



# 2025

## Environmental, Social and Governance Report



**3PEAK INCORPORATED**  
Stock Code: 688536

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## About This Report

This is the 5th Environmental, Social and Governance (ESG) Report issued by 3PEAK INCORPORATED (Stock code: 688536) to provide our stakeholders with comprehensive information on the Company's ESG practices and related performance.

## Reporting Period

The reporting period is from January 1, 2025 to December 31, 2025 (hereinafter referred to as the reporting period), with the report issued annually. To enhance comparability, certain content has been extended from previous years.

## Appellation Description

For ease of expression and reading, 3PEAK INCORPORATED and its subsidiaries are referred to as "3PEAK", "the Company", or "we" in this Report.

## Organizational Scope

This report focuses on 3PEAK as the main subject, and unless otherwise specified, its scope aligns with the Company's annual report.

## Reporting Standards

This Report is prepared in accordance with the *Shanghai Stock Exchange Listed Company Self-Regulatory Guideline No. 14 - Sustainable Development Report (Trial)*, *Shanghai Stock Exchange Self-Regulatory Guidelines for Companies Listed on the STAR Market No. 13 - Sustainability Report*, and refers to the GRI Sustainability Reporting Standards of the Global Reporting Initiative (GRI), the United Nations 2030 Sustainable Development Goals (UN SDGs), and the Sustainability Accounting Standards Board (SASB) Standards.

## Information Source

The qualitative and quantitative information used in this Report comes from publicly available data, internal documents, and relevant statistical data from 3PEAK. Some quantitative data was estimated due to the difficulty in obtaining actual data. Unless otherwise stated, all amounts in this Report are in RMB.

## Report Publication

This Report was approved by the Company's Board of Directors on March 30, 2026, and was subsequently released in conjunction with the Annual Report.

This Report is available in both Chinese and English. In case of discrepancies in understanding, the Chinese version prevails. The Report can be read online or downloaded from the Shanghai Stock Exchange's official website ([www.sse.com.cn](http://www.sse.com.cn)) and the 3PEAK official website ([www.3peak.com](http://www.3peak.com)).

## Letter from Chairman

In 2025, the global semiconductor industry continues to experience profound transformation and reshaping due to accelerating technological innovation, diversified application demands, and a deepening consensus on sustainable development. Amid a complex and ever-changing external environment and increasing market competition, 3PEAK consistently upholds the core values of "Customer First, Integrity & Responsibility, Innovation & Growth, Collaboration & Win-Win", anchoring our strategic direction and seizing opportunities amid challenges and driving development through innovation. In 2025, we not only continued to push forward with technology breakthroughs and product development in high-performance analog and mixed-signal chips but also further improved the ESG governance structure of "decision-making level, management level, and execution level" under the leadership of the Strategy and Sustainable Development Committee of the Board of Directors. This ensures the efficient implementation and supervision of our sustainable development strategy, deeply integrating ESG principles into the Company's strategy and daily operations, aiming for a harmonious unity of business and social value.

**Innovation as the Drive—Leading the Industry's Future.** R&D innovation is the core engine for 3PEAK's sustained development. In 2025, we remain committed to our vision of "Becoming a respected leader in the semiconductor industry for general analog products and solutions", strengthening R&D investment, and achieving key technological breakthroughs in signal chains and power management fields. We actively respond to the green development trend by incorporating energy-saving and emission-reduction concepts into product design, assisting customers in sectors such as new energy vehicles, industrial control, and data centers in achieving green and low-carbon transformation.

**Lean Management—Building Prominent Quality.** We always regard quality as our lifeline and adhere to the quality policy of "Providing customers with cost-competitive, defect-free products and services". By continuously improving the quality management system covering the entire product lifecycle, deepening quality empowerment for all employees, and implementing lean management, all annual targets for key quality

indicators in 2025 were achieved. Building on ISO 9001 and IATF 16949 certifications, we actively implement a "zero-defect" quality culture, continuously strengthening high-end product testing capabilities and COT process capabilities, laying a solid foundation for high reliability and market competitiveness, which also provides strong support for market expansion.

**Collaboration & Win-Win—Creating a Resilient Ecosystem.** We view the supply chain as a close partner, dedicated to building a secure, reliable, and responsible supply chain ecosystem. By improving the ESG management mechanisms for suppliers, strengthening supplier reviews, incentives, and empowerment, and executing responsible mineral procurement policies, we continue to promote collaborative improvement across the supply chain in areas such as quality, delivery, social responsibility, and environmental protection. At the same time, we actively participate in the development of industry standards for automotive chips and other sectors, attend important industry meetings, and deepen strategic cooperation with industry chain partners to jointly promote technological progress and ecological prosperity.

**People-Oriented—Creating a Better Future Together.** Employees are the most valuable asset of 3PEAK. We are committed to providing a fair, diverse, inclusive, and safe development platform for global talent. By optimizing the qualification system, implementing a "training combined with practice" strategy, and providing smooth communication and promotion channels for employees, we fully support the career growth of each employee. We continually focus on employee health and safety, having established the ISO 45001 Occupational Health and Safety Management System, and organize a variety of employee activities aimed at fostering an organizational atmosphere of "happy work, joyful life" to inspire team cohesion and creativity.

**Green Operation—Practicing Low-Carbon Commitments.** Under the guidance of the "dual-carbon" goals, we systematically identify climate-related risks and opportunities, and reduce our operational carbon emissions through initiatives such as green office practices and optimizing data center energy efficiency. During the reporting

period, our Suzhou Test Plant was rated as a "2A-Level Green Factory in Suzhou". We strictly adhere to and implement the ISO 14001 environmental management system, update and enforce hazardous substance control standards, ensure product and environmental compliance, and strive to achieve a harmonious coexistence between the Company and the environment.

**Looking Forward to the Future, Sailing Again under Heavy Tasks.** Looking ahead, 3PEAK will continue to closely follow global technological trends and changing customer demands, driving technological innovation, building on sustainable development, and adhering to the concept of cooperation and win-win. We will work hand-in-hand with all stakeholders, actively responding to technological innovations and global challenges, continuously enhancing the Company's comprehensive competitiveness, and contributing solid "chip" power to the advancement of the semiconductor industry, the global green and low-carbon transformation, and the creation of a better society!

3PEAK INCORPORATED

Chairman ZHIXU ZHOU

## About 3PEAK

### | About Us

Founded in 2012, 3PEAK INCORPORATED (Stock code: 688536) consistently focuses on the research and development of high-performance, high-quality, and high-reliability IC products, providing comprehensive solutions for customers. The Company's products cover signal chain analog chips, power management analog chips, and mixed-signal chips, mainly including amplifiers, data converters, interfaces, isolation, power management, reference voltage, power monitoring, and analog front end, with the comprehensive performance of many core products already reaching internationally advanced levels. With leading R&D capabilities, reliable product quality, and excellent customer service, the Company's analog chip products have entered the supply chain systems of many well-known customers, with applications covering industrial, new energy and automotive, communication, consumer electronics, medical health and other fields, forming a diversified market layout for collaborative development in industries such as industrial, automotive, communication, and consumer electronics.

In the future, we will keep abreast of customer needs and technology evolution trends, leveraging advantages in technology research and development as well as customer resources to provide diversified analog and mixed-signal chip solutions, continuously expanding new technologies and product layouts, further consolidating our leading position, and enhancing the Company's comprehensive competitiveness.

**Qualifications**

- 
National Specialized, Refined, Differential, and Innovative "Little Giant" Firm

- 
National Intellectual Property Advantageous Enterprise

- 
High-Tech Enterprise

- 
Jiangsu Provincial Enterprise Engineering Technology Research Center

- 
Jiangsu Provincial Enterprise Technology Center

- 
Jiangsu Province Service-oriented Manufacturing Demonstration Enterprise



### | Corporate Culture



**Vision**


To become a globally respected analog and mixed-signal solution leader in the semiconductor industry





**Mission**

To provide innovative and competitive products and services to create value for customers.



**Value**

Customer First  
Integrity and Responsibility  
Innovation and Growth  
Collaboration and Win-Win



## Milestones

### 2012

- 3PEAK was founded
- Launched the first linear series
- Obtained the Integrated Circuit Design Enterprise Certification from the Ministry of Industry and Information Technology

### 2014

- Released the first data converter series

### 2015

- Unveiled the first interface product series
- Introduced the first linear voltage regulator series

### 2016

- Obtained the high-tech enterprise certification

### 2018

- Launched the first power monitor series

### 2019

- Unveiled the first linear power management series
- Introduced logarithmic amplifiers

### 2020

- Listed on the Science and Technology Innovation Board of the Shanghai Stock Exchange
- Achieved breakthroughs in the high-voltage isolation technology and the high-current switching voltage converter technology

### 2021

- Introduced high-precision digital-to-analog converters, CAN interface chips, and instrumentation amplifiers

### 2022

- Automotive-grade analog chips were put into the market on a large scale
- Introduced 3ppm/°C ultra-high stability voltage reference
- Released high-precision digital-to-analog converters

### 2023

- Expanded the global presence by setting up sales and support offices in America, Germany, Japan, and South Korea
- The self-built automotive-grade Test Plant in Suzhou was put into operation
- Raised RMB 1.801 billion through the issuance of shares
- Launched the first automotive-grade CAN transceiver supporting the selective wake-up frame in China
- Introduced the automotive-grade ultra-low static power high-voltage LDO—TPL8031Q

### 2024

- Acquisition of Shenzhen iCM Microelectronics Co., Ltd.
- Mass production of various automotive-grade DC-DC converters
- Mass production of BMS AFE and automotive audio sensor bus products

### 2025

- Automotive-grade CAN passed the most stringent global EMC tests, with performance reaching the highest international levels
- AFE is widely applied in data center optical modules
- Launched 1ppm/°C high-precision and high-stability voltage reference
- Released 150V high common-mode voltage current sensing operational amplifier

## | Development Strategies and Layout

### Development Strategies

The Company is committed to developing a platform-based chip design company specializing in analog and mixed-signal technologies. We consistently focus on the research and development (R&D) of high-performance, high-quality and highly reliable signal chain chips, power management chips, and hybrid mixed signal chips. Our goal is to provide a wide range of competitive products and solutions for clients in industrial, automotive, communications, consumer markets and other areas.

#### Signal chain products: Keeping pace with global cutting-edge standards

- Strengthen capabilities and emphasize advantages
- Narrow the gap with international peer enterprises

#### Power management products: Point-targeted breakthrough

- Consolidate the foundation and drive point-targeted breakthroughs
- Establish a comprehensive portfolio of analog chip products

#### Hybrid mixed signal products: Synergistic development

- Develop and expand a diverse range of high-integration mixed-signal products
- Achieve synergy across product lines, offering comprehensive solutions to clients

#### Fundamental technology development: Focus on research and development

- Increase investment in the development of automotive-grade, isolation, and other fundamental IPs and technologies
- Perform prospective research on processes and devices, packaging design, automated testing, and other processes

#### Manufacturing testing: Enhance upstream and downstream collaboration, autonomous COT (Customer Owned Technology) process and testing

- Enhance the independent testing capabilities of high-end products and strengthen the COT wafer process capabilities
- Maintain high standards of quality, and keep improving the quality and performance of products
- Conduct comprehensive and deep collaboration with supply chain partners to establish a supply chain ecosystem featuring domestic and international circulations

#### Investment and mergers & acquisitions: advance a platform-based strategy

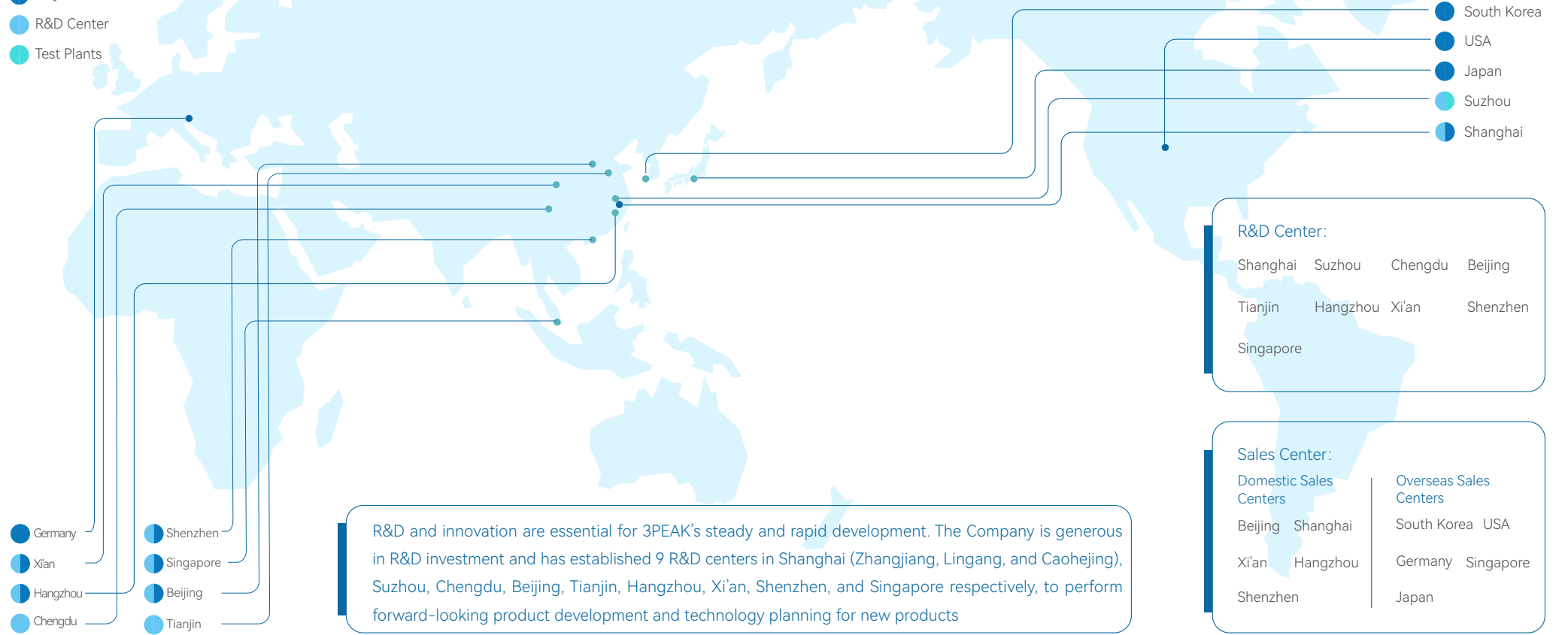
- Seek partners with complementary technology, products, and values
- Advance the platform-based business model with a firm commitment

#### Global R&D and sales network

- Vigorously attract global talents and drive R&D globalization
- Establish a global technology service and sales network to better serve more clients worldwide

### Building R&D and Sales Networks

- Major Sales Centers
- R&D Center
- Test Plants



Product Matrix

Signal Chains

|   |                              |   |  |
|---|------------------------------|---|--|
| Universal Operational Amplifier               | Hall Signal Conditioning AFE | Temperature Sensor                      | High-Speed, Low-Jitter Clock                 |
| High-Speed Amplifier                          | Precision SAR ADC            | CAN Transceiver                         | LVDS Transceiver                             |
| Current Sensing Amplifier                     | High-Speed ADC               | RS232 Transceiver                       | High-Speed Switch                            |
| High-Speed DAC                                | Analog Switch                | Comparator                              | Multi-Channel RF Power Amplifier Control AFE |
| Precision Amplifier                           | Resistance Network           | Isolated Data Converter                 | Clock Buffer                                 |
| Low-Noise OPA                                 | Precision SD ADC             | RS485 Transceiver                       | High-Speed Bus                               |
| High Common-Mode Voltage Difference Amplifier | Precision DAC                | I2C Interface Extension/Level Switching | Logarithmic Amplifier                        |
| Digital Isolator                              | Video Filter                 | Power Detection AFE                     | Isolation Interface                          |

Power Management

|                              |                               |                                    |                                     |
|------------------------------|-------------------------------|------------------------------------|-------------------------------------|
| Buck Converter               | Isolation Driver              | Electricity Meter                  | Boost Converter                     |
| Power Reset Monitor/Watchdog | AC-DC/Boost-Buck Converter    | Hot Swap Controller                | Voltage Reference                   |
| Ideal Diode                  | System Monitor                | Isolated Power Supply              | Power Switch                        |
| Low Dropout Regulators       | Battery Monitoring System AFE | Boost-Buck Converter               | Multi-Channel Power Management PMIC |
| Ethernet Power Supply        | Electronic Fuse               | Power Up and Down Sequence Control | Battery Protector                   |
| Motor Driver                 | Battery Charger               | Gate Driver                        | MOSFET                              |

## | Honors in 2025

### Partner Recognition



### Honors & Certificates

## ESG Highlights in 2025



### Economic Performance

Operating Income

RMB **2.14** billion

Net Profit Attributable to Shareholders of the Listed Company

RMB **173** billion

Total Asset

RMB **6.88** billion

Net Asset Attributable to Shareholders of the Listed Company

RMB **6.21** billion



### Governance Performance

Listed company information disclosure assessment (2024-2025) received Grade **A**

Institutional investor research sessions held **68** sessions, with **268** participants

Number of Investor exchange meetings and performance briefings **7**

Number of participants in large investor exchange events **1,202**

Anti-corruption training coverage rate **100 %**

Anti-unfair competition training employee coverage rate **100 %**

There were **0** penalties imposed for violations related to information disclosure.

Lawsuits related to corruption **0** cases



### Environmental Performance

Suzhou Test Plant was awarded “**2A**-Level Green Factory in Suzhou”

Scope 1 greenhouse gas emissions

**151.89** tCO<sub>2e</sub>

Scope 2 greenhouse gas emissions

**5,666.64** tCO<sub>2e</sub>

Greenhouse gas emission density

**2.72** tCO<sub>2e</sub>/million RMB in revenue

Water resource use intensity

**9.35** tonne/million RMB in revenue

Energy use intensity

**0.61** tons of standard coal/million RMB in revenue

Penalties received from regulatory authorities due to environmental incidents or pollutant emissions

**0** cases



### Social Performance

R&D Personnel: **544** persons, accounting for **62.03%** of total employees

R&D Investment: RMB **588.19** million, an increase of **1.93%** from last year

Total Patents Obtained **331**

Total Integrated Circuit Layout Design Certificates Obtained **284**

Total Intellectual Property (IP) Rights Obtained **677**

Customer Complaint Closure Rate **100 %**

Total Employee Training Hours **89,748** hours

Average Training Hours per Employee **102.34** hours

Employee Training Coverage **100%**

Female Senior Management Ratio **33%**

Data Security and Customer Privacy Breaches **0** cases

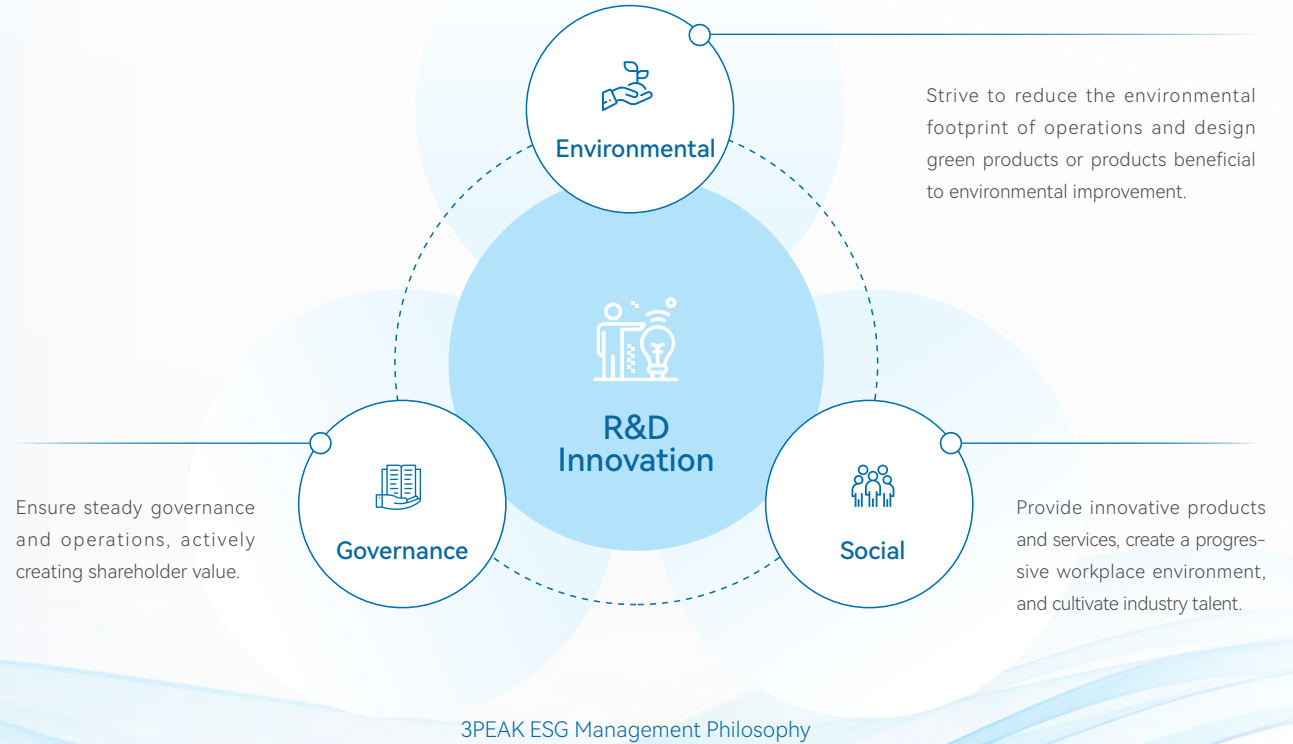
Domestic Distributor Integrity Agreements, Export Control and Compliance Signatures **100%**

## Sustainable Development Governance

Adhering to the sustainability management philosophy, 3PEAK continuously improves its unique ESG governance framework and management mechanism, and actively integrates sustainable development into all aspects of our operational practices. Through robust internal and external stakeholder communication mechanisms, the Company listens to and responds to various stakeholders' concerns and expectations. We also continuously improve our ESG governance effectiveness and transparency to drive high-quality and sustainable development.

## Sustainable Development Philosophy

As a leading enterprise in the semiconductor industry for analog products and solutions, 3PEAK deeply practices sustainable development principles, integrating them into all aspects of company operations. This has resulted in an ESG management system centered on R&D innovation, continuously improving practices across environmental, social, and corporate governance (ESG) dimensions, constantly stimulating the Company's sustainable development momentum, and creating long-term value for stakeholders.






## Responding to the United Nations SDGs

While steadily advancing the high-quality development of its core business, 3PEAK actively responds to the United Nations Sustainable Development Goals (SDGs), practicing sustainable development in real terms.

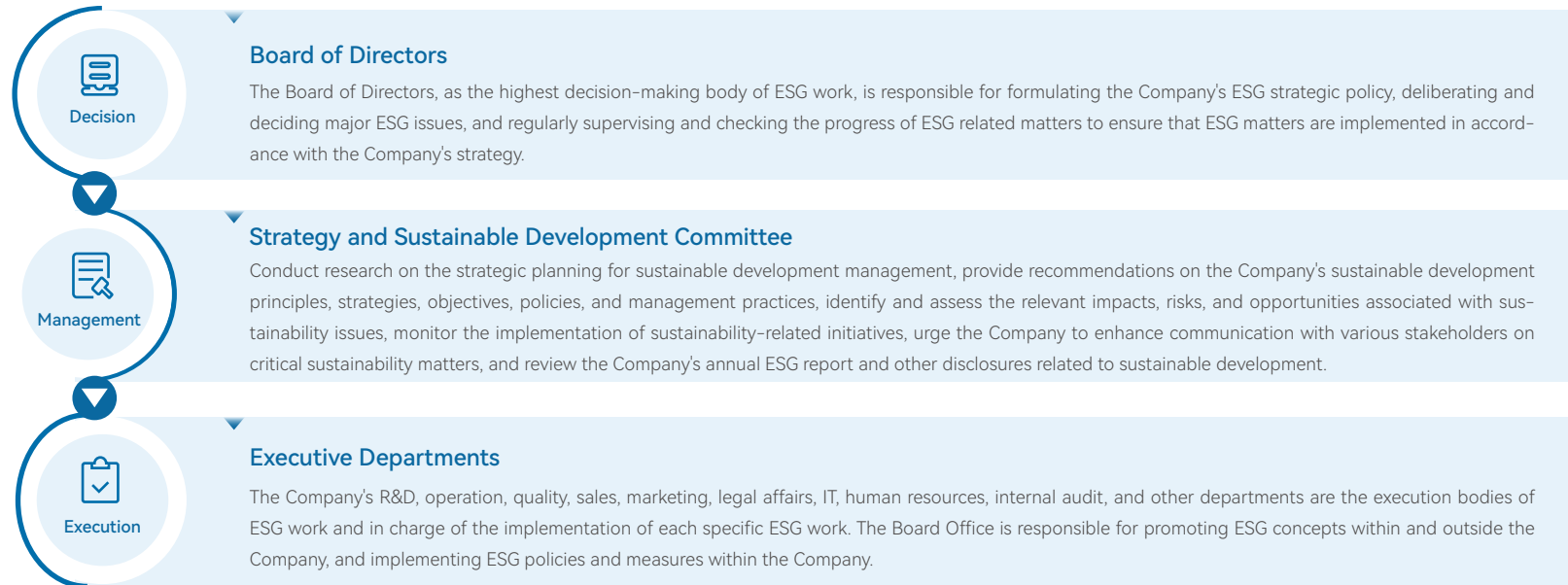


2025  
Company  
Actions

| Governance Compliance<br>Consolidating Development   | Innovation Leadership<br>Safeguarding with Secure Solutions  | Lean Management<br>Shaping the Future with Quality   | People-Oriented<br>Building a Shared Future   | Green Development<br>Revitalizing with Low-Carbon<br>Solutions  |
|--|--|--|---|---|
| <ul style="list-style-type: none"> <li>Establish a clear governance structure with defined responsibilities and standardize company operations</li> <li>Facilitate smooth communication channels with investors, standardize information disclosure, safeguard investors' legal rights, and publicly disclose 172 documents; the Company's information disclosure was rated Grade A in the 2024-2025 assessment</li> <li>Enhance risk management and conduct regular business continuity management (BCM) to strengthen operational compliance</li> <li>Regularly conduct business ethics training through online and offline channels, conveying the importance of integrity and self-discipline to employees, with a 100% employee training coverage rate</li> </ul> | <ul style="list-style-type: none"> <li>Increase R&amp;D investment and continuously launch high-performance, high-reliability, and green products to create higher value for customers</li> <li>Optimize innovation incentive mechanisms, strengthen intellectual property management, and promote deep integration of innovation with business</li> <li>Improve data security management systems, implement data classification and protection, and conduct regular data security risk assessments and vulnerability testing</li> </ul> | <ul style="list-style-type: none"> <li>Improve the quality management system, empower all employees with quality knowledge and lean management, enhance quality awareness, optimize the entire production process, and improve resource utilization efficiency</li> <li>Streamline customer feedback channels, optimize service response processes, conduct customer satisfaction surveys, and improve service capabilities based on targeted feedback</li> <li>Enhance the after-sales support system to properly address customer issues. Integrate supply chain risks into the daily management of suppliers, ensuring supply chain security and stability through enhanced ESG management, incentives, and empowerment</li> <li>Strictly adhere to conflict mineral management requirements, prohibit the use of non-compliant minerals, and practice responsible sourcing principles</li> </ul> | <ul style="list-style-type: none"> <li>Safeguard employees' legal rights, create an equal and inclusive work environment, and promote comprehensive employee development</li> <li>Organize diverse employee activities, such as club events, holiday greetings, family days, health lectures, and other enriching activities</li> <li>Improve career development systems, strengthen skill development, and ensure mutual growth of employees and the Company</li> <li>Strengthen the occupational health and safety management system, regularly conduct health and safety training, hazard identification, and emergency drills to protect employees' physical and mental health</li> </ul> | <ul style="list-style-type: none"> <li>Promote energy-saving and emission reduction actions through energy-efficient technical upgrades, installing energy-saving equipment, purchasing green certificates, and other measures to reduce energy consumption</li> <li>Suzhou Test Plant was awarded "2A-Level Green Factory in Suzhou"</li> <li>Establish a hazardous material life-cycle management mechanism, standardizing the processes for procurement, storage, use, and disposal, and conduct regular risk assessments</li> <li>Implement paperless, energy-saving, and water-saving initiatives in office spaces, optimize data center energy consumption management, and carry out green office training and awareness campaigns</li> </ul> |
| <p>Response to the UN SDGs</p>     |     |     |        |        |

## Sustainable Development Management System

To further advance the Company's sustainable development, 3PEAK's Board of Directors established the Strategy and Sustainable Development Committee, building a three-level ESG governance structure of "Decision-Making Level, Management Level, Execution Level", and the *Working Rules of the Board's Strategy and Sustainable Development Committee* to integrate sustainability strategy and topic assessment into the committee's work. The Company implements the concept of sustainable development through strategic decisions led by the Board of Directors, coordinated by the Strategy and Sustainable Development Committee, and carried out by various executive departments.



Sustainability Management Framework Diagram









## Sustainable Development Achievements

On April 11, 2025, 3PEAK received the Group-level Silver Medal in the 2025 EcoVadis Corporate Social Responsibility Assessment, ranking in the top 15% of over 150,000 global companies, marking the Company's social responsibility and sustainability practices as world-class.



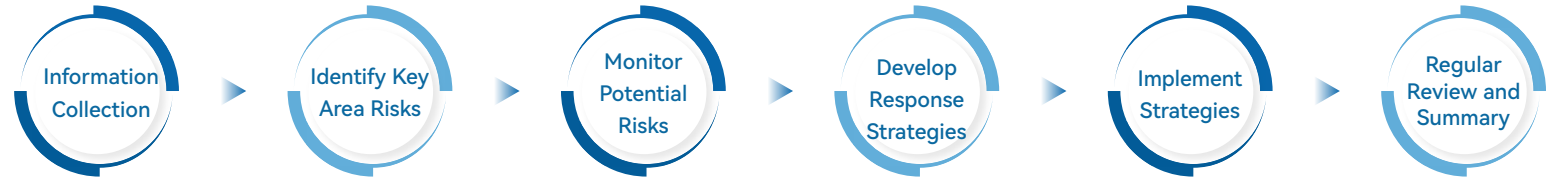
## Stakeholder Communication

Effective stakeholder communication is a key foundation for our goal management and creating shared value. 3PEAK actively engages with stakeholders, continuously improving its communication mechanisms. Through diversified and regular communication, the company promptly understands the expectations and demands of customers, distributors, employees, suppliers, investors, industry and academic institutions, government and regulatory bodies, communities, and the public. It responds proactively and takes effective actions to consistently create long-term value for stakeholders.

| Stakeholders          |   |   |    |   |   |    |   |                |
|-----------------------|--|--|---|--|--|---|--|---|
|                       | Customers  | Distributors   | Employees   | Suppliers  | Investors  | Industry and Academia   | Government and Regulatory Agencies   | Community and the Public  |
| Topics of Concern     | <ul style="list-style-type: none"> <li>R&amp;D Innovation Management</li> <li>Product Quality and Safety</li> <li>Customer Service Quality</li> <li>Business Ethics Standards</li> <li>Conflict Minerals Management</li> </ul> | <ul style="list-style-type: none"> <li>Product Quality and Safety</li> <li>Distributor Empowerment</li> <li>Anti-Unfair Competition Regulations</li> </ul> | <ul style="list-style-type: none"> <li>Compensation and Benefits</li> <li>Training and Career Development</li> <li>Equality, Inclusion, and Diversity</li> <li>Human Care</li> <li>Occupational Health and Safety</li> </ul>  | <ul style="list-style-type: none"> <li>Supply Chain Management</li> <li>Industry Collaboration</li> <li>Business Ethics Standards</li> <li>Sustainable Supply Chain Development</li> </ul> | <ul style="list-style-type: none"> <li>Investor Returns</li> <li>Investor Rights Protection</li> <li>Corporate Governance</li> <li>Information Disclosure</li> </ul>   | <ul style="list-style-type: none"> <li>Industry-University-Research Cooperation</li> <li>Industry Talent Development</li> <li>Industry Exchanges</li> </ul> | <ul style="list-style-type: none"> <li>Legal Operations</li> <li>Employment Promotion</li> </ul>   | <ul style="list-style-type: none"> <li>Community Development</li> <li>Green Operations</li> </ul> |
| Communication Methods | <ul style="list-style-type: none"> <li>Technical Support and Technical Discussion Sessions</li> <li>Customer Surveys and Visits</li> <li>Customer Service Hotline</li> <li>Customer Satisfaction Survey</li> </ul>             | <ul style="list-style-type: none"> <li>Distributor Conferences</li> <li>Distributor Audits</li> <li>Distributor Training</li> </ul>                        | <ul style="list-style-type: none"> <li>Employee Meetings and Annual Events</li> <li>Regular Employee Training</li> <li>Employee Clubs and Team Building Activities</li> <li>Employee Satisfaction Surveys and Feedback Collection</li> <li>Safety Education and Drills</li> </ul> | <ul style="list-style-type: none"> <li>Supplier Visits</li> <li>Supplier Training</li> <li>Supplier Assessment</li> <li>Supplier Incentives</li> </ul>                                     | <ul style="list-style-type: none"> <li>Shareholder's Meeting</li> <li>Investor Exchange Meetings</li> <li>Disclosure of Interim Announcements and Regular Reports</li> <li>Investor Relations Section on Official Website</li> <li>Phone and Email Inquiries</li> <li>Shanghai Stock Exchange e-Interactive Communication</li> </ul> | <ul style="list-style-type: none"> <li>Industry Exchange Meetings/Seminars</li> <li>Promoting Industry-Academia-Research Cooperation</li> </ul>             | <ul style="list-style-type: none"> <li>Information Disclosure</li> <li>Regulatory Information Reporting</li> <li>Participation in Training and Meetings</li> </ul> | <ul style="list-style-type: none"> <li>Company Website</li> <li>Official Accounts</li> </ul>      |

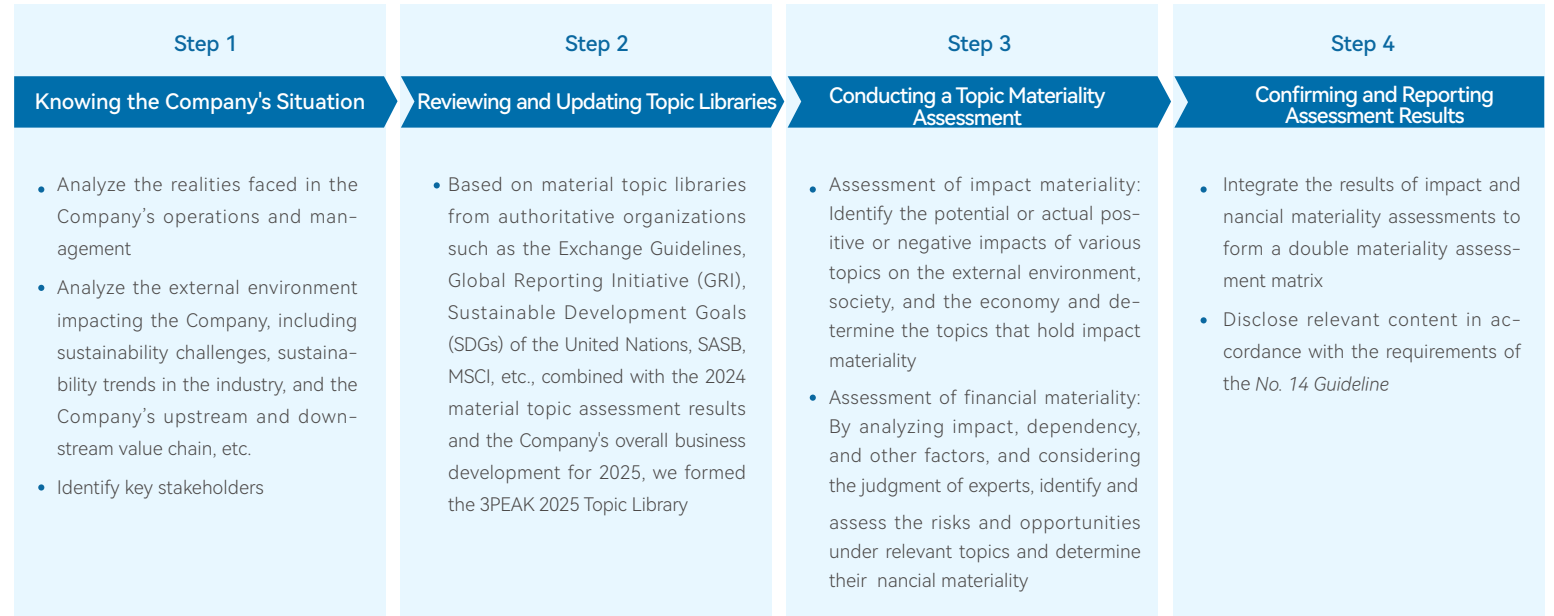
## Due Diligence

3PEAK has strengthened its risk management system and complies with the relevant regulations, including the *Shanghai Stock Exchange Listed Company Self-Regulatory Guideline No. 14 - Sustainable Development Report (Trial)* (hereinafter referred to as No. 14 Guideline). We have established a company-wide notification mechanism and regularly conduct sustainability risk assessments. Based on the assessment results, relevant departments carry out due diligence on significant potential risks or events, develop targeted management measures, and track and report the investigation results in a timely manner. During the reporting period, there were no major sustainability risk events at 3PEAK.



Due Diligence Process

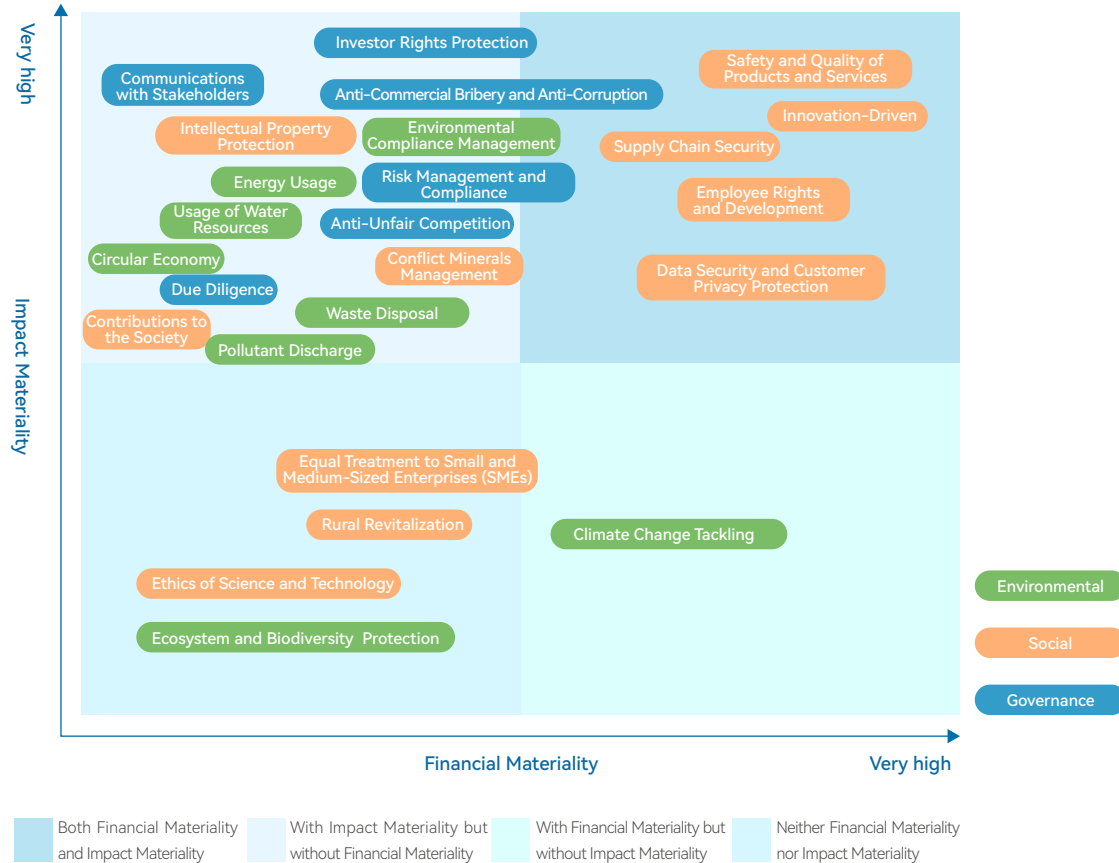
### Double Materiality Assessment Process



## Double Materiality Assessment

In the reporting period, in accordance with the *No. 14 Guideline*, and referencing domestic and international disclosure standards and assessment methods such as the *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4 - Preparation of Sustainability Report, GRI3: Material Topics*, we conducted a double materiality assessment for company topics. The specific assessment process is as follows:

In 2025, the results of the double materiality assessment by 3PEAK are shown in the following chart.



| Importance/ Dimension        | Environmental Dimension  | Social Dimension  | Governance Dimension  |
|------------------------------|--|---|---|
| <b>Double Materiality</b>    |  | Safety and Quality of Products and Services, Innovation-Driven, Supply Chain Security, Employee Rights and Development, Data Security and Customer Privacy Protection |   |
| <b>Financial Materiality</b> | Climate Change Tackling  |   |   |
| <b>Impact Materiality</b>    | Environmental Compliance Management, Energy Usage, Usage of Water Resources, Circular Economy, Waste Disposal, Pollution Discharge | Intellectual Property Protection, Conflict Mineral Management, Contributions to the Society   | Investor Rights Protection, Communications with Stakeholders, Anti-commercial Bribery and Anti-corruption, Risk Management and Compliance, Anti-unfair Competition, Due Diligence |
| <b>Other Topics</b>          | Ecosystem and Biodiversity Protection  | Equal Treatment to SMEs, Rural Revitalization, Ethics of Science and Technology   |   |

Note: The Company has identified the following topics specified in the No.14 Guidelines, including "Ecosystem and Biodiversity Protection, Equal Treatment to SMEs, Rural Revitalization, Ethics of Science and Technology" as non-material topics.

- The Company's production and business activities do not have significant adverse impacts on ecosystems or biodiversity. Therefore, "Ecosystem and Biodiversity Protection" is not considered a material topic.
- The Company treats small and medium-sized enterprises (SMEs) fairly without overdue payments to SMEs. Therefore, "Equal Treatment to SMEs" is not considered a material topic.
- The Company's production and operation activities do not have a material impact on rural development. Therefore, "Rural Revitalization" is not considered a material topic.
- The Company's core business does not involve sensitive areas such as life sciences or artificial intelligence ethics in scientific research or technological development. Therefore, "Ethics of Science and Technology" is not considered a material topic.

# Governance Compliance Consolidating Development

3PEAK is committed to establishing a transparent, standardized, and efficient governance framework, enabling the Company to achieve excellence while addressing various risks and challenges, thereby achieving sustainable development. Through continuous optimization of business development strategies, strengthened risk control, and compliance operating mechanisms, we fulfill our corporate responsibilities, continuously create value for society, and deliver positive impacts for high-quality development.

## Response to SDGs



## Our Actions

Corporate Governance  
Compliance

Protection of Investors'  
Rights and Interests

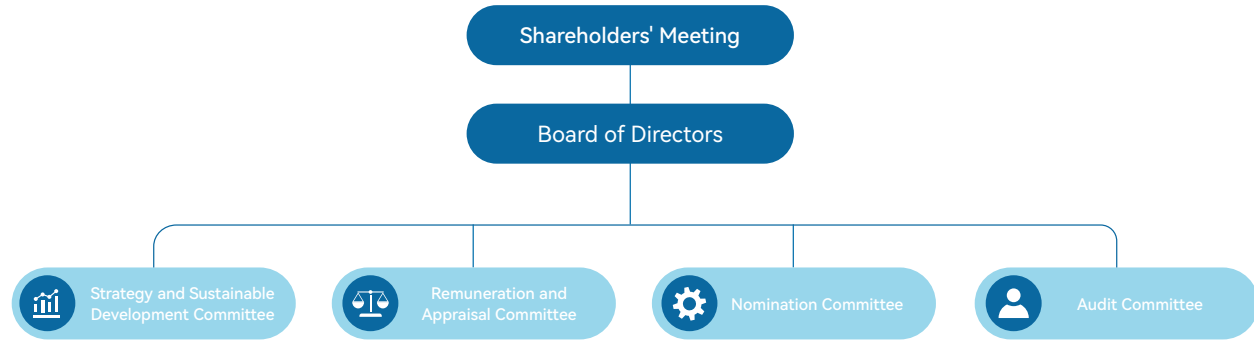
Risk and Compliance  
Management

Adherence to  
Business Ethics



## Corporate Governance Compliance

3PEAK strictly adheres to the requirements of laws and regulations such as the *Company Law of the People's Republic of China* (hereinafter referred to as the "Company Law"), *Securities Law of the People's Republic of China* (hereinafter referred to as the "Securities Law"), *the Shanghai Stock Exchange (SSE) STAR Market Stock Listing Rules*, and *Self-regulatory Guidelines No.1 for STAR Market Listed Companies of SSE - Standardized Operation*. We maintain compliance, standardize corporate operations, enhance corporate value, and seek win-win outcomes in promoting sustainable development strategies.



### Governance Structure

In 2025, 3PEAK revised several internal systems, including the *Articles of Association*, *Rules of Procedure of the Shareholders' Meeting*, and *Rules of Procedure of the Board of Directors*, systematically refining the responsibilities, authorities, and working procedures for decision-making, execution, and supervision. This has formed a clear division of labor and constraint mechanism with standardized operations. During the reporting period, the company completed the dissolution of the Board of Supervisors in accordance with relevant regulations. The original functions of the Supervisory Board have been assumed by the Audit Committee of the Board of Directors to ensure the continuous and effective fulfillment of supervisory responsibilities. Prior to the cancellation of the Supervisory Board this year, 7 meetings of the Board of Supervisors were held, with 26 proposals deliberated and passed.

### Shareholders' Meeting

The convening procedure, qualifications of attendees, and voting procedures for the 3PEAK shareholders' meetings comply with relevant regulations, including the *Company Law* and *Regulations for Shareholder Meetings of Listed Companies*. The voting for proposals at the Shareholders' Meeting adopts a combination of on-site voting and online voting. To protect the investment interests and legal rights of minority shareholders, significant matters affecting their interests are subject to separate voting by minority investors, and a law firm is hired to provide a legal opinion on shareholder meetings.



#### Key Performance



During the reporting period, the Company held **4** shareholder meetings and passed **19** items.

## Board of Directors

The Board of Directors strictly adheres to the *Company Law, Articles of Association, and Rules of Procedure of the Board of Directors*, clearly defining responsibilities, regulating the discussion and decision-making process, and ensuring compliance. The Board of Directors, as the decision-making body of the Company's operations, is responsible for decisions on the Company's development goals and major business activities.



### Key Performance

- During the reporting period,
- 7** meetings of the Board of Directors
- 47** proposals were deliberated and passed
- 100%** board member attendance rate

### Board Independence

The Company's independent directors strictly abide by the *System of Work of Independent Directors and Special Meeting Work System for Independent Directors* and has 9 board members, of which 3 are independent directors, accounting for 33.33%. Independent directors conduct annual independence self-assessments and submit reports. The Board of Directors evaluates the independence of independent directors, issues special opinions, and discloses them.

The Company's Board of Directors has established four specialized committees: the Audit Committee, Remuneration and Appraisal Committee, Strategy and Sustainable Development Committee, and Nomination Committee. Independent directors account for 66.7% in the Audit, Remuneration and Appraisal, and Nomination Committees, playing a significant role in decision-making supervision and professional consultation.

### Board of Directors Composition and Diversity

The Company's shareholder structure is relatively dispersed, with major shareholders consisting of the Company's founders, investment funds, employee stock plans, industrial capital, and public funds, forming a multi-party governance framework. All major matters are decided through collective decisions of the Board of Directors, ensuring the scientific and rigorous nature of decision-making. The Company successfully completed the Board of Directors, Board of Supervisors, and executive appointments on January 10, 2025. The members of the Fourth Board of Directors come from diverse backgrounds, including IC technology, finance, automotive electronics, and other professional fields, building a governance structure that balances professional division and decision-making risk.

### Effectiveness Assessment for Board of Directors

The Company continually improves its Board effectiveness assessment mechanism. During the reporting period, the Company issued the *Compensation Management System for the Board of Directors and Senior Management*, creating a reasonable incentive mechanism. The compensation of directors and senior management is linked to company performance. The Board of Directors and the Remuneration and Appraisal Committee are responsible for conducting performance assessments of directors and senior management.



Best Practice Case of Listed Company Board of Directors by China Association for Public Companies (CAPC)



Shanghai Stock Exchange Eagle Gold Quality Award – 2025 Mergers & Acquisitions Restructuring Award

## Protection of Investors’ Rights and Interests

### Information Disclosure

3PEAK strictly adheres to the *Measures for the Administration of Information Disclosure by Listed Companies*, *Rules Governing the Listing of Stocks on the STAR Market of Shanghai Stock Exchange*, and other laws and regulations. Based on the Company’s actual situation, the Company has improved and implemented the *Information Disclosure Management System and Internal Reporting System for Material Information*, actively fulfilling disclosure obligations and ensuring information is disclosed truthfully, accurately, completely, and timely.

To prevent insider trading, the Company strictly follows the *Insider Registration Management System for Listed Companies* and establishes the *Insider Registration Management System*, ensuring that internal information management and insider registration are strictly adhered to.



#### Key Performance

- During the reporting period,
- the Company disclosed **172** documents externally.
- the Company’s information disclosure assessment (2024–2025) received an **A** grade, and 3PEAK received **the 2025 Best Practice Award for the Board Office of Listed Companies** by the China Association for Public Companies, with zero penalties for violations related to information disclosure.

### Investor Relations Management

3PEAK is committed to building open and transparent communication channels, establishing an *Investor Relations Management System*, and standardizing investor exchange activities and daily communication. 3PEAK engages with investors through multiple channels, including performance briefings, investor exchange meetings, shareholder meetings, investor hotlines (+86 021-58886086), email (3peak@3peak.com), and the Shanghai Stock Exchange e-Interaction platform, responding to investors’ inquiries.

In 2025, the Company innovated its investor communication approach by improving the readability of regular reports through “Gain Insights with One Page” and video explanations. The Company also actively operated its East Money corporate account and official WeChat account to convey the Company’s value through multimedia formats. The Company extends its presence in key cities and capital-rich regions, such as Beijing, Shenzhen, Guangzhou, and Hong Kong, to deepen connections with institutional investors nationwide. It holds topic-specific briefings during key capital operations. We value establishing an investor feedback loop, systematically collecting and analyzing market concerns, ensuring effective two-way communication, and safeguarding investors’ rights to information, participation, and benefits.

| 2025 Investor Communication Status  |       |
|---|-------|
| Number of institutional investor research sessions held                                     | 68    |
| Number of institutional investor research participants                                      | 268   |
| Number of participants in large investor exchange events                                    | 1,202 |
| Number of investor questions answered on the Shanghai Stock Exchange e-Interaction platform | 41    |
| Number of investor exchange meetings and performance briefings                              | 7     |

## Emphasis on Shareholder Rights

### Small and Medium Shareholder Protection

The Company attaches great importance to the legitimate rights and interests of minority shareholders and continuously improves mechanisms for their protection. It provides convenient conditions for minority shareholders to participate in general meetings of shareholders, including online voting. When deliberating matters that may significantly affect the interests of minority shareholders, their votes are counted separately. In director elections, the Company implements cumulative voting to effectively safeguard the election rights of minority shareholders. Regarding related-party transactions, the Company strictly follows the *Related Party Transaction Management System*, adhering to standardized review procedures to ensure fair pricing and prevent any transfer of benefits. In addition, the Company's directors and senior management actively participate in compliance and governance training organized by external professional institutions, continuously enhancing their performance capabilities and compliance awareness.



### Returns to Shareholders

The Company has consistently prioritized providing reasonable returns to investors. Since its listing, 3PEAK has formulated the *Shareholder Dividend and Return Plan for the Next Three Years (2022-2024)* and *Shareholder Dividend and Return Plan for the Next Three Years (2024-2026)*, implementing diversified measures to stabilize and boost market confidence while continuously delivering returns to shareholders. In 2025, the Company plans to distribute a cash dividend of RMB 1.55 (including tax) for every 10 shares to all shareholders (excluding repurchased shares), totaling RMB 21,190,344.35 yuan (including tax), representing 12.25% of the net profit attributable to shareholders of the listed company for the year.



### Key Performance

As of the end of the reporting period, the Company has distributed cash dividends totaling RMB **90.9851** million and repurchased shares amounting to RMB **111.7899** million.

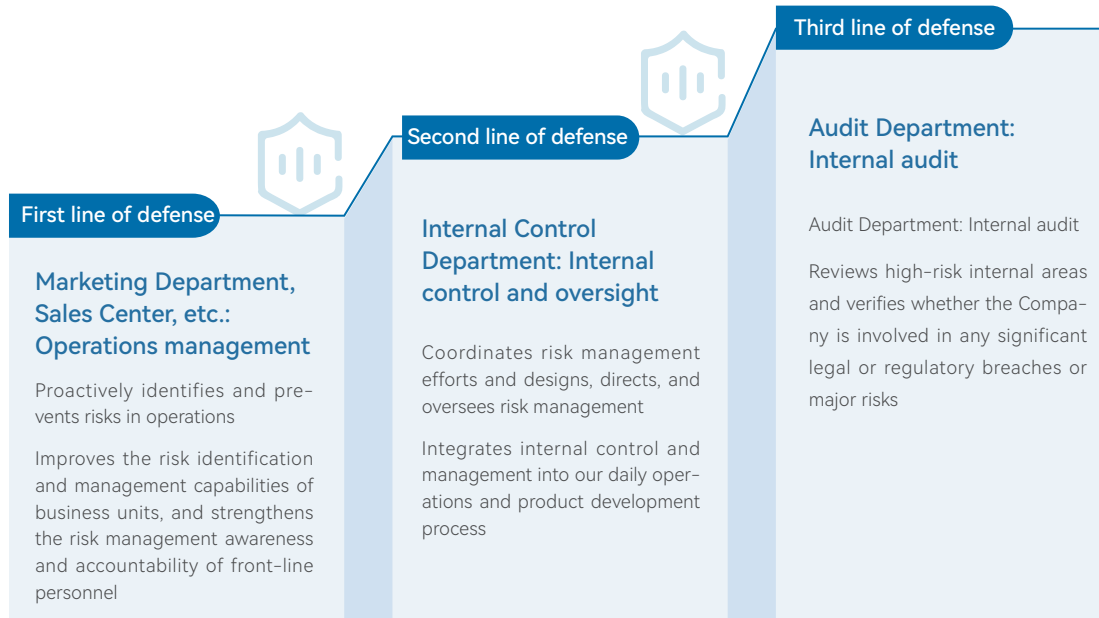
During the reporting period, the Company's directors and senior management participated in a total of **11** compliance governance training sessions organized by the Shanghai Stock Exchange, the CSRC, law firms, and other external organizations.

# Risk and Compliance Management

## Risk Management and Internal Control

### Risk Management and Internal Control Systems

The Company has established a sound risk management and internal control system, implementing the “Three Lines of Defense” risk control responsibility mechanism, covering risk assessment, management, and internal control supervision, ensuring effective control of risks at different levels.



### Internal Control

The Company strictly controls internal control processes for business operations based on the *Basic Standard for Enterprise Internal Control* and the *Internal Control Manual*. In 2025, the Company added content related to subsidiary management in the *Internal Control Manual* to promote alignment between the parent and subsidiary internal control systems, comprehensively improving overall governance and risk prevention capabilities.

The Company conducts regular internal control testing, including governance, human resources, fund management, investment management, and procurement management. Based on internal control standards, external audit institutions provide internal control audit reports.

### Business Continuity Management

Business Continuity Management (BCM) is part of the Company's risk management framework. Establishing the BCM system and emergency event management system can minimize the impact from major risks or emergency events on operations. The Company, in accordance with the BCM Guidelines of “Improve internal management, implement effective risk controls, ensure stable operations, meet the requirements of customers, and protect the interests of all stakeholders”, has constantly optimized the Business Continuity Plan, *Business Impact Analysis and Risk Control Procedure*, and *Business Continuity Plan Control Procedure* to ensure that its business operation constantly meets the requirements in ISO 22301 business continuity management systems.



ISO 22301 Business Continuity Management System Certificate



Business Continuity Risk Management

The Company conducts internal and external BCM (Business Continuity Management) training and expands the pool of BCM internal auditors through assessments, further enhancing the ability to respond to business continuity risks, effectively reducing the impact of emergencies on company operations, and strengthening business resilience. During the reporting period, the Company has conducted 10 BCM drills.

Case | BCM Internal Auditor Training


In August 2025, the Company invited an external senior BCM training instructor to conduct training on *Business Continuity Management System Requirements and Internal Auditors*. All participating employees successfully passed the training exams and obtained internal auditor certificates. The Company now has approximately 30 certified BCM internal auditors, ensuring robust protection for its business continuity.



## | Compliance Management

3PEAK places high importance on compliance management and continuously improves its compliance management system. By optimizing process guidelines, standardizing contract management, and enhancing capacity building, it continuously strengthens the compliance foundation. At the same time, each year, the Company conducts compliance risk assessments and management in key areas such as export trade and business ethics based on compliance system requirements. During the reporting period, the company did not experience any significant violations of laws, regulations, or legal disputes.


### Compliance Management Measures



**Compliance Process Guidelines**

The Company has centralized all business guidelines, regulations, common processes, and training materials on an online platform, ensuring efficient access and execution by employees, enhancing overall compliance awareness and operational standards.


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**Compliant Contract Management**

The Company has established a high-frequency contract template library, allowing business departments to quickly access and use the latest templates, significantly reducing contract preparation and review time. The contract management process is visualized through an online platform to enhance efficiency and mitigate risks.

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**Compliance Capacity Building**

The Company has an online and offline combined compliance training system. Offline training is conducted for key positions with scenario-based special training, and quarterly new employee training is organized. Online training requires all employees to complete the course learning and exams. During the reporting period, 10 offline training sessions were held, covering key areas like trade compliance and business secrets.

### Trade Compliance Management

3PEAK strictly complies with international export control and sanctions laws applicable to China and relevant countries and regions. The Company has developed and continuously improved the *Export Control and Sanctions Compliance Management System*, establishing a review and assessment mechanism to systematically manage trade compliance risks. To systematically prevent risks related to the origin of imports and exports, the Company has established a dynamic compliance management mechanism covering the entire business chain to ensure that relevant risks are dynamically monitored, proactively prevented, and closed-loop controlled.

#### Dynamic Identification of Internal and External Requirements and Risks

The Company monthly updates to the trade compliance database, with regular monitoring of new regulations and impact assessments.

#### Training and Awareness

The Company conducts special training for new managers, sales market managers, and other key employees to improve awareness and business compliance capabilities.

#### System Integration & Process Standardization

Trade compliance is monitored and managed through the OA system, improving efficiency and effectiveness by controlling product queries, and intercepting quotes or samples for controlled products automatically.

#### Supervision and Continuous Optimization

Regular self-checks, risk monitoring, and audits are conducted through internal controls and audit mechanisms to identify and correct execution deviations.

### Tax Compliance

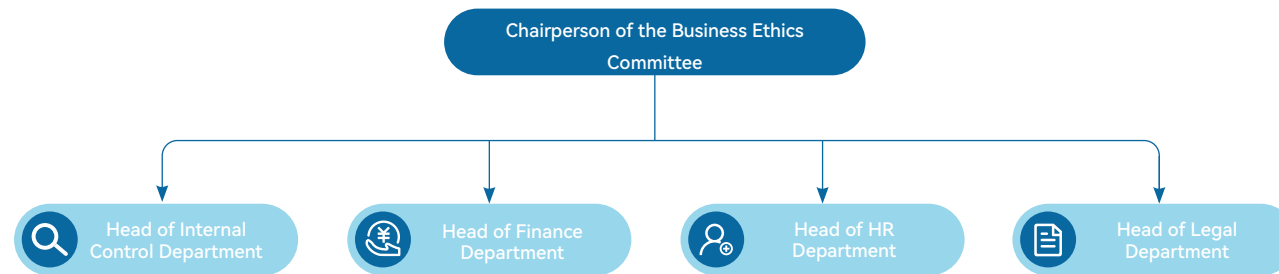
The Company adheres to legal and honest tax practices and strictly follows tax management regulations for tax declaration and payment. It continuously strengthens tax risk awareness, improves risk monitoring capabilities, and optimizes internal controls to fulfill tax obligations.

## Adherence to Business Ethics

3PEAK upholds high ethical standards and strictly follows the laws and regulations of various countries in all global operations. All employees are required to understand and follow correct business ethics, with strict prohibitions against unfair competition. It also actively maintains the order of market competition and safeguards the legitimate rights and interests of the company and its partners.

### Business Ethics Management System

3PEAK establishes a Business Ethics Committee. The committee chairman is undertaken by the Company's director, and the members include heads from Internal Control, Finance, HR, and Legal departments. The Business Ethics Committee is responsible for formulating business ethics policies and procedures, monitoring their execution, and analyzing, investigating, and addressing related ethical issues, disputes, and conflicts. The committee regularly holds meetings to review significant business ethics-related matters and ensure the orderly advancement and implementation of business ethics management. The Company has developed a *Code of Ethical Business Conduct*, detailing principles such as conflict of interest avoidance, anti-corruption, anti-bribery, handling of gifts and hospitality, and requiring all employees to strictly comply with these principles in daily work and business activities.



Business Ethics Committee Structure

## Anti-Commercial Bribery and Anti-Corruption

To effectively prevent commercial bribery, corruption, and fraud risks, 3PEAK has established and implemented the *Anti-Corruption (Bribery) and Anti-Bribery Risk Assessment Management System*, setting clear compliance boundaries. The Company has established a Business Ethics Committee, which conducts at least one annual risk identification and assessment covering key areas such as sales and procurement, and develops targeted control measures accordingly. Meanwhile, the Internal Control Department incorporates business ethics risks into the annual internal control assessment framework and regularly reviews critical processes. Any significant changes are promptly reported to management and relevant departments, providing important reference for business decision-making and ensuring a closed-loop risk management process.



## Integrity Monitoring

The Company has established an *Anti-Fraud and Whistleblowing Policy*, with the Audit Department acting as the permanent entity responsible for organizing and implementing anti-fraud initiatives across the Company. The Company actively works to eliminate bribery, kickbacks, corruption, insider trading, and abuse of power, while encouraging internal and external stakeholders to report non-compliant behaviors. The Company established an Anti-Fraud and Whistleblowing Policy and appointed the audit department to handle fraud-related issues within the Company. The Company encourages both internal and external stakeholders to report non-compliant behaviors and provides a whistleblower email (audit@3peak.com) to ensure fairness and justice in the process. During the reporting period, the Company did not experience any lawsuits resulting from corruption or bribery.

The Company fully protects the legal rights of whistleblowers, ensuring strict confidentiality of personal data, information, and the content of reports at every stage, including reception, registration, safekeeping, and investigation. Employees violating confidentiality regulations will face serious consequences. For reports involving real names, a “Whistleblower Special Protection List” is established, managed exclusively by the Audit Department. No other units, departments, or individuals are authorized to access this information, except as approved by the Company’s Ethics Committee. Furthermore, the Company strictly prohibits any form of retaliation or framing against whistleblowers and witnesses. In case of violations, the Company will deal with them according to internal regulations, and if they involve criminal behavior, the case will be handed over to the relevant judicial authorities for legal processing.

### 01 Receiving reports

- Review the report for admissibility upon receipt and determine the investigation method based on the complexity of the case.
- Escalate to the Business Ethics Committee. The Audit Department investigates the case independently or with support from the Human Resources and other departments.

### 02 Investigation and evidence collection

- During the investigation, the person reported shall provide information as requested and will be subject to inquiries, interviews, and other investigations.
- Issue the investigation reports and handling opinions after the investigation is done.

### 03 Escalation for handling

- Submit the investigation report and handling opinions to the Business Ethics Committee for decision.
- Employees found to have committed fraud will be subject to administrative disciplinary action in accordance with the relevant regulations. If the act is a criminal offence, it will be referred to the judicial authorities for prosecution.

Whistleblowing and Handling Process

## Integrity Management of Business Partners

The Company integrates the Business Ethics Code into its partnerships by establishing the *3PEAK Code of Conduct for Suppliers’ Social Responsibility* and *Supplier Code of Integrity*, which are published on the website to oversee the ethical behavior of all suppliers. To prevent commercial bribery, the Company requires suppliers to sign integrity agreements. If a supplier violates these terms, the Company has the right to terminate the contract.

## Clean Culture Development

The Company actively raises employees’ awareness of business ethics, regularly conducting anti-bribery training through both online platforms and offline courses. The training emphasizes the importance of self-discipline in maintaining integrity. For directors and senior management, the Company continues to strengthen its anti-bribery responsibilities and organizes internal anti-bribery training sessions to create a culture of integrity. During the reporting period, the anti-bribery specialized training coverage for directors, senior management, and employees was 100%.



Anti-bribery Specialized Training

## Anti-Unfair Competition

3PEAK strictly adheres to the *Anti-Unfair Competition Law of the People's Republic of China* and the *Anti-Monopoly Law of the People's Republic of China* and has developed the *Management Policy on Anti-monopoly and Anti-unfair Competition*. The Company has established a management mechanism led by the General Manager and overseen by the Legal Department, with the Business Department responsible for implementation.

| Aspects   | Measures  | Aspects  | Measures   |
|---|---|--|--|
|  <p>Promoting fair competition</p> | <ul style="list-style-type: none"> <li>Specify penalties for violations of the Management Policy on <i>Anti-monopoly and Anti-unfair Competition</i>, clearly prohibiting monopoly agreements, abuse of market dominance, and other unfair competitive behaviors, such as acts of confusion, and false advertisements.</li> <li>A complaint and whistleblowing mechanism is in place to protect the rights of whistleblowers.</li> <li>Publish a series of micro-courses on anti-monopoly, anti-unfair competition, and commercial secret protection, with all employees required to take periodic exams, achieving 100% employee training coverage.</li> </ul> |  <p>Responsible marketing</p>             | <ul style="list-style-type: none"> <li>Explicitly prohibit false advertising by the Company or its distributors. Misleading representations about product performance, functionality, quality, sales status, user reviews, or past honors are strictly forbidden.</li> <li>All marketing materials released to the public must undergo internal review to ensure compliance with regulations.</li> </ul>   |
|  <p>Protecting trade secrets</p>  | <ul style="list-style-type: none"> <li>Improve the <i>Trade Secret Management Policy</i>, clearly defining the scope of protected confidential information and ensuring coordination with the <i>Information Security Management System</i> for integrated execution.</li> <li>Strictly prohibit the violation of trade secrets and require all employees, customers (distributors), and suppliers to sign non-disclosure agreements.</li> <li>Regular commercial secret training is conducted to raise awareness and capacity for protecting trade secrets across the Company.</li> </ul>  |  <p>Intellectual property protection</p> | <ul style="list-style-type: none"> <li>Strictly comply with national intellectual property laws and regulations, establishing an intellectual property management system composed of the <i>Intellectual Property Manual</i> and a three-tier management structure (General Manager - Management Representative - Legal Department) that has achieved GB/T 29490-2023 certification.</li> <li>Systematically conduct infringement risk assessments, monitoring, and preventing risks in R&amp;D, sales, and other areas. Legal action is taken against trademark infringement and counterfeit sales. During the reporting period, the Company did not engage in any patent infringement litigation.</li> </ul> |

# Innovation Leadership Safeguarding with Secure Solutions

R&D innovation is a critical foundation for maintaining competitive advantage and achieving sustainable development. 3PEAK integrates innovation deeply into its corporate culture and management processes, continuously driving technological and product upgrades. The Company also attaches great importance to information security management, establishing a comprehensive information security system that spans the entire business process to ensure the safety and stability of customer, partner, and internal operations.

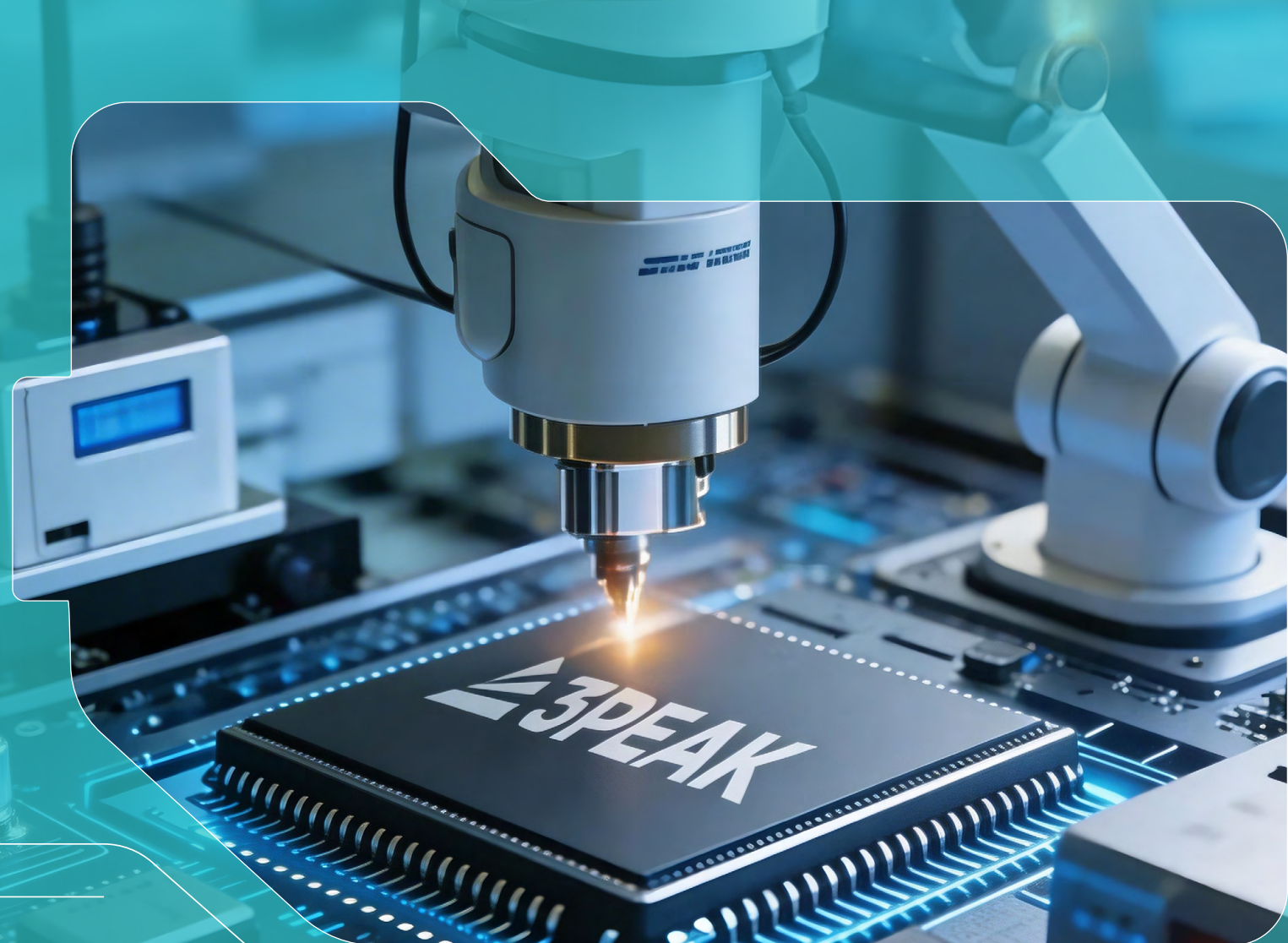
## Response to SDGs



## Our Actions

Innovation-Driven Leadership

Data Security Protection



## Innovation-Driven Leadership

Innovation is a key driver of the Company's growth and market leadership. 3PEAK views technology R&D as its core development engine, maintaining a strategy of independent innovation to further build a platformization enterprise and create greater value for customers through the continuous launch of innovative products.

### Governance

3PEAK adopts the business model of Fabless, with chip R&D as its core business. To ensure the standardization and efficiency of R&D activities, the Company strictly complies with domestic and international laws and regulations. We have established and continuously improved a series of R&D management standards, including the *Product Demand Management Procedure*, *IC Development Procedure*, and *Project Management Procedure*. Through institutionalized management, we continuously enhance R&D effectiveness and project management levels. At the same time, the Company places high importance on R&D innovation, establishing a Pre-initiation Review Committee composed of co-founders, the general manager, and leaders of key departments, to conduct systematic business and technical reviews of R&D projects, ensuring scientific decision-making and efficient execution.

### Strategy

3PEAK strictly follows scientific ethical norms and integrates the concept of independent development and innovation throughout the entire product development process. In the face of the intense market competition in the semiconductor industry, as well as the rapid product iteration and upgrading requirements for green production, the Company proactively identifies and analyzes potential risks and opportunities. We develop targeted response measures to improve R&D efficiency and the conversion of results, thereby solidifying our technological leadership.

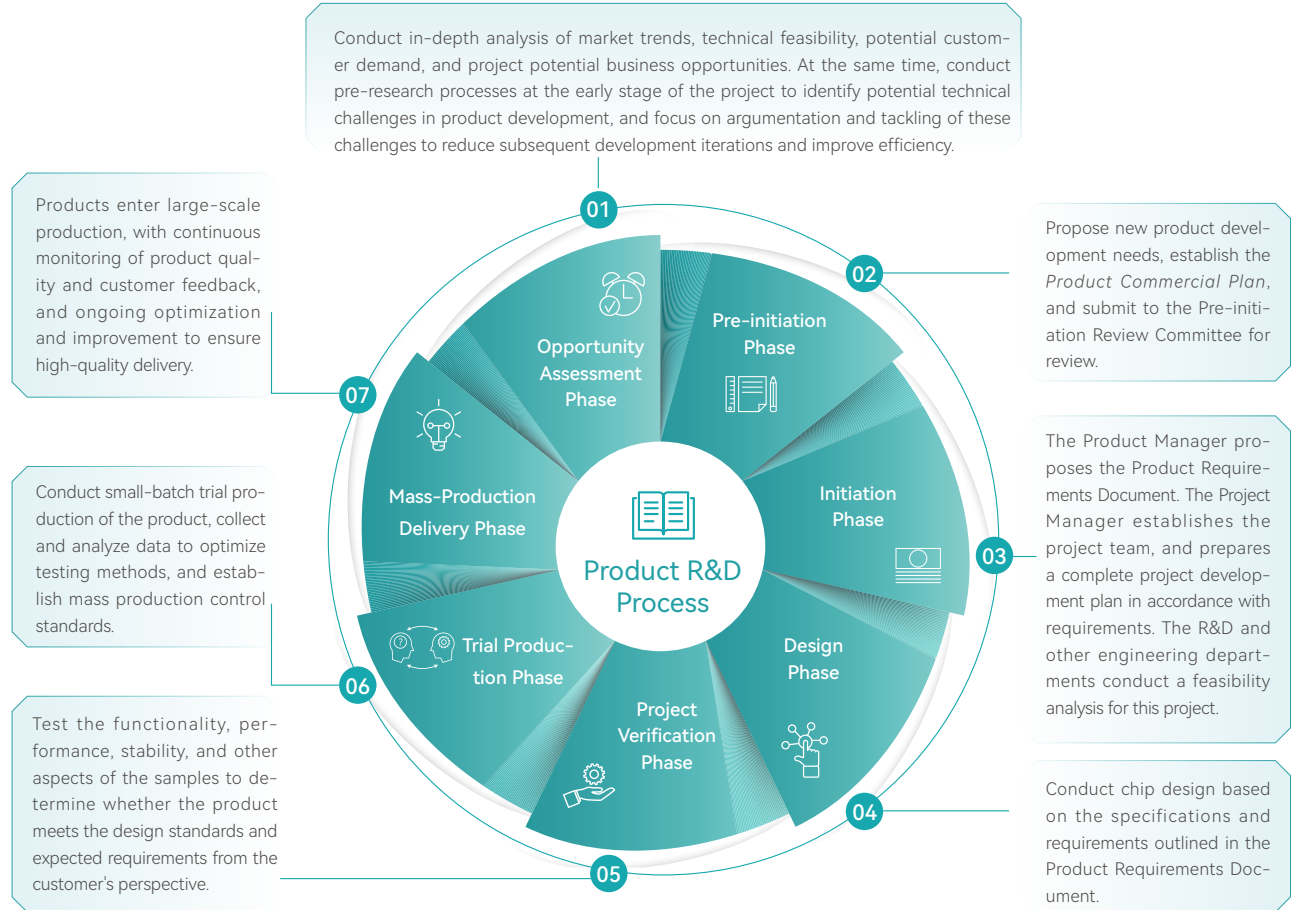
| Major risks/ Opportunities                | Risk/Opportunity Description   | Impact Timeframe      | Value Chain Links of Impact | Potential Financial Impact | Measures  |
|---|--|-----------------------|-----------------------------|----------------------------|---|
| Lag in technological R&D                  | Failure to keep pace with evolving market demands and key new technologies may weaken the product competitiveness of the Company and hinder our ability to meet market and customer needs  | Long-term             | Operation                   | Revenue decline            | <ul style="list-style-type: none"> <li>Establish a comprehensive R&amp;D process system and continuously increase R&amp;D investment</li> <li>Place emphasis on attracting and cultivating R&amp;D talent, and encourage employees to actively engage in innovation activities through patent incentive</li> </ul>  |
| Technology leakage                        | Due to the limitations in technical secret protection measures, the mobility of technical personnel, and other uncontrollable factors, there is a risk of core technology leakage, which may result in damage to our reputation, customer trust, and impact on market share                      | Long-term             | Operation                   | Revenue decline            | <ul style="list-style-type: none"> <li>Establish a sound trade secret management system and formulate relevant policies</li> <li>Require all employees to sign confidentiality agreements</li> <li>Enhance the awareness of trade secret protection among all employees</li> </ul>  |
| New product and application opportunities | The emergence of certain products in the market experiencing explosive growth (e.g., the AI server boom in 2025) creates massive demand for specific chips. If the Company has corresponding technology reserves or a similar product base, it can seize the competitive advantage in the market | Mid-term<br>Long-term | Operation                   | Revenue increases          | <ul style="list-style-type: none"> <li>Establish a perfect market research mechanism to grasp market and technology trends, with R&amp;D personnel rotating through the market to get closer to market demands</li> <li>Enrich the Company's IP portfolio and expand IP coverage</li> <li>Establish a new technology research system and increase investment in new technology research</li> <li>Strengthen collaboration with leading companies in new product fields</li> </ul> |

## Impact, Risk and Opportunity Management

3PEAK places great emphasis on risk management during the R&D innovation process, having established the *Project Risk Management Norms* to integrate risk identification and control systems into the entire product development process. At the same time, the Company continues to strengthen the training and capacity building of R&D talent to improve the efficiency of technological breakthroughs and result transformation, thereby enhancing overall innovation capability and development resilience.

### R&D Process Optimization

To continuously enhance R&D efficiency, innovation capability, and product quality, the Company has developed the *Work Guidelines for Mass Production Testing* and other norms, clarifying departmental responsibilities and establishing an efficient collaboration mechanism to ensure the orderly advancement and high-quality delivery of R&D projects.



### Cultivation of the R&D Team

The Company regularly organizes R&D training activities, shares experience, and conducts technical exchanges across teams after project completion, implements systematic pre-job training for new employees, and arranges R&D personnel to rotate in the marketing department to understand market demand and cutting-edge information, thus improving R&D efficiency.

### R&D Incentives

The Company has put in place an incentive mechanism that takes patent creation and product innovation as its core. Through the development of systems like the *Patent Award Regulations*, it has precisely defined the standards for assessing innovation performance, thereby motivating employees to wholeheartedly devote themselves to technological R&D and the practical application of research achievements. During the reporting period, the Company further enhanced the effectiveness and timeliness of incentives by developing bonus allocation plans based on R&D personnel's project outcomes and additional contributions, and providing immediate rewards and recognition. In addition, the company introduced the Product Line Excellence Award to recognize and reward exceptional contributions from R&D personnel with immediate rewards and public acknowledgment. Additionally, the Company holds an annual innovation award, selecting two outstanding inventors and one most valuable patent award during the reporting period, and has granted patent bonuses to over 160 individuals.

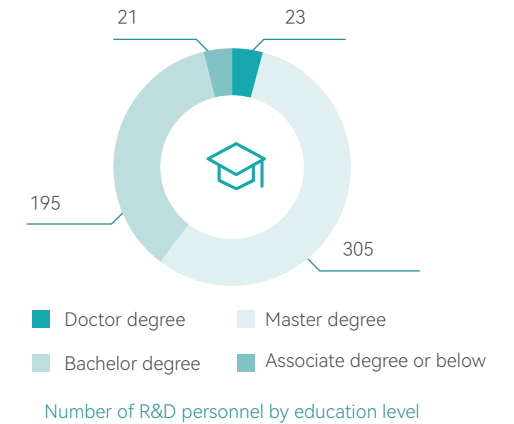
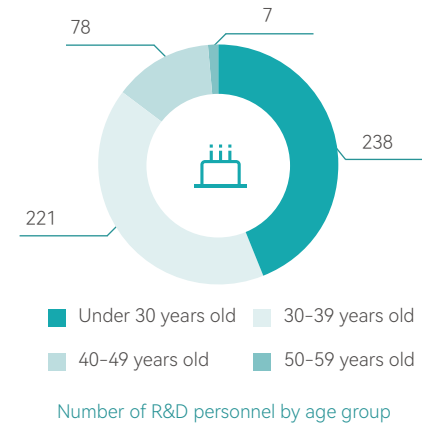
### | Metrics and Targets

3PEAK's R&D goal is to "provide advanced, innovative, and fully competitive analog and mixed signal product solutions", with clear and measurable specific indicators around key dimensions such as R&D investment, R&D project expansion, and patent applications, and employs a regular tracking mechanism to ensure steady progress and efficient achievement of these goals.

| Performance Indicators for R&D                      | Unit       | 2025      |
|---|------------|-----------|
| R&D investment                                      | RMB 10,000 | 58,818.88 |
| Proportion of R&D investment in operating revenue   | %          | 27.46     |
| Number of R&D personnel                             | Person     | 544       |
| Proportion of R&D personnel in total employee count | %          | 62.03     |
| R&D Personnel Training Coverage                     | %          | 100       |
| Average R&D Personnel Training Duration             | Hour       | 124.27    |

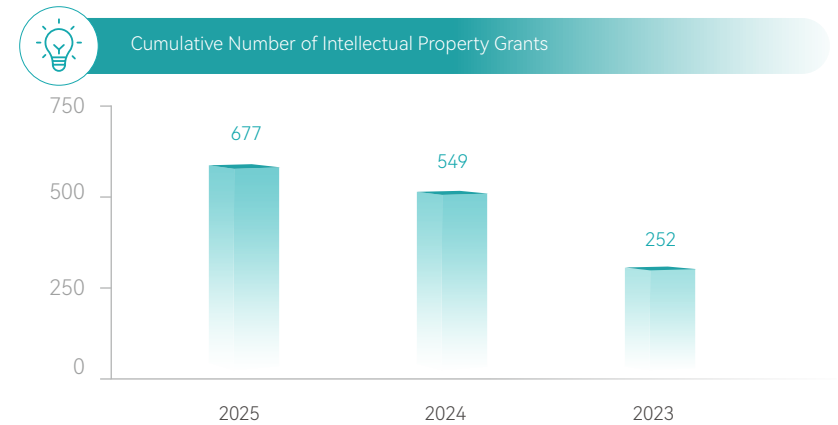
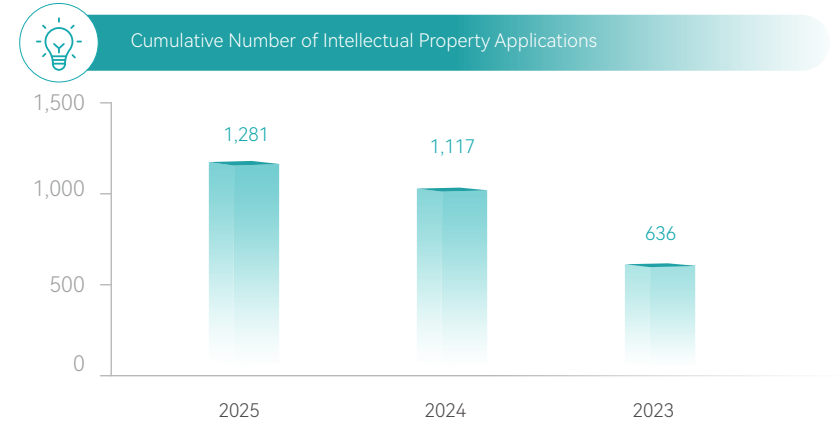
### R&D Objectives and Achievements

- During the reporting period,
- R&D investment increased by **1.93%** YoY.
- Mass Production Product Quantity Target: **100%** achieved.
- New R&D Projects Target: **100%** achieved.
- Patent Application Target: **100%** achieved.



3PEAK was successfully included in the “2025 Suzhou High-Value Patent Cultivation Program Project Recommendation List”. As of the end of the reporting period, 3PEAK has applied for a total of 894 patents, 290 IC layout designs, and 97 trademarks, and has obtained 331 patents, 284 IC layout designs, and 62 trademarks.

| 2025 Intellectual Property Categories | New Additions |            | Total        |            |
|---------------------------------------|---------------|------------|--------------|------------|
|                                       | Applications  | Approvals  | Applications | Approvals  |
| Domestic Invention Patents            | 103           | 70         | 676          | 217        |
| Domestic Utility Model Patents        | 40            | 13         | 171          | 112        |
| PCT                                   | 7             | 0          | 47           | 2          |
| Integrated Circuit Layout Designs     | 14            | 45         | 290          | 284        |
| Trademarks                            | 0             | 0          | 97           | 62         |
| <b>Total</b>                          | <b>164</b>    | <b>128</b> | <b>1,281</b> | <b>677</b> |

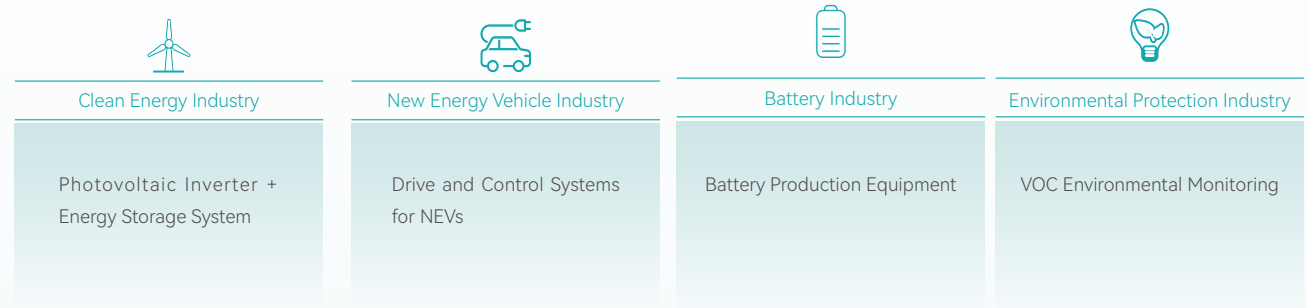


## | Clean Tech Opportunity

With the deepening of sustainable development concepts, market attention to green and low-carbon products continues to rise. 3PEAK fully integrates green and environmental protection concepts into the product innovation and R&D process, actively seizing development opportunities brought by clean technologies. The Company continues to focus on high-performance, high-reliability, and green products, and steadily advances collaborative efforts with partners in green product development, continuously offering products and solutions that combine performance advantages with environmentally friendly features, supporting industrial green transformation and sustainable development.

In 2025, the Company will continue to increase R&D investment in optical communication and power management. In the optical communication field, as optical module rates evolve from 400G to 800G, 1.6T, and 3.2T, the power consumption of optical modules increases. The Company has launched 4 projects related to optical module to improve the integration of optical modules and further reduce power consumption. In the power management chip field, the Company has initiated six new projects focused on more energy-efficient and higher-efficiency power management chips, widely applied in automotive cockpits, smart driving, LiDAR, and industrial power systems. These efforts contribute to energy-saving and emission reduction and promote the broader application of clean energy. As of the end of the reporting period, the Company has obtained 98 valid patent grants in clean technology areas such as reducing energy consumption, saving raw materials, and extending product lifespan. Among these, 41 patents are related to reducing energy consumption, 45 patents are related to conserving raw material use, and 12 patents are related to extending product lifespan.

### Application of 3PEAK Clean Tech Products



## | Industry Exchanges

3PEAK actively engages in industry ecosystem development, not only deeply participating in standard discussions and industry collaborations but also obtaining authoritative certifications and contributing professional expertise to promote industry chain collaboration and upgrading.

### Participation in Standard Development

3PEAK, as a member or expert of standard drafting groups, has deeply participated in the full process of multiple automotive electronics industry standards, such as *Technical Requirements and Test Methods for Automotive Controller Area Network (CAN) Transceiver Chips* and *Technical Requirements and Test Methods for Automotive Local Interconnect Network (LIN) Transceiver Chips*. The Company also assigns professionals to serve as members of relevant standard organizations, actively promoting the unification, improvement, and practical application of industry technical standards.

Case

Attending the 2025 Automotive Chip Ecosystem Conference and Signing a Strategic Agreement with China Automobile Chip

In November 2025, 3PEAK attended the Automotive Chip Ecosystem Conference and signed a strategic cooperation agreement with China Automobile Chip. At this conference, 3PEAK, as one of the core drafters of the HSMT standard, assisted in the establishment of the in-vehicle audio protocol standard and testing specifications. Relevant ecosystem development results were also released at the same time. Additionally, the Company showcased its self-developed audio chip inter-connection testing platform, demonstrating its innovative strength.

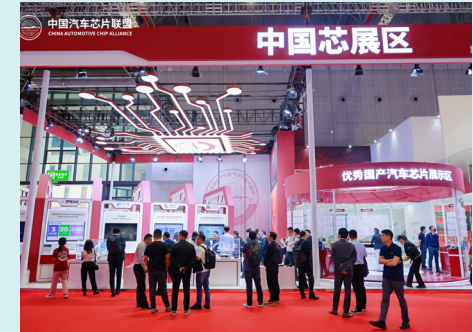


Automotive Chip Ecosystem Conference Site

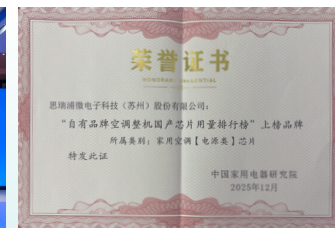
Case

Appearing at the 2025 Shanghai Auto Show, Showcasing Multiple Key "Chip" Trends in Automotive Electronics

In May 2025, 3PEAK presented a range of automotive applications at the "China Chip Pavilion" at the Shanghai Auto Show, showcasing a matrix of automotive-grade chip products covering 48V architecture upgrades, OBC high integration, cockpit intelligence, and body control, among other scenarios. Through a "platform + product + application" full-stack solution, the Company presented the technical strength of more than 200 mass-production automotive-grade chips and its independently controlled supply chain advantages. This display reinforced 3PEAK's connection with the automotive industry ecosystem and demonstrated its strength and determination to advance the domestic automotive chip industry with cutting-edge technologies.



Awarded the Listed Brand of "Ranking of Domestic Chip Usage in Self-owned Brand Air Conditioners"



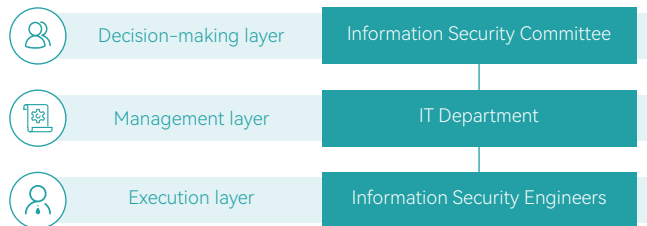
TPT1021Q-XXXX-S Series Chip Product Recommended as the 2025 China's Innovative Achievements in Automotive Chips

## Data Security Protection

3PEAK places great importance on data security and privacy protection in the digital environment, continuously improving its management structure, system framework, and reinforcing responsibility implementation and process control to build a solid information security defense line for both the Company and its customers.

### Governance

3PEAK places high importance on information security and system stability, having established internal norms such as *Information Security Management System*, *Computer File Security Management System*, and *Laboratory Software Usage and Network Usage Management Specifications*, among others. The Company has built a three-layer management structure consisting of an information security committee, IT department, and information security engineers to implement unified control over infrastructure, networks, servers, applications, and terminal devices to ensure system security and stability. At the same time, the Company has defined a three-year regular update mechanism for the above-mentioned internal norms to ensure their continued effectiveness.



Information Security Organizational Structure

### Strategy

3PEAK views information security and customer privacy protection as key supports for its sustainable development. The Company identifies and analyzes potential risks and opportunities in daily operations and formulates targeted response measures. Additionally, the Company continuously strengthens information system security control, improves its multi-layer defense system, and effectively avoids the risk of information and privacy leakage.



| Major Risks                                 | Risk Description  | Impact Timeframe                    | Value Chain Links of Impact | Potential Financial Impact                  | Measures   |
|---|---|-------------------------------------|-----------------------------|---|--|
| Disruption of information system services   | The service disruption caused by server hardware issues, network equipment failures, and deliberate human damage  | Short-term<br>Mid-term              | Operation                   | Operating costs increase                    | <ul style="list-style-type: none"> <li>Strengthen cyber system security management</li> <li>Advance information technology development and information security awareness training</li> <li>Implement server hardware redundancy and perform regular data backups</li> </ul>   |
| Leakage of information and customer privacy | Leakage of the Company's information or customer privacy due to malicious intrusions, improper permission configurations, and other factors, which may expose the Company to legal litigation and reputation damage | Short-term<br>Mid-term<br>Long-term | Operation<br>Downstream     | Operating costs increase<br>Revenue decline | <ul style="list-style-type: none"> <li>Strengthen physical isolation of information</li> <li>Enhance awareness of information security protection</li> <li>Establish a security protection system and strengthen monitoring in restricted access areas</li> <li>Control the transmission and usage of sensitive documents</li> </ul> |

## Impact, Risk and Opportunity Management

During the reporting period, to fully identify and assess potential information security risks, the Company conducted an information security risk assessment based on ISO 27001, TISAX, GB/T 20984 standards, and evaluated the assets' importance, value, and threat level from organizational, physical, technical, and personnel dimensions. The assessment covered 55 risk scenarios, prioritized mitigation for assets rated level 4 and above, and formed the *Risk Assessment Self-Check Report*.

### Information Security Regular Management

3PEAK has established a comprehensive management system covering physical environment, network systems, file data, and user behavior. Through the monthly information security report mechanism, the Company continuously identifies issues and optimizes improvements.

#### 3PEAK's Information Security Management Strategy



- Achieve physical isolation using the network access system and the intranet system, enabling isolation between the Company and the outside world, between our R&D departments and non-R&D departments, and between different projects within the R&D departments.



- Maintain a terminal USB port lockout and access whitelist to prevent access to unauthorized USB devices and terminals.
- Continuously tighten terminal management permissions, focusing on restricting installation permissions of specific terminal computers and business system access, while further limiting access to perimeter devices such as USB drives, optical drives, Bluetooth, and wireless network cards.
- Optimize access control strategies and strengthen remote access control throughout the process.
- Complete business system inventory on the Internet side, closed a batch of non-essential externally published business systems and ports, and upgraded and patched critical systems retained for Internet-side business.
- Timely upgrade firewall URL libraries, intrusion prevention, antivirus, and other protection capabilities.



- Regularly scan all files downloaded to detect and remove possible malware, viruses, or other potential threats.
- Monitor printed files and use special logos or watermarks to trace the sender and receiver of files.
- Adopt redundant configuration of server hardware and perform data backup at regular intervals.
- Periodically conduct stock inventory and update three-level classified information (confidential, secret, and internal public information) at the company level, covering research scope confirmation, survey template preparation, kick-off meetings, classified information collection, and information classification communication.



- Establish a 24/7 security system that covers the entire site, and monitor visitors and employees in sensitive areas when they take pictures with their mobile phones.
- Implement access control and strictly manage employee access and visitor registration.
- Monitor the data transmission conducted by employees to the outside world.



### Information Security Emergency Management

The Company has developed a *Business Continuity Plan (BCP)* and improved the emergency response mechanism by deploying terminal protection, conducting regular security inspections, etc., to ensure a fast recovery of critical business in case of virus attacks. For information leakage incidents, immediate remediation and reporting to the Legal Department for centralized handling are required, with tiered accountability based on severity. During the reporting period, the Company conducted emergency drills for network security and virus attack scenarios and commissioned a third party to conduct a comprehensive vulnerability scan and security enhancement of internet-side business systems.



### Customer Privacy Protection

3PEAK integrates privacy protection requirements into the overall information security framework and establishes a perfect customer data control mechanism. Systematized tools are used to centrally manage customer data and implement fine-grained access control; sales data are included in the CRM system; R&D data are placed within the internal network with strict access control. Privacy protection responsibilities and operational standards are clarified for each business link.



### Information Security Awareness

The Company has established a layered information security training and assessment mechanism through its internal learning platform, 3PEAK Academy. Specialized training for new employees is provided monthly, and annual training courses and assessments are issued to all employees, with learning progress included in year-end performance assessments. During the reporting period, employee information security training coverage reached 100%.



### Information System Development

During the reporting period, the Company enhanced business efficiency through iterative core systems and the implementation of new platforms. Specific improvements include: Optimizing the CRM system, simplifying the order forecasting process, and empowering sales decision-making. Upgrading production scheduling system logic to enhance automation and support operational decisions. Launching the SRM system for precise management of materials and suppliers, improving procurement efficiency. Enhancing internal collaboration efficiency by connecting internal network, databases, and R&D data/processes with subsidiaries.

## | Metrics and Targets

The Company clarifies information security and customer privacy protection management goals, ensuring that management targets are measurable and traceable through regular tracking and dynamic reviews, continuously improving and enhancing information security and customer privacy protection efforts.

| Indicator                      | Annual target | 2025   |
|--------------------------------|---------------|--------|
| Data security incidents        | 0             | 0      |
| Customer data breach incidents | 0             | 0      |
| IT request closure rate        | 95%           | 97.74% |



# Lean Management Shaping the Future with Quality

3PEAK adheres to the principle of quality first and has established a quality management system covering the entire product lifecycle. Through employee participation and lean management, the Company continuously improves product quality and resource efficiency. The Company focuses on customer relationships and satisfaction feedback mechanisms, ensuring timely responses and creating long-term value for customers in collaboration with distributors. At the same time, we are committed to building a responsible, sustainable supply chain, strengthening ESG management and collaboration with suppliers, eliminating the use of conflict minerals, and promoting the green and sustainable development of the supply chain.

## Response to SDGs



## Our Actions

Safety and Quality of  
Products and Services

Customer Service  
Guarantee

Responsible  
Supply Chain



## Safety and Quality of Products and Services

3PEAK upholds the principle of quality first and has built a quality control system covering the entire process, continuously advancing product quality update and iteration, optimizing production processes, and strengthening quality awareness to gain customer trust with high-quality products, thereby enhancing market competitiveness.

## Governance

3PEAK has established a full-process quality management system, led by the general manager and coordinated by all departments, covering all stages from R&D to after-sales. The Company has developed documents such as *IC Development Procedures*, *Early Product Quality Planning Procedures*, and *Product Reliability Verification Control Procedures*, clearly defining the classification of quality issues, traceability, and handling requirements to drive continuous quality improvement and improve customer satisfaction.

## System Certification

To ensure regulatory quality work, the Company has established and passed related management system certifications, including ISO 9001 Quality Management System, IATF 16949 Automotive Quality Management System, ISO 26262 Automotive Functional Safety Management System, ANSI/ESD S20.20 Electrostatic Discharge Control Management System, and ISO/IEC 17025 CNAS Laboratory Accreditation, providing systematic guarantees for product quality.



ISO 9001 Quality Management System Certificate



IATF 16949 Automotive Quality Management System Certificate



ISO26262 Automotive Functional Safety Management System Certificate



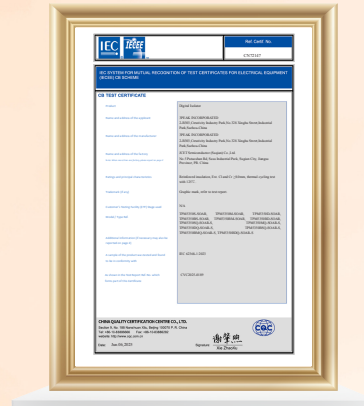
ANSI/ESD S20.20 Electrostatic Discharge Control Management System Certificate



ISO/IEC 17025 CNAS Laboratory Accreditation Certificate

### Product Certification

3PEAK's industrial-grade and automotive-grade isolation products can provide a full series of safety certifications, such as VDE, TÜV, CSA, UL, CQC, and CB, meeting regulatory requirements for export to major global markets like Europe and North America. In automotive-grade quality management, the Company has updated verification requirements according to the latest AEC Q006 standard, updated the requirements for product reliability verification, optimized documents such as *New Product Reliability Verification Procedures*, and completed AEC-Q certification for numerous products through internal CNAS labs and third-party collaboration, continuously meeting automotive-grade product reliability requirements.



CB



CQC



TÜV



CSA



UL



VDE

### Supervision and Assessment

The Company has established a “trinity” internal and external quality supervision mechanism supported by IT-based data monitoring, implementing quality accountability at different levels: General quality issues are corrected by department heads and incorporated into performance evaluations. Major quality issues trigger high-level accountability procedures, directly linked to the performance evaluations of directors and executives.

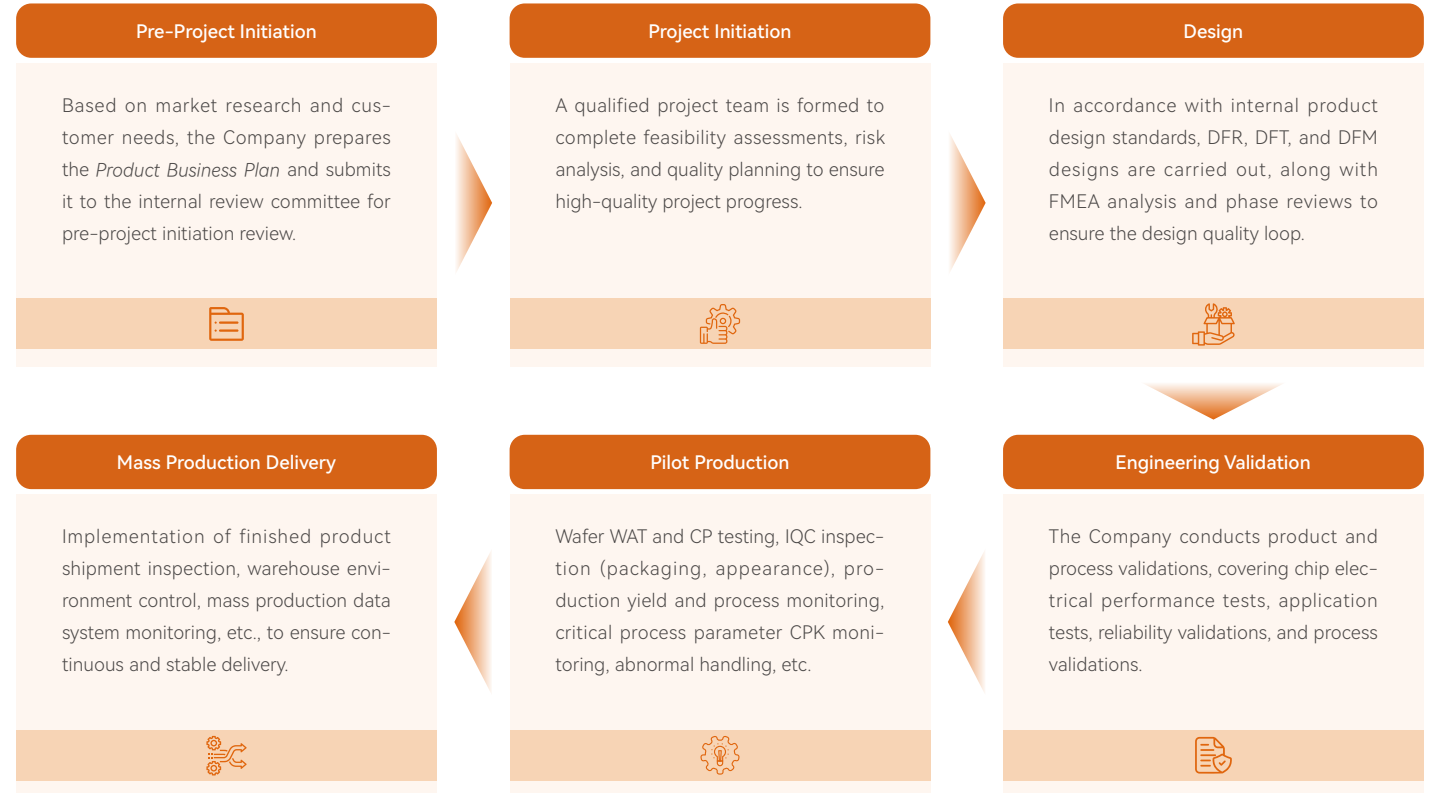
## Strategy

3PEAK adheres to the “Provide cost-competitive, defect-free products and services to customers” quality policy, continuously improving various quality management systems and key processes of the Company to ensure customer satisfaction with high-standard quality management and service guarantee.

| Major Risks                               | Risk Description  | Impact Timeframe                    | Value Chain Links of Impact         | Potential Financial Impact               | Measures  |
|---|---|-------------------------------------|-------------------------------------|--|---|
| Product design quality below standards    | If the quality system management is out of control and batches of products fail to meet design quality standards, the non-conforming products may reach customers, and the Company may face product recalls and customer complaints | Short-term<br>Mid-term<br>Long-term | Operation<br>Downstream             | Recall costs increase<br>Revenue decline | <ul style="list-style-type: none"> <li>Strictly adhere to whole-process quality management and control, drive continuous internal improvements, empower quality, and implement lean management</li> <li>The Company controls product design, testing, production, and shipping processes, establishing nonconforming product control procedures</li> <li>Establish a BCP for major quality issues and conduct regular drills</li> </ul> |
| Customer service delays                   | If customer service process management is inadequate or resources are insufficient, delayed responses to customer issues may lead to dissatisfaction, increased complaints, or even customer loss                                   | Short-term<br>Mid-term<br>Long-term | Operation<br>Downstream             | Revenue decline                          | <ul style="list-style-type: none"> <li>Regular customer satisfaction surveys and improvements to issues causing dissatisfaction</li> <li>Periodic visits to customers and distributors and conduct technical exchanges and prompt issue resolution</li> <li>Establish a customer complaint response mechanism for timely resolution</li> </ul>  |
| Supplier delivery quality is sub-standard | If the quality of products delivered by suppliers fails to meet Company’s standards, it may lead to product quality and safety issues, potentially resulting in regulatory penalties, reputational damage, and loss of market share | Short-term<br>Mid-term<br>Long-term | Upstream<br>Operation<br>Downstream | Recall costs increase<br>Revenue decline | <ul style="list-style-type: none"> <li>Strengthen supplier quality empowerment and management by conducting regular audits and on-site inspections</li> </ul>   |

## Impact, Risk and Opportunity Management

3PEAK has established a full-process quality control system based on ISO 9001, IATF 16949, and customer requirements, aiming to achieve excellent product performance and customer satisfaction through risk analysis, lean management, continuous improvement, and quality empowerment.



3PEAK's Full-Process Quality Control

## Lean Management

We continue to deepen lean management, promote production process optimization, improve product design, and upgrade warehouse logistics to promote efficient resource allocation and strengthen market competitiveness.

### Manufacturing Engineering



- **Clarify responsibility of positions:** Manage the manufacturing engineering in a professional level, and divide the manufacturing processes into three modules: wafer engineering, packaging engineering, and testing engineering.
- **Optimize manufacturing process:** Improve product quality and yield rate through data analysis and optimization of related parameters as well as manufacturing processes.

### Product Engineering



- **Modularize management:** Manage different product lines in a modularized manner, sort out factors affecting product performance and mass production yield, and solve problems in the introduction of new products.
- **Optimize customer complaint analysis:** Conduct timely data interpretation and modular orientation analysis for product problems, and provide solutions.

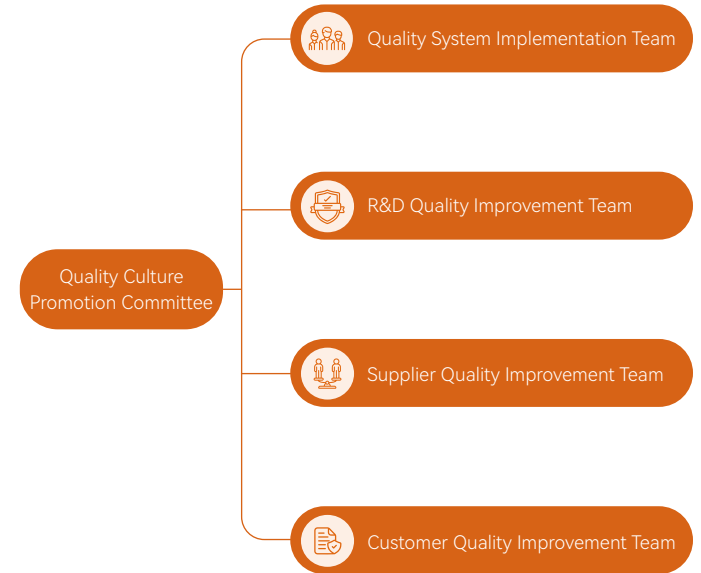
### Warehouse Management



- **Implement 6S Management:** Manage the warehouse site according to the 6S requirements of “SEIRI, SEITON, SEISO, SEIKETSU, SHITSUKE, and SECURITY”, standardizing the warehouse operation and management.
- **Introduce digital management:** Implement the warehouse management system (WMS), automatically verifying product information by scanning QR codes, reducing human errors, and preventing omissions or incorrect shipments.
- **Optimize sample warehouse and e-commerce warehouse management:** The system automatically locks expired products and provides replenishment reminders to ensure timely inventory adjustment; after optimizing the export customs, efficiency has increased by 30%.
- **Enhance label printing:** Enhance the traceability of label printing and achieve automated printing of customized labels.
- **Develop consignment model:** Develop an automatic warehouse transfer function to streamline the consignment process.

## Continuous Improvement

We have established a continuous improvement expert group and promotion team, led by senior management, and developed the *Continuous Improvement Process*. Every year's improvement activities follow a standardized process, including project registration, initiation review, implementation, effect verification, result presentation, and assessment incentives. These activities cover product design, testing optimization, process efficiency, and technological improvement.



Quality Culture Promotion Organizational Structure

The Company actively cultivates quality culture, and conducts annual CIP evaluations, quality interviews, quality tool and awareness training, etc. In 2025, we successfully evaluated 15 CIP projects. For example, the "Power Level Black Box Application Solution" project, by building three major power-level black box testing platforms covers key scenarios in industries such as industrial, automotive, data centers, and home appliances, to validate and enhance chip reliability in real-world applications. At the same time, the team improved the Company's professional reputation by publishing papers on international platforms and participating in industry summits.



Annual CIP Evaluation Activity

### Quality Empowerment

3PEAK lays the foundation for continuous improvement and operational excellence by enhancing supplier quality control and strengthening quality capacity improvement among all employees.

## | Supplier Quality Management

We have developed a series of regulations, including *Supplier Management Control Procedure* and *Supplier Audit Procedure*, covering suppliers such as wafer fabs, packaging, and testing factories. Through systematic risk identification, strict audits, and continuous improvement, we strengthen quality control throughout the supplier selection, audit, daily management, and performance assessment processes to ensure stable and high-quality delivery from the supply chain.

#### Risk identification

- Proactively identify common supplier issues and potential supplier risks in different dimensions, processes, and factories through the quarterly One Point Lesson (OPL) sharing.
- Require suppliers to sign *Quality Assurance Agreement*

#### Monitoring and audit

- Resident engineers conduct key process walkthroughs, perform sampling inspection on key quality data and follow up on serious anomalies as required to help suppliers improve their capabilities.
- Carry out regular self-assessment audits and on-site audits, as well as annual evaluations of suppliers, to spur them to continually improve the quality of their deliveries.

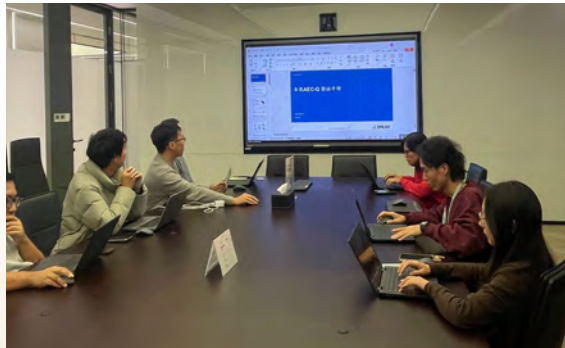
#### Continuous improvement

- Encourage suppliers to strengthen their weak points through annual CIP project and the quality issue CIP projects.
- Coordinate the output standards of all factories based on our different process standards for wafers, intermediate and packaging tests; and empower factories failing to meet the requirements through meetings, field visits, and specific guidance.

Supplier Quality Management Initiatives

### Employee Quality Awareness Enhancement

The Company is committed to improving quality awareness and skills across the entire workforce. In 2025, by preparing a systematic quality training program, we achieved a 100% participation and pass rate in quality culture courses among new employees. Meanwhile, centering on quality system requirements, we organized specialized advanced training in ECN/PCN change management, safety certification, AEC-Q standards, business continuity management, and hazardous substance control. All participants passed assessments and received certifications to ensure the professional level of key processes.



Quality Special Skills Training

### Metrics and Targets

3PEAK emphasizes product quality management by setting annual quality objectives and monitoring their achievement to ensure that quality meets customer requirements. During the reporting period, the Company did not experience any major safety or quality incidents related to products and services, and all annual quality targets were achieved.

| Indicator                           | Annual target | 2025     |
|-------------------------------------|---------------|----------|
| 3PEAK Product qualification rate    | ≥ 97.9%       | Achieved |
| Continuous improvement projects     | ≥ 12          | Achieved |
| Failure rate of automotive products | ≤ 1ppm        | Achieved |



#### Other Highlights of Performance

- During the reporting period,
- 55** quality training sessions were conducted
- achieving **100%** employee quality training coverage.





## Customer Service Guarantee

3PEAK adheres to a customer-centric approach by developing service processes such as *Order Management Procedures* and *Customer Complaint Handling Process*, aimed at establishing long-term, trust-based cooperative relationships and enhancing customer satisfaction. At the same time, it strengthens distributor management by clarifying cooperation standards and responsibilities to improve collaboration efficiency and create value for customers together.

### | Improve Customer Service

Focusing on core customer needs, the Company has established a comprehensive service system covering rapid response, customized services, joint brand development, and localized support overseas.



|   |  |
|---|--|
| <p>Prompt response</p>             | <p><b>On-site support:</b> Organize FAE to provide on-site technical support to solve product and technical problems of customers in a timely manner.</p> <p><b>Technical exchange:</b> Communicate with customers on the application of products and technology optimization at a deep level, and understand customers' requirements and feedback on quality to dynamically adjust and update the Company's priorities on product optimization.</p> |
| <p>Customized services</p>         | <p><b>Customized solution:</b> For customers' needs of product and the application, the Company offers customized or semi-customized products and solutions, which are verified in advance of feasibility.</p>   |
| <p>Product promotion</p>          | <p><b>Multichannel promotion:</b> Display the Company's products and technologies through the official website, WeChat official account, product brochures, and other ways to strengthen customer understanding of products and brand recognition.</p>   |
| <p>Overseas service support</p>  | <p><b>Elite team assignment:</b> Deploy elite domestic sales and technical support (FAE) personnel to be stationed overseas, working closely with local teams to provide customers with on-site technical support and deep service.</p> <p><b>Expanding Service Network:</b> We actively expand the overseas distributor and service network to improve regional coverage and response efficiency.</p>   |



Technical Exchange with Customers

To continuously enhance the team's professional capabilities and customer product safety, the Company conducts specialized training for sales and technical support teams, including *Consultative Sales*. Externally, through customer visits and industry exhibitions, we proactively convey product safety information and usage standards to customers.



Consultative Sales Training

## | Customer Complaint Response

According to the *Customer Complaint Handling Procedures*, the Company specifies the entire process from complaint acceptance to closed-loop improvement and has established a rapid response team consisting of FAE, CQE, FA, and sales personnel. The Company sets clear processing timelines: CQE must confirm the complaint sample and failure phenomena within 1 working day, complete preliminary failure analysis within 1-2 working days, and provide the root cause analysis and 8D report within 5 working days. Emergency complaints must be completed within 5 working days, and general complaints are completed within an average of 8 working days. During the reporting period, the complaint closure rate was 100%.

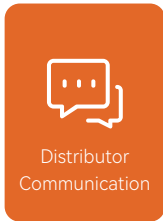


Customer Complaint Handling Process

In addition, in documents such as *Nonconforming Product Control Procedure*, *Corrective and Preventive Action Control Procedure*, and *Return and Replacement Management Procedure*, the Company has clearly specified product recall and return/exchange management processes and corrective action requirements to ensure that such incidents are strictly analyzed, corrective actions are formulated, and problem management is completed.

## Distributor Management

To standardize distributor management, the Company has established and refined the *Distributor Management Work Guidelines*, which systematizes the introduction, change, and elimination processes for distributors. The Company has developed a graded assessment and elimination mechanism, conducting annual assessments based on sales, market expansion, payment timeliness, and customer complaints. Additionally, by improving operational manuals, upgrading the CRM system, and adding logistics tracking functions, the Company drives process standardization and digitalization to enhance distributor service response and collaboration efficiency.



- The Company maintains daily communication with distributors through multiple channels, such as field visits and emails, regularly discussing market prospects, cooperation expansion, and business model reviews.
- Monthly regional meetings are held to synchronize project progress and customer needs.
- A regular audit mechanism is established, combining both on-site and online methods for periodic distributor audits.



- Outstanding distributors are awarded corresponding prizes and rewards.



- Periodic training is organized for distributor teams, covering product introductions, target application analysis, failure analysis case sharing, etc., and assessment mechanisms are established to evaluate and reinforce learning outcomes.

### Distributor Management Measures

The Company holds an annual distributor conference to comprehensively review performance achievements, customer management, resource support, market environment, and future plans, promoting the update of distributor cooperation and compliance requirements. The conference includes awards for outstanding distributors, establishing collaboration norms, and setting benchmarks that foster strategic alignment and positive incentives for partner relationships.

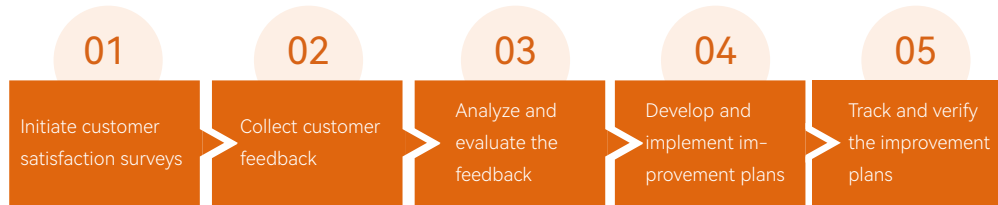


Annual Distributor Conference

The Company has strengthened management of distributor-related agreements, including integrity agreements, export control, and sanction compliance commitments. Additionally, the Company regularly communicates management requirements to distributors, encouraging compliance with the terms of agreements. During the reporting period, the signing rate of domestic distributor integrity agreements was 100%, and the signing rate of export control and sanction compliance commitments was also 100%.

## Customer Satisfaction Survey

In 2025, the Company continued to listen to customer feedback through satisfaction surveys, which covered various dimensions such as product performance-price ratio, quality and reliability, on-time delivery, communication, and technical support.



Customer Satisfaction Survey Process

For low-rated items identified in the survey, the sales department will promptly engage with customers to gather detailed feedback, and perform a comprehensive assessment by considering other information, ultimately generating a satisfaction analysis report. Subsequently, the marketing, operations, and other relevant departments will work together to implement the improvement measures, while the quality department is responsible for tracking and verifying the effectiveness of these measures to ensure that a management closure is achieved. In 2025, all the customer satisfaction-related targets formulated by the Company were fully accomplished.

|                               | Indicators                 | Targets | Achievements in 2025 |
|-------------------------------|----------------------------|---------|----------------------|
| 3PEAK non-automotive customer | Survey Response Rate       | 80%     | 100%                 |
|                               | Overall Satisfaction Score | 91      | 92.8                 |
| 3PEAK automotive customer     | Survey Response Rate       | 80%     | 100%                 |
|                               | Overall Satisfaction Score | 92      | 97.58                |
| iCM customer                  | Survey Response Rate       | 80%     | 91.7%                |
|                               | Overall Satisfaction Score | 90      | 90.8                 |



## Responsible Supply Chain

3PEAK is dedicated to building a healthy, safe, responsible, and sustainable global supply chain, viewing suppliers as key partners in mutual growth. By establishing collaborative mechanisms and management frameworks, we continually drive improvements in the commercial, social, and environmental performance of the supply chain, achieving long-term, win-win outcomes.

### Governance

Through internal systems like *Supplier Management Procedure*, *New Supplier Selection and Evaluation Procedure*, *Supplier Management Control Procedure*, *Supplier Audit Procedure*, *Requirements on the Supplier*, *Supplier Scoring Specification*, and *3PEAK Code of Conduct for Suppliers' Social Responsibility*, the Company ensures the full lifecycle management of suppliers. This work is coordinated by the Company's Operations and Quality Center, with the Supply Chain Management Department and the Quality and Engineering Department under it working together. During the reporting period, the Company has continued to optimize relevant systems, focusing on improving rectification requirements after supplier audit and special control measures for automotive products.

## Strategy

To address global risks and seize opportunities, 3PEAK dynamically monitors international regulations, proactively identifies risks, and continuously optimizes and builds a resilient supply chain system to achieve collaborative development and long-term win-win relationships with suppliers.

| Major Risks                           | Risk Description  | Impact Timeframe                    | Value Chain Links of Impact         | Potential Financial Impact | Measures   |
|---------------------------------------|---|-------------------------------------|-------------------------------------|----------------------------|--|
| Unstable supplier deliveries          | Delivery disruptions or delays may occur due to factors such as single-source suppliers or non-compliance with supplier selection requirements  | Short-term<br>Mid-term              | Operation<br>Downstream             | Revenue decline            | <ul style="list-style-type: none"> <li>Strengthen the daily management and auditing of suppliers, diversify the supplier base, and simultaneously establish backup plans for wafer fabrication, packaging, and testing plants to mitigate supply disruption risks and ensure delivery stability</li> <li>Enhance supplier training and empowerment to motivate supplier development</li> <li>Promote the digital and intelligent transformation of the supply chain by building a supply chain data visualization platform to monitor production, delivery, and inventory dynamics in real time</li> </ul> |
| Non-compliant supplier ESG management | Improper management by suppliers in ESG areas such as labor rights, environmental protection, and business ethics may lead to regulatory penalties or lawsuits, impacting the Company's reputation and delivery | Mid-term<br>Long-term               | Operation                           | Procurement costs increase | <ul style="list-style-type: none"> <li>Enhance supplier ESG/CSR audits to build a responsible supply chain</li> <li>Suppliers are required to comply with conflict-free mineral requirements and declare the source of minerals using the provided templates</li> </ul>  |
| Supplier delivery interruptions       | Delivery interruptions caused by factors such as geopolitical issues or trade policies impacting overseas suppliers   | Short-term<br>Mid-term<br>Long-term | Upstream<br>Operation<br>Downstream | Revenue decline            | <ul style="list-style-type: none"> <li>Capacity issues are anticipated, and distributors are required to increase stock levels appropriately</li> <li>The Company establishes <i>Critical Raw Material Disruption BCP</i> and prepares backup lists for wafer and packaging factories, continuously introducing alternative suppliers</li> </ul>   |

## Impact, Risk and Opportunity Management

3PEAK incorporates supply chain risks into the daily management of its suppliers. By strengthening ESG management, implementing empowerment and incentives, and promoting the digital transformation of the supply chain, it ensures the security and stability of the supply chain.

### Supplier Daily Management


The Company strictly follows the *Supplier Management and Control Procedure* and *Supplier Scoring Specification* to organize quarterly performance assessments for all suppliers that meet selected criteria.

| Supplier Onboarding  | Supplier Management  | Supplier Audits   | Supplier Exit   |
|--|--|---|---|
| We conduct comprehensive reviews and assessments from various dimensions based on the <i>Supplier Survey</i> , such as cost, delivery, quality, technology, and social responsibility, with the best suppliers being selected. | Hold regular quality review meetings to address issues such as quality deviations, production yield, material mix-ups, and PCN (Product Change notification) changes to drive continuous improvements. | Conduct annual audits covering quality systems, production processes, and social responsibility management, and carry out quarterly assessments based on quality, engineering, services, delivery, and price. | Suppliers with a quarterly score below 60 points or who fail to pass the routine audit are required to rectify within a specified period and undergo a review. If the review is not passed, the exit process will be initiated. |

### Supplier ESG Management

We have developed the *3PEAK Code of Conduct for Suppliers' Social Responsibility* and continue to monitor suppliers' ESG performance. At the same time, we require our cooperative suppliers to sign the *Integrity Agreement*. CSR investigations begin during the new supplier onboarding phase to manage ESG risks at the source. Each year, we regularly evaluate supplier performance based on the *Supplier Performance Assessment Form* and the annual supplier audit plan. Additionally, 3PEAK has established a hazardous substance management process (QC080000) to ensure that products comply with environmental regulations such as RoHS, REACH, etc., and extends these environmental requirements to the supply chain.

#### Key Points for 3PEAK's Supplier ESG Assessment

- 
- Labor human rights (child labor and forced labor)
  - Equality, inclusion, and diversity
  - Occupational health and safety (ISO 45001)
  - Code of ethics (Fair competition, anti-corruption)
  - Trade secrets and intellectual property
  - Quality Management System (ISO 9001)
  - Social Responsibility Management System (SA 8000)
  - Conflict minerals
  - Environmental management system (ISO 14001)
  - Sign the Environmental Protection Agreement with suppliers
  - Hazardous substance control (REACH regulation and RoHS standards)
  - Carbon footprint of product
  - Pollution and waste
  - Energy consumption
  - Establishment of scientific carbon targets

### Supplier Empowerment and Co-creation

The Company has established a multi-level communication mechanism, including weekly meetings, quarterly QBRs, site visits, and case sharing sessions. Through the implementation of the *Requirements on the Supplier*, we clarify production control requirements. We provide differentiated empowerment for suppliers based on performance, organize experience exchanges for excellent suppliers, and send email warnings with technical support for suppliers with potential risks. For suppliers requiring improvement, SQEs lead cross-departmental guidance to ensure continuous improvement.

### Supplier Incentives

In 2025, the Company set up various awards, such as Best Supplier Award, Best Service Award, Best Supplier Quality Award, Best Supplier Support Award, Most Reliable Supplier, and Excellent Partner, to recognize partners excelling in quality, service, and support, and jointly promote supply chain optimization and sustainable development.



Supplier Awards Ceremony

### Supply Chain Resilience Construction

3PEAK is committed to enhancing supply chain resilience and continues to advance the construction of the domestic and international supply chain dual-circulation system. During the reporting period, the Company deepened cooperation with existing suppliers in areas such as capacity building, process development, cost reduction, and quality improvement. At the same time, we advanced our own testing capabilities, strengthening local supply chain collaboration and security. During the reporting period, the number of production suppliers was 75, with local suppliers accounting for 92.00% of the total supplier base (including suppliers from Hong Kong, Macao, and Taiwan).

### Conflict Minerals Management

The Company adheres to responsible procurement commitments, ensuring that products are free from conflict minerals. We strictly comply with the OECD Due Diligence Guidance for Responsible Supply Chains, United Nations sanctions resolutions, and applicable laws. We have developed and publicly released the *3PEAK Conflict Minerals Management Policy* and issued the *Declaration of Conflict-Free Minerals*, committing not to use or indirectly purchase products or materials containing conflict minerals.

In terms of supplier management, we require suppliers to comply with the conflict-free requirements in the Supplier Management Control Procedure and report the source of minerals using templates. During the reporting period, all major production suppliers completed conflict mineral declarations, and the raw materials for delivered products came from RMI-certified qualified smelters. The Company also periodically conducts supplier surveys. In 2025, the Company re-conducted conflict mineral survey for suppliers based on the latest CMRT and EMRT report templates on its official website. The latest EMRT templates add four minerals including copper, graphite (natural), lithium, and nickel minerals to ensure no conflict mineral risks in the supply chain.

### Metrics and Targets

To ensure the supply chain meets social responsibility and sustainable development requirements, 3PEAK sets audit plans and targets for suppliers each year to manage and reduce supply chain risks from the source.

| Indicator   | Annual target | 2025 |
|---|---------------|------|
| Supplier Audit Plan Completion Rate               | 100%          | 100% |
| Coverage of New Supplier BCM & CSR Investigations | 100%          | 100% |

# People-Oriented Building a Shared Future

We are committed to creating a diverse, equitable, and inclusive career development platform and workplace environment. By establishing a comprehensive training and development system, we continuously empower employees' growth, working together to create a brighter future. At the same time, the Company fulfills its social responsibilities through concrete actions, contributing to sustainable development.

## Response to SDGs



## Our Actions

Employee Rights and Development

Occupational Health and Safety

Practicing Social Responsibility



## Employee Rights and Development

3PEAK adheres to the values of “Customer First, Integrity & Responsibility, Innovation & Growth, Collaboration & Win-Win”, insisting on a “people-oriented” approach, viewing talent as the core driving force behind the Company’s continued progress. The Company is dedicated to building a development platform that is equal, diverse, and inclusive for employees, aiming to create a high-quality talent pool.

## Governance

We strictly comply with the *Labor Law of the People’s Republic of China*, the *Labor Contract Law of the People’s Republic of China*, and other related laws and regulations. We have established a comprehensive regulatory system covering all aspects such as recruitment, compensation, communication, team building, training, performance, and health safety, including the *Employee Handbook*, *Recruitment Management Policy*, *Remuneration and Benefit Management Policy*, *Administrative Measures for Cross-Level Communication*, *Management Norms for Team Building Activities*, *Performance Management Policy*, and *Internal Instructor Management Standards*, to provide a basis for standardized management and employee rights protection. The Chairman and senior management regularly understand employee conditions. The company regularly monitors employee well-being to safeguard their rights and implements programs for talent development, training, and occupational health and safety.

## Strategy

Faced with a constantly changing talent market, the Company has developed a comprehensive employee strategy aimed at building a high-quality talent pool. In terms of employee rights and interests, we vigorously introduce top global talent, while safeguarding workers’ rights and interests, enhancing employee satisfaction, and fostering an atmosphere where they can enjoy work and life. In terms of employee development, we have refined our talent growth mechanisms to invigorate our workforce and empower both professional advancement and technical skill enhancement. In terms of employee health and safety, we reinforce occupational health and safety management to create a secure and healthy workplace.

| Major Risks                                     | Risk Description   | Impact Timeframe                    | Value Chain Links of Impact | Potential Financial Impact | Measures   |
|---|--|-------------------------------------|-----------------------------|----------------------------|--|
| Failure to guarantee labor rights and interests | Any employment practices involving child labor, forced labor, discriminatory acts, or workplace harassment during business operations shall result in legal lawsuits and reputation harm to the Company                | Short-term<br>Mid-term<br>Long-term | Operation                   | Operating costs increase   | <ul style="list-style-type: none"> <li>Improve employment policies to safeguard employee rights and interests</li> <li>Comply with labor standards, and strictly prohibit the use of child labor, forced labor, and gender discrimination</li> <li>Strengthen employee communication and provide a diverse, inclusive, and equitable working environment</li> </ul>  |
| Loss of talent                                  | Given the intensified industry competition resulting from external market shifts, the Company may face the risk of losing key talent and recruiting personnel who do not meet job requirements                         | Short-term<br>Mid-term<br>Long-term | Operation                   | Operating costs increase   | <ul style="list-style-type: none"> <li>Expand recruitment channels and proactively build a talent pool for key positions</li> <li>Regularly conduct company-wide job competency assessments and talent inventory reviews to identify high-potential employees</li> <li>Establish a qualification system and provide diverse promotion channels</li> <li>Increase investment in employee compensation and benefits to provide a competitive compensation package and development opportunities for employees</li> </ul> |
| Occupational health and safety hazards          | During operations, if improper handling, inadequate safety management, and similar issues lead to work-related diseases or frequent occurrences of safety incidents, it may have a certain impact on employees’ health | Mid-term<br>Long-term               | Operation                   | Operating costs increase   | <ul style="list-style-type: none"> <li>Arrange regular occupational physical examinations and provide personal protective equipment for employees</li> <li>Conduct periodic safety supervision, hazard detection, and fire drills</li> <li>Establish an EHS management body to facilitate systematic management of occupational health efforts</li> </ul>  |

## Impact, Risk and Opportunity Management

### Employees' Rights and Interests

3PEAK is committed to providing employees with a diverse, inclusive, fair, and friendly working environment. By continuously benchmarking against industry best practices, we improve employee rights protection and talent attraction and retention measures, enhancing employees' sense of belonging and recognition.

#### Talent Attraction

The Company adheres to a diversified, strategic approach to talent recruitment through channels such as social recruitment, campus recruitment, and school-enterprise cooperation, continuously strengthening its employer brand. Every year, we develop talent recruitment plans based on product development and business needs. In 2025, the Company held an annual campus recruitment event with the theme "Thousand Miles of Journey, Building the Future", attracting a large number of talents efficiently and accurately through tools like assessment tools, optimizing online processes, holding interviews in multiple cities, and publishing information in 30 universities.



Nanjing Campus Recruitment Presentation Photos



Xi'an Campus Recruitment Presentation Photos

### Equality, Diversity and Inclusiveness

We are committed to eliminating discrimination based on age, religious belief, nationality, marital status, race, skin color, ethnicity, or other factors in employment and career development, and providing equal employment and promotion opportunities for female employees. At the same time, the Company actively fulfills its social responsibility by collaborating with the local Disabled Persons' Federation to offer job positions to people with disabilities.

### Compliance with Labor Standards

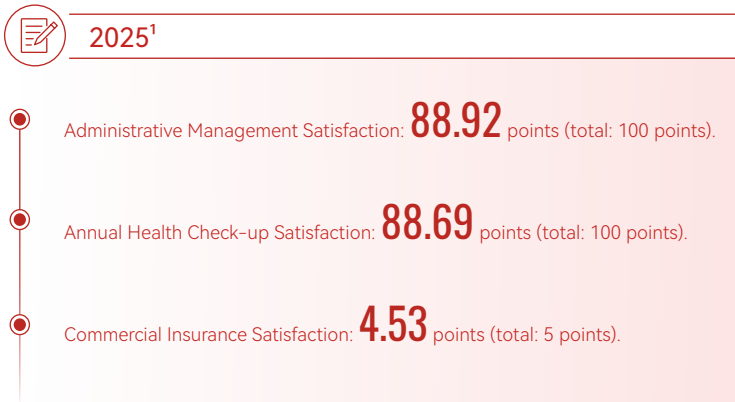
The Company strictly adheres to national labor laws and regulations, prohibiting child labor, forced labor, and gender discrimination. We ensure that all employees meet the legal employment age and sign labor contracts in accordance with the law. We have established smooth grievance channels (if employees feel their rights are violated, they can appeal to their superior and even to the Chairman directly). During the reporting period, no labor violations occurred.



### Employee Communication

The Company has established diverse, open communication and grievance channels, where employees can provide feedback via work emails, special complaint emails, and online platforms. According to the *User Handbook*, employees can directly make suggestions and appeals to skip-level supervisors or the senior management team member of the Company if they have any recommendations on operation management. In addition, the Company holds four employee meetings annually to ensure smooth communication between upper and lower levels, and adjustments are made promptly based on feedback.

The Company also regularly conducts employee satisfaction surveys covering aspects like administrative management, annual health check-ups, and commercial insurance, continuously optimizing based on feedback.



In 2025, the subsidiary iCM Microelectronics also conducted a special employee satisfaction survey with the overall satisfaction was 86.72 points, providing direction for future improvement.

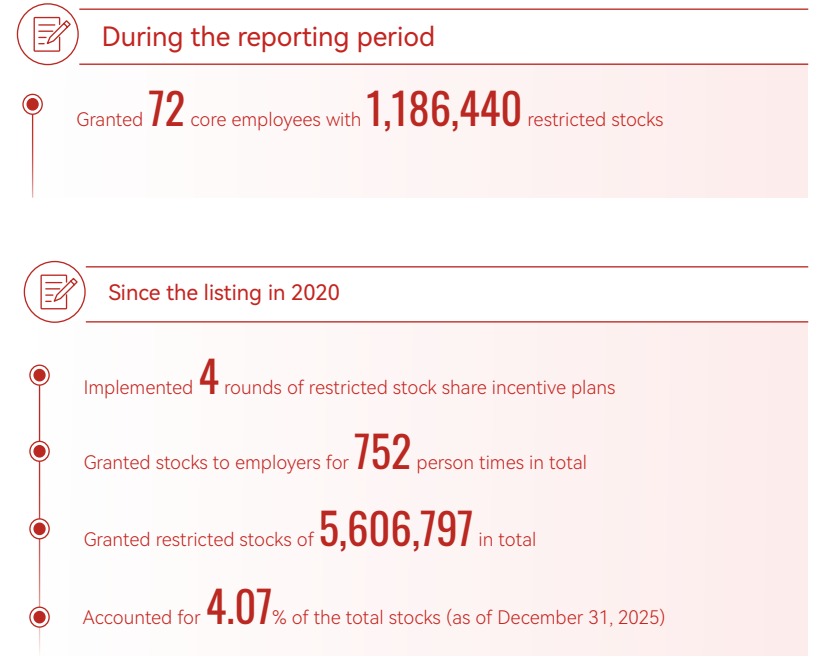
<sup>1</sup>Data does not include iCM Microelectronics.

### Compensation and Benefits

The Company has built a talent incentive system with “comprehensive compensation” at its core, strictly practicing equal pay for equal work, balancing internal fairness with external competitiveness. By integrating fixed income, performance-based adjustments, and long-term incentives, we deeply bind individual compensation with company development and individual contributions, achieving value sharing. Every year, the Company conducts compensation surveys to optimize the compensation system and long-term incentive mechanisms.

#### Welfare System

We provide all employees with legally required social security benefits in the regions where operations are located, along with additional benefits like supplementary commercial medical insurance, accident hazard insurance, overseas employee flight accident insurance, meal subsidies, communication subsidies, talent apartments, 24-hour gyms, birthday gifts, and long-service awards. The Company has established the *Employee Housing Loan Management Measures* to provide interest-free housing loans for eligible employees in Lingang to support their housing needs. During the reporting period, the Company added optional commercial insurance plans for employees' spouses and children, extending care to employees' families and addressing their concerns.



### Working Hours and Leave Policies

We always care about the work-life balance of our employees. The Company implements a flexible working hours system, focusing on performance results, and gives employees more autonomy in arranging their work. We offer paid leave above the statutory standard, ensuring employees' rights to annual leave, sick leave, maternity leave, marriage leave, funeral leave, and parental leave, and provide supplementary annual leave, paid sick leave, and long-service leave for eligible employees.

### Employee Care

We regularly organize diverse employee activities to enrich their lives. In addition to routine club activities, the Company occasionally organizes and promotes special employee activities that are either led by clubs or derived from them.



#### Club Activities

- We have established the *Club Management System* and allocated special funds for club activities, supporting a variety of activities to enrich employees' lives. In 2025, the Company supported 21 employee clubs (such as basketball, running groups, etc.), with 455 participants.



#### Family Day Events

- In 2025, Family Day events were held in 8 cities, with a total of 630 participants, enhancing the emotional connection between employees' families and the Company.



#### Care for Women

- In addition to providing legally mandated maternity leave, prenatal leave, and childcare leave, we offer maternity insurance for female employees, set up mother-baby rooms, and provide special benefits during International Women's Day and other holidays to support women's career development and work-life balance.



#### Other Welfare Activities

- We organize a variety of welfare activities such as holiday greetings, afternoon teas, and health lectures, encouraging employees to work diligently and live joyfully.



Team-building Activity



Club Activities



Family Day Events



Women's Day Activities



World Book Day Activities



Volleyball Tournament



Annual Meeting Activities

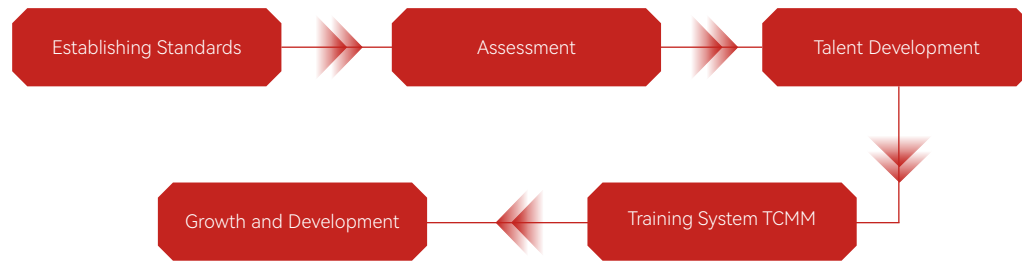


### Employee Growth

The Company has established a systematic career development system and a comprehensive training empowerment platform for employees.

### Qualification and Career Development

The Company has developed a systematic qualification system, which is applied to talent inventory and individual development plans (IDP), providing employees with clear career paths. During the reporting period, we revised qualification standards in line with strategic objectives, strengthening assessments in areas like strategic thinking and customer orientation. The Company has established dual career paths for management and professionals, covering five major areas: R&D, sales, operations, functions, and operations, supporting both vertical promotions and horizontal expansions. Additionally, through the *Elite Pool Rotation Management Method* and *Product Line Elite Rotation Program*, we cultivate employees' cross-functional capabilities. By establishing job rotation policies and plans, the Company broadens employees' business perspectives and enhances their overall capabilities.



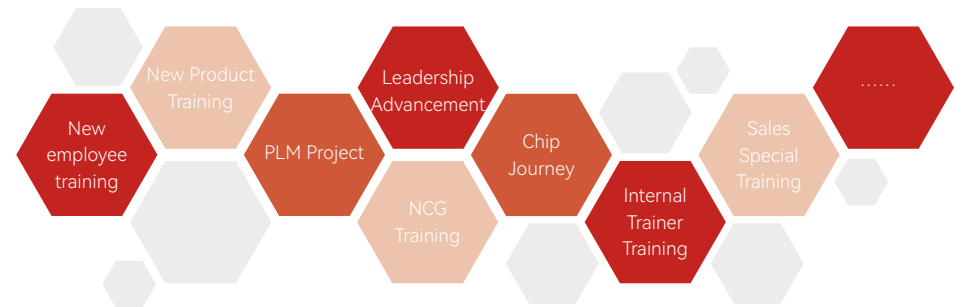
3PEAK's Qualification System

### Management of Performance Assessment

The Company implements a full-process performance management system that includes goal setting, mid-term reviews, and annual assessments. In 2025, employee performance assessment coverage reached 100%. We have established fair feedback channels and aligned department and individual goals with the Company's strategy. At the same time, key sustainability indicators such as product quality, customer satisfaction, supply chain security, employee training, and information security are included in performance assessments for management and relevant departments.

### Employee Training

The Company has established a training system that covers general skills training, leadership training, and professional skills training, combining "internal training + external sourcing" with annual employee training plans, offering a variety of online and offline training courses for employees.



3PEAK Training Programs

## 3PEAK Training System

### General ability training

For all employees, mainly cover rules and regulations, professionalism, and vocational skills, helping employees quickly integrate into the organization, understand and recognize the Company's values and corporate culture, and improving the overall quality of employees

- In 2025, the Company continued to promote a culture of learning by regularly recommending curated courses on topics such as AI and workplace communication. Company-wide meetings were organized to invite management, experienced staff, and recent graduates to share insights and experiences gained on the job, fostering autonomous learning and development across the organization. Meanwhile, the "NCG Training Program" (New College Graduate) was upgraded to offer more streamlined and customized training for new graduates. For all new employees, a blended learning approach combining online and offline sessions was implemented, with the addition of ice-breaking activities to accelerate skill development and facilitate faster integration into their roles.



### Leadership training

For newly promoted managers, middle managers, senior managers, and new employees with great potential, set differentiated leadership specialized training programs to empower managers and fuel outstanding employees.

- In 2025, the Company continued to enhance its leadership development programs. A series of online leadership courses was made available to all managers to support continuous learning. Business managers were provided with small-group, advanced leadership training, while sales managers were provided with customized programs designed to drive performance and coach their teams effectively. Senior executives were further empowered through in-depth development via EMBA programs.



### Professional competence training

For departments such as R&D, sales, operations, and quality, conduct professional competence training covering areas such as professional technology, finance, human resources, supply chain, and strategy.

- In 2025, the Company launched a series of training initiatives focused on enhancing professional capabilities. New product training was conducted monthly, with courses made available online and a total of 80 training modules developed, enabling business teams to quickly grasp product features and applications, shorten market learning cycles, and improve product promotion efficiency. The PLM Project Empowerment Program strengthened product line capabilities and cultivated future business leaders. Customer-centric, practice-oriented sales enablement programs were implemented, with supervisors actively coaching teams to enhance operational effectiveness and client engagement. Additionally, ongoing training on automotive standards, BCM, and QMS reinforced compliance foundations and strengthened quality awareness across the organization.





2025年“芯启航”培训营



Library Corner



Internal Trainer Appreciation Event



PLM Project Professional Training



New employee training



The Company has established the *Instructor Management Policy* to encourage internal knowledge sharing and internal trainer team building, promoting the creation of a learning organization and internal communication and learning. During the reporting period, the Company organized internal trainer appreciation activities on Teachers' Day, reinforcing the incentive and care for internal trainers.

The Company continues to advance the construction of the 3PEAK Academy online learning platform. In 2025, internal original courses accounted for over 50%, with more than 200 new courses added in AI productivity tools, sales skills, workplace communication, leadership, etc., fully empowering employees' career development and improving organizational learning and training management efficiency.

We support employees in pursuing relevant academic courses and encourage management personnel to pursue MBA degrees and courses to improve their management capabilities. The Company actively supports employees in obtaining relevant professional certifications based on job requirements to enhance their professional skills. For example, it provides support for project management-related staff to participate in PMP (Project Management Professional) certification training. In addition, the Company maintains collaborations with external institutions such as DDI, Rheinland, and Hualing, assisting employees in understanding the latest development trends, mastering cutting-edge technologies, and improving management capabilities.

## I Metrics and Targets

3PEAK is committed to creating a fair, respectful, and happy work environment for employees and has set annual goals covering employee rights, growth, and health and safety.



### Key Performance

- By the end of the reporting period,
- 3PEAK Academy had over **4,000** courses available
- Platform login rate reached **100%**
- Employee learning rate reached **99%**

|                                 | Indicator  | Annual target | 2025     |
|---------------------------------|--|---------------|----------|
| Employees' rights and interests | Employment contract signing rate                             | 100%          | Achieved |
|                                 | Social insurance coverage rate                               | 100%          | Achieved |
| Employee growth                 | Training program completion rate                             | ≥ 92%         | Achieved |
| Health and safety               | Number of occupational disease cases                         | 0             | 0        |
|                                 | Fire incident  | 0             | 0        |
|                                 | Work-related injuries  | 0             | 0        |
|                                 | Completion rate of Level 3 safety training for new employees | 100%          | 100%     |

Employee Performance Metrics

| Indicator                    |                           | Unit   | 2025 |
|------------------------------|---------------------------|--------|------|
| Employee Structure           |                           |        |      |
| Total number of employees    |                           | Person | 877  |
| Number of new hires          |                           | Person | 136  |
| Number of disabled employees |                           | Person | 5    |
| By gender                    | Male                      | Person | 591  |
|                              | Female                    | Person | 286  |
| By education background      | Doctoral Degree           | Person | 24   |
|                              | Master degree             | Person | 383  |
|                              | Bachelor degree           | Person | 350  |
|                              | Associate degree or below | Person | 120  |
| By age                       | Under 30 years old        | Person | 326  |
|                              | 30-39 years old           | Person | 381  |
|                              | 40-49 years old           | Person | 148  |
|                              | 50-59 years old           | Person | 20   |
|                              | 60 years old or above     | Person | 2    |
| By position                  | Management staff          | Person | 145  |
|                              | Technical staff           | Person | 544  |
|                              | Sales staff               | Person | 132  |
|                              | Production staff          | Person | 56   |

Employee Rights and Growth

|  |                  |        |        |
|--|------------------|--------|--------|
| Number of labor disputes   | Case             | 0      |        |
| Amount invested in work-related injury insurance                       | RMB 10,000       | 86.40  |        |
| Work-related injury insurance coverage rate                            | %                | 100    |        |
| Percentage of female managers at the middle management level and above | %                | 24     |        |
| Percentage of women in senior management positions                     | %                | 33     |        |
| Coverage rate of formal employee performance assessments               | %                | 100    |        |
| Total training sessions delivered to employees                         | Session          | 392    |        |
| Training programs conducted  | Session          | 176    |        |
| Number of employees trained  | Person           | 877    |        |
| Employee training coverage rate  | %                | 100    |        |
| Total training hours for employees                                     | Hour             | 89,748 |        |
| Training hours by training category                                    | Online training  | Hour   | 29,732 |
|  | Offline training | Hour   | 60,016 |
| Training hours by gender   | Male             | Hour   | 64,127 |
|  | Female           | Hour   | 25,621 |
| Average training hours per employee                                    | Hour             | 102.34 |        |
| Training expenditure per employee                                      | RMB 10,000       | 177.12 |        |
| Number of management personnel trained                                 | Person           | 134    |        |
| Management training hours  | Hour             | 12,884 |        |
| Number of new employees trained  | Person           | 136    |        |
| New employee training hours  | Hour             | 5,363  |        |

## Occupational Health and Safety

3PEAK strictly complies with laws and regulations such as the *Law of the People's Republic of China on Work Safety*, *Fire Control Law of the People's Republic of China*, and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*. The Company always prioritizes employee health and safety, committed to creating and maintaining a zero-injury, zero-occupational disease work environment. The Company follows the fire safety policy of "prevention first, integrated prevention and control" and has developed safety management systems such as the *Management Norms for Fire Safety*, *EHS Emergency Preparation and Response Procedure*. Through fire safety training and drills for all staff, it ensures personnel safety.

3PEAK has established a comprehensive occupational health and safety management system, and built an occupational health and safety management organization structure led by the general manager, with a safety officer and dedicated safety managers. It has developed and improved systems such as the *Hazard Source Identification and Risk Assessment Procedure*, *Hazard Identification System* and ensures safe operations through measures such as target management, risk grading control, hazard identification and resolution, continuous training, and emergency drills. During the reporting period, 3PEAK developed the *EHS Internal Audit Plan* and conducted a thorough review of the EHS system using the EHS Internal Inspection Checklist. The responsible departments were required to conduct root cause analysis and implement corrective actions within a set deadline. The Company held EHS management review meetings as planned and formed an *EHS Management Review Summary Report*. It has passed the annual monitoring and audit for the EHS management system conducted by a third-party institution. In addition, the company regularly commissions third parties to test workplace noise levels, illumination, and other conditions, with all results during the reporting period meeting national standards.

By the end of 2025, the Company headquarters, Suzhou Test Plant, and iCM Microelectronics, will have passed the ISO 45001 Occupational Health and Safety Management System certification.



ISO 45001 Occupational Health and Safety Management System Certificate

### Safety Risk Management

3PEAK follows the *Hazard Source Identification and Risk Assessment Procedure* and uses the LEC method to systematically identify and evaluate risks in personnel, materials, environment, and systems. Risk control measures are then implemented, covering engineering technology, safety management, training, personal protective equipment (PPE), and emergency response.

### Safety Emergency Management

3PEAK continues to strengthen employee safety awareness and emergency capabilities, reviewing and organizing annual fire drills and training sessions. During the reporting period, the Company conducted fire safety training, initial fire suppression, chemical spill handling, and evacuation drills as planned. Additionally, the Company has established a standardized incident investigation and handling process that covers emergency response, injury assessment, information reporting, incident investigation, root cause analysis, corrective actions, and record-keeping to ensure that incidents are handled in a standardized and closed-loop manner.



Evacuation drills



On-site operational drills at the Company

### Management of Hazardous Chemicals

The Company has developed the *Chemical Management Standards*, which regulate the entire process of chemical purchase, transportation, use, and storage. During the storage phase, technical measures such as leak-proof trays and ventilation devices are implemented. Strict records are kept for warehouse entries and exits, and personnel operation certification is enforced.

### Laboratory Safety

The Shanghai laboratory has developed the *Laboratory Management Control Procedures* and the *Laboratory Internal Affairs and Safety Management Procedures*, specifying safety precautions for laboratory instruments and equipment use. Regular 6S inspections, safety supervision, and hazard identification activities are carried out, with prompt reporting and handling of laboratory hazards to ensure a safe working environment.

### Safety Education and Awareness

3PEAK has established the *EHS Training Management Procedure*, and regularly conducts safety education for employees. In addition, the Suzhou Test Plant conducts monthly safety meetings, safety promotions, and quarterly internal EHS safety briefings to dynamically report on safety operations. All employees, long-term contractors, on-site personnel, and catering staff undergo comprehensive safety training. The *2025 EHS Internal Annual Training Plan* was developed, and 12 safety training sessions were conducted throughout the year. In 2025, the Suzhou Test Plant successfully executed the EHS internal training plan, covering key areas such as mechanical equipment safety and protective devices, environmental safety, EHS project management, fire safety and emergency evacuation, on-the-job personnel safety re-training, hazardous operations safety, chemical exposure and health risks, and accident emergency processes. This laid a solid foundation for safety management.



Safety Month Promotional Poster

Furthermore, the Company places importance on employees' physical and mental health and provides first aid kits and common medications to address emergency situations, safeguarding the well-being of employees. During the reporting period, the Company organized readings and course sharing on classic psychological textbooks, including *Psychology and Life* and *Social Psychology*, to promote mental health knowledge.

Performance Indicator Related to Occupational Health and Safety

| Indicator  | Unit   | 2025 |
|--|--------|------|
| Number of workplace safety incidents                   | Case   | 0    |
| Number of work-related fatalities                      | Person | 0    |
| Total number of work-related injuries                  | Person | 0    |
| Number of Working Days Lost due to Work-related Injury | Day    | 0    |
| Employee health checkup completion rate                | %      | 100  |
| Rate of occupational hazard factor testing             | %      | 100  |
| Passing rate of occupational hazard factor monitoring  | %      | 100  |
| Number of newly reported occupational diseases         | Case   | 0    |



## Practicing Social Responsibility

3PEAK fulfills its social responsibility through concrete actions. In the process of expanding its business, it actively explores the integration of core technologies with rural revitalization needs, gradually forming a sustainable empowerment model. In response to the “Home Appliances Going to the Countryside” policy, the Company’s power management chips have successfully entered the mainstream supply chains of air conditioners and other home appliances, with product shipments continuously increasing. Especially in the process of replacing imported air conditioner units with domestic products, our DCDC chip TPP36208, with its stable performance and scalability, has received market usage certification from the China Household Electrical Appliances Research Institute, providing high-cost-performance domestic chip solutions to improve the quality of life for rural residents.

In addition, 3PEAK organized employees to participate in the “2025 Double Festival Charity Run” and supported the “Hope for Pearl” public welfare initiative to provide high-quality, equitable education to academically outstanding students from financially disadvantaged backgrounds.

We believe that the value of a business is not only in its commercial achievements but also in its warmth and responsibility toward society. In the future, we will continue to uphold the spirit of public welfare, actively give back to society, and contribute to building a more harmonious and beautiful society.



Charity Run Activity



Donation Certificate



# Green Development Revitalizing with Low-Carbon Solutions

Faced with the global consensus and urgent demand for green and low-carbon development, 3PEAK, under the guidance of the “dual-carbon” goals, adheres to a long-term development philosophy, continuously improving its environmental management system, strictly controlling the use of harmful substances, and proactively responding to the challenges of climate change. The Company actively seizes the opportunities of green transformation and is committed to contributing to the low-carbon development of society through sustainable practices.

## Response to SDGs



## Our Actions

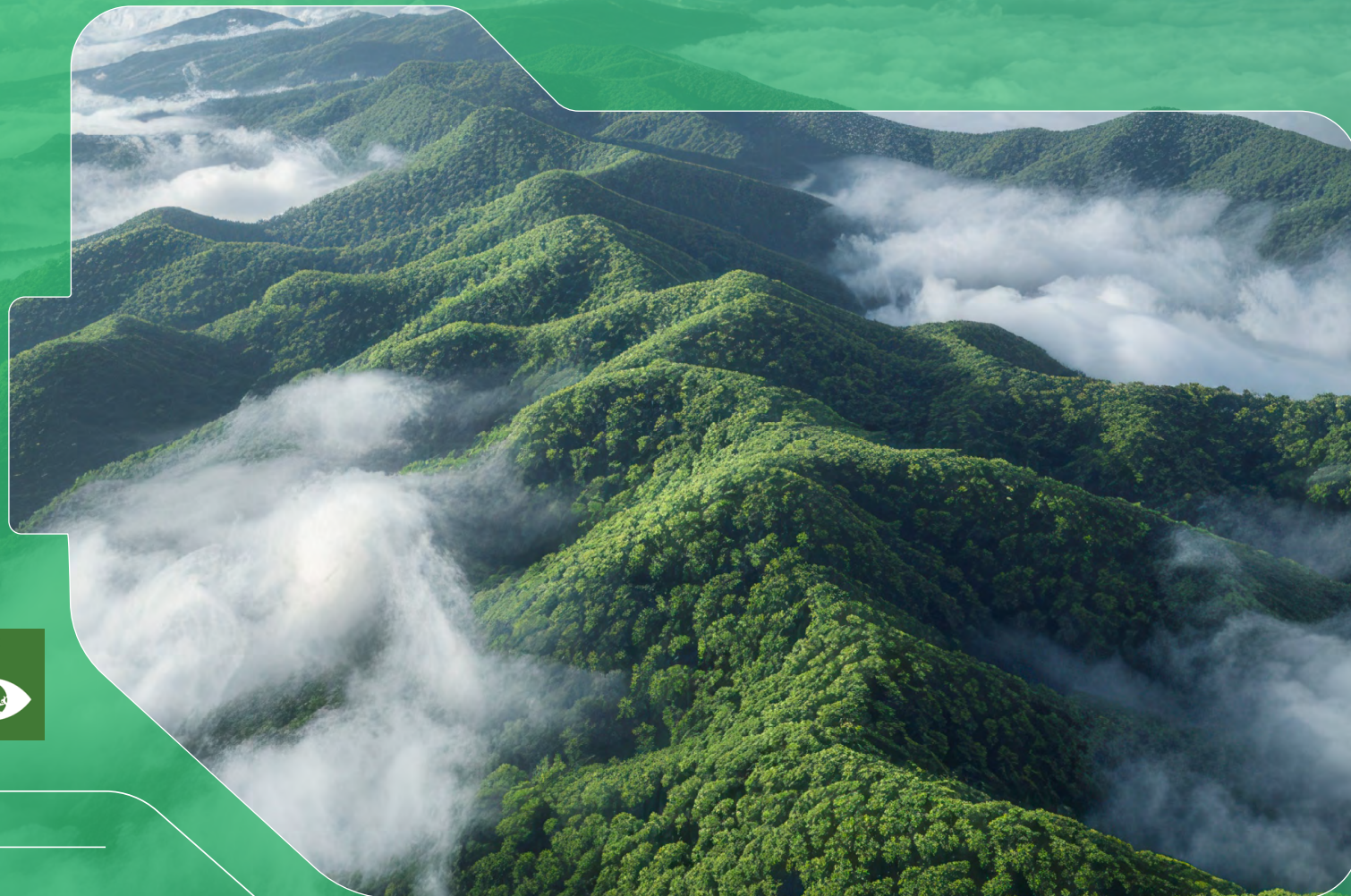
Addressing Climate  
Change

Strengthening Environmental  
Management

Optimizing Resource  
Utilization

Hazardous Substance  
Management

Practice of  
Green Office



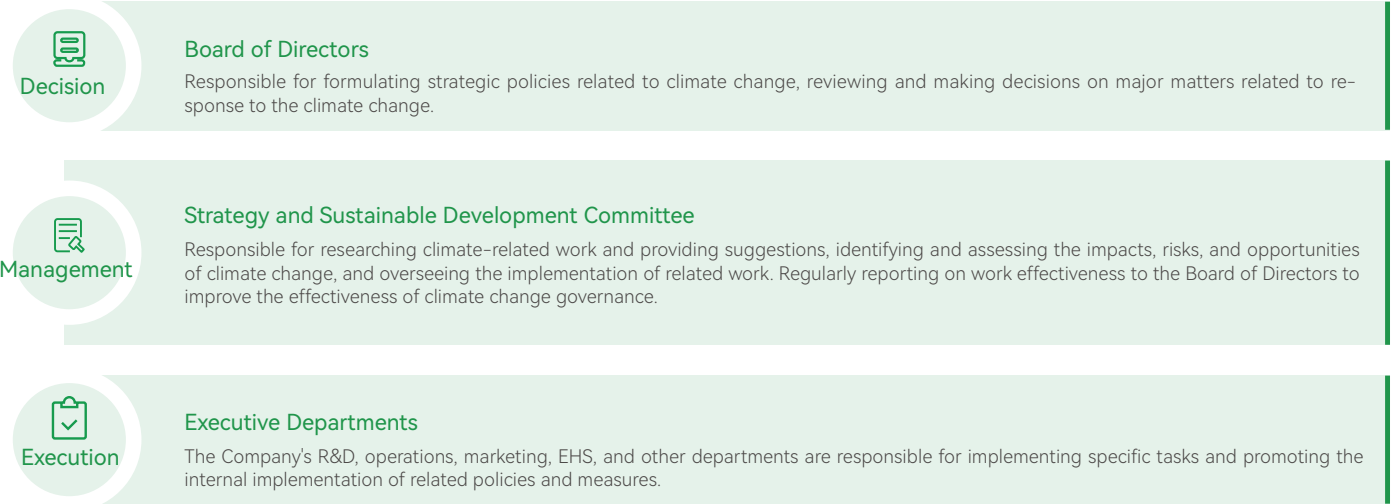
## Addressing Climate Change

Global climate change has become a serious challenge facing all of humanity, and the advancement of the “dual-carbon” goals has provided a clear direction for the sustainable development of businesses. As an important participant in the semiconductor industry, 3PEAK deeply understands the profound impact of climate change on industrial development, as well as the responsibility and accountability of businesses in responding to climate change. The Company consistently integrates the concept of green low-carbon development into its strategic planning and full operational processes, actively responding to the risks and opportunities brought about by climate change through diverse measures such as improving governance structures, energy conservation, emission reduction, and driving technological innovation. This enhances the Company's future climate adaptability and business resilience, contributing to the global energy transition and sustainable development.

### I Governance

The Company integrates climate change governance into key segments of its internal management system, establishing a clear three-tier governance structure to ensure that climate-related risks and opportunities are systematically identified, assessed, and managed, continuously enhancing the Company's ability and resilience to respond to climate change.

### Climate Change Governance Structure



### I Strategy

The Company carries out climate-related strategic planning based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework, categorizing climate-related risks into physical risks and transition risks, while focusing on opportunities such as expanding the green market. As a leader in semiconductor analog products and solutions, the Company places environmental responsibility in a key position within its sustainable development strategy, adhering to a green operation philosophy to enhance the Company's climate adaptability.

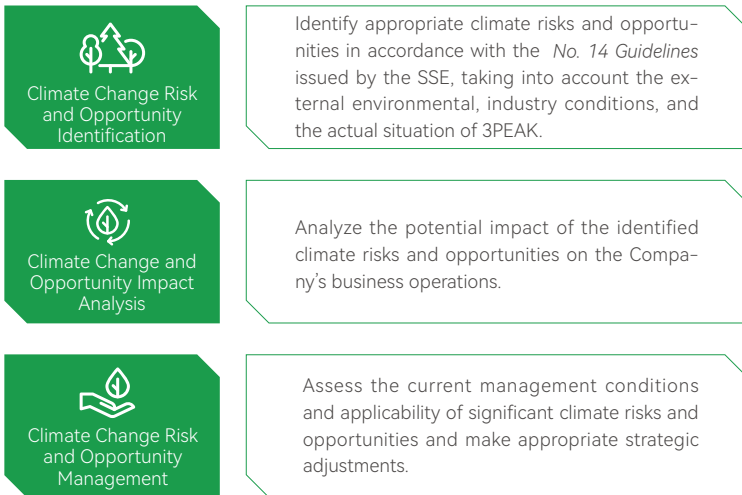
| Risk/Opportunity Types | Risk/Opportunity Description   | Impact Timeframe                                   | Value Chain Links of Impact                        | Potential Financial Impact                             | Measures  |
|------------------------|--|--|--|--|---|
| Physical Risks         | <p><b>Acute risks</b></p> <p>Our operational sites located in coastal areas such as Shanghai, Suzhou, and Shenzhen may be affected by typhoons and rising sea levels. Climate-related emergencies may disrupt supplier production or logistics, affecting product delivery</p>   | <p>Short-term</p> <p>Mid-term</p> <p>Long-term</p> | <p>Upstream</p> <p>Operation</p> <p>Downstream</p> | <p>Operating costs increase</p> <p>Revenue decline</p> | <ul style="list-style-type: none"> <li>Closely monitor weather forecasts and develop emergency response plans for extreme weather to enable rapid reaction</li> </ul>   |
|                        | <p><b>Chronic risks</b></p> <p>Rising average temperatures have led the Company to consume more energy to regulate the temperature of its operational sites</p>  | <p>Long-term</p>                                   | <p>Operation</p>                                   | <p>Operating costs increase</p>                        | <ul style="list-style-type: none"> <li>Conduct regular performance monitoring of existing equipment</li> <li>Opt for low-energy-consumption equipment for new projects</li> </ul>   |
| Transformational Risks | <p><b>Policy and regulatory risks</b></p> <p>With stricter government regulations on energy use and greenhouse gas emissions, core customers may be affected by the latest laws and policies, requiring us to reduce carbon emissions during operations. This could result in the need to invest additional resources in energy-saving and emission-reduction upgrades</p> | <p>Mid-term</p> <p>Long-term</p>                   | <p>Operation</p>                                   | <p>Operating costs increase</p>                        | <ul style="list-style-type: none"> <li>Monitor the impact of new policies and regulations on core customers and proactively track greenhouse gas emissions to promptly respond to their requirements related to green and low-carbon initiatives</li> </ul> |
|                        | <p><b>Market risks</b></p> <p>Market demand for low-carbon and green products is steadily increasing. If the Company fails to launch more products that meet these requirements, it may be unable to satisfy customer needs, posing a risk of reduced orders and customer loss</p>   | <p>Mid-term</p> <p>Long-term</p>                   | <p>Operations</p> <p>Downstream</p>                | <p>Revenue decline</p>                                 | <ul style="list-style-type: none"> <li>Actively seek to understand customer requirements for green and environmentally friendly products, and enhance low-power, high-performance design in product R&amp;D</li> </ul>                                      |

| Risk/Opportunity Types |                       | Risk/Opportunity Description  | Impact Timeframe                    | Value Chain Links of Impact | Potential Financial Impact | Measures  |
|------------------------|-----------------------|---|-------------------------------------|-----------------------------|----------------------------|---|
| Transformational Risks | Technology risks      | The demand for low-power chips in the new energy and AI infrastructure sector is surging. If the Company fails to achieve timely technological breakthroughs and launch products that meet energy efficiency standards, it may lose market share to competitors                   | Mid-term<br>Long-term               | Operation                   | Revenue decline            | <ul style="list-style-type: none"> <li>• Increase investment in the R&amp;D of efficient, energy-saving, and low-carbon technologies, and enhance the capability to develop low-power-consumption high-performance clean technology products</li> </ul>   |
|                        | Reputation risks      | Investors and stakeholders are paying increasing attention to our actions on climate change. Failure to take proactive measures in addressing climate change could result in a loss of stakeholder trust and damage to the Company's reputation                                   | Mid-term<br>Long-term               | Operation                   | Revenue decline            | <ul style="list-style-type: none"> <li>• Implement energy-saving and emission-reduction initiatives to lower energy consumption</li> <li>• Enhance communication with stakeholders and actively disclose our climate response measures</li> </ul>   |
| Opportunities          | Products and Services | As market demand for environmentally friendly products increases, developing more products that are green and environmentally friendly will help gain greater customer recognition and trust, thereby strengthening the Company's brand image and market competitiveness          | Mid-term<br>Long-term               | Operation<br>Downstream     | Revenue increases          | <ul style="list-style-type: none"> <li>• Gain insights into customer demand trends and focus on the R&amp;D of low-power and high-performance chip products</li> <li>• Strengthen the industry-university-research cooperation to promote the application of new technologies in green and environmentally friendly products</li> </ul>   |
|                        | Market opportunities  | With the rapid development of the new energy and AI infrastructure industry, the Company can leverage its accumulated technological expertise to expand into industry markets such as photovoltaics, energy storage, and new energy vehicles, thereby increasing its market share | Short-term<br>Mid-term<br>Long-term | Operation                   | Revenue increases          | <ul style="list-style-type: none"> <li>• Actively monitor changing trends and customer demands in both domestic and international new energy markets, and strengthen market research and analysis</li> <li>• Develop new products targeted at replacing imported products</li> <li>• Conduct relevant verification and certification according to market demand for products as soon as possible</li> </ul> |
|                        | Resilience            | While continuously enhancing its ability to manage risks related to climate change, the Company can encourage suppliers to take climate-related action, thereby strengthening the resilience of the supply chain  | Long-term                           | Operation<br>Downstream     | Operating costs decline    | <ul style="list-style-type: none"> <li>• Continuously implement energy-saving and emission-reduction measures, advocate for green office practices, and encourage suppliers to take action to address climate change</li> </ul>   |

## Impact, Risk and Opportunity Management

In accordance with the No. 14 Guidelines of the SSE, the Company is advancing the establishment of a climate-related risk management mechanism and incorporating climate risk assessments into its business continuity risk management process, regularly identifying and assessing potential physical risks, transition risks, and opportunities related to climate change, and formulating appropriate response measures. The Company integrates climate change factors into product R&D and operational planning to align with the industry's green transformation trends and support long-term sustainable business development.

### 3PEAK Climate Risk and Opportunity Management Process



## Metrics and Targets

3PEAK responds to climate change with responsible green practices, based on the characteristics of the IC design industry, striving to reduce the environmental impact of business activities. The Company strives to reduce energy consumption and greenhouse gas emissions, responding to national goals of "carbon peak by 2030 and carbon neutrality by 2060".

| Indicator                           | Unit                                       | 2025     |
|-------------------------------------|--|----------|
| GHG emission (Scope 1) <sup>1</sup> | tCO <sub>2</sub> e                         | 151.89   |
| GHG emission (Scope 2) <sup>2</sup> | tCO <sub>2</sub> e                         | 5,666.64 |
| Total GHG emissions                 | tCO <sub>2</sub> e                         | 5,818.53 |
| GHG emission density                | tCO <sub>2</sub> e/ million RMB in revenue | 2.72     |

Note:

1.GHG emission (Scope 1) is derived from the fugitive emissions of air conditioning refrigerants at operational sites and fire extinguishers owned by the Suzhou Test Plant. In particular, refrigerant emissions from air conditioning at other operational sites are based on estimated data, except for the Shanghai Office, Chengdu Office, Suzhou Test Plant, and iCM.

2.GHG emission (Scope 2) is derived from the greenhouse gas emissions generated by the consumption of outsourced power. In particular, greenhouse gas emissions at other operational sites are based on estimated data, except for the Shanghai Office, Shanghai Warehouse, Chengdu Office, Suzhou Test Plant, and iCM. The CO<sub>2</sub> emission factor for the operational sites in China is based on the national average grid emission factor published in the Announcement on the Release of 2023 Electricity CO<sub>2</sub> Emission Factor by the Ministry of Ecology and Environment. The CO<sub>2</sub> emission factor for the operational sites outside China is sourced from the grid emission factors of the International Energy Agency (IEA).

## Case

Collaborating with Fenbeitong and DiDi to advance business travel carbon emissions statistics and low-carbon travel.

In 2025, 3PEAK continued its efforts on Scope 3 greenhouse gas management, focusing on business travel to promote low-carbon practices and further strengthening collaboration with digital business travel platforms such as Fenbeitong and DiDi. It conducted carbon emissions statistics for business travel activities like flights, train tickets, and car rentals, clarifying the carbon emissions of each travel scenario, providing the foundational data for emission reduction actions. During the reporting period, by using the Fenbeitong platform, carbon emissions from car, train, and air travel were approximately 41,589 kg, 70,683 kg, and 861,903 kg, respectively. Among these, emissions from electric car travel reduced carbon emissions by 26,196 kg compared to oil-based car travel. Additionally, we encourage employees to use new energy vehicles. In 2025, we reduced approximately 64,221 kg of CO<sub>2</sub> emissions through the DiDi Enterprise version platform.

## I Greenhouse Gas Emission Management

3PEAK actively responds to the national call for addressing climate change and the “dual carbon” goals. In line with its operational characteristics, the Company implements greenhouse gas reduction through institutional norms and measures to achieve effective emission control:

For Scope 1 greenhouse gas emissions, supported by environmental management systems and organizational structures, the Company strictly adheres to environmental laws and regulations, and organizes environmental protection training to strengthen personnel's awareness of emission reductions.

For Scope 2 greenhouse gas emissions, the Company follows the *Guidelines for the Use of New Offices* and the *Company Water and Electricity Management Regulations*, focusing on reducing emissions from purchased electricity and managing indirect emissions. By using energy-efficient equipment and purchasing green certificates, emissions are reduced at the source. The Suzhou Test Plant has implemented energy-saving projects, relying on the FMCS factory management system for detailed management of key power consumption facilities. The Suzhou Test Plant has officially passed the Suzhou Industrial Park Green Factory assessment and has been awarded the “2A-Level Green Factory in Suzhou” certification. This certification is an authoritative recognition of the Company's low-carbon sustainable development achievements and a tangible representation of emission reduction results in its response to climate change.

For Scope 3 greenhouse gas emissions, the Company regulates the storage and use of materials, reduces losses and waste, and decreases emissions during the procurement of upstream raw materials. It promotes packaging reduction, recycling, implements the reuse of exhibition materials, encourages paperless operations in online stores, and regulates the disposal of hazardous chemicals and various types of solid waste to reduce emissions in downstream waste disposal processes.

## Strengthening Environmental Management

### I Environmental Compliance Management

3PEAK is committed to improving its environmental management system, continuously improving the treatment of emissions, and strictly controlling pollution to actively support and promote green development concepts.

#### Environmental Management System

3PEAK adheres to a green, low-carbon operational philosophy, strictly follows the *Environmental Protection Law of the People's Republic of China* and other laws and regulations, integrating environmental management into daily operations. The Company has established relevant system documents such as the *EHS Management Handbook*, *EHS Compliance Obligations Management Procedure*, and *EHS Operational Environmental Control Procedures*. It has set up an EHS management structure with the general manager as the first person in charge, along with the management representative, employee representative, and EHS responsible person participating in the management and cooperation across departments, providing guidance and norms for the Company's environmental management.

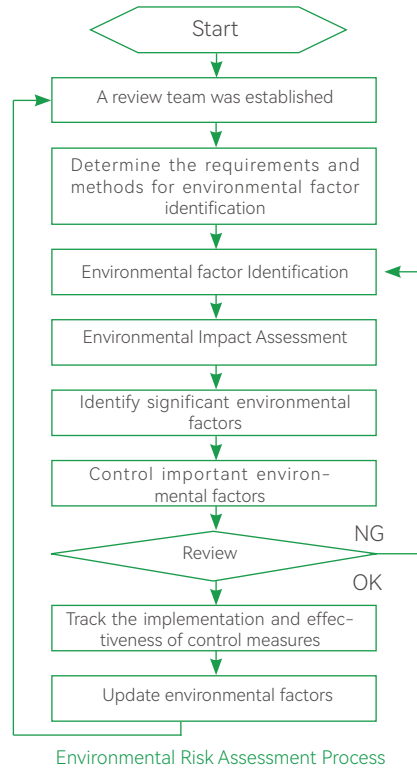
By the end of the reporting period, the Company Headquarters, Suzhou Test Plant, and iCM Microelectronics have obtained ISO 14001 Environmental Management System certification.



ISO 14001 Environmental Management System Certification Certificate

## Environmental Management Measures

The Company emphasizes environmental risk prevention and has developed an *Environmental Factor Identification and Assessment Procedure*, based on product life cycle theory, which identifies the environmental risk factors in the Company's production and operations, assesses their environmental impact, and formulates corresponding management measures based on identified environmental risks. During the reporting period, the Company identified potential environmental risks such as fire hazards, noise pollution in the community, and soil pollution. In response, the Company has developed special risk management norms and EHS goals, actively implementing risk responses and continuous improvement.



In accordance with the *Emergency Response Law of the People's Republic of China* and the *National Emergency Plan for Environmental Emergencies*, the Company has developed an *Emergency Response Plan for Environmental Incidents* to address various potential environmental emergencies. The Company also conducts regular targeted emergency drills as part of its annual emergency exercise plan.

### Case | Conduct Environmental Pollution Incident Emergency Drill

On March 22, 2025, the Suzhou Test Plant conducted an environmental pollution incident emergency drill according to the annual emergency exercise plan. The drill tested the rapid response mechanism for alcohol leakage in a cleanroom environment and the effectiveness of the cleanroom emergency equipment, as well as improving employees' emergency response capabilities.



During the reporting period, the Suzhou Test Plant conducted two internal environmental protection training sessions for regional safety officers, administrators, and project personnel.



### Metrics and Targets

The Company, in accordance with the ISO 14001 environmental management system requirements and its own actual situation, has established environmental objectives covering zero occurrences of environmental pollution incidents and 100% compliant disposal of hazardous waste, and regularly checks the achievement of these objectives. During the reporting period, the Company was not penalized by regulatory authorities due to environmental incidents or pollutant emissions.

## Pollutant and Waste Management

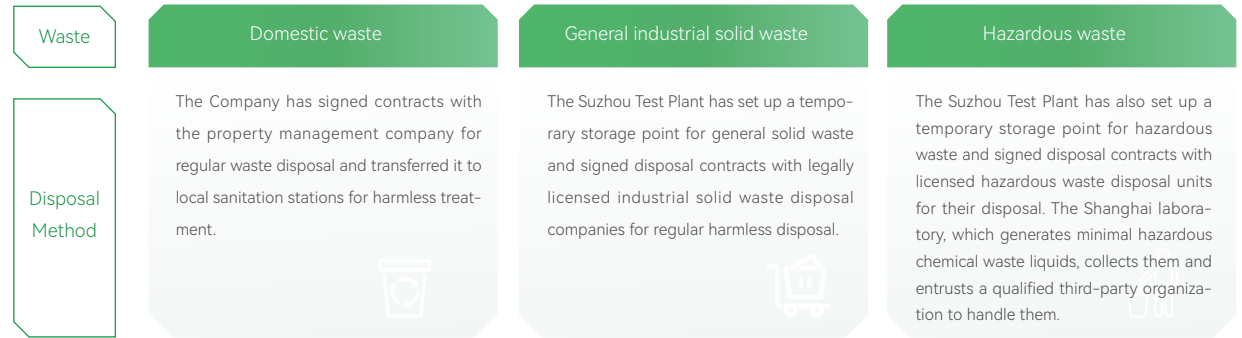
### Pollutant Management

The main pollutants involved in the production operations of 3PEAK are domestic sewage and factory boundary noise. The domestic sewage from the Suzhou Test Plant is tested annually by a qualified testing agency and is discharged in compliance with the *Integrated Wastewater Discharge Standards GB 8978-1996* and *Quality Standards for Sewage Discharged into Urban Sewer Systems GB/T 31962-2015*, and is treated through the municipal sewage network.

In noise management, the Suzhou Test Plant prioritizes the use of low-noise equipment and adopts basic vibration isolation and factory soundproofing measures to reduce noise. Additionally, regular annual noise testing is conducted to ensure that noise emissions meet the *Emission Standard for Industrial Enterprises Noise at Boundary GB12348-2008*.

### Management of Wastes

The Company has formulated the *Waste Management Regulations* and *Hazardous Waste Management Plan*, with the Factory Affairs Department, General Affairs Department, and other departments collectively responsible for the identification, classification, and disposal of waste to ensure all waste is disposed of legally and to avoid secondary environmental pollution.



### Metrics and Target

In 2025, 3PEAK handled waste disposal as shown in the table below:

| Indicator  | Unit | 2025     |
|--|------|----------|
| Total Waste Management                           | kg   | 60,448.3 |
| Quantity of Hazardous Waste Treated              | kg   | 700.8    |
| General Industrial Solid Waste Management Volume | kg   | 35,581   |
| Recyclable Waste Management Volume               | kg   | 24,166.5 |

Note: 3PEAK adopts a fabless model, focusing on chip R&D, design, and sales, while wafer manufacturing, packaging, and testing are outsourced to wafer manufacturing and packaging testing companies. Therefore, industrial wastewater and exhaust gas emissions are not involved.

## Optimizing Resource Utilization

3PEAK strictly complies with the *Energy Conservation Law of the People's Republic of China*, *Water Law of the People's Republic of China*, and other laws and regulations. The Company has established the *Water and Power Management Measures* and other internal management systems to systematize energy and water resource usage while implementing energy-saving technological transformations and installing energy-saving and emission-reduction equipment, reducing operational consumption, and promoting green operations and sustainable development.

### Energy Saving and Emission Reduction Measures

#### Technology Transformation at the Suzhou Test Plant

The energy-saving technological transformation in the Suzhou Test Plant includes modifying the chiller water pump system from a dual-use/standby mode to a one-use/two-standby mode. After adjustment, the low-temperature system unit operates stably, and the pump's energy consumption per hour decreased from 22 kWh to 11 kWh.

The air compressor has been adjusted to lower the exit pressure and operates in a reduced pressure mode in the low-load interval. In the reporting period, this was adjusted for 153 days, saving a total of approximately 11,016 kWh of energy, reducing greenhouse gas emissions by 5.85 tons of CO<sub>2</sub> equivalent.

#### Energy Monitoring System at the Suzhou Test Plant

The Suzhou Test Plant has established the FMCS facility management and control system, which monitors key facilities such as the central air conditioning and air compressor systems in real-time, ensuring the reliability of energy supply. The system uses historical data analysis, automatic alarms, and maintenance warnings to achieve automatic tuning and rotation optimization of equipment, effectively improving energy usage efficiency.

#### Optimizing Wafer Testing Process

In 2025, the Suzhou Test Plant focused on core products with long wafer testing times to make improvements. By optimizing the wafer testing process and conducting multi-position parallel testing, the wafer-level (CP) testing duration was significantly shortened, resulting in a considerable reduction in energy consumption.

#### Using Energy-Efficient Equipment in Offices

The Company selects first-grade energy-efficient electrical appliances and installs LEDs, while the Suzhou Test Plant uses an intelligent group control scheme for its refrigeration system.

#### Purchasing Green Power Certificates

In 2025, the Company purchased green power certificates, totaling 10 MWh, reducing 6.19 tons of CO<sub>2</sub> emissions.



## I Recycling of Resources

The Company emphasizes the recycling of packaging materials, such as return boxes, anti-moisture bags, wafer cassettes, and trays, promoting resource recycling. During the reporting period, the Company advocated for suppliers to work together to recycle 1,900 wafer cassettes. In addition, to reduce excessive packaging, the Company customizes cartons according to product sizes to minimize resource waste.

## I Metrics and Targets

The water resource and energy usage of 3PEAK in 2025 are as shown in the table below:

| Indicator                            | Unit   | 2025          |
|--------------------------------------|--|---------------|
| Water consumption <sup>1</sup>       | tonne  | 20,025.92     |
| Water use intensity                  | tonne/million RMB in revenue                 | 9.35          |
| Electricity consumption <sup>2</sup> | kWh  | 10,683,947.09 |
| Energy consumption                   | tons of standard coal                        | 1,313.06      |
| Energy use intensity                 | tons of standard coal/million RMB in revenue | 0.61          |



The Suzhou Test Plant's core indicator is reducing energy consumption per unit of output value. Energy-saving goals are set and regularly tracked for achievement.

| Indicator                             | Annual target                        | Achievement status of 2025                                   |
|---------------------------------------|--------------------------------------|--|
| Energy consumption per unit of output | CP energy consumption<br>28kWh/pcs   | Achieved, with actual CP energy consumption of 27 kWh/pcs    |
|                                       | FT energy consumption<br>0.02kWh/Kea | Achieved, with actual FT energy consumption of 0.015 kWh/Kea |

Note:




1. Water consumption, excluding the Chengdu office, Suzhou Test Plant, Shanghai warehouse, and iCM Microelectronics, was estimated and calculated based on per capita water use at the Chengdu office.

2. Electricity consumption, excluding the Shanghai office, Shanghai warehouse, Chengdu office, Suzhou Test Plant, and iCM Microelectronics, was estimated and calculated internally by the Company for other operational sites.

## Hazardous Substance Management

As a responsible enterprise, 3PEAK attaches great importance to the green requirements of raw materials, always adheres to the guideline of “complying with environmental regulations, controlling hazardous substances, and producing green products”, and controls hazardous substances at the source. We have published conformity declarations, such as *ROHS Compliance Declaration* and *Non-use of REACH Controlled Substances Guarantee* on our official website, publicly committing to all sectors that our products do not contain any hazardous substances beyond the limits specified by the RoHS. Moreover, we strictly refrain from using high-risk chemicals regulated by the REACH directive. In 2025, based on updates to EU regulations, 3PEAK revised its *Environmental Hazardous Substances Management Procedures* and *Prohibited Substance List*, and promptly conducted supplier investigations and confirmations, updating the *Non-use of REACH Controlled Substances Guarantee* and publishing it on the Company’s website.

Every year, we set and track hazardous substance management goals to ensure compliance with hazardous substance management. During the reporting period, the hazardous substance management goals we set and their achievement status were as follows:

| Indicator   | Annual target | Achievements status of 2025  |
|---|---------------|--|
| Frequency of abnormal occurrence of hazardous substances in raw materials | 0             | Achieved    |
| RoHS report compliance rate   | 100%          | Achieved   |
| Number of complaints about hazardous substances from customers            | 0             | Achieved  |

## Hazardous Substance Process Control

3PEAK strictly complies with EU directives such as *Restriction of Hazardous Substances (RoHS)*, EU’s *Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)*, *Persistent Organic Pollutants (POPs)*, *New Regulation on Packaging and Packaging Waste (EU) 2025/40 (PPWR)*, and other international regulations and customer requirements. The Company has formulated *Environmental Hazardous Substances Management Procedures*, specifying the testing items, limits, and requirements to comply with the corresponding directives for products or materials. Simultaneously, following the IECQ QC080000 Hazardous Substance Process Management System, the Company implements full-process hazardous substance management covering procurement and supplier management, incoming material inspection, process control, and exception handling. During the reporting period, we updated the list of prohibited substances in accordance with the latest laws and regulations, adding controlled substances such as ELV, POPs, REACH, SVHC, etc., to ensure that the chemicals used in our products or materials comply with RoHS, REACH, and other relevant requirements.





## I Hazardous Substance Process Management Training

3PEAK conducts annual hazardous substance management training to enhance employees' professional knowledge and management capabilities. In 2025, we conducted hazardous substance control training for personnel such as sales, FAE, CQE, packaging PE, and SQE, covering the Company's hazardous substance management policy and goals, relevant laws and regulations, hazardous substance management procedures, and customer requirements for hazardous substance management. More than 40 people participated in the training, with 24 compulsory participants. The training completion rate was 100%, and the exam pass rate was 100%.

## Practice of Green Office

The Company has formulated the *Guidelines for the Use of New Offices* and is fully practicing sustainable development. Environmental impact from office operations is minimized through multiple measures, including data center energy optimization, promotion of paperless offices, enhanced energy and water management, and implementation of waste sorting.

### Green Office Initiatives

#### Data Center Energy Optimization

In 2025, while ensuring the stable operation of the data center, we proactively increased the temperature limits for summer and winter and optimized simulation computing power parameters, resulting in a reduction in overall electricity consumption compared to 2024.

#### Promotion of Paperless Office

We equipped electronic conference screens that support handwriting to further reduce paper consumption in various office scenarios. Additionally, we comprehensively applied the electronic signature system in some business processes, such as contract signing, and used electronic promotional brochures. During the reporting period, the Company processed 1,810 related transactions. It is estimated that each transaction saved about 15 pages of paper, totaling more than 27,000 pages saved throughout the year, significantly reducing paper waste.

#### Strengthening Energy and Water Resource Management

A patrol mechanism has been established to ensure that all air conditioning and lighting equipment is turned off outside of working hours. Low-water-consumption devices have been installed to replace traditional bottled water, saving water resources.

#### Regulating Consumable Usage Management

Optimize scanning output settings, defaulting to use "last page in color, other pages in black and white" or fully black and white mode. Used printer cartridges are sent to third-party agencies for unified recycling.

#### Compliance Disposal of Electronic Waste

Electronic waste is handled and recycled by qualified third-party organizations to ensure compliant and green disposal.

#### Implement Waste Sorting

The Company implements standardized waste sorting throughout all departments, reducing waste at the source and promoting resource recycling.

| Indicator                              | 2024    | 2025    | Year-on-Year Decrease |
|--|---------|---------|-----------------------|
| Printer paper usage (pages)            | 267,634 | 238,818 | 10.77%                |
| Average paper usage per person (pages) | 372.75  | 312.59  | 16.14%                |

Note: Covering the Company Headquarters.

## Future Outlook

Keep Moving, Never Stop. 3PEAK, as a leading provider of general analog products and solutions in the semiconductor industry, always regards sustainable development as the core engine of value creation for the enterprise. Based on the ESG achievements made in 2025, we will continue to optimize our governance system, deepen environmental management, and strengthen social responsibility, aiming to become a leader in the semiconductor industry's sustainable development.

Looking ahead, 3PEAK Will:

**Drive Robust governance and Strive for Steady Progress.** Continue to optimize governance structures, strengthen risk control and compliance operations; enhance the transparency and quality of information disclosure and actively respond to stakeholder expectations; ensure long-term, steady development of the Company through robust internal controls and business ethics, safeguarding investors' legitimate rights.

**Embrace Responsibility and Build the Future Together.** Uphold a people-centered approach, continue to build a diverse, equal, and inclusive workplace environment; further improve employee rights protection, career development, and care systems to safeguard employee health and safety; deepen collaboration with customers, suppliers, and partners to build a safe, reliable, and responsible industrial ecosystem; actively engage in community development and public welfare, using technological expertise to give back to society and create shared value.

**Enable Green Chip Intelligence and Empower with Low-Carbon Solutions.** Firmly support the national "dual-carbon" strategy, continuously improve climate change governance and response mechanisms, further promote energy conservation and emission reduction through technology upgrades and refined management to lower operational energy consumption; deepen the green supply chain construction and encourage suppliers to adopt environmental protection standards; increase investment in clean technology and high-efficiency, low-power product R&D, using innovative chip solutions to empower the green transformation of downstream industries, and contribute scientific and technological strength to the global response to climate change.

3PEAK will continue to uphold its mission of "providing innovative and competitive products and services to create value for customers", collaborating with all stakeholders to explore and innovate, driving the green of industries with technological advancement, and creating a better future for sustainable development with a responsible heart!

## Glossary of Terms

For the convenience of expression and reading, the title in this Report refers to the following:

| Abbreviation               | Definitions   |
|----------------------------|---|
| 3PEAK, the Company, and we | 3PEAK INCORPORATED and its Subsidiaries and Branches  |
| iCM                        | Shenzhen iCM Microelectronics Co., Ltd., a subsidiary of 3PEAK  |
| Signal Chain               | The path of the signal from input to output in a system, from the collection, amplification, transmission, processing of the signal to the generation and execution of the corresponding power device |
| Amplifier                  | A device that amplifies the voltage or power of an input signal   |
| Converter                  | A device that converts an analog or digital signal to a digital or analog signal  |
| Comparator                 | A circuit that compares an analog voltage signal to a reference voltage   |
| AFE                        | Analog Front End  |
| BCM                        | Business Continuity Management  |
| CAN                        | Controller Area Network (CAN) — An ISO standardized serial communication protocol for microcontrollers and devices  |
| CIP                        | The essence of the lean production idea and the most effective management method for advancing lean production, meaning the continuous improvement process  |
| Chip probing               | Chip probing — The process of testing the functional and electrical parameters of bare chips on a wafer before packaging, after the wafer is complete, using a probe station and test equipment       |
| CQE                        | Customer Quality Engineer (CQE)   |

| Abbreviation       | Definitions  |
|--------------------|--|
| CRM                | Customer Relationship Management (CRM)   |
| EHS                | EHS (Environment, Health, Safety) — An integration of ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) standards to effectively manage enterprises or organizations’s risks related to the environment, employee health, and safety during the operation process |
| ELV                | End-of-Life Vehicle (ELV) — The directive established by the European Commission and European Parliament to protect the environment by reducing waste generated from vehicle disposal.   |
| FAE                | Field Application Engineer (FAE) — A technical support engineer or pre-sale and post-sale service engineer   |
| FMCS               | Facility Management and Control System   |
| LDO                | Low Dropout Regulator — A voltage stabilizer with functions such as overcurrent protection   |
| LED                | Light-Emitting Diode   |
| OA System          | Office Automation System   |
| PCT                | Patent Cooperation Treaty (PCT)  |
| POPs               | Persistent Organic Pollutants  |
| REACH              | <i>Regulation Concerning the Registration, Evaluation, Authorization, and Restriction of Chemicals</i> issued by the EU  |
| RMI                | Responsible Minerals Initiative (RMI)  |
| RoHS Certification | Restriction of Hazardous Substances, i.e., <i>Directive on Restricting the Use of Certain Hazardous Substances in Electrical and Electronic Equipment</i> , a mandatory directive issued by the European Union   |
| SVHC               | Substances of Very High Concern (SVHC) — Substances identified under Article 57 of REACH that require very high concern  |
| USB                | Universal Serial Bus   |
| VDE                | Verband Deutscher Elektrotechniker (VDE)   |
| WMS                | Warehouse Management System (WMS)  |

## Index of Indicators

| Dimensions  | Topics                                | Chapters   |
|-------------|---------------------------------------|--|
| Environment | Climate Change Tackling               | Green Development Revitalizing with Low-Carbon Solutions - Addressing Climate Change   |
|             | Pollutant Discharge                   | Green Development Revitalizing with Low-Carbon Solutions -Strengthening Environmental Management   |
|             | Waste Disposal                        | Green Development Revitalizing with Low-Carbon Solutions - Strengthening Environmental Management  |
|             | Ecosystem and Biodiversity Protection | Not Involved. The Company's production and operation activities do not have significant negative impacts on ecosystems and biodiversity. |
|             | Environmental Compliance Management   | Green Development Revitalizing with Low-Carbon Solutions - Strengthening Environmental Management  |
|             | Energy Usage                          | Green Development Revitalizing with Low-Carbon Solutions - Optimizing Resource Utilization   |
|             | Usage of Water Resources              | Green Development Revitalizing with Low-Carbon Solutions - Optimizing Resource Utilization   |
|             | Circular Economy                      | Green Development Revitalizing with Low-Carbon Solutions - Optimizing Resource Utilization   |
| Society     | Rural Revitalization                  | People-Oriented Building a Shared Future - Practicing Social Responsibility  |
|             | Contributions to the Society          | People-Oriented Building a Shared Future - Practicing Social Responsibility  |
|             | Innovation-Driven                     | Innovation Leadership Safeguarding with Secure Solutions - Innovation-Driven Leadership  |

| Dimensions                                  | Topics   | Chapters   |
|---|--|--|
| Society                                     | Ethics of Science and Technology                             | Not applicable, the Company does not belong to ethically sensitive industries such as life sciences or artificial intelligence   |
|   | Supply Chain Security  | Lean Management Shaping the Future with Quality - Responsible Supply Chain   |
|   | Equal Treatment to Small and Medium-Sized Enterprises (SMEs) | Not applicable, the Company has no overdue payments to Small and Medium-sized Enterprises (SMEs) in strict compliance with relevant regulations                          |
|   | Safety and Quality of Products and Services                  | Lean Management Shaping the Future with Quality - Product and Service Safety and Quality<br>Lean Management Shaping the Future with Quality - Customer Service Guarantee |
|   | Data Security and Customer Privacy Protection                | Innovation Leadership Safeguarding with Secure Solutions - Data Security Protection  |
|   | Employees  | People-Oriented Building a Shared Future - Employee Rights and Development   |
|   | Sustainability-related governance                            | Due Diligence  |
| Communications with Stakeholders            |  | Sustainable Development Governance - Stakeholder Communication   |
| Anti-Commercial Bribery and Anti-Corruption |  | Governance for Consolidated Development - Adherence to Business Ethics   |
| Anti-Unfair Competition                     |  | Governance for Consolidated Development - Adherence to Business Ethics   |

## Reader's Feedback

Dear reader,

We sincerely appreciate your time out of your busy schedule to read this Report, which is the 5th Environmental, Social and Governance Report published by 3PEAK. In order to fulfill the communication of this Report and effectively advance the ESG management and practices of 3PEAK, we sincerely invite you to fill in the feedback form to help us make continuous improvement.

1.What is your overall assessment of the 3PEAK ESG Report?

Excellent    Good    Average    Poor    Very Poor

2.How do you think this Report reflects 3PEAK's significant environmental, social and governance impacts?

Excellent    Good    Average    Poor    Very Poor

3.What do you think of 3PEAK's performance in stakeholder communication?

Excellent    Good    Average    Poor    Very Poor

4.How do you think this Report performs in terms of the authenticity, accuracy, and effectiveness of information and data disclosure?

Excellent    Good    Average    Poor    Very Poor

5.Do you think the overall framework, content design, and format of this Report are easy to read?

Excellent    Good    Average    Poor    Very Poor

6.What is your overall impression of this Report from all aspects?

Excellent    Good    Average    Poor    Very Poor

7.Which part of the Report are you most interested in?

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8.What are your comments or suggestions for 3PEAK ESG Reports in the future?

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