LUSTER 凌云光

Stock Code: 688400

2024

Environmental, Social, and Governance (ESG) Report



LUSTER 凌云光

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About This Report

This report outlines the sustainability philosophy of LUSTER LightTech Co., Ltd. (hereinafter referred to as "LUSTER," "the Company," or "we") and its subsidiaries, detailing our work plans and progress in 2024 across the dimensions of social responsibility, governance, and environmental stewardship.



Scope of the Report

This report encompasses LUSTER and its subsidiaries. Financial data presented herein aligns with the consolidated financial statements for 2024, consistent with the 2024 Annual Report. The temporal scope of the report spans from January 1, 2024, to December 31, 2024, in alignment with the disclosure period of the 2024 Annual Report.



Basis for Compilation

This report is prepared in accordance with the Guidelines No. 14 of the Shanghai Stock Exchange on Self-Regulation for Listed Companies — Sustainability Report (Trial), as well as Chapter 5 on Environmental and Social Responsibility in the China Securities Regulatory Commission's Guidelines on the Content and Format of Information Disclosure for Companies Issuing Securities Publicly No. 2 — Content and Format of Annual Reports (2021 Revision). It also draws on the GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Sustainability Standards Board (GSSB) and the United Nations Sustainable Development Goals (SDGs) Business Action Guidelines.



∏ Data Description

The information and data used in this report are derived from original records, statistical reports, and financial statements generated from the Company's actual operations. All financial figures are uniformly presented in Chinese Yuan (RMB).



Statement of Reliability

The Board of Directors of LUSTER assumes responsibility for the authenticity, accuracy, and completeness of the report's content. This report contains no false records, misleading statements, or material omissions.



Approval Process

This report was reviewed and approved by the Board of Directors on April 25, 2025.



Report Publication

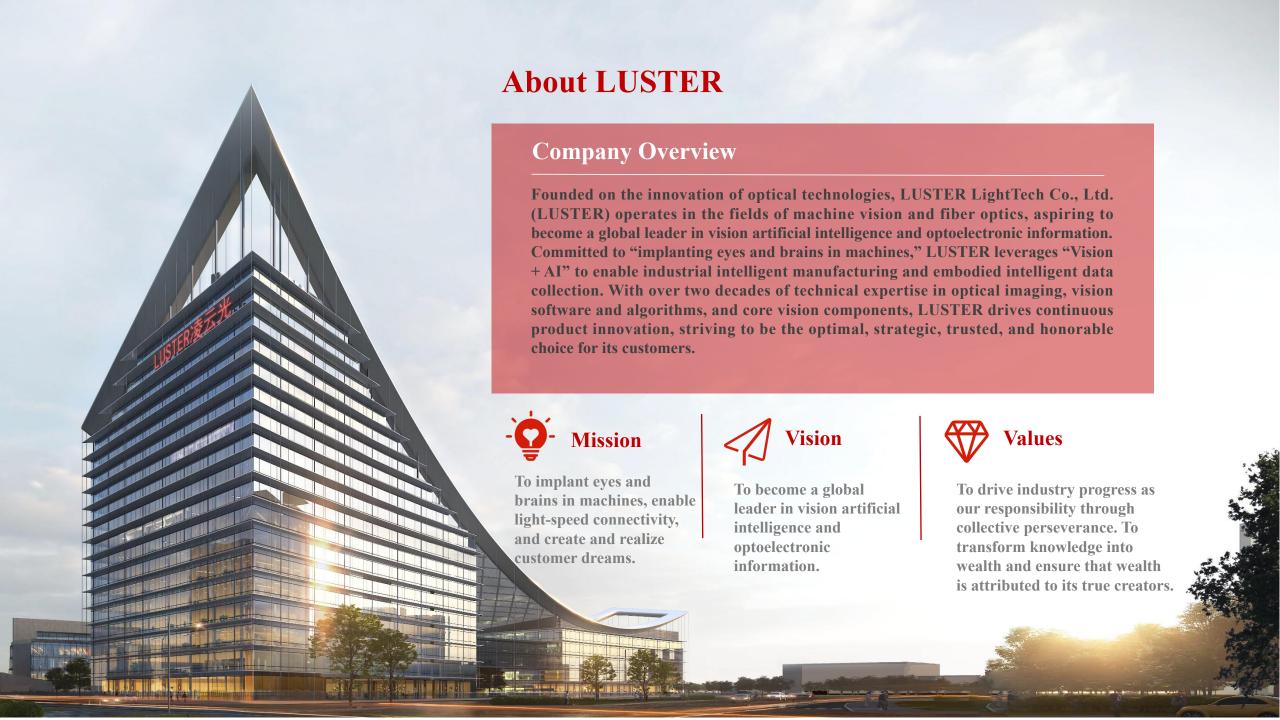
LUSTER's ESG Report is released concurrently with the Annual Report. It is available in simplified Chinese and English electronic versions on the Company's official website, as well as on the Shanghai Stock Exchange website (www.sse.com.cn).

2024 ESG Statement

LUSTER LightTech Co., Ltd. (LUSTER), leveraging thirty years of expertise in vision technology and AI algorithms, centers its efforts on "Vision + AI" to empower two key domains: industrial intelligent manufacturing and smart content creation. In industrial intelligent manufacturing, LUSTER delivers highly integrated, high-precision industrial robots and machine vision products that tackle complex challenges, achieving notable success in quality management. For instance, our Automation 3.0 platform achieves a 99.9% success rate in robotic arm fastening, enhancing production efficiency and quality stability, thereby enabling enterprises to reduce costs and boost productivity. In the realm of smart content creation, LUSTER's wholly-owned subsidiary, Yuanke Vision, harnesses optical motion capture, light field modeling, and virtual-real fusion technologies to provide innovative solutions for industries such as film, scientific research, and e-commerce. In 2024, Yuanke Vision integrated AR and motion capture technologies in the Spring Festival Gala program Poetry of Rivers and Mountains: Chang'an, promoting the innovative dissemination of traditional culture. It also supported motion training for humanoid robots and launched an AI-powered e-commerce platform based on domestic large-scale models, enhancing interactivity in live-streaming e-commerce. Through these innovative practices, LUSTER drives technological advancements, fostering efficient, intelligent, and culturally enriched modes of production and living, embodying our mission of "technology for good."

LUSTER is committed to fostering sustainable relationships with customers by establishing a comprehensive quality management system, delivering superior products from demand analysis to after-sales service. Through diverse communication channels and rapid feedback mechanisms, we strive to be a trusted strategic partner for our customers. In supply chain management, we implement closed-loop oversight to ensure the security and reliability of core components, build a green supply chain, and eliminate unethical practices. For employee development, we uphold a "gain-sharing" system, offering tailored training programs and fostering a positive, healthy work environment to support employees' physical and mental well-being and career growth.

LUSTER actively embraces sustainability principles and fulfills its ESG responsibilities. In addressing climate change, we optimize our energy structure, reduce carbon emissions, and develop contingency plans for extreme weather events. In environmental management, we strictly comply with regulations, establish emissions control systems, and achieved a 19% year-on-year reduction in waste generation. The Taihu Industrial Base project adheres to green ecological principles, with an anticipated green coverage rate of 12.63%, per capita green space of 2.12 square meters, and an energy efficiency level of 72%, aiming to meet the Two-Star Green Building Standard. LUSTER has obtained ISO 14001:2015 certification, established a system for identifying and addressing environmental safety risks, and conducts regular inspections, assessments, and emergency drills to ensure environmental safety. Through a series of innovative measures and sustainable development strategies, LUSTER has not only achieved breakthroughs at the technological forefront but also set an industry benchmark in social responsibility and environmental stewardship. We demonstrate the responsibility and vision of a technology enterprise, contributing significantly to the high-quality development of society.



Core Business



LUSTER LightTech Co., Ltd. (LUSTER) has dedicated over twenty years to advancing industrial vision, positioning itself as a premier provider of configurable vision systems, intelligent vision equipment, and core vision components. Serving a wide array of industries within the realm of industrial intelligence, we offer diverse products and solutions tailored for smart manufacturing and quality inspection. Through relentless innovation, LUSTER empowers the transformation and evolution of industrial intelligent manufacturing.



Harnessing breakthroughs in computational imaging and artificial intelligence, LUSTER leads the charge into the era of virtual reality and Web 3.0. We have independently developed an array of sophisticated products and solutions—including light field modeling, holographic production, motion capture, and virtual filming—for applications such as digital avatars and VR immersive media. By seamlessly integrating digital humans, objects, environments, and contexts, LUSTER stands as a frontrunner in China's metaverse ecosystem, delivering cutting-edge tools and platforms for digital content creation.



Anchored in the five key domains of fiber optic technology—scientific communication, telecommunications, data communication, fiber lasers, and fiber sensing—LUSTER leverages world-class technical expertise to provide high-end optoelectronic components, advanced equipment, and precision instrumentation. Our commitment to developing industry-leading solutions drives innovation, meets the evolving needs of domestic clients, and elevates the technological and industrial landscape of China's optical technology sector.





CVPR 2023 Champion of the Industrial Quality Inspection Challenge





ECCV 2024 Champion of the Single-Instance Industrial Defect Segmentation Challenge



The State Scientific and Technological Progress Award (Second Prize)



The State Technological Invention Award (First Prize)



The State Scientific and Technological Progress Award (Second Prize)



Designation as a "Little Giant" Enterprise with Specialization, Refinement, and Innovation



Postdoctoral Research Workstation

Knowledge and Reasons are Our Introduction ESG Management Social Arms to Embrace the World!

Achieved successful on-site application of the Joined the supplier list Received investment Acquired JAI, Listed on the A-**Company Development History** TFT2100 LCD lighting product at Sharp a premium of top-tier international from supply chain share market. Corporation in Japan, replacing manual consumer electronics partners such as overseas inspection on a large scale. clients, offering Foxconn, Xiaomi, Formally camera brand configurable vision entered and BOE to jointly Invested in Changguang Chenxin, a systems for assembly advance industrial company specializing in CMOS Successfully developed automotiv processes. artificial intelligence. electronic label inspection industry. machines, entering the 2024 Secured a global tender printing and labeling sector. Invested Launched the from Apple. Developed the in Zhipu T101 IMAC touchpad VisionWARE algorithm Invested in Hunan Huazhang. vibration online platform, applied in 2023 Launched the VisionGLUE Changbudao, a consumer electronics. measurement system, company focused integrated glue inspection Inception intelligent transportation. initiating vision system on optical lenses. 2022 vision system. and other fields. supply for Apple. Secured the top award in Introduced Visionthe ECCV industrial Entered the LASER, a 2021 Developed color competition, the highest lithium battery professional-grade accolade in international detection and sorting Began serving the product for the laser market. 2020 machine vision, leveraging solutions using CCD display panel processing industry, providing deep learning algorithms. prism spectroscopy for industry widely adopted in vision 2019 industries such as tobacco solutions for laser marking and cotton, marking leading clients. applications. 2017 entry into the machine vision sector. 20151 Released the FZMotion optical motion capture 2014 Validated lithium battery square/cylindrical cell 2013 Establishment of 2012 appearance inspection equipment through client LUSTER 2010 2011 2007 2008 2009 Introduced over 20 new products, including mobile 1999 2000 2002 2003 2004 2005 2006 Led the "Micron-Level Highmodule appearance inspection, MiniLED full-line Speed Vision Quality Inspection inspection, and box-gluing quality inspection equipment. Development and Application" Validated lithium battery electrode inspection systems Built the EMVA1288 testing major instrument project. through client testing. platform, enabling quantitative officially approved by the testing of chip and camera Ministry of Science and Launched an end-to-end intelligent inspection solution for high-end Released the RMB optoelectronic performance Technology. flexible OLED screens, participating in a major project under the Partnered with gravure online parameters. National Development and Reform Commission. Shanghai Mint to inspection system, Collaborated with Tsinghua University on Validated lithium battery separator inspection systems through client develop the "RMB earning the Second Successfully developed LCD "3D Video Reconstruction and Display Large-Sheet Prize for Scientific inspection equipment, rolled out on a Technology and Devices," winning the Launched the Received the National Science and Technology Progress Second Prize. Gravure Online and Technological National Invention First Prize. large scale. color RMB large-Quality Inspection Progress from the System," initiating sheet quality People's Bank of Commenced independent machine vision inspection system. Released VisionALN, a professional-grade Advanced the GMQM intelligent factory solution from system China. development of the VisionWARE R&D. certified as product for platform alignment and robotic development to practical application. reaching an core algorithm platform for machine assembly industries. Released the PrintMan series, a new solution for single-sheet color box internationally packaging and printing quality inspection. advanced level.

Environmental

Governance

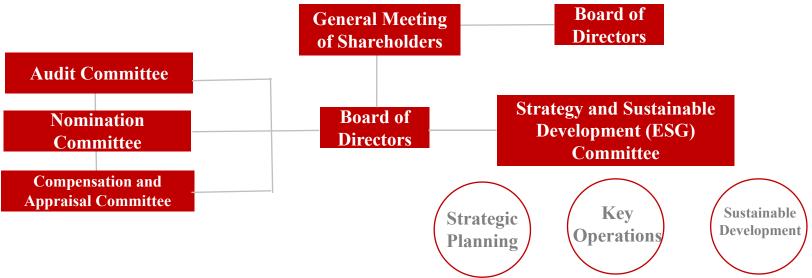
ESG Development Framework

Since its inception, LUSTER has been steadfastly committed to advancing industry development, empowering industrial intelligent manufacturing, and fostering cultural smart content creation. By integrating "AI + Vision" capabilities, we have applied our expertise across multiple industries—including consumer electronics, new energy, printing and packaging, advanced displays, and automotive—as well as in diverse cultural content creation scenarios such as cultural media, film and animation, and experimental research and education. This approach aligns our business growth with social responsibility and green development.

To enhance our governance of sustainable development, LUSTER established the Strategy and Sustainable Development (ESG) Committee in 2025. Operating under the unified oversight of the General Meeting of Shareholders and the Board of Directors, this committee forms a three-tier management structure—decision-making, planning, and execution—to provide cohesive leadership and direction for sustainability-related matters.

Primary Responsibilities of the Strategy and Sustainable Development (ESG) Committee:

- > Research and formulate the company's long-term strategic development plans;
- > Review and provide recommendations on major investment and financing proposals requiring Board approval as stipulated in the Articles of Association;
- > Assess and advise on significant capital operations and asset management projects mandated for Board approval under the Articles of Association;
- ➤ Identify and evaluate major ESG risks and opportunities encompassing environmental, social, and governance factors, and contribute to the formulation of the company's ESG strategies, including strategic planning, target setting, policy development, implementation management, and risk assessment;
- ➤ Oversee the company's ESG initiatives, provide recommendations, review the ESG report, offer suggestions, execute other duties as authorized by the Board, and monitor the progress of ESG-related matters.



Stakeholder Communication

To understand the priorities and expectations of stakeholders regarding LUSTER's sustainable development, we engage with key stakeholders through appropriate communication channels, conducting dialogues and assessments that serve as critical references for advancing our sustainability efforts. In this report, we have identified six stakeholder groups with significant influence and close ties to the company. Moving forward, LUSTER will continue to broaden communication channels with these key stakeholders while actively identifying and engaging additional relevant parties to strengthen our capacity to manage sustainable development effectively.



Identification of Material Issues

Process for Identifying Material Issues

Assessment of Corporate Sustainability **Context**

LUSTER conducts a preliminary evaluation of the domestic and international sustainability landscape in which the company operates. This assessment is guided by the Guidelines No. 14 of the Shanghai Stock Exchange on Self-Regulation for Listed Companies — Sustainability Report (Trial), the GRI Standards for sustainability reporting, and mainstream ESG rating frameworks both domestically and internationally, including MSCI ESG Ratings, as well as domestic indices such as Huazheng and Wind ESG ratings.

Initial Screening of Issues

By integrating the broader context of sustainable environmental development with LUSTER's own development trajectory, sustainability pressures, and the external impacts arising from our operations, we benchmark our practices against the sustainability performance of upstream and downstream entities in our value chain and peer companies within the industry. Through this process, we initially identified 12 material issues:

Corporate Governance and Risk Management

Climate Change

Shareholder Rights Protection

Pollutant

Emissions

Information Disclosure

Waste

Management

Anti-Unfair Competition

Energy

Management

Tax Management Supply Chain Responsibility Responsibility

Product

Employee Responsibility

Integration with Business **Operations** and Expanded Disclosure

Building on this foundation, we further refined our focus by aligning these issues with LUSTER's business model and its close interconnections with society and the environment. This process resulted in the identification of five key material issues critical to our operations and stakeholder expectations:

Technology for Good

Innovation-Driven Growth Environmental Compliance Management

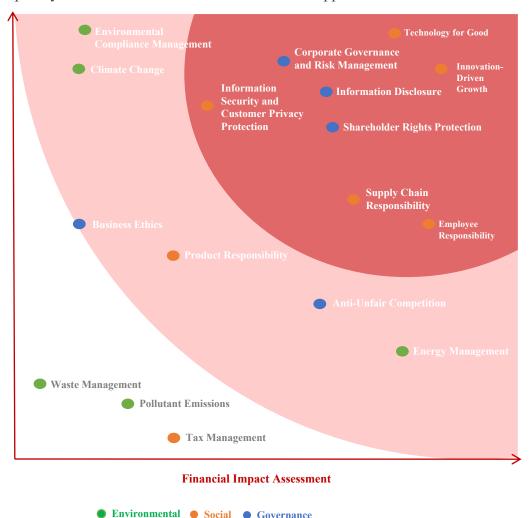
Business Ethics

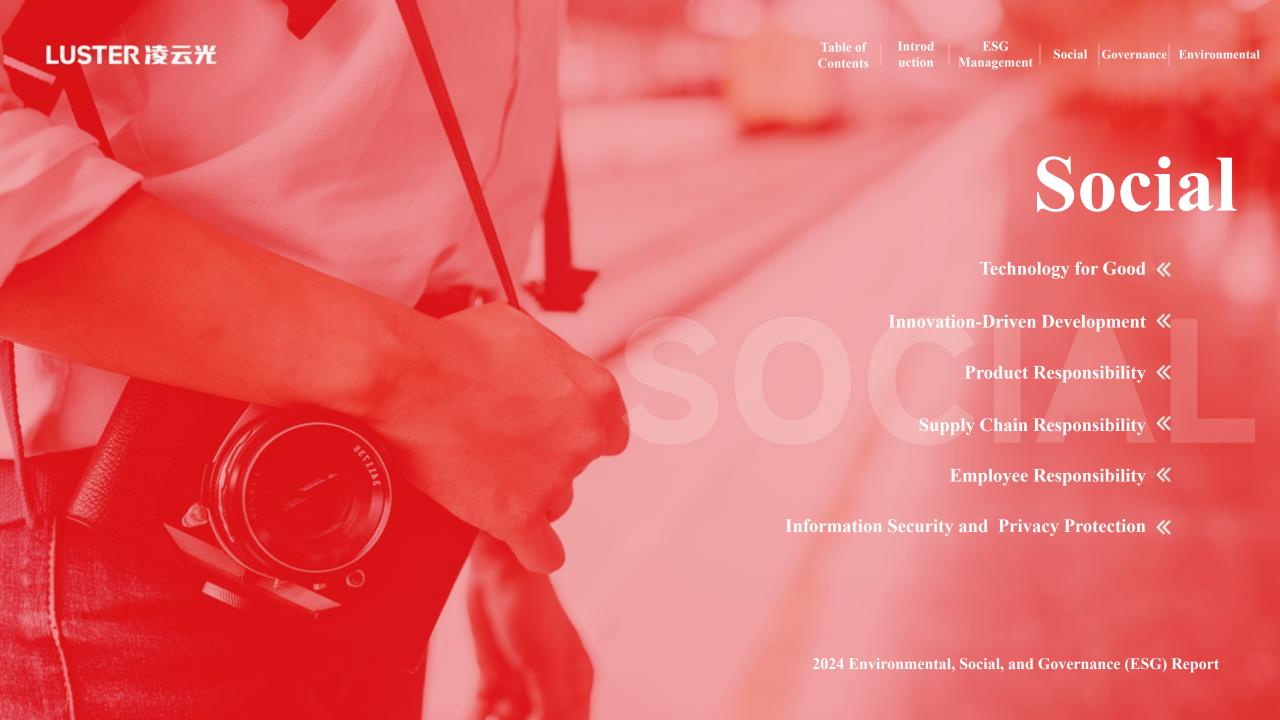
Information Security and Customer Privacy Protection

Dual Materiality Assessment Matrix

LUSTER evaluates 17 identified ESG topics based on their significance to economic, environmental, and social sustainability, as well as their financial impact on the company. These topics are categorized into three tiers—high, medium, and low materiality—following a rigorous assessment process. The classification results are reviewed by the company's Sustainability and Strategic Development Committee and subsequently submitted to the Board of Directors for approval.

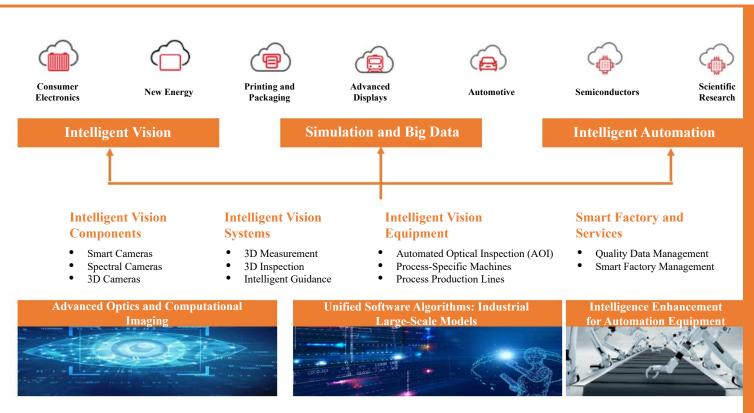






Technology for Good:Quality Builds the industry,Intelligence Wins the Future

LUSTER: Infusing New Momentum into Industrial Manufacturing with AI + Vision



LUSTER stands at the forefront of the machine vision industry, harnessing cutting-edge optical and computational imaging technologies, sophisticated software algorithms, and advanced automation capabilities. Our mission is to provide a comprehensive suite of smart vision components, vision systems, intelligent equipment, and end-to-end smart factory solutions and services tailored to the needs of industrial intelligent manufacturing.

Our offerings are deployed extensively across a diverse range of downstream industries, including consumer electronics, new energy, printing and packaging, advanced displays, automotive, scientific instrumentation, and semiconductors. By seamlessly integrating "eyes" (sensory perception), "brains" (analytical decision-making), and "limbs" (operational execution), we enable a transformative shift from conventional manufacturing to intelligent production, supporting national initiatives to advance this critical evolution.

Knowledge and Reasons are Our Introduction ESG Management Social Arms to Embrace the World!

Governance

Environmental



Virtual Reality (VR) devices are widely recognized as pivotal entry points to the metaverse, demanding uncompromising performance and visual clarity. Achieving this requires the integration of state-of-the-art technologies—such as chips, displays, lenses, microphones, speakers, sensors, cameras, and high-endurance batteries—into compact designs. These devices often incorporate a multitude of micro-components, some as small as a grain of rice or mere millimeters in scale. On high-volume production lines, these intricate parts are essential to quality assurance, yet their overlapping and interdependent configurations present formidable inspection challenges.

To overcome these obstacles, LUSTER has developed an innovative 2D+3D precision vision detection solution designed to eliminate blind spots and ensure meticulous inspection of every critical feature. The 2D vision system excels in assessing non-three-dimensional structures, utilizing high-resolution CCD color cameras to capture images, which are then processed through advanced algorithms. This approach enables rapid identification of assembly defects—such as missing screws or foam inserts—and addresses subtle issues imperceptible to the human eye, like improperly seated cables within slots, thereby elevating product quality. Complementing this, the 3D vision system provides comprehensive 360-degree structural scans, delivering precise measurements of height, volume, and other key metrics, alongside real-time 3D visualizations. It effectively detects anomalies such as floating screws or misaligned cable fastenings—challenges beyond human detection—further enhancing quality control

"This integrated solution has significantly improved both the efficiency and accuracy of detecting minute defects. Now, a single operator managing material loading and unloading suffices per inspection station, reducing staffing needs by two to three personnel per machine," stated the project team leader. Through these advancements, LUSTER not only streamlines manufacturing workflows but also establishes a benchmark for precision and reliability in smart production environments.

Empowering Smart Factories with "AI + Vision"

A smart factory transcends the concept of a mere digital factory; it represents an integrated, high-efficiency system that combines information technology, automation, and artificial intelligence. This synergy significantly enhances production efficiency.

Intelligence

Connectivity

Flexibility

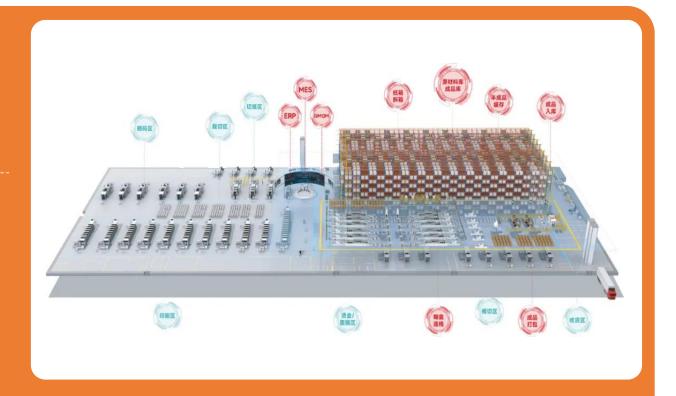
Since 2023, LUSTER LightTech Co., Ltd. (LUSTER) has collaborated with Yiyao Printing Co., Ltd., successfully designing, constructing, and commissioning a state-of-the-art factory in under a year. At its core, this facility prioritizes quality management, seamlessly blending the GMQM quality management system and data acquisition tools with advanced information systems, including ERP (Enterprise Resource Planning), MES (Manufacturing Execution System), and WMS (Warehouse Management System). This deep integration has digitized and intelligentized the production process, yielding substantial improvements in product quality and efficiency. Notably, the factory has achieved a 50% reduction in labor needs while boosting production efficiency by 200%.

ERP

MES

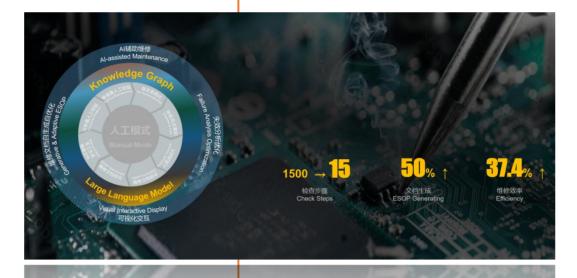
WMS

Information Systems



The launch of Yiyao Printing's smart factory marks a significant advancement in both production performance and quality assurance. More than that, it exemplifies the transformative potential of intelligent upgrades within the packaging industry. Moving forward, the facility will further incorporate cutting-edge technologies—such as smart production, intelligent inspection, and smart logistics—to propel industry-wide innovation and efficiency to new heights.

AI-Powered Transformation: Turning Novices into Master Technicians



The motherboard, often regarded as the "heart" of electronic devices, is critical to ensuring equipment performance and longevity due to its reliability and stability. LUSTER has successfully deployed large-scale artificial intelligence models in this domain, revolutionizing the traditional approach to motherboard repair.

Diagnosing an unknown issue on a motherboard is a highly complex task. For novices, reliance on standard operating procedures (SOPs) can mean painstakingly working through thousands of steps to identify the problem. In contrast, seasoned technicians, drawing on years of experience, can pinpoint the issue in as few as a dozen steps. LUSTER has bridged this gap by leveraging advanced technologies such as knowledge graphs and large-scale AI models to codify and preserve the invaluable expertise of veteran technicians.

We have constructed a comprehensive knowledge base encompassing hundreds of concepts—such as components, test results, and diagnostic steps—along with tens of thousands of relational connections, millions of attribute-value model data points, tens of millions of data entries, and historical repair records spanning various motherboard models over the years. By integrating large-scale AI models and intelligent assistive tools, we have optimized repair workflows, boosting efficiency and increasing output per unit time by 37.4%. Additionally, the automated generation of repair SOPs has accelerated by 50%. This enables employees with just three months of experience to perform at the level of technicians with five years of expertise," stated LUSTER's R&D lead.

Technology for Good: Advancing Smart Content Creation

LUSTER: AI + Vision Redefining Everyday Experiences

Yuanke Vision, a wholly owned subsidiary of LUSTER LightTech Co., Ltd. (LUSTER), leads the charge in pioneering applications such as metaverse virtual reality, Web3.0 digital humans, immersive media, and embodied intelligence. The company has established a robust product ecosystem that integrates light field modeling, motion capture, panoramic imaging, and XR filming technologies. This foundation underpins a suite of innovative solutions, including digital humans for e-commerce livestreaming, data acquisition for embodied intelligence, and the creation of hybrid virtual-real content. Committed to harnessing technological innovation, Yuanke Vision seeks to enrich daily life and elevate entertainment experiences, delivering meaningful improvements to quality of life and user enjoyment.









Digital Scenes



XR Filming



Robot Training



E-commerce Live Streaming



AIGC



System Tools









Core **Technologies**

Light Field Vision Technology

Intelligent AI Algorithms

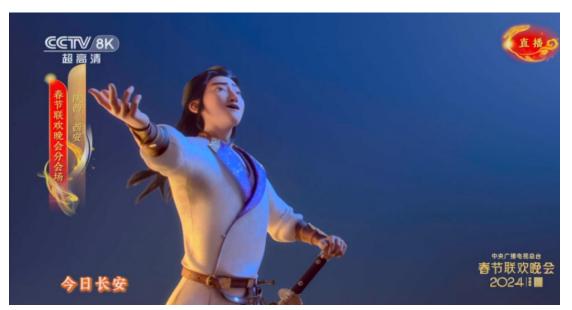
Advanced Processing Techniques

Cloud Computing and Networking

AR + Motion Capture: Recreating the Majesty of "Shanhe Shi Chang'an"

During the 2024 Spring Festival Gala, the AR-driven interactive segment "Shanhe Shi Chang'an" captivated viewers nationwide. With a simple scan of landmark buildings via their smartphones, audiences were transported to a vivid scene: the iconic poet Li Bai, brought to life through time, sipping wine, crafting poetry, and strumming the pipa amidst the ancient splendor of Chang'an.





"The stars wheel through the sky, a millennium unfolds; gaze upon Chang'an today."

As the youthful Li Bai's stirring lyrics echoed, spectators in Chang'an raised their phones to capture the moment, "checking in" at the city's historic landmarks.

Yuanke Vision, LUSTER's wholly owned subsidiary, transformed the original cinematic IP of Li Bai into a mobile-optimized digital asset. Leveraging the FZMotion optical motion capture system, the team delivered precise and reliable motion data to animate "Li Bai" within the AR mobile environment. By blending motion capture technology with real-time animation previews, the production process allowed for immediate refinements to actors' expressions, ensuring alignment with the character's artistic demands. This "what you see is what you get" methodology not only streamlined delivery but also elevated the quality and efficiency of the Spring Festival Gala project, creating a seamless and impactful viewer experience.

Partnering with Unitree to Deliver the FZMotion Embodied **Intelligence Data Collection Solution**





Yuanke Vision, a wholly owned subsidiary of LUSTER, collaborated with Unitree Robotics to unveil the FZMotion embodied intelligence data collection solution at the China Automation Conference. This state-of-theart system exemplifies cutting-edge technology, steering the future of automation and embodied intelligence.

As robots increasingly require adaptability to complex environments and task generalization, large-scale models demand ever-growing volumes of training data. To meet this challenge, Yuanke Vision developed the FZMotion solution—a highly efficient, cost-effective framework designed to expedite the commercial deployment of humanoid robots. Utilizing the FZMotion optical motion capture system, the solution maps human skeletal data directly onto the Unitree H1 robot's structure, enabling precise control while capturing accurate posture and motion trajectory data. This process refines task strategies and optimizes control algorithms, laying a robust foundation for next-generation robotic capabilities.



Pioneering a New Paradigm in E-commerce Livestreaming

The internet has entered a transformative phase, where once-dominant competitive advantages are under scrutiny. With traffic dividends waning and user growth decelerating, e-commerce leaders are compelled to innovate new revenue streams to thrive in a fiercely competitive landscape.

Yuanke Smart Broadcast Digital Human, the first digital human product powered by the domestically developed GLM large-scale model, represents a breakthrough in this space. This solution offers real-time replication of human voices, synchronized lip movements, and dynamic motion rendering. During livestreams, it engages audiences interactively, providing real-time voice responses to comments and questions.



Additionally, the product supports one-click importation of product links, automatically generating tailored promotional scripts aligned with selected items. Requiring no specialized hardware, it enables rapid cloud-based streaming, significantly reducing operational costs to just 32 RMB per day while achieving an average GMV of 2,000 RMB per day. To date, "Yuanke Smart Broadcast" has empowered over 1,000 leading brands—including Xiaomi, Hisense, Haier, Bosch, ASUS, Seven Brand, and Goldlion—to achieve transformative upgrades in service delivery and business growth through digital human livestreaming technology. It has emerged as a formidable force in the e-commerce livestreaming landscape.













Introduction

ESG Management

Social

Governance

Environmental

Innovation as a Driving Force

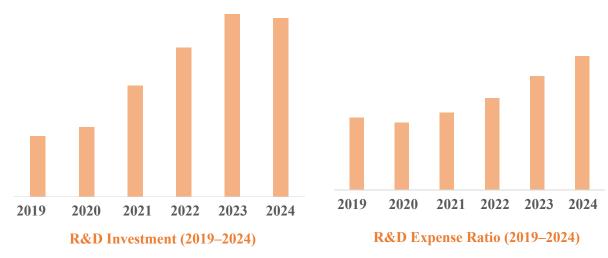
Intellectual Property Management

At LUSTER, technological innovation drives our mission. We recognize the paramount importance of intellectual property (IP) and uphold the legal rights of third-party IP holders with equal rigor. To this end, we have instituted a comprehensive IP management framework, encompassing policies such as the Patent Management Measures of LUSTER LightTech Co., Ltd., Commercial Secrets and Sharing Management Measures of LUSTER LightTech Group, Trademark Management Measures of LUSTER LightTech, Computer Software Copyright Management Measures of LUSTER LightTech, and the Intellectual Property Legal Compliance Guidelines. These policies span the full IP lifecycle—from discovery and protection to utilization, risk monitoring, and training—covering patents, trademarks, and software copyrights. By fostering a company-wide culture of IP awareness, we ensure robust stewardship of our intellectual assets.



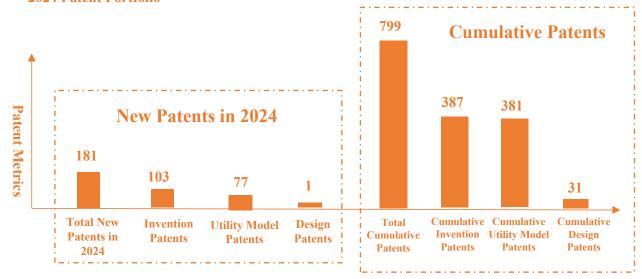
2024 R&D and Innovation

As one of the first companies in China to pioneer machine vision technology, LUSTER has consistently driven its technological and product advancements through innovation since its inception. The company's investment in foundational machine vision technologies and innovative applications has grown steadily year over year, with the originality and sophistication of its R&D outcomes validated through patents, academic contributions, and international application competitions.



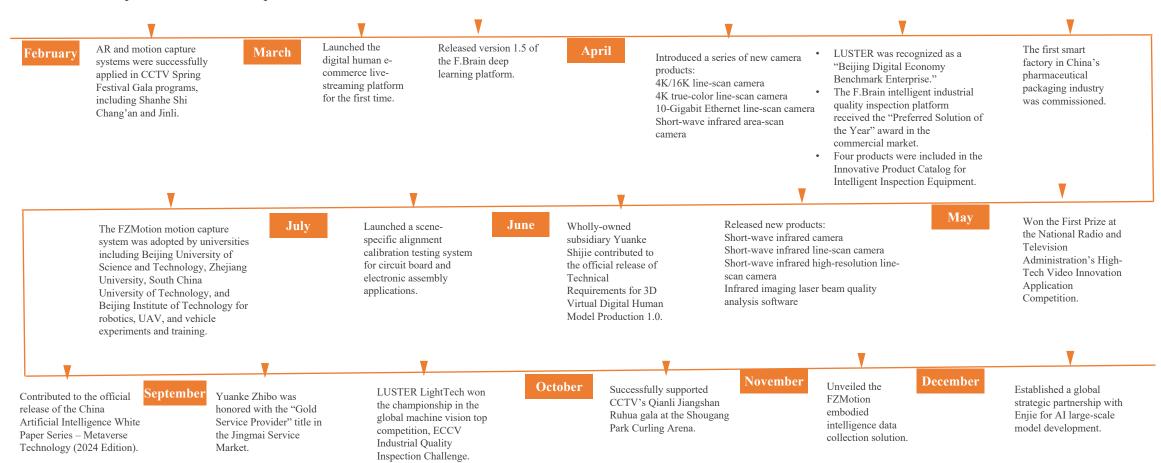
From 2019 to 2024, LUSTER has maintained consistently high R&D expenditure, achieving a compound annual growth rate of 24%. In 2024, the R&D expense ratio increased by 9% compared to 2019.





Key Technology and Product Progress and Achievements in 2024

In 2024, LUSTER continued to intensify its investments in machine vision and the cultural metaverse, achieving significant advancements in technology accumulation, product releases, and positive customer and market feedback.



AI and Intelligent Technologies

Since 2005, the company has independently developed its algorithm platform, which by 2024 has evolved to version 6.3. It stands as one of the few AI algorithm platforms in China with a comprehensive set of algorithm modules and extensive practical experience. By integrating traditional machine vision algorithms with deep learning, the company launched the F.Brain image large model, achieving up to 99.99% detection accuracy in industrial intelligent manufacturing. This innovation has empowered multiple industries to transform smart factories and lighthouse factories from vision into reality.

Following its championship win at the CVPR international competition in 2023, the company embarked on new achievements on the global stage in 2024.



The team from LUSTER's Knowledge Reason Research Institute, in collaboration with Tsinghua University, secured first place in the "One-Shot Industrial Defect Segmentation" challenge. The winning method, "One-Shot Industrial Defect Segmentation for Open-Set Scenarios," represents a breakthrough in LUSTER's industrial multimodal vision large-scale model technology. By employing a "segment-then-verify" approach, this method significantly enhances the efficiency and precision of industrial quality inspections for open-set defect segmentation.

LUSTER signed a global strategic cooperation agreement with Enjie. The partnership focuses on digitalization and intelligentization in the lithium battery sector, leveraging LUSTER's AI algorithms and quality management expertise to develop industry-specific applications for "vision + AI + quality big data management." This collaboration aims to support the establishment of Enjie's global digital quality center, achieving consistent product quality management worldwide.





FEBRUARY 25 – MARCH 4, 2025 | PHILADELPHIA, PENNSYLVANIA,

A collaborative paper by Tsinghua University and LUSTER's Knowledge Reason Research Institute, titled Self-Aware Tuning for Segment Anything Model in Anomaly Segmentation, was successfully accepted by the 39th Annual AAAI Conference on Artificial Intelligence, a premier international AI conference. The team innovatively proposed a self-aware tuning method that achieves efficient and precise anomaly segmentation with minimal abnormal samples.

AI and Intelligent Operations

LUSTER has developed an AI application platform encompassing intelligent Q&A, AI document processing, R&D efficiency enhancement, intelligent meetings, service consultation, and product promotion. By harnessing AI tools, the company has improved operational, service, and communication efficiency across the organization, reducing time spent on repetitive tasks.



In 2024, notable progress was made in three key areas: intelligent customer service, AI-driven R&D efficiency improvements, and enhanced office productivity. The company remains committed to expanding the application of AI tools in operations and workflows, fostering a more open, convenient, and efficient work environment.

Cost Reduction and

By implementing AI-powered customer service and building an enterprise-level knowledge base, LUSTER has replaced a significant portion of manual service tasks, optimizing workflows, reducing operational costs, and enhancing work efficiency.

R&D Efficien

Through deep integration of AI with R&D tools, the company has enabled automated code writing, optimization, testing, and conversion. This has accelerated software development, reduced error rates, improved project quality, and shortened R&D cycles.

Office Productivity

By adopting AI-powered office tools for text creation, report generation, intelligent meetings, and smart diagramming, LUSTER has advanced office intelligence, boosted productivity, lowered labor costs, and allowed employees to focus more on core business activities.

Product Responsibility

LUSTER has established a comprehensive quality management system that spans research and development, supply chain, and after-sales service. From the sourcing of raw materials to the delivery of products and subsequent after-sales support, the company enforces stringent quality control standards and processes to ensure that product quality consistently meets customer expectations.

The company focuses on managing critical risk points within its product management processes, prioritizing robust handling of customer requirements, addressing technical and managerial issues during product delivery, and enhancing capabilities to resolve customer feedback during after-sales support. To this end, LUSTER has implemented a series of policies and procedures, including the ITR Management Process, ITR Management Policy, Customer Service Issue Handling Process, Product Technical Issue Handling Process, Repair Service Management Process, On-Site Issue Handling Service Process, Continuous Improvement Management Process, and LUSTER LightTech Quality Accountability Policy. These frameworks facilitate issue resolution and continuous improvement across various stages, reflecting the company's commitment to its responsibilities toward customers and society.



As of the end of 2024, 100% of LUSTER's production sites have achieved ISO 9001:2015 Quality Management System certification.

ITR Management Process and Policy

To ensure frontline employees remain closely engaged with customers and responsive to their needs, LUSTER has established the ITR Management Process, specifically addressing management issues, product technical issues, and customer requirements encountered during customer interactions. Issues are categorized into three severity levels—critical, serious, and general—with designated responsible persons assigned at different levels. Clear qualitative and quantitative requirements are set for the duties and response times of these responsible persons to ensure effective resolution of product-related issues.

Division General Manager

Primary responsible person for unresolved critical product technical issues and critical management issues exceeding four days.

Customer Service Director

- Primary responsible person for critical product technical issues and critical management issues, as well as for serious product technical issues unresolved after four days.
- Required to ascertain the actual situation of the issue within two hours and assign customer service personnel to address it.

Sales Director

Secondary responsible person for critical product technical issues and critical management issues, required to contact the customer within one hour of receiving the issue to clarify details.

Customer Service Department Manager

 Primary responsible person for serious product technical issues.
 Responsible for escalating

issues immediately if unable to

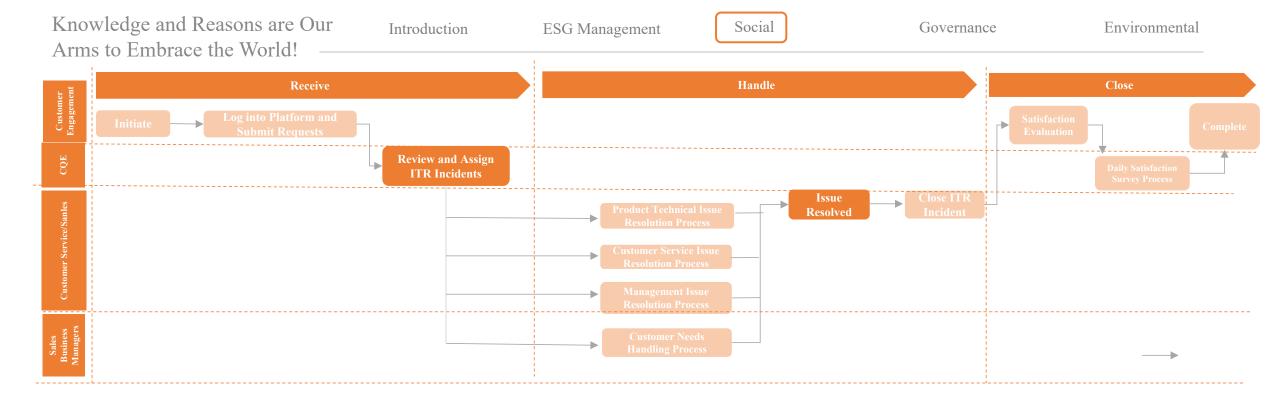
resolve them.

Sales Manager

Secondary responsible person for serious product technical issues and serious management issues, tasked with promptly responding to customers.

On-Site Customer Service Lead

- Primary responsible person for general product technical issues and general management issues.
- Required to escalate issues immediately if unable to resolve them.



Customer Satisfaction

To comprehensively understand customer satisfaction with the company's products and services, the company established daily satisfaction processes for routine complaint resolution and product delivery acceptance, as well as annual satisfaction processes to accurately understand and meet customers' current and future needs and expectations. Following the completion of daily and annual satisfaction surveys, the company organizes a satisfaction enhancement taskforce comprising CQE, quality supervisors, sales supervisors, customer service supervisors, product line managers, and R&D supervisors from various departments. Based on the satisfaction survey reports, the taskforce develops improvement plans for identified issues to continuously enhance the ability to serve customers and the industry.



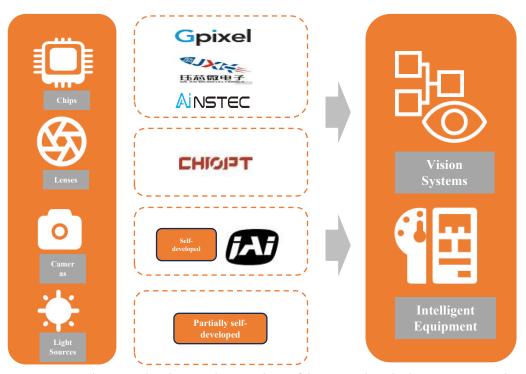
Supply Chain Responsibility

The supply chain ecosystem is a cornerstone of LUSTER's development. The company continuously refines its supply chain management processes and strategies, implementing rigorous controls across supplier onboarding, evaluation, auditing, and improvement to mitigate risks. Through strategic investments and acquisitions in the upstream machine vision industry, LUSTER optimizes its supply chain system, ensuring both security and sustainability while reinforcing its competitive advantage. The company champions the concept of a "green supply chain," embedding this philosophy into its practices to elevate supply chain management standards.

Supply Chain Management

Supplier Onboarding and **Supplier Evaluation Supplier Audits Supplier Improvement Supplier Classification** Qualification The company conducts LUSTER evaluates Suppliers are categorized Drawing on annual business Based on the previous year's regular supplier assessments potential suppliers based on into strategic, preferred, plans, operational supplier quality performance focusing on five key multiple criteria, including basic, restricted, and performance reports, and current management dimensions: technology, years of production eliminated tiers based on external feedback, and strategies, LUSTER quality, service, delivery, experience, product quality, factors such as industry supplier quality, audit, and develops an annual supplier and cost. Special emphasis is leadership, market production costs, performance data, LUSTER audit plan. During audits, a placed on top-tier suppliers environmental and safety competitiveness, cost, and generates improvement dedicated audit team is and those rated below C in certifications, business past collaboration scores. requests to initiate targeted formed to oversee the prior evaluations to ensure ethics qualifications, and enhancement projects. process and ensure product supply quality and service levels. Integrity, Improvements are finalized accountability for outcomes. guide underperforming robust safety systems, and only upon approval by suppliers toward environmental relevant departments, improvement. responsibility are integral to ensuring a closed-loop the assessment process. process. Supplier Strategy Management Supplier Development and Supplier Audit Management Supplier Continuous Process Certification Process Process Supplier Performance Improvement Management Supplier Classification and Supplier Collaborative Supplier Claims Management Management Process Resource Pool Management Process Process Development Management Process Process

Sustainable Supply Chain Development



To ensure the continuity and security of its supply chain, LUSTER has strategically positioned itself in the upstream machine vision industry through a combination of in-house R&D, acquisitions, and investments.

In 2024, LUSTER acquired JAI, a well-established international machine vision company, to strengthen its camera product portfolio and enhance market and industry synergies.

➤ In the chip sector, the company invested in Changguang Chenxin and Juexin Micro, which specialize in CMOS and infrared chips, and, in the first half of 2024, in Zhongke Fusion Perception Intelligence Research Institute, focusing on MEMS and SOC chips.

➤ Early investments in Hunan Changbudao Optoelectronics enabled the customized development of specialized lenses, including high-precision large-depth-of-field imaging lenses and high-dynamic infrared motion capture lenses.

Green Supply Chain

Integrity and Anti-Corruption

LUSTER strictly adheres to fair, transparent, and equitable business principles, fostering mutual management, oversight, accountability, and collaborative growth with suppliers. The Sunshine Procurement Agreement prohibits both parties and their relatives from accepting bribes, kickbacks, handling fees, commissions, or any form of improper benefits, ensuring a healthy and ethical business environment.

Environmental Protection

During supplier certification, LUSTER mandates environmental evaluation certifications as a prerequisite for supplier selection. Throughout collaboration, suppliers are required to comply with all applicable laws and regulations governing the production, transportation, storage, and disposal of waste, minimizing environmental pollution and harm.

Construction Safety

LUSTER has established HSE (Health, Safety, Environment) management standards, requiring suppliers to adhere to safety production regulations and operational protocols. Suppliers must develop HSE technical management plans for key construction or high-risk operations and conduct regular safety inspections as per company requirements, implementing effective measures to eliminate safety hazards.

Quality Responsibility

LUSTER requires suppliers to hold ISO 9001 certification or equivalent as a condition for onboarding and to maintain effective quality assurance systems during production. Alongside signing Procurement Contracts, the company enters into Quality Service Assurance Agreements with customers to supplement and refine the main contract, ensuring delivered products meet end-customer quality expectations.

Head to Japan to accelerate integration with JAI













Introduction

ESG Management

Social

Governance

Environmental



90.40%



Supplier Safety Agreement Signing Rate

90.40%

Supplier Training

LUSTER organizes regular specialized training for suppliers, addressing common issues identified during supplier evaluations and key challenges encountered during project implementation. Training topics include:

- Updates to supplier management policies
- Component quality improvement initiatives
- ➤ Product quality testing standards
- Specialized training on product quality issues
- > EHS (Environmental, Health, and Safety) management training



Employee Responsibility

Employee Rights Protection

LUSTER LightTech respects and safeguards the legitimate rights of all employees, embedding this commitment into the formulation and execution of its policies. The company has established a series of management policies and procedures, including the Employee Handbook, Anti-Discrimination, Anti-Harassment, and Anti-Forced Labor Policy, Recruitment Management Policy, Attendance and Leave Management Policy, and Employee Welfare Policy. These measures prevent forced labor, workplace discrimination, and harassment by regulating employee selection, workplace conduct, and compensation practices.

In 2024, LUSTER introduced new policies, such as the Employee Communication Subsidy Policy and the LUSTER LightTech Community Management Policy. The communication subsidy policy standardizes phone expense reimbursements based on the communication demands of specific roles. Additionally, the company established the Guangming Community, guided by the principle of "open dialogue, fearless expression, and no blame for speaking out." This platform fosters an inclusive environment for information and knowledge sharing, serving as a modern "Jixia Academy" for all LUSTER employees to contribute ideas, address challenges, and drive continuous improvement.



In 2024, the company recorded:

0 incidents of forced labor, child labor, workplace discrimination, or harassment.

Fair Recruitment

LUSTER adheres to a people-oriented approach and the principle of fair competition in talent acquisition, as outlined in its Recruitment Management Policy. The company ensures an orderly and standardized recruitment process, maintaining fairness, transparency, and impartiality. Candidates are evaluated solely based on their professional skills and technical qualifications, without discrimination due to race, nationality, religion, gender, marital status, or other factors. All individuals meeting the company's hiring criteria have equal opportunities for interviews and selection.

To ensure broad reach, LUSTER employs diverse recruitment channels, including online platforms, campus recruitment, job fairs, internal promotions, employee referrals, and headhunters, ensuring hiring information is accessible, fair, and transparent to all potential candidates.





Social Insurance and Welfare

To enhance employees' sense of belonging and responsibility while fostering a healthy, harmonious, and secure work environment, LUSTER updated its Employee Welfare Policy in 2024. This policy outlines clear processes and benefits, including welfare subsidies, holiday gifts, commemorative and condolence support, commercial insurance, international travel insurance, health checkups, team-building activities, and internal loans.

Welfare Subsidies



Holiday Gifts



- Team-building allowances upon joining.
- Monthly lunch subsidies, with additional meal allowances for employees working overtime beyond two hours in the evening.
- Communication subsidies tailored to job requirements.
- Housing subsidies for recent graduates or employees relocating to permanent work locations for the first time.

- Monetary gifts distributed with salaries during New Year's Day, Spring Festival, and Mid-Autumn Festival.
- Half-day leave and red envelope gifts for female employees on International Women's Day.

Commercial Insurance





- Starting the month after onboarding, fulltime employees are eligible for supplementary medical and accident insurance.
- The company funds personal accident and term life insurance to provide coverage for emergencies or major incidents.
- For employees traveling abroad on business, the company purchases business travel insurance.

Health Checkups



Full-time employees are entitled to an annual health checkup starting from their second year, with discounted access extended to family members.

Talent Fund



Commemorative and Condolence Support

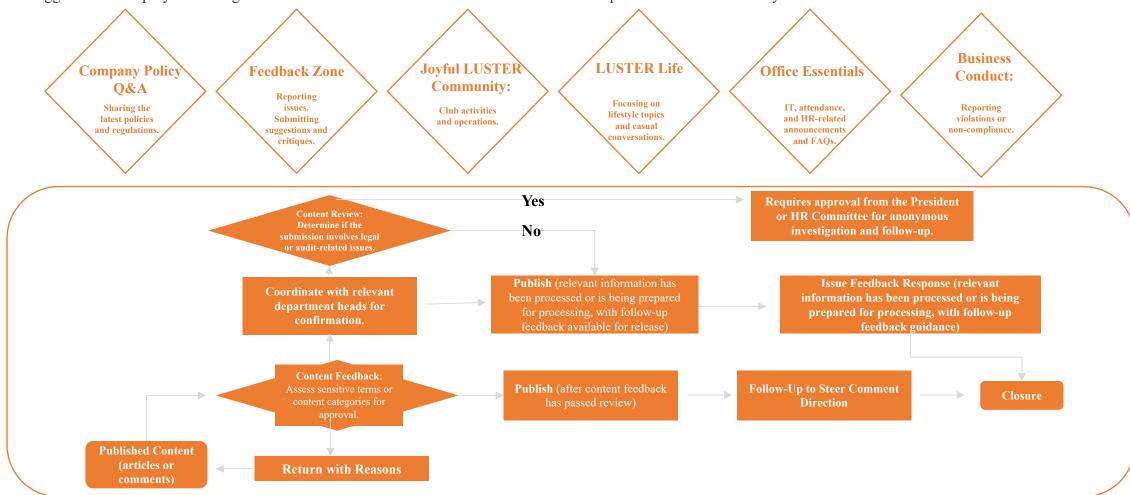


- Low-interest loans are available for eligible employees to support home purchases or address temporary family hardships. Eligibility requires:
- At least three years of service with at least two B-or-higher performance ratings in the past two years (or recognition as a Group Gold Employee); or
- Senior management (Level 20 or above) relocating to Suzhou for home purchases.

- · Anniversary gifts for employees' onboarding milestones.
- Wedding gifts for employees within one year of marriage registration.
- Condolence support during critical moments, such as serious illness, bereavement, or family visits, tailored to employees' needs.

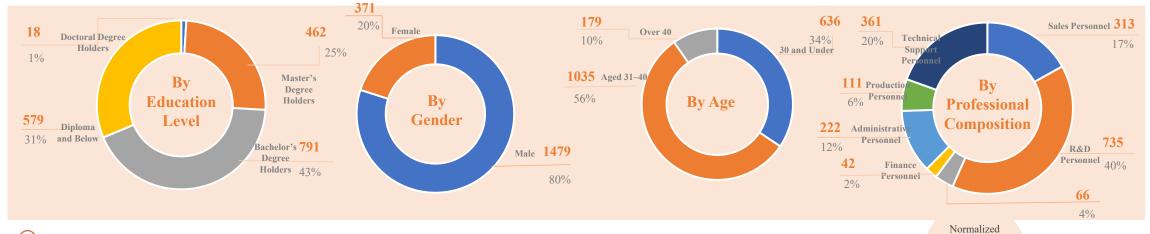
Democratic Management and Suggestion Rights

LUSTER has established the Guangming Community on the DingTalk communication platform, serving as an open forum for employees to freely express opinions, identify issues, and exchange ideas. This platform is designed to foster collective wisdom, inclusivity, and the sharing of information and knowledge among all LUSTER employees. The company encourages employees to be candid, fact-based, and proactive in "exposing issues," "speaking their minds," and "proposing optimization suggestions." Employees are urged to voice constructive feedback and well-reasoned critiques within the community.



Talent Development and Retention

LUSTER recognizes the critical importance of talent and is committed to attracting outstanding professionals from across the country, fostering a "diverse, inclusive, and harmonious" team.



Talent Development System

After evaluating the 2023 company-wide training outcomes and current workforce capabilities, LUSTER formulated a targeted 2024 training plan at the beginning of the year. The plan includes specialized training programs for leadership development, rapid onboarding of new employees, skill enhancement for key roles, and professional track development. Additionally, the company established a normalized online learning platform to support a qualification-driven curriculum and streamline learning project operations. This platform facilitates knowledge retention, experience extraction, and shorter training durations, enhancing overall training efficiency. To improve training quality and effectiveness, LUSTER created an internal trainer resource pool, supported by standardized policies for trainer selection, retention, and management. Clear incentive measures and certification requirements were defined to build a robust internal trainer team and ensure sufficient project reserves.



Leadership Development Program

LUSTER prioritizes the cultivation of leadership capabilities to empower senior executives in marketing, research and development (R&D), and critical support functions. The company's Human Resources Training Department collaborates with business and support function leaders to design targeted competency enhancement plans, tailoring solutions to specific needs and delivering structured development programs. Adopting a "training-through-practice" approach, these initiatives are implemented quarterly, with on-the-job performance monitored and outcomes integrated into leadership evaluations.

Pinnacle Program

Organizational Leadership

Change Leadership Marketing Systems

Strategic Leadership

Tax and Business Models

Organizational Efficiency

Performance Growth

Critical Role Talent Development

LUSTER places significant emphasis on fostering the growth of talent in frontline "operational" departments and key support roles, ensuring a robust pipeline of skilled professionals. The company designs tailored learning pathways to address competency gaps, enabling the successful implementation of a Talent Development System across professional tracks such as R&D, customer service, supply chain, and account engineering (AE).

Project-Based Financial Management ("Four Calculations")

Instilling Business Acumen: Integrating pre-sales and after-sales processes to foster a comprehensive operational mindset. Closed-Loop Risk Management: Ensuring project assumptions are validated and outcomes are measurable, enhancing project visibility

Implementation of IPD 2.0 Processes Continuously empower critical roles to support the seamless adoption of Integrated Product Development (IPD) 2.0 processes.

Inspection Equipment Project Manager (PM) Training Program

Vision System Customer Service Supervisor Training Camp

Define Customer Service Supervisor Responsibilities and **Identify Gaps** From Practice to Practice

Focus on Core Competencies Required in Key Work Scenarios, Conduct In-Depth Discussions and Learning to Achieve Role

Intelligent Equipment Project Manager (PM) Training Program















Rapid Onboarding System for New Employees

In 2024, LUSTER LightTech Co., Ltd. further refined its comprehensive training system to ensure new employees can efficiently transition into their roles within their first year. The company designed a structured onboarding curriculum encompassing three key dimensions—integration into the company, industry acclimatization, and role-specific preparation. Additionally, LUSTER formalized its new employee training policies, codifying current practices while committing to ongoing optimization.

Integration into the Company

Corporate Culture Training

- Familiarize employees with the company's mission and values.
- Clarify institutional processes and emphasize adherence to corporate red lines.
- Equip employees with professional skills relevant to business scenarios.

Industry Acclimatization

dustry Knowledge Training

Provide insights into the industry, products, and business operations. Enable new employees to swiftly adapt to their professional roles.

Role-Specific Preparation

Pre-Role Essential Skills Training

- Define responsibilities and set clear performance expectations.
- Develop essential job-specific skills for rapid competency.
- Enhance work quality and efficiency while minimizing errors.











Internal Trainer Development and Certification

In 2024, LUSTER continued to identify and nurture exceptional internal trainers, implementing an integrated management framework for selection, training, utilization, and retention. The company established clear incentive mechanisms and certification requirements to build a robust pool of trainers capable of supporting enterprise-wide training initiatives.

To enhance teaching quality and strengthen trainers' ability to develop talent, LUSTER introduced five specialized courses for aspiring internal trainers in 2024. Candidates must complete these courses and pass assessments to earn certification as internal trainers.

How to Be an Outstanding Mentor

- ➤ Effective Career Development Conversations
- > Task Assignment and Follow-Up
- ➤ Coaching Skills
- > Feedback Techniques

Employee Compensation and Promotion

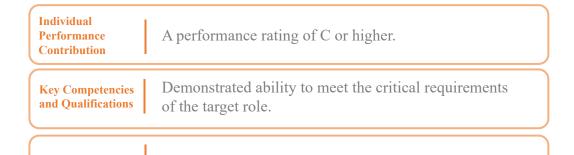


Performance Evaluation and Promotion

LUSTER aligns its strategic and operational goals with organizational and individual responsibilities. The company's key objectives are broken down into organizational performance targets, which are further translated into individual performance commitments. This performance management system integrates business and personnel management, fostering alignment across company, organizational, and individual goals to motivate employees to proactively pursue high-performance outcomes. By reducing internal information loss and eliminating inefficient work, the system enhances collaboration and efficiency between the organization and its employees.

Organizational performance targets are derived from the company's overarching goals and translated into actionable key initiatives for execution. Departments periodically conduct gap analyses on performance execution, adjust strategies as needed, and report progress to the group. Individual employees commit to organizational performance targets through personal performance agreements. During this process, departments and related teams document critical behavioral events and outcomes, providing regular coaching to employees.

The company employs a combination of semi-annual and annual performance evaluations, with departments tailoring assessment cycles to their specific business needs. LUSTER adopts a qualification system where individual performance results directly influence job grades. Promotions primarily consider the past two performance evaluations, with a minimum requirement of a C-grade or higher. Beyond performance, promotions also factor in the job requirements of the higher role and the employee's tenure in their current position to determine eligibility for advancement.



At least six months in the current position.



Tenure

Incentives and Compensation

LUSTER's compensation structure is aligned with external market standards, factoring in market competitiveness to ensure fairness. Guided by the principle of "breaking averages, widening gaps, and incentivizing value creation," the company offers highly competitive salaries for key roles and outstanding contributors. It employs a balanced approach combining short-term and long-term incentives, integrating salaries, benefits, and stock options to promote internal equity while encouraging employee growth.

Short-Term Incentives	Fixed Salary	Determined based on job evaluation results, reflecting the employee's role and performance capabilities.
	Annual Bonus	Tied to the company's annual profit targets, with individual bonuses linked to performance evaluation results.
	Spot Incentives	Awarded for significant contributions to key strategic projects, recognizing exemplary teams and individuals as role models across the company.
	Company Benefits	Comprising statutory and proprietary benefits, reviewed annually based on national policies and company performance.
Long-Term Incentives	Equity Incentives	Include restricted stock, stock options, or employee stock ownership plans to optimize the balance between short- and long-term compensation. These align individual and company interests, fostering a shared commitment to long-term success.

Employee Safety and Health

LUSTER prioritizes the physical and mental well-being of its employees. After assessing potential safety risks, the company implements protective measures through a comprehensive Occupational Health and Safety Management System. This system thoroughly identifies operational safety risks, hygiene risks, chemical risks, and other hazards, establishing protocols to mitigate these risks. First-aid kits for common workplace injuries and illnesses are readily available to ensure immediate care. Beyond safety, LUSTER organizes recreational, sports, and skill-based activities to promote employee relaxation and well-being outside of work. Annual health checkups, traditional Chinese medicine consultations, and events such as International Women's Day celebrations further strengthen employee care, fostering unity and a sense of belonging among LUSTER's workforce.













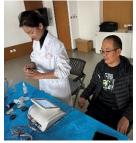














运动车

流时间 10月 运动比点 武大科技研 16-27日 文章模/兴森模









Occupational Health and Safety Management Framework

LUSTER aims to achieve "zero fatalities or serious injuries, zero major fire incidents, zero major equipment accidents, zero major liability incidents, and zero occupational disease incidence." To this end, the company has established a robust safety management structure across the group and its major office locations, with dedicated roles including Safety Committees, Safety Management Offices, and Safety Officers to oversee occupational health and safety matters. All LUSTER production facilities have obtained ISO 45001 certification, ensuring 100% employee coverage under the Occupational Health and Safety Management System.

Safety Committee Safety Management Office Involved Business Departments Safety Officers • Implements national and local health **Quality Management Department** Support the daily operations of the • Executes the Safety Committee's and safety policies and regulations. • Manages controlled processes for Safety Committee. directives. • Reviews and sets group-wide safety • Ensure training for all legally • Develops safety management policies safety-related documents. policies and objectives. • Formulates and audits safety required certified personnel before and drafts annual safety plans. • Conducts comprehensive and regulations. they assume duties. • Monitors safety practices across specialized safety research. • Track and evaluate the performance **Finance Management Department** subsidiaries and offices. Oversees investigations, analyses, and · Oversees budgeting, accounting, and of safety staff. · Conducts safety inspections and decisions related to safety incidents. • Assist subsidiaries in identifying financial settlements for safety ensures timely rectification of issues. • Manages the appointment and initiatives. hazards and developing solutions. • Investigates violations of safety laws evaluation of safety personnel across • Organize emergency response drills • Ensures financial support for safety and regulations. locations. for subsidiaries. • Recommends safety-related programs. Approves resource plans to ensure **Human Resources Department** • Participate in hazard identification commendations, penalties, and adequate manpower, funding, and · Coordinates safety education and and mitigation efforts. promotes best practices. materials for safety initiatives. training, maintaining accurate records. • Compile and report safety incident • Validates emergency response plans • Manages appointments for safety statistics promptly. for safety incidents. • Communicate and implement management personnel. • Implements subsidies, incentives, and actions for incident resolution. penalties for safety personnel.



Occupational Health and Safety Risk Identification and Control

LUSTER LightTech Co., Ltd. adheres to the principle of "whoever identifies a safety hazard is responsible for monitoring and rectifying it." The company conducts regular, comprehensive risk assessments across fire safety, office safety, operational procedures, equipment and facilities, emergency plans, emergency material reserves, and on-site management. Identified hazards are classified based on unsafe conditions and potential impacts, with corresponding resources and response measures allocated to address them effectively.

Comprehensiv e Safety Inspections

- a) Scope: Safety responsibility systems, safety management policies, operational procedures, safety training, equipment and facility management, emergency plans and drills, emergency resource allocation, and on-site management.
- b) Responsible Body: Company Safety Committee.
- c) Frequency: Quarterly.

acility Safety Inspections

- a) Scope: Labor discipline, safety education, process equipment and electrical instrumentation management, fire safety, chemical handling, office safety, and onsite operations management.
- b) Responsible Body: Administrative Management Department and designated safety personnel.
- c) Frequency: Monthly.

Workshop Safety Inspections

- a) Scope: Labor discipline, safety education, process equipment and electrical instrumentation management, fire safety, chemical handling, and on-site operations management.
- b) Responsible Body: Regional safety officers, in coordination with workshop and warehouse departments.
- c) Frequency: Weekly.

eam Safety nspections

- a) Scope: Labor discipline, employee behavior, work environment, fire safety, equipment, electrical systems, and chemical management.
- b) Responsible Body: Operational teams in workshops and warehouses.
- c) Frequency: Daily.



EHS Incident Handling

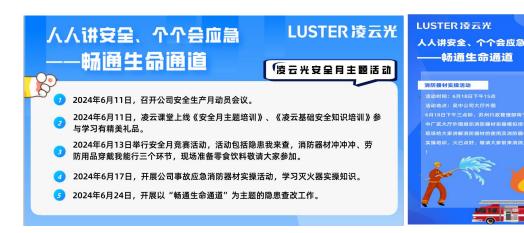
LUSTER has standardized procedures for handling incidents caused by safety and health hazards. Upon occurrence, the company promptly initiates incident investigations, assigns accountability, and regulates risky behaviors or conditions to prevent recurrence. The process includes:





Safety Training and Awareness

In 2024, LUSTER conducted safety training on common hazards and operational safety practices, including forklift safety, heatstroke emergency drills, chemical spill exercises, and mechanical equipment safety training. The company also organized continuous Safety Month activities to reinforce employee safety awareness.



Information Security and Privacy Protection

LUSTER has established information security policies and processes tailored to its current development stage, implementing technical measures to prevent unauthorized external intrusions while enhancing employee education and internal management. These efforts ensure the confidentiality, integrity, and controllability of company information. Potential risks include:

Viruses and worms **Trojan horse backdoors Hacker penetrations** Logic bombs **Insider threats** Information **Denial-of-service** attacks **Assets System bugs** Social engineering **Earthquakes** Hardware failures **Fires Thunderstorms** Network **Power outages** communication failures

Information Security Risk Management

The company has developed an IT emergency response policy, classifying IT risks into three categories based on cause and impact severity:

Category 1 incidents

Category 2 incidents

Category 3 incidents

Standardized procedures ensure timely and targeted incident resolution. To strengthen overall cybersecurity and ensure stable system operations, LUSTER established a Cybersecurity Leadership Team responsible for planning, guiding, and overseeing cybersecurity initiatives.

Team Leader

- Formulates cybersecurity strategies and policies.
- Approves cybersecurity projects and budgets.
- Supports rapid and effective crisis response.
- Reports cybersecurity status to senior management and relevant departments regularly.

Technical Director

- Designs and implements secure technical architectures.
- Manages technical teams to ensure effective execution of security measures.
- Leads research to adopt advanced security technologies against emerging threats.

Safety Compliance Officer

- Monitors domestic and international cybersecurity regulations to ensure compliance.
- Develops and updates internal security standards and procedures.
- Organizes security education and training to enhance company-wide awareness.

System and Network Administrators

- Manage daily operations of servers and applications.
- Execute system upgrades and patch deployments
- Monitor firewalls and other devices to prevent network attacks.
- Oversee data encryption, decryption, and backups to ensure secure data transmission and prevent loss
- Handle data breach incidents and implement data protection strategies.



Data Breach
Incidents: 0



Vulnerability Patches in 2024: 28

Information Security Awareness Campaigns

To strengthen employees' information security awareness and standardize practices, LUSTER conducted information security training in 2024. Tailored to real-world issues and key risks faced by the company, the training aimed to enhance employees' knowledge of information security, heighten their sensitivity to potential threats, and reduce unforeseen security risks. These efforts fostered a robust information security culture within the organization.

Information
Security
Sisk Awareness

Data Protection Measures

Mobile Device and Office Security

Laws, Regulations and Compliance

Network Security Measures

Identity Verification and Access Control

Emergency Response

Privacy Protection

Privacy protection is critical not only for compliance with laws and regulations but also for maintaining corporate reputation, customer trust, operational security, and sustainable development. By safeguarding privacy, LUSTER prevents data breaches, mitigates legal and financial risks, and strengthens confidence among customers and partners, thereby enhancing its market competitiveness. To achieve this, the company employs a multifaceted approach, combining information classification, technical encryption, and secure storage protocols to protect both corporate and customer privacy from infringement.

Information Classification

- Company information is categorized into four levels based on importance, confidentiality, and potential impact.
- Different levels are assigned distinct access permissions.
- Documents at each level are marked with specific watermarks and subject to unified archiving requirements.
- Highly confidential materials require approval and desensitization before being shared with unauthorized departments or individuals.

Storage Management

- The IT department oversees the management of information systems, devices, and storage equipment.
- All departments adhere to standardized storage access protocols.
- Employees are prohibited from processing trade secrets on personal computers.
- R&D personnel's computers are network-isolated.
- Devices and storage equipment used by senior management are subject to specialized controls by the IT department.

Area Management

- Key areas are secured with access control systems, prohibiting unauthorized external personnel from entry.
- Non-employees are barred from entering critical areas without an invitation for a visit.
- The Administrative
 Management Department
 oversees office spaces and
 key areas, implementing
 specific management
 measures and requirements.

Information Sharing

- A unified informationsharing policy governs access to all application systems, with permissions managed by system administrators.
- A centralized documentsharing platform, established by the IT department, assigns access based on departmental confidentiality levels.
- Shared information is restricted by permissions corresponding to its confidentiality level.



Corporate Governance

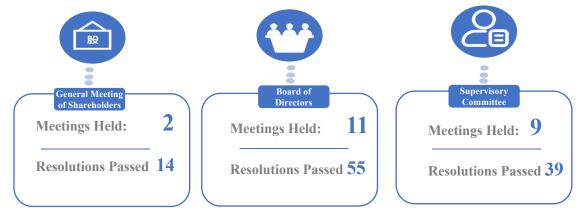
» Shareholder **Rights Protection**

» Compliance Management

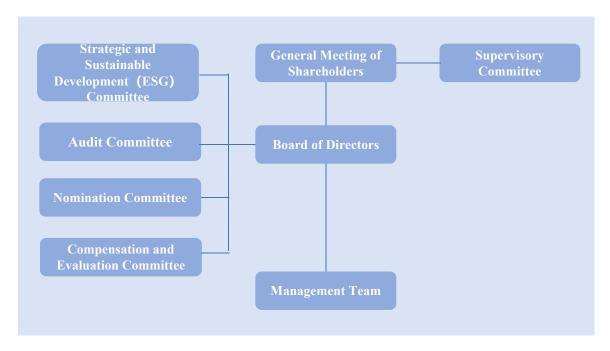
Corporate Governance

LUSTER LightTech Co., Ltd. (LUSTER) strictly adheres to the Company Law, Securities Law, Shanghai Stock Exchange Science and Technology Innovation Board Listing Rules, and other relevant laws and regulatory requirements. By integrating these standards with our specific circumstances, we have established a robust governance structure comprising the General Meeting of Shareholders, the Board of Directors, the Supervisory Committee, and the Management Team—collectively referred to as the "Three Meetings and One Layer" framework. Through continuous refinement of this governance architecture and the enhancement of checks and balances, LUSTER ensures the scientific rigor of its decision-making processes.

In 2024, in accordance with applicable laws and regulations, the company further strengthened its governance system by updating the operational guidelines for the Board's specialized committees and revising management measures for external guarantees, related-party transactions, and other matters. Additionally, we clarified protocols for information collection and management across internal departments and subsidiaries, ensuring that all information materially affecting the trading prices of the company's stocks and derivatives is disclosed in a truthful, accurate, complete, timely, and fair manner. These efforts enhance the transparency and quality of our information disclosures, safeguarding the rights and interests of shareholders and other stakeholders.



Governance Structure



Procedures for Related-Party Transactions

- When the General Meeting of Shareholders deliberates on related-party transactions, related shareholders are required to recuse themselves and abstain from voting.
- The recusal and voting procedures for related shareholders are announced by the meeting's presiding officer and documented in the meeting minutes.
- Resolutions on related-party transactions must be approved by a majority of voting rights held by non-related shareholders present at the General Meeting to be effective.

Board of Directors

LUSTER strictly adheres to the director appointment and selection rules outlined in the Company Law and the Articles of Association. The size and composition of the Board of Directors comply with applicable laws, regulations, and the Articles of Association, ensuring that directors—particularly external and independent directors—actively contribute to decision-making. By upholding principles of diversity and independence, LUSTER minimizes potential conflicts of interest that could affect judgment.

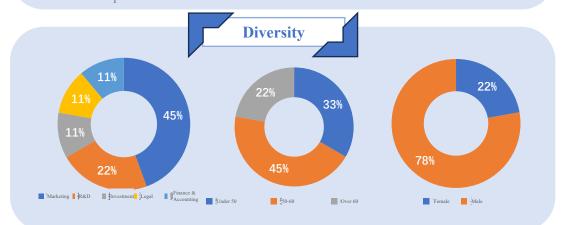
Independence

• In 2024, LUSTER clarified in the Independent Director Work System that independent directors may serve on the boards of no more than three domestically listed companies.

• Directors are required to have no affiliations with the company, its subsidiaries, controlling entities, major shareholders, or their relatives.

• The conveners of the Audit Committee, Nomination Committee, and Compensation and Evaluation Committee are all independent directors.

External Directors: 56% of the Board **Independent** Directors: 33% of the Board





Independent Director Engagement in Decision-Making

In 2024, independent directors participated in 100% of the Board's resolutions, providing independent opinions on 17 key proposals. These included critical matters such as:

- Proposal on Confirming the 2023 Actual and 2024 Estimated Amounts for Routine Related-Party Transactions
- Proposal on Changing the Purpose of Share Repurchasing, Cancellation, and Reducing Registered Capital
- Proposal on the Fourth Share Repurchase Plan via Centralized Bidding
- Proposal on the 2024 Plan for Issuing A-Shares to Specific Entities Independent directors played a pivotal role in the company's operations and decision-making, contributing significant expertise and oversight.



Specialized Committees

The Board oversees four specialized committees: the Audit Committee, the Strategic and Sustainable Development Committee, the Nomination Committee, and the Compensation and Evaluation Committee. These committees report to the Board, assisting in corporate governance by fulfilling supervisory and deliberative responsibilities, and providing scientific and professional recommendations to inform Board decisions.



Executive Compensation Policy

For internal directors, compensation is closely tied to the economic environment, company performance, and individual evaluations. Annual compensation levels are assessed and adjusted based on these factors. LUSTER adopts a "base salary + long-term incentives" structure, fostering a shared interest and risk-bearing alignment between shareholders and core management.

Details of director, supervisor, and executive compensation for the reporting period are provided in Chapter Four of the 2024 Annual Report on Corporate Governance.

Shareholder Rights Protection

LUSTER LightTech Co., Ltd. (LUSTER) is committed to safeguarding the rights and interests of all shareholders. In 2024, we enhanced shareholder protection through multiple initiatives, including improving the quality of external disclosures, expanding voluntary disclosure scope, strengthening investor relations engagement, and strategically employing share repurchasing and cancellation as part of our market value management efforts to protect investors' interests.

Information Disclosure

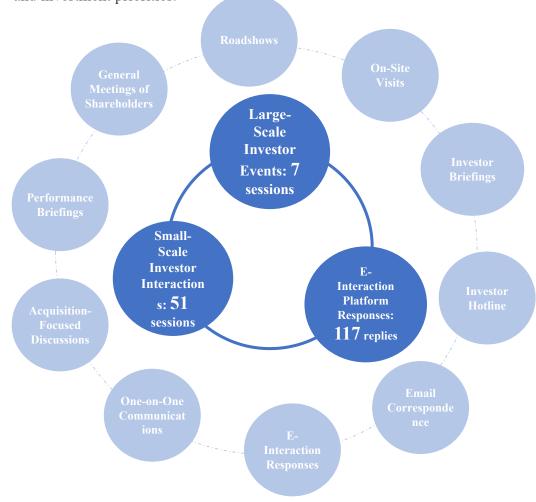
LUSTER continuously improves the quality and transparency of its information disclosures. In 2024, we updated key policies, including the Internal Reporting System for Material Information and the Information Disclosure Management Measures. These updates refined internal information transmission processes and strengthened the review mechanisms for critical information. We clearly defined the scope of authority, confidentiality protocols, and operational mechanisms for core information—such as key financial data, proprietary technologies, and product achievements—that significantly impacts the company's stock price. These measures ensure that external disclosures are timely, accurate, truthful, and complete.



Beyond mandatory disclosures, LUSTER expanded its disclosure dimensions. Building on 2023 efforts, we voluntarily disclosed the listing of our investee company, Changbudao, on the New Third Board, maintaining continuity, consistency, and completeness in our disclosures. In early 2024, responding to the "Quality Enhancement, Efficiency Improvement, and Return-Focused" initiative, LUSTER presented its 2023 performance in operations, technological innovation, financial management, investor engagement, and shareholder returns through engaging visual and textual formats. This content, alongside our ESG report, was disclosed in both Chinese and English to enhance readability and accessibility.

Investor Relations

LUSTER advocates for diverse and inclusive engagement with investors. Through performance briefings, specialized meetings, roadshows, teleconferences, and other channels, we maintain open and equitable communication with institutional and individual investors. These interactions provide timely updates on the company's latest developments and address investor inquiries regarding strategy, operations, finance, and investment priorities.

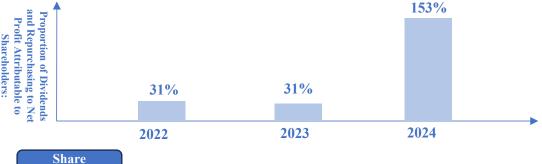


Investor Returns



Consistent Dividends, Sharing the Fruits of Growth

LUSTER places a high priority on delivering returns to its investors. Since its listing, the company has consistently distributed cash dividends, with the combined proportion of dividends and share repurchasing exceeding 30% of net profit attributable to shareholders in each respective year. Through these tangible actions, LUSTER demonstrates its commitment to rewarding investors.



Share Repurchasing

Four Initiatives, Reflecting Strategic Vision

In 2024, LUSTER successfully executed three share repurchasing programs and initiated a fourth, reflecting its forward-looking vision. These initiatives not only demonstrate the company's commitment to enhancing shareholder value but also support employee stock ownership plans and equity incentive programs. By fostering a culture of ownership, these programs ignite innovation across the organization, creating enduring value for both the company and its stakeholders.



Total Funds Utilized: RMB 180 million January 23, 2024: Completed the first repurchasing, acquiring 2.52 million shares (0.54% of total share capital) with funds totaling RMB 60 million.

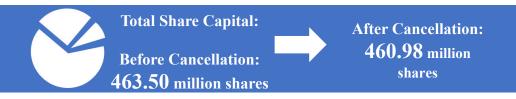
August 13, 2024: Completed the second repurchasing, acquiring 3.48 million shares (0.75% of total share capital) with funds totaling RMB 59.99 million.

November 27, 2024: Completed the third repurchasing, acquiring 2.56 million shares (0.55% of total share capital) with funds totaling RMB 59.98 million.

November 28, 2024: The Board of Directors approved the Proposal on the Fourth Share Repurchasing Plan via Centralized Bidding, initiating the fourth repurchasing program.

Cancellation

Share Cancellation: Enhancing Shareholder Value



To demonstrate its resolute commitment to stabilizing stock prices and boosting shareholder confidence, LUSTER passed a resolution on November 27, 2024, to amend the purpose of the 2.52 million shares repurchased in the first program. The original intent of allocating these shares to "employee stock ownership plans or equity incentives" was changed to "cancellation, thereby reducing the company's registered capital."

This strategic decision optimizes the capital structure, increases per-share value, and creates greater long-term value for shareholders.

Compliance Management

Integrity and Anti-Corruption

LUSTER steadfastly adheres to relevant anti-corruption and anti-bribery regulations. To this end, the company has established a series of policies, including the LUSTER LightTech Employee Code of Business Conduct, LUSTER LightTech BCG Accountability System for Compliance with Economic Issues, Sunshine Value Procurement Code of Conduct, and Regulations on Employees Surrendering Illegally Obtained Financial Gains to the Company. These policies are designed to regulate and oversee the behavior of employees, management, and suppliers, ensuring ethical and compliant operations.

The Audit and Legal Department serves as the primary body responsible for internal audit functions. Its work is divided into six key areas: operational audits, listed company compliance audits, internal audit system development, fraud investigations, oversight of executive appointments and authority, and anti-fraud mechanism establishment. These efforts collectively safeguard the company's healthy and compliant development.

Operational Audits

Listed Company Compliance

Internal Audit System

Investigations

Oversight of Executive Appointments and Authorit

Supervise

and collect

executive conduct

Anti-Fraud Mechanisms

- Conduct specialized Audit and evaluate audits in high-risk areas to assess investments. operational efficiency, effectiveness, and and other matters, compliance, collaborating with providing external audit actionable audit institutions to recommendations. with listing regulations.
- Perform economic responsibility audits and exit audits for key management positions.
- significant external guarantees, relatedparty transactions, ensure compliance
- Develop and refine internal audit management policies and workflows to ensure audit quality and standardize audit practices.
- Conduct targeted investigations into fraud allegations or clues identified during business audits. For cases involving judicial proceedings, cooperate with legal processes as required.
- feedback during the selection and appointment process. Investigate and verify reports concerning executives ethical conduct. addressing unqualified candidates through impeachment processes.
- Enhance the complaint and whistleblowing platform.
- Promote the implementation of anti-fraud measures within business operations.
- Conduct awareness campaigns on professional ethics, occupational crimes, and antifraud policies.



Integrity Training

The company conducts targeted training for employees in sensitive positions. For instance, a training session was held for 28 key members of the Suzhou Taihu Base project, focusing on integrity and compliance. The session covered compliance policy education and case studies of violations to clearly delineate boundaries and reinforce red lines.

In 2024, the company organized integrity and compliance culture training for new employees and grassroots management, themed "Building a Thriving Business with Integrity as the Foundation, Drawing Red Lines for Compliance." This initiative reached 204 participants, fostering a robust culture of ethical conduct and compliance.





Anti-Corruption Whistleblowing

In accordance with the Notice on Handling Whistleblowing Matters, LUSTER encourages employees to report instances of corruption, bribery, or other non-compliant behaviors, grounded in factual evidence and guided by applicable laws and regulations. By establishing a clear boundary of "building a thriving business with integrity as the foundation," the company enforces strict processes and guidelines to regulate the commercial conduct of all employees, enhance their ability to uphold integrity and self-discipline, and foster a culture of vigilance to prevent minor issues from escalating.

Whistleblowing Channels

The company provides three distinct whistleblowing channels to facilitate reporting of non-compliant behaviors:

Whistleblowing Hotline: 178XXXX22XX Whistleblowing Email: audit@lusterinc.com Whistleblowing Address: Audit and Supervision Department, Knowledge Reason Building, No. 7, 13 Cuihunan Ring Road, Haidian District, Beijing

Eligible Whistleblowers: Current or former employees, their family members or friends, suppliers, customers, or other stakeholders whose actions violate regulations or may harm the company's interests.

Scope of Reportable Matters: Behaviors suspected of violating laws, regulations, or company policies that harm or may harm the company's interests, including but not limited to embezzlement, soliciting or accepting bribes, disclosing trade secrets, unfair competition, or misappropriation of funds.

Whistleblowing Requirements

- Reports must be factual, and the clues or evidence provided by the whistleblower must be truthful.
- Real-name reporting is encouraged in principle. Anonymous reports are permitted, provided the evidence is sufficiently robust.
- Whistleblowers must ensure that investigators can contact them.
- Reports must not fabricate or exaggerate facts.
 Malicious reporting or false accusations, once verified, will be dealt with severely.

Protection for Whistleblowers

- The company strictly maintains the confidentiality of whistleblowers' identities and the materials they provide, prohibiting disclosure to the accused or any unrelated third parties.
- Any form of retaliation against whistleblowers is strictly prohibited. The company will impose severe penalties on those engaging in retaliatory actions.
- Employees who voluntarily and truthfully report their own violations may receive lenient or mitigated penalties.



In addition to rigorously regulating employee conduct in anti-corruption and anti-bribery efforts, LUSTER adheres strictly to legal boundaries in its commercial practices, ensuring compliance with applicable laws and regulations. The company has consistently leveraged its core technologies as a key differentiator, securing competitive advantages through continuous innovation and efficiency improvements while rejecting unethical tactics. In the realm of trademarks and patents, LUSTER not only fortifies defenses against external infringements on its own rights but also takes care to avoid violating the intellectual property of others, thereby safeguarding both its own and others' legitimate interests.



In 2024, no incidents occurred

involving unfair competition practices that infringed upon the rights of other enterprises.

Tax Compliance

LUSTER is committed to strict adherence to tax-related laws and regulations, creating social value through diligent fulfillment of its tax obligations. The company maintains an internal professional tax team and engages external expert consultants to provide guidance. It actively manages, reviews, and reports tax changes across its legal entities, studies and evaluates the impact of new tax regulations, and strengthens its tax compliance capabilities.

The company places a strong emphasis on tax risk management by establishing comprehensive tax management policies that clearly define tax processing workflows, responsibilities, and approval authorities, thereby standardizing tax operations. Additionally, LUSTER conducts thorough reviews of tax-related activities, deeply assesses potential risks, and mitigates vulnerabilities by optimizing processes.



According to the "Beijing Municipal Tax Service, State Taxation Administration Electronic Tax Bureau," LUSTER was rated as an **A-level** taxpayer for the 2023 tax year.

Strengthening
Tax Risk
Identification
and
Assessment

- Regularly conduct comprehensive reviews of tax-related operations to identify potential tax risk points.
- Perform in-depth evaluations and analyses of identified tax risks, determining their severity, likelihood, and potential impact.
- Propose solutions for identified risks and implement improved processes accordingly.

Implementing
Tax Risk
Assessment
and Tax
Audits

- Establish a tax risk assessment framework to accurately identify potential tax risks across various business activities and formulate response strategies based on findings.
- Periodically review the authenticity, completeness, and legality of tax-related documents, with a focus on examining tax returns, annual tax reconciliation reports, and other materials to prevent errors, omissions, or concealment, thereby mitigating tax-related risks.

Enhancing Training and Management of Tax Personnel

- Promote continuous learning of tax laws, regulations, and policies among tax personnel to ensure their professionalism.
- Conduct regular training and assessments for tax personnel to enhance their expertise and risk awareness.

Knowledge and Reasons are Our
Arms to Embrace the World!

Introduction

ESG Management

Social

Governance

Environmental

Strengthening Risk Management

LUSTER strictly complies with national laws and regulations, conducting annual assessments of risks related to strategy, market, operations, compliance, and information security. The company adjusts its risk prevention measures based on its development objectives and the evolving market environment, ensuring effective control of critical risks.

Risk Categories	Risk Items	Risk Management Measures
Strategic Risks	Alignment of strategic objectives with the current environment	Continuously monitor the macroeconomic environment, market trends, and policy directions to assess challenges and opportunities, dynamically adjusting the company's strategic direction, market demands, and core technology/product development pathways.
	Imperfect governance structures	 Refine the corporate governance structure to fully leverage the scientific decision-making roles of the board of directors, board of supervisors, shareholders' meeting, and management, while prioritizing shareholder rights protection.
Operational	Supply chain risks	 Strengthen closed-loop supply chain management by enhancing the quality and efficiency of supplier development, evaluation, auditing, and improvement processes. Invest in mergers, acquisitions, and internal R&D to secure upstream supply chain stability for core components.
Risks	New technology development risks	Expand engagement with market and industry insights, dynamically adjusting technology development strategies accordingly.
•~	Product quality risks	Establish a full-lifecycle quality management system, regularly assess quality risks, and promote continuous closed-loop quality management.
	Key employee turnover risks	Foster a fair, diverse, and inclusive work environment, offering attractive long-term and short-term compensation and incentive programs.
	Occupational health risks	 Prioritize employee physical and mental well-being through regular occupational health checks and free medical consultations. Implement regular inspections of office and production areas to identify and mitigate health hazards
	Environmental pollution risks	Standardize emissions of wastewater, waste, and exhaust gases, and adopt measures to reduce pollutant emissions.
Compliance Risks	Internal control risks	Develop a comprehensive internal control system to address all internal control risk points.
risks [2]	Business ethics risks	Enforce policies such as the Trade Secrets Protection Policy, Employee Handbook, and Sunshine Procurement Agreement to regulate the conduct of employees, suppliers, and other stakeholders regarding trade secrets.
	Intellectual property risks	Build a robust intellectual property protection system, strengthening investigation, research, and safeguards throughout the IP lifecycle.
Information Security Risks	Data security risks	Establish targeted measures to address data security risks, expand information security training, and enhance company-wide awareness of information protection.
	Privacy protection risks	Implement an information classification system for critical data and documents, setting hierarchical access permissions that require unified approval for access beyond designated scopes.

Environmental

» Climate Change

>> Pollution Emissions

>> Environmental Management

» Green Factory Development



Climate Change

Global warming poses a shared challenge for humanity worldwide. While LUSTER primarily drives its operations through technological innovation and is not classified as a high-emission or high-pollution enterprise, we remain steadfast in our commitment to green and low-carbon principles. We actively optimize our energy mix, expand the use of renewable energy equipment across diverse applications, and implement electricity- and energy-saving measures to enhance the efficiency of existing, non-replaceable non-renewable energy sources. To this end, LUSTER has issued the Proposal on ESG Energy Conservation and Emission Reduction, responding to environmental imperatives, reducing resource waste, and fostering a greener, more sustainable workplace.

Optimizing Our Energy Mix





- · At our Suzhou facility, we have installed rooftop photovoltaic panels to bolster the adoption of renewable energy.
- In recent years, we have prioritized the procurement of new energy vehicles (NEVs), increasing their utilization frequency in daily operations.
- In office areas, we have deployed energy-saving power strips to reduce electricity consumption.

Enhancing Energy Efficiency

Water Resources

- We conduct regular inspections across all areas to promptly address instances of water waste.
- Departments are instructed to immediately report burst pipes or leaks to facility management for swift resolution.
- We promote intermittent water use and have moderately reduced the number of water dispensers in work areas based on per capita drinking water proximity, optimizing resource allocation.

Electricity Resources

- · Lighting is managed with a "lights-off-when-leaving" policy, and localized tasks are supported by targeted illumination to minimize waste.
- Unused equipment and appliances are powered down promptly, with power switches verified after work hours.
- Routine equipment maintenance and electrical system upkeep are prioritized to reduce energy consumption.

Paper Resources

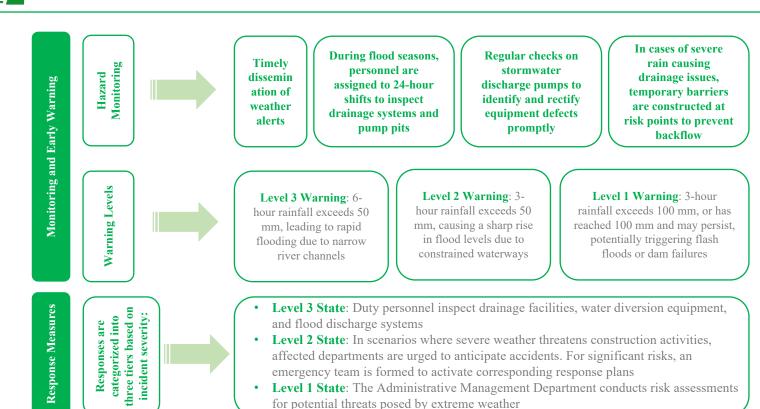
- Previews are required before printing or copying to prevent waste from errors.
- We advocate for paperless operations, leveraging modern digital tools to replace paper-based processes.
- Non-confidential paper and documents are collected and stored in designated recycling zones for double-sided reuse.

Climate Change Risk Management

Extreme climate variations pose challenges to LUSTER LightTech Co., Ltd. (LUSTER)'s normal production and operations. To enhance our resilience against such conditions, we have established the Flood Prevention and Response Plan and the High Temperature and Heatstroke Emergency Plan. These measures standardize our response to exceptional weather events, minimizing disruptions to business operations and safeguarding employee well-being.

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Flood Prevention and Response





High Temperature and Heatstroke

To align with occupational health and safety management standards, address potential heat-related risks, ensure employee safety, clarify emergency procedures, and enable orderly first-aid responses, LUSTER has developed the High Temperature and Heatstroke Emergency Plan. We conduct targeted drills focusing on first-aid procedures outlined in this plan.

Relocation

The warehouse supervisor organizes on-site personnel to swiftly move heatstroke-affected employees to a ventilated, shaded area, laying them flat with their head elevated and loosening their clothing and cuffs

Cooling

Apply a wet towel to the patient's head and use cold water to wipe down their body to expedite heat dissipation, avoiding direct airflow to prevent colds

Hydration

If the affected individual is conscious and free of nausea or vomiting, provide salted soda water to reduce body temperature and replenish blood volume

Revival

For unconscious patients, stimulate acupoints such as Renzhong and Hegu to aid recovery. If breathing ceases, perform artificial respiration immediately

Transfer

Severe heatstroke cases require prompt medical transfer. During transport, continue physical cooling measures, such as head cold compresses or alcohol wipes until the skin reddens, to protect vital organs like the brain, heart, and lungs

Pollution Prevention and Emissions Management

LUSTER strictly adheres to the Water Pollution Prevention and Control Law of the People's Republic of China, Environmental Noise Pollution Prevention and Control Law of the People's Republic of China, and the New Environmental Protection Law, among other relevant laws and regulations. In line with our business operations, we have established a suite of internal policies to ensure effective environmental stewardship and resource utilization. These include the Resource and Energy Management System, Waste Gas, Wastewater, and Noise Management System, Waste Management Regulations, and Chemical Management Regulations.

Wastewater, Waste Gas, and Noise Management



Wastewater Management

- LUSTER generates no industrial wastewater, only domestic wastewater. All relevant departments are encouraged to minimize or avoid the use of facilities and equipment that produce sewage wherever possible.
- Wastewater concentration is monitored annually by a qualified third-party agency, coordinated by the Administrative Management Department. Final discharge points for stormwater and sewage are clearly marked with signage.
- Should wastewater discharge exceed regulatory standards, the Administrative Management Department reports the issue to the Deputy General Manager and convenes relevant departments for analysis and remediation until compliance is achieved.



Waste Gas Management

- Waste gas at LUSTER originates from welding processes in our cleanroom facilities.
 Fumes generated during welding are captured by a gas collection system, filtered through activated carbon adsorption, and discharged.
 Used activated carbon is handed over to a certified waste handler for proper disposal.
- For unorganized emissions from production workshops, we enhance ventilation and air exchange measures.
- Annually, we test for hazardous air pollutants outside our workshops. If emission concentrations exceed standards, relevant departments are mobilized to analyze and address the issue until compliance is restored.



Noise Management

- Noise sources include equipment such as drilling machines, lathes, grinders, air compressors, and welding exhaust purifiers. LUSTER prioritizes the selection of low-noise equipment to mitigate impact.
- The Manufacturing Department oversees daily operations and regular maintenance of this equipment, following operational manuals or work instructions.
- High-noise equipment is fitted with soundproof enclosures to reduce emissions.
- Noise levels inside and outside workshops are monitored annually for hazardous factors. If levels exceed standards, relevant departments are convened to analyze and resolve the issue until compliance is met.

Waste Management

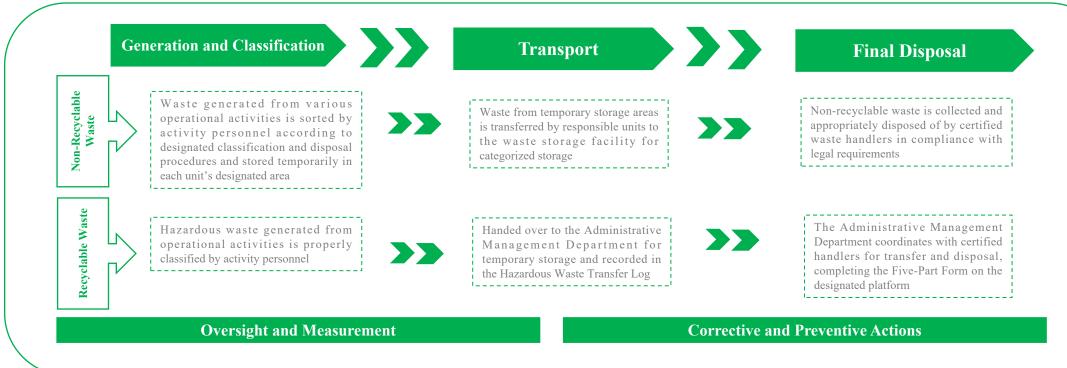
To ensure effective waste classification and disposal, achieve compliance and adaptability in waste handling, and prevent secondary environmental pollution and resource waste, LUSTER has established the Waste Management System. This framework aims to mitigate environmental pollution and promote resource recovery.



Total Was
3.04 Mo
Year-on-Y
reduction

Total Waste Generated in 2024: 3.04 Metric Tons

Year-on-Year Change: 19% reduction compared to 2023 (3.75 Metric Tons)



Environmental Management

Environmental Management System

Three subsidiaries under LUSTER LightTech Co., Ltd. (LUSTER)—namely Lingyun Photonics Technology Co., Ltd., Lingyun Vision Intelligent Equipment Co., Ltd., and Suzhou Lingyun Photonics Industrial Intelligence Technology Co., Ltd.—have achieved environmental certification, with their management systems compliant with ISO 14001:2015 standards. Within the company, we have established the Environmental Management and Protection System and the Office Environmental Management Regulations to govern environment-related practices systematically.



Emergency Preparedness for Environmental Incidents

To uphold the principles outlined in the Environmental Protection Law of the People's Republic of China—which emphasize "prioritizing protection, focusing on prevention, comprehensive governance, public participation, and accountability for damage"—and to implement environmental regulations effectively, LUSTER has developed the Environmental Safety Hazard Identification and Mitigation System. This framework aims to minimize environmental pollution from sudden incidents, prevent various environmental risks, and address the specific conditions of our operations.

Collaborative Inspection

Daily Inspection

Seasonal Inspection Professional Inspection

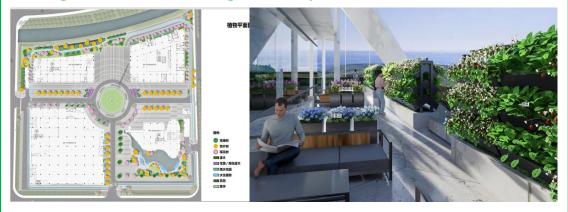
For locations and facilities identified as major environmental risk sources, we enforce the following measures:

- Establish major hazard archives
- Guarantee adequate funding for safety management and monitoring of major risk sources, maintaining necessary emergency response equipment and materials, and conducting regular testing and assessments
- Establish and refine safety management policies for major risk sources, assigning clear responsibilities and developing detailed implementation plans for safety oversight and monitoring
- Provide targeted skills training for personnel working in areas with major risk sources to enhance their safety awareness and incident-handling capabilities
- Install prominent warning signs in highly visible locations at relevant sites
- Conduct periodic specialized inspections of major risk sources by production managers, technical experts, and other relevant staff, maintaining detailed records
- Formulate and refine emergency response plans for major risk sources, conducting regular drills
- Maintain detailed hazard archives for environmental safety risks that cannot be immediately rectified, including distribution maps, likelihood and impact assessments, and records of mitigation and monitoring measures

Green Factory Development

The Taihu Industrial Base project for Industrial Artificial Intelligence, currently under construction by LUSTER, embodies a design philosophy centered on harmonious coexistence between humanity and nature, as well as the synergy of human progress and technology. The core of the Taihu Base's master plan lies in crafting a seamless experiential journey—from the open, culturally vibrant outdoor spaces to the introspective and communal indoor environments. Outdoor areas inspire exploration, while indoor spaces foster reflection and collaboration. This design not only enhances the aesthetic environment but also strengthens the bond between people and nature, boosting employee well-being and productivity while evoking the uplifting vitality of the natural world.

Within the base, an organic vegetable garden has been established, utilizing modern soilless cultivation techniques and energy-efficient drip irrigation systems to ensure organic, pollution-free produce. This garden redefines the harmony between technology and nature, serving as both a source of nourishment and a visual delight. Every plant radiates vitality, underscoring the dual values of healthy living and environmental stewardship. It stands as a modern oasis where intelligence and nature converge seamlessly.



Aesthetic and Quality Design Principles

Principle: Pursue excellence in quality and aesthetic value, enhancing the base's overall appeal through green landscapes, positioning it as a city's green landmark that showcases the beauty of human-nature harmony.

Objective: Foster a sense of belonging and satisfaction among clients and employees, demonstrating respect for customers and visitors through meticulous attention to detail.



Green Ecology, Sustainability, and Maintainability

Principle: Embrace simplicity and natural aesthetics, prioritizing environmental sustainability and resource efficiency while maintaining cohesive visual harmony.

Objective: Select low-maintenance, cost-effective plant species to ensure long-term, stable greening outcomes, championing a green lifestyle.

The Taihu Base is projected to achieve a greening coverage rate of 12.63%, approximately 5,000 square meters, with a per capita green area of nearly 2.12 square meters (based on an estimated 2,500 occupants). Water features will account for 2.17% of the area. The ideal plan includes 141 plant varieties, encompassing trees, shrubs, herbs, flowers, and organic vegetables and fruits. LUSTER invites all employees to nurture this vibrant land through a voluntary tree adoption program. This initiative encourages every employee to contribute to the purchase and maintenance of plants, fostering a dynamic and thriving workplace. Through participation, employees can experience creativity, joy, pride, and a deep sense of belonging.





Taihu Base: A Beacon of Sustainability

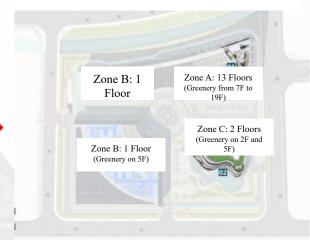


Outdoor Viewing System

The design harmoniously blends Eastern and Western flora to offer visitors an immersive experience of nature's beauty. By showcasing the distinctive characteristics of plants from both international and domestic origins, we underscore the universal harmony and beauty of global unity while fostering cross-cultural exchange and understanding. The open outdoor area serves as a venue for dialogue between Eastern and Western civilizations, inviting visitors to engage with cultural interplay in a natural setting.

Indoor Viewing System Centered around an intelliger this space is crafted to inspir

Centered around an intelligent botanical garden, this space is crafted to inspire joy, uplift spirits, and spark workplace creativity. By engaging the five senses—sight, sound, smell, taste, and touch—it evokes a profound appreciation for the wisdom of plants. This environment encourages employees and visitors to reconnect with their inner selves, experiencing the vitality and creativity of nature in a deeply meaningful way.





Energy Efficiency: Building a Green Campus

Throughout the dynamic construction of the Taihu Base, LUSTER embeds energy conservation as a guiding principle, striving to create a modern, green, and low-carbon industrial campus.

From the outset, energy efficiency informs the planning process:

Buildings are strategically arranged to maximize natural lighting and ventilation, reducing reliance on artificial lighting and air conditioning.

Rooftop photovoltaic panels and solar water heating systems are installed to enhance the adoption and utilization of renewable energy.

A higher proportion of energy- and water-saving equipment is incorporated.

In material selection, preference is given to eco-friendly, high-performance insulation materials to minimize energy loss. During construction, energy consumption is rigorously controlled through optimized scheduling, streamlined processes, and the use of high-efficiency, energy-saving machinery to reduce energy use.



Per the Jiangsu Province Green Design Review Form for Civil Building Design:

- The Taihu Industrial Base project qualifies as a Class A building for energy efficiency.
- Energy Efficiency Level: 72%
- Green Building Rating Target: Two-Star

Based on the current construction plan:

- The Taihu Base features a rooftop photovoltaic array covering 1,970 square meters, with an installed capacity of approximately 200 kW.
- Upon completion, the solar photovoltaic system is expected to generate 386,316 kWh annually, accounting for 3.92% of the building's total energy consumption.

Based on the current construction plan:

- The project includes 857 parking spaces, with 380 above ground and 477 underground.
- Electric vehicle charging stations, located in the underground garage, provide 86 spaces, representing 10% of total parking spaces.

Per the Renewable Energy Utilization Assessment:

- Independent public restrooms and scattered washbasins rely on small electric water heaters rather than centralized systems. The cafeteria employs a solar-powered, forcedcirculation indirect heating system for all-day hot water supply.
- The solar water heating system is projected to produce 7,200 cubic meters of hot water annually, accounting for 20% of hot water usage.

Based on the current construction plan:

- LUSTER will develop a water resource utilization strategy to optimize the use of various water sources.
- Outdoor landscape water bodies will utilize rainwater to offset over 60% of evaporation losses, incorporating ecological water treatment technologies to maintain water quality.

Appendix I: Key Performance Data

Business Performance Metrics				
Key Performance Indicator	Unit	2022	2023	2024
Direct Economic Value	Million CNY	2,749	2,641	2,234
Total Assets	Million CNY	5,014	5,085	5,459
Cash Dividends (incl. Buybacks)	Million CNY	58	50	164
(Buybacks + bonus) / Revenue	Million CNY	31%	31%	153%
Basic Earnings Per Share	CNY/Share	0.46	0.35	0.23
Environmental Performance Metrics				
Key Performance Indicator	Unit	2022	2023	2024
Total Greenhouse Gas Emissions (Production Facilities Only)	Metric Tons CO2e	0	0	0
Scope 1	Metric Tons CO2e	0	0	0
Scope 2	Metric Tons CO2e	/	/	/
Energy Consumption				
Direct Energy Consumption	Tons Standard Coal	147	127	154
Gasoline	Liters	22,300	26,260	28,250
Diesel	GJ	0	0	0
Natural Gas	Cubic Meters	102,040	81,632	102,041
Indirect Energy Consumption	Tons Standard Coal	312	500	481
Total Waste Generated (Production Facilities)	Metric Tons	1.50	3.75	3.04
Non-Hazardous Waste	Metric Tons	1.50	3.56	2.80
Paperboard	Metric Tons	0.30	1.30	1
Plastic	Metric Tons	0.40	0.76	0.60
Pallets	Metric Tons	0.80	1.50	1.20
Hazardous Solid Waste	Metric Tons	0.003	0.19	0.24
Waste Activated Carbon Filters	Metric Tons	0.003	0.006	/
Waste Packaging Barrels	Metric Tons	/	0.01	0.006
Waste Rags and Circuit Boards	Metric Tons	/	0.17	0.03
Waste Cutting Fluid	Metric Tons	/	/	0.20

Waste Diversion from Disposal				
Key Performance Indicator	Unit	2022	2023	2024
•				
Hazardous Waste Recycled/Reused	Metric Tons	0	0	0
Hazardous Waste Prepared for Reuse	Metric Tons	0	0	0
Hazardous Waste Diverted for Recycling	Metric Tons	0	0	0
Non-Hazardous Waste Recycled/Reused	Metric Tons	1.50	3.56	2.80
Non-Hazardous Waste Prepared for Reuse	Metric Tons	0	0	0
Non-Hazardous Waste Diverted for Recycling	Metric Tons	1.50	3.56	2.80
Waste Directed to Disposal				
Total Waste Directed to Disposal (incl. Diversion)	Metric Tons	1.50	3.75	3.04
Hazardous Waste to Incineration (with Energy Recovery)	Metric Tons	0.003	0.19	0.24
Hazardous Waste to Incineration (without Energy Recovery)	Metric Tons	0	0	0
Hazardous Waste to Landfill	Metric Tons	0	0	0
Non-Hazardous Waste to Disposal	Metric Tons	0	0	0
Non-Hazardous Waste to Incineration (with Energy Recovery)	Metric Tons	0	0	0
Non-Hazardous Waste to Incineration (without Energy Recovery)	Metric Tons	0	0	0
Non-Hazardous Waste to Landfill	Metric Tons	0	0	0
Water Resources				
Total Water Withdrawal (Overall)	Metric Tons	124,500	125,000	118,100
Total Wastewater Discharge (Suzhou Factory)	Metric Tons	5,187	6,206	6,209
РН	Dimensionles s	7.4-7.5	7.4-7.5	8.1
Suspended Solids	mg/L	24	38	9
CODer	mg/L	85	299	44
Ammonia Nitrogen	mg/L	30.9	24.6	30.9
Total Phosphorus	mg/L	3.14	3.61	3.14
Administrative Penalties for Wastewater Discharge	Count	0	0	0
Total Environmental Investment	10K CNY	9.6	9.6	4.4

Social Performance Metrics				
Key Performance Indicator	Unit	2022	2023	2024
Supply Chain Management				
Total Key Suppliers	Count	66	63	60
Overseas Suppliers	Count	240	240	151
Domestic Suppliers	Count	1,496	1,496	1,074
Service Suppliers	Count	45	45	65
Raw Material Suppliers	Count	1,691	1,691	1,160
Supplier Training Sessions	Count	16	28	30
Supplier Audits	Count	11	22	44
Anti-Corruption Agreement Signing Rate	%	48%	66%	90%
Safety Agreement Signing Rate	%	43%	81%	90%
Quality Management				
Product Recall Rate	%	0	0	0
Product Yield Rate (Standard Products)	%	97.85%	98.82%	99.56%
Customer Satisfaction	%	89%	90%	91%
Customer Complaint Resolution Rate	%	100%	100%	100%
Quality Improvements Implemented	Count	1,650	1,462	1,446
Quality Issues Resolved	Count	1,435	1,345	1.360
Quality Issue Closure Rate	%	87%	92%	94%
Employees				
Total Employees	Persons	2,060	1,981	1,850
Male Employees	Persons	1,628	1,584	1,479
Female Employees	Persons	432	397	371
Employees Over 40	Persons	148	199	179
Employees Aged 31–40 (incl. 40)	Persons	1,069	1,131	1,035
Employees 30 and Under (incl. 30)	Persons	843	651	636
Doctoral Degree Holders	Persons	20	17	18
Master's Degree Holders	Persons	474	503	462
Bachelor's Degree Holders	Persons	932	829	791
Diploma and Below	Persons	634	632	579
New Hires	Persons	801	416	268

Employees				
Key Performance Indicator	Unit	2022	2023	2024
Male Employees	Persons	656	356	220
Female Employees	Persons	145	60	48
Employees Over 40	Persons	39	21	17
Employees Aged 31–40 (incl. 40)	Persons	412	117	97
Employees 30 and Under (incl. 30)	Persons	350	278	154
Doctoral Degree Holders	Persons	9	0	2
Master's Degree Holders	Persons	144	133	40
Bachelor's Degree Holders	Persons	377	144	137
Diploma and Below	Persons	271	139	89
Employee Turnover	%	20.83%	22.17%	21.08%
Male Turnover Rate	%	21.83%	22.79%	21.49%
Female Turnover Rate	%	17.11%	19.78%	19.41%
Turnover Rate (Over 40)	%	11.76%	21.33%	15.48%
Turnover Rate (31–40)	%	20.80%	19.27%	20.29%
Turnover Rate (30 and Under)	%	22.60%	26.64%	24.44%
Parental Leave			_	
Total Employees Taking Maternity/Paternity Leave	Persons	80	107	133
Male Employees Taking Paternity Leave	Persons	68	85	100
Female Employees Taking Maternity Leave	Persons	12	22	33
Employees Returning Post-Leave	Persons	80	107	132
Male Employees Returning Post-Leave	Persons	68	85	100
Female Employees Returning Post-Leave	Persons	12	22	32
Employee Health and Safety				
Social Insurance Coverage	%	100%	100%	100%
Supplementary Medical Insurance Coverage	%	100%	100%	100%
Work-Related Injuries	Persons	0	0	5
Work-Related Fatalities	Persons	0	0	0
Employee Training				
Training Investment	10K CNY	131	188	234
Total Training Hours	Hours	26,984	22,946	23,548
Total Employees Trained	Persons	2,534	2,068	2,459

Unit	2022	2023	2024
Persons	2,016	1,443	1,948
Persons	518	625	511
Persons	5	12	24
Persons	70	70	70
Persons	1100+	1500+	1600+
Persons	7	8	10
Million CNY	376	460	450
%	14%	17%	20%
Persons	829	777	735
%	40%	39%	40%
%	1.57%	1.42%	1.63%
%	39%	46%	44%
%	59%	53%	54%
Count	115	199	181
Count	510	709	799
Count	252	311	387
Count	218	344	381
Count	40	54	31
Count	232	263	288
rs			
Count	2	4	2
Count	7	9	11
Count	6	9	9
	Persons Persons Persons Persons Persons Persons Persons Million CNY % Persons % % Count	Persons 2,016 Persons 518 Persons 5 Persons 70 Persons 1100+ Persons 7 Million CNY 376 % 14% Persons 829 % 40% % 39% % 59% Count 115 Count 252 Count 218 Count 232 Count 2 Count 2 Count 7	Persons 2,016 1,443 Persons 518 625 Persons 5 12 Persons 70 70 Persons 1100+ 1500+ Persons 7 8 Million CNY 376 460 % 14% 17% Persons 829 777 % 40% 39% % 1.57% 1.42% % 39% 46% % 59% 53% Count 115 199 Count 252 311 Count 218 344 Count 40 54 Count 232 263 Count 7 9

Key Performance Indicator	Unit	2022	2023	2024
			13	14
Special Committee Meetings	Count	8	+	
Number of Directors	Persons	9	9	9
Proportion of External Directors	%	56%	56%	56%
Proportion of Independent Directors	%	33%	33%	33%
Number of Female Directors	%	22%	22%	22%
Investor Relations				
Large-Scale Public Briefings	Count	2	3	3
Small-Scale Investor Meetings	Count	60+	80+	50+
Annual Investor Visitors Received	Persons	800+	600+	550+
Investor Hotline Response Rate	%	100%	100%	100%
E-Interaction Query Responses	Count	78	159	117
Total Public Announcements	Count	59	159	174
Periodic Reports Disclosed	Count	3	4	4
Ad Hoc Announcements	Count	31	79	96
Voluntary Disclosures	Count	2	3	1
Anti-Corruption Governance and T	raining			
Anti-Corruption Training Sessions	Count	/	6	4
Employees Participating in Anti- Corruption Training	Persons	/	96	231
Total Hours of Anti-Corruption Training	Hours	/	100	462
Corruption Complaints Received	Count	/	3	2
Anti-Corruption Special Projects Initiated	Count	/	2	1
Confirmed Corruption Incidents	Count	/	1	1
Confirmed Corruption-Related Legal Cases	Count	/	1	0

Appendix II: Indicator Index

Referenced Indicators

This report has been prepared in accordance with the GRI Standards: Core Option 2021 and the Shanghai Stock Exchange Guidelines on Self-Regulation for Listed Companies No. 14

GRI Standard		Disclosure Item	Report Section	Page Index
	2-1	Organizational Details	About LUSTER LightTech	5
	2-2	Entities Included in the Organization's Sustainability Reporting	About This Report	3
	2-3	Reporting Period, Frequency, and Contact Point	About This Report	3
	2-4	Sources of Information	About This Report	3
	2-6	Activities, Value Chain, and Other Business Relationships	Innovation-Driven Development Product Responsibility Supply Chain Responsibility	21-23 24-25 26-29
	2-7	Employees	Employee Responsibility	29-38
	2-9	Governance Structure and Composition	Corporate Governance	42
	2-10	Nomination and Selection of the Highest Governance Body	Corporate Governance	42-43
	2-11	Chair of the Highest Governance Body	Corporate Governance	42-43
GRI 2: General	2-12	Oversight Role of the Highest Governance Body in Managing Impacts	Corporate Governance	43
Disclosures 2021	2-13	Delegation of Responsibility for Managing Impacts	Corporate Governance	42-43
	2-14	Role of the Highest Governance Body in Sustainability Reporting	About This Report	8
	2-15	Conflicts of Interest	Corporate Governance	42
	2-16	Communication of Critical Concerns	Corporate Governance	42-43
	2-17	Collective Knowledge of the Highest Governance Body	Corporate Governance	42-43
	2-18	Evaluation of the Highest Governance Body's Performance	Corporate Governance	42-43
	2-19	Remuneration Policies	Corporate Governance	43
	2-20	Process for Determining Remuneration	Corporate Governance	43
	2-22	Statement on Sustainable Development Strategy	2024 ESG Statement	4
	2-23	Policy Commitments	Technology for Good Shareholder Rights Protection Compliance Management Environmental Management	13-20 44-45 46-49 55

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	2-24	Integration of Policy Commitments	Technology for Good	13-20
GRI 2: General Disclosures 2021	2-25	Processes to Remediate Negative Impacts	Information Security and Privacy Protection	39-40
	2-26	Mechanisms for Seeking Advice and Raising Concerns	Employee Responsibility Corporate Governance	29-38 42-43
	2-27	Compliance with Laws and Regulations	Governance	42-49
	2-29	Approach to Stakeholder Engagement	Stakeholder Engagement	9
	2-30	Collective Bargaining Agreements	Employee Responsibility	29-38
	3-1	Process to Determine Material Topics	Materiality Assessment	10
	3-2	List of Material Topics	Materiality Assessment	10
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Stakeholder Engagement Materiality Assessment	9-10
	201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Climate Change	51-52
	201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Shareholder Rights Protection	44-45
GRI 205:	205-1	Operations Assessed for Corruption Risks	Compliance Management	46-49
Anti- Corruption	205-2	Communication and Training on Anti-Corruption Policies and Procedures	Compliance Management Supply Chain Responsibility	46-47 26-29
2016	205-3	Confirmed Incidents of Corruption and Actions Taken	Compliance Management	46-47
CDI AGE T	207-1	Tax Strategy	Tax Compliance	48
GRI 207: Tax	207-2	Tax Governance, Control, and Risk Management	Tax Compliance	48
2019	207-3	Stakeholder Engagement and Management of Tax-Related Concerns	Stakeholder Engagement	9
	303-1	Interactions with Water as a Shared Resource	Climate Change	51-52
GRI 303:	303-2	Management of Water Discharge-Related Impacts	Climate Change Pollution Emissions	51-52 53-54
Water and	303-3	Water Withdrawal	Key Performance Data	59-61
Effluents 2018	303-4	Water Discharge	Key Performance Data	59-61
	303-5	Water Consumption	Key Performance Data	59-61
	306-1	Waste Generation and Significant Waste-Related Impacts	Pollution Emissions	53-54
CDI 204	306-2	Management of Significant Waste-Related Impacts	Pollution Emissions	53-54
GRI 306:	306-3	Waste Generated	Key Performance Data	59-61
Waste 2020	306-4	Waste Diverted from Disposal	Key Performance Data	59-61
	306-5	Waste Directed to Disposal	Key Performance Data	59-61

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	3-3	Management of Material Topics	Employee Rights Protection Talent Development and Retention	29-31 32-34
GRI 401: Employment	401-1	New Employee Hires and Employee Turnover	Key Performance Data	59-61
2016	401-2	Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time Employees)	Fair Recruitment Social Insurance and Welfare	30
	401-3	Parental Leave	Key Performance Data	59-61
GRI 402:	3-3	Management of Material Topics	Employee Rights Protection	29-31
Labor/Management Relations 2016	402-1	Minimum Notice Periods Regarding Operational Changes	Employee Rights Protection	29-31
	3-3	Management of Material Topics	Employee Safety and Health	36-38
	403-1	Occupational Health and Safety Management System	Occupational Health and Safety Management Framework	37
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Occupational Health and Safety Risk Identification and Control	38
	403-3	Occupational Health Services	Employee Safety and Health Safety Training and Awareness	36-38
GRI 403: Occupational Health and Safety 2018	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Democratic Management and Suggestion Rights	31
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	403-6	Promotion of Worker Health	Employee Safety and Health	36-38
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	Employee Safety and Health	36-38
	403-8	Workers Covered by an Occupational Health and Safety Management System	Employee Safety and Health	36-38
	403-9	Work-Related Injuries	Key Performance Data	59-61
	403-10	Work-Related Ill Health	Employee Safety and Health	36-38
	3-3	Management of Material Topics	Talent Development and Retention	32-34
GRI 404: Training and	404-1	Average Hours of Training Per Year Per Employee	Key Performance Data	59-61
Education 2016	404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Talent Development System	32-34
Education 2010	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Rapid Onboarding for New Employees Key Performance Data	34 59-61

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Equal opportunity 2010	405-1	Diversity of Governance Bodies and Employees	Talent Development and Retention	32-34
CDI 400 F	3-3	Management of Material Topics	Employee Rights Protection	29-31
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Employee Rights Protection	29-31
	3-3	Management of Material Topics	Product Responsibility Supply Chain Responsibility	24-25 26-29
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	Product Responsibility	24-25
	416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	Strengthening Risk Management	49
CPL440 C	3-3	Management of Material Topics	Information Security and Privacy Protection	39-40
GRI418: Customer Privacy 2016	418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Information Security Risk Management	39

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