1.2.2. Business Layout

The Group operates five smart manufacturing bases in Tianjin, Qingyuan, Wuxi, Chengdu, and Wuhan, with a total floor area exceeding 3.15 million square meters. Each base supports a supply system with a 600-kilometer coverage radius, establishing a nationwide "8-hour delivery radius."

Qingyuan, China	The OPPEIN Southern production base spans 994,000 sq.m, addressing South China market demands while extending global reach.
Tianjin, China	In July 2011, the Tianjin base began operation, and in 2013, its second phase was completed and operational.
Wuxi, China	In 2014, OPPEIN signed a strategic agreement with Wuxi's Huishan District Government.
Chengdu, China	OPPEIN's Chengdu base, which required an investment of RMB 2.5 billion and spans 414 acres, began production..
Wuhan, China	In July 2021, OPPEIN began constructing the Central China Intelligent Manufacturing Base in Wuhan's Caidian District, aiming to increase high-quality production capacity and expand services globally.

1.2.3. Corporate Culture



1.2.4. 2025 Annual Honors

1.2.4.1. 2025 ESG Rating Performance

● MSCI ESG Rating Upgraded to BBB	● Wind ESG Rating Upgraded to AA
● QuantData ESG Rating Maintained at AAA	● CSI Index ESG Rating Maintained at AA

1.2.4.2. 2025 Honors and Awards

Awarding Organization	Honors and Awards
Jiנגgao Town People's Government, Baiyun District, Guangzhou	2024 Jiנגgao Town Tax Contribution Award
Guangzhou Baiyun Financial Development Promotion Association	Chair Unit of the Listed Companies Liaison Committee
Ministry of Industry and Information Technology of the People's Republic of China	National-Level Green Factory
Guangdong Provincial Department of Industry and Information Technology	Provincial-Level Green Factory
Shanghai Stock Exchange	Grade A Rating for Information Disclosure by Listed Companies
2024 Home Furnishings Industry High-Quality Development Conference	"Key Partner Enterprise for the National 'Trade-In' Program for Home Furnishings and Kitchen & Bathroom Renovation"
The 15th China Home Appliance Marketing Annual Conference	2025 China Home Appliance Industry "Rock-Solid Award"
Liepin	2025 Guangdong Outstanding Employer of the Year
Guangdong Lingnan Poetry Society	Special Contribution Award for Promoting Chinese Poetry Culture
Guangzhou High-Tech Industrial Development Zone and Private Technology Park Management Committee	Evergreen Cornerstone Award

1.3. Sustainable Development Management

Sustainable development underpins the building of a community with a shared future for mankind. As a well-reputed home furnishing brand, OPPEIN upholds the vision of "warming every home with love". The Group follows the social responsibility philosophy of "rooted in society" and "giving back to society", optimizes its sustainable development management system, improves internal management standards, strengthens external ESG information disclosure, and strives to deliver long-term shared value for all stakeholders.

1.3.1. Management Structure

The Group attaches great importance to sustainability governance and has built and continuously improved a four-tier governance framework of supervision, decision-making, management and execution. It systematically incorporates sustainability principles into corporate strategy and daily operations. With clear role allocation and top-down coordination, the framework provides a solid organizational foundation for identifying, assessing, managing and monitoring sustainability impacts, risks and opportunities, as well as formulating and implementing corresponding strategies and targets.

<p>Supervisory Level</p>	<p>Board of Directors</p>	<p>The Group's Board of Directors acts as the highest oversight body for sustainability governance and assumes ultimate accountability for all sustainability matters. Its core duties cover reviewing and approving the Group's sustainability strategy, targets and major policies, overseeing the management of sustainability impacts, risks and opportunities, ensuring effective operation of the sustainability governance framework, and granting final approval for the Sustainability Report.</p>
<p>Decision-Making Level</p>	<p>Strategy and Sustainability Committee</p>	<p>The Board of Directors set up the Strategy and Sustainability Committee as the core decision-making and advisory body. Staffed by professionally qualified directors, the Committee is tasked with researching the Group's long-term development strategy and ESG matters and submitting proposals to the Board; guiding and reviewing the identification and assessment of material sustainability issues; formulating ESG management strategies and targets; and supervising the progress of ESG initiatives, to fully integrate ESG governance into the Group's overall strategy.</p>

<p>Management Level</p>	<p>ESG Working Group</p>	<p>To coordinate daily operations, the Group has set up a cross-functional ESG Working Group as the core sustainability management body. Led by senior executives, the Group consists of department heads across E, S and G fields. Its key duties cover identifying and assessing material sustainability issues, formulating management goals, action plans and performance indicators per the decisions of the Board and the Committee, coordinating ESG implementation, data collection and progress tracking, and overseeing Sustainability Report drafting as well as domestic and international ESG rating responses.</p>
<p>Executive Level</p>	<p>Departments and Subsidiaries</p>	<p>The Group’s business units, functional departments, and subsidiaries act as the frontline implementers of sustainability management. In line with established ESG strategies and targets, they embed relevant requirements into daily business and operations, deliver key initiatives including energy conservation, emission reduction, workplace safety, employee development, supply chain management and compliance, and regularly report progress and data to support the Group’s overall ESG goal achievement</p>

1.3.2. Management Policy

Adhering to the development philosophy of "innovation, coordination, green development, openness, and sharing," the Group focuses on six key areas: "sound operations, win-win cooperation, social harmony, employee growth, innovation and exploration, and environmental protection." We continuously implement our sustainable development strategy to build a new model of green development in the home furnishing industry. We integrate sustainability into our business management activities and continuously improve our corporate governance structure; we establish solid partnerships with all stakeholders to build a world-class supply chain; we actively fulfill our social responsibilities and are committed to community development and public welfare; we regard talent as the primary resource for corporate development and continuously provide a favorable work environment; we remain customer-centric in our continuous innovation and ensure the sustainable operation of our innovation platforms; we strictly adhere to green and environmental standards to build integrated green production solutions.







Sustainability Strategy		
Operations	Sound Operations	Fairness, Transparency, Cooperation, Freedom
Partnerships	Partnership	Mutual Benefit and Trust, Moving Forward Together
Society	Social Harmony	Balancing Social Responsibility and Profit, Pursuing Harmonious Development
Employees	Employee Growth	Appointing the Right People Based on Merit, Ensuring Everyone Fully Utilizes Their Talents
Innovation	Pioneering Innovation	Building Home Furnishing with the Precision and Quality Standards of Aircraft Manufacturing
Nature	Eco-friendly Commitment	With green as our theme and environmental protection as our foundation








1.3.3. Strategy and Goals







We align the sustainability strategy and practices with the UN 2030 SDGs, abide by the UN Global Compact's ten principles, and sustain industry leadership in sustainable development.

In 2025, the Group upgraded sustainability strategy framework tailored to business and industry realities, defining five core dimensions: Governance, Environment, Supply Chain, Products and Services, Employees and Society, alongside forward action plans. Guided by this framework, the Group has set clear sustainability targets and advanced solid implementation.

Environmental Goals and Actions	Social Responsibility Implementation	Governance System Development
The Group actively implements the national Dual Carbon strategy, sets clear environmental targets, and assesses climate risks and opportunities. We promotes technological and process upgrades, increases clean energy use, advocates environmental awareness, and reduces energy consumption. The Group also advances resource recycling through full-scale waste and production water recycling systems, significantly improving resource utilization.	The Group advances the national Dual Carbon strategy, defines environmental goals, and assesses climate risks and opportunities. We promotes technical and process upgrades, expands clean energy application, advocates green concepts, and reduces energy use. Meanwhile, the Group boosts resource circularity via integrated waste and production water recycling systems, greatly improving resource efficiency.	The Group optimizes sustainable development management and corporate governance, while enhancing internal oversight and risk control to ensure scientific and rational decision-making. We also strengthens stakeholder engagement, elevates information disclosure quality and transparency, and underpins steady business operations.

Category	UN Sustainable Development Goals	OPPEIN Sustainability Goals	Progress Toward 2025 Goals
Governance	  	Optimizing Sustainability Management	Establish and continuously improve a sustainability governance framework covering the four levels of "oversight, decision-making, management, and implementation." A Strategy and Sustainability Committee will be established under the Board of Directors to implement sustainability management policies and goals.
		Strengthen Stakeholder Communication	We will continue to strengthen communication and engagement with stakeholders through various channels, including investor meetings, employee representative conferences, supplier conferences, and dealer conferences.
		Enhancing Shareholder Returns	Successfully complete the implementation of the 2024 equity distribution and steadily implement the 2025 interim dividend plan. A cash dividend of RMB 1.5 billion is proposed for 2025.
		Refining the Governance Structure	In accordance with the law, the Supervisory Board was dissolved, and its supervisory functions were fully integrated into the Audit and Risk Management Committee of the Board of Directors.
		Strengthening Risk and Compliance Management	We continue to refine our risk management and internal control systems, establishing internal control measures for high-risk ESG areas; we conduct regular compliance training, holding 13 legal training sessions throughout the year totaling 50 hours and reaching a cumulative total of 230 participants.
		Ensuring the Quality of Information Disclosure	We once again received an "A" rating in the "2024–2025 Information Disclosure Evaluation Results for Listed Companies on the Shanghai Stock Exchange Main Board," marking the seventh consecutive year we have received an "A" rating for information disclosure from the Shanghai Stock Exchange.
		Strengthening Business Ethics Promotion	We have established a comprehensive business ethics training system combining multiple formats, including "on-site training, online courses, company newsletters, and WeChat official account posts." Throughout the year, we conducted 67 sessions of "Integrity Culture" training, reaching 17,369 participants and achieving 100% training coverage.
		Responsible Marketing Management	In accordance with the requirements for compliant marketing, ethical advertising, transparent marketing, and green marketing, we have continuously strengthened responsible marketing management and conducted site visits to business partners.
Environment	   	Strengthening Environmental Management System Certification	The Group's Guangzhou headquarters, Qingyuan, Tianjin, Wuxi, and Chengdu sites have all obtained ISO 14001 environmental management system certification.
		Identification and Response to Climate Risks and Opportunities	Fully identify the Group's potential climate-related risks and opportunities, and establish a comprehensive management system encompassing "governance—strategy—impact, risk, and opportunity management—indicators and targets."
		Increasing the Proportion of Clean Energy Use	The 19.23 MW photovoltaic projects at the expanded Chengdu and Wuhan sites have been connected to the grid. The Group's total installed photovoltaic capacity across the headquarters and all sites now stands at 63.357 MW, with total electricity generation from photovoltaic projects reaching approximately 49,644.28 MWh. The proportion of clean energy used by the Group has reached 15.18%, representing a year-on-year increase of 33.31%.
		Reducing Energy Consumption and Carbon Emissions	Continuing to implement energy-saving and consumption-reduction upgrades, the Group's total energy consumption, which was equivalent to 37,869.87 metric tons of standard coal, decreased by 10.88% compared to the previous year; total greenhouse gas emissions (Scope 1 and Scope 2) amounted to approximately 153,575.67 metric tons of carbon dioxide equivalent, representing a year-on-year reduction of approximately 11.82%.
		Improving Water Resource Utilization	We continued to increase investment in and promote water-saving technologies, equipment, and projects utilizing non-conventional water sources. Total water withdrawal for the year was 1,694,724.25 metric tons, a decrease of 7.07% year-over-year.
		Increasing Investment in Pollutant Control	The Group ensures the compliant disposal and discharge of all types of emissions generated during the production process.
		Establishing a Green and Environmentally	Green and Eco-friendly Commitment concepts are integrated into the entire product lifecycle, including green design, raw material selection, clean production, Eco-friendly Commitment products, streamlined

Category	UN Sustainable Development Goals	OPPEIN Sustainability Goals	Progress Toward 2025 Goals
		Friendly Production System	packaging, and low-carbon delivery; as of the end of the reporting period, the Group had accumulated 1 national-level green factory certification and 2 provincial-level green factory certifications.
		Ecosystem and Biodiversity Conservation	We actively participate in various ecological and environmental protection activities, remain vigilant regarding ecosystems and endangered species in the regions where we operate, and are committed to minimizing the negative impacts on biodiversity caused by emissions and resource use during our operations.
Supply Chain	   	Strictly Regulating Procurement Processes	We strictly ensure the environmental sustainability, safety, and integrity of the procurement process. Throughout the year, the legal traceability rate for timber and wood panel raw materials reached 100%, and the certification pass rate for raw materials subject to strict certification standards was 100%. The number of suppliers certified under ISO 9001 or equivalent quality management systems was 741, and the number of suppliers certified under the ISO 45001 Occupational Health and Safety Management System was 484.
		Supplier ESG Management	The number of suppliers that have signed and agreed to comply with the company's "Supply Chain Code of Conduct" is 2,089; 613 suppliers hold sustainability certifications, and 30 suppliers have completed environmental and social reviews (ESG reviews); 18 supplier ESG training sessions were conducted.
		Supply Chain Digital Management	All production bases and procurement organizations under the Group have been integrated into unified SRM management; leveraging the reform of the large-scale supply chain system, we are advancing the development of supply chain digitalization.
		End-to-End Supplier Management	Suppliers are subject to dynamic management across dimensions including supplier onboarding, due diligence, tiered management, performance evaluation, suspension, and termination.
		Supplier Conflict Minerals Management	We have established a comprehensive conflict minerals traceability management system to ensure that the mineral raw materials used in every batch of supplied products can be traced back to legally mined sources.
		Empowering Supplier Development	We regularly conduct training and exchange sessions for internal and external supply chain personnel, holding 85 supplier training sessions throughout the year and training 132 suppliers.
Products and Services	 	Advancing Quality Management Upgrades	We continuously refine our quality management systems and strengthen our quality culture. Both the Group and its subsidiary, Aowei Decorative Materials Co., Ltd., have obtained dual certification for the ISO 9001 and IQNET quality management systems.
		Ensuring Product Safety and Health	Guided by ergonomic design principles, we continuously research safer materials and production processes, strengthen the monitoring and management of hazardous chemicals, and ensure the safety of both design and manufacturing processes as well as chemical safety.
		Increasing Investment in R&D and Innovation	The Group's R&D investment reached RMB 909 million, accounting for 5.27% of operating revenue; cumulative R&D investment over the past five years totaled RMB 5.089 billion, placing us at the forefront of the industry; we launched 84 new R&D projects and brought 17 new product lines to market.
		Enhancing Product Accessibility	We are comprehensively improving product accessibility across brand awareness and trust, product diversity, affordability, service accessibility, supply chain and delivery, after-sales service, and industry support, committed to providing satisfactory products and services to a wider range of customers with diverse needs.
		Continuously Improving the Customer Service System	We actively reformed our after-sales service system and established a rapid response mechanism for consumer feedback. The Group's consumer evaluation trends have shown positive growth, with basic service satisfaction reaching 8.59 points and product quality reputation reaching 8.79 points.
		Strengthening Information Security and Privacy Protection	We continued to increase investment in information technology, with a total of RMB 1.9402 million allocated to the development of our information security system. No apps related to our business were publicly cited or removed by national regulatory authorities, and no data breaches occurred.
Employees and Society		Ensuring Fair and Equitable Employment Practices	The labor contract signing rate reached 100% for the entire year, with no incidents of human rights violations or discrimination identified; the company was awarded the honorary title of "2025 Guangdong Outstanding Employer of the Year."

Category	UN Sustainable Development Goals	OPPEIN Sustainability Goals	Progress Toward 2025 Goals
		Enhancing Employee Compensation and Benefits	The annual performance management system coverage rate reached 100%, and social insurance coverage was 100%; approximately RMB 86 million was invested in employee welfare programs, with an average of 5.62 days of paid annual leave per employee.
		Prioritizing Employee Development and Training	Total employee training hours for the year reached 575,301, including 481,038 hours of in-person training and 94,263 hours of online training, with an average of 32.18 training hours per employee; RMB 5.508 million was invested in vocational training.
		Ensuring Employee Occupational Health and Safety	A total of 246,449 hours of EHS training were conducted throughout the year, reaching 121,220 participants, with an EHS training coverage rate of 100%; no work-related safety incidents occurred, and the injury rate per million working hours decreased by 37.83% year-over-year; there were no work-related fatalities; and there were zero new cases of occupational diseases.
		Facilitating Employee Communication and Suggestion Channels	Employee satisfaction stood at 80.11%, and employee engagement at 80.41%; 1,414 employee suggestions were received throughout the year, with a total of 1,411 suggestions (including those carried over from 2024) processed; 848 suggestions (Category A) were adopted and yielded results; the response rate and closure rate for requests on the online platform both reached 100%.
			Increasing Investment in Community Development and Philanthropy
			

1.3.4. Stakeholder Engagement

The Group deeply recognizes that proactive and effective stakeholder engagement is key to identifying sustainability impacts, risks, and opportunities, as well as driving continuous improvement within the company. The Group is committed to establishing a systematic, institutionalized, and routine stakeholder engagement mechanism. Through diverse channels and methods, the Group actively listen to, identify, and address the core concerns of all stakeholders, integrating the outcomes of these engagements into the company's strategic decision-making and daily operations to achieve the creation of shared value.

1.3.4.1. Systematic Communication Mechanisms and Processes

The Group has built a stakeholder communication system covering identification, communication, response and feedback. It clarifies stakeholder categories and core concerns, while standardizing regular two-way communication mechanisms. Stakeholder communication has been embedded in core management systems, including the Investor Relations Management System, Environmental Management Manual and Quality Manual. These frameworks define communication content, channels and approaches for shareholders and investors, and specify information exchange procedures with

government bodies and local communities. Through regular disclosures, shareholder meetings, supplier and dealer assemblies, staff representative conferences and community outreach, the Group maintains ongoing dialogue with all stakeholders.

1.3.4.2. Diversified Communication Channels

The Group has established differentiated communication channels tailored to the characteristics and needs of different stakeholders, and responds precisely to their core concerns.

Stakeholders	Key Concerns	Communication Channels and Methods
Government and Regulatory Authorities	Corporate Governance Sustainability Governance Risk Management and Compliance Intellectual Property Protection Climate Change Risks and Opportunities Water Use and Management Energy Consumption and Management Carbon Emissions Management Pollutant Control Occupational Health and Safety R&D and Innovation	Regulatory Filings Submission and Mailing of Information or Reports Special meetings Surveys Disclosure
Shareholders and Investors	Corporate Governance Sustainability Governance Risk Management and Compliance Business Ethics Climate Change Risks and Opportunities Carbon Emissions Management Product Safety and Quality R&D and Innovation Occupational Health and Safety	Disclosure Annual General Meeting Earnings Briefings Investor Engagement Activities SSE e-Interaction Platform Official Website and Investor Relations Hotline or Email
Customers	Climate Change Risks and Opportunities Green and Environmentally Friendly Production Product Safety and Quality Protection of Customer Rights Information Security and Privacy Protection Responsible Marketing Raw Material Use and Management	Official Website, Official Weibo, and Customer Service Hotline Social Media Engagement Customer Complaints and Follow-ups Satisfaction Surveys

Stakeholders	Key Concerns	Communication Channels and Methods
Employees	Training and Career Development Occupational Health and Safety Compliance and Equal Opportunity Compensation, Benefits, and Performance Employee Communication and Grievances	Employee Representative Assembly Employee Feedback Service Center Employee Training Employee Activities OPLINK Platform
Suppliers	Supplier Management Corporate Ethics Climate Change Risks and Opportunities Responsible Sourcing Product Safety and Quality Occupational Health and Safety Use and Management of Raw Materials Supplier Conflict Minerals Management Supplier ESG Management	Supplier ESG Assessment and Support Supply Chain Reform Updates SRM Platform Supply Chain Digital Platform Supplier Conference Supplier Visits Supplier Training Open Bidding Survey
Distributors and Other Partners	Product Safety and Quality Information Security and Privacy Climate Change Risks and Opportunities Responsible Marketing Research, Development, and Innovation Compliance, Employment, and Equal Opportunity	Official Website, Official Weibo, and Customer Service Hotline Disclosure Dealer Conference Dealer Visits Dealer Training Dealer Satisfaction Survey
Community and Environment	Community Engagement Occupational Health and Safety Compliance, Employment, and Equal Opportunity Climate Change Risks and Opportunities Water Use and Management Energy Consumption and Management Raw Material Use and Management Carbon Emissions Management Pollution Prevention and Control Waste Treatment Green and Environmentally Friendly Production Ecosystem and Biodiversity Conservation	Official Website, Official Weibo, and Customer Service Hotline Community Initiatives Educational Assistance Donations for Rural Revitalization Disclosure Site Visits

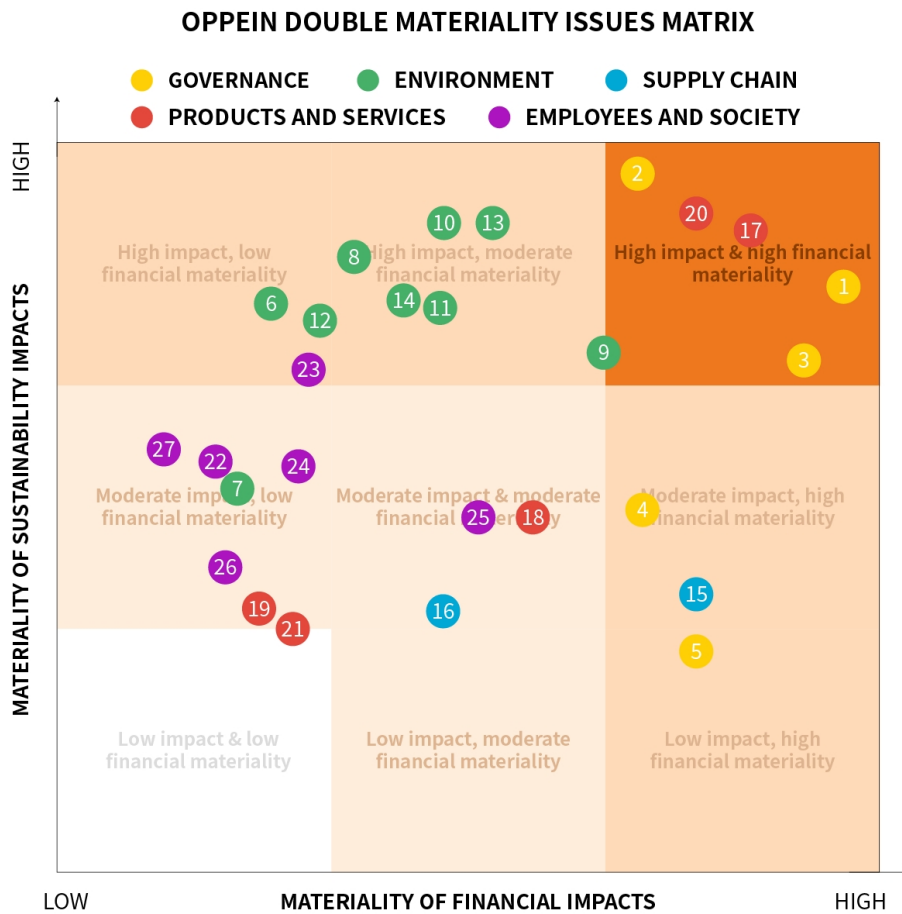
1.3.5. Materiality Assessment

OPPEIN attaches great importance to identifying and assessing sustainability issues, which underpins effective governance, precise strategy formulation, and scientific management. Based on GRI Standards and the Dual Materiality principle in the Shanghai Stock Exchange’s relevant guidelines (Revised

January 2026), it conducts annual systematic identification, assessment, and prioritization of issues using the previous year’s materiality analysis results, to pinpoint issues significantly affecting its long-term value creation, economy, society, and environment as the core of sustainability management and reporting.

<p>Identification</p>	<ul style="list-style-type: none"> ● We conduct in-depth analyses of ESG-related laws, regulations, and development trends, benchmarking against 21 core topics in the Shanghai Stock Exchange’s sustainability report guidelines and GRI standards to ensure compliance and international comparability. ● We comprehensively review our business model, operations, strategy, and financing activities, extending analysis across the entire product lifecycle (procurement, production, logistics, sales, use and disposal) to identify actual and potential impacts. ● We monitor and analyze peer sustainability practices, referencing industry reports and rating methodologies to identify key and emerging industry issues. ● Through multi-dimensional screening, we have initially established an annual ESG sustainability issue database (covering climate change, product safety, supplier management, corporate governance, labor compliance and equal opportunity), laying the foundation for subsequent materiality assessments.
<p>Assessment</p>	<ul style="list-style-type: none"> ● We collected internal and external stakeholder feedback, combined with sustainability experts’ recommendations, identified and analyzed issue importance from the "financial materiality" and "impact materiality" perspectives, then prioritized them. ● Impact Materiality Assessment evaluates the company’s ESG performance impact on each issue, considering scale, scope, irremediable nature, and likelihood.. We collect extensive stakeholder feedback via surveys, roundtables, and interviews as a key assessment basis. ● Financial Materiality Assessment judges whether each issue will have material financial impacts on the Group’s business model, operations, strategy, finances, and financing costs in short-to-long term. We analyze potential financial risks/opportunities by integrating internal financial data, risk management and strategic planning, setting thresholds based on the Group’s financial management materiality levels. ● We integrate the results of the "impact materiality" and "financial materiality" assessments to create a "Double Materiality Matrix."

Disclosure	<ul style="list-style-type: none"> The Group's Board of Directors and its Strategic and Sustainability Committee are responsible for the final review and approval of the assessment process, methodology, and results for annual material issues, ensuring that the assessment is scientific, objective, and aligned with the Group's overall strategy. The "Double Materiality Matrix" confirmed by the Board of Directors serves as the core basis for the Group to formulate annual sustainability strategies, targets, resource allocation plans, and internal assessment mechanisms. At the same time, this matrix directly determines the disclosure framework and key content of the Group 2025 Sustainability Report, ensuring that the report addresses the concerns of core stakeholders and complies with regulatory disclosure requirements.
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No.	Category	OPPEIN 2025 Materiality Issues Matrix
1	Governance	Corporate Governance
2		Sustainability Governance
3		Risk Management and Compliance
4		Business Ethics
5		Responsible Marketing
6	Environment	Addressing Climate Change
7		Water Use and Management
8		Energy Consumption and Management
9		Raw Material Use and Management
10		Carbon Emissions Management
11		Pollutant Control
12		Waste Management
13		Green and Environmentally Friendly Production
14		Circular Economy
15	Supply Chain	Responsible Sourcing
16		Supplier Management
17	Products and Services	Product Safety and Quality
18		R&D and Innovation
19		Intellectual Property Protection
20		Customer Rights Protection
21		Information Security and Privacy Protection
22	Employees and Society	Training and Career Development
23		Occupational Health and Safety
24		Compliance and Equal Opportunity
25		Compensation, Benefits, and Performance
26		Employee Communication and Grievances
27		Social Contribution

2. GOVERNANCE

OPPEIN has established a sound corporate governance system. On the basis of ensuring the independent operation, mutual check and balances as well as effective cooperation of all governance entities, it continuously updates management systems and optimizes the governance structure, and deeply integrates the ESG philosophy into the governance system. By improving the corporate governance system, enhancing risk control and compliance management capabilities, and strengthening effective supervision over business ethics matters, including anti-corruption, anti-unfair competition and responsible marketing, OPPEIN ensures the stable and sound operation of the Group and creates long-term value for stakeholders such as shareholders, customers, and employees.

2.1. Corporate Governance

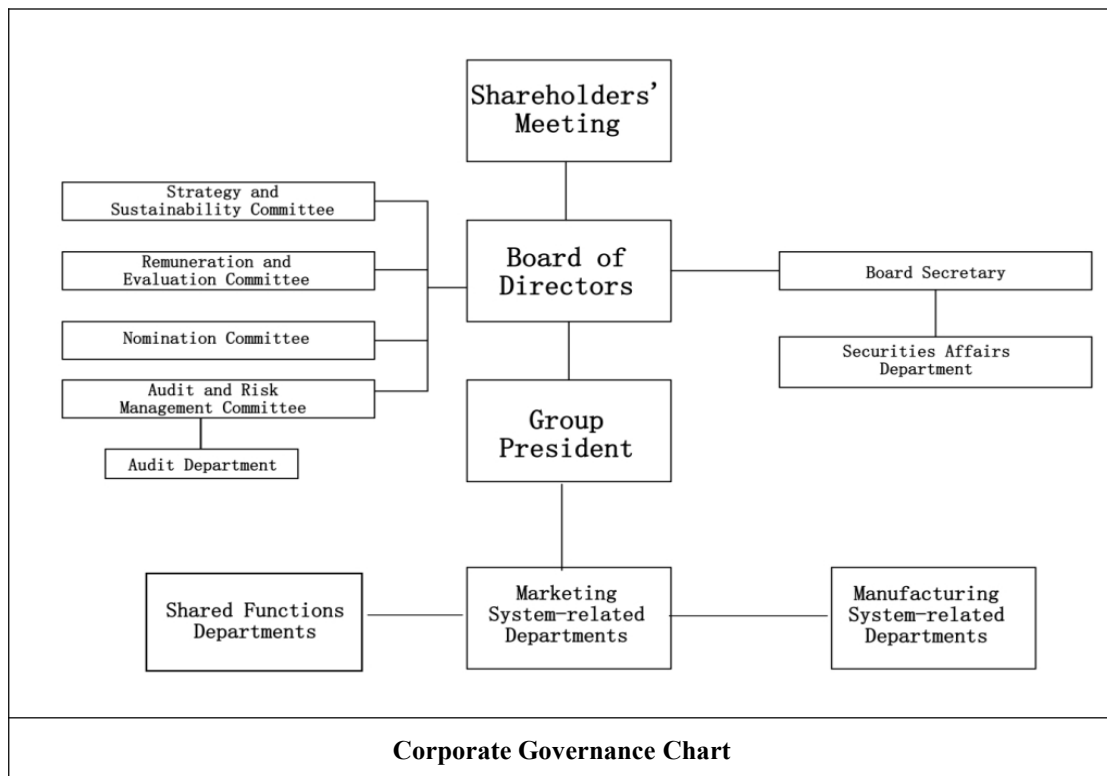
A scientific and sound corporate governance mechanism serves as the foundation and guarantee for the sustainable and healthy development of an enterprise. The Group regards corporate governance as a long-term systematic project. In strict compliance with relevant laws, regulations and regulatory documents, and in light of its actual operation conditions, the Group continuously refines its governance structure and practices. By strengthening the operational efficiency of professional committees, standardizing the senior management compensation system, consolidating the responsibility of information disclosure, and establishing an efficient investor communication mechanism, we comprehensively elevate the overall governance level and build a healthy and sustainable corporate governance ecosystem.

2.1.1. Governance Structure

The Group has established a modern corporate governance structure consisting of the Shareholders' Meeting, the Board of Directors and its special committees, as well as the senior management. In strict accordance 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", the "Listing Rules of the Shanghai Stock Exchange", and the "Self-Regulatory Supervision Guidelines for Listed Companies of the Shanghai Stock Exchange No. 1 — Standardized Operation (Revised in May 2025)", the Group regularly updates its corporate governance institutional system.

In terms of operational mechanisms, the Group holds meetings according to standardized procedures for

the Shareholders' Meeting, the Board of Directors and its special committees, makes scientific management decisions, and strengthens operational supervision. During the reporting period, the Group timely revised corporate governance documents, including the "Articles of Association of OPPEIN Group", the "Rules of Procedure for the Shareholders' Meeting of OPPEIN Group", the "Rules of Procedure for the Board of Directors of OPPEIN Group", the "Working Rules of the Board Strategy and Sustainable Development Committee of OPPEIN Group", and the "Working System for the Secretary to the Board of Directors of OPPEIN Group", so as to continuously enhance the efficiency of corporate governance.



2.1.2. Governance Practices

2.1.2.1. Shareholders' Meeting

The shareholders' meeting is the highest authority of the Company. In accordance with the "Guidelines for the Articles of Association of Listed Companies", the "Rules for Shareholders' Meetings of Listed Companies and the Articles of Association", the Group has dynamically revised the "Rules of Procedure for the Shareholders' Meeting of OPPEIN Group" and the "Detailed Rules for the Implementation of Cumulative Voting System" at the Shareholders' Meeting of OPPEIN Group, strengthening the institutional foundation of corporate governance.

The shareholders' meeting exercises its functions and powers within the scope stipulated by laws, regulations, and corporate governance documents. All procedures, including the convening, proposal submission, notification, holding of meetings, voting procedures, and resolution formulation, are conducted in strict compliance with applicable laws, regulations, and regulatory requirements. Meanwhile, the eligibility of attendees and conveners of the shareholders' meeting is ensured to be legal and valid, the voting procedures are fair and transparent, and the resolutions are authentic, legitimate and effective, thereby effectively safeguarding the legitimate rights and interests of all shareholders.

The shareholders' meeting adopts a combined method of on-site registered voting and online voting, ensuring that all investors can fully exercise their rights and safeguarding shareholders' right to know, right to participate and right to vote. In addition, when the shareholders' meeting deliberates on major matters affecting the interests of minority investors, the voting of minority shareholders shall be counted separately, and the separate voting results shall be publicly disclosed, so as to fully protect their legitimate rights and interests.

During the reporting period, the Group convened 5 shareholders' meeting sessions, including 1 annual meeting and 4 extraordinary meetings, with a total of 19 proposals reviewed.

2.1.2.2. Board of Directors

The Board of Directors is the permanent decision-making body of the Company. In accordance with the requirements of the "Company Law" and the "Articles of Association", the Group has formulated the "Rules of Procedure for the Board of Directors" and the "Working System for Independent Directors", standardizing the conduct of the Board and its members, and ensuring the democratization and scientification of the Group's decision-making. In 2025, the Group completed the re-election of members of the Fifth Board of Directors. The Fifth Board consists of seven directors, including one Chairman, two Vice Chairmen, one employee director, and three independent directors (including one accounting professional). Directors serve a term of three years and may be re-elected upon the expiration of their term, while the consecutive tenure of independent directors shall not exceed six years. The average tenure of Board members stands at 6.22 years.

During the reporting period, the Group held 14 meetings of the Board of Directors and reviewed a total of 58 proposals, with the attendance rate of Board members reaching 100%.

❖ Construction of the Independence of the Board of Directors

In advancing the independence development of the Board of Directors, the Group always adheres to standardized operation, strengthens the check and balance mechanisms, and continuously improves the objectivity and credibility of the Board's decision-making. By setting up special committees and introducing the independent director system, the Group ensures that strategic decisions strike a balance between innovation and risk control. During the reporting period, independent directors accounted for 42.86% of all Board members. The qualifications, number and proportion of independent directors fully comply with the "Administrative Measures for Independent Directors of Listed Companies" and other relevant regulatory provisions, providing a solid institutional guarantee for the scientific decision-making of the Board of Directors.

❖ Construction of the Diversification of the Board of Directors

In the construction of the diversification of the Board of Directors, the Group has achieved a balanced allocation of Board members in multiple dimensions, including age, professional and cultural background. The current Board members have an age range of 45 to 61 years old, with professional backgrounds covering fields such as mechanical manufacturing, aerospace engineering, philosophy, literature, economics, and law; among them, many directors possess cross-industry and diversified management experience. This diversified member structure has effectively improved the inclusiveness and forward-looking perspective of strategic planning. In the future, the Group will continue to optimize the construction and evaluation of the diversification of the Board of Directors, and strengthen the in-depth integration of the Board's global vision and industry insights.

❖ Building the Effectiveness of the Board of Directors

The Group regards the building of the effectiveness of the Board of Directors as a core driver for improving corporate governance standards. In strict compliance with the requirements of the newly revised "Company Law", the Group legally abolished the Supervisory Board in 2025, fully integrating supervisory functions into the Audit and Risk Management Committee of the Board of Directors, and establishing a new single-tier governance model featuring in-depth integration of decision-making and supervision, clear rights and responsibilities, and efficient operation. In terms of capacity improvement, the Group continuously organizes special training for directors and senior management to further deepen awareness of standardized operation. In terms of operational mechanisms, the Group dynamically revises and improves the "Rules of Procedure for the Board of Directors" and the working rules of each special

committee, strengthens professional support, enhances the quality and efficiency of performance of duties, and steadily elevates the standardized operation and scientific decision-making level of the Board of Directors.

2.1.2.3. Senior Management

The senior management of the Group consists of the General Manager, Deputy General Managers, Secretary to the Board and Chief Financial Officer, serving as the core force for the Company's strategy implementation and daily operation. The senior management takes overall charge of the Group's production and business management, is responsible for organizing the implementation of Board resolutions, annual business plans and investment schemes, formulating specific management systems, and exercising other functions and powers conferred by the "Articles of Association" in accordance with the law. During the reporting period, the Group had 4 members in senior management, including 2 female executives, accounting for 50% of the total. This reflects the Group's outstanding gender balance and inclusive governance philosophy in key leadership positions.

2.1.3. Responsibilities of Specialized Committees

The specialized committees under the Group's Board of Directors perform their duties in accordance with the "Articles of Association" and carry out specific work pursuant to their respective working rules, facilitating scientific decision-making and standardized operation of the Board. All members of the specialized committees are directors, with their composition appropriately balanced in terms of diversified skills, experience and perspectives. In the Audit and Risk Management Committee, the Nomination Committee, as well as the Remuneration and Evaluation Committee, independent directors account for two-thirds of the membership and serve as conveners. The convener of the Audit and Risk Management Committee is an accounting professional.

During the reporting period, the Audit and Risk Management Committee held 4 meetings, the Nomination Committee held 2 meetings, the Remuneration and Evaluation Committee held 2 meetings, and the Strategy and Sustainable Development Committee held 1 meeting, with a total of 24 proposals reviewed.

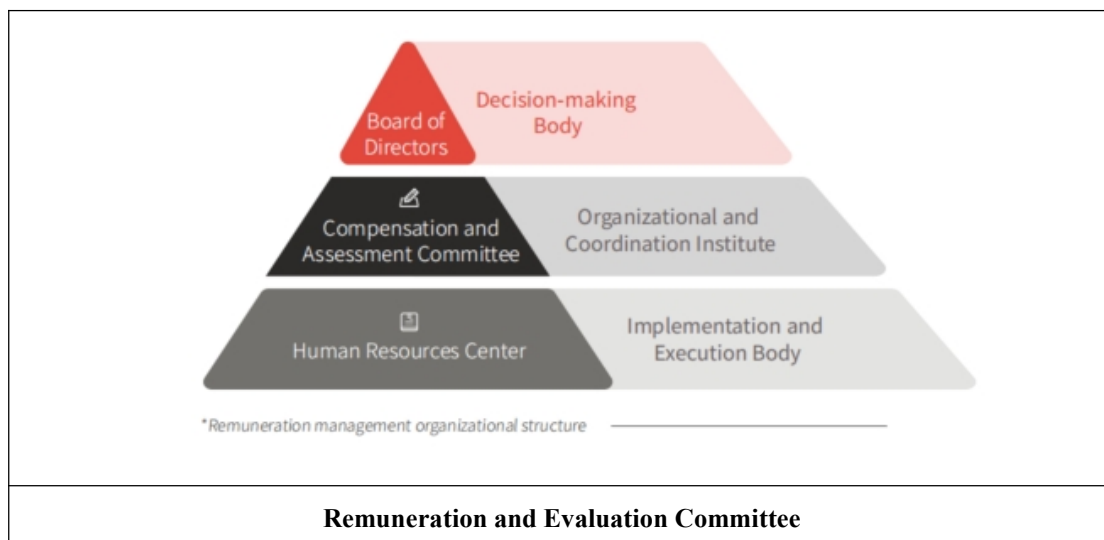
Specialized Committees	Key Responsibilities	Members
Audit and Risk Control Committee	<ul style="list-style-type: none"> ● Responsible for reviewing the Company’s financial information and its disclosure, as well as supervising and evaluating internal and external audit work and internal control. ● Disclosing financial information in financial accounting reports and periodic reports, as well as the internal control evaluation report. ● Employing or dismissing accounting firms undertaking the Company’s audit business and the Chief Financial Officer. 	Chairman: Wang Wei* Members: Li Xinquan*, Zhang Xiuju
Strategy and Sustainability Management Committee	<ul style="list-style-type: none"> ● Conducting research and providing recommendations on the company’s long-term development strategies, major investment decisions, and environmental, social, and corporate governance (ESG) initiatives. ● Analyzing major investment and financing proposals requiring Board approval under the Articles of Association and submitting recommendations. ● To research sustainable development management objectives and material issues, participate in the assessment, screening and management of impacts, risks and opportunities of highly material sustainable development issues, and supervise the target setting of sustainable development-related risks and opportunities. 	Chairman: Yao Liangsong Members: Yao Liangbai, Lu Xiaodong*
Compensation and Assessment Committee	<ul style="list-style-type: none"> ● Formulate assessment criteria for directors and senior management and conduct assessments. ● Formulate and review remuneration policies and plans for directors and senior management, including the remuneration determination mechanism, decision-making process, payment, suspension of payment, and recovery arrangements. ● Formulate or modify equity incentive plans and employee stock ownership plans, and verify the achievement of conditions for incentive recipients to be granted and exercise rights and interests. ● Provide opinions and suggestions on directors' and senior management's participation in the stock ownership plans arranged for the proposed spin-off of affiliated subsidiaries. 	Chairman: Li Xinquan* Members: Wang Wei*, Yao Liangbai
Nomination Committee	<ul style="list-style-type: none"> ● Formulate the selection criteria and procedures for directors and senior management. ● Screen and review the candidates and qualifications of directors and senior management. ● Nominate or appoint/remove directors, and employ or dismiss senior management. 	Chairman: Li Xinquan* Members: Tan Qinxing, Lu Xiaodong*

Note: * is an independent board member of the Group.

2.1.4. Executive Compensation Management

The Group strives to build a trinity governance model of "responsibility-capability-value", and closely links the remuneration of directors and senior management with the Company's operating results and long-term value goals. In accordance with the "Code of Corporate Governance for Listed Companies", the "Articles of Association" and other relevant regulations, the Group has formulated the "OPPEIN Home Group Remuneration Management Regulations" and the "Measures for the Remuneration, Assessment and Administration of Directors (Non-independent Directors) and Senior Management of OPPEIN Home Group" in light of its business philosophy and actual management practices. It has established a remuneration and performance management system aligned with job value, corporate development, and individual performance, and clarified the performance appraisal and evaluation procedures for directors and senior management. The Board has set up a Remuneration and Assessment Committee, which discusses and reviews remuneration-related matters on an annual basis. The remuneration of non-independent directors and senior management, upon deliberation and approval by the Committee, shall be submitted to the Board of Directors or the General Meeting of Shareholders for review and final decision in accordance with respective authority.

During the reporting period, in conjunction with the re-election of the Board and in compliance with the latest regulatory requirements, the Group further standardized the assessment and incentive arrangements for directors and senior management. By continuously optimizing the remuneration and incentive system for directors, supervisors and senior management, the Group implements a linkage mechanism between remuneration, individual performance and the achievement of job responsibilities targets for serving non-independent directors and senior management. In particular, ESG management is designated as a key assessment indicator for directors and senior management in charge of corresponding business areas. This fully stimulates their awareness of innovation and transformation, facilitates the delivery of high-performance targets, improves the Group's comprehensive performance in environmental, social and corporate governance dimensions, and further promotes the Group's sustainable development.



2.1.5. Information Disclosure

The Group attaches great importance to information disclosure, strictly fulfills its information disclosure obligations, and establishes and implements the information disclosure goal of "zero amendments, zero revisions, and zero regulatory inquiries". By continuously improving the investor-centric disclosure mechanism, the Group constantly enhances information transparency and disclosure quality, and actively builds a solid defense line to safeguard the rights and interests of investors. In strict compliance with the requirements of regulations such as the "Measures for the Administration of Information Disclosure by Listed Companies" and the "Shanghai Stock Exchange Listing Rules", the Group has formulated information disclosure-related systems including the "Information Disclosure Affairs Management System" and the "Information Disclosure Suspension and Exemption System", established an information-based information disclosure process, realized comprehensive control and tracking of information disclosure, pursued true, accurate, complete, timely and fair information disclosure, and ensured that there are no false records, misleading statements or material omissions in information disclosure. In addition, the Company completes the registration, submission and management of insiders of inside information at all stages in accordance with regulations. Meanwhile, the Group focuses on investor needs, continuously improves the readability and effectiveness of announcements, and further enhances the Company's information transparency.

The Group continuously enhances the quality of information disclosure with high standards. On the one hand, it coordinates the balance between statutory disclosure and voluntary disclosure, strictly fulfills its statutory obligations of information disclosure while proactively responding to investor concerns,

implements full and fair disclosure in accordance with the principle of "disclosing all that should be disclosed and making transparent all that should be transparent", and creates an open, transparent and predictable capital market image; on the other hand, it continuously improves the professionalism and standardization of information disclosure, in-depth analyzes investors' reading habits and information acquisition preferences, optimizes the content of announcements, and helps investors efficiently obtain the Company's operational dynamics and development strategies through a clearer structure and more popular language.

During the reporting period, the Group carried out high-quality information disclosure work, releasing a total of 181 announcements and online documents, including 4 periodic reports (including the annual report) and 1 ESG report, actively presenting the Company's development dynamics and operating results to the market and conveying the Company's value. The Group once again obtained an A-level rating in the "2024-2025 Information Disclosure Work Evaluation Results for Main Board Listed Companies on the Shanghai Stock Exchange", and the proportion of companies with A-level rating among Shanghai-listed companies was 19%. Since 2018, the Group has won the A-level rating for information disclosure work of the Shanghai Stock Exchange for seven consecutive years, and only 22 companies on the Shanghai Stock Exchange have obtained the A-level rating for seven consecutive years, accounting for less than 1%.

2.1.6. Investor Relations

Investors are the foundation of capital market development. It is the listed company's bounden responsibility to drive high-quality development, enhance investors' sense of gain, and enable them to share the fruits of corporate growth. Upholding the investor-oriented philosophy, the Group deeply integrates the tenet of "respecting, revering and protecting investors" into corporate culture, actively listening to investors' views and responding to their concerns. In terms of institutional development, the Group has formulated and implemented the "Market Value Management System", "Investor Relations Management System", and "News Communication and Crisis Public Relations Management Rules", establishing a standardized investor relations management system to smooth communication channels and strengthen the protection of investors' rights and interests. In terms of value return, the Group diligently fulfills its primary responsibility for high-quality development, and issued the "Three-Year Shareholder Dividend Return Plan (2024-2026)", the "2025 Quality Improvement, Efficiency

Enhancement and Shareholder Return Action Plan", and the "Announcement on the 2025 Interim Dividend Plan". By clarifying future profit distribution arrangements and taking concrete actions, the Group effectively boosts investors' sense of gain and comprehensively elevates its investment value.

2.1.6.1. Investor Communication

The Group values every investor's opinion and actively carries out various online and offline investor communication activities. Through the SSE E-Interactive platform, investor exchange meetings, shareholders' meetings, roadshows and other channels, the Group delivers corporate value to the capital market at multiple levels and via diverse approaches, enhancing investors' understanding and recognition and building a sound market reputation. The Group has also established an investor consultation and feedback mechanism. For market-focused hot topics, it takes the initiative to engage with investors, collects their suggestions, and regularly reports to senior management via monthly reports, realizing efficient internal and external information communication.

During the reporting period, the Group held 3 performance briefings. The Chairman, independent directors, Chief Financial Officer and Secretary to the Board interacted with investors through live streaming and text communication. The cumulative online views of the live broadcasts exceeded 133,000. A total of 27 investor questions were answered on the SSE E-Interactive platform, achieving a "100% response rate".

Investor Communication Channels

SSE E-Interactive Platform: <https://sns.sseinfo.com/>

Investor Hotline: 020-36733399

Investor Relations Email: OPPEINir@OPPEIN.com

Case: Holding the 2025 Half-Year Performance Briefing

In September 2025, the Group held the "2025 Half-Year Performance Briefing". Yao Liangsong, Chairman and President of the Group, Lu Xiaodong, Independent Director, Wang Huan, Chief Financial Officer, and Ou Yingying, Secretary to the Board of Directors, attended the meeting. Within the scope of information disclosure compliance, they communicated and answered questions of general concern to investors, helping them gain a more in-depth and comprehensive understanding of the Company's operating conditions.



2.1.6.2. Enhance Shareholder Returns

Since its listing, the Group has firmly established a commitment to shareholder returns, closely monitored the capital market's evaluation of the company's value, and continuously improved the level of cash dividends in combination with fund usage arrangements and operational development needs. In accordance with the relevant provisions such as the "Notice on Further Implementing Matters Concerning Cash Dividends of Listed Companies" and "Regulatory Guidelines for Listed Companies No. 3 – Cash Dividends of Listed Companies", the Group has formulated a prudent and proactive cash dividend policy.

As the first listed company in the industry to launch the "Quality Improvement and Efficiency Enhancement Action Report, the Three-Year (2024-2026) Dividend Plan" (fixed amount) and formulate the "Market Value Management System", the Group has strived to stabilize investors' return expectations during market fluctuations through share repurchases, dividend plans and other measures. The Group reviewed and adopted the "Three-Year (2024-2026) Shareholder Dividend Return Plan", which clearly

states that from 2024 to 2026, the total annual cash dividend to be distributed shall not be less than RMB 1.5 billion (inclusive of tax) in principle. With the disclosure and implementation of the "Three-Year (2024-2026) Shareholder Dividend Return Plan", the continuity and predictability of the company's cash dividend policy have been institutionally strengthened, significantly enhancing investors' confidence and predictability in the company's future investment returns.

During the reporting period, the Group successfully completed the implementation of the 2024 equity distribution and steadily implemented the 2025 interim dividend plan, continuously optimizing the shareholder return system.

Cash Dividend Performance of the Group in the Past Three Years			
KPI	2025	2024	2023
Cash Dividend per Share (RMB) (Tax Included)	2.477	2.48	2.76
Total Cash Dividends (RMB 100 Million)	15.00	15.02	16.70
Ratio of Total Cash Dividends to Net Profit Attributable to Parent Company Shareholders in the Current Period (%)	75.14%	57.80%	55.00%

2.2. Risk and Compliance Control

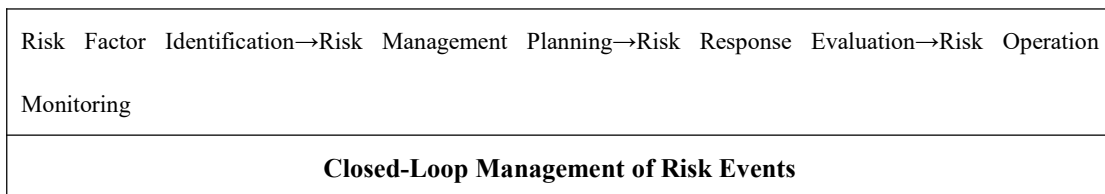
Faced with a severe and complex market environment, the Group adheres to a bottom-line mindset and comprehensively upgrades its risk control system to consolidate the internal control line of defense. It has formulated systematic risk management strategies and strengthened the function of internal audit supervision, enabling accurate identification and dynamic control of risks throughout the entire operational process. Meanwhile, the Group incorporates environmental, social and governance (ESG) risks into its core governance scope. Through proactive response mechanisms, the Group safeguards its sustained, steady and high-quality development.

2.2.1. Risk Management

The Group and its subsidiaries strictly abide by existing internal policies and supporting risk management procedures, including the "Risk and Opportunity Management System", "Risk and Opportunity Identification and Evaluation Management Procedures", and "Internal Control Management System".

Focusing on the development of the risk and compliance control system, the Group timely updates its risk and compliance control framework map.

Guided by risk prevention and targeting management efficiency improvement through process optimization, the Group integrates risk management into actual business workflows and clarifies the responsible departments for risk and opportunity management. The Board of Directors has established an Audit and Risk Management Committee, which oversees and evaluates the Company’s internal control. It is tasked with promptly identifying major internal control deficiencies and issuing early warnings against potential material risks. The Internal Audit Department and Supervision Department have set up an internal control self-assessment working group to conduct internal inspections and supervision, drive problem identification and rectification, and continuously enhance the Group’s overall business coordination capability and risk resilience. All departments formulate methods for identifying and responding to risks and opportunities, confirm inherent risks within their respective functions, and record evaluation results in the "Risk and Opportunity Identification, Analysis and Evaluation Form", so as to fully identify and address risks and opportunities arising from production and management activities. The Group sets strategic objectives in accordance with its risk appetite, and adopts a standardized risk control process of risk factor identification — risk management planning — risk response evaluation — risk operation monitoring, committing to closed-loop management of risk incidents. Going forward, the Group will further improve its risk assessment and early warning mechanism, comprehensively strengthen pre-event risk prevention and compliance oversight, and establish an abnormal risk disposal system. With comprehensive, systematic and in-depth strategies, the Group will ensure steady business development in a legal and compliant manner, and provide solid legal safeguards for its sustainable and prosperous growth.



2.2.2. Internal Control

The Group strictly complies with guiding norms such as the "Basic Norms for Enterprise Internal Control", strengthens the supervision and audit mechanism, enhances the ability to control the performance of business and personnel, and further improves the level of internal control management.

On this basis, the Group has comprehensively upgraded its contract management system, vigorously promoted the application of electronic seals, realized the electronic signing function for high-frequency contract scenarios, and solidified the seal usage process through technical means, building a compliant signing line of defense for the Group in the digital era. In promoting the integration of internal control self-evaluation and ESG, combined with the Group's business characteristics and internal control construction, the Group divides the internal control self-evaluation business into 24 modules. Among them, the high-risk areas related to ESG mainly include 8 major modules: group governance, contract management, sales and collection management, procurement and payment management, quality management, research and development management, human resource management, and work safety and environmental protection management, all of which have corresponding internal control management measures or norms established.

ESG-related internal control modules	Key risk factors	Management and control measures
Group Governance	Corporate Governance Risks	To improve the company's institutional system, standardize production and operations, refine the corporate governance structure, conduct management decisions and operational supervision in accordance with regulations, and continuously enhance the company's governance level.
Contract Management	Business Ethics Risks	To build a work environment that upholds integrity, fights corruption, and embodies an "Integrity Culture", the Group incorporates integrity cooperation commitments into procurement contracts, conducts regular internal audits of business ethics, and strengthens visits to suppliers and distributors.
Sales and Collection Management	Dealer Management Risks	Strengthen the prevention of operational risks and daily management of distributors, timely judge the operational status of distributors, conduct regular assessments of them, and promptly handle their irregular behaviors.
Procurement and Payment Management	Supplier Management Risks	Build a supply chain system matching the general home business model, strengthen the access review and performance evaluation of suppliers, and continuously practice responsible procurement.

ESG-related internal control modules	Key risk factors	Management and control measures
Quality Management	Product Quality Risks	Establish an integrated quality assurance system, carry out a series of quality reform projects, optimize the quality management process, and improve the quality management level throughout the entire product life cycle, including product R&D, production, logistics, and sales.
Research and Development Management	Research and Development Risks	Improve the research and development incentive mechanism, actively invest R&D funds in the development of new technologies and new products, introduce and cultivate R&D talents, and enhance independent R&D capabilities and employees' innovation capabilities.
	Intellectual Property Protection Risks	Establish an intellectual property management system to conduct unified management of ownership, confidentiality, data and infringement issues. Timely register intellectual property rights such as patents and trademarks to prevent the loss of the Group's intangible assets.
Human Resource Management	Labor Relations Risks	Improve labor systems covering employment, remuneration and performance appraisal, fully safeguard employees' legitimate rights and interests, conduct regular surveys on employee engagement and satisfaction, and maintain sound communication with employees through multiple channels.
Work Safety and Environmental Protection Management	Occupational Health and Safety Risks	Actively carry out various emergency drills, regularly arrange occupational physical examinations for employees, eliminate occupational hazard factors in the workplace, and minimize the occurrence of work-related injuries.
	Climate Change Risks	Continuously adjust the energy structure and optimize resource utilization. By promoting energy conservation and consumption reduction across the Group and adopting renewable energy, the Group enhances its resilience to climate change.

Note: For the governance of climate change risks, please refer to the section on Climate Change Response in this report.

2.2.3. Capability Building

The Group continuously strengthens the development of risk and compliance capabilities and enhances the operation and maintenance management of the risk and compliance platform. Meanwhile, it improves the organization and talent management for risk and compliance, conducts targeted enabling courses on risk and compliance, strengthens employees' awareness of risk prevention and compliance, and fully consolidates the foundation for the Group's steady development.

The Group regularly delivers contract and legal training targeting high-risk business scenarios and regulatory updates. Content spans electronic signing operations, legal interpretation, case studies, e-commerce compliance, lease contracts and official correspondence. It keeps employees updated on the latest rules, strengthens legal awareness and underpins stable corporate operation. During the reporting period, 13 legal training sessions were held, totaling 50 hours with 230 participants. Directors, supervisors and senior managers also attended specialized training hosted by stock exchanges, listed company associations and the Company, covering periodic reporting, investment and M&A, and the new Company Law, to elevate overall compliance governance capabilities.

Case: Conducting E-commerce Product Compliance Training

In January 2025, the Group's Legal Department held targeted training on e-commerce product compliance risks. Participants included staff from home products, electrical e-commerce, accessories development and electrical planning departments. The training covered key compliance requirements on certification, labeling norms and entrusted cooperation risks, and clarified authority and liability boundaries for producers, manufacturers and entrusting parties. It helps prevent legal disputes arising from non-standard labeling and improper promotion, strengthens compliance awareness across business teams, and supports sound, regulated development of the Group's e-commerce business.



2.3. Business Ethics

The Group attaches great importance to the construction of business ethics and has always adhered to the management philosophy of "Fairness, Transparency, Cooperation and Freedom". At the institutional level, it has established and improved an anti-corruption system and supervision mechanism, continuously improved internal guidelines and codes of conduct, and strengthened the whistle-blower protection mechanism to lay a solid foundation for compliance. At the operational level, it has deeply integrated fair competition and responsible marketing into the management system, resolutely eliminated false publicity, and resisted all improper behaviors that restrict market competition. The Group is committed to promoting the "Integrity-based Business" culture, building a normalized work order of "upholding integrity, fighting corruption and taking the right path", and striving to create a fair and healthy business environment to escort the high-quality development of the Group.

2.3.1. Anti-Corruption

The Group upholds the core philosophy of honest operation and integrity in employment, and has formulated a series of anti-corruption management systems including the "OPPEIN Home Group Integrity Management Regulations", "OPPEIN Home Group Reward and Punishment Management Regulations", and "OPPEIN Home Group Gift Surrender Management Norms", clarifying the requirements, responsibility division and punishment standards for anti-corruption work. All on-the-job employees are required to sign the "OPPEIN Home Group Cadre and Employee Integrity Confirmation Letter" with the Group, strengthening employees' awareness of integrity in employment and building a solid integrity defense line through the combination of self-discipline and external supervision. The Group adopts a "zero-tolerance" attitude towards all forms of corruption, strictly adheres to the rigid punishment principle of "Four Regardles" (regardless of position, rank, contribution or relationship), severely cracks down on various corrupt behaviors, and strives to build a comprehensive anti-corruption system of "self-discipline and supervision of others, joint prevention and co-governance" to safeguard the bottom line of the Group's compliant operation.

During the reporting period, the signing rate of the "Integrity Confirmation Letter" among all employees of the Group reached 100%, effectively implementing the requirements of integrity in employment; at the same time, relying on the solid results of anti-corruption work, it won the 2025 OPPEIN Group Special Contribution Third Prize, the 2025 Anti-Fraud Alliance Integrity Style Creative Award, and the

2025 Anti-Fraud Alliance Integrity Newcomer Award, demonstrating the Group's firm determination to practice honest operation.



2.3.1.1. Joint Prevention and Co-governance Anti-corruption System

- All OPPEIN employees and pan-OPPEIN business partners have the obligation to report violations, disciplinary breaches, fraud, corruption, and illegal acts related to OPPEIN's business that they are aware of, so as to jointly maintain the "fair and honest" management order and competitive environment inside and outside the Group.

<ul style="list-style-type: none"> ● Complainants and informants shall file complaints and reports in accordance with the principle of seeking truth from facts and being responsible, and shall be liable for the authenticity of the reported incidents. They shall actively cooperate with the relevant work of the acceptance and investigation departments, and provide as detailed and complete information and evidence as possible to ensure the smooth progress of the investigation.
<ul style="list-style-type: none"> ● Real-name complaints and reports are encouraged, and the content of complaints and reports must be objective and true. It is strictly prohibited to falsely accuse others or intentionally disrupt the normal development of work and business in the name of complaints and reports. For real-name informants, valid contact information shall be provided; for anonymous informants who have demands for reward, they shall provide information that can identify their identity and valid contact information.
<ul style="list-style-type: none"> ● We encourage complaints and reports to be submitted under real names. The content of such complaints and reports must be objective and truthful; false accusations against others are strictly prohibited, as is the intentional disruption of normal work and business operations under the pretext of filing a complaint or report. Real-name reports must include valid contact information; anonymous reporters who request a reward must provide information that can verify their identity and valid contact information.

2.3.1.2. Anti-Corruption Measures

Collaborative Mechanisms with Law Enforcement	OPPEIN has established joint prevention mechanisms with the Baiyun District Public Security Bureau and Baiyun District People's Procuratorate.
Internal Cross-Departmental Supervision	The Audit Department and Supervision Department operate independently from all business units, subsidiaries, and marketing systems, and work closely to monitor corporate misconduct, implement preventive measures.
Regular Reporting	The Supervision Department receives whistleblowing reports, conducts thorough investigations into corruption cases, and regularly discloses findings.
Transparent OPPEIN Platform	The company ensures accessible reporting channels for all employees, suppliers, and dealers while continuously expanding internal and external oversight mechanisms.
Employee Integrity Pledges	All employees are required to sign the Integrity and Self-Discipline Commitment Letter as an appendix to their employment contracts.
Anti-Corruption Training	"Integrity Culture" awareness campaigns are conducted across production bases, business units, and functional departments to promote ethical corporate culture.

 <p>The poster features the OPPEIN logo at the top left, the slogan '廉洁中国·影响世界' (Integrity China · Influence the World) at the top right, and the date '2025/12/9'. The main title is '国际反腐败日' (International Anti-Corruption Day) with the sub-slogan '让廉洁成为习惯' (Let integrity become a habit). The visual includes a globe, a blue folder, and handcuffs. At the bottom, it lists reporting methods: '电话: 020-36733955', '邮箱: opic@oppein.com', and '公众号: 廉洁OPPEIN'. A QR code is also present.</p>	 <p>The poster has a traditional Chinese aesthetic with a red building and a yellow moon. The title is '双节廉洁同行' (Double Festival Integrity同行). Below the title, it says '廉洁欧派' (Integrity OPPEIN). The main text reads: '欧派员工、供应商、经销商等在日常工作或正常商业往来中发现存在侵害公司利益、贪腐舞弊等违法违规行，欢迎向欧派监察部进行举报。' (Employees, suppliers, and distributors, etc., if they find violations of company interests, corruption, etc. in daily work or normal business transactions, please report to the OPPEIN Supervision Department). It provides contact info: '监察部投诉专线: 020-36733955' and '监察部投诉受理微信: 13538731145'. A QR code and the OPPEIN logo are at the bottom.</p>
<p align="center">International Anti-Corruption Day Promotion</p>	<p align="center">National Day and Mid-Autumn Festival Anti-Corruption Promotion</p>

2.3.1.3. Anti-Corruption Among Partners

We vigorously promote the Group's "Integrity Culture" in the pan-OPPEIN field and continuously strengthen the business ethics supervision of partners. In accordance with the OPPEIN Home Group Supply Chain Management System, we have improved the integrity evaluation and management system for upstream and downstream suppliers and distributors, and improved the a reward and protection mechanism for complaint and reporting. At the same time, we have increased the frequency of visits to suppliers, distributors and other business partners, continuously publicized the Group's anti-corruption policies and procedures, and in-depth explored and collected clues about violations and disciplinary actions such as corruption involving key employees of the Group and business partners, and comprehensively and timely investigated and punished personnel involved in corruption.

During the reporting period, the Group's anti-corruption inspections covered 18 cities in 7 provinces, with a total of 160 inspections carried out; among them, 72 inspections were conducted on suppliers and 88 inspections on distributors, comprehensively strengthening the integrity and compliance management of business partners.

Case: Uniting Forces to Combat Corruption and Build a Clean Business Environment

In October 2025, the Group participated in the 5th Supervision, Audit and Anti-Corruption Forum co-hosted by Southwest University of Political Science and Law and the Anti-Corruption Alliance. A total of 170 experts and practitioners from universities, enterprises, and legal and audit supervision fields gathered together. At the forum, the Director of the Group's Audit Department delivered a speech, sharing the latest industry trends and compliance management trends, clarifying the strategic positioning and development trends of anti-corruption work, and also providing practical and operable risk prevention and control solutions for enterprises through actual cases.



2.3.2. Anti-Unfair Competition and Anti-Monopoly

Our Group actively creates a fair and impartial operating environment, strictly abiding by relevant laws and regulations such as the "Anti-Unfair Competition Law of the People's Republic of China", the "Anti-Monopoly Law of the People's Republic of China", the "Anti-Money Laundering Law of the People's Republic of China", and the "Several Provisions on Prohibiting Acts of Infringing Trade Secrets". We have formulated the "OPPEIN Home Group Trade Secret Management Regulations" to prohibit employees from obtaining trade secrets through improper means that violate the principle of good faith or business ethics. We have also formulated the "OPPEIN Home Group Dealer Cross-Scope Operation Management Regulations" to clarify the handling standards and penalties for dealers' cross-region, cross-category, cross-channel operations, malicious interference, vicious competition, malicious slander and other behaviors. In addition, we have formulated the "OPPEIN Home Group Brand Infringement and Counterfeiting Handling Management Specifications" to crack down on various unfair competition behaviors such as counterfeiting and imitating our Group's products; and formulated the "Ten

Prohibitions for Personnel of the Supply Chain Management Center of OPPEIN Home Group in "Interactions with Suppliers" to strictly prohibit improper interest transfer between OPPEIN personnel and suppliers or dealers. The Group focuses on creating a reassuring consumption environment, protecting the legitimate rights and interests of consumers and partners, and maintaining the fair competition order of the market.

In terms of anti-monopoly and fair competition risk control, the Group first identifies compliance risk points accurately by sorting out and optimizing local systems and combining with business practices. Then, it conducts internal due diligence on various business lines to standardize the use of documents and avoid potential monopoly risks. At the same time, the Group smooths the complaint channel, encourages employees and related parties to report unfair treatment, irregular disposal and illegal acts, and jointly maintains a "fair and open" competitive order. In addition, through centralized cleaning of online infringement and standardization of offline store operations, the Group has effectively defended its brand image and market order.

During the reporting period, our Group had no legal lawsuits related to anti-unfair competition and anti-monopoly.

2.3.3. Tax Transparency

We firmly oppose any form of tax corruption, always fulfill our tax obligations with an attitude of integrity, transparency and cooperation, and are committed to creating maximum economic contribution for the locations where we operate, continuously supporting the high-quality development of local economies. We strictly comply with the tax-related laws and regulations of each operation location, formulate the "OPPEIN Home Group Tax Management System", establish a sound tax management system, and adopt effective tax risk assessment and assessment mechanisms to early warn, control and respond to tax risks in advance. At the same time, we standardize the accounting, declaration, evaluation and other behaviors of tax-related businesses, requiring each legal person company to timely declare all tax returns to the local competent tax authority and pay taxes in accordance with regulations. In addition, we consolidate the foundation of tax management by spot-checking the tax risk assessment reports of each legal person unit and carrying out daily training, actively avoid and prevent tax risks, and improve the level of tax management.

During the reporting period, our Group complied with the requirements of national tax, accounting and other laws and regulations, obtained the tax payment compliance certificate issued by the competent tax authority, and the total tax payment was 1.678 billion RMB.

2.3.4. Reporting and Complaint Management

We welcome reports from internal staff, suppliers, distributors and partners regarding misconduct, irregularities, fraud and corruption. Formulated under the OPPEIN Home Group Complaint and Reporting Management Regulations, a standardized reporting mechanism covers the entire industrial ecosystem. The Supervision Department, Marketing Supervision, Customer Service and Supply Chain Inspection teams jointly oversee complaint handling, protecting whistleblower rights and corporate interests. During the period, the Group received 126 report clues, all fully verified and closed, achieving a 100% disposal rate.

Complaint and reporting channels
<ul style="list-style-type: none"> ① Chairman's Whistle-blowing Email: opceo@OPPEIN.com ② Supervision Department Whistle-blowing Email: opjcb@OPPEIN.com ③ Supervision Department Whistle-blowing Hotline: 020-36733955 ④ Supervision Department WeChat Reporting Channel: 13538731145 ⑤ WeChat Complaints and Reporting Platform: "Integrity OPPEIN" official account ⑥ Address for receiving visits and letters: Supervision Department of OPPEIN Group (Room 506, 5th Floor), No. 366, Guanghua Third Road, Baiyun District, Guangzhou City, and Supervision Department of Qingyuan Base, Building G, 3rd Floor, Area A.


2.3.4.1. Handling of Complaints and Reports

The Group requires the receiving department to promptly dispose of the received complaint and report information. For the filed complaint and report items, special personnel are immediately assigned to conduct investigation and handling. In daily supervision work, we adhere to the principle of professional orientation and establish a communication mechanism based on professional division of labor. For violations and disciplinary violations within the scope of responsibilities of professional supervision departments and full-time supervision personnel, which also fall within the scope of the Group's public supervision department, we handle them in accordance with the principle of "whoever discovers, handles". For the complained objects verified to have acts such as fraud, corruption and unfair competition, we strictly implement the principle of "four irregardless" (regardless of position, seniority, contribution and relationship), handle them in accordance with system specifications, and feed back the investigation results to the reporters.

Principles for Handling Complaints and Reports
① Confidentiality Principle
② Recusal Principle
③ Integrity and Self-Discipline Principle
④ Principle of Investigating Every Complaint and Punishing Every Violation
⑤ Protection and Reward Principle

2.3.4.2. Measures for the Protection of Whistle-blowers

We continuously improve the confidentiality mechanism for complaints and reports, resolutely protect the legitimate rights and interests of whistle-blowers, clarify the confidentiality obligations of acceptance personnel, investigation personnel and relevant insiders, and prohibit disclosing reporting information to respondents, their affiliated units and interested parties. After receiving complaint and report information, regulatory authorities at all levels shall strictly file cases for handling according to business categories or transfer them to the corresponding business departments for handling, and carry out work in accordance with professional ethics and the Group's confidentiality system.

We strictly prohibit retaliation against whistle-blowers. If any violation occurs, the Supervision Department, together with the departments responsible for handling complaints and reports, will jointly conduct a special investigation into retaliation in accordance with the "Integrity Management Regulations" and the "Reward and Punishment Management Regulations". Once verified, we will

propose to the Group to impose severe penalties on the relevant personnel who carried out the retaliation. If the retaliatory behavior involves illegal or criminal acts, it will be transferred to the judicial authorities for handling; if the complainant or whistleblower suffers any form of or degree of retaliation, they should feedback to the Supervision Department and the case acceptance department in a timely manner.

Complaint and Reporting Guarantee Mechanism
① Guarantee for complaints and reports from OPPEIN employees: position adjustment and preferential welfare policies.
② Guarantee for complaints and reports from suppliers: immunity, cooperation guarantee and cooperation upgrade guarantee.
③ Guarantee for complaints and reports from dealers: immunity, agency right guarantee, dealer economic and interest guarantee, resource support and opportunity support.

2.3.5. Business Ethics Training

"Integrity Culture" is an important part of OPPEIN's corporate culture. Taking the "OPPEIN Home Group Integrity Management Regulations" as the code of conduct, the Group has established and improved a sound system and supervision mechanism, investigated and penalized irregularities and disciplinary violations, promoted and publicized the concept of integrity-based business, created a culture that promotes integrity, built a work order of upholding integrity, combating corruption and following the right path, and consolidated the ideological defense line for cadres and employees to resist corruption and degeneration.

The Group has carried out multiple integrity culture promotion activities in various production bases, business divisions and functional departments. Personnel in key positions at all levels shall participate in at least two centralized and recorded "integrity culture" training sessions every year, and the relevant training records shall be included in the employees' annual training assessment. By building a commercial ethics training system combining multiple forms such as "on-site training + online courses + company internal journals + official account tweets", the Group has incorporated content such as anti-corruption, fair competition and responsible marketing into training documents, guiding all employees to establish the professional awareness of working with integrity and starting a business with integrity, and preventing serious violations and disciplinary violations. During the reporting period, the Group

carried out a total of 67 Integrity Culture training sessions, covering 17,369 person-times, with a training coverage rate of 100%.

Training Objects	Training Focus
Newly Recruited Employees	Take "Integrity Culture" education as an important part of induction training. The Group and the audit & supervision departments of each base shall promptly provide relevant training and promotion to new employees.
Management Cadres	Launch special lectures on "Integrity Culture" for management cadres. Cadres are required to attend no less than two training sessions each year, and their training records shall be incorporated into the annual training assessment.
Suppliers	Conduct "Integrity Culture" training via supplier conferences, and continuously disseminate the Group's core values of Fairness, Openness, Cooperation and Freedom.





Theme Training: "Uphold Righteousness, Achieve a Win-Win Future"



**"Integrity Culture" promoting scene:
Chengdu Base**



**"Integrity Culture" promoting scene: Wuxi
Base**

	
<p align="center">"Integrity Culture" promoting scene: Tianjin Base</p>	<p align="center">"Integrity Culture" promoting scene: Wuhan Base</p>

2.4. Responsible Marketing

To ensure the compliance of all marketing activities, in accordance with the "Advertising Law of the People's Republic of China" and other relevant laws and regulations, and in combination with the Company's actual conditions, the Group has formulated internal management systems including the "OPPEIN Home Group Ten Prohibitions and Supervision Management Regulations for Marketing Personnel", the "OPPEIN Home Group Dealer Terminal Operation Management Regulations", the "OPPEIN Overseas Retail Dealer Management Measures", and the "OPPEIN Home Group Advertising Compliance Guidelines".

These regulations standardize the marketing activities conducted by the Group and its subsidiaries within the administrative region of China (excluding Hong Kong, Macao, and Taiwan regions), continuously raise the compliance awareness of marketing staff, and strengthen targeted marketing management. While pursuing commercial interests, the Group fully takes into account the long-term interests of consumers, society and the environment, and ensures that all marketing activities are transparent, integrity-based and socially beneficial.

Responsible Marketing	
Compliant Marketing	Where marketing content involves life and health, it shall comply with corresponding national standards; where it involves the rights of others, prior written consent shall be obtained from the right holder.
Ethical Advertising	Advertising and promotion shall be conducted truthfully and lawfully. It shall not contain false or misleading content, nor deceive or mislead consumers.
Transparent Marketing	Any statement regarding the performance, function, origin, usage, quality, composition, price, manufacturer, validity period or promises of products, or the content, provider, form, quality, price and promises of services, shall be accurate, clear and unambiguous.
Green Marketing	Promote environmentally friendly products to reduce resource waste and pollution; adopt sustainable production and packaging methods to lower the carbon footprint of products.

Dealers of the Group shall strictly conduct outdoor advertising placement in accordance with standardized procedures and management requirements stipulated in the "OPPEIN Home Group Outdoor Advertising Placement Management Regulations" and other relevant advertising specifications.

The Legal Department timely reviews potential risks in advertising business cooperation, and verifies the compliance and legality of advertising materials. The Customer Service & Marketing Supervision Center, together with the Audit Department and Supervision Department, conducts unscheduled spot checks on the release of advertisements. Violations will be penalized in accordance with the "OPPEIN Home Group Reward and Punishment Management Regulations" and the "OPPEIN Home Group Dealer Subsidy Inspection Management Regulations".

3. ENVIRONMENT

OPPEIN has embedded green development into all business aspects, advancing Eco-friendly Commitment enterprise construction and striving to build a green, low-carbon and circular development system. We formulated the "Environmental Protection Management Regulations," clarifying environmental responsibilities of all management levels and advancing the environmental management system. We also promote energy-saving and emission-reduction upgrades, increase environmental investment, embed low-carbon concepts into the entire manufacturing process, and steadily improve the environmental performance.

3.1. Environmental Management

The Group complies with national and local environmental regulations, implementing an environmental management system based on the principles of "protection first, prevention-oriented, comprehensive management, public participation, and liability for damage". The Group has established an environmental management system, built a comprehensive mechanism via risk management, process-based approach and PDCA cycle, and continuously improves and verifies the system’s performance and effectiveness.

3.1.1. Management Policy and Objectives

We attach great importance to environmental pollution issues and embed environmental protection into the Group’s sustainable development strategy. Combining operational status, product features and service attributes, we have formulated an environmental policy to guide the efficient and orderly operation of the environmental management system. We further strengthen pollutant emission control, advance resource recycling and reuse, and fully underpin the achievement of green development goals.

During the reporting period, our environmental management targets were achieved at a 100% rate.

Environmental Policy	Environmental Management Objectives
Protect the environment and prevent pollution;	◇ 100% compliance rate for emissions of air
Conserve energy, reduce emissions, and promote clean	pollutants, noise, and wastewater
production;	◇ 100% solid waste recycling rate
Comply with regulations and pursue continuous improvement.	◇ Zero fire incidents throughout the year

3.1.2. Environmental Management System

As the industry’s first holder of ISO 14001 Environmental Management System and Eco-Label product certifications, we take environmental protection as a core operational principle. With standardized documents and rigorous processes, we keep environmental management work regulated, controllable and consistently compliant.

3.1.2.1. Environmental Management Structure

Under the Group’s environmental and sustainable development strategy, we have built a three-tier EHS governance structure with clear accountability, covering leading, central and divisional management bodies, featuring well-defined roles and division of labor division. Following the principles of "dual responsibility system" and "line managers are accountable for environmental performance", we assign environmental management duties to coordinate overall EHS work. The framework spans manufacturing, marketing and public support systems, embedding EHS risk management into daily production and operations. Through ongoing environmental risk identification, assessment and control, we reduce risks of injury, fire, explosion and pollution, and cultivate a corporate culture focused on safety, environmental protection and health.

Three-Tier Environmental Management Structure		
Leadership Structure	EHS Committee	Led by the Group's Executive President, this is the highest decision-making body for environmental affairs. It is responsible for approving the Group's environmental policy and medium- to long-term strategies; setting and monitoring progress toward key environmental objectives; and assessing significant environmental risks and opportunities.
Central Management Body	EHS Management Department	Responsible for daily operation and coordination of the environmental management system, its core duties cover formulating and revising environmental management systems and procedural documents, coordinating the collection, monitoring and analysis of Group-wide environmental data, arranging internal audits and management reviews while responding to external audits, and driving the implementation of environmental management requirements across all sites and departments.

Three-Tier Environmental Management Structure		
Implementing Units	EHS Management Departments at Each Site and Functional Departments	Each site appoints an Environmental Management Officer to ensure full implementation of environmental requirements across production, R&D, supply chain and office operations. Relevant departments undertake daily work including environmental factor identification, operational control, emergency response and data reporting.

3.1.2.2. Environmental Policy Development

Guided by the “OPPEIN Group Environmental Management Manual,” we formulated supporting procedural documents and work instructions, including the “Environmental Protection Management Regulations,” the “Safety, Environmental Protection, and Occupational Health and Safety (EHS) Management Guidelines,” the “Environmental Factor Identification and Control Determination Procedure,” and the “Environmental Monitoring and Measurement Control Procedure.”

During the reporting period, we optimized and revised the "Environmental Management Manual", updated environmental management organization and scope, supplemented climate change impact content, built a full green industrial chain, advanced standardized environmental management system development, and comprehensively strengthened environmental management capacity.

3.1.2.3. Comprehensive System Certification

We strive for excellence, and several of our major production units have obtained environmental management system certification in accordance with the GB/T 24001-2016/ISO 14001:2015 standard, demonstrating the Group's unified high-standard management across all operations.

As of the end of the reporting period, the Group's Guangzhou headquarters, Qingyuan Base, Tianjin Base, Wuxi Base, and Chengdu Base have all passed environmental management system certification.

Group Environmental Management System Certification			
			
Guangzhou Headquarters and Qingyuan Base	Wuxi Base	Chengdu Base	Tianjin Base

The Group's EHS Management Department enforces the "Compliance Obligations Management Procedure" to proactively identify, acquire, and update applicable laws, regulations, and site requirements including the "Pollutant Discharge Permit", and performs regular compliance assessments. We govern the full process of design, production and service under the "Operational Control Procedure" and supporting protocols covering wastewater, exhaust gas, solid waste, noise and chemical management.

3.1.2.4. Performance Evaluation, Audits, and Continuous Improvement

We ensure the effectiveness of the environmental management system and drive continuous improvement through a multi-tiered audit, review, and oversight mechanism.

❖ Monitoring, Measurement, and Analysis

In accordance with the "Environmental Monitoring and Measurement Control Procedure," we regularly monitor air emissions, wastewater, noise, energy consumption and waste disposal indicators. We file the "Environmental Operation Checklist," the "Statistical Table on the Achievement of Environmental Objectives and Management Plans" and periodic evaluation results. We adopt energy and EHS digital platforms to boost data collection and analysis efficiency, supporting management decision-making.

❖ Internal Audits

In accordance with internal regulations, including the "OPPEIN Group Internal Audit Control System," we formulate a dedicated "Audit Implementation Plan." We carry out annual environmental management system internal audits covering all system clauses and departments, verifying compliance with GB/T 24001-2016 and the Group's environmental management arrangements, as well as proper

implementation and maintenance. For audit nonconformities, relevant departments shall formulate corrective measures and complete follow-up verification.

❖ **Management Review**

We conduct an annual review of the Group's environmental management system per the "OPPEIN Group System Management Review System." Held after internal environmental audits or prior to third-party audits, the review ensures the system's ongoing suitability, adequacy and effectiveness. Management review frequency is increased amid major external changes or requests from environmental authorities and certification bodies.

❖ **External Verification and Communication**

We actively accept third-party surveillance audits to sustain environmental management system certification validity, maintain standard compliance and secure expected operational outcomes. Meanwhile, under the "Information Exchange Control Procedure," we communicate openly with employees, local communities, authorities, suppliers and customers on environmental performance, and respond to stakeholder concerns including climate change via surveys and forums.

During the reporting period, we followed sustainability reporting guidelines from the Shanghai Stock Exchange and steadily optimized environmental disclosure content.

❖ **Daily Monitoring, Correction, and Prevention**

We continuously monitor and rectify violations, pollution incidents and inadequate daily EHS implementation. Any acts breaching the "OPPEIN Group Environmental Protection Management Regulations" or relevant laws and regulations that cause adverse consequences will be dealt with per the "OPPEIN Group EHS (Safety, Environmental Protection, Occupational Health) Assessment and Incentive Management Regulations" and the "OPPEIN Group Reward and Punishment Management Regulations".

The Group EHS Management Department and site EHS branches supervise environmental management system implementation via routine inspections and special audits. Non-conformities, potential risks and stakeholder complaints are handled in compliance with the "OPPEIN Group Non-conformity and Corrective Action Management Regulations". We conduct root cause analysis, roll out corrective and preventive measures, verify their effectiveness, and establish a closed-loop mechanism to prevent recurrence.

3.1.3. Environmental Risk Management

We regard environmental risk management as a critical safeguard for achieving green and sustainable development. We proactively identify, scientifically assess, and effectively control various environmental risks in our production and business operations to minimize the occurrence of environmental pollution incidents. We also ensure rapid and effective responses in emergencies to protect the ecological environment and community safety.

3.1.3.1. Environmental Risk Identification and Assessment

We have set up a regular environmental risk identification and assessment mechanism to screen potential environmental impacts and compliance risks. We fully identify risk substances and units in production and operations, focusing on flammable, explosive and toxic hazardous chemicals including paints, solvents and adhesives, natural gas and other energy media, hazardous waste such as waste paint residue, waste activated carbon and oily wastewater, as well as exhaust and wastewater treatment facilities. For identified risk sources, we evaluate the probability, severity and scope of environmental impacts and carry out preliminary risk classification to support targeted management, including assessing the atmospheric, surface water and soil impacts of chemical leaks, and emission non-compliance risks from environmental facility malfunctions.

We keep track of updates to national and local environmental laws, regulations, and policies, regularly assess operational compliance, and identify potential compliance risks and improvement opportunities.

3.1.3.2. Environmental Incident Emergency Response Plan

Guided by the principles of "prevention first, combining prevention with control, rapid response, and effective containment," we have built a Group-wide environmental emergency management system covering pre-incident preparedness, on-site response and post-incident recovery. The system copes with major environmental risks including heavy air pollution, fires, chemical leaks, environmental facility breakdowns and extreme weather, to prevent and mitigate sudden environmental incidents as well as secondary impacts, safeguarding environmental safety and community stability.

All production bases formulate severe air pollution response plans as required by local environmental authorities and complete official review and filing. Once a severe air pollution warning is issued, all bases follow governmental emergency arrangements and production adjustment requirements, cutting

emissions of VOCs, nitrogen oxides, particulate matter and sulfur dioxide to lower operational environmental impacts.

To handle fires, chemical leaks, environmental facility failures and avoid secondary pollution, we have improved the standardized emergency management system. Each production base develops the "Emergency Response Plan for Sudden Environmental Incidents" in line with the "Environmental Management Manual" and the "OPPEIN Group Fire Safety Management Regulations," and sets up an emergency command mechanism with clear procedures, responsibility allocation, disposal measures and information reporting routes. We conduct regular inspections and maintenance of emergency facilities and materials to guarantee availability and performance. After drills or actual incidents, we assess plan effectiveness and revise plans timely in light of evaluation outcomes, organizational adjustments and regulatory updates, steadily strengthening emergency disposal capacity and reducing environmental and community impacts.

During the reporting period, we compiled the "OPPEIN Home Group Inc. Emergency Response Plan for Extreme Weather Disasters" and carried out multiple targeted emergency drills to promote practical implementation.



Emergency Response Drill for Hazardous Chemical Leaks



Training on Responding to Extreme Weather Conditions

3.1.4. Practicing Environmental Protection Principles

We thoroughly implement strategies for green production and energy conservation, embedding the concept of green and energy-efficient practices across all aspects of our operations—from strategic guidance and plan formulation to employee communication, specialized training, and public welfare initiatives. In all Group operations, we actively promote environmentally friendly office practices such as paperless operations, energy-efficient lighting, and video conferencing through scientific planning and strict management. We comprehensively advance energy conservation, consumption reduction, and resource recycling to jointly build an environmentally friendly enterprise.

3.1.4.1. Environmental Management Training

To ensure effective environmental management system operation and boost employees’ environmental awareness and operational skills, OPPEIN has built a tiered EHS training system. We allocate personnel, financial resources, and technical expertise for system operation, and standardize training and assessments to ensure all employees—especially key positions—understand and uphold our environmental commitments.

Under the “OPPEIN Group Safety Education and Training Management Regulations,” environmental management training is integrated into the company’s overall safety education system. We provide resources for the environmental management system, including investments in environmental facilities, energy-saving equipment upgrades, and monitoring instruments, which support the effective implementation of training programs..

We conduct comprehensive training for all employees on environmental awareness, regulations and policies, ensuring they grasp the core of our "protect the environment, prevent pollution; conserve energy, reduce emissions and promote clean production" policy and their individual responsibilities. For key positions with significant environmental impacts (e.g., environmental facility operators, hazardous chemical managers, waste gas/wastewater treatment workers), we provide in-depth training on job-specific procedures, emergency response skills and legal requirements to ensure role competence.

Case: Specialized Energy Management Training at the Wuxi Base

Wuxi Base has formulated a sophisticated energy conservation training and cultural mechanism under the “Wuxi Base Energy Consumption Management Specifications.” All new and existing employees receive training on energy-saving criteria, including equipment power consumption, compressed air and central vacuum system operation norms, to ensure full standard awareness. The base also holds semi-annual energy-saving technical and best practice sharing sessions to facilitate experience promotion and learning.

3.1.4.2. Energy Conservation and Environmental Protection Advocacy

We advocate all employees to embrace green concepts, practice ecological protection, resource recycling and a frugal low-carbon lifestyle, jointly undertaking environmental responsibilities. Responding to national energy conservation goals, we promote environmentally friendly office practices, issue a water and electricity conservation initiative, and implement energy-saving measures. Employees are encouraged to identify waste and propose improvements, with dedicated staff tracking carbon reduction progress. Irregular utility spot checks across departments ensure full compliance with conservation requirements.

Energy Conservation and Emission Reduction Initiative

- ❖ Use air conditioning scientifically and reduce operating hours
- ❖ Promote natural lighting to reduce electricity consumption from artificial lighting
- ❖ Use elevators judiciously to reduce usage frequency
- ❖ Strengthen equipment management to effectively reduce energy consumption
- ❖ Practice water conservation principles and develop water-saving habits

Case: Energy Management Assessment and Incentives at the Wuxi Base

Wuxi Base placed energy-saving reminders in production areas and launched a "Golden Ideas" campaign to collect employees' energy-saving proposals, fostering a workplace culture of universal conservation. It also set up an energy-saving reward and penalty mechanism. Outstanding workshops, teams and individuals are honored as energy-saving role models, while acts including energy waste, irregular operations and unmet energy-saving targets will face fines and public reprimands as part of standardized management enforcement

3.2. Addressing Climate Change

The Group recognizes the urgency of global climate change and prioritizes climate action, integrating climate-related risks and opportunities into its ESG framework while optimizing response measures and environmental disclosures. Formulated under the "OPPEIN Group Risk and Opportunity Management Regulations," our governance covers risk response, avoidance, mitigation and acceptance. Robust management measures and internal controls strengthen overall risk resilience. We conduct systematic climate impact and financial materiality assessments, embed climate factors into governance and strategy, and advance low-carbon transition and climate resilience via quantified targets, risk-opportunity management and core indicator disclosure.

3.2.1. Governance

We have built a sound governance framework that embeds climate impacts, risks and opportunities into the existing sustainability governance system. The Board's Strategy and Sustainability Committee acts as the top oversight body for climate matters, tasked with reviewing sustainability goals and material issues, managing related impacts and risks, overseeing target formulation, and examining sustainability reports and disclosures. Operationally, the EHS Management Department leads climate environmental performance, covering data collection, carbon accounting and emission reduction delivery. The Internal Affairs Department coordinates group-wide resource consumption data and oversees relevant emission reduction projects.

During the reporting period, we updated the Strategy and Sustainability Committee’s procedural rules to clarify its duties, and revised the “Environmental Management Manual” by adding climate change impact provisions.

3.2.2. Strategy

To strengthen climate resilience and manage climate-related risks, we adopt TCFD recommendations and abide by the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4—Preparation of Sustainability Reports (Revised January 2026)". Via policy research, peer benchmarking and expert consultation, and in compliance with the Group’s "Risk and Opportunity Identification and Evaluation Management Procedure" with the "Risk and Opportunity Identification and Analysis Evaluation Form", we fully identify climate-related transition and physical risks as well as potential opportunities affecting operations, and incorporate them into the climate response strategy.

We have bolstered climate risk governance and rolled out targeted measures. By optimizing the energy structure and resource efficiency through company-wide energy conservation initiatives and renewable energy adoption, we improve climate risk management effectiveness and further embed climate risks into the Group’s ESG and risk management systems.

3.2.2.1. Identification and Assessment of Climate-Related Risks and Opportunities

Transition Risks				
Risk Type	Risk Description	Time Range	Mitigation Measures	Financial Materiality
Policy and Legal Risks	Since China proposed its dual carbon goals in 2020, national and local authorities have rolled out green and low-carbon regulations to address climate change. This heightens corporate compliance pressure, with rising risks of relevant litigation and claims.	Mid-term and long-term	Closely follow local government and institutional requirements on pollutant discharge and environmental information disclosure to ensure full compliance with environmental regulations and mitigate compliance risks.	High

Transition Risks				
Risk Type	Risk Description	Time Range	Mitigation Measures	Financial Materiality
	Industry "dual carbon" requirements are becoming increasingly clear, and policy pressure to reduce greenhouse gas emissions is intensifying.	Mid-term and long-term	Actively pursue energy conservation and emissions reduction initiatives and increase the proportion of clean energy used.	High
	Globally, supporting regulatory and adjustment mechanisms for carbon emissions trading are being introduced, which may lead to increased operational and financial costs.	Short-term, mid-term, and long-term	We will continue to implement energy conservation and emissions reduction strategies, closely monitor carbon pricing mechanisms in the countries where our assets are located as well as globally, and respond to challenges proactively and flexibly.	High
	Environmental compliance risks arising from employees' failure to understand local work procedures in overseas offices due to geographical or language barriers.	Mid-term and long-term	Actively conduct training on relevant laws and regulations in the regions where we operate, assign dedicated legal compliance personnel, and strictly enforce relevant policy requirements.	Medium
Technical Risks	Investment failures in R&D and upgrades for energy-saving and environmental protection technologies.	Mid-term and long-term	Enhance the Group's R&D capabilities by recruiting and training professionals, introducing technologies, and learning from external parties. We will further strengthen R&D on low-carbon and energy-saving technologies and engage in industry exchanges and cooperation.	High
	Failure to promptly identify and apply energy-saving and environmental protection technologies, resulting in the Group's factories and products lagging behind peers in the transition to low-carbon operations.	Mid-term and long-term	We will continue to intensify research and innovation in low-carbon and energy-saving technologies and actively engage in industry exchanges and cooperation.	High

Transition Risks				
Risk Type	Risk Description	Time Range	Mitigation Measures	Financial Materiality
Market Risks	Rising costs of raw materials and energy.	Mid-term and long-term	Resource recycling; Build long-term stable sustainable partnerships with raw material suppliers; Continuously promote the research, development, and application of energy-saving technologies, and increase the proportion of clean energy used.	High
	Failure to effectively meet consumer demand for green and environmentally friendly products	Mid-term and long-term	Actively develop Eco-friendly Commitment products to meet consumer needs.	High
Reputation Risk	The Group, its suppliers, or distributors may have a negative impact on the climate or the environment during their production and business operations, resulting in damage to the Group's reputation and a decline in stakeholders' willingness to invest.	Short-term, mid-term, and long-term	Strengthen internal sustainability management and proactively respond to climate change; Regulate upstream and downstream supply chains to follow sustainability principles and ensure compliant green operations; Improve information disclosure transparency via regular releases in annual and sustainability reports.	High

Physical Risk				
Risk Type	Risk Description	Time Range	Mitigation Measures	Financial Materiality
Acute Risks	Extreme weather events such as typhoons, Extreme weather may damage factories, office buildings, and equipment, resulting in asset losses.	Short-term, mid-term, and long-term	Identify potential risks of property damage and purchase insurance for necessary facilities and equipment.	High

Physical Risk					
Risk Type	Risk Description	Time Range	Mitigation Measures	Financial Materiality	
heavy rains, and floods	Extreme weather can cause equipment damage, prevent employees from working normally, and disrupt transportation, affecting the Group's normal operations and production.		Develop emergency response mechanisms (e.g., "Extreme Weather Disaster Emergency Response Plan" and "Guidelines for Outdoor Operations Under Various Weather Conditions"); conduct extreme weather response and protection training, and continuously optimize natural disaster emergency response mechanisms.	High	
Chronic Risks	Persistent high temperatures and drought, etc.	Prolonged high temperatures increase the risk of operational failures and accidents in power facilities and equipment, affecting production efficiency and creating safety hazards.	Short-term, mid-term, and long-term	Strengthen equipment inspections and maintenance, and promptly identify and resolve various malfunctions; Install cooling and temperature-reduction systems.	Medium
		High temperatures affect employees' health, making it impossible for them to work outdoors for extended periods, which impacts operational efficiency.	Short-term, mid-term, and long-term	Install cooling facilities in work and production areas and provide frontline staff with heatstroke prevention supplies. Guarantee domestic and production water supply, roll out prevention measures and sound health emergency protocols. Adopt targeted cooling measures, optimize production arrangements and adjust working hours or suspend operations as needed.	Medium
		Prolonged drought may lead to water shortages, affecting the stability of production and operations.	Short-term, mid-term, and long-term	Stockpile water for production and daily use, and strengthen water recycling; Avoid constructing factories in areas with high water supply risks, and continuously advance water-saving and environmental protection upgrades.	Medium to high

Opportunities				
Opportunity Type	Opportunity Description	Time Range	Countermeasures	Financial Materiality
Resource Efficiency	Research and development or use of more energy-efficient equipment and technologies; National and regional supportive policy incentives.	Mid-term and long-term	Actively explore R&D and application of new technologies, equipment and processes to boost resource efficiency; leverage government supportive policies, introduce new technologies and invest in green projects with fiscal support.	High
Products and Services	Research, development, and application of green, low-carbon products.	Mid-term and long-term	Strengthen R&D and investment in green and environmentally friendly products.	High
Market	Increased consumer demand for low-carbon products; Development of emerging markets.	Mid-term and long-term	Increase the market share of Eco-friendly Commitment products; Proactively identify and participate in emerging markets.	High
Resilience	Use of renewable energy; Energy substitution and diversification strategies.	Mid-term and long-term	Increase efforts to develop and utilize renewable energy.	High

3.2.3. Impact, Risk, and Opportunity Management

We have established a comprehensive risk management system; for specific details, please refer to the "Governance— Risk and Compliance Controls" section.

To manage climate-related impacts, risks and opportunities, we embed climate risk factors into the Risk Management Committee's framework per the "OPPEIN Group Risk and Opportunity Management System." Using the "Procedure for Identifying Environmental Factors and Determining Controls" and the "Risk and Opportunity Identification and Analysis Assessment Form," we identify and assess value-chain-wide risks to guide operation, R&D and business strategies, supporting medium- and long-term financial and strategic planning.

All sites and divisions conduct climate risk identification. In line with internal assessment standards, risks are evaluated by occurrence probability and impact severity to grade risk levels, with material risks confirmed via internal review. We also perform a qualitative and quantitative evaluation of climate risks and opportunities across business models, value chains and financial and non-financial dimensions, covering compliance, asset loss, business continuity, operational goals, and reputation.

3.2.4. Metrics and Targets

We attach great importance to operational climate impacts, taking greenhouse gas emissions and energy consumption as core quantitative indicators for environmental performance and low-carbon transition. We have built and optimized data collection and accounting systems, annually disclosing Scope 1 and Scope 2 emissions, emission intensity and key energy consumption data in the Sustainability Report. This transparently demonstrates carbon reduction and energy efficiency progress under stakeholder oversight.

We will keep track of the national "Dual Carbon" strategy, industry benchmarks and internal emission reduction potential to set pragmatic yet ambitious climate targets, guiding the Group's green and low-carbon transition.

3.2.4.1. Greenhouse Gas Emissions

We actively respond to national "Dual Carbon" goals. Following the "Guidelines for the Verification of Corporate Greenhouse Gas Emission Reports (Trial)," we conduct independent GHG inventories, optimize emissions management, tap emission reduction potential, roll out energy-saving and carbon-cutting measures, and lower corporate carbon footprint. We keep abreast of home furnishing carbon accounting policies to accurately track operational emissions and extend GHG inventories to the supply chain. Based on complete emission baselines, we will formulate scientific carbon neutrality and emission reduction roadmaps.

During the reporting period, the Group's total greenhouse gas emissions (Scope 1 and Scope 2) amounted to approximately 153,575.67 metric tons of carbon dioxide equivalent, representing a year-on-year reduction of approximately 11.82%; the greenhouse gas emission intensity for Scope 1 and Scope 2 was 8.91 metric tons per million RMB of revenue.

OPPEIN 2025 Greenhouse Gas Emissions Breakdown¹ (Unit: tCO₂e)			
Bases	Direct greenhouse gas emissions (Scope 1)	Indirect greenhouse gas emissions (Scope 2)	Total Greenhouse Gas Emissions (Scope 1 and Scope 2)
Guangzhou Headquarters	282.02	11,150.04	11,572.97
Qingyuan Base	2,727.83	53,022.33	55,750.16
Tianjin Base	2,407.91	26,178.55	28,586.46
Wuxi Base	393.98	27,722.21	28,116.19
Chengdu Base	474.86	19,105.70	19,580.56
Wuhan Base	151.10	12,282.74	12,433.84
Total	6,437.70	147,137.97	153,575.67

OPPEIN Greenhouse Gas Emissions from 2023 to 2025 (Unit: tCO₂e)			
	2023	2024	2025
Direct Greenhouse Gas Emissions (Scope 1)	10,368.67	7,316.52	6,437.70
Indirect greenhouse gas emissions (Scope 2)	192,847.51	166,838.83	147,137.97
Total greenhouse gas emissions (Scope 1 and Scope 2)	203,216.18	174,155.35	153,575.67
Greenhouse gas emissions intensity (Scope 1 and Scope 2) (tCO ₂ e/million in revenue)	8.92	8.95	8.91

3.2.4.2. Carbon Accounting

To solidify carbon emission data foundation and ensure accurate, compliant disclosures, the Group commissioned a third party during the reporting period to audit greenhouse gas emissions across corporate legal entities and the Tianjin Base, in line with industrial enterprises' greenhouse gas

¹ Based on the nature of operations at the Group and its various production sites, sources of direct greenhouse gas emissions (Scope 1) include emissions from the combustion of natural gas, gasoline, and diesel in fixed and mobile equipment; sources of indirect greenhouse gas emissions (Scope 2) include carbon dioxide emissions resulting from the purchase of electricity; the Group's greenhouse gas emissions data is compiled from the Group headquarters and its various production sites.

accounting rules. A 2024 Greenhouse Gas Emissions Report was issued. Defining clear accounting boundaries and methodologies, the report provides baseline data and a management reference for identifying emission reduction priorities and formulating future carbon targets.

3.3. Resource Utilization and Management

The Group embeds sustainable development into full production and operation processes, and strengthens resource utilization management. It strictly abides by the "Energy Conservation Law of the People's Republic of China", "Water Law of the People's Republic of China", and "Circular Economy Promotion Law of the People's Republic of China", implements standardized resource management plans, and strives to improve resource efficiency.

3.3.1. Water Resource Utilization and Management

Water resources underpin ecological balance and operational stability. Adhering to the principle of "prioritizing water conservation and efficient utilization", the Group complies with the "Water Law of the People's Republic of China." It boosts water use efficiency and reduces its impact on water bodies via improved management systems, water conservation plans, water-saving technologies and recycled water usage. We also follow national and local rules on water intake, reuse and wastewater discharge. No major water intake or discharge incidents occurred during the reporting period.

3.3.1.1. Water Resource Utilization

Water resource management is embedded into the Group's overall environmental management system. The EHS Management Department coordinates overall governance, while EHS teams at each production base undertake on-site implementation. The Internal Affairs Department assists in water consumption data collection and water-saving project advancement, ensuring clear division and effective execution of responsibilities. Guided by the "OPPEIN Home Group Environmental Protection Management Regulations," all operating units are required to abide by water intake permits, cap total water use and ensure standard discharge, with water-saving performance included in routine supervision and assessment.

The Group tracks and aggregates group-wide water intake, consumption and discharge data, and

discloses water use intensity transparently. Water is mainly supplied by municipal pipelines, covering domestic use, indirect cooling for manufacturing equipment and minor production line consumption. During the reporting period, total annual water withdrawal reached 1,694,724.25 tons, down 7.07% year on year, with water consumption intensity at 98.35 tons per million RMB of revenue.

3.3.1.2. Water Conservation

To strengthen water resource management and mitigate water-related pressures and risks, the Group has launched water-saving upgrades and deployed wastewater treatment facilities with substantial investment. It complies strictly with "General Rules for the Provision and Management of Water Meters in Water-Using Units" (GB 24789-2009) and "Guidelines for the Evaluation of Water-Conserving Enterprises" (GB/T 7119-2018). Internal water conservation assessments have been carried out alongside optimized management systems, dedicated management teams, detailed metering layouts and water consumption accounts. Secondary water meters have been installed in buildings and workshops for categorized consumption monitoring. Recycled water is widely adopted in processes including spray painting and countertop cutting; the countertop factory recycles wastewater, cutting annual tap water use by 720,000 tons.

During the reporting period, water-saving fittings were renewed, achieving a water-saving rate of over 10%. Retrofits such as faucet aerators and toilet cistern improvements reduced daily water use. The Group also scaled investment in water-saving technologies, alternative water source projects, and promoted broader reuse of reclaimed water and rainwater harvesting across production processes.

3.3.2. Energy Consumption and Management

We strictly abide by regulations in all operating regions, including the "Energy Conservation Law of the People's Republic of China." Upholding sustainable development through energy conservation, consumption reduction measures, and green production, the Group has established a sound energy management system, expanded renewable energy deployment and advanced energy-saving technological upgrades. These efforts boost energy efficiency, optimize the energy mix, and foster a green, low-carbon and cost-effective operation model.

By the end of the reporting period, Qingyuan OPPEIN Integrated Home Co., Ltd., the Group’s core production base, has obtained energy management system certification under GB/T 23331-2020/ISO 50001:2018 and EWC-R-En-FM:2019.



3.3.2.1. Energy Management Policy and System

We have built a full-cycle energy management system covering strategy, objectives, implementation and evaluation to realize systematic energy consumption control and continuous improvement. Guided by the environmental policy of "energy conservation, emission reduction and clean production", the Group follows energy management principles of goal orientation, refined governance, integrated technology and management, and full staff engagement.

During the reporting period, we advanced energy management system upgrades across all production bases. The Wuxi base issued the “Wuxi Base Energy Consumption Management Specifications,” covering all departments and energy types with clear governance principles, organizational frameworks, quantitative targets and implementation measures, to build a closed-loop, company-wide energy conservation management system.

3.3.2.2. Energy Consumption and Performance

The Group’s energy consumption is dominated by purchased electricity, with natural gas, gasoline and diesel as supplements. We are advancing an intelligent energy monitoring system and complying with GB 17167-2006 to refine energy measurement and implement tiered management, ensuring compliant

and traceable energy use. Regular internal and external energy audits help assess energy performance, address existing gaps and steadily improve energy efficiency. A routine energy data monitoring and analysis mechanism is in place, with monthly statistics, verification and reporting of electricity, water and fuel consumption across departments and workshops. Smart meters installed on key equipment feed real-time data into a unified platform, enabling real-time monitoring, dynamic analysis and anomaly alerts to support targeted energy-saving optimization. Once abnormal or rising energy consumption is identified, base and department leaders initiate cause analysis, draw up targeted energy-saving plans and submit them for approval and execution. The Group further promotes digitized energy management, accelerates the deployment of site-level energy management systems, and raises renewable energy penetration to cut resource consumption and environmental impact at the source.

During the reporting period, the Group's fixed equipment and owned mobile equipment consumed 2,681,496 cubic meters of natural gas, 79,965.68 liters of gasoline, 176,550.30 liters of diesel, and 277,304.87 megawatt-hours of purchased electricity. The total energy consumption, converted to standard coal equivalent, was 37,869.87 tons² of standard coal equivalent, representing a 10.88% decrease from the previous year.



3.3.2.3. Energy Conservation and Consumption Reduction Measures

The Group strictly follows the production principle of energy conservation and consumption reduction. Each production site formulates annual energy-saving targets and plans tailored to operational realities. During the reporting period, the headquarters and all bases improved overall energy efficiency via management optimization and technological upgrades, while steadily advancing energy-saving renovation projects.

² Energy consumption in terms of standard coal equivalent is calculated in accordance with the "General Rules for the Calculation of Comprehensive Energy Consumption" (GB/T 2589-2020) issued by the State Administration for Market Regulation and the Standardization Administration of China.

❖ **Optimization of Management Measures**

In management optimization, we lower peak production loads and boost energy efficiency by releasing production scheduling guidelines, standardizing capacity models, and adopting peak-shift production as well as scheduled start-stop protocols for large equipment. We enforce energy use regulations to eliminate waste, requiring on-demand operation of compressed air, lighting and cooling facilities for precise energy control.

For key energy-consuming systems, targeted management rules are continuously refined. Detailed “Compressed Air Usage Standards” define pressure specifications, ban non-production usage and air leakage, and clarify responsibilities across the Equipment, Process and workshop teams to achieve refined whole-process management. The “Central Vacuum System Usage Guidelines” adopt time-phased operation, standardized load regulation and pipeline management, with dedicated meters deployed to monitor and analyze energy consumption.

❖ **Energy-Saving Renovations and Upgrades**

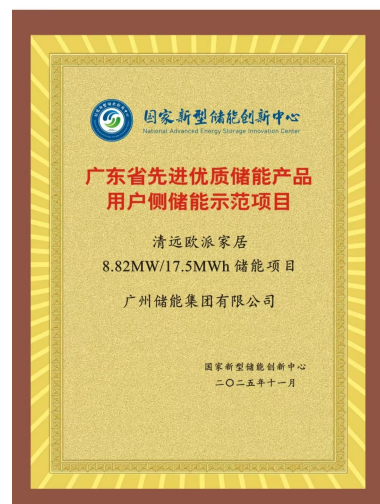
Selected Energy-Saving Technical Retrofit Projects Implemented During the Reporting Period	
Project Name	Project Upgrade and Renovation Details
Lighting Energy-Saving Retrofit	Comprehensively reviewed the lighting system, continued to advance energy-saving lighting retrofits, removed redundant light tubes, promoted LED lighting, replaced solar streetlights, and expanded the application of motion-sensor-controlled lighting.
Replacement of Outdated Equipment	Phase out inefficient motors according to schedule and replace them with high-efficiency or permanent magnet motors; retrofit equipment such as fans and pumps with variable frequency drives.
Smart Monitoring	Install smart meters on major electrical equipment in each workshop to collect real-time power consumption data, which is then aggregated into the facility's power monitoring platform to enable real-time monitoring of energy consumption; develop a power consumption visualization dashboard; and implement smart monitoring and early warning systems for pressure differentials in dust collection system filter bags.

Case: Energy Storage Facilities at Two Major Bases

We are advancing energy storage projects at key sites. Through peak shaving and valley filling, we optimize power operation, ease peak grid load, cut reliance on fossil-fuel peak power, and lift overall energy efficiency.

The Wuxi base 6MW/18MWh energy storage system adopts intelligent control: prioritizing photovoltaic power, then stored energy discharge, and grid power as supplement to maximize clean energy use.

During the reporting period, Qingyuan base’s 8.82MW/17.5MWh user-side energy storage project was put into operation and named a Guangdong Provincial high-quality user-side energy storage demonstration project. Customized for furniture manufacturing power use, it delivers an integrated “energy storage + smart energy management” solution. With cluster-independent control, full liquid cooling and multi-layer safety design, it balances efficiency and safety. Powered by digital twin and intelligent forecasting, it optimizes power consumption curves and supports demand-side management and peak regulation. From March to December 2025, the project recorded 8.46 million kWh charging and 7.29 million kWh discharging, lowering electricity costs and boosting energy efficiency. It offers a replicable path for the industry to realize cost reduction, efficiency gains and low-carbon production. Supported by Guangdong’s cold storage tariff policies, the project further enhances economic value and demonstration influence, setting a benchmark for user-side energy storage.



3.3.2.4. Renewable Energy Utilization

We align with national low-carbon goals and promote green production. The Group keeps investing in

renewable energy projects across Guangzhou, Qingyuan, Tianjin, and Wuxi sites, adopting a “self-use first, surplus grid feed-in” model. This raises clean energy penetration, accelerates energy structure upgrading, mitigates climate risks, cuts power-related GHG emissions, and supports national carbon peaking and neutrality targets.

During the reporting period, new photovoltaic projects were launched at Wuhan and Chengdu, adding 19.23 MW of installed capacity. By period-end, cumulative PV capacity hit 63.357 MW, with total generation at 49,644.28 MWh. Clean energy usage ratio reached 15.18%, up 33.31% year-on-year. This saves 15,000 tons of standard coal yearly and reduces CO₂ emissions by around 32,400 tons³.

Renewable Energy Projects Commissioned During the Reporting Period				
Project Location	Type of Renewable Energy	Installed Capacity (MW)	Annual Electricity Generation (MWh)	Project Overview
Guangzhou Headquarters	Solar Power	0.80	900.50	The project sits atop the headquarters’ northern office and dormitory rooftops, covering about 12,000 m ² , and was grid-connected in August 2023.
Qingyuan Base	Solar Power	20.397	18,073.83	The project spans the rooftops of factory buildings, parking canopies and residential dormitories, with an area of around 155,000 m ² . Phase I achieved grid-connected in late December 2021, followed by Phase II in June 2023.
Tianjin Base	Solar Power	9.13	10,903.62	The project covers the rooftops of Buildings A–H and commenced operation in May 2022; the factory-area project was grid-connected in December 2023, and the residential-area project was grid-connected in July 2024.

³ Annual carbon dioxide emission reductions from photovoltaic projects are calculated in reference to the "2024 Emission Reduction Project Baseline Emission Factors for China's Regional Power Grids" issued by the Ministry of Ecology and Environment.

Renewable Energy Projects Commissioned During the Reporting Period				
Project Location	Type of Renewable Energy	Installed Capacity (MW)	Annual Electricity Generation (MWh)	Project Overview
Wuxi Base	Solar Power	13.8	15,017.29	The project is primarily distributed across the rooftops of Buildings A-H at the Wuxi Base, covering approximately 82,000 m ² , and was connected to the grid in August 2018; Building G covers approximately 17,000 m ² and was connected to the grid in January 2024.
Chengdu Base	Solar Power	12	4,749.04	The project is primarily distributed across the rooftops of Buildings at the Chengdu Base, with a total area of 120,000 m ² . The project was connected to the grid in May 2025.
Wuhan Base	Solar Power	7.23	-	The project was connected to the grid in December 2025, with an installed capacity of 7.23 MW.
Total		63,357	49,644.28	-

Emissions Reduction of the PV Project During the Reporting Period		
Location of PV Projects	Annual Standard Coal Savings (10,000 tons)	Annual CO ₂ Equivalent Emissions Reductions (10,000 tons CO ₂)
Guangzhou Headquarters	0.03	0.06
Qingyuan Base	0.55	1.15
Tianjin Base	0.33	0.86
Wuxi Base	0.45	0.95
Chengdu Base	0.14	0.22
Total	1.50	3.24

Case: Wuhan Base Photovoltaic Power Generation Project

Wuhan Base integrates smart home manufacturing with clean energy. Its 7.23MW zero-carbon project optimizes production and resource efficiency via high-precision smart manufacturing, and deploys distributed PV to reduce fossil fuel dependence. Connected to an integrated energy smart platform, it uses IoT and big data for full-cycle energy monitoring and intelligent scheduling, with AI tools boosting energy efficiency. The 7.23 MW PV system achieved full grid connection, generating 7.58 million kWh annually. It saves 2,480 tons of standard coal, cuts 7,560 tons of CO₂ emissions yearly, equivalent to the carbon sequestration of 420,000 trees.



Case: Chengdu Smart Manufacturing Base 12 MW Zero-Carbon Energy-Saving Project

Chengdu Base pioneers smart home manufacturing integrated with green energy. Its 12MW zero-carbon project adopts advanced smart manufacturing for precise production control and efficient resource use, while embedding green energy to cut fossil fuel reliance at the source. The project connects to a smart cloud platform covering generation, grid, load, storage, and charging. With IoT and big data, it realizes real-time monitoring and intelligent regulation of energy production, transmission, storage and consumption. AI-driven demand forecasting and allocation optimization improve energy efficiency. By the end of the period, the 12MW PV project was grid-connected, which generates 10.07 million kWh annually, saving 3,300 tons of standard coal and cutting over 10,049 tons of CO₂ yearly.



3.4. Pollutant Control

The Group strictly complies with relevant national environmental laws and regulations in project locations, standardizes pollutant disposal, cooperates with government authorities and stakeholders to conduct environmental management, safeguard ecological security, improve environmental quality, and standardize pollution discharge practices.

3.4.1. Air Pollutants

The primary air pollutants emitted during our production and operations include dust (particulate matter), organic exhaust gases (VOCs, toluene, xylene, styrene, etc.), natural gas combustion exhaust, and kitchen fumes. Through environmental protection facilities and equipment such as central dust collectors, baghouse dust collectors, wet scrubbers, spray towers, RTOs, COs, activated carbon adsorption units, dust and odor removal units, and kitchen fume purification units, we strictly control the compliant emissions of atmospheric pollutants such as nitrogen oxides, sulfur oxides, and particulate matter.

Case: Centralized Dust Collection System

To tackle substantial dust from wood processing, we have replaced traditional inefficient single-point dust collection with a full upgrade to a central dust collection system. The system installs exhaust hoods or embedded dust ducts beside or above dust-producing equipment such as electric saws, drill presses and milling machines. Using negative pressure, it concentrates dust into cartridge-type or bag-type central collectors for high-efficiency filtration. Part of the purified clean air is recirculated to workshops, markedly lowering fugitive dust emissions and improving thermal energy utilization.

3.4.2. Wastewater Management

In accordance with the "Environmental Protection Management Regulations" and the requirements of local environmental protection authorities, the Group has comprehensively strengthened the control of domestic and industrial wastewater discharge. We actively apply new wastewater treatment equipment and online water quality monitoring technologies to ensure that the quality of wastewater discharged from the factory premises meets the requirements of national and local discharge standards, including the "Comprehensive Discharge Standard for Wastewater" (GB 8978-1996) and the "Standards for Pollutant Discharge from Urban Sewage Treatment Plants" (GB 18918-2002), thereby minimizing the

impact on receiving water bodies.

During the reporting period, the Group was not subject to any penalties related to non-compliant wastewater discharge.

3.4.2.1. Wastewater Discharge and Treatment

We follow classified wastewater treatment rules and operate a full wastewater management system. Residential domestic wastewater goes through on-site septic tanks, with canteen oily wastewater pretreated via grease traps first. Production-area domestic sewage undergoes septic tank pretreatment before entering municipal sewers for centralized park treatment. Core production wastewater is handled separately: Coating line spray painting wastewater circulates in water-curtain paint mist facilities and is regularly replaced; waste fluid is processed at the in-house coating wastewater station via flocculation and air flotation, Fenton oxidation, biochemical treatment and final flocculation sedimentation. Countertop production wastewater is treated by the onsite stone sedimentation system and reused across most processes with only occasional discharge. Quartz slab workshop wastewater flows to external sedimentation facilities for flocculation settling, then fully recycled with no external discharge.

During the reporting period, the Group's total wastewater discharge was 983,959 metric tons, comprising 33,164 tons of industrial wastewater and 950,795 tons of domestic sewage; the compliance rate for wastewater pollutant monitoring was 100%.

3.4.3. Noise Management

Our primary sources of noise pollution stem from cutting and grinding during the production process, the operation of air compressors, the operation of motor vehicles, and the operation of fans and pumps at the wastewater treatment plant. For different sources of noise, we have implemented corresponding control measures to mitigate their adverse effects, including prioritizing the use of low-noise production equipment, adjusting equipment operating frequencies, and implementing effective measures such as foundation vibration reduction for individual high-noise equipment, factory building sound insulation, installation of sound enclosures, fitting fans with silencers, and flexible pipe connections. We also position high-noise equipment as far away from the factory boundary as possible and implement green barriers around the perimeter. At the same time, we have rationally scheduled the operating times of high-noise equipment and strengthened equipment maintenance to reduce abnormal noise.

We strictly enforce noise management standards such as the "Environmental Noise Emission Standard for Industrial Enterprise Boundaries" (GB 12348-2008) and conduct regular noise monitoring at the plant boundary. During the reporting period, the Group's noise monitoring results all met the standards.

3.4.4. Waste Management

We follow the waste management principles of "reduction, resource recovery, and environmentally sound disposal", establishing a full-lifecycle waste management system covering classification, collection, storage, transfer and disposal across the Group. We strictly abide by laws and national standards including the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste", the "Pollution Control Standard for the Storage and Landfilling of General Industrial Solid Waste" (GB 18599-2020), and the "Pollution Control Standard for the Storage of Hazardous Waste" (GB 18597-2023). We strive to lower environmental impact and advance resource recycling.

3.4.4.1. Non-Hazardous Waste

We implement systematic management of all types of non-hazardous waste generated during our production and business operations, primarily including office and domestic waste as well as general industrial solid waste.

❖ Comprehensive Sorting and Resource Recovery Orientation

We conduct detailed sorting of non-hazardous waste to maximize its recycling value. The Group's general industrial solid waste primarily includes:

Wood-based materials	Scrap wood, wood dust, scrap panels, wood shavings, etc.
Metal	Scrap metal, aluminum scrap, etc.
Glass and Stone	Scrap glass, countertop scraps (stone/quartz), etc.
Plastics and Packaging	Scrap plastic, scrap edge banding, scrap packaging materials (cardboard, foam, etc.).
Others	Scrap leather, mixed-material waste, etc.

❖ Standardized Storage and Compliant Disposal

All of the Group's production sites have established and maintain temporary storage facilities for general industrial solid waste in accordance with the GB 18599-2020 standard, ensuring protection against wind,

rain, and leakage. All general industrial solid waste is regularly entrusted to licensed entities with the appropriate treatment capabilities for recycling or disposal.

❖ **Digital Ledgers and Closed-Loop Tracking**

We have established a unified electronic ledger system for general industrial solid waste management, accurately recording information such as the source, type, weight, time of removal, destination, and responsible personnel of the waste. At the same time, we strictly enforce the transfer manifest system, with all handover documents archived for record-keeping, achieving closed-loop management and data traceability throughout the entire process from generation to final disposal.

❖ **Management Performance and Data Disclosure**

During the reporting period, through systematic management, the Group achieved the resource recovery of a significant volume of general industrial solid waste. The Group-wide recovery of non-hazardous waste reached tens of thousands of metric tons, with waste wood and waste panels accounting for the highest proportion, effectively reducing the consumption of natural resources and the pressure on landfills. We continuously monitor and disclose the generation and recovery volumes of various non-hazardous wastes, making our performance transparent and subject to public oversight.

3.4.4.2. Hazardous Waste

For waste with hazardous characteristics such as toxicity and flammability, we have implemented stricter controls and higher standards throughout the entire process to ensure environmental risks are managed and disposal is conducted in compliance with laws and regulations. During the reporting period, the Group's various sites properly treated a total of 2,248.01 metric tons of hazardous waste, achieving a 100% proper disposal rate.

❖ **Institutionalized and Standardized Management System**

The Group has formulated and continuously revised the "OPPEIN Home Group Regulations on the Management of Hazardous Chemicals," which includes a dedicated chapter on "Disposal of Hazardous Chemical Waste." This chapter clearly defines responsibilities at every stage and strictly prohibits unauthorized discharge. Each production base has formulated localized "Detailed Rules for Hazardous Waste Management" in accordance with Group policies and the "National Catalogue of Hazardous Wastes" (2025 Edition). These rules are supplemented by "Hazardous Waste Disposal Training" materials, and all employees undergo regular training to ensure that frontline staff are proficient in the identification,

classification, packaging, labeling, and emergency response requirements for hazardous waste.



Case: Fire Drill for Spontaneous Combustion of Hazardous Chemicals

In June 2025, we held a specialized drill for hazardous chemical spontaneous combustion at Qingyuan Solid Wood Plant. Simulating spontaneous combustion of hazardous waste during primer production line operations, frontline staff (machine operators, panel handlers, painters, safety officers) responded promptly, completing incident reporting, initial fire suppression and personnel evacuation per the emergency plan. The drill effectively boosted safety awareness and on-site emergency response capabilities of hazardous chemical-related personnel.



❖ **End-to-End Precision Management**

<p>Precise Classification and Standardized Packaging</p>	<p>Hazardous waste is identified and classified strictly according to its characteristics and in accordance with the "National Catalogue of Hazardous Wastes." Corresponding hazardous waste identification labels are established, and these labels are updated and produced in compliance with the latest national standards.</p>	
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<p>High-Standard Storage Facilities</p>	<p>Each Base is equipped with a dedicated hazardous waste storage facility, the design, construction, and management of which strictly comply with the GB 18597-2023 standard. The facilities are treated to prevent corrosion and seepage, and are equipped with drainage ditches, containment berms, and exhaust gas collection systems. Hazardous waste is stored in designated zones and categorized; incompatible wastes are strictly separated, and measures are implemented to protect against wind, rain, and sunlight.</p>	
<p>Compliant Transfer and Safe Disposal</p>	<p>All hazardous waste is consigned to qualified firms for transport and disposal. Carriers must hold valid hazardous material transport certifications, and disposal providers possess official Hazardous Waste Operating Licenses. Contractors' qualifications and technical capacity are legally verified beforehand, with contracts signed to clarify pollution control liabilities. The whole transfer process follows electronic and paper transfer manifest protocols, ensuring full traceability of all hazardous waste batches.</p>	

❖ **Data Monitoring and Compliance Oversight**

Each Base maintains detailed hazardous waste management ledgers, accurately recording information such as the time of entry and exit, source and destination, weight, type and quantity of containers/packaging, and storage facility identification numbers. Electronic records of hazardous waste generation and intake are also entered into the solid waste management platform of the facility's respective region.

<p>记录表需登记的内容</p>		<p>找到相对应记录表登记台账</p>
<p>Hazardous Waste Management Ledgers</p>		

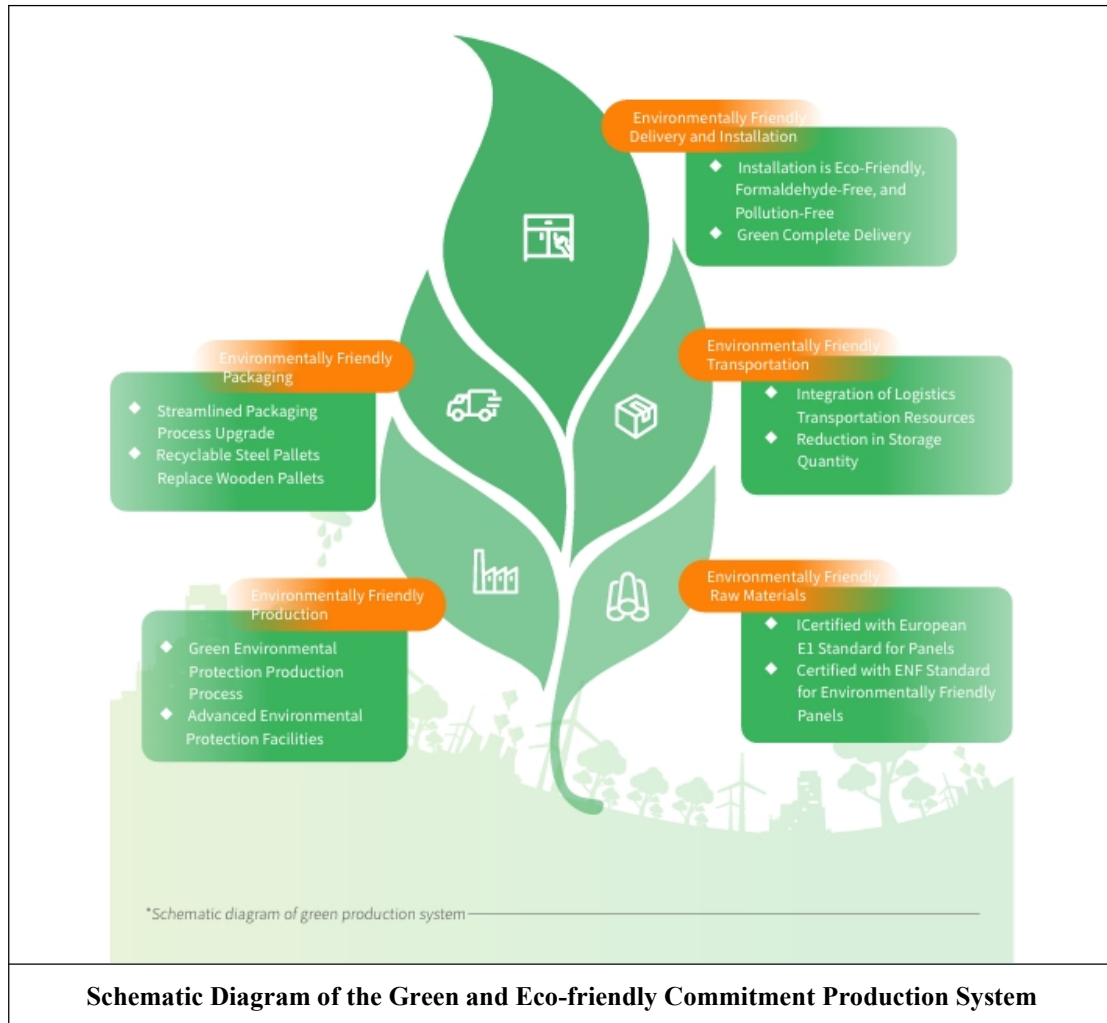
3.4.5. Environmental Monitoring

In accordance with national laws and regulations such as the "Law of the People's Republic of China on the Prevention and Control of Air Pollution" and the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste," we have formulated and implemented regulatory standards including the "Environmental Protection Implementation Specifications," "Procedures for Waste Gas Treatment and Emission Management," "Solid Waste Management Procedures," and "Noise Management Procedures" to comprehensively strengthen the control of pollutant emissions. During the production process, we strictly ensure the compliant disposal and emission compliance of organic exhaust gases and production-related dust. We entrust professional agencies to handle hazardous waste generated by production processes in accordance with regulations, strictly enforce the environmental impact assessment system for construction projects, and conduct regular internal and external environmental monitoring.

During the reporting period, the Group's environmental protection facilities operated at a 100% synchronous operation rate, and the compliance rate for pollutant monitoring was 100%.

3.5. Green and Eco-friendly Commitment Production System

The Group consistently adheres to the principle of green and environmentally friendly production and operations, ensuring that every stage—from raw material selection, design, and production to transportation and end-user installation services—strictly follows green and environmental standards. Guided by an environmental design philosophy centered on sustainable development, we continuously build a green industrial chain across the entire process, encompassing integrated green production solutions and systematic environmental monitoring standards, thereby forming a scientific and rigorous closed-loop green production system. This system effectively improves energy efficiency, reduces environmental pollution, and makes a positive contribution to promoting the Group's green transformation and social sustainable development.



3.5.1. Green Factory

In compliance with the "Action Plan for Green and Low-Carbon Development in Manufacturing (2025–2027)", we prioritize carbon footprint management, solid waste recycling and clean energy application. Green raw material adoption and plant energy-saving upgrades have greatly cut resource consumption, while renewable energy projects optimize the energy structure. Stringent exhaust and noise emission controls have enabled full solid waste recycling. We apply green building principles to facility construction. Locally sourced, low-carbon, high-performance and durable Eco-friendly Commitment materials are prioritized to lower lifecycle energy use. Optimized building orientation, efficient energy-saving lighting and full use of natural daylight balance natural and artificial lighting, reducing lighting power consumption. Factory-side ventilation systems improve workshop air circulation and ease air conditioning demand. Ecological greening features low-maintenance, highly adaptable native plants to curtail upkeep costs.

During the reporting period, thanks to its outstanding practices in environmental management and comprehensive resource utilization, OPPEIN Group was successfully included in the list of provincial-level "Green Factories" announced by the Guangdong Provincial Department of Industry and Information Technology. As of the end of the reporting period, the Group had accumulated one national-level Green Factory certification and two provincial-level Green Factory certifications.

广东省工业和信息化厅关于2025年度广东省绿色制造名单的公示

来源：本网原创稿 发布时间：2025-09-29 17:05:26

根据工业和信息化部《绿色工厂梯度培育及管理暂行办法》和《广东省绿色工厂梯度培育管理实施细则》，经企业（园区）自愿申报、专家评审，择优确定，现将广东省2025年度绿色制造名单予以公示。

公示时间为2025年10月9日至2025年10月14日。公示期间如有异议，请以书面方式向我厅反映情况。以个人名义反映情况的，需提供真实姓名、身份证复印件、联系方式和反映的具体事项及确凿的证明材料；以单位名义反映情况的，需提供真实单位名称（加盖公章）、联系人、联系方式和反映的具体事项及确凿的证明材料。如真实性存疑，请在公示期内提出，反映情况和问题应实事求是，不得借机诽谤和诬告。

欢迎社会各界参与监督，如有异议，请在公示期内实名反馈广东省工业和信息化厅，并提供佐证材料和联系方式，以便核实查证。

2025年广东省省级绿色制造公示名单（绿色工厂）

序号	地市	企业名称	类型
1	广州市	广州电力机车有限公司	绿色工厂
2	广州市	广州岭南电缆股份有限公司	绿色工厂
3	广州市	广东斗原精密技术有限公司	绿色工厂
4	广州市	高露洁棕榄（中国）有限公司	绿色工厂
5	广州市	欧派家居集团股份有限公司	绿色工厂
6	广州市	卡尔蔡司光学科技（广州）有限公司	绿色工厂
7	广州市	广东胜宇电缆实业有限公司	绿色工厂

OPPEIN was successfully included in the list of provincial "Green Factories" announced by the Guangdong Provincial Department of Industry and Information Technology

3.5.2. Green Design

Green design is the strategic core of OPPEIN's commitment to sustainable development, aiming to reduce the environmental impact of products throughout their entire lifecycle from the source. We deeply integrate elements such as environmental protection, energy conservation, health, and recyclability into the initial stages of product R&D and design, dedicated to providing consumers with home solutions that combine aesthetic appeal, functionality, and environmental value.

3.5.2.1. Green Design Principles

Our green design permeates the entire process—from product concept and material selection to structural processes, packaging and transportation, and even recycling and disposal—primarily adhering to the principles of "material reduction, low environmental impact, long service life and maintainability, and recyclability and circularity."

Green Design Principles	
Reduce	By optimizing product structures and adopting lightweight designs, we minimize the consumption of raw materials, energy, and water resources while ensuring product performance and safety.
Low Environmental Impact	We prioritize the use of renewable, recyclable, and Eco-friendly Commitment materials with a small environmental footprint, while strictly limiting or prohibiting the use of hazardous substances (such as formaldehyde and heavy metals) to reduce potential risks to the environment and human health at the source.
Durability & Maintainability	Design products that are durable, easy to maintain, and repair, extending their service life and reducing waste generated by frequent replacements.
Recyclability & Circularity	We consider disassembly and material separation at the end of a product's lifecycle, prioritizing single-material or easily separable composite structures to increase material recycling rates and support the circular economy.

3.5.2.2. Raw Material Selection

In the procurement of core raw materials such as particleboard, we implement sustainable sourcing practices, prioritizing suppliers with FSC/PEFC forest certification to ensure that wood sources are legal and sustainable. At the same time, we actively promote the use of formaldehyde-free panels to significantly reduce the risk of formaldehyde emissions at the source, thereby safeguarding indoor air quality and consumer health. For specific details on raw material procurement standards and certifications, please refer to the "Supply Chain – Sustainable Procurement" section.

3.5.3. Clean Production

Clean production underpins the Group's strategy for energy conservation, emission reduction, pollution prevention at source and improved resource efficiency. Embedded in environmental policy, it runs through design, production and service via technological upgrades, process optimization and equipment

renovation, fostering an efficient, clean and low-carbon modern production model. Environmental protection and emission reduction guide product research and upgrading. The Group develops and promotes advanced clean production technologies to reduce and control key pollutants—including waste gas, dust, and wastewater—at the source. High-efficiency facilities, automated production lines and world-class environmental treatment equipment further underpin source-side clean production. It has launched Asia’s first furniture powder-coating line, realizing zero VOC emissions in coating and over 75% lower carbon emissions versus traditional baking paint processes. Green practices such as water-based paint substitution and low-energy PUR edge-bonding and moulding technologies are also being rolled out. By integrating smart manufacturing with green processes, the Group delivers Eco-friendly Commitment home products, supporting the high-end and low-carbon transformation of Guangdong’s manufacturing industry.

Case: Introduction of High-Efficiency, Energy-Saving Equipment

In our clean production practices, we actively adopted high-efficiency, energy-saving equipment—the German Diefenbach continuous press. This equipment utilizes continuous flat-press technology and a fully digitalized control system, reducing electricity and heat consumption by 20% compared to traditional intermittent presses. Simultaneously, by precisely controlling panel thickness and density distribution, it improves wood utilization and saves 15% in raw materials.

Replacing traditional high-energy-consumption processes with more efficient and energy-saving equipment not only reduces energy consumption and timber resource depletion at the source but also sets an energy efficiency benchmark for the engineered wood panel manufacturing sector. By continuously promoting the upgrade of green equipment across the industrial chain, we are embedding the concept of clean production into the front lines of manufacturing, helping to build a more low-carbon and sustainable industrial ecosystem.

Case: Systematic Material Recycling

We adopted a full-process recycling solution covering design, production and waste management. By combining CutRite software with the Group's XMES system and adopting thin diamond saw blades, we lifted panel comprehensive utilization rate by 5%–10%. We also set standards for idle panel reuse and built waste conveying lines. Qualified leftover materials are automatically allocated to produce baseboards and fixtures. These measures form a complete closed-loop material system, cutting raw material use and solid waste output.



3.5.4. Eco-friendly Commitment Products

We are committed to Eco-friendly Commitment green home products, integrating environmental protection, health and low-carbon concepts into the entire R&D and innovation process. Through continuous iteration of green technologies, strict corporate standards and promotion of product carbon footprint management, we strive to build healthier, safer home life for consumers, lead the custom home furnishings industry's green transformation, and construct a new healthy home ecosystem.

In technology and standards, Our "Formaldehyde Reduction Enterprise Standard" limits formaldehyde emissions to $\leq 0.02 \text{ mg/m}^3$, far exceeding the new national ENF standard ($\leq 0.025 \text{ mg/m}^3$). As an industry leader in environmental standards, we have continuously upgraded Eco-friendly Commitment technologies, evolving from "Formaldehyde-Free 1.0" to "Formaldehyde-Free 4.0". For green product promotion and certification, we actively pursue authoritative domestic and international green certifications to enhance market and consumer recognition of our Eco-friendly Commitment philosophy. During the reporting period, the group standard "Formaldehyde-Free Engineered Wood and Its Products" (T/CNFA 3040-2025), co-developed by us with the Chinese Academy of Forestry, was officially

approved and will take effect on August 1, 2025. Centered on "zero formaldehyde addition in production", it sets a more authoritative and stringent environmental benchmark for the wood-based panel industry. As a participating drafter, OPPEIN continues to lead the industry in environmental standard upgrading.

OPPEIN's Journey of Environmental Technology Upgrades	
Formaldehyde-Free 1.0 Era	Adopting formaldehyde-free base materials combined with patented formaldehyde-removing and antibacterial technology, officially ushering in the era of scientific formaldehyde removal.
Formaldehyde-Free 2.0 Era	A leap from formaldehyde-free cabinet bodies to formaldehyde-free cabinets as a whole, deeply establishing a new Eco-friendly Commitment living environment.
Formaldehyde-Free 3.0 Era	Further refining technological applications, we pioneer a new blueprint for healthy living spaces—expanding from whole-cabinet formaldehyde removal to 360° spatial purification of cabinet doors and walls.
Formaldehyde-Free 4.0 Era	Launching the Formaldehyde-Removing and Antibacterial Green Panel, which utilizes MDI formaldehyde-free technology combined with patented formaldehyde-removing and antibacterial technology. This not only achieves zero added formaldehyde but also actively purifies formaldehyde in the space.



During the reporting period, the OPPOLIA was honored with the title of "2024 Home Furnishings Consumer Reputation List: Eco-friendly Commitment and Healthy Brand."

Case: Formaldehyde-Free and Antibacterial Ai Xin Board

We continuously upgrade Eco-friendly Commitment panels in green product innovation. New panels feature formaldehyde emission $\leq 0.02 \text{ mg/m}^3$, exceeding the national ENF standard of 0.025 mg/m^3 . Launched in 2021, Ai Xin Board with patented purification and antibacterial tech has benefited over one million families. It achieves 95.1% formaldehyde removal rate, far above the national standard, plus over 99.9% antibacterial rate, top-grade mildew resistance and 98% TVOC removal rate with official certification. It realizes all-round healthy performance covering formaldehyde elimination, antibacterial, mildew-proof and deodorization.



Case: Healthy Cabinets

In accordance with the "Brand Evaluation: Healthy Cabinets" (T/GIEHA 061-2023) issued by the China Brand Building Indoor Air Brand Cluster and the Guangdong Provincial Indoor Environmental Hygiene Industry Association, we passed the evaluation by an industry-designated third-party certification body. Our healthy cabinets achieved 100% pass rate in sampling reviews for formaldehyde emission, TVOC emission rate, antibacterial rate and durability, and were awarded the "Healthy Cabinets" brand logo. Our other home furnishings also fully meet the requirements of "General Rules for the Evaluation of Healthy Whole-Home Customization" (T/CFDCC 0607-2023) and obtained Eco-friendly Commitment home product certification.



3.5.5. Streamlining Packaging

We fully recognize packaging’s impact on resources and the environment, and are committed to promoting its reduction, greening and circularity through strategy, systems and technological innovation, aiming to build a full-supply-chain green packaging system. We have refined packaging processes, revised standards to eliminate redundant components, and optimized protection to reduce product damage and save resources. In logistics, we promote reusable packaging, adopt "palletized transport" and use returnable pallets, significantly cutting single-use materials like cartons and stretch film. During the reporting period, the Group's overall consumption of packaging materials showed a downward and optimized trend. Specifically, consumption of corner protectors decreased by approximately 49% year-over-year, while consumption of edge/surface cushioning materials decreased by approximately 39%. Going forward, we will deepen packaging streamlining, optimize designs to reduce material use and increase biodegradable/recyclable materials, explore a systematic packaging recycling system, and collaborate with partners to extend green packaging across the entire value chain.

Case: Practices in Packaging Reduction and Recycling

- Replacing single-use paper packaging with recyclable plastic crates in raw material procurement

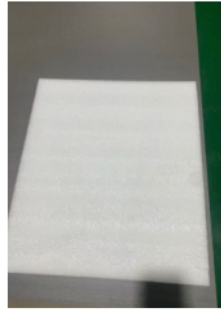


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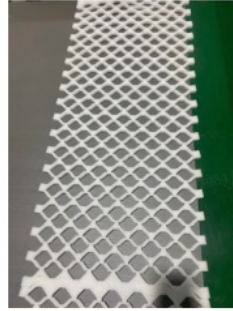


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- Precision optimization of corrugated cardboard dimensions to improve packaging material utilization and avoid material waste caused by size mismatches, resulting in a year-on-year reduction in corrugated cardboard consumption of approximately 6%
- Adopting stretch EPE material for surface protection, reducing consumption of surface protection materials while maintaining the same level of protection

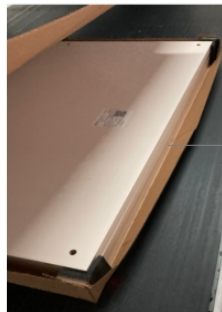


(改善前参考图片)



(改善后参考图片)

- For finished kitchen and clothing products, we optimized the removal of EPS foam packaging from long edges, reducing EPS edge protector consumption by approximately 26% and EPS corner protector consumption by approximately 36% year-over-year

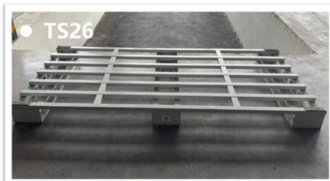


采用打托方式发货，长边损坏的概率低，衣橱板式包装取消长边 EPS 泡沫。

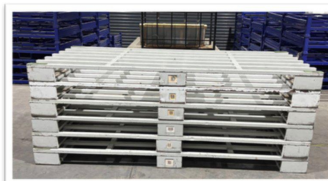
- Replace wooden pallets with reusable steel pallets for logistics and transportation



➢ 统一-2600MM托盘



● TS26




TS26优点：货物尺寸在2600mm以内，托盘能完全承载，降低货损。

3.5.6. Low-Carbon Delivery

To build an integrated, transparent, intelligent and Eco-friendly Commitment home furnishing delivery system, we implement the Group’s "intact, timely, and low-cost" delivery strategy. We focus on four core areas—trunk line integration, scheduled freight, palletized transport and digitalization—to optimize our logistics model continuously. This establishes an integrated delivery platform, driving the full-chain green delivery system’s systematic upgrade. We will launch Delivery Reform Version 4.0 to build a fully digital supply chain delivery network. Logistically, we will expand palletized transport and deploy the TIMS intelligent logistics system for end-to-end data integration. For delivery, we will adopt AI-powered customer service, optimize localized delivery/warehousing, and enhance trunk line integration and last-mile management to boost service efficiency comprehensively.

3.5.6.1. Automation and Smart Logistics

Centered on smart manufacturing, we have widely deployed automated and intelligent equipment in factories and warehouses. We’ve built an AGV and smart logistics network to form a "touchless" automated circulation system for materials, semi-finished and finished products. This eliminates waiting time, empty runs and manual errors of traditional handling, greatly boosting logistics turnover efficiency. It also cuts energy consumption from personnel movement and idle equipment, enhancing source-side energy efficiency and reducing indirect emissions.

<p>Laser-Guided AGVs</p>	<p>In the workshops of our five major production bases, AGVs and forklifts achieve positioning accuracy of ± 10 mm through laser navigation, allowing them to dock precisely beside equipment to complete material transfers. The system pre-schedules AGVs to stand by according to production rhythms, avoiding idle waiting during process transitions; when path conflicts occur, an automatic avoidance mechanism is triggered, significantly reducing waiting times for material transport.</p> 
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Smart Warehousing

The 20-meter-high intelligent automated storage and retrieval system (AS/RS) resembles a "floating bookshelf," with each storage bin assigned a unique code. AGV palletizers perform storage and retrieval operations at a speed of 120 meters per minute, with positioning accuracy of ± 5 millimeters, completing a single operation within 30 seconds. When finished goods are put into storage, the system allocates storage bins based on "order zone + shipping time," ensuring efficient turnover and 100% picking accuracy.



Full-Line Logistics Automation



Ground-Based Automated Transport System

3.5.6.2. Transportation Mode Optimization and Trunk Line Integration

By optimizing transportation organization models and integrating urban trunk lines, we have reduced unnecessary transport and turnover, thereby lowering carbon emissions from trunk line transportation. We have fully implemented the "palletized transport" model and achieved key stages of the "Three-Year Smart Delivery" initiative, including automated pallet stacking and pallet consolidation. Goods are transported in standardized pallets, ensuring no pallet reloading throughout the entire process. From 2023 to 2025, the Group's retail palletized transport rate surged from 4.41% to 95.88%, with the mall palletized transport rate rising from 0.48% to 19.82%, and the transportation damage rate decreasing by 35.25%. We advanced the implementation of "trunk line transportation integration," significantly improving logistics efficiency by consolidating transport routes, increasing vehicle load factors, reducing departure frequencies, and minimizing empty-run mileage. By utilizing the Intelligent Dispatch System (TIMS) to plan optimal routes and adopting a "rail-road" multimodal transport solution for long-distance transfers between bases, we established a more convenient and Eco-friendly Commitment transportation system. At the same time, the Group directly oversees the quality of logistics and transportation services, providing more timely, accurate, and low-carbon logistics services to meet customer needs and enhance dealer and customer satisfaction. During the reporting period, the Group's logistics delivery customer satisfaction score reached 9.12 points (out of 10), a year-over-year increase of 5.07%.

Case: Smart Cross-Base Logistics

Material transfers between bases follow the "data-first" principle. When Tianjin needs to transfer panels from Chengdu, OPPEIN's smart manufacturing system first transmits specifications, quantities, and quality data. After confirming inventory, it automatically generates a "rail-road" intermodal transport plan, ensuring delivery within 48 hours. Simultaneously, GPS is used to track the cargo's location in real time, allowing the receiving party to plan for receipt and production in advance, achieving "zero-wait" handover.

3.5.6.3. Redesigning the Last-Mile Network

We have established a multi-tiered warehousing network comprising "main base—distribution/central warehouse—forward warehouse/retail store." By pre-positioning goods in regional warehouses near consumer markets, we integrate last-mile warehousing resources to enable "localized delivery of

furniture and kitchen appliances." This standardizes and unifies "last-mile" logistics delivery service standards while reducing the risk of transportation damage. By restructuring the last-mile warehouse network, we have reduced waste of labor and resources in intermediate logistics stages, improved logistics efficiency and the success rate of one-time installations at the end-user level, and achieved dual optimization of time and energy costs throughout the logistics and transportation process.

3.5.6.4. Emissions Reduction Management for Transportation Vehicles

We purchased or leased new energy buses to replace high-emission vehicles for official and shuttle transportation. At the same time, we strictly require vehicles and personnel entering the factory premises to meet environmental standards. We have signed the "Safety and Environmental Protection Agreement for External Vehicles and Personnel" with vehicle carriers, prohibiting vehicles that have not passed annual inspections, are scrapped, exceed exhaust emission limits, leak oil while driving, or discharge other waste from performing transportation operations. We also require all carriers to dispose of and store waste at designated locations and to turn off their engines to save energy when vehicles are parked and waiting on the premises for extended periods.

During the reporting period, we purchased and leased a total of 18 new energy sightseeing vehicles, medium-sized buses, and small passenger vehicles. This initiative is expected to reduce CO₂ equivalent emissions by approximately 73.3 tons annually and cut emissions of pollutants such as nitrogen oxides, non-methane hydrocarbons, and particulate matter by approximately 0.26 tons.

3.5.7. Recycling and Reuse

We adhere to the solid waste management principles of "reduction, resource recovery, and harmless disposal," integrating the concept of a circular economy into the final stages of our operations. We are committed to maximizing the recovery and reuse of various types of waste during the production process, reducing reliance on virgin resources and the volume of final disposal, promoting a closed-loop flow of resources, and contributing to the development of a circular society.

At our production sites, we have established a systematic waste classification, recycling, and resource recovery system to ensure that the vast majority of general industrial solid waste is properly recycled or disposed of in an environmentally sound manner. All recyclable general industrial solid waste (such as scrap wood, scrap metal, waste cardboard, and waste glass) is sorted, collected, and temporarily stored

on-site. We have established long-term partnerships with legally licensed recycling companies, regularly entrusting them with the professional recycling and reprocessing of the aforementioned waste. In the logistics sector, we actively promote reusable packaging and transport containers as alternatives to single-use materials.

In the future, building upon our existing production waste recycling system, we will further expand the boundaries of the circular economy. We will establish closer circular economy partnerships with suppliers, recyclers, and distributors to jointly design products and packaging that are easy to recycle, thereby driving a green and circular transformation across the entire industrial chain.

3.6. Ecosystem and Biodiversity Conservation

We place high importance on ecosystem and biodiversity conservation and fully implement the ecological sustainability goals set forth in the "China Biodiversity Conservation Strategy and Action Plan (2023–2030)." We are committed to identifying and minimizing potential negative impacts on the natural environment in our operations, complying with relevant ecological protection regulations, and contributing to the protection of natural habitats and biodiversity through sustainable procurement, site greening, and environmental compliance management.

During the site selection phase for new projects, we factor in ecological impacts to ensure that project locations do not encroach upon ecological protection red lines or permanently protected ecological areas, and that our operations do not directly occupy or disrupt important local ecological functional areas such as wetlands and nature reserves. All new construction and renovation projects undergo environmental impact assessment procedures in accordance with the law and obtain approval from the competent environmental protection authorities. Project construction and operations strictly adhere to the ecological conservation and pollution prevention measures outlined in the environmental impact assessment reports and approvals. During the production process, we strictly implement clean production standards and pollution prevention measures, effectively manage risks of soil and groundwater contamination, and strive to reduce the environmental burden of our production activities. In the procurement of our core raw material, particleboard, we actively promote sustainable procurement policies, prioritizing collaboration with suppliers holding internationally recognized forest certifications such as the Forest

Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). This ensures that timber is sourced from responsibly managed forests and adheres to strict standards for protecting biodiversity, maintaining ecosystem functions, and safeguarding habitats of rare species. None of the Group's or its subsidiaries' production sites are located within national nature reserves or biodiversity priority areas. As of the end of the reporting period, the Group had no projects that significantly impacted biodiversity.

Furthermore, in the planning and construction of each production site, we allocate a certain proportion of land for greening, planting suitable native plants and providing habitats for small organisms such as insects and birds. At the same time, we actively participate in various ecological and environmental protection activities, constantly monitoring the ecosystems and rare protected animals in the regions where the Group operates, and are committed to reducing the negative impact on biodiversity caused by emissions and resource use during our operations.

Case: Participating in the "Two New" Pioneer Forest Tree-Planting Initiative to Support the "Green and Beautiful Baiyun" Initiative

In March 2025, the Group organized a delegation of Party members to participate in the Baiyun District "Two New" Pioneer Forest Tree-Planting Event and the "Three Micro" Tree-Planting Campaign. In the designated area, employees personally planted saplings, putting the concept that "lucid waters and lush mountains are invaluable assets" into practice through concrete actions and adding new greenery to the "Green and Beautiful Baiyun" initiative. This event not only contributed to improving the local ecological environment but also conveyed the positive energy of green development to society, demonstrating the company's commitment to advancing ecological civilization.



4. SUPPLY CHAIN

An efficient, rigorous and green supply chain system serves as an important guarantee for the sustainable development of OPPEIN. Guided by the Group's strategy of building a world-class outstanding home enterprise, OPPEIN fully leverages its scale and brand advantages. Taking the digital transformation and upgrading of the Group's supply chain as an opportunity, it advances the reform of the comprehensive supply chain system and integrated procurement, moving toward the business goal of "improving quality, reducing costs and upgrading the system". In addition, the Group continuously builds a supply chain system compatible with the integrated home business model, and improves supply chain management systems. It firmly pursues coordinated development with partners, implements the sustainable development strategy of win-win cooperation and symbiosis, and builds a green supply chain featuring mutual benefit and co-prosperity.

4.1. Sustainable Procurement

The Group continues to practice responsible procurement and incorporate sustainable procurement into its ESG strategy. It sets annual emission reduction targets and green procurement proportion targets, which are promoted under the leadership of the Group's senior management. In accordance with the "Bidding and Tendering Law of the People's Republic of China" and other relevant laws and regulations, the Group has formulated the "OPPEIN Home Group Integrated Procurement Management Guidelines", the "OPPEIN Home Group Procurement Price Management Regulations", and the "OPPEIN Home Group Procurement Development and Supplier Selection Management Regulations". These policies enable precise matching of supplier resources with procurement demands, strictly standardize procurement procedures, and unify internal material specifications as well as procurement technical and quality standards. The Group pursues high standards in the selection of raw materials and has established procurement criteria stricter than national requirements. FSC and PEFC forest certification qualifications are set as mandatory admission requirements for suppliers. The Group rejects high-carbon and high-consumption raw materials without sustainable qualifications, gives priority to recyclable, renewable and environmentally friendly materials with low environmental impact, strictly controls material safety, implements integrity management throughout the process, and realizes sustainable procurement.



4.1.1. Environmentally Friendly Guarantee

The Group is committed to building a green procurement supply chain. In accordance with the "OPPEIN Home Group Raw Material Procurement Technical Standard Management Specification", it gives priority to suppliers with "China Environmental Labeling Certification (known as the 'Ten Circles' certification)", so as to strictly control environmental access at the source. In terms of material structure, the Group sets quantitative substitution targets for recycled materials, reclaimed materials and agricultural waste-based materials, and gradually reduces reliance on virgin materials with high environmental load. In terms of chemical safety, it continuously promotes the application of raw and auxiliary materials with low or zero VOC emissions. Meanwhile, the Group strictly implements the series of "Technical Requirements for Environmental Labeling Products" (including Cabinet HJ/T 432, Furniture HJ 2547, Wooden Door HJ 459, etc.), and strictly enforces the Supplier "Material Self-Declaration" System to commit to eliminating hazardous substances. In the future, the Group will launch a green procurement management system to automatically screen sustainable suppliers, track certification qualifications and statistically measure emission reduction effects, thereby building a solid barrier for end-to-end green procurement.

The Group attaches great importance to raw material certification and strives to comprehensively increase the certification proportion. It exercises strict management over suppliers' timber sources, prioritizes suppliers that impose rigorous supervision on timber origins, and strictly prohibits raw materials of illegal origin from entering the Group's supply chain. During the reporting period, the

proportion of timber and paper raw materials traceable to their place of origin in the Group’s procurement reached 100%; the pass rate of raw materials complying with strict certification standards in procurement stood at 100%; and there were 406 suppliers certified with the ISO 14001 Environmental Management System.

		
<p>China Environmental Labeling Certification</p>	<p>Supplier Environmental Management System Certification</p>	<p>Supplier Green Product Certification</p>

4.1.2. Safety Guarantee

The Group always regards material safety as the core of responsible procurement, continuously improves the safety and reliability of raw materials and products in the supply chain, and strictly supervises suppliers’ Environment, Health and Safety (EHS) standards, striving to provide customers with safer and more reliable home furnishing products.

The Group has established a rigorous raw material quality and safety inspection system and formulated the "New Material (Product) Appraisal and Trial Management Regulations". Suppliers are required to provide timely documents such as Material Safety Data Sheets (MSDS) and test reports issued by authoritative third-party inspection institutions. Meanwhile, the Group conducts random product safety tests via its CNAS-certified laboratory, ensuring that products at the source meet safety performance requirements including flame retardancy, corrosion resistance and compression resistance, as well as safety limit requirements for chemical substances such as formaldehyde, TVOC, and toluene. In addition, the Group has issued the "OPPEIN Home Group Contractor Safety Management Regulations". It clarifies requirements for contractors and suppliers regarding employees’ occupational health and safe working conditions in procurement activities, reviews their safety qualifications and signs safety agreements.

Partners are required to provide employees with qualified personal protective equipment and a safe working environment, eliminate occupational health risk factors, and fully ensure safety and occupational health in the raw material production process.

To strengthen supply chain quality and safety management, the Group continuously improves the mechanism for recovering liability-related expenses from suppliers, and encourages suppliers to enhance product quality by establishing a quality traceability and assessment system. During the reporting period, 741 suppliers passed ISO 9001 or equivalent quality management system certification, and 484 suppliers passed ISO 45001 occupational health and safety management system certification.

 <p>The certificate is titled "Antibacterial Label Use Qualification Certificate" (抗菌标志使用资格证书). It is issued to OPPEIN (欧派家居集团股份有限公司) for its antibacterial products. The certificate number is CIAA-AL-202204. It states that the products meet the standards of the China Federation of Industrial Property Intelligents Association (CFPI) for antibacterial products and are approved for use of the antibacterial label. The certificate is valid until September 21, 2025.</p>	 <p>The certificate is titled "Children's Safety Grade Product Certification Certificate" (儿童安全级产品认证证书). It certifies that the product, a flycatcher (飞抓), meets the requirements of the GB 28181-2010 standard for children's safety. The certificate is issued by the China National Accreditation Center (CNAS) and is valid until July 16, 2026. The certificate holder is OPPEIN (欧派家居集团股份有限公司).</p>
<p align="center">Qualification Certificate for Antibacterial Label Trial Use</p>	<p align="center">Certification for Children-safe Grade Products</p>

4.1.3. Integrity Guarantee

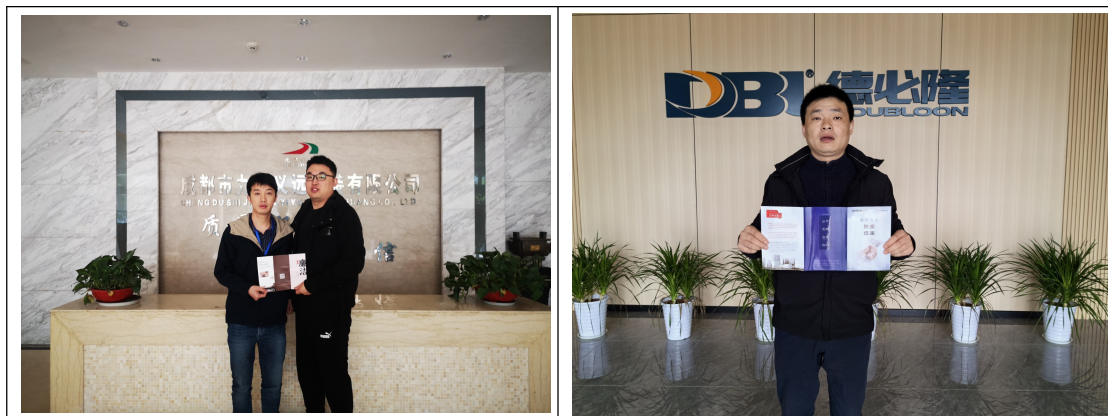
In terms of supply chain integrity management, the Group has formulated systems including the "Detailed Working Rules for Off-site Departments of the Supply Chain Management Center", the "Trial Inspection Operation Rules of the Supply Chain Management Center", the "Trial Point Management Operation Rules of the Supply Chain Management Center", and the "Ten Prohibitions for Staff of the Supply Chain Management Center in Communications with Suppliers". These regulations strictly standardize interactions between supply chain practitioners and suppliers, firmly oppose all forms of bribery in procurement activities, including disguised forms and the direct offering or acceptance of bribes, and strive to build a fair and incorruptible supplier relationship. To create a fair, impartial and transparent business environment, the "Integrity Cooperation Commitment Letter" is incorporated into the procurement contracts of the Group and its affiliated enterprises. The document clearly sets out

integrity and self-discipline requirements that all suppliers must abide by, and specifies reporting channels for improper interest conduct, so as to ensure open cooperation and safeguard the interests of both parties.

During the reporting period, all suppliers of the Group have signed the "Integrity Cooperation Commitment Letter", achieving a signing rate of 100%. A total of 5 integrity training sessions were organized for suppliers.



Integrity Cooperation Commitment Letter



Supplier Integrity Promotion

4.2. Supplier Management

The Group optimizes its supplier management system to cultivate high-quality industrial resources and

build classified supplier databases. Suppliers are categorized as core and reserve suppliers, with overall supply chain quality upgraded via dynamic evaluation mechanisms. Digital, intelligent and streamlined governance strengthens sustainable supply chain capacity. The Group treats SMEs equally and expands cooperation opportunities, forging long-term partnerships to help them upgrade technology and management capabilities. It also advances supplier ESG performance evaluation, promotes coordinated development with partners, practices mutually beneficial sustainable strategies, builds a green win-win industrial ecosystem, and develops a fully covered, efficient and resilient diversified supplier system.

During the reporting period, the Group's supplier database included a total of 2,089 suppliers, among which 2,081 were domestic suppliers and 8 were overseas suppliers, all of whom have signed and complied with the Group's supply chain code of conduct. The Group's localized supply chain strategy has achieved remarkable results, with both the proportion of local suppliers and the proportion of local procurement amount exceeding 99%, providing strong support for the stable operation and operational efficiency of the supply chain.

4.2.1. Supplier ESG Management

The Group deeply integrates ESG management philosophy into the supplier management system and attaches great importance to supplier ESG performance. It has established a full-process sustainable supply chain management mechanism, conducting ESG admission evaluation on newly introduced suppliers covering environmental management, work safety, labor rights and interests, and social responsibility. In addition, the Group gives priority to suppliers with sustainable certifications and requires all suppliers to sign the "Supply Chain Code of Conduct". Through institutionalized and standardized management measures, the Group continuously elevates the ESG management level of the supply chain, and builds a value chain ecosystem that is environmentally friendly and socially responsible.

4.2.1.1. ESG Evaluation

The Group thoroughly embeds ESG evaluation into the full lifecycle management of supplier cooperation, and establishes a three-dimensional evaluation system covering environmental responsibility, social responsibility and governance effectiveness. It systematically identifies improvement opportunities for suppliers in key areas such as resource utilization efficiency, labor rights

protection, and business ethics compliance, driving the supply chain to transform from compliance control to value co-creation. By conducting supplier ESG evaluation and admission surveys, the Group forms a dynamic closed-loop management model encompassing evaluation, feedback, and optimization, strengthens the consensus on sustainable development across the supply chain, helps suppliers improve their ESG governance capabilities, and jointly builds a more resilient industrial ecological chain against the backdrop of the dual-carbon goals.

During the reporting period, a total of 2,089 suppliers have signed and complied with the Group’s Supply Chain Code of Conduct. Among them, 613 suppliers hold sustainable certifications, and 30 suppliers have completed environmental and social review (ESG review).

OPPEIN Supplier ESG Evaluation System	
Environmental Evaluation Indicators	Evaluate suppliers' energy consumption and emission status, require them to provide energy audit reports, and ensure compliance with environmental protection standards.
	Inspect suppliers' waste disposal methods, encourage the adoption of environmentally friendly treatment technologies, and reduce the impact on the environment.
Social Evaluation Indicators	Examine suppliers' protection of employees' rights and interests, including salary and benefits, working hours, and labor safety, and eliminate illegal employment practices.
	Evaluate suppliers' community relations, pay attention to their public welfare participation and community feedback, and promote suppliers to fulfill their social responsibilities.
Governance Evaluation Indicators	Verify suppliers' corporate governance structure, pay attention to decision-making transparency and internal supervision mechanisms, and ensure standardized enterprise operation.
	Verify suppliers' business ethics, guard against commercial bribery and unfair competition practices, and maintain a fair market competition environment.

Supplier ESG Full Lifecycle Management (Taking OPPEIN Particleboard as an Example)	
Hierarchical Audit and Dynamic Evaluation	Classify according to the degree of environmental impact of raw materials, conduct annual audits on core suppliers covering environmental compliance, carbon emissions, resource consumption, and labor safety, and establish a "red-yellow-green" rating and exit mechanism.
Signing of Sustainable Procurement Agreements	Clarify carbon emission reduction targets, waste disposal requirements, traceability requirements, and penalty clauses for environmental protection violations in procurement contracts, and link sustainability indicators with payment and contract renewal.
Supplier Empowerment and Collaborative Carbon Reduction	Provide suppliers with environmental protection technology training, green electricity procurement guidance, and circular process support, jointly research and develop low-carbon production solutions, and share emission reduction benefits.

4.2.1.2. ESG Support

As an active practitioner in supply chain ESG development, the Group has proactively built a full-chain empowerment system, and supports the sustainable development of suppliers through core approaches including green transformation support, joint development of social responsibility, and governance capability improvement. The Group has established a supply chain governance exchange system, and shares valuable experience in risk management, corporate strategy and strategic planning with suppliers, assisting them in improving their internal governance structure, enhancing the soundness of decision-making and operational efficiency. Both parties jointly explore a sustainable development governance model suitable for the home furnishing industry. In terms of social responsibility fulfillment, the Group strengthens high-quality cooperation with suppliers to enhance the corporate social image and brand value. Meanwhile, it has built an employee exchange mechanism for the supply chain system. Through a cross-enterprise employee exchange platform, the Group promotes experience sharing and capacity building in the supply chain system covering labor rights and interests protection, occupational health and safety, and employee benefits, so as to drive the overall improvement of social responsibility performance across the entire supply chain.

During the reporting period, the Group organized 18 ESG training sessions for suppliers.

Group's Support for Suppliers' ESG Performance Improvement	
Technology and Training Support	Provide suppliers with environmental protection technology training, share energy conservation and emission reduction experience, and help suppliers improve their environmental management capabilities; Conduct social responsibility training to enhance suppliers' capabilities in protecting employees' rights and interests and handling community relations, so as to promote the harmonious development of society.
Resource and Cooperation Support	Provide suppliers with green financial resources, assist them in obtaining loans and subsidies for environmental protection projects, and promote their green transformation; Establish a supplier cooperation platform to facilitate experience exchange and resource sharing among suppliers, and jointly improve ESG performance.
Incentive and Feedback Mechanism	Set up a reward mechanism for suppliers with excellent ESG performance, and provide incentive measures such as order preference and honorary recognition; Regularly feedback ESG evaluation results to suppliers, put forward improvement suggestions, and help them continuously improve their ESG performance.

4.2.2. Digital Management

The Group advances digital strategy by issuing unified procurement management guidelines and category strategy regulations, and carries out comprehensive supply chain reform to restructure integrated procurement workflows. Following connectivity, collaboration, sharing and standardization principles, it deployed a supplier collaboration SRM system to drive centralized procurement platform coordination. This achieves end-to-end connection, information synchronization and full-process monitoring across the supply chain, forming a fair, transparent and efficient digital supplier management framework.

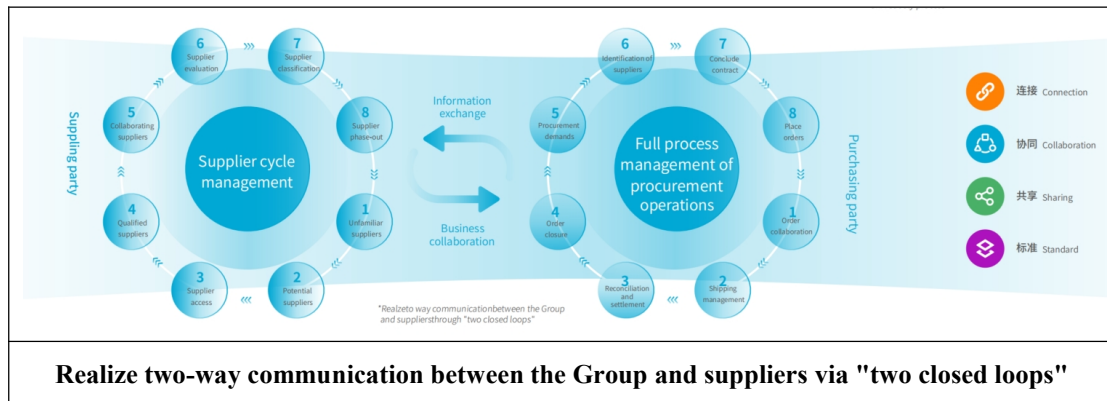
4.2.2.1. SRM System

The Group has built a digital management system centered on the SRM (Supplier Relationship Management) platform. Through system integration and process reengineering, it realizes closed-loop

full-lifecycle supplier management covering source selection and admission, registration review, conversion from potential to qualified suppliers, daily supervision, and elimination mechanism. The platform not only ensures the orderly and controlled operation of the supplier system, but also supports online collaboration throughout the entire procurement process, including contract signing, inquiry and bidding, order placement and deposit notification. Meanwhile, the Group has formulated supporting administrative rules for the SRM system to fully standardize system operations, supplier conduct and data security management, effectively improving supply chain operational efficiency and risk control capability. In addition, the Group deepens integrated procurement collaboration via a dual closed-loop mechanism, establishes an efficient two-way communication channel with suppliers, and greatly accelerates the flow of supply chain information.

During the reporting period, all production bases and procurement organizations under the Group have been incorporated into unified SRM management.

SRM System Management Regulations	
System Application Specifications	<ul style="list-style-type: none"> ● Operating Standards: Formulate the SRM System Operation Manual to clarify operational standards and time requirements for each link. ● Account Management: Implement a "one person, one account" real-name system with role-based access control (general users, administrators, supplier accounts). ● Data Standards: Standardize material codes, supplier codes, and qualification document templates to ensure data consistency.
Supplier-side Management	<ul style="list-style-type: none"> ● Admission Requirements: New suppliers must complete registration and submit complete qualifications via the SRM system. No business activities are allowed without system approval.
Data Security and Compliance	<ul style="list-style-type: none"> ● Tiered Management: Establish a tiered protection mechanism for supplier commercial information, implementing permission isolation for sensitive data.



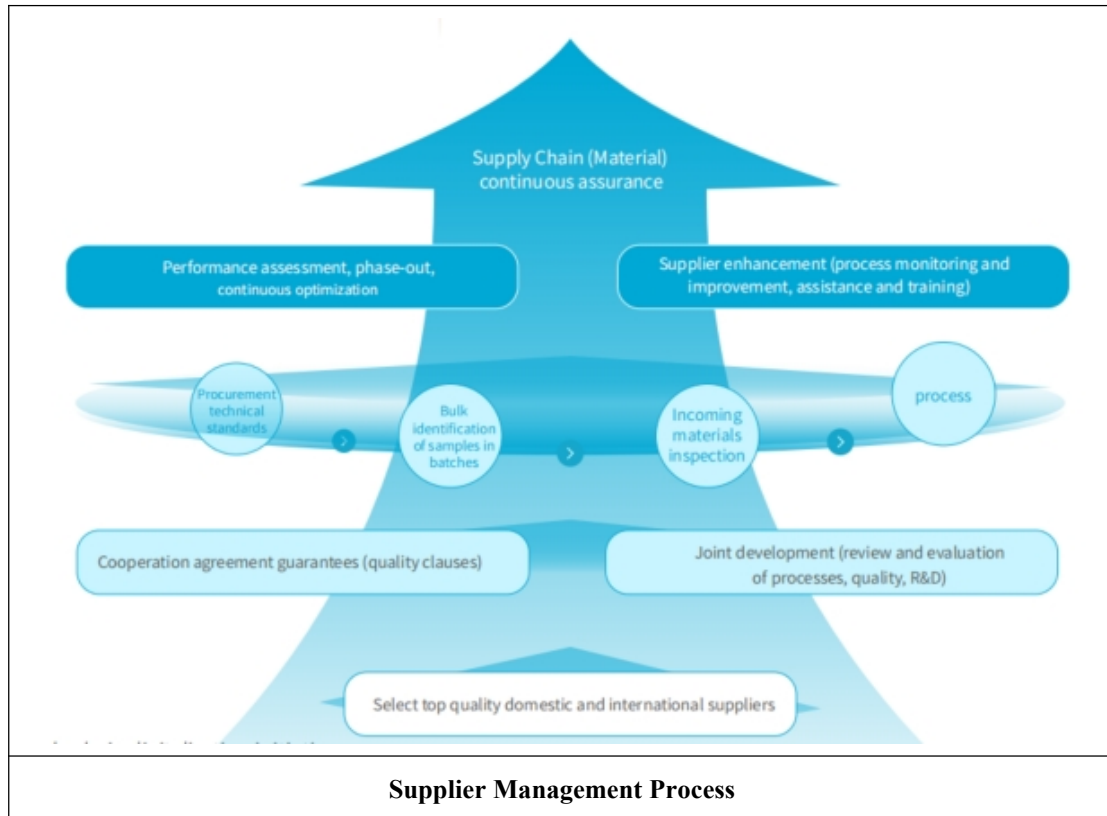
4.2.2.2. Supply Chain Informatization Construction

Leveraging the reform of its comprehensive supply chain system, the Group advances supply chain informatization construction by restructuring the IT architecture and collaborating with external resources to enhance overall capabilities. Through annual planning, the Group focuses on implementing solutions for core modules including procurement specifications, e-platform, cost forecasting, risk early warning and performance evaluation. Meanwhile, it improves the basic data and labeling system to lay a solid foundation for building an efficient, transparent and controllable digital supply chain.

Supply Chain Informatization Construction	Based on the results of the comprehensive supply chain reform, reorganize the informatization development roadmap of the supply chain and optimize the informatization architecture.
	Collaborate with external resources to explore opportunities to optimize the supply chain digitalization, and leverage external resources as needed to enhance the digital maturity of the supply chain.
	Formulate the annual supply chain informatization plan. Starting from each functional module of the supply chain, develop targeted informatization solutions for each module, including standardization of procurement requirements, E-platform for sporadic procurement, integration of new material development processes, reconstruction of material certification processes, cost database, price forecasting, automatic price extension, supplier risk early warning, supplier performance evaluation, and confidential price inquiry, and advance the implementation as planned.
	Improve the system's basic data and data labeling system to lay the necessary groundwork for system application.

4.2.3. Full-Process Management

Benchmarking against world-class home furnishing enterprises, the Group selects top-tier and highly specialized suppliers in the industry to establish long-term strategic cooperative relationships. Guided by a series of management systems and procedures, including the “Supplier Development and Selection Management Regulations,” “Supplier Freezing and Exit Management Regulations,” “Supplier Operational Performance Appraisal Management Regulations,” and the “Supplier Change and Replacement Management Regulations,” the Group implements dynamic management of suppliers across dimensions such as development and admission, due diligence, tiered management, performance appraisal, and freezing and exit. By evaluating suppliers’ capabilities in technology, quality, cost, response and delivery, safety and environmental protection, and other aspects, the Group continuously improves the full-lifecycle supplier management system, driving suppliers to continuously improve and enhance their supply capabilities.



4.2.3.1. Development and Admission

The Group continuously standardizes supplier admission criteria and has formulated the “OPPEIN Home Group Supplier Development and Selection Management Regulations.” It treats small and medium-sized enterprises equally, avoids discriminatory admission conditions, and strictly implements the new supplier selection process centered on qualification review, on-site inspection, product appraisal, and supplier conversion to formal status. Based on business types, suppliers are classified into production-type suppliers and non-production-type suppliers (trade/agency), all of which are required to provide qualification certificates mandated by national laws and regulations. The Group implements categorized admission management for different types of suppliers. It conducts research and analysis on the industrial distribution of supply resources, analyzing their geographical concentration or dispersion and the competitiveness of supply industries in different regions, and formulates a supplier industrial regional layout plan suitable for the company to select suppliers reasonably by region.

During the reporting period, the Group identified and selected a total of 823 new suppliers, of which 601 passed the assessment and were converted to formal suppliers, and 62 potential suppliers were rejected due to non-compliance.

Admission Assessment Process			
Qualification Review	On-site Inspection	Product Appraisal	Supplier Conversion to Formal Status
Upon receiving the supplier questionnaire submitted by the potential supplier after registering in the SRM system, the Group engineers conduct initial review and preliminary review, and comprehensively compare the results of the initial review and preliminary review.	Production-type suppliers must undergo an on-site inspection review. An on-site inspection review team composed of the supply chain, R&D, process, quality, and EHS departments will conduct scoring respectively.	After the supplier passes the on-site inspection, the Group's Supply Chain Management Center and demand departments will conduct small sample and small-batch appraisal. Formal cooperation can only begin after the appraisal is passed.	After passing the above processes, the supplier can proceed with signing the procurement contract, collecting performance bonds, issuing purchase orders, and other related work to become a formal supplier within the Group's system.

4.2.3.2. Due Diligence

Qualification Review Checklist		
Supplier Type	Questionnaire	Content
Production-type	Production-type Questionnaire	Legal representative information / Enterprise qualifications / Production and operational capabilities / Quality and technical capabilities / Pre-sales and after-sales service capabilities / Financial information / Related suppliers, etc.
Non-production-type	Non-production-type Questionnaire	Legal representative information / Enterprise qualifications / Pre-sales and after-sales service capabilities / Financial information / Agency qualifications, etc.
Others	Simplified Questionnaire	Legal representative information / Financial information

The Group attaches great importance to supplier due diligence and requires production-type suppliers to undergo mandatory on-site inspection and review. Led by the Supply Chain Management Center, an on-site inspection and review team is formed by relevant departments, including supply chain, R&D, process engineering, quality, and EHS. The team conducts on-site inspections of suppliers and provides review comments, and proposes optimization directions for areas requiring improvement. An OPPEIN audit matrix is developed across 12 dimensions, together with the "Supplier On-site Inspection and Review Form", "Supplier Delivery Capability Audit Form", and "Supplier Audit Report", ensuring full traceability from on-site inspection to final decision-making.

During the reporting period, the Group continued to conduct on-site inspections of new suppliers, with a total of 124 suppliers inspected.

	
<p>Inspect the supplier's production processes</p>	<p>Inspect the supplier's key equipment</p>
	
<p>Inspect the supplier's sandblasting equipment</p>	<p>Inspect the supplier's packaging processes</p>

4.2.3.3. Tiered Management

The Group has established a scientific tiered and categorized supplier management system. First, based on the characteristics of procurement categories, it implements horizontal categorized management by

business nature, product characteristics and service types. Meanwhile, it conducts vertical tiered evaluation based on core indicators such as supplier qualification and credit, historical performance, management level and innovation capability, forming a matrix management structure to realize precise matching and dynamic optimization of supplier resources.

Supplier Classification	Materials and Finished Goods	Supplier Tiering	Strategic Supplier
	Production Support and Auxiliary		Preferred Supplier
	Marketing Services		Qualified Supplier
	Administrative Materials and		Restricted Supplier
	Services		Disqualified Suppliers

4.2.3.4. Performance Appraisal

The Group has formulated the “OPPEIN Home Group Supplier Operational Performance Appraisal Management Regulations” to promote standardized control of suppliers and improve supplier management capabilities. Supplier operational performance appraisal refers to the dynamic management of suppliers within the system, evaluating their capabilities in technology, quality, cost, response and delivery, safety and environmental protection, and other aspects to measure their supply performance. The Group adopts unified evaluation standards to conduct fair and impartial assessments of suppliers. The appraisal results serve as the basis for decisions such as the allocation of procurement shares, supplier selection and elimination, evaluation of partnership types, and selection of suppliers for R&D product participation.

The Group conducts monthly and annual assessments of suppliers and has developed monthly/annual management flowcharts. The Supply Chain Center, Quality Department, Procurement Department, and Planning & R&D Department jointly carry out supplier operational performance appraisal. The monthly performance appraisal only evaluates quality, response, and delivery performance; quality, response, and delivery performance are assessed according to the respective scoring rules of each business line, ultimately outputting "red-yellow-green" light indicators. The annual performance appraisal is a comprehensive performance evaluation, which comprehensively measures suppliers across dimensions including technology, quality, cost, response and delivery, and safety and environmental protection, ultimately outputting comprehensive evaluation levels of "Excellent", "Qualified", "Restricted", and "Eliminated", with the appraisal results publicly announced.

During the reporting period, the Group conducted performance appraisals for all non-one-time procurement suppliers, with a total of 1,105 suppliers assessed.

Supplier Operational Performance Appraisal	
Technical Appraisal	Evaluate suppliers in technical aspects such as independent R&D capability, product prototyping capability, product stability, and R&D services, with annual assessment conducted.
Quality Appraisal	Evaluate suppliers based on incoming material quality compliance, in-use quality compliance, customer quality feedback, integrity incidents, and major quality anomalies, with both monthly and annual assessments conducted.
Cost Appraisal	Evaluate suppliers in aspects such as price reasonableness, quotation timeliness, and business service level, with annual assessment conducted.
Response and Delivery Appraisal	Evaluate suppliers based on on-time delivery performance, delivery standardization, delivery support services, and response capability, with both monthly and annual assessments conducted.
Safety and Environmental Protection Appraisal	Evaluate the environmental performance of suppliers' products, including testing for harmful substances such as formaldehyde emission, TVOC emission, and heavy metal content. For products involving water, electricity, gas, flammable and explosive materials that have a significant impact on personal and property safety, annual assessment of product safety indicators is required.

4.2.3.5. Freezing and Exit

To ensure standardized control of the supply chain, the Group has formulated the “Supplier Freezing and Exit Management Regulations,” which refine the operational procedures and requirements for each link in the supplier freezing and exit process, ensuring that the products or services provided by suppliers meet the requirements of OPPEIN and its customers.

During the reporting period, a total of 5 suppliers had their cooperation terminated due to non-compliance.

Circumstances for Freezing and Exit	
Freezing	The supplier experiences major financial difficulties
	The supplier engages in non-compliant supply behaviors
	The supplier exhibits relatively serious abnormal supply behaviors
Exit	The supplier voluntarily proposes to exit
	<p>A supplier will be eliminated by the Group in the following circumstances:</p> <ul style="list-style-type: none"> a. Suppliers rated "Eliminated" in the annual appraisal; b. The Group no longer needs the products or services provided by the supplier; c. The supplier's annual operational performance is rated as eliminated; d. In daily operations, the supplier is deemed a non-conforming provider due to major issues and eliminated.

4.2.4. Conflict Minerals Management of Suppliers

The Group attaches great importance to conflict minerals for itself and suppliers, strictly complying with international conventions, national laws and industry initiatives (including the International Bill of Human Rights, OECD guidelines, China's mineral supply chain guidance and the U.S. SEC Conflict Minerals Rule). Upholding legal operation and social responsibility, it has established and improved a conflict mineral traceability system and supply chain due diligence mechanism to ensure raw materials are traceable and compliant. The Group signs conflict mineral avoidance statements with suppliers, conveys compliance requirements to all supply chain partners, and conducts regular conflict mineral audits to eliminate risks. Partners illegally using conflict minerals will have cooperation terminated immediately with rectification measures.

In terms of supply chain control, the Group has formulated a sound conflict mineral traceability management system, and retains relevant documents such as mineral raw material procurement contracts, origin certificates, mining compliance documents, and smelting and processing certifications. It ensures that mineral raw materials used in each batch of supplied products can be traced back to legally mined sources, with relevant documents kept for no less than the minimum retention period required by partners and applicable laws and regulations. Meanwhile, the Group undertakes to provide conflict mineral investigation materials as required, including but not limited to the latest RMI Conflict Minerals Reporting Template (CMRT), Extended Mineral Reporting Template (EMRT), mineral source

certificates, and supply chain due diligence reports for compliance review. It accepts regular and irregular audits and spot checks (including document review and on-site verification), and actively provides supporting documents to prevent potential conflict mineral risks in the supply chain.

During the reporting period, no use of conflict minerals was identified within the Group.

避免冲突矿产供应商声明

致：歌派家居集团股份有限公司

本公司【供应商全称】（统一社会信用代码：【XXX】，注册地址：【XXX】，以下简称“乙方”），作为甲方合格供应商，自愿接受甲方关于冲突矿产合规管理的全部要求，充分理解并认同甲方在企业社会责任（ESG）及供应链合规方面的理念，为确保乙方供应给甲方的所有产品及相关材料符合全球冲突矿产相关监管规定、行业标准及甲方管理要求，杜绝使用冲突矿产，郑重作出如下不可撤销的承诺与声明：

一、声明主体及适用范围

1. 本声明的承诺主体包括乙方自身、乙方的全资/控股子公司、分公司，以及乙方供应链上下游所有为乙方提供原材料、零部件、加工服务的合作方（含各级分包商、分销商）；

2. 本声明适用于乙方供应给甲方的全部产品、零部件、原材料及相关配套物料（以下统称“供应产品”），涵盖产品生产、加工、组装全过程中所使用的各类金属矿产，重点包括但不限于锡（Sn）、钨（Ta）、钨（W）、金（Au）（以下简称“3TG矿产”），以及钴（Co）、云母（Mica）等甲方明确要求管控的矿产及其衍生物。

二、核心合规承诺

1. 乙方承诺，所有供应给甲方的产品及生产过程中使用的各类矿产原料，均不自刚果民主共和国及其周边冲突高风险国家和地区（具体包括：刚果民主共和国、刚果共和国、苏丹共和国、南苏丹共和国、乌干达共和国、卢旺达共和国、布隆迪共和国、坦桑尼亚联合共和国、斐比亚共和国、安哥拉共和国、中非共和国，以及未来包含前述国家部分或全部领域的新国家/地区），且不自上述国家/地区内任何武装力量控制区域，不涉及任何“冲突矿产”的采购、使用、加工和交付行为。

2. 乙方明确知晓，“冲突矿产”是指来自上述冲突高风险地区，且其开采、贸易、加工过程可能直接或间接资助武装势力，违反国际人权法、使用强迫劳动或造成严重环境破坏的矿产及其衍生物，包括但不限于锡石、黑钨、钨钼铁矿和黄金等稀有金属原料。

Supplier Statement on Conflict Mineral Avoidance

4.2.5. Secondary Supplier Management

To further improve the supplier management system and ensure the quality and stability of material and finished product supply from the source, the Group has formulated the “Designated Secondary (and Above) Supplier Management Regulations” to strengthen the management of group-designated secondary (and above) suppliers. "Group-designated secondary (and above) suppliers" refer to the general term for suppliers designated by the Group based on operational and development needs, which supply materials or finished products to the Group’s first-tier suppliers (hereinafter referred to as "first-tier suppliers") after processing, and whose products or services are ultimately used by the Group. The Group incorporates secondary suppliers into the Group’s supplier system management, standardizes their business processes, business responsibilities and operational practices throughout the entire supply process, and requires all responsible entities to effectively perform their management responsibilities for OPPEIN-designated secondary suppliers, forming an effective quality control mechanism. The Group will continuously build an efficient, reliable and competitive supply chain, continuously optimize the

supply chain ecosystem, and strive to create a sound supply chain environment.

Management Specifications for Group-Designated Secondary (and Above) Suppliers	
Principles and Approval Requirements	The designation of secondary suppliers strictly adheres to the "competition principle". Each demand department designates secondary suppliers and initiates the official document approval process, with co-signatures from relevant department heads and final approval by the President's Office.
Business Compliance Management	Secondary suppliers shall be incorporated into unified management under the supplier system, in accordance with the "Procurement Development and Supplier Selection Management Regulations". Multi-party agreements shall be signed with suppliers that have business connections and secondary suppliers.
Supply Assurance Management	Conduct annual capacity assessments and capacity execution supervision for suppliers; release secondary supplier supply information through the "Group-Designated Secondary Supplier Information Filing". In case of commercial disputes coordinated by the Group's Supply Chain Management Center, suppliers shall not arbitrarily stop supplying; replacement or counterfeiting of secondary supplier products is strictly prohibited.
Quality Assurance Management	Formulate a management mechanism for the coordinated management of secondary supplier deliveries, as well as penalty schemes for cases where secondary supplier supply anomalies cause the primary supplier to fail to fulfill its delivery obligations to the Group.
Delivery Management	Formulate a management mechanism for the coordinated management of secondary supplier deliveries, as well as penalty schemes for cases where secondary supplier supply anomalies cause the primary supplier to fail to fulfill its delivery obligations to the Group.

4.2.6. Training and Communication

The Group regularly conducts supplier training, covering procurement expertise, negotiation skills, supply chain management, laws and regulations, and other aspects to improve the overall professional level of the team. Attaching great importance to the sound cooperative relationship with external suppliers, the Group actively carries out supplier training and exchange activities, expecting all supplier

partners to work hand in hand with us to create a new chapter of "joint evolution, win-win and shared benefits".

During the reporting period, the Group conducted a total of 85 supplier training sessions, benefiting 132 suppliers.

4.2.6.1. External Supplier Training and Communication

We carry out exchanges with suppliers through various forms, including timely mutual visits with suppliers, global supplier conferences, supplier quality review meetings, various analysis meetings, seminars, communication meetings, and supplier counseling. We have established a sound communication mechanism and supplier assistance channels to ensure that both parties work together, achieve mutual benefit and win-win results, and conduct quality collaboration.



External Supplier Seminars

4.2.6.2. Internal Supply Chain Staff Training

The Group continuously strengthens the professional training of internal supply chain staff. It invites high-level external lecturers to conduct training based on the professional skills required for each position. A business knowledge sharing platform is established to enhance the review of team work cases and the collection of industry information. The Group formulates a central work manual and posts work requirements, enabling new employees to quickly familiarize themselves with work processes and adapt to their positions. It strictly controls the quality of incoming materials, and improves the professional skills and knowledge level of supply chain staff through training and tests for internal supply chain staff. Only those who pass the test are certified to work in their positions.

5. PRODUCTS AND SERVICES

OPPEIN adheres to the philosophy of "putting the consumer first and crafting home furnishings with the precision of aircraft manufacturing." We implement a "Quality + Service" dual-drive strategy to build distinctive core product competitiveness, deepen service value through multi-channel strategies and innovation to advance brand service models, and integrate sustainable development into all aspects of production and services. We increase Eco-friendly Commitment and healthy product ratios, accelerate the development of new smart home models, and continuously improve product and service quality to provide consumers with a more comfortable, healthier and high-quality customized home experience.

5.1. Product Quality Upgrades

The Group has always regarded product quality as the foundation of our business and the customer experience as the cornerstone of our corporate development. As consumer demands for the quality of their home environments continue to rise, we have deepened our focus on product quality. From our smart manufacturing scale—which dominates Asia—to industry-leading AI-driven manufacturing technology, and national-level testing standards, OPPEIN consistently leads the home furnishing industry to new heights through efficient smart manufacturing and meticulous R&D.

5.1.1. Product Quality Assurance

We strictly adhere to the "Product Quality Law of the People's Republic of China" as well as applicable quality-related laws, regulations, and standards in all regions where we operate. We are actively implementing the Group's Quality Transformation 2.0 strategy, initiating organizational reforms in quality management, launching a series of quality transformation projects, establishing a product quality management system, and building an integrated quality assurance framework to continuously enhance product quality and efficiency.



The Group Was Selected for China Quality Press's "Light of Quality · Strong Nation Project"



OPPEIN Whole-Home Appliances Wins the "Rock-Solid Award" at the 15th China Home Appliance Marketing Annual Conference and the 2025 China Home Appliance Industry Awards

5.1.1.1. Quality Management System

We continuously refine our full-lifecycle quality management system, which covers product R&D, production, logistics, and sales, and constantly improve our quality management model. We have established a "prevention-first" quality management objective to ensure that product quality and safety are controlled throughout their entire lifecycle. We have established a comprehensive quality control system featuring "triple quality checks during development + initial inspection at each process stage + full AI visual inspection + IT-based error-proofing checks." By addressing multiple dimensions—including "design quality," "raw material quality," "manufacturing process quality," "logistics quality," and "installation quality"—we refine our quality control framework, drive product quality innovation, and ensure that every product meets high standards and every service meets strict requirements.

During the reporting period, both the Group and its subsidiary, Aowei Decorative Materials Co., Ltd., obtained dual certification for the ISO 9001 and GB/T 19001 quality management systems.

 <p>The certificate from IQNET certifies that the organization, Oppein Home Group Inc., has implemented and maintains a Quality Management System for the following scope: Design, Development, Production, Sales and After-sales Service of Kitchen Cabinet, Washbasin Cabinet, Washbasin Case, Shower Room and Other Appliances, Storage Case, Bed, Bed Room Storage Case, Bed Room Bed, Storage Case, Storage Case, Appliances, Chair and other products within the scope of qualification. It also lists the registration number CN0052423743RSL/4400 and the issue date of August 22, 2024.</p>	 <p>The certificate from CQC certifies the implementation of a Quality Management System for Oppein Home Group Inc. It specifies compliance with GB/T 19001-2016/ISO 9001:2015 and lists the registration number CN0052423743RSL/4400. The certificate is issued on August 22, 2024, and expires on August 22, 2027.</p>
<p align="center">IQNET Quality Management System Certification</p>	<p align="center">CQC ISO 9001 and GB/T 19001 Quality Management System Certification</p>

❖ Management Strategy, Policies, and Objectives

We actively implement the "Three Principles, Five Standards, and Two Enhancements" quality strategy and have established the quality policy of "Striving for Excellence, Building Trust Through Integrity, and Pursuing Perfection." With the improvement of quality and efficiency as our core objective, we continuously drive quality improvement initiatives and are committed to returning to the essence of business operations through the continuous optimization of our products and services.

Quality Policy	Quality Objectives	Quality Strategy
<ul style="list-style-type: none"> ◆ Striving for Excellence. ◆ Earning Trust through Sincerity. ◆ Striving for Perfection. 	<ul style="list-style-type: none"> ◆ The pass rate for finished product shipment inspections is no less than 95%; 	Three Principles, Five Standards, and Two Enhancements
	<ul style="list-style-type: none"> ◆ On-time delivery rate for product orders of no less than 92%; 	<ul style="list-style-type: none"> ◆ Three Principles: Compliance with customer requirements, suitability of the management system, and systematic quality improvement
	<ul style="list-style-type: none"> ◆ Product quality reputation score of no less than 8.0. 	<ul style="list-style-type: none"> ◆ Five Standards: Information-based quality management, automated quality testing, professional staff, standardized underlying logic of quality management, and institutionalized quality improvement mechanisms
		<ul style="list-style-type: none"> ◆ Two Enhancements: Product quality enhancement and customer satisfaction enhancement

❖ Organizational and Institutional Safeguards

We have established a documented quality management system in accordance with the GB/T 19001-2016/ISO 9001:2015 standard. We have formulated the following quality management regulations: "Quality Management Regulations," "Quality Assessment Management Provisions," "Quality Integrity Management Measures," and "Quality Veto Assessment Mechanism","Quality Breakthrough Award Incentive Mechanism," "Key Negative Quality Incident Management Specifications," "Quality Incident Management Specifications," and "Logistics Quality Audit Management Specifications," among other quality management systems, thereby forming a systematic framework covering "leadership, planning, support, operation, performance evaluation, and improvement." During the reporting period, the Group revised and improved the "Quality Manual," further refining the company's quality management system. The Group Quality Management Center, as the highest governing body of the system, is responsible for the establishment, maintenance, review, and improvement of the system. Through the "Quality Management System Elements and Departmental Responsibilities Allocation Table," quality responsibilities are clearly assigned to each business line, production base, and functional department, ensuring that "everyone is responsible for quality."

Selected Quality Management Measures:

Quality performance evaluations, quality breakthrough incentive awards, quality veto evaluation mechanisms, quality integrity management measures, quality performance data audits, management of critical quality incidents, and quality incident management, etc.

Comprehensive Overview of the Group's Quality Evolution

R&D Quality	Design Quality	Raw Material Quality
Establish a research and development quality assurance system based on the "whole-home" concept.	Group-wide Inclusive Empowerment System + Knowledge Academy; Design Process App + System Interaction; Visual error-proofing.	Transformation of the quality reliability testing system; Transformation of the new product quality control system.
Process Quality	Transportation Quality	Installation Quality
Breakthroughs in automated dimensional and edge inspection; Deepened application of AI vision inspection and the quality cloud platform;	Reforms to transportation models, including the innovative "shuttle system" and "escort" delivery models; Large-scale delivery reform projects.	Precisely identify secondary residual issues and implement tiered and categorized control measures to effectively curb the recurrence of persistent problems.

Case: CNAS-Accredited Professional Testing Laboratories

The Group has built national-level CNAS labs at five domestic bases, covering 5,900 square meters. Fitted with over 420 high-precision devices, it delivers over 160 professional testing services. CNAS-accredited since 2018, its results are recognized across 100+ regions. It strictly tests raw material performance, panel strength and product reliability, offering authoritative technical support for full-process quality control to ensure superior product quality.



❖ **Digital Empowerment of Quality Control**

We are vigorously advancing the digital transformation of quality management by building a "Quality Cloud" system. By integrating the underlying data across all quality modules, we have achieved full digitalization and visualization of data—from incoming supplier materials and in-process inspections to post-market issues. Key quality indicators are displayed in real time via data dashboards, providing support for management decision-making. Through systematic initiatives—including organizational restructuring and mechanism optimization, IT infrastructure development, the application of automated inspection technologies and systems, and the establishment of quality control systems for raw materials and design—our overall quality reputation score reached 8.70 out of 10, representing a year-over-year increase of 6.62%.

Case: AI Visual Inspection

We leverage digital technologies to deeply empower quality control, deploying AI vision inspection systems on a large scale across critical processes such as panel dimensions, edge banding quality, hole positioning accuracy, and surface defects. Using deep learning algorithms, we achieve millisecond-level automatic judgment and sorting, replacing traditional manual visual inspection. This significantly improves the consistency and accuracy of inspections, effectively intercepts minute defects, and raises defect identification accuracy to 0.1 millimeters. It reduces the risk of defective products entering the market, with a process product pass rate of 99.8%, establishing a comprehensive digital quality traceability and control barrier for smart manufacturing.

Case: Material Quality Data Platform

We have built a material quality data platform designed to enable end-to-end traceability of materials. By implementing "one item, one code" and integrating physical codes with logos, the system can automatically identify suppliers. This platform consolidates data across the entire supply chain—including supplier onboarding, incoming material inspection, in-process feedback, and post-market issues—to enable automatic anomaly alerts and precise traceability. When quality issues arise, the system can quickly pinpoint the specific supplier, batch, or even individual board, providing a data foundation for accurate performance evaluation and driving supplier improvements, thereby effectively enhancing material quality reliability.

❖ **Quality Assessment and Improvement Mechanisms**

We have established robust quality assessment and incentive-constraint mechanisms to ensure quality requirements are fully implemented. We have formulated the "OPPEIN Group Quality Veto Assessment Management Specifications," which incorporates outcome metrics such as "product quality reputation" and "External Quality Failure Cost Rate," as well as process indicators such as "Number of Quality Incidents," into the performance evaluations of key executives, including Business Line General Managers, Base General Managers, and Plant Managers; triggering severe criteria (such as primary responsibility for Grade A/B quality incidents) can directly initiate the "dismissal" assessment procedure, reflecting the rigid principle of "quality veto."

At the same time, we systematically identify risks in management systems, customer audits, and internal audits on a regular basis and formulate preventive measures. Additionally, through tools such as internal audits, management reviews, non-conforming product control, corrective actions, and QCC (Quality Control Circle) activities, we have established a complete PDCA cycle.

5.1.1.2. Quality Culture Development

We actively promote the Group's key quality systems, mechanisms, and policies. We have formulated the "OPPEIN Home Group Quality Talent Certification and Empowerment Management Guidelines," established base-level quality committees, and clarified the primary entities responsible for quality. We uphold the spirit of our quality culture—"focus on core areas, closely monitor top-tier performance, delve into the field, benchmark against industry leaders, and ensure full employee participation"—to ensure that the quality management system is "interconnected at every stage, with everyone taking responsibility."

We have established a tiered and categorized quality culture training system covering all employees. Training content is closely aligned with practical operations and encompasses quality policies, objectives, standard procedures, tools and methods, as well as case studies and lessons learned from incidents. This ensures that employees not only master job-specific skills but also deeply understand the importance of quality to both the company and themselves, thereby continuously enhancing their professional competence and fostering a quality management culture where "everyone takes responsibility." During the reporting period, the Group and its various bases conducted a total of 78 quality culture training sessions, reaching a cumulative total of 1,570 participants, with a total training duration of 48.5 hours.

5.1.1.3. Product Recalls

We always prioritize consumer safety and, adhering to the principle of "prevention first and rapid response," have established a systematic mechanism for monitoring, assessing, and addressing product safety risks. Through our existing quality management system, customer complaint handling procedures, and crisis management guidelines, we have formulated and refined raw material certification standards and related quality control processes and systems. We have comprehensively strengthened supply chain, production, and transportation management; conducted thorough qualification reviews of suppliers and strict random inspections of raw materials; and implemented quality, health, and safety risk controls throughout the entire product lifecycle to reduce product recall risks at the source. Furthermore, in accordance with the "OPPEIN Group Management System for Non-conformities and Corrective and Preventive Actions," we have continuously refined our product recall contingency plans, established rapid response teams, publicly released situation reports and updates on progress, and promptly reviewed and corrected our actions to minimize financial losses, brand damage, and erosion of consumer confidence resulting from unforeseen incidents. Moving forward, we will continue to optimize supplier and raw material audits, strengthen digital risk management, and comprehensively enhance product safety and environmental quality control to manufacture higher-quality products to even higher standards. During the reporting period, we did not experience any product recalls resulting from product quality, health, or safety issues.

5.1.2. Product Safety and Health

According to the "China Healthy Home Furnishings Consumer Perception Survey," over 85% of consumers prioritize health considerations when purchasing home furnishings. Against the backdrop of the national "Health for All" initiative, we adhere to a people-centered philosophy and are committed to creating healthy, Eco-friendly Commitment, and low-carbon home products. Our whole-home customization products and their raw materials are manufactured in accordance with relevant standards such as the "Technical Requirements for Environmental Labeling Products," creating an Eco-friendly Commitment and healthy home environment for consumers.

During the reporting period, the Group's products obtained China Environmental Labeling Product Certification. The environmental performance indicators of materials used in whole-home custom

furniture products all meet relevant national standards, with formaldehyde emission levels of panel materials complying with the highly stringent European standards (E1 class).






5.1.2.1. Chemical Safety

We deeply recognize that chemical safety is the cornerstone of product safety, employee well-being and environmental protection. We strictly comply with Chinese and international chemical safety laws, including the "Regulations of the People's Republic of China on the Administration of Controlled Chemicals," "Regulations on the Safety Management of Hazardous Chemicals," and relevant hazardous chemical management and catalog standards. We have formulated group-specific chemical management regulations and testing specifications, and established a full-lifecycle chemical safety management system covering R&D, procurement, production, use and waste disposal. Through institutionalized management and strict control, we ensure all chemicals meet high safety, health and environmental standards, providing customers with safe and reliable home furnishings.

During the reporting period, as a key drafting entity, OPPEIN actively participated in developing three national standards: GB 18580-2025 (formaldehyde emission limits for engineered wood), GB/T 44689-2024 (odor classification/evaluation of engineered wood), and GB/T 44690-2024 (VOC emission classification of wood-based panels). These standards cover formaldehyde emission, odor evaluation and VOC emission, effectively improving the environmental performance and quality of home products.

OPPEIN was thus awarded the "National Standard Drafting Unit" certificate by the National Technical Committee for Standardization of Wood-Based Panels.

<p>GB 18580-2025, "Limits on Formaldehyde Emissions from Interior Decoration and Renovation Materials—Wood-Based Panels and Products," as a mandatory national standard for formaldehyde emission limits, has for the first time raised the mandatory formaldehyde emission limit for wood-based panel products to E0 grade ($\leq 0.050 \text{ mg/m}^3$). The introduction of this stringent standard signifies a significant raising of the environmental baseline for home products, eliminating the potential threat to human health posed by excessive formaldehyde emissions at the source and establishing a robust health safeguard for consumers.</p>	
<p>GB/T 44689-2024, "Classification and Evaluation Methods for Odors in Wood-Based Panels and Their Products," is the first national standard in the wood-based panel industry to establish a scientific and comprehensive odor evaluation system and standardized assessment framework. By doing so, it provides quantifiable criteria for what was previously a vague concept—home odors—and offers clear guidance for improving product odor quality and promoting standardized market development.</p>	
<p>GB/T 44690-2024 "Classification of Volatile Organic Compound (VOC) Emissions from Wood-Based Panels and Products" classifies VOC emissions into Class I and Class II. By strictly controlling the sources of indoor air pollution at their source, this standard further enhances the comfort and safety of the home environment.</p>	

❖ **Chemical Management**

We have established chemical management systems (including "Chemical Management Specifications" and "Regulations on the Management of Hazardous Chemicals") to provide a unified, standardized framework for the procurement, transportation, storage, use and disposal of hazardous chemicals across the Group. We have strengthened inventory management at chemical use and storage sites, implementing intake/outbound or issuance records based on actual needs. All on-site hazardous chemicals are labeled with Chinese labels and MSDS, and we have compiled "Chemical Safety Data Sheets (SDS)". Personnel

in hazardous chemical operation areas must wear required PPE; worksite toxic/harmful gas concentrations are regularly monitored, and relevant employees receive pre-employment, on-the-job and post-employment occupational health examinations to ensure their safety.

Chemical Safety Management Standards and Acceptance Criteria		
Content	Specific Requirements	Acceptance Method
Regulatory Records	Maintain records of regulatory requirements and a chemical inventory, including information on usage, storage, and designated responsible persons.	Review the chemical inventory records and the standard requirements for chemical management.
Visual Management	Post necessary safety risk notices, MSDSs, and relevant warning information at chemical storage and usage sites.	Conduct on-site inspections to verify that visual signage in chemical storage and usage areas, as well as basic information such as MSDS, is complete and accurate.
Special Inspections	Develop specialized safety inspection checklists and conduct specialized safety inspections at regular intervals.	Review the status of factory inspections and conduct at least one specialized safety inspection prior to acceptance.
Specialized Training	Develop specialized safety training materials and conduct specialized safety training at regular intervals.	Check that plant training is carried out and that at least 1 special safety training is carried out before acceptance; Ask authorized employees about their training and knowledge of chemical safety risks
On-site Management	On-site storage should have explosion-proof cabinets, eyewash, electrostatic apparatus, fire sand, leak-proof trays. Also, manage personnel PPE equipment and dispensing containers as required.	Inspect chemical safety settings in the storage area and assess explosion-proof cabinet specification settings; Manage on-site chemical use, including dispensing containers and employee PPE wear.

During the reporting period, the Group conducted chemical safety training for on-site staff at hazardous chemical facilities and mandated that personnel must pass an assessment before being allowed to work. This ensures that on-site workers fully understand the hazardous properties of chemicals and are thoroughly familiar with the specific procedures and requirements for emergency response.

❖ Chemical Procurement

We strictly manage chemical risks from the source of the supply chain, establish a green procurement policy, and require all chemical suppliers to provide valid business or production licenses, while their transportation providers must possess the appropriate qualifications. Prior to procuring any new chemicals, the Supply Chain Department must request complete and compliant Chinese-language MSDSs and safety labels from suppliers and submit them to the Group's EHS Management Department for safety review. The review covers the standardization of MSDS preparation, occupational health requirements, toxicity, flammability and explosiveness, and environmental compliance.

In supply chain management, we use the "Supplier ESG Evaluation and Onboarding Survey" questionnaire to include "whether environmentally friendly materials are used" and "whether harmful substances (such as formaldehyde and heavy metals) are restricted or banned" as key evaluation indicators of a supplier's environmental performance, thereby guiding and encouraging upstream suppliers to transition toward more sustainable solutions.

❖ Prohibition of Chemicals

We are committed to reducing or phasing out hazardous chemicals in our products and production processes, and we prohibit the use of explicitly banned chemicals and obsolete chemical production processes. We strictly adhere to and proactively exceed national and international standards. Our technical standards for raw material procurement explicitly restrict or prohibit the use of harmful substances such as heavy metals (lead, cadmium, mercury, hexavalent chromium), phthalates, specific halogenated organic compounds, and azo dyes that can release carcinogenic aromatic amines. We strictly require suppliers to provide a list of product ingredients and a self-declaration regarding the presence of hazardous substances, and to submit, on time, hazardous substance test reports for each product (such as reports issued by authoritative third-party national testing institutions like SGS, CTT, and ITTC), Material Safety Data Sheets (MSDS), product ingredient lists, and environmental management change confirmation letters; we conduct unscheduled spot checks on chemical indicators such as formaldehyde, TVOC, and toluene through both internal laboratories and external third-party institutions; we utilize information technology to monitor compliance throughout the entire process—including chemical and supplier onboarding, formulations, and usage—to ensure that every product meets the requirements of

the environmental quality management system and local laws and regulations regarding the prohibition and restriction of chemicals.

During the reporting period, we did not experience any major incidents or fines related to chemicals, nor did we use any prohibited chemicals.

指标编号	项目	要求	检验方法	指标类别
15	甲醛含量（穿孔法）	ENF: ≤0.5mg/100g	GB/T 17657-2022 中 4.59	A类
	甲醛释放量（气候箱法）	ENF: ≤0.020 mg/m ³	GB/T 17657-2013 中 4.60	A类
16	苯（mg/m ³ ）	≤0.002mg/m ³	GB/T 29899-2024	A类
	甲苯（mg/m ³ ）	≤0.10mg/m ³		A类
	二甲苯（mg/m ³ ）	≤0.10mg/m ³		A类
	TVOC（mg/m ³ ）	≤0.20mg/m ³		A类
17	(TVOC)释放率	ENF: ≤0.25mg/m ² ·h(72h)	HJ 571-2010 中附录 A	A类
备注：仲裁时采用气候箱法。上述指标为 A 类指标，来料检测如不合格，不允许特采。				

Supply Chain Raw Material Procurement — Limits on Toxic and Hazardous Substances in Particleboard

❖ **Disclosure of Chemical Information**

We proactively disclose our products' environmental ratings, certification information (such as ENF certification), and core environmental features (such as formaldehyde-free and formaldehyde-reducing antibacterial properties) through product labels, our official website, and promotional materials. We also include a table of limits for hazardous substances in our product manuals, clearly showing consumers the limits for hazardous substances in the decorative engineered wood panels, coatings, stone materials, adhesives, and other raw and auxiliary materials used in our home furnishings.

板材涂料类：							
部件类别	项目	甲醛释放量 (气候箱法)	可溶性铅 (Pb)	可溶性镉 (Cd)	可溶性铬 (Cr)	可溶性汞 (Hg)	甲醇
	限量值						
实木		-	-	-	-	-	-
中纤板		≤0.124mg/m ³	-	-	-	-	-
刨花板		≤0.124mg/m ³	-	-	-	-	-
夹板		≤0.124mg/m ³	-	-	-	-	-
油漆涂料		-	≤90mg/kg	≤75mg/kg	≤60mg/kg	≤60mg/kg	≤500mg/kg

石材类：				
部件类别	项目	内照射指数 (IRa)	外照射指数 (Ir)	半数致死浓度 (LD50)
	限量值			
国产石英石		≤0.6	≤0.8	> 5000mg/kg
进口石英石		≤0.6	≤0.8	> 5000mg/kg

胶黏剂：						
部件类别	项目	游离甲醛	苯	甲苯 + 二甲苯	卤代烃	总挥发性有机物
	限量值					
胶黏剂		≤0.05g/kg	不得检出	不得检出	不得检出	≤40g/L

OPPEIN Kitchen Cabinets Raw Material Limits for Hazardous Substances

5.1.2.2. Committed to Customer Health and Well-being

We regard process safety as an inherent attribute of product design and a mandatory requirement for production execution. Through systematic process design, standardized operating procedures, intelligent process control, and a safety culture that involves every employee, we ensure that the production process itself is safe, stable, and controllable. This eliminates product safety hazards caused by process defects

or operational errors at the source, ultimately delivering exquisitely crafted, safe, and reliable home products to our customers.

Guided by ergonomic principles, we prioritize convenience, user-friendliness, and safety in product design. We are committed to creating safe, comfortable, and warm home environments for our customers, infusing care into every design and striving for perfection in craftsmanship to achieve the highest quality. Our products are manufactured using world-class advanced equipment, featuring excellent environmental performance and durability. Our hinges and slides are of consistent quality and built to last, ensuring decades of worry-free use.

Case: OPPEIN Doors & Windows Provides "Product Peace of Mind Insurance" for Its Entire Product Line

OPPEIN Doors & Windows has established a deep strategic partnership with China Ping An, a Fortune 500 company, to insure its entire range of door and window products under "Product Peace of Mind Insurance." This ensures that every door and window order comes with peace of mind, truly fulfilling our value commitment: "Quality doors and windows with assurance—choose with confidence, live with peace of mind."



Case: Elderly-Friendly Design

Based on in-depth "lifestyle research," we deeply integrate the "invisible care" and "proactive adaptation" design philosophies into systematic age-friendly space planning and product development. Our designs not only meet the elderly's current physical needs but also anticipate potential physical function changes with age. Through modular, adjustable smart products and user-friendly details, we seamlessly integrate age-friendly features into the overall home aesthetic, avoiding the obtrusive "nursing home" feel and enabling seniors to enjoy their golden years in a familiar, respectful environment.

Water dispenser + medication storage area for easy access to medication in emergencies.



A double bed design minimizes the impact of turning over or getting up at night on a partner's sleep.



Handrails are integrated into the home's overall design, such as on cabinetry and bedside cabinets.



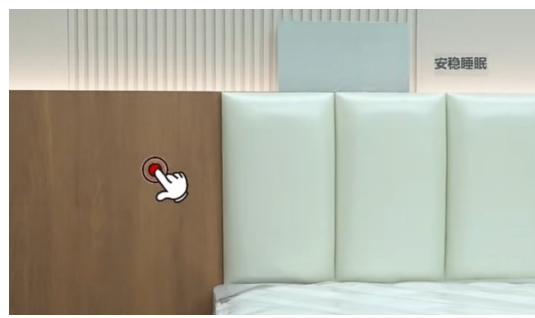
Sliding door design reduces the risk of tripping.



Automatic motion-sensing night light for nighttime bathroom visits.



Emergency call button at the bedside.



5.1.3. Enhancing product usability

We are committed to breaking physical, economic and cognitive barriers in home furnishing consumption. Through systematic strategic planning and innovative practices, we comprehensively enhance the accessibility of our products and services. We ensure the accessibility of whole-home customization products by means of product diversification, affordable pricing, localized service and efficient production. This enables consumers—regardless of location, budget or specific needs—to access "tailor-made" home solutions and comprehensive, attentive service at a reasonable cost, further removing spatial, financial and resource constraints on custom home furnishings.

5.1.3.1. Brand Awareness and Trust

We increase long-term brand investment to continuously share our brand story and convey our "Love Home" culture. Leveraging diversified social media platforms, we forge close emotional bonds with consumers, strengthen brand recognition, and make OPPEIN's whole-home philosophy widely recognized by the public. We elevate brand visibility and influence via advertising campaigns, KOL cooperation and IP partnerships, while presenting real customer cases to build consumer trust. We also take the lead in setting industry benchmarks for safety, environmental protection and health, and provide authoritative panel test reports to further boost consumer confidence. During the reporting period, we completed strategic transformation from a full-category home furnishings manufacturer to a full-scene ecosystem service provider. The new brand IP "Love Home Season" was launched to further deepen our forward-looking "scenario + product" strategy.



During the reporting period, we introduced a new IP character: "OPPEIN's Chief Space Mood Officer—the little werewolf 'PAI PAI'."



During the reporting period, the Group was honored as the "Initiating Unit of the Xinhua News Agency China Top Brand TOP Home Furnishing Empowerment Program" at the 2024 Home Furnishing Industry High-Quality Development Conference.

Case: OPPEIN Wins the 2025 "China Consumer Brand of the Year" Title

OPPEIN has been named a "2025 China Consumer Brand" by the MIIT, affirming its national brand influence, innovation strength and core brand values. As a custom home furnishing leader, we uphold the mission of creating better home life, winning wide household trust with high-quality integrated solutions. The accolade further consolidates our industry leadership. We keep strengthening brand credibility via smart, Eco-friendly Commitment and user-oriented products, advancing home consumption upgrading and high-quality industrial development.

中华人民共和国工业和信息化部
Ministry of Industry and Information Technology of the People's Republic of China

2025年度中国消费名品名单公示

发布时间: 2025-01-04 18:31 来源: 消费品工业司

根据《工业和信息化部办公厅关于征集2025年度中国消费名品的通知》(工信厅消费品〔2025〕378号), 经企业申报、省级工业和信息化主管部门初筛推荐、专家评审, 并征求国家发展改革委、民政部、生态环境部、商务部、市场监督管理总局、国家知识产权局、国家市场监督管理总局、全国工商联、中国消费者协会等单位及有关行业协会意见, 现将2025年度中国消费名品名单公示5个工作日。如有异议, 请在公示期内与工业和信息化部消费品工业司联系。

公示时间: 2025年1月9日至2025年1月19日
联系电话: 010-68205674 010-66017178 (传真)

附件: 2025年度中国消费名品名单

96	容声	海信家电集团股份有限公司
97	华帝	华帝股份有限公司
98	欧派	欧派家居集团股份有限公司
99	科龙	海信家电集团股份有限公司

5.1.3.2. Product Diversity

We consistently uphold our brand mission of "creating a better, more comfortable, and high-quality daily life for the public," treating product diversity as the core fulcrum connecting user needs with social value. In our design, we not only cover mainstream aesthetic styles but also delve deeply into personalized scenario needs, offering customized solutions ranging from child safety design and age-friendly care to smart applications, ensuring that every piece of furniture precisely adapts to the different life stages and lifestyles of various families. To address the diverse changes in living spaces, we have introduced innovative solutions such as LDKB's open-concept integrated design, "micro-adjustable structure" zones, and growth-oriented children's rooms. Through removable modules and scalable designs, we ensure that furniture functions "grow" in tandem with family needs, effectively bridging the lifestyle gap between younger generations and the elderly, and transforming commercial activities into inclusive social responsibility initiatives.

Consumers are shifting from the pursuit of material abundance to a focus on spiritual resonance, and from selecting standardized products to building personalized living scenarios. We have taken the lead in adopting the "scenario + product" approach as a breakthrough strategy, implementing forward-looking initiatives to establish a new "Chinese Family Happiness Index" evaluation system and redefine the value framework for modern families. During the reporting period, we innovatively launched the "Life Pi" integrated home furnishings collection. Centered around four thematic scenarios—including "Pet-Friendly Joy" and "Trendy Fun"—we provided personalized, highly integrated spatial solutions tailored to diverse user profiles, such as singles, tech enthusiasts, and families with multiple children.



OPPEIN Love Home Season "Pioneering a New Paradigm for Better Living" Launch

Ceremony

5.1.3.3. Price Accessibility

Through flexible product portfolios and channel strategies, we ensure that high-quality home solutions are widely accessible at affordable prices. Our portfolio includes brands such as miform (high-end), OPPEIN (mid-to-high-end), OPLONI (mass-market), OPPOLIA (affordable luxury), and BAUNIS (whole-home customization), offering a clear and transparent pricing system to meet consumers' diverse budgetary needs. In our product planning, we clearly distinguish between different price tiers to ensure comprehensive coverage ranging from budget-friendly options to high-end luxury. At the same time, we actively promote various affordable housing initiatives and have launched multiple green and inclusive upgrades. By improving quality and efficiency internally, we continuously introduce "high-quality yet affordable" product policies, offering significant savings to consumers and enabling more Chinese families to enjoy a higher quality of life.

5.1.3.4. Accessibility of Products and Services

We are committed to building deeply integrated online and offline channels for product experiences and services, making it more convenient for consumers to access high-quality home living. Online, we lower the barrier to customer engagement through our official website, e-commerce platforms, and social media, providing convenient access to information and consultation. Offline, we have established a global network of over 7,300 physical stores, creating immersive lifestyle experience spaces where customers can personally experience the quality of materials, craftsmanship, and service. Building on this foundation, we provide end-to-end services ranging from in-home measurements, design, and installation to after-sales maintenance, extending product delivery into systematic lifestyle solutions. During the reporting period, we continued to deepen the integrated development path of "manufacturing + modern services," driving the company's strategic transformation from a traditional "product manufacturer" to an "ecosystem service provider." By integrating and extending the industrial chain and enhancing the value chain, we systematically built an integrated home ecosystem covering the entire process from design to manufacturing and service. During the reporting period, we launched the "OPPEIN Smart Home Cloud" AI large model, capable of generating personalized customization solutions in seconds. The AI-generated 3D models can synchronize in real time with supply chain data, ensuring that design proposals precisely match actual materials and dimensions—truly realizing "what you see is what you get"—and enhancing

the accessibility of our products and services through technological innovation.

5.1.3.5. Supply Chain and Delivery Efficiency

With smart manufacturing at the core, we continuously improve supply chain and delivery efficiency to ensure that custom home furnishings reach every consumer faster. Leveraging the "All-Category Smart Factory Cluster" built around five AI-powered production bases, the Group can efficiently produce 500,000 custom components daily—equivalent to one set of custom furniture every 20 seconds. Through the deep integration of manufacturing platforms across 10 major living spaces and 10 product categories, we have fully interconnected design and production data, compressing the custom delivery cycle to within 7 days.

In terms of logistics, we have pioneered an innovative "whole-home" logistics model. By establishing a supply network with a 500-kilometer service radius, we can cover over 90% of cities nationwide within 8 hours. This approach reduces logistics costs while enabling rapid responses to the personalized needs of regional markets. Our industry-first "centralized warehousing and distribution" model features 56 central warehouses strategically located around our five major production bases, covering 26 provinces, autonomous regions, and municipalities. Combined with our proprietary TIMS management system, this enables end-to-end intelligent control from warehousing to delivery, ensuring professional and customer-centric service for the "last mile" of custom delivery.

To address the challenges of high delivery costs and limited coverage in rural and remote areas, we have implemented specialized measures. For example, in our Guizhou project, by optimizing transportation routes and integrating local delivery resources, we effectively resolved the long-distance transportation challenges caused by insufficient logistics network coverage. This ensures that customers in remote areas also enjoy convenient and efficient product delivery services, fulfilling our deep commitment to product accessibility through inclusive service.

5.1.3.6. After-Sales Service Guarantee

We are continuously refining our after-sales service system by establishing standardized end-to-end service processes and a rapid response mechanism for consumer feedback. We have clearly defined responsibilities and timelines for each stage to ensure that all customer complaints are addressed promptly and resolved satisfactorily. Additionally, we have launched the OPPEIN Golden Butler Service

to enhance the value of products throughout their entire lifecycle. Through the "Service Summit Plan," we are driving a comprehensive upgrade of our services and building a three-tier service ecosystem comprising "Group Headquarters – Production Bases – Dealers." By leveraging design training, after-sales support, and cost optimization systems, we systematically empower dealers to enhance their localized service capabilities, ensuring that service standards are consistently and efficiently implemented nationwide.

5.1.3.7. Policy and Industry Support

We actively participate in regional premium product exhibition platforms, leveraging their advantages to expand channels such as centralized corporate procurement and cross-border exports. At the same time, we continue to participate in or lead the formulation of industry environmental and product standards, promoting corporate standards to become industry standards. This not only fosters supply chain collaboration but also enhances the accessibility and reliability of products across the entire industry through high-standard leadership. Furthermore, we actively align with national policy priorities regarding expanding domestic demand, rural revitalization, inclusive elderly care, and support for vulnerable groups. We vigorously promote the "100 Cities, 10,000 Stores" initiative to expand into lower-tier markets and increase R&D investment in "age-friendly" and "child-friendly" designs, ensuring our products and services benefit a broader range of social groups.

5.2. Technology R&D and Innovation

The Group continuously innovates across five key areas—technology, products, business models, management, and services—adhering to the principle of "technology for good" and infusing smart technologies with humanistic care. We focus our investments on production process innovation, R&D for energy conservation and carbon reduction, digital manufacturing, and smart manufacturing, while strengthening our independent R&D capabilities and employees' innovative potential. Our aim is to establish a technological edge, commercialize R&D achievements, and maintain our leading position in the home furnishings manufacturing industry. As of the end of the reporting period, we operate a CNAS-accredited laboratory and have been recognized as a National Industrial Design Center, recipient of the Guangdong Provincial Government Quality Award, a Guangzhou High-Level Enterprise Research

Institute, a Postdoctoral Research Station, and a High-Tech Enterprise. These accolades ensure that our professional expertise safeguards product quality.



5.2.1. R&D Plans and Objectives

The Group places high importance on R&D, adhering to the principle of driving development through innovation. We continuously engage in independent R&D and introduce new products, promoting technological and industrial transformation and upgrading in the custom home furnishings industry while accelerating the development of new productive forces. We remain committed to innovation-driven growth, refining our market-oriented product R&D management model and strengthening our foundational R&D platforms. With a primary focus on advanced manufacturing, we are enhancing our technological R&D and reserves to create new products that lead industry trends and shape its future direction, thereby fostering new growth momentum. Looking ahead, OPPEIN will continue to increase

investment in innovation to consolidate its leading position in the custom home furnishings sector.

Five Major Future R&D Initiatives
<ul style="list-style-type: none"> ● Guided by the "whole-home" principle, we will shift toward innovative R&D models for integrated whole-home spatial solutions to continuously enhance product competitiveness
<ul style="list-style-type: none"> ● By integrating the stability of classic products with the rapid iteration capabilities of trendy products, we will enhance market adaptability while meeting consumers' pursuit of personalization and diversity
<ul style="list-style-type: none"> ● We will Strengthen the management and application of product data to improve the efficiency of targeted development
<ul style="list-style-type: none"> ● We will implement cross-space color management for the "whole-home" concept, enabling joint and synchronized R&D of materials in the same color across product categories to enhance the overall coherence of whole-home products
<ul style="list-style-type: none"> ● By integrating the sales system with the product management system, we will bring backend product management functions to the frontend, thereby enhancing both the frontend user experience and the efficiency of backend data management

5.2.2. R&D System and Structure

We have established a strategy-guided R&D management system with clear processes and efficient collaboration to ensure targeted and effective innovation. To adapt to the shift from single-product R&D to integrated home solutions, the Group has restructured and upgraded its Integrated Product Development (IPD) process, establishing a standardized system for R&D project initiation, tracking and closure. Each year, we systematically plan multi-field R&D projects (manufacturing processes, R&D, IT, equipment), clearly defining investment in budget, personnel, materials and equipment, and rigorously recording research outcome commercialization.

Our R&D team totals 1,867 professionals, accounting for 10.44% of all employees, including 44 master's and 1,031 bachelor's degree holders. To drive innovation, we adopt a market-oriented R&D model and roll out systematic incentive policies covering piece-rate compensation, design team rewards and design award regulations. We have also updated incentives for R&D and design staff, set up innovation project awards, and refined incentive standards for different product lines. Combining material and non-material rewards, the talent incentive system fully stimulates employees' innovative potential.

During the reporting period, the Group completed the transition of its IPD process framework from

version 1.0 to 2.0, established a professional management team, and established a tiered system comprising "1+6+30+1 set of regulations and 7 processes." Furthermore, by formulating the "New Product Planning Review Management Specifications," "Scheme Design Management Regulations," and "New Product Scheme Design Review Management Specifications," as well as revising multiple management regulations, the Group embedded a structured review mechanism throughout the entire R&D process. This significantly reduced development risks and enhanced R&D responsiveness and cross-departmental collaboration efficiency.

Total R&D Team Size		people	1,867
Percentage of R&D personnel relative to total company headcount		%	10.44
By educational level	Doctorate and above	People	0
	Master's	People	44
	Bachelor's	People	1,031
	Bachelor's degree or below	People	792
By gender	Male	People	1,320
	Female	People	547
By age	Under 30 (excluding 30)	People	363
	30–50 years old (including 30, excluding 50)	People	1,477
	50 and older	People	27

5.2.3. R&D Investment and Achievements

We place great emphasis on building our R&D team and cultivating high-caliber talent. We have established a home furnishings R&D center at the Group level, as well as product planning and R&D departments within each business division. Additionally, we have set up an R&D and design center in Milan, Italy. We actively promote external exchanges and industry-academia-research collaboration, engage in in-depth university-enterprise partnerships and talent exchanges with specialized institutions, and drive technological innovation and scientific advancement in the home furnishings industry.

Driven by market demand, we upgrade products from single-function offerings to integrated, smart and health-oriented solutions. Adopting agile development, we iterate rapidly and adjust flexibly to align with market needs, optimize production and elevate user experience. Centering on user demands, we

shorten the lengthy cycles of traditional home furnishing design and production, realizing efficient delivery via modularization, digitalization and collaborative workflows. To tackle industry pain points and meet consumption upgrading needs, we launch targeted R&D projects: in materials, we develop long-lasting antibacterial & mildew-proof and high-durability stain-resistant countertop technologies; in structural design, we research concealed connection and lightweight ultra-thin drawer technologies for kitchen and bathroom cabinetry; in smart technology, we explore AI-powered personalized design & smart manufacturing software and smart display-integrated control knobs.

During the reporting period, the Group's R&D investment totaled 909 million yuan, accounting for 5.27% of operating revenue; cumulative R&D investment over the past five years reached 5.089 billion yuan, placing us at the forefront of the industry; we launched 84 new R&D projects and successfully brought 17 new product lines to market.

Case: AI Visual Color Difference Detection Platform

To address the industry-wide challenges of low consistency and efficiency in manual visual inspection, we independently developed and launched an AI-powered visual color difference detection platform. Based on the international CIE2000 color difference algorithm, this platform enables objective, digital inspection of non-solid colors and complex textured patterns. The platform has collected data on over 600 fabric patterns and materials, and based on this, we developed a cloud-based document duplication check function. This has increased the efficiency of new product duplication checks by over 50%, fundamentally reducing internal and external color discrepancies caused by inconsistent standards.

5.2.4. Patents and Intellectual Property

We have long prioritized the protection of proprietary intellectual property, including patents and original designs. We have formulated the "Intellectual Property Management Regulations" and established a Group-wide intellectual property management system. This system provides end-to-end management of the identification, maintenance, utilization, and protection of intellectual property rights—such as patents and software copyrights—to strengthen risk control, prevent the loss of the Group's intangible assets, and simultaneously incentivize employees' innovation while enhancing the Group's core competitiveness.

We generally follow the management framework of "rights confirmation—rights maintenance—rights protection—rights utilization" to implement strict, unified management of intellectual property

ownership, confidentiality, data, and infringement risks. We have also established rigorous business processes for the application, maintenance, protection, and utilization of patents, trademarks, and copyrights. Furthermore, to encourage the research and creative capabilities of Group employees and incentivize the formalization and protection of intangible technologies resulting from inventions and innovations, we have established patent incentive principles and standards. We reward patent inventors based on factors such as the status of patent protection, technological stability, potential value, and implementation benefits.

During the reporting period, the Group filed a total of 51 patent applications, including 11 invention patents, 20 utility model patents, and 20 design patents. As of the end of the reporting period, the Group and its controlled subsidiaries had accumulated 858 patents, comprising 81 valid invention patents, 442 utility model patents, and 331 design patents; they also held a cumulative total of 138 computer software copyrights.

5.2.5. Digitalization and Smart Manufacturing

We view digitalization and smart manufacturing as the core engines driving industrial upgrading and building core competitiveness. Starting with the "OPPEIN Manufacturing 2025" strategy, we have systematically integrated new-generation information technologies—such as the internet, big data, and artificial intelligence—with manufacturing technologies to establish a digital management and intelligent production system covering the entire value chain from "design to production, logistics, and service." This not only enables efficient collaboration for large-scale personalized customization but also leads the home furnishing manufacturing industry in a paradigm shift from "experience-driven" to "data-driven," delivering an exceptional experience to customers characterized by "what you see is what you get, what you feel is what you want, design is manufacturing, and manufacturing is service."

5.2.5.1. Digital System Synergy

Through independent R&D and integrated innovation, we have broken down data silos across the entire business chain—from the marketing front end to the production back end—achieving end-to-end digital collaboration and transparent management. We have built a deeply integrated software ecosystem centered on the design-end "Smart Home Cloud," marketing and order management "MTDS/MSCS," manufacturing execution and planning "XMES/MPCS," intelligent logistics "TIMS," and a data middle

platform. This ecosystem enables the seamless flow and unified coordination of data regarding customer needs, design solutions, production instructions, material information, and logistics status, forming a complete digital closed-loop.

Relying on the Group’s unified digital platform, the AI production scheduling system dynamically optimizes task allocation by factoring in order urgency, process complexity, equipment capacity, raw material inventory and regional logistics costs. For instance, whole-home customization orders are automatically split into kitchen cabinets, wardrobes, wooden doors and other categories, then intelligently assigned to optimal production bases for parallel manufacturing. When a base reaches full capacity, orders are automatically diverted to keep overall delivery cycles stable and efficient.



Case: Full Implementation of the OPLink Smart Collaborative Office System

In April 2025, OPPEIN partnered with Feishu to develop and fully launch its proprietary smart collaborative office system, OPLink. Through resource integration, data-driven decision-making, and the application of AI technology, the system has achieved a significant leap in organizational collaboration efficiency, injecting strong momentum into the company's digital transformation and setting a new benchmark for digital upgrading in the industry.

5.2.5.2. Smart Manufacturing Upgrade

We focus on smart manufacturing to address industry production and logistics pain points. By deeply integrating automated equipment, IoT and AI into production, we have built leading flexible intelligent manufacturing capabilities to drive sustainable development. We have launched lights-out production zones in home furnishing workshops, enabling unattended automated continuous operation at night.

Equipped with laser-guided AGVs, intelligent warehouses and RGVs, we have established an unmanned logistics system, realizing fully automated, precise material distribution from warehouse to workstation.

This greatly cuts manual handling and idle time.

Intelligent Decision-Making	
End-to-End Visibility	By building a central digital command center, we enable full operational transparency across five major domestic bases. It displays real-time core indicators including order completion rate, equipment utilization and quality pass rate, with drill-down analysis into specific production processes. Embedded with an intelligent early warning mechanism, the system delivers round-the-clock monitoring and proactive alerts for equipment faults and inventory risks. Managers can locate root causes within 10 minutes, cutting unplanned downtime and delivery delays, shifting management from passive response to proactive prevention.
AI-Assisted Decision-Making	To tackle scheduling complexities from large-scale personalized customization, the Group developed an in-house AI intelligent scheduling system. It incorporates multi-dimensional constraints including order urgency, process complexity, cross-site equipment load, material inventory and logistics costs, adopting operational research algorithms to generate globally optimal production plans. Amid urgent order insertions, the system dynamically applies flexible scheduling such as off-peak equipment arrangement and parallel processing. It guarantees timely delivery of priority orders while sustaining overall production efficiency, striking an effective balance between customized demands and mass production.
Redefining Human-Machine Roles	Redefining workshop role allocation under human-machine collaboration, frontline staff shift from repetitive operation to monitoring and decision-making. They remotely view operational parameters via terminals and make real-time fine adjustments to keep equipment operating optimally. Employees also take on cross-process quality feedback duties, directly feeding production issues such as design and process deviations to the R&D team through digital systems. This forms a closed-loop improvement mechanism linking production and design, fundamentally lifting product quality and overall spatial solution compatibility.

Case: OPPEIN AI Smart Factory

We remain committed to continuously advancing our smart manufacturing capabilities to establish benchmark factories that deliver high quality, low costs, and flexibility. Across our five smart manufacturing bases in Qingyuan, Wuxi, Chengdu, Tianjin, and Wuhan, we extensively deploy world-class high-end equipment. Building on this foundation, we achieve deep integration through flexible production systems and leverage diverse technologies—including robotics, AI, and computer vision—to drive automation across the full range of home furnishing products, realizing automated assembly lines where "machines direct machines." From intelligent material cutting, flexible edge banding, and intelligent drilling to automated sorting and packaging, key processes have achieved a high degree of automation, ensuring precision and efficiency in the production of non-standard customized products.



5.2.5.3. Digital R&D Empowerment

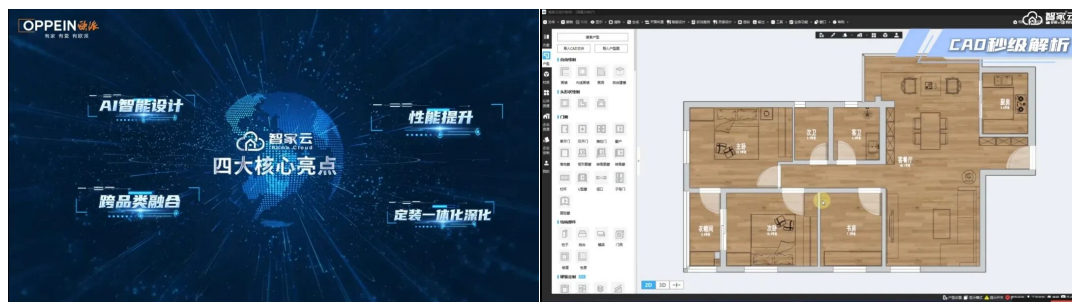
By integrating AI technology, we have comprehensively upgraded our digital operations and intelligent processes to provide customers with customized home solutions that embody "what you see is what you get, what you feel is what you want, design is manufacturing, and manufacturing is service." The Group has fully embraced artificial intelligence, exploring its application across design, production, and customer service. On the design side, we utilize AI to generate diverse design drawings, provide intelligent recommendations, and optimize structures; on the production side, we deepen the application of technologies such as AI visual inspection; and on the customer side, we have developed intelligent AI

systems to address high-frequency inquiries and plan to introduce AI-powered follow-ups, thereby profoundly reshaping the front-end experience of product R&D and customer service.

During the reporting period, the "Smart Home Cloud 2.0" system was fully rolled out, with data quality steadily improving; the Group's core design software was comprehensively upgraded to the "Smart Home Cloud" integrated home design platform.

Case: AI-Empowered Design, Reshaping the Home Furnishing Experience

OPPEIN's "Smart Home Cloud AI Large Model" design assistant reshapes home design paradigms. It generates multi-style renderings instantly, supports personalized customization, and delivers a real-time visual experience. Seamlessly linking design data with manufacturing, it forms an AI closed loop of design-manufacturing-service. The innovation boosts user engagement and satisfaction, offering a benchmark model for industrial intelligent upgrading.



Case: AI Customer Service and Smart Delivery

We have deeply explored the innovative application of AI and IoT technologies in customer service and delivery operations. During the reporting period, the Group launched an AI customer service tool to provide dealers with 24/7 intelligent support, covering high-frequency scenarios such as order status inquiries and policy consultations. The system handles over 100 inquiries daily with a first-response success rate of 93%, effectively improving backend response efficiency and dealer satisfaction.

Simultaneously, we utilize IoT technology to implement intelligent monitoring of in-transit goods, enabling real-time, visual tracking of logistics status. This allows for early warnings and rapid responses to anomalies, further enhancing the transparency and reliability of the delivery process. By leveraging technology to empower the entire service chain, we are progressively building a more efficient and intelligent customer delivery experience.

5.2.6. Adhering to Scientific and Ethical Standards

We place a high priority on technology ethics management. Current technology ethics issues primarily concern user information, lifestyle habits, and preferences collected in the fields of AI customer service and intelligent IoT whole-home smart terminals. We strictly comply with laws and regulations such as the "Interim Measures for the Administration of Generative Artificial Intelligence Services" and the "Measures for the Review of Scientific and Technological Ethics (Trial)," and in accordance with the requirements of the "Cybersecurity Law of the People's Republic of China," the "Data Security Law of the People's Republic of China," and the "Personal Information Protection Law of the People's Republic of China," we have established a comprehensive information security management system architecture. Concurrently, we have built an adaptive, closed-loop security protection system to comprehensively safeguard the security of our network infrastructure and data assets.

We adhere to the "principle of minimal necessity," clearly defining users' right to know and authorization mechanisms to prevent excessive commercialization of data or its use for purposes beyond those agreed upon. We also encrypt sensitive data related to home environments. We standardize transparency requirements for AI algorithms and prohibit the generation of false, misleading, or discriminatory content. Furthermore, to prevent excessive reliance on smart devices that could undermine users' control over their home environments, we have designed a "human-centered" interface that preserves manual control functions. We have also embedded the principle of "explainability" into our technical design to help users understand the system's operational logic.

5.3. Protection of Customer Rights

Our Group consistently places customer rights at the core of our corporate development, committed to building a customer-centric, transparent, secure, and trustworthy service ecosystem. We strictly comply with relevant laws and regulations, including the Civil Code of the People's Republic of China, the Product Quality Law of the People's Republic of China, and the Consumer Rights Protection Law of the People's Republic of China. Through a systematic management framework, efficient feedback handling, proactive measures to enhance satisfaction, and robust information security defenses, we comprehensively protect customers' legitimate rights and interests, provide high-quality services to consumers, and enhance the Group's brand reputation and customer service satisfaction.

5.3.1. Customer Management System and Policies

We have established a multi-dimensional, standardized customer management system that spans the Group headquarters, business divisions, production bases, and end-user dealers. This system aims to transform the "customer-centric" philosophy into executable, measurable, and optimizable operational practices through systematic rules, processes, and tools. This framework not only safeguards customer rights but also serves as the core engine driving brand reputation and business growth.

5.3.1.1. Closed-Loop Management of Regulations

We have established a set of management regulations centered on the "Customer Complaint and After-Sales Service Management Regulations," the "Customer Satisfaction Survey Management Regulations," and the "Quality Complaint Handling and Improvement Implementation Standards." These regulations clearly define the division of responsibilities among multi-tiered entities—including the Group Customer Service Center, the internal marketing departments of each business division, and dealers—and detail a comprehensive set of operational standards ranging from service commitments and channel disclosures to work order processing procedures and time-limit standards. Consequently, the Group has established a closed-loop management system featuring clear delineation of authority and responsibility, as well as cross-departmental collaboration, following the process of "Receipt – Dispatch – Resolution – Follow-up – Rectification – Evaluation." This ensures that customer requests are handled in accordance with established procedures and that accountability is maintained at every stage.

5.3.1.2. Empowered by Digital Tools

The management system leverages robust digital tools to achieve visualized service processes and precise control. With the "OPPEIN Home Group" mini-program and the intelligent omnichannel customer service work order system as core platforms, we have integrated front-end customer touchpoints with back-end business systems. The work order system enables centralized reception, intelligent categorization, automatic assignment, and end-to-end status tracking of customer requests, with automatic timing and alert functions at key stages. Simultaneously, we have actively integrated AI technology, launching "AI Customer Service" to provide 24/7 intelligent responses. We have also built an "AI Q&A Platform for Home Furnishing Materials, Craftsmanship, and Products," leveraging knowledge bases and AI to empower frontline service staff, significantly enhancing service response

efficiency and the professionalism of problem-solving.

5.3.1.3. Performance Evaluation and Oversight Mechanism

To ensure the effective implementation and continuous optimization of management systems, we have established a rigorous quantitative evaluation and supervision mechanism. Key metrics—including service timeliness, resolution satisfaction rates, and timely work order response rates—are assessed on a real-time and quarterly basis. Evaluation results are directly linked to the performance of relevant departments and dealers, creating a "reward and punishment" incentive mechanism. The Group has strengthened its oversight of dealer service quality. Through measures such as data disclosure, disciplinary actions for violations, and rewards for excellence, we drive continuous improvement in service awareness and standards at the point of sale. Additionally, the Group has established a monthly customer complaint data analysis and reporting system. By identifying service weaknesses through data insights, we issue rectification notices to responsible departments, driving root-cause improvements from design and production through to service delivery, thereby achieving self-optimization of the management system.

5.3.1.4. Service Strategy Upgrade

The value of the customer management system has transcended the level of basic support and risen to the strategic level of the Group. We have incorporated the development of our service system into our "TOP 3 Strategic Priorities" and are driving this initiative from the top down by adhering to the principles of prioritizing resources, performance evaluations, and innovation. Through a dual-engine approach of "mechanism-driven" and "digitally-supported" initiatives, we have not only successfully established a virtuous cycle of "product strength—service strength—reputation strength," but have also, through systematic service transformation practices, provided a replicable "OPPEIN Model" to address the industry-wide challenges of "high complaint rates and low satisfaction levels" in the home furnishing sector. Differentiation in service quality is becoming a solid competitive barrier for the Group in the era of integrated home solutions.

5.3.2. Customer Feedback Handling

Guided by the philosophy of "customer first, dedicated service," we have actively reformed our after-sales service system, standardized the Group's service complaint and crisis management processes, and

established a diversified, rapid-response, and professional closed-loop feedback handling mechanism. We have implemented a four-step process for handling customer complaints (after-sales service + complaints): "Stage I: Intake—Stage II: Resolution—Stage III: Follow-up—Stage IV: Rectification." By ensuring unobstructed channels for customer feedback, we are committed to transforming every customer interaction into an opportunity to build trust. During the reporting period, the Group's complaint resolution satisfaction rate increased by 2% year-over-year.

5.3.2.1. Diversified Channels and Rapid Response

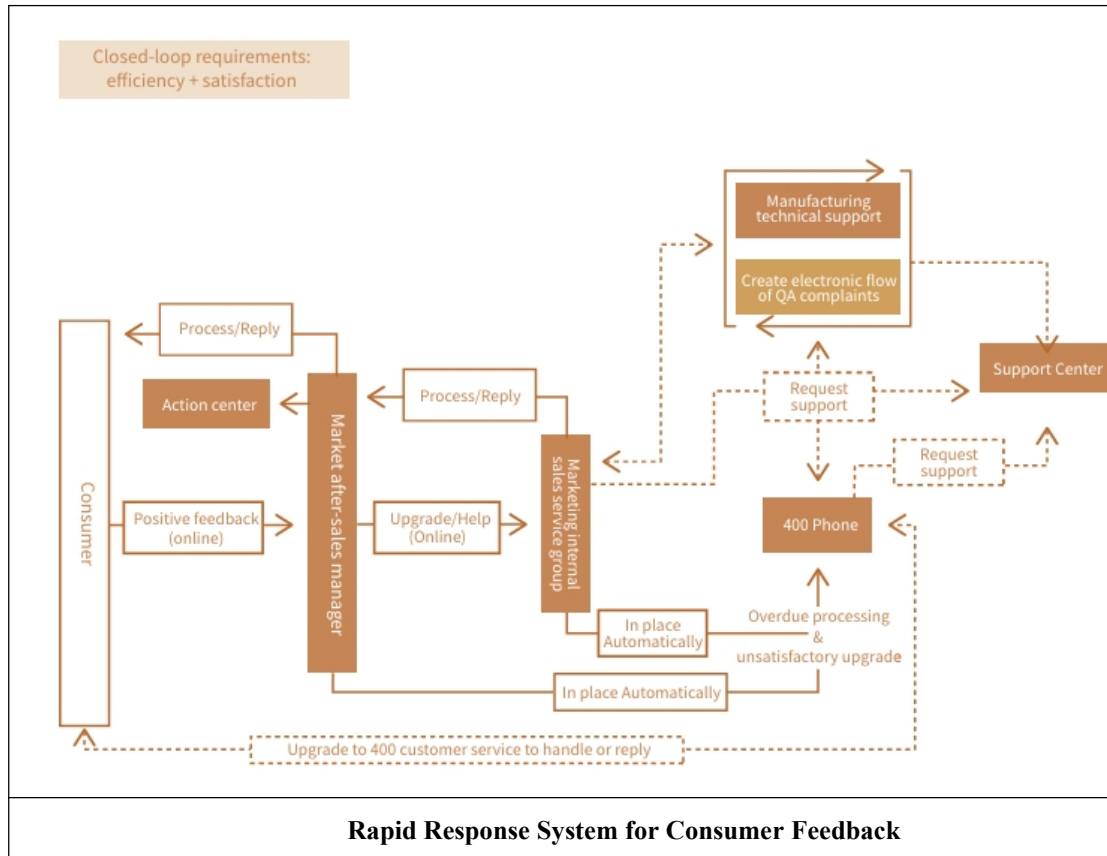
The Group has launched a variety of convenient channels, including a 400 hotline, official website, WeChat service account, and email, to ensure unobstructed customer feedback channels. The customer service center operates 24/7 and commits to a 30-minute response time within urban areas for emergencies such as water ingress into delivery vehicles or spontaneous glass breakage. During the Spring Festival, the Group launched the "Spring Festival Worry-Free" special service to ensure that customer concerns receive timely attention.

5.3.2.2. "Consultative Service" and Professional Closed-Loop Management

To move beyond traditional response models, we have implemented a "consultative service" philosophy. Customer service representatives leverage core competencies—such as emotional empathy, guided listening, and in-depth needs assessment—to become experts in resolving customer issues. Throughout the process, we prioritize timely updates on coordination progress and provide customized solutions, while strictly adhering to tiered response standards like "1-24-48" to ensure issues are resolved efficiently and professionally.

5.3.2.3. Data-Driven Root Cause Improvement

The Group has established a comprehensive after-sales service database that fully documents reported issues and their resolution processes. Through monthly data analysis, we precisely identify service weaknesses and recurring issues, and issue rectification notices to the responsible departments accordingly. This drives root-cause improvements spanning design, manufacturing processes, and service delivery, creating a virtuous cycle of "resolution-analysis-improvement."



Customer Feedback Channels
① Group 400 Hotline: 400-884-1868
② Group Website: www.OPPEIN.com
③ Email: op@OPPEIN.com
④ WeChat Official Account: OPPEIN Customer Service; WeChat Mini Program: OPPEIN Group
⑤ Mailing Address: OPPEIN Group Customer Service Center, No. 366 Guanghua 3rd Road, Jianggao Town, Baiyun District, Guangzhou, Postal Code: 510450
⑥ Retail stores must inform customers of the Group's service channels, including but not limited to the following methods: purchase contracts, store signage, and in-store service boards

5.3.3. Enhancing Customer Satisfaction

Centered on the four key principles of "Proactive Service, Proactive Care, Professional Empowerment, and Experience Optimization," we have built a comprehensive customer service ecosystem covering the entire lifecycle—from pre-sales to in-sales and after-sales—to continuously strengthen customer trust and brand loyalty. We have deepened our proactive service initiatives by conducting centralized follow-ups with long-term customers whose installations are over 10 years old. We also regularly organize

activities such as "Community Zero-Distance Service Days" to proactively provide free professional technical maintenance services—including door panel adjustments and drain line cleaning—to these customers. By extending our service scope from the home to the community and gathering potential needs through face-to-face communication, we continue to strengthen customer relationships.

We have continuously strengthened professional skills training for our after-sales and customer service teams, systematically improving communication skills and professional competence. During the reporting period, we conducted a total of 27 specialized training sessions on customer response, with a total duration of 60 hours and reaching 675 participants, ensuring that every service staff member possesses the ability to respond quickly and resolve issues accurately. The Group's consumer evaluation trends are positive, with a basic service satisfaction score of 8.59 and a product quality reputation score of 8.79.

Five Major Initiatives to Strengthen Service Quality Control
<ul style="list-style-type: none"> ● Digital Service Mechanism: Consumers can track work order progress in real time via mini-programs, establishing a fully closed-loop management system of "complaint-response-resolution-follow-up"; ● Headquarters Rapid Response Mechanism: For disputes involving dealers, OPPEIN Headquarters provides rapid subsidies through the "Brand Fund," achieving a "5-day resolution for small-scale disputes" and converting customer satisfaction into brand loyalty; ● "Golden Butler" Service Upgrade: In 2024, OPPEIN launched an upgraded "Golden Butler" service and made eight commitments: light home inspection by the butler; 24-hour rendering delivery; six "1" installation standards; Golden Butler final inspection; "Golden Nanny" maintenance; blueprint archiving; express after-sales service; and worry-free service; ● Initiating "Face-to-Face" Quality Dialogue: Inviting dealers and consumers to participate in pain point surveys to further optimize processes such as edge sealing and color variation control, as well as address product-related issues; ● Strengthening Quality Traceability: The Group implemented full-lifecycle traceability for every product via the MES system, resulting in a 13.71% decrease in quality-related complaints.

Case: Warranty System Upgrade

OPPEIN Doors & Windows prioritizes after-sales customer protection. Adhering to the philosophy “a brand has power, and we dare to guarantee quality”, it has upgraded its warranty system to set a new industry service benchmark. The upgrade delivers three breakthroughs: extended warranty terms, wider coverage and faster response. It fully covers core door and window parts including aluminum profiles, glass, sealing strips, thermal breaks, hardware and electronic components, safeguarding users throughout the product lifecycle. Upholding listed company-grade quality standards and accountability, we have turned vague verbal commitments into enforceable, traceable service norms, translating product confidence into reliable contractual guarantees for consumers.



Case: "Service Summit Plan"

OPPEIN launched the "Service Summit Plan" on March 15, 2025, marking a strategic leap from service leadership to service innovation. Centered on "Integrated Design + Scenario-Based Spaces", the Group advances systematic R&D in product function, style and materials. With stable pricing, it iterates product systems via pain-point insight and value innovation. Focusing on design, supply chain, production, logistics and installation, it implements full-process quality control and promotes face-to-face quality communication to elevate customer experience.

Technologically, the Group integrates AI and IoT across all service scenarios. By covering AI visual inspection, intelligent customer service, real-time logistics monitoring, and installation quality tracking, the Group boosts service standardization and accuracy through innovation. A three-tier service network of Headquarters, Bases and Local Offices has been established. After-sales centers at five major bases were upgraded to build localized quality support and streamline one-stop after-sales resolution. By empowering dealers with design training and system support, every service touchpoint fosters lasting customer satisfaction.

5.3.4. Information Security and Privacy Protection

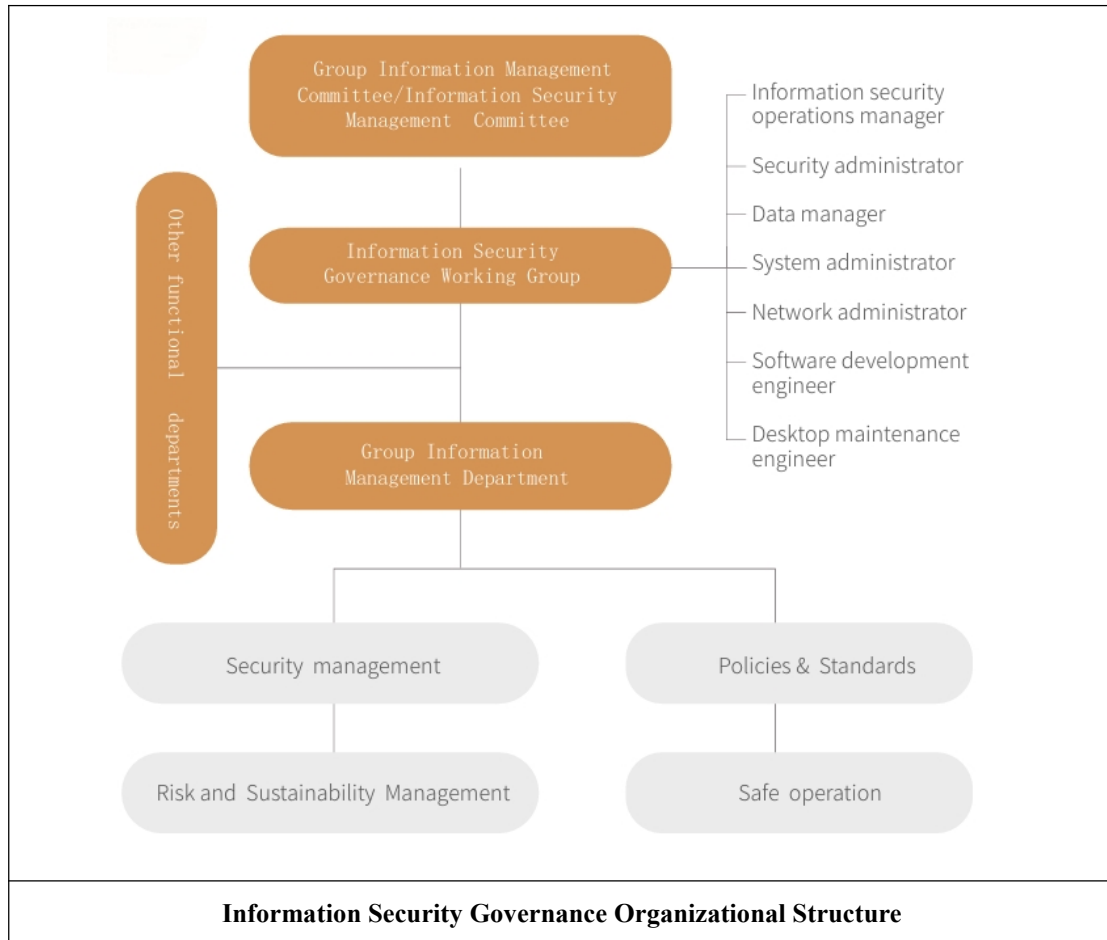
We place a high priority on data and privacy security. Adhering to the principles of "prevention first,

unified standards, standardized management, and comprehensive control," we have established a comprehensive internal information security management system, organizational structure, procedures, and policies. We have set up a dedicated security operations team and continue to invest in building network and data security capabilities. While complying with regulatory requirements, we uphold the "Development, Security, Operations" (DevSecOps) security philosophy, standardize data security management, provide users with secure, stable, and reliable products and services, ensure business system continuity, and comprehensively protect the information security of both the Group and our customers. At the same time, we conduct regular information security education and technical training for employees to foster a strong culture of information security.

During the reporting period, the Group did not experience any information leakage incidents, and none of its business-related mobile applications were publicly notified or removed from app stores by national regulatory authorities.

5.3.4.1. Information Security Management System

As the Group advances toward intelligent and digital development, we place increasing emphasis on network and information security. To strengthen the protection of the Group's critical data and information assets, and in accordance with the requirements of relevant 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, we have formulated the "Information Security Management Regulations," the "Data Security Management Specifications," the "Anti-Virus Management Specifications," and the "Trade Secret Management Regulations." We have established and maintained data security policies and standards, thereby forming the OPPEIN Information Security Management System. During the reporting period, we implemented a public cloud security project. To ensure the secure and stable operation of the Group's information systems, we newly formulated relevant regulations such as the "Public Cloud Management Specifications," "Information System Usage Management Specifications," "K3 System Customer Management Specifications," and "Terminal Marketing System Material Maintenance Management Specifications." During the reporting period, the Group's total investment in information security system development amounted to RMB 1.9402 million.



❖ **Data Compliance Management**

We have established a robust data compliance management organizational system and a routine communication and collaboration mechanism. We have clearly defined the entities responsible for data compliance, made adherence to data compliance requirements and fulfillment of data compliance obligations a condition of employment, conducted necessary background checks on employees in key data processing positions, and clarified the data compliance requirements they must adhere to and the obligations they must fulfill through the signing of compliance commitment letters and confidentiality agreements. This strengthens data compliance management, promotes the compliant use of data, and comprehensively safeguards the Group's data security.

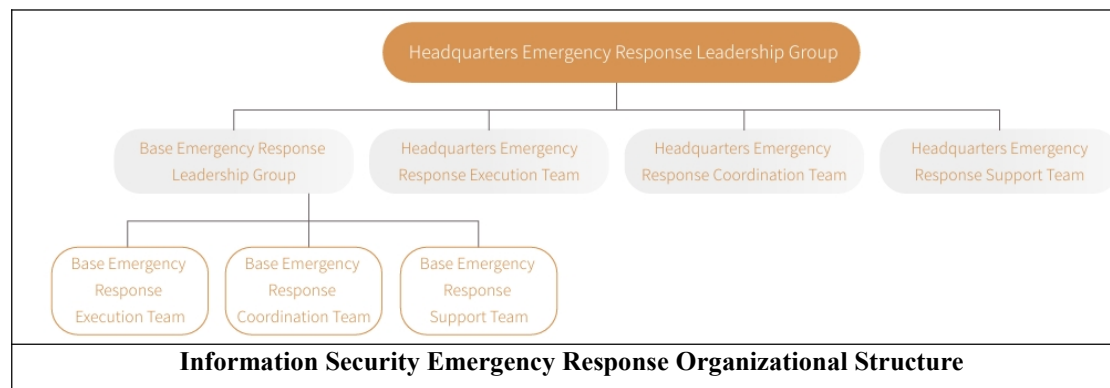
❖ **Privacy Protection**

We strictly regulate the content of our apps (such as the OPPEIN Smart Home app and the Hailie Niao app) and mini-programs regarding user privacy policies and the collection and use of personal information. We regularly conduct privacy impact assessments and app privacy compliance audits for relevant business scenarios, and promptly address any issues identified. We fully respect and protect

users' rights to know, choose, and control their personal information. We describe relevant policies and measures regarding the collection, management, and protection of personal information within our apps and mini-programs., and obtain user consent before collecting or using their information. Additionally, we employ strict data access controls, multi-factor authentication, data anonymization, and encrypted transmission to comprehensively protect personal information.

❖ **Emergency Response Plan**

We have established emergency response plans and mechanisms, such as the "Information Security Incident Emergency Management Specifications," and have set up an organizational structure for information security incident response. In the event of a data breach or security risk, we will immediately take remedial measures and follow up promptly to minimize the losses and impact caused by the incident. Furthermore, we conduct vulnerability management in accordance with the "OPPEIN Group Information Security Vulnerability Management Specifications." Based on the vulnerability management lifecycle and tailored to the Group's specific circumstances, we have established information security vulnerability management processes. We also conduct penetration testing to assess the security of network systems by simulating malicious attacks.



❖ **Partner Oversight**

We place great importance on our partners' management of privacy and trade secrets. We incorporate "Confidentiality Clauses" into the procurement contracts or cooperation agreements signed with them, requiring suppliers, distributors, and other partners to strictly fulfill relevant confidentiality commitments to protect product confidential information and user privacy data. We also incorporate the information security and privacy protection policies and systems of key stakeholders into our overall risk management planning, designating them as key focus areas for internal and external information security audits. We conduct annual specialized reviews of these audits to ensure that information and privacy

security are effectively managed.

5.3.4.2. Information Security Training

All employees are required to complete information security training upon joining the company. Additionally, we organize information security and privacy protection training and awareness sessions on an ad hoc basis throughout the year. These sessions are delivered through centralized on-site training, email distribution, online learning via the "E-Orange Academy," and desktop notifications on work computers. The content covers the dissemination of national information security laws and regulations, fostering cybersecurity awareness, office email security, safe software downloads, computer virus protection, and prevention of telecommunications fraud. The training targets all current and new employees, and specialized training is regularly provided for personnel engaged in information security-related work. During the reporting period, the Group conducted two cybersecurity awareness campaigns and two cybersecurity training sessions, reaching over 14,364 employees. The employee training coverage rate reached 80.70%, comprehensively enhancing employees' cybersecurity awareness and skill levels.

OPPEIN

2025年集团网络安全学习周

网络安全为大家
网络安全靠大家

==== 欧派集团网络安全学习周 =====

网络安全是指网络系统的硬件、软件及其系统中的数据受到保护，不因偶然或恶意的原因而遭到破坏、更改、泄露，系统连续可靠正常地运行，网络服务不中断。

学习方式

1. E橙学院已发布学习课程，可通过E橙学院首页-我的学习，进入“2025上半年度集团网络安全意识培训课程”；

2. 通过如下网址进入学习：
<https://oppein.yunxuetang.cn/o2o/#/normal/project/detail/1915323709633482754/commonTask>

学习人员

集团总部及各基地 B 级及以上员工

国家坚持网络安全与信息化发展并重，遵循积极利用、科学发展、依法管理、确保安全的方针，推进网络基础设施建设和互联互通，鼓励网络技术创新和应用，支持培养网络安全人才，建立健全网络安全保障体系，提高网络安全保护能力。

The Group Cybersecurity Learning Week Activities

6. EMPLOYEES AND SOCIETY

OPPEIN has always advocated the concept of "Humanistic Love for Home" — extending care from individual families to society at large, and from personal affection to greater compassion. Internally, we emphasize that "talent is the most valuable asset for enterprise development", fully respect and protect the basic rights and interests of every employee, create a safe and healthy working environment, and at the same time fully stimulate employees' potential. We enrich employees' lives through diverse activities, and continuously enhance their sense of gain, happiness, security and satisfaction. Externally, we focus on fulfilling corporate social responsibility, increase support for rural revitalization, focus on public welfare causes such as poverty alleviation and student assistance, intellectual enlightenment education for disabled children, and red culture inheritance education. We constantly strengthen the public's brand recognition of OPPEIN's "Love Home Culture" and high recognition of its social responsibility, embracing and giving back to society with the warmth of the enterprise as a responsible corporate citizen.

6.1. Employee Responsibility

The Group fully protects the legitimate rights and interests of employees, builds a fair, impartial and open career development platform, continuously improves the salary and welfare system and performance appraisal system, carries out employee stock ownership plans, strengthens employee welfare protection, and strives to provide employees with a satisfactory work and life experience. At the same time, the Group strives to provide employees with diverse training opportunities, improve the occupational health and safety production management mechanism, and provide employees with healthy and safe working conditions. In terms of labor relations, the Group continuously optimizes the Staff Representative Congress and employee forums, smooths employee communication channels, encourages employees and teams to actively put forward suggestions for the company's development, and promotes the common development of the enterprise and employees.

6.1.1. Rational Employment and Equal Opportunities

The Group strictly complies with national labor, employment and recruitment regulations, and has formulated comprehensive internal rules covering recruitment, labor contracts, graduate hiring, overtime compensation and post management. Supported by a dedicated recruitment system, it establishes a multi-

level talent pool categorized by source, type, position, region and rank, fully meeting talent recruitment and organizational development demands. Committed to a scientific, efficient and impartial recruitment mechanism, the Group upholds human rights, fairness and justice. It strictly prohibits child labor and forced labor, rejects all forms of discrimination throughout recruitment and employment, and guarantees equal development opportunities and fair treatment for all employees.

During the reporting period, the Group was awarded the honorary title of "2025 Guangdong Annual Extraordinary Employer".



6.1.1.1. Compliant Employment

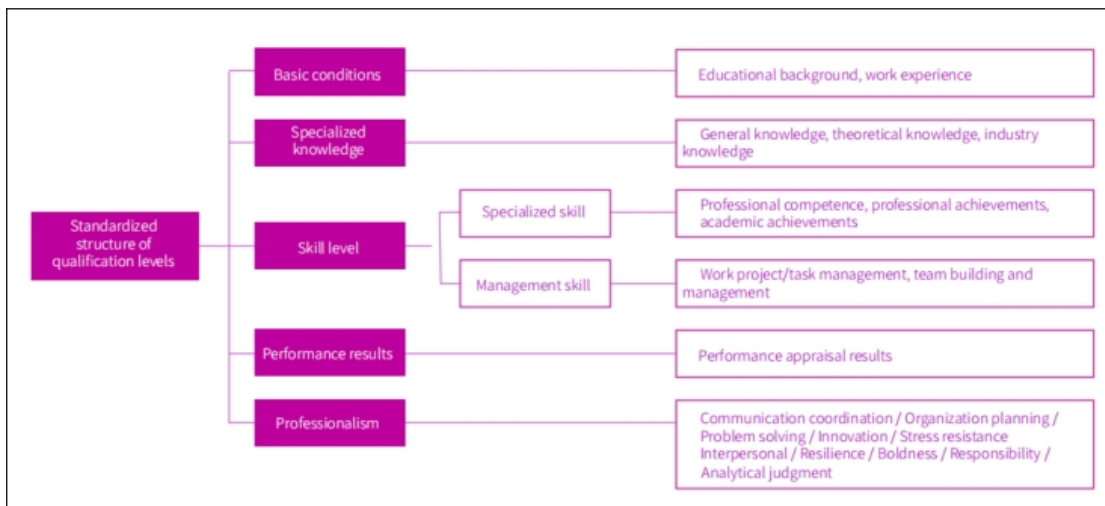
The Group has formulated the “Employment and Labor Contract Management Regulations” to standardize the employment of employees and the management of labor contracts, ensuring that the management of employee employment and labor contracts is based on clear rules. It has also formulated the “External Shared Employment Management Regulations” to improve the legal definition of shared employment relationships and clarify the roles and responsibilities of participating entities. Meanwhile, the Group firmly prohibits the employment of child labor. It has established a personnel system control module that automatically alerts candidates who have not reached the legal age. In addition, during the employment and onboarding process, candidates are required to submit their original ID cards again for age re-verification. If there is any inconsistency, an investigation process is immediately initiated to verify the real age, and employment offers are resolutely revoked for candidates under 18 years old. The system has established a clear structure of qualification level standards, defining the qualification standards for each job category, job type and position. The Group signs labor contracts with employees

in a timely manner, clarifying the rights and obligations of both parties to ensure compliant employment. During the reporting period, the Group formulated the “Staff Secondment Management Regulations,” improved the staff secondment mechanism, clarified the secondment approval authority and the responsibilities of relevant departments, and fully standardized the management of staff secondment within the Group.

During the reporting period, the labor contract signing rate of the Group’s employees was 100%; no child labor or forced labor was found in the Group, and there were no strikes or work stoppages.



The personnel system control module automatically alerts candidates who have not reached the legal age



Structure of qualification level standards

6.1.1.2. Equal Employment

The Group adheres to the employment philosophy of "integrity and ability, person-job fit, fair competition, and ability-based promotion", and adheres to the principles of open recruitment, equal

competition, and merit-based employment. It provides equal job opportunities to all applicants and employees regardless of gender, ethnicity, marital status, disability or family status. As of the end of the reporting period, the total number of employees in the Group was 17,880, including 900 ethnic minority employees, 154 veteran employees, 131 disabled employees, and 29 short-term contract employees (including rehired retirees); there were 0 dispatched employees. During the reporting period, 5,422 new employees were recruited, including 198 campus recruits and 5,244 social recruits.

Employee attrition		
By gender		
Male	12,134	67.86%
Female	5,746	32.14%
By age		
Under 30	4,135	23.13%
30-50 years old (not included)	13,213	73.90%
50 and over	532	2.98%
By education attainment		
Graduate students and above	134	0.75%
Undergraduate	3,796	21.23%
College and below	13,950	78.02%
By position		
Full-time junior employee	16,512	92.35%
Full-time middle management employee	1,308	7.32%
Full-time senior management employee	60	0.34%

Employee turnover rate attrition	
Overall Employee Turnover Rate	42.56%
By gender	
Female	36.80%
Male	45.27%
By age	
Under 30	63.08%
30-50 years old (not included)	35.69%
50 and over	28.66%

6.1.2. Performance, Salary and Welfare

The Group has formulated fair and impartial salary systems and performance incentive mechanisms such as the “Salary Management Regulations” and the “General Management Regulations” on Employee Salary Incentives and Calculation, building a competitive salary system for all employees. It carries out

employee stock ownership plans to improve the benefit-sharing mechanism between employees and shareholders. The Group continuously improves the employee rights and interests protection system, upgrades the employee welfare system, establishes a Trade Union Committee, and formulates sound rules and regulations covering labor contracts, social insurance, salary distribution, parental leave, employee physical examinations, and work-related injury management, effectively protecting the legitimate rights and interests of employees. It also carries out employee care activities to enhance employees' sense of work happiness and belonging.

6.1.2.1. Performance Management

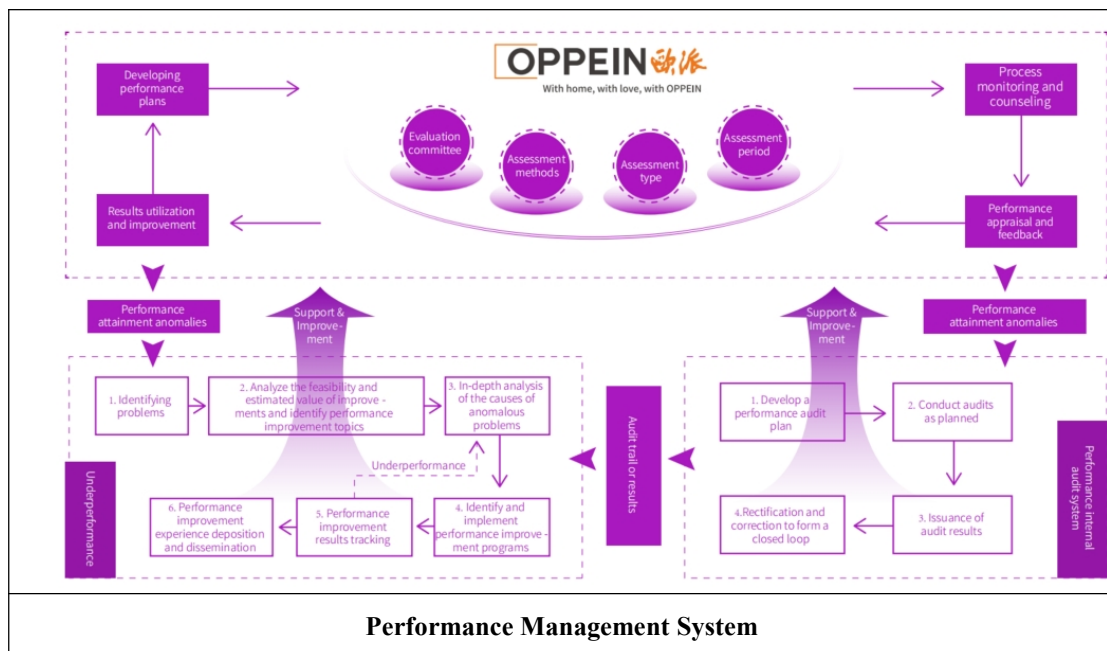
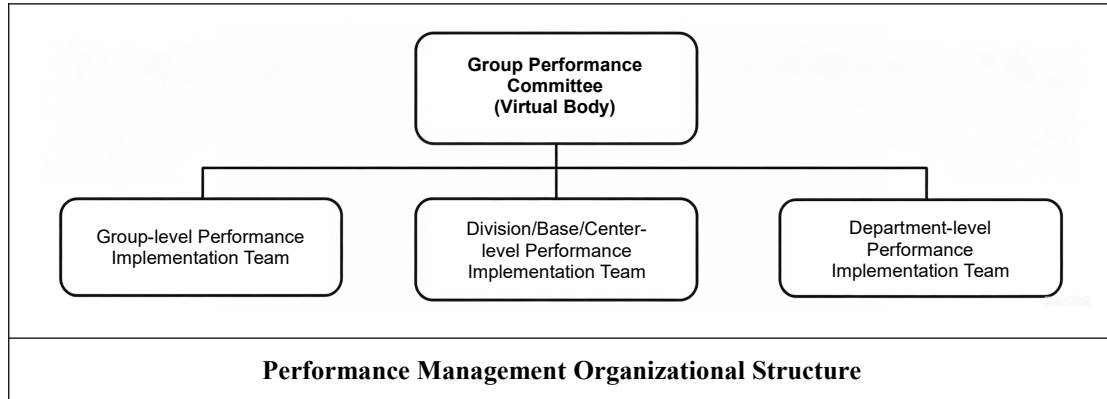
The Group has formulated the “Performance Management Regulations,” “Incentive Mechanism Construction Management Regulations,” “Performance Appraisal Data Collection Management Specifications,” and “Performance Appraisal Card Compilation Guidelines.” Adhering to the principles of “supporting strategy, three balances, and fairness and impartiality”, the Group has established a performance management organization and built a scientific, comprehensive, objective, impartial, efficient, practical and accurate performance management system. This system closely links organizational and individual performance goals, maximizes the activation of organizational and individual efficiency, and ensures the achievement of organizational strategic goals while improving employees' individual performance.

❖ Performance System

The performance system consists of three parts: the performance management system, the performance internal audit and inspection system, and the performance improvement system. Among them, the performance management system mainly includes five parts: “appraisal type, appraisal cycle, appraisal method, appraisal team, and performance process”. The appraisal results will be directly applied to the calculation of performance bonuses (specific calculation rules shall be subject to the latest salary regulations), and also serve as an important basis for recruitment decisions, talent inventory and selection, employee promotion, employee training and development, annual excellent selection, and annual salary adjustment. The performance internal audit and inspection system focuses on the standardized review of the implementation process, and conducts audit and supervision on the operation of both the performance management and improvement systems. The performance improvement system refers to the process of using systematic tools to analyze the gap between reality and goals, identify the causes, and implement

targeted measures to continuously enhance competitive advantages. At the same time, a performance team award is set up to commend teams that have made contributions in this process.

During the reporting period, the Group's performance management system covered 100% of employees.



Focus of performance appraisal	
Senior level	The assessment focuses on 4 major aspects: finance (Group strategy decomposition, annual business planning), customers (internal and external customer service enhancement needs), internal operations, and learning & growth.
Middle level	The assessment focuses on 3 major aspects: the decomposition of business planning for business divisions/bases, the planning of departmental key work, and the fulfillment of core functions.
Junior level	The assessment focuses on 3 major aspects: core job duties, work priorities for the time period, assessment deficiencies and key improvement directions.

❖ Performance Appeal and Feedback

We maintain open channels for performance feedback and appeals. Performance staff must verify scores and provide feedback to appraisees as required. Appraisees are required to confirm the results within 2 working days of receipt; failure to respond within the specified period is deemed as acceptance. If an appraisee disagrees with the result, they may initiate the appeal process: "Appraisee submits appeal → Performance staff accepts the appeal → Appraisal team (direct supervisor and two-level superior) reviews and adjusts the score as appropriate". If the appraisee still disagrees with the General Manager's decision, they may escalate the case to the Performance Management Department for verification. If the Performance Management Department endorses the General Manager's opinion, it shall be deemed the final conclusion; if there is a disagreement, the case shall be submitted to the responsible/coordinating executive for the final ruling, thereby fully ensuring the fairness of the performance appraisal.

6.1.2.2. Employee Stock Ownership Plan

To enhance employee cohesion and promote the long-term, sustainable and sound development of the Company, in accordance with the Guiding Opinions on Piloting the Implementation of Employee Stock Ownership Plans by Listed Companies issued by the China Securities Regulatory Commission and the Self-Regulatory Supervision Guideline No.1 for Listed Companies on Standardized Operation of the Shanghai Stock Exchange, the Group implements an equity incentive plan for key employees, middle and senior management personnel, directors, and other employees who have made outstanding contributions to the Company's performance or exert a significant impact on its future development. In 2022, the Group launched the First Outstanding Employee Stock Ownership Plan of OPPEIN Home Group Co., Ltd. The plan covered a total of 230 incentive recipients, with a cumulative granted volume of approximately 578,500 shares and a transaction value of about RMB 68.2559 million. In 2024, the Board of Directors approved the extension of the First Outstanding Employee Stock Ownership Plan until March 22, 2026, so as to fully safeguard the interests of plan participants and the Company and support its long-term development.

During the reporting period, the Group issued a prompt announcement regarding the upcoming expiration of the employee stock ownership plan. In accordance with plan arrangements, participants may independently decide whether to sell their shares or apply for an extension of the duration based on personal willingness and market conditions. The Group will continue to monitor the progress of the

employee stock ownership plan and strictly fulfill information disclosure obligations in compliance with relevant regulations. As of the disclosure date of this report, the Company’s Board of Directors has approved extending the First Outstanding Employee Stock Ownership Plan to March 22, 2027.

证券代码：603833 证券简称：欧派家居 公告编号：2025-077
 转债代码：113655 转债简称：欧 22 转债

欧派家居集团股份有限公司

关于第一期卓越员工持股计划存续期即将届满的提示性公告

本公司董事会及全体董事保证本公告内容不存在任何虚假记载、误导性陈述或者重大遗漏，并对其内容的真实性、准确性和完整性承担个别及连带责任。

鉴于欧派家居集团股份有限公司（以下简称“公司”）第一期卓越员工持股计划（以下简称“本员工持股计划”）存续期将于 2026 年 3 月 22 日届满，根据中国证监会《关于上市公司实施员工持股计划试点的指导意见》及《上海证券交易所上市公司自律监管指引第 1 号——规范运作》等规定，上市公司应当在员工持股计划届满前 6 个月公告到期计划持有的股票数量及占公司股本总额的比例，现将相关情况公告如下：

一、本员工持股计划的基本情况

1、公司分别于 2022 年 1 月 24 日、2022 年 2 月 16 日召开了公司第三届董事会第二十次会议和 2022 年第一次临时股东大会，审议通过了《关于<欧派家居集团股份有限公司第一期卓越员工持股计划（草案）>及其摘要的议案》等议案。具体内容详见公司于上海证券交易所网站（www.sse.com.cn）披露的《欧派家居第三届董事会第二十次会议决议公告》（公告编号：2022-002）以及《欧派家居 2022 年第一次临时股东大会决议公告》（公告编号：2022-012）等相关公告。

2、公司于 2022 年 3 月 23 日在上海证券交易所网站（www.sse.com.cn）披露了《欧派家居第一期卓越员工持股计划完成股票购买的公告》（公告编号：2022-019）。截至 2022 年 3 月 22 日，公司第一期卓越员工持股计划已通过集中竞价交易方式累计买入公司股票 578,470 股，占公司当时总股本的 0.0959%，成交均价为人民币 117.99 元/股，成交金额合计为人民币 68,255,851.83 元。至此，公司第一期卓越员工持股计划已完成股票购买，上述购买的股票按照规定予以锁定，锁定期自 2022 年 3 月 23 日起 12 个月。

3、公司于 2024 年 10 月 24 日在上海证券交易所网站（www.sse.com.cn）披露了《欧派家居第一期卓越员工持股计划第二次持有人会议决议公告》（公告编号：2024-081），公司第一期卓越员工持股计划第二次持有人会议审议通过《关于公司第一期卓越员工持股计划延期的议案》，同意将本员工持股计划存续期延长 12 个月，即延长至 2026 年 3 月 22 日，并提交公司董事会审议。

4、公司于 2024 年 10 月 29 日在上海证券交易所网站（www.sse.com.cn）披露了《欧派家居第四届董事会第十九次会议决议公告》（公告编号：2024-083），公司第四届董事会第十九次会议审议通过《关于公司第一期卓越员工持股计划延期的议案》，同意将公司第一期卓越员工持股计划存续期延长 12 个月，即延长至 2026 年 3 月 22 日。

二、本员工持股计划的持股情况及锁定期届满后的后续安排

截至本公告披露日，第一期卓越员工持股计划持有公司股票 414,479 股，占公司截至 2025 年 8 月 31 日总股本 609,152,720 股的 0.07%。

本员工持股计划自本公告披露日至存续期届满前，员工持股计划管理委员会将根据《欧派家居集团股份有限公司第一期卓越员工持股计划》及《欧派家居集团股份有限公司第一期卓越员工持股计划管理办法》等相关规定及员工持股计划安排、持有人的意愿和市场情况，决定是否卖出股票或履行是否延长本员工持股计划存续期的审批手续。

本员工持股计划将严格遵守市场交易规则，遵守中国证监会、上海证券交易所关于股票买卖及股份转让的限制性相关规定。

三、其他说明

公司将持续关注员工持股计划的进展情况，并按照规定及时履行信息披露义务，敬请广大投资者关注公司公告并注意投资风险。

特此公告。

欧派家居集团股份有限公司董事会
2025 年 9 月 20 日

Announcement on the First Outstanding Employee Stock Ownership Plan of OPPEIN Home Group Inc.

6.1.2.3. Employee Welfare

The Group attaches great importance to humanistic care for employees. By formulating the “Employee Welfare Subsidy Management Regulations,” it has built a 360-degree all-round care system, created a mechanism of co-creation, sharing, win-win and common prosperity, and continuously provided employees with a variety of welfare benefits. Through the formulation of the OPPEIN Home Furnishing Group Employee Visit, Condolence and Donation Assistance Management Specifications, the Group pays attention to the work and life of front-line employees, female employees, retired personnel and employees in difficulty, continuously improves the employee assistance and support mechanism, and strives to enhance employees' sense of work happiness and belonging.

During the reporting period, the Group's employee social insurance coverage rate was 100%; it invested approximately RMB 86 million in employee welfare construction, with an average of 5.62 paid annual leave days per employee.

❖ Employee Welfare System

In accordance with national regulations, the Group provides employees with statutory welfare benefits (including social insurance, housing provident fund, and statutory holidays). Adhering to the core principle of "shared by all employees, no omissions", it strives to move beyond the concept of "welfare for a minority". Based on the characteristics of production, operation and management, the Group reasonably provides a variety of supplementary employee welfare benefits, such as holiday benefits, birthday benefits, education and training benefits, employee physical examination benefits, employee group activity benefits, meal benefits, communication subsidies, and seniority awards. It also creates exclusive emotional IP peripherals, making welfare an important carrier for conveying corporate culture. The Group strictly follows national working hour rules and paid annual leave policies, and observes all legal holidays. It also offers compassionate leave types, forming a full leave system covering 16 categories including sick leave, parental leave and bereavement leave. It adopts a five-day work schedule with seasonal working hour adjustments. To practice its people-oriented culture, the Group applied a 7.25-hour daily working system and allowed earlier off-duty time on Fridays and in winter. During the reporting period, it further moved up the Friday finishing time to 4:15 PM, effectively reducing working hours and safeguarding employee well-being.

The Group develops diversified employee benefits centering on personal growth, family harmony and life security, and builds all-round activity systems. In 2025, nearly 100 welfare and cultural events were held. Various sports and cultural activities enrich staff leisure time; family-themed events strengthen emotional ties. Practical benefits including free medical service, summer supplies, child care benefits and staff discounts fully satisfy daily needs. Targeted care activities are launched on major festivals. The refined personalized care system meets diverse personal and family demands and delivers thoughtful corporate warmth.

Supplementary Employee Welfare	
Supporting Facilities	Cultural and Recreational Venues: Gym, Basketball Court, Table Tennis Room, Library, Badminton Court, Billiards Room, Football Field
	Living Supporting Venues: Nursing Room, Bank, Convenience Store, Medical Room (including Outpatient Department, newly added Traditional Chinese Medicine Physiotherapy Room, newly added Psychological Counseling Room, providing acupuncture, moxibustion, massage and other services), newly added Electric Vehicle Shed
	Living Supporting Software: Carpool Platform (meeting employees' carpooling needs for daily commuting, holiday travel and other group trips)
Facility Improvement	Newly added dormitory curtains and range hoods; replaced dormitory doors, iron frame beds, heating and cooling inverter air conditioners, constant temperature water heaters, and anti-mosquito door curtains; renovated basketball court; renovated and upgraded canteen
Talent Apartment	Newly added welfare housing and couple rooms; installed electric vehicle charging piles and express delivery cabinets
Employee Services	Provide Golden Nanny cleaning services for dormitories and Sunflower cleaning services for offices
	Launch fresh food group purchase services
	Newly added employee lounges
	Free dormitory convenience services and dormitory pest control
Employee Activities	Festival activities (such as Lantern Festival, Women's Day)
	Special themed activities (such as Better Life Bazaar, Food Safety, Food Festival, employee symposium and interaction)
	Summer parent-child activities (DIY baking, back kitchen visit)

	
<p style="text-align: center;">Clinic</p>	<p style="text-align: center;">Nursing Room</p>
	
<p style="text-align: center;">Banks</p>	<p style="text-align: center;">Library</p>

Case: "OPPEIN Little Masters" Caring Summer Care Class

In August 2025, the closing ceremony of the first "OPPEIN Little Masters" Caring Summer Care Class came to a successful conclusion. Through a month of warm companionship, the children gained knowledge and bloomed with confidence, while their parents were able to focus on their work with peace of mind. This warm journey rooted in the theme of "home" is not only a growth classroom for the children, but also a vivid interpretation of OPPEIN's corporate culture of "With Home, With Love".



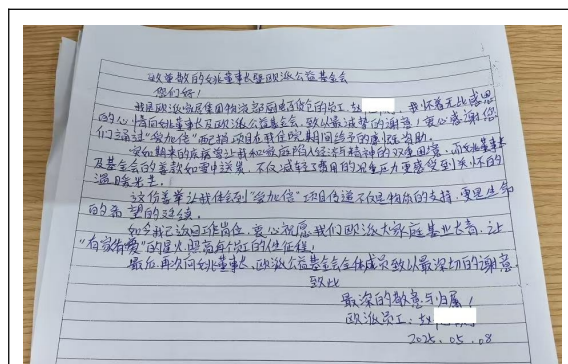
❖ **Employee Care Activities**

The Group actively carries out cultural, sports and care activities for employees, and has innovatively held events such as distribution of red envelopes for returning to work, corporate peripheral design competition, workshop fun activities, and parent-child study tours to enrich employees' lives and enhance their sense of happiness and belonging. At the same time, we have built and implemented a comprehensive and precise assistance system for employees in financial difficulty. We organize home visits and condolences to convey the Group's care, launch donation activities to gather love, and assist employees in extreme financial difficulty in obtaining special assistance from the Municipal Staff Development Foundation.

During the reporting period, the Group provided support to 33 employees in financial difficulty, with a total support investment of RMB 398,500; extended condolences to 10 employees experiencing illness or bereavement, with a total condolence fund of RMB 31,600; raised a total of RMB 504,600 in charitable funds through employee donations and corporate matching donations; and held 44 special themed cultural, sports and care activities.

Assistance System for Employees in Financial Difficulty	
Full Coverage of Support Scenarios	The system covers a comprehensive range of scenarios, including critical illness reimbursement (for employees and their immediate family members) and hardship support, fully addressing the core needs of employees and their families in daily life, health, and emergency situations. In 2025, the Ping An Fund provided support to 16 employees with serious illnesses, with a total support amount of RMB 310,200; supported 5 person-times of employees with critical illnesses, with a support amount of RMB 60,000; and provided assistance to 5 employees from families in financial difficulty, with a total support amount of RMB 13,000.

Assistance System for Employees in Financial Difficulty	
<p>Timely and Compassionate Response</p>	<p>Corresponding home visits and condolence payments are arranged for emergencies such as employee injury, illness or death, enabling rapid response to employees' urgent difficulties. Meanwhile, the support scope is extended to the "family" dimension to cover employees' relatives. In 2025, the Group conducted home visits to 5 person-times of employees, with a total expenditure of RMB 1,600 on gifts; extended condolences to 5 person-times of employees who lost their immediate family members, with a total condolence payment of RMB 30,000.</p>
<p>Matching Donation Mechanism to Amplify Charitable Goodwill</p>	<p>A "donation matching" model has been set up, which not only implements the support activities through employees' spontaneous donations, but also amplifies the support effect through corporate matching donations, thus increasing the total amount of support resources. In 2025, the Group organized 7 employees to make donations, raising a total of RMB 216,500 in charitable funds. It also provided synchronous charitable matching donations for employees who applied for critical illness reimbursement from the Ping An Fund and for employees in financial difficulty who received donation support, with a total matching donation amount of RMB 288,100.</p>
<p>Precise Connection with Support Resources from Higher-level Trade Unions</p>	<p>The Group proactively cooperates with external trade union resources to secure support quotas for employees in financial difficulty and model workers in a targeted manner, ensuring precise coverage of special groups. In 2025, the Group secured a total of RMB 15,300 in support funds for 7 people in financial difficulty.</p>



**Thank You Letter from Love Multiplied
Donation Recipients**



**Thank You Letter from Ping An Fund
Support Recipients**

Case: Great Discount Carnival, Walking Hand in Hand with Love

In June 2025, OPPEIN hosted its first large-scale Employee Internal Purchase Welfare Day at the 135 Headquarters Base Wind and Rain Corridor, drawing enthusiastic participation from employees and families despite rainy weather. Led by the OPPEIN Party Committee, Guangzhou OPPEIN Charity Foundation and the Group Labor Union, the event collaborated with internal departments and external brands including C&S Paper, Yida Supermarket, Bawei Biotechnology and Xiaomi Auto. Offering exclusive discounts, diverse benefits and thoughtful services, it delivered a shopping carnival integrating public welfare, environmental protection and quality living for all staff.



Case: The First Staff Fun Sports Activity

In November 2025, to enrich employees' cultural life and enhance team cohesion, the Group Labor Union (Party-Mass Work Office) hosted OPPEIN's inaugural staff fun sports meet under the theme "Fun Ignites Energy, Unity Creates New Momentum". Blending fun, competition and warmth, the event helped participants unwind from work and fully release vitality, while achieving linkage across the Group's four major bases. Each base held tailored sports activities, presenting a vibrant scene of solidarity, warmth and pursuit of excellence across the enterprise.



Case: Painting Fatherly Love in the Cloud, Warmth Hidden in the Bottle

On Father's Day in June 2025, with the theme of "Customized Happy Beer for Dad", the Labor Union planned a unique parent-child wine bottle painting activity to convey the warmth of OPPEIN's "Family Culture". 100 groups of employee families outlined the most sincere confession to their fathers on the wine bottles and drawing paper. The offline event originally scheduled for June 13 was switched to home creation due to a typhoon, which resulted in more quality parent-child time.



Summer Parent-Child Activity at Qingyuan Base



Table Tennis Challenge at Qingyuan Base



Caring Summer Care Class at Wuxi Base



Labor Union Study Tour Activity at Tianjin Base

	
<p>Billiards Challenge at Qingyuan Base</p>	<p>2nd Parent-Child Activity at Wuhan Base</p>

6.1.3. Training and Career Development

We attach great importance to talent retention and attraction. Focusing on "talent echelon construction, internal business empowerment, and market-oriented business expansion", and taking the breakthrough of digital and intelligent transformation as the core means, we have built a talent ecosystem featuring internal and external collaboration and value co-creation. We encourage and support employees to participate in internal and external learning and improvement, and provide professional skill certification resources to fully support employees' development. We strengthen the internal training faculty, provide matched training opportunities for different types of employees, and set up talent development plans to empower employees, provide them with broad space for personal growth, and open up effective promotion channels. This has formed a sound talent growth mechanism of "promoting the capable and demoting the incompetent", providing a solid guarantee for building a high-quality, high-performance and professional team.

6.1.3.1. Talent Training

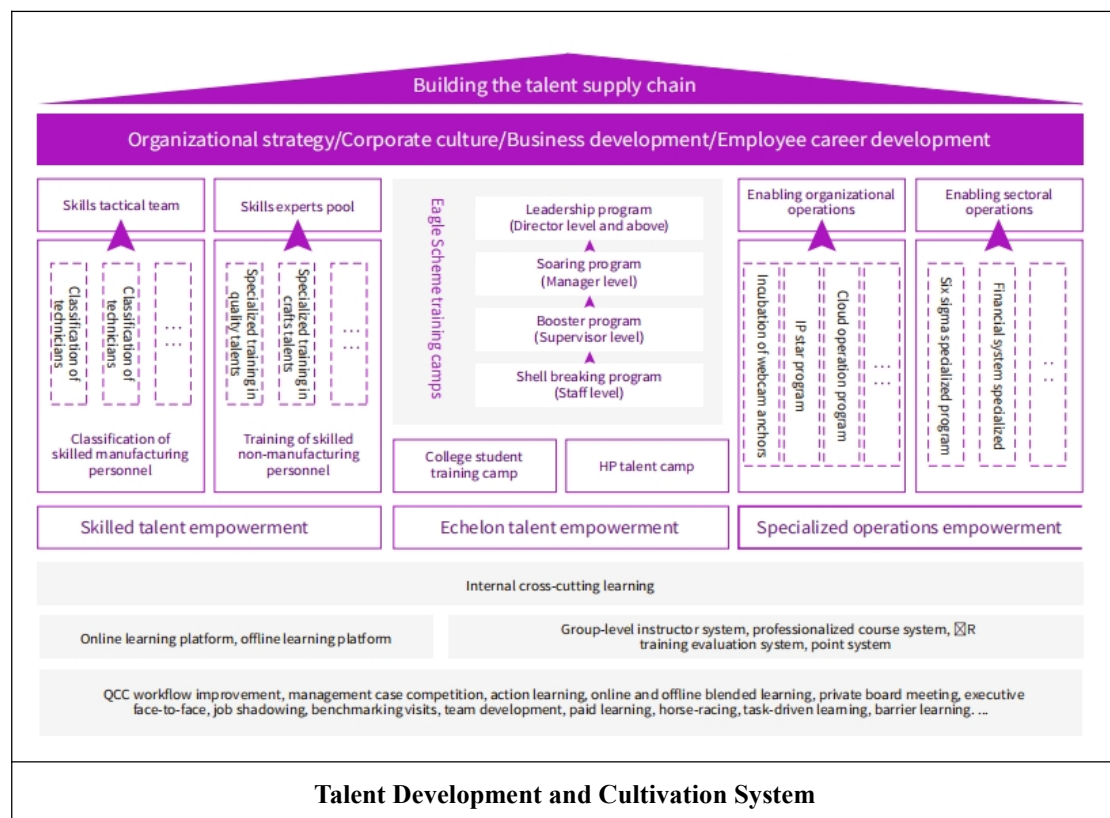
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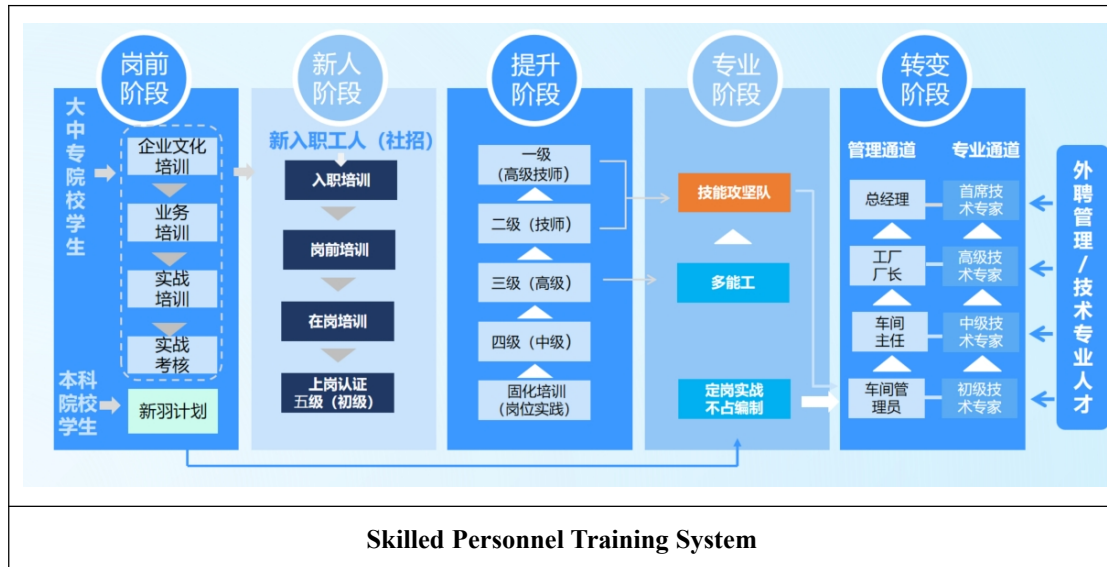
Regarding internal training, Guided by business needs, the Group conducts training demand surveys and has established a layered and classified precise training mechanism. Through the E-Orange College online learning platform, we meet employees' needs for learning anytime and anywhere. For new employees, college graduates, and key positions such as R&D and design, we strengthen training on the

implementation capability of the whole home furnishing strategy. Through the restructuring of Mini-EMBA courses for senior executives, we cultivate a management echelon with industry vision. At the same time, we regularly organize challenging team projects, and enhance employees' cross-departmental collaboration ability and cohesion through practices such as outward bound training.

Regarding external collaborative talent development, the Group shares industrial experience with vocational education and pioneers terminal empowerment initiatives including “Whole Case Design and Transaction” and “Anchor Incubation”, now widely rolled out across the dealer system. It has launched training courses, assessment and certification systems covering material knowledge, the industry-education-evaluation apprenticeship framework, and technical talent skill grading. The Group obtained independent occupational evaluation qualifications for Interior Decoration Designers, Mechanical Carpenters and Salespersons. It has also been selected as a Guangdong provincial leading unit for the industry-education-evaluation skill ecosystem chain and a model construction unit for Guangzhou’s corresponding skill ecological zone.

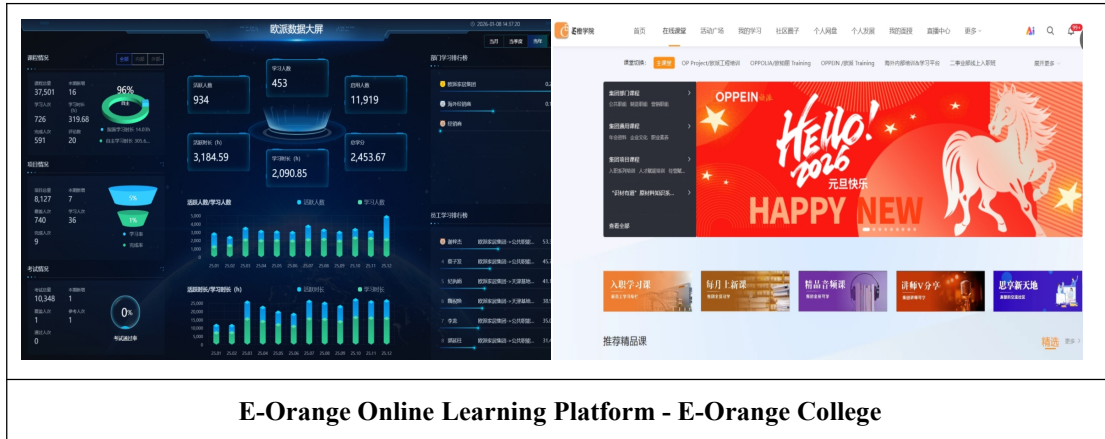
During the reporting period, the total employee training duration of the Group reached 575,301 hours, including 481,038 hours of offline training and 94,263 hours of online training, with an average training duration of 32.18 hours per employee. The Group invested RMB 5.508 million in vocational training.





Talent Training Content	
Employee Knowledge Training	Provide training on new knowledge in employees' professional and related fields, to equip them with the new knowledge, new thinking and new vision required to complete their job duties.
Employee Skill Training	Continuously provide training on job responsibilities, process specifications and operating procedures, to enable employees to master the essential skills for completing their job duties.
Professional Conduct Training	Provide general quality training such as psychology, interpersonal relations, and team building, to help employees develop a sound mindset, establish correct outlook on life and values, and comprehensively improve their professional quality.

Key Focuses of Talent Training and Development	
Talent Echelon Optimization	Implement targeted talent reserve and training, establish a key talent pool, form a competition mechanism of "promoting the capable and demoting the incompetent", and build a high-quality team.
Efficient Training Model	Adopt a hybrid, experiential training method that integrates learning and practice, to precisely improve employees' business capabilities and ability to solve practical problems.
Integration of Policy and Demand	In accordance with national policies and corporate strategies, and in combination with business needs, strengthen organizational and individual performance, and promote the training of skilled talents.
Personalized Training	Based on the annual demand survey, provide training programs that meet personalized growth needs.
Technology Platform Integration	Integrate multiple platforms such as E-Orange College to simplify learning paths and improve learning efficiency.



E-Orange Online Learning Platform - E-Orange College



New Feather Program - Specialized Training for New Graduates



Eagle Program - Group Talent Echelon Training Camp



Rainbow Program - Specialized Training Camp for E-commerce Talent Supply Chain



Elite Program - Specialized Training Camp for R&D Talents



New Employee Induction Training



The First "OPLink Efficiency Pioneer" Training Camp

	
<p>Team Building – Outward Bound Training</p>	<p>Mini-EMBA Middle and Senior Management Development Program</p>

Case: Exhibition Hall Visit & Practical Training

In 2025, to address practical problems encountered by employees in daily management and operational processes, the Group's Second Business Division organized employees to visit the exhibition hall and invited trainers from the Training Department to conduct on-site teaching, aiming to effectively improve training effectiveness. During the training, the trainer first gave a systematic and detailed explanation of the products to help employees deeply understand the company's business; then immediately organized employees to practice product introduction in the exhibition hall, realizing "integration of learning and practice" to make the training more practical and application-oriented. This "hands-on" professional teaching model not only enhanced the professionalism of the training, but also efficiently solved business pain points.

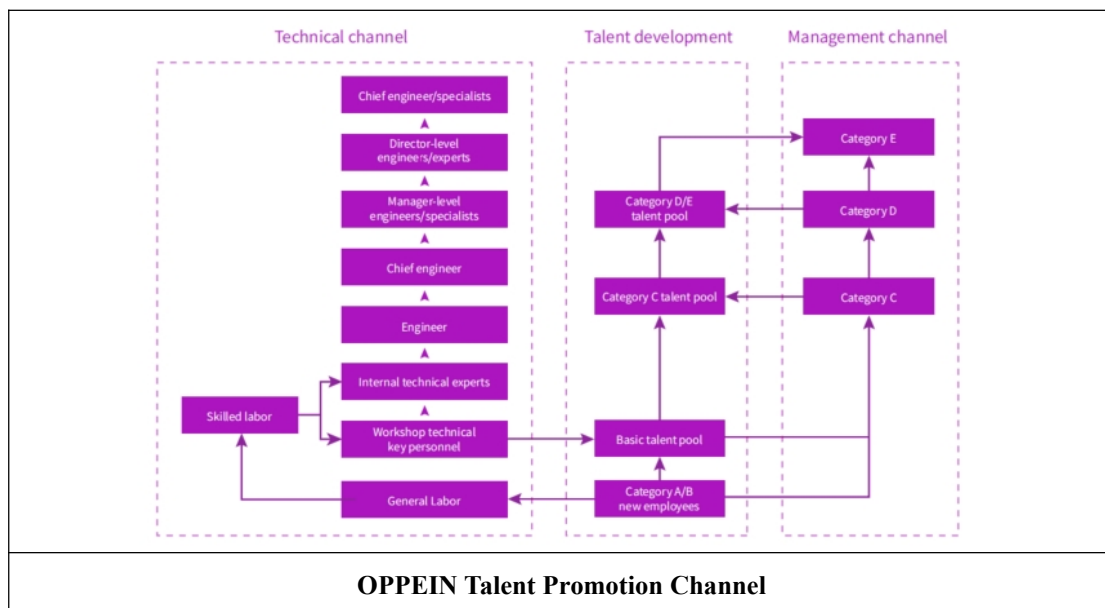


6.1.3.2. Career Development

In line with the home furnishing industry characteristics, the Group has formulated institutional documents including OPPEIN Home Group Talent Development Management Regulations, Employee Career Development & Qualification Management Specifications and Competitive Appointment

Management Specifications. It has built an echelon talent pool focusing on management and skilled personnel, systematically planning, cultivating and deploying talents. The Group accelerates empowerment of high-potential, high-performance talents and advances the elite talent strategy. By clarifying competitive appointment criteria at all levels, it strengthens a dynamic talent selection mechanism and builds a professional elite management team. It also conducted the 2025 job qualification evaluation to stimulate internal talent vitality, promote talent growth and provide solid talent support for corporate vision and strategic goals. During the reporting period, 100% of employees received regular performance and career development assessments.

Principles of Talent Development Management	
Training Instead of Recruitment	Adhere to the talent supply strategy of "training instead of recruitment";
Elite Selection	Match talents with positions and promote the best candidates;
Refined Training	Provide targeted empowerment for talents;
Effective Incentives	Make the best use of talents and give full play to their abilities.



6.1.4. Occupational Health and Safety

The Group attaches great importance to the occupational health and safety of employees, and is committed to providing healthy and safe working conditions for employees while continuously improving the occupational health and safety management system. The Group strictly implements relevant laws and regulations, including the "Work Safety Law of the People's Republic of China", the "Occupational Disease Prevention and Control Law of the People's Republic of China", the "Regulations on Work Safety Training for Production and Business Units", and the "Fire Protection Law of the People's Republic of China". Meanwhile, it has formulated a number of internal systems, such as the "Regulations on Occupational Health Management", the "Eight Major Prohibitions on EHS (Environment, Health and Safety)", the "EHS (Environment, Health and Safety) Assessment and Incentive Management Regulations", and the "EHS Meeting and EHS Inspection Management Regulations". The Group resolutely implements the work safety policy of "safety first, prevention first, comprehensive management", continuously fulfills work safety responsibilities, and strives to ensure the occupational health of employees. Through measures such as carrying out EHS training and emergency drills, launching the information-based process for hidden danger investigation and management, and developing and implementing special operation and accident management processes as planned, the Group ensures that the workplace meets occupational health requirements and makes every effort to create a sound work safety environment.

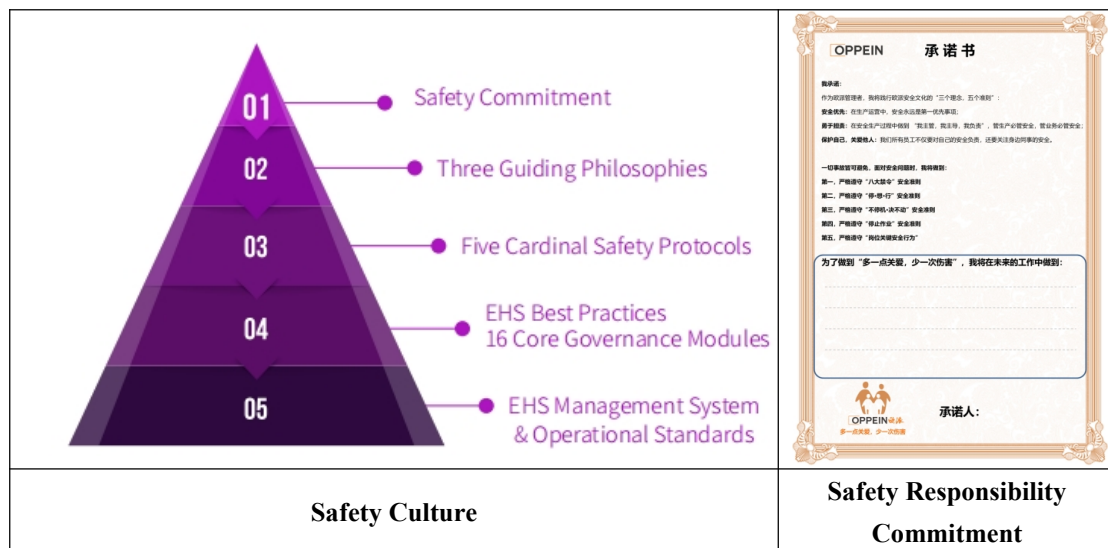
During the reporting period, the Group accumulated 246,449 hours of EHS training, covering 121,220 person-times, with an EHS training coverage rate of 100%; conducted EHS internal audits on more than 30 factories; no work safety accidents occurred, nor did any major or above-level accidents; no work-related fatalities occurred.



6.1.4.1. Work Safety Management

The Group adheres to the safety vision of "To be an EHS performance leader in the home furnishing industry and a home enterprise with excellent safety culture". It strictly follows the accountability principles of "Whoever takes charge assumes responsibility" and "Business management must incorporate safety management". The Group encourages employees to expand their responsibility awareness from "being accountable for oneself" to "being accountable for colleagues", so as to build a mutual safety protection network among all staff. By fostering an excellent and continuously improving safety culture, the Group has formulated institutional documents including the Base Work Safety Responsibility System, Safety Culture Manual and Stop Work Guideline. It has officially launched the corporate safety culture development project and implemented the initiative of "One OPPEIN, One EHS Standard". All levels of personnel have signed Safety Commitment Letters to clarify safety management responsibilities, striving to achieve the safety goals of zero casualties, zero environmental pollution and zero occupational injuries.

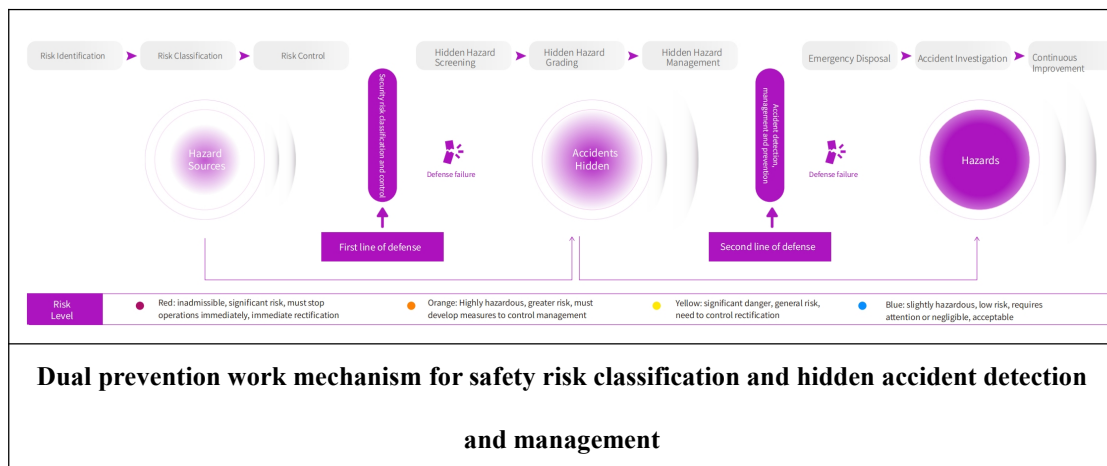
During the reporting period, the signing rate of Safety Commitment Letters across the Group reached 100%.



We combine the characteristics and principles of work safety in the furniture manufacturing industry, use two core management tools: risk classification and control, and hidden danger investigation, to establish a dual prevention mechanism for accidents. In accordance with the OPPEIN Home Furnishing Group Hazard Identification and Risk Classification Management Regulations, we implement hierarchical management of safety risks. Starting from hazard identification, we use risk control as the means to

prevent risks before hidden dangers are formed; in accordance with the OPPEIN Home Furnishing Group Accident Hidden Danger Investigation and Governance Management Regulations, we conduct hierarchical governance of potential accidents, timely identify possible deficiencies and loopholes in the risk control process, monitor the entire process, and strive to eliminate hidden dangers in the bud to prevent safety accidents.

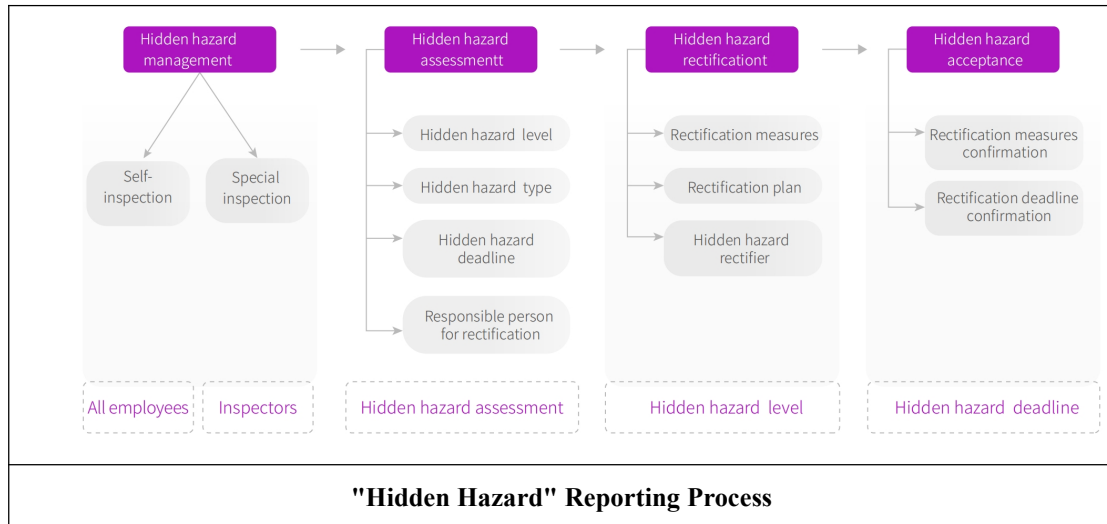
During the reporting period, the rectification rate of potential safety hazards in the Group reached 100%; the lost working hours rate per million working hours decreased by approximately 37.83% year-on-year.



❖ Hazard Reporting

To strengthen safety management, the Group developed the hazard reporting process in accordance with the “Investigation and Rectification of Potential Accidents,” and formulated the Operational Guidelines for Hazard Reporting Process. It regularly releases hazard reporting data of each factory to ensure timely identification and submission of potential safety risks, improve reporting efficiency and accuracy, and realize full functions including closed-loop tracking of hidden dangers, statistical assessment of rectification rate, and hierarchical classification of hazards. Meanwhile, the Group tracks rectification progress in real time at Group, base and factory levels, monitors core indicators such as rectification rate, and conducts multi-dimensional data analysis to effectively support risk assessment, prevention and control decision-making.

During the reporting period, the Group collected more than 25,000 valid hidden hazards, with a rectification rate of safety hazards maintaining at 100%.



6.1.4.2. Occupational Health Management

Benchmarking against the ISO 45001 occupational health and safety management standard, the Group has formulated a series of management regulations, including “Management Rules for Operations in Flammable and Explosive Areas,” “Hot Work Management Rules,” “Confined Space Operation Management Rules,” “Working at Height Management Rules,” and “Personal Protective Equipment Management Rules.” The Group continuously improves the occupational health supervision mechanism through regular physical examinations, technological upgrading, and provision of sufficient personal protective equipment.

In terms of employee care, the Group establishes occupational health surveillance files for employees and arranges a comprehensive physical examination for all staff every year, so as to timely monitor physical conditions and prevent the accumulation of occupational health hazards. Meanwhile, the Group entrusts professional assessment and testing institutions to conduct annual detection of occupational hazardous factors in workplace premises. Where workplace conditions fail to meet national and industrial standards, immediate rectification and improvement measures are implemented to eliminate occupational disease hazards, ensure workplaces comply with occupational health requirements, and enable employees to work in a safer, healthier and more comfortable environment.

By the end of the reporting period, OPPEIN Tianjin, Wuxi, Chengdu, and Qingyuan bases have all obtained ISO 45001 certification. During the reporting period, the employee physical examination coverage rate reached 100%; the detection rate of occupational hazard factors was 100% with zero new occupational disease cases; the certification holding rate of special operation personnel remained 100%.

	<table border="1"> <caption>禁忌证人员分布</caption> <thead> <tr> <th>部门</th> <th>人数</th> </tr> </thead> <tbody> <tr> <td>生产部</td> <td>11</td> </tr> <tr> <td>市场部</td> <td>1</td> </tr> <tr> <td>工程部</td> <td>1</td> </tr> <tr> <td>财务部</td> <td>1</td> </tr> <tr> <td>人力资源部</td> <td>1</td> </tr> <tr> <td>行政部</td> <td>3</td> </tr> <tr> <td>物流部</td> <td>6</td> </tr> <tr> <td>研发部</td> <td>7</td> </tr> <tr> <td>采购部</td> <td>17</td> </tr> <tr> <td>运营部</td> <td>19</td> </tr> <tr> <td>售后服务部</td> <td>17</td> </tr> <tr> <td>法务部</td> <td>20</td> </tr> <tr> <td>品牌宣传部</td> <td>20</td> </tr> <tr> <td>销售部</td> <td>25</td> </tr> </tbody> </table>	部门	人数	生产部	11	市场部	1	工程部	1	财务部	1	人力资源部	1	行政部	3	物流部	6	研发部	7	采购部	17	运营部	19	售后服务部	17	法务部	20	品牌宣传部	20	销售部	25
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<p>Certificate of Occupational Health and Safety Management System Certification – Qingyuan Base</p>	<p>Monthly verification of employment status of employees with occupational contraindications</p>																														

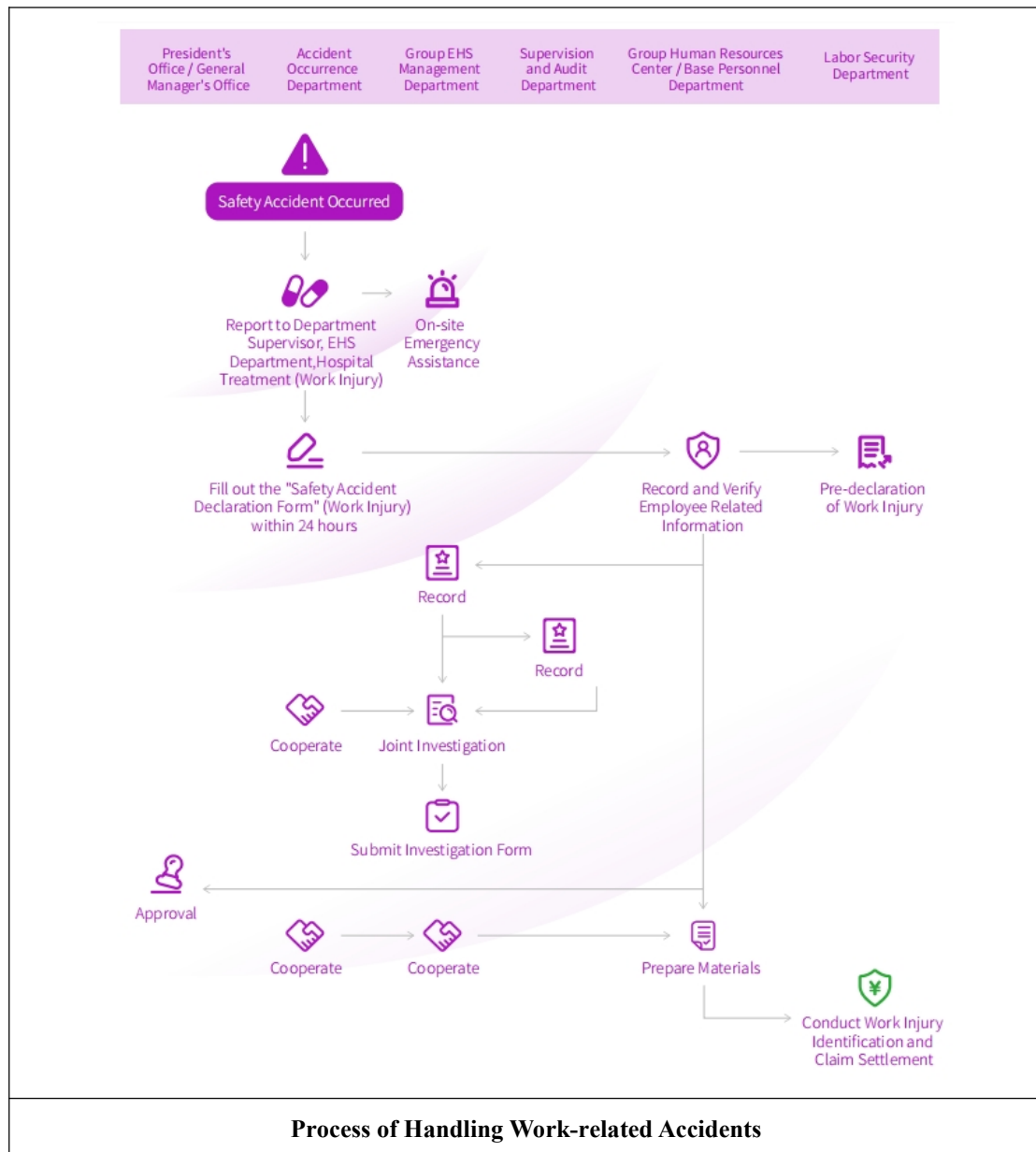
❖ **Work-related Injury Disposal**

In accordance with relevant laws and regulations such as the “Work Safety Law of the People's Republic of China” and the “Regulations on the Reporting and Investigation of Production Safety Accidents,” we have issued the “Regulations on the Reporting and Disposal of Safety Accidents” to standardize the reporting, investigation, analysis, determination, and recording of production safety accidents. We have formulated the “Implementation Specifications for Work-related Injury Management”, requiring each base and factory to formulate emergency response plans based on actual conditions, organize training and drills to enable employees to master emergency handling methods, and demand the immediate activation of emergency response plans when an accident occurs to minimize accident losses.

In terms of accident investigation, the Group's EHS Management Department will set up an investigation team according to the type of accident, and all departments shall support and cooperate with the accident investigation and disposal work. The investigation team shall complete the investigation within 7 working days from the date of the accident, conduct cause analysis, formulate and implement corrective and preventive measures, form an accident investigation report, and submit it to the compliance approver for approval before issuing the accident approval and closing the case.

During the reporting period, 139 employees of the Group suffered work-related injuries; the total working days lost due to work-related injuries were 948.71 days, with 0.06 working days lost per million yuan of revenue. The work loss rate per million working hours decreased by 37.83% year-on-year, achieving the

challenge target of more than 30% for three consecutive years.



6.1.4.3. Safety Education and Promotion

To help employees grasp workplace safety knowledge and operational skills and prevent safety incidents, the Group issued the “Safety Education and Training Management Regulations” and built a full safety training system. It holds regular emergency drills and delivers ongoing safety education via lectures, forums, team discussions, practical training, video courses, online learning and safety manual study.

❖ Safety Culture Training

All new employees must complete mandatory onboarding safety training, while in-service staff receive regular cybersecurity promotion and safety awareness courses via the Group’s E-Orange College

platform. Offerings include National Cybersecurity Publicity Week activities, phishing risk alerts and cybersecurity awareness videos. During the period, the Group further deepened safety culture across all levels. Customized training for middle and senior management covered all production bases with a 95.72% satisfaction rate. The year also arranged 29 training sessions for frontline administrators, with 1,925 participant attendances.

The participation rate of employees in safety culture training reached 100% in the reporting period.



❖ Emergency Drills

The Group’s Emergency Management Department organizes emergency drills for sudden environmental incidents at least once every six months. The drill plan, summary, photos and attendance records shall be submitted to the EHS Management Department. Meanwhile, On-site Emergency Response Cards for Sudden Environmental Incidents shall be posted at key positions to ensure the effectiveness of leak prevention facilities, interception facilities, emergency equipment and other materials within their jurisdiction. If any damage or failure occurs, timely maintenance or replacement shall be carried out.

During the reporting period, the Group conducted a total of 70 emergency drills.

Case: Fire Emergency Drill at Qingyuan Furniture Factory

In June 2025, Qingyuan Furniture Factory held a fire drill to strengthen employees' emergency response and coordination for sudden production accidents. Once alerted, the factory activated its emergency plan, with all assigned teams performing respective duties. The drill assessed rescue capacity, remedied plan flaws, improved staff professionalism, and raised overall safety awareness.



Case: Vessel Explosion Accident Emergency Drill at Qingyuan Base

In June 2025, Qingyuan Metal Doors and Windows Factory conducted an unannounced special emergency drill for a vessel explosion, testing employees' emergency response to unexpected situations without prior notice. The entire drill—from emergency discovery, reporting, emergency plan activation to completion—took 4 minutes and 48 seconds, with all personnel safely evacuated in 1 minute and 3 seconds. The evacuation was orderly with no incidents. The drill enhanced employees' comprehensive emergency capabilities in using protective equipment, conducting rescue and evacuation, and raised their environmental and safety awareness.



6.1.5. Labor Relations Management




The Group fully recognizes that its development depends on the contribution of every employee, attaches great importance to employee voices, and actively improves labor relations. It continuously optimizes

management mechanisms and workflows including the Staff Congress, rational proposal collection, collective negotiation, factory affairs disclosure, and labor dispute mediation. Through the “1+1+N” employee suggestion platform and digital feedback system, the Group builds a multi-dimensional, efficient and smooth labor communication system to effectively protect the legitimate rights and interests of all employees. It also conducts employee engagement and satisfaction surveys to understand employee needs in a timely manner and create a comfortable working environment.

6.1.5.1. Employee Communication Channels

To smooth employee communication channels, the Group issued complete regulations including Staff Congress rules, employee symposium management, sentiment surveys, factory affairs disclosure, rational proposals and employee relations management, encouraging staff to contribute ideas for corporate development. In 2025, themed “In-depth Promotion and Empowerment through Democracy”, the Group optimized the Staff Congress mechanism and upgraded democratic management via digitalization, expanded channels and streamlined processes. It adopted the Lark platform to build an online system for representative elections, proposal handling and rectification tracking, alongside an employee representative database and online proposal workflow. Using an offline-plus-Lark live meeting model and “Face-to-Face with the Chairman” forums, it held six symposiums across three manufacturing bases and external institutions to broaden participation channels. The Group improved the closed-loop mechanism of collection, acceptance, assignment, supervision, feedback and publicity to better implement proposals. The upgraded Employee Feedback Service Center 3.0 added interactive evaluation and efficiency ranking, enabling instant responses to employee needs.

During the reporting period, the Staff Congress collected 61 valid proposals and reviewed and approved 9 proposals + 211 regulations + 1 resolution. The Group received 1,414 employee rational suggestions, and handled a total of 1,411 suggestions (including carry-overs from 2024). Among them, 848 Category A suggestions were adopted and achieved tangible results. Both the response rate and closed-loop rate of demands on the online platform reached 100%.

Build Platforms to Smooth the "Suggestion Path"		
		
<p>Staff Congress & Symposiums:</p> <p>The most efficient platform for the Group's senior management to centrally listen to, respond to on-site, and systematically address the core concerns of employees.</p>	<p>Rational Proposals: A regular efficiency-improving platform that encourages employees to contribute their wisdom to cost reduction, efficiency improvement, quality enhancement and process optimization.</p>	<p>Employee Feedback Service Center: A 7x24-hour online channel for quick response to personalized demands.</p>

Examples of Practical Achievements of the Staff Congress	
	
Canteen upgrading and renovation	Introduction of medical room and "one-yuan medical treatment" project
	
Upgrading and renovation of gym facilities	Construction of talent apartments and dormitory renovation

6.1.5.2. Employee Engagement and Satisfaction Survey

The Group is committed to building an agile organization with high employee satisfaction, engagement and vitality. Based on the engagement-driven model and key influencing factors, the Group continuously enhances employee engagement, fully stimulates staff vitality, and steadily strengthens employees’ sense of identity and loyalty to the enterprise. An annual questionnaire survey on employee engagement, satisfaction and vitality is conducted, covering compensation and incentives, welfare, performance management, training and career development, management effectiveness, workplace environment, job responsibilities and other dimensions. The survey enables the Group to fully understand employee needs and respond to their demands in a timely manner. In accordance with the survey results, the Human Resources Department and Compensation & Benefits Department formulate and implement targeted improvement action plans.

During the reporting period, the Group’s employee satisfaction stood at 80.11%, employee engagement at 80.41%, and employee vitality at 81.39%—exceeding China’s overall vitality level of 79% and the manufacturing industry average of 75%. The employee survey participation rate reached 83.88%, representing a substantial increase compared with the previous year.



6.2. Social Responsibility

The Group strictly complies with relevant laws and regulations, leveraging its resources to give back to society and fulfill social responsibilities. Committed to public welfare, it founded the Guangzhou OPPEIN Public Welfare Foundation. Guided by the mission of supporting vulnerable groups, prioritizing education assistance, caring for disadvantaged families and those with health concerns, and promoting steady social development, and upholding the vision of making homes warmer and love more powerful, the Group continuously launches featured public welfare initiatives including rural revitalization, education support and the Love & Care Initiative. It adheres to Party building guidance, promotes in-depth integration of Party building with production and operation, unites synergy for development, and pursues co-construction, sharing and value creation with all stakeholders.

Since its establishment in 2020, Guangzhou OPPEIN Public Welfare Foundation has taken the Group’s brand value of “With Home, With Love” as its spiritual core, and systematically built a “2+3+X” public welfare brand matrix. It proactively undertakes missions including helping the disadvantaged and disabled, providing financial aid for students, and caring for families, and carries out charitable activities in fields such as rural revitalization, education support, flood prevention and disaster relief. By giving back to society through public welfare, the Foundation strives to realize the development vision of making homes warmer and love more powerful.

By the end of the reporting period, Guangzhou OPPEIN Public Welfare Foundation had received cumulative donations of RMB 51.5814 million, with public welfare expenditures of RMB 45.6727 million. During the reporting period, its total public welfare donations reached RMB 6.2064 million. The Foundation has been awarded numerous honors, including the Kapok Gold Cup of Guangdong Poverty Alleviation, Outstanding Contribution Unit for Guangzhou Rural Revitalization, Grade A Transparency Rating for charitable organizations in Guangzhou, and the Meizhou Poverty Alleviation Award.



Two Cornerstone Projects (Focus on Love & Health)	The "Love Home Program" and the "Love & Care Program", which closely align with the brand's core values, continuously focus on family well-being, health and safety.
Three Independent Brands (Deeply Engaged in Education & Inheritance)	The "Pine Tree Excellence Program" (poverty alleviation and student aid), the "Goose Flight Program" (special education), and the "Spark Inheritance Program" (red education). These initiatives demonstrate our systematic thinking and execution capability, ranging from material support to spiritual care, and from inclusive public welfare to targeted empowerment.
Diversified Public Welfare Outreach (Respond to the Needs of the Times)	We actively respond to national initiatives such as rural revitalization, Green and Beautiful Guangdong, poverty alleviation, disaster relief, and pandemic response efforts, demonstrating the sense of responsibility of OPPEIN as an outstanding enterprise in the new era.

6.2.1. Education Support

Education is the cornerstone of rural revitalization and a core engine driving the comprehensive upgrading of rural economy, culture and society. The Guangzhou OPPEIN Public Welfare Foundation deeply recognizes the power of education. Since its establishment, it has taken "Supporting Education to Fulfill Dreams" as one of its key public welfare directions, and continuously donated funds to improve school hardware facilities and build a healthy and safe campus environment. Meanwhile, it focuses on nurturing and expanding characteristic independent public welfare projects such as the "Pine Tree Excellence Program" (focusing on education support for children from disadvantaged families) and the "Goose Flight Program" (focusing on education support for children with intellectual disabilities), building a three-dimensional support network covering individuals to families and schools to communities, and promoting the in-depth and practical implementation of education support work.

During the reporting period, the Guangzhou OPPEIN Public Welfare Foundation completed donations of RMB 3.3367 million for education assistance and tutoring.

6.2.1.1. Building an Educational Public Welfare Brand

To reduce poverty, education must come first. Education assistance has always been the core mission of the Guangzhou OPPEIN Public Welfare Foundation. The Group has built the "Love+" public welfare

brand system, taking the "Love Home Program" and "Love&Care Program" as the cornerstones, and relying on three major educational public welfare brands: the Pine Tree Program (focused on student aid for impoverished students), the Goose Flight Program (devoted to intellectual development education for children with disabilities), and the Spark Inheritance Program (dedicated to training and education at revolutionary heritage bases). It continues to make efforts in China's education support cause, helping more students realize their dreams. Going forward, adhering to the original aspiration of "Home with Love", the Guangzhou OPPEIN Public Welfare Foundation will continue to rely on its three major educational public welfare brands. Working together with governments, institutions and social forces, it will steadily advance public welfare in education from sporadic actions to systematic transformation and from material support to capacity co-construction, offering valuable practical experience for the systematic development of public welfare undertakings in China.

Case: OPPEIN "Love Core Book House" Guards the Reading Dreams of 879 Children in Guizhou Mountainous Areas

In November 2025, after learning about the reading difficulties of left-behind children in Ziqiang Community, Pingba District, Anshun, Guizhou, the "Love Core Plan" team rushed to the site for investigation at the first time. With "solving real needs" as the core, they skillfully combined idle community space with children's usage habits to create a customized "customization + decoration integration" solution. This public welfare action spanning thousands of miles successfully built a "breathable and environmentally friendly reading paradise" for 879 children through the overall renovation of idle space, customized configuration of formaldehyde-free bookshelves and soft furnishings, and supplementation of diverse books, allowing the children's dreams to take root here.



Case: Empowering Special Education in Eastern Guangdong with a Systematic Public Welfare Model

In October 2025, the Guangzhou OPPEIN Charity Foundation launched the "Wild Goose Journey Plan" National Day Charity Tour, going deep into the proposed project sites of the "Star Children's Home" kitchen and workshop in Pingyuan County, and the Special Education School in Jiaoling County. Through in-depth dialogues with associations, parents and teachers, it accurately gained insights into the living conditions of children with special needs and carried out charity donation activities. This trip to Meizhou during the National Day holiday was not only a phased return visit and promotion of the project, but also an in-depth practice of OPPEIN's public welfare philosophy. In the future, the Guangzhou OPPEIN Charity Foundation hopes to work with local governments and professional institutions to build a special education support model that meets local realities, improving the growth environment of children with special needs in multiple dimensions from teacher training and family empowerment to community integration, aiming to stimulate local forces and build a "public welfare ecosystem" of support networks.



6.2.2. Rural Revitalization

The Group actively responds to and implements the important instructions of General Secretary Xi Jinping on implementing the rural revitalization strategy and promoting common prosperity. It further improves and strengthens the rural revitalization work system, leverages its professional advantages, and enthusiastically participates in activities such as campaigns such as "Ten Thousand Enterprises Assisting Ten Thousand Villages" for poverty alleviation, "Ten Thousand Enterprises Revitalizing Ten Thousand Villages" for rural revitalization, and the "High-Quality Development Project for One Hundred Counties, One Thousand Towns, and Ten Thousand Villages", Green and Beautiful Guangdong ecological construction, road construction, and disaster area reconstruction. By spreading the spirit of public welfare

to more corners in need of care, the Group comprehensively supports rural revitalization. Going forward, while growing stronger, we will enhance our pragmatic responsibility, continue to promote the spirit of charity and poverty alleviation, and effectively bridge poverty alleviation achievements with rural revitalization efforts, contributing greater strength to rural revitalization.

During the reporting period, the Guangzhou OPPEIN Public Welfare Foundation invested RMB 2.0714 million in assistance funds to support the construction of rural revitalization projects; simultaneously, it carried out 4 volunteer activities, organizing 40 participants with a total service duration of 278 hours.

Case: Yangcheng Guangcai Co-Creation Public Welfare Project Boosts Rural Revitalization in Lutian, Conghua

In June 2025, under the guidance of relevant municipal authorities, the first Yangcheng Guangcai Co-Creation Public Welfare Project, jointly launched by Guangzhou OPPEIN Charity Foundation and Guangzhou Yangcheng Guangcai Charity Foundation, officially landed in Lutian Town, Conghua. The Group’s Party Committee Secretary presented a donation plaque representing RMB 500,000 in special funds to Lutian Town’s Party Secretary, alongside the unveiling of the OPPEIN Spark Inheritance Plan Red Education Base. Adopting an innovative model of charitable donation, red education and consumption assistance, the project precisely empowers local rural development and paints a new blueprint for rural revitalization.



Case: Joining Hands to Support the Reconstruction of the Earthquake-stricken Area in Tibet

In January 2025, a magnitude 6.8 earthquake struck Dingri County, Xigaze City, Tibet. The Group responded quickly and once again extended a helping hand, transferring RMB 500,000 in charitable funds to the special account for earthquake relief through the Guangzhou Charity Federation to send warmth and care to the people in the disaster area. The Group also pledged RMB 4.68 million at the 2025 "6·30" Activity to Support Rural Revitalization in Guangzhou.



The Group pledged a donation of RMB 4.68 million at the 2025 Guangzhou "6·30" Rural Revitalization Campaign

6.2.3. Party Building Activities

Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, the Group’s Party Committee focuses on learning and implementing the spirit of the 20th National Congress of the Communist Party of China and the Third Plenary Session of the 20th Central Committee. While strengthening the Group’s Party building, it has always closely centered on the core task of guiding

OPPEIN’s high-quality development. Taking “Party Building + Five Integrations” (integration with production and operation, talent training, integrity building, corporate culture, and social responsibility) as the key approach, it promotes the coordinated development of Party building and business around the whole-home furnishing strategy, achieving solid results. The OPPEIN-style “Party Building + Five Integrations” model integrates the vitality of Party building into corporate management and translates the effectiveness of Party building into a strong driving force for corporate innovation and development, demonstrating the responsibilities of a private enterprise on the journey of building a great modern socialist country and realizing national rejuvenation.

During the reporting period, the Group’s Party Committee held 13 Party Committee meetings, reviewing 17 proposals; organized 13 special Party building study sessions, covering more than 600 participants; and carried out 5 themed Party day activities, involving approximately 1,000 participants. The Party Committee admitted 5 new Party members, approved 2 probationary Party members to become full members, and organized special training for 4 Party activists and 5 development candidates. The Group’s Party Committee was consecutively awarded the title of “Model Party Organization with Dual Strengths and Six Excellences” by Guangzhou authorities and honored as a “Demonstration Team on the Red Cotton Pioneer List for Non-Public Economic Organizations in Guangzhou”.

 <p>广州市非公有制经济组织 “双强六好”标杆党组织</p> <p>广州市工商业联合会 中共广州市非公有制经济组织委员会 二〇二五年六月</p>	 <p>荣誉证书 HONORARY CERTIFICATE</p> <p>中共欧派家居集团股份有限公司委员会：</p> <p>聚焦企业发展，积极发动广大党员、工会会员和积极分子勇挑重担、冲锋在前，在助力企业管理、科技创新、市场开拓、攻坚克难和促进企业高质量发展中发挥突出作用。你们组建的欧派家居集团“质量与服务改善”红棉先锋团队荣获2024年“红棉先锋榜”。</p> <p>示范团队</p> <p>中共广州市非公经济组织委员会 2024年6月</p>
<p>Successively awarded the title of Guangzhou Model Party Organization of "Double Strengths & Six Excellences"</p>	<p>Honored as a Demonstration Team on Guangzhou "Kapok Pioneer List"</p>

Case: Inherit glorious traditions, stay true to public welfare mission

In June 2025, marking the 104th anniversary of the CPC’s founding, the OPPEIN Party Committee jointly organized themed public welfare Party building activities with municipal authorities and charity foundations. Under the theme “Yangcheng Guangcai · OPPEIN Walks Together—Inherit Fine Traditions, Uphold Public Welfare Aspirations, Celebrate the Party’s Birthday”, the event focused on livelihood care, red heritage inheritance and rural revitalization, practicing the Party’s mission with concrete actions to mark its anniversary.



Case: Launching the "Party-Labor Linkage to Offer Love" Themed Charity Sale

In June 2025, the OPPEIN Group Party Committee, together with the Group Labor Union, warmly launched the "Party-Labor Linkage to Offer Love" themed charity sale. The activity received positive responses from all Party members and the masses, collecting more than 200 love items. Under the careful organization of the Party Committee Office, the charity sale scene was lively, attracting 129 person-times to participate and raising a total of RMB 2,208 in charitable funds.



7. APPENDIX

7.1. Sustainable Development Key Performance Indicators

Governance Performance		
Indicator	Unit	2025 Performance
Corporate Governance		
Annual Revenue	RMB 100 million	17.332
Annual Net Profit Attributable to Shareholders of the Parent Company	RMB 100 million	19.97
Total taxes paid	RMB 100 million	16.78
Revenue per capita	RMB 10,000	96.38
Number of Board Members	Person	7
Of which:		
Independent directors	Person	3
Non-independent directors	Person	4
Number of members on the Board of Supervisors	Person	3
Of which:		
Shareholder-appointed supervisors	Person	2
Employee-Representative Supervisors	Person	1
Number of executives	Person	4
Of which:		
Male executives	Person	2
Female executives	Person	2
Number of shareholder meetings held	Times	5
Of which:		
Extraordinary General Meetings	Times	4
Number of Proposals Considered by the Shareholders' Meeting	Items	19
Number of Board of Directors meetings held	Times	14
Number of proposals reviewed by the Board of Directors	Items	58
Board member attendance rate	%	100
Number of meetings held by the Compensation and Evaluation Committee	Times	2
Number of proposals reviewed by the Compensation and Evaluation Committee	Items	3
Number of meetings held by the Audit and Risk Management Committee	Times	4
Number of proposals reviewed by the Audit and Risk Management Committee	Items	12
Number of meetings held by the Strategy and Sustainable Development Committee	Meetings	1
Number of proposals considered by the Committee on Strategy and Sustainable Development	Items	2
Number of meetings held by the Nominating Committee	Times	2

Governance Performance		
Indicator	Unit	2025 Performance
Number of proposals reviewed by the Nominating Committee	Items	3
Total number of motions reviewed by specialized committees	Items	24
Number of periodic reports issued	Copies	4
Number of ESG reports published	Copies	1
Number of interim announcements published	Copies	111
Number of earnings briefings held	Times	3
Number of online views of earnings briefings	Times	138,000
Number of investor questions answered on the "SSE e-Interaction" platform	Questions	27
Cash dividend per share (including tax)	RMB	2.477
Total cash dividend	RMB 100 million	15.00
Total cash dividends as a percentage of net profit attributable to shareholders of the parent company for the period	%	75.14
Risk and Compliance Management		
Number of legal training sessions conducted	Times	13
Duration of legal training	Hours	50
Legal training attendance	Person-time(s)	230
Business Ethics		
Employee Integrity Pledge Sign-up Rate	%	100
Number of Anti-Corruption Inspections	Times	160
Of which:		
Suppliers	Times	72
Distributors	Times	88
Number of legal proceedings related to unfair competition and antitrust	Times	0
Number of leads received regarding complaints and reports on business ethics	Cases	126
Resolution rate of business ethics tip-offs	%	100
Number of "Integrity Culture" training sessions held	Sessions	67
"Integrity Culture" training attendance	Person-time (s)	17,369
"Integrity Culture" training coverage rate	%	100

Environmental Performance		
Indicators	Unit	2025 Performance
Resource Consumption and Management		
Water Consumption	Metric tons	1,694,724.25
Water consumption intensity	Metric tons per million in revenue	98.35
Total wastewater discharge	Metric tons	983,959.00

Environmental Performance			
Indicators		Unit	2025 Performance
Of which:	Domestic sewage	Metric tons	950,795.00
	Industrial wastewater	Metric tons	33,164.00
Natural gas consumption		Cubic meters	2,681,496.00
Diesel consumption		Liters	1,765,550.30
Gasoline consumption		Liters	79,965.68
Purchased electricity		MWh	277,304.78
Electricity consumption intensity		MWh/million in revenue	16.09
Total energy consumption (coal equivalent)		Metric tons	37,869.87
Energy consumption intensity		Tons of standard coal / RMB million in revenue	2.20
Share of renewable energy consumption		%	15.18
PV installed capacity		MW	63.375
Of which:	Guangzhou Headquarters	MW	0.80
	Qingyuan Base	MW	20.40
	Tianjin Base	MW	9.13
	Wuxi Base	MW	13.80
	Chengdu Base	MW	12.00
	Wuhan Base	MW	7.23
PV generation		MWh	49,644.28
Of which:	Guangzhou Headquarters	MWh	900.50
	Qingyuan Base	MWh	18,073.83
	Tianjin Base	MWh	10,903.62
	Wuxi Base	MWh	15,017.29
	Chengdu Base	MWh	4,749.04
Annual standard coal savings ⁴		10,000 metric tons	1.50
Of which:	Guangzhou Headquarters	10,000 metric tons	0.03
	Qingyuan Base	10,000 metric tons	0.55
	Tianjin Base	10,000 metric tons	0.33
	Wuxi Base	10,000 metric tons	0.45
	Chengdu Base	10,000 metric tons	0.14
Annual CO ₂ equivalent emissions reduction ⁵		10,000 metric tons of CO ₂	3.24
Of which:	Guangzhou Headquarters	10,000 metric tons of CO ₂	0.06
	Qingyuan Base	10,000 metric tons of CO ₂	1.15

⁴ Energy consumption calculations are based on the "General Rules for the Calculation of Comprehensive Energy Consumption" (GB/T 2589-2008) issued by the State Administration for Market Regulation and the Standardization Administration of China;

⁵The calculation coefficient for CO₂ emissions reductions from photovoltaic power generation refers to the "2023 Emission Factors for Emission Reduction Projects in the China Regional Power Grid";

Environmental Performance		
Indicators	Unit	2025 Performance
Tianjin Base	10,000 metric tons of CO ₂	0.86
Wuxi Base	10,000 metric tons of CO ₂	0.95
Chengdu Base	10,000 metric tons of CO ₂	0.22
HCFC-22 refrigerant ⁶	Kilograms	60.00
Refrigerant R-22	Kilograms	130
Emissions Management		
Environmental protection facility simultaneous operation rate	%	100
Pollutant Monitoring Compliance Rate	%	100
Direct greenhouse gas emissions (Scope 1) ⁷	tCO ₂	6,437.70
Of which:		
Guangzhou Headquarters	tCO ₂	282.02
Qingyuan Base	tCO ₂	2,727.83
Tianjin Base	tCO ₂	2,407.91
Wuxi Base	tCO ₂	393.98
Chengdu Base	tCO ₂	474.86
Guangzhou Headquarters	tCO ₂	151.10
Indirect greenhouse gas emissions (Scope 2) ⁸	tCO ₂	147,137.97
Of which:		
Guangzhou Headquarters	tCO ₂	11,150.04
Qingyuan Base	tCO ₂	53,022.33
Tianjin Base	tCO ₂	26,178.55
Wuxi Base	tCO ₂	27,722.21
Chengdu Base	tCO ₂	19,105.70
Guangzhou Headquarters	tCO ₂	12,282.74
Total greenhouse gas emissions (Scope 1+2)	tCO ₂	153,575.67
Of which:		
Guangzhou Headquarters	tCO ₂	11,572.97
Qingyuan Base	tCO ₂	55,750.16
Tianjin Base	tCO ₂	28,586.46
Wuxi Base	tCO ₂	28,116.19
Chengdu Base	tCO ₂	19,580.56
Guangzhou Headquarters	tCO ₂	12,433.84
Total greenhouse gas emission intensity	tCO ₂ per RMB million in revenue	8.91
NOx (nitrogen oxides) emissions	Metric tons	3.53
SOx (sulfur oxides) emissions	Metric tons	1.39

⁶ Refrigerants shall be recovered by a third-party professional organization;

⁷ Scope 1 greenhouse gas emissions include direct emissions from gasoline, diesel, and natural gas; greenhouse gas emissions are calculated in accordance with the "Guidelines for the Accounting and Reporting of Enterprise Greenhouse Gas Emissions—Power Generation Facilities (2022 Revised Edition)" issued by the Ministry of Ecology and Environment of China;

⁸ Scope 2 greenhouse gas emissions include indirect emissions from purchased electricity; the 2022 national electricity carbon dioxide emission factor published by the National Bureau of Statistics is used.

Environmental Performance		
Indicators	Unit	2025 Performance
VOC (volatile organic compounds) emissions	Metric tons	13.11
Particulate matter emissions	Metric tons	8.18
Waste management		
Total Non-Hazardous Waste Generated	Metric tons	179,685.31
Of which: Total Municipal Solid Waste Generated	Metric tons	8,374.77
Total industrial waste generated	Metric tons	171,310.54
Amount of non-hazardous waste recycled	Metric tons	171,310.54
Of which: Waste paper	Metric tons	3,278.91
Scrap metal	Metric tons	13,537.29
Plastic waste	Metric tons	1,059.33
Wood waste	Metric tons	148,474.95
Scrap glass	Metric tons	1,468.05
Waste leather	Metric tons	18.75
Mixed-material waste	Metric tons	2,222.71
Waste cardboard	Metric tons	25.32
Waste foam	Metric tons	11.52
Scrap rubber	Metric tons	1.60
Other	Metric tons	1,212.11
Non-hazardous waste recovery rate	%	95.34
Non-hazardous waste emission intensity	Metric tons per RMB million in revenue	10.37
Total Hazardous Waste Generated	Metric tons	2,248.01
Of which: Paint-containing wastewater (HW12 substances)	Metric tons	624.16
Waste paint sludge (HW12 substances)	Metric tons	613.25
Empty paint cans (HW49)	Metric tons	465.24
Waste contaminated materials (HW49)	Metric tons	275.69
Waste adhesive (HW13)	Metric tons	52.97
Rubber residue (HW13)	Metric tons	12.96
Waste activated carbon (HW49)	Metric tons	16.49
Paint-containing sludge (HW12)	Metric tons	18.76
Waste solvents (HW06)	Metric tons	125.11
Used motor oil (HW08)	Metric tons	0.04
Paint-soaked rags and gloves (HW49)	Metric tons	43.33
Hazardous waste proper disposal rate	%	100.00
Total paper consumption ⁹	Metric tons	215.24
Of which: A3 paper	Metric tons	0.87

⁹ The unit weights for various types of paper are as follows: A3 paper 9.98 g/sheet; A4 paper 4.37 g/sheet; A5 paper 2.18 g/sheet; shipping waybill 3.58 g/sheet; two-part dot matrix paper 4.99 g/sheet; three-part dot matrix paper 7.58 g/sheet.

Environmental Performance		
Indicators	Unit	2025 Performance
A4 paper	Metric tons	204.34
A5 paper	Metric tons	7.19
Shipping manifest	Metric tons	1.39
Carbonless copy paper	Metric tons	0.61
Dot matrix triplicate forms	Metric tons	0.83
Practicing Environmental Protection Principles		
Number of new energy buses, mid-size buses, and passenger cars purchased and leased during the reporting period	Units	18

Supply Chain Performance		
Indicators	Unit	2025 Performance
Sustainable Procurement		
Percentage of Legally Sourced and Traceable Raw Materials for Panels	%	100
ENF Certification Pass Rate for Procured Panels	%	100
Signing rate of integrity cooperation commitment letters	%	100
Supplier Management		
Total Number of Suppliers	Companies	2,089
Number of suppliers in Mainland China	Companies	2,081
Of which:	Companies	7
	Companies	108
	Companies	461
South China	Companies	1,356
Central China	Companies	71
Northwest Region	Companies	5
Southwest Region	Companies	73
Number of overseas suppliers	Companies	8
Percentage of localized suppliers	%	99.62
Percentage of procurement value from mainland China suppliers	%	99.09
Of which:		
Northeast Region	%	0.01
North China	%	7.49
East China	%	23.54
South China	%	54.72
Central China	%	7.86
Northwest Region	%	0.02
Southwest Region	%	5.45

Supply Chain Performance		
Indicators	Unit	2025 Performance
Percentage of procurement from overseas suppliers	%	0.91
Number of suppliers that have signed and comply with the company's Supply Chain Code of Conduct	Companies	2,089
Number of suppliers developed and screened	Companies	823
Of which: Number of suppliers approved	Companies	601
Number of new suppliers participating in on-site inspections	Companies	124
Number of suppliers participating in the annual performance evaluation	Companies	1,105
Of which: Cabinetry	Companies	413
Modular Home Furnishings	Companies	348
Doors and Windows	Companies	241
Bathroom	Companies	43
Home Goods	Companies	60
Number of suppliers with sustainability certifications	Companies	613
Number of suppliers with quality management system certification	Companies	741
Number of suppliers with environmental management system certification	Companies	406
Number of suppliers with Occupational Health and Safety Management System certification	Companies	484
Number of suppliers whose contracts were terminated due to non-compliance	Companies	5
Number of potential suppliers rejected for non-compliance	Companies	62
Number of supplier communication and training sessions	Sessions	85
Of which, integrity training sessions	Sessions	5
Number of suppliers trained	Companies	132
Supplier ESG training	Sessions	18
Number of Tier 1 suppliers that have completed ESG audits	Companies	30

Product and Service Performance		
Indicators	Unit	2025 Performance
Product Quality Upgrades		
Number of Product Recalls	Units	0
Product Recall Rate	%	0
External sampling pass rate	%	100
Number of internal quality audits	Times	1
Number of quality culture training sessions	Times	78
Hours of quality culture training	Hours	48.50
Number of people covered by quality culture training	People	1,570

Product and Service Performance		
Indicators	Unit	2025 Performance
Number of regulated chemicals identified under management policies	Items	20
Number of chemicals scheduled for phase-out	Items	2
Number of chemical substances disclosed regarding regulation, registration, and use	Items	18
Number of products containing chemical substances that have been published	Items	15
R&D and Innovation		
R&D investment	RMB 100 million	9.09
Product R&D Expenditures Over the Past 5 Years	RMB 100 million	50.89
R&D Expenditures as a Percentage of Revenue	%	5.27
Number of R&D personnel	People	1,867
Percentage of R&D staff relative to total company headcount	%	10.44
Number of patent applications filed annually	Items	51
Of which:		
Invention patents	Items	11
Utility Model Patents	Items	20
Design Patents	Items	20
Total number of patents obtained	Items	854
Of which:		
Invention patents	Items	81
Utility Model Patents	Items	442
Design patents	Items	331
Total computer software copyrights obtained	Items	138
Customer Rights Protection		
Consumer satisfaction with basic services	Points	8.59
Product Quality Reputation	Score	8.79
Timely Resolution Rate of Complaints	%	91.79
Year-over-year growth rate of timely complaint resolution rate	%	-0.51
Resolution satisfaction rate	%	77.11
Year-over-year growth rate of satisfaction rate	%	1.94
Number of participants in specialized training on customer complaint response	Number of participants	675
Total duration of specialized training on customer complaint response	Hours	60
Number of specialized training sessions on customer complaint response	Sessions	27
Number of customer complaint response evaluations	Times	27
Customer Complaint Response Assessment Pass Rate	%	100
Number of customer data breaches	Times	0

Product and Service Performance			
Indicators	Unit	2025 Performance	
Total investment in information security	RMB 10,000	194.02	
Number of information security training and practical sessions	Sessions	4	
Number of people covered by information security training and practical sessions	People	14,364	
Employee and Social Performance			
Indicators	Unit	2025 Performance	
Fair Employment and Equal Opportunity			
Number of Child Labor Cases Identified During the Reporting Period	Persons	0	
Number of cases of forced labor identified during the reporting period	Persons	0	
Number of strikes/work stoppages during the reporting period	times	0	
Labor contract signing rate	%	100	
Social insurance coverage rate	%	100	
Employee health check-up coverage rate	%	100	
Total number of permanent employees	Persons	17,880	
Gender	Total number of female employees	Persons	5,746
	Total number of male employees	Persons	12,134
Level	Full-time entry-level employees	Persons	16,512
	Full-time mid-level managers	Persons	1,308
	Full-time senior managers	Persons	60
Age	Total number of employees under 30	Persons	4,135
	Total number of employees aged 30–49 (excluding 50)	Persons	13,213
	Total number of employees aged 50 and older	Persons	532
Educational Attainment	Graduate degree or higher	Persons	134
	Bachelor's	Persons	3,796
	Associate degree or below	Persons	13,950
Total number of new hires for the year	Persons	5,422	
Total number of short-term contract employees (retirees rehired)	Persons	29	
Total number of ethnic minority employees	Persons	900	
Total number of veterans	Persons	154	
Total employee turnover rate	%	42.56	
Gender	Female Employee Turnover Rate	%	36.8
	Male employee turnover rate	%	45.27
Age	Turnover rate for employees under 30	%	63.08
	Employee turnover rate for those aged 30–49 (excluding 50)	%	35.69
	Employee turnover rate for those aged 50 and older (excluding employees of retirement age)	%	28.66

Employee and Social Performance			
Indicators		Unit	2025 Performance
Compensation, Benefits, and Performance			
Number of employees covered by performance evaluations and incentive bonuses		Persons	17,880
Of which:	Number of management staff	Persons	1,368
	Number of non-management employees	Persons	16,512
Percentage of employees covered by performance evaluations and incentive bonuses		%	100
Of which:	Percentage of management staff	%	100
	Percentage of non-management employees	%	100
Employees who actually took parental leave		Persons	108
Of which:	Male employees	Persons	38
	Female employees	Persons	70
Employee welfare fund		RMB 10,000	8,600
Assistance for employees in need		Persons	33
Visits to sick employees and staff who have lost family members		Persons	10
Organized cultural and recreational activities		Times	44
Training and Career Development			
Amount Invested in Vocational Training		RMB 10,000	550.80
Total Number of Formal Employees Trained		Attendance	670,101
Total number of permanent employees trained		Persons	17,880
Gender	Percentage of female employees trained	%	30.36
	Percentage of male employees who received training	%	69.64
Level	Percentage of entry-level employees who received training	%	54
	Proportion of Middle Managers Receiving Training	%	26
	Proportion of senior management training	%	20
Total training hours for permanent employees		Hours	575,301
Of which:	In-person training	Hours	481,038
	Online training	Hours	94,263
Average training hours per full-time employee		Hours	32.18
Gender	Average training duration for female employees	Hours	28.94
	Average training hours for male employees	Hours	29.35
Level	Average training hours for full-time entry-level employees	Hours	41.75
	Average training hours for full-time mid-level managers	Hours	19.2
	Average training hours for full-time senior management	Hours	22.26
Total training hours for short-term contract employees (including rehired retirees)		Hours	375
Average training hours for short-term contract employees (including		Hours	4.93

Employee and Social Performance		
Indicators	Unit	2025 Performance
rehired retirees)		
Occupational Health and Safety		
Employee physical examination rate	%	100
Number of fire and other specialized emergency drills conducted	Times	70
Rate of hazard identification and rectification	%	100
Safety risk protection training coverage rate	%	100
Certification rate for special operations personnel	%	100
Occupational hazard factor detection rate	%	100
Number of new occupational disease cases	Cases	0
Number of work-related deaths	Persons	0
Workdays lost due to work-related injuries	Days	984.71
Total number of work-related injuries	Persons	139
Million working hours lost Rate of decline in lost working hours	%	37.83
EHS training coverage rate	%	100
Total EHS training hours	Hours	246,449
Total number of EHS training participants	Persons	10,586
Total number of EHS training sessions	Sessions	121,220
Employee Communication and Grievances		
Total number of employee suggestions received	Items	1,446
Number of Suggestions Adopted and Implemented (Category A)	Items	848
Group employee satisfaction	%	80.11
Group Employee Engagement	%	80.41
Group Employee Engagement	%	81.39
Social Responsibility		
Guangzhou OPPEIN Public Welfare Foundation Supports Rural Revitalization with Assistance Funds	RMB 10,000	207.14
Donation Amount for Educational Assistance and Mentoring Programs by the Guangzhou OPPEIN Public Welfare Foundation	RMB 10,000	333.67
Number of volunteer activities conducted	Times	4
Number of participants in volunteer activities	Persons	40+
Total volunteer hours	Hours	278
Group charitable donations	RMB 10,000	620.46

7.2. GRI Index

	OPPEIN Home Group Inc. and its subsidiaries reported the information referenced in this		
Instructions	GRI Content Index in accordance with the GRI Standards during the period from January 1, 2025, to December 31, 2025.		
GRI Standards	GRI 1: Foundation 2021		
Sustainability Reporting Standard	Disclosure Items	Chapter	
GRI 2: General Disclosures 2021	1. Organization and Reporting Methodology	2-1 Organizational Details	About This Report
		2-2 Entities Included in the Organization's Sustainability Report	About This Report
		2-3 Reporting Period, Reporting Frequency, and Contact Information	About This Report
		2-4 Restated Information	Compared to the 2024 Environmental, Social, and Governance Report, there have been no significant changes in the Group's organizational size, structure, or ownership
	2. Operations and Employees	2-6 Operations, Value Chain, and Other Business Relationships	Highlights of Sustainability Initiatives in 2025; About OPPEIN
		2-7 Employees	Employee Responsibility
		2-8 Informal Employees	Employee Responsibility; Sustainability Key Performance Indicators—Employees and Society
	3. Governance	2-9 Governance Structure and Composition	Corporate Governance
		2-10 Nomination and Selection of the Highest Governance Body	Corporate Governance
		2-11 Chair of the Highest Governance Body	Corporate Governance
		2-12 The Supervisory Role of the Highest Governance Body in Managing Impact	Corporate Governance
		2-13 Delegation of Authority Regarding Management Impact	Risk and Compliance Controls; Addressing Climate Change
		2-14 The Role of the Highest Governance Body in Sustainability	Sustainable Development Management

Sustainability Reporting Standard	Disclosure Items	Chapter
	Reporting	
	2-15 Conflicts of Interest	Corporate Governance; see the Group's 2025 Annual Report
	2-16 Communication on Material Issues	Sustainable Management Development
	2-17 Shared Understanding of the Highest Governance Body	Sustainable Management Development
	2-18 Performance Evaluation of the Highest Governance Body	Sustainable Management Development
	2-19 Compensation Policy	Corporate Governance
	2-20 Compensation Determination Process	Corporate Governance; Employee Responsibility
	2-22 Statement on Sustainability Strategy	Highlights of Sustainability Initiatives in 2025; Sustainable Development Management
	2-23 Policy Commitments	About This Report
	2-24 Integrating Policy Commitments	Corporate Governance; Business Ethics; Environmental Management
4. Strategy, Policies, and Practices	2-25 Procedures for Addressing Adverse Impacts	Business Ethics; Protection of Customer Rights; Employee Responsibility
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Business Ethics; Employee Responsibility
	2-27 Compliance with Laws and Regulations	Business Ethics; Responsible Marketing
	2-28 Association Membership	About OPPEIN
5. Stakeholder Engagement	2-29 Approach to Stakeholder Engagement	Sustainable Management; Corporate Governance Development
	2-30 Collective Bargaining Agreements	Employee Responsibility
	3-1 Process for Identifying Material Issues	Sustainable Management Development
GRI 3: Material Issues 2021	3-2 List of Material Topics	Sustainable Management Development
	3-3 Management of Material Issues	Sustainable Management Development
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	See the Group's 2025 Annual Report
	201-2 Financial impacts of climate change and other risks and	Addressing Climate Change

Sustainability Reporting Standard	Disclosure Items	Chapter
	opportunities	
	201-3 Defined benefit plan obligations and other retirement plans	Employee Responsibility
	201-4 Government Financial Subsidies	See the Group's 2025 Annual Report
GRI 202: Market Performance in 2016	202-1 Ratio of standard starting salary to local minimum wage, by gender	See the Group's 2025 Annual Report
	202-2 Percentage of senior management recruited from the local community	See the Group's 2025 Annual Report
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and support services	Social Responsibility
	203-2 Significant indirect economic impacts	Social Responsibility
GRI 204: Procurement Practices 2016	204-1 Percentage of spending on local suppliers	Supplier Management; Sustainability Key Performance Indicators - Supply Chain
GRI 205: Anti-Corruption 2016	205-1 Number of operational sites where corruption risk assessments have been conducted	Business Ethics; Responsible Marketing
	205-2 Communication and training on anti-corruption policies and procedures	Business Ethics; Responsible Marketing
	205-3 Incidents of corruption identified and actions taken	Business Ethics
GRI 206: Unfair Competition Practices 2016	206-1 Legal Proceedings Regarding Anti-Competitive Behavior, Antitrust, and Monopoly Practices	Business Ethics
GRI 207: Taxation 2019	207-1 Tax Policy	Business Ethics
	207-2 Tax governance, controls, and risk management	Business Ethics
	207-3 Engagement with and Management of Tax-Related Stakeholders	Business Ethics
GRI 301: Materials 2016	301-1 Weight or volume of materials used	Sustainability Key Performance Indicators – Environment

Sustainability Reporting Standard	Disclosure Items	Chapter
	301-2 Recycled content	Green and Eco-friendly Commitment Production System
	301-3 Recycled Products and Their Packaging Materials	Green and Eco-friendly Commitment Production System
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Resource Utilization and Management; Sustainability Key Performance Indicators—Environment
	302-3 Energy Intensity	Resource Utilization and Management; Sustainability Key Performance Indicators —Environment
	302-4 Reduction in Energy Consumption	Resource Utilization and Management
	302-5 Reducing Energy Demand for Products and Services	Resource Utilization and Management; Green and Eco-friendly Commitment Production System
	303-1 Interactions between the organization and water as a shared resource	Resource Utilization and Management
GRI 303: Water and Wastewater 2018	303-2 Management of impacts related to wastewater discharge	Resource Utilization and Management
	303-3 Water Withdrawal	Resource Utilization and Management
	303-4 Discharge	Pollutant Control; Sustainability Key Performance Indicators—Environment
	303-5 Water Consumption	Resource Utilization and Management; Sustainability Key Performance Indicators—Environment
	GRI 304: Biodiversity 2016	304-1 Sites owned, leased, or managed by the organization located in, adjacent to, or within areas of high biodiversity value outside protected areas
304-2 Significant impacts of activities, products, and services on biodiversity		Ecosystem and Biodiversity Conservation
304-4 Species listed in the IUCN Red List and national conservation lists found in habitats within areas affected by operations		Ecosystem and Biodiversity Conservation
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Addressing Climate Change; Key Sustainability Key Performance

Sustainability Reporting Standard	Disclosure Items	Chapter
		Indicators—Environment
	305-2 Energy-related indirect (Scope 2) greenhouse gas emissions	Addressing Climate Change; Sustainability Key Performance Indicators—Environment
	305-4 Greenhouse Gas Emissions Intensity	Addressing Climate Change; Sustainability Key Performance Indicators—Environment
	305-5 Greenhouse Gas Emission Reductions	Resource Utilization and Management; Sustainability Key Performance Indicators – Environment
	305-7 Emissions of Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Major Gases	Pollutant Control; Sustainability Key Performance Indicators – Environment
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	Pollutant Control
	306-2 Management of significant impacts related to waste	Pollutant Control
	306-3 Waste Generated	Pollutant Control; Sustainability Key Performance Indicators — Environment
	306-4 Waste Transferred to Disposal Facilities	Pollutant Control; Sustainability Key Performance Indicators — Environment
	306-5 Waste Entering Disposal Facilities	Pollutant Control; Sustainability Key Performance Indicators — Environment
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers screened using environmental assessment criteria	Supplier Management
	308-2 Adverse environmental impacts in the supply chain and actions taken	Supplier Management
GRI 401: Employment 2016	401-1 Hiring rate and employee turnover	Employee Responsibility; Sustainability Key Performance Indicators—Employees and Society
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	Employee Responsibility
	401-3 Parental Leave	Employee Responsibility; Sustainability Key Performance





Sustainability Reporting	Disclosure Items	Chapter
Standard		
		Indicators — Employees and Society
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Employee Responsibility
	403-2 Hazard Identification, Risk Assessment, and Accident Investigation	Employee Responsibility
	403-3 Occupational Health Services	Employee Responsibility
	403-4 Occupational Health and Safety Matters: Worker Participation, Consultation, and Communication	Employee Responsibility
	403-5 Occupational Health and Safety Training for Workers	Employee Responsibility
	403-6 Promotion of Worker Health	Employee Responsibility
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Business Operations	Employee Responsibility
	403-8 Personnel Covered by the Occupational Health and Safety Management System	Employee Responsibility
	403-9 Workplace Injuries	Employee Responsibility; Sustainability Key Performance Indicators—Employees and Society
	403-10 Work-Related Health Issues	Employee Responsibility
GRI 404: Training and Education 2016	404-1 Average number of training hours per employee per year	Employee Responsibility; Sustainability Key Performance Indicators — Employees and Society
	404-2 Employee skill development and transition assistance programs	Employee Responsibility
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Responsibility; Sustainability Key Performance Indicators—Employees and Society
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of the Governing Body and the Workforce	Corporate Governance; Employee Responsibility
GRI 406: Anti-Discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	Employee Responsibility

Sustainability Reporting Standard	Disclosure Items	Chapter
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers where risks to freedom of association and the right to collective bargaining may exist	Employee Responsibility
	408-1 Operations and suppliers at risk of significant incidents of child labor	Employee Responsibility
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk of forced or compulsory labor	Employee Responsibility
GRI 413: Local Communities 2016	413-1 Sites with local community engagement, impact assessments, and development plans	Social Responsibility
	413-2 Sites with actual or potential significant negative impacts on local communities	Social Responsibility
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers screened using social assessment criteria	Supplier Management
	414-2 Adverse social impacts in the supply chain and actions taken	Supplier Management
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts by product and service category	Product Quality Upgrades
	416-2 Incidents of non-compliance related to the health and safety impacts of products and services	Product Quality Upgrades
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Quality Upgrades
	417-2 Incidents of non-compliance regarding product and service information and labeling	Product Quality Upgrades
	417-3 Incidents of non-compliance related to marketing communications	Responsible Marketing
GRI 418: Customer Privacy 2016	418-1 Verified complaints regarding breaches of customer privacy and loss of customer data	Protection of Customer Rights

7.3. Shanghai Stock Exchange Sustainability Reporting Topic Index

Reference Standards	"Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4—Preparation of Sustainability Reports (Revised January 2026)" and "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14—Sustainability Reports (Trial)"		
Dimension	No.	Topic	Corresponding Section of This Report
Environment	1	Addressing Climate Change	Addressing Climate Change
	2	Pollutant Emissions	Pollutant Control
	3	Waste Management	Pollutant Control
	4	Ecosystem and Biodiversity Conservation	Ecosystem and Biodiversity Conservation
	5	Environmental Compliance Management	Environmental Management
	6	Energy Utilization	Resource Utilization and Management
	7	Water Resource Utilization	Resource Utilization and Management
	8	Circular Economy	Green and Eco-friendly Commitment Production System
Society	9	Rural Revitalization	Social Responsibility
	10	Social Contribution	Social Responsibility
	11	Innovation-Driven	Technology R&D and Innovation
	12	Ethics in Science and Technology	Science, Technology, Research, and Innovation
	13	Supply Chain Security	Sustainable Procurement; Supplier Management
	14	Fair Treatment of Small and Medium-Sized Enterprises	Supplier Management
	15	Product and Service Safety and Quality	Product Quality Upgrades
	16	Data Security and Customer Privacy Protection	Protection of Customer Rights
	17	Employees	Employee Responsibility
Sustainability Governance	18	Due Diligence	Sustainable Development Management; Supplier Management
	19	Stakeholder Engagement	Sustainable Development Management
	20	Anti-Bribery and Anti-Corruption	Business Ethics
	21	Anti-Unfair Competition	Business Ethics



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