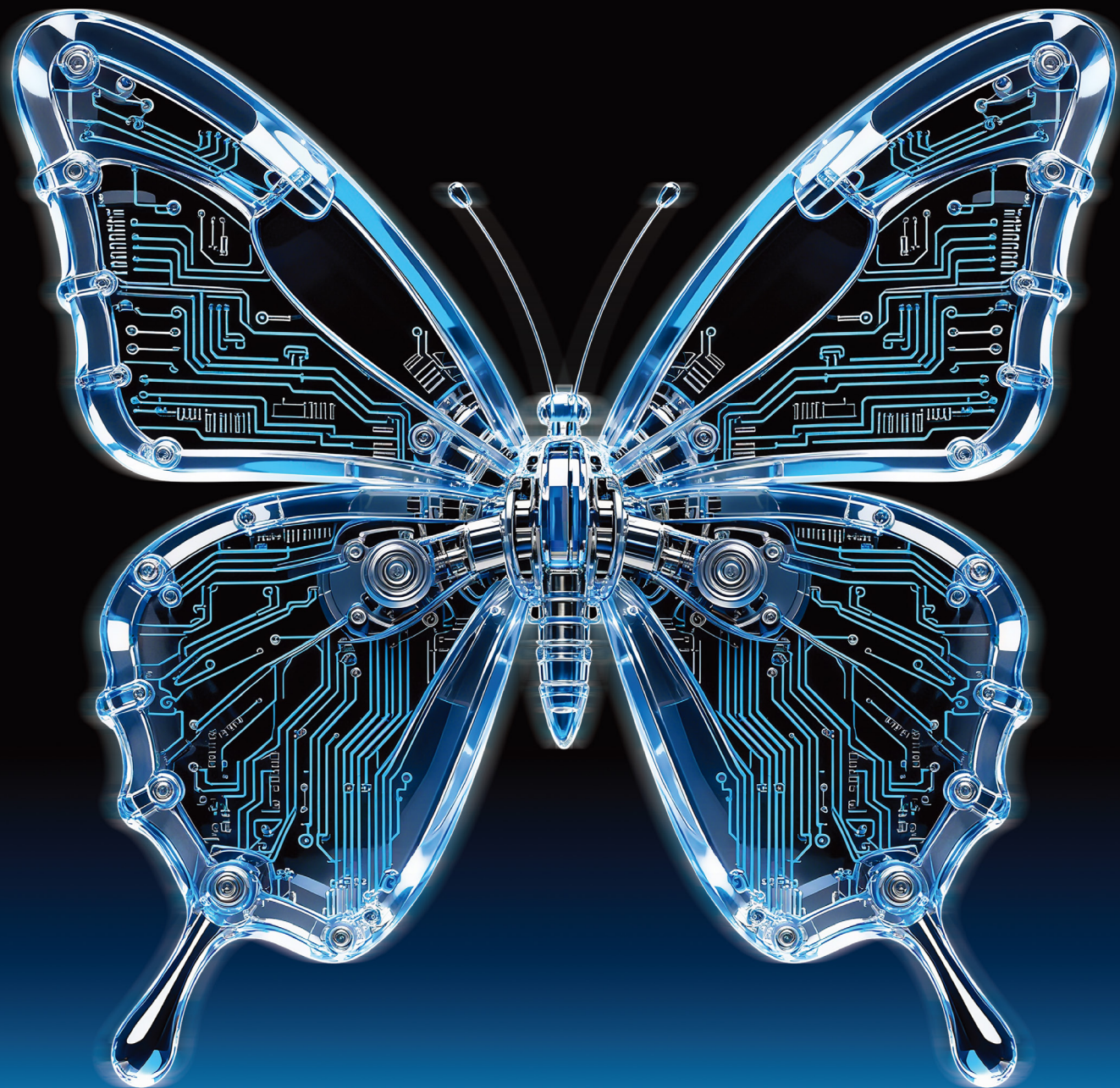


RIGOL

2025 **Sustainability** **Report**

RIGOL TECHNOLOGIES CO., LTD.



CONTENTS

About this Report	01
Board Statement	02
About RIGOL	03
Sustainability Governance	14
Special Topic: Building the "Engineering Foundation" of a Globalization Strategy—A Sustainability Path of Technology, Compliance and Diverse Integration	17
ESG Performance Table	72
Content Index	78
Reader Feedback	80



Standardized Governance

Solidifying the Foundation for Development

Corporate Governance	22
Investor Relations Management	26
Compliance and Risk Management	27
Business Ethics	30



Green Development

Implementing Environmental Protection

Addressing Climate Change	32
Environmental Management and Ecological Conservation	38
Pollutant Emissions and Waste Disposal	41
Circular Economy and Resource Utilization	42



Walking with Responsibility

Empowering Value Co-creation

Innovation-Driven Development and Intellectual Property	45
Product Quality and Customer Service	50
Data Security and Customer Privacy Protection	54
Supply Chain Security	57
Protection of Employee Rights	60
Employee Training and Development	64
Employee Health and Safety	67
Community Development and Industrial Synergy	71

About this Report

The *2025 Sustainability Report of RIGOL Technologies Co., Ltd.* (hereinafter referred to as "this Report") is the fourth sustainability report (or Environmental, Social, and Governance (ESG) report) issued by RIGOL Technologies Co., Ltd. (hereinafter referred to as "RIGOL," the "Company," or "we") (Stock Code: 688337). Based on the principles of objectivity, standardization, transparency, and comprehensiveness, this Report aims to summarize the Company's progress in sustainability work in 2025 and present its exploratory practices in implementing the sustainability management philosophy and advancing sustainability in its actual operations.

Reporting Period

This is an annual report covering the period from January 1, 2025, to December 31, 2025 (the "Reporting Period"). To enhance the comparability and forward-looking nature of the Report, some content may extend to previous or subsequent years as appropriate.

Reporting Boundary

This Report discloses information on the performance of economic, environmental, social, and governance responsibilities by RIGOL and its subsidiaries. The relevant case studies are from the Company and its subsidiaries.

Sources

The data sources used in this Report include raw data from the Company's actual operations, publicly available government data, annual financial data, internal statistical reports, third-party surveys, and third-party evaluation interviews. The financial data in this Report is denominated in RMB. In case of any discrepancy with the financial reports, the financial reports shall prevail.

Preparation Basis

This Report is prepared with reference to the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* (the "Guidelines") issued by the Shanghai Stock Exchange (SSE), Appendix C2 *Environmental, Social and Governance Reporting Code* (the "ESG Reporting Code") of the *Listing Rules* of The Stock Exchange of Hong Kong Limited (SEHK), and is also compiled in conjunction with standards and guidelines such as the *Guide No. 13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market – Compilation of Sustainable Development Reports*, The United Nations 2030 Sustainable Development Goals (SDGs), the *Global Reporting Initiative (GRI) Standards*, and the *Guidelines for Sustainability Reporting by Listed Companies* from China Association for Public Companies.

Reporting Principle

This Report has been prepared in accordance with the four principles of "Materiality," "Quantitative," "Balance," and "Consistency."

Materiality: The Company conducted a materiality assessment to identify topics that were important to the Company and its stakeholders during the reporting period. The identified material topics were reviewed by the Company's Board of Directors and became the focus of disclosure in this Report.

Quantitative: The standards, methods, assumptions, and calculation tools used for the relevant data calculated in this Report are explained in the corresponding sections.

Balance: This Report objectively discloses both positive and negative information to ensure that the content presents the Company's ESG performance during the reporting period in an unbiased manner.

Consistency: The preparation method of this annual report is consistent with previous years. Any changes that may affect meaningful comparisons with past reports have been explained in the corresponding sections.

Access to the Report

This Report is published in Simplified Chinese, Traditional Chinese, and English. In case of any discrepancy in interpretation, the Simplified Chinese version shall prevail. You can view and download the electronic version of the Report on the Company's official website (<https://www.rigol.com>) and CNINFO (<http://www.cninfo.com.cn/new/index>).

Contact Information

The Company has a dedicated team responsible for regular communication with stakeholders to maintain good relationships. If you have any comments on our sustainability report or related performance, please contact us through the following channels:

 No. 8 Keling Road, National New and Hi-tech Industrial Development Zone, Huqiu District, Suzhou City, Jiangsu Province

 0512-66706688-688337

 ir@rigol.com

 0512-66706688

Board Statement

By implementing effective strategies, RIGOL is committed to finding the optimal balance between environmental and social impacts and achieving business objectives to promote the sustainability of the Group.

Building on its previous ESG strategy, the Company continues to deepen and improve its ESG governance system. The Board of Directors comprehensively assesses the impact of the ESG strategy on the Group's financial position based on different scenario analyses, ensuring that the ESG strategy is highly consistent with the Group's overall development strategy.

The Board of Directors firmly believes that a sound ESG management system is the cornerstone of RIGOL's long-term development. The Company will continue to accelerate business growth by mitigating ESG risks and seizing ESG opportunities, and in turn, give back to society. To this end, the entire Company is committed to continuously optimizing the ESG system to create a sustainable future together. The Board has established an Environmental, Social and Governance (ESG) Committee to assist in related governance and information disclosure work, and to review significant ESG matters through regular meetings and special reports.

The Company regularly assesses ESG-related matters (including business risks and materiality), and prioritizes and manages them. The Board of Directors is responsible for reviewing the assessment results, identifying major risks and core topics, and supervising the implementation of management measures and providing recommendations. For details on risk management and double materiality assessment, please refer to the "Materiality Analysis" chapter of this Report.

The sustainability working group, composed of cross-departmental heads, is responsible for implementing the Company's ESG policies and regularly reporting work progress and providing professional advice to the ESG Committee.

During the year, the Board of Directors closely followed domestic and overseas ESG regulatory dynamics and trends, and further standardized information disclosure requirements. To actively respond to regulatory requirements and enhance ESG performance, the Board has carried out various preparatory tasks, including general training and formulating response plans.

This Report provides a detailed disclosure of the aforementioned environmental, social, and governance matters and was reviewed and approved by the Board of Directors on March 25, 2026.



About RIGOL

Company Profile

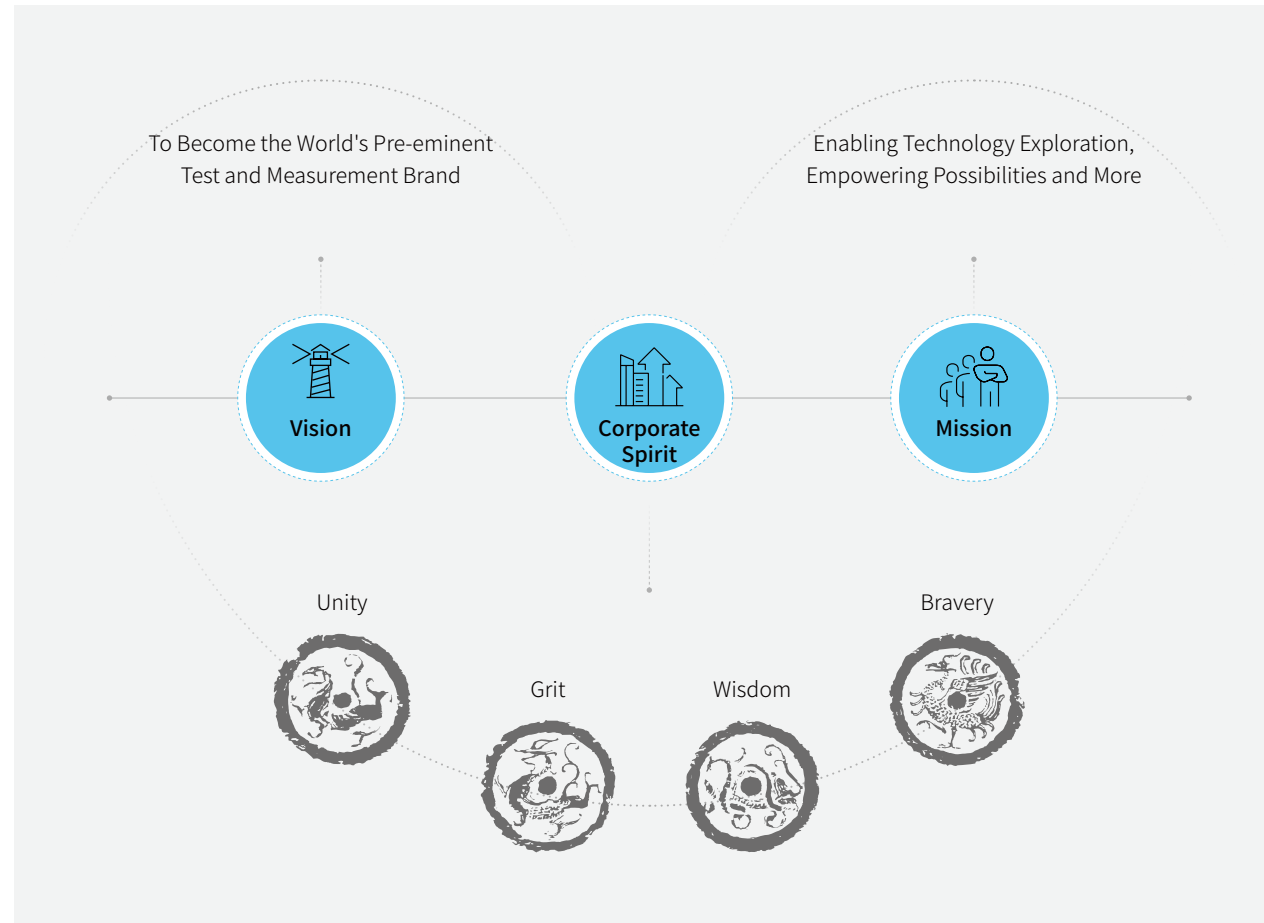
Founded in 1998, RIGOL is a global electronic test and measurement instrument company focused on the development and breakthrough of cutting-edge technologies in general electronic measurement. With the mission of "Enabling Technology Exploration, Empowering Possibilities and More" the Company gathers outstanding talents with valuable potential and foresight to provide test and measurement products and solutions for a smart world and technological innovation.

Committed to original technological innovation and in-house development of core technologies, the Company serves customers in more than 90 countries and regions under the "RIGOL" brand, providing test and measurement solutions across a broad range of applications. It continues to innovate in general electronic test and measurement instrument products such as digital oscilloscopes, RF instruments, waveform generators, power supplies and electronic loads, and multimeters and data acquisition systems. The Company also provides multi-level solutions at the chip, module, and system levels, helping a wide range of customers in communications, new energy, semiconductors, education and research, and system integration to solve complex test and measurement challenges and realize the infinite possibilities of technological exploration.

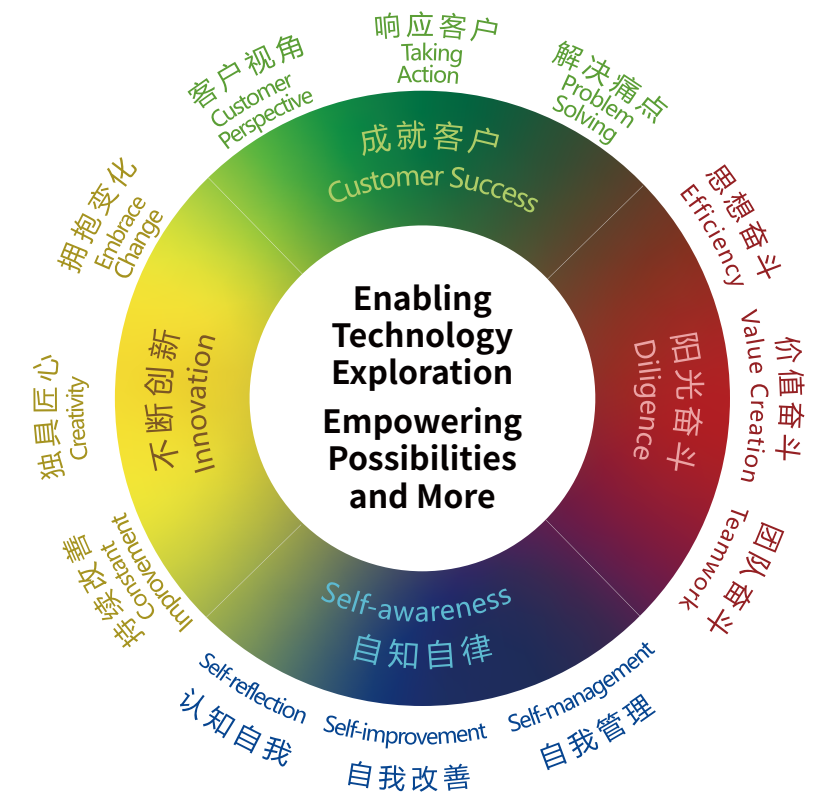
Headquartered in Suzhou, China, the Company has established R&D centers in Beijing, Xi'an, Shanghai, and Shenzhen, as well as overseas subsidiaries in Portland, USA; Munich, Germany; Tokyo, Japan; Singapore; South Korea; and Malaysia. To meet customer needs for technological innovation, it has set up international marketing representative offices in India, Brazil, Vietnam, and other places, achieving global brand marketing. Through localized market, technical, and service deployment, it creates value for over 100,000 customers worldwide.



Corporate Culture

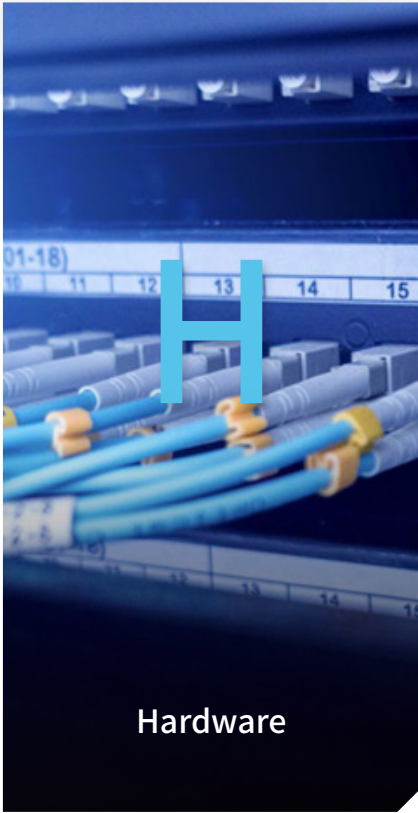


Core Values of RIGOL



Corporate Strategy

Our strategic framework is anchored around "G-THSA", which integrates "Globalization, Talent development, Hardware innovation, Solutions and AI-driven advancements" to strengthen our competitiveness and capture global market opportunities. By focusing on digital transformation and the evolving needs of the electronic test and measurement industry, the "G-THSA" strategy enables us to expand market share, accelerate innovation and drive sustained growth to become a world's pre-eminent brand. More specifically, our business development and growth strategies include the following aspects.



Build Customer-Centric Global Sales, Marketing and Service Networks for Sustainable Growth

We aim to invest and upgrade our customer-centric, service-driven global sales, marketing and service network to further strengthen our market leadership and deepen customer engagement globally. To achieve this, we plan to strategically invest in a comprehensive upgrade of our global sales, marketing and service infrastructure.

We emphasize regional service excellence and strategic customer development to maximize market penetration and foster long-term customer loyalty. We plan to establish additional regional service centers in key overseas markets, positioning them as pivotal hubs that extend our reach into local markets, which we believe will significantly improve our responsiveness and service quality of pre-sales technical consultation, after-sales maintenance and calibration and value-added application training. At the same time, we aim to increase our participation and visibility at international exhibitions and technical seminars, further elevating our brand preference among customers worldwide. In addition, we are dedicated to building and empowering an elite sales team focused on serving global strategic key account customers, ensuring that our most important customers receive exceptional, tailored support.

Strengthen Global Supply Chain with Enhanced Manufacturing Intelligence and Excellence

Our supply chain strategy is focused on building up our manufacturing capabilities as a core competitive differentiator through global supply chain optimization and enhanced intelligent manufacturing. To meet the growing global market demand and adapt to the complexities of international trade, we are building an agile, efficient and resilient global supply chain system that serves as the foundation for rapid delivery and reliable fulfillment in the global market.

Our comprehensive approach to global manufacturing excellence combines domestic capability enhancement with strategic international expansion. We plan to upgrade and expand our global manufacturing and sales network. Domestically, we plan to carry out intelligent and automated upgrades at our Suzhou Production Center to improve production efficiency and ensure consistent product quality. Internationally, we plan to invest in capacity expansion and construction of overseas production bases. We believe a globalized manufacturing footprint will not only increase our overall production capacity, but also bring us closer to key international customers, shorten product delivery cycles and allow us to respond flexibly to the trade policies of different countries and regions. We believe these initiatives will significantly enhance the resilience and risk mitigation capabilities of our global supply chain, to meet the evolving needs of the international market with speed and reliability.

Globalized Approach to R&D for Next-Generation Products and Solutions

Our global innovation strategy is founded on the belief that technological leadership is achieved through international collaboration and market-driven R&D. We firmly believe that technological innovation is the fundamental driving force that propels our Company to navigate through industry cycles, and that a globalized approach to R&D and innovation is essential for sustaining our competitive edge.

We are committed to building an integrated R&D network that harnesses the complementary strengths of Eastern and Western technologies for the development of next-generation products and solutions. We plan to invest in the construction of an internationalized R&D system, to establish overseas R&D centers and deploy localized high-level engineer teams in global industrial clusters. These teams will capture firsthand market demand and systematically channel insights back to our R&D centers, creating an agile and efficient closed-loop value chain from market to R&D and back to

market. Through this dynamic, market-responsive innovation ecosystem, we aim to continuously reinforce our technological leadership and deliver next-generation products and solutions to the global market.

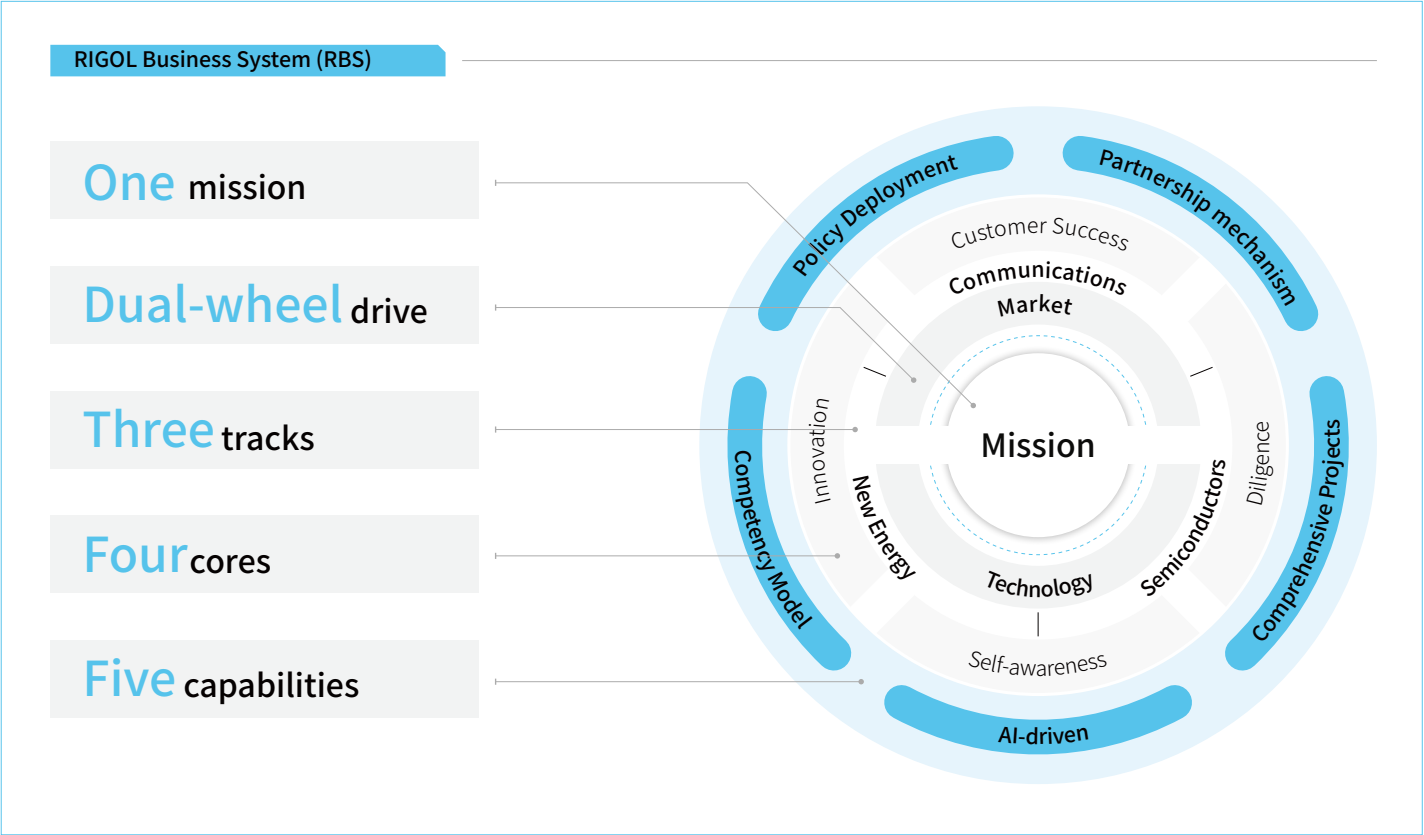
Explore Global Strategic Investments and Acquisitions Opportunities to Solidify Market Position

Our investment and acquisition strategy represents a disciplined approach to external growth that complements our organic growth while accelerating our global market expansion. The electronic test and measurement industry is well established in developed countries and regions such as the United States, Europe and Japan, presenting a wealth of high-quality potential investments and acquisitions opportunities across upstream and downstream of the industry value chain.

We believe that our systematic approach to acquisition evaluation and integration ensures successful value creation and sustainable growth from external development initiatives. We have formed a standardized evaluation process to screen investments and acquisitions targets, a strategic framework based on technology, talent and market as core evaluation factors, and a dedicated team to drive successful deal execution and post-merger integration. We believe these will lay a solid foundation for the effective implementation of our external development strategy and the continued consolidation of our market leadership.

A closed-loop strategic operational management system with RBS at its core

To achieve organization operational excellence, we have developed a unique and holistic management framework: the RIGOL Business System (RBS). Originating from our mission, propelled by the dual-wheel drivers of market and technology, focusing on three strategic downstream industries, guided by four core values, and supported by a pentathlon of key organizational capabilities, this systematic, dynamic, self-improving, closed-loop management framework guides us to achieve strategic goals and create long-term value. The architecture of the RBS is illustrated in the diagram below.



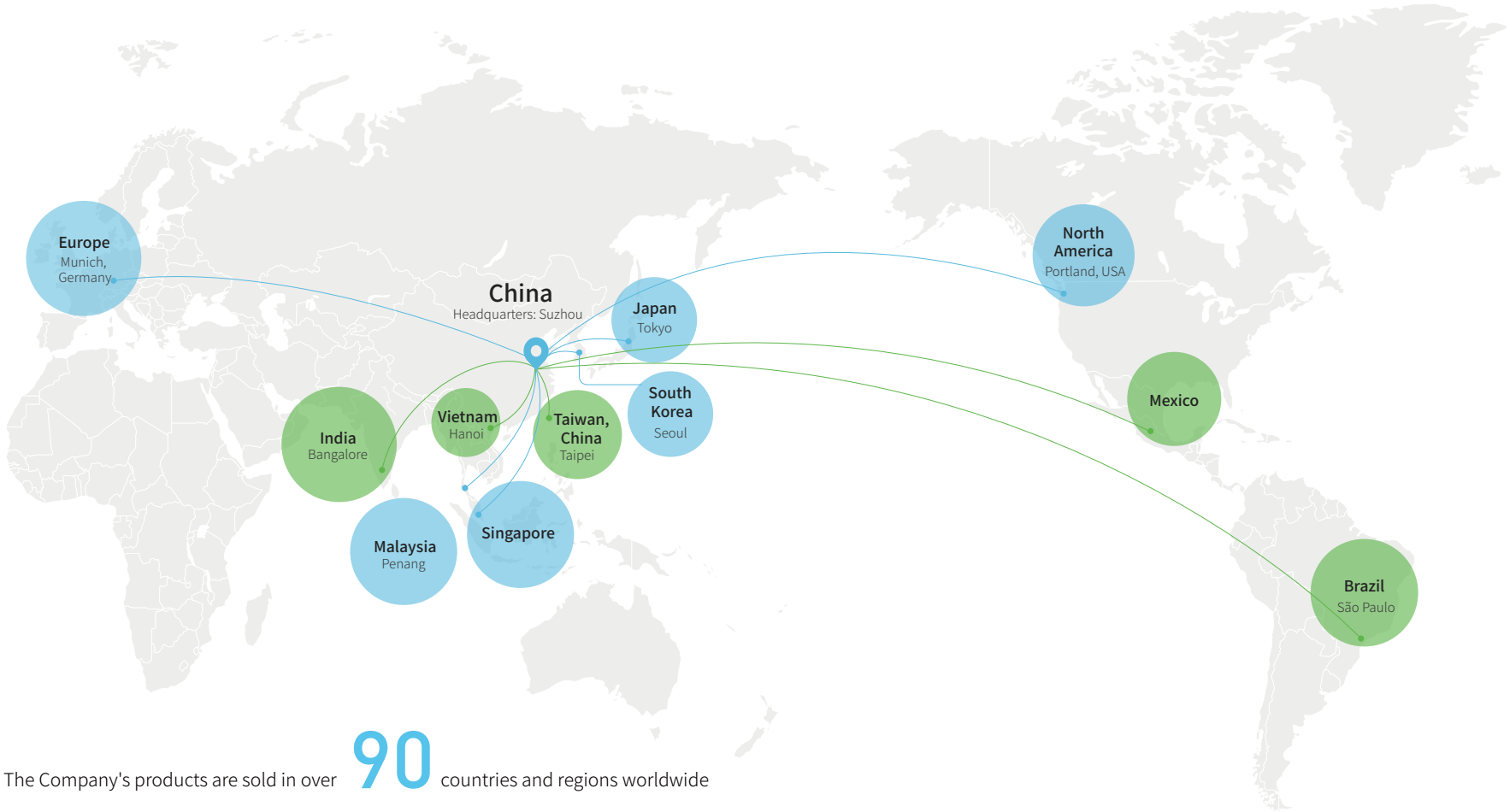
Our corporate culture is rooted in engineering excellence and a long-term vision. We firmly believe that in the technology-intensive electronic test and measurement industry, true and sustainable competitive advantage comes from a deep understanding of and continuous breakthroughs in underlying core technologies. Since our establishment, we are committed to advancing foundational technologies as the basis for lasting competitive advantage. This engineer-focused, long-term approach has been key to our historical success and continues to drive our sustainable growth.



Globalization

RIGOL continues to advance its global strategic layout. With subsidiaries in Suzhou, Beijing, and Hong Kong in China, as well as in Portland, USA; Munich, Germany; and Tokyo, Japan, serving as core hubs, the Company has built a localized operational network covering major global markets. By deploying complete sales, marketing, business, and service teams in key regions, RIGOL delivers timely, localized response and in-depth support for overseas customers. Currently, RIGOL has established stable partnerships with over 200 distributors worldwide, with its products entering more than 90 countries and regions, continuously providing high-quality test and measurement solutions to global customers. This strategic model of supporting global expansion with localized operations has effectively consolidated the Company's international competitiveness and industry leadership in the electronic test and measurement instrument field.

Global presence

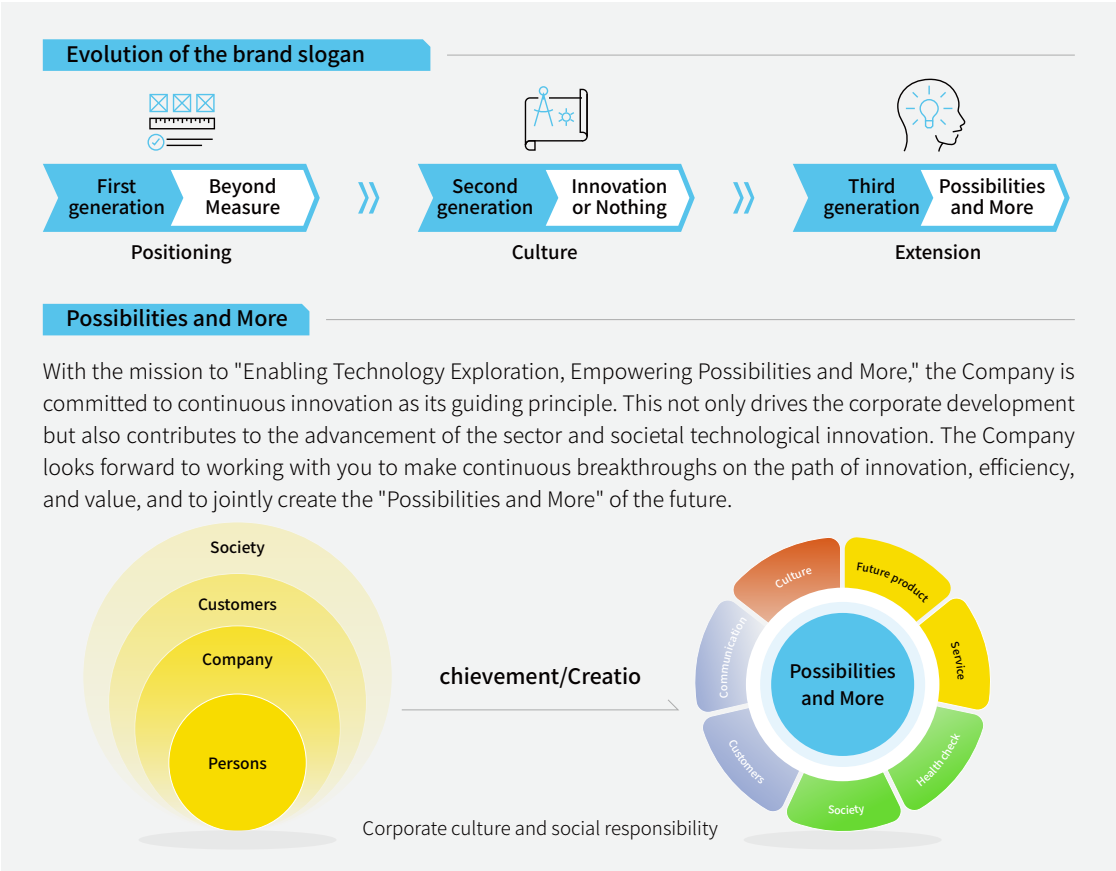


Note: The world map is for illustrative purposes only

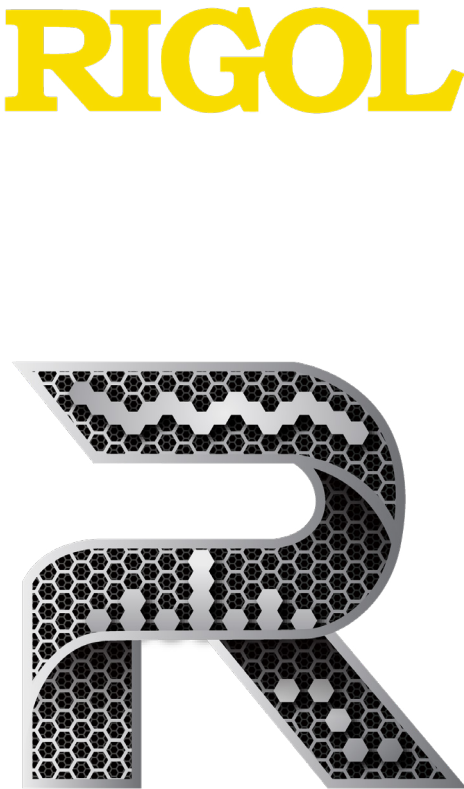
● Subsidiary ● Representative office

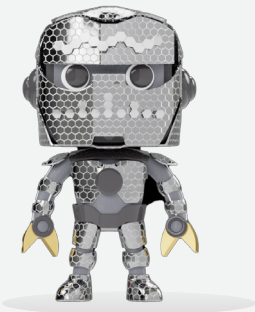
Brand communication

Brand slogan



Brand logo



RIGOL IP characters	Nickname: Xiao Pu Full Name: Lorentz Appearance: Wears honeycomb armor decorated with time-domain and frequency-domain waveforms. When the visor is lifted, it reveals their round eyes. 	Nickname: Xiao Yuan Full Name: Fourier Appearance: Wears a bamboo hat and a swordsman's outfit in a classic Chinese martial arts style. 	Nickname: Xiao Jing Full Name: Hall Appearance: Fully encased in sophisticated mech armor, exuding a strong mechanical vibe. 	Nickname: Xiao Dian Full Name: Hertz Appearance: Wears a form-fitting ninja suit with a honeycomb pattern, complete with a headband and mask. 
Introduction to RIGOL's IP characters	Xiao Pu, clad in tough honeycomb armor, has an accommodating and easygoing personality It can always empathize with its companions' experiences, achieving win-win cooperation based on mutual understanding	Xiao Yuan, sporting a bamboo hat and clad in a dashing swordsman's outfit, is the embodiment of perseverance With unwavering resolve, it pursues its goals, constantly striving for excellence and pushing forward with relentless determination	Xiao Jing is highly imaginative and adept at abstract thinking The cool mecha is the fruit of its wisdom Never resting on its laurels, it is always on the path of innovation and change	Xiao Dian is recognized by the other three as the most stable and reliable member Focusing on the facts themselves, it is resolute, brave, yet restrained and reserved —though it may appear somewhat serious due to the mask
Corporate spirit represented	Unity	Grit	Wisdom	Bravery

2025 Milestones

September 2025

RIGOL submitted its application for H-share issuance and listing to the Stock Exchange of Hong Kong Limited.



2025

In 2025, RIGOL received several authoritative industry awards and professional qualifications in recognition of its continuous innovation, outstanding product value, and brand influence.

序号	地区	项目/奖项单位 (授予单位)	所属产业
1	安徽	合肥市高新区	装备制造
2	北京	北京市经济和信息化局	装备制造
3	北京	北京市经济和信息化局	装备制造
4	北京	北京市经济和信息化局	装备制造
5	北京	北京市经济和信息化局	装备制造
6	苏州市	苏州市经济和信息化局	装备制造
7	苏州	苏州市经济和信息化局	装备制造
8	苏州	苏州市经济和信息化局	装备制造

Jiangsu Province High-Value Patent Cultivation Program Project (The only one in Suzhou in 2025)



Sixth Anniversary of STAR Market Listing: 2025 Most Innovative STAR Market Listed Company Award



The 3rd Guo Xin Cup - ESG Golden Bull Award Top 100

2025

RIGOL continued to launch a series of mid-to-high-end test and measurement products.

DG5000 Pro Series Function/Arbitrary Waveform Generator

RIGOL's new-generation platform-level multi-channel waveform generation solution



MHO98 High-Resolution Digital Oscilloscope

RIGOL's first commemorative product created for geeks



PVA9000 Series High-Bandwidth Active Differential Probe

RIGOL's first active differential probe with a bandwidth of up to 13 GHz



DNA5000/6000 Series Vector Network Analyzer

RIGOL's first vector network analyzer

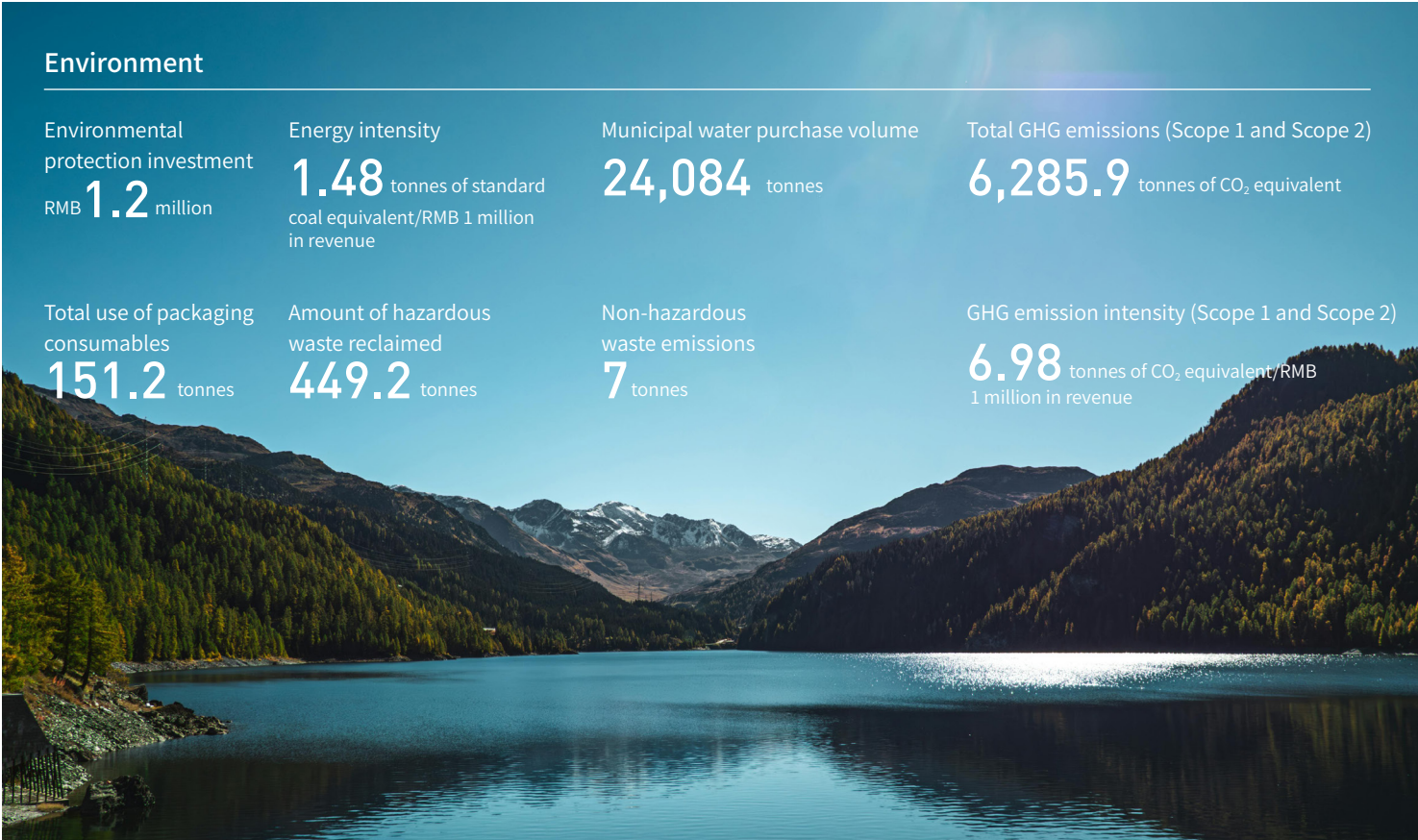


DS9404 Digital Oscilloscope

RIGOL reinvents the 4 GHz oscilloscope



2025 RIGOL Performance



Society

Total number of employees	Proportion of female employees	Total hours of employee training	Social insurance coverage rate
699	22.75%	3,753 hours	100%
Health check coverage rate for all employees	R&D investment	Number of patent applications	Number of new patent applications for the year
100%	RMB 225.89 million	1,031	70
Number of patents held	Product sampling pass rate	Customer satisfaction	
553	98.92%	97.66%	
Percentage of suppliers who have signed the Supplier Code of Conduct	Investment in social welfare		
100%	RMB 736,200		

Governance

Number of Shareholders' Meetings	Number of Board of Directors meetings
3 times	10 times
Number of Audit Committee meetings	Number of Remuneration and Appraisal Committee meetings
7 times	4 times
Number of Nomination Committee meetings	Average director remuneration
2 times	RMB 733,000
Ratio of CEO to average employee remuneration	
3.45	

Sustainability Governance

ESG management

To systematically advance its sustainability efforts, RIGOL has established a multi-level sustainability governance structure. This structure is led by the Board of Directors, guided by the ESG Committee, coordinated by the management, and implemented by the business departments, ensuring that ESG concepts and requirements are effectively integrated into the Company's strategic decision-making and daily operations. During the reporting period, the Company further encouraged its business segments to develop implementation plans and execution paths that align with their specific business scenarios, based on the Group's sustainability strategic goals. Through quantitative indicator tracking and cross-departmental collaboration mechanisms, the Company continuously enhances the relevance and effectiveness of its sustainability initiatives.



2025 Best ESG Practice Award for Listed Companies

Sustainability management responsibilities

Decision-making level

The Company's Board of Directors bears the ultimate responsibility for major ESG-related matters and has established an ESG Committee as a dedicated working body. The ESG Committee consists of five directors, is supervised by and responsible to the Board of Directors. Its main responsibilities include researching sustainability-related topics for the Company, reviewing the sustainability report and significant matters, and providing professional advice to the Board on related work, thereby offering decision-making support for the Company's high-quality and sustainable development.

Board of
Directors

Environmental, Social
and Governance (ESG)
Committee

Management level

The Company has established a sustainability working group composed of members with professional backgrounds and practical experience in the field of sustainability. This group is responsible for implementing the decisions and plans of the Board of Directors and the ESG Committee, systematically promoting the breakdown and implementation of ESG strategic goals at all business levels and allocating responsibilities. It also coordinates multi-dimensional internal and external communication of sustainability values and establishes a dynamic monitoring mechanism for ESG risks and opportunities to drive the implementation of ESG management requirements in business operations.

Sustainability Working Group

Execution level

Each functional department and business unit undertakes specific tasks related to environmental compliance management, employee health and safety, supply chain security, compliance operations and risk management, and information disclosure, based on their respective responsibilities. This forms an ESG execution mechanism with clear responsibilities and efficient collaboration.

Administration Department	Human Resources Department
Central Marcom	Intellectual Property Department
Global Supply Center	Internal Audit Department
Supply Chain	Finance Department
Global Quality Center	Legal Department
IT Department	

Case ESG capability building training

- During the reporting period, the Company conducted systematic ESG Special Topic training centered on its sustainability strategy and ESG governance requirements, promoting capability building for directors, management, and employees in relevant business departments through a tiered and categorized approach. The training content covered basic ESG concepts, regulatory policies and information disclosure requirements, management of key topics, and business practices. In line with the requirements of the SEHK listing rules, the Company also organized necessary director duty and ESG-related training for directors. At the same time, fundamental content such as supply chain compliance and sustainability was included in the relevant training. The training focused on strengthening the understanding of ESG responsibilities, risks, and opportunities among management and key personnel. Through this ESG training, the Company has further enhanced internal awareness and collaborative consciousness regarding sustainability topics, providing a capability guarantee for the effective implementation of ESG management requirements at the business level.



ESG training

Communications with stakeholders

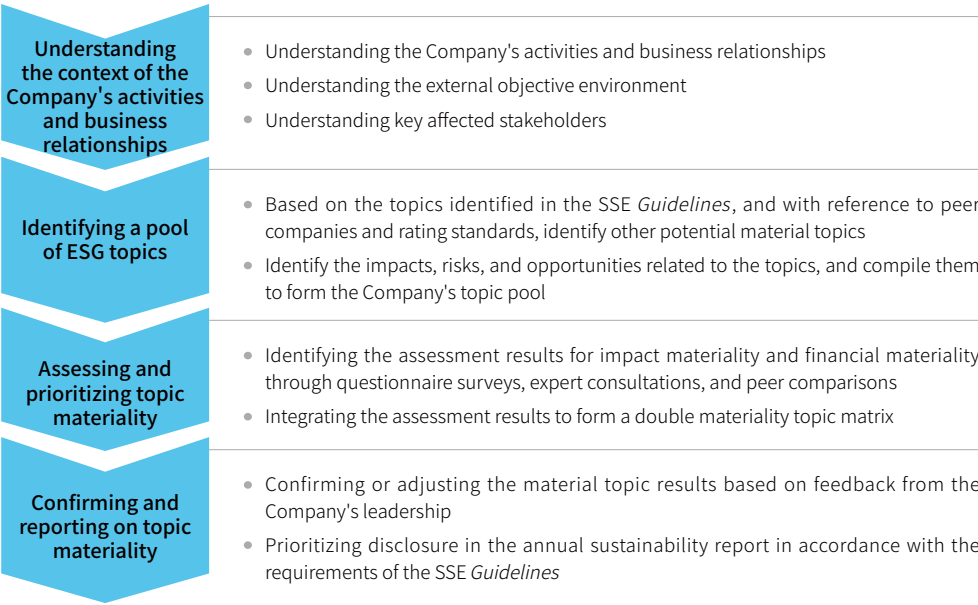
Adhering to the principles of open and prudent communication, the Company continuously understands and sorts out the concerns of stakeholders through diversified communication channels, responds in a timely manner, and gradually establishes a standardized and regular stakeholder communication and feedback mechanism to continuously improve its corporate governance and management level.

Stakeholders	Shareholders and investors	Customers and consumers	Suppliers	Employees	Associations and organizations	Government departments	Community and public welfare organizations	Media
Key topics of concern	- Corporate governance - Communications with stakeholders - Compliance and risk management	- Innovation-driven development - Safety and quality of products and services - Responsible marketing - Customer service - Data security and customer privacy protection - Anti-commercial bribery and anti-corruption - Anti-unfair competition	- Supply chain security - Safety and quality of products and services - Compliance and risk management - Data security and customer privacy protection - Anti-commercial bribery and anti-corruption - Anti-unfair competition	- Protection of employee rights - Employee health and safety - Employee training and development - Data security and customer privacy protection - Anti-commercial bribery and anti-corruption - Anti-unfair competition	- Communications with stakeholders - Innovation-driven development	- Addressing climate change - Pollutant emissions - Waste disposal - Environmental compliance management - Energy usage - Usage of water resources - Rural revitalization - Contributions to the society	- Rural revitalization - Contributions to the society - Anti-commercial bribery and anti-corruption - Anti-unfair competition	- Responsible marketing - Communications with stakeholders
Communication methods and channels	- Shareholders' Meeting - Roadshows - Results briefing - Investor hotline	- Customer care center - Reporting and supervision channels - Customer satisfaction surveys - Marketing activities - RIGOL Technology Day	- Marketing activities - Order fulfillment - Procurement and sourcing - Reporting and supervision channels - Supplier training	- Party organization - Labor union - Employee training - Employee satisfaction surveys - Reporting and supervision channels - Community activities - Team building	- Forums and seminars - Special topic training - Joint project development - Association and organization meetings	- Government activities - Information disclosure	- Community activities - Public welfare activities - Media interviews and cooperation	- Press releases - Media interviews and cooperation - Website

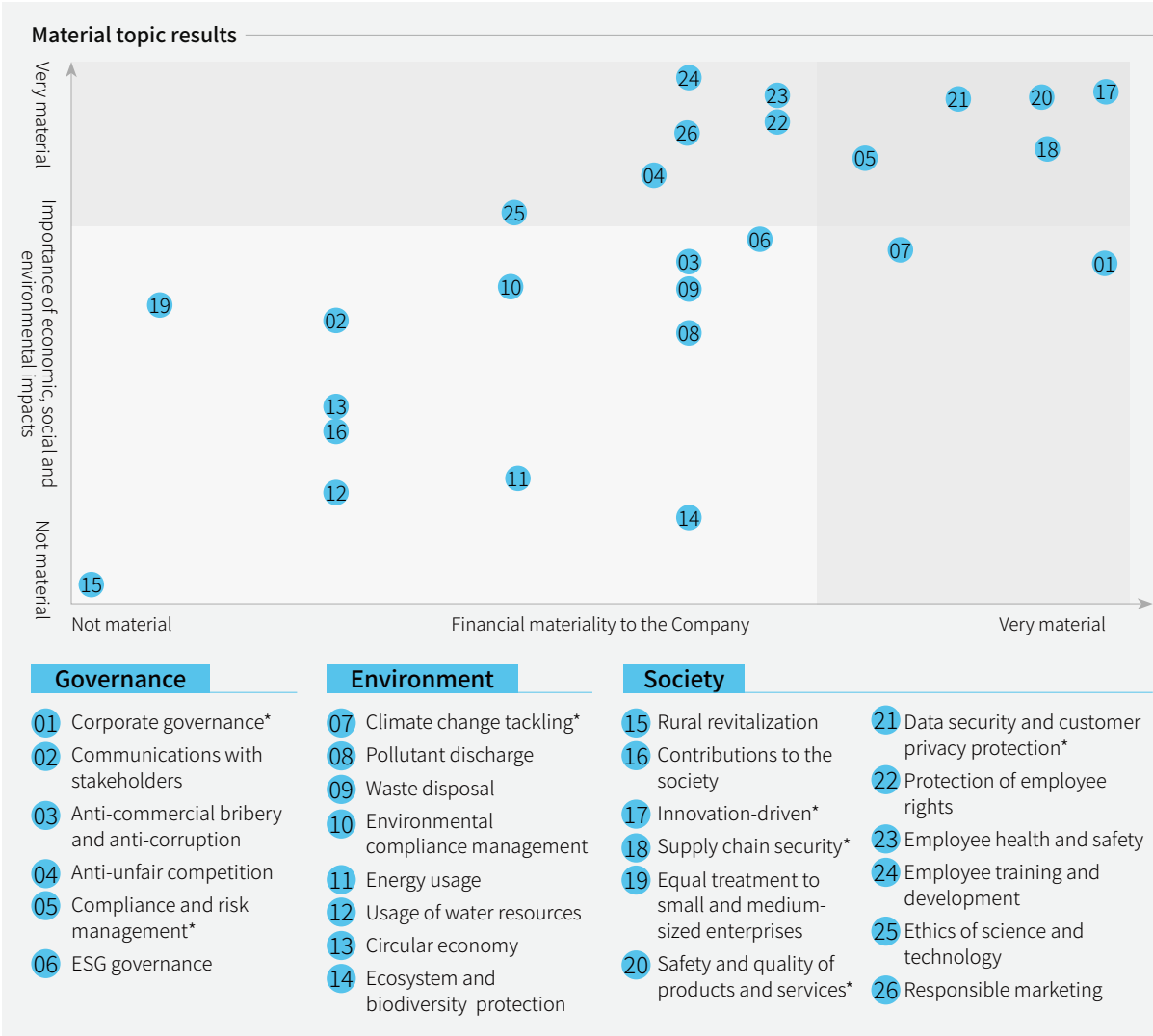
Materiality Analysis

Material topics are the focal points for the Company's ESG management. To fully understand the key concerns of stakeholders and better integrate their needs and expectations into its own sustainability management practices, the Company implements the principle of stakeholder engagement and regularly identifies and analyzes material topics. During the reporting period, the Company extensively solicited opinions from various stakeholders through questionnaire surveys and comprehensively formed this year's double materiality topic matrix from the two dimensions: the importance to finance and the importance to ESG .

Materiality analysis process



The Company assesses the significant expected impacts of various sustainability-related topics on the economy, society, and environment in the short term (0-1 year [inclusive]), medium term (1-5 years [inclusive]), and long term (over 5 years), as well as the risks and opportunities for the Company's daily operations and business decisions. It also analyzes its responses, formulates corresponding action plans to prevent potential significant negative impacts or risks, and seizes relevant opportunities.



Note: Topics marked with an asterisk (*) are financial materiality topics

Special Topic

Building the "engineering foundation" of a globalization strategy—A sustainability path of technology, compliance, and diverse integration

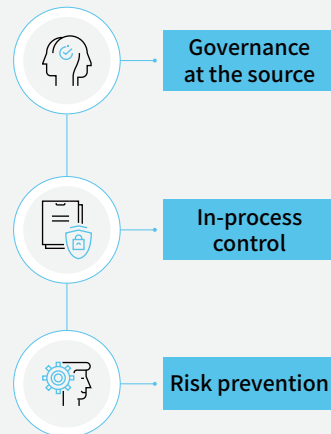
In 2025, RIGOL adheres to a dual-driver approach of "technology + market," committed to solidifying the "engineering foundation" that supports its global development. By translating ESG concepts into actionable engineering language and deeply integrating them into the entire business chain, the Company continues to cultivate its strengths in technological transformation, digital and intelligent efficiency, and global talent integration, thereby building a sustainable value model that is adaptable to complex international business environments and possesses inherent growth momentum.

Building a solid foundation for technological transformation and development with intellectual property compliance as the cornerstone

In the landscape of global competition, the authority in technology and adaptability to rules are central to a company's stable operations. The Company is committed to enhancing environmental and social benefits through technological innovation and ensuring business security through stringent intellectual property compliance management, thereby solidifying the credit foundation for its global development.

Integration throughout the entire intellectual property governance process

As of the end of the reporting period, the Company had filed a cumulative total of 1,031 patent applications, with 553 patents granted, forming a solid technological barrier. To meet the high standards of global operations, the Company has deeply embedded intellectual property compliance into the entire Integrated Product Development (IPD) process:



Governance at the source
Conducting global technology landscape analysis during the R&D project initiation phase to optimize resource allocation and avoid low-level repetitive investments.

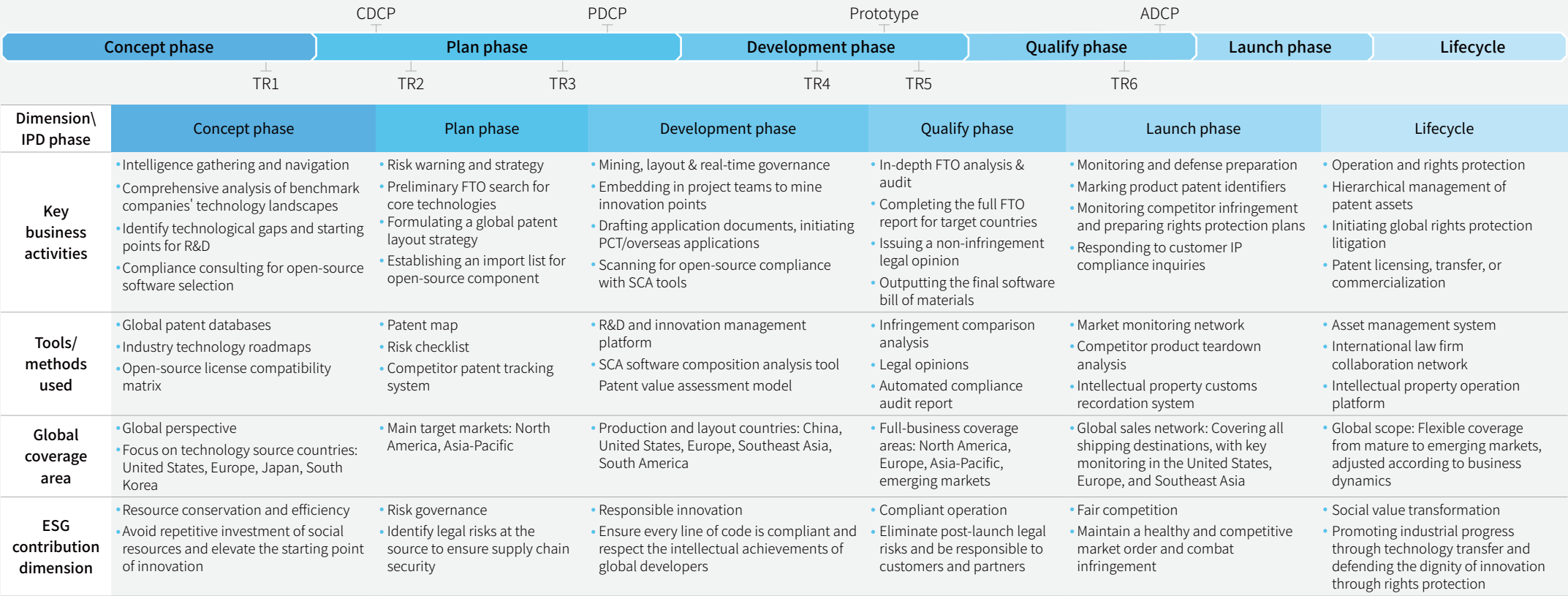
In-process control
Introducing a Software Composition Analysis (SCA) tool to conduct full-lifecycle compliance audits of open-source code licenses, ensuring supply chain security.

Risk prevention
Implementing Freedom to Operate (FTO) due diligence for key target markets to ensure that major products are launched with "zero infringement" in the global market, thereby upholding the order of fair international competition.

Case An IPD process-based intellectual property full-lifecycle management and global compliance governance system

RIGOL has expanded its innovation management focus from solely protecting technological achievements to encompassing compliance and responsible governance across global markets. The Company systematically integrates ESG principles into the source of technological innovation, promotes the deep integration of intellectual property management with the IPD process, and is gradually building a global innovation and compliance governance system that covers the entire R&D cycle.

Full-lifecycle intellectual property management and global compliance governance system based on the IPD process



Note: CDCP: Concept Decision Checkpoint; PDCP: Plan Decision Checkpoint; ADCP: Availability Decision Checkpoint; TR: Technical Review.

Driving systematic capability leaps with a unified AI foundation

Building on its increasingly mature patent governance and innovation management systems, the Company has positioned artificial intelligence as a strategic lever to amplify innovation efficiency and enhance operational quality. In 2025, the Company systematically advanced its business value-oriented AI strategy, establishing a digital development path that is platform-based, intelligent, and empowering.

Driving efficiency leaps through technology innovation



The Company focuses on core sectors such as communications, semiconductors, and new energy. Through its proprietary "semiconductor + algorithm" core technology, it has successfully achieved breakthroughs in key performance indicators like oscilloscope bandwidth and sampling rate. This technological transformation has not only advanced electronic measurement equipment to higher precision and efficiency but also significantly shortened R&D and testing cycles for clients. By enhancing the R&D efficiency of downstream industries, it indirectly contributes to the green and low-carbon transformation of the value chain.

Unified AI platform builds a "technical foundation"



The Company has established a digital foundation centered on a unified AI platform, integrating core capabilities such as multi-model access, knowledge retrieval, permission governance, evaluation systems, and workflow orchestration. By deeply empowering core scenarios—including R&D, supply chain, marketing, and daily operations—with artificial intelligence, the Company has achieved a leap from scattered exploration to systematic and replicable AI application capabilities, continuously strengthening the underlying capabilities for sustainability.

Intelligent supply chain and production optimization



The Company has introduced an AI-powered Automated Optical Inspection (AOI) system in its EMD workshop, enhancing inspection accuracy through automated identification. By optimizing algorithms to precisely remove defective products and reduce material loss, it effectively minimizes resource waste in the manufacturing process.

R&D knowledge management and efficiency improvement



In R&D, the Company has deployed large models such as DeepSeek R1 on-premises. Leveraging the unified platform's knowledge retrieval capabilities, it has built an R&D knowledge Q&A system and a patent AI assistant. This initiative has increased the efficiency of drafting patent disclosure documents by approximately 50% and improved their quality by about 33%.

Case Fostering innovation through competition, driving development through application—RIGOL's practice of AI-driven intelligent upgrading across the entire value chain

To accelerate its digital and intelligent transformation, RIGOL used an AI Innovation Competition as a vehicle to promote the deep integration of technological innovation and business management. By fostering innovation through competition and driving development through application, the Company has generated a series of replicable and scalable AI application achievements in key areas such as financial management, R&D debugging, and production quality inspection, accelerating the construction of a data-driven and intelligently collaborative operational system.

AI-powered finance shared services platform

Focusing on financial efficiency and compliance risk control, the Company has developed application scenarios such as budget automation, intelligent reconciliation, expense processing, and payment calendars, achieving multi-dimensional data integration and process collaboration.

AI-powered hardware debugging

Integrating AI technology into the entire process of hardware R&D and debugging to build an intelligent debugging system that enables automatic analysis and optimal configuration of key parameters.

AI-powered intelligent quality inspection

To address the challenges of manual inspection efficiency and quality stability, the Company has built a collaborative system of AI visual inspection and intelligent spot checks, creating a digital closed loop for inspection and equipment management.

Global talent layout and diversity and inclusion practices

Globalization is not just about expanding business overseas, it is about the deep integration of talent assets and local ecosystems. By building localized teams, the Company achieves keen insight into and deep responsiveness to global markets.

Award

2025 Best Human Resource
Practice Award

Awarding Institution

Malaysian Institute of Human
Resource Management



Driving in-depth market response through localized operations



As of the end of the reporting period, the proportion of the Company's localized overseas employees had reached 78.75%. By establishing localized functional nodes in key markets such as the United States, Europe, Japan, Brazil, and Vietnam, the Company has achieved a precise understanding of regional business ecosystems, legal regulations, and cultural contexts. These localized teams act as the vanguards of the Company's global operations, driving rapid iteration of headquarters' strategies and enhancing the Company's resilience in the global value chain.

Country

Number of employees

China
(including Hong
Kong, Macao,
and Taiwan
regions)

Overseas

619

80

Integrated management of diversity, equity, and inclusion



To ensure efficient collaboration among its multinational teams, the Company implements the Diversity, Equity and Inclusion (DEI) management philosophy. Leveraging a digital collaboration platform and a unified CRM management system, the Company has established a cross-border "universal engineering language." Global employees operate under a unified and transparent evaluation system and management process. This management model, centered on data and processes, effectively reduces friction in cross-cultural collaboration and fosters the collective growth of talent from diverse cultural backgrounds.



Standardized Governance

Solidifying the Foundation for Development

RIGOL has always regarded compliant operations as a crucial cornerstone for its long-term stability and growth. Relying on a sound corporate governance system, the Company continuously improves its risk control and compliance management mechanisms, adheres to high standards of business ethics, and is committed to creating long-term, stable value for all stakeholders, thereby achieving synergistic progress in both long-term corporate and social value.

Corresponding SSE ESG topics

- Due diligence
- Communications with stakeholders
- Anti-commercial bribery and anti-corruption
- Anti-unfair competition

Corresponding SEHK ESG indicators

- B7 Anti-corruption



Corporate Governance

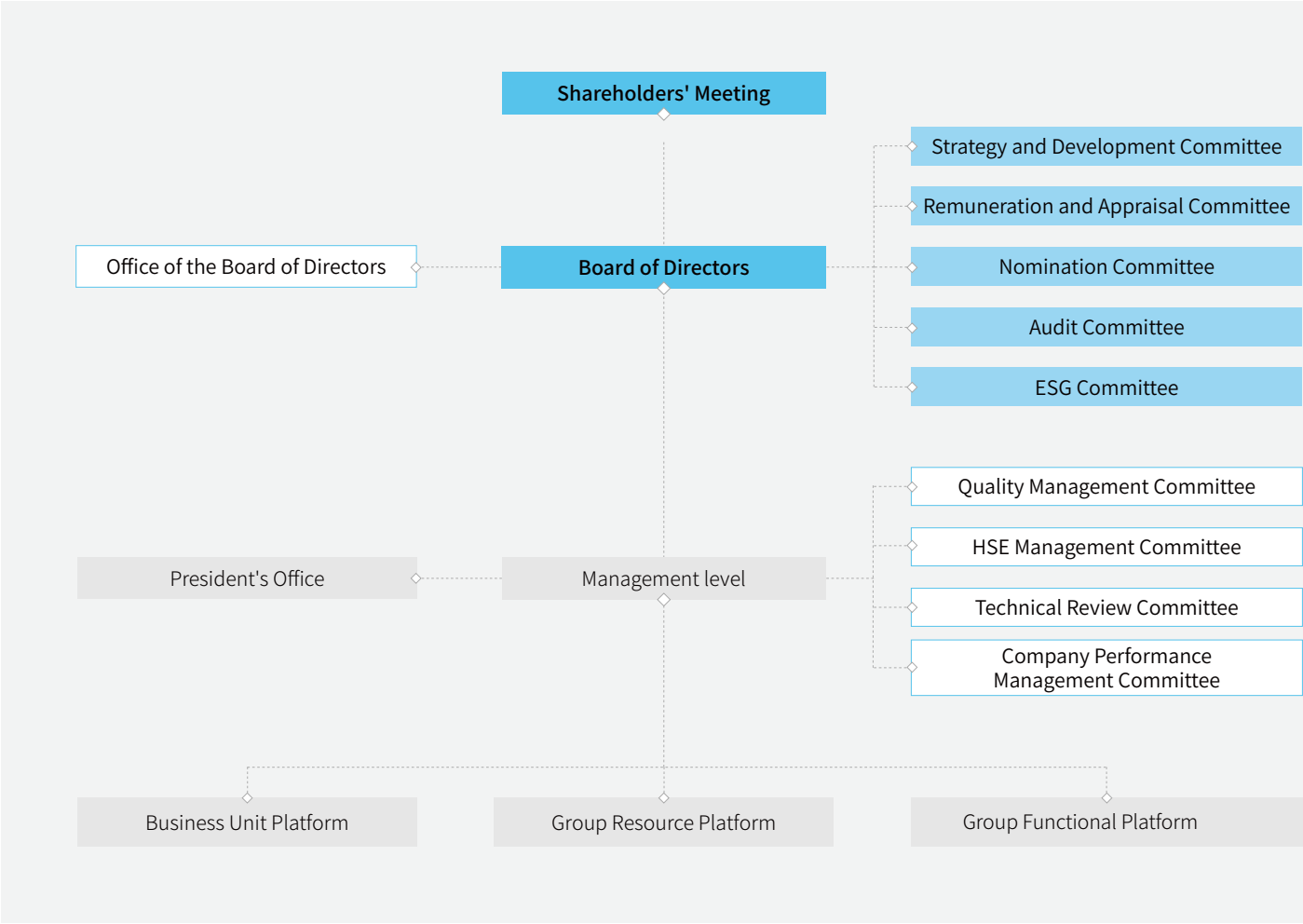
RIGOL adheres to business integrity, actively communicates corporate values, and continuously improves its corporate governance mechanisms. The Company has established and consistently refines a compliant and effective corporate governance system to further enhance its governance capabilities.

Governance

The Company has always considered excellent corporate governance as the cornerstone of sustainability. It strictly complies with 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 *Code of Corporate Governance for Listed Companies in China*, and relevant rules of the SSE. The Company also continuously optimizes its governance system strategically in line with its development realities to build a modern corporate governance structure with clear rights and responsibilities, efficient operation, and robust supervision.

During the reporting period, to enhance decision-making efficiency and strengthen the core functions of the Board of Directors, the Company dissolved the Board of Supervisors and integrated its supervisory functions into the Audit Committee under the Board of Directors. Concurrently, to further improve the ESG management system and promote sustainability, the Board of Directors established an ESG Committee. Consequently, the Company's governance structure has been streamlined and reinforced from the traditional "three boards" model to a new framework centered on the "Shareholders' Meeting, the Board of Directors, and its specialized committees." The Board of Directors now includes the Strategy and Development Committee, the Remuneration and Appraisal Committee, the Nomination Committee, the Audit Committee, and the ESG Committee, which together form a new, synergetic, and efficient corporate governance system.

Organizational structure



During the reporting period, the Company achieved outstanding results in governance capability, capital operations, and sustainability, receiving several authoritative awards that fully demonstrate its leading position and comprehensive competitiveness in the sector.



2025 Excellent Practice of the Board of Directors' Office of Listed Companies

China Association for Public Companies



2025 Certificate of Honor for Typical Practices of the Board of Directors of Listed Companies

China Association for Public Companies



Best Capital Operation Award

CLS



Golden Information Disclosure Award

China Securities Journal



Golden Quality Award

Shanghai Securities News

沪市上市公司信息披露工作评价结果（2024-2025）

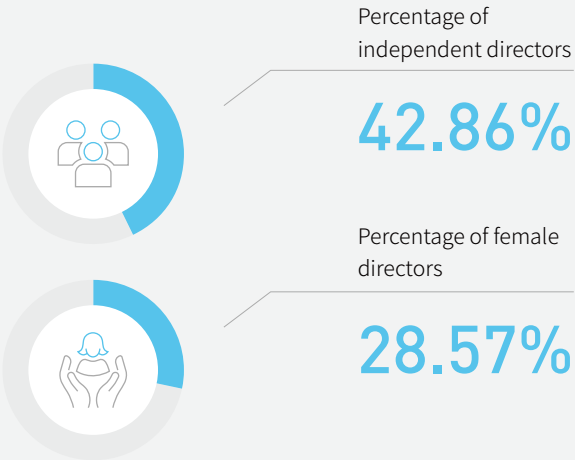
序号	股票代码	证券简称	评价结果
1	600000	浦发银行	A
2	600036	招商银行	A
3	600051	浦发银行	A
4	600060	招商银行	A
5	600066	招商银行	A
6	600074	招商局港口	A
7	600088	招商局港口	A
8	600150	招商局港口	A
9	600166	招商局港口	A
10	600177	招商局港口	A
11	600198	招商局港口	A
12	600200	招商局港口	A
13	600219	招商局港口	A
14	600222	招商局港口	A
15	600232	招商局港口	A
16	600242	招商局港口	A
17	600255	招商局港口	A
18	600268	招商局港口	A
19	600270	招商局港口	A
20	600276	招商局港口	A
21	600286	招商局港口	A
22	600290	招商局港口	A
23	600298	招商局港口	A
24	600300	招商局港口	A
25	600302	招商局港口	A
26	600308	招商局港口	A
27	600312	招商局港口	A
28	600316	招商局港口	A
29	600317	招商局港口	A
30	600319	招商局港口	A
31	600322	招商局港口	A
32	600337	普源精电	A
33	600340	招商局港口	A
34	600343	招商局港口	A
35	600346	招商局港口	A
36	600348	招商局港口	A
37	600350	招商局港口	A
38	600352	招商局港口	A
39	600354	招商局港口	A
40	600356	招商局港口	A
41	600358	招商局港口	A
42	600360	招商局港口	A
43	600362	招商局港口	A
44	600364	招商局港口	A
45	600366	招商局港口	A
46	600368	招商局港口	A
47	600370	招商局港口	A
48	600372	招商局港口	A
49	600374	招商局港口	A
50	600376	招商局港口	A
51	600378	招商局港口	A
52	600380	招商局港口	A
53	600382	招商局港口	A
54	600384	招商局港口	A
55	600386	招商局港口	A
56	600388	招商局港口	A
57	600390	招商局港口	A
58	600392	招商局港口	A
59	600394	招商局港口	A
60	600396	招商局港口	A
61	600398	招商局港口	A
62	600400	招商局港口	A
63	600402	招商局港口	A
64	600404	招商局港口	A
65	600406	招商局港口	A
66	600408	招商局港口	A
67	600410	招商局港口	A
68	600412	招商局港口	A
69	600414	招商局港口	A
70	600416	招商局港口	A
71	600418	招商局港口	A
72	600420	招商局港口	A
73	600422	招商局港口	A
74	600424	招商局港口	A
75	600426	招商局港口	A
76	600428	招商局港口	A
77	600430	招商局港口	A
78	600432	招商局港口	A
79	600434	招商局港口	A
80	600436	招商局港口	A
81	600438	招商局港口	A
82	600440	招商局港口	A
83	600442	招商局港口	A
84	600444	招商局港口	A
85	600446	招商局港口	A
86	600448	招商局港口	A
87	600450	招商局港口	A
88	600452	招商局港口	A
89	600454	招商局港口	A
90	600456	招商局港口	A
91	600458	招商局港口	A
92	600460	招商局港口	A
93	600462	招商局港口	A
94	600464	招商局港口	A
95	600466	招商局港口	A
96	600468	招商局港口	A
97	600470	招商局港口	A
98	600472	招商局港口	A
99	600474	招商局港口	A
100	600476	招商局港口	A

Grade "A" in the 2024-2025 Information Disclosure Work Evaluation by Shanghai Stock Exchange

Shanghai Stock Exchange

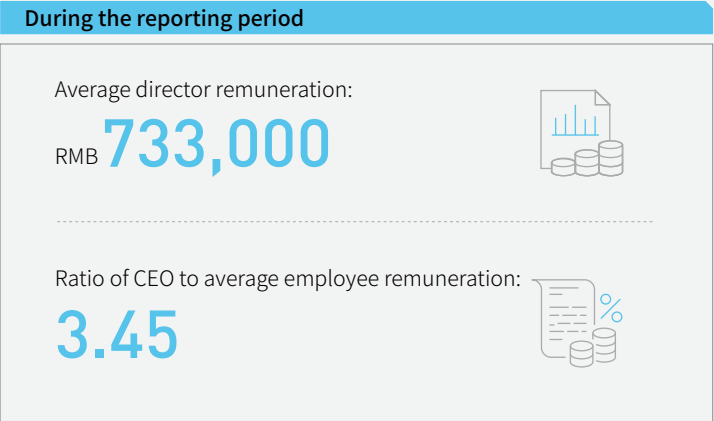
Board diversity and independence

The Company places great emphasis on the diversified structure of its board of directors. The board members exhibit strong diversity in terms of age, gender, educational background, professional fields, and career experience. Their expertise spans multiple disciplines, including electronic engineering, integrated circuits, chemical engineering, financial accounting, law, educational psychology, and corporate management. They also possess diverse professional backgrounds from research institutions, frontline industries, investment and financing, international business, and human resources management. This effectively promotes the full exchange and integration of different perspectives and experiences at the board level, enhancing the scientific and forward-looking nature of board decision-making.



Compensation management

In accordance with its *Articles of Association* and the Company's *Remuneration Management System*, the Company has formulated the *Remuneration Management System for Directors and Senior Management*, which improves the performance appraisal mechanism for senior management. Based on the Company's annual business objectives and the completion of major company-level projects, senior management is comprehensively assessed and evaluated, closely linking their remuneration to their management capabilities, business performance, and fulfillment of duties. Concurrently, the Company has developed and implemented a restricted stock incentive plan, granting restricted stock to eligible participants. This plan organically combines the interests of shareholders, the Company, and the core team, further strengthening the long-term incentive and restraint mechanisms and guiding management and the core team to jointly focus on and promote the Company's long-term, stable development.



Strategy

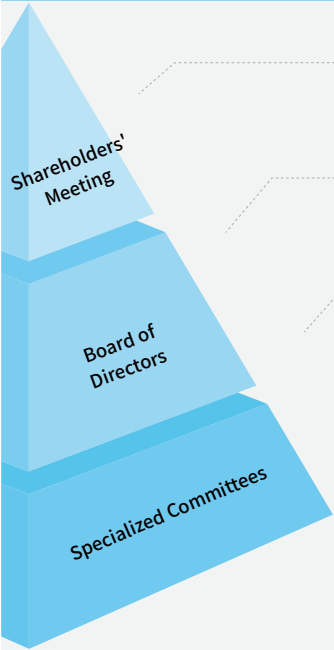
Key risk	Risk description	Financial impact	Impacted areas	Impact timeframe
Rigid governance structure	Overly cumbersome decision-making processes, leading to missed business opportunities in a rapidly changing market environment	Rising costs	Own operations	Long-term

Key opportunity	Opportunity description	Financial impact	Impacted areas	Impact timeframe
Enhancing governance transparency	High-standard governance structure and transparent information disclosure boost investor confidence and improve ESG ratings	Reduced financing costs	Own operations	Medium-term

Impact, risk, and opportunity management

To improve its corporate governance structure, standardize operations, and strengthen risk management capabilities, the Company has established and continuously refined a series of rules and regulations. These include the *Rules of Procedure for Shareholders' Meetings*, the *Rules of Procedure for the Board of Directors*, the *Rules of Procedure for the Strategy Committee of the Board of Directors*, the *Detailed Rules for the Audit Committee of the Board of Directors*, the *Detailed Rules for the Nomination Committee of the Board of Directors*, the *Detailed Rules for the Remuneration and Appraisal Committee of the Board of Directors*, the *Detailed Rules for the Environmental, Social and Governance (ESG) Committee*, the *Management System for Preventing the Misappropriation of Company Funds by Controlling Shareholders and Other Related Parties*, and the *Internal Audit System*. These regulations systematically identify and mitigate potential risks in strategic decision-making, financial management, related-party transactions, compliance, and sustainability. By clarifying the responsibilities of governance bodies such as the Shareholders' Meeting, the Board of Directors, and its special committees, and by improving the division of labor and the checks and balances among decision-making, executive, and supervisory functions, the Company has achieved effective control and continuous supervision of major risk matters, building a modern corporate governance and risk management system that is well-regulated, with clear powers and responsibilities, and effective checks and balances.

Indicators and targets	
2025 corporate governance goals	Progress towards goals
At least 3 Shareholders' Meetings held	✓ Achieved
At least 10 Board Meetings held	✓ Achieved
Proportion of independent directors higher than 40%	✓ Achieved
Note: For details on RIGOL's governance indicators, please refer to the "ESG Performance Table"	

	Responsibilities	Risk management
	As the highest authority of the Company, it is responsible for deliberating and approving fundamental matters such as amendments to the articles of association, mergers and divisions, major asset transactions, external guarantees, and profit distribution	Controls the Company's fundamental direction, shareholder rights, and other related major risks from the source through its decision-making power over ultimate matters
	Executes resolutions of the Shareholders' Meeting, is responsible for decisions on the Company's business plans and investment schemes, formulates basic management systems, and leads the establishment and implementation of the risk management system	Comprehensively assesses and manages the Company's strategic, operational, and financial risks through collective decision-making and authorized supervision
	Audit Committee: Supervises the Company's financial reporting, internal controls, and internal and external audit work	Focuses on ensuring the authenticity and completeness of financial information, preventing fraud, and guaranteeing the effective operation of the internal control system to mitigate compliance and operational risks
	Strategy and Development Committee: Researches and provides recommendations on the Company's long-term development strategy and major investment decisions	Focuses on the forward-looking assessment of strategic direction, major capital operations, and the feasibility, market risks, and compliance of investment projects
	Nomination Committee: Formulates the selection criteria and procedures for directors and senior management, and reviews and nominates candidates for their qualifications	Focuses on ensuring the standardization and fairness of the nomination process to prevent governance failure or integrity risks that may arise from inappropriate appointments
	Remuneration and Appraisal Committee: Formulates and reviews the remuneration policies and appraisal plans for directors and senior management	Focuses on preventing short-term behavior, performance distortion, and unreasonable remuneration payment risks by establishing a remuneration system that aligns incentives with constraints
	ESG Committee: Researches and proposes recommendations on the Company's Environmental, Social and Governance (ESG) development strategy and significant matters, and reviews related reports	Focuses on identifying and assessing ESG-related risks, enhancing the Company's sustainability capabilities through forward-looking research, and mitigating environmental, compliance, and social reputation risks

Investor Relations Management

In terms of information disclosure and investor communication, the Company has always placed standardized operations and transparent communication at the core of its corporate governance. The Company has systematically established policies such as the *Information Disclosure Management System*, *Management System for Delayed and Exempted Information Disclosure*, and the *Investor Relations Management System*. These policies clearly define the standards, procedures, channels, and responsibilities for information disclosure, and standardize the working mechanisms for investor relations management. This ensures from an institutional level that the Company's information is transmitted in a lawful, truthful, accurate, complete, and timely manner, laying a solid foundation for protecting the legitimate rights and interests of investors. The Company actively engages in investor communication activities through various online and offline channels, proactively communicating its strategy, operating results, and dividend returns to the market.

During the reporting period

The Company held **4** results briefings
provided **11** responses to investor
inquiries on "SSE E-interactive"

conducted **4** investor relations
management investor relations
management activities through new
media platforms; and

conducted over **70** roadshows

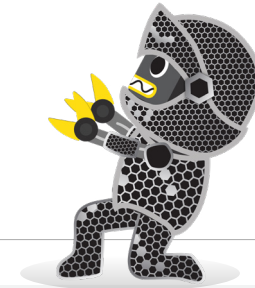
In 2024, the Company completed its cash
dividend distribution, disbursing a total
of RMB **77.5010** million (inclusive of tax),

which accounted for
83.96% of the net profit attributable
to shareholders for the year



Compliance and Risk Management

Strengthening risk management is the fundamental guarantee for the Company's long-term and stable development. RIGOL has established a comprehensive and efficient risk management mechanism following the principle of "unified planning, hierarchical management, key focus, and multi-dimensional prevention and control." This mechanism integrates risk management into corporate management and business operations to promptly identify, assess, and respond to various potential risks.



Governance

The Company places great emphasis on compliant operations and risk management, having formulated and implemented the *Risk Management Measures*. It has established a risk management mechanism centered on the "three lines of defense" to provide institutional assurance for its stable operations and sustainability. The Company has set up an independent compliance management function—the Internal Audit Department—which reports directly to the Audit Committee of the Board of Directors. This department is responsible for supervising and evaluating the Company's compliance with laws and regulations and major compliance risks, thereby strengthening the independence and authority of compliance management. At the same time, the Company has established a compliance reporting and information feedback mechanism, ensuring smooth internal and external communication channels. This encourages the timely reporting and handling of violations, forming a compliance and risk management system that combines pre-emptive prevention, in-process monitoring, and post-event rectification.

"Three lines of defense" in risk management



First line of defense

All Business Departments

Identify risks in relevant business processes in real time during daily operations, establish corresponding risk response plans, and report risk management dynamics to higher levels to ensure the effective operation of the risk management system.



Second line of defense

Audit Committee and Internal Audit Department under the Board of Directors

The Audit Committee under the Board of Directors is the decision-making body for risk management, and the Internal Audit Department is the comprehensive management department for risk management. It regularly inspects the effectiveness of the design and implementation of control systems and procedures, conducts risk assessments periodically or as needed based on the Company's overall risk tolerance and control objectives, investigates incidents that cause significant losses or adverse impacts due to control failures, and promotes the implementation of rectification plans by business departments.



Third line of defense

Board of Directors

As the decision-making body, the Board of Directors bears the ultimate responsibility for risk management. It approves risk management preferences, strategies, policies, and procedures, and supervises the dynamics of risk management and the construction of the risk management system.

Strategy

Key risk	Risk description	Financial impact	Impacted areas	Impact timeframe
 Commercial fraud and corruption risk	Employees, suppliers, or distributors violate business ethics, engaging in corruption, bribery, or fraudulent behavior, leading to legal proceedings and the collapse of the Company's reputation.	Legal fines, asset loss, reputational damage	Own operations, downstream of the value chain	 Short- and medium-term
 Regulatory and legal change risk	The sector may face compliance challenges from changes in the external regulatory environment, such as domestic and international trade controls, data security and privacy protection, upgraded environmental regulations, and changes in sector-specific standards.	Increased costs	Own operations	 Short- and medium-term
 Conflict of interest and information confidentiality risk	Employees or management using their positions for personal gain, or improperly protecting confidential or inside information, which could lead to damage to the Company's interests, legal disputes, and loss of business opportunities.	Loss of profit	Own operations	 Short- and medium-term
Key opportunity	Opportunity description	Financial impact	Impacted areas	Impact timeframe
 Integrity and compliance competitiveness	By building a "zero-tolerance" integrity and compliance system, eliminate gray-area transaction costs and win the long-term trust of customers and investors with an image of integrity.	Reduced operating costs, enhanced brand value	Own operations, downstream of the value chain	 Long-term

Impact, risk, and opportunity management

In its management practices, the Company focuses on translating risk control requirements into a continuous and executable operational mechanism. On one hand, it promotes systematic control covering the entire business chain. Relying on risk-oriented internal audits, it conducts closed-loop supervision of the headquarters, subsidiaries, and newly acquired businesses through a "plan-execute-rectify-track" process. It also integrates risk management into all links of the supply chain, using digital and intelligent platforms like SRM to achieve full transparency and traceability from supplier development and evaluation to exit. On the other hand, it actively cultivates a risk management culture of full participation and proactive prevention. By establishing and maintaining diverse and confidential feedback channels, it encourages internal and external stakeholders to report potential risks promptly. It also implements specific measures such as regular compliance training, pre-holiday integrity reminders, and a tiered supplier list to continuously enhance employees' compliance awareness and risk prevention consciousness, thereby systematically building a resilient control system that runs through strategic decision-making, daily operations, and partnerships.

Case

Building a resilient risk management system through risk-oriented insurance allocation decisions

In 2025, RIGOL optimized its risk management strategy with a risk-oriented approach, conducting a comprehensive insurance needs assessment. By identifying and qualitatively rating eight core risk categories, including property, liability, cybersecurity, and business interruption, the Company determined that all risks were low and controllable, except for freight, which was classified as a medium risk. Based on this assessment, the Company secured insurance for frequently used corporate vehicles and the medium-risk freight operations. For low-risk areas, the Company implemented risk self-retention by strengthening internal control measures. By establishing a dynamic, closed-loop management system of "assessment-decision-internal control-review," the Company has effectively enhanced its resilience and efficiency in risk response, laying a more solid governance foundation for sustainable operations.

Indicators and targets

2025 compliance and risk management goals

Progress towards goals

Zero major compliance violation incidents

✓ Achieved

Note: For details on RIGOL's compliance and risk management indicators, please refer to the "ESG Performance Table"

Business Ethics

Adherence to business ethics is a fundamental principle of the Company's business operations. It strictly complies with laws and regulations such as the *Supervision Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, actively fosters a culture of integrity, strengthens self-discipline, and standardizes its business practices.

Anti-bribery and anti-fraud

The Company maintains a "zero-tolerance" policy towards bribery and fraud, and has established a comprehensive governance system that emphasizes prevention, supervision, investigation, and improvement.

The Company has formulated and strictly implements the *Anti-Fraud and Whistleblowing System*. Through initiatives such as releasing the *RIGOL Anti-Fraud Promotional Video* and conducting training on integrity, ethics, and legal regulations for all employees, it continues to foster a culture of integrity. During the reporting period, the Company regularly organized anti-corruption and anti-fraud training for all employees to ensure that ethical standards are deeply ingrained.

Complaints and reporting

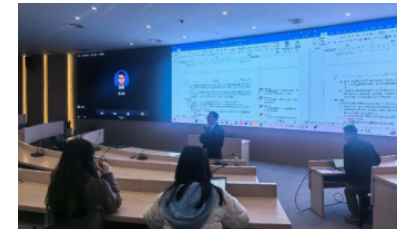
The Company has established diverse and confidential reporting channels to encourage supervision from both internal and external parties. All reports are handled by an independent internal audit department following confidential procedures and are reported to the Audit Committee as required. If necessary, external professional organizations are engaged to assist in investigations. During the reporting period, the Company had no incidents of bribery or fraud.

 **Reporting hotline** | 0512-66706688-11099

 **Email** | audit@rigol.com

Case Empowering business with compliance, special topic training on transparent procurement and the spirit of contract

In 2025, RIGOL organized a special ethics and legal training for all employees, focusing on "transparent procurement, transparent business practices, and the spirit of contract." This training systematically explained the transparent procurement process, ethical standards for business activities, and key legal obligations regarding contract signing, performance, and risk prevention as stipulated in the Contract Part of the *Civil Code*. The aim was to deeply integrate the values of integrity, compliance, and honesty into specific business operations. This initiative not only effectively enhanced employees' practical compliance capabilities and legal risk awareness in key business areas but also strengthened the Company's internal integrity standards and control systems at the "governance" level, providing a solid cultural and capability foundation for continuously building a fair, transparent, and responsible business environment.



Anti-unfair competition

The Company firmly believes that fair competition is the cornerstone of a healthy market and strictly adheres to anti-unfair competition laws and regulations, integrating compliance requirements into every aspect of its market activities.

The Company strictly complies with national laws and regulations. Through the *Employee Handbook*, rules and regulations, and regular awareness campaigns, it explicitly prohibits all forms of unfair competition, such as commercial defamation, infringement of trade secrets, and false advertising. It requires all employees to adhere to the principles of fairness and integrity in marketing, bidding, and business cooperation. Additionally, the Company conducts regular compliance and professional ethics training for all employees to continuously strengthen their understanding and implementation of fair competition and compliant operation requirements.

To prevent risks at the source, the Company continuously improves its *Bidding Management Measures* and *Procurement Management Procedures*, further standardizing business processes and enhancing internal checks and balances and operational transparency. The Company not only requires itself to adhere to these principles but also actively advocates for and supervises its partners to jointly follow fair competition market norms. Relevant restrictive clauses are explicitly included in cooperation agreements to collectively maintain a healthy sector order.

Green Development: Implementing Environmental Protection

RIGOL is firmly committed to the philosophy of green development. Upholding its corporate mission to "Enabling Technology Exploration, Empowering Possibilities and More," the Company collaborates with partners across the value chain to provide green and environmentally friendly products and services. Through concrete actions, it addresses the challenges of climate change and jointly builds a green and sustainable future. The Company continuously improves its environmental management system, strengthens its environmental risk prevention, control, and emergency management mechanisms, and regularly conducts environmental safety inspections, systematically promoting environmental protection measures in all aspects of production and operation. At the same time, the Company actively champions green innovation, continuously promotes the application of energy-saving and emission-reduction technologies, carries out various environmental protection activities, and consistently enhances resource utilization efficiency and green competitiveness.

Corresponding SSE ESG topics

- Climate change tackling
- Pollutant discharge
- Waste disposal
- Environmental compliance management
- Energy usage
- Usage of water resources
- Circular economy
- Ecosystem and biodiversity protection

Corresponding SEHK ESG indicators

- A1 Emissions
- A2 Use of Resources
- A3 The Environment and Natural Resources
- D Climate Change



Addressing Climate Change

Global climate change has a continuous impact on business operations. RIGOL incorporates climate change as a key consideration in its strategy formulation, systematically identifying and assessing climate-related risks and opportunities based on its business characteristics, and promoting the implementation of mitigation and adaptation measures.

Governance

The Company integrates climate change into its overall ESG governance framework as a key topic of strategic focus, managing climate-related risks and opportunities under the supervision of the Board of Directors. The Company has established a climate governance structure composed of the Board of Directors, the HSE (Health, Safety, and Environment) Management Committee, and the administrative department, forming a top-down management system to coordinate GHG emission management and climate risk response efforts.

At the execution level, the Company has established a climate change working group, led by the administrative department, responsible for the identification, assessment, and implementation of climate-related risks at production bases and in business departments, ensuring a timely response to potential or identified risks. By integrating climate change management requirements into daily operations and performance management, the Company promotes the continuous improvement of climate change management capabilities in relevant functional departments and subsidiaries, guaranteeing the effective implementation of climate governance work.

To systematically advance climate change governance, the Company has formulated and implemented policy documents such as the *Carbon Reduction Strategy and Roadmap*, the *Management Measures for Low-Carbon Technology Transformation*, and the *Management Measures for GHG emission Accounting*. These documents focus on carbon reduction strategy, low-carbon transition, and emission management, clarifying reduction targets and implementation paths from strategic planning and technical implementation to emission accounting and data management. They standardize the promotion of low-carbon projects and greenhouse gas management, providing an institutional guarantee for the implementation of climate risk response, mitigation, and adaptation measures.



Strategy

The Company systematically identifies and assesses climate change-related physical risks, transition risks, and business opportunities by referencing the framework of the Task Force on Climate-related Financial Disclosures (TCFD). In terms of risks, the Company focuses on identifying the impact of extreme weather, long-term climate change, and related policy requirements on its operations and supply chain. In terms of opportunities, it explores avenues for business development and cost optimization in the context of climate change, focusing on resource efficiency improvement, clean energy application, and low-carbon product development.

In terms of financial impact assessment, the Company conducts analysis from the dimensions of revenue, costs, assets, and capital allocation. The focus is on production interruptions caused by extreme weather, changes in demand for low-carbon products, carbon tax and carbon trading costs, increased expenses for energy and

equipment operation and maintenance, and impairment risks that may arise from asset damage or the premature phase-out of high-energy-consuming equipment. At the same time, the Company assesses the impact of low-carbon investments, such as energy-saving renovations and renewable energy projects, on capital expenditures.

The Company uses scenario analysis as an important tool for climate risk management and plans to conduct a comprehensive quantitative assessment every three years, with a qualitative review at the annual level, to continuously track the potential impact of climate change on the Company's operations and financial performance. In the future, the Company will continue to deepen its climate scenario analysis, integrate climate stress into its strategic decision-making process, and continuously improve its full-cycle climate governance system covering risk identification, quantitative assessment, and response strategies.

Key risk	Risk description	Financial impact	Impacted areas	Impact timeframe
 Extreme weather impact	The increased frequency and intensity of extreme weather events such as heavy rain, floods, and typhoons may lead to disruptions in logistics and transportation, supply chain interruptions, and phased shutdowns of production bases. At the same time, extreme weather may damage infrastructure such as factory buildings, equipment, and utilities, affecting production organization and recovery progress, and prolonging business interruption periods.	Increased operating costs, increased expenses for equipment repair and asset maintenance, and rising asset impairment risks	Upstream of the value chain, own operations	 Short- and medium-term
 Stricter low-carbon policies and regulations	Driven by the "dual carbon" goals and related policies, high-emission economic activities are under pressure, and the requirements for enterprises in energy-saving renovations, management systems, and compliance disclosure are increasing.	Increased R&D and compliance costs, increased capital expenditures	Own operations	 Medium-term
 Increasing customer demands for low-carbon products	Customers are becoming more stringent in their requirements for low-carbon products, energy efficiency levels, green manufacturing, and supply chain emission reductions. The Company needs to increase investment in R&D, technology, and equipment to meet market access and order requirements.	Increased R&D investment, increased operating costs (failure to meet requirements may lead to reduced orders)	Downstream of the value chain, own operations	 Medium-term
 Pressure from energy structure and energy efficiency	Fluctuations in energy prices and rising energy efficiency requirements, coupled with increased energy consumption in production and operations, may raise the energy consumption per unit of product and overall costs if energy efficiency improvements do not meet expectations.	Increased operating costs	Own operations	 Medium-term

Key opportunity	Opportunity description	Financial impact	Impacted areas	Impact timeframe
 Development of low-carbon products and green brands	With policy guidance, increased market awareness, and strengthening climate governance requirements, customers' demand for low-carbon, energy-saving, and high-efficiency measurement instruments and green solutions continues to grow. By promoting the R&D of low-carbon products, improving product energy efficiency, and strengthening climate governance and information disclosure, the Company helps to enhance customer trust, improve its brand image and market access capabilities, and promote the application of its products and solutions in a wider range of scenarios.	Increased revenue, enhanced long-term profitability	Downstream of the value chain, own operations	 Medium- and long-term
 Energy management and energy-saving renovation	Through energy management in production and operations, technical renovation projects, and energy efficiency improvements (such as replacing old equipment and optimizing processes), the Company can reduce unit energy consumption and operating costs, and enhance operational resilience.	Cost savings	Own operations	 Medium-term
 Transition to renewable energy alternatives	By increasing the proportion of clean and renewable energy use through methods such as on-site photovoltaics, the Company can reduce the risk of fluctuations in energy costs and strengthen its low-carbon competitiveness.	Cost savings, reduction of risk costs	Own operations	 Medium-term

The above content constitutes forward-looking descriptions and does not represent a definite guarantee, expectation, or precise prediction of future circumstances. In this process, the Company has fully considered various uncertainties, including changes in the frequency and intensity of extreme weather events, the evolution of low-carbon policies and regulatory requirements, changes in customer demands for low-carbon and energy-efficient products, fluctuations in energy prices and adjustments to the energy structure, as well as uncertainties in the development of low-carbon technology and markets. These factors are limited by available data sources and the assessment methods employed, and may be influenced by other unforeseen uncertainties and subjective judgments.

Impact, risk, and opportunity management

Strategies and measures for climate change response		
Category	Response direction	Specific measures
 Mitigation measures	Promotion of renewable energy	The Company continues to optimize its energy structure. By constructing and operating a distributed rooftop photovoltaic power station at its Suzhou campus, it has introduced renewable energy sources to replace a portion of traditional electricity, thereby increasing the proportion of green power used, and reducing fossil fuel consumption and related GHG(greenhouse gas) emissions.
	Energy saving, efficiency improvement, and energy management	The Company promotes a smart energy management system to implement fine-grained monitoring and control of high-energy-consuming equipment such as air compressors and reflow soldering machines. By improving its energy management system and energy consumption monitoring mechanism, it continuously enhances energy use efficiency and reduces energy consumption per unit of output.
	Green office and low-carbon operations	The Company implements green office and low-carbon production measures, optimizing energy use in production and operational processes. At the same time, through equipment upgrades and the replacement of new energy equipment, it reduces the carbon emission levels during its operations.
	Greenhouse gas management	The Company has established a greenhouse gas accounting and management mechanism, conducting annual accounting of GHG emissions generated during its operations. It also engages third-party verification to enhance data accuracy and transparency. Based on the accounting results, the Company continuously identifies key emission sources and formulates targeted reduction measures, disclosing relevant information through its annual ESG report.
	Green supply chain management	The Company incorporates low-carbon requirements into its procurement and supply chain management. It prioritizes suppliers with certifications such as ISO 14001 and other environmental management systems, as well as those with low-carbon commitments. This approach promotes green procurement and logistics path optimization, reducing Scope 3 emissions across the value chain.
 Adaptation measures	Emergency response mechanism	In response to extreme weather events such as typhoons and heavy rainfall, the Company has formulated special emergency plans. It regularly conducts drills for flood and typhoon prevention and maintains a stock of necessary disaster relief supplies to enhance its response capabilities to sudden climate events.
	Asset and operational assurance	The Company insures its key production equipment and inventory with comprehensive property insurance, covering potential losses from natural disasters. This reduces the potential impact of extreme climate events on its production and operations.
	Energy and facility resilience building	The Company enhances its ability to cope with energy fluctuations and extreme weather by reducing its dependence on a single energy source and strengthening equipment operation management. It also considers energy conservation, low-carbon principles, and operational safety in the construction of its campus infrastructure and selection of equipment, thereby ensuring operational stability.
	Supply chain redundancy and continuity management	The Company has established a multi-sourcing and alternative mechanism for key materials to prevent supply disruptions from a single supplier due to climate disasters. It continuously enhances the stability and resilience of its supply chain to ensure the continuity of production and customer delivery.

Green design

Facing the industrial transformation opportunities brought by climate change, the Company deeply integrates the concept of green design into the entire process of product R&D and design. It continuously promotes the systematic optimization of product structure, function, and performance, focusing on resource conservation, energy efficiency improvement, and reducing the environmental impact throughout the product's entire life cycle. While ensuring product performance and reliability, the Company adopts innovative design strategies such as lightweighting, modularization, low power consumption, and efficient heat dissipation to reduce raw material and energy consumption, enhance product maintainability and reusability. This aligns with the green and low-carbon development trend, driving the iteration and upgrading of products towards high efficiency, energy conservation, and sustainability, thereby enhancing the market competitiveness and long-term value creation capability of its products.

Lightweight design

Miniaturization of product design to reduce resource consumption during the manufacturing process



Modular design

Facilitates assembly, disassembly, maintenance, and repair, increasing the rate of reuse



Heat dissipation design

Rational design of internal airflow channels and equipping with pulse-width modulation fans to dynamically adjust cooling capacity based on temperature, helping to reduce overall machine temperature and power consumption



Low-power design

Implementing low-power modes in logic, chip, and software design to shut down idle modules and reduce product power consumption



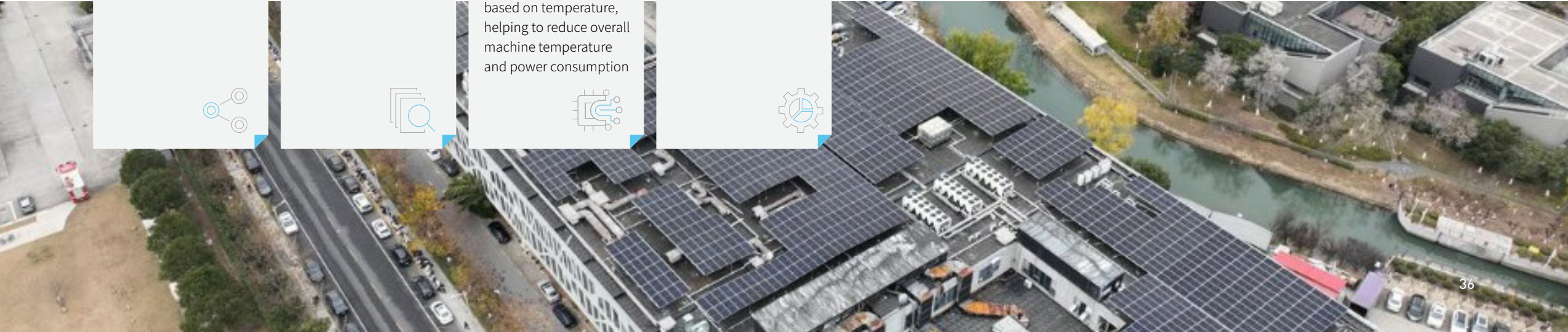
Promotion of renewable energy

The Company actively responds to the national "dual carbon" strategy, focusing on optimizing its energy structure and replacing traditional energy with clean alternatives, and continuously promoting the application of renewable energy sources in its production and operations.

Case

Green energy transition, construction and grid connection of the distributed photovoltaic power generation project at the headquarters campus

In 2025, to actively respond to the national "3060" dual carbon goals and implement the deployment of "energy structure transformation" in the *Carbon Reduction Strategy and Roadmap*, the Company officially launched a distributed photovoltaic power generation project at its Suzhou headquarters campus. This project, jointly promoted by the administrative department and an external company, utilizes approximately 13,800 square meters of idle roof space on buildings such as the R&D and production buildings to construct a photovoltaic power generation system with a total installed capacity of 1,320 kW (1,358.77 kWp on the DC side). The project operates in a highly efficient "self-generation for self-consumption, with surplus power fed to the grid" mode, featuring a total of 2,303 monocrystalline 590W modules. This initiative not only effectively reduces the Company's electricity costs during peak hours but also significantly reduces carbon emissions through the substitution with clean energy.



Indicators and targets

The Company has set 2023 as the base year for its GHG emissions. In line with China's "dual carbon" goals and global climate action requirements, it has formulated phased reduction targets covering Scope 1, Scope 2, and material Scope 3 emissions. This defines a low-carbon transition path that gradually progresses from operational emission reductions to collaborative reductions across the value chain.

The Company's phased emission reduction targets				Reduction roadmap and implementation path		
Phase	Time Range	Target positioning	Key targets	Phase	Implementation focus	Main path
Short-term goal Mid-term goal Long-term goal	2025–2027	Structural optimization period	Promote the construction and operation of renewable energy source projects such as distributed photovoltaics to increase the proportion of green electricity usage. Use emission intensity per unit of revenue as a core indicator to reduce Scope 1 and Scope 2 emission intensity compared to the base year. Continuously improve Scope 3 carbon footprint accounting to progressively strengthen the data and management foundation, supporting subsequent reduction measures.	Phase I	Operational energy saving and efficiency improvement (ongoing)	Advance the development of a smart energy management system. Continuously reduce unit energy consumption and operational emissions through measures such as replacing energy-saving equipment, optimizing processes, and upgrading lighting systems.
	By 2030	Deep decarbonization period	Align with the Science Based Targets initiative (SBTi) pathway to gradually peak Scope 1 and Scope 2 emissions. Continuously expand the scale of photovoltaic power generation and green electricity procurement to make renewable energy sources dominant in the energy mix. Further reduce emission intensity per unit of revenue to achieve significant emission reductions at the operational level.	Phase II	Energy structure transition and green electricity substitution (focus for 2025–2030)	Focus on distributed photovoltaics, prioritizing self-generation and self-consumption. Supplement electricity needs through green power trading or long-term power purchase agreements to systematically reduce the carbon emission factor of purchased electricity.
	By 2050	Carbon neutrality vision	Achieve operational carbon neutrality (Scope 1 and Scope 2) through technological innovation, full transition to green electricity, and necessary carbon offset mechanisms. Simultaneously, promote collaborative emission reductions across the value chain and continuously reduce Scope 3 emissions through green supply chain management and low-carbon procurement.	Phase III	Value chain emission reduction and carbon offsetting (focus for 2030–2050)	Incorporate carbon emission requirements into supplier and logistics management to promote green procurement and low-carbon transportation. Use high-quality carbon offset mechanisms to compensate for residual emissions that are currently difficult to eliminate.
				Note: For details on RIGOL's climate change indicators, please see the "ESG Performance Table".		

Environmental Management and Ecological Conservation

RIGOL strictly adheres to the environmental protection laws, regulations, and institutional requirements of the regions where it operates. It has established a corresponding environmental management system and implements management processes through a clear governance structure. The Company places great importance on environmental risk prevention and control, has established an emergency management mechanism, and actively promotes green development through green operations and biodiversity conservation, striving to foster a harmonious coexistence between humanity and nature.

Environmental compliance management

RIGOL continuously improves its environmental governance structure, forming a systematic environmental management system coordinated by the HSE Management Committee and supported by the Administration Department. To ensure comprehensive environmental control, the Company has established a company-wide environmental records database and regularly conducts supervision, inspection, and improvement of its environmental management performance.

In strict accordance with national laws and regulations such as the *Environmental Protection Law*, the *Environmental Impact Assessment Law*, and the *Administrative Measures for Ecological and Environmental Standards*, the Company has formulated internal policies including the *Green Production Management Measures*, the *Emergency Response Plan for Environmental Emergencies*, and the *Green Building Construction and Operation Specifications* to promote the standardization of its environmental management. During the reporting period, the Company maintained its ISO 14001 environmental management system certification, and its subsidiary factory was recognized as a 2A-level green factory.

Environmental compliance management goals	Progress towards goals
Zero major environmental pollution incidents, with an incident rate of zero	✓ Achieved



ISO 14001 environmental management system certification

During the reporting period

The Company's total investment in environmental protection was

RMB 1.2 million

The Company strictly conducts internal and external environmental supervision and audits in accordance with certification requirements,

achieving 100% coverage

No non-conformities were found.

Environmental risk and emergency management

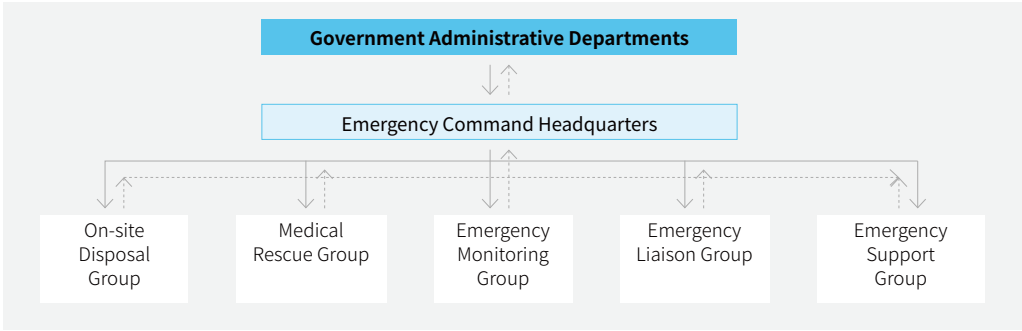
The Company has always considered environmental risk prevention and control as a crucial component of its environmental management. It strictly adheres to legal and regulatory requirements such as the *Guidelines for Risk Assessment of Enterprise Environmental Emergencies* and the *Administrative Measures for the Record-keeping of Emergency Response Plans for Environmental Emergencies of Enterprises and Public Institutions (Trial)*. The Company systematically carries out environmental risk identification and assessment, develops and continuously updates the *Environmental Incident Risk Assessment Report*, and constantly improves its environmental risk prevention and control system to effectively fulfill its primary responsibility for preventing and controlling environmental emergencies.

Environmental risk assessment process



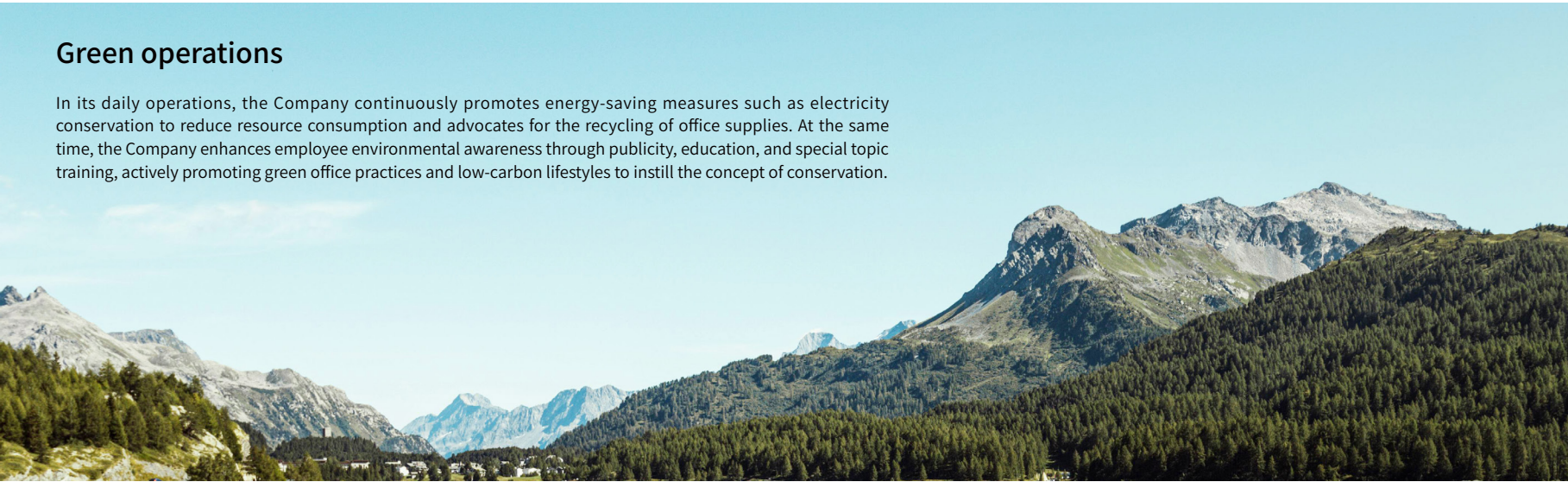
On this basis, and in accordance with relevant regulations such as the *National Emergency Plan for Environmental Emergencies* and the *Administrative Measures for Emergency Plans for Public Emergencies in Jiangsu Province*, the Company has established a relatively comprehensive emergency management mechanism for environmental incidents. This mechanism covers key aspects including risk warning, information reporting, graded response, on-site disposal, and post-event assessment and recovery, ensuring that emergency response can be carried out quickly, scientifically, and efficiently in the event of an incident, thereby minimizing the risks of environmental pollution and ecological damage. To enhance the organizational capacity for emergency response, the Company has set up an emergency command group to clarify emergency management responsibilities and coordination mechanisms, and to coordinate the command and disposal of environmental emergencies, ensuring that emergency actions are carried out efficiently and orderly.

Emergency command group organization and structure



Green operations

In its daily operations, the Company continuously promotes energy-saving measures such as electricity conservation to reduce resource consumption and advocates for the recycling of office supplies. At the same time, the Company enhances employee environmental awareness through publicity, education, and special topic training, actively promoting green office practices and low-carbon lifestyles to instill the concept of conservation.



Ecosystem and biodiversity conservation

Based on the requirements of ecological civilization construction and the concept of life-cycle management, the Company has issued the *Biodiversity Impact Assessment and Conservation Plan*. It takes action to support biodiversity conservation, aiming to manage the potential impact on biodiversity during production, operation, and project construction, reduce ecological compliance risks, and achieve "no net loss" of biodiversity from its operational activities. The Company identifies and assesses biodiversity-related impacts and risks concerning the park's ecological conditions during both the construction and operational phases. It has established a *Park Biological Asset Inventory*, clarifying ecological conservation and restoration measures. Additionally, the Company conducts a self-inspection of the park's biodiversity status every six months, creating an *Ecological Inspection Record*.

During the reporting period

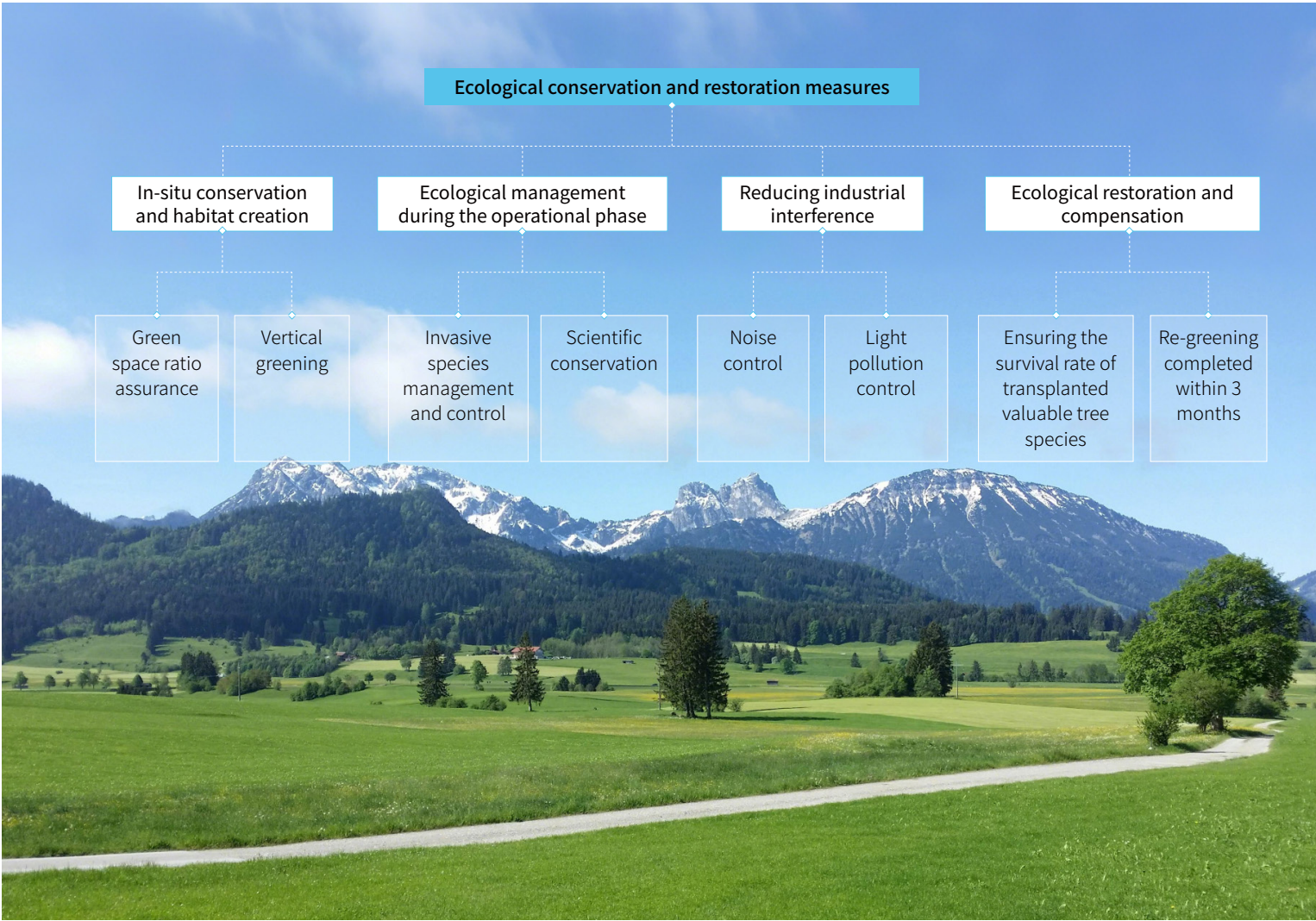
The Company's total investment in ecological conservation and restoration:

RMB **170,000**

Green area within its own operating sites:

3,000 square meters

No violations involving damage to the ecological environment occurred



Pollutant Emissions and Waste Disposal

In accordance with the *Environmental Protection Law of the People's Republic of China*, the *Integrated Emission Standard of Air Pollutants*, the *Integrated Wastewater Discharge Standard*, the *Standard for Pollution Control on Hazardous Waste Storage*, and other laws and regulations, RIGOL has formulated specialized management measures for pollutant emissions and waste. These measures systematically manage and control the waste gas, wastewater, and solid waste generated during the Company's operations, ensuring that emission data is authentic and traceable, and standardizing the entire disposal process.

Pollutant emissions

To fully implement its green development strategy, the Company has formulated and issued the *Management Measures for Pollutant Emission Control*. This document systematically standardizes the management and control processes for the emissions of various pollutants, including waste gas and wastewater, involved in the Company's operations. It covers the entire process from the collection and treatment of industrial waste gas and the classified discharge of wastewater to the compliant disposal of solid waste. It also enhances the management of operational records and monitoring data for environmental protection facilities to ensure the authenticity, integrity, and traceability of emission data.

Pollutant type	Waste gas	Wastewater
 Pollutant type	PCBA process waste gas (non-methane total hydrocarbons, tin and its compounds), kitchen fumes, and vehicle exhaust	Domestic sewage, concentrate from pure water preparation, and condensed water
 Pollutant treatment measures	Process waste gas: Welding fumes and organic waste gas generated in the PCBA workshop must be collected by gas hoods and treated by a "two-stage activated carbon adsorption" or equivalent device before being discharged through a high-altitude emission pipe. The emission concentration must comply with GB 16297 and local standards. Fumes and exhaust: Kitchen fumes must be treated by a purifier before discharge; on-site vehicles undergo regular exhaust inspections, and the use of non-compliant vehicles is strictly prohibited.	Rainwater-sewage diversion: The rainwater-sewage diversion system is strictly implemented. Rainwater is discharged into the municipal rainwater pipeline network via rainwater pipes; pouring any industrial wastewater or waste liquid into rainwater wells is strictly prohibited. Domestic sewage: After pre-treatment in a septic tank to meet the discharge standards, it is discharged into the municipal sewage pipeline network and ultimately enters the local water purification plant. Industrial concentrate: Concentrate generated from pure water preparation should be prioritized for reuse in landscaping or toilet flushing; if reuse is not feasible, it is discharged into the sewage network, and direct discharge is strictly prohibited.
 Key Performance	During the reporting period, the Company emitted 7.47 kg of nitrogen oxides, 0.11 kg of sulfur oxides, 0.55 kg of particulate matter, 1.64 kg of hydrogen chloride, 2.86 kg of non-methane hydrocarbons, and 0.14 kg of sulfuric acid mist.	During the reporting period, the Company's wastewater discharge was 19,717.20 tonnes, with ammonia nitrogen emissions of 0.49 tonnes and chemical oxygen demand of 5.1 tonnes.

Waste disposal

The Company has formulated the *Detailed Rules for the Disposal of Solid and Hazardous Waste*, which comprehensively standardizes the classification, collection, storage, transportation, and final disposal of general solid waste and hazardous waste. By clarifying requirements for file records and data traceability, it further enhances the compliance and verifiability of the waste disposal process. The Company's solid waste mainly includes general solid waste and hazardous waste. Hazardous solid waste includes waste stripping solution, waste cleaning solution, waste organic solvents, waste developer, waste etching solution, waste activated carbon, waste packaging containers, scrapped products, and waste substrates.

Waste management methods

General solid waste

- Domestic waste is regularly collected and transported by the municipal sanitation department
- Recyclable industrial solid waste is regularly sold to compliant recyclers

Hazardous waste

- At the beginning of each year, declare the annual hazardous waste management and transfer plan to the local environmental protection department
- During transfer, ensure that the information of the generating unit, transporting unit, and receiving unit is consistent
- Before loading, check the packaging and labels to confirm there are no spills, and ensure that transport vehicles are qualified for transporting dangerous goods

Circular Economy and Resource Utilization

RIGOL has always regarded optimizing resource use as a crucial task for achieving sustainability. The Company strictly abides by laws and regulations such as the *Energy Conservation Law of the People's Republic of China*, the *Renewable Energy Law of the People's Republic of China*, and the *Water Law of the People's Republic of China*, reasonably optimizing its resource allocation and continuously improving the level of resource utilization.

Energy usage

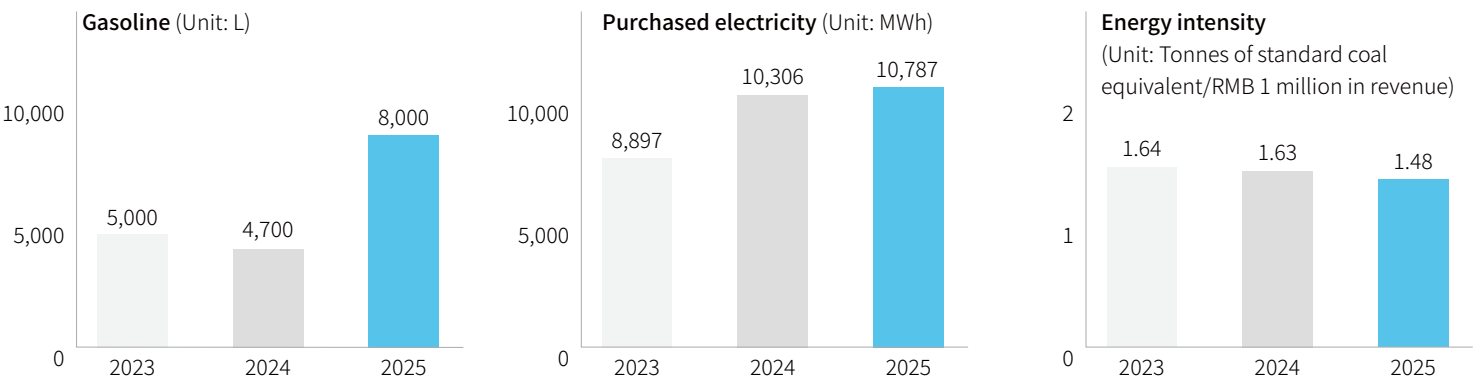
Lean energy usage is the only way for RIGOL to achieve carbon neutrality. In accordance with national energy policies and energy management standards, the Company has formulated and implemented the *Management Measures for Renewable Energy usage* to standardize the procurement process of renewable energy sources (green electricity), the development, operation, and maintenance management of distributed energy projects, support the accounting and disclosure of the Company's carbon reduction data, facilitate the intelligent transformation of energy usage, and strive towards the goal of carbon neutrality.

Energy usage goals	Progress towards goals
Save energy and reduce consumption, improve the comprehensive utilization rate of resources and energy, increase the utilization rate by 2%	✓ Achieved

The Company has established a leading group for energy conservation and emission reduction, strictly implements international environmental standards, carries out refined energy management, and continuously improves its processes and resource utilization levels.

Energy conservation, emission reduction, and smart management measures

Smart energy management system	Introduction of a smart logistics system	Upgrade of the production workshop lighting system
• Smart energy consumption monitoring: Establish an energy consumption model and set up a real-time monitoring and warning system through data collection and integration with the MES • Implementation of multiple energy-saving technical transformations: Focus on optimizing the operation of equipment such as water chillers and reflow soldering machines • Significant energy-saving and carbon-reduction results: Effectively supports low-carbon operations and cost savings	• Promoting "lights-out" warehouse management: Completely eliminating fixed lighting in finished product and raw material storage areas • Enhancing smart and energy-saving levels: Significantly reducing energy consumption while improving the level of factory intelligence	• Comprehensive promotion of high-efficiency lighting: Replacing original ordinary LED lights (16W) with ultra-energy-saving LED lights (8W) to reduce the power load from the source • Achieving energy saving and environmental improvement: Reducing energy consumption and optimizing lighting comfort in the workshop



Note: In 2025, gasoline consumption increased compared to previous years due to the addition of one new business vehicle.

Usage of water resources

To systematically establish a comprehensive water conservation management system, the Company formulated the *Management Specification for Water Resource Conservation and Recycling*, clarifying departmental responsibilities, setting annual and medium-to-long-term water-saving targets, and implementing measures—including water consumption quota standards, key water-saving retrofits, reclaimed water reuse and rainwater harvesting system planning, and enhanced metering and disclosure—to comprehensively cover water management across administrative offices, production operations, and campus landscaping.

Key water conservation management measures

Water conservation in administrative offices

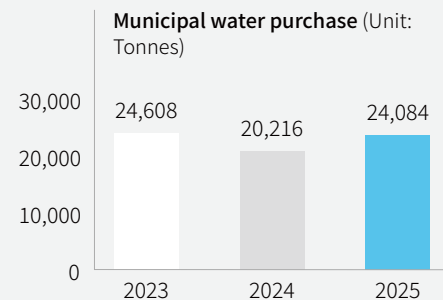
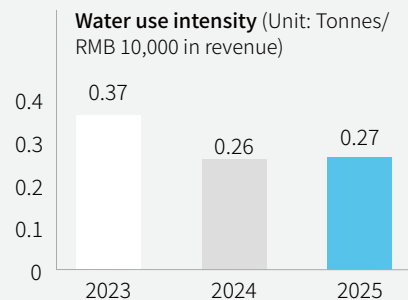
- Fully promote sensor-activated or time-delay self-closing faucets in office restroom facilities
- The administration department conducts weekly inspections of pipelines, valves, and sanitary fixtures, with timely repairs.
- Organize annual "World Water Day" campaigns to strengthen water conservation awareness

Water conservation in production and operations

- Cooling water for production equipment uses a closed-loop circulation system with direct discharge strictly prohibited; operating parameters of pure water units are optimized, and concentrated water is diverted via pipeline to a reclaimed water pool for sanitation or landscaping.

Water conservation in landscaping and landscape maintenance

- Fully promote sprinkler, micro-sprinkler, or drip irrigation technologies
- Prioritize rainwater or reclaimed water for landscape maintenance



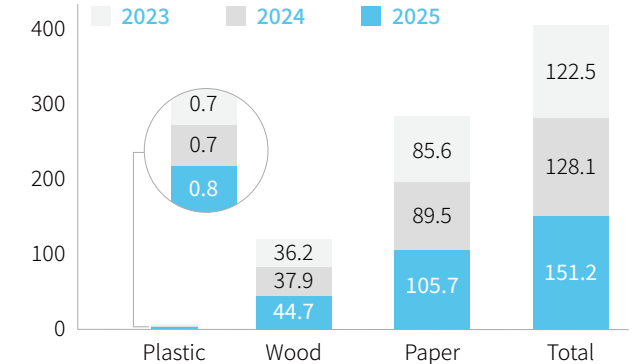
Circular economy

The Company issued the *Green Packaging Management Specification* to establish an environmentally friendly packaging management system spanning the entire product lifecycle. It defines packaging reduction and recycling targets, optimizes foam usage in product packaging, and sets specific requirements for material selection, reduction-oriented design, in-plant logistics circulation, and sales packaging recovery. These measures enable the Company to reduce packaging material consumption, lower carbon emissions in logistics, and enhance its green impact and sustainable brand image.

RIGOL green packaging management goals

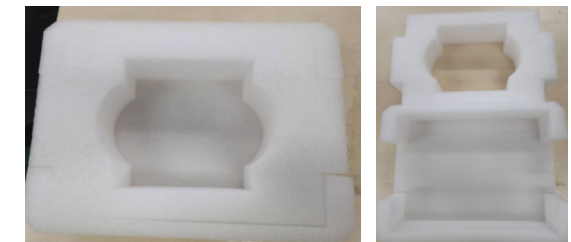
Packaging density reduction	Reduce packaging material consumption per unit of revenue by 10% in 2027 compared to 2023
Proportion of reusable containers	Maintain usage rate of metal trolleys and reusable plastic containers for in-plant logistics above 90% by 2030
Proportion of green materials	Achieve 100% procurement rate for green packaging materials meeting environmental standards by 2030

Use of packaging consumables (Unit: Tonnes)



Case Optimized design of foam packaging for products

In 2025, to address complex packaging specifications, the Company implemented foam packaging optimization through universal and modular foam design to achieve "one package for multiple uses." The new-generation network analyzer adopts a detachable composite foam lining to improve material utilization and packaging versatility, reduce mold and inventory costs, support green supply chain management, and minimize environmental impact across the product lifecycle.



Foam packaging

Walking with Responsibility: Empowering Value Co-creation

RIGOL adheres to the mission of "Enabling Technology Exploration, Empowering Possibilities and More" and advances growth through innovation under the "technology and market" dual-wheel drive strategy. The Company continuously increases R&D investment, refines its R&D layout, advances core technology development and product iteration, enhances product quality and supply capability, and strengthens market competitiveness through international expansion. In operations, the Company remains customer-centric, establishing and continuously improving customer service response mechanisms while reinforcing information security and privacy protection to safeguard personal privacy and customer rights. Regarding employee and social responsibilities, the Company upholds a people-oriented philosophy, optimizing talent acquisition, development, and incentive mechanisms to foster a fair, inclusive, and diverse workplace. It actively engages in social welfare and industry-academia-research collaboration to support talent development and technological progress, achieving synergy between corporate growth and social value creation.

Corresponding SSE ESG topics

- Rural revitalization
- Contributions to the society
- Innovation-driven
- Supply chain security
- Equal treatment to small and medium-sized enterprises
- Safety and quality of products and services
- Data security and customer privacy protection
- Employees
- Ethics of science and technology

Corresponding SEHK ESG indicators

- B1 Employment
- B2 Health and Safety
- B3 Development and Training
- B4 Labour Standards
- B5 Supply Chain Management
- B6 Product Responsibility
- B8 Community Investment



Innovation-Driven Development and Intellectual Property

Innovation is the core driver of the Company's sustainability. RIGOL integrates innovation into strategic planning, business models, and operational management, strengthens intellectual property protection by embedding patent, trademark, and copyright safeguards throughout the R&D process, and establishes a system for application, evaluation, monitoring, and risk prevention.

Governance

Regarding innovation-driven management, the Company established a business unit-centric innovation management and implementation mechanism aligned with full product lifecycle management. As primary entities for technological innovation and product development, each business unit—operating under the Company's overarching strategy and guided by the *RIGOL Integrated Product Development Process Manual*—is responsible for core technology R&D, product iteration, and engineering implementation within its domain. Standardized management is applied to critical stages including R&D initiation, technical review, product validation, and upgrade optimization, forming a closed-loop system from R&D planning to continuous product improvement.

In intellectual property management, the Company continuously improves its institutional framework by establishing a dedicated IP management department responsible for daily administration, registration, monitoring, and protection. An IP protection leadership group coordinates major decisions and cross-departmental collaboration. IP management is integrated throughout the R&D process; combined with innovation-oriented incentive mechanisms and patent protection measures, it promotes standardized management and efficient commercialization of innovations, enhancing product competitiveness and long-term value creation. Regular audits of IP protection implementation are conducted and incorporated into employee performance evaluations to incentivize active participation in safeguarding core technologies and business interests, supporting sustainable technological and business development.



National Postdoctoral Programme

During the reporting period, the Company adhered to innovation-driven development, continuously advancing core technology breakthroughs and product innovation, with achievements widely recognized across the industry.

Excellence Award for Domestic Test and Measurement

21dianyuan.com



2025 World Electronics Achievement Awards (Test & Measurement Product of The Year)

AspenCore



Intelligent Measurement Pioneer and Navigator Award

21ic.com



New Quality Enterprise Golden Bull Award

China Securities Journal



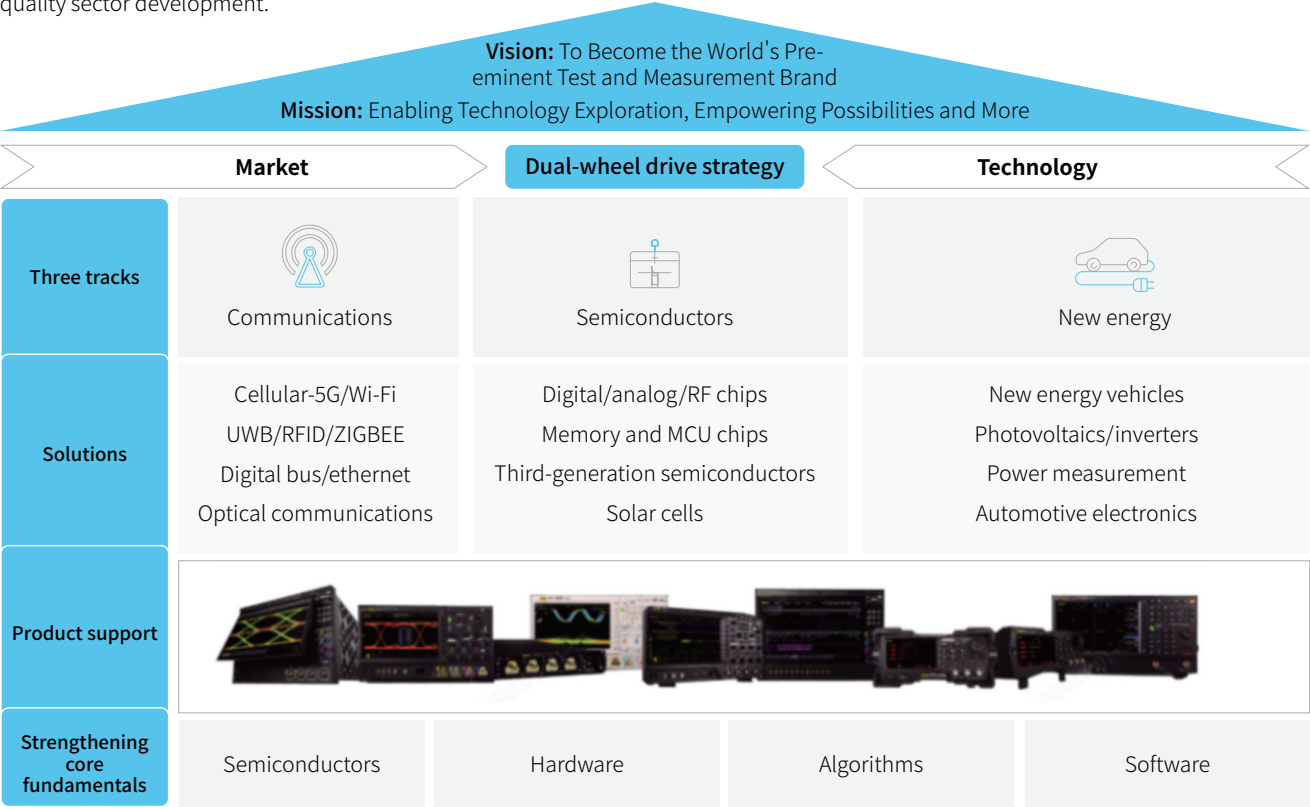
Strategy

Key risk	Risk description	Financial impact	Impacted areas	Impact timeframe
Technology iteration risk	Slower-than-expected progress in key core technology R&D may lead to reduced product competitiveness and market share loss.	R&D sunk costs, revenue decline	Own operations	 Medium-term

Key opportunity	Opportunity description ^a	Financial impact	Impacted areas	Impact timeframe
Core technology breakthroughs	Achieve domestic substitution of high-end products and enhance premium capability through proprietary core chipset technology development.	Increased gross margin and revenue	Own operations, downstream of the value chain	 Long-term

Technological innovation strategy

RIGOL is committed to advancing test and measurement technology. Upholding the vision "To Become the World's Pre-eminent Test and Measurement Brand" and the mission "Enabling Technology Exploration, Empowering Possibilities and More," the Company formulates and implements a "technology and market" dual-wheel drive innovation strategy, continuously driving technological breakthroughs and product innovation in key areas including semiconductors, communications, and new energy to support industrial upgrading and high-quality sector development.



Technological innovation strategy

Impact, risk, and opportunity management

The Company positions innovation-driven development as its core strategy, advancing technological R&D and commercialization through multi-regional collaborative R&D footprint and systematic IP management. It identifies and assesses potential risks and opportunities related to innovation and IP across R&D, markets, cooperation, and global expansion, establishing monitoring, auditing, and prevention mechanisms to ensure the legality and competitiveness of innovations while leveraging strategic and financial opportunities from technological advancement to support long-term stable growth.

Innovation and R&D layout

The Company continues to expand its R&D footprint, progressively refining a multi-regional collaborative R&D system. Five major R&D centers are now established across core economic zones including Beijing-Tianjin-Hebei, Yangtze River Delta, Central China, and East China. Enhanced cross-regional collaboration and resource integration continuously drive technological innovation and R&D commercialization.

National R&D layout

Xi'an R&D Center



Shanghai R&D Center



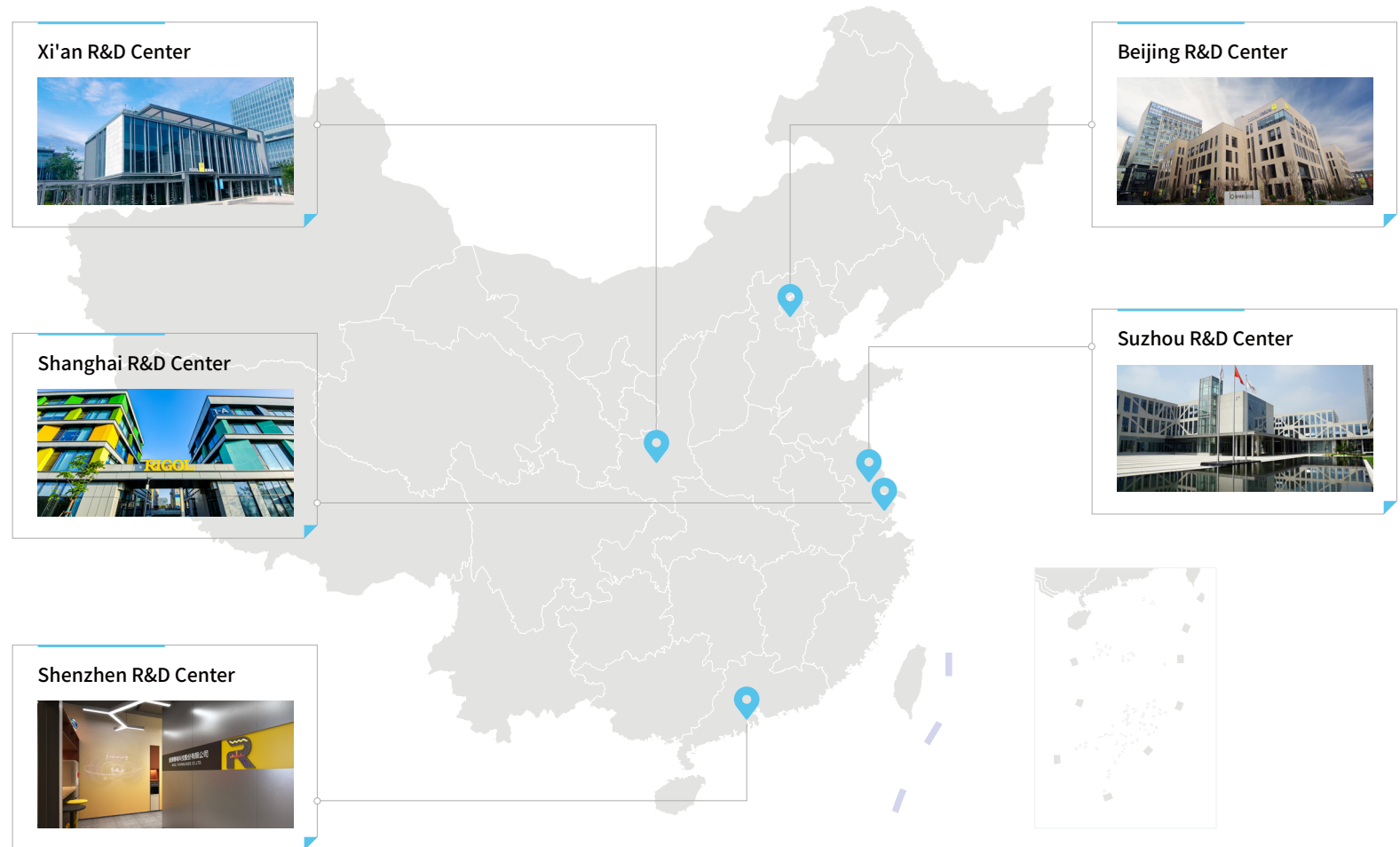
Shenzhen R&D Center



Beijing R&D Center



Suzhou R&D Center



Note: The map of China is for illustrative purposes only

Intellectual property management

Within each business unit, the Company implements the IPD process, integrating IP management requirements into critical stages including R&D initiation, technical review, and deliverable handover to strengthen identification and process control of innovations at source. A comprehensive system for application registration, evaluation grading, and risk prevention effectively safeguards core technologies and innovation rights, enhances market competitiveness, mitigates potential legal and operational risks, and provides solid support for long-term stable development.



Intellectual property application and registration

The Company promptly implements IP strategies for R&D outputs, actively filing patents, registering trademarks, and securing copyright registrations to ensure valid IP establishment. Aligned with international market strategy, it files IP applications in relevant jurisdictions to build a global protection network and mitigate cross-border infringement risks.



Intellectual property evaluation and grading

The Company classifies and grades its IP portfolio based on importance, value, and potential risk, conducting periodic evaluations to analyze strategic and competitive impacts, inform decision-making, and optimize resource allocation.



Risk prevention and control and infringement response

The Company established an IP early-warning mechanism, with internal experts and legal advisors monitoring potential infringements and implementing timely avoidance and resolution measures. For potential infringement incidents, emergency protocols—including administrative complaints, litigation, and negotiation—are deployed to ensure effective protection of IP rights.

Intellectual property monitoring

The Company established a comprehensive IP monitoring system through continuous market and product surveillance by the marketing department, combined with the IP team's tracking of industry patent filings and government-assisted monitoring mechanisms, ensuring effective protection of the Company's intellectual property and reinforcing its strategic position in market competition.

Ethics of science and technology

The Company consistently upholds ethics of science and technology, adhering to the *Patent Law of the People's Republic of China* and scientific ethical principles as fundamental guidelines for R&D and technology application. It strictly prohibits any R&D or application that may harm the natural environment, life and health, public safety, or violate social ethics. In AI and other frontier technology research, the Company complies rigorously with domestic and international technology ethics standards and maintains a zero-tolerance policy toward any ethical violations.



Honors

In 2025, the Company was designated a "Demonstration Enterprise For Building A Strong Intellectual Property Nation" by the China National Intellectual Property Administration, reflecting its comprehensive capabilities in IP creation quality, utilization effectiveness, protection outcomes, management proficiency, and service standards.

Industry exhibitions

Guided by the innovation-driven development strategy, the Company actively participates in global industry exhibitions and technical exchange events, deepening engagement with industry partners and end customers to accelerate the transformation and application of cutting-edge technologies.

January

DesignCon, USA



March

Embedded World, Germany



April

Electronica Shanghai



May

China Higher Education Expo, China



Sep-tember

Electronica India & Productronica



Sep-tember

China International Optoelectronic Expo



July

TECHNO-FRONTIER, Japan



June

IEEE International Microwave Symposium (IMS), USA



Indicators and targets

The Company continuously monitors R&D investment and patent counts against defined targets. During the reporting period, global footprint expanded steadily, with patent coverage extending to over 90 countries and regions; patent filings in emerging markets doubled, demonstrating strong strategic execution.

2025 innovation-driven development goals	Progress towards goals
Maintain R&D investment to revenue ratio above 22%	✓ Achieved

Note:
For details on RIGOL's innovation-driven development indicators, please refer to the "ESG Performance Table".

Product Quality and Customer Service

RIGOL consistently places customer needs at the core of business decisions and management practices. Adhering to the policy "Focusing on Customers, Concentrating on Needs, Providing Dedicated Service," the Company commits to customer-centricity and quality-driven survival, ensuring product and service excellence through technological leadership and scientific management, and driving steady growth via continuous product and management innovation.

Governance

The Company places high priority on product quality and customer service management. It established a Global Supply Chain Quality Center to centrally manage quality risks across production, testing, and supply chain processes, ensuring compliance with national and international standards. Concurrently, a Global Customer Service Center standardizes service protocols and workflows; through multi-channel support and standardized response mechanisms, it enhances accessibility and user experience for diverse regional and customer groups, while strengthening satisfaction monitoring and feedback loops for continuous improvement.

In accordance with standards such as *Quality Management System Requirements*, the Company has established a comprehensive quality and service management system aligned with its operational realities. It formulated procedural documents including the *RIGOL Management Manual*, *Internal Audit Management Procedure Manual*, *Management Review Procedure Manual*, *Customer Service Specialist Handbook*, and *After-Sales Service Manual*, clarifying responsibilities,

processes, and assessment mechanisms to achieve closed-loop quality and service management across the entire chain from R&D and production to after-sales support. This ensures steady enhancement of product reliability, customer experience, and the Company's sustainability capabilities. During the reporting period, the Company renewed its ISO 9001 quality management system certification. To date, it has accumulated over 500 global certifications, covering product safety (CB and cTUVus), electromagnetic compatibility (CE-EMC/UKCA-EMC), low voltage directives (CE-LVD/UKCA-Safety), cTUVus, UKCA, FCC, ISED, and high-definition multimedia interface (HDMI).

Regarding quality performance management, the Company strengthens governance capabilities through digital and intelligent means, establishing a quality indicator monitoring system and KPI dashboard covering R&D, manufacturing, and service operations. This enables real-time analysis and dynamic management of critical quality data, providing robust support for continuous improvement of product and service quality and underpinning long-term sustainability.



ISO 9001 Quality Management
System Certificate

Case Diversified and intelligent collaborative global customer service management

The Company developed a diversified customer service management model accommodating varying usage habits and service scenarios of domestic and international customers. Based on unified service standards and knowledge base management, it established a multi-channel service approach integrating AI-powered intelligent customer service and human support. Through differentiated methods such as online human assistance and email collaboration, it covers pre-sales consultation, usage guidance, troubleshooting, and after-sales support, enhancing accessibility and consistency of technical support and after-sales services across regions. During the reporting period, the AI customer service independent resolution rate reached 85%, significantly improving response efficiency and global service capabilities.

Strategy

Key risk	Risk description	Financial impact	Impacted areas	Impact timeframe
Product quality defects	Product malfunctions or accuracy deviations during use, leading to customer complaints, returns, or recalls.	Compensation costs, brand value impairment	Downstream of the value chain	 Short-term
Delayed response speed	Untimely after-sales service response, resulting in reduced customer satisfaction and repurchase rates.	Loss of market share	Downstream of the value chain	 Short-term

Key opportunity	Opportunity description	Financial impact	Impacted areas	Impact timeframe
Quality certification system	Gaining trust and long-term orders from major clients through high-standard international quality certifications.	Increased revenue	Downstream of the value chain	 Medium-term
Expansion of value-added services	Providing full lifecycle services (e.g., calibration, extended warranty, rental) to create revenue streams beyond hardware sales.	Increased service revenue	Downstream of the value chain	 Medium-term

Impact, risk, and opportunity management

Product quality and customer service directly impact the Company's operational stability, brand reputation, and customer trust, representing significant influencing factors and core risk areas in sustainability. To address potential risks such as product defects, complaints, and delayed service responses, the Company systematically advances risk identification, assessment, and mitigation through governance mechanisms, process controls, and digital and intelligent support, embedding quality management requirements throughout the product full lifecycle. Concurrently, it views enhanced quality management capabilities and optimized customer experience as key development opportunities, continuously improving product reliability, service accessibility, and response efficiency to strengthen market competitiveness and customer stickiness, thereby synergistically advancing business quality and sustainability capabilities.

Quality risk management

Focusing on product quality-related risks, the Company continuously refines its OBD quality management mechanism to strengthen rapid identification, traceability, and closed-loop rectification of market feedback issues. By implementing stringent reliability testing and factory inspection standards, it enhances response efficiency to quality issues and improves product stability and reliability. In production, leveraging digital and intelligent tools such as Lark (known as Feishu in China), the Company conducts real-time online process quality monitoring, enabling immediate aggregation and analysis of inspection results and proactive anomaly interception, thereby advancing end-to-end closed-loop quality management and enhancing controllability of process quality risks.

Concurrently, the Company continuously conducts quality improvement activities including Quality Improvement Week, Quality Month, and RPS problem-solving initiatives, promoting normalization and expanded coverage of improvement mechanisms, enhancing process optimization and product quality management capabilities, and reinforcing organization-wide quality accountability to lay a solid foundation for long-term high-quality and sustainability.



Quality training



Quality knowledge competition

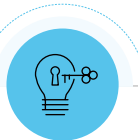


Quality skills competition

Full lifecycle quality management

Adhering to the philosophy that "quality is the lifeline of the enterprise," the Company has established a quality management framework spanning the full product lifecycle—from R&D and design, supply chain collaboration, and manufacturing to customer service and end-of-life management—extending quality control beyond traditional manufacturing to upstream design and downstream usage stages. This continuously enhances product reliability, safety, and resource efficiency, solidifying the foundation for responsible operations.

Full lifecycle quality management



R&D and design stage

Leveraging its collaborative R&D management system and integrated product development process, the Company conducts multiple rounds of technical reviews and validations, embedding performance, reliability, and energy efficiency requirements at the design source to enhance product durability and reduce resource waste caused by quality defects.



Supply chain and material management stage

Utilizing a supplier relationship management system, the Company conducts supplier admission audits and incoming material inspections, emphasizing material quality stability and process consistency. Through collaborative improvement mechanisms, it drives continuous quality enhancement among suppliers, strengthening supply chain resilience.



Production and manufacturing stage

The Company implemented a manufacturing execution system integrated with automated optical inspection (AOI) and measurement system analysis to achieve digital and intelligent monitoring and traceability across the entire production process, effectively controlling process risks and improving first-pass yield and resource utilization efficiency.



Customer service and end-of-life stage

Through its customer relationship management system, the Company established a service system covering pre-sales, in-sales, and after-sales phases, continuously tracking product performance and customer feedback, and feeding insights back into R&D and manufacturing to form a continuous improvement loop. Additionally, it emphasizes product reparability and service life, guiding customers on proper disposal to help minimize electronic waste generation.

Control of hazardous substances in products

The Company strictly complies with globally applicable hazardous substance regulations such as RoHS and customer-specific requirements, establishing a management mechanism covering the full product lifecycle. From R&D, material selection and procurement, manufacturing to shipment traceability, it implements end-to-end control through material compliance certification, testing, inspection, and random sampling during mass production, continuously mitigating hazardous substance risks to ensure product safety, compliance, and traceability.

Product recalls

For potential product quality issues, the Company has established a workflow for identifying non-conforming products, implementing corrective actions, and communicating with customers, grounded in its existing quality and after-sales service management systems. Upon detection of quality anomalies or customer feedback, the Company promptly initiates internal assessment and technical analysis to define scope and impact, then applies context-specific measures such as repair, replacement, or technical support. Where safety or compliance risks exist, it coordinates with customers on product recall or discontinuation of use as necessary. Throughout resolution, the Company maintains transparent communication, providing timely updates on progress and solutions to ensure closed-loop handling, minimize impact on customer operations, and integrate lessons learned into quality improvement and risk prevention frameworks for continuous enhancement.

During the reporting period

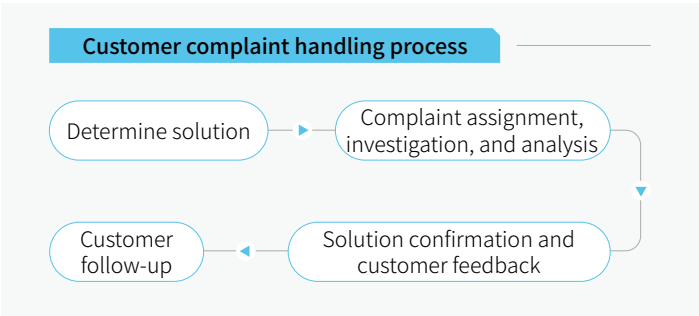
The Company recorded zero product recall incidents

Case Rapid response to a product failure issue

In November 2025, in response to equipment usage issues in a university laboratory under intensive use conditions, the Company promptly activated its response mechanism, coordinated relevant teams to provide support, and resolved customer needs through resource allocation and service assurance, ensuring uninterrupted teaching activities. Cross-departmental collaboration and efficient handling significantly improved service response efficiency, earning customer recognition.

Customer complaint handling

The Company collects and responds to customer inquiries via telephone, online support, and email, establishing a customer complaint management process and rapid response mechanism that defines complaint categories, handling responsibilities, and response timelines, standardizing key steps including acceptance, assignment, resolution, and feedback. Additionally, it implements a regular customer satisfaction survey process to systematically evaluate feedback on product quality and service levels, integrating complaint resolution data and survey results into the quality improvement mechanism to continuously optimize product and service quality.



During the reporting period

Total product or service complaints received from customers
80 cases

Resolved
74 cases

Complaint resolution rate reached
92%

Customer satisfaction
97.66%

Indicators and targets

2025 product quality and customer service goals	Progress towards goals
Respond to customer quality complaints within one working day	✓ Achieved
Control of hazardous substances in products complies with the EU RoHS Directive and environmental regulations of all relevant regions and customers	✓ Achieved
Customer satisfaction reaches 95% or higher	✓ Achieved

Note:
For details on RIGOL product quality and customer service indicators, please refer to the "ESG Performance Table".

Data security and customer privacy protection

RIGOL adheres to a governance-based and technology-supported approach, establishing a full lifecycle data security and privacy protection management system with clearly defined management responsibilities and institutionalized controls to ensure effective safeguarding of data security and customer privacy.

Governance

The Company continuously enhances its management of network security, data security, and customer privacy protection. During the reporting period, it established the Network and Data Security Compliance Committee, directly led by senior management, responsible for formulating overarching strategies, annual work plans, and major decisions on network and data security. A cybersecurity compliance working group operates under the committee to handle daily execution, including implementing security compliance requirements, supporting business processes, and conducting data compliance assessments. The Company appointed dedicated heads for network security and data protection, algorithm governance and supervision technology, and online information content ecosystem governance, forming a governance structure with clear responsibilities and unified accountability.

In institutional development, the Company has established a comprehensive data security and privacy protection system comprising normative documents including the *Data Security Management System*, *Network Security Management System*, *Data Classification and Grading Management System*, *Cybersecurity Incident Emergency Plan*, *Personal Information Protection System*, *Customer Rights Protection System*, and *Data Partner Access Specifications*. These cover the full data lifecycle—creation, use, transmission, storage, sharing, and destruction. Through institutionalized management, technical safeguards, and periodic reviews, the Company ensures the security of customer data and personal information, preventing risks of unauthorized access, disclosure, or misuse.

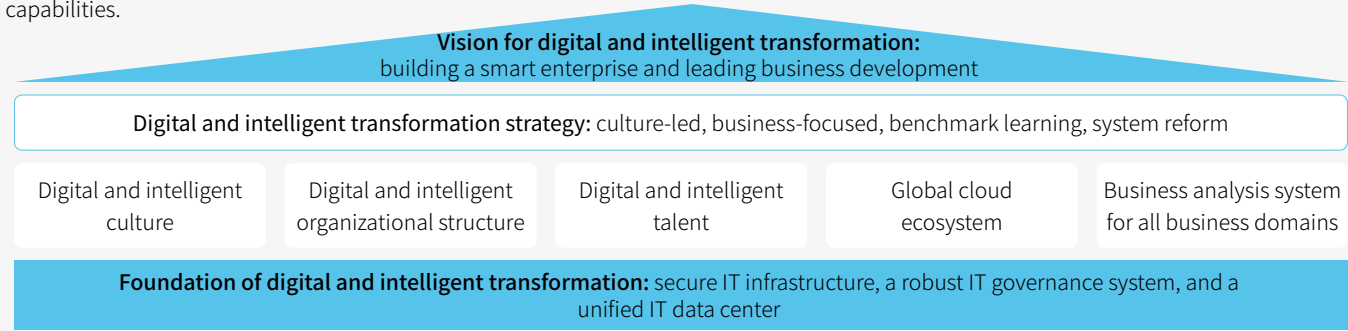
Strategy

Key risk	Risk description	Financial impact	Impacted areas	Impact timeframe
Data breach incidents	Loss of sensitive customer data due to cyberattacks or internal mismanagement, leading to legal proceedings and fines.	Legal costs, fines, brand damage	Own operations	 Short-term

Key opportunity	Opportunity description	Financial impact	Impacted areas	Impact timeframe
Security and compliance advantages	Obtaining high-standard information security certifications to enhance trust among software and cloud service customers and promote software business growth.	Increased revenue	Downstream of the value chain	 Short-term

Digital and intelligent transformation strategy

The Company formulated a systematic digital and intelligent transformation strategy with the vision of "*Building A Smart Enterprise And Leading Business Development*," focusing on key areas including digital and intelligent culture, organizational structure, talent development, global cloud ecosystem construction, and a business analysis system across all domains to promote internal collaboration and innovation capabilities.



Impact, risk, and opportunity management

As digital and intelligent transformation and business globalization advance, the Company continuously enhances data security and privacy protection management by refining its information security governance system, strengthening risk prevention and emergency response mechanisms, and reinforcing employee awareness and capabilities. Concurrently, it proactively leverages opportunities from digitalization and IT development, supporting business innovation and long-term stable growth with high-standard data security and privacy protection capabilities.



Data security

- The Company established and implements a data classification and grading protection mechanism, applying differentiated management based on data importance and sensitivity, enforcing graded authorization and strict control over data access rights, and employing encryption for storage and transmission of critical information and core data files.
- Additionally, in line with established policies, the Company regularly conducts data backups, archiving, and disaster recovery drills to continuously enhance data recovery and disaster tolerance capabilities, effectively mitigating risks of data loss, damage, or unauthorized use.



Operational security

- The Company built a multi-layered network and system security protection framework by deploying firewalls, internet behavior management, network access control, and endpoint security systems, and implements document encryption and endpoint control measures to prevent malicious access and data leakage.
- The Company regularly performs vulnerability scanning and security hardening on critical business systems to enhance resilience against attacks. It standardizes IT development and operations and maintenance (O&M) processes, operates an IT O&M monitoring platform for real-time monitoring and early warning of system status and security incidents, and leverages centralized log management to support security analysis and internal audits.
- For critical systems, the Company employs a bastion host management mechanism to strengthen control over privileged accounts and high-risk operations, ensuring compliant and traceable system access.



Equipment security

- The Company operates a 24/7 professional IT data center equipped with video surveillance, access control, temperature and humidity monitoring, uninterruptible power supply (UPS), dedicated HVAC systems, and fire, water, and electrostatic protection facilities, providing a reliable physical environment for stable information system operations.
- A professional IT operations and maintenance team conducts daily inspections and maintenance of the data center and related equipment to ensure continuous, secure, and stable operation of network communication devices, servers, storage systems, and security facilities.

Information security management

The Company places high priority on information and data security, regarding it as a critical foundation for stable business operations and digital and intelligent transformation, and continuously improves its information security management system covering data, operations, equipment, and other dimensions.

Case Information security training

The Company continuously strengthens information security capabilities by organizing specialized training for all employees to systematically enhance awareness and compliance understanding. Training covers fundamental concepts, key risks and preventive measures, application of information security technologies in business operations, and management policies, enabling employees to identify potential risks in daily work, clarify individual responsibilities and conduct standards, and integrate security requirements into routine management practices, thereby safeguarding stable information system operations and data security.



Information security training

Cybersecurity emergency management mechanism

- Formulated the *Cybersecurity Incident Emergency Plan* to establish an emergency management mechanism covering cybersecurity, data security, and personal information security, clarifying organizational structure, responsibilities, and procedures.
- The IT Operations and Maintenance Department leads the emergency response team to coordinate monitoring, early warning, handling, and reporting, with funding incorporated into the annual budget.
- Implements graded and categorized incident management with differentiated response protocols; ensures closed-loop rectification post-incident and regulatory reporting as required; for personal information security incidents, promptly notifies affected parties and implements remedial actions.
- During the reporting period, regular emergency training and drills were conducted to continuously refine the plan and enhance risk prevention and emergency response capabilities.

Case Cybersecurity incident emergency drill

The Company regularly organizes cybersecurity incident emergency drills to validate the operability and response efficiency of the *Cybersecurity Incident Emergency Plan*. During the reporting period, it simulated a targeted cyberattack in a sensitive business scenario (e.g., merger and acquisition) and conducted a full-process emergency response and coordinated handling drill.

Privacy protection management

The Company places high importance on protecting personal information and privacy of customers and employees, establishing a management system covering the full lifecycle of personal information.

Customer privacy protection

Formulated and implemented the *Customer Rights Protection System*, conducting business based on the core principles of legality, legitimacy, and minimal necessity. During personal information processing, it clearly informs individuals of purposes and methods and obtains lawful consent. Through multi-layered technical and administrative measures—including data classification and grading, access control, encrypted storage and transmission, and third-party access audits—it prevents risks of customer information leakage, misuse, and unauthorized access.

Employee personal information protection

Published and implemented the *Personal Information Protection System* applicable to all employees (including those under labor, service, and dispatch arrangements), standardizing management of collection, use, storage, sharing, and deletion of employee personal information. It designates responsible departments and a personal information protection officer, strengthens role-based access control, confidentiality obligations, and offboarding protocols, and enhances awareness and execution through regular training and compliance audits.

Supporting mechanisms for rights protection

Concurrently established channels for personal information complaints and rights exercise, along with a security incident emergency response mechanism, to comprehensively safeguard the legitimate rights and interests of customers and employees.

Indicators and targets

2025 data security and customer privacy protection goals

Progress towards goals

Zero major information security leakage incidents

✓ Achieved

Note:
For details on RIGOL data security and customer privacy protection indicators, please refer to the "ESG Performance Table".



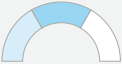
Supply Chain Security

RIGOL has always valued establishing stable and trusting cooperative relationships with suppliers. By continuously improving the supplier management mechanism, the Company promotes the development of a responsible supply chain. The Company strengthens the evaluation and dynamic management of suppliers, gains in-depth understanding of their needs and expectations to foster collaborative development, and works with suppliers to advance sustainability goals while ensuring stable business operations.

Governance

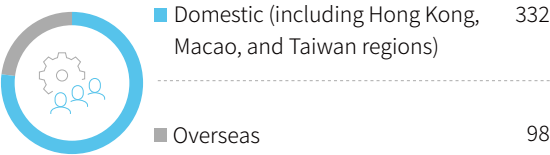
The Company has established the Supply Chain Management Committee as the coordinating body for supply chain governance and management, responsible for unified management and decision-making on supplier admission standards, evaluation processes, and risk control mechanisms. The Company continuously standardizes supply chain admission and evaluation by formulating and adhering to management systems such as *Purchasing Management Procedure Manual* and *Supplier Evaluation Management Procedure*. A comprehensive admission mechanism is in place, with regular assessment of supplier performance to ensure qualification compliance. Evaluation results serve as a key basis for supplier qualification reviews and related work, further standardizing supplier conduct. A phase-out mechanism applies to non-compliant suppliers, achieving closed-loop full life cycle management of suppliers. During the reporting period, the Company conducted training and communication with key suppliers.

Strategy

Key risk	Risk description	Financial impact	Impacted areas	Impact timeframe
Supply disruption of key raw materials	Shortages or sharp price fluctuations in upstream chips or special materials, leading to production stagnation or a surge in costs.	Increased procurement costs, loss of revenue	Upstream of the value chain	 Short- and medium-term

Key opportunity	Opportunity description	Financial impact	Impacted areas	Impact timeframe
Supply chain diversification	Promote supply chain localization and multi-sourcing strategies to enhance supply chain resilience and bargaining power.	Cost optimization	Upstream of the value chain	 Long-term

Number of suppliers by region in 2025 (Unit: Counts)

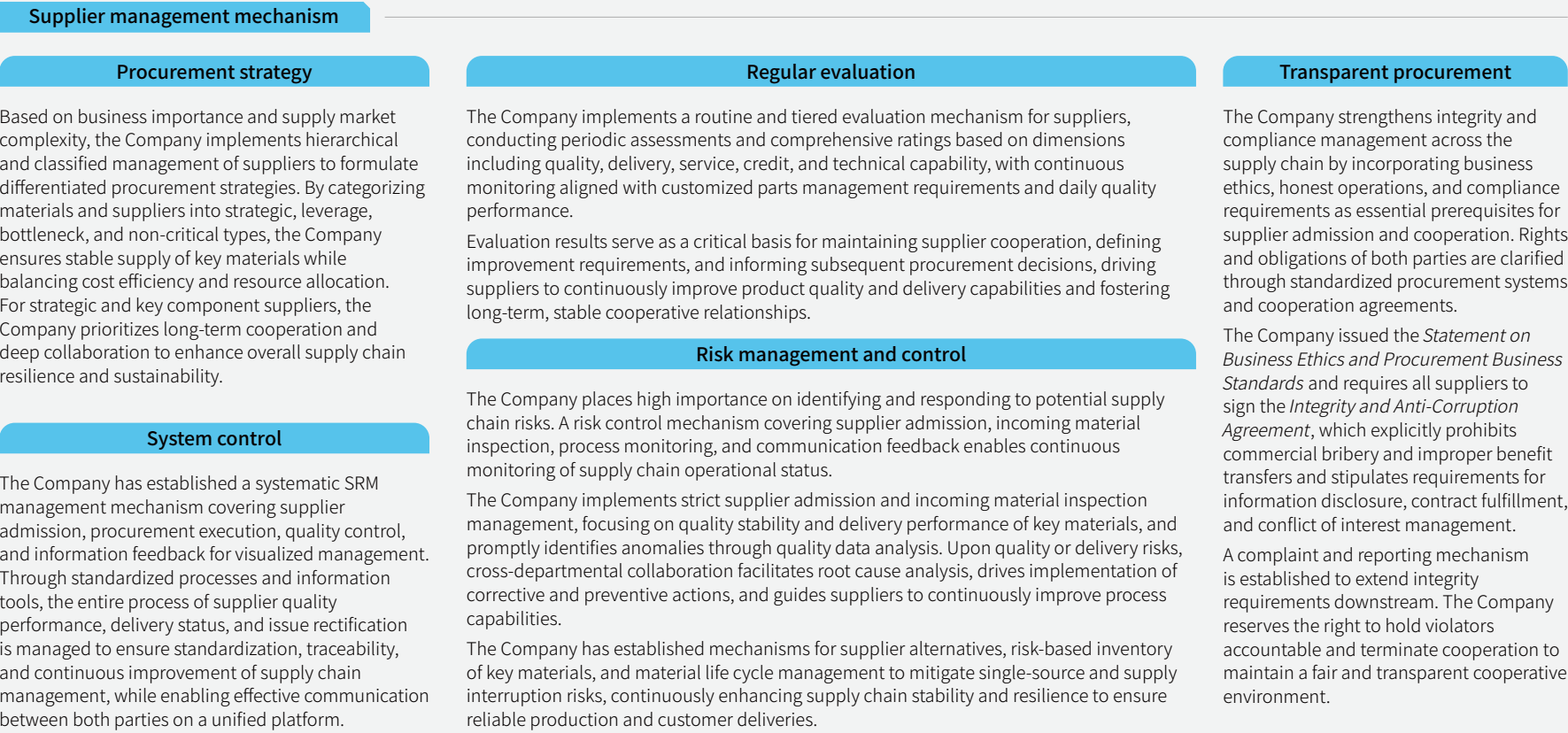


Impact, risk, and opportunity management

The Company has built a supply chain management system covering procurement management, process control, risk response, and ESG governance. Through hierarchical and classified management and a digital and intelligent platform, the Company enhances the stability and transparency of supply chain operations. ESG requirements are integrated into the full life cycle management of suppliers to continuously strengthen supply chain security and sustainability capabilities.

Supply chain management system

Focusing on supply chain security and stable operation, the Company has established a supply chain management system covering procurement strategies, system control, performance evaluation, and risk prevention. Through hierarchical and classified management, information platform support, and routine supervision mechanisms, the Company enhances the controllability and transparency of supply chain operations. Management of key suppliers and core materials is continuously strengthened, with improved risk identification, emergency response, and compliance measures to ensure continuity of production and operations and stability of customer deliveries, thereby solidifying the foundation of supply chain security.



Sustainable supply chain

The Company integrates sustainability concepts throughout the supply chain management process, having formulated and implemented the supply chain ESG risk emergency plan and supplier ESG assessment and management standards to systematically identify and address potential environmental, social, and governance risks. By embedding ESG requirements into supplier admission, cooperation management, and ongoing supervision, the Company encourages suppliers to continuously improve in compliant operations, environmental responsibility, and social responsibility, enabling timely response and effective handling of relevant risk events to ensure stable and sustainable supply chain operations.

Supply chain ESG procurement requirements

A standardized emergency response mechanism is established to address risks such as environmental violations, labor disputes, and governance deficiencies among suppliers, enabling rapid response through activation of alternative reserves and dynamic order adjustments.

Social responsibility audit

The Company requires all suppliers to undergo RIGOL's social responsibility audit and actively implement improvements to meet standard requirements.

Supply chain ESG dimension emergency management

Assessment standards and emergency plans are developed in accordance with ISO quality, environmental, and occupational health and safety management system requirements to ensure robust implementation of the Company's supply chain ESG compliance objectives.

Conflict minerals investigation

The Company is committed to avoiding procurement of minerals (such as gold, tantalum, tungsten, cobalt, and tin) from conflict-affected regions. Responsible supply chain management measures are actively implemented, requiring suppliers to understand the *Conflict Minerals Policy* and strive to avoid the use of conflict minerals.

Green procurement

All products and components provided by suppliers must comply with the EU RoHS 2.0 (Restriction of Hazardous Substances) Directive 2011/65/EU and the WEEE (Waste Electrical and Electronic Equipment) Directive. This ensures hazardous substances in products meet EU RoHS requirements and applicable regional and customer environmental regulations, restricts the use of hazardous materials such as lead (Pb), cadmium (Cd), and mercury (Hg), and commits to a recyclable material utilization rate exceeding 70%.



Indicators and targets

2025 supply chain security goals

Zero supply chain disruptions

Progress towards goals

✓ Achieved

Note:
For details on RIGOL's supply chain security indicators, please refer to the "ESG Performance Table".

Protection of Employee Rights

RIGOL attaches great importance to the protection of employee rights, strictly adheres to relevant laws and regulations, continuously improves human resource management systems, standardizes employment management in accordance with the law, and effectively safeguards employees' legitimate rights and interests in recruitment, employment, compensation and benefits, labor protection, and other aspects. The company upholds the employment philosophy of fairness and inclusiveness, respects employees' diverse backgrounds and individual differences, and is committed to creating a compliant, orderly, mutually respectful, healthy, and stable working environment, thereby laying a solid talent foundation for the steady development of the enterprise.

Employee employment

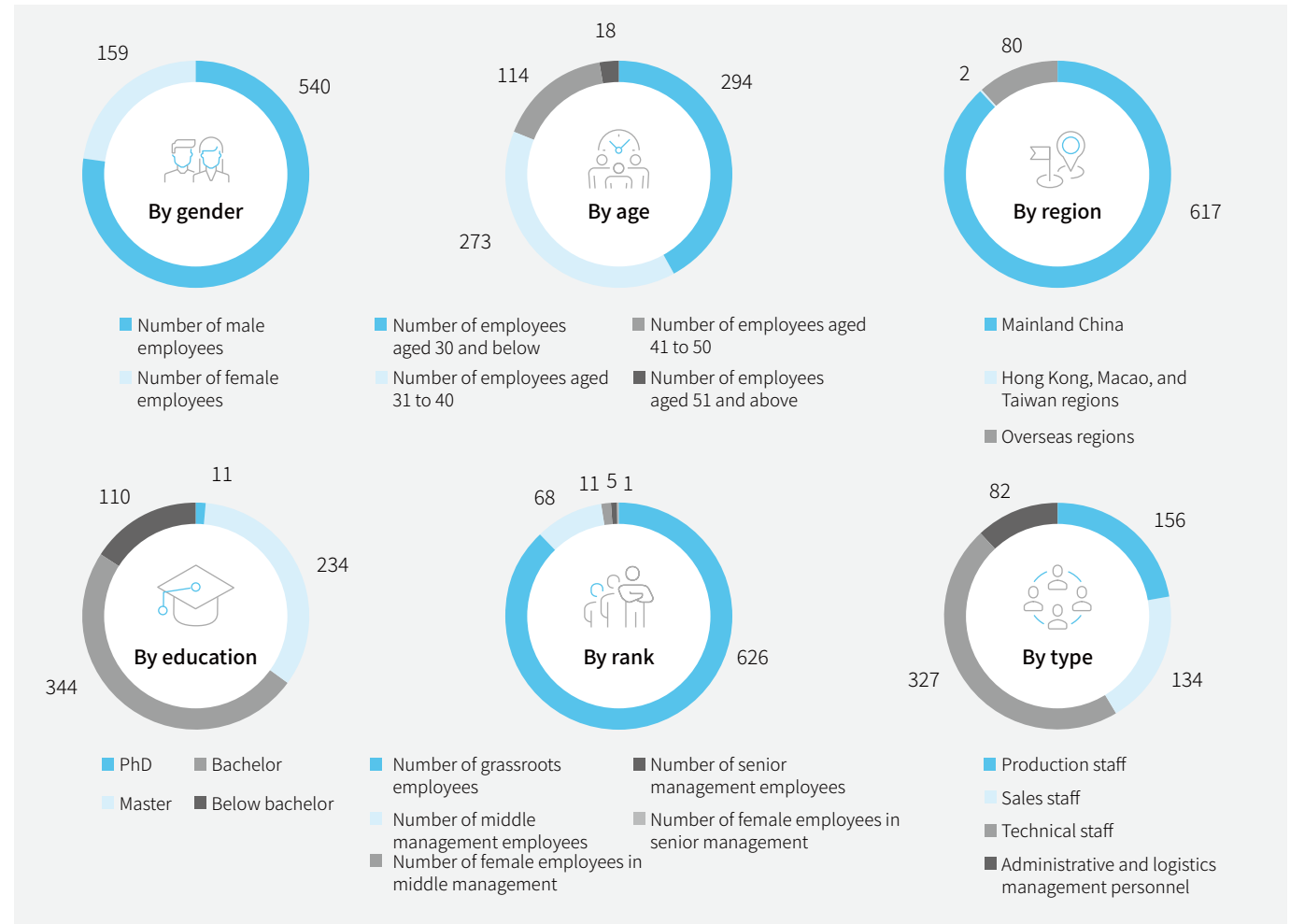
The Company strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Provisions on the Prohibition of Child Labor*, and other relevant laws and regulations. In employee recruitment and employment management, the Company explicitly prohibits child labor and illegal employment of minors, and eliminates all forms of forced labor. Identity and age information are verified in accordance with law during recruitment, onboarding, and labor contract execution to ensure employment compliance. Concurrently, the Company respects employees' free will and legal rights, safeguarding their right to voluntary employment and resignation, thereby fostering a fair, compliant, and human rights-respecting employment environment.



Annual Best Human Resource Practice Award

Malaysian Institute of Human Resource Management

Total number of employees (Unit: Persons)



Diversity and equality

RIGOL adheres to fair and equitable recruitment principles, strictly complies with national laws and regulations, and ensures all applicants are treated without discrimination based on gender, age, ethnicity, religion, marital status, family background, or physical condition. The Company explicitly opposes all forms of discrimination. Through standardized recruitment procedures, enhanced recruiter training, and established appeal and feedback channels, the Company continuously maintains transparency and fairness throughout the recruitment process.

Concurrently, the Company actively promotes diverse and inclusive recruitment, emphasizing candidates' capabilities, potential, and role alignment. By disseminating opportunities through multiple channels and applying standardized assessment methods, equal opportunities are provided to talents of diverse backgrounds, fostering an employment environment that respects differences and encourages inclusive growth.

Measures to ensure diversity and equality	
Management focus	Key initiatives
Equality and diversity policy	The <i>Employee Handbook</i> explicitly articulates principles of equality, diversity, and inclusion across dimensions including gender, sexual orientation, age, religion, and disability, ensuring employees work in a fair and equitable environment. Internal communications and training programs enhance awareness of diversity and equality topics.
Fair recruitment and anti-discrimination	Unified recruitment criteria eliminate discriminatory requirements related to region, health status, or gender. The recruitment team receives anti-discrimination and multicultural training to strengthen compliance awareness and execution consistency.
Gender equality	The Company upholds gender equality, ensuring no differential treatment based on gender in recruitment, promotion, or development opportunities. Through training and institutional safeguards, a workplace respecting gender diversity is cultivated, encouraging women's participation in professional and managerial roles.
Employment support for persons with disabilities	The Company has established recruitment and employment support measures for persons with disabilities, providing necessary reasonable accommodations and accessibility support during hiring and work arrangements to ensure equal employment and career development opportunities.
Support for retired and laid-off employees	Clear recruitment policies and skills training support are provided to qualified retired or laid-off employees to enhance employability and ensure equal opportunity during recruitment.

During the reporting period			
Total number of foreign employees in the Company	Ethnic minority employees	Employment of persons with disabilities	Employee turnover rate
68	26	5	17.6%

Case

Values recognition at overseas campus promotes diverse and inclusive culture

The Company held a values recognition event at its Penang campus in Malaysia. Through an open and fair honors selection mechanism, diverse contributions of employees across roles and functions—in business development, teamwork, cultural practice, and continuous improvement—were formally recognized. Special awards targeted behind-the-scenes support roles to advocate respect for differences and equitable treatment. Globally unified core values were integrated into the overseas organizational context, fostering cross-cultural collaboration and mutual growth. The event effectively cultivated an open, inclusive, and mutually respectful organizational atmosphere.



Appreciation gifts, certificates, and medals presentation ceremony

Compensation, Benefits and Performance

Guided by the talent philosophy of "wisdom and courage with values alignment," the Company has established a compensation, benefits, and performance management system centered on incentivizing employee value contribution and promoting synergistic development between the enterprise and its people. In compliance with the *Social Insurance Law of the People's Republic of China*, the *Labor Law of the People's Republic of China*, and other relevant regulations, the Company continuously refines its human resources management system, clarifying standards for compensation calculation, medium- to long-term incentive frameworks, and performance management processes to fully motivate employees and enhance team effectiveness.

During the reporting period

Employee social security coverage rate

100%

Through the Company's 2025 Restricted Stock Incentive Plan,

58 eligible participants were granted

598,800 Class I restricted shares,

accounting for 0.31% of the total share capital at the time of grant

Compensation and benefit measures



Cash compensation system optimization

Compensation structure: The Company implements an annual salary system comprising base monthly salary, position allowances, and annual performance bonus, linked to organizational, departmental, and individual performance outcomes. Individual income tax is withheld and remitted per legal requirements; salaries are disbursed in full monthly, and annual performance bonuses are distributed based on evaluation results.

Project incentive bonus: Project-based incentive bonuses stimulate employee engagement in core initiatives and foster teamwork and innovation. Numerous employees have demonstrated exceptional capabilities, making significant contributions to the Company's advancement.



Benefit system enhancement

Health care initiatives: Accidental injury insurance is provided for special-position employees as needed. Occupational and routine health examinations are organized per annual budget, alongside regular birthday celebrations, Spring Festival gatherings, and departmental team-building activities.

Flexible work-life integration: Optimized scheduling and flexible work arrangements support employees in achieving better work-life balance.

Fitness facility enhancement: The Company establishes on-site gyms, organizes health screening activities, and provides fitness courses for employees.



Implementation of long-term incentive strategies

Equity incentive plan: The Company implements an equity incentive plan enabling key-position and high-performing employees to become shareholders. This initiative strengthens the long-term incentive mechanism, attracts and retains core talent, enhances employees' sense of belonging and loyalty, and sustains long-term engagement.



Regular communication through feedback mechanisms

Regular employee communication mechanism: Employee inquiries and concerns are addressed promptly.



Performance management system

Performance management system: A closed-loop mechanism encompasses performance planning, coaching, evaluation, feedback interviews, and result application. Performance outcomes serve as key inputs for compensation incentives, position adjustments, qualification assessments, and development pathways. A grievance channel ensures fairness and transparency in the evaluation process.

Democratic management and communication

The Company encourages employees to voice opinions and suggestions through diversified channels and maintains a grievance mechanism enabling lawful and compliant reporting when rights are perceived to be infringed or management measures are contested. Through grievance follow-up, care initiatives, and points-based incentives, employee experience and needs are continuously monitored. Employee input is incorporated into operational decision-making to foster ongoing improvement in organizational climate and satisfaction.

Diversified communication channels

Anonymous email

To encourage candid feedback and issue reporting, the Company established an anonymous email channel. Employees may express views freely without concern for personal information disclosure, ensuring authenticity and impartiality of input.

ICM system (Internal Communication Management system)

The Company developed the ICM (Internal Communication Management) system to enable end-to-end process control from issue collection to resolution. Employees submit ideas, suggestions, and concerns via the system, which automatically logs and routes items to responsible departments, efficiently addressing requests, ensuring timely information flow and feedback, and enhancing overall team effectiveness.

Regular one-on-one communication between HRBPs and employees

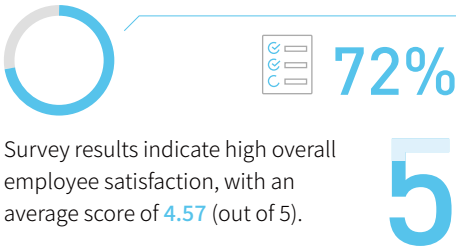
The Company implements a regular one-on-one communication mechanism with HRBPs (Human Resources Business Partners). Face-to-face exchanges enable precise understanding of work progress, career aspirations, and personal circumstances, facilitating personalized support to motivate employees and elevate team performance.

Employee satisfaction

The Company regularly distributes employee satisfaction surveys. During the reporting period, the questionnaire was designed around core employee concerns, covering work environment, compensation and benefits, career development, corporate culture, management and communication, teamwork, workload, and job stability to comprehensively assess overall satisfaction.

During the reporting period

The Company conducted an employee satisfaction survey spanning multiple departments and job levels. A total of **695** questionnaires were distributed, with **499** valid responses collected, yielding a response rate of **72%**.



Assistance for employees in hardship

The Company places high priority on caring for and assisting employees in difficulty, regarding it as integral to rights protection and humanistic care. Through a regular identification and support mechanism, targeted assistance is provided in daily life support, emotional care, and necessary aid based on individual needs, effectively alleviating temporary hardships, conveying organizational warmth, and fostering a supportive and collaborative environment. During the reporting period, one employee in difficulty received assistance.

Employee activities

The Company routinely organizes diverse employee activities—including birthday celebrations, holiday events, departmental team building, and themed cultural programs—to foster communication, collaboration, and physical and mental well-being, strengthening employee belonging and organizational cohesion.

Case Youth networking event

Addressing social and well-being needs of young employees, the Company co-organized the youth networking event "A 'Fine' Encounter, a 'Precise' Date" with partner organizations. Open to young employees and youth from regional enterprises, universities, and research institutions, the event featured themed sharing and interactive exchanges to create a high-quality social platform in a relaxed atmosphere. It enabled participants to expand social networks, enhance emotional connection and mental health awareness, and conveyed the Company's humanistic care blending "precision" and "warmth." The initiative effectively strengthened employees' sense of belonging and happiness, further consolidating young talent engagement.



Youth networking event

Employee Training and Development

In a rapidly evolving era, sustainable enterprise development relies on continuous enhancement of employee capabilities. RIGOL places strong emphasis on employee training and development, integrating employee growth and potential cultivation into its strategic framework. By fostering a supportive learning and growth environment, the Company empowers employees to advance professionally and holistically. Employee growth serves as both a vital personal development pathway and a key driver for the Company's long-term, stable progress.

Employee training

The Company prioritizes employee training, continuously building a systematic, tiered, and categorized training system aligned with business needs and competency requirements. Through diverse learning modalities and practice-oriented programs, employees are supported in enhancing professional skills and comprehensive competencies, driving synergistic advancement of individual capabilities and organizational development.

RIGOL key employee training programs

Pillar Program



Grounded in the Company's talent philosophy and partnership mechanism, and built upon the job qualification system, this program achieves on-the-job development through rotational assignments, cultivating the Company's talent pipeline and dedicated to nurturing "pillar talents."

Wingspread Program



Designed to accelerate integration of campus-recruited new hires and facilitate their transition from students to professionals, the RIGOL Academy organizes training camps with customized intensive learning programs covering corporate culture, product and management systems, supply chain practice, and R&D/marketing projects, supported by one-on-one coaching from senior mentors.

Torchbearer Program



An exclusive onboarding program for socially recruited new employees, designed to accelerate adaptation to the Company environment, deepen understanding of corporate culture, and enable role transition. Through integrated online-offline support and personalized guidance, the program empowers new hires to rapidly evolve into core contributors with strong cultural alignment and professional competence.



Established in January 2018, the RIGOL Academy upholds the vision of "an academy promoting RIGOL culture and cultivating global elites" and bears the mission of "cultivating elite talents in the electronic measurement industry with a global perspective of the RIGOL ecosystem." Driven by cultural inheritance and strategic talent development, the Academy supports business growth, continuously elevates talent density, and expands the global influence of the employer brand.

In 2025, the RIGOL Academy implemented the core strategy of "Strengthening Culture and Empowering the Organization," aligned with RIGOL's brand positioning of "Possibilities and More," committed to deeply integrating cultural identity and organizational capabilities throughout the globalization journey.

During the reporting period

Total training participations at the RIGOL Academy:

5,533

Average training hours per employee:

0.68

Organizational development and external partnerships of RIGOL Academy



Internal organization

The RIGOL Academy focuses on "organizational cultural consensus" and "digital-intelligent AI-driven efficiency." It continuously advances iterative communication of cultural values and empowers the "AI+ Human-Machine Co-creation" initiative series, exploring "AI+ new organizational" work models to renew organizational and individual mindsets. The Company further clarifies the intrinsic logic among mission, vision, and AI application: mission and vision define strategic direction, core values guide behavior, and AI serves as a critical enabler for exploring and innovating the organizational value judgment system. Leveraging the Feishu AI+ ecosystem, project refinement and practical application promotion enhance employee engagement and effectiveness with innovations such as Feishu Smart Assistant. The Academy is committed to building a new organizational culture of efficient human-AI collaboration and seamless cross-team cooperation, gradually positioning AI as a "digital-intelligent colleague" in daily work.



External cooperation

The RIGOL Academy continuously expands its university-enterprise cooperation ecosystem. Through the "RIGOL Elite" scholarship, it co-hosts award ceremonies and exchange activities with target universities under the theme of "Cultural Dissemination and Co-developing Elite Talent." Open courses and lectures on topics such as "Redefining the Path to Excellence in Engineering in the AI+ Era" advance campus talent development and career awareness, reinforcing the Company's employer brand while elevating the visibility and social recognition of partner university initiatives. Additionally, Lumina Spark team coaching workshops are conducted for university faculty to enhance self-awareness and collaboration skills. At the GHR Global Human Resources Forum, insights on "AI+ Human-Machine Collaboration—Redefining Talent and Roles" were shared to support HR professionals in navigating talent and organizational transformation in the AI era, receiving positive feedback from attendees.

Case Cultural empowerment and AI special topic workshops promote organizational collaboration

Centered on the annual priority of "Strengthening Culture • Empowering the Organization," the Company focuses on global cultural dissemination and organizational capability enhancement. Led by the RIGOL Academy, corporate brand positioning and values are integrated into the training system. The Company organized cultural values workshops and AI special topic workshops, fostering a shared language and unified actions across regional teams through interactive co-creation, methodology introduction, and business scenario discussions. Digital and intelligent tools and mechanisms connect cross-regional collaboration pathways, driving cultural implementation and continuous iteration. During the year, the Company conducted cultural values workshops and "AI+ Human-Machine Co-creation" workshops with over 380 on-site participants, promoting the deep integration of RIGOL's organizational culture into business operations.



Cultural values workshop group discussion

Case Empowering employer brand building through university-enterprise co-cultivation and AI open courses

Centered on the "Possibilities and More" brand positioning, the RIGOL Academy deepens university-enterprise collaboration through the "RIGOL Elite" scholarship program, partnering with multiple universities to jointly administer scholarships and co-develop talent. Open courses and lectures on themes such as "AI+ Engineering Leadership / Excellence in Engineering Development" enhance students' career awareness and AI application capabilities. Concurrently, the RIGOL Academy engages in ecosystem empowerment via team coaching workshops for faculty and industry forum participation, establishing an external cooperation model of "Cultural Dissemination + Co-developing Elite Talent" to continuously expand campus and industry influence. This initiative strengthens the Company's employer brand recognition and appeal within university and human resources ecosystems.



"AI+ Engineering Leadership" lecture

Employee development

Focusing on the long-term growth of employees and organizational development needs, the Company has built a diversified career development and talent cultivation system. By improving job qualifications and promotion channels, continuous learning and capability enhancement mechanisms, and flexible talent mobility arrangements, it supports employees in achieving simultaneous advancement of professional competence and career value across diverse development paths, promoting synergistic alignment between individual employee growth and the Company's strategic objectives.

Employee career development paths

Diversified promotion channels

The Company has established a new job qualification system, enabling employees to select development paths such as technical expert, project management, or functional management based on professional capabilities, career interests, and long-term planning. The Company encourages cross-disciplinary development to align with its diversified business needs.

Continuous learning and improvement

Employees enhance knowledge and skills through technical training, project R&D, management practices, and other methods. Continuous learning and practice enable them to meet position-specific requirements and establish a solid foundation for career progression.

Flexible job transfer mechanism

To align with employees' personal development needs and the Company's business requirements, a flexible job transfer mechanism is implemented. Employees may apply for transfers based on interests and capabilities. The Company makes arrangements by comprehensively evaluating the application, target position requirements, and overall strategy to ensure employees fully leverage their strengths and potential in new roles.

Employee Health and Safety

RIGOL adheres to the principle of "Safety First, Prevention Foremost, and Comprehensive Governance," prioritizing employees' life safety and physical and mental well-being in all production and business activities. The Company is committed to establishing and continuously improving a systematic and standardized occupational health and safety management system. Through clear responsibility allocation, rigorous risk control, comprehensive training and education, and transparent performance disclosure, it strives to create a safe and healthy work environment, achieving shared sustainability for the enterprise and its employees.

Occupational health and safety management system

The Company has established a work safety management structure centered on the HSE Management Committee. Guided by the *Occupational Health and Safety Production Management Measures*, it has developed an institutional framework comprising the *Compilation of Environmental and Occupational Health and Safety Procedures* and related specialized control procedures to systematically regulate work safety and occupational health management. During the reporting period, RIGOL obtained ISO 45001 Occupational Health and Safety Management System certification and was awarded the Level III Enterprise of Work Safety Standardization certificate.



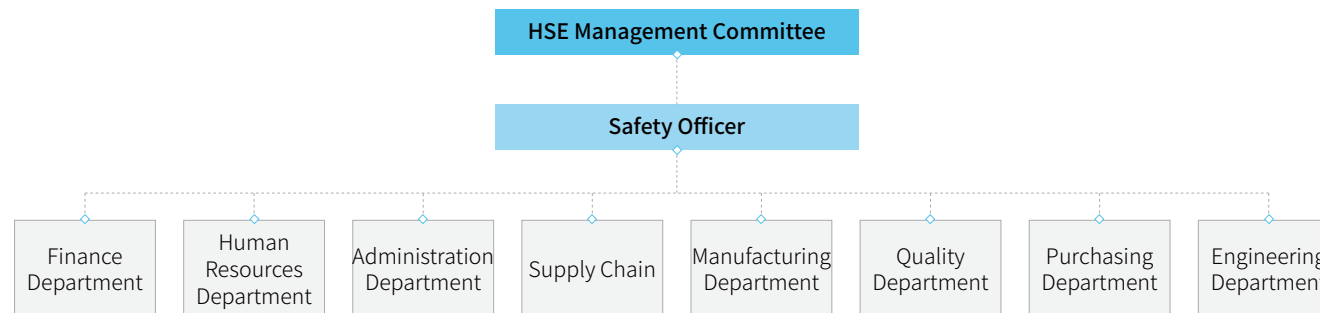
ISO 45001 Occupational Health and Safety Management System certification



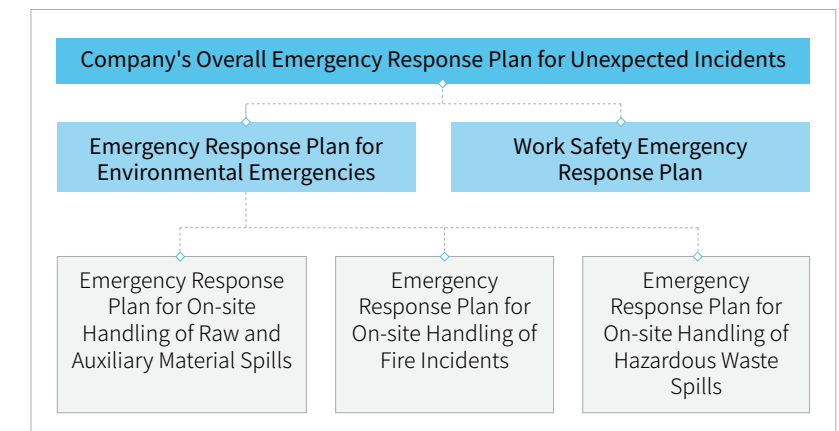
Level III Enterprise of Work Safety Standardization

Concurrently, the Company has established an internal emergency response plan system covering all business processes, with clear provisions for emergency organizational structure, risk monitoring and early warning mechanisms, information transmission protocols, graded response procedures, on-site response measures, and post-incident assessment and recovery arrangements, enhancing the systematicity and operability of emergency management.

Company work safety organizational structure

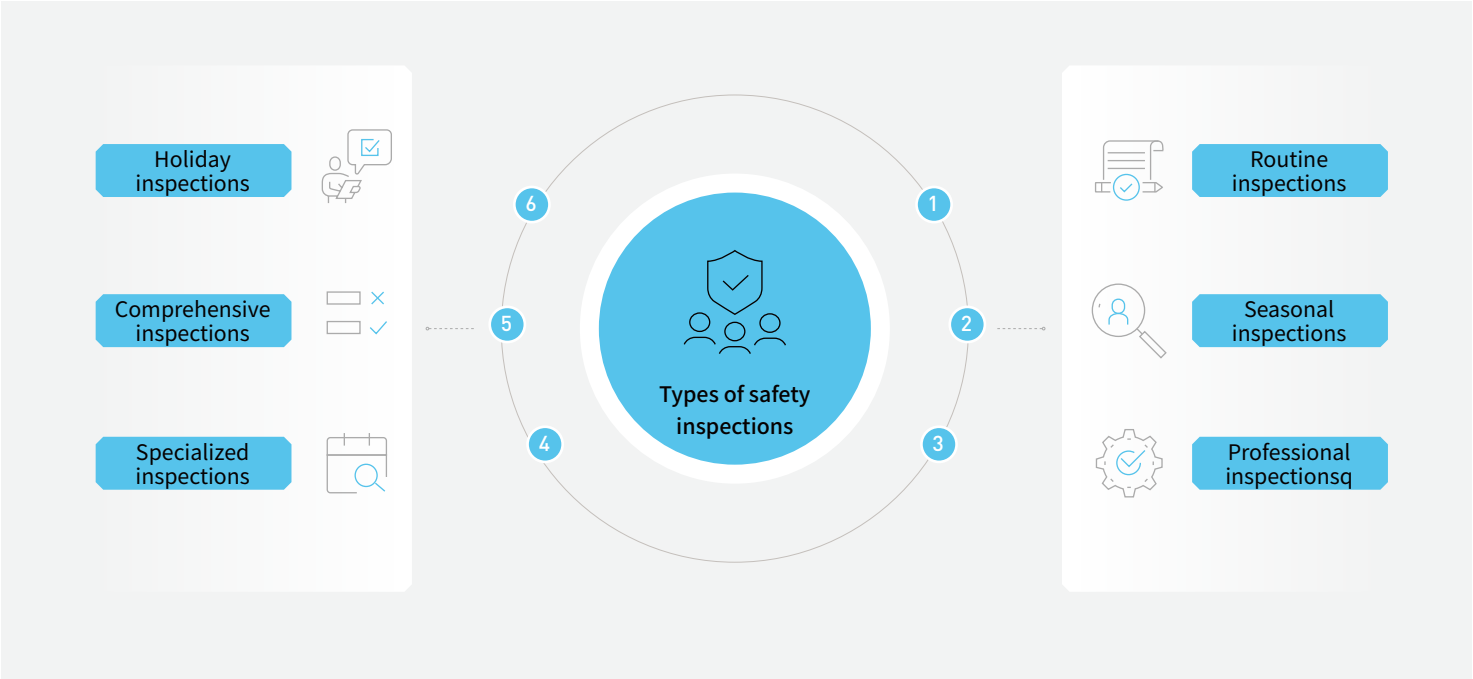


Internal emergency response plan system



At the operational level, the Company strictly implements national and local work safety laws and regulations, formulating and executing the *Work Safety Inspection System* to standardize routine, specialized, and holiday safety inspections. In 2025, the Company advanced the normalization and standardization of inspection work, linking results to accountability assessments. Inspection records are archived monthly and retained for no less than three years to strengthen risk identification and closed-loop rectification management.

During the reporting period		
Safety inspections conducted throughout the year	Monthly inspections	Holiday inspections
16 times	12 times	4 times



Occupational health and work safety goals	Progress towards goals
Zero major casualties; minor injury rate ≤ 2‰	✓ Achieved
Prevent and control occupational disease hazards Incidence rate: Zero	✓ Achieved
Eliminate fire and explosion incidents	✓ Achieved

Occupational health and safety goals and achievement status

Work safety and risk prevention and control measures

Hazard identification and control The Company systematically conducts hazard identification, risk assessment, and control planning, managing major hazards through a dynamic inventory updated regularly 	Safe operating procedures Post-specific Safe Operating Procedures are developed and displayed for each position, reviewed and updated biennially to ensure operational standardization and risk controllability 	Chemical management The <i>Hazardous Chemicals Control Procedure Manual</i> is strictly implemented, covering procurement, storage, usage, and disposal to ensure compliance and safety 	Equipment and operational safety The "Lockout/Tagout" protocol is implemented to ensure maintenance safety; personnel in special operations work only with valid certifications, with non-compliant operations strictly prohibited 	Work-related injury handling A closed-loop mechanism for incident reporting, investigation, and rectification drives management improvement; assistance is provided for work injury identification and rehabilitation arrangements 
---	--	--	---	---

Occupational health protection measures

Occupational disease prevention and control plan The Company formulates an annual occupational disease prevention and control plan, implementing monitoring and control for positions exposed to noise, dust, chemicals, and other hazards 	Physical and mental health monitoring Occupational health examinations are conducted pre-employment, during employment, and upon departure in accordance with law; employee occupational health records are established with strict protection of health privacy; Employee psychological stress is monitored, with counseling or EAP resources provided for high-pressure positions 	Personal protective equipment Employees exposed to occupational hazards are provided with and supervised in the use of compliant personal protective equipment (e.g., dust masks, earplugs, safety goggles) 
---	---	--

During the reporting period

Investment in employee work-related injury insurance: RMB 397,000	Work-related injury insurance coverage rate: 100%
Health examination coverage rate: 100%	Number of work-related fatalities: 0

Safety Culture Development

Safety culture development is the cornerstone of the Company's sustainability. The Company integrates safety concepts into daily operations through systematic guidance and company-wide participation, fostering a work environment where "everyone advocates safety, and every matter prioritizes safety," promoting safe behaviors as conscious habits.

Measures for safety culture development

Systematic training

Occupational Health and Safety Training Plan is formulated annually, covering three-tier safety education for new employees, specialized training, and management training, with all employees receiving refresher training at least once per year



Emergency drills

At least one company-wide evacuation drill and one fire drill are conducted annually, with additional specialized drills in critical areas to ensure effective emergency response



Emergency response plan

The Company has formulated emergency response plans covering fire, chemical spill, personal injury, and other scenarios, with regular reviews and updates



Case Fire drill activity

To enhance employees' comprehensive emergency response capabilities for fire and other incidents, strengthen fire alarm handling, evacuation, and coordinated rescue skills, and verify the operational status of fire facilities and practice emergency command and coordination capabilities, the Company organized this fire emergency drill. The drill effectively heightened fire safety awareness and improved rapid response and organizational capabilities for fire incidents. Participants systematically mastered initial fire response, emergency evacuation, and self-rescue/mutual aid procedures, enhancing practical emergency handling skills and reinforcing the foundation for personnel safety and stable production operations.



Fire drill

Case Work safety training activity

To enhance employees' safety awareness and practical capabilities, the Company regularly conducts work safety knowledge training. Content covers operational safety standards, risk identification and assessment, emergency procedures, and protective equipment usage, combining theoretical instruction with hands-on practice. Post-training, employees gain deeper familiarity with position-specific safety requirements, strengthening accident prevention and emergency response capabilities to ensure safe and orderly daily operations.



Work safety knowledge training

Community Development and Industrial Synergy

Upholding the value of giving back to society, RIGOL actively fulfills its corporate social responsibility while advancing high-quality development. The Company values communication and engagement with communities where it operates. Through diverse community participation activities, it continuously identifies community needs and concerns, integrating community interests into business planning, project development, and daily operations to minimize potential adverse impacts.

Case Visit and condolences to Party members in difficulty

In December 2025, the Company organized visits to extend condolences to Party members in difficulty within the community. Through home visits and expressions of care, it gained insight into their practical needs, conveyed organizational support, and provided tailored assistance and encouragement to bolster their confidence. This initiative reflects the Company's commitment to social responsibility and care for vulnerable community groups, fostering positive enterprise-community interaction and harmonious development.



Extending condolences to Party members in difficulty

Concurrently, focusing on educational support, talent development, and industrial empowerment, the Company deepens collaboration with universities and research institutions. Through university-enterprise synergy, resource sharing, and practical support, it enhances engineering education quality and regional innovation capabilities, promoting synergistic progress across corporate and industrial development to contribute to societal sustainability.

Case Strengthening Talent Development through University-Industry Collaboration

In June 2025, RIGOL and the Teaching Experiment Center of the School of Electronic Information and Communications at Huazhong University of Science and Technology held a university-enterprise cooperation exchange event to deepen collaboration in engineering talent cultivation, research practice, and academic exchange. The Company opened its exhibition hall, production, and R&D resources to the university and shared talent development project experiences via the "RIGOL Academy" platform, clarifying collaboration directions in student internships, academic exchange, and project cooperation.

By establishing a collaborative university-enterprise education platform, the Company supports universities' engineering practice teaching and research innovation, promoting effective integration of educational and industrial resources to elevate talent development quality.



RIGOL and the School of Electronic Information and Communications at Huazhong University of Science and Technology hold a university-enterprise exchange event

Case Empowering Education with Industrial Resources to Advance Integration with Regional Development

In May 2025, RIGOL signed a curriculum co-construction agreement with the School of Electronics and Information Engineering at Suzhou University of Science and Technology to collaborate on curriculum system development, practical platform establishment, and student competency cultivation. Aligning with industrial needs, the Company participates in curriculum design, provides practical resources, and assigns technical experts as off-campus mentors to integrate industrial application scenarios into teaching. This cooperation cultivates high-quality, versatile electronic information talent, promotes synergistic development of education, industry, and innovation chains, and supplies talent and technical support for regional industrial upgrading and community sustainability.

ESG Performance Table

Governance

Corporate governance indicators	Unit	2023	2024	2025
Number of shareholders' meetings	Times	2	4	3
Number of board meetings	Times	11	11	10
Number of directors	Persons	7	7	7
Percentage of independent directors	%	42.86	42.86	42.86
Percentage of female directors	%	28.57	28.57	28.57
Results briefing	Times	4	4	4
Preparation and disclosure of periodic reports	Items	4	4	4

Business ethics indicators	Unit	2023	2024	2025
Total number of directors covered by anti-bribery and anti-fraud training	Persons	3	3	3
Percentage of directors covered by anti-bribery and anti-fraud training	%	42.86	42.86	42.86
Total number of employees covered by anti-bribery and anti-fraud training	Persons	150	53	80

Business ethics indicators	Unit	2023	2024	2025
Percentage of employees covered by anti-bribery and anti-fraud training	%	24.92	5.52	11.45
Number of concluded corruption lawsuits filed by regulatory authorities against the Company or its employees	Cases	0	0	0
Number of reported anti-bribery and anti-fraud incidents	Times	0	0	0
Average hours of anti-bribery and anti-fraud training per employee	Hours	1	1	2
Average hours of anti-bribery and anti-fraud training per director	Hours	1	1	1
Amount involved in litigation or major administrative penalties due to the Company's unfair competition during the reporting period	Ten thousand yuan	0	0	0

Compliance and risk management indicators	Unit	2023	2024	2025
Number of employee participations in compliance training	Person-times	762	455	492
Hours of employee compliance training	Hours	493	441	394

Environment

Climate change indicators	Unit	2023	2024	2025
Total GHG emissions (Scope 1 and Scope 2)	Tonnes of CO ₂ equivalent	5,085.27	6,170.92	6,285.90
GHG emission intensity (Scope 1 and Scope 2)	Tonnes of CO ₂ equivalent/ RMB 1 million in revenue	7.58	7.96	6.98
Direct (Scope 1) GHG emissions	Tonnes of CO ₂ equivalent	11.15	10.48	18.40
Direct (Scope 1) GHG emission intensity	Tonnes of CO ₂ equivalent/ RMB 1 million in revenue	0.017	0.014	0.020
Indirect (Scope 2) GHG emissions	Tonnes of CO ₂ equivalent	5,074.12	6,160.44	6,267.50
Indirect (Scope 2) GHG emission intensity	Tonnes of CO ₂ equivalent/ RMB 1 million in revenue	7.57	7.94	6.96
Indirect (Scope 3) GHG emissions	Tonnes of CO ₂ equivalent	42.83	32.76	33.84
Indirect (Scope 3) GHG emission intensity	Tonnes of CO ₂ equivalent/ RMB 1 million in revenue	0.064	0.042	0.038

Note: The Company's greenhouse gas accounting covers its headquarters, subsidiaries, production bases, and R&D centers over which it has operational control, both within and outside mainland China. It systematically conducts organizational-level greenhouse gas inventories by defining accounting boundaries and methodologies with reference to internationally recognized standards such as ISO 14064 and the GHG Protocol. In terms of scope, the Company prioritizes the mandatory annual accounting and disclosure of Scope 1 and Scope 2 emissions, which include stationary and mobile combustion, fugitive refrigerant emissions, process emissions, and indirect energy emissions from purchased electricity and heat. Additionally, in response to regulatory trends and supply chain risk management needs, the Company has initiated accounting of Scope 3 GHG emissions, currently covering emissions related to business travel (Category 6).

Environmental compliance management indicators	Unit	2023	2024	2025
Total investment in environmental protection	Ten thousand yuan	80	94	120
Total investment in energy conservation and emission reduction	Ten thousand yuan	5	10	10
Amount of major administrative penalties imposed by ecological and environmental authorities for environmental incidents during the reporting period	Ten thousand yuan	0	0	0

Pollutant emission indicators	Unit	2023	2024	2025
Air pollutants				
Total waste gas	Cubic meter	31,200,000	30,680,000	32,400,000
Particulate matter (PM)	kg	0.55	0.54	0.55
Sulfur oxides (SO _x)	kg	0.1	0.1	0.1
Nitrogen oxides (NO _x)	kg	7.01	6.92	7.47
Water pollutants				
Total industrial wastewater	Cubic meter	120	160	450
Total domestic wastewater	Cubic meter	19,686.40	16,172.80	19,267.20
Chemical oxygen demand (COD)	Tonnes	5.1	4.2	5.1
Ammonia nitrogen (NH ₃ -N)	Tonnes	0.78	0.64	0.49

Waste management indicators	Unit	2023	2024	2025
Total hazardous waste	Tonnes	202.5	388.9	449.2
Hazardous waste intensity	Tonnes/RMB 1 million in revenue	0.3	0.6	0.5
Total non-hazardous waste	Tonnes	7	7	7
Non-hazardous waste intensity	Tonnes/RMB 1 million in revenue	0.0104	0.0094	0.0078
Non-hazardous waste emissions	Tonnes	7	7	7
Amount of waste paper (printing paper consumption)	Tonnes	1	1	1
Construction and demolition waste	Tonnes	70	15	6
Kitchen waste	Tonnes	18	18	14

Energy usage indicators	Unit	2023	2024	2025
Total annual comprehensive energy consumption	Tonnes of standard coal	1,098.85	1,266.51	1,335.21
Including: by energy type				
Gasoline	Liters	5,000	4,700	8,000

Energy usage indicators	Unit	2023	2024	2025
Purchased electricity	MWh	8,897	10,306	10,787
Energy intensity	Tonnes of standard coal equivalent/RMB 1 million in revenue	1.64	1.63	1.48

Usage of water resources indicators	Unit	2023	2024	2025
Municipal water purchase volume	Tonnes	24,608	20,216	24,084
Water use intensity	Tonnes/RMB 10,000 in revenue	0.37	0.26	0.27

Circular economy indicators	Unit	2023	2024	2025
Total use of packaging consumables	Tonnes	122.5	128.1	151.2
Use of packaging materials: wood	Tonnes	36.2	37.9	44.7
Use of packaging materials: plastic	Tonnes	0.7	0.7	0.8
Use of packaging materials: paper	Tonnes	85.6	89.5	105.7
Amount of hazardous waste reclaimed	Tonnes	/	202.45	449.20

Society

Innovation-driven development indicators	Unit	2023	2024	2025
R&D investment amount	Ten thousand yuan	14,285	20,666	22,589
Ratio of R&D investment to sales revenue	%	21.30	26.64	25.09
Number of R&D personnel	Persons	214	310	327
Percentage of R&D personnel	%	35.55	44.80	46.78
Number of invention patents applied to main business	Items	393	429	451
Number of patent applications	Cases	869	961	1,031
Number of invention patent applications during the reporting period	Items	65	57	61
Number of invention patents granted during the reporting period	Items	19	37	22
Number of valid patents during the reporting period	Items	36	51	38
Number of patents held	Cases	461	524	553
Number of copyrights held	Cases	12	14	14
Number of trademarks and registered word marks held	Cases	264	207	268
Number of software copyrights held	Cases	111	134	147
Number of new patent applications for the year	Cases	75	78	70
Number of new copyright applications for the year	Cases	0	2	0

Product quality and customer service indicators	Unit	2023	2024	2025
Incidents of non-compliance concerning the health and safety of products and services	Cases	0	0	0
Incidents of non-compliance concerning marketing communications	Cases	0	0	0
Number of complaints about products and services	Cases	44	57	80
Customer satisfaction	%	97.80	97.54	97.66
AI customer service response rate (AI issue resolution rate)	%	/	/	85

Data security and customer privacy protection indicators	Unit	2023	2024	2025
Number of information security emergency drills conducted	Sessions	0	0	1
Number of participants in information security emergency drills	Person-times	0	0	15
Monetary value involved in data security incidents	Yuan	0	0	0
Number of data security incidents	Cases	0	0	0
Monetary value involved in incidents of customer privacy breaches	Yuan	0	0	0

Supply chain security indicators	Unit	2023	2024	2025
Supplier localization rate	%	33.33	34.98	23.02
Total number of suppliers	Counts	189	223	430
By country or region				
Total number of domestic suppliers (including Hong Kong, Macao, and Taiwan regions)	Counts	178	202	332
Total number of foreign suppliers	Counts	11	21	98
Percentage of suppliers who have signed the Supplier Code of Conduct	%	100	100	100
Signing rate of RIGOL's standard format "RoHS Declaration" by suppliers	%	100	100	100

Employee indicators	Unit	2023	2024	2025
Total number of employees	Persons	602	692	699
Including: by gender				
Number of male employees	Persons	450	523	540
Number of female employees	Persons	152	169	159
Including: by age				
Number of employees aged 30 and below	Persons	242	283	294
Number of employees aged 31 to 40	Persons	256	286	273

Employee indicators	Unit	2023	2024	2025
Number of employees aged 41 to 50	Persons	86	107	114
Number of employees aged 51 and above	Persons	18	16	18
Including: by region				
Mainland China	Persons	553	616	617
Hong Kong, Macao, and Taiwan regions	Persons	2	1	2
Overseas regions	Persons	47	75	80
Including: by education				
Doctorate degree	Persons	3	11	11
Master's degree	Persons	137	213	234
Bachelor's degree	Persons	312	340	344
Below bachelor's degree	Persons	150	128	110
Including: by rank				
Number of grassroots employees	Persons	552	623	626
Number of middle management employees	Persons	44	64	68
Number of female employees in middle management	Persons	3	8	11
Number of senior management employees	Persons	6	5	5

Employee indicators	Unit	2023	2024	2025
Number of female employees in senior management	Persons	1	1	1
Including: by type				
Production staff	Persons	163	172	156
Sales staff	Persons	142	126	134
Technical staff	Persons	214	310	327
Administrative and logistics management personnel	Persons	83	84	82
Total number of employee turnovers	Persons	130	157	149
Number of employee turnovers by gender				
Number of male employees	Persons	104	127	118
Number of female employees	Persons	26	30	31
Number of employee turnovers by age				
Number of employees aged 30 and below	Persons	59	81	63
Number of employees aged 31 to 40	Persons	55	53	49
Number of employees aged 41 to 50	Persons	15	20	33

Employee indicators	Unit	2023	2024	2025
Number of employees aged 51 and above	Persons	1	3	4
Number of employee turnovers by region				
Mainland China	Persons	114	143	129
Hong Kong, Macao, and Taiwan regions	Persons	0	0	0
Overseas regions	Persons	16	14	20
Employee turnover rate	%	17.8	18.5	17.6
Investment in employee work-related injury insurance	Ten thousand yuan	18.1	36.1	39.7
Employee work-related injury insurance coverage rate	%	100	100	100
Number of work-related fatalities	Persons	0	0	0
Number of days lost due to work-related injuries	Days	55	53	69
Social insurance coverage rate	%	100	100	100
Health check-up coverage rate for all employees	%	100	100	100

Content Index

Chapter		SSE Guidelines	SEHK ESG Reporting Code		SDGs
About this Report		/	Part B: Mandatory disclosure requirements		/
Board Statement		/			
Sustainability Governance		Due diligence Communications with stakeholders	/		
Governance	Business ethics	Anti-commercial bribery and anti-corruption Anti-unfair competition	Part C B7: Anti-corruption		
Environment	Addressing climate change	Climate change tackling	Part D Governance: 19-a, 19-b Strategies: 20-a-d,21-a-b,22-a-b,23,24-a-b,25-a-b Risk management: 27-a-c Indicators and targets:28-a-c,29-a-d,37-a-h,38-a-d,39,40-a-e		
	Environmental management and ecological conservation	Ecosystem and biodiversity protection Environmental compliance management	Part C A3: The environment and natural resources		
	Pollutant emissions and waste disposal	Pollutant discharge Waste disposal	Part C A1: Emissions		
	Circular economy and resource utilization	Energy usage Usage of water resources Circular economy	Part C A2: Use of resources		

Chapter		SSE Guidelines	SEHK ESG Reporting Code	SDGs
Society	Innovation-driven development and intellectual property	Innovation-driven Ethics of science and technology	Part C B6: Product responsibility	
	Product quality and customer service	Safety and quality of products and services		
	Data security and customer privacy protection	Data security and customer privacy protection		
	Supply chain security	Supply chain security	Part C B5: Supply chain management	
	Protection of employee rights		Part C B1: Employment B4: Labour standards	
	Employee training and development	Employees	Part C B3: Development and training	
	Employee health and safety		Part C B2: Health and safety	
	Community Development and Industrial Synergy	Contributions to the society Rural revitalization	Part C B8: Community investment	
ESG Performance Table		/	Part C A1.1, A1.3, A1.4, A2.1, A2.2, B1.1, B1.2, B2.1, B2.2, B5.1, B6.2, B7.1	/

Note: At the end of the reporting period, the Company's balance of accounts payable (including notes payable) did not exceed RMB 30 billion, and its proportion to total assets did not exceed 50%. Therefore, the topic of equal treatment to small and medium-sized enterprises is not applicable.

Reader Feedback

Dear Readers,

Thank you for reading the *2025 Sustainability Report of RIGOL Technologies Co., Ltd.* To provide you and other stakeholders with more professional and valuable corporate ESG information, please assist the Company in completing the relevant questions in the feedback form to help the Company further improve its ESG work in the future.

Multiple choice questions (Please tick the appropriate box with a )

1. What is your relationship with RIGOL?

- ☐ Employee ☐ Customer ☐ Supplier ☐ Regulatory authority
☐ Media ☐ Other (please specify)

2. What is your overall evaluation of this Report?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor ☐ Very poor

3. What do you think of the content quality of this Report?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor ☐ Very poor

4. What do you think of the structure of this Report?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor ☐ Very poor

5. What do you think of the Report's layout design and presentation?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor ☐ Very poor

6. What do you think of RIGOL's overall performance on environmental topics?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor ☐ Very poor

7. What do you think of RIGOL's overall performance on social topics?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor ☐ Very poor

8. What do you think of RIGOL's overall performance on governance topics?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor ☐ Very poor

Open-ended questions:

1. What additional information would you like to see disclosed in this Report?

2. What are your comments and suggestions for RIGOL's ESG work?

If convenient, please provide the Company with your information:

Name: _____

Contact number: _____



RIGOL