



洁美科技  
Jiemei Technology

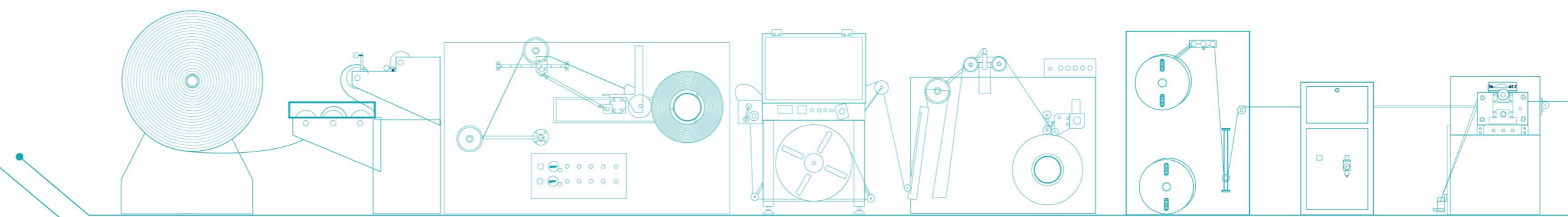
2025

# Sustainability Report

Zhejiang Jiemei Electronic And Technology Co., Ltd.



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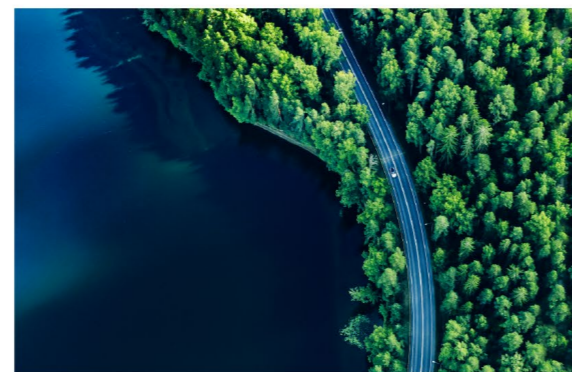
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## About this Report

This is the third sustainability report released by Zhejiang Jiemei Electronic And Technology Co.,Ltd. (hereinafter referred to as “Jiemei Technology”, “the Company” or “We”). The report aims to communicate candidly with all stakeholders on Zhejiang Jiemei Electronic And Technology Co.,Ltd.'s ESG philosophy, practices and performance, and systematically respond to the expectations and demands of stakeholders.

### Reporting Boundary

This report takes Jiemei Technology as the main entity, including wholly-owned and controlled subsidiaries and branches, and the scope is consistent with that of the Company's annual report.

### Time Scope

This reporting period is from January 1, 2025 to December 31, 2025 (hereinafter referred to as the “reporting period”). To improve the comparability and forward-looking nature, some sections of the report may extend appropriately to the previous and subsequent years. This report is issued annually, consistent with the fiscal year.

### Data Description

Data sources of this report include the Company's original operational data, government public data, annual financial data, internal statistical statements, third-party questionnaires, third-party evaluation interviews, etc. The financial data in this report are denominated in RMB.

### Reporting Basis

- Shenzhen Stock Exchange *Guidelines No. 17 for Self-Regulation of Listed Companies - Sustainability Report (Trial)*
- Shenzhen Stock Exchange *Guide No. 3 for Self-Regulation of Listed Companies - Preparation of Sustainability Report*
- Chinese Academy of Social Sciences *Guide for Corporate Social Responsibility Reports in China (CASS-ESG6.0)*
- China National Institute of Standardization *Guidelines for the Compilation of Social Responsibility Report (GB/T36001-2015)*
- The United Nations Sustainability Goals (SDGs)
- GRI Sustainability Reporting Standards issued by the Global Sustainability Standards Board (GSSB) (GRI Standards)
- International Organization for Standardization ISO 26000: *Guidelines for Social Responsibility (2010)*

## Terms Used in this Report

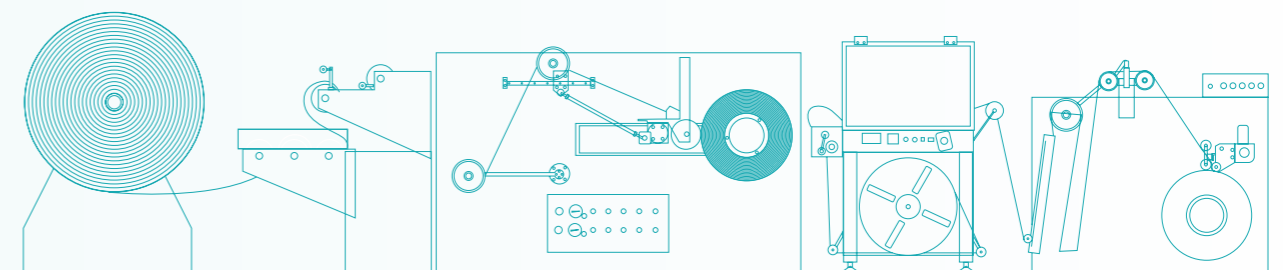
For ease of expression and reading, Zhejiang Jiemei Electronic And Technology Co.,Ltd. is referred to as “Jiemei Technology”, “the Company” or “we” in this report.

The full names and abbreviations of subsidiaries and branches mentioned in the report are as follows:

Full name of some subsidiaries	Abbreviation
Jiangxi Jiemei Electronic Information Materials Co., Ltd.	Jiangxi Jiemei Electrical Materials, Jiangxi Electrical Materials
Zhejiang Jiemei Electronic Information Materials Co., Ltd.	Zhejiang Jiemei Electrical Materials, Zhejiang Electrical Materials
Guangdong Jiemei Electronic Information Material Co., Ltd.	Guangdong Jiemei
Tianjin Jiemei Electronic Information Material Co., Ltd.	Tianjin Jiemei
Zhejiang Jiemei Semiconductor Materials Co., Ltd.	Jiemei Semiconductor
Jiemei (Philippines) Electronic Technology Inc.	Jiemei Philippines
Jiemei (Malaysia) Sdn.Bhd.	Jiemei Malaysia
Zhejiang Rouzhen Technology Co., Ltd.	Rouzhen Technology

## Report Versions and Availability

The electronic version of this report can be viewed and downloaded on the Company's official website ([www.jmkj.com](http://www.jmkj.com)), the Shenzhen Stock Exchange website ([www.szse.cn](http://www.szse.cn)) and CNINFO ([www.cninfo.com.cn](http://www.cninfo.com.cn)).



# Message from the Chairman

“

On the occasion of the release of the *2025 Sustainability Report of Jiemei Technology*, on behalf of the Board of Directors of the Company, I extend my sincere gratitude to all shareholders, customers, partners and friends from all walks of life who care about and support the development of Jiemei Technology!

”

2025 is a year full of opportunities and challenges. The global industrial chain is accelerating restructuring, and green development has become a consensus of the times. Jiemei Technology takes long-term value creation as its guiding principle, integrates the concept of sustainability into operational decisions and daily management, and continuously promotes relevant work in the field of sustainability on the basis of sound operation, so as to continuously enhance the resilience and quality of the Company’s long-term development.

**This year, we have deeply engaged in green manufacturing and actively built new strengths in the circular economy and low-carbon development.** Faced with the challenge of global climate change, Jiemei Technology actively responds to national strategies and integrates environmental protection concepts into the entire life cycle of product R&D and manufacturing. Based on standardized management, we continuously optimize key links such as energy use and waste treatment, steadily promote the practical exploration of material recycling and reuse, fulfill the commitment of “lucid waters and lush mountains are invaluable assets”, and set a benchmark for the green transformation of the electronic information materials industry.

**This year, we have adhered to innovation-driven development and continuously improved product life cycle management.** Driven by technological innovation, we continuously improve product life cycle management, promote product R&D and process optimization, strengthen quality control, and enhance product stability and consistency. Meanwhile, relying on professional capabilities in the industrial chain, the Company supports the development of upstream suppliers, downstream customers and partners through continuous supply and technological accumulation,

and helps maintain the stability and progress of the industrial chain.

**This year, we have strengthened our people-centric culture and delivered positive impact through social responsibility initiatives in the field of social responsibility.** The Company deeply understands that talents are the core of enterprise development. We have innovatively launched the “Five Bamboos” talent training system with “bamboo culture” as the core, grow together with employees, continuously optimize salary and benefits, care about employees’ physical and mental health, and enable every striver to find opportunities to grow at Jiemei. Meanwhile, through activities such as establishing scholarship and student aid funds and carrying out “Little Jiemei” volunteer services, we actively participate in rural revitalization and community construction, strive to benefit more groups with development achievements, and fulfill corporate social responsibility.

**This year, we have continuously improved the corporate governance and business ethics system to consolidate the foundation of standardized operation.** We actively respond to policy changes, timely adjust the corporate governance structure, the Audit and Risk Management Committee of the Board assumed the functions previously performed by the Board of Supervisors, and revise and update a number of corporate governance-related systems. Meanwhile, the “Strategy Committee of the Board of Directors” was officially renamed the “Strategy and Sustainability Committee of the Board of Directors”, and a three-level ESG management structure of “Decision-Making – Management – Execution” was built to ensure the effective implementation of the sustainability strategy. We take law-abiding and compliant operation as the guiding principle, continuously improve the anti-fraud and business ethics system, have been

consecutively awarded the “Zhejiang AAA-level Contract-abiding and Creditworthy Enterprise”, and protect the legitimate rights and interests of every shareholder through high-standard information disclosure and investor communication.

**Looking ahead, the road ahead is long and arduous, but we will reach our destination as long as we keep going.** In 2026, Jiemei Technology will practice the concept of sustainability with firmer steps. We will continue to take green and low-carbon transformation as the guiding principle, deepen industrial chain collaboration, improve governance efficiency, embrace globalization with a more open attitude, and deeply cultivate green innovation with firmer determination.

Finally, I would like to express my special thanks to every Jiemei employee for their hard work and selfless dedication. Thanks to your efforts, Jiemei Technology has thrived through trials and hardships; I would like to thank all shareholders, partners and friends from all walks of life for their recognition and support of Jiemei Technology. Your trust is our greatest driving force forward. We will continue to join hands with all partners to forge ahead bravely on the journey of high-quality development and jointly create a more brilliant tomorrow!

Zhejiang Jiemei Electronic And Technology Co., Ltd.

**Chairman: Fang Junyun**



# About Jiemei Technology

## Company Profile

Founded in April 2001, Jiemei Technology is a national high-tech enterprise committed to becoming a one-stop service and integrated solution provider for consumables used in global electronic component packaging and manufacturing processes. The Company is headquartered in Yangguang Industrial Park, Anji County, Huzhou City, Zhejiang Province, and has production bases, R&D centers and investment centers in many places at home and abroad. On April 7, 2017, the Company was publicly listed on the Shenzhen Stock Exchange (stock code: 002859.SZ); registered capital: RMB 430.9373 million; number of employees: 3,663.

## Development History

**2001**  
Jiemei Technology was founded in Anji, Zhejiang.



**2007**  
Electronic-grade specialty base paper was successfully developed, realizing self-sufficiency of electronic-grade specialty base paper for carrier tape. Cover tape was successfully developed and put into production.



**2009**  
The groundbreaking ceremony for the new factory of Jiemei Technology was held.



**2014**  
Zhejiang Electrical Materials was established.



**2017**  
Jiemei Technology was listed on the Shenzhen Stock Exchange (stock code: 002859). Release film was officially put into production.



**2020**  
Guangdong Jiemei was established.



**2022**  
Tianjin Jiemei was established. BOPET base film was put into production.



**2024**  
Rouzen Technology was acquired.



**2004**  
Jiangxi Electrical Materials was established and began to develop electronic-grade specialty base paper.



**2008**  
Press-punched paper carrier tape was successfully developed and put into production.



**2011**  
The new factory of Jiemei Technology was put into operation. Plastic carrier tape was successfully developed and put into production.




**2015**  
Release film was successfully developed. The optoelectronic project started construction. Zhejiang Provincial Key Enterprise Research Institute was established. Jiemei (Malaysia) Sdn. Bhd. was established.



**2019**  
Precision Processing Center was established.



**2021**  
Cast film was officially put into production. Jiemei Semiconductor was established.



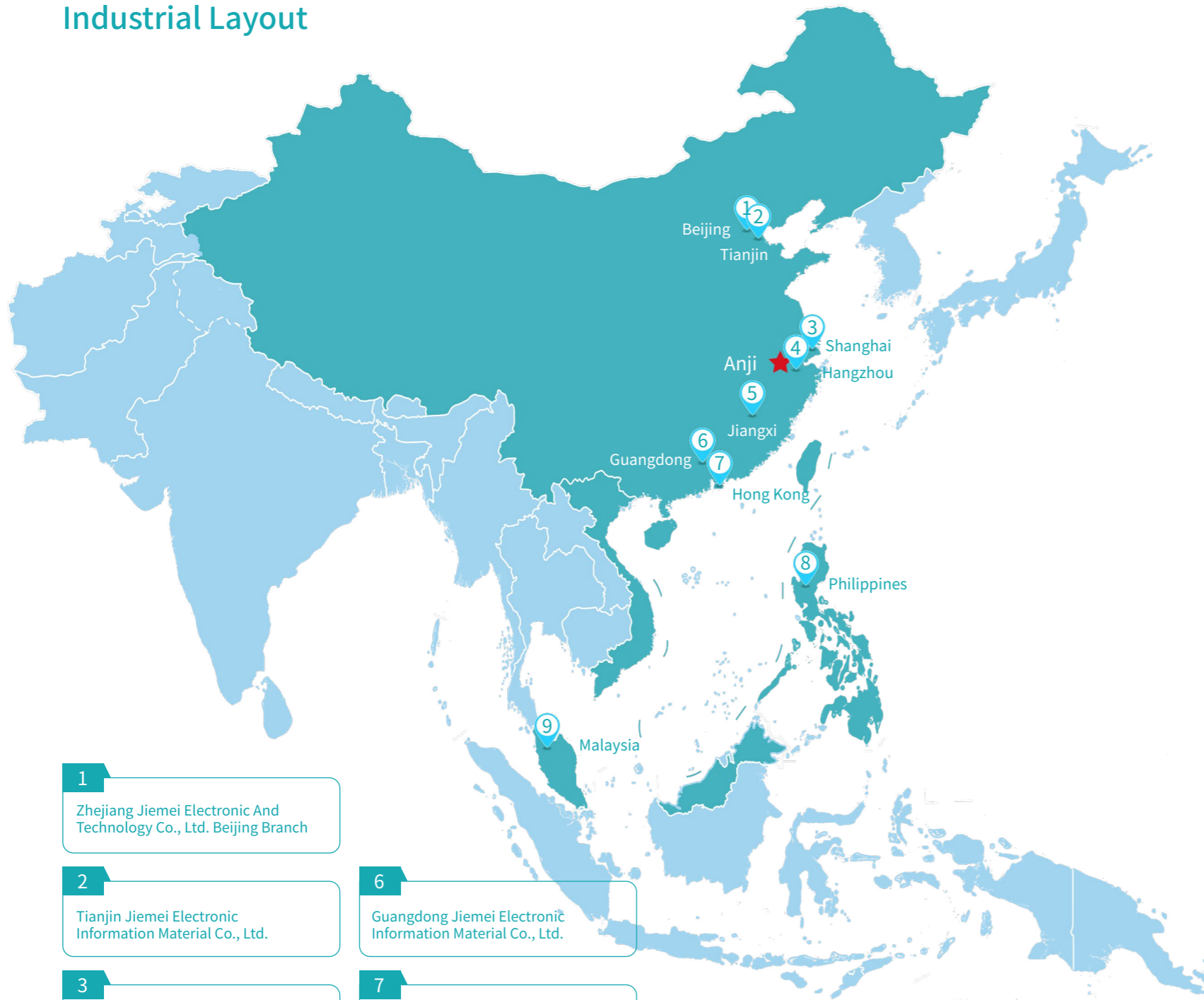
**2023**  
Jiemei (Philippines) Electronic Technology Inc. was established. The groundbreaking ceremony for the "Relocation from Urban Area to Industrial Park" project of Jiangxi Electrical Materials was held. Guangdong Jiemei opened.



**2025**  
Jiemei Philippines opened.



# Industrial Layout



**1**  
Zhejiang Jiemei Electronic And Technology Co., Ltd. Beijing Branch

**2**  
Tianjin Jiemei Electronic Information Material Co., Ltd.

**3**  
Zhejiang Jiemei Electronic And Technology Co., Ltd. Shanghai Branch

**4**  
Hangzhou Wanrong Technology Co., Ltd.

**5**  
Jiangxi Jiemei Electronic Information Materials Co., Ltd.

**6**  
Guangdong Jiemei Electronic Information Material Co., Ltd.

**7**  
Hong Kong Baishun Co., Ltd.

**8**  
Jiemei (Philippines) Electronic Technology Inc.

**9**  
Jiemei (Malaysia) Sdn.Bhd.

★  
Zhejiang Jiemei Electronic And Technology Co., Ltd.  
Zhejiang Jiemei Electronic Information Materials Co., Ltd.  
Zhejiang Jiemei Semiconductor Materials Co., Ltd.  
Zhejiang Jiemei Polymer Materials Co., Ltd.  
Zhejiang Rouzhen Technology Co., Ltd.

# Corporate Culture



Create value for customers, provide opportunities for employees, and contribute to social civilization

Company vision

Strive to become the leading integrated supplier in the global electronic information materials field and provide customers with "one-stop full-set procurement"

Corporate spirit

Tenacious and upward, modest and upright, simple and pure

Core Values



Humanistic value



Core competitiveness

Quality, Efficiency, Innovation, Fast reaction to customers.

Business Philosophy



## Main business

The main business of Jiamei Technology is the R&D, production and sales of electronic component packaging materials and electronic-grade film materials. The products mainly include paper carrier tape, top & bottom tape, embossed plastic carrier tape, release film, cast film and IC trays. They are widely used in integrated circuits, chip-type electronic components, semiconductors, optoelectronic displays and new energy fields, and ultimately used in key markets, such as AI terminals, 5G, industrial Internet, data centers and new energy vehicles.

Meanwhile, Rouzhen Technology, a subsidiary of the Company, focuses on the R&D and production of polymer-based metal composite film materials. This product is a composite metal film with a "sandwich" structure (metal coating/polymer layer/metal coating), which can replace traditional metal aluminum foil and copper foil as current collector for lithium-ion batteries, helping batteries improve energy density while greatly enhancing their safety performance. Products of Rouzhen Technology include composite aluminum foil (PET aluminum foil), composite copper foil (PET X-copper foil, PP X-copper foil, PI X-copper foil), high-end ultra-thin copper foil, PCB carrier copper foil and other products. The downstream customers are mainly consumer lithium batteries, power batteries (covering various power application scenarios such as new energy vehicles, drones, two-wheeled small power vehicles and cargo vessels), energy storage battery customers and copper-clad laminate (CCL) manufacturers.

### Main Product Matrix



The Company supports the production of a series of products for integrated circuit, electronic component and polarizer enterprises. Based on electronic packaging materials and electronic-grade film materials, it extends to the field of new energy materials, and is committed to becoming a one-stop service and integrated solution provider for consumables used in global electronic component packaging and manufacturing processes, as well as a leading enterprise in the fields of functional film materials, electronic chemicals and new energy-related materials.

With continuous technological R&D and innovation as the core, high product quality as the guarantee, stable customer resources as the support, and good talent and technical reserves as the foundation, the Company is in a leading position in the industry in many dimensions such as the design and manufacturing, sales scale and supporting service capabilities of electronic packaging materials, electronic-grade film materials and composite current collector, showing strong market competitiveness and advantages.

# Annual Honors



National Manufacturing Industry Single Champion Enterprise (Recertification)



National High-tech Enterprise (Recertification)



Zhejiang Provincial Basic-level Smart Factory



Zhejiang Provincial Manufacturing Industry Single Champion Enterprise



Zhejiang Provincial Specialized, Refined, Distinctive and Innovative SMEs(Recertification)



Four Honors for Private Enterprises in Huzhou

# ESG Outstanding Achievements



2025 Best ESG Rising Star Award



2025 Outstanding ESG Value Communication Award



2025 Top 100 ESG Golden Bull Awards



2025 Best ESG Practice Award



Wind ESG Rating upgraded to "A"



Sino-Securities Index ESG Rating upgraded to "A"

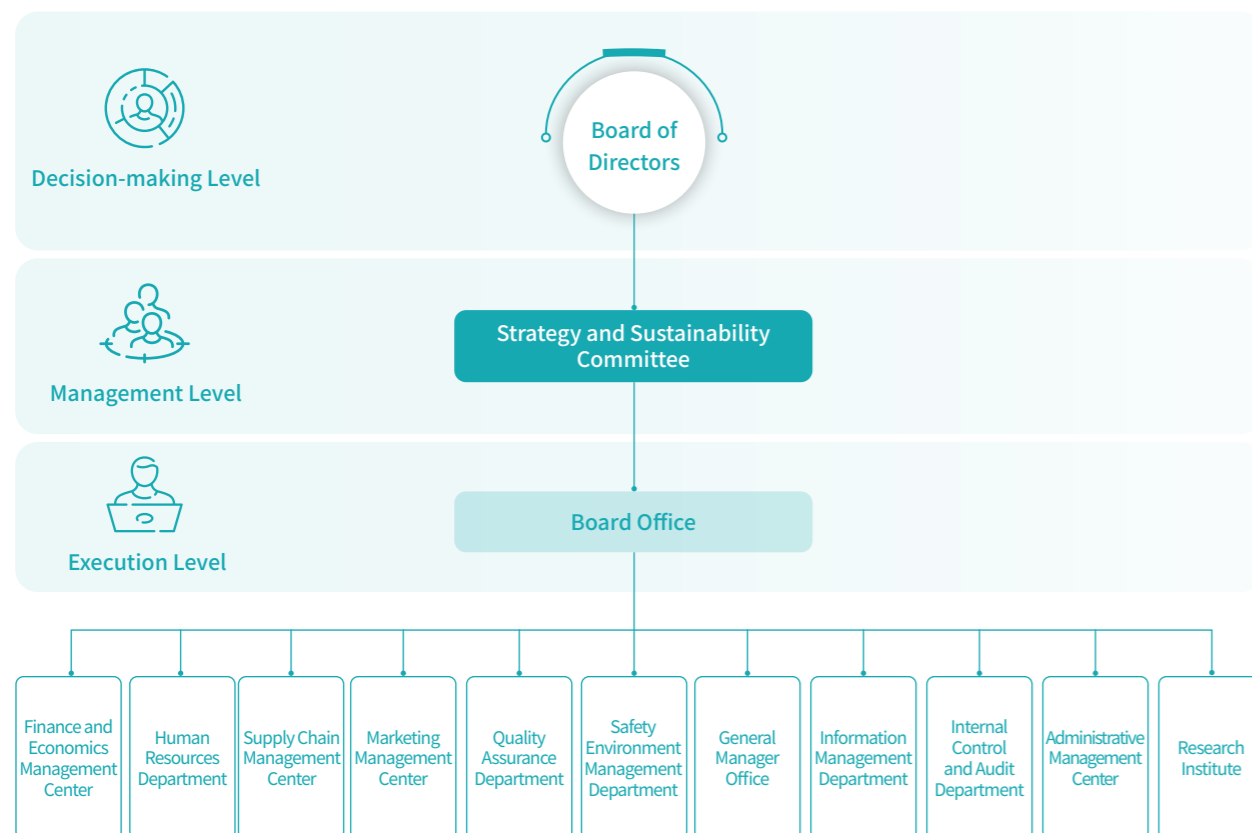
# Sustainability Management

Jiemei Technology attaches great importance to sustainability management (hereinafter referred to as “ESG management”), continuously improves the Company’s ESG management system, and integrates the concepts of environmental, social and governance (ESG) into the entire process of the Company’s operation, management and strategic decision-making. While pursuing economic benefits and shareholder returns, the Company fulfills its responsibilities to stakeholders such as shareholders, employees, customers, suppliers, communities and the natural environment in accordance with the law, and promotes the coordination and unity of economic and public welfares, short-term interests and long-term value. The Company makes efforts in system construction, organizational structure optimization and supervision mechanism improvement, and continuously improves the level of sustainability management, so as to promote its stable, standardized and sustainability.

## Sustainability Management Structure

To improve the operation level of the Company’s environmental, social and governance (ESG) management and promote the sustainable and high-quality development of the Company, in 2025, the Company officially renamed the “Strategy Committee of the Board of Directors” as the “Strategy and Sustainability Committee of the Board of Directors”, and simultaneously revised the Working Rules of the Strategy and Sustainability Committee of the Board of Directors and the Social Responsibility Management System. A three-level ESG management structure of “Decision-Making – Management – Execution” was built with the Board of Directors as the highest decision-making body, the Strategy and Sustainability Committee as the specialized working body, and the Board Office and various departments performing their respective duties, so as to ensure the effective implementation of ESG management at the corporate governance level.

ESG Management Structure



Decision-making Level

- Fully lead the Company's ESG strategy and action plan to ensure consistency with the Company's business strategy.
- Make decisions on major matters related to corporate social responsibility and review the Company's annual social responsibility report.

Management Level

- Conduct research and put forward suggestions on strategies, plans and major decisions related to the Company's sustainability.
- Pay attention to sustainability matters that have a significant impact on the Company's business, supervise the implementation of sustainability-related work, and put forward suggestions.
- Review the Company's annual Sustainability Report and other sustainability-related information disclosures to ensure the completeness and accuracy of the disclosed information.

Execution Level

- **Board Office:** Be responsible for the specific implementation of the Company's systems for protecting shareholders' rights and interests and investor relations, and for compiling the Company's annual social responsibility report.
- **Finance and Economics Management Center:** Be responsible for the standard improvement and standardized operation of the Company's risk management system, financial internal control system, tax management system and related party transaction system.
- **Office of the General Manager (President):** Be responsible for the collection, sorting and preservation of materials such as corporate culture, development history, major events and important honors.
- **Internal Control and Internal Audit Department:** Be responsible for the organizational construction of the Company's anti-corruption and anti-bribery system and the standardized management of business ethics; Be responsible for the construction of the compliance whistleblowing mechanism system, etc.
- **Administrative Management Center:** Be responsible for organizing and carrying out corporate social welfare, rural revitalization and other activities; Be responsible for the brand building of trade union organizations and the organization and implementation of activities.
- **Human Resources Department:** Be responsible for the renewal and optimization of the Company's human resource management system, protect employees' rights and interests, and improve the democratic management mechanism.
- **Safety Environment Management Department:** Be responsible for the construction of the Company's environmental management system, establish and improve the environmental emergency management system, and manage the Company's environmental rights and interests transactions, etc.
- **Research Institute:** Be responsible for the construction of the Company's scientific and technological innovation platform; Supervise the Company's R&D work to comply with the scientific and ethical norms mechanism; Improve the Company's intellectual property protection system.
- **Quality Assurance Department:** Be responsible for the formulation and implementation of policies, concepts and strategies for the Company's products, services and quality management, continuously improve the concept of quality risk management, establish and improve the product recall system and response measures, and manage customer demands and complaint channels.
- **Marketing Management Center:** Be responsible for formulating the Company's responsible marketing concepts and management measures, formulating systems and measures to protect customer information, and cooperating with the Internal Control and Audit Department to improve anti-monopoly, anti-unfair competition and anti-bribery management guidelines.
- **Supply Chain Management Center:** Formulate relevant concepts and systems for the Company's procurement management; Conduct ESG management for the Company's suppliers and continuously improve supplier ESG training; Formulate supply chain security management systems and measures; Manage and control major risks in the supply chain links.
- **Information Management Department:** Be responsible for establishing the Company's information security management system and the certification of relevant management systems; Identify and assess risks in the process of the Company's information security and privacy protection work; Ensure that the data of suppliers, customers and employees are not leaked, tampered with or damaged.

## ESG Capacity-building Training

The Company attaches great importance to the construction of sustainability capabilities, encourages senior managers and relevant personnel in relevant positions to participate in ESG special training and exchanges, and timely grasps regulatory policies and rating trends. Meanwhile, invite third-party professional institutions to conduct analysis and training on the Company's ESG management system, strengthen the professional capacity building of environmental, social and governance (ESG)-related issues, and improve the level of sustainability management.



### Case | Carry out special ESG training to strengthen sustainability management management capabilities

In September and November 2025, the Company participated in the special trainings of Product Carbon Footprint Trend Norms, Inventory Practices and Digital Management and Two-way Practices of Energy Management and Circular Economy held by customer Delta Electronics, deeply explored the trends of product carbon footprint and practical response methodologies, and further strengthened the practical capabilities of energy management and circular economy. The Company combines internal training with external training, and continuously improves its ESG professional literacy and management level.

In December 2025, the Company organized and held the 2025 annual ESG internal training, invited external professional institutions to systematically communicate and explain environmental, social and governance (ESG)-related content around the capital market ESG disclosure trends and corporate sustainability requirements, and promote the in-depth integration of ESG concepts and business operations.

The training covered all departments, with a total of 32 participants and a training duration of 2 hours, which effectively improved the internal understanding and collaboration capabilities of the ESG management framework and annual ESG performance.



Site of ESG Special Training

## ESG-linked Remuneration

To implement the concept of sustainability and strengthen responsibility management, the Company clearly stipulates in *the Salary Management System for Directors and Senior Executives* that the salaries of directors and senior executives shall follow the basic principle of "being consistent with the Company's goals of sustainable and healthy development".

At the employee performance management level, the Company incorporates ESG-related indicators such as production safety, business ethics and workplace code of conduct into the assessment system in the *Employee Daily Reward and Punishment Management Measures*, and directly links them with performance incentives.

During the reporting period, in accordance with the provisions of the *Employee Daily Reward and Punishment Management Measures* and *Anti-fraud Management System*, the Company implemented performance penalties for two employees and management personnel involved in ESG-related negative incidents. The effective operation of the responsibility tracing and accountability mechanism promoted the implementation of ESG management requirements within the organization.

## Stakeholder Communication

The Company actively carries out interaction and communication with various stakeholders including shareholders, employees, customers, suppliers, communities and governments. Through multi-channel and multi-form communication mechanisms, it ensures that the opinions and expectations of all parties are quickly fed back, providing useful references for the Company's decision-making and strategy adjustment. The Company maintains transparent and open communication with external stakeholders by holding Shareholders' General Meetings, employee forums, supplier conferences, and issuing annual Sustainability Reports. In addition, the Company takes the initiative to collect and respond to stakeholders' concerns through various channels, actively faces various risks and changes, promotes common growth and cooperation, and further enhances the Company's sense of responsibility and influence in sustainability.

Stakeholders	Expectations and Requirements	Communication Method
 Employees	<ul style="list-style-type: none"> <li>Remuneration and benefits</li> <li>Democratic communication</li> <li>Development and training</li> <li>Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Staff symposium</li> <li>Internal training</li> <li>Cultural activities</li> </ul>
 Customers	<ul style="list-style-type: none"> <li>Product quality assurance</li> <li>Provision of high-quality services</li> <li>Customer privacy protection</li> </ul>	<ul style="list-style-type: none"> <li>Communication of customers' demands</li> <li>Customer complaint handling</li> <li>Customer satisfaction survey</li> </ul>
 Supplier	<ul style="list-style-type: none"> <li>Fair and honest cooperation</li> <li>Supply chain stability</li> <li>Sustainable supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Supplier support</li> <li>Supplier review</li> <li>Transparent procurement</li> </ul>
 Shareholders and Investors	<ul style="list-style-type: none"> <li>Profitability of the Company</li> <li>Information disclosure and investor relations communication mechanism</li> <li>Steady operation of the Company</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' General Meeting</li> <li>Investor communication</li> <li>Information disclosure</li> </ul>
 Government and Regulatory Authorities	<ul style="list-style-type: none"> <li>Anti-corruption</li> <li>Fair competition</li> <li>Pay taxes in accordance with the law</li> <li>Environmental compliance management</li> </ul>	<ul style="list-style-type: none"> <li>Compliance training</li> <li>Regular inspection and verification</li> <li>Environmental monitoring</li> </ul>
 Community and the Public	<ul style="list-style-type: none"> <li>Low-carbon operations</li> <li>Community engagement</li> <li>Rural revitalization</li> </ul>	<ul style="list-style-type: none"> <li>GHG inventory</li> <li>Public welfare volunteer service</li> <li>Rural assistance activities</li> </ul>

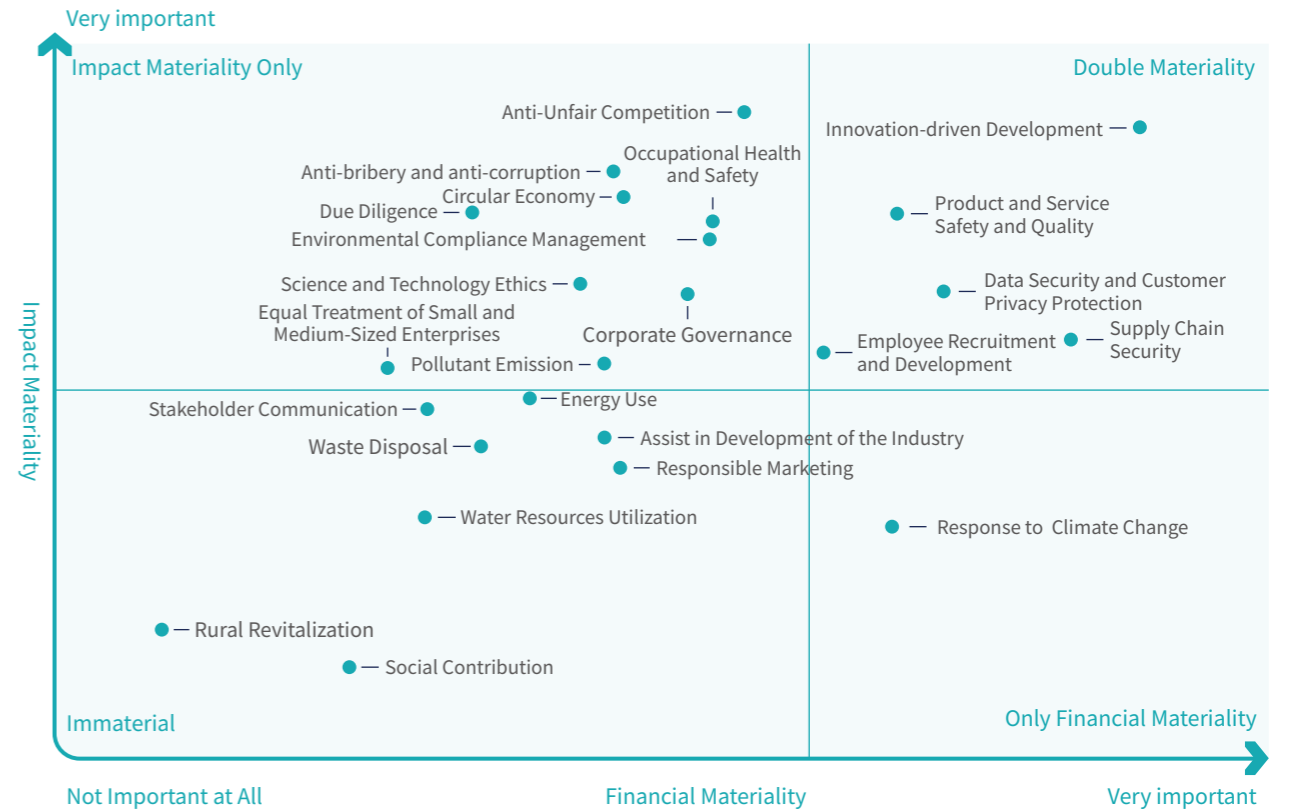
# Double Materiality Assessment

To systematically respond to the stakeholders' concerns and enhance the materiality and transparency of ESG management, in 2025, the Company organized and carried out the identification and analysis of double materiality issues in accordance with the relevant requirements of the Shenzhen Stock Exchange Self-Regulatory Guideline No. 17 for Listed Companies - Sustainability Report (Trial) (hereinafter referred to as the Exchange Guideline) on the materiality assessment of ESG-related impacts, risks and opportunities. Questionnaires were designed around the two dimensions of "financial materiality" and "impact materiality", forming financial materiality questionnaires and impact materiality questionnaires respectively. The survey was conducted for internal management and employees, external customers, partners and other stakeholders, and a total of 781 valid questionnaires were collected. Through quantitative analysis and comprehensive ranking of the survey results, 5 double materiality issues, 1 financial material issue only and 10 issues with impact materiality only were identified, forming an annual double materiality issue matrix, which provides a decision-making basis for the focus of ESG management and report disclosure.

## Double Materiality Research Process



Double Materiality Research Matrix



Dimension	Topic		
Environment	<ul style="list-style-type: none"> <li>Addressing Climate Change *</li> <li>Energy Use</li> </ul>	<ul style="list-style-type: none"> <li>Pollutant Emission and Waste Treatment</li> <li>Circular Economy</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Compliance Management</li> <li>Water Resources Utilization</li> </ul>
Society	<ul style="list-style-type: none"> <li>Innovation-driven Development *</li> <li>Data Security and Customer Privacy Protection*</li> <li>Equal Treatment of Small and Medium-Sized Enterprises</li> <li>Assist in Development of the Industry</li> </ul>	<ul style="list-style-type: none"> <li>Product and Service Safety and Quality*</li> <li>Science and Technology Ethics</li> <li>Employee Recruitment and Development*</li> <li>Social Contribution</li> </ul>	<ul style="list-style-type: none"> <li>Responsible Marketing</li> <li>Supply Chain Security*</li> <li>Occupational Health and Safety</li> <li>Rural Revitalization</li> </ul>
Governance	<ul style="list-style-type: none"> <li>Due Diligence</li> <li>Anti-Unfair Competition</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder Communication</li> <li>Corporate Governance</li> </ul>	<ul style="list-style-type: none"> <li>Anti-bribery and anti-corruption</li> </ul>

Notes: The \*marked issues (i.e., innovation-driven, product and service safety and quality, data security and customer privacy protection, supply chain security, employee employment and development, response to climate change) are financial materiality issues, which will be analyzed and disclosed in this report according to the four dimensions of "Governance - Strategy - Impact, Risk and Opportunity Management - Indicators and Targets".

# Resource Recycling Green Capacity Building

Under the background of green and low-carbon development, efficient resource utilization and circular management have become an important path for manufacturing enterprises to achieve high-quality development. Jiemei Technology actively responds to the call of circular economy, and continuously promotes circular practices with the key directions of "improving the reuse efficiency of raw materials, strengthening the circular management of packaging materials, and promoting the utilization of renewable resources".

Relying on management systems such as the Waste Materials Management Measures, the Company has built a resource recycling management mechanism covering the production operations and upstream and downstream, and created a multi-level resource recycling management system including source reduction, in-process recycling, renewable utilization and collaborative recovery. On the premise of ensuring product quality and delivery stability, continuously reduce resource consumption and waste generation intensity, and promote the Company's steady transformation to a green, circular and low-carbon operation model.

## Strengthen resource recycling at the production operations to achieve internal circular efficiency improvement

Centering on the resource consumption characteristics of each product production link, the Company systematically promotes internal circular management from the aspects of raw material utilization, scrap recycling, packaging auxiliary material circulation, etc., continuously improves the use efficiency and resource utilization rate of raw materials and packaging materials, and reduces the impact of production and operation on the environment.

### Multi-dimensional Internal Resource Recycling Measures

#### Paper Material Recycling

- The Base Paper Business Unit achieves 100% recycling of internal paper scraps by proportionally adding recycled paper scraps to the core layer during papermaking, and optimizes the closed white water system to recycle process wastewater, reducing dependence on virgin fiber resources.
- It implements a full life cycle management system for paper cores, clarifies the processes of recycling, sorting, repairing, reusing and scrapping, and establishes graded reuse standards. Through structural reinforcement, special repair and closed-loop workshop recycling management, the reuse times of paper cores have increased from 3 to more than 5, with a recycling rate of 100%.

#### Metal Material Recycling

- The Precision Machining Center has established a special mechanism for replacing waste copper wires with new ones, building a management process of "Recycling - Sorting - Replacement - Reuse", which reduces waste disposal pressure and virgin copper procurement demand while optimizing the material procurement structure.

#### Plastic and Carrier Tape Material Recycling

- The Plastic Tape Business Unit promotes scrap recycling, establishing a full-process management mechanism of "Recycling - Treatment - Regeneration - Reuse", effectively reducing virgin raw material procurement costs.
- The roller machine workshop has established a recycling mechanism for customer-returned packaging materials, significantly reducing new procurement demand.

#### Cascading Utilization of Production Auxiliary Materials

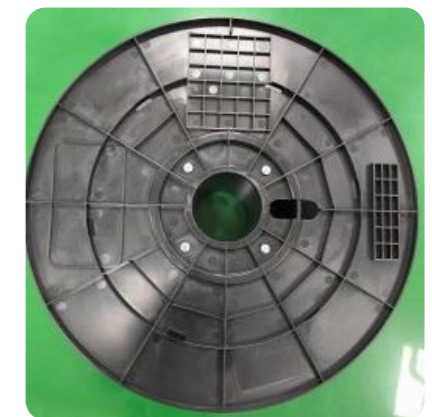
- The Base Film Business Unit optimizes the triethylene glycol cleaning process to realize graded recycling of cleaning media, reduce chemical consumption and disposal pressure, and improve the level of refined production management.

### Case | Promote the recycling of scrap materials to improve resource utilization efficiency

Aiming at the low resource utilization rate of scrap materials in the production process, the Plastic Tape Business Department launched a closed-loop recycling project for raw materials, and built a full-process management mechanism of "Recycling - Treatment - Regeneration - Reuse". By standardizing the classification and collection of workshop scrap materials, optimizing the regeneration processing process and establishing quality testing standards for recycled materials, the production line feeding and reuse channel is opened up to realize the stable application of recycled materials. In 2025, the actual usage of recycled materials reached 1,686 tons, effectively reducing the procurement cost of virgin raw materials, reducing resource waste, and promoting the transformation of production links to a green and circular model.

### Case | Recycling of packaging materials to optimize resource allocation efficiency

The Company's roller machine workshop has established a recycling mechanism for customer returned product packaging in the material collection and recycling links, promoting the normalization of packaging material recycling management. In 2025, the Plastic Tape Business Department newly collected 6,745 sets of plastic reels and recycled 5,292 sets. Through recycling, the actual new procurement demand was effectively reduced, making the actual new requisition volume was lower than the theoretical required volume, realizing the reduction of packaging material usage and optimal resource allocation, and further improving the economic and environmental benefits of production links.



Recycling of Plastic Reels

**Case | Optimize the graded cleaning of triethylene glycol (TEG) to realize reuse, reduce consumption and increase efficiency**

In January 2025, the Company's Base Film Business Department carried out a triethylene glycol reuse improvement project in the filter cleaning room of the BOPET production line. Aiming at the problems of large dosage of triethylene glycol, fast pollution speed and possible impact on the cleaning quality of discs in the original one-time cleaning method, the cleaning process was optimized to realize the cascade utilization of cleaning media. Effectively reduce the consumption of triethylene glycol on the premise of ensuring stable cleaning quality. According to the calculation, the project can save 18m<sup>3</sup> of triethylene glycol per year, saving about RMB 153,000, improving the resource utilization efficiency, and promoting the production links to move towards circular and refined management.



Triethylene Glycol Cleaning Equipment

**Case | Establish a Resource Recovery and Recycling Department to realize the improvement of resource value**

With the expansion of business scale and increase of product categories, the mode of centralized low-price disposal of unsorted and sorted waste has been difficult to meet the demand for resource recycling. Since 2021, the Company has established a Resource Recovery and Recycling Department to implement special personnel and special area classification and sorting management for workshop waste, and carry out refined disposal according to different materials and recyclable categories. Through standardized classification management, it not only improves the level of waste resource utilization, but also realizes the improvement of waste recycling value, creating certain economic benefits while reducing environmental burden.



Waste Sorting Area

**Case | Promote packaging lightweight and circular recycling, and deepen the green collaboration of the industrial chain**

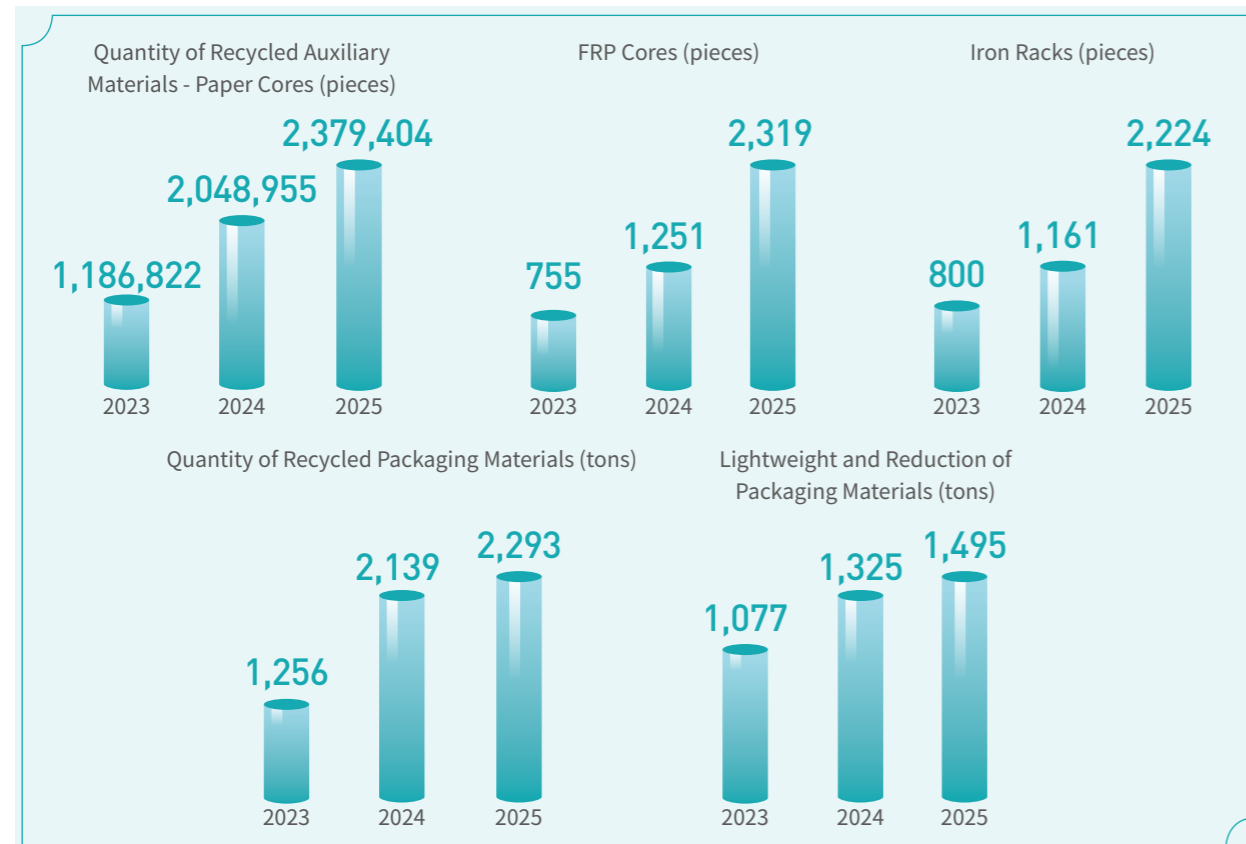
The Company continuously promotes the lightweight design of packaging materials and customer-side recycling projects. During the reporting period, the Company optimized the packaging structure of paper carrier tape products, promoted the implementation of packaging simplification solutions, and promoted them at some important customer sites. In 2025, the annual sales of Un-punched Paper Carrier Tape and Pre-punched Paper Carrier Tape reached 5.2864 million rolls, of which 4.1234 million rolls were simplified packaging products, accounting for 78%, reducing the consumption of packaging materials by 1,495 tons compared with traditional carton packaging. Meanwhile, the Company continuously expanded the recycling cooperation mechanism, adding 8 new customers to carry out free recycling services for paper tubes, pallets, etc. A total of 2.3794 million paper tube cores were recycled and reused throughout the year. By building a circular collaboration model covering the design sites and customer sites, the collaborative implementation of packaging material reduction and resource reuse was promoted, effectively reducing the overall resource consumption and waste generation of the supply chain.



Paper Tube Core Sorting and Processing Site

**Build an industrial chain collaborative circular model to promote external resource symbiosis**

On the basis of internal circulation, the Company further extends the boundary of circular management, builds an industrial chain recycling collaborative mechanism covering suppliers, customers and recycling sites. extends the resource circulation link, and realizes efficient circulation. The Company formulated and implemented the Waste Materials Management Measures and set up a Resource Recycling Department to realize the standardized management of waste materials in the whole process from generation, circulation to sales and payment collection, improve the level of resource utilization and management transparency, and promote the coordinated improvement of resource utilization efficiency, environmental performance and economic benefits.



Case | Carry out shared recycling of supplier-related materials to improve the resource utilization efficiency

To reduce resource consumption and waste generation, since 2023, the Company has promoted a shared recycling mechanism for related materials in procurement cooperation with raw material and auxiliary material suppliers, and negotiated the recycling and reuse of recyclable materials such as plastic pallets, wooden pallets and small paper tube cores. By establishing a supplier collaborative recycling model, the circular turnover of logistics carriers and packaging auxiliary materials is realized, reducing the procurement demand and disposal cost of disposable materials. This measure not only improves the resource utilization efficiency, but also reduces environmental impact, achieving a win-win effect of cost optimization and green collaboration for both supply and demand sides.



Supplier materials are placed in special areas and recycled regularly

Case | Build a raw material circulation system and plan the construction of a waste release film recycling and regeneration project

To improve the level of resource recycling and respond to the call of circular economy, the Company promotes the "60,000 tons/year waste release film recycling and granulation project". By repurchasing waste release film used by customers, cleaning, separating and re-granulating them, the recycling of PET raw materials is realized. It has the capacity to process 60,000 tons of waste release film per year after reaching the production capacity. In view of the technical difficulty of separating residual ceramics and silicone oil coatings on the surface of release film, we independently developed processes such as mechanical friction separation, steam cleaning and alkali dissolution to effectively separate ceramics from PET base film, and produce recycled PET plastic pellets through re-granulation for subsequent production links. This project can effectively reduce the dependence on virgin petroleum-based raw materials, lower resource consumption and procurement costs, and promote the formation of a green closed-loop system for raw material recycling in the electronic-grade film material industry.

Case | Promote IC tray recycling to achieve collaborative cost reduction and emission reduction with customers

To strengthen collaboration with customers and promote the recycling of packaging carriers, the IC Tray Business Department of the Company conducts IC Tray recycling and reuse business. Recycle used IC trays from various customers through supplier channels, classify and screen them according to customers' model requirements, and complete processes such as cleaning, inspection and packaging to ensure qualified quality before delivering to customers for recycling again. This model not only ensures product quality and delivery stability, but also effectively reduces the demand for one-time IC Tray procurement and waste disposal, achieving the coordinated targets of energy conservation and environmental protection. In 2025, the cumulative circular shipment of IC trays reached 1.31 million pieces, significantly reducing resource consumption and customers' comprehensive use costs, and helping to build a green supply chain system.



# 01

## Innovation and Value Chain

With "Quality, Efficiency, Innovation, Fast reaction to customers" as the core competitiveness, Jiemei Technology integrates technological progress and management upgrading into all links of the value chain, continuously consolidates the innovation foundation, improves operational efficiency and collaboration capabilities, perfects the product and service system, and promotes the coordinated improvement of supply chain and digital intelligence capabilities. In the complex and volatile market environment, through innovation capacity building and value co-creation, we build a safe, reliable and sustainable industrial ecosystem, and continuously enhance the Company's comprehensive competitiveness and long-term value creation capability.

### Our actions

- Innovation-driven Development
- Product Safety and Quality
- Customer Service
- Sustainable Supply Chain
- Digitalization and Intelligent Transformation

### SDGs alignment



# Innovation-driven Development

Adhering to the business policy of "Adhering to technological innovation and creating first-class brands", Jiemei Technology takes innovative R&D as the core driving force for enterprise development, continuously improves the innovative R&D system, stimulates organizational innovation vitality, promotes technological innovation, and enhances the technical strength and industrial contribution of each business segment.

## Honors and Certifications



The Company was awarded "National High-tech Enterprises"



Rouzhen Technology was awarded "Innovative Small and Medium-sized Enterprise of Zhejiang Province"



Zhejiang Electrical Materials was awarded "High-tech Enterprise"



Zhejiang Electrical Materials was awarded "Specialized, Refined, Unique, and Innovative 'Little Giant' Enterprise"

## Honor and Certification



Zhejiang Electrical Materials was awarded "Zhejiang Provincial Specialized, Refined, Distinctive and Innovative SMEs"



Jiangxi Electrical Materials was awarded "High-tech Enterprise"



Guangdong Jiemei was awarded "National High-tech Enterprise"



Jiangxi Jiemei Electrical Materials was awarded "Benchmark 'Little Lighthouse' for Digital Transformation of Jiangxi Manufacturing Industry"



Jiemei Semiconductor was awarded "National Science and Technology-based Small and Medium-sized Enterprise"

## Governance





To strengthen the systematic management and strategic guidance of innovative R&D and intellectual property work, the Company has built a R&D and intellectual property management system with the Board of Directors as the highest responsible body. The Board of Directors coordinates the strategic direction of innovative R&D and decision-making on major matters, and the Research Institute, as the R&D and intellectual property management institution, is responsible for organization and implementation as well as daily management.

At the institutional level, the Company has formulated management documents such as *Internal Control Norms for R&D Business, Design and Development Control Procedures and Measures for Reward of R&D Projects*. By clarifying division of responsibilities, standardizing process control and improving incentive mechanisms, it ensures the standardized and orderly progress of R&D activities. Relying on a professional R&D team and continuous technological investment, the Company's Research Institute has been awarded titles such as "Zhejiang Provincial Key Enterprise Research Institute", "Zhejiang Enterprise Technology Center" and "Zhejiang High-tech Enterprise R&D Center", further consolidating the organizational foundation and technical strength for innovative development.

# Strategy




The Company systematically identifies potential risks and opportunities in the process of innovative R&D, evaluates relevant risks and opportunities combined with industry development trends, its own technical reserves and industrial layout. While preventing R&D uncertainties, it seizes the growth space brought by high-end, new material and intelligent development, promotes the transformation of innovative achievements through continuous investment and capacity building, and enhances the Company's long-term competitiveness and sustainability capability.

List of Risks and Impact Identification Related to R&D and Innovation

Risk Type	Risk Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
 Technology Iteration Risk	The electronic packaging materials and electronic-grade film industry has rapid technological updates. If the R&D progress of new products and processes fails to meet expectations, or fails to timely match the upgrading needs of 5G, AI terminals and semiconductor packaging, it may affect product competitiveness	Medium and Long Term	Medium	Extended recovery period of R&D investment, hindered increase in the proportion of high-end products, affecting gross profit margin	Continuously increase R&D investment and promote cutting-edge technology reserve relying on the Company's Research Institute and Shanghai Innovation Center
 Risk of R&D Achievement Transformation	There is a technical verification and market introduction cycle for new materials and products from R&D to large-scale mass production. If customer certification or market acceptance is lower than expected, it may affect capacity release	Medium term	Medium	Extended recovery period of fixed assets and R&D investment, phased inventory or decline in capacity utilization	Strengthen joint development with core customers to improve R&D and market collaboration efficiency
 Risk of Competition for High-end Talents	The company's R&D work is increasingly dependent on high-level technical talents. If core technical personnel are lost, it may affect the continuity of innovation	Medium and Long Term	Medium	Decline in R&D efficiency, interruption of technical accumulation, which may affect long-term competitiveness	Optimize talent pipeline construction and improve performance incentive and R&D platform construction
 Risk of Intellectual property protection	The Company has many core technologies and patents. Insufficient intellectual property protection or rights protection may weaken technical barriers	Medium and Long Term	Medium	Increased risk of technology spillover and weakened competitive strengths	Strengthen patent layout and intellectual property management, and continuously promote technical accumulation

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

List of Opportunities and Impact Identification Related to R&D and Innovation

Opportunity Type	Opportunity Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
 Opportunities for Product Structure Upgrade	The electronic information industry develops towards high-end and precision, promoting the technological upgrading of electronic packaging materials and electronic-grade film products	Medium and Long Term	High	Increase the sales proportion of high value-added products and improve profitability	Rely on the collaborative layout of the Carrier Tape Business Group and the Optoelectronic Business Group, increase R&D investment in medium and high-end products, optimize product structure, and improve the coverage ratio of high-end products at customers
 Opportunities for New Material Extension	The development of downstream semiconductor packaging and new electronic devices drives the growth of demand for new materials	Medium and Long Term	Medium-high	Open up new business growth space, expand new business areas, and enhance income diversification	Build analysis and testing laboratories and R&D platforms around new materials, and strengthen technical reserves and industrial chain extension capabilities
 Opportunities for Automation and Intelligent Upgrading	The application of automation and intelligent technologies helps to improve R&D efficiency and manufacturing precision	Medium term	Medium	Improve production efficiency and product consistency, and reduce unit manufacturing cost	Continuously introduce high-end R&D and testing equipment, and promote the automation and intelligent upgrading of R&D and production links





## Impact, Risk and Opportunity Management

To strengthen the effective management of impacts, risks and opportunities related to innovative R&D, the Company has formulated the *Internal Control Norms for R&D Business*, which clarifies management and risk control measures at each stage of R&D, effectively organizes and controls R&D activities to ensure R&D effectiveness. Meanwhile, the Company prevents R&D risks, seizes industry development opportunities, enhances core competitiveness and achieves sustainability through measures such as strengthening R&D and innovation incentives, enhancing intellectual property management and promoting green design.

### | R&D and Innovation Incentives

The Company has formulated and implemented the *Measures for Reward of R&D and Innovation Projects*, rewards R&D projects with technological breakthroughs, achievement transformation value or industrialization prospects through an institutionalized incentive mechanism, strengthens the achievement and contribution-oriented evaluation system, and stimulates the innovation motivation and sense of responsibility of scientific researchers. In terms of talent development, the Company focuses on the systematic training and capability improvement of internal R&D personnel, and actively introduces external high-end talents with industry experience and professional background, continuously optimizes the structure of the R&D team, and consolidates and enhances the Company's technical strengths and innovation capabilities.

#### Measures for Reward of R&D Projects

- 
  - **One-time bonus:** Bonus
  - **Benefit Commission:** After the project is put into mass production, commission is calculated based on the sales revenue and gross profit margin
- 
  - For projects with significant impact, core members can obtain equity incentives, which shall be implemented in accordance with the Company's equity incentive plan
- 
  - **Rewards for patents:** Different bonuses are given according to patent types
  - **Patent Implementation Reward:** 10% of the partial usage fee obtained from patent implementation is awarded to the main inventor
- 
  - For standards where the Company is the first drafting unit, the reward for national standards is RMB 50,000 per item, for industry standards RMB 30,000 per item, and for local standards and group standards RMB 10,000 per item

### | Promote Green Design

The Company has formulated and implemented the *Design and Development Control Procedures*, embedding the concept of green design into the whole process of product R&D. At the project initiation stage, systematically identify and assess relevant environmental laws, regulations and customer compliance requirements, clarify environmental indicator requirements such as energy saving, low consumption, harmless or low harm, and conduct technical demonstration combined with downstream customers' standards for hazardous substance control. The R&D Center reviews the green design requirements in the evaluation link, and only enters the sample trial production stage after ensuring that the environmental and compliance conditions are met.

Meanwhile, in the process of product development, the Company continuously optimizes material selection, process design and performance indicators, promotes the R&D of new products and technologies with better environmental benefits, and strives to reduce the potential environmental impact of production and use links while ensuring product quality and functional performance.

#### Case | Innovation of Composite Current Collector Materials, Practicing the Concept of Green Design

The composite current collector products of Rouzhen Technology, a subsidiary of the Company, adopt a "metal-polymer-metal" sandwich structure design. Polymer base film replace about two-thirds of traditional metal materials, which significantly reduces metal consumption while meeting the performance requirements of battery current collector. This design reduces resource consumption and environmental load caused by metal mining, smelting and processing from the source. The production link focuses on dry processes such as physical vapor deposition (PVD) to improve the process cleanliness and material utilization efficiency. This product achieves collaborative optimization of material reduction and environmental impact reduction through structural innovation, reflecting the practical application of the green design concept in the field of battery materials.

#### Case | Optimize Mold Design to Achieve Source Reduction

In 2025, focusing on the targets of cost reduction, efficiency improvement and green R&D, the Precision Machining Center of the Company carried out special technical research in the roller machine mold design link, and considered material utilization efficiency at the product design stage by optimizing the mold structure scheme and improving processing precision. In the production of carrier tape products, the adoption of new molds saves about 14% of subsequent sheet raw materials. On the premise of ensuring stable product performance and quality, it effectively reduces raw material consumption, and implements the Company's green design concept of integrating resource utilization efficiency into product design and development links.

## Intellectual Property Management

The Company attaches great importance to intellectual property management, and has established an intellectual property management system in accordance with GB/T 29490-2023 *Enterprise Intellectual Property Compliance Management System - Requirements*, providing institutional guarantee for the transformation of technological innovation achievements and the improvement of core competitiveness. The Company has set up an Intellectual Property Department to coordinate internal management systems and external professional database resources, implement systematic management of patent application, maintenance, monitoring and risk prevention and control, and strengthen the security and compliance of intellectual property assets.

In 2025, the Company newly issued intellectual property management-related systems, including the *Intellectual Property Manual*, *Intellectual Property Compliance Obligation Control Procedures* and *Intellectual Property Management Measures*, further improving the level of intellectual property management. Meanwhile, the Company regularly carries out training on intellectual property and trade secret protection, enhances employees' awareness of intellectual property protection and compliance management capabilities, and consolidates the institutional foundation for innovative development. In recent years, the Company has continuously promoted the transformation and application of patented technological achievements, formed a core patent layout covering major product fields, and carried out patent layout in the United States, South Korea, Japan and other countries, further enhancing international market competitiveness and technical barrier strengths.



The Company has passed the intellectual property management system certification



The Company was awarded "National Intellectual Property Demonstration Enterprise"

### Case | Strengthen Intellectual Property Capacity Building and Enhance the Protection Awareness of All Staff

To improve the professional level of intellectual property management, in 2025, the Company organized relevant personnel to participate in special training such as patent application practice, patent analysis practice, internal auditor of intellectual property management system and trade secret protection, and systematically strengthened patent layout, risk identification and compliance management capabilities. Subsidiaries such as Zhejiang Electrical Materials, Jiangxi Electrical Materials and Guangdong Electrical Materials carried out special training on intellectual property protection, publicized and provided practical guidance on patent application procedures, technical achievement protection and trade secret management, enhancing employees' risk prevention awareness and compliance awareness.



Intellectual Property Training

## Industry Standards Formulation

The Company actively participates in the construction of the industry standard system, presides over the formulation of national light industry standards such as *Paperboard for Carrier Tape Packaging*, *Thin Packaging Paper*, *Top & Bottom Adhesive Tape for Electronic Component Packaging*, and the green product design standard *Technical Specification for Green Design Product Evaluation - Paper Carrier Tape for Chip-type electronic components*, playing a positive role in improving the standardization level and green development capacity of the industry.

Standards Presided Over by the Company

Standard type	Standard name	Participation type
Industrial standards	Paperboard for Carrier Tape Packaging	Preside Over
Industrial standards	Thin Packaging Paper	Preside Over
Industrial standards	Top & Bottom Adhesive Tape for Electronic Component Packaging	Preside Over
Group Standard	Pre-punched Paper Carrier Tape	Preside Over
Group Standard	Paper Carrier Tape for Chip-type electronic components	Preside Over
Group Standard	Plastic Film for Battery Composite Current Collector	Preside Over

## Indicators and Targets

The Company sets annual R&D targets and evaluates the achievement of R&D targets at the beginning of the next year. In 2025, the Company set planned targets around important innovative R&D indicators such as R&D investment, project management and intellectual property rights. The targets and their achievement are shown in the table below:

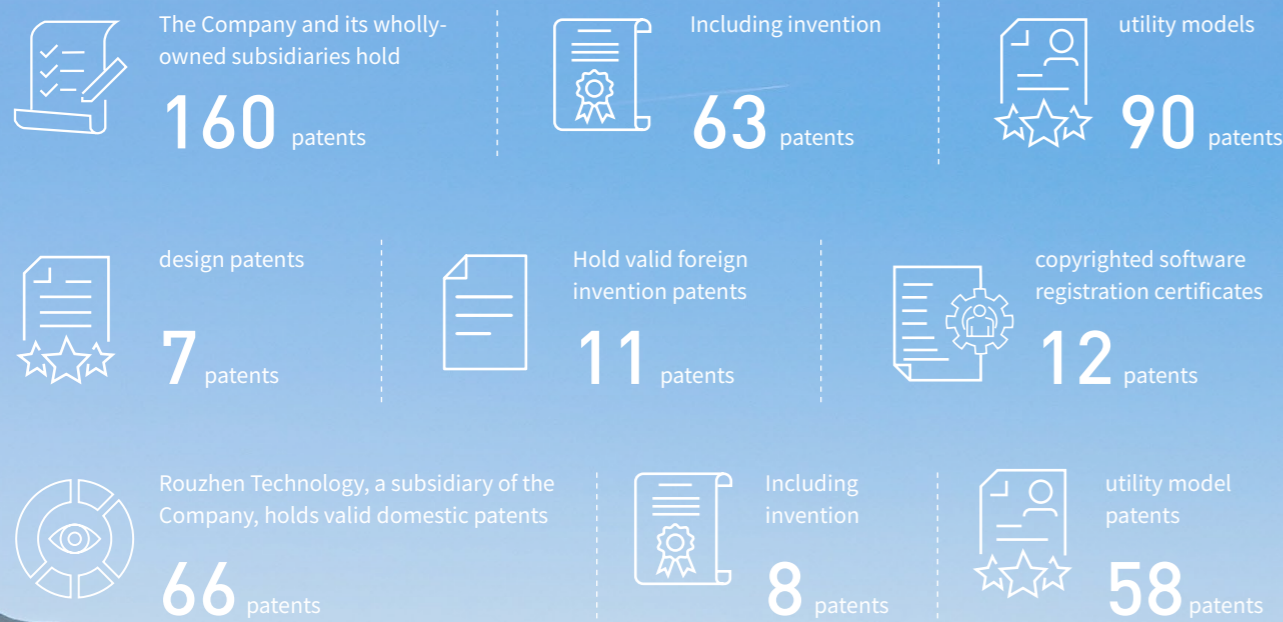
Targets by 2025	Achievements
R&D investment shall not be less than 3.5% of sales revenue	Achieved, with the actual investment ratio reaching <b>7.85%</b>
Patent applications $\geq$ 17	Achieved, with <b>23</b> new patent applications in the year



Within the reporting period, the Company's R&D indicators are shown in the following table:



As of the end of the reporting period, the Company's intellectual property management performance is as follows:



Notes: For comparable data related to innovation, please refer to the "Key Performance Table" in the appendix

## R&D and Innovation Achievements

During the reporting period, the Company continued to deepen its efforts in many fields and achieved a number of breakthroughs. The achievements of important R&D projects and the impact of R&D and innovation are shown in the table below:

R&D field	R&D achievements	Innovation impact
Electronic packaging materials	Completed the development of PC antistatic/ESD blended materials	Realized domestic substitution, reduced company costs and enhanced core competitiveness
Electronic-grade Film Materials	Adapted to dozens of product specifications according to downstream customer requirements	Realized domestic substitution, reduced costs and improved efficiency, and enhanced company competitiveness
PCB Carrier Copper Foil (Rouzhen Technology)	Low-roughness copper foils of different thicknesses have been provided to customers for verification	Enriched product categories, added application fields and enhanced company competitiveness

### Case | Breakthrough in core technologies of composite current collector, creating high-safety and high-energy battery solutions

Rouzhen Technology focuses on the R&D of polymer-based metal composite film materials, successfully developed new composite current collector, promoted the technological upgrading of traditional aluminum foil and copper foil current collector, achieved breakthroughs in multiple process routes such as single and multiple depositions, and can customize deposition thickness and product specifications according to different customer needs to meet the differentiated application needs of power batteries, consumer batteries and energy storage fields.

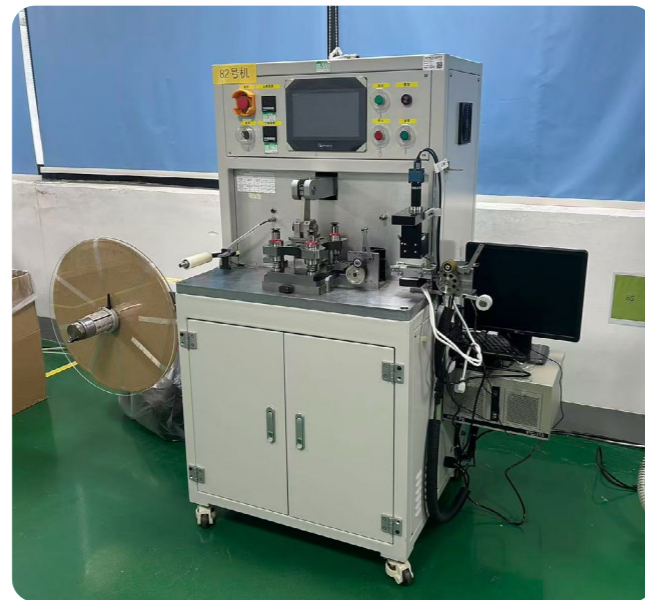
Compared with traditional current collector, composite current collector show better safety performance under mechanical abuse conditions such as internal short circuit caused by needle pricking and extrusion of batteries, reduce the risk of battery thermal runaway and internal short circuit, and improve energy use safety from the structural level; Meanwhile, by reducing the consumption of metals such as copper and aluminum and adopting low-density polymer substrates, the battery energy density is improved, helping to enhance the endurance of battery products and the competitiveness of terminal products. It has accumulated more than 60 authorized patents, successfully developed more than 10 products and achieved mass production after verification by downstream leading customers, reflecting the company's continuous innovation capability and industrialization strength in the field of new battery materials.

### Case | Develop domestic silicone release agent to reduce the risk of relying on a single imported raw material

In 2025, in view of the problems that MLCC release film production has long relied on imported silicone oil, high price and risk of supply interruption, the Company launched a R&D project of domestic silicone release agent, carried out formula reconstruction and multiple rounds of test verification on the basis of existing coating technology, and achieved excellent R&D results. Tests show that the physical properties of release film prepared by domestic silicone oil technology are basically equivalent to current imported silicone oil products, and all indicators meet standard requirements. This achievement has realized the technical substitution and process adaptation of the core raw material system, provided a new technical path for the performance stability and cost optimization of release film products, and reflects the Company's continuous innovation capability in the field of electronic-grade film materials.

**Case | Independently develop ultra-precision plastic tape punching machine to achieve domestic substitution**

In 2025, the Plastic Tape Business Department of the Company successfully developed plastic tape punching machine equipment, breaking through the technical bottleneck of ultra-precision embossed plastic carrier tape production. This type of carrier tape is mainly used in the fields of bare chip packaging and precision semiconductor components. The project achieved stable mass production at the end of March 2025, realized the independent control of ultra-precision embossed plastic carrier tape equipment, consolidated the technical foundation for the Company in the field of high-end semiconductor supporting materials, and enhanced the supply security and market competitiveness of the industrial chain.



Plastic Tape Punching Machine

**Case | Realize domestic substitution of punched electronic-grade specialty base paper and improve industrial chain layout**

In 2025, focusing on the industry pain point that the core material of punched base paper has long relied on imports, the Base Paper Business Department of the Company continued to promote independent R&D and breakthroughs, successfully realized the domestic substitution of punched electronic-grade specialty base paper, filled the domestic technical gap in related fields, and broke the monopoly pattern of foreign enterprises on this type of electronic-grade specialty base paper. As the core basic material for Press-punched Paper Carrier Tape production, the domestic substitution of punched electronic-grade specialty base paper effectively reduces the risk of import dependence and raw material costs, improves the last mile of the Press-punched Paper Carrier Tape industrial chain, and enhances the Company's independent control capability and market competitiveness in the field of special electronic materials.

**Case | Promote the upgrading of automated and high-precision equipment to improve manufacturing efficiency**

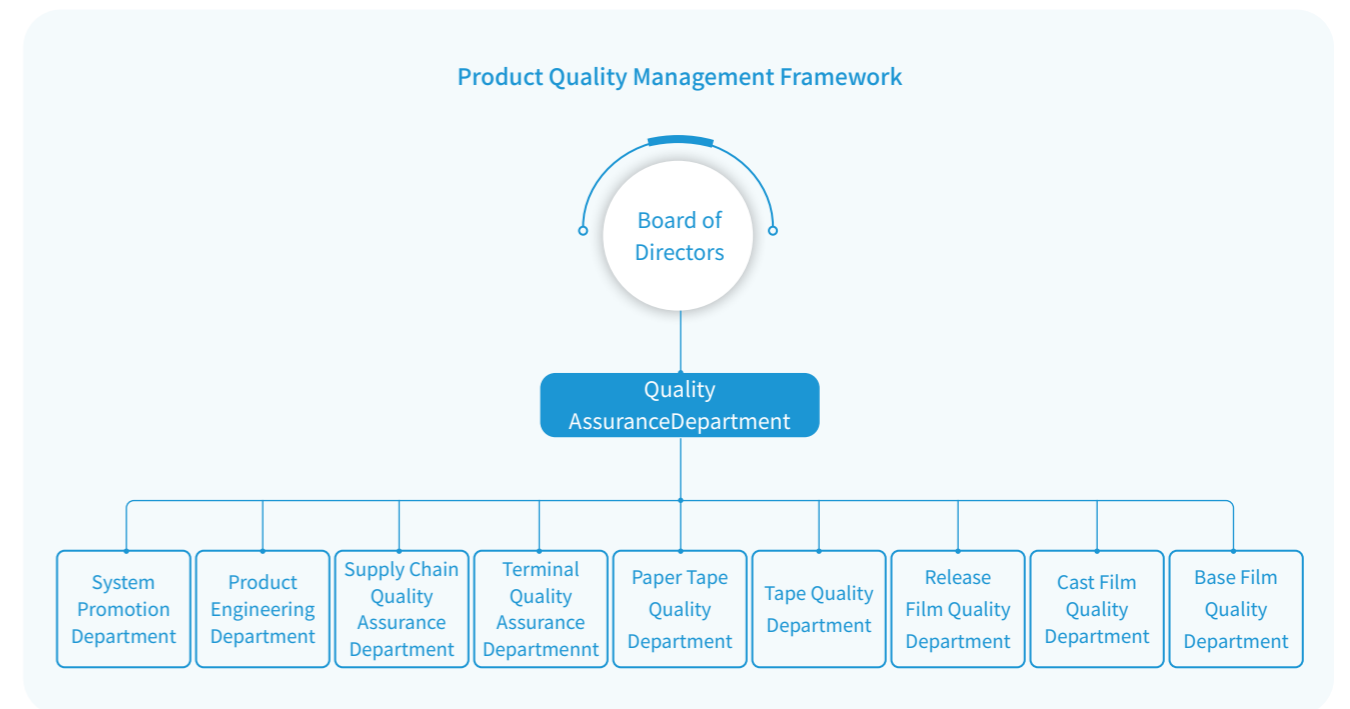
In 2025, the Paper Tape Business Department of the Company continuously promoted equipment upgrading and process innovation focusing on intelligent manufacturing and high-end application requirements. Firstly, a new generation of automated slitting production line was successfully developed, realizing the transformation from manual operation to intelligent production, reducing labor cost by 66.7% while balancing the efficiency improvement and quality stability. Secondly, it broke through the technology of high-precision punching machine, developed intelligent punching machine with micron-level processing capacity to meet the stringent standards of the automotive field, support modular rapid model change and reduce energy consumption, and has realized small-batch production of special automotive models. Thirdly, it completed the technical verification of the second-generation arc nozzle cleaning, prolonging the service life and significantly reducing the cost of equipment consumables. A series of innovative achievements effectively promoted the coordinated improvement of manufacturing efficiency, quality stability and cost control.

## Product safety and quality

Jiemei Technology takes the quality policy of "Abiding by standards and regulations, adhering to technological innovation, continuous improvement, and customer satisfaction and reassurance" as its guiding principle. By building a complete quality management system, combined with scientific product life cycle quality management, advanced quality testing equipment and system support, it ensures the stability and continuous improvement of product quality, thereby meeting the diverse needs of customers and continuously occupying a leading position in the fierce market competition.

### Governance

The Company has established a sound product quality governance structure, building a quality management system with the Board of Directors as the highest responsible body and Quality Assurance as the overall coordinator for the supervision and management of overall product quality. In accordance with GB/T 19001-2016 and ISO 9001:2015 *Quality Management Systems - Requirements*, the Company has formulated and implemented the Management Manual, clarifying the quality policy, organizational structure, job responsibilities and work processes, and formulated institutional documents such as the *Incoming Inspection Management Measures* and *Outgoing Inspection Operating Specifications* to standardize the management of incoming inspection, process quality control, outgoing inspection and abnormal handling processes, ensuring that all production links are implemented in strict accordance with established standards.







**Quality Certification**

During the reporting period, the Company and its holding subsidiary Rouzhen Technology have passed the **ISO 9001** and **IATF 16949 quality system certifications**.

## Strategy




Combined with the industry positioning and business model, the Company systematically identifies risks and opportunities related to product safety and quality, and comprehensively assesses their occurrence cycles, possibilities and potential operational impacts, so as to improve the ability to respond to uncertainties related to product quality, ensure product stability and customer trust, and support the long-term steady development of the Company.

List of Risks and Impact Identification Related to Product Safety and Quality

Risk Type	Risk Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
 Quality stability risk	With the upgrading of products to high-end and precision, insufficient batch stability or consistency control may affect the customer's production efficiency	Medium and Long Term	Medium	Increased risks of rework, compensation or order loss, affecting gross profit margin	Strengthen the quality control system throughout the entire process; Improve product quality testing capabilities; Continuously optimize process parameters
 Risk of Quality Control in Scale Expansion	In the process of capacity expansion and new base commissioning, insufficient coordination of the quality management system may affect product consistency	Medium term	Medium	Initial yield fluctuation may increase costs and affect delivery stability	Promote standardized management and lean production system; Unify the quality management standards
 Hazardous Substances and Compliance Risks	The downstream semiconductor and electronics industries have strict environmental requirements such as RoHS and REACH. Insufficient material compliance management may affect market onboarding	Medium and Long Term	Low to Medium	May lead to product returns or customer certification failure	Strengthen raw material compliance review; Improve testing and traceability mechanisms
 Customer Complaint and Brand Reputation Risks	Quality abnormalities or batch problems may affect brand image and long-term cooperative relationships	Short to Medium Term	Low to Medium	Affect customer trust and the stability of subsequent orders	Establish a rapid response mechanism; Implement 8D analysis and continuous improvement

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

List of Opportunities and Impacts Identification Related to Product Safety and Quality

Opportunity Type	Opportunity Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
 Market demand opportunities	The downstream semiconductor packaging and high-end electronic components have increasingly higher requirements for material consistency and reliability. High-quality products help achieve domestic substitution and breakthroughs in the high-end market	Medium and Long Term	High	Increase the sales proportion of high-quality products and enhance profitability and market share	Continuously strengthen product quality control capabilities and customer certification support system
 Opportunities for Customer Certification Barriers	A strict quality certification system forms a high entry barrier. Once certified, a relatively stable supply relationship can be formed	Medium and Long Term	Medium-high	Improve order stability and customer stickiness, and enhance income sustainability	Deepen joint development and certification cooperation with core customers
 Opportunities for High-Reliability Application Expansion	Fields such as new energy and industrial control have higher requirements for material reliability. High-quality products help enter high value-added application scenarios	Medium and Long Term	Medium	Expand the market and increase new profit growth space	Strengthen the construction of reliability testing and quality verification capabilities

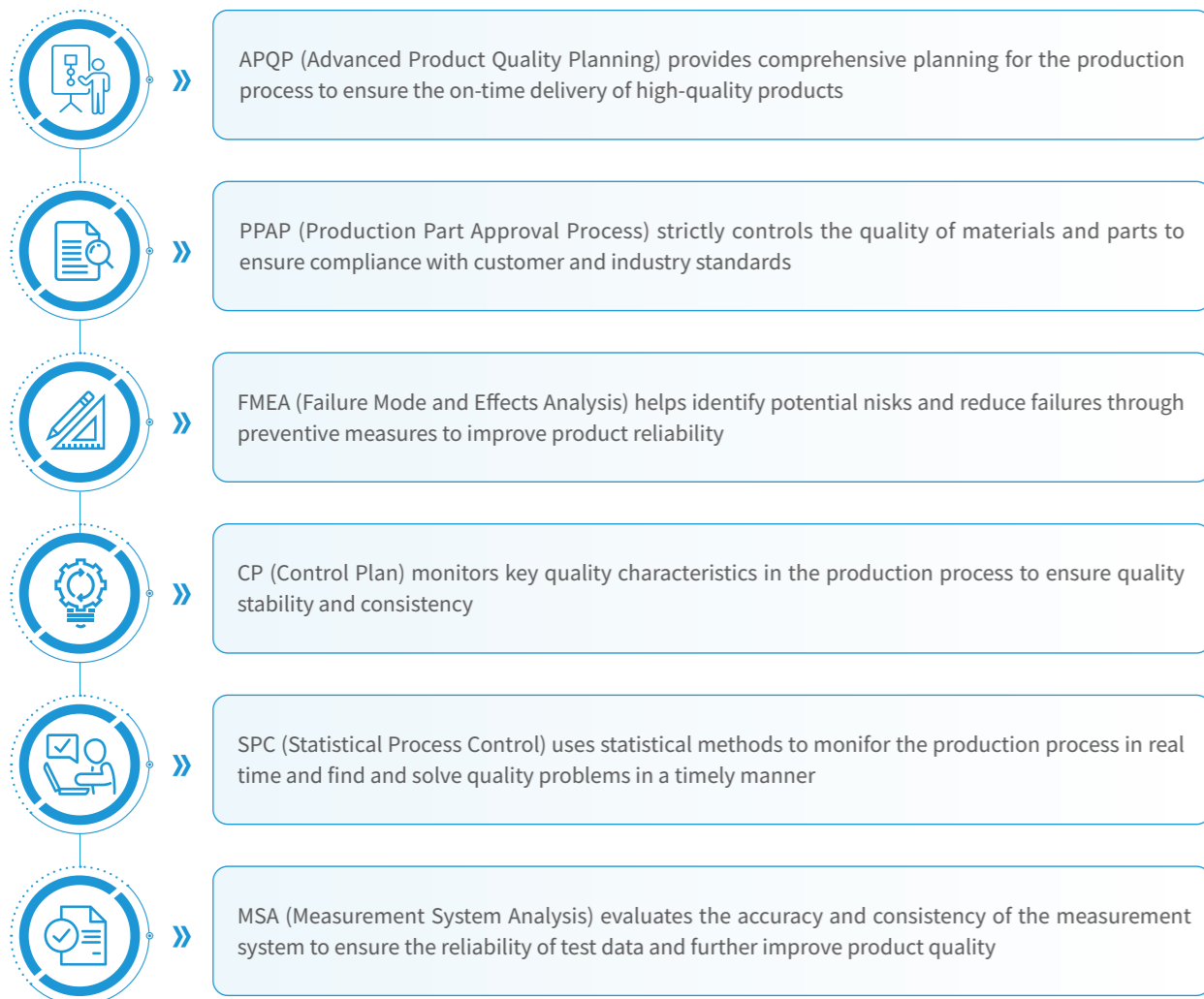
# Impact, Risk and Opportunity Management

The Company has built a systematic quality risk identification and monitoring mechanism, integrating factors affecting product quality into all links of design and development, production control and delivery management, realizing advance risk identification and whole-process control. Based on the requirements of the quality management system, the Company has established a quality testing and management mechanism covering risk analysis, process control, anomaly prevention and continuous improvement, and improves the quality management level through continuous quality improvement measures and organizing employee quality training, effectively monitoring and managing potential risks and opportunities of product quality.

## Lean Quality Management

Focusing on product life cycle management, the Company continuously promotes quality improvement measures, and continuously improves the stability and consistency of product performance by strengthening technological R&D capabilities and optimizing production and operation processes. The Company adopts the six core quality management tools of IATF 16949, covering all aspects from risk management and process control to performance improvement. The six tools cooperate with each other to form a comprehensive quality assurance system, ensuring that every link of the product from design to production meets strict standards.

### Six Quality Management Tools



### Quality Management Process



### Case | Improve product quality testing capabilities and introduce 3D white light interferometer

In 2025, to meet the higher requirements for the surface flatness of release film base film brought by the miniaturization and high-capacity development of high-end MLCC products, the Base Film Business Department, together with the Technology Department and R&D Department, officially introduced a 3D roughness white light interferometer. The new equipment can realize sub-nanometer precision measurement and support the analysis of waviness, defects and particle distribution. This technology converts microscopic surface features into quantifiable and traceable data, providing a reliable basis for process optimization and quality risk prevention, and forming a closed-loop management mechanism of "Measurement - Analysis - Improvement - Control". The Company has made improvement in high-precision testing capabilities, which has further enhanced its technical competitiveness in high-end release film base film, and laid a solid data foundation for benchmarking international advanced standards and serving the needs of high-end customers.



3D Roughness White Light Interferometer

### Case | Lean Management Controls Quality, Digital Dashboard Improves Process Stability

In response to problems such as traditional quality data relying on manual statistics, delayed anomaly identification and insufficient trend analysis, the Plastic Tape Business Department introduced the "Testing Data Trend Dashboard" system in August 2025. The system displays the historical maximum, minimum and mean change trends of key inspection indicators in real time through an electronic dashboard, realizing data visualization and dynamic monitoring, and improving the transparency of the production process. Relying on continuous trend analysis, abnormal fluctuations can be identified in advance and intervened in time, effectively promoting the transformation of quality management from "post-correction" to "pre-prevention and in-process control". After the implementation of the project, the stability of the production process has been significantly improved; quality risks have been reduced; cost control and customer satisfaction have been improved, and the enterprise's competitiveness in the high-end market has been enhanced.



Testing Data Trend Dashboard System

**Case | Build a "Class 100,000" Cleanroom Inspection Area to Consolidate Product Quality Assurance Capabilities**

In November 2025, to meet customers' requirements for the continuous improvement of the cleanliness of IC Tray products, the IC Tray Business Department of the Company built and put into use a "Class 100,000" Cleanroom Inspection Area, systematically improving the inspection environment level and process control capabilities. The clean room has a daily inspection capacity of 51,000 pieces and is expected to have an annual inspection volume of 1.4 million pieces. In the future, automatic testing and automatic packaging equipment will be gradually introduced to further improve the efficiency and capacity stability, effectively enhancing the Company's core competitiveness in the field of semiconductor packaging materials.



Class 100,000 cleanroom inspection area

**Promotion of Quality Culture**

The Company continuously strengthens the cultivation of quality awareness among all employees, integrates quality management capacity building into the annual training system, and promotes the quality management concept throughout the whole process of R&D, production and service through hierarchical and post-specific special training and skill certification. Focusing on key contents such as the use and maintenance of measuring equipment, optimization of quality control processes, analysis of abnormal cases and promotion of quality documents, the Company systematically carries out special training to improve employees' ability to identify and control key quality control nodes and strengthen advance management of quality risks.

**Case | Carry out the special training of "One Lesson per Person in the Quality Assurance Department" to improve quality management capabilities**

In 2025, to solve the problem of uneven quality concepts and application levels of quality tools among employees, the Quality Assurance Department launched the internal training project of "One Lesson per Person", promoting lecturers to teach in turn and deeply integrating quality concepts with practical work. A total of 13 internal lecturers were organized to teach throughout the year, with a cumulative training duration of 18.5 hours and 521 trainees covered. The training explains application methods combined with real cases, promoting employees to master tool principles and application scenarios in practice. Through unified methodologies and standard templates, the ability to analyze and solve quality problems is improved; the team's quality awareness and continuous improvement atmosphere are strengthened, providing strong support for product quality stability and management standardization.

**Case | Build an Auditor Talent Pipeline to Improve Quality Management Level**

In July 2025, the Company organized a special training for the auditor talent pipeline, inviting external professional training institutions to implement a 2-day, 13-hour systematic training, covering departments such as quality, production, equipment, technology, supplier management, procurement and terminal quality assurance, with a total of 80 participants. The training integrates VDA6.3 process audit, VDA6.5 product audit and IATF 16949 system audit. Through simulated practice and on-site guidance, it strengthens trainees' audit cognition of the "trinity" of system, process and product, and promotes the transformation of energy quality management awareness from "problem response" to "risk prevention".



Training for Building an Auditor Talent Pipeline

**Indicators and Targets**

In terms of metrics and targets management, the Company has established an indicator management mechanism for product quality monitoring and continuous improvement focusing on improving quality indicators. The Company clarifies the annual product quality management metrics and targets at the beginning of each year, regularly monitors and evaluates the achievement of the targets, and takes relevant data as an important basis for evaluating the effectiveness of quality management and optimizing production and quality control processes, continuously improving the level of product quality control.

**Quality Management Metrics and Targets**

Indicator Targets	Achievements
Product quality monitoring pass rate higher than 98.14%	Achieved, actual 98.58%

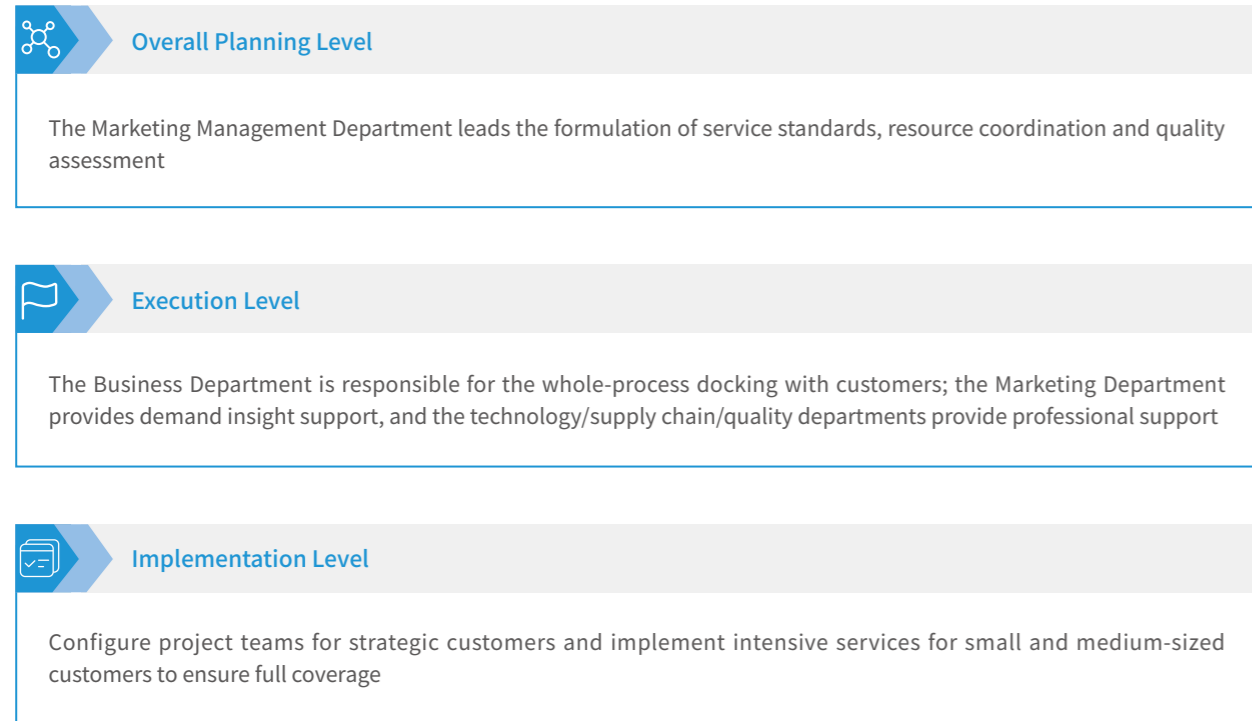
During the reporting period, the Company's product quality management performance is shown in the table below:



# Customer Service

Jiemei Technology takes the core of "Creating Value for Customers", practices the three customer service principles of "One-stop Full Matching, Efficient Response and Value Co-creation" as its guiding principle, and is committed to helping customers optimize the supply chain through joint R&D and demand coordination to achieve long-term win-win results for both parties. Relying on the functions of the Marketing Management Center (Marketing Department, Business Department, Marketing Management Department), the Company adopts a three-level linkage model of "Overall Planning - Execution - Implementation" to build a customer service system that is deeply integrated with the corporate culture.

## Customer Service Management Architecture

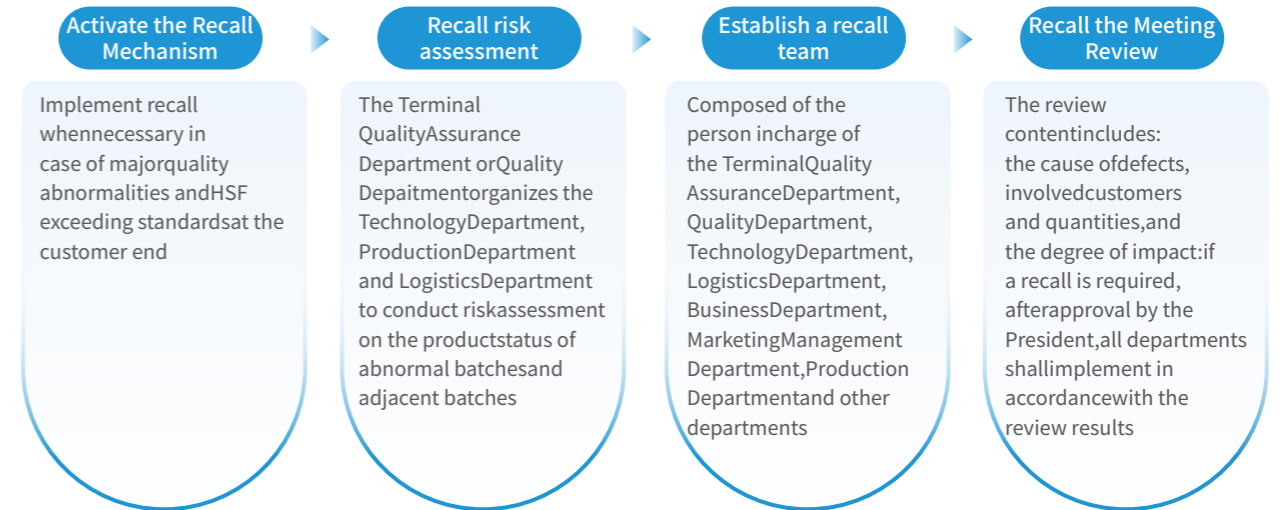


# Complaint and Recall Mechanism

The Company attaches great importance to product after-sales service and customer complaint management, has established a standardized complaint acceptance and handling process, and coordinates the receipt, classification and evaluation, cause analysis and rectification and implementation of complaint information to ensure that customer feedback can be responded to and resolved in a timely and effective manner. The Company conducts whole-process tracking and management of complaint matters by clarifying the division of responsibilities and handling time limits, and incorporates the handling results into the internal quality improvement system, promoting the closed-loop operation of problem rectification and management optimization.

For major quality problems that may affect customer production safety, product performance or market reputation, the Company strictly implements recall management systems such as the *Identification and Traceability Control Procedures* and *Non-conforming Product Control Procedures*, conducts risk assessment, information notification, product traceability and disposal arrangements in accordance with established procedures, and takes timely remedial or recall measures to minimize potential impacts. By improving the linkage mechanism between complaints and recalls, the Company continuously improves risk prevention and emergency response capabilities, effectively protects the legitimate rights and interests of customers, and consolidates the foundation of brand reputation and market trust.

## Product Recall Mechanism



## Key Performance



During the reporting period, the Company received customer appeals/complaints

**148** times



Customer feedback response rate reached

**95%**



The company recalled products

**0** pieces



Proportion of product recall reached

**0%**

## Case | Introduce a customer complaint management system to build a closed-loop complaint handling mechanism

In 2025, to improve the efficiency and management standardization of customer complaint handling, the Quality Assurance Department, together with the Information Management Department, introduced a customer complaint management system, which improved the timely response rate of customer complaints through the mandatory follow-up and responsibility assignment mechanism of process nodes; At the same time, multi-department collaborative handling such as quality, technology and production is introduced to enhance the integrity and accuracy of problem investigation. The system realizes the integrated management of customer complaint information, internal reports and audit data, supports the rapid query and statistical analysis of historical data, effectively reduces the recurrence of similar problems, and forms a standardized and traceable closed-loop management mechanism for customer complaints.



Training for Building an Auditor Talent Pipeline

## Customer Satisfaction Survey

To fully grasp the realization degree of customer needs and expectations, the Company regularly conducts customer satisfaction surveys, follows the Customer Satisfaction Control Procedures, systematically collects and analyzes customers' evaluations and suggestions on product quality, technical support and service response, and forms a Corrective Action Form for Feedback Problems from Satisfaction Surveys for the improvement items identified in the survey, clarifying the responsible department, corrective measures and completion time limit to ensure closed-loop rectification and continuous tracking of problems and improve customer service level.

### Customer Satisfaction Survey Project



### Key Performance



During the reporting period, the Company issued customer satisfaction questionnaires

**75** copies



Questionnaire response rate of

**100%**



Customer satisfaction survey result is

**92/100** points

## Improve Product Availability

The Company has always taken improving product availability as the core strategy to support the positioning of "Global Integrated Supplier of Electronic Information Materials". Through multi-dimensional collaborative efforts such as global production layout, diversified product matrix, independent technological breakthroughs and precise service system, it continuously reduces customer acquisition costs, enriches supply options and strengthens application support.

### Measures to Improve Product Availability

**Global production layout to expand the capacity coverage radius**

- To match the diversified needs of the global market, the Company comprehensively promotes the optimization and expansion of production bases at home and abroad, builds a "domestic + overseas" dual-cycle capacity network, and effectively covers the needs of key market customers at home and abroad.
- Overseas, a new production base will be built in the Philippines, and the capacity of the existing factory in Malaysia will be expanded to further approach core customers in Southeast Asia and the world.
- Domestically, production and research headquarters bases will be established in Guangdong and Tianjin, and the relocation and upgrading of the Jiangxi factory will be completed to build intelligent production bases adapting to different regional markets.

**Diversified product matrix to broaden the application coverage**

- Relying on the three core technology systems of "Electronic Chemicals Technology Platform, Polymer Materials Technology Platform and Coating Technology Platform", the Company continuously expands the depth and breadth of products, forming a multi-field and full-scenario product supply capacity, and product availability covers multiple industries such as passive components, semiconductors and new energy.
- In the field of electronic packaging materials, products extend from paper carrier tapes and plastic carrier tape to high-end packaging products such as IC trays and wafer boxes, and application scenarios expand from passive components to core fields such as semiconductor components and semiconductor wafer materials.
- In the field of electronic-grade film materials, release film products realize the full industrial chain layout from back-end coating to upstream self-made base film, improving the supply chain closed loop.
- In the field of new energy, it expands from CPP film for aluminum-plastic film (basic functional film) to high-end core materials such as composite current collector film for next-generation batteries, successfully entering the high-growth track of new energy.

**Independent technological breakthroughs to realize domestic substitution**

- Focusing on the independent control of core technologies, aiming to break the foreign monopoly of core material technologies and realize domestic substitution, the Company continuously promotes the technological tackling of core products such as carrier tape and electronic-grade film materials, establishes a serialized product matrix with performance benchmarking against international advanced levels, successfully realizes the domestic substitution of many high-end products, and improves product market availability with cost-effective strengths.
- At the same time, a joint R&D mechanism is established with key downstream customers to build a fast-response customer feedback closed loop. Through joint participation in product design, joint performance testing, continuous iterative optimization and other methods, the adaptability of products to customer needs is improved, helping customers reduce application thresholds, solve customer pain points, and further strengthen product availability and customer stickiness.

## Responsible Marketing

The Company insists on carrying out marketing and business activities in accordance with laws and regulations, strictly abides by relevant laws, regulations and industry standards, formulates the *Internal Control Norms for Sales Business*, and takes integrity management and business ethics as important principles for market competition. In the process of marketing and customer service, employees are required to actively expand their business while carrying out publicity activities in accordance with laws and regulations, preventing false or exaggerated statements, avoiding disorderly low-price competition, and maintaining a fair and orderly market environment.

In accordance with the Company's relevant regulations such as the *Social Responsibility Management System*, *Jiemei Employee Code of Business Conduct* and *Anti-monopoly and Fair Competition System*, all employees must abide by the principles of voluntariness, fairness, equal value exchange and honesty and credit in business activities, abide by social ethics and business ethics, and shall not obtain benefits through exaggerated publicity, false advertisements, bribery or other illegal means, nor infringe on others' intellectual property rights or implement unfair competition acts.

# Sustainable Supply Chain

Against the background of continuous changes in the global industrial chain pattern, the security and sustainability of the supply chain have become an important foundation for the steady development of enterprises. Jiemei Technology incorporates supply chain management into key ESG management topics, continuously improves the supplier lifecycle management mechanism, strengthens risk identification and responsible procurement requirements, promotes the construction of a stable, reliable, green and compliant supply chain system, and consolidates support for the long-term development of the enterprise.

## Governance

The Company is committed to establishing a sound supply chain management system, formulating relevant documents such as *Supplier Management Procedures* and *Supplier Audit Management System*, and standardizing the management of the entire lifecycle of supplier onboarding, assessment and exit to ensure the safety and stability of the supply chain. The Company incorporates supply chain management into key ESG management topics, and clearly stipulates in the *Social Responsibility Management System* that the Board of Directors is the decision-making body, and the Supply Chain Management Center is responsible for the implementation of supplier-related systems. The Supply Chain Management Center has a Supply Chain Management Department, Procurement Department, etc., which are responsible for comprehensively supervising and managing the cooperative relationship with suppliers. All departments cooperate closely to jointly promote the effective implementation of supplier management.





In 2025, the Company revised the *Supplier Management Procedures*, adding a number of ESG requirements such as business ethics, intellectual property rights, conflict minerals, and biodiversity management, and actively promoted the sustainability of the entire supply chain.

## Strategy

The stable operation of the supply chain is of great significance to the Company's production continuity and customer delivery guarantee. Based on the business structure and procurement characteristics, the Company regularly evaluates the operation of the supply chain and potential risks and opportunities, continuously improves the management mechanism and risk plan, enhances the resilience and collaborative efficiency of the overall supply chain, and provides guarantee for the Company's sustainable and stable operation and long-term development.





List of Risks and Impact Identification Related to Supply Chain Security

Risk Type	Risk Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
 Supply Disruption Risk	Affected by force majeure factors such as international trade environment, geopolitics or natural disasters, the supply of key raw materials or equipment may be interrupted	Short to Medium Term	Medium	Production plan delay, increased emergency procurement costs, affecting delivery stability	Establish a "1+1" supplier database; Promote the development of alternative materials for key raw materials; Establish a safety stock mechanism
 The risk of fluctuations in raw material prices	The prices of wood pulp, chemical raw materials and base film materials are greatly affected by market supply and demand fluctuations	Medium term	Medium-high	Increased procurement costs, compressing product gross profit margin	Establish a raw material price trend analysis mechanism; Reasonably adjust inventory levels according to price cycles; Strengthen long-term cooperation agreements
 The risks of suppliers quality	Fluctuations in raw material quality may affect the stability of carrier tape and film products	Short to medium-term	Medium	Increased rework rate or customer complaint risk, affecting brand and cost	Implement quarterly supplier performance scoring; Carry out 8D problem analysis and continuous improvement; Establish an alternative supplier system
 Supplier business risk	Abnormal operation of individual suppliers or major negative social responsibility events may affect the stable supply of raw materials	Medium term	Low to Medium	Increased procurement conversion costs, phased supply instability	Establish an audit mechanism for the qualified supplier list; Continuously monitor the operating status of suppliers; Strengthen the construction of sustainable supply chain

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

List of Opportunities and Impact Identification Related to Supply Chain Security

Opportunity Type	Opportunity Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
 Opportunities for supply structure optimization	Promoting supplier diversification and localized layout helps to improve supply stability	Medium and Long Term	Medium-high	Reduce supply fluctuation risk and improve bargaining power	Establish a multi-regional supply network; Strengthen long-term cooperation with core suppliers
 Strategic Synergy Opportunities	Forming long-term strategic cooperation with core suppliers helps to stabilize demand and supply plans	Medium and Long Term	Medium-high	Improve order stability and capacity utilization	Strengthen cooperation with strategic suppliers and carry out supplier training and capacity building

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

## Impact, Risk and Opportunity Management

To effectively manage the potential impacts and risks in the supply chain, the Company follows the *Supplier Management Procedures*, regularly conducts risk identification and assessment on qualified suppliers, and conducts comprehensive assessments on suppliers in multiple dimensions, including quality, delivery time, price and service, quantifies scores and clarifies weights, and finally obtains comprehensive evaluation results and controls high-risk suppliers. Meanwhile, the Company formulates emergency response plans in the *Emergency Plan Control Procedures* to ensure that the Company can quickly respond to supplier emergencies and ensure production safety.

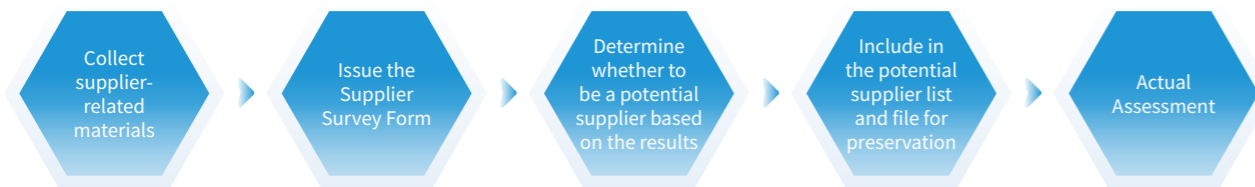
### Supplier Onboarding and Due Diligence

To ensure the compliance and stability of supply chain operation, the Company has established a systematic assessment and due diligence mechanism at the supplier onboarding stage to control the performance of partners in quality management, environmental protection and social responsibility from the source. Through the institutionalized onboarding process, the Company ensures that newly introduced suppliers meet the Company's and relevant regulatory requirements, laying a standardized foundation for subsequent cooperation.

In terms of onboarding management, the Company requires all new suppliers to sign the *Environmental Protection Agreement*, *Guarantee of Non-use of Environmentally Related Substances* and *Relevant Party Notification before cooperation*, clarifying their responsibilities and obligations in environmental compliance, hazardous substance control and information disclosure. In the review link, the Company organizes cross-departmental teams to conduct on-site audits and comprehensive assessments, focusing on the operation of the supplier's quality management system, the implementation of environmental management measures, and the performance of social responsibilities such as labor employment and occupational health and safety. The review results are an important basis for whether suppliers are included in the qualified supplier list.

Meanwhile, according to regulatory changes and industry development trends, the Company continuously optimizes onboarding standards, gradually incorporates sustainability development requirements such as carbon management, resource conservation, business ethics and supply chain transparency into the assessment system, and promotes collaboration between suppliers and the Company in responsible operation and long-term development.


Supplier Onboarding Flowchart



### Supplier Assessment and Exit Mechanism


To continuously improve the quality and compliance level of the supply chain, the Company has established a supplier performance assessment and dynamic exit mechanism in accordance with the *Supplier Management Control Procedures*, incorporating quality performance, delivery capacity and ESG-related factors into the comprehensive assessment scope to promote standardized operation and continuous improvement of suppliers. The Company formulates an *Annual Supplier Audit Plan* every year, conducts quarterly and semi-annual performance assessments on suppliers of important materials, and in principle conducts on-site audits at least once every two years; The audit frequency of suppliers of general materials and auxiliary materials is determined according to the risk level and procurement proportion. For high-risk suppliers with top annual abnormal data, major accidents or continuous performance decline, the Company will increase the audit frequency and strengthen tracking management.

### Supplier Assessment and Exit Mechanism




**Periodic assessment**

- The Supplier Management Department, Procurement Department and SQE conduct data collection and performance evaluation on suppliers in accordance with the established cycle, and the Supplier Management Department summarizes the assessment results.



**Coaching and Rectification**

- The Company will provide rectification coaching for suppliers whose assessment results are "Average" twice in a row or listed as "Observation".
- Suppliers with a single assessment score lower than 70 need to submit a written improvement plan. If suppliers of important materials, general materials or auxiliary materials are rated "Average" (70 ≤ X < 80) twice in a row, or have major quality accidents, customer complaints and other situations, the company will launch a special coaching mechanism, requiring them to complete rectification within the specified period and restore to the "Good" level.



**Withdrawal mechanism**

- If the supplier refuses to cooperate with the rectification, still fails to meet the supply requirements after rectification, or has major violations of laws and regulations, the Company will start the exit process. The process includes timely communication, negotiation of solutions, assessment of rectification capacity, and final decision on whether to terminate the contract. For suppliers who do not cooperate with the rectification or have major accidents, their qualified supplier qualification will be cancelled after review by relevant departments of the Company.

### Supplier Training and Capacity Building

The Company regards suppliers as long-term strategic partners, and is committed to helping them improve quality management level and social responsibility awareness through systematic training and on-site coaching, so as to achieve win-win development and sustainable cooperation. In 2025, the Company launched a special quality improvement plan for strategic cooperative suppliers, supporting suppliers to improve their own sustainability capacity and promoting the transmission of responsibility concepts upstream.

#### Key Performance



During the reporting period, the Company carried out special capacity-building training

for **7** suppliers.



**Case | Carry out quality improvement actions for strategic suppliers and build a win-win supply chain ecosystem**

Under the cooperative consensus of "equal emphasis on commercial value and social responsibility", the Company actively guides suppliers to explore green operation practices, promotes the recycling of delivery auxiliary materials, and reduces resource consumption and waste generation. Through systematic on-site coaching, process diagnosis and targeted training, assist key suppliers to improve the quality management system and process control capacity. In 2025, the Company's team went deep into the production site of a supplier and carried out special training on its production process control and key quality control points. After half a month of intensive coaching, the supplier's quality pass rate steadily increased to 100%, and the Company received high recognition and written thanks from the supplier.



Supplier presented a silk banner

**Conflict Minerals Management**

Conflict minerals management is one of the important contents of the Company's sustainability management. The Company always takes ethical procurement as its guiding principle and promises not to use mineral resources from conflict areas. In 2025, the Company formulated the *Responsible Minerals Commitment and Management System*, adopting the China Chamber of Commerce of Metals, Minerals and Chemicals Importers and Exporters (CCCMC) *Guidelines for Responsible Minerals Supply Chain Due Diligence Management* and the Organization for Economic Co-operation and Development (OECD) *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* on the management regulations of tungsten, tin, tantalum and gold in conflict areas. All relevant mineral resource suppliers have signed the *Statement of Compliance with Responsible Minerals Supply Chain Due Diligence Management* with the Company.



**Sustainable Procurement**

Adhering to the concept of green procurement, the Company incorporates environmental and social responsibility factors into the procurement decision-making process on the basis of ensuring quality and supply stability, and promotes the overall development of the supply chain towards a more compliant, green and sustainable direction. The Company clearly stipulates in the *Supplier Procurement Management Procedures* that it pays attention to the ESG performance of suppliers in the process of supplier selection and cooperation, and gives priority to suppliers certified by management systems such as QC 080000, ISO 9001, ISO 14001, ISO 45001 and partners certified by ABO to strengthen the foundation of quality, environmental and occupational health and safety management.

Meanwhile, the Company signs ESG-related commitment agreements with suppliers including the *Relevant Party Notification, Guarantee of Non-use of Environmentally Related Substances, and Integrity and Law-abiding Commitment*, covering sustainability requirements such as environmental management, health and safety, chemical safety, information security and human rights. The Company conducts on-site audits of sustainable procurement for suppliers. If the supplier's ESG audit performance is unqualified, the Company puts forward rectification requirements for the unqualified points and follows up improvement measures. If the performance remains unqualified, the supplier will be removed from the supply chain to ensure that suppliers can gradually meet the Company's green procurement standards.

**Sustainable Procurement Requirements**

- Environmental Compliance Management**  
Require suppliers to establish and implement an environmental management system, clarify environmental policies and division of responsibilities, and regularly conduct internal audits and management reviews to ensure continuous improvement of environmental management.
- Waste and Chemical Management**  
Require suppliers to standardize waste classification and disposal, and dispose of hazardous wastes in accordance with laws and regulations; Strengthen the classified storage of chemicals, MSDS management and on-site safety control to prevent environmental and safety risks.
- Human rights and occupational health**  
Require suppliers to abide by labor laws and regulations, and protect employees' legitimate employment and reasonable working hours; Regularly conduct occupational health tests and implement protective measures; Put an end to child labor and illegal employment of minors.
- Energy and emissions management**  
Encourage suppliers to implement energy-saving measures, improve energy efficiency, reduce greenhouse gas(GHG) and other pollutant emissions, and promote green production.
- Intellectual property management**  
Suppliers need to cooperate with the Company in intellectual property investigations and sign intellectual property ownership statements and commitments.
- Biodiversity management**  
Advocate suppliers to follow the management principles of the Company's Biodiversity Protection System, ensure that the products provided and their processes respect biodiversity as much as possible, and the acquisition and production of raw materials avoid endangered species and biodiversity-sensitive areas.

## Transparent Procurement

To build an open, fair and just procurement environment, the Company continues to implement the "Sunshine Procurement" mechanism, making efforts from both internal team building and external supplier management, building an integrity line, ensuring that procurement operations run on a transparent, standardized and honest track, and safeguarding the legitimate rights and interests of the Company and suppliers.

### Strengthen Internal Integrity Education

Organize all employees of the Supplier Management Department and Procurement Department to go to the integrity culture education base for on-site warning education.



### Sign the Integrity and Law-abiding Commitment

In 2025, the Company signed the *Integrity and Law-abiding Commitment* with all cooperative suppliers, clearly stipulating clauses such as anti-commercial bribery, anti-illegal benefit transmission, and ensuring transparency in the bidding and transaction process, transforming integrity requirements into binding contractual responsibilities, and jointly building a clean and healthy supply chain cooperation ecosystem.



### Establish a long-term supervision mechanism

Gradually improve the transparency and feedback channels of the procurement process, encourage internal and external supervision, ensure that "Sunshine Procurement" is not only a commitment, but also runs through the entire process of inquiry, bidding, performance, etc., and continuously improve the trust and collaboration efficiency of the supply chain.



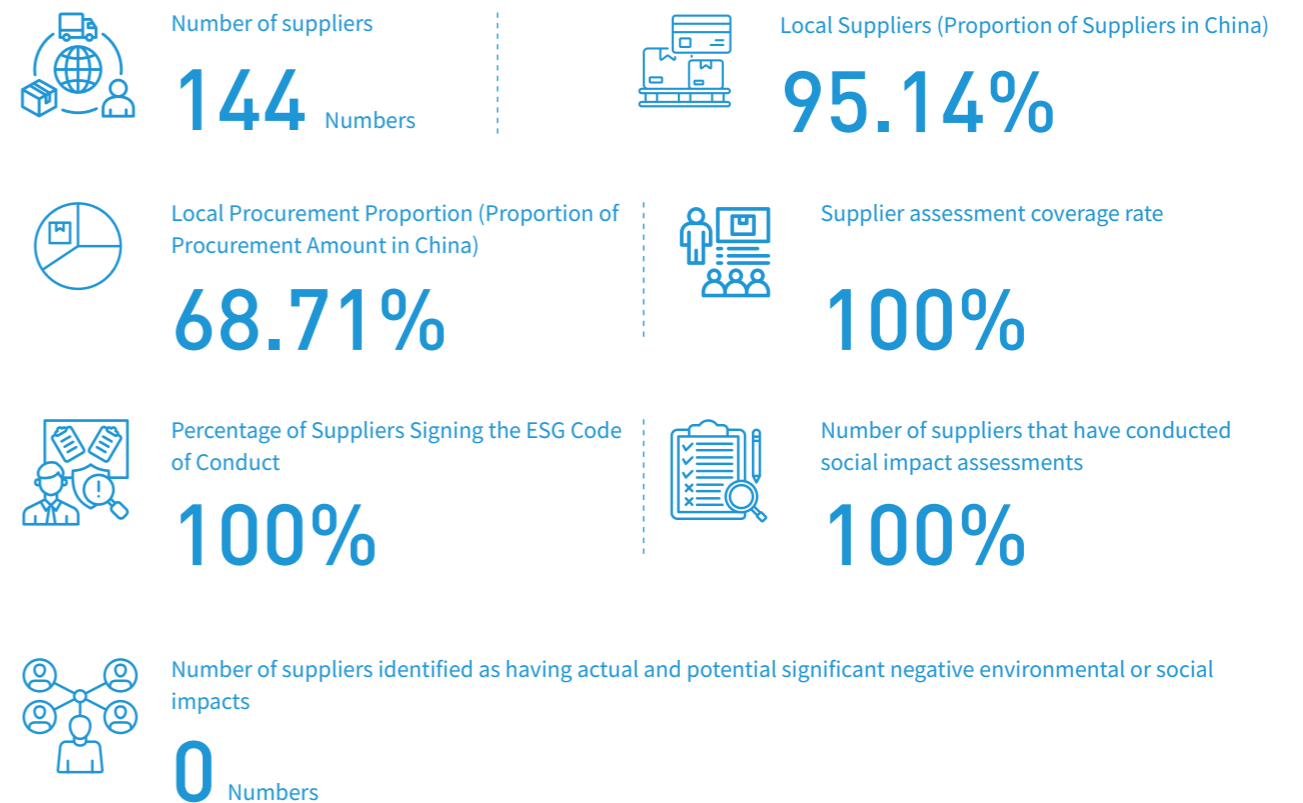
## Indicators and Targets

Taking ensuring supply chain security as the core target, the Company continuously improves the supply chain management system and regularly conducts supplier assessment and evaluation. At the beginning of each year, the Supplier Management Department formulates the *Annual Supplier Audit Plan*, clarifying the objectives of the supplier audit plan for the year and evaluating the audit results.

### Targets of the Supply Chain Management

Indicator Targets	Achievements in 2025
Qualified supplier assessment coverage rate is 100%	Achieved
The proportion of qualified suppliers signing the ESG Code of Conduct is 100%	Achieved

During the reporting period, the Company's key supply chain management indicators are shown in the table below:



Notes: For comparable data related to supply chain management, please refer to the "Key Performance Table" in the appendix

# Digitalization and Intelligent Transformation

While promoting digital and intelligent transformation, Jiemei Technology simultaneously strengthens data security and privacy protection as basic and bottom-line work. Focusing on business process optimization, system platform upgrading and organizational collaboration efficiency improvement, the Company systematically builds a data hierarchical classification management mechanism and information security protection system, includes customer information, commercial data and core technical materials in the key protection scope, and ensures the compliance and controllability of the entire process of data collection, storage, transmission and use through institutional norms, technical protection and authority management.

## Data Security and Privacy Protection

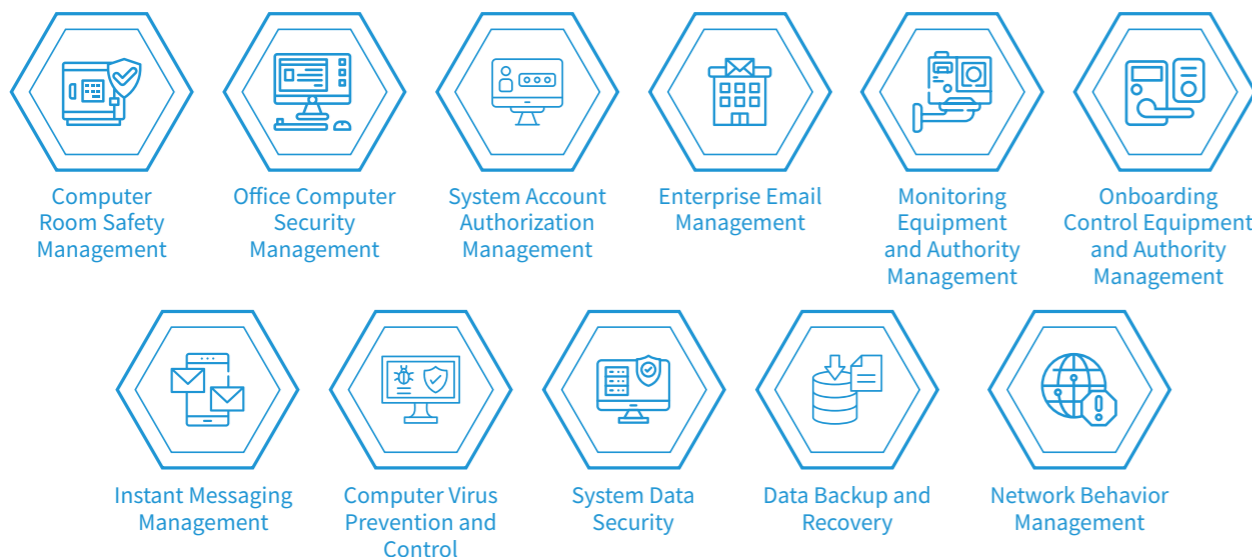
The Company strictly abides by laws and regulations such as the *Cybersecurity Law of the People's Republic of China* and the *Data Security Law of the People's Republic of China*, continuously improves the data security management system, and builds a safe and trustworthy digital environment for employees, customers and partners.

### Governance

The Company has established a clear hierarchical and responsibility-defined information security governance structure, covering all business groups, departments and subsidiaries of the Company, ensuring the consistent implementation of management requirements. As the core functional department, the Information Management Department is responsible for establishing the Company's information security management system and the certification of relevant management systems. Following the principle of "who is in charge is responsible, who operates is responsible, who uses is responsible, who onboards is responsible", the main responsibility for data security is implemented to specific business departments and positions. In addition, the Company has set up a Confidentiality Office, which is independently responsible for the investigation and accountability of security incidents involving data leakage, forming a governance closed loop that emphasizes both implementation and supervision.

The Company continuously improves the confidentiality mechanism, fully maintains the security and legitimate rights and interests of customer information, formulates the *Confidentiality Management Measures*, clarifies the responsibilities, scope and specific measures of customer information protection, standardizes the whole-process confidentiality management, strengthens the security of storage and transmission of confidential information, and strictly prevents the risk of information leakage. In 2025, the Company revised the *Enterprise Information Security Management System*, aiming to improve the compliance awareness and execution of all employees, effectively control risks such as data leakage, damage and unauthorized onboarding, and comprehensively consolidate the information security line.

Coverage of the information security management system






## Strategy

To strengthen the management of data security and privacy protection, the Company sorts out the risks and opportunities related to data security and privacy protection and analyzes their potential impact on the company's financial performance, providing a basis for formulating targeted response strategies.

List of Risks and Impact Identification Related to Information Security

Risk Type	Risk Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
Data security risk	Sensitive Data Leakage: Unauthorized and desensitized sensitive data leaves the Company's internal network environment.	Long term	Low	May lead to trade secret leakage, customer claims and reputation loss, increase operating costs and reduce operating revenue.	Implement the "no network exit" principle for sensitive data; Automatically and transparently encrypt data assets such as internal documents and drawings, and external distribution requires decryption approval.
	Data loss and damage: Data loss or damage caused by hardware damage, software failure, human misoperation or virus infection.	Long term	Medium	May affect the continuity of business operations, may lead to production interruption, customer delivery delay, increase operating costs and reduce operating revenue.	Automatically back up the databases of key systems such as ERP and BPM every day, and keep two copies locally and off-site; Regularly conduct data recovery verification.
Cyber-security Risk	External Attack and Intrusion: The system is subjected to network attacks, resulting in service interruption, data theft or encryption ransom.	Long term	Medium	May lead to business stagnation, ransom costs and high system recovery costs.	Deploy systems such as situation awareness, EDR and firewalls for monitoring and protection; Uniformly install enterprise-level anti-virus software; Regularly conduct vulnerability scanning.
Personnel Operation Risk	Internal personnel violation or misoperation: Employees violate safety regulations, such as too simple passwords, private network onboarding, and accidental data deletion.	Long term	Low	May directly lead to security incidents and generate internal investigation and correction costs.	Mandatory setting of complex passwords for office computers and regular replacement; New employees must receive safety training; Regularly organize safety training for all staff; Clarify safety responsibilities and hold accountable for violations.

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

Opportunity Type	Opportunity Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
 Opportunities for enhancing customer trust	Customers in the semiconductor and electronics industries have strict requirements for the confidentiality of commercial data, technical materials and order information. Improving the data security system helps to enhance customer trust	Medium and Long Term	High	Improve customer stickiness and long-term cooperation stability	Establish an information security management system and strengthen the hierarchical management of core data
 Opportunities for International Market Compliance	Overseas customers have increasingly higher requirements for data protection and information security. Improving the compliance system helps to improve international cooperation capabilities	Medium and Long Term	Medium	Enhance the competitiveness of overseas orders	Strengthen data compliance management and cross-border data management mechanisms
 Opportunities for Digital Collaboration Efficiency	Promoting the digitalization of production and internal operations helps to improve data transparency and decision-making efficiency	Medium term	Medium-high	Improve operational efficiency and reduce management costs	Promote the digital upgrading of operating systems and business processes, and build intelligent factories

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

## Impact, Risk and Opportunity Management

The Company has established and continuously improved information security management processes to identify, assess and manage relevant risks and opportunities.

### Information security management measures

#### Authority and Access Control

- The Company has established an account authority management system based on "clear authority, separation of duties and minimum privilege". The allocation of all system authorities requires a strict prior approval process.
- Implement list-based dynamic management for personnel who contact sensitive data, and timely recover the system permissions of resigned and transferred personnel. All office computers must be set with and regularly replace high-strength passwords (no less than 8 digits, including at least 3 types of characters), and enable password-protected screen savers.

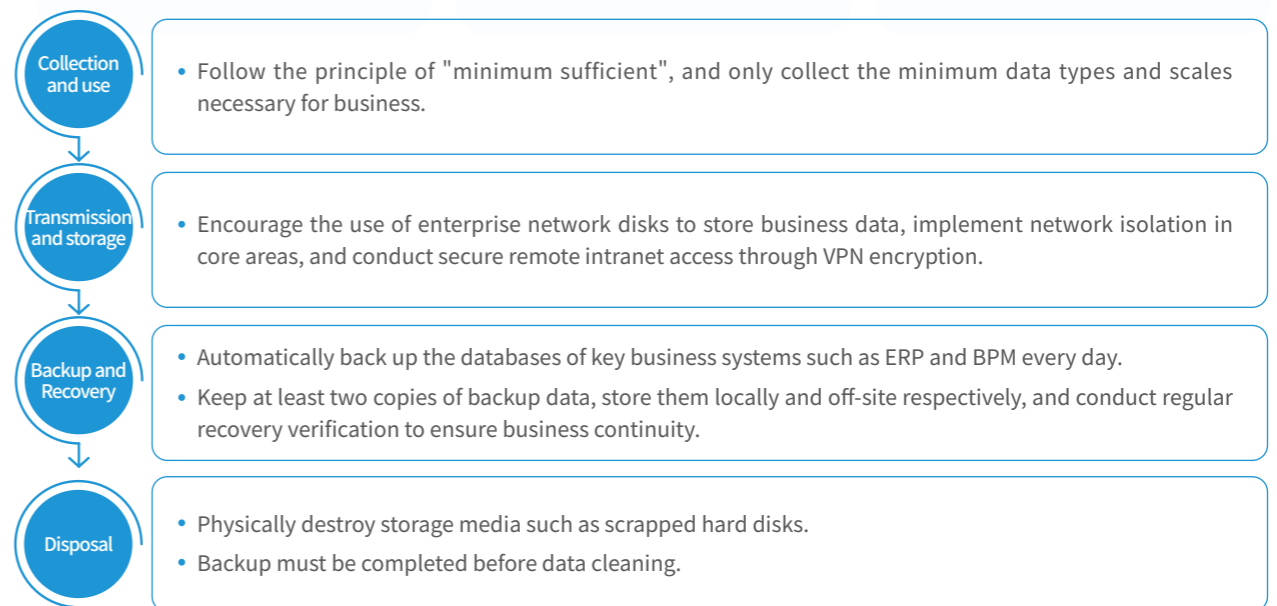
#### Third-party risk management

- Before cooperating with third parties, the Company must sign a confidentiality agreement including data security requirements, clarifying their data contact scope and security responsibilities.
- On-site work of third-party personnel must be accompanied by a special person, and remote access requires prior approval and full screen recording monitoring. The account permissions assigned to them strictly follow the "minimum" principle, and strengthen control in key links such as interface debugging, data desensitization and destruction.

#### Safety technology protection

- The Company has deployed security systems such as situation awareness, endpoint detection and response (EDR), and firewalls, and continuously conducts internal traffic monitoring and vulnerability scanning.
- Automatically and transparently encrypt data assets such as internal documents and drawings through a file encryption system, and external transmission requires a decryption approval process.
- All office computers are uniformly installed with enterprise-level anti-virus software.
- Access operations to core servers and databases must be carried out through a bastion host, and complete operation logs are recorded for audit.

### Company data lifecycle management process



The Company has formulated emergency response plans covering scenarios such as data leakage and ransomware attacks. Once a security incident occurs, the plan will be activated immediately; measures such as stopping account permissions and sealing logs will be taken, and the Confidentiality Office will be reported for accountability. The Company incorporates information security training into normalized management. The Information Management Department takes the lead in formulating an annual security training plan and regularly conducts safety awareness education for all employees.

## Indicators and Targets

### Information Security Management Targets

Management targets	Achievements
Regularly review system accounts, disable accounts that have not been used for more than 60 days, and recover accounts that have not been used for more than 90 days.	Achieved
Employee information security training coverage rate reaches 100%	Achieved

### Key Performance



During the reporting period, the Company had data security incidents

0 times



Number of customer privacy leaks

0 times

## Digital Transformation

While ensuring data security, the Company continues to deepen the integration of intelligent technology and digital means, continuously explore innovative paths in production, management, decision-making and other links, and comprehensively promote management digitalization and production intelligence. Relying on big data analysis and artificial intelligence algorithms, it accurately measures market demand, optimizes inventory structure, reduces resource loss, and improves supply chain collaboration efficiency. In 2025, the Company actively promoted the construction of intelligent factories, taking "digitalization, automation and intelligence" as the core strategy. Through big data analysis and mining, it drove the continuous optimization of quality, cost and efficiency, and realized the high automation and intelligence of production processes. This not only greatly improved production efficiency and product quality, but also laid a solid foundation for quickly responding to customer needs and supporting the high-quality development of the enterprise.

### Case | Introduce digital SPC system to strengthen production process management

The Company successfully implemented the digital transformation project of SPC (Statistical Process Control) software in 2025. Through the introduction of the digital SPC system, the project realized real-time monitoring of the production process and automatic data collection. This promoted the fundamental transformation of quality management from "post-inspection" to "pre-prevention", enabling operators to make scientific judgments based on control charts and intervene in a timely manner when abnormalities occur, thereby effectively reducing waste, stabilizing process capability (Cp/Cpk), and laying a solid foundation for breaking information islands, building full-process visualization and moving towards intelligent manufacturing.



SPC software interface

### Case | Digital capacity building of product testing to help control product quality

In 2025, the Company introduced the "Testing Data Trend Dashboard" system. Through real-time visual display of the maximum, minimum and average values of historical inspection data, it promoted the transparency of production processes and data-driven decision-making, realized "pre-prevention" and "in-process control" of quality problems, built a cross-departmental collaborative data improvement mechanism, improved problem-solving efficiency, and finally achieved the comprehensive benefits of reducing waste, reducing costs and enhancing customer satisfaction.



Testing Data Trend Dashboard

# 02

## Environmental Operations

Jiemei Technology deeply integrates environmental management into daily operations, and has established a complete environmental management system covering governance, strategy, risk management and performance indicators. Through institutionalized compliance management, technical pollution prevention and innovative resource recycling projects, The Company systematically promotes environmental performance improvement in multiple dimensions such as response to climate change, pollutant prevention and control, water resource management and ecological protection.

### Our actions

- Response to Climate Change
- Environmental Management
- Energy Management
- Water Resource Management
- Pollution Control and Emission Reduction
- Ecosystem and Biodiversity Conservation

### SDGs alignment



# Response to Climate Change

Addressing climate change has become a broad consensus of the global society, and is also an important direction for promoting the green and low-carbon transformation of economic and social development and achieving sustainability. Jiemei Technology integrates the green and low-carbon concept into operational decisions and production processes, and continuously improves the management of climate-related risks and opportunities; By improving energy and resource utilization efficiency, investing in energy-saving technological transformation and circular economy projects, reduce carbon emissions and resource consumption in the operation process; At the same time, it actively pays attention to and strives to adapt to the physical and transformation impacts of climate change, builds a more resilient operation system, and contributes to the global carbon neutrality target.


## Governance

The Company takes response to climate change as one of the important ESG topics for key management. The Strategy and Sustainability Committee of the Board of Directors is the highest management structure, and a leading group for response to climate change is established, responsible for integrating the national "dual carbon" strategic targets into the Company's long-term development plan, reviewing and approving the Company's overall carbon emission reduction targets, strategic paths and major issues, and supervising relevant performance. To strengthen the management of climate change work, the Company has formulated a detailed emission reduction plan. Through a comprehensive analysis of the production process, it identifies the main carbon emission sources and takes targeted energy-saving and emission-reduction measures.

## Strategy

Based on the current operation status and the disclosure recommendations and framework of the Task Force on Climate-related Financial Disclosures (TCFD), the Company identifies and assesses climate-related risks and opportunities, and formulates targeted management strategies accordingly to effectively respond to the challenges brought by climate change. The Company focuses on the potential threats of physical risks such as extreme weather to the stability of the supply chain and the safety of production facilities, and improves operational resilience through strengthening risk management and control and adaptive planning. At the same time, the Company also regards climate change as an important opportunity to promote technological innovation and business transformation, actively explores low-carbon solutions, aiming to transform climate factors into the driving force for the long-term sustainability of the enterprise, and ensure the robustness of the Company's operations and future competitiveness.

List of Risks and Impact Identification Related to Climate Change

Risk Type	Risk Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
	<p><b>Typhoons and heavy rainfall:</b></p> <p>Directly threaten production bases in low-lying areas, cause serious waterlogging, may damage or even scrap equipment, and result in losses of product inventory.</p>	Medium term	Medium	Repairing or replacing waterlogged equipment requires time and capital, increasing operating costs and reducing operating revenue.	<ul style="list-style-type: none"> <li><b>Equipment transformation:</b> Carry out waterproof renovation on existing warehouses and regularly maintain and inspect existing flood control facilities;</li> <li><b>Inventory management and transfer:</b> Maintain a reasonable inventory level and transfer important materials to higher or safe areas before predicted waterlogging;</li> <li><b>Insurance coverage:</b> Purchase property insurance and special insurance related to natural disasters to mitigate economic losses caused by disasters;</li> <li><b>Training and drill:</b> Organize regular safety training and emergency evacuation drills to enhance employees' risk awareness and emergency response capabilities.</li> </ul>
 <p>Acute Physical Risks</p>	<p><b>High temperature and heatwave:</b></p> <p>Workers' work efficiency will drop significantly in high-temperature environments; High temperature accelerates the aging process of electronic packaging materials; High temperature is often accompanied by high humidity, which easily changes the physical properties of electronic packaging materials and leads to scrapping.</p>	Medium term	Medium	May cause asset impairment and a decline in operating revenue.	<ul style="list-style-type: none"> <li>Adjust working hours and methods, provide sufficient rest areas and drinking water points to ensure workers' health and work efficiency;</li> <li><b>Improve storage conditions:</b> Ensure warehouses have good ventilation and cooling facilities;</li> <li><b>Strengthen monitoring and early warning:</b> Use sensors to monitor temperature and humidity changes in production and storage areas to detect potential risks in a timely manner.</li> </ul>
	<p><b>Extremely low temperature:</b></p> <p>Causes changes in physical properties, increased brittleness, reduced dimensional stability, lower production efficiency and higher operational difficulty.</p>	Medium term	Low	May reduce production efficiency and product quality, and lower operating revenue.	<ul style="list-style-type: none"> <li>Maintain appropriate temperature and humidity;</li> <li>Plan reasonable transportation routes and time;</li> <li><b>Prevent condensation:</b> When transferring from an extremely low-temperature environment to a warmer one, raise the temperature gradually to avoid physical changes on the product surface.</li> </ul>

Risk Type	Risk Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
Transitional Risks	<b>Policy and legal risks:</b> As global attention to climate change rises, government regulation on environmental emissions and climate information disclosure becomes stricter, and enterprises will face the challenge of increased costs to meet compliance requirements.	Long term	High	Increased operating costs.	<ul style="list-style-type: none"> <li>Strengthen internal management to ensure compliant operation, regard compliance costs as strategic investment, and achieve cost control through technological innovation, policy tools and internal management optimization;</li> <li>Actively participate in the formulation of policies and regulations and the planning of implementation plans by governments and industry associations, and adjust its own operation strategies in a timely manner.</li> </ul>
	<b>Technical risks:</b> In the field of low-carbon technology R&D and application, accelerated technological iteration and R&D failures may lead enterprises to face multiple operational and financial risks.	Long term	Medium	Increased operating costs and reduced operating revenue	<ul style="list-style-type: none"> <li>Continuously strengthen R&amp;D and innovation, and constantly improve the R&amp;D management system;</li> <li>Expand the Company's industrial chain and develop low-carbon technologies through mergers and acquisitions to contribute to the full-process integration of the Company's industrial chain.</li> </ul>
	<b>Reputation risk:</b> Stakeholders' attention to climate change risk management measures and relevant public information disclosure continues to increase, which may damage brand reputation.	Long term	Low	Reduce operating revenue	<ul style="list-style-type: none"> <li>Actively respond to stakeholders' expectations for the company's development through normalized and diversified communication mechanisms and enhanced communication with stakeholders, and improve the quality and transparency of information disclosure.</li> </ul>

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

List of Opportunities and Impact Identification Related to Climate Change

Opportunity Type	Opportunity Description	Impact Cycle	Possibility	Potential Financial Impact	Response Measures
Market Opportunities	Downstream customers' requirements for product carbon footprints are increasingly stringent, fostering market demand for low-carbon and environment-friendly electronic packaging materials. Developing new materials with lower energy consumption, higher performance or recyclable characteristics can gain market first-mover strengths and premium space.	Medium and Long Term	High	Expand the market and increase operating revenue.	<ul style="list-style-type: none"> <li>Increase R&amp;D investment to develop targeted environment-friendly packaging materials such as low dielectric constant and high thermal conductivity to meet customers' carbon neutrality targets;</li> <li>Actively carry out product carbon footprint accounting and certification to provide customers with low-carbon solutions.</li> </ul>
Financing Opportunities	Positive climate actions help to obtain preferential financing such as green loans and sustainability-linked loans. Carbon assets such as Certified Emission Reductions (CER) generated by emission reduction projects can be traded in the carbon market to create new income.	Medium and Long Term	Medium	Reduce financing costs and generate carbon asset trading income.	<ul style="list-style-type: none"> <li>Align emission reduction projects with green financial standards and explore sustainability-linked financing instruments;</li> <li>Pay close attention to national carbon market policies and apply for carbon asset development for eligible emission reduction projects.</li> </ul>

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

## Impact, Risk and Opportunity Management

The Company has established a process-based mechanism for identifying and responding to climate change-related risks and opportunities, following the PDCA closed-loop management principle of "Identification-Assessment-Response-Monitoring", deeply integrated into the Company's existing comprehensive risk management system to proactively address climate change challenges and seize the development opportunities brought by green transformation.

### Promote Low-carbon Operation

The Company actively promotes low-carbon operation, systematically identifies and reduces carbon emissions in operations by implementing energy-saving and carbon-reduction measures, optimizing production process energy efficiency, and continuously conducting product carbon footprint investigations. The Company has conducted a carbon footprint assessment on its leading product paper carrier tape in accordance with international standards such as ISO 14067 and PAS 2050. Meanwhile, the Company further extends the application of Life Cycle Assessment (LCA) to products such as Un-punched Paper Carrier Tape, Pre-punched Paper Carrier Tape and Press-punched Paper Carrier Tape, systematically analyzing carbon emissions throughout the life cycle from raw material acquisition, production, logistics transportation, product use to final disposal, providing data basis and decision support for formulating product carbon reduction paths and continuously promoting low-carbon production.

#### Key Tasks of Energy Saving and Carbon Reduction

- Independent Emission Reduction and In-boundary Carbon Offset**
  - Carry out energy-saving technical transformation projects and cascade energy utilization to reduce greenhouse gas emissions
  - Purchase green electricity and add photovoltaic facilities
- Energy and carbon Emission management**
  - Comprehensively upgrade the energy and carbon emission information management system to realize full-process visualization of carbon emissions
- Low-carbon management of supply chains**
  - Establish an internal green supply chain management system and strengthen green access requirements for suppliers

#### Case | Build a green logistics system and promote the low-carbon transformation of the supply chain

In 2025, with the core target of building a green logistics system, the Company systematically promoted transportation emission reduction. Continuously expand the application of new energy vehicles, adding 2 electric forklifts at Tianjin and Jiangxi production bases, increasing the Company's electric forklift fleet to 7 units, accounting for 29%, reducing diesel consumption by more than 10,000 liters per year; In terms of transportation mode optimization, actively expand the "road-water-rail" combined transportation mode, which significantly reduces carbon emissions compared with traditional pure road transportation. In addition, through iterative optimization of the circular pickup and delivery mode, zero-empty operation of 144 round trips between Zhejiang and Jiangxi production bases was realized, effectively improving loading efficiency and reducing transportation frequency and carbon emissions from the source.



Electric forklift

## | Application of Clean Energy

The Company actively promotes the optimization of energy structure and continuously increases the proportion of clean energy use. During the reporting period, the Company built a new grid-connected rooftop distributed photovoltaic power generation project with a total installed capacity of 3 MW, generating 8.1716 million kWh of electricity annually, accounting for about 4.72% of the Company's total electricity consumption. Meanwhile, the Company actively participates in the green power market transaction, and further expands the scale of green power consumption by procuring green electricity through direct market transactions and subscribing for Green Electricity Certificates (GEC). Through the coordinated efforts of independent photovoltaic power generation development and green power market procurement, the Company's green power consumption accounted for 8.66%, steadily promoting the transformation of the enterprise's energy structure to green and low-carbon.



Rooftop distributed photovoltaic power generation project

## Indicators and Targets

The Company strictly conducts greenhouse gas emission inventory in accordance with ISO14064 standards, and entrusts a professional third-party institution to conduct independent verification to ensure the standardization of carbon emission accounting and data accuracy, fully complying with national environmental protection policy requirements. Based on the third-party verification report, the Company formulated a detailed emission reduction implementation plan and zero-carbon factory construction target, comprehensively analyzed the production process to identify major carbon emission sources, and implemented targeted energy-saving and emission-reduction measures. In August 2025, the Company verified the 2024 annual greenhouse gas emissions and obtained a verification report and certification of verification statement issued by a third-party institution.

### Greenhouse Gas Reduction Targets

Targets	Achievements in 2025
Gradually improve the planning and preparation of distributed photovoltaic power generation projects on the basis of existing photovoltaic facilities, and increase the proportion of renewable energy year by year	<b>Ongoing</b> , green power consumption proportion increased to 8.66%
Taking 2024 as the base year, reduce the Company's carbon emission intensity by 2% to achieve the manufacturing carbon reduction target	<b>Achieved</b> , greenhouse gas emission intensity per RMB 10,000 of revenue decreased by 5% year-on-year

### Greenhouse Gas Emissions

Type	Unit	2023	2024	2025
Emissions in Scope 1 <sup>1</sup>	tCO <sub>2</sub> e	18,568.67	18,841.49	23,059.41
Emissions in Scope 2 <sup>2</sup>	tCO <sub>2</sub> e	102,671.33	158,620.64	170,505.23
Total amount of greenhouse gas discharge	tCO <sub>2</sub> e	121,240.00	177,462.12	193,564.63
GHG emission intensity	tCO <sub>2</sub> e / RMB 10,000 of revenue	0.75	0.97	0.92
GHG emission reduction <sup>3</sup>	tCO <sub>2</sub> e	/	2,694	7,609

Note 1: Scope 1 refers to greenhouse gas emissions from emission sources owned or directly controlled by the enterprise, which are direct emissions from the enterprise's production and operation, mainly including fixed combustion sources, mobile combustion sources, fugitive emissions and industrial process emissions.

Note 2: Scope 2 refers to indirect greenhouse gas emissions from the enterprise's use of purchased electricity, steam, heat or cooling. The emission sources are controlled by energy suppliers, but generated by the enterprise's use of these energy sources.

Note 3: Greenhouse gas emission reductions this year are recalculated based on the Company's green power consumption (including distributed photovoltaic power generation and green power procurement).

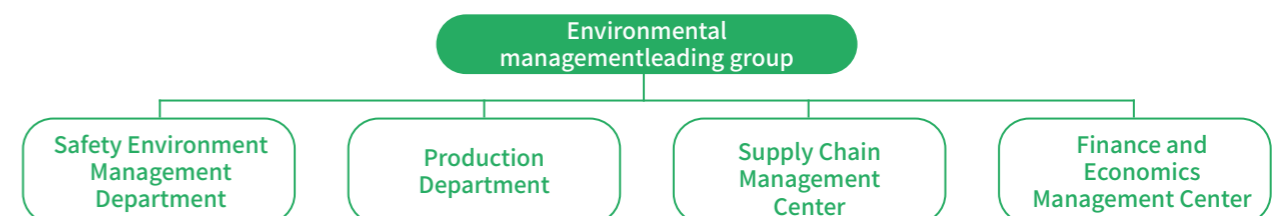
## Environmental Management

Jiemei Technology has established a standardized environmental management system, set up a special environmental protection management structure, formulated a series of systems such as the *Environmental Protection Management System*, and deeply integrated environmental protection requirements into strategic decision-making and daily operations. The Company strictly implements the environmental protection "three simultaneous" principle for new, reconstruction and expansion projects: environmental protection facilities are designed, constructed and put into production and use simultaneously with the main project. It regularly conducts environmental impact risk assessment and emergency drills, builds an environmental protection culture with full participation, and continuously improves environmental performance.

## Environmental Management System

The Company has established a special safety and environmental management organizational structure and an environmental management leading group. The Chairman assumes the highest responsibility for the overall supervision and planning of safety and environmental protection management, responsible for the overall environmental protection management including wastewater, air emissions and waste management. The person in charge of each business group and subsidiary is the first responsible person for environmental protection of the unit, ensuring investment in environmental protection funds and incorporating environmental protection performance into internal assessment. The parent company supervises and assesses the environmental compliance, pollution accident rate and target completion of each business group and subsidiary.

### Environmental Protection Management Structure and Responsibilities of the Company



Functional Departments	Duties
Environmental management leading group	Responsible for leading the Company's environmental protection work, implementing national and local environmental protection policies, formulating and improving the Company's environmental protection management system and work plan, and supervising their implementation. Meanwhile, responsible for the publicity of environmental protection work.
Safety Environment Management Department	The core management department, responsible for system formulation, planning preparation, project environmental protection review, daily supervision, publicity and training, emergency accident handling and external communication.
Each business group and subsidiary	The on-site responsible entity, responsible for implementing environmental protection indicators, operating and maintaining pollution control facilities, managing on-site "three wastes", and realizing clean production.
Supply Chain Management Center	Responsible for the standardized reception, storage, ledger management and safe transfer of hazardous waste.
Finance and Economics Management Center	Responsible for budget guarantee, special fund use and environmental protection tax payment for environmental protection.

The Company has clarified environmental protection responsibilities from management departments to production units, ensuring that environmental protection facilities of new, reconstruction and expansion projects are designed, constructed and put into operation simultaneously with the main project; By incorporating specific environmental targets, management requirements and prevention and control measures into the annual work plan, it ensures that every employee can fulfill environmental protection responsibilities in production and operation activities, effectively protect employee health and environmental safety, and prevent pollution incidents.

**System certification**

As of the end of 2025, a total of 5<sup>Note</sup> of the Company and its wholly-owned and holding subsidiaries have established and operated the ISO 14001 environmental management system and obtained certification, including 2 subsidiaries newly certified this year.





Notes: Including Jiemei Technology, Zhejiang Electrical Materials, Jiangxi Electrical Materials, Guangdong Electrical Materials, and Jiemei Philippines

## Environmental Risk Management

The Company strictly abides by laws and regulations such as the *Environmental Impact Assessment Law of the People's Republic of China*, and strictly implements the environmental impact assessment procedure for all new, reconstruction and expansion projects. In the early stage of the project, the Company entrusts a third-party professional institution to conduct assessment, comprehensively identify potential environmental risks, starts construction after obtaining approval in accordance with the law, and organizes acceptance monitoring after completion to ensure that the impact of project construction and operation on the surrounding environment is controllable.

To control identified environmental risks, the Company has formulated the *Environmental Risk Management System* to continuously control environmental impacts within an acceptable range, and conducts a comprehensive environmental risk assessment at least once a year, classifying risks into high, medium and low levels according to their likelihood, impact and controllability; A special assessment procedure is initiated in case of major process changes or new product launch. Environmental risk management performance is incorporated into the department and employee assessment system, with commendations and rewards for outstanding performers and corresponding penalties for those who violate the system in accordance with regulations.

## Environmental Risks and Opportunities

	Risk/Opportunity Instruction	Response Measures
 Environmental factors	The Company's own operational activities directly impact the environment (such as emissions and waste)	List pollutants as major environmental factors, increase treatment investment, improve treatment facilities, and classify and dispose of waste.
 Stakeholders	Customers require products to be free of toxic and hazardous substances	Prioritize the use of environmentally friendly materials in the R&D and design stage.
 Compliance requirements	Need to comply with many environmental protection regulations such as the <i>Comprehensive Emission Standard of Air Pollutants</i>	Formulate internal documents such as the <i>Environmental Operation Control Procedure</i> and <i>Solid Waste Management System</i> to ensure the implementation of environmental compliance.
 Green Innovation-driven	Industry and social development trends drive the development of green product design concepts	Conduct relevant project training for R&D personnel to seize green market opportunities.

In addition, the Company has formulated the *Environmental Emergency Management System*, clarifying emergency response procedures and responsible persons to ensure rapid and effective actions in case of environmental emergencies, thereby protecting personnel safety, ecological environment and reducing property losses; Formulate an annual environmental risk training plan and regularly organize emergency drills to improve employees' emergency response capabilities and environmental awareness. The Safety and Environmental Protection Management Department regularly supervises and inspects the implementation of the environmental risk management system in each department, and urges rectification of problems in a timely manner.

**Key Performance**



During the reporting period, the Company had no environmental emergencies; No penalties for environmental violations.



**Case | Hazardous chemical spill emergency drill to improve employees' emergency response capabilities**

To continuously test and improve environmental emergency management capabilities, the Company organized a special emergency drill for hazardous waste sudden leakage accidents in June 2025. The drill simulated a leakage scenario caused by improper operation in the handling of hazardous chemicals, and tested the whole process from accident discovery, preliminary disposal, plan activation, emergency response to safe disposal of leaked materials. The drill effectively verified the operability of the Company's *Environmental Emergency Management System* and special plans, improved the on-site emergency response capabilities and risk prevention awareness of employees in relevant positions, and is an important practice for the Company to prevent environmental risks.



Hazardous chemical spill emergency drill

## Environmental Protection Publicity and Training

The Company strives to build an environmental protection culture system with full participation, deeply integrating the green concept into daily operations: Set eye-catching environmental protection signs in the factory area, continuously convey the environmental protection concepts of green office and low-carbon life to employees, and strengthen their environmental protection responsibility; Advocate and organize employees and their families to participate in public welfare activities such as “Earth Hour”, green cycling, water and electricity saving, and actively promote sustainable lifestyles; Regularly carry out environmental protection training and assessment, effectively improve all employees' environmental awareness and practical skills, and jointly create and maintain a green and harmonious working atmosphere.

### Key Performance



### Case | Conduct special training on management systems to strengthen employees' awareness of standardized operation

To standardize the management and control of chemical-related environmental and safety risks, the Company organized a special training on the *Chemical and Hazardous Chemical Management System* in May 2025. The core content covers key modules such as compliance operation procedures, risk prevention and control points, and emergency response measures. After the training, the training results were tested through examinations, and the pass rate of participants reached 100%. Through this targeted training, the Company strengthened the risk awareness and standardized operation capabilities of key personnel in relevant positions, transformed management system requirements into specific actions of employees, and consolidated the "personnel prevention" foundation of chemical management.

## Energy Management

The Company has formulated the *Energy Management Manual*, clarifying the guidelines and targets of energy management. The manual covers organizational structure, responsibility allocation, management processes and control measures, realizing standardized and systematic energy management and effectively promoting the improvement of energy utilization efficiency.

The Company strengthens all employees' energy-saving awareness and behavior habits by incorporating energy performance into department and employee assessment, conducting multi-level special training, and continuous publicity through internal publicity platforms, reducing the Company's overall energy consumption at the operational level; Adopt advanced technology and equipment, formulate an annual plan for eliminating high-energy-consuming equipment and advanced equipment replacement projects to reduce energy and resource consumption.

### Quality Certification



During the reporting period, the Company completed the renewal of GB/T 23331-2020/ISO 50001 energy management system certification

### 2025 Energy Saving Targets and Achievements

Targets	Achievements
By 2027, reduce energy consumption per unit output value by 15%	Ongoing, energy consumption per RMB 10,000 of output value decreased by <b>5.97%</b>



2025 Key Energy Conservation and Consumption Reduction Highlight Measures

Plastic Tape Business Department

- Cancel the mold temperature machine for particle molding molds, and use a temperature control meter to control the solenoid valve switch to achieve the required temperature range. After improvement, one device saves about **122 kWh** of electricity per day, totaling **43,920 kWh** per year.

Base Paper Business Department

- Efficient regulation and control of motor systems:**Significantly reduce power consumption by replacing high-efficiency motors and carrying out frequency conversion transformation.
- Waste heat recovery and cascade utilization of steam systems:**Install equipment such as steam recovery machines or high-temperature heat pumps to efficiently recover and reuse waste heat, greatly reducing system heat loss.
- Vacuum system upgrade and intelligent monitoring:**Transform the system with magnetic levitation turbine vacuum pumps, reducing power consumption by 15%-20% and saving 15-20 kWh of electricity per ton of paper; Combine with an intelligent energy management system to monitor key parameters such as motor current and steam flow in real time, realizing dynamic optimization of the operation process.

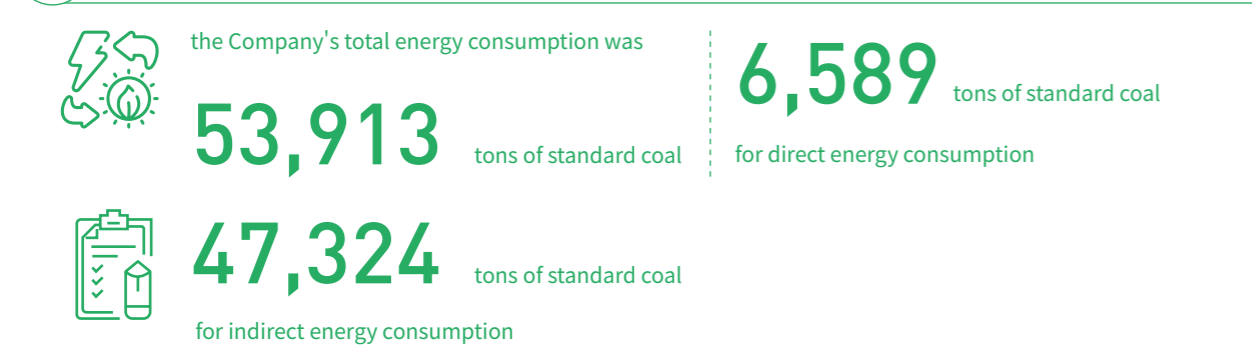
Base Film Business Department

- By installing stainless steel heat exchangers in the transverse stretching oven of the BOPET base film production line, waste heat from exhaust air is recovered to preheat fresh air, significantly reducing natural gas consumption and energy cost.

IC Tray Business Department

- By adjusting the raw material shrinkage rate of PPE IC tray products and optimizing the injection molding process, appropriately reduce baking conditions on the premise of ensuring product quality consistency, realizing an annual power saving of nearly **10,000 kWh** and significantly improving production efficiency.

Key Performance



# Water Resource Management

The Company has established a water resources management committee composed of senior managers, responsible for formulating water resources management strategies and targets and supervising their implementation. Meetings are held quarterly to review relevant work. The Company has set up a special post for water-saving management, and conducts comprehensive inspections of water supply pipelines and water usage regularly and irregularly to ensure timely detection and repair of problems.

The Company has formulated the *Water Resources Management System* and *Water-saving Management System*, clarifying the water-saving responsibilities and operating specifications of each department. In daily management, the Company accurately calculates water use indicators based on monthly product output, conducts in-depth analysis of abnormal water use, and takes timely corrective and improvement measures.

2025 Key Water-saving Highlight Measures

Rouzhen Technology

- Recycle cooling water for aluminum plating machines: Collect in a water tank first, then introduce into a closed cooling tower for internal circulation, effectively reducing hot water loss caused by evaporation.

Plastic Tape Business Department

- Implement the granulation circulating water cooling system transformation project, upgrade the production line cooling method from direct tap water discharge to closed-loop recycling, realizing an annual water saving of about 6,393.6 tons and significantly improving water use efficiency.

Base Paper Business Department

- By promoting papermaking "zero discharge" technology (water saving rate over 90%), adopting pulping closed screening and medium consistency technology (water saving rate up to 50%), cascade utilization of white water recovery (annual water saving of single equipment reaches tens of thousands of tons), and optimizing steam condensate and cooling water circulation systems, water consumption in the whole production process is significantly reduced.
- By adopting advanced treatment technologies such as high-efficiency precipitation filtration to improve the quality of reused water, and constructing classified reuse projects, the wastewater reuse rate is increased to 80%, effectively replacing fresh water intake.
- Install water-saving sanitary equipment in office areas, promote rainwater collection and utilization, and strengthen pipeline leakage detection and repair to reduce water consumption in daily operations.
- Deploy intelligent water platforms and IoT sensors to monitor and optimize water use in real time, improve the multiple of water circulation concentration, and reduce wastewater discharge by more than 50%.



Granulation Circulating Water Cooling System

**Key Performance**



the Company's total fresh water consumption was

**1.80** million tons



Water saving reached

**43.14** million tons



Circulated/reused water volume was

**44.94** million tons



Water reuse rate reached

**96%**

## Pollution Control and Emission Reduction

The Company strictly abides by national laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, and the *Law on the Prevention and Control of Environmental Pollution by Solid Waste of the People's Republic of China*. In accordance with a series of national and local standards, it has formulated the *Environmental Protection Management System*, established a standardized pollutant prevention and control management system, and controls air emissions, wastewater, solid waste and hazardous waste generated in production and operation throughout the process, committed to continuously reducing environmental footprint and realizing green operation.

## Wastewater Management

In accordance with the *Water Pollution Prevention and Control Law of the People's Republic of China* and local total volume control requirements, the Company has formulated the *Environmental Operation Control Procedure* and *Wastewater Discharge Targets*, centrally treats wastewater from each factory area, and requires each production unit to minimize water use and prevent leakage; Ensure the stable operation of wastewater treatment facilities, strictly implement the self-monitoring plan, and establish standardized monitoring ledgers to ensure that pollutant removal efficiency meets requirements; Meanwhile, improve the wastewater emergency response process to deal with sudden water pollution risks.

### Wastewater Emission Reduction Targets and Achievements

Targets	Achievements in 2025
In 2025, the Company's wastewater emission intensity (calculated by the operating revenue) decreased by 1% year-on-year.	Not achieved. During the reporting period, the Company was in the stage of capacity expansion. Some new production lines were under equipment installation and commissioning, and no corresponding income was generated, resulting in a phased increase in wastewater emission intensity per unit revenue, failing to meet the set target, which does not reflect a decline in wastewater management level.
100% stable discharge of all wastewater pollutants up to standard	Achieved

**Key Performance**



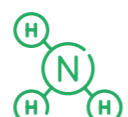
Wastewater discharge amount

**1.31** million tons



Chemical oxygen demand

**88.62** tons



The content of the ammonia nitrogen

**1.016** tons



Biochemical oxygen demand

**19.97** tons

**Case | Reuse process wastewater to reduce wastewater pollutant emissions**

The Company's Base Paper Business Department has significantly reduced wastewater discharge by implementing graded water use and fully closed circulation technology of white water to reuse process wastewater in production. In 2025, the wastewater treatment volume of this business department decreased by 30.37% compared with the historical peak, and the emissions of chemical oxygen demand (COD) and ammonia nitrogen decreased by 1.6% and 1.9% respectively compared with 2024, significantly improving the efficiency of water resource recycling and reducing environmental load.

## Air Emissions Management

The Company has formulated the *Air Emissions Pollutant Emission Policy* and *Air Emissions Targets*, clearly taking "precise, scientific and legal pollution control" as the core, following the principle of prevention first and combination of prevention and control, applicable to the whole process of generation, collection, treatment and discharge of air emissions in all production processes. In management practice, the Company strictly implements the pollutant discharge permit system. All new, reconstruction and expansion projects implement environmental impact assessment, and their supporting air emissions treatment facilities (such as RTO systems, and activated carbon adsorption devices) can be put into use only after passing acceptance; Formulate clear annual emission targets and entrust a third-party professional institution to conduct regular air emissions monitoring; Meanwhile, the Company has established a comprehensive emergency prevention and control system to deal with emergencies such as air emissions leakage.

### Air Emissions Reduction Targets and Achievements

Targets	Achievements in 2025
In 2025, the Company's air emissions emission intensity (calculated by the operating revenue) decreased by 1% year-on-year.	Achieved, air emissions emission per unit revenue decreased by <b>44.83%</b> year-on-year
100% stable discharge of air emissions pollutants such as volatile organic compounds (VOCs) and particulate matter up to standard	Achieved, 100%

**Key Performance**



the Company's total air emissions emission was

**83,769.74** million cubic meters



VOCs emissions reached

**11.07** tons



Nitrogen oxides emissions reached

**11.07** tons



Particulate matter emissions reached

**9.26** tons



**Case | Install air emissions treatment devices to help air emissions discharge up to standard**

To systematically reduce air emissions in the production process, the Company's Precision Machining Center actively installs professional air emissions treatment devices for CNC processing equipment. The device can effectively filter dust and volatile organic compounds (VOCs) generated by machine operation, ensuring stable discharge of production air emissions up to standard. This measure not only directly reduces the impact of production activities on the surrounding ecological environment, helps the Company achieve the total pollutant emission reduction target, but also significantly improves the air quality in the workshop, providing more effective protection for employees' occupational health.



Air emissions treatment equipment

**Case | Dust Control in Injection Molding Workshop to Eliminate Dust Emissions**

The Company's IC Tray Business Department carried out a special technical transformation on the feeding system in October 2025, adopting a newly designed centralized feeding system. Relying on the principles of centralized suction, drying and pipeline transportation, it effectively collects dust and fundamentally eliminates dust emission sources in the workshop. This transformation has achieved dual improvement of environmental and economic benefits: It not only completely solves the dust pollution problem in the workshop, improves the working environment for employees, but also reduces the risk of product pollution and further ensures the stability of product quality.



Centralized Feeding and Drying Barrel

**Case | Air emissions treatment technology upgrade to improve treatment efficiency**

The Company's Base Film Business Department upgraded the air emissions treatment system of its BOPET and CPP production lines in January 2025. For characteristic pollutants such as triethylene glycol and oligomers in the air emissions in the roof area of the production line auxiliary building, a combined process of "secondary water spraying + secondary activated carbon adsorption" was adopted for targeted treatment. This technological transformation has greatly improved the efficiency of air emissions treatment, and all indicators of the final discharged air emissions are better than national emission standards.



Air emissions treatment equipment

## Management of Wastes

The Company manages waste in accordance with the principles of "reduction, resource utilization and harmlessness", formulates the *Waste Management System* and *Production Material Scrap Management Regulations*, promotes the recycling of solid waste. General industrial waste and domestic waste are classified, recycled and sold by the Company's Resource Recycling Department, and those without recycling value are handed over to local sanitation departments for collection and treatment, establishing a sound recycling system to improve the resource utilization level of waste; A stricter management system has been established for hazardous waste. In accordance with the *National Hazardous Waste List*, the *Hazardous Waste Management System* and corresponding management procedures have been formulated, covering the entire life cycle of generation, collection, storage, transportation and disposal, and specifying the management responsibilities of relevant departments.

**Key Performance**



**Waste Emission Reduction Targets and Achievements**

Targets	Achievements in 2025
In 2025, the Company's waste emission intensity (calculated by the operating revenue) decreased by 1% year-on-year.	Achieved, waste emission per unit revenue decreased by about <b>20%</b> year-on-year

In terms of hazardous waste management, the Company has fully identified more than 20 categories of hazardous waste, with clear waste codes and hazardous characteristics; A standardized hazardous waste warehouse has been built, with hardened ground and anti-leakage facilities. Hazardous wastes are stored in special containers by category and labeled with national standard hazardous waste identification marks; All hazardous wastes are entrusted to legally qualified units for standardized disposal; The transfer of hazardous waste strictly implements the manifest system, realizing closed-loop management.

**Case | Independent treatment of hazardous waste to reduce leakage risk**

In 2025, the Company's Precision Machining Center optimized the disposal of cutting fluid wastewater generated by wire-cut EDM, grinding machines and other equipment. This link generates about 15 tons of hazardous waste annually, and the previous outsourced disposal mode required long-distance road transportation, with leakage risks. After joint review with the Safety and Environmental Protection Management Department, the Precision Machining Center introduced professional purification equipment, changing the treatment mode of such hazardous waste from "outsourced disposal" to "independent treatment". This measure not only eliminated potential leakage risks during the outward transportation of hazardous waste, but also strengthened the Company's own hazardous waste treatment capacity, practicing the green production concept of "on-site disposal and transportation emission reduction".

# Ecosystem and Biodiversity Conservation

Jiemei Technology strictly abides by the *Environmental Protection Law of the People's Republic of China* and other relevant laws and regulations, and actively responds to the United Nations Sustainability Goals (UNSDGs) and the *Convention on Biological Diversity (CBD)*. In 2025, it formulated and implemented the *Biodiversity Protection System*, promising to avoid operating activities near IUCN Category I to IV protected areas. This system applies to Jiemei Technology and all its domestic and overseas subsidiaries, and advocates partners to jointly abide by relevant principles, controlling the negative impact of operations on ecosystems through standardized management.

The Company integrates biodiversity protection into the overall ESG governance system, supervised by the Strategy and Sustainability Committee of the Board of Directors. The ESG Working Group and relevant functional departments jointly formulate management targets, promote plan implementation and continuous improvement.

## The Core of Biodiversity Conservation Work

**Sustainable Governance**

The Company incorporates biodiversity issues into the overall risk management process for risk identification and analysis. Meanwhile, it is committed to improving the protection awareness of employees and supply chain partners, and actively explores product and technological innovation to reduce the risk of biodiversity loss caused by climate change.

**Full-process Ecological Protection**

In the whole process of project site selection, construction and operation, the Company strictly follows the principle of "avoidance, reduction, restoration and offset". New projects must first conduct environmental impact assessment including biodiversity considerations, strictly implement the ecological protection red line regulations, and avoid sensitive areas. In plant maintenance, implement sustainable site plans, reduce chemical use, and conduct regular soil and groundwater monitoring.

**Respect for Communities and Stakeholders**

The Company promises to respect the legitimate rights and interests of indigenous peoples and communities, establish transparent communication and negotiation mechanisms in operations, and take effective measures to reduce the impact of construction and operation on communities such as noise and dust.

**Responsible supply chain management**

The Company is committed to extending biodiversity protection requirements to the supply chain. By establishing an impact identification mechanism, incorporating relevant commitments into supplier management requirements, and collaborating with partners to reduce deforestation risks, we jointly improve the resource traceability and ecological friendliness of the entire value chain.

In 2025, the Company launched a special biodiversity construction and ecological protection public welfare project, planning to invest RMB 30,000 to focus on supporting two local ecological projects in 2026:


## Content of Biodiversity Construction and Ecological Protection Public Welfare Plan

**Chinese Muntjac Habitat Protection and Monitoring Project**



**Habitat Improvement**

Including manually building 2 bush shelters and 1 small drinking water point.



**Patrol monitoring**


Plan to organize professional forest rangers to conduct 4 patrols annually to understand and protect the Chinese muntjac population and its living environment in this area.

**Golden Larch Rare Tree Conservation Project**



**Forest Land Conservation**

Conduct soil improvement and ecological fertilization on forest land.



**Tree Health**

Conduct health diagnosis and rejuvenation intervention on about 10 weak individual trees.



**Special protection**

Set up 1 protective fence and popular science sign at the main entrance of the forest land.





# 03

## Growing Together with Responsibility

Jiamei Technology abides by the humanistic values of "People-oriented, Teamwork, Responsibility and Health". It is committed to creating corporate value while providing employees with growth and development opportunities, protecting employees' health and safety, creating a positive and collaborative working environment, and contributing to industrial progress and social civilization development through sound operation and continuous innovation.

### Our actions

- Employment and Employee Rights
- Employee Growth and Development
- Employee Remuneration and Benefits
- Occupational Health and Safety
- Public welfare
- Promoting Industry Development

### SDGs alignment



# Employment and Employee Rights

Jiemei Technology strictly abides by the *Labor Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China* and other laws, regulations and rules on labor and social security, and protects employees' legitimate rights and interests in accordance with the law; Always adhering to the talent philosophy of "People-oriented, Merit-based, Survival of the Fittest, and Making the Best of People's Strengths", improve the talent selection mechanism to ensure that talent introduction matches the Company's long-term development strategy, establish harmonious labor relations, and create a healthy and positive workplace atmosphere.

## Talent Introduction Mechanisms

### Build a diversified recruitment channel system with "internal and external collaboration"

Recruitment methods are divided into internal recruitment and external recruitment. External recruitment channels include major online recruitment platforms, campus recruitment, offline job fairs, professional headhunting services, precise promotion on WeChat Moments, operation of corporate recruitment official account matrix and active job applications by job seekers, realizing multi-dimensional access to high-quality talents; Internal recruitment focuses on internal recommendation and internal selection, fully tapping the potential of internal talents and improving employees' sense of belonging.

### Improve the internal recommendation incentive mechanism

To stimulate the enthusiasm of internal employees to recommend high-quality talents, the Company formulated the Talent Recommendation Management Measures, setting differentiated recommendation reward standards according to the category and rank of the positions to be recruited. After the recommended talents are successfully employed and pass the probation period, rewards are paid in time, forming a good atmosphere of "all staff recommending talents".

### Deepen campus recruitment cooperation

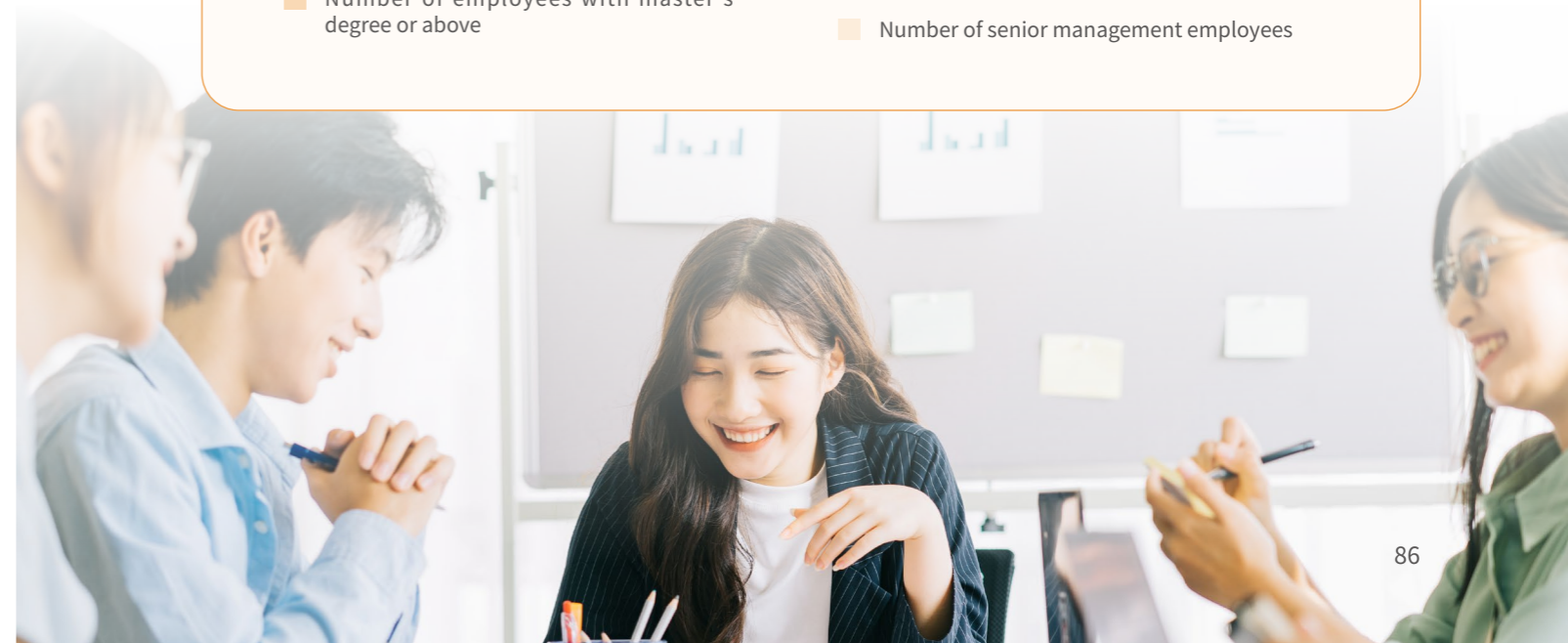
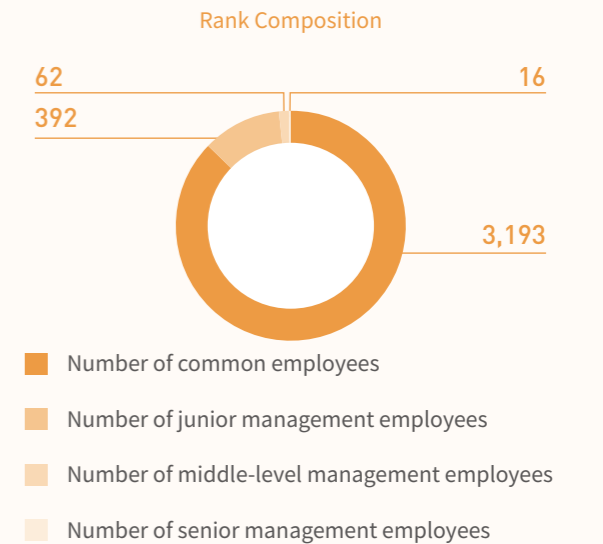
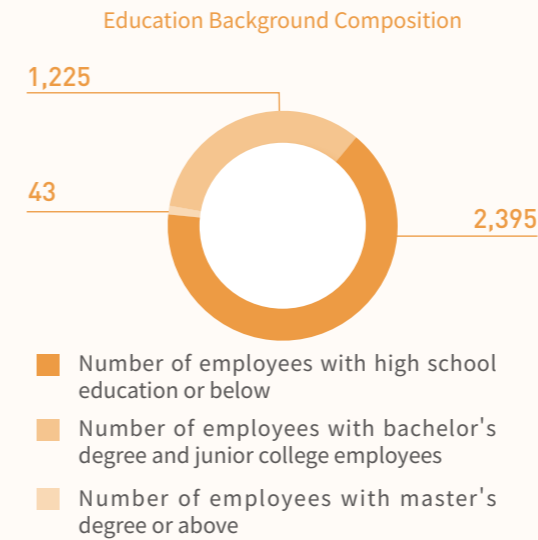
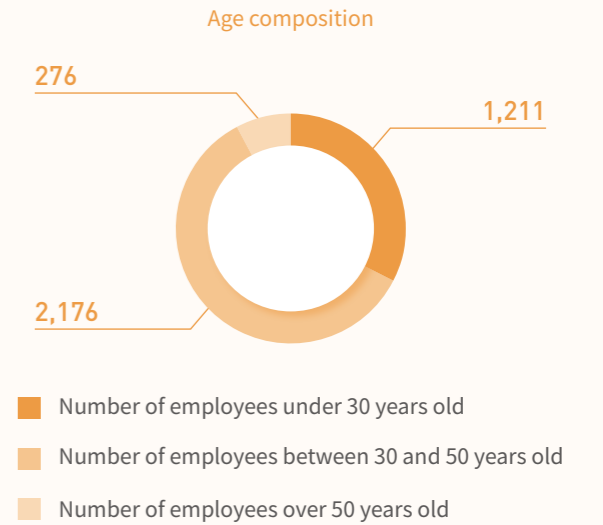
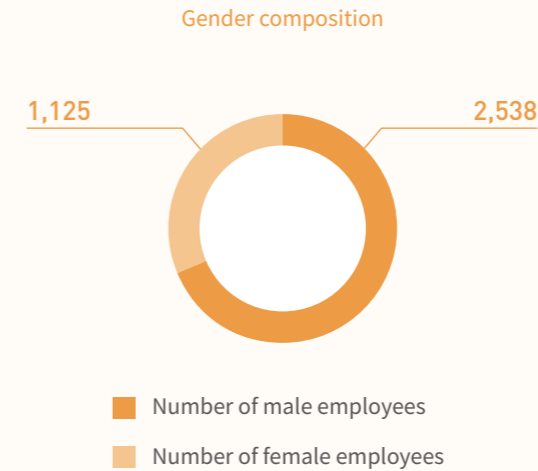
Attach great importance to the training and introduction of university talents. With the goal of building a grassroots backbone team and strengthening the reserve of technical R&D forces, systematically promote the construction of departmental talent echelons in combination with the employment expectations of new projects. Take the initiative to connect with major universities and build a bridge between schools and enterprises. We have invited more than 200 teachers and students from Shangluo University, Zhejiang A&F University, Huzhou University, Science and Technology College of NCHU and other universities to visit and exchange with the company. We maintain regular close communication with the employment offices of various universities to accurately match talent needs. More than 100 university talents have been introduced in the past three years, injecting fresh vitality into the Company's sustainable development.

## Key Performance



Notes: The employee turnover rate calculation does not include employees of appropriate retirement age. Due to the high proportion of front-line production employees in the Company, the turnover of such positions is relatively common due to factors such as labor market mobility and employees' personal career development choices.

## Staff Composition



## Anti-child Labor and Anti-forced Labor

The Company strictly abides by the *Labor Law of the People's Republic of China*, the *Law on the Protection of Minors of the People's Republic of China* and other relevant laws and regulations, takes legal and compliant employment as its guiding principle, and firmly opposes any form of child labor and forced labor. The newly revised Recruitment and Deployment Management Measures of the Company in 2025 includes a clause on "Employment Management of Minors", which explicitly prohibits the recruitment of child laborers under the age of 16, and takes employment age compliance review as the core pre-link of the recruitment process to ensure recruitment compliance at the institutional level.

### Measures against Child Labor and Forced Labor



- Continuously strengthen the employment review of minor workers (aged 16 and above but under 18), and adopt a "multi-dimensional verification" mechanism for identity and age confirmation. Applicants are required to present their original valid ID cards for preliminary verification during the interview, compare identity information through the facial recognition system, and conduct comprehensive verification combined with relevant information such as learning experience and family situation to ensure the authenticity of age information and legality of employment intention.
- The Company has established an employment compliance traceability ledger, which standardizes the filing of age verification records and identity verification materials in the whole recruitment process to ensure traceable and reviewable employment management.



- It is forbidden to employ any form of involuntary labor. Strictly abide by the principle of voluntary employment, and do not restrict employees' legitimate rights and interests by detaining documents, restricting personal freedom, collecting deposits or forcing overtime.
- Through measures such as standardizing labor contract management and improving employee appeal and communication mechanisms, ensure that employees work under equal, voluntary, legal and compliant conditions, and continuously create a fair, respectful and safe employment environment.

### Key Performance



During the reporting period, no confirmed child labor or forced labor incidents occurred in the Company and its subsidiaries and branches.

## Diversity, equality and inclusiveness

The Company advocates a diverse, fair and inclusive organizational culture, and protects employees' legitimate rights in recruitment, development and daily work through institutional construction and standardized management. The Company insists on providing equal employment opportunities for talents from different backgrounds. In the construction of the workforce, it actively recruits employees from ethnic minority groups, veterans and disabled people, promoting the integration of diverse groups into enterprise development. Meanwhile, the Company continuously expands diversified employment channels through on-the-job training, improving barrier-free facilities and participating in special job fairs for veterans, creating a workplace environment that respects differences and equal opportunities.

### Diversity, Equity and Inclusion Management Measures

#### Recruitment Process

- The *Recruitment and Deployment Management Measures* clearly stipulates the anti-discrimination principle of talent introduction, providing equal employment opportunities for all applicants, and firmly resisting discriminatory acts based on gender, age, ethnicity, religious belief, marital status and region.
- In the release of recruitment information, the Company adopts neutral expressions, strictly prohibiting content involving discriminatory hints such as gender, age, region or marital status, ensuring that job descriptions focus on job responsibilities and professional capabilities.
- Strengthen interviewers' awareness of fair recruitment through special training. In recruitment evaluation, adopt objective and quantitative standards such as written test scores, professional skill tests and practical operation ability assessment to reduce the impact of subjective prejudice on recruitment decisions.

#### Internal Talent Development Process

- In internal post selection and talent development, the Company insists on taking ability and performance as the core basis for promotion, transfer and post selection management. On the basis of meeting the professional requirements of the post, focus on inspecting employees' actual working ability, development potential and innovation ability. Do not take factors unrelated to post competence such as age, marital status or family background as evaluation criteria, ensuring that employees have fair and transparent development opportunities in the career development process.

#### Code of Conduct in the Workplace

- The Company puts forward clear requirements for employees' daily code of conduct in the *Employee Handbook* and *Employee Code of Business Conduct*, advocating a working atmosphere of mutual respect and equal communication, and strictly prohibiting any form of discrimination, harassment or beating others. Through the combination of institutional constraints and cultural guidance, safeguard employees' personal dignity and physical and mental safety, and create a healthy, inclusive and harmonious workplace environment.

**Key Performance**



### Working Hours and Overtime Management

The Company has formulated and implemented the *Attendance Management Measures*, standardizing the management of employees' working hours and overtime, advocating the concept of efficient work, and encouraging employees to complete work tasks within legal working hours. For cases where working hours need to be extended due to production, operation or project needs, employees must fill in the *Overtime Application Form* in advance and complete the approval process. The Company pays overtime wages or arranges compensatory leave in accordance with relevant national regulations and company systems, protecting employees' legitimate rights and interests.

### Democratic Management and Communication

A sound democratic management and communication mechanism is an important foundation for building harmonious labor relations and improving corporate governance. The Company has built a normalized communication and participation system with the Employee Representative Congress as the core, ensuring that employees participate in enterprise management and supervision in accordance with the law. The Company has established a trade union organization, holds regular Employee Representative Congress, and widely absorbs representatives of different groups such as front-line employees, managers, young employees and female employees to participate in the discussion and decision-making of company affairs. It ensures that the trade union plays an active role in collective salary negotiation, labor dispute mediation, labor protection supervision and employee rights protection, promoting more open and standardized corporate governance.

Meanwhile, the Company has established diversified employee communication channels, including corporate WeChat groups, digital rationalization suggestion platforms such as "Jiemei Internal Audit" and "Digital Intelligence Administration", encouraging employees to participate in management innovation and put forward improvement suggestions, incentivizing excellent suggestions and promoting the implementation of results.

**Key Performance**



**Case | Hold an Employee Representative Congress to promote democratic management and co-governance development**

In April 2025, the Company organized and held an Employee Representative Congress, with 107 employee representatives attending to jointly participate in the discussion of the Company's development affairs. The meeting conducted special deliberation, exchange and discussion on the Company's major issues and development plans. Employee representatives deeply participated in corporate governance by offering suggestions, democratic discussion and on-site voting, fully exercising the right to know, participate and supervise. This congress further improved the corporate democratic management mechanism, promoted the Company's decision-making to be closer to business reality and employee demands, enhanced employees' initiative and enthusiasm to participate in corporate governance, and promoted the resonance and coordinated development of the enterprise and employees.



Congress of Workers and Staff

### Employee Satisfaction

To fully understand employees' expectations and demands, the Company regularly organizes employee satisfaction surveys every year, covering satisfaction with living facilities such as canteens and dormitories, as well as work cognition, sense of belonging, working atmosphere, salary and welfare, growth and development. Through statistical analysis and continuous tracking of survey results, identify management strengths and improvement directions, and promote the implementation of relevant optimization measures accordingly, continuously improve the quality of employees' working and living environment, and enhance employees' sense of belonging and organizational cohesion.

**Key Performance**



# Employee Growth and Development

Jiemei Technology closely integrates talent development with enterprise growth, continuously improves the talent selection and training mechanism, promotes reasonable matching of people and posts and ability improvement, creates a fair, just and standardized talent development environment, continuously stimulates employees' potential and organizational vitality, and strives to build a good workplace ecology where employees and enterprises grow and develop together.

## Governance





The Company attaches great importance to employees' growth and development, has established a standardized talent training and training management system, and formulated systems such as the *Training Management Measures*, *Internal Lecturer Management Measures* and *Management Selection and Appointment Management Measures* to standardize employee training and management selection. The Company's Human Resources Department, as the management department, is responsible for the overall planning of training work, organizing and implementing company-level training activities; All functional departments, centers and business departments carry out relevant training activities in combination with business practice, forming a talent training mechanism with hierarchical management and collaborative promotion.

## Strategy

The Company identifies and assesses risks and opportunities related to employees' growth and development, systematically sorts out the possible impacts on the Company's operation and long-term development in talent management, employee training and talent pipeline construction, and takes effective measures to respond.






List of Risks and Impact Identification Related to Employee Growth and Development

Risk Type	Risk Description	Impact Cycle	Possibility	Description of the Impact on the Company's finance	Response Measures
 Reputation risks	Unclear employee career development channels, unbalanced allocation of training resources, or insufficient response to employees' growth demands may affect employee satisfaction and employer brand image.	Medium term	Medium	It may affect the efficiency of talent attraction and retention, increase recruitment costs and replacement training costs, and have a certain impact on the corporate brand image.	Continuously improve the hierarchical and classified training system and career development channels, strengthen employee communication and satisfaction surveys, and timely respond to employees' growth demands.
 Technical risks	The Company continues to promote the R&D of high-end electronic materials, new energy materials and semiconductor-related products, with a high dependence on professional and technical talents and compound talents; If the training of talents in key positions cannot keep up with the pace of business upgrading, it may affect technological iteration and project promotion.	Medium and Long Term	Medium	It may lead to delayed R&D progress and longer new product introduction cycle, thereby affecting R&D input-output efficiency and market competitiveness.	Continuously strengthen the training and introduction of technical talents in combination with R&D project needs, improve the special training mechanism, and strengthen the mentor system, job rotation plan and project practice.
 Operation risk	With the expansion of the Company's employee scale and the increase of production bases and business segments, insufficient matching of the training system and talent pipeline construction with post ability requirements may affect organizational collaboration, production efficiency and management efficiency.	Short to Medium Term	Medium	It may lead to repeated investment of training resources, reduced post adaptation efficiency, and affect production and operation efficiency and internal management costs.	Compile annual training plans according to post skill improvement needs, and carry out pre-job training, on-the-job skill improvement training, management ability improvement training, etc.
 Talent loss risk	Insufficient reserve talent or imperfect succession mechanism for key positions may weaken the organizational stability.	Short to Medium Term	Medium	It may lead to increased recruitment and replacement costs, post running-in costs and organizational efficiency losses, and affect the continuity of some businesses.	Strengthen the construction of fresh graduate training system and management echelon, and train reserve talents through mentor system, job rotation plan, special training, etc.

Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

List of Opportunities and Impact Identification Related to Employee Growth and Development

Opportunity Type	Opportunity Description	Impact Cycle	Possibility	Description of the Impact on the Company's finance	Response Measures
 Opportunities for Organizational Capability Improvement	Establishing a systematic training system and management cadre training mechanism helps to improve employees' professional and management abilities, and improve the overall operational efficiency of the enterprise.	Medium term	High	It helps to improve production and management efficiency, reduce operating costs, and enhance corporate organizational resilience and sustainability capabilities.	Establish a hierarchical and classified training system, and continuously carry out post skill training, management ability training and new employee training programs.
 Opportunities for Employer Brand Improvement	A good employee development environment and career growth platform help to improve the corporate employer brand image and enhance the enterprise's attractiveness in the industry talent market.	Medium and Long Term	Medium	It helps to attract high-end technical and management talents, reduce recruitment costs, improve talent quality, enhance personnel stability, and support the long-term development of the enterprise.	Strengthen the construction of talent training system, enhance corporate culture communication, and improve the enterprise's talent attraction and social image.
 Opportunities for Talent Pipeline Construction	Establishing a sound talent pipeline training and reserve talent mechanism helps to form a stable talent supply system, providing talent guarantee for enterprise business expansion and strategic implementation.	Medium and Long Term	Medium	It helps to reduce the risk of talent gap in key positions, reduce external recruitment costs, and ensure the long-term stable development of the enterprise.	Establish a management cadre training plan, mentor system and job rotation mechanism to strengthen the reserve and training of reserve talents.

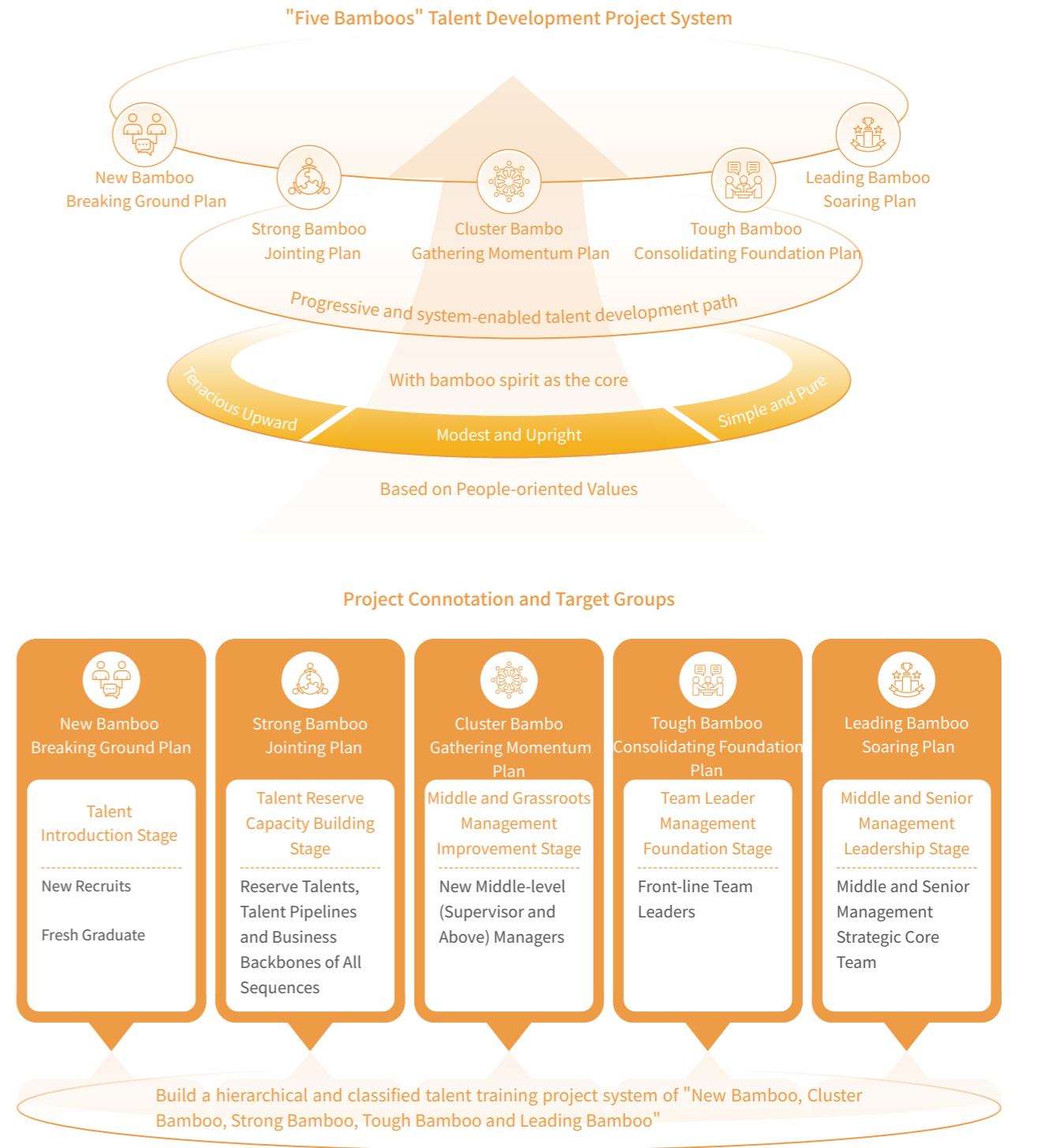
Notes: Short-term herein refers to within 1 year, medium-term refers to 1-5 years, and long-term refers to 5 years and above.

## Impact, Risk and Opportunity Management

The Company incorporates risks related to employees' growth and development into the overall risk management system, as an important part of the Company's risk management. Relevant departments carry out risk identification, analysis, assessment, response, monitoring and reporting to ensure that risks related to employee training and development are effectively identified, assessed and continuously managed at the institutional level. Based on the risk and opportunity assessment results, the Company continuously improves the talent training system, enriches employee training forms, strengthens talent pipeline construction and employee ability improvement, to better support the Company's business development and organizational ability improvement.

## "Five Bamboos" Talent Training System

In 2025, the Company officially proposed the "Five Bamboos" talent training project system. With the bamboo culture spirit of Anji Bamboo Township as the core, in line with the corporate spirit of "Tenacious Upward, Modest and Upright, Simple and Pure", it builds a hierarchical and classified "Five Bamboos" talent training project system of "New Bamboo, Cluster Bamboo, Tough Bamboo, Strong Bamboo and Leading Bamboo", constructing the Company's talent training system and training brand, laying the foundation for the construction of the Company's "Jiemei College" and sustainable talent training.



**Case | New Bamboo • Breaking Ground Plan – Core Cultural Training for University Students**

In July 2025, to help the newly introduced university students in 2025 quickly complete the role transformation from "students" to "professionals", the Company carried out a three-day special training for new employees. The training adopted a three-dimensional integration mode of "Exhibition Hall Explanation + Theoretical Teaching + Outdoor Development". The course content fully covered core modules such as corporate strategy, product system and quality awareness, project management practice, intellectual property rights, marketing management, digitalization and intelligent manufacturing, workplace etiquette, human resource management and team cooperation, fully matching the growth needs of new employees, achieving a 100% completion rate, and laying a solid foundation for new employees to quickly integrate into the team and efficiently perform their duties.



Photos of Core Cultural Training for University Students

**Case | Cluster Bamboo • Gathering Momentum Plan – Promoting Talent Pipeline Training**

From May to November 2025, the Company continued to promote the "Cluster Bamboo • Gathering Momentum Plan" talent training project, carrying out special leadership training for management cadres and business backbones. From May to July, the Company organized the 4th Manager Communication Training Camp. 71 trainees participated in online systematic courses, carrying out special training on upward, downward and cross-departmental communication skills. From October to November, the Company carried out the 2nd Talent Pipeline Training and New Cadre Training. 41 supervisors and above managers participated in the training. Through joint teaching by internal lecturers and external experts, core performance abilities such as quality management and leadership were systematically improved.



Photos of Talent Pipeline Training

**Case | Tough Bamboo • Consolidating Foundation Plan – Grassroots Management Ability Improvement Project of Guangdong Electrical Materials**

From May to December 2025, to help new managers improve core management abilities, strengthen cross-level information transmission efficiency, and deepen the concept of total quality management, Guangdong Jiemei accurately focused on grassroots management and reserve talent teams such as production and quality system managers (including team leaders) and management trainees, organizing 41 trainees to carry out special ability improvement training. The project completion rate is 100%, and many learning models and learning stars have been selected for recognition and incentive. It not only effectively consolidates the ability foundation of the grassroots management team, improves team management efficiency and quality control level, but also reserves high-quality reserve management talents for the Company, providing solid management talent support for the high-quality development of the enterprise.



Photos of Grassroots Management Ability Improvement Training

**| Talent Pipeline Construction**

Against the background of increasingly fierce market competition, high-quality talent reserve and scientific talent pipeline system are important foundations for enterprises to enhance core competitiveness. The Company continues to promote the construction of talent pipeline. Through systematic identification, training and evaluation mechanisms, it continuously optimizes the talent structure, creating a high-quality, reasonably structured and dynamic talent team.

In terms of talent identification and training, the Company selects young employees with growth potential into the talent pipeline pool for key training in combination with employees' daily performance, post adaptability and development potential, and continuously strengthens talent reserve through post exercise and ability improvement. In terms of management talent training, the Company continuously improves the comprehensive evaluation system for the management, comprehensively assesses the performance ability and work performance of managers at all levels in an objective and fair principle, promoting the management team to continuously improve professional literacy and management ability.

**Key Performance**

As of the end of the reporting period,  
the Company has absorbed **221** outstanding talents

**Case | Improve the comprehensive evaluation system for the management and carry out 360-degree evaluation of the management**

In December 2025, the Company carried out the annual 360-degree evaluation of the management, building a more scientific and objective management personnel evaluation system, and continuously improving organizational management efficiency and team cohesion. This evaluation adopted a three-dimensional evaluation mode of "Superior + Peer + Subordinate", carrying out quantitative scoring on a 5-point scale. It conducted a comprehensive evaluation around core ability dimensions such as leadership, communication and collaboration, innovation ability, work performance and team training, ensuring diverse evaluation perspectives and objective and fair results. The evaluation results will provide an important reference for the management ability improvement, talent pipeline training and organizational optimization, further consolidating the foundation of the Company's talent pipeline construction.

## | Promotion and Career Development

Adhering to the development concept of symbiosis and prosperity between employees and the enterprise, the Company continuously improves the career development and cadre training mechanism, and provides employees with clear and transparent development space by establishing a standardized talent selection system and multi-channel career development paths. The Company has formulated the *Management Selection and Appointment Management Measures*, building a parallel development system of management sequence and professional and technical sequence. Through standardized selection processes, performance-oriented appointment mechanisms and job rotation training mechanisms, it continuously explores and cultivates outstanding talents, helping employees achieve long-term career development and value improvement.

### Employee Career Development and Management Selection Mechanism



## | Employee training and Capacity Building

The Company has built a systematic training and capacity building system. Centering on the needs of employees' career growth and post capability improvement, it has formed a multi-level training mechanism covering induction training, post professional training and external learning improvement, helping employees continuously improve professional ability and comprehensive quality. Pre-job training helps new employees quickly master job responsibilities and work processes; internal post training continuously strengthens professional skills and post competence; external training and industry exchanges broaden employees' horizons, improve industry cognition and forward-looking thinking, providing talent support for enterprise development.

The Company continuously promotes the construction of the knowledge management system, establishes a sound internal trainer training and development mechanism, encourages employees to participate in knowledge sharing and experience inheritance, and promotes the transformation of organizational knowledge from "experience accumulation" to "systematic precipitation".

### Key Performance



During the reporting period, certified and specially invited internal trainers of the Company completed a total of

**21** lectures



Training allowances of

**3,900** RMB were issued

### Company Training Categories and Main Contents

Training Type	Training contents
New employee induction training	Induction training covers modules such as company introduction, products and business, system specifications, corporate benefits, personnel management, company systems, and laws and regulations learning. In 2025, the completion rate of pre-employment training for new employees of the Company reached 100%.
Planned education and training	In accordance with the training plan, each department sorts out its own training plan from aspects such as system specifications and laws and regulations, post operation standards, professional knowledge and professional quality improvement, continuing education for key posts, and safety.
Training for workers engaged in special type of works	Arrange operators of special posts and special equipment to complete certification and re-examination to ensure that personnel are trained before taking up posts. In 2025, a total of 86 person-times of re-examination and 122 person-times of certification were completed.
Outgoing training	For training needs requiring external support, the Human Resources Department actively explores external resources. In 2025, a total of 174 person-times of external training for employees were completed. After training, the training results were implemented through internal sharing, course internalization, and promoting internal improvement.



### Case | Launch Training Management Platform and Build Digital Talent Training System

In 2025, the Company independently developed and launched the training management platform, building a full-process online training management closed loop of "Initiation-Execution-Evaluation", realizing visual management and traceable control of employee training files. After the platform was launched, the effect was remarkable. The online training plan completion rate increased from 38% in April 2025 to 100% in June, and maintained 100% online level at the end of the year, with a training completion rate of 100%. In 2025, the Company conducted a total of 1,990 online trainings, covering 25,980 person-times. It not only efficiently integrated internal training resources, but also further improved the standardization and digitalization level of the Company's training management.

## Academic and Skill Improvement

While extensively carrying out training and empowerment, the Company encourages employees to actively participate in personal academic and skill title improvement, and provides certain support for on-the-job employees to participate in national higher education examinations or professional title examinations uniformly organized by the Ministry of Personnel or the Ministry of Labor related to their posts.

### Key Performance



Photos of Zhejiang Electrical Materials Educational Advancement Program

## Indicators and Targets

The Company always aims to "improve employees' professional skills and comprehensive quality, and support the enterprise's strategic development and business operation needs", and strengthens the management of employee training and development related matters. The Company formulates an annual education and training plan at the beginning of each year. Each department submits its own annual training plan according to the actual situation, and the Human Resources Department follows up the specific implementation monthly. In 2025, the completion rate of the company's training plan reached 100%.

During the reporting period, the indicators related to employee employment and development of the Company are shown in the table below:



Notes: For other employee training and development indicators and comparable data, please refer to the "Key Performance Table" in the appendix

## Employee Remuneration and Benefits

Jiemei Technology continuously improves the salary incentive and employee benefits management system. By establishing a fair and transparent salary performance mechanism, multi-level employee benefits protection, and a good working and living environment, it provides employees with a stable development platform and warm organizational care. Oriented to motivating employees to create value and share enterprise development achievements, the Company organically combines salary incentives, welfare protection, employee care and cultural construction. While protecting employees' legitimate rights and interests, it continuously improves employees' sense of gain and belonging, stimulates employee vitality, and promotes the common growth of the enterprise and employees.

### Remuneration Performance

The Company has formulated systems such as the *Salary and Performance Management Measures*, *Employee Performance Management Measures*, and *Organizational Performance Management Measures* to ensure the fairness and incentive of salary management. The salary system follows the principle of "paying according to post, ability and performance", balancing efficiency priority and fairness, incentive and restraint, market competitiveness and cost control. At the same time, a reasonable overall company performance coefficient is formulated combined with the Company's annual operating results.

The Company mainly adopts salary models such as annual salary system, monthly salary system, piece rate system and hourly wage system. The salary structure includes basic salary, performance salary, floating salary, overtime salary, various bonuses and subsidies. Combined with long-term incentive measures such as equity incentives and employee stock ownership, a multi-level salary system has been established. Employee rank promotion is related to post adaptability, performance results and the complexity of work tasks. Long-term incentives are positively correlated with team and individual performance, realizing the sharing of development achievements between employees and the Company.



Employee share programs

In 2025, the Company successfully completed the implementation of the employee stock ownership plan, realizing the effective conversion of repurchased shares to employees and further improving the long-term incentive mechanism. This employee stock ownership plan covers a total of 79 employees, with actual subscription funds of approximately RMB 46,701,500.00, corresponding to 3,565,000 shares of the Company, accounting for 0.8273% of the Company's total share capital. It effectively expands the coverage of employee stock ownership and strengthens the interest binding between core backbones and the Company's development.



Key Performance



During the reporting period, the per capita salary of the Company was

**124,200** RMB



Per capita revenue was

**573,900** RMB

For performance appraisal management, the Company organizes and carries out in accordance with the general principle of "full participation, two-way communication, process management and continuous promotion", covering five key links: goal setting, implementation guidance, performance evaluation, communication feedback and result application. Based on work results, it is comprehensive, objective, realistic, open, fair and impartial. At the same time, the Company has established a performance appeal and feedback mechanism, regularly conducts performance interviews, affirms achievements, points out deficiencies, and continuously supervises. Departments and employees jointly formulate improvement measures to help employees continuously improve performance.

Performance Feedback and Appeal Mechanism

Performance Appraisal and Communication

The assessed shall submit the performance self-assessment of the previous period within 10 days after the assessment period. The direct superior shall put forward preliminary evaluation opinions within 5 days according to the confirmed performance plan and the self-assessment opinions, and feed back the results to the assessed, affirm work achievements, point out the reasons for deduction, and help come up with problem solutions.

Performance appeal and review

If the assessed has objections to the performance appraisal process or results, he/she may apply for review to the Company's Human Resources Department and company leaders.

Appeal feedback

After receiving the appeal, the Company's Human Resources Department or relevant leaders shall handle it in a timely manner and give feedback.

Employee Benefits

The Company has established a welfare security system in accordance with the Employee Benefit Management Measures. On the basis of legally implementing statutory welfare such as social insurance, provident fund and paid leave, it continuously improves the multi-level employee care mechanism. Through various forms such as living welfare, holiday care, condolence support, risk security and employee anniversary care, it provides employees with stable and comprehensive welfare security, and continuously improves employees' sense of belonging and work enthusiasm.

Diversified Employee Benefit

Statutory welfare

- Basic medical insurance
- Basic endowment insurance
- Unemployment insurance
- Work-related injury insurance
- Social insurance premium
- Housing provident fund
- Statutory leave
- Paid parental leave

Leave benefits

- Marriage leave
- Antenatal leave
- Maternity leave
- Nursing leave
- Breastfeeding leave
- Compassionate leave

Supplementary welfare

- Communication welfare
- Working meal subsidy
- High-temperature subsidy
- Birthday subsidy
- Health check-up subsidy
- Festival subsidy
- Wedding red envelope
- Education subsidy
- Free domestic and foreign travel, etc.



Key Performance



During the reporting period, the Company's social security payment was

**100%**



Benefit expenditure was

**76.6588** million RMB



The number of employees enjoying maternity leave in the Company was

**20**



The return rate of employees enjoying maternity leave was

**96.36%**



Case | Hold Retirement Honor Ceremony to Pay Tribute to Employees' Long-term Contributions

During the reporting period, a total of 10 employees of the Company headquarters retired honorably. The Company held an honor ceremony for retired employees, customized and presented 30-gram silver coins, commemorative trophies and blessing cards, deeply expressing gratitude for their years of hard work and outstanding contributions. The Company conveys the enterprise's respect and care for employees in a centralized tribute way, promotes the corporate culture core of gratitude and dedication, further enhances the enterprise sense of belonging and team cohesion of on-the-job employees, and creates a good organizational atmosphere of respecting predecessors and passing on the torch.



Female Employee Retirement



Male Employee Retirement

## Guarantee of Working Environment

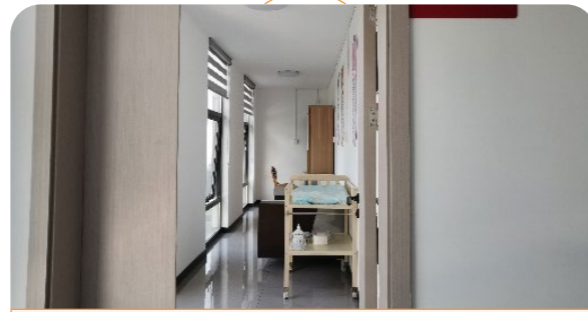
The Company continuously improves the guarantee mechanism for employees' working and living environment, and creates safe, comfortable and convenient working and living conditions for employees. The Company has formulated systems such as the *Employee Dormitory Management Measures* and *Canteen Dining Management Measures*, providing dormitories for eligible employees (including expatriate employees); For subsidiaries and branches that have not yet built employee dormitories, the basic living needs of employees are guaranteed by providing housing subsidies or unified accommodation arrangements.

The Company actively promotes the "Concentration Project", builds a fully functional "Employee Home", creates an employee living space integrating catering, accommodation, learning and leisure, provides employees with working meals and accommodation, and sets up facilities such as visiting rooms, stadiums, gyms, activity rooms, dance rooms, book reading rooms and talk rooms to enrich employees' spare time life and create a healthy and upward working atmosphere. During the reporting period, the new factory of Jiangxi Electrical Materials further improved employee living facilities, added gyms, recreation rooms, yoga rooms and libraries, and upgraded dormitories and canteens, continuously improving the quality of employees' working and living environment.

### Working Environment and Facilities



Mother and Baby Room



Mommy Care Room



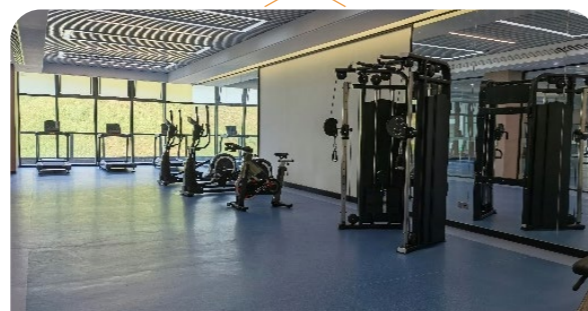
Badminton Room



Reading Room



Billiard Room



Gymnasium

## Care for Employees in Need

The Company continuously pays attention to employees' well-being, establishes a support mechanism for employees in need, timely understands employees' family and living conditions by establishing files for employees in need and strengthening daily communication, implements targeted support measures for eligible employees, and effectively relieves employees' living pressure. While providing basic support, the Company also provides multi-dimensional support for employees in need through job transfer skill training, medical mutual support and employee mutual donations, helping them improve their ability to cope with difficulties. In 2025, the Company cooperated with the Anji County Federation of Trade Unions to conduct a survey on the family situation of employees in need, checked the family situation of employees, declared support projects of higher-level trade unions for eligible employees in need, and provided care and support for employees in need through year-end condolences, conveying the enterprise's warmth and creating a mutually supportive organizational atmosphere.



### Key Performance



During the reporting period, the Company supported

**160** employees in need



### Case | Golden Autumn Student Aid to Support Children of Employees in Need

In 2025, the Company actively responded to the "Golden Autumn Student Aid" public welfare action of the County Federation of Trade Unions, escorting the education and further education of children of employees in need. After layers of review and confirmation, 7 children of employees in need of the Company were included in the scope of this "Golden Autumn Student Aid". They received student aid at the standard of RMB 3,000 per person, with a total of RMB 21,000 of student aid issued. This Golden Autumn Student Aid not only relieved the tuition pressure of children's further education for families of employees in need, effectively solved the worries of employees, but also made employees feel the dual care of the enterprise and the trade union.



### Case | Visit and Condole Employees in Need During the Spring Festival to Convey Enterprise Care

On the occasion of the Spring Festival in January 2025, Jiangxi Electrical Materials organized a warm condolence activity for employees in need. The General Manager and Trade Union Chairman of Jiangxi Electrical Materials visited the homes of employees in need, visited and condoled 3 on-the-job employees in need, learned in detail about their family life and actual difficulties, and sent them festival condolences and warm care. This condolence activity accurately met employees' needs through face-to-face in-depth communication, helped employees relieve living pressure, made them truly feel the enterprise's care and warmth, and further enhanced their enterprise sense of belonging and team cohesion.



Spring Festival visits and support for employees in need

## Care for Female Employees

To support female employees in achieving a balance between career development and family life, the Company continuously improves care measures for female employees and creates a more friendly and inclusive workplace environment. For pregnant employees, provide daily nutritional subsidies to ensure the health needs of the mother and fetus; For lactating employees, set up a "Mommy Hut" maternal and infant room in the office area, equipped with necessary facilities such as refrigerators and wet wipes, providing a private and comfortable breastfeeding space for employees, and improving the convenience of work and life. At the same time, through holiday care activities such as International Women's Day, express care and respect to female employees, and further enhance their sense of belonging and happiness.

### Case | International Women's Day Activities to Care for Female Employees' Physical and Mental Health

On the occasion of International Women's Day in March 2025, the Company issued holiday benefits to all female employees and held a lecture on traditional Chinese medicine health preservation, with 60 female employees participating. This activity aims to care for the physical and mental health of female employees, popularize the knowledge of traditional Chinese medicine health preservation, and improve their awareness and ability of self-care. It not only makes female employees feel the Company's care and warmth, but also helps them master practical health preservation skills and devote themselves to work and life with a fuller mental state.



Lecture on Traditional Chinese Medicine Health Preservation

### Case | "In the Name of Love, Salute Mothers" Mother's Day Activity

In May 2025, the Company organized 20 female employees to carry out a floral art experience activity. The activity combines professional guidance and on-site creation, allowing female employees to learn floral art skills and feel the beauty of art in hands-on practice. This activity provides a platform for female employees to relax and communicate. While enriching their spiritual and cultural life and relieving work pressure, it further enhances communication and connection between employees, creating a warm and harmonious team atmosphere.



Beautiful Moments

## Wonderful Employee Activities

To enrich employees' spare time cultural life and enhance team cohesion and organizational vitality, the Company actively creates a healthy and positive corporate culture atmosphere and continuously organizes various employee activities. Through diverse cultural and sports activities such as holiday-themed activities, employee fellowship activities and fun sports meetings, a platform for communication and interaction is built for employees. While promoting employees' physical and mental health, it further enhances team collaboration awareness and sense of belonging, creating a united and upward working atmosphere.

### Case | Cycling to Pursue Dreams, Interpret the May Fourth Spirit

In April 2025, the Company organized employees to carry out cycling and hiking activities. Employees rode bicycles to Phoenix Mountain and went mountain climbing. The activity combines cycling and hiking, allowing employees to exercise and relax in the process of getting close to nature. While enriching spare time life and relieving work pressure, it enhances team collaboration awareness. This outdoor activity further promoted communication between employees and created a positive, united and progressive corporate culture atmosphere.



Mountain Climbing Photos

### Case | Gather Strength to Show Demeanor, Celebrate Double Festivals with Fun Sports

In August 2025, the Company organized the 15th Employee Fun Sports Meeting, with a total of more than 500 employees participating. The activity set up a number of fun competitive events, encouraging employees to participate in interaction and collaboration in a relaxed and pleasant atmosphere. While enriching spare time cultural life and relieving work pressure, it enhanced team collaboration awareness. This activity combines fun competition and team interaction to further promote communication between employees, create a positive, united and collaborative corporate culture atmosphere, and stimulate employees' vitality and motivation to devote them to work.



Group Photo of the Sports Meeting

# Occupational Health and Safety

Jiemei Technology attaches great importance to production safety and occupational health management, and always puts employees' life, property safety and physical and mental health first. Incorporate occupational health and safety as an important ESG issue into the overall ESG management system. The Board of Directors is the highest management body for overall management. The Strategy and Sustainability Committee under the Board of Directors is responsible for identifying, studying and supervising relevant risks, and continuously promoting the improvement of occupational health and safety management level.

The Company continuously improves the occupational health and production safety management system, formulates systems such as the *Occupational Health Management System*, *Production Safety Responsibility System Management System*, and *Safety Education and Training Management System*, clarifying safety management responsibilities and work requirements. The Company improves production safety management capacity by strengthening responsibility implementation, strengthening on-site safety management, regularly carrying out safety training and emergency drills, and improving the configuration of safety facilities. The Company continuously improves employees' safety awareness and risk prevention ability, and is committed to reducing occupational health and safety risks that may arise in production and operation activities, providing a solid guarantee for the steady development of the enterprise.

To implement the main responsibility of safety management and improve the systematicness and effectiveness of safety management, the Company has established a hierarchical occupational health and safety management structure. The Company has set up a leading group for safety management as the leading body for safety management. It implements a management mechanism of overall leadership by the leader, overall coordination by the deputy leader, and division of responsibilities by members, forming a safety management responsibility system with clear responsibilities and implementation at all levels. At the same time, the Company has a Safety Environment Management Department, which supervises and inspects the implementation of safety management work of each business department, subsidiary and branch, and promotes the effective implementation of safety management systems and measures.



In accordance with the principle of "horizontal to the edge, vertical to the end", the Company continuously strengthens the management of occupational health and safety responsibility targets, and decomposes the targets of production safety, environmental protection and occupational health management to all departments, production teams and specific posts step by step. In 2025, the Company revised the *Safety Responsibility Assessment Management Measures*, clearly linking safety responsibility incidents with the performance appraisal of relevant responsible persons, and organized the signing of the annual *Post Safety, Environmental Protection and Occupational Health Responsibility Statement*, clarifying the responsibilities and target requirements of personnel at all levels in safety management, promoting the implementation of safety responsibilities to posts and individuals, forming an occupational health and safety management pattern of full participation and responsibility at all levels.

### Occupational Health and Safety Targets

Management targets	Achievements
Annual control target of responsible work-related injuries < 12	✔ Achieved, 9 responsible work-related injuries
Zero fire accidents	✔ Achieved, 0
Zero occupational diseases	✔ Achieved, 0
Zero major safety accidents	✔ Achieved, 0

During the reporting period, the occupational health and safety performance of the Company is presented in the table below.



## Measures for Production Safety Management

The Company strictly builds a production safety management and control system with inspection, investigation and assessment as the core. Through the implementation of hierarchical inspections of "post daily, workshop weekly, company monthly", a closed-loop management is implemented for key equipment and high-risk sections to ensure that hidden dangers are rectified in place. Combined with quarterly comprehensive investigations and seasonal special investigations, as well as targeted elimination of hidden dangers such as fires and mechanical injuries, the Company also regularly carries out production safety training and system publicity, strengthening employees' safety awareness and standardized operation ability. Adhere to annual comprehensive risk assessment and dynamic recertification, implement hierarchical control for high-risk areas such as chemical storage, and build a safety line from the source.

### Production Safety Risk Identification and Assessment

<p><b>Production Safety Inspection (Normalized Management and Control)</b></p>	<ul style="list-style-type: none"> <li>● Hierarchical Inspection Mechanism: Inspection mechanism of post daily, workshop weekly, company monthly.</li> <li>● Closed-loop Management of Inspection: Inspectors record on-site grading; general hidden dangers are rectified on the same day, and major hidden dangers are immediately shut down for supervision.</li> </ul>
<p><b>Safety Hidden Danger Investigation (Targeted Risk Elimination)</b></p>	<ul style="list-style-type: none"> <li>● Regular investigation: Carry out comprehensive hidden danger investigations in key areas every quarter, and implement special inspections before holidays to strengthen emergency management and control.</li> <li>● Special investigation: Carry out special investigations for key nodes such as seasonal changes, process commissioning and equipment overhaul, and implement strict control over the whole process of chemicals to prevent leakage risks.</li> </ul>
<p><b>Safety Risk Assessment (Source Prevention and Control)</b></p>	<ul style="list-style-type: none"> <li>● Periodic Risk Assessments: Conduct a comprehensive safety risk identification and assessment once a year.</li> <li>● Dynamic Risk Management and Control: Carry out special risk assessment before new processes and equipment are put into use; Start risk re-evaluation after finding major safety hidden dangers or safety accidents; Set risk warning signs for high-risk areas and implement 24-hour special personnel on duty.</li> </ul>

**Case | Passed the second-level enterprise certification in terms of production safety standardization**

In June 2025, the Company successfully passed the second-level recertification of production safety standardization and obtained the certification certificate. The Company systematically carries out self-inspection, assessment, rectification and improvement around the operation of the safety management system, on-site safety management and system implementation. It formulates improvement measures item by item according to the review opinions, clarifies the division of responsibilities and completion time limits, and promotes the effective implementation and closed-loop management of various rectification tasks. Through continuously improving the safety management mechanism and standardizing on-site management, the Company's production safety standardization level has been continuously improved; the safety management system is more standardized and efficient, and the risk prevention and control capacity has been further enhanced.



Recertification Site

**Case | Carry out a series of Production Safety Month activities to systematically improve the safety literacy and professional skills of all staff**

In June 2025, focusing on the theme of "Production Safety Month", the Company carried out multi-dimensional safety education and practical activities throughout the Company. The Company created a strong safety culture atmosphere by hanging safety banners in prominent positions in the factory area. During this period, the Company organized all employees to watch the safety-themed video Please Keep Safety in Mind, covering a total of 2,443 people, effectively strengthening employees' awareness of the ideological red line. In addition, the Company specially held the "Electric Pallet Truck Driving Skills Competition", which tested and improved the standardization of special equipment operation of front-line employees through practical competitions. This series of activities deeply combines theoretical education and skill competitions, which not only consolidates the mass foundation of enterprise production safety, but also effectively promotes the transformation of safety management from "system constraints" to "full staff consciousness".



Electric pallet truck Competition during Production Safety Month

**Case | Jointly carry out special Fire Prevention Month activities to build a comprehensive emergency disaster prevention safety line**

In November 2025, the Company organized a series of "Fire Prevention Month" activities, aiming to comprehensively improve the fire safety literacy of all staff. The Company created a strong atmosphere by hanging special banners in each factory area, and organized a total of 2,616 employees from various departments to watch the warning education film The Price of Life, deeply analyzing the lessons of fire accidents and building a solid ideological line. In the actual combat drill session, the Company adopted the mode of "headquarters overall planning, multi-point linkage", and successively organized many simulation activities such as night escape in dormitories, special evacuation of business departments and comprehensive fire drills in workshops. Through actual combat simulations covering all production and living scenarios, the Company not only effectively tested the linkage performance of fire-fighting facilities, but also significantly improved all employees' emergency response and self-rescue and mutual-rescue capabilities in sudden fire situations, building a normalized and institutionalized fire safety protection network for the enterprise.



Watching Fire Warning Film

## Measures for Occupational Health Management

The Company attaches great importance to occupational health management and is committed to creating a safe and reliable working environment for employees. To prevent, control and eliminate occupational disease hazards and protect the health rights and interests of workers. The Company has formulated the *Workplace Occupational Health Management and Control Procedure*. Through measures such as hazard identification, engineering and management protection, regular testing, occupational health examinations, emergency drills and special fund guarantee, it continuously improves the working environment, strengthens risk control, and improves employees' health protection level.

At the same time, establish occupational health files, organize health checkups every year, add special examinations for employees in posts exposed to dust, noise, etc., inform the health checkup results in a timely manner, adjust posts for personnel with occupational taboos, and effectively put an end to occupational diseases.

**Case | Refined Health Checkup Service to Protect Employees' Physical and Mental Health**

The Company formulates a monthly occupational health examination plan for employees every year. The examination objects cover all on-the-job employees of the Company. Customized examination items are made according to the characteristics of different posts, and cooperative hospitals are strictly screened. Employees are provided with regular health checkups, so that they could understand their health status in a timely manner and detect potential health risks as early as possible. In 2025, the Company upgraded the health checkup management system, developed occupational hazard factor confirmation reports, realized dynamic management of hazard factor data, and built a full-cycle service closed loop of "before-during-after health checkup". Employees can receive health checkup reminders through multiple channels, query reports in real time, and electronic health files are permanently retained. The health checkup preparation time was shortened by more than 50%, and the accuracy of personnel screening was nearly 100%, making employees truly feel care and convenience.



Employee Health Checkups

**Case | Special Emergency Training to Improve Employees' Emergency Self-rescue Skills**

In November 2025, the Company's Precision Machining Center invited external professional teachers to carry out special training on safe use of fire and electricity and emergency first aid for all staff in the department. Combined with industry characteristics, the training systematically explains first aid skills such as electrical fire prevention, safe electricity use specifications, cardiopulmonary resuscitation, and trauma bandaging, and strengthens employees' emergency response capabilities through practical drills. This training effectively enhanced employees' safety protection awareness and self-rescue and mutual-rescue level, providing a strong guarantee for creating a safe and healthy working environment.

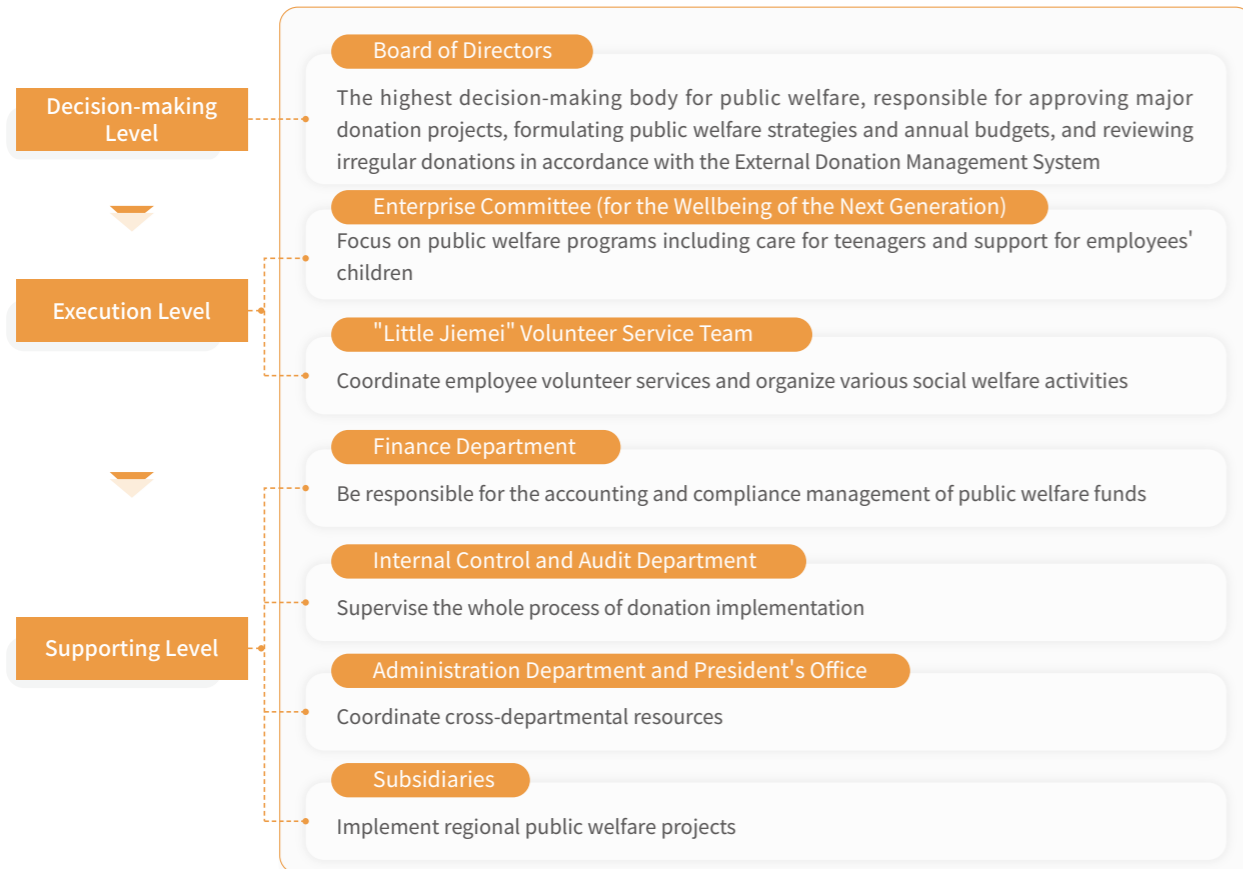


Occupational Health Training

# Social Contribution

Adhering to the core public welfare concept of "Value Co-creation, Ecological Co-construction, and Sustainable Responsibility", Jiemei Technology has formulated the External Donation Management System and Volunteer Service Management Standards, and built a governance system of "Board of Directors overall planning + special institution implementation + cross-departmental collaboration" to ensure standardized and efficient public welfare actions. In recent years, the Company has focused on three major fields: educational public welfare, community service and environmental protection. It has set up a RMB-10 million scholarship fund, public welfare donations, and established the "Little Jiemei" volunteer service team. It attaches equal importance to institutional guarantee and precise capacity building, and promotes full participation and long-term benefits, showing the responsibility and responsibility of enterprises in the new era to repay the society.

## Structure of the Company's Public Welfare Initiatives



## Social Public Welfare Philosophy

Rooted in the local community and give back to the hometown

Based in Anji, Zhejiang, where the Company headquarters is located, focus on the local people's livelihood needs and demonstrate the social responsibility of a local enterprise

### Precise empowerment for long-term benefits

Abandon extensive donation and realize sustainable utilization of public welfare resources through models such as "principal retained, interest donated" and "project pairing"



### Full participation for co-construction and sharing

Integrate employee care with social welfare to form a virtuous cycle of "enterprise-led, employee-participated, society-benefited"

## Key Performance



During the reporting period, the Company's social welfare investment amounted to

**1.05** million RMB



Nearly

**1,000** people benefited

## Case | Establish a RMB-ten-million fund to help local students realize their dreams

In June 2025, the Company, together with Anji County Charity Federation, Bureau of Education and Agricultural Science Zone, established a RMB 10 million "Jiemei" Named Scholarship and Student Aid Charity Endowment Fund in the mode of "principal retained, interest donated", carrying out targeted scholarship and student aid activities annually with interest income. The fund is mainly used to reward outstanding students in primary and secondary schools in the Agricultural Science Zone, subsidize children from poor families, and support school facility renovation, festival condolences and campus events. This project injects lasting vitality into education in Anji County, effectively helping more children change their lives through knowledge and passing on love and hope from generation to generation.



Donation Check



Donation Certificate

## Case | "Little Jiemei" Volunteer Activities Deliver Community Warmth

As a regular public welfare platform for employees to participate in, the Company's "Little Jiemei" Volunteer Service Team actively engages in community welfare. The team regularly carries out volunteer services such as traffic civilization persuasion, respect for the elderly, and Five-Water Governance, as well as convenient public welfare activities including free cleaning of jewelry, glasses and dentures for community residents. In the first half of 2025, the team was shortlisted for the "National Best Volunteer Organization" selection, conveying corporate warmth with little actions and taking root the volunteer spirit in the community.

## Case | Loving Donation Supports the Happy Growth of Young Children

In August 2025, the Company donated RMB 70,000 to Anji County Nanbeizhuang Central Kindergarten, specially used for the construction of kindergarten playgrounds, improving school-running conditions and supporting the physical and mental health development of young children. This kind act reflects the Company's care and support for preschool education, conveying warmth with practical actions and contributing to the healthy growth of local children.



Donation Certificate

## Promoting Industry Development

Taking industrial collaboration as the pivot, the Company takes the initiative to break through organizational boundaries and place internal innovation in a more open industrial ecosystem. Through in-depth participation in industry-university-research cooperation, the Company promotes the transformation of basic research into application value, accurately aligning academic achievements with market demands. In school-enterprise cooperation, the Company intervenes in talent training in advance to realize the organic connection between knowledge system and industrial practice. Meanwhile, it actively participates in industry activities, continuously promotes technical dialogue and resource sharing, and builds a complete path from source innovation to value realization through dynamic collaboration.

### Case | Deepen Industrial Collaboration to Empower Integrated Circuit Ecological Construction

In May 2025, the Company participated in the special session of integrated circuit equipment and materials industrial chain of Zhejiang Province's "Ten Chains, 100 Sessions, 10,000 Enterprises" series activities, actively connecting industry resources, participating in industrial chain special docking and exhibition, and collaborating with upstream and downstream enterprises. Relying on the provincial industrial platform, the Company accurately links technology, talents and markets to promote the integration and sharing of innovative elements. In the strategic process of Zhejiang Province building a wild goose formation enterprise pattern and constructing a collaborative layout of "enterprise chain aggregation, park clustering", the Company, through in-depth participation in core material supporting links, continuously strengthens the resilience of industrial and supply chains, and contributes to building an industrial ecosystem with integrated development of large, medium and small enterprises and deep integration of innovation chain and industrial chain.



Industry Activities

### Case | Deepen School-Enterprise Collaborative Innovation to Empower Electronic Materials Technology Breakthrough

Relying on the technology development cooperation mechanism established with Zhejiang University of Science and Technology, the Company jointly carries out a number of basic researches and process breakthroughs focusing on key technical problems in the field of special electronic materials. The cooperation between the two sides covers material performance optimization, surface treatment technology and special material development. Through resource sharing and collaborative R&D, it promotes the transformation of innovative achievements into industrial applications. Taking in-depth integration of industry-university-research as the starting point, the Company continuously improves core technology competitiveness, supporting the independent control and high-quality development of the electronic materials industrial chain.

### Case | Leverage University Research Institutes to Tackle Core Technologies of Release Film

The Company has established technology development cooperation with the Institute of Advanced Engineering and Technology of Wuhan University of Technology to jointly tackle key technologies of high-end release film. The two sides collaborate in material formulation, process optimization and performance testing. After sample trial production, scheme improvement and customer verification, product finalization and technical standard establishment are finally realized. This cooperation, relying on the scientific research accumulation of universities and institutes and the industrialization capacity of enterprises, effectively connects the key link from laboratory R&D to market application, injecting new impetus into the independent control of core technologies in the electronic materials field.

### Case | Build a Platform for Integration of Engineering and Learning to Cultivate Skilled Talents by Enterprise and School

Since April 2025, in response to the national policy of comprehensively promoting the new enterprise apprenticeship system and broadening the training channels for professional skilled talents, the Company has cooperated with Anji Technician College, selecting 30 employees in equipment, electrical and mechanical related positions to participate in systematic training at the training base of Anji Technician College. Focusing on the cultivation of core competencies of electrician positions, a dual-track training system of "theory + practical operation" has been constructed, balancing knowledge depth and skill practicality. 25 trainees passed the assessment with a pass rate of 83.3% and successfully obtained electrician skill level certificates.



Jiemei Technology & Anji Technician College School-Enterprise Cooperation Project



## Corporate Governance

Jiemei Technology always takes standardized governance as the foundation for the steady development of the enterprise. By continuously optimizing the operation mechanism of the Board of Directors and improving the internal control and risk management system, it ensures scientific decision-making and standardized operation. The Company attaches great importance to investor relations management, takes transparent information disclosure as its guiding principle, unblocks diversified communication channels, and effectively protects the legitimate rights and interests of investors. In business practice, the Company takes business integrity and professional ethics as its guiding principle, integrates the concept of social responsibility into daily operations, and escorts the sustainability of the enterprise with responsible governance practices.

### Our actions

- Standardized Operations
- Investor Relations
- Risk Management and Internal Control
- Business Ethics

### SDGs alignment

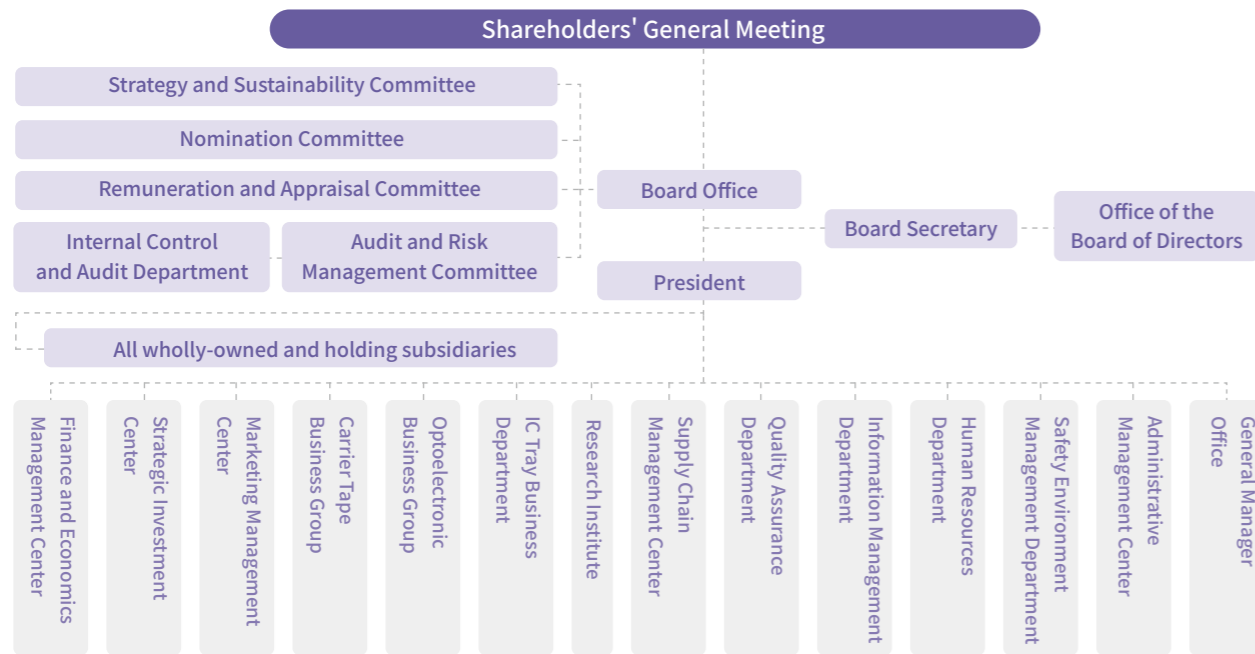


# Standardized Operations

Jiemei Technology always regards efficient and transparent governance as the fundamental guarantee for scientific strategic decision-making and standardized operation. It strictly abides by laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Guidelines for Corporate Governance of Listed Companies* and the *Articles of Association Guidelines for Listed Companies*, constructs a sound internal decision-making mechanism, and continuously promotes the governance system to a higher level of transparency and standardization. Under this governance structure, the Company strictly abides by the compliance bottom line; the senior management team performs duties diligently, and all departments collaborate to consolidate the foundation for the high-quality development of the enterprise.

In 2025, the Company actively implemented the newly revised *Company Law of the People's Republic of China* and relevant policy requirements, carried out the reform of the Board of Supervisors in light of the Company's actual situation. The Audit and Risk Management Committee of the Board of Directors undertook the relevant functions and powers of the Board of Supervisors as stipulated in the *Company Law*, revised and issued the new *Articles of Association* and many relevant systems of the Company, further improving the corporate governance structure.

Governance Structure Diagram



## Shareholders' General Meeting

To fully protect the legitimate rights and interests of shareholders such as the right to know, participate and vote, the Company convenes the Shareholders' Meeting in strict accordance with relevant laws and regulations and the Articles of Association, ensuring the rigorous, standardized and orderly progress of the meeting process. The whole meeting was witnessed and supervised by professional lawyers, and compliance review was carried out on key links such as the convening procedure, holding method, qualifications of participants and voting counting to ensure that all resolutions are legal and effective. Through the effective operation of the above mechanism, the Company effectively provides a platform for shareholders to exercise their legal rights, gives full play to the function of the Board of Shareholders as the highest authority of corporate governance, and provides a solid guarantee for the scientific and standardized decision-making of the Company.

**Key Performance**

- During the reporting period, the Company held Shareholders' Meetings **3** Times
- Deliberated and approved proposals **33** Items

# The Board of Directors and the Special Committees

The Board of Directors of the Company strictly performs its duties of deciding major decisions and plans of the Company and formulating main systems of the Company in accordance with the Articles of Association and the Rules of Procedure for the Board of Directors. Each special committee of the Board of Directors has clear powers and responsibilities and operates independently. It puts forward professional suggestions to the Board of Directors through standardized procedures, jointly consolidating the foundation of corporate governance and providing a solid guarantee for stable operation and long-term development.

Duties of the Special Committees of the Board of Directors

- Strategy and Sustainability Committee**: Focus on the Company's long-term development strategy, major investment decisions and ESG affairs to lead the sustainable growth of the enterprise
- Audit and Risk Management Committee**: Focus on financial supervision, internal control evaluation and coordination of internal and external audits to ensure true and complete information
- Nomination Committee**: Lead the formulation, selection and review of standards for directors and senior executives to optimize the corporate governance team
- Remuneration and Appraisal Committee**: Be responsible for formulating and reviewing the remuneration and assessment plans for directors and senior executives, reviewing the equity incentive and employee stock ownership plans of the Company to promote the linkage between incentives and performance

**Key Performance**

- During the reporting period, the Company held Board Meetings **12** Times
- Deliberated and approved proposals **50** Items
- The average attendance rate of the Board of Directors was **100%**
- It has been proposed by the special committee of the Board of Directors for **10** Times
- Deliberated and approved proposals **20** Items

## Diversity and Independence

The Company attaches importance to the diversity and independence of the Board of Directors composition. To ensure that the Board of Directors has a more comprehensive perspective and multi-dimensional experience to better cope with the complex and changing business environment, the Company continuously pays attention to the diversity construction of the Board of Directors, continuously improving the diversity and inclusiveness of the Board of Directors, thereby improving the Company's decision-making quality and sustainability level level. Members of the Board of Directors have professional backgrounds and work experience in many fields such as economics, management and engineering, and can fully provide decision-making support for the Company by virtue of their professional backgrounds and knowledge.

Independence is an important guarantee for the standardized performance of duties and scientific decision-making of the Board of Directors. Independent directors of the Company hold special meetings in strict accordance with the Independent Director System, and provide independent and objective opinions for the Board of Directors by virtue of their profound professional accumulation in investment and accounting fields, effectively enhancing the risk response capacity and comprehensive decision-making level of corporate governance.



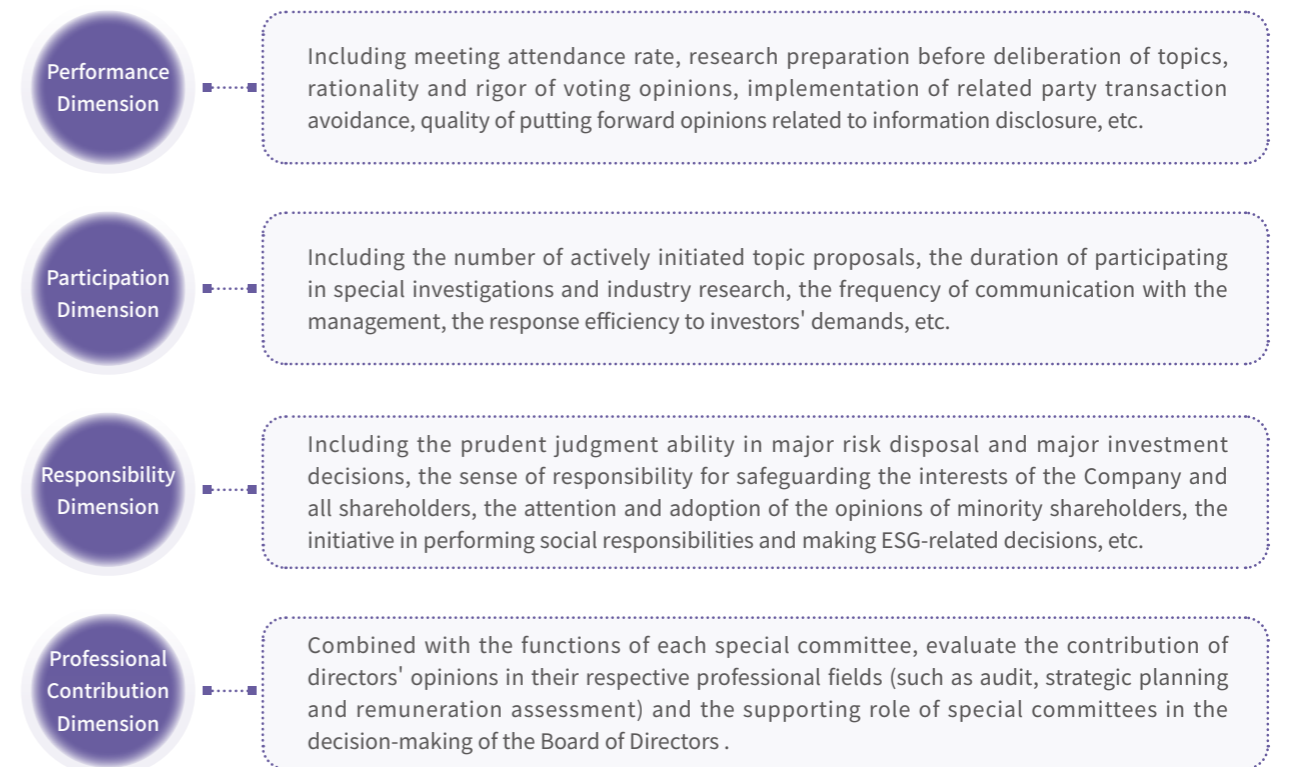
Composition of the Board of Directors

Name	Position	Professional capacity			Gender	Age
		Industry experience	Risk Management	Financial Management		
Fang Junyun	Chairman and General Manager	√			Male	62
Zhang Jungang	Director, Deputy General Manager and Board Secretary	√	√	√	Male	43
Fang Jining	Director	√			Female	36
Pan Chunhua	Director	√			Female	46
Xu Weidong	Independent directors		√	√	Male	46
Dong Shurong	Independent directors	√			Male	53
Xu Yang	Independent directors	√			Male	48

## Effectiveness of the Board of Directors

The Company attaches great importance to the standardized operation and performance efficiency of the Board of Directors and special committees, and has established a normalized and standardized effectiveness evaluation mechanism for the Board of Directors and special committees, carrying out multi-form and multi-dimensional evaluation work every year. The evaluation content closely follows the core responsibilities of the Board of Directors and special committees and focuses on key dimensions. Meanwhile, the Company continuously improves the director training mechanism, and continuously enhances the compliance awareness and performance efficiency of directors by organizing participation in training of regulatory authorities and carrying out internal special learning.

Key Dimensions of the Effectiveness Evaluation Mechanism



# Investor Relations

Jiemei Technology attaches great importance to investor relations management, and comprehensively standardizes the communication mechanism and operation process by formulating and implementing the Investor Relations Management System. The Company takes to compliance as the premise, equality as the basis, initiative as the way and integrity as the criterion, continuously builds an interactive platform with high transparency and timely response, effectively protects the legitimate rights and interests of investors, and enhances market recognition and trust.

## Investor Communication

The Company takes value leadership as its guiding principle, systematically constructs a closed-loop market value management from value creation, value sorting to value transmission, and is committed to realizing the long-term coordination and unity of intrinsic value and market performance. On the premise of strictly abiding by the compliance bottom line, the Company accurately conveys strategic logic and business performance through multi-dimensional active communication mechanism, continuously enhancing market recognition. In 2025, the Company revised the Information Disclosure Management System, Public Opinion Management System and Internal Management System for Information Disclosure Suspension and Exemption in accordance with the latest rules, continuously improving the quality of information disclosure, enhancing the transparency of company information and maintaining efficient communication with investors.

### Investor Communication Channels

#### Company Investor Communication Channels

- Regular and Interim Reports
- Investor Exchange Meeting at the Shareholders' General Meeting
- Official website of the Company
- Securities Affairs Email
- Securities Firm Strategy Conferences
- Online Conference
- Online Performance Briefing
- Shenzhen Stock Exchange irm.cninfo.com.cn platform
- Investor hotline
- Field research

#### Key Performance

During the reporting period, the Company participated in strategy conferences of investment institutions

**25** Times

Number of Visitors Received

**67** Visitors

Answered investor questions on the Shenzhen Stock Exchange irm.cninfo.com.cn platform

**236** Times

On-site investor visits include

**8** Times

Investor calls received

**40** Times

The reply rate to investor questions was

**100%**

## Information Disclosure

To effectively protect the investors' rights and interests and promote the optimization of corporate governance, the Company has comprehensively strengthened information disclosure management. In accordance with regulations such as the Measures for the Administration of Information Disclosure of Listed Companies and the requirements of the Articles of Association, the Company has systematically formulated a series of internal systems such as the Information Disclosure Management System, Foreign Investment Management System, Financing and External Guarantee Management Measures, Related Party Transaction Management System and Information Disclosure Suspension and Exemption Management System to ensure the authenticity, accuracy and completeness of information disclosure. By continuously improving the quality of information disclosure, a more efficient, open and transparent communication mechanism with the public and investors is constructed.

#### Key Honors

During the reporting period, the Company obtained the **A**-level information disclosure rating of the Shenzhen Stock Exchange for the first time

#### Key Performance

In 2025, the Company disclosed a total of **172** A-share announcements, totaling about **1.42** million words

## Investor Return

The Company always takes investor return as an important measure of high-quality development, and coordinates the promotion of market value management and profit distribution. In 2025, the Company actively responded to regulatory advocacy and formulated the *Market Value Management System*. Through stable operation, it enhanced intrinsic value, strengthened transparent communication and concept transmission, and promoted market value to truly reflect the growth quality of the enterprise. In terms of dividend return, the Company takes a long-term and sustainable profit distribution mechanism as its guiding principle, shares operating results with shareholders, and realizes a virtuous cycle of value creation and value return.

#### Key Performance

During the reporting period, the 2024 annual dividend of **5,111.46** ten thousand RMB, the 2025 semi-annual dividend of **4,259.80** ten thousand RMB

totaling **9,371.26** ten thousand RMB

Case | Deepen Value Communication to Support Steady Market Value Growth

In 2025, focusing on the core strategy of market value management, the Company focused on conveying the strategic value of its holding subsidiary Rouzhen Technology to the market, and disclosed 2 voluntary announcements: *Framework Agreement for Cooperation and Development Signed by Rouzhen Technology and CATL New Energy* and *Strategic Cooperation Framework Agreement Signed by Rouzhen Technology and a Solid-State Battery Manufacturer*. They have provided an in-depth interpretation of the market prospects and industrial layout of composite current collector products, and clearly present the Company's forward-looking planning in the new energy field, which has effectively guided investors' expectations. This series of precise value communication measures have effectively enhanced the market confidence and played a key supporting role in the stable recovery and steady growth of the Company's market value.

## Risk Management and Internal Control

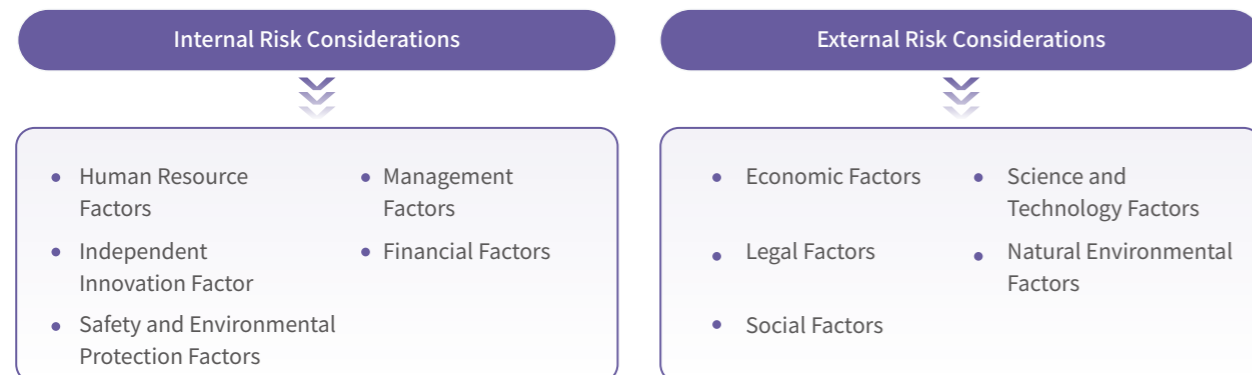
Good risk management and compliant operation are important guarantees for the sustainability of enterprises. Jiemei Technology, by constructing a multi-dimensional and full-coverage internal control and risk management system and building a document control platform, continuously improves internal control efficiency and risk resistance capacity, promotes the transition of risk management from "post-event response" to "pre-event prevention", realizes the in-depth integration of internal control system and business development, and improves business efficiency and effectiveness.

### Risk Management

The Company has established a systematic risk management mechanism. The Audit and Risk Management Committee of the Board of Directors is responsible for guiding, supervising and evaluating the Company's risk management work. The Internal Control and Audit Department, as the daily executive department, forms a risk analysis team with relevant professionals to carry out risk identification and analysis in accordance with standardized procedures to ensure the scientific and accurate risk assessment.

Centering on internal control targets, the Company continuously collects information related to business activities, timely identifies and assesses internal and external risks that may be faced in the business process. Through a combination of qualitative and quantitative methods, it analyzes and ranks various risks from the dimensions of the possibility and impact of risks, clarifies the risk matters that need key attention and priority control, comprehensively uses strategies such as risk avoidance, risk reduction, risk sharing and risk acceptance to formulate countermeasures, and controls the risk level within the Company's acceptable range through corresponding control means, continuously improving the enterprise's risk management capacity.

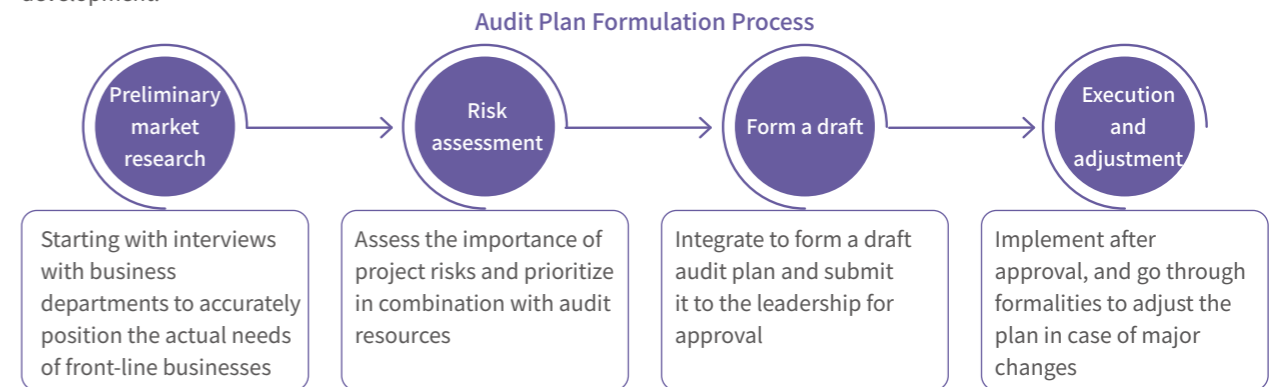
#### Risk Identification Factors



## Internal control audit

The Company has formulated the *Basic Norms for Internal Control* and *Internal Audit System*. Following the principles of comprehensiveness, materiality, checks and balances, adaptability and cost-effectiveness, it establishes and implements internal control, establishes an incentive and restraint mechanism for the implementation of internal control, and incorporates the implementation of internal control by all responsible departments and employees into the performance appraisal system to promote the effective implementation of internal control.

Meanwhile, the Company has established an internal audit system, set up an independent internal audit department, equipped with professional auditors, and conducts regular and special audits on the establishment, improvement, implementation and risk management of the Company's internal control system. The Company has formulated internal audit-related targets, including the number of annual special audits, loss recovery in infrastructure supervision, establishment of audit problem tracking ledgers, and supervision of the participation process of non-performing asset risks. Through continuous audit supervision and improvement measures, the Company ensures the continuous improvement and effective operation of the internal control system, laying a solid foundation for the Company's stable operation and long-term development.



### Key Performance



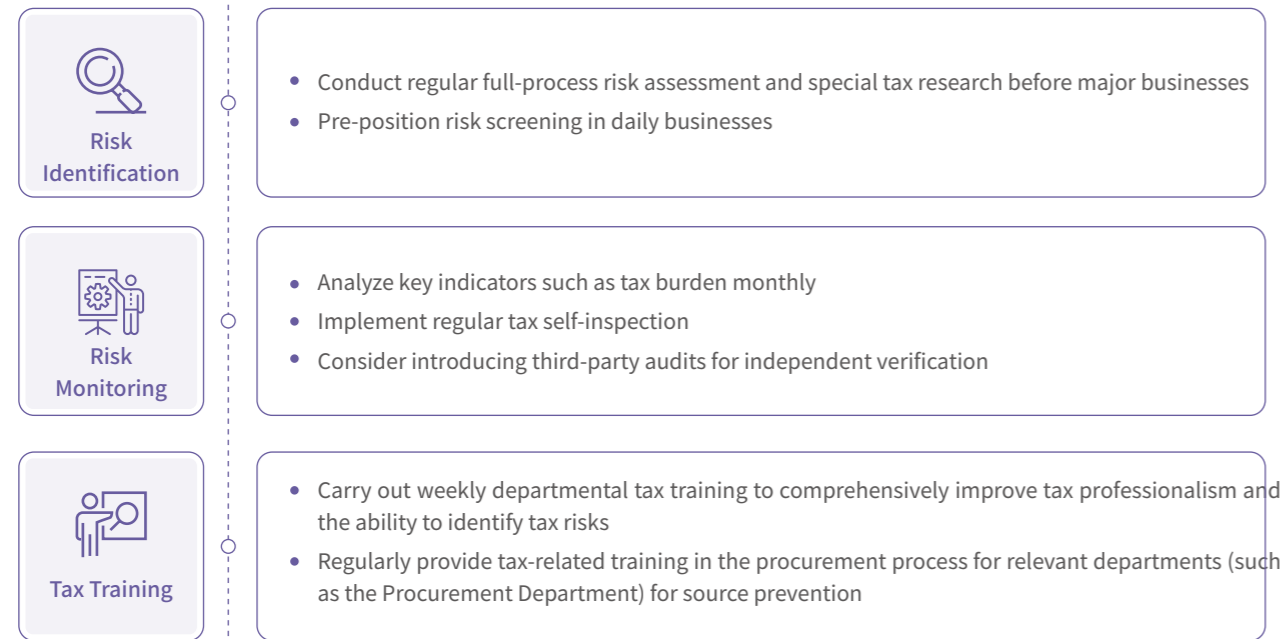
Case | Strictly Control the Procurement Link to Build an Integrity Line of Defense

From September to October 2025, the Internal Control and Audit Department of the Company conducted an internal audit of procurement business, inspecting the implementation of internal control in links such as supplier management, procurement application, contract signing and payment review, aiming to assess the compliance, efficiency and risk management of procurement business, ensuring that the procurement process complies with the Company's system and relevant laws and regulations, and putting forward improvement suggestions. The audit report was issued in November 2025, which was quickly responded by the Procurement Department. A rectification plan was submitted within the specified time limit, forming a management closed loop of "inspection-feedback-rectification", effectively preventing the risk of commercial bribery in the procurement field.

## Tax Management

The tax management of Jiemei Technology is rooted in a comprehensive and detailed internal control system. The core principle is to integrate tax management into the overall operation and accounting, and the core policy is active and prudent management under the premise of absolute compliance. In practice, the Company emphasizes process and risk pre-positioning, running through the whole process from business initiation, contract signing to settlement, and embedding compliance into key business nodes. The Company strictly abides by the bottom line of tax laws, ensuring compliant enjoyment of preferential policies and controllable risks, fulfilling tax obligations in accordance with the law, accurately and in full, achieving "all payable taxes paid, and paid taxes secure".

### Tax Risk Management Measures



### Key Honors

Renewed the 2026-2028 Huzhou Large Enterprise Tax Compliance Agreement and once again became a city-level tax compliance cooperation agreement signatory.



Municipal-level Large Enterprise Tax Compliance Agreement



Tax Training

## Business Ethics

Jiemei Technology regards business ethics as the foundation of enterprise development, and constructs a comprehensive business ethics management system with the Board of Directors as the highest responsible body, covering anti-commercial bribery, anti-corruption, anti-monopoly and anti-unfair competition, deeply integrating the concept of integrity management into business processes and daily management. Meanwhile, the Company actively creates a fair competition market environment and consolidates the cornerstone of corporate reputation with high-standard business self-discipline.

### Anti-bribery and Anti-corruption

The Company has constructed a rigorous anti-bribery and anti-corruption management mechanism. The Board of Directors, as the highest responsible body for anti-bribery and anti-corruption work, is responsible for promoting the establishment of an anti-fraud culture, supervising and guiding the management to establish and improve the internal control system to prevent fraud risks; The management bears the main responsibility for preventing and handling fraud acts, and the person in charge of each business department, department and subsidiary is the first responsible person for anti-fraud work.

In 2025, the Company continuously improved internal rules and regulations, revised the *Employee Code of Business Conduct* and *Anti-fraud Management System*, further clarifying the management mechanism for fraud acts including commercial bribery and corruption, distributed behavior manuals to all employees and signed commitment letters to strengthen awareness of clean practice. Meanwhile, the Company established normalized internal supervision and set up anonymous reporting channels, encouraging full-staff supervision on the premise of protecting the privacy and safety of whistleblowers, forming a clean ecology with equal emphasis on institutional constraints and full-staff self-discipline.

### Anti-bribery and Anti-corruption Measures

#### Internal Employee Management

- All employees are required to read and abide by the business conduct norms covered by the Employee Code of Business Conduct, and sign anti-corruption and anti-bribery commitment letters to strengthen responsibility implementation, enhance the awareness of clean practice of all employees and build a clean mechanism.
- Regularly carry out anti-corruption training, publicize anti-corruption knowledge and share real corruption cases. The Company's official account pushes anti-corruption content monthly to broaden the breadth and depth of clean publicity, improve employees' basic awareness of anti-corruption and create a clean working atmosphere in the Company.
- Establish an internal supervision system to monitor the compliance of business conduct. Through the annual audit plan, conduct internal audits on procurement and other businesses to identify risks of commercial bribery and corruption.

#### Cooperative partner management

- The Honesty and Trustworthiness Commitment Letter is signed by the Company for all procurement businesses with suppliers, with a signing rate of 100%, ensuring that the implementation of procurement businesses complies with business ethics.
- Comprehensively assess the cooperation risks and compliance status of suppliers, take the initiative to carry out supplier interviews every year, and strengthen the supervision of partners through a combination of on-site visits and online communication.

**Key Performance**



During the reporting period, the Company carried out trainings related to anti-bribery and anti-corruption  
**2** Times



The employee coverage rate was  
**100%**



The management coverage rate was  
**100%**



The proportion of employees signing the *Honesty and Trustworthiness Commitment Letter* with the Company reached  
**100%**

**Case | In-depth Visit to the Front-end of the Supply Chain to Weave a Tight Anti-corruption Safety Net**

From September to December 2025, to comprehensively assess the cooperation risks and compliance status of suppliers, the Internal Control and Audit Department of the Company conducted in-depth research on 18 key suppliers. The interviews were conducted through a combination of on-site visits and telephone communication, covering multiple dimensions such as cooperation performance, risk management and compliance operation, comprehensively assessing the supplier's risk control and business ethics performance, and effectively identifying potential hidden dangers. This measure not only strengthened the clean co-construction mechanism of the supply chain, but also consolidated the anti-commercial bribery line from the source.

**Case | Full-staff Training to Strengthen Awareness and Build an Ideological Firewall**

In December 2025, the Company organized full-staff training and testing activities on the *Anti-fraud Management System*, covering all employees of the Company and its subsidiaries and branches. The training interpreted the key points of the system and behavioral red lines in depth, and tested the learning effect through quizzes to ensure that the system requirements are deeply rooted in the hearts of the people. In the same period, the Company included this training in the compulsory courses for new employees, realizing that clean education starts from entry and covers all staff, effectively building an ideological line of defense against commercial bribery and corruption.

## Whistleblowing Mechanism and Whistleblower Protection

The Company has established smooth, independent and confidential reporting channels, encouraging employees and relevant parties having business dealings with the Company to supervise and report fraud or violations. In accordance with the *Anti-fraud Management System*, the Company has set up channels such as reporting email and hotline. The Internal Control and Audit Department, as a permanent executive body, uniformly accepts and registers reports and follows up on reported matters to ensure the standardized and transparent reporting handling process.

Meanwhile, the Company attaches great importance to whistleblower protection. In the *Anti-fraud Management System*, it clearly requires anti-fraud staff to strictly perform confidentiality obligations, and shall not disclose the identity information or relevant materials of whistleblowers. Any act of retaliation against whistleblowers will be severely dealt with. For reports verified to be true and recovering losses for the Company, the Company will give corresponding rewards in accordance with the system to enhance the credibility and effectiveness of the Whistleblowing Mechanism and continuously create an honest and transparent corporate governance environment.

### Reporting and Handling Mechanism

**Establish Reporting Channels**

- The Company encourages real-name reporting. Employees and all parties having business dealings with the Company can report to the Internal Control and Audit Department through telephone, email, reporting platform, face-to-face interviews and other methods.

**Reporting Acceptance**

- Reports involving ordinary employees and middle managers (including the management of subsidiaries) shall be reported to the General Manager to determine the investigation matters.
- Reports involving the Company's senior management shall be reported to the Chairman to determine the investigation matters.

**Reporting Investigation**

- Set up an investigation team to be responsible for the investigation of fraud cases. If necessary, external professional institutions can be hired to assist. After the investigation, the investigation team shall timely form an investigation report and put forward handling opinions, and submit them to the Chairman for approval.

**Accountability and Remedies**

- For the directly responsible persons, in addition to recovering improper benefits and compensating for losses, they shall be given demotion, salary adjustment and negative performance incentives according to the circumstances;
- Those with serious circumstances shall be terminated from labor contracts and never employed; Those with circumstances constituting a crime will be handed over to the judicial authorities. Personnel with leadership responsibilities shall be given sanctions such as demotion, negative performance incentives and public criticism according to the circumstances.

# Anti-monopoly and Anti-unfair Competition

The Company takes law-abiding and compliant operation as its guiding principle, strictly abides by national anti-monopoly and fair competition laws and regulations, continuously improves the business conduct management mechanism, and maintains a fair and orderly market competition environment. The Company has formulated and implemented the Employee Code of Business Conduct and Trade Secret Protection Management Measures, and newly formulated the Anti-monopoly and Fair Competition System in 2025, putting forward clear norms for employees' behaviors in market competition, information use and business dealings, requiring employees to abide by the principles of legality, compliance and business ethics when carrying out marketing and business cooperation, and conduct business competition in a positive and moral manner.

## Anti-monopoly and Unfair Competition Risk Management Measures

### Strengthen Marketing Management

Clearly require employees not to discuss or exchange sensitive information involving pricing policies, contract terms, cost structures, production plans, market strategies, etc., to prevent potential monopoly or unfair competition risks

### Establish trade secret protection and non-compete mechanism

All employees are required to sign confidentiality agreements upon entry, and core technical staff sign non-compete agreements to strictly manage proprietary information such as core technologies and business information, effectively preventing trade secret leakage

### Conduct Conflict of Interest Checks for Key Positions

Regularly conduct conflict of interest checks for key positions, standardize business dealings between employees and suppliers, customers and competitors, and prevent employees from holding positions, providing services or engaging in activities competitive with the Company's business at competitors

## Case | Conflict-of-Interest Review to Consolidate the Foundation of Fair Competition

In April 2025, the Company organized a special declaration of conflicts of interest for all staff, covering the Supply Chain, Marketing Management Center and all management and technical personnel. Through systematic filling and checking, the potential interest connections of employees are comprehensively sorted out to prevent improper business acts from the source. All staff submitted on schedule, fully reflecting the Company's high attention to business ethics and effectively strengthening the internal control line of anti-monopoly and anti-unfair competition.

## Case | Practical Training Builds a Defense Line, and Trade Secrets Protect Fairness

In April 2025, the Company organized a special training on "Enterprise Trade Secret Protection Practice", popularizing trade secret protection knowledge for grassroots employees and management. External lecturers systematically explained judicial policies, typical cases and infringement liabilities, deeply analyzed risk points of secret leakage and put forward practical compliance suggestions. This training effectively improved the confidentiality awareness and risk prevention ability of all staff. The Company simultaneously released a themed post on "World Intellectual Property Day", creating a strong compliance culture atmosphere and consolidating the ideological foundation for maintaining fair competition.



On-site Training on Trade Secret Protection



# Conclusion

## Key Performance Table

### Economic Performance

Key Indicators	Unit	2023	2024	2025
Operating Revenue	RMB 10,000	157,226.72	181,701.68	210,041.20
Net Profit	RMB 10,000	25,559.80	20,217.14	21,982.10
Basic Earnings Per Share	RMB per share	0.59	0.47	0.51

### Corporate Governance

Key Indicators	Unit	2023	2024	2025
Number of the Shareholders' General Meeting Held	Times	2	2	3
Number of Proposals Deliberated	Item	21	15	33
Member number of the Board of Directors	Person	7	7	7
Male Directors	Person	6	6	5
Female Director	Person	1	1	2
Independent directors	Person	3	3	3
Number of the Board Meeting held	Times	8	10	12
Number of Proposals Deliberated	Item	51	36	50
Attendance rate of directors	%	100	100	100

### Business Ethics

Key Indicators	Unit	2023	2024	2025
Number of anti-bribery and anti-corruption training sessions held	Times	2	3	2
Total number of directors covered by anti-bribery and anti-corruption training	Person	/	0	0

Key Indicators	Unit	2023	2024	2025
Total number of management personnel covered by anti-bribery and anti-corruption training	Person	/	13	455
Total number of employees covered by anti-bribery and anti-corruption training	Person	/	33	3,095
Proportion of employees signing the Integrity Commitment Letter	%	100	100	100
Number of Anti-corruption Reporting Cases	Times	0	0	1
Report handling rate	%	/	/	100

### Investor Relations

Key Indicators	Unit	2023	2024	2025
Number of On-site Investor Investigations Received	Times	66	18	8
Number of Person Received for the On-site Investor Investigations	Person	324	126	67
Number of Interactions with Investors on E Interactive / irm.cninfo.com.cn	Times	69	191	236
Reply Rate to Investor Questions	%	100	100	100
Number of Interim and Regular Announcements Disclosed	Copy	147	146	172

### Innovative R&D

Key Indicators	Unit	2023	2024	2025
R&D investment	RMB 10,000	9,255.38	17,168.75	16,477.78
Proportion of R&D investment in operating revenue	%	6.09	9.45	7.85
Number of R&D team members	Person	276	470	545
Total number of patents	Piece	242	262	236
Number of invention patents	Piece	68	78	82
Number of copyrighted software	Piece	7	9	12
Specialized, Refined, Unique, and Innovative Enterprises	Piece	2	2	2
National High-tech Enterprise	Piece	3	3	4

## Product Safety and Quality

Key Indicators	Unit	2023	2024	2025
Product monitoring pass rate	%	97.94	97.73	98.58
Product recall quantity	Piece	0	0	0
Proportion of product recall	%	0	0	0
Amount involved in major liability accidents related to safety and quality of annual products and services	RMB 10,000	0	0	0

## Customer Service

Key Indicators	Unit	2023	2024	2025
Number of Customer Satisfaction Questionnaires Issued	Times	77	75	75
Customer satisfaction	%	91.80	91.60	92.00
Number of customer complaints	Times	215	206	148
Number of Customer Complaints Resolved	Piece	215	206	148
Customer Complaint Resolution Rate	%	100	100	100
Number of Customer Information Leakage Incidents	Piece	0	0	0
Losses Caused by Violations of Relevant Laws and Regulations	RMB 10,000	0	100	0

## Data Security and Customer Privacy Protection

Key Indicators	Unit	2023	2024	2025
Number of Confirmed Data Security Incidents	Times	0	0	0
Specific Amount Involved in Data Security Incidents	RMB 10,000	0	0	0
Data Security and Customer Privacy Protection Training Times	Times	1	1	1
Number of Information Security Emergency Drills	Times	3	3	4

## Environmental Management

Key Indicators	Unit	2023	2024	2025
Total Investment in Environmental Management	RMB 10,000	1,630.00	1,843.70	2,387.44
Number of Environmental Protection Trainings	Times	2	2	10
Number of Participants in Environmental Protection Trainings	Person-times	21	20	613
Duration of Environmental Protection Trainings	Hour	4	4	25
Number of Violations of Environmental Laws and Regulations	Piece	0	0	0
Amount of major administrative penalties imposed by relevant departments such as ecological and environmental authorities due to environmental incidents during the reporting period	RMB 10,000	0	0	2
Pass Rate of Pollutant Monitoring	%	100	100	100
Synchronous operation rate of environmental protection facilities	%	100	100	100
Implementation Rate of Environmental Protection "Three Simultaneities" for Construction Projects	%	100	100	100

## Response to Climate Change

Key Indicators	Unit	2023	2024	2025
Total amount of greenhouse gas discharge	Ton of carbon dioxide equivalent	121,240.00	177,462.12	193,564.63
GHG emission intensity	Ton of carbon dioxide equivalent / revenue per RMB 10,000	0.75	0.97	0.92
Direct GHG Emissions (Scope 1)	Ton of carbon dioxide equivalent	18,568.67	18,841.49	23,059.41
Indirect GHG Emissions (Scope 2)	Ton of carbon dioxide equivalent	102,671.33	158,620.64	170,505.23

## Utilization of Energy

Key Indicators	Unit	2023	2024	2025
Comprehensive Utilization of Energy	tce	/	/	53,913
Direct Energy Consumption	tce	/	/	6,589
Indirect Energy Consumption	tce	/	/	47,324
Power	10,000 kWh	/	14,125.64	17,325.42

Key Indicators	Unit	2023	2024	2025
Photovoltaic Power Generation	10,000 kWh	/	466.50	817.16
Natural gas	10,000 m <sup>3</sup>	/	279.57	437.46
Steam	10,000 tons	/	21.24	22.94
Cleaned Coal	10,000 tons	/	0.51	6.59

### Water Use

Key Indicators	Unit	2023	2024	2025
Fresh water consumption	10,000 tons	120.73	160.65	179.75
Recycled/Reused Water	10,000 tons	2,519.46	3,279.33	4,493.75
Amount of water saving	10,000 tons	2,398.73	3,118.68	4,314.00
Reuse rate of water	%	95.21	95.10	96.00

### Pollutant Emission

Key Indicators	Unit	2023	2024	2025
Wastewater discharge amount	10,000 tons	87.58	105.67	130.64
Ammonia Nitrogen Emissions	ton	1.56	0.44	1.01
Chemical oxygen demand	ton	48.80	64.37	88.62
Biochemical oxygen demand	ton	11.04	11.68	19.97
Discharge amount of air emissions	10,000 m <sup>3</sup>	71,586.87	131,352.32	83,769.74
Nitric oxide emissions	ton	18.60	15.97	11.07
Sulfur oxide emissions	ton	10.82	7.64	16.95
Emissions of volatile organic compounds	ton	3.86	1.82	11.07
Particulate matter emissions	ton	6.69	7.44	9.26

### Waste Disposal

Key Indicators	Unit	2023	2024	2025
Total volume of waste	ton	/	826.18	764.32
Total volume of hazardous waste	ton	/	381.02	429.67
Total volume of non-hazardous waste	ton	/	445.16	334.65

### Circular Economy

Key Indicators	Unit	2023	2024	2025
Recycled auxiliary materials - paper cores	Piece	1,186,822	2,048,955	2,379,404
FRP Cores	Piece	755	1,251	2,319
Iron stand	Piece	800	1,161	2,224
Total Mass or Volume of Materials Used in Production and Packaging	ton	3,689.65	3,650.61	4,243.09
Metal Packaging Materials	ton	51.03	45.25	95.12
Paper Packaging Materials	ton	2,935.24	2,901.65	3,235.30
Plastic Packaging Materials	ton	522.90	496.25	406.80
Other Packaging Materials	ton	180.48	195.45	211.00
Including: Non-renewable Materials Used	ton	573.93	541.50	987.00
Including: Renewable Materials Used	ton	3,115.72	3,097.10	2,737.60
Recycled Packaging Materials	ton	1,256	2,139	2,293
Lightweight and Reduction of Packaging Materials	ton	1,077	1,325	1,495

### Supply Chain Management

Key Indicators	Unit	2023	2024	2025
Number of suppliers	Numbers	92	110	144
Supplier assessment coverage rate	%	100	100	100

Key Indicators	Unit	2023	2024	2025
Supplier Assessment Pass Rate	%	100	100	100
Supplier Clean Agreement Signing Rate	%	100	100	100
Percentage of Suppliers Signing the Supplier Code of Conduct	%	100	100	100
Percentage of Suppliers Signing Contracts Including Environmental and Labor Requirements Clauses	%	/	100	100
Number of suppliers that have conducted social and environmental impact assessments	Numbers	/	110	144
Percentage of purchasers within the Company who have received sustainable procurement training	%	/	100	100
Duration of Supplier Safety Training	Hour	/	14	18

## Employees Management

Key Indicators	Unit	2023	2024	2025
Number of employees				
Total number of employees	Person	2,746	3,136	3,663
Number of disabled employees	Person	12	12	12
Number of minority employees	Person	85	123	137
Number of veterans	Person	13	15	12
Number of new employees				
Number of newly recruited employees	Person	1,612	1,729	1,737
Number of newly recruited full-time employees	Person	1,612	1,729	1,737
Number and proportion of employees by gender				
Number of female employees	Person	897	989	1,125
Number of male employees	Person	1,849	2,147	2,538
Proportion of female employees	%	33	32	31
Proportion of male employees	%	67	68	69

Key Indicators	Unit	2023	2024	2025
Number and proportion of employees by employment type				
Number of part-time employees (if any)	Person	0	0	0
Number of full-time employees	Person	2,746	3,136	3,663
Proportion of part-time employees (if any)	%	0	0	0
Proportion of full-time employees	%	100	100	100
Number and proportion of employees by age				
Number of employees under 30 years old	Person	962	1,023	1,211
Number of employees between 30 and 50 years old	Person	1,571	1,866	2,176
Number of employees over 50 years old	Person	213	247	276
Number of employees by education level				
Number of employees below the bachelor's degree	Person	2,398	2,700	2,964
Number of employees with the bachelor's degree	Person	327	404	656
Number of employees with master's degree	Person	19	30	40
Number of employees with doctoral degree	Person	2	2	3
Number of employees by rank				
Number of senior management employees	Person	13	13	16
Number of middle-level management employees	Person	58	61	62
Number of junior management employees	Person	244	310	392
Proportion of females in management	%	20.33	18.90	35.82
Common employee	Person	2,431	2,752	3,193
Number and proportion of employees resigned				
Number of employees resigned	Person	1,332	1,339	1,210
Employee turnover / resignation rate	%	32.66	29.92	25
Number of voluntary employee resignations	Person	1,332	1,339	1,210

Key Indicators	Unit	2023	2024	2025
Employee voluntary turnover rate	%	32.66	29.92	25.00
Coverage rate of employee social insurance payment	%	100	100	100
Signing rate of the labor contract	%	100	100	100
Number of employees enjoying maternity leave	Person	25	20	20
Return rate of employees enjoying maternity leave	%	98	97	96
Average number of paid annual leave days per capita	Day	6.30	6.14	5.61
Welfare spending	RMB 10,000	4,895.20	5,662.52	7,665.88
Confirmed discrimination incidents	Ones	0	0	0
Confirmed forced labor incidents	Ones	0	0	0
Confirmed child labor incidents	Ones	0	0	0
Total number of employee satisfaction questionnaires issued	Copy	2,690	3,090	3,367
Questionnaire response rate	%	60	80	77
Employee satisfaction results	%	83.19	89.96	84.58
Note on the total duration of the training <sup>Note</sup>	Hour	206,787	286,124	345,212

Note: Due to the change in the calculation method of employee training this year, the relevant data of 2023 and 2024 have been retrospectively adjusted.

Key Indicators	Unit	2023	2024	2025
Average training duration per capita	Hour	50.71	63.94	70.84
Total training hours for female employees	Hour	60,947	82,050	100,690
Average training duration received by female employees	Hour	47.50	61.46	70.07
Total training hours for male employees	Hour	145,840	204,074	244,523
Average training duration received by male employees	Hour	52.18	64.99	71.16
Total training hours of senior management	Hour	3,271	3,722	4,504
Average training duration per senior management member	Hour	41.93	50.99	52.99
Total number of training sessions throughout the year	Times	4,010	5,033	5,262
Annual training expenditure	RMB 10,000	95	108	178
Employee training person-times	Person	3,949	4,427	4,873
Coverage rate of employees trainings	%	100	100	100

## Occupational Health and Safety

Key Indicators	Unit	2023	2024	2025
Total investment in production safety	RMB 10,000	716.65	1,013.73	544.93
Amount of employee work-related injury insurance investment	RMB 10,000	104.03	158.99	184.19
Coverage rate of employee work-related injury insurance	%	100	100	100
Number of work-related injuries (minor injuries and above)	Person	24	25	25
Number of deaths due to work-related injury	Person	0	0	0
Number of lost workdays due to work-related injury	Day	1,819	1,941	1,987
Rate of occupational disease	%	0	0	0
Rate of work-related injury	%	0.95	0.85	0.75
Total recordable injury rate	%	4.74	4.23	3.75

## Public Welfare

Key Indicators	Unit	2023	2024	2025
Social public welfare investment amount	RMB 10,000	89.90	170.60	105
Person-times of participation in volunteer activities of employees	Person-times	0	13	34
Average duration of employee volunteer activities per person	Hours / person	0	1	2.7

# Indicator Index

## Index of Exchange Guidelines Indicators

Disclosed Topics	Report Sections
Response to Climate Change	Response to Climate Change
Pollutant Emission	Pollution Control and Emission Reduction
Waste Disposal	Pollution Control and Emission Reduction
Ecosystem and Biodiversity Conservation	Ecosystem and Biodiversity Conservation
Environmental Compliance Management	Environmental Management
Energy Use	Energy Management
Water Resources Utilization	Water Resource Management
Circular Economy	Focus: Resource Recycling, Green Capacity Building
Rural Revitalization	Public welfare
Social Contribution	Public welfare
Innovation-driven Development	Innovation-driven Development
Science and Technology Ethics	Innovation-driven Development
Supply Chain Security	Sustainable supply chain
Equal Treatment of Small and Medium-Sized Enterprises	Sustainable supply chain
Product and Service Safety and Quality	Digitalization and Intelligent Transformation
Data Security and Customer Privacy Protection	Digital and Intelligent Development
Employees	Employment and Employee Rights Employee Growth and Development Employee Remuneration and Benefits Occupational Health and Safety
Due Diligence	Risk Management and Internal Control
Stakeholder Communication	Sustainability Management
Anti-bribery and Anti-corruption	Business ethics
Anti-Unfair Competition	Business ethics

## GRI Content Index — Report Prepared in Accordance with GRI Standards

**Instructions for Use** Zhejiang Jiemei Electronic and Technology Co., Ltd. reported in accordance with the GRI Standards for the period January 1, 2025 – December 31, 2025, referencing the information cited in this GRI Content Index.

**GRI 1 Used** GRI 1: Foundation 2021

GRI standard	Disclosure	Position	
<b>GRI1: Foundation 2021</b>	2-1 Organizational details	About Jiemei Technology	
	2-2 Entities included in the organization's Sustainability Reports	About this Report	
	2-3 Reporting period, reporting frequency and contact person	About this Report	
	2-4 Information restatement	About this Report	
	2-6 Activities, value chain and other business relationships	About Jiemei Technology	
	2-7 Employees	Employment and Employee Rights	
	2-8 Workers other than employees	Employment and Employee Rights	
	2-9 Governance structure and composition	Standardized Operations	
	2-10 Nomination and selection of the highest governance body	Standardized Operations	
	2-11 Chairman of the highest governance body	Standardized Operations	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management	
	<b>GRI2: General disclosure 2021</b>	2-13 Responsibility authorization for impact management	Sustainability Management
		2-14 Role of the highest governance body in sustainability reporting	Sustainability Management
		2-16 Communication about major concerns	Sustainability Management
		2-17 Common knowledge of the highest governance body	Sustainability Management
		2-18 Performance evaluation of the highest governance body	Corporate Governance
		2-19 Remuneration policy	Corporate Governance
		2-20 Finalize remuneration procedures	Corporate Governance
		2-22 Statement on the sustainability strategy	Message from the Chairman
		2-23 Policy commitment	Sustainability Management
		2-24 Blending policy commitment	Sustainability Management

GRI standard	Disclosure	Position
GRI 2: General disclosures 2021	2-25 Procedures for remedying negative impact	Sustainability Management
	2-26 Mechanisms for seeking suggestions and proposing concerns	Business ethics
	2-27 Compliance with laws and regulations	Business ethics
	2-28 Membership of the association	Promoting Industry Development
	2-29 Approach to stakeholder engagement	Sustainability Management
	2-30 Collective bargaining agreement	Employment and Employee Rights
GRI 3: Substantial topic 2021	3-1 Process of confirming the materiality	Sustainability Management
	3-2 List of material topics	Sustainability Management
	3-3 Management of material topics	Sustainability Management
GRI 101: Biodiversity 2024	101-1 Policies to stop and reverse biodiversity loss	Ecosystem and Biodiversity Conservation
	101-2 Management of biodiversity impacts	Ecosystem and Biodiversity Conservation
	101-4 Determine the impact on biodiversity	Ecosystem and Biodiversity Conservation
	101-5 Locations with biodiversity impacts	Ecosystem and Biodiversity Conservation
GRI 201: Economic Performance 2016	201-1 Economic value directly generated and distributed	Key Performance Table
	201-2 Financial impact of climate change and other risks and opportunities	Response to Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Employee Remuneration and Benefits
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investment and supportive services	Public welfare
	203-2 Significant indirect economic impacts	Public welfare
GRI 204: Procurement practice 2016	204-1 Proportion of procurement expenditure from local suppliers	Sustainable supply chain
GRI 205: Anti-corruption 2016	205-1 Operating sites which have passed the corruption risk assessment	Business ethics
	205-2 Communication and training of anti-corruption policies and procedures	Business ethics
	205-3 Confirmed corruption incidents and actions taken	Business ethics
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal proceedings against anti-competitive behavior, anti-trust and anti-monopoly practices	Business ethics
GRI 207: Taxation 2019	207-1 Tax policy	Risk Management and Internal Control
	207-2 Tax governance, control and risk management	Risk Management and Internal Control
	207-3 Stakeholder participation and management related to tax concerns	Risk Management and Internal Control

GRI standard	Disclosure	Position
GRI 301: Material 2016	301-1 Weight or volume of materials used	Focus: Resource Recycling, Green Capacity Building
	301-2 Recycled Feedstocks Used	Focus: Resource Recycling, Green Capacity Building
	301-3 Recycled products and their packaging materials	Focus: Resource Recycling, Green Capacity Building
GRI 302: Energy 2016	302-1 Energy consumption inside the organization	Energy Management
	302-3 Energy intensity	Energy Management
	302-4 Reduce energy consumption	Energy Management
	302-5 Reduce the energy demand for products and services	Energy Management
GRI 303: Water Resources and Wastewater 2018	303-1 Mutual effect between organization and water (as a shared resource)	Water Resource Management
	303-2 Manage the impacts related to water drainage	Pollution Control and Emission Reduction
	303-3 Water intake	Water Resource Management
	303-4 Water outlet	Pollution Control and Emission Reduction
	303-5 Water consumption	Water Resource Management
GRI 305: Emission 2016	305-1 Direct (Scope 1) GHG emissions	Response to Climate Change
	305-2 Energy indirect (Scope 2) GHG emissions	Response to Climate Change
	305-4 GHG emission intensity	Response to Climate Change
	305-5 Greenhouse gas emission reduction	Response to Climate Change
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other major gas emissions	Pollution Control and Emission Reduction
GRI 306: Waste 2020	306-1 Waste generation and waste-related major impact	Pollution Control and Emission Reduction
	306-2 Management of waste-related major impact	Pollution Control and Emission Reduction
	306-3 Generated waste	Pollution Control and Emission Reduction
	306-4 Waste transferred from disposal	Focus: Resource Recycling, Green Capacity Building
	306-5 Waste entering disposal	Pollution Control and Emission Reduction
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers screened according to environmental assessment dimension	Sustainable supply chain
	308-2 Negative impact of supply chain on environment and actions taken	Sustainable supply chain

GRI standard	Disclosure	Position
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment and Employee Rights
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	Employee Remuneration and Benefits
	401-3 Parental leave	Employee Remuneration and Benefits
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety
	403-3 Occupational health service	Occupational Health and Safety
	403-4 Occupational health and safety affairs: Workers' engagement, opinion collection and communication	Occupational Health and Safety
	403-5 Occupational health and safety training for workers	Occupational Health and Safety
	403-6 Improve the health of workers	Occupational Health and Safety
	403-7 Prevent and mitigate occupational health and safety impacts directly related to business relationships	Occupational Health and Safety
	403-8 Workers covered by occupational health and safety management system	Occupational Health and Safety
	403-9 Work-related injuries	Occupational Health and Safety
	403-10 Health issues related to work-related injuries	Occupational Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training for each employee per year	Employee Growth and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Growth and Development
	404-3 Percentage of employees regularly subject to performance and career development assessment	Employee Growth and Development
GRI 405: Diversity and equal opportunity 2016	405-1 Governing institution and employee diversity	Employment and Employee Rights
GRI 406: Anti-discrimination 2016	406-1 Discrimination incidents and corrective actions taken	Employment and Employee Rights
GRI 408: Child Labor 2016	408-1 Operating sites and suppliers with significant risk of child labor incidents	Employment and Employee Rights
GRI 409: Forced or slave labor 2016	409-1 Operating sites and suppliers with significant risk of forced or slave labor incidents	Employment and Employee Rights
GRI 413: Local society 2016	413-1 Operating sites with local community involvement, impact assessment and development plans	Public welfare
	413-2 Operating sites have actual or potential significant negative impacts on local communities	The Company has no operating sites involving major negative impacts
GRI 414: Supplier social assessment 2016	414-1 New suppliers screened according to the social evaluation dimension	Sustainable supply chain
	414-2 Negative impact of supply chain on society and actions taken	Sustainable supply chain

GRI standard	Disclosure	Position
GRI 416: Customer health and safety 2016	416-1 Assessment for the health and safety impacts based on the categories of products and services	Product safety and quality
	416-2 Violations involving health and safety impacts of products and services	Product safety and quality
Marketing and identification 2016	417-1 Requirements for product and service information and identification	Customer Service
	417-2 Violations involving product and service information and identification	Customer Service
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digitalization and Intelligent Transformation

# Reader Feedback

## Distinguished readers:

Thank you for reading the 2025 Sustainability Report of Jiamei Technology. To provide you and other stakeholders with more professional and valuable corporate social responsibility information, please assist us in completing the relevant questions in the feedback form to help us further improve social responsibility and sustainability management in the future.

Please rate the following questions on a scale of 1 to 5 (1 being the lowest and 5 being the highest)

### 1. Your overall evaluation of this report

1                       2                       3                       4                       5

### 2. Do you think this report can reflect the significant impact of Jiamei Technology on the economy?

1                       2                       3                       4                       5

### 3. Do you think this report can reflect the significant impact of Jiamei Technology on the environment?

1                       2                       3                       4                       5

### 4. Do you think this report can reflect the significant impact of Jiamei Technology on the society?

1                       2                       3                       4                       5

### 5. Do you think this report can reflect the corporate governance of Jiamei Technology?

1                       2                       3                       4                       5

### 6. Your overall evaluation of the degree of information disclosure in this report:

1                       2                       3                       4                       5

### 7. Your overall evaluation of the quality of written expression in this report:

1                       2                       3                       4                       5

### 8. Your overall evaluation of the design style of this report:

1                       2                       3                       4                       5

### 9. Which topics in this report arouse your attention most?

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### 10. Do you have any other comments or suggestions on this report?

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### Your contact:

Name:                      Tel.:                      E-mail:  
 Employed by:                      Professional title:                      Fax No.:



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