

证券代码:872392

证券简称:佳合科技

公告编号:2025-038



SuperMix
872392



Kunshan SuperMix Printing Technology Co., Ltd.

Web: www.supermix.com.cn

Tel: 0512-36915559

Address: No.228, Huanlou Road, Kunshan Development Zone, Jiangsu Province

2024

Sustainability Report

Kunshan SuperMix Printing Technology Co., Ltd.

CONTENTS

- 03 About the Report
- 05 Message From Chairman
- 07 Sustainable Development Highlights in 2024
- 08 About SuperMix
- 12 Sustainable Development Management

- 91 Appendix
 - 91 Key Performance Form
 - 106 Indexes
 - 108 Feedback Form

GOVERNANCE

- 21 Corporate Governance
- 24 Compliance Governance
- 26 Rights and Interests of Investors
- 27 Business Ethics

ENVIRONMENTAL

- 31 Response to Climate Change
- 35 Environmental Management
- 47 Resource Management
- 54 Biodiversity Conservation

SOCIAL

- 57 Innovation-driven
- 60 Quality and Service
- 67 Supplier Management
- 70 Data Security and Privacy Protection
- 72 Labor and Human Rights
- 77 Employee Training and Development
- 81 Occupational Health and Safety
- 90 Social Contribution

About the Report

This report is the Sustainability Report (the "Report") issued by Kunshan SuperMix Printing Technology Co., Ltd. (hereinafter referred to as "SuperMix", "the Company", or "we"). In the principles of objectivity, standardization, transparency, and comprehensiveness, this report provides a detailed disclosure of the Company's sustainability efforts for the year 2024.

Reporting Scope

This report covers SuperMix and its branches and subsidiaries. Unless otherwise specified, the scope of this report is consistent with that of the Company's Annual Report.

Reporting Period

This report covers the period from January 1, 2024 to December 31, 2024 (the "Reporting Period"). To improve the comparability and completeness, some sections of this report may be appropriately referred to previous years or contains forward-looking statements. This report is released on an annual basis, consistent with the financial year.

Preparation Basis

- Beijing Stock Exchange, *Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)*
- *Sustainability Reporting Standards of the Global Reporting Initiative ("GRI Standards")*
- China Enterprise Reform and Development Society, *Guidelines for Sustainable Development Reports of Chinese Enterprises (CASS—ESG 6.0)*
- Task Force on Climate-related Financial Disclosures (TCFD) Framework
- *Sustainable Development Goals (SDGs) of the United Nations*
- Sustainability Accounting Standards Board (SASB) Standards

Data Sources

Data sources used in this report include the Company's actual operational data, publicly available data from government agencies, annual financial data, internal statistical reports, third-party questionnaire surveys, etc. The financial data in this report is expressed in CNY. For any discrepancy between this report and the financial statements, the financial statements shall prevail.

Definition

Term	Interpretation
SuperMix, the Company, or We	Kunshan SuperMix Printing Technology Co., Ltd.
GuangDe SuperMix	GuangDe SuperMix Printing Technology Co.,Ltd.
Changshu SuperMix	Changshu SuperMix Printing Technology Co., Ltd.
LAP THINH	LLAP THINH PACKAGING CO., LTD.

Confirmation and Approval

This report was approved by the Company's Board of Directors on April 24, 2025, and was subsequently released in conjunction with the Annual Report. The Board pledges to exercise oversight over the contents of this report, ensuring its absence of any false records or misleading representations, and assuming responsibility for its truthfulness, accuracy and completeness.

This report is published in Chinese, with the English version derived from the Chinese version. For any discrepancy between the two versions, the Chinese version shall prevail.

Access to this Report

This report is available for review and download on the official websites of the Company (www.supermix.com.cn) and the Beijing Stock Exchange website (<https://www.bse.cn/>).

Message From Chairman



Dear shareholders, esteemed partners, and valued friends of SuperMix,

Greetings to you all! At this pivotal moment where opportunities coexist with challenges, and aspirations converge with possibilities, I am honored to share with you SuperMix's achievements in 2024 in the areas of environmental protection, social responsibility, and corporate governance on behalf of our organization.

In the journey of environmental protection, SuperMix has embedded the concept of green development deeply into its corporate DNA, striving to be a pioneering force in the field of sustainable development. Looking back over the past year, we have continuously strengthened environmental compliance management with a rigorous attitude to ensure that all production activities remain in harmony with the natural environment. With unwavering belief, we have fully embraced the principles of the ISO 14001 standard, and have built a green value chain that spans from specialized solid waste disposal to achieving zero wastewater emissions. Driven by a strong sense of urgency, we have also accelerated resource recycling initiatives, taking concrete actions to fulfill our environmental responsibilities and contribute lasting energy to a greener future.

On the stage of social responsibility, SuperMix understands that every step of our growth is made possible by the support of all sectors of society. Guided by innovation and collaboration, we have joined hands with supply chain partners to advance green and low-carbon transformation. We view every employee as the most valuable asset of the Company and focus on building harmonious labor relations. We have provided comprehensive and multi-level protection for employee rights, ensuring that all employees feel the warmth, happiness, and sense of belonging in the Company, illuminating their paths forward. In addition, the Company has actively participated in social welfare activities, transmitting warmth and positive energy through our actions.

In the field of corporate governance, with a spirit of continuous improvement, we have been optimizing our practices and enhancing governance efficiency to lay a solid foundation for the Company's steady progress. We have adhered to scientific governance and standardized operations, and have built a scientific governance structure where the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the management collaborate seamlessly, like a finely tuned clock, ensuring the Company operates in a steady and orderly manner with precise decision-making. We have strictly followed national laws and regulations, and have formulated comprehensive and detailed internal management systems to ensure that all business activities run efficiently and legally. We also attach great importance to communication with investors, maintaining good investor relations and responding to their concerns with sincerity.

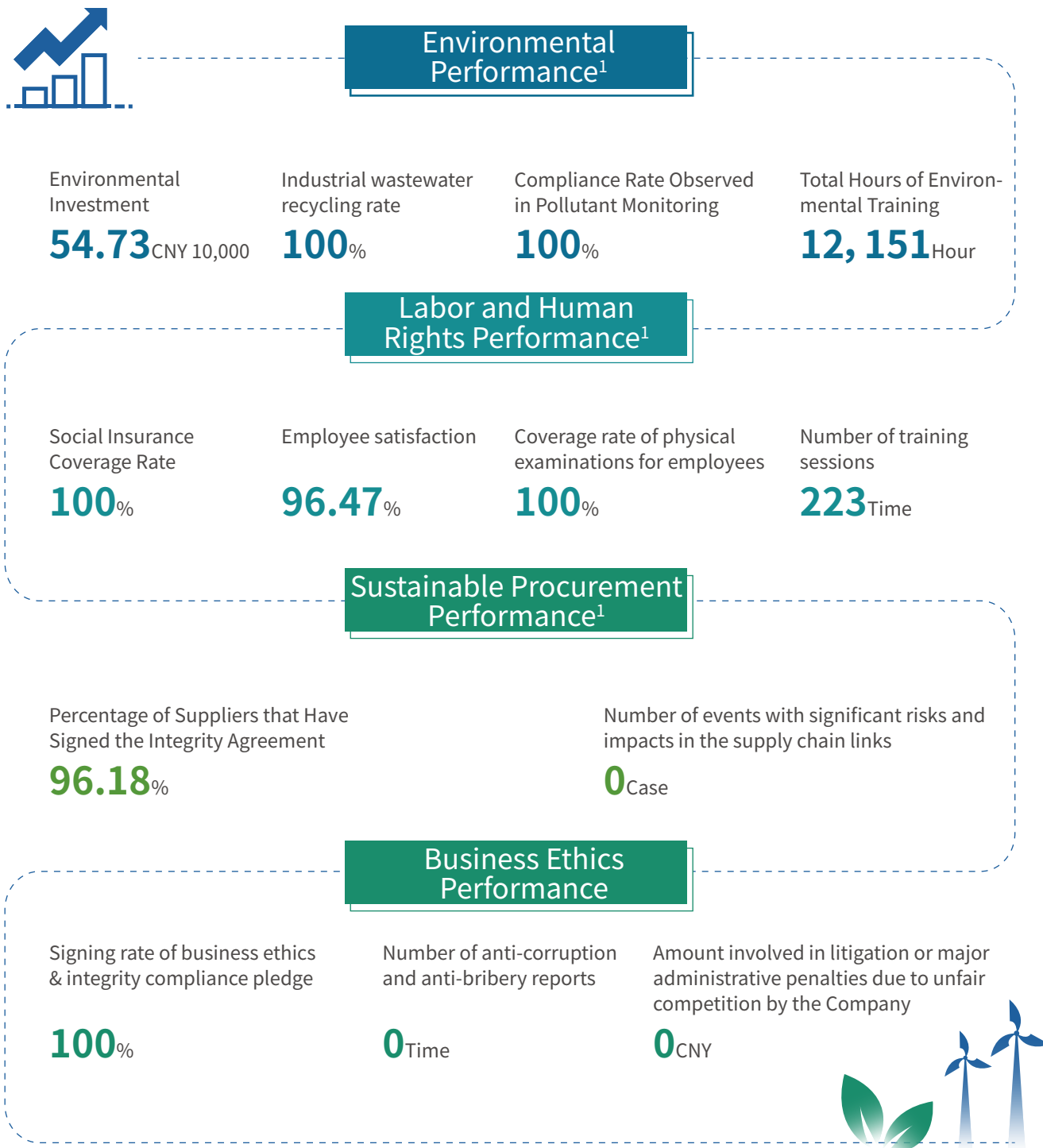
Looking ahead, SuperMix will always uphold the core concept of sustainable development, embrace the waves of transformation in the era with a more open and inclusive attitude, and pursue the infinite possibilities of innovation and excellence with unwavering determination. We will continue to deepen cooperation with all parties, connecting forces to jointly plan for green development and build the cornerstone for social progress. Let us move forward together with determination, forging ahead on the path to a more sustainable and brighter future.

Thank you everyone!

A stylized handwritten signature in black ink.

Kunshan SuperMix Printing Technology Co., Ltd. Chairman

Sustainable Development Highlights in 2024



¹This part of the statistical caliber is domestic consolidated data

About SuperMix

Company Profile

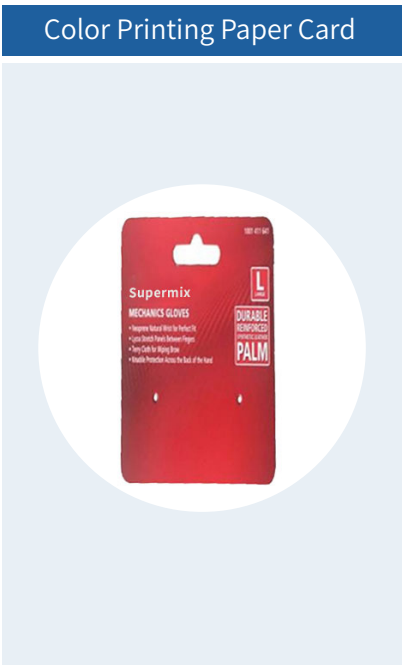
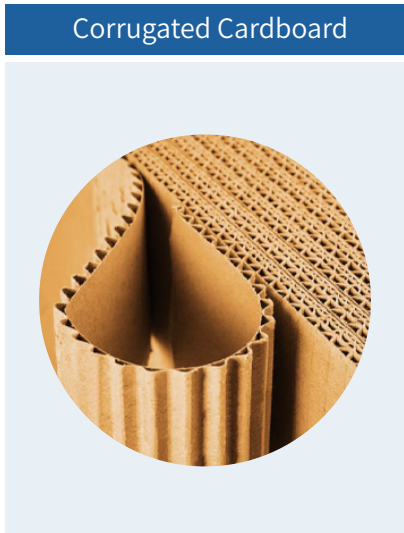
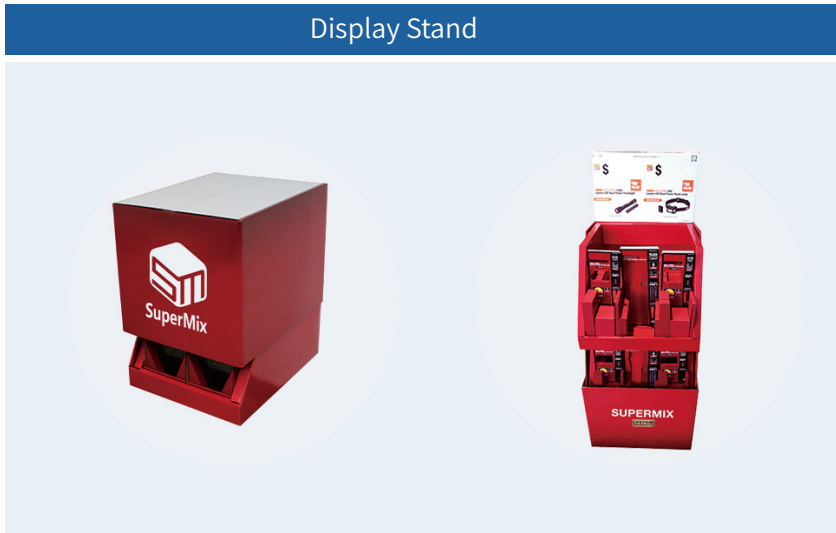
Kunshan SuperMix Printing Technology Co., Ltd. was established on March 17, 2001, and is located at No. 228, Huanlou Road, Penglang Town, Kunshan Development Zone, Jiangsu Province, China. On December 30, 2022, the Company was officially listed on the Beijing Stock Exchange, with stock abbreviation "SuperMix" (stock code: 872392).

As a high-tech enterprise, the Company has received multiple recognitions, including "Kunshan Technology R&D Institute," "Kunshan Innovative Small and Medium-Sized Enterprise," "Suzhou Enterprise Technology Center," and "Provincial Enterprise Technology Center." The Company has established long-term and stable partnerships with many well-known domestic and international brands such as Walmart, The Home Depot, Lowe's, Target, and Best Buy, winning unanimous praise from customers.

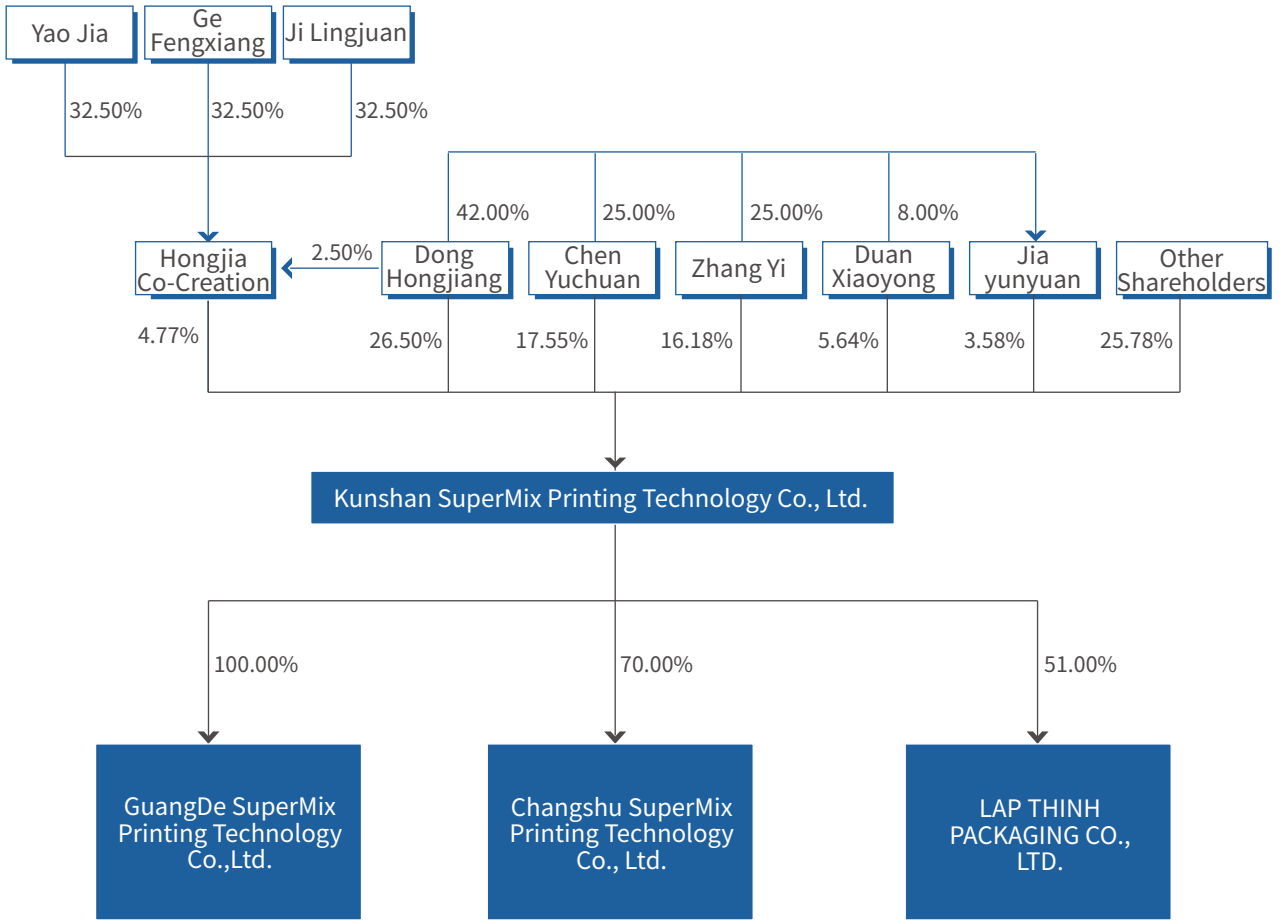


Business Overview

The Company focuses on the research, design, production, and sales of paper packaging and display products. Its business chain covers all aspects, including packaging design, new product development, packaging scheme optimization, packaging process setting, packaging printing production, supply chain optimization, product delivery, and client-side packaging solutions. The Company's product line mainly includes three categories: color printing, water-based printing, and cardboard. Among them, color printing products include various display stands, display boxes, color cartons, gift boxes, and handbags. Waterbased printing products are mainly flexographic cartons. Through continuous innovation, the Company provides sustainable creative designs, personalized products, and honest services to help customers enhance their brands and grow their business.



Shareholding Structure



Shareholding Structure Chart



Corporate Culture

Company Vision

Becoming a global expert in integrated packaging and display solutions

Company Mission

First-class products, customers' choice, employees' favorite, shareholders satisfaction

Company Purpose

Intelligent, creative and sustainable solutions to enhance brands and create value for customers

Our Code

Professional, Honest, Dedicated, Humble

Milestones

April 2024

The company completed the acquisition of 26% equity stake of LAP THINH held by Kunshan Suyu Paper Articles Co., Ltd., and LAP THINH officially became a subsidiary of the Company



July 2024

SuperMix won the "TCL Excellent Supplier" award



December 2024

The Company's subsidiary, LAP THINH, won TCL's "Strategic Synergy Partnership Award"



December 2024

REX Electric awarded SuperMix the title of "Best Supplier in 2024"



February 2025

SuperMix was awarded the title of "2024 Partner of the Year" by The Home Depot (THD)



Sustainable Development Management

Sustainable Development Strategy

Sustainable Development Policy

Green Materials Recycling

Use environmentally friendly packaging materials and promote packaging recycling to reduce resource waste







Compliance Optimization

Focus on compliant operations, adhering to relevant laws and regulations while continuously optimizing management processes and improving operational efficiency

Win-win Contribution

While achieving economic benefits, actively give back to society and achieve win-win results with stakeholders

Sustainable Development Goals

Response to SDGs		
SDGs	Actions	Chapters
 1 NO POVERTY  2 ZERO HUNGER	<ul style="list-style-type: none">Actively cooperate with government departments and educational institutions to jointly promote the healthy development of the job market, providing job seekers with a broader platform;Constantly improve employee benefits to ensure fair and reasonable salaries and benefits for employees.	Social Contribution Labor and Human Rights
 3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none">Develop the <i>Company Welfare Management Measures</i>, and provide various allowances and benefits;Carry out occupational disease hazard factor testing and create reports;Coverage rate of physical examinations for employees: 100%.	Labor and Human Rights Occupational Health and Safety
 4 QUALITY EDUCATION	<ul style="list-style-type: none">Implement a "three-step" talent development plan;Improve the "external instructors + internal instructors" dual learning platform.	Employee Training and Development
 5 GENDER EQUALITY	<ul style="list-style-type: none">Develop the <i>Job Risk Assessment Procedure for Pregnant & Postpartum Workers</i>;Provide maternity leave, breastfeeding leave, childbirth allowances, and other benefits for female employees.	Labor and Human Rights
 6 CLEAN WATER AND SANITATION	<ul style="list-style-type: none">Provide clean drinking water for employees;Promote staff engagement in water saving to prevent wasteful usage.	Labor and Human Rights Environmental Management

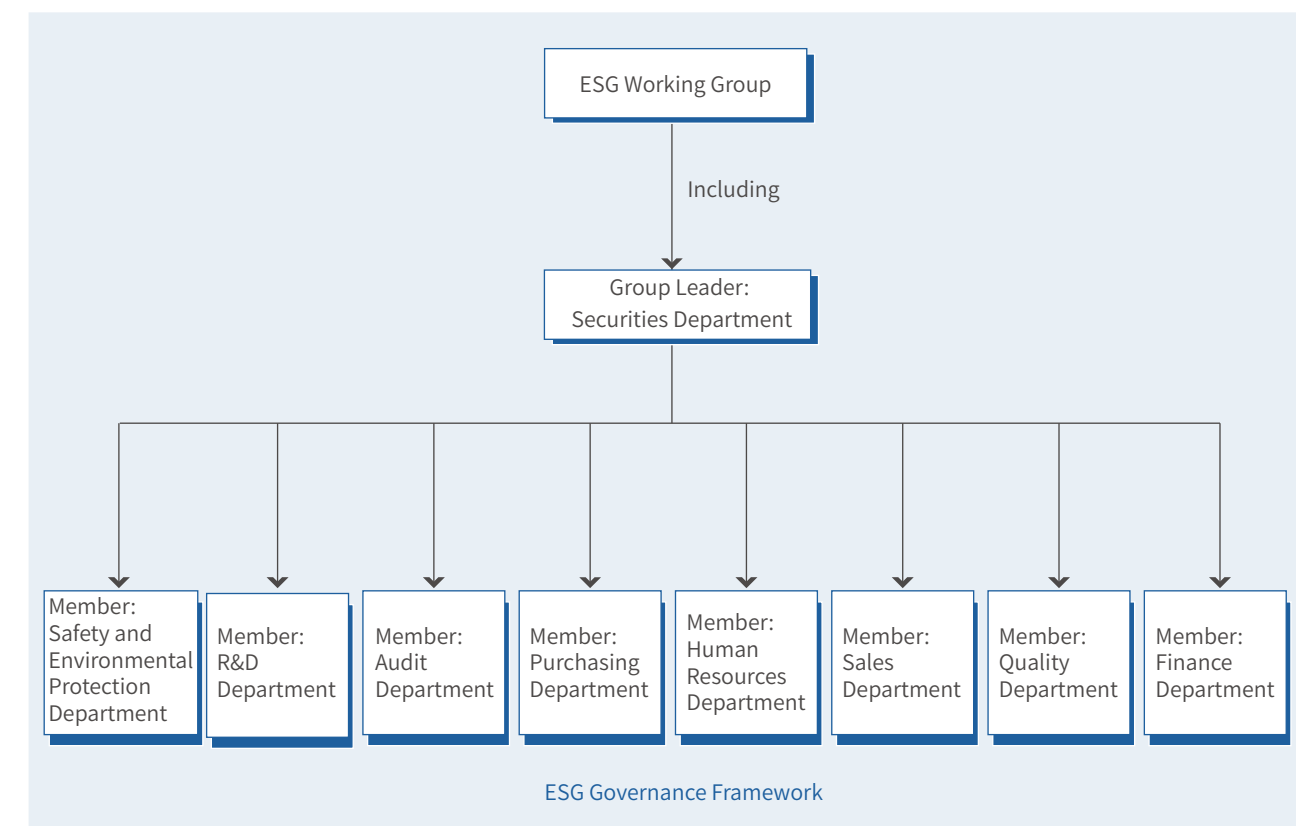
SDGs	Actions	Chapters
	<ul style="list-style-type: none"> Carry out energy-saving and emission-reduction projects, such as electrical appliances and steam systems; Actively promote and continuously expand the use of photovoltaic power generation equipment; Meanwhile, the Company's subsidiary, LAP THINH, plans to carry out energy-saving renovations for constant temperature and humidity systems. 	Resource Management
	<ul style="list-style-type: none"> Develop the <i>Performance Management Measures</i>, directly linked to employee compensation to incentivize employees. 	Labor and Human Rights
	<ul style="list-style-type: none"> Select energy-efficient equipment and eliminate outdated processes and old machines and pumps. 	Resource Management
	<ul style="list-style-type: none"> Develop the <i>Forced Labor Management Procedure</i>, the <i>Anti-Discrimination Management Procedure</i>, and the <i>Child Labor Remediation and Underage Worker Protection Procedure</i>; Respect employee differences and prohibit unfair treatment based on race, age, disability, gender, and other factors. 	Labor and Human Rights
	<ul style="list-style-type: none"> Entrust third-party organizations to monitor the air quality, water quality, and soil around the production area; Sign the <i>Environmental Emergency Monitoring Agreement</i> with surrounding enterprises to jointly monitor the surrounding environment. 	Environmental Management
	<ul style="list-style-type: none"> Implement product life cycle inspection, develop the <i>Environmental Hazardous Substance Restriction Procedure</i> to ensure product quality; Sign the <i>Guarantee of Non-Use of Environmental Hazardous Substances</i> and the <i>Social Responsibility Commitment of Supplier</i> with suppliers to ensure safe procurement. 	Quality and Service Supplier Management
	<ul style="list-style-type: none"> Establish a quality inspection team; Carry out third-party greenhouse gas inventory work; Implement daily carbon reduction measures in production. 	Response to Climate Change
	<ul style="list-style-type: none"> Establish a wastewater treatment station and recycle wastewater through process treatment; Monitor wastewater generated from production and daily life. 	Environmental Management
	<ul style="list-style-type: none"> Pay attention to soil and groundwater protection, develop emergency plans; Optimize surface layout and implement Zoned anti-seepage stabilization treatment. 	Biodiversity Conservation
	<ul style="list-style-type: none"> Establish an ESG governance framework and actively conduct ESG training; Sign the <i>Integrity and Self-Discipline Commitment</i> with employees to enhance their awareness of integrity. 	Corporate Governance Sustainable Development Management Business Ethics
	<ul style="list-style-type: none"> Actively communicate with stakeholders; Properly handle customer complaints and provide satisfactory solutions to customers. 	Sustainable Development Management Quality and Service

Sustainable Development System

ESG Management System

To further build and standardize the Company's sustainable development work system, and meet the Company's strategic development needs, the Company has developed the *ESG Working Group Function and Responsibility Agreement*, which defines the specific responsibilities and missions of the ESG working group to ensure that the ESG goals are achieved in a structured and evidence-based manner.

The Company has established a comprehensive ESG governance framework, with an ESG workgroup responsible for advancing and implementing specific ESG tasks.



ESG Mechanism

The Company actively practices the concept of sustainable development and plans to establish an information collection and reporting mechanism covering topics such as occupational health and safety, product quality, and material management, continuously improving the ESG management system and ensuring the operation of the Company's sustainable governance mechanisms.

Meanwhile, to strengthen the implementation of sustainable development in the Company's operations, the Company plans to periodically carry out ESG performance evaluations and incorporate them into the management team's compensation assessment system, stimulating the management team's enthusiasm and creativity in ESG management and encouraging them to actively seek innovative solutions.

ESG-Related Training

On December 9, 2024, to effectively promote the preparation of the ESG report, the Company held an ESG training session for department heads through both offline and online channels, covering interpreting ESG regulatory requirements, building an ESG governance framework, and more, enhancing employees' understanding of sustainable development concepts and laying a green foundation for the Company's development.



ESG Rating Honors



2023 Wind ESG Rating A



2023 EV Questionnaire Silver Medal



2024 Best ESG Practice Award for Public Companies

Communications with Stakeholders

The Company has developed the *Stakeholder Needs and Expectations Management Procedure* to identify and understand the needs and expectations of stakeholders, increase the transparency of interaction with stakeholders, and ensure the harmonious coexistence between society, economy and environment while safeguarding corporate benefits.

Stakeholders	Communication Methods	Topics of Concern
 Employees	<ul style="list-style-type: none">• Employees' Congress• Employee Training• Employee Satisfaction Surveys	<ul style="list-style-type: none">• Protection of Employees' Legal Rights and Interests• Training and Development• Occupational Health and Safety
 Shareholders and Investors	<ul style="list-style-type: none">• General Meeting of Shareholders• Information Disclosure• Roadshows• Performance Briefings	<ul style="list-style-type: none">• Corporate Governance Compliance• Risk Management• Protection of Shareholders' Rights and Interests• Communications with Stakeholders
 Suppliers	<ul style="list-style-type: none">• Daily Communication• Clean Purchasing• Supplier Evaluation and Auditing	<ul style="list-style-type: none">• Supply Chain Security• Risk Management
 Customers	<ul style="list-style-type: none">• Customer Satisfaction Surveys• Customer Follow-up• After-sales Support	<ul style="list-style-type: none">• Protection of Customers' Rights and Interests• Communications with Stakeholders• Product Safety and Quality• Innovation-driven
 Public Welfare Organizations	<ul style="list-style-type: none">• Public Welfare Donations• Volunteer Service Activities	<ul style="list-style-type: none">• Social Contribution• Rural Revitalization
 Media	<ul style="list-style-type: none">• Media Interviews	<ul style="list-style-type: none">• Corporate Governance Compliance• Communications with Stakeholders
 Government and Regulatory Agencies	<ul style="list-style-type: none">• Information Disclosure• Survey and Investigation	<ul style="list-style-type: none">• Corporate Governance Compliance• Risk Management• Due Diligence• Tax Management

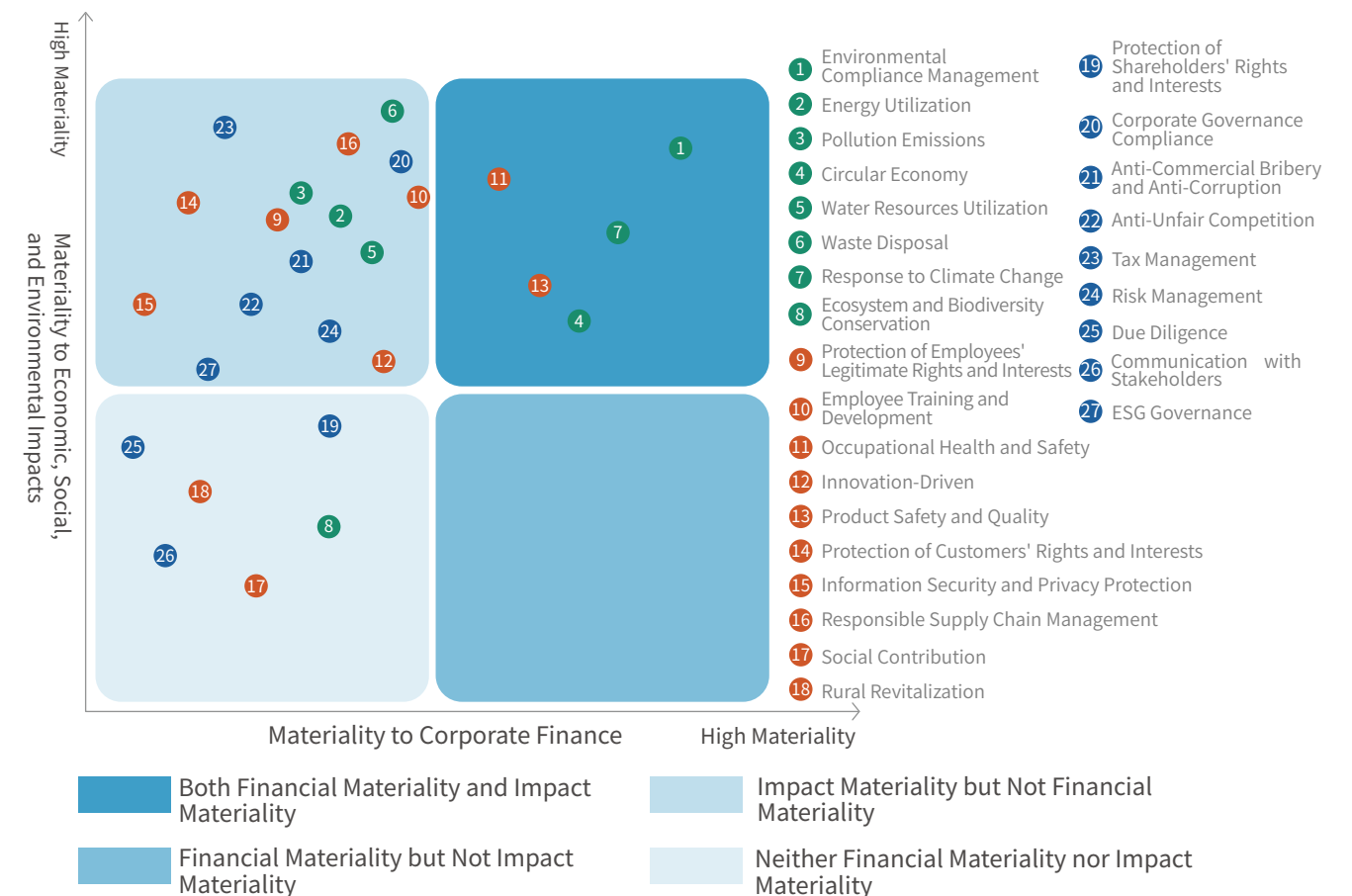
Materiality Assessment

Assessment Process and Methods

The Company refers to the assessment methods stated in domestic and international disclosure standards such as the *Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)* and the *GRI 3: Material Topics*, and adopts the analytical perspectives of financial materiality and impact materiality to identify financial and impact materiality topics, and responds to key topics in the Report.

Assessment Process of Material Topics	Assessment Method
Step 1: Understand the Company's background	Analyze ESG-related impacts, risks, and opportunities at each stage of the Company, as well as stakeholders' demands and expectations.
Step 2: Conduct preliminary topic screening	Refer to GRI, SASB, and key topics from domestic and international peers in the same industry to establish a topic database for the year 2024.
Step 3: Assess the materiality of topics	<p>Assess the impact materiality Conduct a survey among stakeholders in the form of questionnaires and identify impact materiality topics according to the questionnaire results.</p> <p>Assess the financial materiality Evaluate the likelihood, and impact cycle of risks and opportunities based on expert judgments, and determine financial materiality topics after discussions.</p>
Step 4: Identify and approve material topics	Form a list of impact materiality and financial materiality topics, and ensure that the relevant topics are transparently, fairly, and comprehensively disclosed in the report.

Materiality Identification Results



Topic List

Dimension	Both Financial Materiality and Impact Materiality	Impact Materiality but Not Financial Materiality	Neither Financial Materiality nor Impact Materiality
Environmental	Environmental Compliance Management, Circular Economy, Response to Climate Change	Energy Utilization, Pollutant Emissions, Water Resource Utilization, Waste Disposal	Protection of Ecosystem and Biodiversity
Social	Occupational Health and Safety, Product Safety and Quality	Protection of Employees' Rights and Interests, Employee Training and Development, Innovation-Driven, Protection of Customers' Rights and Interests, Information Security and Privacy Protection, Responsible Supply Chain Management	Social Contribution, Rural Revitalization
Corporate Governance	/	Corporate Governance Compliance, Anti-Commercial Bribery and Anti-Corruption, Anti-Unfair Competition, Tax Management, Risk Management, ESG Governance	Protection of Shareholders' Rights and Interests, Due Diligence, Communications with Stakeholders

GOVERNANCE

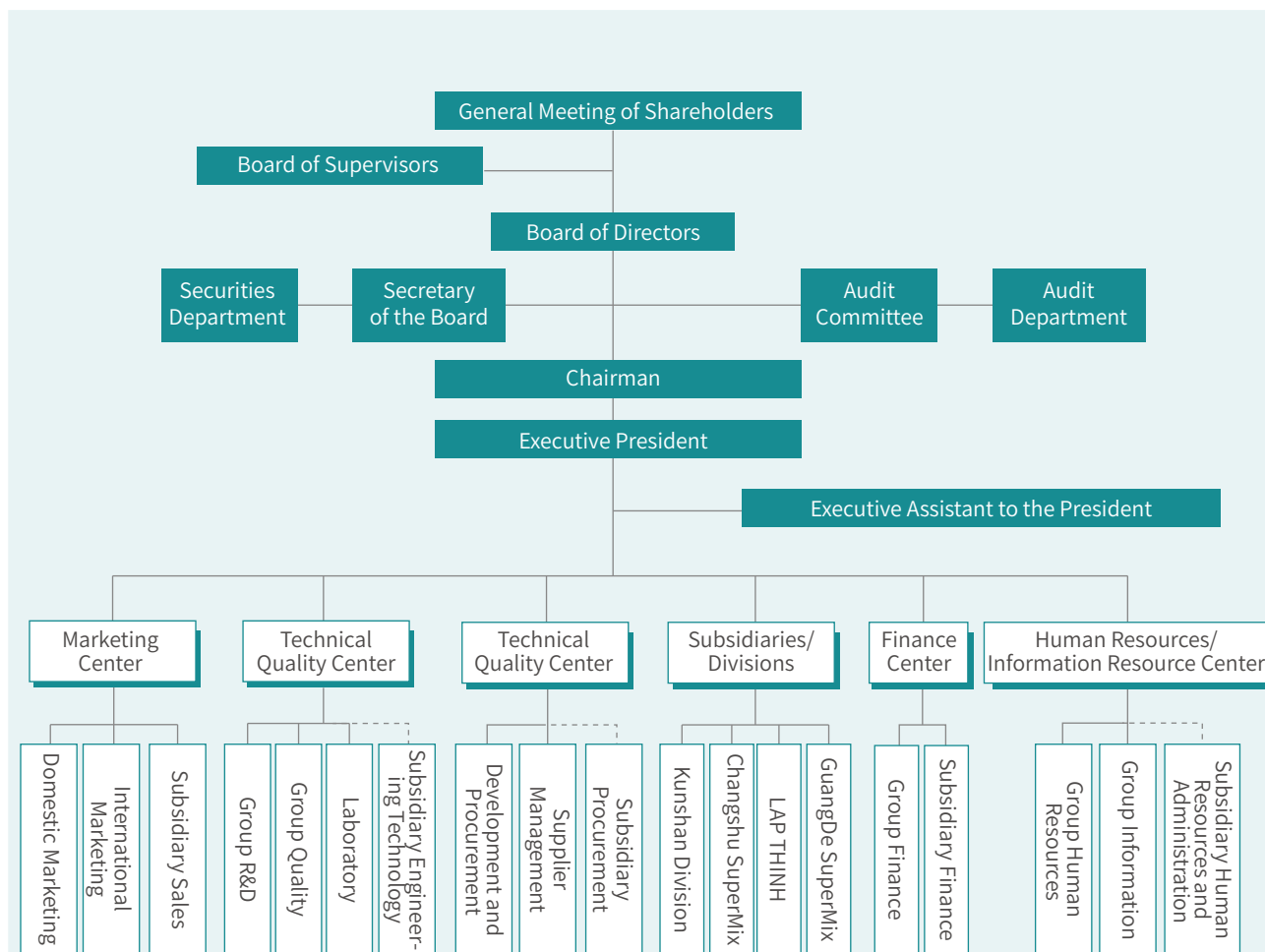
In the ever-changing business environment, SuperMix understands the fundamental role of corporate governance, which acts as a lighthouse guiding the course and ensuring stable operation amidst the turbulent business waves. With global expectations for corporate transparency and accountability continuously rising, SuperMix adheres to high governance ideals and carefully weaves an ESG management network to meet the challenges of the times. Our pursuit is not only the soaring of economic benefits but also the deep integration of corporate mission and social responsibility, striving to demonstrate respect for the environment and commitment to society in every decision and action.



Corporate Governance

Governance through the General Meeting of Shareholders, Board of Directors, and Board of Supervisors

SuperMix adheres to a strong sense of compliance and strictly complies with relevant laws and regulations such as the *Company Law of the People's Republic of China* and the *Securities Law of the People's Republic of China*. The Company has developed multiple internal management systems, including the *Articles of Association*, to ensure the Company's lawful, compliant, and efficient operation. The Company has built a scientific governance structure composed of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the management. Various departments collaborate and maintain effective checks and balances to ensure the smooth operation of the Company and promote the continuous growth of corporate value.



Organization Chart

General Meeting of Shareholders

The General Meeting of Shareholders is the highest authority of the Company. The Company convenes the General Meeting of Shareholders in strict accordance with the *Company Law of the People's Republic of China*, the *Articles of Association*, and the *Rules of Procedure for General Meetings of Shareholders*, ensuring that the voting procedures comply with relevant regulations. The meeting employs a blend of in-person and online voting mechanisms, offering convenience for a broad spectrum of investors participating in the voting process.

Key Performance

During the Reporting Period, the Company convened **4** General Meetings of Shareholders, including **1** annual general meeting and **3** extraordinary general meetings, and deliberated a total of **32** proposals.

Board of Directors

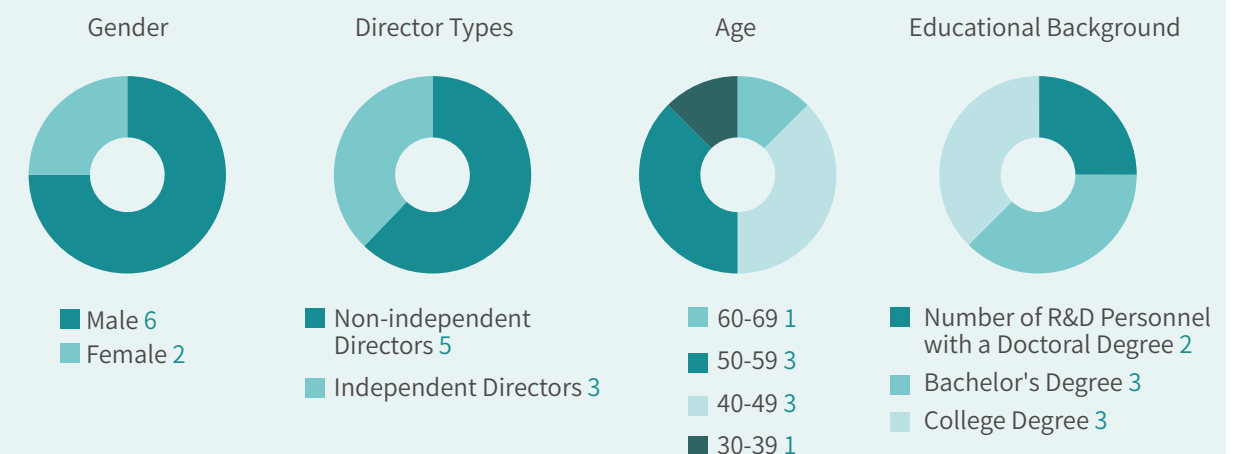
The Board of Directors is the decision-making body, accountable to and reporting to the General Meeting of Shareholders. The Board of Directors is composed of 8 members, including 3 independent directors and 5 non-independent directors. To standardize the meeting procedures and decision-making processes of the Board of Directors, and to promote the effective performance of the directors and the Board of Directors, the Company has developed the *Rules of Procedure for the Board of Directors* to ensure work efficiency and scientific decision-making of the Board of Directors. Additionally, the Company has established the *Independent Directors System* and the *Operating Rules for the Special Session Mechanism of Independent Directors* to safeguard independence and provide independent and objective suggestions for the Company's decisions.

The Company takes into account various factors in selecting board members, such as gender, age, educational background, professional knowledge, and industry experience, achieving diversified management of the board. The independent director team of the Company covers multiple areas of expertise, including accounting, law, and business management, to meet the Company's business needs.

Key Performance

During the Reporting Period, the Company convened **7** meetings of the Board of Directors, and approved **38** proposals, with an attendance rate of **100%**; and convened **4** special meetings of independent directors, and approved **8** proposals.

Board Diversity (Number)



The Company has established an Audit Committee, which is accountable to the Board of Directors and performs its duties in accordance with the *Articles of Association* and the authorization of the Board of Directors, ensuring the Company's financial health and operational compliance. As of the end of the Reporting Period, the Company's Audit Committee consisted of 1 chairman (an accounting professional independent director) and 2 members, with independent directors making up 66.67% of the committee.

★ Key Performance

During the Reporting Period, the Company held **5** Audit Committee meetings and deliberated and approved **15** proposals.

Board of Supervisors

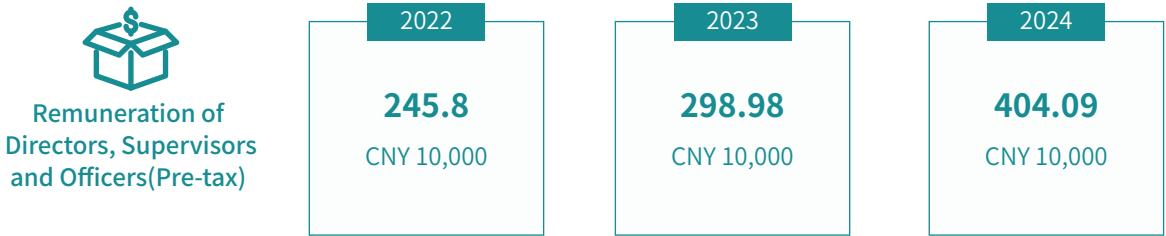
The Board of Supervisors is the highest supervisory body of the Company, accountable to and reporting to the General Meeting of Shareholders. To ensure the effective exercise of supervisory functions by the supervisors and the Board of Supervisors, the Company has developed the *Rules of Procedure for the Board of Supervisors*, which comprehensively supervise the Company's production, operation, financial condition, and the legality and compliance of the directors and officers in performing their duties, ensuring transparency and standardization of the Company's operations. As of the end of the Reporting Period, the Company's Board of Supervisors consisted of 3 supervisors, including 1 employee supervisor.

★ Key Performance

During the Reporting Period, the Company convened a total of **6** meetings of the Board of Supervisors to deliberate on **21** proposals, with a **100%** attendance rate.

Management of Remuneration for Directors, Supervisors, and Other Officers

The Company has developed the *Remuneration Management System for Directors, Supervisors and Senior Managers*, which has been deliberated and approved by the General Meeting of Shareholders. This system establishes a scientific and effective incentive and restraint mechanism to effectively motivate the work of directors, supervisors, and senior managers, improving the Company's operational and management efficiency.



Compliance Governance

Internal Control

System Construction

The Company has established and continuously maintains a comprehensive and efficient internal control system that covers the rigor of financial management, the standardization of business processes, and the foreseeability of risk management. Through continuous optimization of internal control processes and strengthening the internal supervision mechanism, the Company ensures operational stability, asset security, and reliable financial reporting.

The Company has developed the *Internal Audit System*, which defines the scope of audit responsibilities, and promotes standardized and refined business management through strengthening internal audit supervision, and provides strong support for improving economic efficiency and optimizing cost structure. During the Reporting Period, the Company did not show any significant deficiencies in the design and implementation of its internal controls.

During the Reporting Period, the Company issued 14 internal audit reports covering 9 major categories.

Internal Control Training

SuperMix attaches great importance to internal control awareness, considering it a key factor for healthy development and risk prevention. During the Reporting Period, the Company regularly held internal control training and sharing sessions, encouraging employees to actively comply with internal control systems and embed internal control consciousness through intrinsic cognition alignment and extrinsic behavioral manifestation, jointly promoting the Company's internal control management to a new level.

Enterprise Internal Control Training

On March 27, 2024, to further strengthen the Company's internal control management, the Company organized an internal control training session to deepen employees' understanding of the definition, objectives, types, and framework of internal controls, ensuring that each participant fully masters the effective implementation and maintenance of internal control measures in their work, thereby comprehensively improving the effectiveness and efficiency of the Company's internal controls.



Compliance Management

The Company attaches great importance to and thoroughly implements compliance management to ensure that every business operation strictly complies with national laws, regulations, and guiding principles. We closely monitor legal and policy changes, organize internal training in a timely manner, and ensure that employees have a deep understanding and accurate grasp of the latest laws and regulations. We actively advocate for honest business practices, resolutely resist any illegal activities, and are committed to creating a fair, transparent, and responsible corporate image, contributing to social harmony and the legal construction.

Training on Laws, Regulations, and Rules

From June 17–21, 2024, the Company organized a series of training sessions on laws, regulations, and rules. Through systematic course scheduling and in-depth explanations by professional instructors, the Company ensured employees understood and adhered to national laws, regulations, and the Company's internal rules, creating a compliant and efficient working environment.



Tax Management

The Company has developed the *Tax Management System* to comprehensively standardize tax-related business operations, provide guidance framework for tax management, tax planning, and other critical tax activities, effectively mitigate potential tax risks, maximize tax efficiency, and support the Company's sound development and financial health.

Key Performance

During the Reporting Period, the Company paid taxes totaling CNY **12,567,834.10** (excluding individual income tax).

Related Transactions

The Company has developed the *Related Party Transaction Management System* and the *Management System for Preventing Occupation of Company Funds by Controlling Shareholders, Actual Controllers, and Their Affiliated Parties*, clearly defining management responsibilities and division of labor and preventing the misuse of funds by shareholders and affiliated parties, safeguarding the legitimate interests of the Company's shareholders and creditors.

During the Reporting Period, the Company deliberated 4 related-party transactions, with associated directors and supervisors implementing recusal protocols on 7 occasions, achieving 100% voting abstention compliance.

Rights and Interests of Investors

Protection of Shareholders' Rights and Interests

The Company has developed the *Profit Distribution Management System*, which implements a continuous and stable profit distribution policy, establishing a scientific and sustainable distribution mechanism, enhancing the transparency of profit distribution.

	Cash Dividends		
Result	2022	2023	2024
Cash dividend per 10 shares (CNY)	2	1	1
Total cash dividends(CNY 10,000)	1,167	583.50	583.50
Proportion of total cash dividends to net profit attributable to shareholders of the listed company (%)	44.55	28.30	17.25

Information Disclosure

The Company has developed and implemented a strict system of rules and regulations, which includes the *Information Disclosure Management System*. This system comprehensively regulates the Company's information disclosure process and content, ensuring the timeliness, accuracy, completeness, and fairness of the information. The *Internal Reporting System for Material Information* clearly defines the rapid response process and the hierarchical reporting mechanism for material internal information, ensuring the efficiency and organization of information flow. Furthermore, the implementation of the *Major Error Accountability System for Annual Report Information Disclosure* further strengthens the strict control over the quality of information disclosure, enhancing its credibility. The *Insider Registration Management System* effectively manages and monitors individuals with access to insider information, establishing a solid defense to prevent the risk of information leakage and safeguard market fairness and transparency.

Key Performance

During the Reporting Period, the Company disclosed **4** regular reports and **91** interim announcements.

Communication with Investors

To regulate and appropriately conduct investor relations work, strengthen communication with investors and investors and potential investors, and protect the legitimate rights and interests of investors, the Company has developed the *Investor Relations Management System* and the *Investor Relations Management Archives System*.

To better understand the needs and expectations of investors and provide a reference for the Company's business decisions, the Company actively expands communication channels and establishes an efficient and close interactive communication mechanism with investors through site survey, hotlines, performance briefings, and other methods.

During the Reporting Period, the Company held **2** investor relations activities (1 institutional research and 1 performance briefing), answering a total of **33** nquiries from the research institute, all of which were publicly disclosed, to effectively promote transparent information exchange and enhance investors' trust and understanding of the Company.

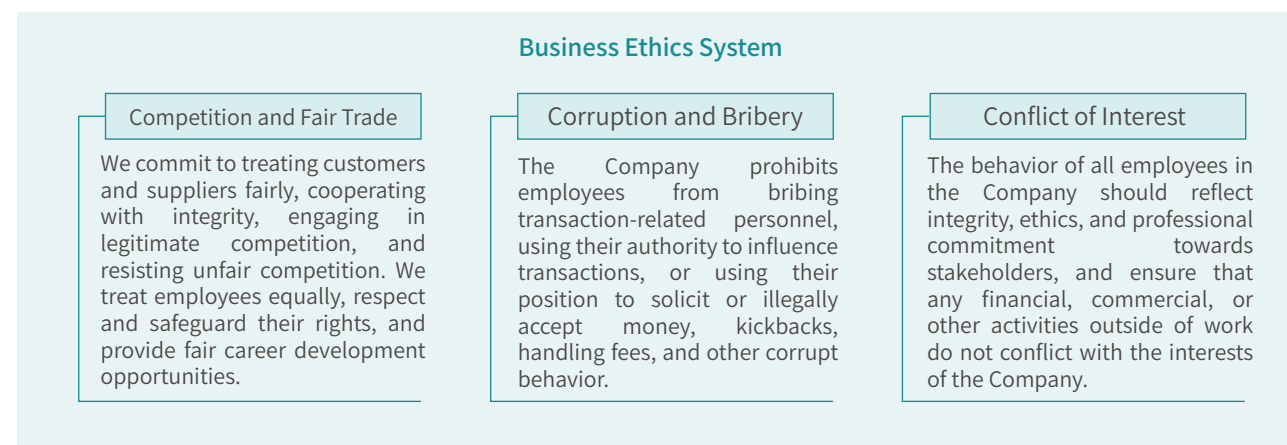


Institutional Research Site

Business Ethics

Business Ethics System

To promote corporate culture construction, establish a good corporate image, and standardize the professional ethical conduct of employees in the Company and its subsidiaries, the Company has developed the *Code of Commercial Conduct and Ethics*.



To enhance the awareness of integrity and self-discipline among employees, improve work and management styles, and promote the healthy and sustainable development of the Company, the Company signs an *Integrity and Self-Discipline Commitment* with its employees.

Reporting Channels and Protection

Reporting Channels

The employees of the Company and all stakeholders have a responsibility to report violations of business ethics to the Company. Meanwhile, the Company actively accepts complaints or reports of corrupt behavior from all sectors of society. Reporting channels include but are not limited to telephone, email, written letters, online platforms, and face-to-face reports, while the Company fully respects and accepts anonymous reports, ensuring the safety and privacy of the whistleblower.

Channels	Reporting Channels	
	Executive President, Chen Yuchuan	Audit Department, Su Guoli
	Phone: 0512-36915585	Phone: 0512-36915568
	Email: chenychuan@supermix.com.cn	Email: suguoli@supermix.com.cn

Protection of Whistleblowers

The Company's Audit Department, as the leading department, is responsible for investigating all reported violations and ensuring that all investigations are conducted confidentially, protecting the whistleblower from any form of retaliation. To protect the whistleblower's privacy, their information will be used only during the investigation or when notifying the outcome of the handling. It is strictly forbidden to disclose information in any other situation, and violators will be severely dealt with according to the Company's regulations. The Company also commits to properly storing and carefully using the reporting materials. For anonymous reports, handwriting or voice identification is strictly prohibited to prevent leakage of information that may harm the whistleblower.

Business Ethics Training

Anti-Unfair Competition Training

During the Reporting Period, the Company attached importance to the health of the market environment and fair competition, and conducted special training on anti-unfair competition to enhance employees' understanding of relevant laws and regulations, improve their awareness of compliance and risk prevention in their work, and build an honest and healthy business environment.



Business Conduct and Ethics Training

On December 21, 2024, the Company's subsidiary, LAP THINH, organized a special training session to enhance employees' business conduct and ethics, highlighting the Company's high emphasis on honest operations and compliance practices, as well as its commitment to creating a positive, ethical corporate culture.

ENVIRONMENTAL

Green is the color of life, and it is also SuperMix's unwavering commitment to environmental protection. Faced with the increasingly severe global environmental problems, we are aware that as a member of society, companies must take on the responsibility they deserve. SuperMix is moving forward resolutely on the environmental protection path, driven by green innovation, continuously promoting the transformation and upgrading of production methods. We are committed to reducing energy consumption, lowering emissions, actively adopting renewable energy, and striving to build a model of circular economy. In the blue sky and clear waters, SuperMix is writing the chapter of green development with practical actions.

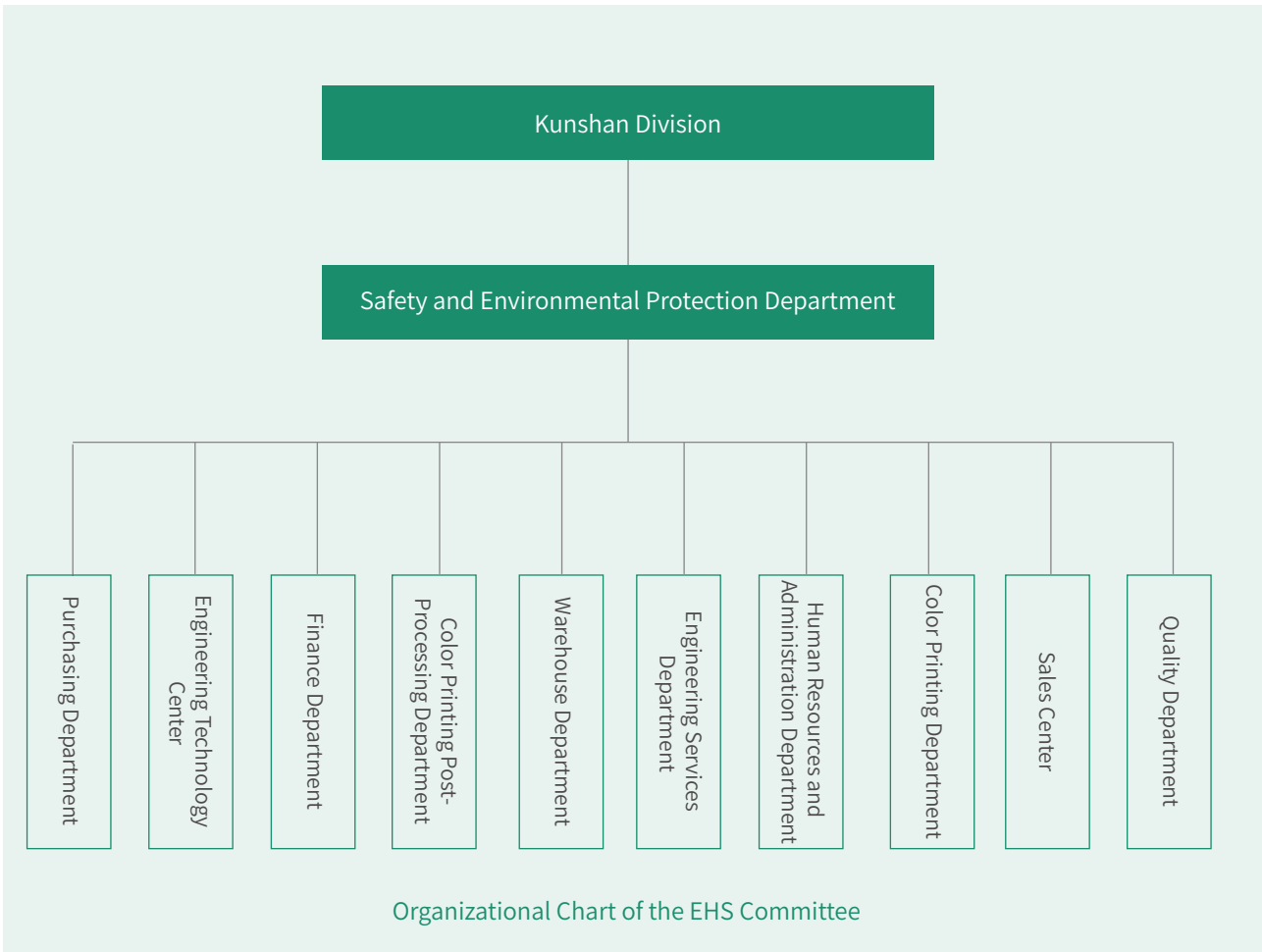


Response to Climate Change

With the increasing severity of climate-related risks, the paper packaging industry is facing various challenges. The Company firmly follows national laws and regulations, and implements strict monitoring and control measures on greenhouse gas emissions based on comprehensive air pollutant discharge standards, contributing to the country's carbon peaking and carbon neutrality goals.

Governance

The Company has established and continuously improved its climate change management system, setting up an Environmental Health and Safety (EHS) Committee responsible for the Company's climate change-related affairs, implementing national climate change policies, and setting EHS goals. To ensure the effective implementation of climate change management measures, the Company has established an Safety and Environmental Protection Department that focuses on implementing specific measures related to climate change management and supervising the allocation of responsibilities and resources in various departments. Each department must fully cooperate with the work deployment of the Safety and Environmental Protection Department, be responsible for conveying EHS information and management requirements to their respective departments, strictly comply with relevant regulations, and carry out self-inspections and improvements.



Strategy

Potential Risks						
Risk	Category	Risk Description	Likelihood of Occurrence ²	Impact Duration ³	Financial Impact	Response Strategies
Physical Risks	Extreme Weather Risk	The occurrence of extreme weather can accelerate equipment aging and corrosion, affect the stable supply of renewable energy, and increase the risk of production interruptions.	Low	Short-term	Cost increase: The increase in equipment maintenance costs and energy costs lead to a rise in production input costs; Income decrease: Production interruptions lead to a decline in corporate earnings.	Establish energy reserves and emergency response mechanisms to prevent production interruptions and asset losses caused by extreme weather.
	Raw Material Supply Risk	Climate change may lead to a decrease in raw material production capacity, affecting the stability of the supply of paper raw materials such as white cardboard and coated duplex board with grey back.	Low	Medium and long-term	Increased procurement costs: Imbalance between supply and demand for raw materials leads to price fluctuations and increased procurement costs.	Establish diversified raw material supply channels to reduce over-dependence on a single region's raw materials.
Transition Risks	Policy and Regulatory Risks	As global attention to climate change increases, China will introduce stricter carbon emission laws, regulations, and environmental protection standards.	Medium	Medium and long-term	Increased compliance costs: To meet environmental protection standards, the Company needs to purchase environmental protection equipment, conduct carbon emission monitoring, and increase investment in compliance costs; Increased violation costs: If the Company violates relevant laws, it may face fines, production restrictions, or even shutdowns, which will affect the Company's normal operations.	Closely monitor policy dynamics, adjust production and operation strategies in a timely manner, and ensure the Company's compliant operations.

² Likelihood of Occurrence:
Low: Very low likelihood of occurrence of risk/opportunity, which has rarely occurred in past experience or is uncommon in the industry.
Medium: Moderate likelihood of occurrence of risk/opportunity, which may occur within a certain timeframe, with some historical cases, but is not frequent.
High: High likelihood of occurrence of risk/opportunity, which frequently arises in business operations, with multiple historical cases.

³ Impact Duration:
Short-term (within 1 year): The impact on the Company is usually rapid and temporary, lasting for a short period, usually not exceeding 1 year.
Mid-term (1-5 years): The Company's impact is relatively sustained, typically lasting 1 to 5 years with significant influence.
Long-term (over 5 years): The impact on the Company is profound and long-lasting, usually exceeding 5 years.

Opportunities				
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Product Market Opportunities	As consumers' awareness of environmental protection increases, paper packaging, which is recyclable and degradable, meets the demand for environmentally friendly products.	High	Medium and long-term	Expand the market share of green consumption, thereby increasing sales revenue.
Technological Innovation Opportunities	The Company optimizes production processes, adopts more environmentally friendly inks and printing auxiliaries, to effectively reduce energy consumption and carbon emissions, and minimize environmental pollution.	High	Medium and long-term	Improves production efficiency and quality and reduce production costs while ensuring environmental compliance.

Risk and Opportunity Management

The Company has developed the *Risk and Opportunity Management Procedure*, strengthening risk and opportunity management and internal control to enhance its ability to resist environmental risks.



Climate Change Targets

The Company continues to conduct baseline surveys of greenhouse gases. Based on the 2023 carbon inventory results, a 2024 emission reduction target is set: A 1% reduction in carbon emissions per unit product compared to 2023, and this target has already been achieved.

Greenhouse Gas Emission Management

Carbon Verification

The Company actively conducts internal and third-party greenhouse gas inventory verification, forms a verification quality team, coordinates with relevant departments, factories, and external agencies to conduct numerical quality verification of greenhouse gases, ensures the accuracy and transparency of greenhouse gas inventory data of the Company, and produces the *Greenhouse Gas Inventory Report*.

During the Reporting Period, the Company applied for greenhouse gas verification work based on ISO 14064 standards, conducted a comprehensive verification of the greenhouse gas emissions related to the production of corrugated cartons and color cartons, established scientific and effective emission reduction measures and continuously improved its environmental awareness and energy-saving capabilities.

SuperMix（KunShan）Emission of Greenhouse Gases Performance		
Indicator	Unit	2024
Direct Greenhouse Gas Emissions (Scope 1)	tCO ₂ e	126.66
Indirect Greenhouse Gas Emissions (Scope 2)	tCO ₂ e	1,267.59
Other Indirect Greenhouse Gas Emissions (Scope 3)	tCO ₂ e	29,150.71
Total Emission of Greenhouse Gases(Scope 1 & Scope 2& Scope 3)	tCO ₂ e	30,544.96

Daily Carbon Reduction Measures

The Company consistently adheres to the principles of environmental protection in daily travel planning and all aspects of production and operations. It actively implements measures to reduce carbon emissions and is committed to lowering the Company's greenhouse gas emissions, contributing to the cause of environmental protection.

Scope	Specific Actions
Scope 1	<ul style="list-style-type: none">Enhance vehicle maintenance, optimize route planning, replace old vehicles, and convert gasoline-powered vehicles to energy-efficient electric vehicles to save energy and reduce emissions and promote green travel and reduce greenhouse gas emissions
Scope 2	<ul style="list-style-type: none">Implement lighting zoning management, install smart systems, use natural light, turn off unnecessary lights, replace with LED lights, and strengthen inspections to reduce electricity consumption for lightingImplement air conditioning zoning control and enhance inspections to ensure efficient operation and reduce wastePlan production schedules to implement off-peak power consumption and reduce energy costsUse photovoltaic power generation, purchase green electricity, etc., to reduce reliance on traditional purchased electricityUpgrade facilities to improve production efficiency and reduce electricity consumption per unit product
Scope 3	<ul style="list-style-type: none">Considering carbon peaking and carbon neutrality across the full life cycle of the industry chain, and lead the way in green developmentCommunicate carbon reduction action plans to upstream and downstream transport companies

Environmental Management

Environmental Compliance Management

SuperMix strictly complies with the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and other laws and regulations. Based on ISO 14001 environmental management system standards, the Company continuously strengthens environmental compliance control and management, promoting the coordination of economic and environmental benefits.

During the Reporting Period, the Company reported zero environmental incidents and zero violations of laws and regulations concerning environmental protection.

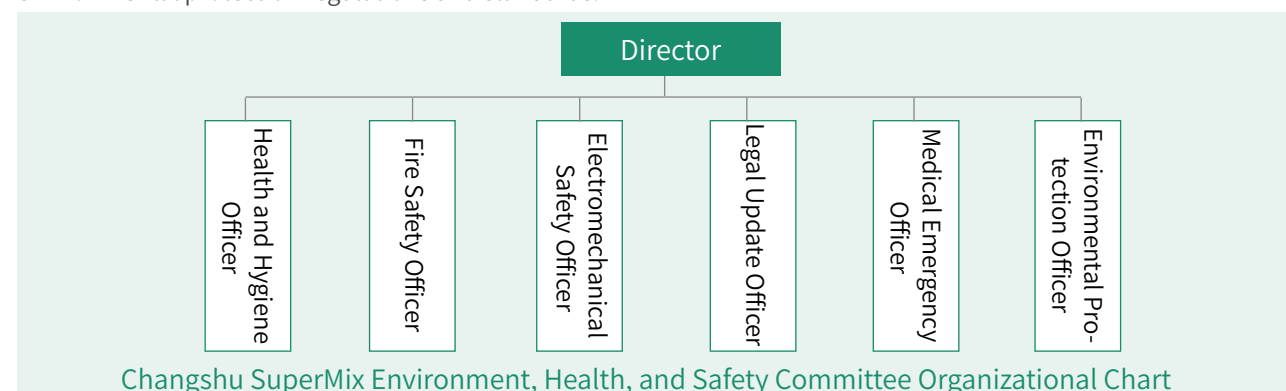
Governance

SuperMix adheres to a high level of compliance awareness, rigorously follows the *Environmental Protection Law of the People's Republic of China* and other relevant laws and regulations, and has developed the *Environmental and Occupational Health and Safety Management Manual* as the foundation for comprehensive guidance and standardization of the Company's environmental management. Meanwhile, the Company has developed environmental procedure documents for each process, including the *Documented Information Management Procedure* and the *Compliance Evaluation Management Procedure*, clearly defining the operational steps, responsibility allocation, and supervision mechanisms for each management activity, thus establishing an efficient and comprehensive environmental management system.



On this basis, SuperMix's subsidiary, LAP THINH, has developed the *Environmental Safety Manual* and the *Factory Environmental Management Procedure* to ensure the rigor and compliance of its management system.

The Company and its subsidiaries have developed the *Environment, Health, and Safety Committee Management Procedure* and established an Environmental Health Management Committee as the functional department for environmental management. This procedure standardizes the committee's management responsibilities and daily activities, regularly conducts potential hazard identifications and EHS regulation training, and implements daily environmental management to ensure that the Company's production and operations comply with national environmental protection regulations and standards.



During the Reporting Period, the Company actively promoted the construction of green factories and completed certification applications. In early 2025, it successfully obtained the Suzhou Municipal AAA-Level Green Factory. As of the end of the Reporting Period, the Company and its subsidiaries, including GuangDe SuperMix, Changshu SuperMix, and LAP THINH, have all obtained the ISO 14001 Environmental Management System certification.



Key Performance

During the Reporting Period, SuperMix (Domestic) made a total environmental investment of **54.73** CNY (10,000) and did not receive significant administrative penalties from ecological environment authorities due to environmental incidents.

Strategy

The Company has developed the *Risk and Opportunity Assessment and Analysis Table* to identify and assess potential risks and opportunities brought about by production activities, and has formulated countermeasures.

Potential Risks					
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Response Strategies
Legal Risks	As environmental management-related laws continue to be introduced, the Company's management system has not been updated in a timely manner, which may lead to violations of relevant laws and regulations.	Low	Short-term	Increased compliance costs: Environmental violations may cause the Company to face government fines and civil compensation due to environmental pollution, increasing the financial burden.	Monitor and collect the latest environmental laws, regulations, and standards in a timely manner, and formulate relevant environmental response plans.
Equipment Failure Risks	The Company's sewage treatment facilities and other three waste treatment facilities may cause pollution due to improper operation or inadequate facilities, resulting in leakage of pollutants and environmental contamination.	Low	Short-term	Increased environmental governance costs: The Company has invested funds in environmental governance and equipment repair.	Strengthen employee training on equipment operation; Conduct regular inspections and maintenance of production equipment and promptly repair potential leakage points; Develop contingency plans for pollutant leakage and regularly carry out environmental risk investigation and monitoring.

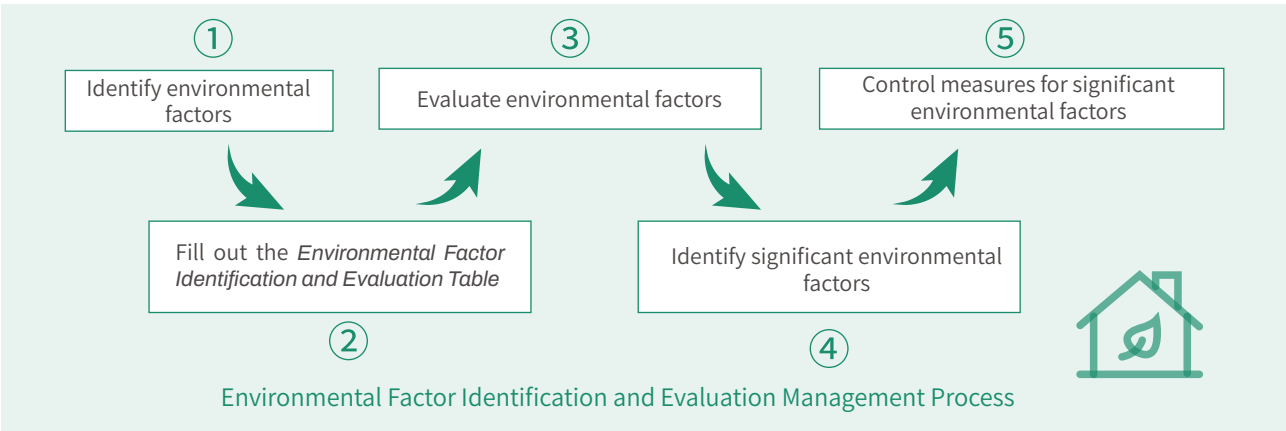
Opportunities				
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Technology Opportunities	The Company has adopted new technologies such as clean energy to provide new solutions for environmental management.	High	Medium and long-term	Improve the Company's brand image and market competitiveness; Attract green investors.

Risk Management

Risk Management Process

The Company has developed the *Environmental Operation Control Procedure* and other environmental risk management processes. It identifies the key environmental factors in areas such as equipment operation and production processes, systematically assesses the impact of the identified factors on air, water, and other environment, and compiles the analysis results into the *Environmental Factor Identification and Evaluation Table* and the *List of Significant Environmental Factors*. Based on the risk identification list, the Company has implemented corresponding risk response measures to ensure the harmonious coexistence of production and operations and environmental protection.

To effectively implement environmental risk management measures, the Company and its subsidiaries have developed the *Environmental Factor Identification and Evaluation Management Procedure* and the *Compliance Obligation Identification and Management Procedure*, using a combination of non-judgmental methods and comprehensive scoring methods to fully identify environmental impact factors and compliance obligation risks within the Company, and to control environmental-related risks effectively. On this basis, the subsidiary Changshu SuperMix has further developed the *Internal Audit Control Procedure*, emphasizing regular internal audits of the Company's environmental management system, continuously promoting the optimization and improvement of environmental management processes.



Environmental Emergency Plan

SuperMix has developed the *Emergency Response Plan for Sudden Environmental Incidents* and the *On-site Emergency Contingency Plan*, which clearly define the specific processes for emergency response, handling, and post-incident recovery. The Company also requires the main person in charge of environmental protection to sign an environmental safety responsibility commitment card to effectively manage the Company's environmental safety and emergency management work.

To strengthen the ability to handle environmental emergencies, the Company has established an emergency response team, regularly conducting on-site emergency drills for fire, chemical spills, and hazardous waste management, improving the ability of employees to respond to environmental accidents.

Key Performance

During the Reporting Period, SuperMix (Domestic) conducted7emergency drills.

Environmental Emergency Drill for Chemical Spills

On June 28, 2024, the Company's subsidiary Changshu SuperMix conducted a special drill for chemical spills, simulating a scenario where employees accidentally caused a container to tip over and leak during the transportation of glue. During the drill, the emergency response team acted quickly, effectively controlled the spill and rescued the affected employee, significantly improving the on-site handling abilities of the operators.



The Company has signed the *Enterprise Safety Mutual Assistance Agreement* with surrounding companies to provide mutual assistance in terms of manpower and materials with surrounding companies in the event of an environmental accident and regularly checks the emergency supply reserves in the plant area to create a safe production environment in the surrounding area.

Hidden Hazards Identification and Monitoring

The Company regularly conducts environmental risks and hazards identifications, formulates targeted corrective measures based on different types of risks and hazards, and records the identification results in the *Environmental Hazard Identification Registration Form*. Based on the identification records, the Company has established a mechanism for tracking and managing corrective actions, tracking and supervising the entire process of rectification to significantly reduce or eliminate potential hazards.

Key Performance

During the Reporting Period, SuperMix (Kunshan) conducted **12** environmental inspections, identified **26** hidden hazards, and achieved a **100%** rectification rate.



Before Hazardous Chemical Hazard Rectification



After Hazardous Chemical Hazard Rectification



Before Electrical Safety Hazard Rectification



After Electrical Safety Hazard Rectification

During the Reporting Period, the Company entrusted third-party testing organizations to conduct comprehensive testing of wastewater, drinking water, waste gas, noise at boundary, and other environmental factors to assess the actual impact of the Company's production activities on the surrounding environment and ensure that safe and clean drinking water is provided to all employees. The Company also values the environmental monitoring cooperation mechanism and has signed the *Environmental Emergency Monitoring Agreement* with surrounding companies to jointly conduct surrounding environmental monitoring, improving the regional environmental safety



Environmental Testing Report

Environmental Management Objectives

To promote the Company's sustainable development strategy, the Company has developed the *Environmental and Occupational Health and Safety Target and Indicator Implementation Plan*, which strictly controls pollution and waste discharge from production activities, and continuously promotes green production. Each subsidiary follows the Company's strategic pace and formulates the *Company-Level Environmental Objectives* and the *Target and Indicator Implementation Plans* to ensure that the Company's pollutant treatment and discharge indicators comply with national environmental protection requirements.

Specific Objectives	Achievement
Solid waste disposal compliance rate: 100%	
Waste gas emission compliance rate: 100%	
Wastewater emissions: 0	
Noise emission compliance rate: 100%	
Fire accident rate: 0%	

Environmental Awareness Enhancement

Environmental Protection Training

The Company regularly conducts specialized environmental training, including waste management knowledge and environmental protection, to improve employees' ability to safely treat hazardous materials and waste, and enhance their environmental awareness and sense of responsibility for environmental protection.

Key Performance

During the Reporting Period, SuperMix (Domestic) conducted **13** environmental protection training sessions, with **2,017** participants and a total of **12,151** training hours.

Hazardous Chemicals and Hazardous Waste Safety Training

During the Reporting Period, the Company carried out specialized training on hazardous chemicals safety, covering the definition, classification, storage requirements, and emergency handling measures of hazardous chemicals. This training standardized employees' daily use and disposal methods for hazardous chemicals while improving their emergency response capabilities in case of chemical spills.



Green Office

The Company further implements a paperless office policy by utilizing the WeCom and other data service platforms to enable centralized access and efficient management of regulatory documents. Additionally, the Company has established an online office system to digitize daily work reports, training, and assessment processes, enhancing both employee work efficiency and convenience, while ensuring information security and transparency. In terms of online office work, the Company has purchased multimedia equipment to conduct remote network meetings, effectively reducing energy consumption and carbon emissions during the meetings.



Each subsidiary actively implements green office concepts. For example, the subsidiary, LAP THINH, has developed the *Water Conservation Regulations* and the *Electricity Conservation Regulations* to regulate water and electricity usage in office spaces, effectively promoting the widespread establishment and deep development of green office culture.

The subsidiary, Changshu SuperMix implements waste classification and proper management by clearly marking waste storage points and regularly applying insecticide treatment to domestic waste, creating a healthy office environment. Meanwhile, Changshu SuperMix encourages all employees to practice clean production by using recycled paper, OA office systems, and strengthening equipment inspection and maintenance, thus achieving resource conservation and energy conservation and emission reduction.



Waste Sorting & Storage Point

Pollution and Waste Management

The Company strictly complies with national and local pollution prevention and control laws and regulations. It continuously strengthens and improves pollution and waste management systems, conducts regular self-inspections of wastewater, waste gas, and waste emissions to timely identify problems in the three wastes treatment facilities and production discharge processes. Meanwhile, it invites third-party testing agencies to professionally inspect pollution and waste discharge data. Through these actions, the Company establishes an ecological environmental barrier and ensures the protection of the environmental safety baseline.

During the Reporting Period, the Company achieved a **100%** compliance rate in pollutant monitoring and a **100%** compliance in the discharge of the three wastes.



Management of Wastewater

Wastewater Management System

The Company strictly complies with the *Water Pollution Prevention and Control Law of the People's Republic of China* and other laws and regulations, and has developed the *Reclaimed Water Reuse Management System* to scientifically manage and monitor the daily operations of the reclaimed water reuse system, ensuring that wastewater is effectively treated and reused after purification, reducing the environmental impact of production and domestic wastewater.

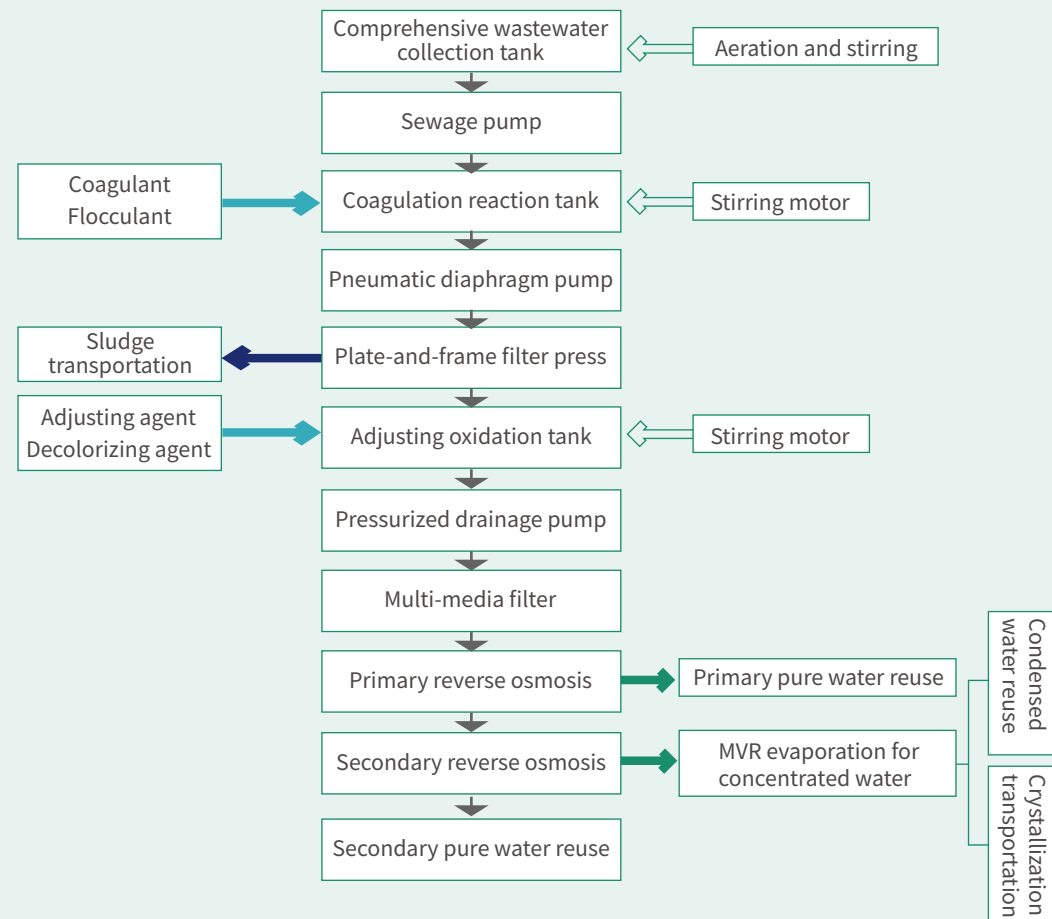
The Company and its subsidiaries have developed related documents such as the *Wastewater Treatment Station Environmental Management System* to specify and standardize the staff's actions in wastewater treatment processes and equipment operation, and regularly supervise and inspect wastewater treatment. To optimize wastewater treatment station management processes, the subsidiary, Changshu SuperMix developed the *Wastewater Treatment Station Emergency Response Plan* to ensure that employees can quickly handle emergencies such as equipment pipeline leaks and power outages.

★ Key Performance

During the Reporting Period, SuperMix (Domestic) treated **1,608.84** tons of industrial production wastewater, with a **100%** reuse rate.

Wastewater Treatment Measures

The company actively responds to the problem of wastewater treatment, establishes wastewater treatment facilities, and realizes wastewater collection, crystallization transport, pure water and condensate recovery and utilization after the production wastewater is processed by pre-treatment, coagulation reaction, multi-media filtration, double-stage reverse osmosis and other processes. The company strictly implements the relevant measures of wastewater management, which greatly reduces the negative impact of wastewater on the environment, significantly improves the efficiency of water resources utilization, and effectively reduces the company's production costs.



SuperMix Wastewater Treatment Process Flow Diagram

The Company's holding subsidiary, GuangDe SuperMix, established a wastewater treatment station to purify the ink wastewater and starch wastewater generated by the workshop and achieve wastewater recovery and reuse after processes such as pre-settling tanks and adjustment tanks. During the Reporting Period, GuangDe SuperMix recycled 620 tons of water, with the filtered water being used for circulation in the workshop. Meanwhile, the Company's holding subsidiary, GuangDe SuperMix, has formulated the *Wastewater Treatment Equipment Safety Protection Measures* to standardize the use of wastewater treatment chemicals and equipment maintenance, ensuring proper management of wastewater.



GuangDe SuperMix Wastewater Treatment Facilities

The Company's holding subsidiary, Changshu SuperMix, has installed wastewater treatment equipment, adopting feasible technologies such as coagulation sedimentation, UASB, contact oxidation, and double-effect evaporation systems to purify production wastewater into reusable water for equipment cleaning, achieving zero discharge of production wastewater. Meanwhile, it monitors the pH, COD, ammonia nitrogen, and other indicators of domestic sewage and transfers the sewage that meets the detection standards to the sewage treatment plant for further processing.



Changshu SuperMix Wastewater Treatment Equipment

Management of Waste Gases

Waste Gas Management System

The Company has developed the *Safety Operating Procedure for Waste Gas Treatment Equipment*, which standardizes the safety operating procedures for waste gas treatment positions and clarifies the safety responsibilities of the positions, ensuring that the relevant personnel operate the machines and equipment properly.

★ Key Performance

During the Reporting Period, SuperMix (Domestic) emitted a total of **0.696** tons of waste gas.

Waste Gas Treatment Measures

Regarding waste gas management, the Company uses core components such as the PLC control cabinet and activated carbon adsorption box to form an efficient waste gas treatment system. This system automatically collects and deeply purifies the production waste gas, ensuring that all waste gases meet national emission standards before being discharged, effectively reducing air pollution.



SuperMix Waste Gas Treatment Equipment

The Company's holding subsidiary, Changshu SuperMix, actively responded to the Company's call and constructed a VOCs waste gas treatment project. Organic gases such as printing waste gas are collected through a fume hood, sent through pipes to a dry filtration system to remove viscous substances and particulates for pre-treatment, and then enter a two-stage activated carbon adsorption system for deep purification. Finally, the waste gas is discharged into the air through a 15-meter chimney, achieving efficient treatment of production waste gas.



Changshu SuperMix Waste Gas Treatment Facilities

Management of Wastes

Waste Management System

The Company has developed the *Hazardous Waste Management System* to regulate the entire process of hazardous waste collection, storage, transportation, and disposal, and designated the Safety and Environmental Protection Department is responsible for overseeing and inspecting hazardous waste disposal, reducing the negative environmental impact of the Company's hazardous waste.

SuperMix (Domestic) Waste Treatment Performance		
Indicator	Unit	2024
Quantity of non-hazardous waste generated	Ton	4,609.21
Quantity of non-hazardous waste treated	Ton	4,609.21
Quantity of hazardous waste generated	Ton	86.98
Quantity of hazardous waste treated	Ton	86.98

Waste Disposal Measures

The Company implements a classification management strategy for waste, with specialized collection and compliant treatment for hazardous waste, to firmly preventing soil and other environmental pollution issues caused by improper handling. To strictly implement the Company's waste disposal regulations, the subsidiary Changshu SuperMix has developed the *Waste Sorting Management Regulations*, classifying the waste generated by the operation into domestic waste, general industrial solid waste, and hazardous solid waste, each of which is handled according to corresponding measures.

Garbage Classification	Specific Name of Garbage	Garbage Storage and Disposal Methods
Household Garbage	Production and household waste	Household waste is sent to a centralized sorting point daily, with property management responsible for liaising with local qualified sanitation service providers who are qualified for household waste collection, ensuring that sorted waste is promptly transported to government-designated waste transfer stations or treatment facilities.
General Industrial Solid Waste	Scrap edges, dust collected from equipment, waste wooden pallets	General solid waste is organized by each department, and after sorting, it is either reused within the factory or entrusted to qualified units for recycling.
Hazardous Waste	Industrial wastewater treatment sludge, waste activated carbon, waste ink packaging drums, etc.	Hazardous waste is classified, collected and stored in hazardous waste storage facilities under specialized personnel management. The waste is then entrusted to qualified units with hazardous waste business licenses for harmless disposal, and hazardous waste transfer form procedures are handled according to law.

In hazardous waste supervision and management, the Company's subsidiary, Changshu SuperMix, has installed video surveillance at key locations such as entrances, internal facilities, and hazardous waste transport vehicle passages, and sets up warning signs and hazardous waste information display boards in storage facilities for full-process monitoring of hazardous waste.



During the Reporting Period, the Company's holding subsidiary, LAP THINH, signed a waste disposal agreement with a qualified third-party institution to ensure that all types of waste generated by the Company are properly disposed of.



Changshu SuperMix
Hazardous Waste Warning Signs



Noise Management

The Company focuses on noise control and provides employees with earplugs, earmuffs, and other personal protective equipment to reduce noise. Warning signs are posted around high-noise work environments to ensure a harmonious atmosphere and safe conditions in production areas. To protect the health of employees working in high-noise environments, the Company regularly conducts noise monitoring and health checks for relevant employees to eliminate potential health hazards caused by production noise.

车间：彩印车间 岗位：模切		注意：作业会产生噪声，对听力有损害，请注意防护
危害物质  噪声有害	危害因素 长时间处于噪音环境，会引起听力减弱、下降，时间长了可引起永久性耳聋，并引发消化不良、呕吐、头痛、血压升高、失眠等全身性病症；听力损失在25dB为轻度耳聋，36-40dB为中度耳聋，41-55dB为中度耳聋，56-70dB为重度耳聋，71dB以上为极度耳聋。	理化特性 声强和频率的变化都无规律，杂乱无章的声音。
必须戴耳罩 	防护措施 1、控制声源：采用无噪声或低噪声设备代替发出强噪音的机械设备； 2、控制声音传播：采用吸声材料或吸声结构吸收声能； 3、个人防护：佩戴耳塞、耳罩、耳罩等防护用品； 4、健康监测：进行岗前健康体检，定期进行岗中体检； 5、合理安排工作和休息，适当安排工间休息，休息时离开噪音环境。	应急措施 1、使用防声器，如：耳塞、耳罩、防声帽等，并立即离开噪音场所； 2、如发现听力异常，及时到医院检查、确诊。
急救电话：120 消防电话：119 安全员电话：0512-36915557		

Noise Warning Signs

Based on the Company's noise control requirements, the subsidiary Changshu SuperMix has developed the *Environmental Operation Planning and Control Program Management*, which specifically emphasizes strict noise control measures for equipment. By optimizing the layout of the production environment, the noise generated by production equipment during operation can be effectively reduced, thereby minimizing its impact on the surrounding environment.

 Equipment Noise Management	When purchasing new equipment, pay attention to equipment selection and prioritize the selection of low-noise equipment. Conduct regular maintenance of production equipment and treatment facilities to ensure they are in good condition, with adequate lubrication to reduce noise generated during operation.
 Surrounding Environment Noise Management	In the overall layout, ensure a sufficient distance between the noise-generating workshop and the factory boundary, utilizing the distance to naturally reduce noise. Place noise-generating equipment indoors with sound-absorbing and soundproof walls. Install green belts to reduce noise at the boundary.

Resource Management

Energy Management

Energy Management System

The Company strictly complies with laws and regulations such as the *Energy Conservation Law of the People's Republic of China* and has developed the *Energy Management System* and the *Energy Metering Management System* to regulate the management requirements of electricity, water, steam, and other energy usage, ensuring the compliance and standardization of energy consumption.

The Company has established an energy management leadership group responsible for decision-making, supervision, and assessment of energy management. The Safety and Environmental Protection Department coordinates daily operations, while other departments, workshops, and teams implement relevant energy regulations, forming a four-level management structure: Company, department, workshop, and team.

SuperMix (Domestic) Energy and Resource Consumption		
Category	Unit	2024
Purchased Electricity	10,000 kWh	530.32
PV Generation	kWh	548,540
Gasoline	Liter	51,533.19
Diesel Oil	Liter	30,383.08
Natural Gas	10,000 M ³	58.16
Purchased Heat	Giggio	41,277.36

Energy Control Measures

Energy-saving of Processes and Equipment

In terms of technology and equipment, the Company adopts advanced automation control technologies, utilizes high-efficiency, low-consumption equipment integrated with energy-saving innovations, and eliminates outdated processes, equipment, and old pump products. In terms of equipment operation and maintenance, the Company maintains a balanced production state to ensure that equipment is regularly maintained and kept in optimal condition, effectively reducing energy consumption.

In terms of production environment management, the Company rationally arranges the layout of workshop equipment, optimizes work processes, implements scientific zoning management, improves the smoothness of logistics operations, and reduces unnecessary energy consumption and costs.

Electricity-saving

The Company has developed the *Electricity Saving Regulations* to implement specific energy-saving measures for lighting, air conditioning, and refrigerators used in production. Employees are encouraged to develop good electricity-saving habits, and dedicated personnel are assigned to supervise and inspect the electricity consumption of equipment to prevent waste.

To promote the sustainable use of electricity resources, the Company actively engages in the planning, construction, and operation of photovoltaic power generation projects, reducing the Company's dependence on purchased electricity. During the Reporting Period, the Company generated a total of 548,540 kWh of electricity through the photovoltaic power generation project, which is equivalent to reducing carbon emissions by approximately 329.12 tCO₂e.



SuperMix Photovoltaic Power Generation Project



Steam-saving

The Company efficiently utilizes steam thermal energy, and collects the waste heat released during the condensation of steam, to improve energy utilization efficiency. In the wastewater treatment process, the Company prioritizes the use of steam heat from pipelines in double-effect evaporators; for wastewater sludge treatment, the Company adopts filtration technology and uses backflow steam waste heat for sludge drying treatment, which not only effectively reduces sludge weight but also achieves multi-level efficient use of steam resources.



Steam Power Supply Equipment



Backflow Steam Waste Heat Utilization for Wastewater Sludge Drying

Energy Management Training

The Company actively carries out energy-saving and emission reduction training, encouraging employees to integrate energy-saving and emission reduction concepts into daily work and life, taking practical actions to jointly address energy and environmental change challenges.

Energy-saving and Emission Reduction Awareness Training

During the Reporting Period, the Company conducted special training on energy-saving and emission reduction awareness. The training included explanations on the importance of energy-saving and emission reduction, specific measures, and showcased advanced energy-saving technologies and equipment to comprehensively enhance employees' environmental awareness and energy-saving technical capabilities.



Water Resource Management

Water Resource System

The Company adheres to the principle of "dual emphasis on resource development and conservation, conservation as priority, pollution control as the foundation, and comprehensive utilization," and has developed *Water Saving Regulations*, scientifically allocating and managing water resources in daily operations to enhance water use efficiency and effectiveness.

During the Reporting Period, SuperMix (Domestic) used 30,256 tons of water.

Water-saving Measures

Production and Domestic Water-saving

In terms of production water, the Company regularly organizes meetings, formulates emergency plans for water shortages and interruptions, optimizes the allocation of water in production lines, reduces pipe length and water pressure to lower water consumption, and conducts regular leakage checks. To verify the actual effectiveness of water-saving measures, the Company regularly evaluates water-saving effects and makes timely improvements in water resource management.

In terms of domestic water, the Company advocates water-saving practices among employees, avoids excessive storage of drinking water, and requires non-essential water supply equipment to be turned off during nighttime and holidays to ensure water cut-off upon personnel departure.

Steam Equipment Water-saving

The Company and its subsidiaries also focus on water management during the use of steam equipment. By implementing leakage prevention measures on equipment, the Company effectively prevents steam from leaking during transportation, significantly reducing water waste. To improve the utilization efficiency of water resources, the subsidiary Changshu SuperMix has also adopted a steam condensate water recovery system, which recycles the condensed water for washing operations, achieving water resource recycling.



Steam Condensate Water Recovery System

Water-saving Awareness Cultivation

To promote the concept of water-saving, the Company regularly organizes water-saving education, publicity, observation, presentation and recognition activities. Meanwhile, the Company posts water-saving promotional posters to create a positive atmosphere for advocating water conservation, gradually enhancing employees' awareness of efficient water use and further strengthening their water-saving mindset.



Water Conservation Publicity Placard

Materials Management

To effectively reduce material waste and improve resource utilization efficiency, the Company strictly complies with the *Circular Economy Promotion Law of the People's Republic of China* and other relevant laws and regulations. It has established a material management system to standardize material management processes and promote the sustainable development of material management.

Governance

The Company has developed the *Warehouse Operation Management Regulations*, and its subsidiary, LAP THINH, has developed the *Material Entry and Exit Management Specifications*, and the *5S and Material Storage and Transportation Specifications*, to regulate the entry and exit management processes of raw materials, auxiliaries, and finished products and establish a comprehensive material management system, further optimizing resource allocation and improve material management efficiency.

SuperMix has set up a warehouse department as the primary department responsible for material management. This department handles the reception, storage, dispatch, protection of all materials and daily maintenance of the warehouse. The Company designates the purchasing, production, and quality departments to strictly manage raw material procurement, production, and quality inspection processes, forming a full lifecycle material management framework.

The Company has developed a *Performance Appraisal System* that includes material management effectiveness as part of the management performance evaluation system, and implements strict supervision mechanisms for warehouse material inventory and integrity to ensure the quality of materials consistently meets standards.

Strategy

Potential Risks					
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Response Strategies
Compliance Risks	During the packaging and printing process, harmful materials that impact the environment may be used. If the Company fails to properly manage the materials, it may violate environmental protection laws and regulations.	Low	Short-term	Increased violations costs: The Company may face fines, legal lawsuits, increased legal and financial losses, and potential damage to its reputation and brand value.	Using environmentally friendly materials: Choose materials that comply with environmental safety standards to reduce the use of harmful substances. Monitoring legal and regulatory changes: Closely monitor relevant regulatory changes to ensure that the Company's material management complies with the requirements
Inventory Management Risks	Deficiencies in the inventory management system: Failure to adjust inventory levels according to order demand leads to excessive or insufficient material inventory; Warehouse inspection delay: Failure to inspect the warehouse environment in a timely manner causes material damage or contamination.	Low	Short-term	Cost increase: Excessive inventory leads to overstocked products, tying up large amounts of capital, and increasing operational costs for the Company; Income decrease: Low inventory may lead to production interruptions, failing to meet customer demand, thereby affecting sales and market share.	Improve inventory management systems and set reasonable inventory targets and replenishment quantities based on demand forecasting and order conditions; Strengthen warehouse environment supervision to ensure proper storage of materials.

Opportunities				
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Technology Opportunities	The Company has implemented anagement system and automation technology to enable real-time monitoring and data analysis of material information, improving material handling efficiency and accuracy.	High	Medium and long-term	The optimized material management process will reduce human errors and resource waste, thereby lowering material management costs and increasing the Company's profit margin.

Risk and Opportunity Management

The Company has developed the *Risk and Opportunity Response Management Procedure*, employing SWOT Analysis to comprehensively identify risks and opportunities. Risk response strategies are formulated based on risk severity classification to strengthen risk prevention capabilities, while effectively transforming identified opportunities into competitive advantages.



Material Conservation Target

The Company is committed to improving material usage efficiency and has made optimizing resource allocation a key objective for future development. Through the efficient and circular use of material resources, the Company will drive the transition to a sustainable development model and contribute to the circular economy.

Material Management Measures

Full-Process Material Management

The Company implements full-process material management, supervising and managing every link from storage, transportation, usage, to recycling, systematically improving the efficiency of material use and management. In this context, the subsidiary GuangDe SuperMix has developed the *Material Entry and Exit Operation Guide*, outlining operational processes and management requirements for the material's entire lifecycle, ensuring that the material quality meets relevant standards and environmental protection requirements.

Material Storage	Formulate the <i>5S and Material Storage and Transportation Management Standards</i> and the <i>'Pest Control System</i> and categorize storage areas based on material types and usage frequency to improve space utilization and material access efficiency. Carry out periodic pest control and sanitation maintenance of the warehouse to ensure a clean storage environment.
Material Transportation	Develop the <i>Logistics Loading and Unloading Specifications</i> to standardize loading and unloading processes, ensuring safe and efficient transportation of goods.
Material Usage	Develop the <i>Material Entry and Exit Management Specifications</i> , establish a communication mechanism for material entry and exit, accurately record material entry and exit times, quantities, etc., conduct regular inventory checks and promptly identify and address material waste or loss.
Material Quality Control and Inspection	Develop the <i>Standard Operation Procedure for Incoming Material Inspection</i> and the <i>Standard Operation Procedure for Process Inspection</i> to define inspection standards and requirements at each stage, ensuring comprehensive control over the quality of raw materials.



Packaging Design and Improvement

SuperMix is committed to optimizing and innovating product packaging design. By introducing personalized designs and new materials, the Company actively promotes the recycling of packaging materials. The Company's new eco-friendly packaging not only significantly reduces the use and waste of raw materials but also meets customer demands for lightweight packaging.

Multi-functional Packaging Boxes

From the product design phase, the focus is on creating multi-functional packaging boxes. For storage and transportation, the boxes are designed with reasonable structure and high-quality materials to reduce damage. In retail settings, they transform into display boxes, optimizing product presentation, enhancing interaction, and stimulating purchasing intent.



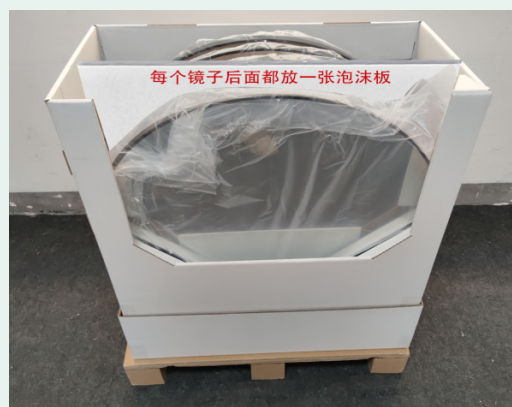
Packaging Box Transport Status



Packaging Box Display Status

Lightweight Packaging Design

The Company has implemented multiple cost-saving measures by reducing material usage. These include a clever redesign of fixation methods, replacing multiple foam boards with two cardboard covers to stabilize the product and reduce packaging usage and weight. The hang tag design is also highly effective, meeting display requirements while allowing more products to be packed, helping the Company reduce costs and increase efficiency.



Before Paper Packaging Scheme Modification



After Paper Packaging Scheme Modification



Hang Tag Lightweight Design

Specialized Training on Material

During the Reporting Period, the Company conducts specialized training on material usage precautions during special seasons and on-site 5S management, enhancing employees' standardized operations in material storage and use, and fostering good habits for daily maintenance of the material storage environment.

Specialized Training on Material Usage Precautions During Special Seasons

SuperMix conducted special season material usage training, teaching employees the correct storage and usage methods for materials like paper and ink during different seasons. Through this training, employees learned the key points for seasonal material management, ensuring material storage quality and effectively reducing the proportion of material damage.



Biodiversity Conservation

In the field of biodiversity protection, the Company continuously strengthens soil and groundwater monitoring efforts, comprehensively enhancing biodiversity protection and creating a more suitable ecological environment for diverse species.

The Company places great emphasis on soil and groundwater protection, strengthening the construction of environmental protection teams, appointing dedicated managers, and formulating emergency plans to enhance the monitoring and management of soil and groundwater in the production areas. At the source, the Company strictly controls the emission of waste gas and wastewater, ensuring that waste is stored and transported through a fully closed-loop process. In process management, the Company uses reasonable greening to mitigate the impact of waste gases on the soil and optimizes the ground layout to implement zoned anti-seepage and hardening treatments.

During the Reporting Period, the Company's production activities did not have a significant adverse impact on the local ecological environment.

SOCIAL

Society serves as the fertile ground for the development of enterprises. SuperMix always remains mindful of its noble mission to give back to society and promote harmony. In the rapidly changing social landscape, we stand at the forefront, actively embrace innovation, continuously explore new fields, and provide broad development opportunities and fair welfare benefits for workers. We are also committed to promoting the green transformation of the supply chain, collaborating with suppliers to build a sustainable future. SuperMix firmly believes that the success of an enterprise is not only measured by its outstanding performance but also by its contribution to society, jointly creating a beautiful picture of harmonious social development.



Innovation-driven

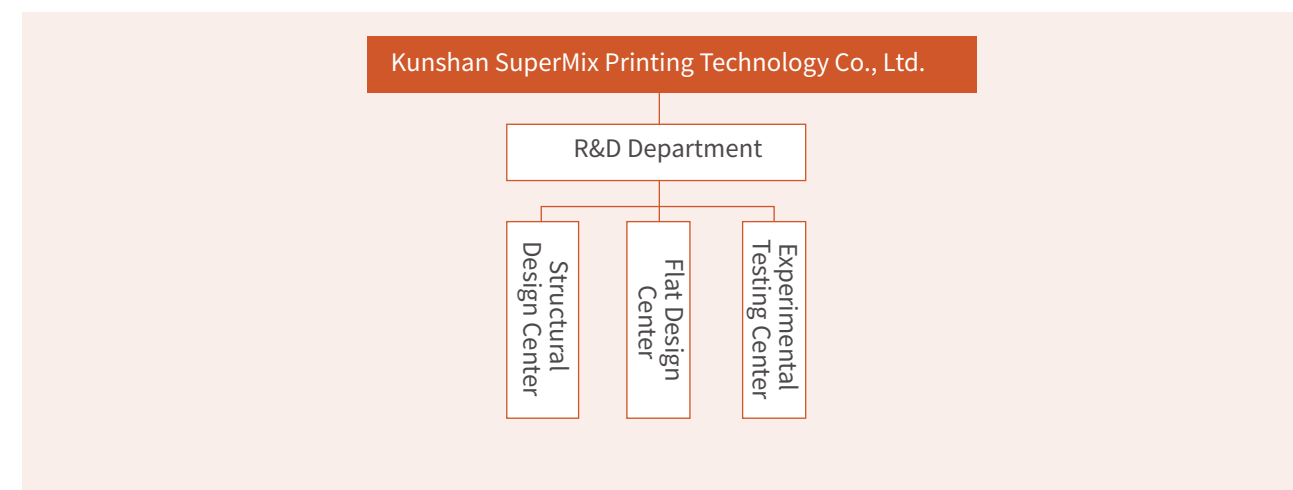
R&D Management System

To improve the Company's innovation capabilities, enhance the development of new products and technologies and the management of product improvement, and accelerate technological accumulation and product upgrading, the Company adheres to the principle of "Technology Leadership and Product Specialization". It has developed the *Research and Development Management System* to deepen its comprehension and control of domestic and international industry developments and cutting-edge technological dynamics, ensuring that the Company's products remain forward-thinking and advanced.



Certification of Invention Patent and Utility Model Patent

The Company is committed to enhancing the professional capabilities of its R&D team and regularly organizes training and assessments. For R&D staff who fail exams or fail to master the necessary technologies in their work, the Company will take measures such as job transfer or dismissal to ensure the overall effectiveness of the team. In addition, the R&D Department may request talent recruitment based on annual project development needs and current technical gaps in the team.



★ Key Performance

During the Reporting Period, the Company's R&D investment was **1,829.25**(CNY 10,000), accounting for **2.82%** of the Company's revenue. The number of R&D personnel was **69** accounting for **5.93%** of the total number of employees.

R&D Innovation Progress

Industry-university-research Cooperation

To deepen the integration of production and education, promote industry-academy cooperation, and foster collaborative talent development, and meet corporate talent needs, the Company has jointly established an off-campus practical education base with Ningbo University of Finance and Economics under the principles of equality, mutual benefit, complementary advantages, and resource sharing. Through university-industry cooperation, the Company provides more opportunities for faculty and students to engage in off-campus practical experiences, offering students a valuable platform to translate theoretical knowledge into practical competencies. Under this cooperation framework, the Company cultivates and reserves high-quality talent, significantly enhancing its ability to serve society.

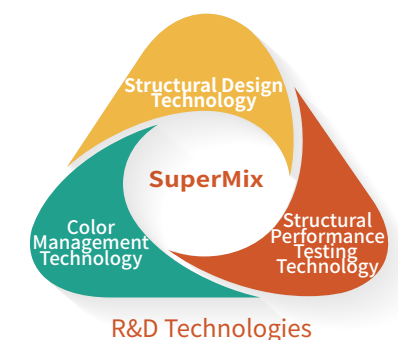


Industry-university-research Cooperation

R&D Model and Achievements

The company research and development is divided into advanced technology development, production efficiency optimization and product system upgrade three aspects. In the process of advanced process development, the technology research and development center promotes the transformation and upgrading of traditional manual process to semi-automated and fully automated production mode through process innovation, focuses on breaking through the key technical nodes that restrict production capacity, and realizes the stepwise improvement of production efficiency; In terms of production efficiency optimization, the process dynamic evaluation mechanism is established, and the production process is improved in three dimensions of space, time and quality by using big data analysis methods. In the product system upgrade, the company's R & D team takes the initiative to seize the market opportunity to develop new products; At the same time, customized products according to customer needs, regular analysis of needs, exchange technology, to ensure the progress of new product development.

The Company has mastered advanced R&D technologies, including structural design, color management, and structural performance testing, which together form the foundation of the Company's strong R&D capabilities, providing robust technical support for product innovation design, accurate color presentation, and reliable performance evaluation. In order to ensure the implementation of technological innovation, the company is equipped with ISTA certified testing laboratory, which has a complete matrix of packaging testing capabilities, covering the verification of key performance indicators such as drop, full box compression, vibration, oblique impact, edge pressure, break resistance, clamp resistance and so on.



R&D Technologies

As a high-tech enterprise, the Company has obtained multiple certifications, including GMI, G7, ISTA Laboratory, FSC, and others. During the Reporting Period, the Company was awarded the title of "Provincial Enterprise Technology Center" for its outstanding technological innovation capabilities.



Intellectual Property Management

The Company has developed the *Intellectual Property Management Measures* to regulate patent applications and management, strengthening intellectual property protection. The Company regularly organizes patent knowledge training to ensure that R&D personnel continually improve their professional skills. To encourage employees to keep inventing and innovating, the Company rewards employees with invention bonuses for obtaining patents and software copyrights.

Key Performance

As of the end of the Reporting Period, the Company had a total of **32** valid patents authorized, **19** valid registered trademarks both domestically and internationally, and a total of **4** software copyrights.

Quality and Service

Quality Management

The Company strictly complies with the *Product Quality Law of the People's Republic of China* and other relevant laws and regulations, continuously strengthens its quality management system, and ensures product quality and service standards. During the Reporting Period, the Company did not experience any major quality incidents.

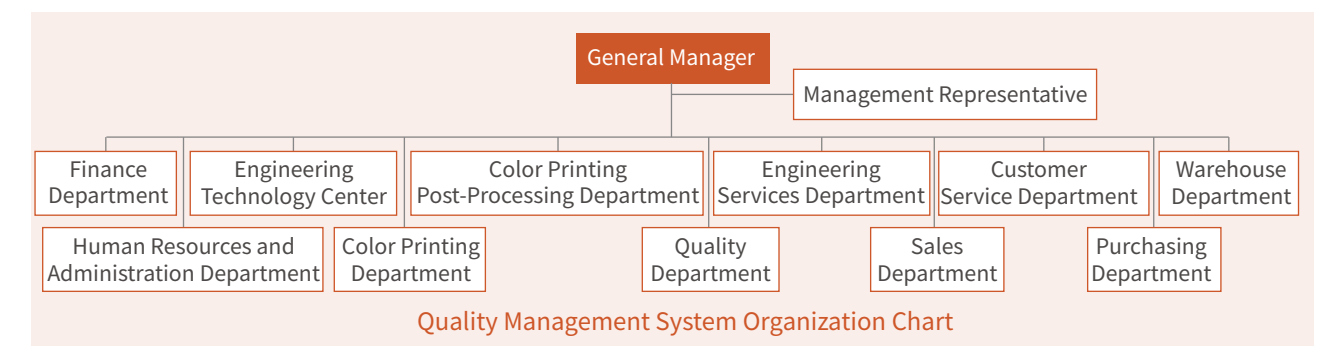
Governance

The Company upholds the quality policy of "Continual Product Improvement and Full Commitment to Customer Requirements" and has developed the *Quality Manual* to ensure that customer needs and expectations are effectively translated into specific product requirements. On this basis, we continuously revise and improve the *Quality Manual*, strengthen the quality management system, and improve product and service quality.

As of the end of the Reporting Period, the Company and its subsidiaries have obtained quality management system certifications.



The Company has established an organizational structure for the quality management system, clearly defining the quality responsibilities and management requirements of each department, and integrating quality management throughout the entire product lifecycle. Meanwhile, the Company has appointed a management representative responsible for the specific affairs of the quality management system.



To motivate employees in the Production and Quality Departments and drive the Company's performance growth, the Company has developed the *Performance Appraisal System*, using scientific and reasonable evaluation standards to comprehensively measure employee performance and contributions, encouraging employees to continually improve.

Strategy


Potential Risks					
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Response Strategies
Operational Risks	When non-conforming products occur, the loss of product labeling documents can lead to traceability issues, resulting in the implementation of a comprehensive inspection process; Laser marking machine malfunctions, resulting in unclear product labeling.	Low	Short-term	Increase in recall costs: Non-conforming products need to be recalled, which increases costs; Increase in after-sales service costs: Unclear labeling may result in increased returns and complaints; Increase in production costs and delays: Production interruptions, delivery delays, and increased costs.	Establish a labeling and traceability management system, create control documents, and enforce strict implementation; Implement permanent labeling, such as laser marking; Regularly maintain the marking equipment according to maintenance guidelines.
	Failure to identify order-specific requirements lead to non-compliance with customer requirements; The production of project quality inspection standards does not meet the requirements; Process evaluation errors lead to non-compliance with customer usage requirements.	Low	Short-term	Increase in quality costs: Rework, scrap, and other quality-related costs increase. Decrease in production efficiency: Process issues cause production delays and reduced efficiency; Reputational damage: Quality issues can harm brand image and affect future sales.	Through contract review, reduce the risk of order-specific requirements and changes; Strictly follow customer requirements, product standards, and product specifications to develop inspection standards; Strengthen process design reviews, risk awareness training, and customer guidance.

Opportunities				
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Opportunities for New Products and Services	By using environmentally friendly materials and adopting energy-saving and emission-reduction measures, the Company has launched new environmentally-friendly products to meet the market demand for green products.	High	Long-term	Increase market share or develop new markets, resulting in increased revenue.

Risk and Opportunity Management

To ensure product safety and effectiveness, the Company implements the *Risk and Opportunity Management Procedures*, which identifies, analyzes, evaluates, and effectively controls potential risks to reduce adverse effects, and ensure that the quality management system achieves the expected results. Meanwhile, the Company strengthens quality risk management measures and implements comprehensive monitoring of products and their production processes.

Quality Management Objectives

Quality Objectives in 2024	Achieved or not
Supplier product pass rate >99%	
Process pass rate ≥99%	
Customer satisfaction >96 points	
Finished product pass rate >99%	
Customer complaint rate ≤0.35%	
HSF compliance rate 100%	

Product Quality Assurance

Whole-life-cycle Management of Products

The Company has developed a full product lifecycle quality management system, requiring all product lines to participate fully, comply with, and continuously improve the quality management process. The Company has developed the *Environmentally Hazardous Substance Prohibition Procedure* to ensure that all types of raw materials, auxiliary materials, outsourced processing products, semi-finished products, and finished products (including packaging) fully comply with laws, regulations, standards, and customer requirements related to environmentally hazardous substances.

Whole-Life-Cycle Quality Management Process	
Incoming Material Inspection	To standardize the inspection of purchased raw materials, auxiliary materials, and components and ensure raw material quality, the Company has developed the <i>Standard Operation Procedure for Incoming Inspection</i> to meet production needs.
Process Inspection	In the manufacturing process, to standardize the implementation of first item inspections, testing, and process sampling inspections, the Company has developed the <i>Standard Operation Procedure for Process Inspection</i> to ensure that product quality and operations comply with internal control processes.
Finished Product Inspection	Before finished product packaging, the Company conducts specified sampling inspections according to the <i>Standard Operation Procedure for Finished Product Inspection</i> to ensure that uninspected or non-compliant products do not enter the market.

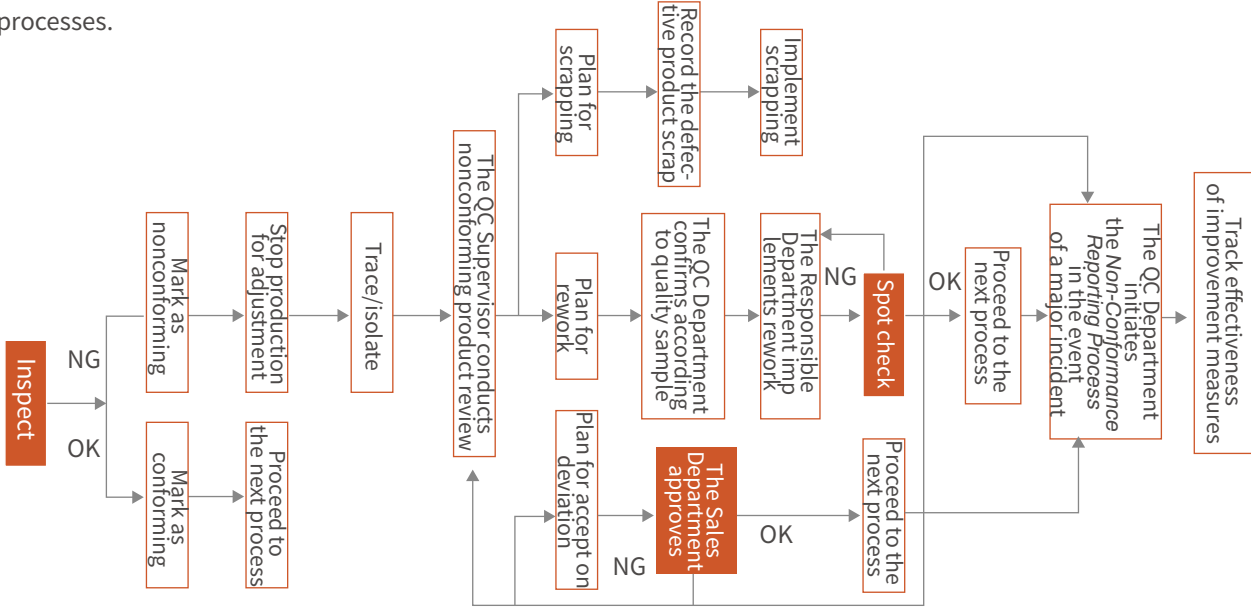
Production Equipment Maintenance

The Company has developed the *Equipment Management and Maintenance Procedure* to create maintenance plans for production equipment and auxiliary facilities that affect quality, ensuring continuous equipment optimization and the maintenance of optimal operating conditions.

Equipment Efficiency Improvement: Institutional Safeguards and Documentation	
General Requirements	Three Probers and Four Proficiencies: Proper management, usage, and maintenance; Proficiency in operation, maintenance, inspection, and troubleshooting.
Routine Maintenance	Perform minor maintenance before daily startup and major maintenance on a scheduled day each week.
Level 1 Maintenance (Weekly)	The Maintenance Department, in collaboration with the User Department, develops maintenance procedures and completes the maintenance at a fixed time each week.
Level 2 Maintenance (Monthly)	Perform maintenance in accordance with the equipment manufacturer's specifications, falling between minor and intermediate repairs.

Nonconforming Product Control and Recall

The Company has developed the *Nonconforming Product Control Procedure*, which covers the management of nonconforming products from raw materials to finished products. This procedure defines the classification, identification, isolation, handling, and corrective/preventive actions for nonconforming products to prevent their use or delivery, ensuring product quality, maintaining customer satisfaction, and continuously optimizing production processes.



Process for Handling Nonconforming Semi-Finished/Finished Products

The Company has developed the *Product Recall Procedure* to respond swiftly to market feedback and recall products with major quality defects. This procedure specifies the responsibilities of relevant departments, such as the Quality and Sales Departments, in tracing the source of defects, notifying relevant parties in a timely manner, and identifying and isolating defective products. By strictly adhering to the recall procedure, the Company promptly addresses quality issues and mitigates potential risks.

During the Reporting Period, the Company did not experience any product recalls or major quality incidents.

Quality Awareness Enhancement

The Quality Department has developed the *2024 Annual Training Plan* to deepen employees' understanding of quality management and enhance their practical skills, fostering a quality culture of total participation and continuous improvement.

8D Problem-Solving Training

During the Reporting Period, the Company conducted 8D problem-solving training for key personnel across multiple departments. The training covered the 8D steps and included practical exercises, enabling employees to quickly address quality defects such as product pattern and text errors, thus laying a solid foundation for product quality improvement.



First Item Inspection Standards & Non-Conformance Liability Determination Training

During the Reporting Period, the Quality Department conducted training on first item inspection standards and abnormality responsibility determination. This training delved into the importance, execution steps, and specific standards of first item inspection, while clarifying methods and criteria for determining liability in non-conformance situation. This enhances employees' ability to handle non-conformance and provides strong support for quality control and efficiency improvement in production.



To enhance product quality and competitiveness, the Company's subsidiary, LAP THINH, has developed the *Quality Control Department Training Plan*. This systematic training aims to strengthen the professional skills of quality control personnel to meet international standards and satisfy customer needs.



Pre-Shift 5-Minute Training



5S Special Training

Digital Transformation

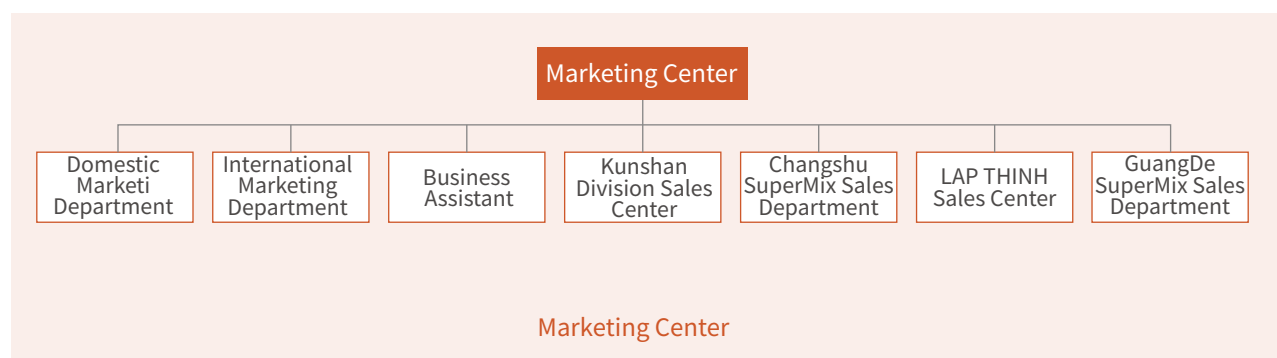
The Company actively responds to national industrial policies and implements a range of measures in new projects. On the one hand, advanced automation equipment, sourced both domestically and internationally, is used in each process to ensure production efficiency and quality. On the other hand, a new ERP system has been implemented to connect production equipment, enabling real-time uploads of production data and status, providing immediate insights and control over the production process. Upon project completion, the factory will leverage IoT technology and automated production processes to enable seamless logistics automation across all production stages. Every workshop will adopt fully automated production methods, creating a highly efficient, safe, and intelligent factory.

Customer Service

Customer Service System

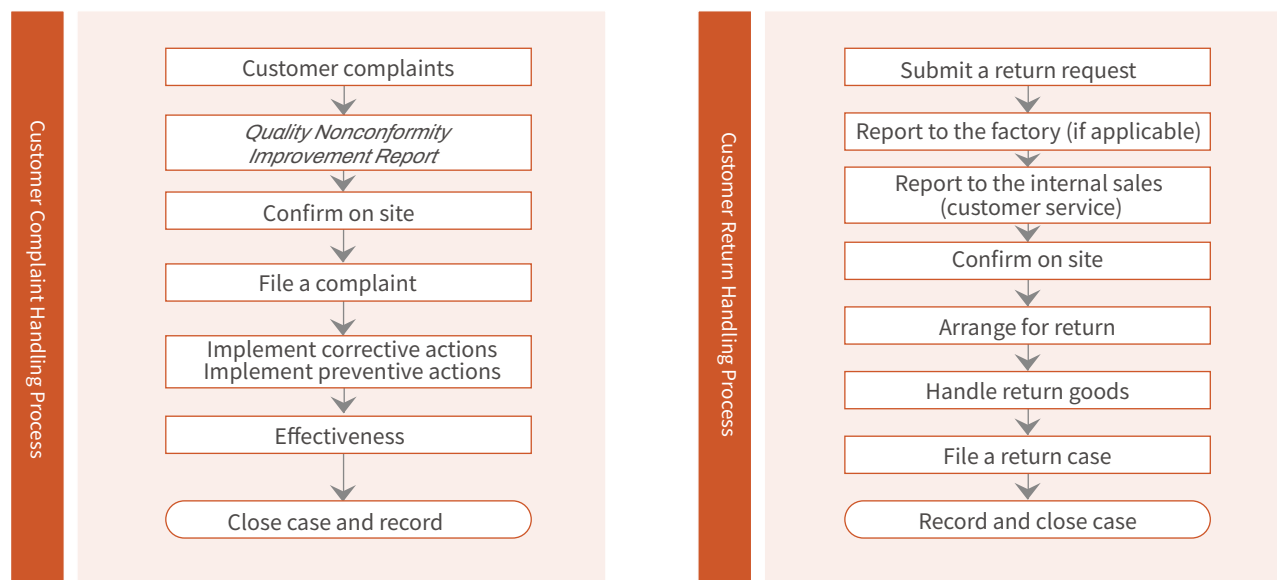
To comprehensively enhance customer service quality, the Company has developed management systems such as the *Customer Service Specifications* and the *Sales Management Manual*. To meet the diverse needs of customers, the Company implements a customer classification system, dividing customers into four levels: S, A, B, and C, in order to provide more accurate and personalized services.

The Company has established a marketing department that integrates market research, brand promotion, sales strategy development, and customer relationship management, effectively driving business expansion and stabilizing and growing the customer base.



Customer Complaint Handling

To ensure customer complaints are properly addressed and similar issues do not reoccur, the Company has developed the *Customer Complaint Handling Procedure* that clearly defines the operation of each step of the handling complaint process, emphasizes cross-department collaboration, ensures rapid response and close cooperation, and provides customers with satisfactory solutions.



Customer Satisfaction

To enhance customer service quality, the Company conducts an annual customer satisfaction survey in accordance with the *Customer Satisfaction Monitoring Procedure*. The Quality Department sends the *Customer Satisfaction Survey* to the customer and, after collecting the responses, analyzes aspects such as delivery time, quality, service, development, and transportation protection, and compile the results into a *Customer Satisfaction Survey Analysis Report*.

Customer Service Performance Indicators	Unit	2024
SuperMix (Kunshan) Customer Satisfaction	Score	96.74
Changshu SuperMix Customer Satisfaction	Score	95.33
GuangDe SuperMix Customer Satisfaction	Score	97.16
Number of Customer Complaints	Time	746
Number of Customer Complaints Resolved	Time	746

Customer Service Development Training

To continuously enhance customer service quality and build a customer service team with excellent service awareness and professional skills, SuperMix has developed the *2024 Customer Service Training Plan*. The Company will conduct a combination of internal and external training programs focused on team collaboration, communication skills with customers and suppliers, and other areas to improve the service awareness and professional skills of customer service personnel.

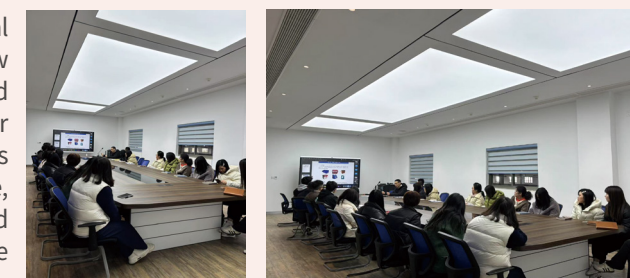
"Iron Triangle Model Construction and Management Practice" Special Training

In June 2024, the Company organized a special training session on "Iron Triangle Model Construction and Management Practice" for the heads of Sales, Customer Service, and other departments. This training aimed to equip employees with a comprehensive understanding of the key principles and management strategies behind the Iron Triangle Model, enhancing their teamwork abilities within their respective areas and supporting the Company's steady progress towards high-quality, strategic growth.



2024 Customer Complaint and Customer Satisfaction Review

In December 2024, the Company held its annual customer complaint and customer satisfaction review meeting. The heads of Customer Service, Sales, and other departments engaged in discussions on customer complaints, analyzed their root causes across various aspects like product production and after-sales service, and proposed specific solutions to address the identified issues, laying the foundation for the customer service work in the following year.



Responsible Marketing

The Company adheres to the principles of transparency, fairness, integrity, and honesty in its operations, safeguarding customers' rights and interests. All sales personnel of the Company are required to sign the *Transparent Business Operations Agreement* upon joining the Company, committing to maintain a high level of responsibility and ethical standards in marketing activities, rejecting false advertising, ensuring truthful and transparent information, and contributing to a healthy and harmonious business environment.

Supplier Management

Supplier Management System

To enhance supplier management and standardize the processes of supplier development, selection, management, and maintenance, the Company has developed the *Procurement Control Procedure* to control the procurement process and suppliers, ensuring that purchased products meet the required specifications.

Whole-life-cycle Management of Suppliers

SuperMix places emphasis on supplier management. The Company has developed management measures and procedures for supplier selection, regular evaluations, and exit processes, achieving whole-life-cycle management of suppliers.

Whole-Life-Cycle Management	
Admission of Suppliers	The Company requires new suppliers to complete the <i>Supplier Evaluation Record Form</i> , sign the <i>Supplier Quality Assurance Agreement</i> , and the <i>Guarantee of Non-Use of Hazardous Substances</i> .
Supplier Assessment	The Purchasing and Quality Departments conduct monthly assessments of qualified suppliers and fill out the <i>Supplier Delivery Performance Evaluation Form</i> , and adjust qualified suppliers based on the assessment results.
Supplier Categorization	Based on the supplier assessment results, suppliers are classified into four categories: A, B, C, and D, and corresponding measures are taken for rewards or correction.
Supplier Exit	For suppliers rated D, the Company initiates the supplier exit process and discontinues procurement from them.

Supplier ESG Management

The Company has developed the *Sustainable Procurement Policy*, requiring suppliers to complete the *Supplier Social Responsibility Audit Form* and sign the *Guarantee of Non-Use of Environmental Hazardous Substances* and the *Social Responsibility Commitment of Supplier*.

Key Performance

- As of the end of the Reporting Period, SuperMix (Domestic)
- Had **32** suppliers with a quality management system certificate;
- Had **30** suppliers with an environmental management system certificate;
- Had **20** suppliers with a certified occupational health and safety management system.

Supply Chain Security

The Company has developed the *Emergency Procedure for Insufficient Capacity* to prevent disruptions in raw material and finished product supply, ensuring the timely delivery and stable quality of products. The Company has signed the *Supplier Safety Agreement* with suppliers to ensure compliance with mutually recognized safety standards and regulations during the provision of products or services. This helps reduce safety risks and safeguard the interests and property of the Company and its customers.

Responsible Purchasing

Green Procurement

SuperMix incorporates green and environmental protection requirements into supplier management processes, including on-site audits and training. The Company actively encourages suppliers to pursue green, low-carbon, and sustainable development. The Company has obtained the FSC certificate, demonstrating our firm commitment to environmentally friendly business practices and social responsibility.



Key Performance

During the Reporting Period, the Company's localized procurement (in Jiangsu Province) amounted to CNY **10,479** million, accounting for **78%** of total procurement, with **55** local suppliers; The Company purchased **16,067.207** tons of FSC-certified paper; of which SuperMix's FSC-certified paper accounted for **11.85%** of its total paper procurement, and its subsidiary Changshu SuperMix's FSC-certified paper accounted for **41.03%** of its total paper procurement.

Clean Purchasing

To promote supply chain integrity, the Company has signed the *Anti-Corruption/Anti-Bribery Commitment of Supplier* and the *Transparent and Honest Cooperation Agreement* with suppliers. During the Reporting Period, 96.18 % of our suppliers signed the *Integrity and Honesty Agreement*. During the reporting period, the signing rate of the integrity agreement of SuperMix (Domestic) suppliers was 96.18%.



Procurement Training

During the Reporting Period, to enhance the team's professional ability and efficiency, and ensure the transparency and standardization of the procurement bidding process, we conducted procurement bidding training. The training aimed to strengthen the team's professional skills, regulate the bidding process, reinforce cost control and supplier management, and improve strategic skills through practical case analysis, supporting the Company's steady development.



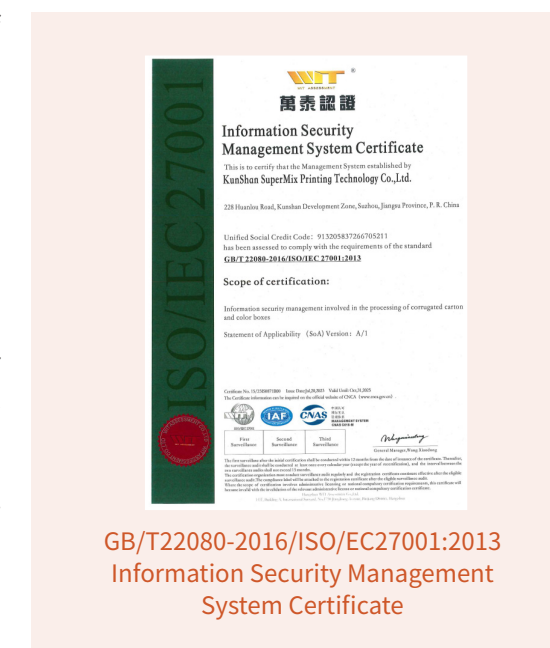
Training on Procurement Bidding-Related Operations

Data Security and Privacy Protection

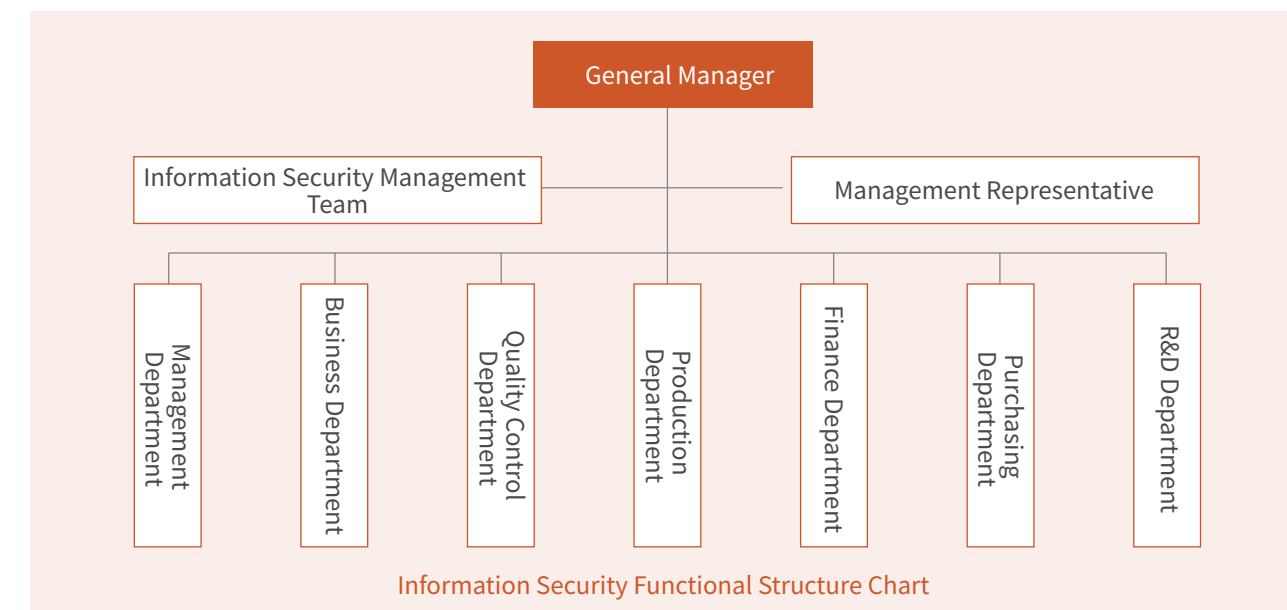
Information Security Management

SuperMix adheres to the information security policy of "Optimizing information systems, strengthening risk management, ensuring information security, and enhancing customer satisfaction." The Company has developed the *Information Security Management Manual* and the *Information Classification Management Procedures*, clearly defining the responsibilities and obligations of information security, systematically planning information security management, and ensuring the protection and confidentiality of information. On this basis, its subsidiary LAP THINH has developed the *Product Confidentiality Management Specifications* and product confidentiality execution guidelines and other systems to regulate and ensure that no information or materials are leaked during production, storage, and transportation of customer products.

As of the end of the Reporting Period, the Company has obtained the information security management system certifications.



The Company's General Manager is the highest responsible person for information security and has established an information security management team responsible for formulating and implementing the information security work plan, inspecting, guiding, and coordinating the information security work of various units and departments, establishing and improving an information security management system, and maintaining its effective operation.



Normalized Governance of Data Security

Risk Assessment

SuperMix has developed the *Information Security Risk Management Procedure* and the *Risk Assessment Methods and Criteria*, which standardize the identification of information assets and risk assessment methods, enhancing the information security protection and risk management capabilities. Meanwhile, the Company regularly conducts internal audits and forms audit reports, with departments making improvements as required.

Information Incident Management

The Company has developed the *Information Security Incident Management Procedure*, which defines the reporting, response, and handling mechanism for information security incidents, clarifying the responsibilities of various departments for reporting, evaluating, responding to, investigating, handling, and correcting incidents, ensuring that information security incidents of the Company are managed and controlled effectively and promptly.

Information Security Training

The Company has developed a training schedule, including various topics such as information security management system standards, information network security, and information security risk assessments. Specific training times and responsible departments are set for different trainees, and multiple assessment methods, such as lectures, work inspections, and Q&A, are used to comprehensively improve employees' awareness of information security management.

Confidential Product System Training

During the Reporting Period, the Company's subsidiary, LAP THINH, actively organized special training activities focusing on project and product confidentiality, raising employees' awareness of confidentiality and further strengthening the Company's overall confidentiality protection capabilities.



Key Performance

During the Reporting Period, SuperMix (Domestic) conducted **3** training sessions on information security, with a total training duration of **26** hours for employees.

Privacy Protection

The Company has signed the *Confidentiality Agreement* with relevant parties to ensure that all non-public, confidential, and professional information and data are strictly protected during technical and business cooperation. The agreement specifies that confidential information such as customer communications, project documents, and technical codes must not be disclosed to third parties without permission; the parties also promise to comply with the law, ensure information security, and protect customer privacy. During the Reporting Period, the Company's subsidiary LAP THINH signed the *Confidentiality Agreement* with all partners to effectively prevent the leakage of sensitive information through legal means, protecting the legal rights and interests of all parties.

Labor and Human Rights

Labor Governance

Human Resource Management

SuperMix strictly complies with the *Labor Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, and other relevant laws and regulations, and has developed the *Employee Handbook*, the *Recruitment and Employment Management Measures*, the *Working Time Management Procedures*, the *Attendance and Leave Management Measures*, the *Resignation Management Measures* and other rules and regulations, establishing a comprehensive human resources management system.

The Company has signed formal labor contracts with employees in accordance with the law and fully fulfills corporate responsibilities, ensuring timely and full social insurance payments, providing solid protection for employees' rights and interests. During the Reporting Period, the Company boasted a 100% rate of labor contract execution, coupled with 100% social insurance coverage.



SuperMix focuses on production and operation, insists on combining ideological and political work with necessary administrative, and economic measures to cultivate and develop a workforce that is idealistic, moral, cultured, and disciplined, fully tapping into their enthusiasm and creativity to ensure the realization of the Company's goals.

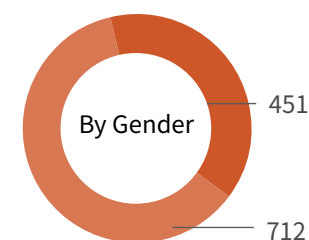
2024 Employee Composition (Unit: Person)

Total Number of Employees

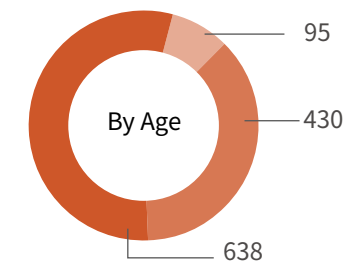
1,163

Minority Employees

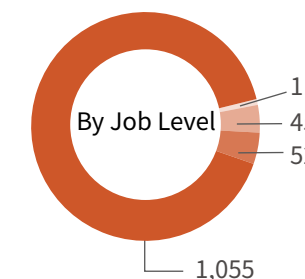
11



Male
Female



Employees Aged 31-50
Employees Aged 30 and Below
Employees Aged 50 and Above



Ordinary Employees
Junior Management
Mid-level Management
Senior Management



College Degree or Below
Bachelor's Degree

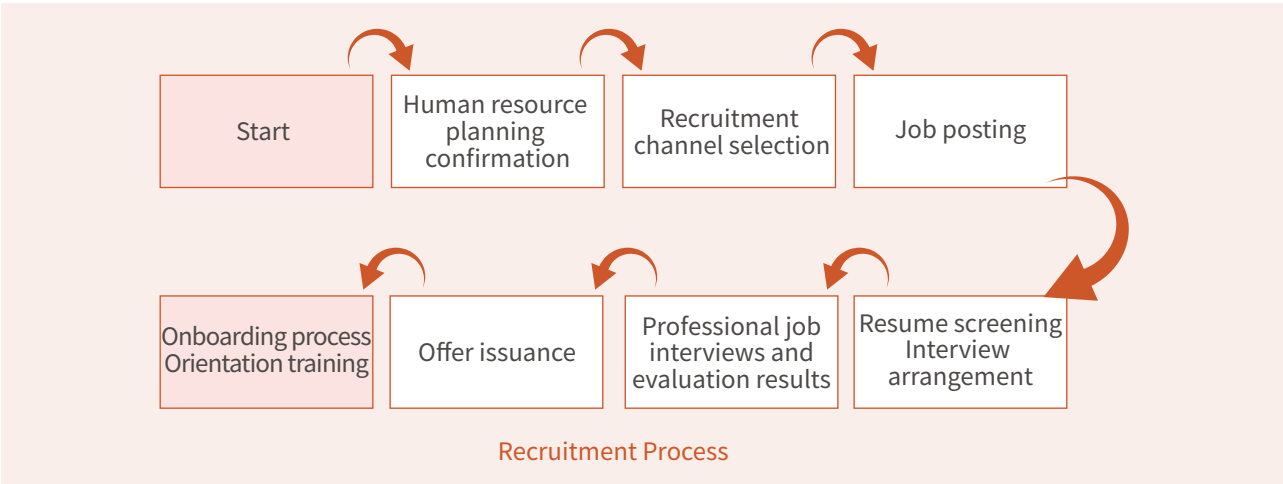
Diverse and Compliance Recruitment

Diverse Recruitment

The Company has built a diversified recruitment channel system, covering campus recruitment, online recruitment, and professional headhunting services, among other channels, to continuously inject fresh talent into the Company. This strongly supports the implementation of the talent strategy and the Company's growth and development. During the Reporting Period, the Company participated in the Shanghai Publishing and Printing College campus recruitment fair.



Shanghai Publishing and Printing College Campus Recruitment Fair Site



Compliance Recruitment

The Company adheres to the principles of diversity, equality, and inclusion, and has developed procedures such as the *Non Forced Labor Management Procedure*, the *Management Procedure for Prohibition of Mental and Physical Abuse*, the *Anti-Discrimination Management Procedure*, and the *Procedure for Prevention of Child Labor and Protection of Minor Workers*, to create a work environment that respects human rights, ensures employee welfare, and promotes equal employment opportunities during the recruitment process. The Company respects individual differences among employees and prohibits discrimination based on race, age, disability, gender, and other factors. It ensures that every employee enjoys equal opportunities and treatment.

During the Reporting Period, the Company did not experience any violations involving child labor, forced labor, or other irregularities.

Remuneration and Benefits Management

Remuneration and Performance Appraisal

The Company has developed a *Compensation Management Policy* and created a motivational compensation system with external competitiveness and internal traction, improving the overall human capital input-output ratio to promote the Company's sustainable and stable development. During the Reporting Period, the Company paid employees' salaries on time, with no cases of wage arrears.

SuperMix has developed the *Performance Management Measures* and established a comprehensive performance management system to fully engage employees' enthusiasm and creativity, creating a team work environment that is fair, open, actively participative, and encourages proactive communication to improve the Company's overall business performance and achieve its strategic goals. The Company's performance assessment is primarily based on KPI evaluations, and the results are closely tied to employee compensation. Meanwhile, employees with objections to the assessment results can file a complaint with their supervisors.

Compensation Management Principles	Strategic, Internal Equity, Market-Oriented, Performance-Oriented, Economic, Confidentiality
Performance Management Principles	Strategic Consistency, Performance-Oriented, Diverse indicators, Fair and Open, Stakeholder Relevance
Employee Compensation Structure	Basic Salary, Performance Salary, Skill-based Pay, Overtime Pay, Commission Salary, Special Merit Bonus, Year-End Value Distribution

Employee Benefits and Welfare Protection

The Company follows the principles of fairness, justice, and openness, and has developed the *Welfare Management Measures* to ensure that every employee enjoys the welfare benefits they are entitled to, promoting the construction of corporate culture and individual employee development, achieving mutual growth between the Company and employees. During the Reporting Period, the Company spent a total of CNY 12,359,223 on employee welfare and allowances.

Welfare Programs	
Basic Welfare	Five social insurance and one housing fund; paid annual leave, sick leave, marriage leave, maternity leave, paternity leave; distribution of holiday gifts or allowances
Additional Benefits	Free meals and meal subsidies; free work uniforms; night shift allowance; full attendance bonus; high temperature allowance; marriage congratulatory money; funeral grants
	Departmental dinners; employee travel; birthday benefits; dormitories; health checkups

Protection of the Rights and Interests of Female Employees

The Company focuses on protecting the rights of female employees, complies with national regulations, and provides maternity leave, breastfeeding leave, maternity subsidies, and other relevant benefits. We have developed the *Job Risk Assessment Procedure for Pregnant & Postpartum Workers* to identify and evaluate safety and health risks in the work environment for pregnant employees and new mothers, and take appropriate measures to address those risks.

★ Key Performance

As of the end of the Reporting Period, the proportion of female employees in the Company was **38.78%**, and the proportion of female managers was **22.22%**.

During the Reporting Period, **31** employee took maternity leave, with a **77.42%** return rate from maternity leave; **2** employees took parental leave, with a **100%** return rate from parental

Employee Activities

The Company adheres to the concept of caring for employees and promoting team cohesion, and regularly organizes diverse activities for employees.



International Women's Day Gifts



Company Annual Meeting Site



Spring Outing Activities



Democratic Governance

Employee Communication and Grievance

SuperMix actively establishes and optimizes the Employees' Congress system, ensuring that employees have full participation in the Company's management and decision-making processes. This not only highlights the Company's emphasis on employee opinions and interests but also reflects the Company's commitment to democratic and transparent management.

During the Reporting Period, the Company did not experience any major labor disputes.

★ Key Performance

During the Reporting Period, the Employees' Congress held **4** meetings, and deliberated **14** proposals.

As of the end of the Reporting Period, SuperMix (Kunshan) the proportion of in-service employees to Labor Union members was **95.63%**.

The Company has developed the *Employee Representative Management Procedure*, emphasizing listening to every employee's voice and effectively safeguarding the legitimate rights and interests of employees. Meanwhile, the Company has also formulated and implemented the *Grievance Management Procedure*, providing multiple communication channels for employees. Employees can submit complaints through suggestion boxes, employee representatives, or managers, ensuring effective communication between employees and management and promptly identifying and addressing potential issues, thereby enhancing the Company's cohesion and creativity.

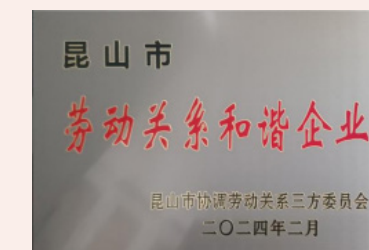
During the Reporting Period, the Company did not experience any major labor disputes.

Employee Satisfaction Survey

During the Reporting Period, the Company and its subsidiaries distributed the *Employee Satisfaction Survey* to all employees anonymously. The results were based on the following scale: 12 points for Very Satisfied, 10 points for Satisfied, 6 points for Average, 4 points for Dissatisfied, and 0 points for Very Dissatisfied. The survey results were summarized into the *2024 Employee Satisfaction Survey Analysis Report*, which fully and objectively reflects the employee satisfaction situation.

2024 Employee Satisfaction Survey				
Project/Company	SuperMix (Kunshan)	Changshu SuperMix	GuangDe SuperMix	Total
Number of Questionnaires Issued	200	150	95	445
Number of questionnaires collected	193	142	90	425
Satisfaction (%)	94.82	97.18	98.89	96.47
Participation Rate	96.50	94.67	94.74	95.51

During the Reporting Period, the Company was awarded the "Kunshan Enterprise with Harmonious Labor Relations" honor for its outstanding labor relations management and proactive corporate culture building.



Employee Training and Development

Employee Training

SuperMix, with the "SuperMix Talent Development Academy" as its cornerstone, has planned and implemented a three-step talent development strategy, aiming to establish a comprehensive and systematic employee growth pathway. To support the effective implementation of this strategy, the Company has developed systems such as the *Employee Education and Training System* and the *Management Trainee Management Measures*, together forming a rigorous yet dynamic employee development system.

Starting	Growth	Breakthrough
2023-2024	2024-2025	2025-2026
External Resource Planning Comprehensive Internal and External Instructor Integration	Based on Company Needs Primarily Internal Instructors	Business Problem-driven Diverse Teaching Integration
<ul style="list-style-type: none">● Course System Framework Planning● New Employee Molding Training● Associate Trainee 336 Training Mode Design● Advanced Training for In-service Employees● Preliminary Planning for Corporate Academy	<ul style="list-style-type: none">● Corporate Academy construction● Internal Trainer System Development● Internal Training Course Development● External Training for High Potential Professional Projects● E-learning Development	<ul style="list-style-type: none">● Comprehensive Online Platform Development● Knowledge Management System Construction● Talent Assessment System Development

SuperMix Talent Development "3-Step Strategy"

Key Performance

During the Reporting Period, SuperMix (Domestic) invested **65.77** (CNY 10,000) in employee training, with **223** training sessions, **8,181** total participants, **9,741.50** total training hours, **13.02** average training hours per person, and a training coverage rate of **100%**.

Learning Platform

The Company relies on its internal learning platform and gradually develops and improves the training curriculum system through a "combination of external instructors and internal instructors" approach to ultimately achieve SuperMix's talent development goals.

Targeted Trainee Hierarchy					Training Programs	
Leadership Training	Senior Manager Training				"Trader" System Course	Laws and Regulations
	Middle Manager Training				"Outstanding Manager" System Course	
	Junior Manager Training				"Gold Shift Leader" System Course	
Professional Training	Training for Marketing Group	Training for Technical Group	Training for Production Group	Training for Functional Group	General Knowledge Special Courses	Business Thinking
					Professional Knowledge Special Courses	
New Employee Training	Pre-job Training for Social Recruitment				"Molding" Plan	Management Philosophy
	Pre-job Training for Campus Recruitment				"336" Star Plan	

Course Training System

Internal Trainer System

To further provide professional knowledge explanations and teaching, enrich the course content, and create a good atmosphere for internal sharing, communication, and learning, the Company will gradually establish a trainer system covering the selection, certification, assessment, and incentives of internal trainers.

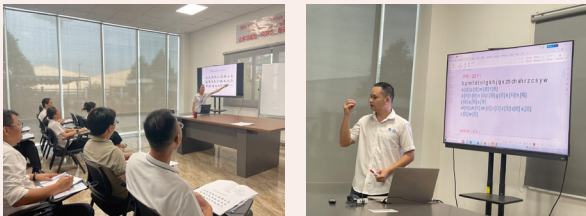
Tiered and Classified Training

To better adapt to the Company's development needs and implement the "Talent Strengthening Enterprise" development strategy, training course plans in different directions will be developed for employees at different levels.

Training Categories	Targeted trainee	Training Courses
Quality Control Project	System Internal Auditor	Internal Auditor Training
	Production,	8D Report
Engineering Management Project	Technical,	Methods Study
	Quality Personnel	Standard Working Hours
Production Management Project	Shift Leaders and Above, Supervisors and Above	How to Hold a Morning Meeting
		Team Management
5S and Visualization		5S and Visualization
Project Management	Project Interface + Supervisors and Above	Project Management
Middle and Senior Manager System Courses	Supervisors and Above + All Sales Staff	Growth-Oriented Marketing Management System Construction
	Supervisors and Above	Growth-Oriented - Organization Process Optimization and Reengineering
		Competition-Oriented - Quality Control System Construction
		Competition-Oriented - Production Management System Construction
		Competition-Oriented - Engineering Management System Construction
		Strategic Planning Execution Simulation
		Profit-Oriented - Comprehensive Budget Management and Business Management System Construction
		Growth-Driven - Organizational Performance and Compensation Management
		Risk Control - Internal Control System Construction

LAP THINH Language Training

During the Reporting Period, the Company's subsidiary, LAP THINH, carried out Vietnamese and Chinese language learning activities for Chinese and Vietnamese employees respectively to promote cross-cultural communication and cooperation, enhance team cohesion, and improve work efficiency. These activities help employees overcome language barriers, improve daily communication and work coordination, and promote multicultural communication within the Company, enhancing the team's international perspective and cross-cultural adaptability.



LAP THINH Language Training



SuperMix Management Training

Professional Skills Enhancement

To inspire continuous improvement in employees' professional skills, the Company has developed the *Professional Skills Enhancement Incentive Measures*, requiring employees in each position to master the necessary technologies and capabilities. Through regular assessments and additional knowledge sharing, employees are encouraged to continue learning and growing.

During the Reporting Period, the Company hired professional instructors from Suzhou Dingpei Enterprise Management Consulting Co., Ltd. to provide vocational skills improvement training for 30 employees. Through the training, 28 employees successfully obtained the "Post-Printing Production Worker" title certified by the Department of Human Resources and Social Security of Jiangsu Province (Occupational Skill Level: Level 3/Senior Technician).



Employee Development

We adhere to the principle of employee development and have developed the *Employee Promotion Management Measures*, which comprehensively evaluate employees' character and performance. We implement a career progression framework that combines graded and exceptional advancement with both vertical and lateral growth opportunities. Based on performance assessments, we implement dynamic management, allowing for both promotion and demotion.

The Company prioritizes internal competition for a post, giving preference to internal candidates for vacant positions, which motivates employees and establishes a solid talent foundation. During the Reporting Period, the Company executed a total of 24 internal talent mobility cases.

Occupational Health and Safety

Ensuring the health and safety of our employees is our unwavering responsibility and mission. The Company complies with the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* and other relevant laws and regulations. We thoroughly implement the fundamental policy of "safety first, prevention foremost, and comprehensive governance," establishing a comprehensive occupational health and safety management system.

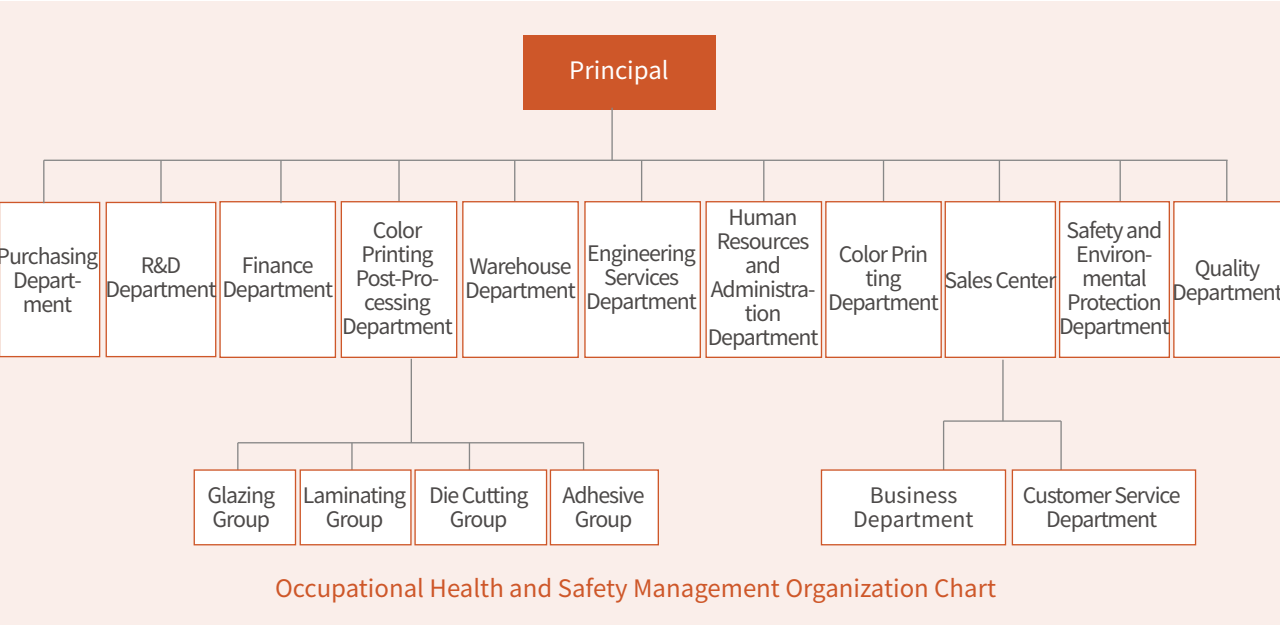
With a strong sense of responsibility and mission, the Company safeguards the health and safety of employees, working together to create a better future. During the Reporting Period, the Company did not experience any major safety incidents.


Governance

SuperMix has developed the *Safety Production Management System Compilation*, the *Environmental and Occupational Health and Safety Management Manual*, and the *Occupational Health and Safety Management System Compilation*. These documents clearly define safety management requirements throughout the entire production process, from preparation to product shipment, including equipment and facility management, hazardous operations management, and hot work management, ensuring that the production process meets safety standards. On this basis, the Company regularly conducts safety production standardization performance evaluations, using scientific and systematic evaluation methods to comprehensively examine and quantitatively assess the implementation of safety production tasks, continuously improving safety management levels to ensure that the enterprise operates safely, efficiently, and sustainably.

To enhance safety production management, the Company has established a Safety Production Committee and created an occupational health and safety management organizational structure. This structure defines the responsibilities and authorities of personnel at various levels to ensure the effective implementation of safety management measures.

As of the end of the Reporting Period, the Company has obtained the Occupational Health and Safety Management System certification.






SuperMix Occupational Health and Safety Management System Certificate

★ Key Performance

During the Reporting Period, SuperMix (Domestic) invested a total of **61.14** (CNY 10,000) in safety.



Strategy

Potential Risks					
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Response Strategies
Physical Risks	Aging or improper maintenance of production equipment may lead to accidents such as fires or explosions.	Low	Short-term	Cost increase: Accidents could result in production interruptions, causing economic losses and requiring funds to repair fixed assets; Lawsuits and compensation: In the event of a major production accident due to inadequate safety management, the Company may face legal lawsuits and compensation responsibilities.	Regularly conduct safety inspections of production equipment; Establish and improve safety management systems for dust explosion prevention, etc.; Develop emergency response plans for accidents and regularly conduct emergency drills.
Chemical Risks	The production process involves dust and hazardous chemicals, and long-term exposure may cause health issues.	Medium	Long-term	Increased medical costs: Health problems in employees may lead to medical treatment, hospitalization and other expenses; Legal actions and compensation: The Company may face workers' compensation and administrative penalty expenses.	Regularly conduct occupational health checks to detect and address health issues in employees; Occupational exposure workshops must be equipped with effective protective facilities and maintained regularly.

Opportunities				
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Reputation Opportunities	By providing comprehensive occupational health management for employees, the Company builds a good image and continuously enhances corporate value.	High	Long-term	Reduce medical compensation costs, mitigate or eliminate litigation risks, and improves employee productivity; Attract talent and investors, enhancing the Company's competitiveness.


Risk and Opportunity Management

The Company has developed the *Safety Risk Grading and Control System* to establish a risk grading and control framework. The Company comprehensively investigates, identifies, and assesses safety risks, implements risk control responsibilities, and takes effective measures to control major safety risks. It also enforces standardized control over the Company's risk points.

Risk Identification	Identify all potential risks across the system and clarify the specific types of risks, such as fire and explosion risks, ensuring that risks are captured comprehensively and accurately.
Risk Assessment	Use a job hazard assessment method to analyze and evaluate identified risks, and employ a quantitative approach to determine the severity and likelihood of occurrence of risks.
Risk Grading	Use scientific and reasonable methods to qualitatively or quantitatively evaluate risks, classify risks into different levels based on evaluation results, and determine the priority order of risk control according to the levels and allocate resources and efforts appropriately; form the <i>Safety Risk Identification and Grading List</i> .
Risk Management and Control	Based on factors such as the level of risk, the resources required for control, control capacity, and the complexity of control measures, determine different control methods for different levels of risks, and ensure effective control and reduction of risks; form the <i>Risk and Opportunity Response Measures Plan</i> .

Safety Production Targets

To fully implement safety production goals, reduce and eliminate safety production accidents, and promote the safe and healthy development of the Company, SuperMix has formulated the *Safety Production Target Management System* and the *Safety Production Target Assurance Measures and Assessment Methods*.

Targets for Safety Production in 2024	Achievement
Zero responsibility accidents with a loss of more than 8 working hours	
Recordable work-related injury rate per 100 employees ≤0.3%	
Zero serious injury or above accidents, zero fire accidents, and minor injury accidents with losses not exceeding 90 days	
Zero major fire accidents	
100% risk identification and graded control rate with zero major risks	
Safety hazard inspection and rectification rate: 100%	
All staff responsibility agreement signing rate: 100%	
Comprehensive safety training and education coverage rate: 100%	
Special operation personnel certificate rate: 100%	
Pre-job and in-service health checkup rate for occupational hazard positions: 100%	
External contractors' safety agreement signing rate and dangerous operation approval rate: 100%	
Emergency drill plan completion rate: 100%	
Special fund usage for safety expenses	

Safety Production Management Measures

Hazard Identification

SuperMix has developed and organized for all employees to sign the *Safety Production Responsibility Agreement*, clarifying the safety responsibilities of all levels of management, functional departments, and employees, and effectively breaking down the Company's safety production main responsibility into each employee, each position, and each process.

The Company conducts regular hazard inspections of equipment and the environment on a monthly basis, documenting issues in a hazard logbook; Meanwhile, it carries out special rectification work to improve safety production capabilities, prevent and curb safety accidents, and perfect related reward and punishment mechanisms.

Key Performance

During the Reporting Period, the Company's hidden danger investigation and rectification rate was**100%**; Organize all employees to sign the *Safety Production Responsibility Agreement*.



Emergency Plans and Drills

The Company has established an *Emergency Rescue System*, set up an emergency rescue team, and regularly conducts emergency rescue drills for production accidents. Through these drills, employees become familiar with the processes and master the necessary skills to ensure a swift and effective response when accidents occur, minimizing damage.

Emergency Rescue Team Physical Training

On April 11, 2024, the emergency rescue team conducted physical training, which included fire hydrant usage drills, physical exercises, and discussions on emergency plan handling. The training aimed to improve the teams execution and collaboration when facing emergency tasks.



Fire Drill

During the Reporting Period, the Company organized fire drills to enhance employee awareness of fire safety and test the Company's firefighting facilities. The drill aimed to increase employee's reaction speed and self-protection abilities in emergencies, while deepening their understanding of how to operate firefighting equipment.



Stakeholder Management

SuperMix has developed a *Stakeholder Management System*, defining the management responsibilities of all parties involved, creating a safe and healthy environment, and reducing safety risks from external collaboration projects. To strengthen construction safety management, the Company has signed a *Construction Safety Agreement* with contractors and issued the *Contractor Entry Safety Notice* to comprehensively ensure the safety of outsourced operations. Additionally, the Company provides safety training and assessments to stakeholders and external personnel to maintain safety and stability at the Company's operational sites.

Chemical Safety

To enhance the management of hazardous chemicals, the Company and its subsidiaries have developed a *Hazardous Materials Safety Management System*, clarifying the requirements for the procurement, acceptance, storage, use, and disposal of hazardous chemicals, and conducting training for employees in related fields to raise awareness and improve their handling skills, ensuring employee safety and minimizing environmental pollution.

Hazardous Chemicals Management Process	
Procurement and Acceptance	<ul style="list-style-type: none">Hazardous chemicals are procured by the Purchasing Department and accepted by the Storage Department. Acceptance must meet the following requirements: Suppliers must have complete qualifications, provide an SDS, display safety warning labels, and ensure packaging is intact and within the validity period. Otherwise, the chemicals will be rejected.
Entry and Exit Inventory Registration	<ul style="list-style-type: none">Warehouse staff must carefully verify the type, specification, and quantity of chemicals and accurately record the receipt and issue in the logbook to ensure consistency between the ledger and physical stock.
Inventory Management	<ul style="list-style-type: none">The Warehouse Department assigns a dedicated warehouse and personnel to manage hazardous chemicals, while the Production Department controls the on-site storage quantity, ensuring it does not exceed 24 hours of usage.The storage area must be dry, clean, well-ventilated, and equipped with fire, explosion, and leakage prevention measures.Flammable and explosive items sensitive to temperature should be kept away from outdoor exposure or high-temperature storage.
Usage	<ul style="list-style-type: none">Hazardous chemicals should be used immediately after being issued, and the quantity stored in the workshop should not exceed 24 hours of usage. If not fully used, the remaining chemicals must be returned to storage.Chemicals in the workshop should be stored separately, clearly marked, away from heat sources, power source, and fire sources, and managed by designated personnel to avoid mixing with other materials.Personnel must wear appropriate protective equipment during handling.
Storage Location Management	<ul style="list-style-type: none">For newly built, renovated, or expanded hazardous chemical storage projects, the Company must assess the safety conditions, commission a professional organization to conduct safety evaluation, and submit it to the safety supervision department for review.The storage area should have clear safety warning signs, explosion-proof electrical equipment, communication alarm devices, and maintain them in usable condition.
Disposal	<ul style="list-style-type: none">The packaging and waste of hazardous chemicals after use must be strictly managed and treated as hazardous waste by a qualified company.It is prohibited to discard them freely or handle them in ways that lack appropriate protective measures.

Digital and Information Management

The Company has introduced the Kunshan Emergency Management Comprehensive Emergency Platform, which monitors safety production status in real-time, responds quickly to emergencies, and effectively integrates resources to enhance emergency command and coordination capabilities. The platform also provides emergency management knowledge and publicity training, helping employees strengthen safety awareness and providing strong technical support for the Company's safety production.



Comprehensive Application Platform for Emergency Management

Occupational Health Management Measures

Measures	Content
Occupational Disease Hazard Factor Detection	During the Reporting Period, SuperMix and its subsidiary Changshu SuperMix actively responded to the national call to strengthen occupational health management in enterprises. They commissioned third parties to conduct comprehensive and systematic testing of various occupational disease hazard factors that may exist in the production process, and the reports were generated.
Health Checkup	The Company adheres to a people-oriented development philosophy, providing comprehensive health protection for employees. During the Reporting Period, the Company achieved a 100% employee health checkup coverage rate.
Occupational Health Checkup	During the Reporting Period, the Company's controlling subsidiary Changshu SuperMix implemented national laws and regulations on occupational disease prevention. Special occupational disease examinations were conducted for employees exposed to harmful tasks, with 29 employees undergoing the examination.
Setting Up Warning Signs and Hazard Notifications	To strengthen safety production management and ensure the safety and standardization of the production environment, the Company developed the <i>Warning Signs and Safety Protection Management System</i> and set up occupational hazard notification boards to ensure employees' right to be informed of potential risks in their positions.
Personal Protective Equipment Management	To enhance the safety management of personal protective equipment, the Company developed the <i>Personal Protective Equipment Management System</i> , ensuring the proper distribution and wearing of personal protective equipment to prevent occupational diseases.



Occupational Hazard Notification Board



LAP THINH Health Examination Site



Free TraditionalChinese Medicine Consultation

Safety Education and Training

To enhance employee safety awareness and skills, the Company developed the *Publicity Education and Training System*, which manages employee safety qualification, safety training, and safety activities.

During the Reporting Period, the Company and its subsidiaries actively organized various safety production professional training activities, widely spreading safety production knowledge to ensure the standardization and safety of production processes, laying a solid safety foundation for the Company's steady development.

Safety Production Month Activities

During the Reporting Period, SuperMix and its subsidiary Changshu SuperMix held safety education activities with the theme "Universal Safety Accountability & Emergency Response Literacy - Optimized Life Preservation Corridors", focusing on hazard governance and accident prevention. Through publicity and education, the safety-first mindset was established. The activities were divided into four stages: Warning Education Week, Hidden Danger Investigation Week, Safety Culture Week, Results Summary and Publicity Week. The activities enhanced self-prevention awareness and cultivated employees' self-protection abilities.



GuangDe SuperMix Safety Knowledge Training



GuangDe SuperMix Safety Knowledge Training after the Spring Festival

Social Contribution

On September 5, 2024, the 9th "Charity Day of China," the Company's controlling subsidiary Changshu SuperMix participated in the "Under the Same Blue Sky: A Charity Day of Giving" event, raising CNY 5,788.23 for disabled children, showcasing the Company's deep compassion and strong sense of social responsibility.



LAP THINH Safety and First Aid Training



LAP THINH Firefighting Competition



LAP THINH Fire Safety Training



"Under the Same Blue Sky: A Charity Day of Giving" Event

Appendix

Key Performance Form

Consolidated data of the Company

Topic	Management Indicator	Unit	2024
Corporate Governance Dimension			
Operational Performance	Operating revenue	CNY	648,832,006.79
	Net profit	CNY	51, 500, 162.14
	Total tax	CNY	12,567,834.10
Governance Structure and Management of Remuneration for Directors, Supervisors, and Officers	General Meeting of Shareholders		
	Number of General Meetings of Shareholders convened	Time	4
	Number of proposals approved	Item	32
	Board of Directors		
	Number of members of Board of Directors	Person	8
	Number of meetings of Board of Directors convened	Time	7
	Number of proposals approved	Item	38
	Board of Supervisors		
	Number of meetings of Board of Supervisors convened	Time	6
	Number of proposals approved	Item	21
	Compensation for directors, supervisors, and officers (including current and former)	CNY 10,000	404. 09
Investor Relations Management and Shareholders' Rights and Interests	Number of investor site visits received	Time	1
	Total participant count in investor site visits	Person-time	8
	Number of investor questions answered	Time	33

Topic	Management Indicator	Unit	2024
Investor Relations Management and Shareholders' Rights and Interests	Investor question response rate	%	100
	Number of periodic reports disclosed externally	Copy	4
	Number of interim announcements disclosed externally	Copy	91
	Number of penalties for information disclosure violations	Time	0
	Cash dividend per ten shares	CNY	1
	Total cash dividend (including taxes)	CNY 10,000	583.50
	Ratio of total cash dividend to net profit attributable to shareholders of the listed company in the consolidated financial statements	%	17.25
Compliance Management	Number of legal training sessions conducted	Time	11
	Total hours of legal training sessions conducted	Hour	11
	Number of participants in legal training	Person	175
Risk Management and Internal Control	Number of internal risk control training sessions	Time	4
	Total participant count in internal risk control training sessions	Time	44
	Total hours of internal risk control training sessions	Hour	110.5
Business Conduct	Anti-commercial Bribery and Anti-corruption		
	Number of directors participating in anti-commercial bribery and anti-corruption training	Person	8
	Percentage of directors participating in anti-commercial bribery and anti-corruption training	%	100
	Total hours of anti-commercial bribery and anti-corruption training provided to directors	Hour	16
	Average hours of anti-commercial bribery and anti-corruption training per director	Hour/Person	2
	Number of management personnel participating in anti-commercial bribery and anti-corruption training	Person	51
	Percentage of management personnel participating in anti-commercial bribery and anti-corruption training	%	100
	Total hours of anti-commercial bribery and anti-corruption training provided to management personnel	Hour	102

Topic	Management Indicator	Unit	2024
Business Conduct	Average hours of anti-commercial bribery and anti-corruption training per management personnel	Hour/Person	2
	Number of employees participating in anti-commercial bribery and anti-corruption training	Person	213
	Percentage of employees participating in anti-commercial bribery and anti-corruption training	%	100
	Total hours of anti-commercial bribery and anti-corruption training provided to employees	Hour	426
	Average hours of anti-commercial bribery and anti-corruption training per employee	Hour/Person	2
	Signing rate of business ethics & integrity compliance pledge	%	100
	Number of anti-corruption and anti-bribery reports	Time	0
	Anti-Monopoly and Fair Competition		
	Number of anti-monopoly and fair competition training activities	Time	4
	Number of participants in anti-monopoly and fair competition training	Person	56
	Total hours of anti-monopoly and fair competition training	Hour	112
	Amount involved in litigation or major administrative penalties due to unfair competition by the Company	CNY	0
	Human Resources Dimension		
Employee Recruitment and Employment	Labor contract signing rate	%	100
	Total number of employees	Person	1,163
	Number of employees of minority nationalities	Person	11
	Percentage of employees of minority nationalities	%	0.95
	Number of foreign employees	Person	670
	Percentage of foreign employees	%	57.61
	Number of Employees (by Gender)		
	Female	Person	451

Topic	Management Indicator	Unit	2024
Employee Recruitment and Employment	Male	Person	712
	Number of Employees (by Age)		
	30 years old and below	Person	430
	31-50 years old	Person	638
	50 years old or above	Person	95
	Number of new employees ⁴	Person	819
	Number of New Employees (by Gender)		
	Female	Person	310
	Male	Person	509
	Number of New Employees (by Age)		
	Under 30 (exclusive) years old	Person	361
	30 (inclusive) to 40 (exclusive) years old	Person	285
	40 (inclusive) to 50 (exclusive) years old	Person	139
	50 years old or above	Person	34
Protection of Rights and Interests of Female Employees	Proportion of female managers	%	22.22
	Number of employees on maternity leave	Person	31
	Return rate from maternity leave	%	77.42
	Number of employees on parental leave	Person	2
	Return rate from parental leave	%	100
Benefits and Compensation	Social insurance coverage rate	%	100
	Percentage of employees receiving regular performance and career development assessments	%	97.08
Employee Democratic Management	Number of projects approved by the Employees' Congress	Item	17

⁴The number of new employees includes the total number of employees at LAP THINH (the data of LAP THINH, a newly consolidated controlling subsidiary of the Company, during the Reporting Period).

Topic	Management Indicator	Unit	2024
Employee Democratic Management	Number of projects approved by the Labor Union	Item	7
	Proportion of Labor Union members to in-service employees	%	78.33
Employee Turnover	Number of employees departed	Person	635
	Total employee turnover rate	%	35.32
Employee Development	Number of employees having successfully transitioned or applied internally	Person	24
	Proportion of internal transfers or applications by employees	%	2.06
R&D Team	Total number of R&D team members	Person	69
	Percentage of R&D personnel in total employees	%	5.93
	By Academic Qualification		
	Below Bachelor's degree	Person	61
	Bachelor's degree	Person	8
	By Gender		
	Male	Person	46
	Female	Person	23

Domestic consolidated data of the Company

Topic	Management Indicator	Unit	2024
Human Resources Dimension			
Employee Satisfaction	Number of labor dispute cases	Case	1
	Number of employee complaints received	Case	0
	Employee satisfaction	%	96.47
	Employee participation rate in satisfaction surveys	%	95.51
Benefits and Compensation	Average paid annual leave days (standard annual leave)	Day	7.04
Employee Training	Employee training investment	CNY 10,000	65.77
	Number of training sessions	Time	223
	Total number of employees trained	Person	748
	Total participant count in training sessions	Person-time	8,181
	Employee training coverage rate	%	100
	Total training hours	Hour	9,741.50
	Average training hours per employee per year	Hour/Person	13.02
Safety Production	Number of safety production accidents	Case	6
	Number of deaths due to work-related incidents	Person	0
	Total number of work-related injuries	Person	6
	Number of workdays lost due to work-related injuries	Workday	528
	Hazard investigation and rectification rate	%	100
	Number of safety emergency drills	Session	33
	Investment in safety production	CNY 10,000	61.14
Safety Education and Training	Total investment in safety training	CNY 10,000	4.08
	Number of safety training sessions	Session	87

Topic	Management Indicator	Unit	2024
Safety Education and Training	Total participant count in safety training	Person-time	6,096
	Total hours of safety training	Hour	67,762
	Average safety training hours per employee	Hour/Person	137.45
	Employee coverage rate in safety training	%	99+
Occupational Health	Percentage of special operators licensed	%	100
	Investment in work-related injury insurance	CNY	235,666.21
	Coverage rate of work-related injury insurance for employees	%	100
	Investment in safety production liability insurance	CNY 10,000	7.09
	Coverage rate of physical examinations for employees	%	100
	Detection rate of occupational disease hazards	%	100
	Pass rate of occupational disease hazard detection	%	100
	Number of new cases of new occupational diseases	Case	0
Social Contribution	Charitable contributions	CNY 10,000	0.58
Environmental Protection Dimension			
Response to Climate Change ⁵	Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)	tCO2e	30,544.96
	Direct greenhouse gas emissions (Scope 1)	tCO2e	126.66
	Indirect greenhouse gas emissions (Scope 2)	tCO2e	1,267.59
	Other indirect greenhouse gas emissions (Scope 3)	tCO2e	29,150.71
Wastewater Emissions	Quantity of industrial wastewater generated	Ton	1,608.84
	Industrial wastewater recycling rate	%	100
Waste Gas Emissions	Total waste gas emissions	Ton	0.696
	Including: Volatile Organic Compounds (VOC)	Ton	0.285

⁵This section only includes data from SuperMix (Kunshan).

Topic	Management Indicator	Unit	2024
Waste Disposal	Quantity of general waste generated	Ton	4,609.21
	Quantity of general waste disposed of	Ton	4,609.21
	Quantity of hazardous waste generated	Ton	86.976
	Quantity of hazardous waste disposed of	Ton	86.976
	Waste disposal compliance rate	%	100
Water Resource Utilization	Total water consumption	Ton	30,256
	Total freshwater consumption	Ton	28,705
	Including: Quantity of municipal water purchased	Ton	28,705
	Total water recycling and reuse	Ton	1,551
Energy Utilization	Total energy consumption	tce	2,992.59
	Natural gas	10,000 Cubic Meter	58.16
	Gasoline	Liter	51,533.19
	Diesel	Liter	30,383.08
	Total purchased electricity	10,000 kWh	530.32
	Total purchased heat	GJ	41,277.36
	Photovoltaic energy consumption	kWh	548,540
Environmental Compliance Management	Total investment in environmental protection	CNY 10,000	54.73
	Number of significant administrative penalties imposed by department of ecology and environment and other relevant departments due to environmental incidents	Case	0
	Number of environmental protection training sessions	Time	13
	Total participant count in environmental protection training	Person-time	2,017
	Total hours of environmental protection training	Hour	12,151

Topic	Management Indicator	Unit	2024
Industry Value Dimension			
Innovation-Driven	R&D investment	CNY 10,000	1,829.25
	Proportion of R&D investment to main business income	%	2.82
Innovation Achievements	Total number of authorized patents	Item	32
	Including: Cumulative number of authorized invention patents	Item	2
	Cumulative number of authorized utility model patents	Item	30
	Total number of software copyrights	Item	4
	Total number of trademarks	Item	19
Data Security and Customer Privacy Protection	Number of data security/privacy protection-related training sessions	Time	3
	Total duration of data security/privacy protection-related training	Hour	26
Product Quality and Safety	Product pass rate	%	SuperMix (KunShan): 99.58 GuangDe SuperMix: 99.21 Changshu SuperMix: 98.22
	Number of annual internal quality audits	Time	3
	Number of third-party inspections	Time	3
	Number of product recalls	Case	0
	Amount involved in major safety and quality incidents related to products or services	CNY	0
Quality Training	Number of quality training sessions	Time	53
	Total participant count in quality training	Person-time	230
	Total hours of quality training	Hour	174
Customer Service	Number of customer complaints	Time	746
	Number of complaints resolved	Time	746

Topic	Management Indicator	Unit	2024
Customer Service	Number of customers participating in surveys	Person	SuperMix (KunShan): 132 GuangDe SuperMix: 71 Changshu SuperMix: 14
	Customer survey participation rate	%	SuperMix (KunShan): 73.48 GuangDe SuperMix: 93 Changshu SuperMix: 92.86
	Number of valid customer satisfaction questionnaires distributed	Copy	SuperMix (KunShan): 97 GuangDe SuperMix: 67 Changshu SuperMix: 13
	Customer satisfaction	Score	SuperMix (KunShan): 96.74 GuangDe SuperMix: 97.16 Changshu SuperMix: 95.33
Customer Service Training and Assessment	Total participant count in customer service training	Person-time	174
	Number of customer service training sessions	Time	15
	Total hours of customer service training	Hour	741
Supply Chain Safety	Total number of suppliers	Unit	131
	Number of suppliers with quality management system certification	Unit	32
	Number of suppliers with environmental management system certification	Unit	30
	Number of suppliers with occupational health and safety management system certification	Unit	20
	Number of suppliers whose cooperation was terminated due to non-compliance	Unit	0
	Number of potential suppliers rejected due to non-compliance	Unit	0
	Supplier integrity agreement signing rate	%	96.18
	Ratio of local procurement to total procurement	%	SuperMix (KunShan): 82.41 GuangDe SuperMix: 37.46 Changshu SuperMix: 81
	Number of events with significant risks and impacts in the supply chain links	Case	0

Data of LAP THINH

Topic	Management Indicator	Unit	2024
Environmental Protection Dimension			
Waste Gas Emissions	Wastewater discharges	Ton	13
Water Resource Utilization	Total water consumption	Ton	44
	Total freshwater consumption	Ton	44
	Including: Quantity of municipal water purchased	Ton	44
Energy Utilization	Total energy consumption	tce	801.41
	Gasoline	Liter	14,998
	Diesel	Liter	79,604
	Total purchased electricity	kWh	5,612,057
Environmental Compliance Management	Total investment in environmental protection	VND	2,733,471,436
	Number of significant administrative penalties imposed by department of ecology and environment and other relevant departments due to environmental incidents	Case	0
	Number of environmental protection training sessions	Time	1
	Total participant count in environmental protection training	Person-time	569
	Total hours of environmental protection training	Hour	1,138
Waste Gas Emissions	Total waste gas emissions	Ton	7.46
	Including: Volatile Organic Compounds (VOC)	Ton	0.876
Waste Disposal	Quantity of general waste generated	Ton	7,091
	Quantity of general waste disposed of	Ton	7,091
	Quantity of hazardous waste generated	Ton	242.61
	Quantity of hazardous waste disposed of	Ton	242.61
	Waste disposal compliance rate	%	100

Topic	Management Indicator	Unit	2024
Waste Disposal	Types of Hazardous Waste		
	Waste oil (HW08 category)	Ton	2.88
	Waste paint cans (HW49 category)	Ton	0.432
	Types of Non-hazardous Waste		
	Household waste	Ton	368
Human Resources Dimension			
Employee Recruitment and Employment	Labor contract signing rate	%	100
	Total number of employees	Person	670
	Number of Employees (by Gender)		
	Female	Person	261
	Male	Person	409
	Number of Employees (by Age)		
	30 years old and below	Person	353
	31-50 years old	Person	304
	50 years old or above	Person	13
	Number of new employees	Person	462
	Number of New Employees (by Gender)		
	Female	Person	145
	Male	Person	317
	Number of New Employees (by Age)		
	Under 30 (exclusive) years old	Person	285
	30 (inclusive) to 40 (exclusive) years old	Person	141

Topic	Management Indicator	Unit	2024
Employee Recruitment and Employment	40 (inclusive) to 50 (exclusive) years old	Person	36
Protection of Rights and Interests of Female Employees	Proportion of female managers	%	20
	Number of employees on maternity leave	Person	29
	Return rate from maternity leave	%	80
Benefits and Compensation	Social insurance coverage rate	%	100
Employee Democratic Management	Number of projects approved by the Employees' Congress	Item	3
	Number of projects approved by the Labor Union	Item	3
	Proportion of Labor Union members to in-service employees	%	100
Employee Satisfaction	Number of labor dispute cases	Case	0
	Number of employee complaints received	Case	0
	Employee satisfaction	%	92.7
	Employee participation rate in satisfaction surveys	%	77.27
	Number of employees departed	Person	380
	Total employee turnover rate	%	36.19
	Number of Employees Departed (by Gender)		
	Female	Person	123
	Male	Person	257
Employee Training	Employee training investment	VND	26,900,000
	Number of training sessions	Time	21
	Total number of employees trained	Person-time	10,516
	Employee training coverage rate	%	100
	Total training hours	Hour	841,280

Topic	Management Indicator	Unit	2024
Employee Training	Average training hours per employee per year	Hour/Person	80
Safety Production	Number of safety production accidents	Case	0
	Number of deaths due to work-related incidents	Person	0
	Total number of work-related injuries	Person	0
	Hazard investigation and rectification rate	%	100
	Number of safety emergency drills	Session	1
	Investment in safety production	VND	109,325,400
Safety Education and Training	Total investment in safety training	Million VND	6
	Number of safety training sessions	Session	13
	Total participant count in safety training	Person-time	1,047
	Total hours of safety training	Hour	2,094
	Average safety training hours per employee	Hour/Person	2.29
	Employee coverage rate in safety training	%	99
Occupational Health	Percentage of special operators licensed	%	100
	Investment in safety production liability insurance	VND	1,216,530,000
	Coverage rate of physical examinations for employees	%	100
	Detection rate of occupational disease hazards (for specific positions)	%	100
	Detection rate of occupational disease hazards	%	100
	Pass rate of occupational disease hazard detection	%	100
	Number of new cases of new occupational diseases	Case	0
Industry Value Dimension			
Data Security and Customer Privacy Protection	Number of data security/privacy protection-related training sessions	Time	7

Topic	Management Indicator	Unit	2024
Data Security and Customer Privacy Protection	Total duration of data security/privacy protection-related training	Hour	5,880
Product Quality and Safety	Product pass rate	%	99.06
	Number of annual internal quality audits	Time	1
	Number of product recalls	Case	0
	Amount involved in major safety and quality incidents related to products or services	VND	0
Quality Training	Number of quality training sessions	Time	16
	Total participant count in quality training	Person-time	320
	Total hours of quality training	Hour	5,120
Customer Service	Number of customer complaints	Batch	515
	Number of complaints resolved	Batch	515
	Number of customers participating in surveys	Person	57
	Customer survey participation rate	%	82.46
	Number of valid customer satisfaction questionnaires distributed	Copy	47
	Customer satisfaction	Score	95.17
Supply Chain Safety	Total number of suppliers	Unit	32
	Number of suppliers whose cooperation was terminated due to non-compliance	Unit	0
	Number of potential suppliers rejected due to non-compliance	Unit	0

Indexes

Chapters		Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)	China Corporate Sustainable Development Report Guide CASS-ESG 6.0	GRI Sustainability Reporting Standards
About the Report		Article 4/Article 6	P1.1/P1.2	2-2/2-3/2-4
Message FromChairman		/	P2.1	/
Sustainable Development Highlights in 2024		/	A2	201-1
About SuperMix		/	P3.1/P3.2/P3.3/P3.4	2-1/2-6/2-9
Sustainable Development Management	Sustainable Development Strategy	Article 51	G1.1.7/G1.1.11	2-22
	Sustainable Development System	Article 18/Article 51	G1.1.1/G1.1.2/G1.1.3/G1.1.4/G1.1.5/G1.1.6	2-9/2-14
	Communications with Stakeholders	Article 9/Article 53	G1.3.1/G1.3.2	2-16/2-29
	Materiality Assessment	Article 5	G1.1.9	3-1/3-2/3-3
GOVERNANCE	Corporate Governance	/	/	2-9/2-10/2-11/2-12/2-18/2-27/405-1
	Compliance Governance	/	/	2-27/207-1/207-2
	Rights and Interests of Investors	/	G1.3.1/G1.3.2	2-26/2-27/2-29
	Business Ethics	Article 54/Article 55/Article 56	G2.1.1/G2.1.2/G2.1.3/G2.1.5/G2.1.6/G2.1.7/G2.2.1/G2.2.2	2-27/205-2/205-3/206-1
ENVIRONMENTAL	Response to Climate Change	Article 21/Article 22/Article 23/Article 24/Article 25/Article 26/Article 27/Article 28	E1.1.1/E1.1.2/E1.1.3/E1.1.4/E1.1.6/E1.1.7/E1.1.8/E1.1.9/E1.1.12/E1.1.14/E1.1.15/E1.1.16	201-2/305-1/305-2/305-4
	Environmental Management	Article 29/Article 30/Article 31/Article 33	E2.1.1/E1.1.2/E2.1.5/E2.1.6/E2.1.7/E2.1.8/E2.1.9/E2.2.1/E2.2.3/E2.2.5/E2.2.6/E2.4.1/E2.4.2/E2.4.3	2-27/303-2/303-4/305-7/306-1/306-2/306-3/306-4/306-5
	Resource Management	Article 20/Article 34/Article 35/Article 36/Article 37	E3.1.1/E3.1.2/E3.1.4/E3.1.5/E3.2.1/E3.2.3/E3.2.4/E3.3.2/E3.3.3/E3.3.4/E3.3.5	301-3/302-1/302-3/302-4/303-1/303-2/303-3/303-4/303-5
	Biodiversity Conservation	Article 32	E2.3.2/E2.3.3	101-2/101-4

Chapters		Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)	China Corporate Sustainable Development Report Guide CASS-ESG 6.0	GRI Sustainability Reporting Standards
SOCIAL	Innovation-driven	Article 42	S2.1.2/S2.1.3/S2.1.4/S2.1.5/S2.1.8/S2.1.9/S2.1.10/S2.1.11/S2.1.12/S2.1.13	203-1
	Quality and Service	Article 44/Article 47	S3.3.1/S3.3.2/S3.3.4/S3.3.5/S3.3.6	416-1/416-2/417-1/417-3
	Supplier Management	Article 44/Article 45	S3.1.1/S3.1.2/S3.1.3/S3.1.4	204-1/308-1/308-2/414-1
	Data Security and Privacy Protection	Article 48	S3.4.1/S3.4.2/S3.4.3	418-1
	Labor and Human Rights	Article 49/Article 50	S4.1.1/S4.1.3/S4.1.4/S4.1.5/S4.1.6/S4.1.7/S4.1.8/S4.1.9/S4.1.11/S4.1.12	2-7/2-8/2-19/2-20/201-3/401-1/401-2/401-3/405-1/405-2/406-1/407-1/408-1/409-1
	Employee Training and Development	Article 50	S4.3.1/S4.3.2/S4.3.3/S4.3.4/S4.3.5/S4.3.6	404-1/404-2/404-3
	Occupational Health and Safety	Article 50	S4.2.1/S4.2.2/S4.2.3/S4.2.4/S4.2.5/S4.2.6	403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/403-10
	Social Contribution	Article 38/Article 40	S1.2.1/S1.2.2	413-1/415-1
Appendix	Key Performance Form	/	A2	/
	Indexes	Article 57	A3	/
	FeedbackForm	Article 9	A6	/

Feedback Form

Thank you for reading the *SuperMix 2024 Sustainability Report*. To improve SuperMix's performance in environment, society, and governance, further enhance its sustainable development capabilities and levels, and strengthen communication with all sectors of society, we sincerely hope that you will provide valuable feedback and suggestions on our work and report amidst your busy schedule.

Your Information

Name: _____ Tel.: _____
Unit: _____ Email: _____

Multiple Choice (Please check✓ in the appropriate box)

- 1.Your overall assessment of SuperMix's 2024 Sustainability Report:
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
- 2.How do you think SuperMix has performed in terms of customer service?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
- 3.How do you think SuperMix has performed in terms of technological innovation?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
- 4.How do you think SuperMix has performed in terms of corporate governance?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
- 5.How do you think SuperMix has performed in terms of team building?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
- 6.How do you think SuperMix has performed in terms of social welfare?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
- 7.How do you think SuperMix has performed in terms of sustainable supply chains?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
- 8.Do you have any comments on SuperMix's performance in sustainable development?
