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About this Report

Scope of the Report

Entities covered: The Report covers Beijing Huafeng Test & Control Technology Co., Ltd. and its subsidiaries (collectively referred to as "Accotest", "the Company" or "we"), and is intended to present the ESG and sustainable development practices, as well as its overall operational performance during the reporting period.

Reporting period: The Report covers the period from 1 January 2024 to 31 December 2024. To enhance the integrity of this report, certain parts may relates to past years.

Release cycle: The Report is our second annual ESG report.

Reference and Principles

The Report is based on the Sustainable Development Reporting Standards (GRI Standards) released by the Global Reporting Initiative, the *Guidance on Social Responsibility (2010)* issued by the International Organization for Standardization ISO 26000, and *Shanghai Stock Exchange Self-Regulatory Guidance for Listed Companies No. 14 – Sustainability Reporting (Trial) (2024)*. It also meets the requirements of the China Securities Regulatory Commission's Guidelines for Corporate Governance of *Listed Companies (2018)*, the Shanghai Stock Exchange's *Guidelines for the Application of Self regulatory Rules for Listed Companies on the Science and Technology Innovation Board No. 2-Voluntary Information Disclosure (2020)*, and the explanation requirements for reporting data in Guidance on *the Application of Self-Regulatory Rules for Listed Companies No. 1 – Standardized Operations (2023)* issued by the Shanghai Stock Exchange.

Data Explanation

Unless otherwise specified, the information and data presented in the Report are derived from the official documents, statistical reports, financial reports or public documents of the Company.

Data Assurance

We undertake that there is no false record, misleading statement or material omission in the Report, and the Board of Directors is liable for the authenticity and accuracy of the content herein.

Disclaimer: The Report contains some forward-looking statements, including plans and objectives regarding the future development. Such information reflects management's expectations in the current stage, which may be subject to uncertainty and cause significant differences from actual outcomes. The Company does not assume any obligation to update any forward-looking statements in this Report.

Release

This Report is available in both print and electronic format. The electronic version can be viewed and downloaded on the Company's website at www.hftc.com.cn, and is also published on the Shanghai Stock Exchange's website at www.sse.com.cn.

The Report is prepared in simplified Chinese and English. For any differences between the two versions, the simplified Chinese version shall prevail.

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Chairman's Statement

Dear Stakeholders:

As 2024 draws to a close, on behalf of the Company, I am honored to report to you the progress and efforts we have made in the field of Environmental, Social, and Governance (ESG) over the past year. As a Company committed to building world-class semiconductor testing equipment, we believe that the measure of a Company's success extends beyond financial performance and encompasses our responsibility and contributions to society, the environment, and all stakeholders.

In 2024, the global semiconductor industry gradually showed signs of recovery, accompanied by new changes and challenges. Supply chain instability, energy crises, and increasingly severe environmental issues have served as stark reminders that technological innovation and sustainable development must be deeply integrated and progress in tandem. Against this backdrop, we have unwaveringly adhered to the ESG philosophy, comprehensively enhancing our sustainable development capabilities and actively contributing to the green transformation of the entire industry.

I. Environmental Dimension

Given the resource-intensive nature of the semiconductor industry, it is our responsibility to achieve high efficiency and environmental sustainability in the use of energy and resources. To date, the Company has completed carbon emissions disclosure for Scope 1 and Scope 2 and is now fully committed to advancing the accounting process for Scope 3. Concurrently, we regularly monitor energy consumption, continuously optimize production processes, deeply promote lean management models and comprehensively implement standardized production processes to improve production efficiency and reduce resource consumption and environmental impact.

II. Social Dimension

In fulfilling our social responsibilities, we have always prioritized the growth and well-being of our employees, customers, and supply chain partners. In 2024, the Company continued to implement a series of employee welfare policies, committed to safeguarding employees' career development, health, and safety. We not only provide employees with diverse career training and development opportunities but also actively foster a diverse and inclusive work environment, ensuring that every employee finds a sense of belonging and growth within the Company.

Additionally, we have vigorously promoted collaboration between enterprises and universities, taking an active role in nurturing the next generation of technological innovation talents. Our social responsibility extends beyond the internal operations of the Company to include supply chain management. We strictly require our supply chain partners to adhere to social responsibility standards, effectively safeguard labor rights and interests, and ensure compliance of the working environment.

III. Governance Dimension

Sound corporate governance is the cornerstone of achieving sustainable development. In 2024, we continued to optimize our corporate governance structure, strengthening the diversity and independence of the Board of Directors and continuously improving internal control and risk management systems. We not only ensure full compliance with laws and regulations throughout our operations but also strictly enforce anti-corruption policies, safeguarding a fair and just market environment. At the same time, we have made major improvements to the transparency of information disclosure, ensuring that stakeholders can promptly and accurately understand the Company's operational status and ESG performance.

Looking ahead to 2025, the global semiconductor industry will face more opportunities and challenges. Technological advancements will continue to drive profound social and economic transformations, and the importance of environmental and social responsibilities will become even more pronounced. As a leading equipment manufacturer in the industry, we are acutely aware of our significant responsibilities. In our future operations, we will continue to increase our investment in the ESG field, actively promoting green innovation and social progress to ensure the long-term sustainable development of the Company.

We firmly believe that only by maintaining excellence in environmental, social, and governance aspects can we create greater value for shareholders, employees, customers, and other stakeholders. In the future, we will steadfastly fulfill our corporate responsibilities and strive to become a leader in the industry in practicing sustainable development concepts.

Finally, we sincerely thank all stakeholders for your unwavering support and trust. We look forward to joining hands with you in the future to face challenges together and create a better tomorrow!

Chairman: 孙镪

April 2025





Company Profile

The Company's main business is the research and development, production and sales of semiconductor automated test systems. The products are mainly used for the testing of integrated circuits such as analog, digital-to-analog hybrid, discrete devices and power modules. The sales area covers countries and regions with developed global semiconductor industries such as mainland China, Taiwan, the United States, Europe, Japan, South Korea, Southeast Asia and India.

Since its establishment, the Company has always focused on the field of semiconductor automated testing systems. With self-developed products, we have realized the import substitution of analog and mixed signal semiconductor automated test systems, while continuously expanding the coverage of power discrete devices and power module semiconductor testing such as gallium nitride, silicon carbide and IGBT.

At present, the Company has grown into a leading and world-renowned local supplier of semiconductor testing systems in China, and one of the few Chinese companies that supply semiconductor testing equipment to well-known chip design companies, wafer fabs, IDMs, and packaging and testing manufacturers both domestically and internationally.

Company Honors

National High-tech Enterprise Top 100 Outstanding Companies in Initial ESG Reporting Among A-share Listed Companies (2024)

Beijing Municipal
Science and Technology
Commission, Beijing
Municipal Finance
Bureau and other
departments

eporting Among A-share isted Companies (2024)
by Huazheng Rating Institution

2024 China's Non-Financial Listed Companies ESG TOP 100

Sino-Securities Index

Beijing Huafeng Test & Control Technology Co., Ltd

China Corporate Governance Experts 50

National-level specialized, sophisticated, distinctive and innovative "Little Giant" enterprises

Ministry of Industry and Information Technology

Beijing Stealth Champions

Beijing Municipal Bureau of Economy and Information Technology

Huafeng Test & control Technology (Tianjin) Co., Ltd

Tianjin Leading and Cultivating Enterprises

Tianjin Science and Technology Bureau

Yangtze River Delta Integrated Circuit Industry Alliance for Industry-Education Integration

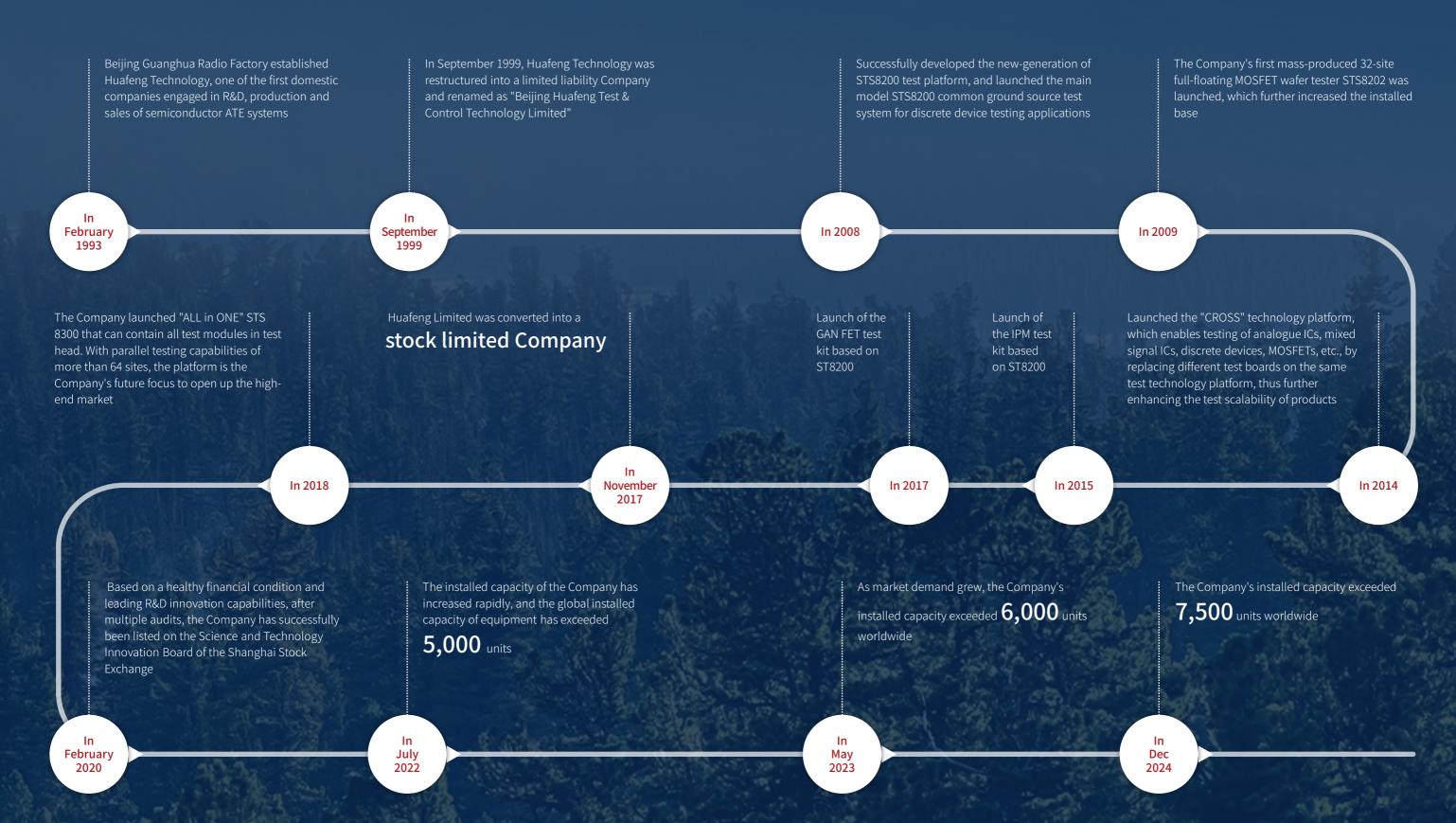
Chairman Unit

Tianjin Enterprise
Technology
Center

Tianjin Industrial and Information Technology Bureau



Company History





Stakeholders

Over the past 30 years, Accotest has thrived despite many challenges with the support of communities. We are deeply aware that our sustained growth cannot be achieved without contributions and trust from all stakeholders. Highly valuing expectations and feedback of stakeholders, Accotest identified stakeholders as below based on the industry landscape, business scope and operation characteristics. Timely and effective communication mechanism and diversified two-way communication channels are in place for all stakeholders including suppliers, customers, employees, shareholders and investors, regulators, media, and industry association.

Stakeholders	Issues	Communication channels
Stakeholders Customers	Product responsibility Customer services EHS management requirements Employee rights and benefits Supplier management Sustainability strategy Business ethics and compliance management	Customer training Customer visits Customer satisfaction Conference Industry exhibitions Offline exchange meetings Social media Online meetings Online surveys
Suppliers	Employee rights and benefits Customer services Business ethics and compliance management Product responsibility EHS management requirements Sustainability strategy Supplier management	Supplier visits Online surveys
Employees	Employee rights and benefits Product innovation, research and development Product responsibility EHS management requirements Customer services Business ethics and compliance management	Training Employee satisfaction surveys Whistleblowing e-mail Online surveys

Stakeholders	Issues	Communication channels
Shareholders and investors	Business ethics and compliance management Employee rights and benefits EHS management requirements Product responsibility Customer services	Shareholders' meeting Annual report and announcement Investor relations section on official website Online surveys
Government and Regulatory Bodies	Carbon emission management Energy consumption management Product innovation, research and development Pollutant and waste management Biodiversity protection Employee rights and benefits EHS management requirements Product responsibility Customer services Supplier management Sustainability strategy Business ethics and compliance management	Regulatory assessment Policy consultation Meetings Online surveys
Media	Carbon emission management Energy consumption management Product innovation, research and development Pollutant and waste management Biodiversity protection EHS management requirements Product responsibility Customer services Business ethics and compliance management	Press release/announcement Online surveys
Industry association	Employee rights and benefits Product responsibility Customer services Business ethics and compliance management	Activities and events



Materiality Assessment

The voice of stakeholders matters to Accotest. To fully understand stakeholders' views and expectations on our ESG management and address their concerns, we identified, evaluated, and ranked ESG issues through the following four steps.

Background analysis

We analyzed the internal and external conditions that affect our sustainability journey, based on our current operation and future development orientation as well as industry landscape.

Identification of material issues

A total of 14 material ESG issues were identified based on the actual situation of the Company, including 5 environmental issues, 5 social issues and 4 governance issues.

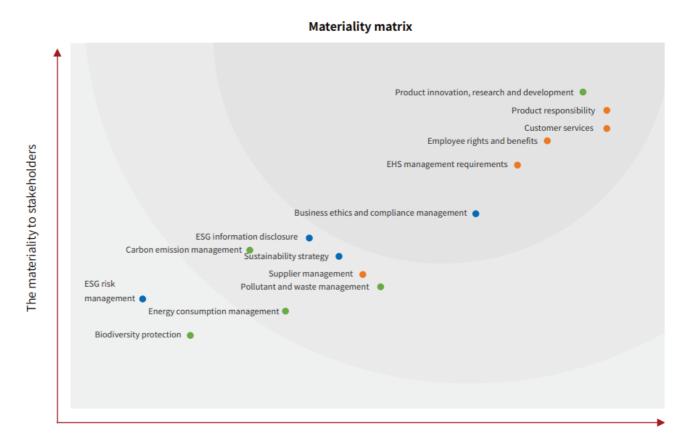
Materiality analysis

Accotest analyzed material issues through surveys and interviews, and presented survey results in the form of materiality matrix by ranking ESG issues by "materiality to stakeholders" and "materiality to Accotest" .

Review and approval

The Board of Directors and the management team reviewed and approved the materiality assessment results.





The materiality to the company



Employee





The Company attaches great importance to the health and safety of employees, and has obtained the ISO 45001 Occupational Health and Safety Management System Certification, and a series of specific safeguards have been formulated according to the requirements of the system:

Improvement of Emergency Capability

The Company regularly carries out fire drills and evacuation exercise to ensure that employees master the emergency escape process and strengthen the emergency response ability of sudden fire accidents.

Management and Control of R&D Safety

In view of the potential risks in the R&D process, the Company establishes a strict risk assessment and control mechanism, equips R&D personnel with professional protective equipment and provides special safety training to ensure that R&D activities are carried out in compliance.

Optimization of the Production Environment

The Company implements noise control measures in the production workshop, including the installation of soundproofing equipment and the distribution of noise-reducing earplugs and other protective equipment, so as to effectively reduce the risk of occupational noise exposure.

Safety Assurance for Business Trips

The Company formulates detailed traffic risk management measures for on-business-trip employees, covering pre-trip safety training, choosing safe and reliable means of transportation, emergency contact mechanism and other whole-process control measures to minimize travel traffic safety risks.

Health Check-up and File Management

The Company regularly organizes occupational health check-ups, establishes health records for all staff, dynamically tracks and implements intervention measures to ensure that employees work in a safe and healthy environment.

Safety Training and Drills

Emergency plans have been established for high-risk operational links. We regularly organize environmental safety drills, fire evacuation training, and first-aid skill training. In 2024, the total training hours related to the environment and safety in the Company amounted to 847 hours.





Employee Training System

Considering the specialized nature of the semiconductor testing equipment industry, most positions in our Company do not have directly corresponding academic majors in universities, and it is common for experienced hires to come from cross-domain professional backgrounds. Therefore, Accotest has established a systematic and comprehensive training system to help employees quickly grow into compound professionals.

Annual training data

Total duration of training

3,950 h

1.65 h

Total duration of external training

Average training hours per person

Average training hours per person for external training

3.21 h

Total duration of internal training

3,446 h

Total training time of R&D Department

1,516 h

Average training hours per person for internal training:

1.54 h

Average training hours per person of the R&D Department

1.73 h

Training For New Employees

Online Onboarding Training

New employees need to complete an online training course in the first month of employment, which covers industry information, corporate culture, Company rules and regulations, and safety management. The general manager and chairman of the Company gave lectures in person to strengthen employees' recognition of enterprise values.



R&D Technical Training

For new employees in the R&D department, we carry out special courses related to R&D. The courses cover theoretical and practical operations to accelerate the cultivation of employees' job competency.



Departmental Job-Fixing Training

Each department conducts job-specific training for new employees according to their own situation and special requirements of the position, so as to help employees have an indepth understanding of the work content and personal positioning.



Employee Transfer Training

Based on the job competency model and departmental needs, a personalized training course form is formulated for transferred employees, and a training effect tracking and evaluation system is established. Through targeted training, it helps transfer employees to quickly master the professional knowledge and technical ability required for new positions and improve work efficiency.



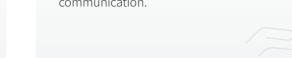
Training Resource Management

Build a diversified training system and continue to expand course library and optimization "Online + Offline" hybrid training mode to support the career development path of employees, promote knowledge management and sharing within the organization.



Knowledge Sharing Platform

Establish an encrypted internal knowledge management system to enable secure sharing and version control of technical documents, patent information, and industry research reports. The platform has functions for publishing work records and meeting minutes. Employees can share knowledge on the platform to achieve efficient collaboration and communication.



Technical Sharing and Training Session for the Platform - side of R&D Team

R&D team implements the annual training plan management system, and each project team and resource group report the technical training needs of CBB (General Basic Module), and coordinate the formulation of internal and external technical exchange plans. Through internal training and exchange meetings, we will promote knowledge sharing and communication among team members, create a learning-oriented organizational atmosphere, and encourage employees to continue to learn and improve their skills.







Employee Compensation and Incentives

Compensation System

The Company implements a position-based performance-linked compensation system, including basic salary, performance salary, year-end bonus, special awards (such as Dongguang Award and Technology Excellence Award) and welfare allowances (such as catering subsidies, annual welfare funds, health check-ups, etc.).

Performance Evaluation and Motivation Energy consumption control indicators are added to the KPI system, and pollution control, safety management and occupational health risks are included in the evaluation. The evaluation of the above indicators directly affects the performance evaluation and bonus distribution, so as to motivate employees to improve their work performance and ensure occupational health and safety.

Equity Incentives

The Company has implemented three phases of equity incentive plans in 2020, 2021 and 2024, covering most employees. Each plan sets the Company's performance targets and personal performance requirements. If the target is not achieved, the vesting of the equity incentives for the unfulfilled portion is terminated.



Employee Welfare System

The Company has established a comprehensive welfare guarantee system for employees in accordance with the law, covering the following four dimensions:

Pay endowment insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund in accordance with the law.

Basic Living Guarantees Allowance

Benefits such as work lunch subsidies, parental leave for childrearing, care leave for the elderly, and paid annual leave.

Provide customized coverage solutions such as commercial supplementary medical insurance and team accident insurance.

Supplementa ry Guarantees

Health Care

Provide the annual health check-up plan for all employees, through the hierarchical health protection mechanism, it can effectively improve employees' sense of organizational identity and happiness.







Employee Activities

The Company adheres to the concept of "health first" and promotes the physical and mental health of employees through diversified sports activities, initiate positive lifestyle, strengthen team cohesion and organizational identity, and contribute to the sustainable development of the enterprise.

Badminton League: Hold Badminton Singles/Doubles Championship regularly, stimulate sports potential through competitive competition, and build a cross-departmental collaboration and communication platform.

Table Tennis Carnival: Organize professional-level table tennis competitions and fun table tennis challenges (such as ball-balancing relay, target throwing, etc.), to both enhance competitive skills and create a relaxed and entertaining atmosphere.





Billiard Ranking Tournament: Equip with professional-grade billiard facilities and regularly hold ranking tournaments, creating an exclusive space for skill showcase and stress relief.



Family Open Day: Invite employees to bring their families to participate in parent-child workshops, family challenge competitions, and other activities, deepening the cultural concept of "family-enterprise co-nurturing" and conveying the organization's humanistic care.



Fun Check-in Activity: In 2024, we launch the "Fun Check-in" digital sports recording platform, which uniformly converts various sports data such as walking, running, hiking, cycling, swimming, etc., into standard mileage. Through monthly statistics and rankings, long-term incentives are achieved. In 2024, a total of 676 people participated, with a total sports mileage reaching 51,072 kilometers.





Inclusion and Diversity Management

Accotest is committed to strictly abiding by the requirements of the *Labor Law of the People's Republic of China*, the *Regulations on Prohibiting the Use of Child Labor*, and other relevant laws and regulations in the locations where it operates. It has also formulated internal management systems such as the *Basic Personnel Policy* by referencing relevant International Labour Organization (ILO) conventions, including the *Forced Labour Convention*. The Company refuses to discriminate against or treat employees differently based on any factors such as gender, age, or physical characteristics. It adheres to principles of gender equality, suitability for the position, and equal pay for equal work. During recruitment and hiring, the Company upholds open recruitment and fair competition, ensuring that the recruitment and hiring procedures are compliant, fair, and transparent. Meanwhile, the Company Establishes a diversified file for employees (including nationality, ethnicity and other dimensions), based on the localized remuneration strategy, designs differentiated welfare plans with reference to the regional economic development level and industry standards, and actively builds an equal and inclusive organizational culture.





Classification of Employee Functions

Functional composition

Production Personnel

Sales Personnel

Technology Personnel

Financial Personnel

38

379

Administrative Personnel

Manager

Service Personnel

Quality Personnel

14

Total



Employee Recruitment and University-Enterprise Cooperation

In 2024, based on the established joint laboratory, Accotest further deepened its cooperation with universities, jointly conducting cutting-edge technology research and experiments. Through a two-way talent exchange mechanism, the Company provided comprehensive support and guarantee for the joint laboratory, while simultaneously accepting graduate student practical training from universities. Multiple projects were developed in parallel, promoting industry-academia-research cooperation. Some projects have entered the industrialization design stage. In addition, in 2024, the Company initiated multiple research topics in the field of artificial intelligence in collaboration with universities, aiming to enhance the functional usability and product reliability of semiconductor testing equipment.



Empower Education through Corporate Responsibility

In 2024, adhering to the concepts of social responsibility and education empowerment, the Company actively fulfilled its role as a corporate citizen and warmly received the teaching and student teams from Tsinghua University, Beihang University, and Beijing University of Technology. During the visit, the Company provided a detailed introduction to its business layout, innovative products, and future development strategies, aiming to stimulate the interest and enthusiasm of young students in the semiconductor industry. We encourage students to establish the awareness of lifelong learning, continuously improve their professional qualities, actively engage in the semiconductor industry, contribute their wisdom and strength to the high-quality development of China's integrated circuit industry, and help the country achieve self-reliance, control, and sustainable development in the field of science and technology.







Employee Satisfaction Survey

In December 2024, the Human Resources Administration Department organized an employee satisfaction survey in order to fully understand the feelings and expectations of employees in terms of job position, job return, work environment, enterprise management and corporate culture. This survey is open to all employees within the Company's domestic operations. Through the form of online questionnaires, a total of 510 questionnaires were collected, including 502 valid questionnaires, with a questionnaire efficiency of 98%. The questionnaire adopts the form of a structured questionnaire. In addition to one open-ended question, 24 questions are designed from the above 5 dimensions. Responses ranged from "very dissatisfied" to "very satisfied," and were divided into 5 dimensions with scores from 1 to 5. The survey results show that the job satisfaction score was 4.54, the job return satisfaction score was 4.41, and the job environment satisfaction score was 4.51 points, enterprise management satisfaction score was 4.59 points, corporate culture satisfaction score was 4.52 points, overall satisfaction score was 4.53 points, and employees' overall satisfaction with the Company is relatively high.







Development Strategy of Talent Echelon

The Company focuses on the employee employment, training, recruitment and rotation system, builds a high-quality and diversified talent team, and supports the long-term development of the Company.



Talent Selection Concept

Adhering to the concept of "open recruitment, selecting the right person for the right position, and maximizing talent potential", we protect the rights and interests of employees through the Basic Personnel System and the Compensation and Performance Management System, to ensure the accurate matching of talents and positions.



Employee Training Mode

Adopting the "old with new" model, equip new employees with experienced mentors, and provide them with induction training, R&D special training and online knowledge sharing. Senior executives personally participate in training and monthly exchanges to help employees grow rapidly.



Talent-Introduction Channels

Attracting campus talents and providing customized cultivation paths; introducing technical backbones through social recruitment and school-enterprise cooperation to meet the development needs of the Company in multiple fields.



Implementation of the Rotation System

Implementing the "1+2" rotation mode. The staff rotate on the basis of the original position, and the head of the new department designates the teacher to teach. After two months of job rotation, performance appraisal is conducted, and those who pass can get job subsidies and career development opportunities.



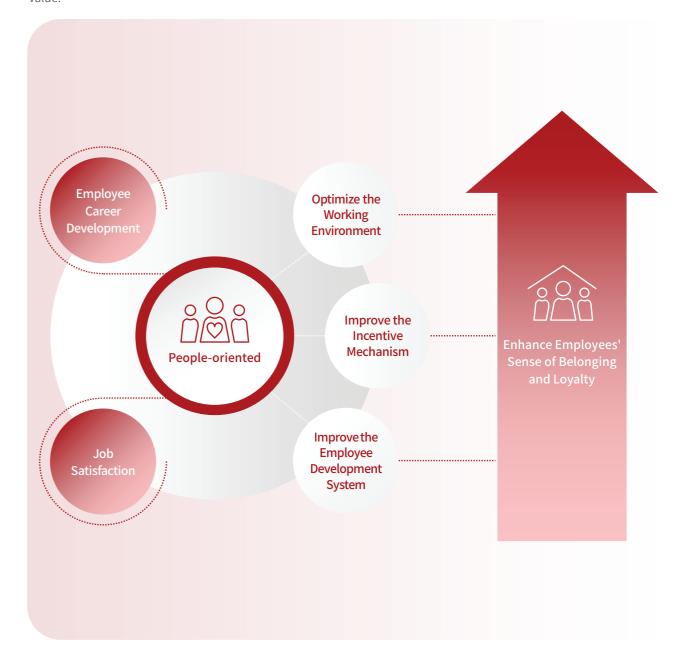
Employees' Performance Appraisal and Evaluation

The Company's performance appraisal system comprehensively covers organizations at all levels and employees in all positions. And the Company also formulates differentiated assessment methods according to the business characteristics of different departments and positions. The assessment cycle is divided into monthly, quarterly and annual, and the results are divided into five levels: outstanding, excellent, good, to be improved and unqualified. As an important basis for employee grade adjustment, salary adjustment, merit evaluation, job transfer and training, the assessment results are directly linked to the distribution of performance salaries, year-end bonuses and special rewards, so as to promote the common development of employees and the Company.



Employee Turnover

Against the backdrop of a highly challenging macroeconomic situation, the employee turnover rate of the Company in 2024 stood at 12%, remaining at a relatively stable level, reflecting the Company's good management effectiveness in employee care, organisational stability and sustainable development of talents. The Company has always adhered to the concept of people-oriented, focusing on employees' career growth and job satisfaction, and has effectively enhanced employees' sense of belonging and loyalty through continuous optimisation of the working environment, improvement of incentive mechanisms and employee development system. This performance also fully reflects the Company's active practice of social responsibility under the ESG framework and the sound construction of long-term value.







The Honor of the Best Employer

Thanks to its outstanding talent strategy, excellent corporate culture, and employee care, Accotest has won the title of Best Employer 2024 from Zhi Lian Hiring. This honor recognizes the Company's long-standing commitment to the "people-oriented" philosophy and its efforts to create a harmonious, innovative, and growth-oriented organization for its employees. In the future, the Company will continue to uphold its mission of "making customers, employees and the enterprise to be better", striving to create a better future for its employees and greater value for society.





Employee Communication

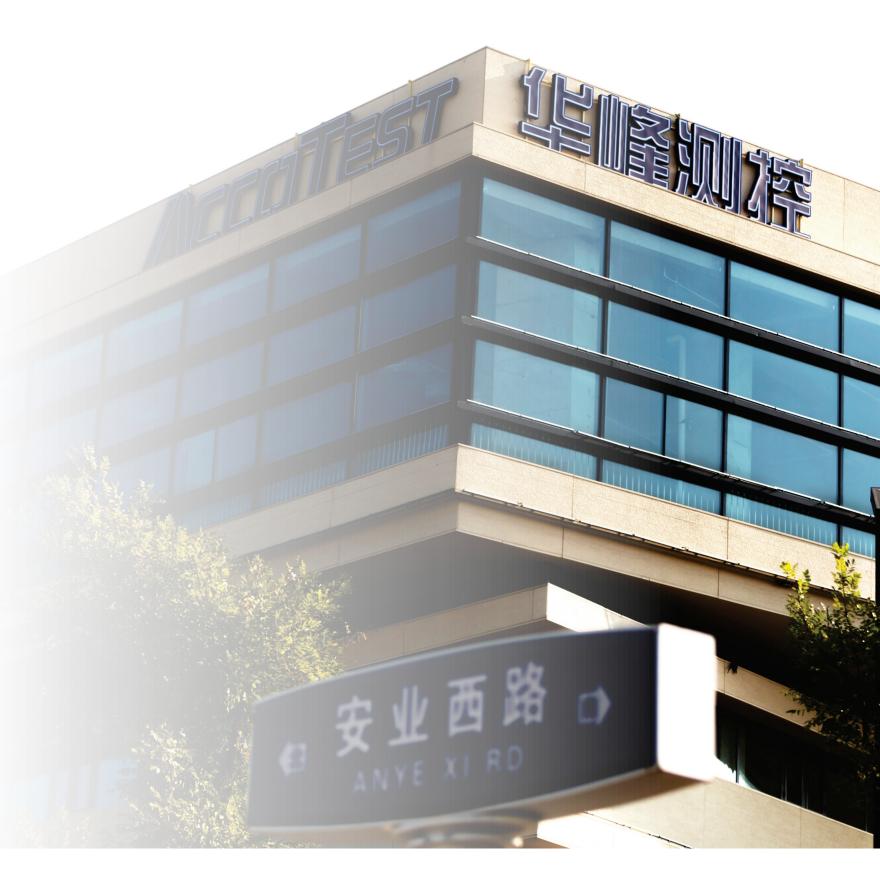


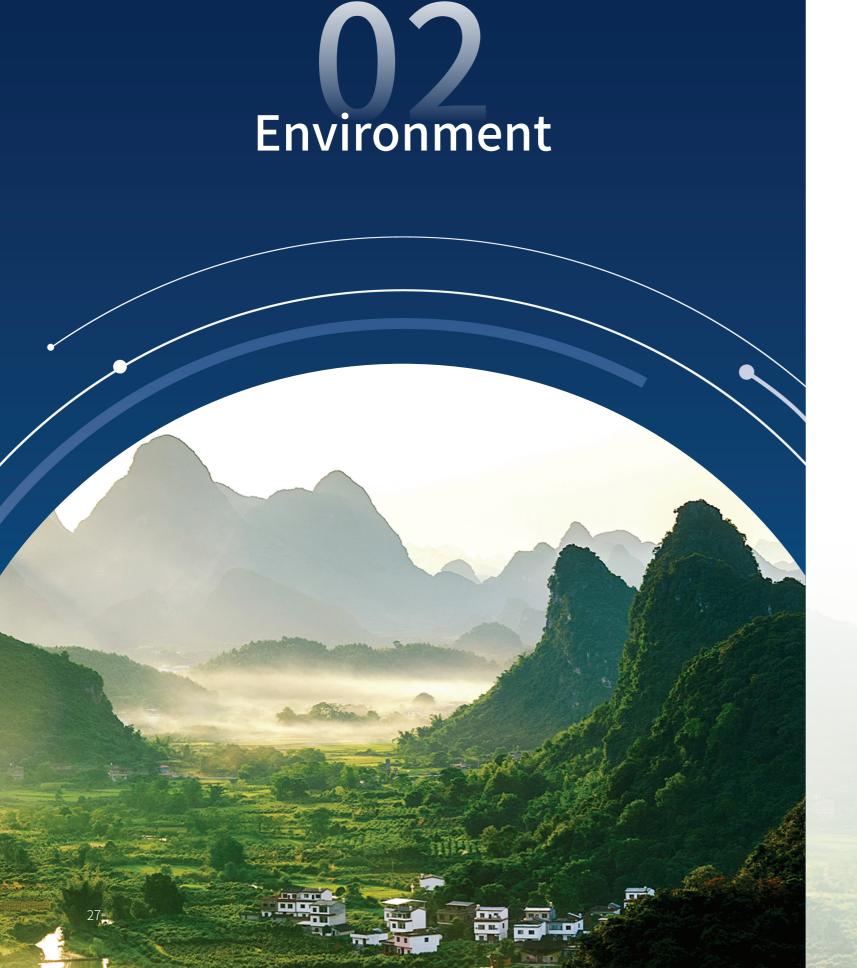
Employee Complaints and Participation The Company has established a smooth employee complaint channel, and employees can complain, report, and raise questions and suggestions on human rights, working environment and safety issues. The Company formulates specific written procedures to implement employee complaints and participation management policies to ensure compliant processing process. Meanwhile, the Company establishes and maintains a variety of complaint reporting channels, such as telephone hotlines, mailboxes, comment boxes, APPs, etc., ensuring that at least one channel allows anonymous reporting, and informing employees of the use of the relevant channels in a language that can understand. In the process of investigation and complaint, the Company protects the identity information of employees and relevant personnel, establishes complaint tracking file records, provides timely feedback on the complaint processing results, and allows the party affected by the negative impact of the investigation results to make a re-complaint. In addition, the Company actively collects employee feedback through regular employee interviews, questionnaires and other means, identifies areas that need to be improved, and formulates improvement plans.



Bargaining

The Company respects the right of employees to organize and participate in trade unions, staff congress, collective bargaining and peaceful gatherings, and respects the right of employees to refuse to participate in such activities. Trade union and employee representatives enjoy the right to carry out normal activities, negotiate with the Company's management on an equal footing, and make suggestions on the Company's operation. At the same time, they need to fulfill their obligations such as maintaining the Company's normal production and work order and keeping the Company's trade secrets.







Environmental Management

Greenhouse Gas Emissions

• In 2024

The Company's total Scope 1 and Scope 2 carbon emissions¹ reached

1,491.83 metric tons of carbon dioxide equivalent

The carbon emission intensity is

1.65 tons of carbon dioxide equivalent per RMB 1 million

It has decreased by

8.3% compared to 2023

The reason for the rise in total carbon emissions in 2024 is that the Company's revenue increased, while its carbon emission intensity decreased by 8.3% compared to 2023.

This achievement demonstrates the Company's active efforts to fulfill its environmental (E) responsibilities by advancing energy management and energy conservation initiatives, establishing a more efficient operating system, and continuously reducing carbon emission intensity per unit of sales. This not only reflects the Company's practical measures to improve its environmental performance, but also underscores its determination and commitment to addressing the challenges of climate change, thereby contributing to the green transformation and sustainable development of the industry.



The Company has reduced the energy consumption of its products through continuous technology upgrades, promoted standardized production, shortened production times, and improved production efficiency, thereby achieving the goal of reducing energy consumption and carbon emissions.

Environmental Management System Certificate

The Company has obtained ISO 14001 Environmental Management System Certification and has undergone third-party audits for three consecutive years, with an annual audit compliance rate of 100%.

1. The accounting methods and standards refer to the *Greenhouse Gas Protocol* jointly issued by the World Resources Institute and the World Business Council for Sustainable Development. The emission factors are calculated based on the provisions stipulated in the *2022 Electricity Carbon Dioxide Emission Factors* published by the Ministry of Ecology and Environment of the People's Republic of China.



Waste Management

• In 2024



The total amount of waste processed by the Company reached

0.43 tons



The Company's hazardous waste management follows the principles of "unified collection, classified disposal and elimination of hazards" with the goals of "reduction, recycling and harmlessness". In accordance with relevant laws and regulations, such as the Solid Waste Pollution Prevention and Control Law of the People's Republic of China and the actual situation of the Company, the Environmental Protection Management System has been formulated to prevent hazardous waste from polluting the ecological environment, protect public health and maintain public safety.

Water Resource Management

In 2024



The total amount of water consumed by the Company reached

7,987 tons

Accotest regards that enhancing water resource management is a crucial aspect in achieving green operation. The Company conducts real-time monitoring of its water usage to prevent water loss caused by pipeline leaks. Meanwhile, it actively promotes the practice of using water for multiple purposes within the organization and advances the recycling of water resources. Strict supervision is exercised over the compliance of wastewater discharge at all office locations, and more efficient sewage treatment methods are adopted to mitigate water pollution, further facilitating the Company's green operation and sustainable development.



Moving Towards Green Factories

- Intelligent Control in the R&D Building: The Tianjin R&D Building uses smart meters, smart air-conditioning and smart lighting for centralized control and intelligent monitoring, enabling precise energy management, scientific energy reduction and promotion of green production.
- Three-year Green Action



The Tianjin plant aims to maintain a planar greening rate of no less than

32%

Increase the vertical greening rate to

18%

• Rainwater Utilization: The Tianjin plant embraces the concept of sponge city construction, emphasizing the use of rainwater to improve the efficiency of water resource recycling. The Company's campus features more than 300 ornamental trees and more than 10,000 shrubs and groundcovers (including more than 50 local carbon-fixing species). Sustainable design principles are integrated into the plant's construction, with durable, self-cleaning ecological coatings used on building exteriors to reduce maintenance resource consumption, and high transmittance glass selected to increase natural interior lighting and reduce lighting energy consumption.





Green Initiative

In response to increasingly serious global environmental challenges, the Company is actively responding to national and societal environmental demands and is committed to promoting sustainable development. In this year's ESG report, the Company has launched its first Green Initiative, which aims to create a green, healthy and sustainable working and living environment through full participation.



Environmental Aspect

The Company emphasizes the importance of energy conservation and emissions reduction by encouraging employees to turn off office equipment when leaving the work area, set air conditioning temperatures appropriately, make full use of natural lighting, and conserve water. It also encourages employees to reduce paper consumption, promote double-sided printing and electronic document transmission, properly sort waste, use reusable office supplies, and reduce resource consumption and waste generation.



Social Aspect

The Company promotes green commuting by encouraging employees to use public transportation, bike or walk to work, and carpool when conditions allow to reduce traffic emissions. In addition, the Company has established waste recycling points to encourage employees to participate in resource recycling, and prioritizes environmentally friendly products and services in procurement to reduce negative environmental impacts. The Company will also enhance employees' environmental awareness and skills through training and environmentally themed activities to promote a sense of responsibility among all employees.



Governance Aspect

By formulating the Green Initiative, the Company clarifies the guiding principles and specific measures for environmental actions and ensures their systematic and consistent implementation. It encourages employees to actively participate in environmental activities and to extend green concepts to their families and society, thereby promoting broader environmental actions. The Company is committed to continuously improving its environmental performance to achieve sustainable development goals.





Clean Technologies

- **Development of Advanced Test Equipment:** The Company actively invests R&D resources to develop new-generation test equipment to improve test efficiency, reduce energy consumption, and improve operational environmental friendliness.
- R&D of Third-Generation Semiconductor Testing Technology: The Company is focusing on the R&D of third-generation semiconductor material testing technologies, such as silicon carbide (SiC) and gallium nitride (GaN). These materials have significant advantages in terms of energy conversion efficiency and power density, and they are key technologies for promoting sustainable development. By optimizing testing processes, the Company has achieved an improvement in energy conversion efficiency and reduced energy loss.
- Exploring Green-Electricity Applications: The Company is actively responding to carbon neutrality goals by exploring the application of green-electricity in production operations. The introduction of green-electricity not only reduces carbon emissions, but also improves the sustainability of energy use, enabling the Company to play an active role in achieving global environmental goals.
- **Promote Green-Electricity Procurement:** The Tianjin office actively promotes green-electricity procurement to ensure the green transformation of the Company's energy consumption, reduce dependence on traditional energy sources, and promote sustainable development in the supply chain.
- Solar-Power Generation and Development: The Tianjin subsidiary has installed solar panels on the factory roof to build a green power supply system, reducing dependence on traditional energy sources and promoting energy transformation.
- Production and Promotion of Industrial Automation Technologies: In 2024, the Company's business layout is closely related to the clean energy industry, with 10% of its revenue coming from energy customers. These customers are in downstream industries such as photovoltaic and new energy vehicles, which are key areas for global clean energy transformation. Through this relationship, the Company contributes to reducing carbon emissions and improving the global ecological environment. In addition, the Company continues to invest in the research and development of third-generation semiconductor technologies, represented by silicon carbide (SiC) and gallium nitride (GaN). These materials offer superior thermal conductivity and radio frequency characteristics compared to traditional silicon-based materials, and have significant application potential in areas such as new energy vehicles, photovoltaics, wind power and 5G communications. As technology advances and costs decrease, their application range will continue to expand, driving innovation in power electronics technology and aligning with the requirements of the ESG concept to reduce energy loss and improve energy use efficiency in terms of the environment, creating more development opportunities for society and demonstrating the Company's strategic vision in governance.
- Optimization the Development and Promotion of Technology or System: The Company derives 100% of its revenue from the sale of semiconductor automation test equipment, which is widely used to test integrated circuits such as analog, mixed-signal, SoC, and power, especially in clean energy fields such as photovoltaic and new energy. By providing high-precision and high-efficiency test equipment, the Company supports the development of clean energy technologies and contributes to the global transition to a low-carbon economy, in line with the ESG concept of environmental protection and social responsibility.

Product and Supply Chain





Product Quality Management

The Company has established a comprehensive management system and has continuously maintained the effective operation of three major systems: ISO 9001 quality management system, ISO 14001 environmental management system, and ISO 45001 occupational health and safety management system. By integrating these three management system standards into daily operations, the Company systematically standardizes various management activities and significantly improves internal management efficiency. These three management systems drive the Company to establish proactive self-improvement mechanisms and achieve continuous improvement of management processes, which not only meet the core requirements of customers, governments, and partners for supplier qualification, but also provide authoritative endorsement for expanding international markets. In addition, through the application of energysaving and emission-reducing technologies and the optimization of production processes, the Company effectively reduces resource consumption rates, reduces expenditure on pollution treatment, and improves resource recycling utilization, thereby reducing various management and loss costs for the Company.



Responsible Purchasing

Basic Information of Suppliers

The Company has

including

domestic manufacturers' agents and distributors

foreign manufacturers

231 suppliers

a total of

111 domestic manufacturers

foreign manufacturers' agents and distributors

84





Supplier Management System

Supplier Access

Aiming to build a sustainable supply chain system, Accotest has formulated systems such as *Qualified Supplier Evaluation Criteria and Procurement Business Process Specifications* based on product characteristics and procurement business needs, and systematically established an evaluation system covering dimensions such as the legality of business qualifications, quality management certification levels, product delivery capabilities, service response timeliness, and end customer satisfaction.

The supplier access process implements a three-step control



To strengthen quality traceability, approved suppliers are required to sign a legally binding *Quality Assurance Agreement*, and environmentally sensitive materials are required to provide CNAS-certified test reports and safe use instructions.

Supplier Training

Based on the concept of mutual benefit and common progress, Accotest actively organizes training and exchange activities for cooperative suppliers every year. In 2024, under the leadership of the Company's quality department, 59 training sessions were held for 16 cooperative suppliers. During the training sessions, the Company conducted in-depth analysis and exchanges with suppliers on details such as standardization of on-site 5S management, digital supply chain system management, personnel stability management, and product quality management. In addition, the Company reviewed suppliers' products and sites and set clear improvement targets and methods. The training activities not only disseminated industry experience and knowledge, but also effectively supervised suppliers' quality management.

Supplier Strategic Tiered Management

Adhering to the concept of win-win cooperation, Accotest continuously strengthens cooperation with suppliers. In 2024, based on the correct assessment of suppliers' resources and capabilities, the Company continued to manage suppliers' strategic tiering, with cooperative suppliers divided into five strategic tiers. A total of 172 suppliers participated in the tiering assessment, divided into: preferred (31), selectable (91), limited (31), and eliminated (19).



R&D Management and Innovation

R&D Management

R&D Management System

In 2024, Accotest attached great importance to improving and optimizing the R&D management system, actively responding to sustainable development concepts and *updating the R&D Management System, Large-Amount Material Management System and R&D Administrative Manual.* These updates have further standardized the R&D process, ensuring that each R&D link has rules to follow, effectively improving R&D efficiency and quality, and laying a solid foundation for the Company's sustainable development. The implementation of these systems not only helps the Company to better manage R&D resources and reduce R&D costs, but also effectively mitigates potential environmental and social risks arising from poor management.

R&D Model

In R&D management, Accotest practices a full-lifecycle R&D model, starting from market and customer needs, covering design, development, testing, verification, product introduction, small batch production and historical product maintenance. This model not only ensures stable operation of products throughout their lifecycle, but also aligns with sustainable development concepts, effectively reducing resource waste and potential environmental impact. In addition, the Company adheres to an integrated operating model of self-research, self-production and self-sales, which enhances supply chain stability while ensuring product quality, reduces social and economic risks arising from supply chain fluctuations, better meets customer needs, improves customer satisfaction, and consolidates the foundation for the Company's sustainable development in economic, social, and environmental dimensions.

R&D Process

In 2024, the R&D team released the "Workflow Viewing" module on the R&D work system, which covers



Three-Level Workflow for Engineers

The Company uses flowcharts and RASCI matrices to clarify engineers' responsibilities and key links at each stage, thereby improving work and communication efficiency, reducing resource waste, and aligning with the environmental dimension's concept of efficient resource utilization. The clear division of responsibilities not only optimizes collaboration, but also increases employee engagement and demonstrates the Company's attention to social responsibility.



Organizational Structure and Communication Collaboration

Optimizing position reporting relationships and cross-departmental communication mechanisms, to ensures efficient task completion and reduces communication costs. Precise alignment of positions and communication objects enhances team collaboration, supports employees' career development, optimizes the Company's operational efficiency, and promotes sustainable development at the economic level.

Document management

Integrating the document lists for hardware, software, FPGA, and structural aspects, to ensure standardization and accuracy of documents throughout the R&D process. Efficient document management promotes knowledge inheritance and experience accumulation, supports talent development, enhances management levels, strengthens market competitiveness, and promotes coordinated economic, social, and environmental development.

R&D Distribution

The Company actively practices sustainable development concepts and attaches great importance to introducing and cultivating R&D talents. The R&D team covers key positions such as R&D management, hardware, software, logic, structure, PCB, system, and technical documentation, with a year-on-year personnel growth rate of 52%. This significant growth reflects the Company's high attention and active investment in talent development at the level of social responsibility. By continuously expanding the R&D team, the Company cultivates and attracts more professionals to the industry. Meanwhile, the turnover rate of R&D personnel is 12%, ensuring the stability of the R&D team while injecting innovative vitality through moderate replacement of new and old personnel, thus ensuring the efficiency and stability of R&D work from a corporate governance perspective.

R&D personnel are widely distributed in Wuxi, Beijing, Hangzhou, Tianjin, Shanghai, Xi'an, Malaysia and other locations. Among them, the R&D teams in Shanghai and Xi'an have been successfully built from scratch, and the R&D team in Tianjin has expanded rapidly, opening a new R&D building. This diverse R&D layout, from the perspective of environmental and social responsibility, not only fully utilizes talent resources and innovation environments in different regions, promotes technical exchanges and cooperation among different regions, but also creates more local employment opportunities, promotes regional economic coordinated development, and comprehensively pushes the Company's R&D work to new heights, providing strong technical support for the Company on its path to sustainable development.

Informatization of R&D Project Management

In 2024, the Company accelerated the construction of R&D informatization, creating an efficient and intelligent R&D management system that includes approval modules, R&D project dashboards, equipment and material asset management, and three-level process modules. This initiative not only enhances operational efficiency, but also strengthens sustainable resource utilization in line with ESG development concepts.



Intelligent Approval Module Enhancing Efficiency and

Enhancing Efficiency and Transparency The Company has optimized approval processes, achieving a high degree of customization and back-end data analysis. Automated approval reduces human intervention, improves work efficiency, and reduces operational energy consumption. Meanwhile, transparent processes ensure traceability of information, automatic email reminders prevent approval delays, and improve collaboration efficiency. Approval data analysis capabilities support scientific decision-making, enabling more precise resource allocation and effectively reducing redundancy and waste.



R&D Project Dashboard

Optimizing Allocation of Resources By constructing a visual and transparent project dashboard, we enable team members to track task progress in real time, thereby reducing communication barriers and improving project collaboration efficiency. Intelligent analysis functions optimize the allocation of personnel working hours, improve resource utilization, and reduce time and human waste caused by inefficient management. Data-driven project management modes support scientific decision-making and promote green and efficient R&D process development.



Equipment and Material Asset Management

Promoting Efficient Resource Utilization The upcoming equipment and material management module enables refined management of instruments, machines, and bulk materials, covering asset warehousing, dispatching, and inventory control to ensure accurate and transparent information. The accountability mechanism reduces equipment idleness and loss, improves asset utilization, minimizes resource waste, and lowers operating costs. In the future, the Company will integrate an inventory system for hardware peripherals to achieve full lifecycle asset management and support sustainable development.



Three-Level Process Module

Standardized Management Enhances R&D Efficiency The engineering process, organizational structure, and document checklist modules standardize R&D operations, reducing inefficiencies and resource wastage caused by unclear processes. Systematic process management ensures knowledge sharing, improves collaboration efficiency, reduces repetitive errors, and improves overall R&D quality, providing a stable foundation for sustainable innovation.

Through this informatization, the Company is not only improving its R&D management capabilities, but also reducing resource waste, optimizing energy efficiency, and laying the foundation for a green, efficient, and sustainable R&D system.





R&D Innovation

The Company's current R&D directions focus primarily on mixed direction testers, power direction testers, and SoC testers, which are closely aligned with the three areas with high development potential in the semiconductor future. In the power sector, the Company is already a global leader, providing high-quality services to power device companies worldwide. The mixed-signal chip sector is also on a steady growth path.

STS8600 Test System

The STS8600 is the Company's newly developed SoC test system with a new software architecture and distributed multi-station parallel control to expand test coverage and support long-term development. It is currently undergoing customer validation. In terms of technological innovation, STS8600 achieves 40ps channel calibration to enhance test accuracy; it employs 20,000 electrical test channels with floating connections to ensure stability; it enables 40Gbps high-speed bus communication for "zero" error transmission; it provides 40ps programming edge digital channels to improve test efficiency; and it incorporates an 80V high-performance source meter to optimize power control, filling a domestic technology gap. STS8600 promotes the development of "cloud desktop" software to reduce the production of electronic waste, so as to effectively implement the green concept. It utilizes 800Mbps digital pattern rate and high-precision timing control to enhance test precision; it features a modular software platform to simplify test management and support real-time data processing; and it employs 1500W efficient ATE liquid cooling, which outperforms traditional air cooling and ensures stability under high-load operation.

Optimization of System Architecture

The Company has innovated the system architecture of semiconductor testing equipment to enhance resource utilization efficiency and sustainable development capabilities. In traditional industrial computers, PCI/PCIe buses are converted to LocalBus for bidirectional communication. The Company has optimized this by adopting a point-to-point independent communication method, reducing bus access and energy consumption, and improving system stability and efficiency. When hardware resource modules execute commands, software solidification technology is employed to pre-store instructions in the controller, enabling parallel execution, improving test efficiency, and resolving the limitations of the bus architecture. By integrating interrupt and zone transfer technologies, the Company has further optimized system execution efficiency, driving semiconductor testing equipment towards a greener and more efficient direction.

Research and Development of High-Efficiency AC Power Supply

The Company identified inefficiencies, high losses, and unstable power supply in traditional AC power supplies, which affect green development and supply chain security. As a result, it initiated in-house development of efficient AC power supplies to improve the power efficiency of ATE platforms and promote sustainable development. By using digital controllers to monitor test loads in real time, it dynamically optimizes power consumption and innovatively uses energy feedback technology to precisely recycle excess energy and avoid waste. The goal is to increase power utilization from 50% to 80% and achieve power autonomy. The Company planned to put it into use by the end of 2026, which can achieve a 20% reduction in overall power consumption of the equipment. Through technological innovation, we aim to drive green development and contribute to environmental protection.

SiC Wafer-Level Multi-Station Efficient Test Technology

Focusing on efficient resource utilization and the enhancement of production efficiency, this technology has overcome challenges related to high-parallelism workstations, low test resource consumption, and high-test efficiency. By optimizing the test architecture and resource allocation, it enables multi-workstation parallel testing, boosts test throughput, meets the demands for large-scale SiC wafer testing, reduces the time required for testing individual products, lowers energy consumption, and supports green development. The adoption of efficient hardware management techniques minimizes redundant configurations and cuts testing costs, thereby creating greater value with limited resources. By integrating intelligent scheduling algorithms and high-speed data transmission, it maximizes test efficiency while ensuring test accuracy, shortens the test cycle, and provides an efficient, cost-effective, and environmentally friendly solution for SiC wafer testing. This drives the mass production testing of high-performance power devices and facilitates the establishment of a green supply chain.

GaN Wafer-Level Multi-Station Dron Test Technology

Based on the AXE Universal Power Platform, this technology is specifically designed for GaN device dynamic RON testing, featuring multi-workstation parallel testing capabilities that significantly enhance efficiency and reduce energy consumption of equipment. Its core advantages include: high-precision dynamic RON capture with microsecond-level real-time sampling to facilitate product optimization; a fully floating test architecture that suppresses common-mode interference, enabling detection of milliohm-level minute changes to ensure quality; intelligent adaptive calibration that is compatible with multiple GaN processes, promoting technological integration and innovation; and modular design that enhances scalability to meet mass production demands. This technology fills the gap in domestic high-end wide bandgap semiconductor dynamic testing equipment, helping the domestic GaN industry chain reduce costs, increase efficiency, enhance competitiveness, and drive the sustainable development of the industry.

High-Voltage Leakage and High-Breakdown Voltage Testing Technology

This technology achieves breakthroughs in high-voltage parameter testing for power semiconductors, with a focus on wide-range current detection accuracy and adaptability to extreme operating conditions. By employing a high-precision current sensing architecture and an adaptive range-switching algorithm, it covers current variations under working conditions ranging from 40°C to 175°C , enabling precise measurements of leakage currents at the nA level and breakdown currents at the mA level, thus ensuring product reliability. The system integrates a high-voltage module that supports breakdown voltage testing above 3.6kV, with μ s-level fast response to accurately capture voltage-current characteristics at the moment of breakdown. This solution is applicable to devices such as power MOSFETs, IGBTs, SiC/GaN, and helps enterprises to optimize product performance, reduce failure losses, minimize resource waste and environmental pollution, and drive the sustainable development of the industry.



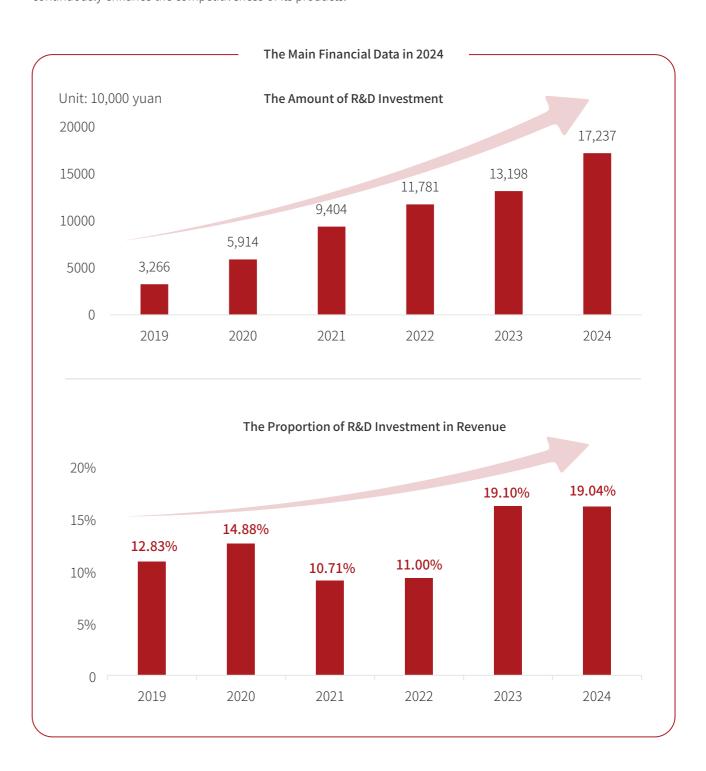
Innovative Practice through University-Enterprise Collaboration

The Company has collaborated with universities on power energy storage unit project, designing energy storage units and utilizing DC busbar to test the dynamic and short-circuit parameters of power devices, while optimizing the design of low-parasitic-inductance busbars and interfaces. The university team focuses on technology tracking, theoretical analysis, and simulation comparisons to screen out the best solutions; the Company, in turn, translates theoretical achievements into practical applications and jointly optimizes the implementation paths. Technical training enables our personnel to master advanced simulation methods, accurately evaluate the pros and cons of various solutions, reduce physical testing, shorten development cycles, and enhance the efficiency of solution iteration. This collaboration effectively minimizes waste of R&D resources, improves R&D efficiency, lays a technological foundation for the Company to develop world-leading mass production test equipment, and drives technological progress and sustainable development in the industry.



R&D Investment

The Company consistently maintains high-intensity R&D investment to strengthen product innovation capabilities and continuously enhance the competitiveness of its products.





Lean Management and Quality Control

Lean Management

Taking the improvement of the enterprise's production quality management ability as the core, Accotest has carried out a comprehensive lean management of the production lines. Lean management aims to continuously improve the level of refined management in production lines through system management, personnel arrangement, equipment updating, and layout optimization, thereby strengthening the quality of testing systems and laying a solid foundation for improving the Company's overall quality management capabilities.

Production Quality Control



hrough unannounced production-side inspections and regular audits, the effectiveness of production process control is reviewed. Systematic verification is conducted on the effectiveness of production process control. Quality control standards covering the entire process from raw material warehousing to processing and manufacturing, finished product inspection, and packaging and transportation are established. This ensures that operators adhere 100% to standardized process documents, enhances the interception rate of quality abnormalities, and reduces losses of quality cost.



Two-Way List Management Mechanism *Problem List Raised by Production Side* is used to address issues in the production process, categorized into problems related to electrical parameters, processes, assembly, soldering, and workflows, etc.; *Problem List Received by Production Side* is used to standardize operations in the production process, primarily sourced from problem feedback from the R&D side, quality side, and on-site service delivery side.

Prevention and Control of Human Factor

- Electronic SOP System: Realize digital delivery of work instructions for assembly processes, with automatic locking for incorrect operations.
- Automated Parameter Collection: Key parameters are automatically captured by the system during single board/full machine debugging, eliminating skipped or missed tests
- Intelligent Order Matching: The MES system automatically invokes appropriate inspection logic based on product models.



Zero-Defect Production Initiative

Failure Analysis Mechanism

- Instant Station Meeting: 100% of the abnormalities of the whole machine delivery inspection were analyzed by organizing an instant station meeting.
- Cross-Departmental Root-Cause Analysis: For significant failure cases, organize the quality, production, and R&D departments to conduct root-cause analysis and draw lessons to prevent similar issues in other contexts.

Visual Management

- Dynamic Quality Dashboard: Set up a "Zero Defect" dashboard on the production line site to display the number of consecutive units passing inspection in real time every day. The data will be reset to zero if there is a failure in the inspection, and stage goals for the number of consecutive units passing inspection will be set.
- Performance Linkage Mechanism: Strongly correlate the core quality objectives with KPIs, establish a production quality control model based on historical data, set challenging targets and zero-defect benchmarks, and provide rewards for significant quality improvements.







Customer Service and Satisfaction

Distribution of Customer Service Teams

Accotest provides customer services by regions. The service resources are centrally allocated by the headquarters based on the categories of customer needs. The Service Department assigns staff to address the customer's concerns based on the product type and customer needs, and carries out comprehensive analysis of customer needs to support service improvement upon communication with the R&D and production departments.

Currently, the domestic customer service teams of Accotest are widely deployed in 9 cities: Beijing, Tianjin, Shanghai, Hangzhou, Wuxi, Suzhou, Xi'an, Chengdu and Shenzhen, which are expected to address the needs from all over the country. Accotest has wholly owned subsidiaries in the United States, Malaysia and Japan to serve overseas customers. The rest of the overseas regions are serviced on an agency basis for local customers.

After-Sales Services

The Company mainly provides four types of after-sales services: equipment installation, programme development, client exception handling, and repair. Standardized service processes are established for these services to ensure that customers can receive timely and professional support from Accotest after-sales teams during the use of the products.

Procedures for the four types of after-sales services





- Equipment installation: The Service Department contacts the customer and assigns installation personnel.
- Programme development: The Service Department evaluates the customer request, the sales staff creates the project, and the project manager assigns tasks.
- and response Client exception handling: Response is required within 24 hours after receiving the customer request.
 - Repair: After receiving the defective part for repair from the customer, the assistant at the Service Department issues a Return/Exchange Form and a Maintenance Contract.



- Equipment installation: Installation staff complete the installation on site, including the test and calibration. Then they hand over the equipment and parts to the customer and sign the installation report.
- Programme development: Relevant staff study the product materials and formulate a schedule, and then carry out the design, commissioning, optimisation and delivery.
- Client exception handling: Offer advice on troubleshooting, help solve the problem remotely or arrange for dedicated personnel to support on-site if necessary, and provide feedback to the customer after the problem is solved.
- Repair: The customer sends the defective part to the Quality Department for repair, and then the department returns the repaired part to the customer.



After the problem is solved, the results are communicated to the customer and the issues that need further follow-up are tracked on an ongoing basis.



Customer Satisfaction



Customer Satisfaction Survey System Accotest continuously improves its internal third-party customer satisfaction survey methodology and evaluation model based on its own business and the practice of benchmark companies in the industry, covering three dimensions of Product, Service and Brand, and 14 satisfaction evaluation modules.

The Quality Department has accumulated nearly ten years of data through online surveys and satisfaction site visits, which provides strong data support for evaluating the performance of different products in the client.



Accordest publishes an annual customer satisfaction survey internally at the end of each year. In the 2024 annual customer satisfaction survey

The Results of the Customer Satisfaction Survey in 2024

181 customers fee rec

a total of

181 customers' feedbacks were received

233 valid questionnaires were recovered

the annual customer satisfaction rate reached

91.3%



Satisfaction

By analyzing and comparing data changes over the years, Accotest searches for reasons for deterioration, locates improvement points, and sets up special activities for customer satisfaction improvement, formulates T1 to T6 closed-loop standards, and invites customers to review the effectiveness of the improvement together, so as to achieve an end-to-end closed-loop of customer satisfaction, and to continue to enhance the competitiveness of our products, services, and brands.





Marketing and Publicity

Training Conducted for Customer

In 2024, the Company actively responded to the ESG concept of customer responsibility and sustainable value creation, and continued to strengthen the construction of customer support and professional service system. Throughout the year, we held 14 standardised customer training sessions, with a total of more than 1,500 participants, to help customers gain a deeper understanding of product performance and application scenarios, and to enhance the efficiency and operational safety. In addition, the company also carried out 49 customised training sessions, serving 367 people, accurately matching customers' individual needs and providing differentiated technical support. For the delivery and use of newly signed equipment, the company organised 19 on-site training sessions to ensure smooth online and efficient operation and maintenance for customers. Through systematic and professional training initiatives, the company has deepened the synergistic relationship with customers and helped them build their capacity, reflecting the company's firm practice of the concept of 'win-win and long-term development' in terms of environment, social responsibility and corporate governance (ESG).

• In 2024



standardised customer training sessions



carried out

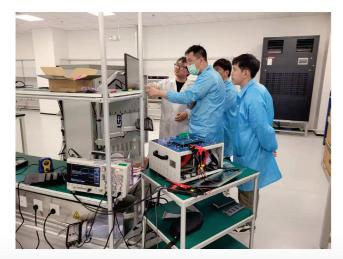
49 customised training sessions



with a total of more than

1,500 participants

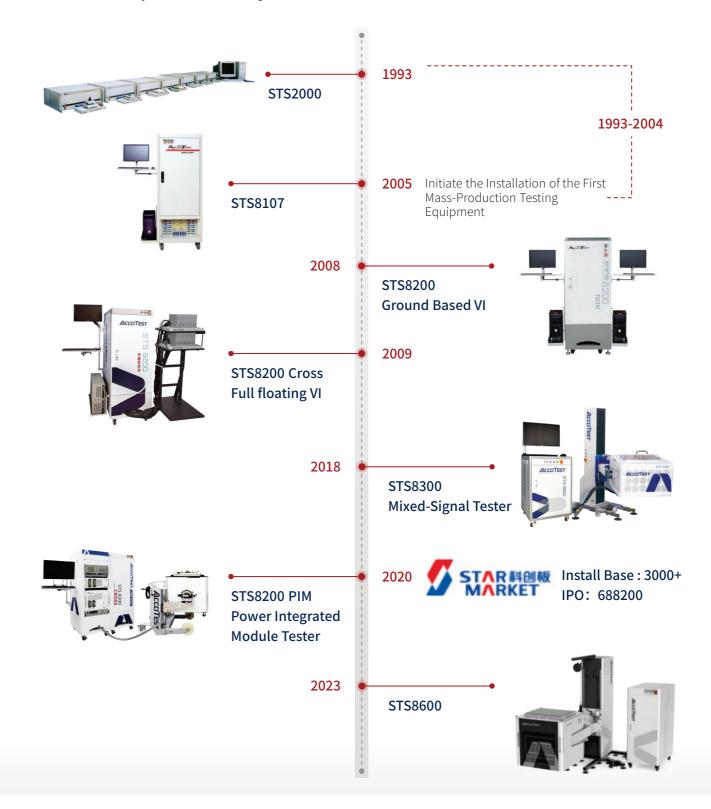






Iteration of the Products

The Development History of Product Innovation





The Existing Core Products of Accotest

Product/Series Name

Visual Representation

Application Field



It is used for the testing of analog, mixed, and power integrated circuits such as those for power management, signal chains, intelligent power modules, and the third-generation compound semiconductor GaN.

STS8300



It is used for the testing of power management and mixed-signal integrated circuits with higher pin counts, higher performance, and more workstations.

Power Module Testing Products



It provides customers with a dedicated PIM test solution based on the STS8200 test platform, specifically for the testing of high-power IGBT/SiC power modules and KGD.

STS8600



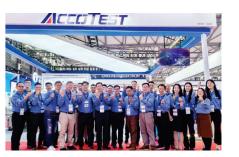
It is mainly applied to the testing of large-scale SoC chips (such as high-speed digital circuits, high-performance mixed circuits, microwave/radio frequency circuits, communication interface circuits and CPU chips).

Widely Participate in Industry Exhibitions

Under the background of the accelerated transformation of the global semiconductor industry, Accotest takes technological innovation as the engine and open communication as the driving force. The Company actively participates in industry exhibitions in China, Malaysia, the United States, the Philippines, Vietnam and Japan. Through technology demonstration, industry dialogue and ecological cooperation, the Company not only consolidates its global market presence, but also empowers the synergistic development of the industry with its innovative achievements.







March 2024: SEMICON China

Accotest showcased three products at the exhibition: the STS8200PIM, STS8300, and STS8600. Among them, the brand-new SoC testing platform STS8600 attracted widespread attention from the industry. During the exhibition, Accotest's teams from Malaysia, the Philippines, South Korea and other regions were fully engaged, hosting global visitors, sharing product performance and application scenarios, and discussing the latest technologies and industry development trends in the field of semiconductor testing. This fully enhanced Accotest's industry influence on the international stage.

July 2024: SEMICON West

Accotest brought a wide bandgap semiconductor testing solution and gave a speech on the test of power semiconductor. The Company showcased new products, technologies and services, as well as brought new ideas, methods and breakthroughs to the industry, promoting the application of efficient testing solutions, and contributing to the industry's technological innovation and reduction of consumption and efficiency.

May 2024: SEMICON Southeast Asia

Accotest exhibited the STS8200 wide bandgap semiconductor testing solution and STS8300 analog/mixed IC test system at the exhibition and delivered a presentation on the topic of "Wide Bandgap Semiconductor Testing Solution". During the exhibition, the Company met with customers and industry partners from Southeast Asia and announced the delivery of the 7,000th testers globally. Since 2020, Accotest has achieved an annual installed volume of more than 1,000 testers for four consecutive years, demonstrating the Company's influence in the global market and its determination to promote innovation and promote cross-regional cooperation.

July 2024: Philippine Semiconductor and Electronics Convention and Exhibition

Philippine Semiconductor and Electronics Convention and Exhibition is the premier business platform for the Philippines' electronics industry. Through this exhibition, Accotest has deepened its understanding of the electronics industry in the Philippines and other Southeast Asian countries, and promoted the Company's STS8200, STS8300, STS8600 and other series of products. The Company also discussed technical issues, future trends, and industry strategies with professionals in the industry, shared solutions, and strengthened communication and connections with each other.



November 2024: Vietnam Semiconductor Industry Exhibition

Accotest co-exhibited with FPT Semiconductor, a Vietnam IC Design Company. In recent years, Vietnam has emerged as one of the key players in the 'China+' strategy, with increasing semiconductor manufacturing capacity. Accotest communicated with Vietnamese engineers and industry leaders in the exhibition to develop the Vietnamese market, gain valuable insights into the Vietnamese semiconductor ecosystem, and accumulate experience for technological innovation and product promotion.

December 2024: SEMICON Japan

Led by members of the Japan team, Accotest promoted and introduced STS8200 and STS8300 series products, the preferred test system for analog, power module and digital test solutions, to enhance the Company's brand influence and international awareness. Leveraging the exhibition as a platform, the Company connected customer needs with partners' technical resources and industry experts' think-tanks to foster cooperation and innovation within the industry. This demonstrates Accotest's commitment and determination to integrate into the global semiconductor ecosystem.

Actively Engage in Academic Seminars and Industry Standardization Projects

With the acceleration of semiconductor technology iteration and the reshaping of the global industrial chain competition pattern, Accotest regards academic seminars and industry standardization as an important strategy to promote industrial upgrading. By actively engaging in industry participation, hosting academic conferences, leading the development of key standards, and establishing integrated industry-academia-research platforms, we continuously deliver technical insights and regulatory influence, injecting new momentum into the high-quality development of the semiconductor industry.

September 2024: Academic Seminar on Power Semiconductor Testing Solutions

Accotest hosted an academic seminar on power semiconductor testing solutions in Taiwan, China, gathering over 200 customer representatives and partners. Across 4 seminars themed 'More Power and More Than Power', the Company demonstrated its product and technological advancements, as well as test application solutions for popular devices. It also explored the test difficulties of GaN (HEMT), Power Modules, SiC MOSFET KGD, and SPS (DrMOS), and analysed the industry's current demand and challenges for high-power application. In each seminar, Accotest discussed common challenges in testing and assembly processes with attendees and proposed solutions based on its STS8200 and STS8300 product series to save production time and costs.

Open Sharing and Vigorous Promotion of Open Courses and Specialized Technical Training

Accotest has always regarded the growth of customer capabilities as a key part of the product ecosystem. In 2024, the Company developed a comprehensive range of open courses and training programs covering basic knowledge, indepth research of the latest technologies, and practical product operation. Through online lectures and offline practical training, Accotest provides actionable knowledge empowerment to global customers and partners, driving the overall competitiveness of the industry chain. Utilizing digital dissemination channels, the Company transforms open courses and specialized training into accessible and interactive knowledge assets through its official website, WeChat public account, and other platform matrices. Through full-chain online promotion, these resources are made available to a wide range of customers and industry practitioners.

In-Depth Operation of Wechat Public Accounts and Official Website

In 2024, the Company launched 11 sessions of open courses and special training programs, as well as 7 issues of technical knowledge sharing articles. Dedicated channels such as "Training Plan" and "Solutions" were established on the WeChat public account and the official website. These channels integrate functions like training registration, material download, and software upgrades to achieve precise categorization and differentiated output. The annual reading volume of related articles exceeded 20,000, driving over 1,000 shares and forwards. From the accumulation of technical knowledge to viral dissemination, and from one-way teaching to precise promotion, Accotest continuously upgrades its technical empowerment through digital channels. In the future, the Company will continue to deepen content services and facilitate industry knowledge sharing.

Breaking Through SiC KGD Testing to Empower the Efficient Application of New Energy

With the trend of 800V high-voltage platforms in new energy vehicles and the high-frequency trend of photovoltaic inverters, SiC (silicon carbide) chips are gradually becoming the core of the energy revolution. However, issues such as low manufacturing yield, insufficient testing efficiency, and high costs have long constrained the large-scale development of SiC chips. Accotest has provided a breakthrough solution for SiC KGD testing based on the STS8200AXEPM platform of its STS8200 product series. This solution, characterized by extremely low stray inductance and AC/DC integration, revolutionizes testing efficiency, reduces testing time, and lowers energy consumption costs, achieving a win-win situation in cost reduction and carbon reduction. The solution of Accotest has been adopted by global customers and recognized by numerous leading domestic and international clients, promoting the upgrade and development of the SiC KGD testing field and empowering the new energy industry with cost reduction and quality improvement





Domestic and International Industry-Academia-Research Cases

Supporting the "Belt and Road" Competition, STS8200S Drives the Development of Integrated Circuit Testing ~

In 2024, the Company supported Circuit ATE Testing Technology Competition of the Belt and Road and BRICS Skills Development and Technology Innovation Competition. This event integrated multiple disciplines and aligns with industry testing needs, laying a solid foundation for talent development in the industry. The STS8200S, developed by Beijing subsidiary of Accotest, was used in the competition. This teaching-specific analog/digital mixed test system, equipped with various resource modules, meets the testing requirements for different circuit parameters. It inherits the Company's mass production platform, which is characterized by high precision and stable performance. It also features a built-in software oscilloscope function, and convenient programming and operation, helping to advance industry testing towards efficiency, accuracy, and intelligence, and deeply practicing the mission of sustainable development in the industry

Overseas ESG activities

Semiconductors are crucial for devices such as smartphones and automobiles. The industry has seen rapid growth in recent years, but there is a severe shortage of qualified engineers, a problem that requires joint efforts from the government and the industry. To respond to the government's STEM education initiatives and bridge the gap between industry, academia, and research, Accotest Malaysia engaged with first- and second-year students from the Penang Skills Development Centre in October 2024, introducing the basics of semiconductor processes and the field of wide bandgap materials. Students can integrate this knowledge into their studies, develop professional skills, and gain a competitive edge.

This is just part of our actions to cultivate the next generation of semiconductor talent. Exposing students to cutting-edge technology early on not only injects vitality into the industry's development but also propels societal technological progress

Innovation is about finding new ways to realize existing ideas, which is significant for the development of engineers. Based on this, Accotest Malaysia sponsored the "Smart Campus Challenge" at University of Malacca (UTeM) to foster a spirit of innovation and support the growth of engineering talent.

The semiconductor testing industry often requires creative problem-solving, which relies on the cultivation of critical and creative thinking. The "Smart Campus Challenge" encourages students to explore the significant changes that small technological adjustments can bring to their campus. The systems designed by students, such as smart parking and lake water monitoring, demonstrate their ability to transform knowledge into practical solutions.



The students' performance was impressive, as they not only sparked innovation on campus but also indicated a bright future for the engineering field in Malaysia

Protection of Intellectual Property Rights

Accotest adheres to an innovation-driven development strategy, building an institutional environment that respects intellectual property rights, with a 100% self-sufficiency rate in core technologies. The Company has been dedicated to the research, development, and manufacturing of semiconductor automated test systems for over three decades, achieving autonomous control over key technologies in areas such as analog, mixed-signal, and power device testing.

The Company actively engages in patent layout across various core technology domains and implements a series of measures to effectively protect its intellectual property achievements, including intellectual property system construction, patent creativity incentive mechanisms, navigation reports of patent, professional retrieval databases, internal patent-review meetings, patent insurance, pre-examination filings of patent, and patent training, all these measures are based on systematic management.









System

Accotest has established a comprehensive intellectual property management system and processes, encompassing the *Patent Management Measures, Internal Patent Application Review Process and Precautions of Beijing Huafeng Test & Control Technology Company,* Enterprise Intangible Asset Management System, *Copyright Protection Measures and Precautions*, and *Annual Point Calculation Method for Patent Inventor.* The Company deeply integrates intellectual property management into the R&D process, continuously promoting R&D innovation.



Intellectual Property Structure The Company has formed a cross-departmental intellectual property group comprising technical experts and intellectual property specialists, overseen by the Chief Technical Expert. The intellectual property group employs a dual-dimensional assessment model based on technology maturity and patent legal value to evaluate proposals, effectively enhancing the quality of the Company's patent submissions.



The Company has established an internal patent pool to protect internal patents in the form of trade secrets, establishing a defensive patent reserve mechanism and selectively initiating patent applications based on market competition dynamics.



System

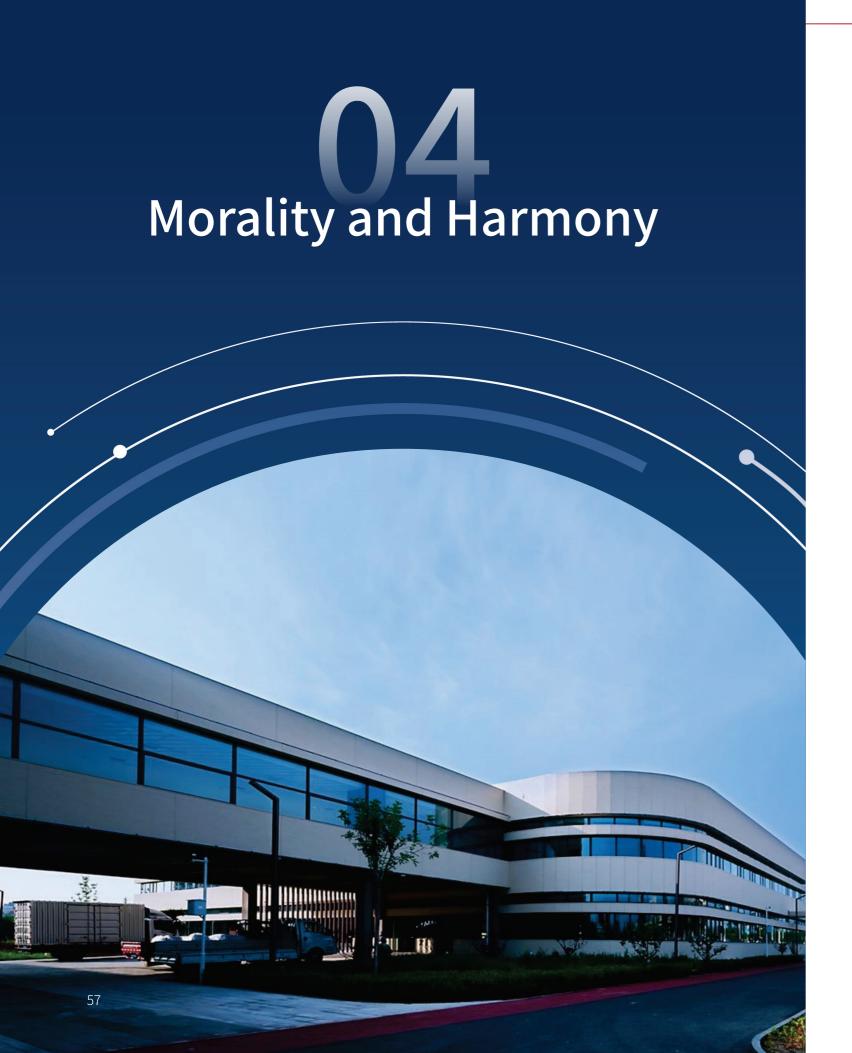
The Company has established a scaled patent protection system, focusing on patent protection, international applications and serial patent applications, and constructing a "core patent + peripheral patent" portfolio layout to protect self-developed achievements, convert them into effective economic benefits, and enhance competitive advantages of products in market.

In accordance with the products' lifecycle, the Company continuously intensifies patent applications in the field of semiconductor automated test systems, constructing a rigorous protection network. In addition to applying for patents in mainland China, the Company also actively submits patent applications to China, Taiwan and Malaysia. The Company applies for international patents through the PCT route, and has successfully obtained patent authorizations in the United States, Japan and Europe.



Patent Incentive Mechanism To encourage patent innovation and enhance the vitality of R&D, Accotest has established corresponding incentive mechanisms for various types of patents and introduced the inventor's patent points system. These mechanisms cover all employees of the Company. In addition to the R&D department, the Company's quality, service, and production departments also have patent outputs, creating a favorable atmosphere of innovation involving all employees.







Compliance Governance

Organizational Structure

Shareholders' Meeting

The shareholders' meeting, as the supreme authority within the Company, holds the ultimate decision-making power over internal affairs. By convening shareholders' meetings, resolutions on significant internal and external matters of the Company can be made, such as determining the Company's business policies and investment plans, electing and replacing directors and supervisors, and amending the Company's articles of association.

Board of Directors

The Board of Directors is responsible for convening shareholders' meetings, deciding on the establishment of internal management structures within the Company, formulating core development strategies, proposing plans for important economic activities, and making decisions on major matters within the scope authorized by the shareholders' meeting. The Board of Directors has a board office under its administration, which handles daily affairs of the board.

Board Diversity and Shareholding

Guided by the principles of Environmental, Social, and Governance (ESG), the Company's Board of Directors adheres to the principles of diversity and professionalism, striving to build an inclusive, efficient, and forward-thinking decision-making team.

Currently

the Board of Directors consists of 6 members	including 4 non-independent directors	independent directors	female director
Independent directors account for over 30%	female directors account for over 15%	fully demonstrating to Company's opennes in governance.	



- Qiang Sun, the Chairman of the board, with extensive experience in Company management, deep insights into the capital market, and profound expertise and skills in the semiconductor field, he provides strong support for the Company's strategic planning and daily operations.
- Lin Cai, the Director of the board, having served as the Company's general manager for many years, excels in team management. She is adept at tapping into employees' potential, fostering a cohesive core team, and leading the management team to collaborate efficiently, laying a solid human resource foundation for the Company's development and driving it forward with outstanding management.
- Jieshuang Xu, the Director of the board, having long served as the deputy general manager in charge of sales, leverages his keen insights and forward-looking analytical abilities in the semiconductor market to assist the Company in expanding its market share and seizing market opportunities.
- Qinggang Dong, the Director of the board, as a representative appointed by the state-owned shareholder, integrates state-owned enterprise management experience into the Company's governance, promoting the Company's steady development while actively fulfilling its social responsibilities.
- Chengang Ye, the Independent Director of the board, as a senior professor at the University of
 International Business and Economics, possesses profound academic expertise in accounting, finance,
 and auditing. He provides guarantees for the Company's compliant operations, financial transparency,
 and risk prevention and control, ensuring that the Company strictly adheres to laws, regulations, and
 industry norms while pursuing economic benefits, actively practicing social responsibilities, and
 safeguarding the legitimate rights and interests of shareholders, employees and all parties in society.
- Kejin Xia, the Independent Director of the board, as an authoritative expert in the semiconductor testing industry, has held important positions in several internationally renowned semiconductor equipment enterprises, accumulating rich industry experience and a global perspective. His joining has brought the Company advanced industry management concepts, ideas for technological innovation, and a global perspective. This is helpful for the Company to accurately position itself in the global semiconductor industry landscape, grasp international development trends, enhance its core competitiveness and sustainable development capabilities, and promote the Company to align with international advanced standards in environmental protection, social contributions, and good governance, so as to achieve the organic unity of economic benefits and social benefits.

Qiang Sun, Lin Cai, and Jieshuang Xu actively participate in the Company's equity incentive plan and directly hold shares in Accotest. This not only reflects their firm confidence in the Company's future development but also further strengthens the consistency between the management's interests and those of the Company, motivating them to contribute wisdom and strength to the Company's long-term stable development.

With their diverse backgrounds, professional knowledge and skills, and a deep understanding and active practice of ESG principles, the Company's board members play an irreplaceable role in Company management, operations, market expansion, sales strategies, compliance and risk control, and internationalization layout, jointly injecting strong momentum into Accotest's sustainable development, leading the Company to actively fulfill its social responsibilities while pursuing economic growth, achieving an organic integration of environmental friendliness, social harmony and good governance, and creating greater value for shareholders, employees, customers, and society.

STATE OF STATE

Professional Committees of the Board

The Professional Committees under the board play an important role in enhancing corporate governance effectiveness and promoting sustainable development. Through clear division of responsibilities and professional operations, these Committees ensure that the Company's ESG performance meets international standards, providing a solid guarantee for the Company's long-term sustainable development. They also play key roles in strategic formulation, risk management, compensation incentives, social responsibility, and technological innovation, helping Accotest to enhance its corporate governance level and demonstrate industry leadership.



Strategic Committee

Responsible for formulating and reviewing the Company's long-term development strategy, ensuring that ESG principles are integrated into technological innovation, market expansion, and internationalization layout.



Audit Committee

Led by independent directors with profound financial and audit backgrounds, it ensures transparency and compliance in the Company's financial reporting, internal control, and risk management. Chengang Ye and Kejin Xia empower the audit committee's work with their professional knowledge and skills, promoting corporate compliance governance.



Remuneration and Appraisal Committee

Responsible for formulating assessment standards for the Company's directors and senior management personnel and conducting assessments, as well as formulating and reviewing compensation policies and plans for the Company's directors and senior management personnel.



Nomination Committee

Through a scientific nomination mechanism for directors and senior executives, ensure the diversity and professionalism of the members of the board.



Board of Supervisors

The standing internal supervisory body to supervise and inspect conducts of directors, General Manager, other senior executives and finance staff, and safeguard the legitimate rights and interests of the Company and shareholders. It shall be responsible to and report to the shareholders' meeting, and discharge its duties according to law.

Senior Management

The Company has six senior executives, namely the general manager, deputy general managers, chief technical expert, board secretary, and financial controller.

General Manager The general manager is responsible for the Company's overall operations, promoting the Company's sustainable development within the ESG framework, and achieving the Company's strategic goals in environmental, social, and governance aspects.

Deputy General Manager **Chief Technical Expert**

The deputy general manager and chief technical expert are jointly responsible for sales, marketing, and R&D, enhancing the Company's performance in environmental protection and social responsibility through innovation and market expansion.

Board Secretary The board secretary is responsible for the Company's securities affairs, ensuring that the Company complies with ESG standards in information disclosure and compliance, and safeguarding the rights and interests of stakeholders.

Financial Controller The financial controller is responsible for the specific work of the Company's finance department, supporting the Company's long-term development in ESG aspects through financial management and resource allocation.

Salary Data of Executives

The Company's executive compensation policy is transparent, with a compensation structure including fixed compensation, performance-based bonuses, and statutory social security and welfare (such as five social insurances and one housing fund), ensuring compliance and fairness.

Salary Policy and Performance Evaluation for Executives

The Company has formulated the Compensation Management System for Directors, Supervisors, and Senior Management Personnel, which has been reviewed and approved by the shareholders' meeting and has been in implementation since then. The system links the compensation of directors, supervisors, and senior executives with the Company's performance, ensuring the fairness and legal compliance of the compensation system. Through the mechanism of submitting and reviewing reports annually, we ensure that directors, supervisors, and senior management personnel are subject to the supervision of the Board of Directors and the shareholders' meeting, further enhancing the Company's credibility and sense of responsibility in governance. This system not only conforms to international best practices but also provides governance guarantees for the Company's long-term sustainable development.



ESG Governance Structure



The Company's management layer is responsible for the overall management of ESG work, grasping the development trajectory of the Company's ESG progress, planning relevant systems, coordinating the ESG cross-departmental team, and reviewing ESG reports.



Each department of the Company designates dedicated personnel to form an ESG crossdepartmental working group, which serves as the executive layer for ESG work. This group is responsible for mobilizing their respective departments to cooperate in ESG daily management and ESG report disclosure-related work, ensuring the effective achievement of ESG work objectives.



Investor Relations

Information Disclosure

As a listed Company on the Shanghai Stock Exchange, Accotest attaches great importance to communication with investors and the transparency of information disclosure. In accordance with relevant laws and regulations such as the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Guidelines for Investor Relations Management of Listed Companies, and the Shanghai Stock Exchange Science and Technology Innovation Board Stock Listing Rules, as well as normative documents and the Company's Articles of Association, the Company has formulated the Investor Relations Management System. Through statutory information disclosure platforms, as well as multiple channels such as shareholders' meetings, performance briefings, analyst meetings, Company website columns, media platforms, and investor education bases, the Company strengthens communication with investors, actively listens to their opinions and suggestions, and promptly responds to their appeals. Meanwhile, the Company has compiled the Information Disclosure Affairs Management Measures to provide clear and detailed management guidelines for information disclosure work.

Investor Communication

During the reporting period, Accotest released over 100 Company announcements on designated websites, actively answered questions of concern to investors on online platforms, held 4 performance briefings with participation exceeding 300 individuals/institutions, and published the Company's 2024 annual performance report on the Shanghai Stock Exchange and the Company's official website.





Anti-Fraud and Anti-Bribery

Anti-Fraud and Anti-Bribery System

The Company has established a comprehensive anti-fraud and anti-bribery system aimed at strengthening internal controls, regulating employees' behavior, reducing operational risks, and safeguarding the legitimate rights and interests of the Company and its shareholders. The system clearly defines fraudulent acts, covering confidentiality breaches, bribery acceptance, falsification, and property embezzlement. Additionally, the Company established an antifraud organizational structure which comprising the Board of Directors, Audit Committee, Management Layer, Internal Audit Department, and department heads, with clearly defined responsibilities and strengthened supervision. The Company encourages real-name reporting, protects the rights of whistleblowers, and investigates and handles reported leads. Cases involving senior management must be reported to the Board's Audit Committee. For verified fraudulent acts, the Company will impose severe penalties, including recovery of benefits, fines, termination of employment contracts, and even referral to judicial authorities. Through this system, the Company fosters an honest and transparent corporate culture, promotes sustainable development, and practices corporate's social responsibility and good governance principles.

Anti-Fraud and Anti-Bribery Audits



Regular Audits and Problem-Resolution

The Company proactively conducts regular and ad-hoc audits of its headquarters and various subsidiaries to check whether departments are complying with the Company's existing system requirements. Based on identified issues and potential risks, we prepare an audit summary and project closure report, and collaborate with relevant departments to analyze the causes and urge the resolution of the problems.



Coordination and Advancement of Process

The Company resolves process issues existing within departments. When relevant departments encounter difficulties in process advancement and require internal audit involvement, the Internal Audit Department assists in coordinating and advancing the process.



Organization of Process Learning

For critical processes, the Company organizes unified learning for relevant personnel. For new business content or processes unfamiliar to staff in daily work, the Audit Department formulates detailed process maps and other materials, clarifying specific operational norms, responsible parties, and time nodes for each step, and distributes them to relevant business personnel. This promotes collaboration among departments and enhances overall work efficiency.



RBA

Accotest highly endorses the ESG concept and regards it as a core guiding principle for enterprise development. Starting from 2024, the Company has actively responded to the call of the Responsible Business Alliance (RBA) and launched the RBA certification project. During the project implementation, it integrated the strengths of multiple departments including R&D, production, supply chain, and human resources. Through cross-departmental collaboration, it systematically and comprehensively implemented the various requirements of the RBA from several dimensions, such as supply chain management, work environment optimization, and commercial ethics maintenance. It is committed to setting a new benchmark for ESG practices in the semiconductor testing field and promoting sustainable development in the industry. Meanwhile, taking the opportunity of RBA certification, the Company has improved its own ESG management system to further enhance its overall performance in environmental, social, and governance aspects, demonstrating its firm commitment to social responsibility and sustainable development.



Confidentiality of Customer Information

Accotest attaches great importance to protecting customer privacy, ensuring the security of customer information, and preventing information leakage or misuse. The Company has issued the *Customer Information Confidentiality Policy*, which applies to all employees and external collaborators, covering all information that can identify customers' identities, such as names, contact information, and transaction records. The policy adheres to the principles of minimization, security, legality, and transparency, regulating the collection, storage, use, transmission, disclosure, and destruction of information. Employees are required to undergo confidentiality training, and those who violate the regulations will be subject to disciplinary actions. When collaborating with external parties, their confidentiality capabilities must be reviewed, confidentiality agreements must be signed, and their implementation must be supervised. The Company has established an emergency response mechanism, conducts regular audits, and continuously improves the confidentiality policy.

The *Customer Information Confidentiality Policy* is an important part of corporate governance, reflecting the Company's high emphasis on data security and privacy protection. Through strict confidentiality measures and regulations on employees' responsibilities, the Company ensures customers' information security, prevents leakage or misuse of information, protects customers' rights, and enhances the trust of stakeholders.



Internal Control System

Compilation of Internal Control Systems

The Company is committed to building a comprehensive management system framework to support the Company to operate efficiently within the compliance framework. Through a compilation of systems covering various aspects including corporate governance, strategic planning, human resource management, administrative management, financial management, procurement management, production management, asset management, sales management, R&D management, and information system management, the Company ensures the standardization, transparency, and efficiency of its operations. These systems not only safeguard employees' rights and improve management efficiency but also strengthen the Company's commitments in social and environmental responsibility through several measures such as confidentiality of customer information, environmental protection, and anti-fraud.





Information Security Assurance System

The Company is committed to building a secure and reliable information system environment to protect the privacy and data security of employees, customers, and partners. It has formulated strict information security management systems, such as the Information Security Management System and the Information System Operation and Maintenance Management System, to ensure the information security of all employees and users. In addition, the Company organizes regular information security training, to improve employees' security awareness and skill levels, helping them to identify and prevent risks such as cyberattacks and data breaches. Through encryption technology, access control, and data backup measures, the Company protects sensitive information of customers and partners, safeguarding their legitimate rights and interests. It also actively participates in industrial information security exchange activities, sharing best practices and promoting the overall information security level of the industry to create a safer network environment for society.

The Company has established a comprehensive information security governance system to ensure the secure operation and compliant management of information systems. We set up a dedicated information security leading group, directly led by the General Manager's Office, is responsible for formulating information security strategies and policies and overseeing the implementation of information security work. The IT Department, as the centralized management department for information security, is responsible for formulating and implementing information security plans, organizing information security training, and supervising the implementation of information security measures. And we formulate detailed information security management systems, covering network security, system security, data security, application security and other aspects, clarifying the responsibilities and obligations of various departments and employees in information security work. We also establish a strict information security inspection and assessment mechanism, to regularly evaluate and audit information security work, and take serious actions to address violations of information security regulations. Through these measures, the Company ensures the secure operation of information systems, maintains its good image and reputation, and provides strong support for the Company's sustainable development.

Meanwhile, the Company places great emphasis on the indirect impact of information security on the environment. We have reduced server energy consumption by optimizing the information system architecture and lowered data center energy use through the adoption of efficient cooling systems and energy-saving equipment. At the same time, we are promoting a paperless office environment, encouraging employees to use electronic documents and online collaboration tools to cut down on paper usage and reduce carbon emissions. In addition, through regular security training and technological upgrades, we have effectively enhanced employees' awareness of information security, fostering a secure and efficient work environment that minimizes resource waste and environmental damage caused by information security incidents.

Practice of Information Security Assurance System



Network Security Protection The Company sets up strict physical isolation and access control measures between internal and external networks to ensure the security of the internal network. All devices entering the Company's network must undergo identity authentication and security checks to prevent unauthorized access. Advanced firewalls and intrusion detection systems are deployed to monitor network traffic in real time, promptly detecting and blocking potential cyberattacks. Through these measures, the Company has successfully resisted multiple external cyberattacks, protecting its core business systems and data security.



Data Security Management The Company attaches great importance to data security and has formulated detailed data backup and recovery strategies. System administrators back up key application system data daily and conduct regular recovery tests on backup data to ensure data integrity and availability. Sensitive data is protected through encryption technology to prevent theft or tampering during transmission and storage. A data access permission management mechanism is established to assign corresponding data access permissions based on employees' job responsibilities, ensuring the secure use of data.



Application Security Management In the design and development process of application systems, the Company strictly adheres to security development specifications to ensure the manageability of user access permissions, accounts, and passwords in the systems. Software maintenance personnel regularly check the administrator and user accounts of application systems to ensure the effectiveness and uniqueness of account settings, preventing unauthorized access and data leakage. We ensure the secure operation of the application system through regular security updates and vulnerability fixes.



Personnel Security Management The Company emphasizes the cultivation of employees' awareness on information security. New employees must undergo information security training upon joining the Company to understand the Company's information security policies and operating procedures. When using the Company's information systems, employees must properly safeguard their personal accounts and passwords, change passwords regularly, and prevent account be theft. Meanwhile, we have established the code of conduct for employees' information security, and will deal seriously with any behavior that violates the information security regulations, ensuring that employees strictly comply with the information security requirements in their work.





Work with Integrity

The Company attaches great importance to integrity in employment practices. It signs agreements on integrity with employees, clearly requiring them to abide by national laws and regulations as well as the Company's rules and policies, conduct themselves with integrity and honesty, and safeguard the legitimate rights and interests of the Company and its customers. The agreements prohibit employees from seeking improper benefits by taking advantage of their positions, including accepting kickbacks, cash gifts, negotiable securities, etc., or engaging in activities that conflict with the Company's interests. The Company has established a supervision mechanism, such as complaint hotlines and mailboxes, to ensure the enforcement of these agreements and regards integrity and compliance performance as an important criterion for employee assessment, appointment, removal and promotion. Employees who violate the agreements shall be subject to disciplinary actions, including but not limited to compensation for damages and termination of employment contract. Through these measures, the Company aims to create a honest and transparent corporate culture, enhance the level of corporate governance, and lay a solid foundation for sustainable development.



Related-Party Transactions

The Company adheres to the ESG philosophy and is committed to maintaining a fair market competition environment and protecting the legitimate rights and interests of shareholders and stakeholders. Although the Company's transactions with related parties are extremely rare, accounting for only 0.12% of its total transactions, it has formulated the *Related Party Transaction Management Measures* to ensure the transparency, fairness, and compliance of such transactions. These measures clarify the definition of related-party transactions, decision-making procedures, information disclosure, and other key aspects, ensuring that all related-party transactions are conducted in a fair, just, and open manner, in line with the best interests of the Company and its shareholders. By regulating related-party transactions, the Company has further strengthened its governance structure, enhanced its sustainable development capabilities, and created long-term value for shareholders and stakeholders.







Appendix

ESG Indicator Table

Category	Indicator	Specific Indicator	Unit	2023	2024
	Conduct Business with	Unfair competition	Case	0	0
	Integrity	Substantiated corruption	Case	0	0
	Information Security and	Substantiated cyber security accident	Case	0	0
Governance	Privacy Protection	Substantiated data leakage accident	Case	0	0
	Intellectual	Granted patents	Case	182	249
	Property	Patents under examination	Case	98	148
	Technological Innovation	The amount of investment in R&D	10,000yuan	13,198	17,237
		The proportion to the revenue	%	19.10	19.04

Category	Indicator	Specific Indicator	Unit	2023	2024
		Total	Person	608	780
		Number and proportion of	f employees by gender		
		Male	Person	446	573
	The Number of	Female	Person	162	207
Social	Employees	Male	%	73	73
		Female	%	27	27
		Number and proportion of	of employees by age group		
		Aged below 30	Person	269	348

Category	Indicator	Specific Indicator	Unit	2023	2024
	Aged 30 to 50	Person	323	410	
		Aged above 50	Person	16	22
		Number of employees by education	n		
	The Number of Employees	Below a bachelor's degree	Person	98	97
		With a bachelor's degree	Person	371	466
		With a master's degree	Person	138	216
		With a doctoral degree	Person	1	1
		The proportion of women in senior management	%	33	33
	Diversity and Inclusion	Employees of the minority nationality	Person	23	36
		Foreign employee	Person	22	46
		Confirmed discrimination incident	Case	0	0
Social	Human Rights Protection	Confirmed forced labor incident	Case	0	0
		Confirmed child labor incident	Case	0	0
		Total turnover	Person	63	95
	Employee	Turnover rate	%	10	12
	Turnover	Turnover of R&D	Person	32	44
		Turnover rate of R&D	%	12	12
		Total training hours	Hour	6,279.12	3,950.10
		Internal training duration	Hour	5,011.68	3,446.10
Employee Training	Employee	External training duration	Hour	1,267.44	504
		Total training duration for personnel in R&D department	Hour	4,938.78	1,515.70
		Total number of new employees participating in the training assessment	Person	140	201



Category	Indicator	Specific Indicator	Unit	2023	2024
	The Number of	Total number of new employees who passed the assessment	Person	140	198
	Employees	Pass rate of the training assessment for new employees	%	100.00	98.51
		Number of work-related injuries (including overseas agents)	Person	0	0
	Occupational Health and	Training duration of environmental safety (fire drill)	Hour	644	541
	Safety	Training duration of personal safety (first aid)	Hour	65	39
		Training duration related to environment and safety	Hour	709	847
		Number of suppliers	Unit	304	231
		The number of suppliers classified	by function		
		Domestic manufacturing enterprises	Unit	151	111
Social	Sugarlu Chain	Foreign manufacturing enterprises	Unit	11	4
	Supply Chain Management	Agents and distributors of domestic manufacturing enterprises	Unit	49	84
		Agents and distributors of foreign manufacturing enterprises	Unit	93	32
		Supplier training			
		Number of training sessions	Time	34	59
		Product training			
		Product training sessions	Time	22	14
	Due de ete en d	Participants	Person	792	1590
	Products and Services	Customised training sessions	Time	72	49
		Participants	Person	478	367
		On-site training of new equipment	Time	18	19

Category	Indicator	Specific Indicator	Unit	2023	2024
		Customer service			
Social	Products and Services	Number of recovered customer satisfaction questionnaires	Сору	210	223
		Customer satisfaction score	%	90.70	91.30

Category	Indicator	Specific Indicator	Unit	2023	2024
		Scope I& Scope II	Carbon dioxide equivalent	1,240.32	1,491.83
	GHG Emissions	Carbon emission intensity	Tons of carbon dioxide equivalent per million yuan RMB	1.8	1.65
		Total power consumption	MWh	2,110.12	2,630.34
Environment	Resource and Energy	Total water consumption	Ton	13,027.28	7,987.00
	Consumption Waste Management	Total petrol consumption of private cars in official use	Litre (L)	14,206.57	5,520.45
		Total hazardous waste produced	Ton	0.51	0.52
		Total amount of safe disposal of hazardous waste (recovered by qualified institutions)	Ton	0.51	0.43



GRI content Index

Note: Beijing Huafeng Test & Control Technology Co., Ltd. and its subsidiaries have reported the information referenced in this GRI Content Index from 1 January 2024 to 31 December 2024 in accordance with GRI standards.

GRI Standards		Mapping
GRI 2 General Disclosures (2	2021)	
	2-1 Organizational details	About Accotest
The organisation and its reporting practices	2-2 Entities included in the organization's sustainability reporting	About this Report
	2-3 Reporting period, frequency and contact point	About this Report
	2-6 Activities, value chain and other business relationships	About Accotest
2. Activities and Workers	2-7 Employees	Classification of Employee Functions ESG Indicator Table
	2-9 Governance structure and composition	Compliance Governance ESG Governance Structure
	2-11 Chair of the highest governance body	Compliance Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Compliance Governance
	2-13 Delegation of responsibility for managing impacts	Compliance Governance ESG Governance Structure
	2-14 Role of the highest governance body in sustainability reporting	About Accotest ESG Governance Structure
3. Governance	2-15 Conflicts of interest	Related-Party Transactions
	2-16 Communication of critical concerns	About Accotest Employee Communication
	2-17 Collective knowledge of the highest governance body	Compliance Governance
	2-18 Evaluation of the performance of the highest governance body	Compliance Governance
	2-19 Remuneration policies	Compliance Governance
	2-20 Process to determine remuneration	Compliance Governance

GRI Standards	Mapping	
4. Strategies, Policies and Practices	2-22 Statement on sustainable development strategy	RBA
	2-23 Policy commitments	Inclusion and Diversity Management Green Initiative RBA
	2-24 Embedding policy commitments	Inclusion and Diversity Management Green Initiative RBA
	2-25 Processes to remediate negative impacts	Employee Communication Anti-Fraud and Anti-Bribery
	2-26 Mechanisms for seeking advice and raising concerns	Employee Communication Anti-Fraud and Anti-Bribery
	2-27 Compliance with laws and regulations	ESG Indicator Table
5. Stakeholder	2-29 Approach to stakeholder engagement	About Accotest
Engagement	2-30 Collective bargaining agreements	Employee Communication
GRI 3 Material Topics (2021	.)	
	3-1 Process to determine material topics	About Accotest
	3-2 List of material topics	About Accotest
	3-3 Management of material topics	About Accotest
GRI 205: Anti-corruption	205-2 Communication and training about anti- corruption policies and procedures	Anti-Fraud and Anti-Bribery Work with Integrity
2016	205-3 Confirmed incidents of corruption and actions taken	No occurrence during the reporting period
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No occurrence during the reporting period
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Indicator Table
	302-4 Reduction of energy consumption	Environmental Management



GRI Standards		Mapping
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Clean Technologies R&D Management and Innovation
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Management Moving Towards Green Factories
	303-2 Management of water discharge-related impacts	Environmental Management
	303-5 Water consumption	ESG Indicator Table
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Management ESG Indicator Table
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Management ESG Indicator Table
	305-4 GHG emissions intensity	Environmental Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste- related impacts	Environmental Management
	306-2 Management of significant waste-related impacts	Environmental Management
	306-3 Waste generated	ESG Indicator Table
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Purchasing
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Purchasing
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Recruitment and University-Enterprise Cooperation ESG Indicator Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Welfare System
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety

GRI Standards		Mapping
	403-3 Occupational health services	Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
GRI 403: Occupational	403-6 Promotion of worker health	Health and Safety Employee Activities
Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Health and Safety
	403-9 Work-related injuries	ESG Indicator Table
	403-10 Work-related ill health	Health and Safety
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training System
	404-3 Percentage of employees receiving regular performance and career development reviews	Employees' Performance Appraisal and Evaluation ESG Indicator Table
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Inclusion and Diversity Management ESG Indicator Table
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No occurrence during the reporting period
GRI 414: Supplier Social	414-1 New suppliers that were screened using social criteria	Responsible Purchasing
Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Responsible Purchasing
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No occurrence during the reporting period



SDGs content index			
SDGs		Take Action	Mapping
3 GOOD HEALTH AND WELL BEING	Ensuring healthy lifestyles for the well-being of people of all ages	 (1) Accotest is committed to safeguarding the occupational health of its employees. The Company regularly organizes occupational health check-ups, establishes health records for all employees, and dynamically tracks and implements intervention measures to ensure that employees work in a safe and healthy environment. (2) Adhering to the philosophy of "Health First" the Company promotes the physical and mental well-being of employees through a variety of sports activities. For example, we organize badminton leagues, table tennis competitions, and fun sports check-in activities, advocating a positive lifestyle. 	Health and Safety Employee Activities
4 GUALITY EDUCATION SDG4 Quality Education	Ensuring inclusive and equitable quality education and lifelong learning opportunities for all	(1) The Company deepens cooperation with universities to jointly conduct cutting-edge technology research and experiments. Through a two-way talent exchange mechanism, we support joint laboratories and actively promote educational practice for university students, cultivating the next generation of semiconductor talent.	Employee Training System Promotion R&D Management and Innovation Marketing and Publicity



SDG5 Gender Equality

equality and empowering all women and girls

Achieving gender (1) Accotest rejects any discrimination or differential treatment of employees based on gender, age, or physical characteristics. We adhere to the principles of Management gender equality, matching the right talent to the right position, and equal pay for equal work. The Company insists on open recruitment and fair competition during the hiring and employment process, ensuring that the recruitment procedures are compliant, fair, and transparent.

> (2) The Company has established a diversified employee profile, and based on a localization-based compensation strategy, we design differentiated benefit plans in reference to the local economic development level and industry standards. We actively build an organizational culture that is equal and inclusive.

Inclusion and Diversity

SDGs		Take Action	Mapping
SDG6 Clean water and sanitation	Water and sanitation for all and its sustainable management	 (1) Accotest monitors the Company's water usage in real-time to prevent water loss due to pipe leaks. The Company promotes multiple uses of the same water source within its facilities, places emphasis on the utilization of rainwater, and enhances the rate of water recycling. (2) The Company strictly supervises the compliant discharge of wastewater from all its office locations and employs more efficient wastewater treatment methods to reduce water pollution. 	Environmental Management Moving Towards Green Factories
7 AFFORDISE NO CISA NETION SDG7 Affordable and clean energy	Ensure access to affordable, reliable, sustainable and modern energy for all	(1) Accotest has introduced green electricity. The Tianjin subsidiary is advancing the procurement of green electricity and developing solar power generation, actively building a green electricity supply system. This reduces the Company's reliance on traditional energy sources and promotes the transition to clean energy. (2) The Company is actively expanding in the clean energy sector by establishing connections with customers in the photovoltaic and new energy vehicle industries. By providing high-precision, high-efficiency testing equipment, we support the development of clean energy technologies and contributes to the global transition to a low-carbon economy.	Clean Technologies
8 eccent work and conduct control cont	Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	(1) Accotest widely attracts talents from all industries, providing diverse job opportunities for workers with different backgrounds. The Company continuously optimizes the working environment and offers good career development opportunities for employees. (2) The Company complies with laws and regulations, maintains integrity in its operations, and has established comprehensive anti-fraud and anti-bribery systems. We continuously improve internal control systems to support efficient operations within a compliant framework, reduce business risks, and ensure stable business development.	Employee Turnover The Honor of the Best Employer Anti-Fraud and Anti-Bribery Internal Control System
9 NOUSTRY, INDIVIDUAL STATE OF THE PROPERTY OF	Building disaster-resilient infrastructure, promoting inclusive and sustainable industrialization and fostering innovation	 (1) Accotest is continuously improving and optimizing its research and innovation management, attracting and cultivating R&D talents, increasing investment in research and innovation, and enhancing the Company's capacity for scientific and technological innovation. (2) The Company is deeply focused on the direction of semiconductor scientific research and innovation, providing high-quality products and services to global power device enterprises, promoting technological progress in the semiconductor industry, and driving the development of related industries. 	R&D Management and Innovation Marketing and Publicity



SDGs		Take Action	Mapping
11 SUSTAINMENT OFFICE AND COMMANTES SDG11 Sustainable Cities and Communities	Building inclusive, safe, disaster-resilient and sustainable cities and human settlements	(1) Accotest actively promotes energy management and energy conservation and emission reduction efforts to reduce greenhouse gas emissions. The Company strengthens waste management to prevent hazardous waste from polluting the ecological environment, safeguard the health of residents, and improve urban environmental quality. (2) The Company's R&D building in Tianjin adopts green building practices and uses intelligent methods to promote green production and operations, scientifically reducing energy consumption and conserving energy. The Tianjin factory incorporates the concept of sponge city construction, focusing on rainwater utilization to enhance the urban water resource utilization rate.	Environmental Management Moving Towards Green Factories Green Initiative
12 RESPONSIBE CONSUMPTION AND PRODUCTION SDG12 Responsible consumption and production	Adoption of sustainable consumption and production patterns	(1) Accotest reduces product energy consumption through the application of energy-saving and emission-reduction technologies. We promote standardized production processes to shorten production time and improve production efficiency, thereby achieving lower energy consumption and reduced carbon emissions. (2) The Company actively promotes responsible procurement and places great emphasis on the full-process management of the supply chain. Suppliers that are granted access are required to sign a Quality Assurance Agreement. For environmentally sensitive materials, it is mandatory to provide a CNAS certification test report and safety instructions for use.	Moving Towards Green Factories Clean Technologies Product Quality Management Responsible Purchasing
SDG13 Climate action	Taking urgent action to address climate change and its impacts	(1) Accotest purchases green electricity and applies it in its production and operations. The Tianjin subsidiary has installed solar panels on the factory roof to promote a green energy transition. This effectively reduces greenhouse gas emissions, lowers carbon intensity, and addresses the challenges of climate change. (2) The Company continuously upgrades its technology to reduce product energy consumption, promotes standardized production, shortens production time, and improves production efficiency, thereby achieving the goal of reducing energy consumption and carbon emissions.	Environmental Management Clean Technologies

SDGs		Take Action	Mapping
SDG15 Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	(1) The Tianjin factory campus of Accotest has planted over 300 ornamental trees and more than 10,000 clumps of shrubs and ground-cover plants, effectively increasing the greening rate of the campus and ensuring the sustainability and diversity of terrestrial vegetation.	Moving Towards Green Factories
16 PEAGE AUSTRONG SISTIMONS SISTIMON	Creating peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels	 (1) Accotest has established a governance structure with clear assignment of authority and responsibility. The Company continuously improves its corporate governance and standardizes the construction of the board of directors, professional committees of the board, and the board of supervisors. (2) The Company insists on operating in accordance with the law and adheres to business ethics. We continuously carry out anti-fraud and anti-bribery audits and training, and have established a sound system for protecting whistleblowers and handling complaints, which promotes the standardized and stable operation of the enterprise. 	Compliance Governance Anti-Fraud and Anti-Bribery