



2024

Environmental, Social and Governance Report
QUICK INTELLIGENT EQUIPMENT CO., LTD

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I

Report Description

Regarding this Report

Chairman’s Message

About QUICK

Annual Honors

Quick Intelligent Equipment Co., LTD. (" the Company ", stock code: 603203) hereby publishes the 2024 Environmental, Social and Governance Report (" the Report "or" ESG Report ") of the Company together with its affiliated member enterprises (collectively referred to as "QUICK", "the Company" or "we"). This is the Company 's first independently published ESG report, which aims to disclose to all stakeholders the Company' s concepts, practices and achievements in environmental protection, social responsibility and corporate governance in a comprehensive and transparent manner.

Report Description

Report Scope

Compilation Basis

This report covers ESG management methods and performance of Quick Intelligent Equipment Co., Ltd. and its wholly-owned and holding subsidiaries (collectively, the "Group"). The report covers the period from January 1, 2024 to December 31, 2024 (the "reporting Period"), with parts for enhancing comparability retrodating back to previous years or extending to 2025.

This report is prepared with reference to Self-regulatory Guidelines for listed Companies of the Shanghai Stock Exchange No. 14 - sustainable development report (trial) With reference to the Ministry of Finance of China 's Corporate Sustainability Disclosure Standards - Basic Standards (Trial), GRISStandards of the Global Reporting Initiative, ISSB International Financial Reporting Standard S2 - Climate-related Disclosures, and the Sustainability Accounting Board (SASB) The Sustainability Accounting Standards, the United Nations Sustainable Development Goals (SDGs), etc.

Reporting Principles

This report follows the principles of materiality, quantification, consistency and balance to ensure the accuracy, completeness and comparability of information disclosure.

Principle of Materiality	Principle of Quantification
In accordance with ESG disclosure guidelines, QUICK identifies ESG issues that are in line with the characteristics of its industry and business, and ensures through materiality determination that the information disclosed in the reports fully covers the key concerns of QUICK and its stakeholders. In 2024, the Group conducted a comprehensive assessment and review of regulatory disclosure requirements and capital market criteria, and compared with the changing trends of peer issues to identify 29 material issues. By conducting questionnaires among eight stakeholders including government, employees, customers, shareholders and investors, we collected the results of the stakeholders' assessment of the importance of ESG issues, and combined the importance of each issue to the sustainable development of Quick, we ultimately formed the Quick 2024 ESG major Issues matrix.	QUICK has developed an ESG indicator collection tool covering its headquarters and subsidiaries. It conducts regular statistics on quantified key disclosure indicators including all "environmental" categories and some "social" categories in the ESG disclosure guidelines, and compiles them within the year to form this report for public disclosure. ESG quantified data are detailed in the sections of this report.

Principle of Consistency	Principles of Balance
This report is the Company 's first disclosure, and the Company undertakes that there will be no material changes to the scope of future reports' disclosures unless necessary, and that consistent statistical methods of disclosure will be used.	This report has been reviewed and confirmed by the Board of Directors of the Group, and it is committed that the content of the report is objective and public, and the disclosed content can be accessed through the official information disclosure channels of QUICK or public media.

Data Description	Form of Publication
Financial data in the report are from the 2024 annual report, other data are from the company's internal management system and statistics, and some data involve historical data. The monetary amounts involved in this report are measured in Renminbi, unless otherwise specified.	This report is published in electronic form and can be accessed or downloaded from our website (www.quick-global.com).

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Chairman's Message

2024 is a crucial year for QUICK to deeply implement the ESG concept and accelerate high-quality development. In the context of the reconfiguration of the global industrial chain and the deepening of the "dual carbon" goals, we have always adhered to the corporate mission of "committed to providing Intelligent equipment solutions for precision electronic assembly and semiconductor packaging", integrated the concept of sustainable development into the corporate strategy, and promoted the harmonious coexistence of the enterprise and society with innovation-driven, green development and responsibility as the core.

Adhere to the path of green transformation and fulfill the mission of "dual carbon".

Over the past year, we have deeply recognized the urgency of addressing climate change and proactively incorporated the "dual carbon" goals into our corporate development strategy. By launching a comprehensive carbon inventory, systematically sorting out carbon emission sources and formulating scientific emission reduction paths, we have taken solid steps on the path of green transformation. More importantly, our Intelligent equipment products, through technological innovation, are helping downstream customers achieve energy conservation and consumption reduction in the production process, contributing to the country's "dual carbon" goals with concrete actions. This is not only the responsibility of the enterprise, but also our firm response to the questions of The Times.

Deepen innovation-driven development and lead industrial upgrading.

Innovation has always been the primary driving force for the development of enterprises. In cutting-edge fields such as artificial intelligence, AI servers, semiconductor packaging, automotive electrification and Intelligent driving, smart terminals and smart wearables, we continue to increase investment in research and development and constantly break through key core technologies. The company 's nano-silver sintering equipment has performed well and has been recognized as a key core technology (equipment) of the "Research and Development Project of Micro-nano Metal Sintering Process and Equipment for Third-generation Semiconductor Power Chips" by the Jiangsu Provincial Department of Industry and Information Technology. It is the core equipment for automotive-grade silicon carbide packaging and has been placed in orders with some leading customers. These technological and equipment breakthroughs have not only enhanced the company's core competitiveness, but also contributed a key force to the security of China's semiconductor industry chain. In cutting-edge areas such as advanced semiconductor packaging, new energy vehicle electronics, and 5G communications, we continued to increase R&D and achieved phased breakthroughs; a number of high-end equipment are moving toward industrialization, which further strengthens our core competitiveness and contributes to the security of China's semiconductor industry chain.

Strengthening responsibility governance and laying a solid foundation for development.

Good corporate governance is the cornerstone of sustainable development. We continue to improve our ESG governance structure, incorporate ESG factors into our decision-making system, and establish a comprehensive risk management mechanism covering the environment, society, and governance. Through a series of

international standard certifications, we have built a sound management system, and our ESG management level is gaining more and more international recognition. These efforts have not only enhanced the company's standardized management level, but also strengthened the confidence of stakeholders in the company.

Put people first and create a better future together.

Employees are the most valuable asset of the enterprise. We provide nearly a thousand employees with a fair, safe, and developable working environment, build diverse career development channels, and enable every employee to realize their personal value on the Quick platform. We have a particular focus on the development of our employees' skills. The "Quick Cup" National Electronic Manufacturing industry Welding Skills Competition, which has been held for many consecutive years, has become an industry event and has cultivated a large number of skilled talents for the industry. This emphasis on and cultivation of talent is the source of the continuous development of QUICK.

Deepen partnerships and build an industrial ecosystem together.

In terms of supply chain management, we have established long-term partnerships with hundreds of suppliers, incorporated ESG requirements into the entire supplier management process, and promoted the sustainable development capabilities of the upstream and downstream of the industrial chain together. Through technology empowerment and management improvement, we help small and medium-sized suppliers enhance their ESG management, achieving integrated development of large, medium and small enterprises. At the same time, we actively participate in the formulation of industry standards and promote the standardized development of the industry, fully demonstrating the responsibility and commitment of a leading enterprise in the industry.

Looking ahead to 2025, opportunities and challenges coexist.

The global industrial landscape is undergoing profound adjustments, and green and low-carbon development is becoming an inevitable trend. We will continue to deepen the implementation of our ESG strategy: in the environmental dimension, formulate a clearer roadmap for carbon neutrality and continue to increase the proportion of renewable energy use; In the social dimension, we will continue to increase investment in research and development, deepen industry-education integration, and cultivate more skilled talents for the industry; In the governance dimension, further improve the ESG governance system, incorporate ESG performance into executive assessment, and ensure that the concept of sustainable development truly takes root.

Standing at a new historical starting point, QUICK will unswervingly follow the path of high-quality development, embrace change with a more open attitude, fulfill responsibilities with more practical actions, and work hand in hand with all stakeholders to contribute QUICK's wisdom and strength to advanced manufacturing and sustainable development.

Chairman: Jin Chun

October 2025

About QUICK

Quick Intelligent Equipment Co., Ltd. (Stock Code: 603203.SH) founded in 1993, is a leading one-stop solution provider for precision electronics assembly and backend semiconductor packaging. Our core products include precision soldering equipment, AOI, integrated automation solutions, and semiconductor packaging equipment. Specializing in industries such as automotive electrification & intelligent driving, smart wearable, AI server, and semiconductor packaging, we continuously innovate to provide professional solutions that drive industrial digitalization and intelligent transformation.

Corporate Vision

Lead in precision welding technology The company is a national manufacturing single-champion enterprise, focusing on precision welding technology for 30 years, forming a series of categories including soldering iron welding, hot air welding, high-frequency welding, infrared welding, micro-point welding, hot press welding, selective wave soldering, laser welding, ultrasonic welding, etc., integrating self-developed technologies such as motion control, software systems, vision algorithms, precision modules, industrial robot applications, etc. The company provides customers with welding processes and automation solutions.	Vigorously develop the capabilities of semiconductor packaging solutions The company independently develops micro-nano metal sintering equipment, heat bonding machines, high-speed and high-precision bonding machines, formic acid soldering furnaces and chip packaging AOI, providing complete solutions for the semiconductor packaging field. The company will continue to develop advanced packaging equipment such as high-precision bonding to help the chip industry enter a new era of AI.
Strengthen SMT/PCBA electronic assembly and smart manufacturing integration capabilities The company developed 3DAOI/SPI, laser marking equipment, dispensing and coating equipment to form SMT/PCBA electronic assembly complete equipment capabilities. Combining its strengths in precision welding, machine vision, software systems, robotics and automation integration, it provides complete Intelligent manufacturing solutions for customers in fields such as AI smart hardware, new energy vehicles and medical electronics.	

Core Values

"For customers, learn to innovate,
be upright, take responsibility, grow together"

Company Honors

- National Manufacturing Single Champion Enterprise
 - National Specialized, Refined, Unique and Innovative "Little giant" enterprise by the Ministry of Industry and Information Technology
 - Jiangsu Engineering Research Center for High-density Micro-Assembly
 - Jiangsu Engineering Research Center for Soldering Automation
 - National Postdoctoral Research Workstation
 - Top 100 Intelligent manufacturing enterprises in China
- Jiangsu Provincial Enterprise Technology Center
 - Key core technologies (equipment) of the "Research and Development Project of Micro-nano Metal Sintering Process and Equipment for Third-Generation Semiconductor Power Chips" of Jiangsu Provincial Department of Industry and Information Technology
 - Leading Service Provider for Intelligent Manufacturing in Jiangsu Province
 - 2024 Suzhou-Wuxi-Changzhou First (Set) Major Equipment Honor
 - SEMICON Product Innovation Award



II

ESG Management

- ESG Strategy
- ESG Management Framework
- Stakeholder Communication
- Evaluation of Substantive Issues

 ESG Strategy

QUICK is deeply aware of the significance of sustainable development for the long-term development of the enterprise and fully integrates the ESG concept into the enterprise's strategic planning and daily operation management system. We have established a systematic ESG governance framework, committed to pursuing economic benefits while actively fulfilling environmental protection and social responsibilities, and achieving coordinated development of the enterprise with society and the environment.

At the strategic planning level, the company has deeply integrated ESG goals with its business strategy and established a sustainable development path of "green manufacturing, responsible operation, and innovative development". We have established a hierarchical and progressive strategic execution framework: the top-level design focuses on macro-strategic planning and long-term goal setting, and the sustainable development goals are transformed into annual business plans and specific action plans through goal refinement and task decomposition; At the meso level, a cross-departmental collaboration mechanism was established and an ESG working committee was set up to coordinate resource allocation and the advancement of major projects; At the executive level, standardize operating procedures and management systems to ensure that business units and functional departments effectively implement ESG practice requirements.

The company has established an ESG task force dedicated to collecting, organizing and coordinating information on environmental management, social responsibility fulfillment, corporate governance optimization and ESG risk management. The group established standardized working procedures, continuously promoted the improvement of the company's ESG practice system, and established a sound information management mechanism.

In terms of ESG risk identification and management, the company has established a forward-looking risk assessment mechanism. By integrating the industry experience of our internal professional team, referring to domestic and international ESG rating standards and best practices, and drawing on the successful experiences and risk cases of companies in the same region and industry, we systematically identify and assess ESG-related risks. Using a combination of qualitative and quantitative analysis methods, we conduct a comprehensive risk assessment from two dimensions of occurrence probability and impact degree, and develop corresponding risk response strategies and control measures to continuously enhance the company's risk prevention and control capabilities and resilience development level.

QUICK is committed to achieving the organic unity of environmental benefits, social value and enterprise development. The release of the first independent ESG report marks the company's proactive acceptance of supervision and evaluation by all stakeholders, and the gradual establishment of a closed-loop management mechanism of "strategic guidance - process control - performance evaluation - continuous improvement", laying a solid foundation for achieving high-quality sustainable development.

ESG Governance Structure

The company has established a three-level ESG governance structure with clear responsibilities and efficient operations:

Decision-making Level

Company Leaders

Develop ESG strategic direction and policies;
Approve ESG goals and annual plans;
Monitor ESG performance and risks;
Review ESG reports.

Management

Company Executives, ESG Team Leaders,
Department Heads

Coordinate cross-departmental ESG efforts
Monitor progress in implementing ESG goals
Report ESG matters to the board

Executive Level

ESG Working Group

Environmental Management Group

Lead departments: EHS Department,
Manufacturing Department
Responsibilities: Energy management, carbon
emissions management, pollution control,
environmental compliance

Social Responsibility Group

Lead departments: Human Resources
Department, Quality Department, Purchasing
Department
Responsibilities: Employee management,
product responsibility, supply chain
management, social welfare

Corporate Governance Group

Lead departments: Board Office, Legal
Department, Finance Department, Internal
Audit Department
Responsibilities: Compliance management,
risk control, information disclosure, investor
relations

Stakeholder Communication

QUICK always values the opinions of stakeholders from all sectors of society and incorporates important opinions into the group's sustainable development efforts. To this end, QUICK actively uses diverse communication methods to understand the expectations of all stakeholders and respond to their demands in a timely manner.

Stakeholders	Expectations and Demands	Ways of Communicating	Response
Shareholders/ Investors	- Improve the governance structure - Integrity and business ethics - Transparency of information - Intellectual property protection - Product and technology innovation - Revenue return	- Earnings Release - Shareholders' meeting - Roadshow - Interim and annual reports - Project research	- Disclose announcements, general meeting resolutions and financial reports as required - Implied disclosure of information - Efforts to boost profitability - Actively organize on-site research for the project
Customers	- Safe and stable gas supply - Product quality and safety - Customer rights protection - Optimize customer service - Customer privacy protection	- Customer satisfaction surveys - Multi-channel complaints and suggestions	- Conduct regular customer safety checks - Improve service management - Implement customer privacy protection requirements
Employees	- Employee rights protection - Equal and diverse employment - Training and career development - Occupational health and safety - Employee work-life balance	- Employee representatives - Internal and external training for employees - Employee activities	- Effectively safeguard the legitimate rights and interests of employees - Establish fair compensation and promotion mechanisms - Enrich the types and methods of employee training - Focus on employee health - Provide a healthy, safe working environment

Stakeholders	Expectations and Demands	Ways of Communicating	Response
Government / Regulatory Agencies	- Serve national strategy - Emergency and Risk Management - Anti-unfair competition - Safety management	- Institutional visits - Report the work report - Daily Communication - Information Disclosure	- Operate legally and in compliance - Accept government inspection - True and accurate information disclosure
Value chain Partners	- Responsible Supply chain - Industry collaboration and progress	- Supplier talks - Daily communication - Strategic cooperation	- Open Tender - Perform the contract as agreed
Environment	- Resource use - Emission management - Environmental Management - Biodiversity conservation - Addressing climate change - Push for energy conservation and emissions reduction - Low-carbon energy supply - Energy efficiency improvement and green technology innovation	- Environmental impact assessment and external communication - Environmental management	- Supply clean energy - Practice resource conservation - Technological innovation
Community	- Support rural revitalization - Community communication and contribution - Facilitating local economic development "Social welfare"	- Charity activities - Volunteering	- Committed to public good - Build good relationships with the community
Media	- Information Transparency - Maintain good media relations	- Press conference - Media project inspection - Executive Interviews	- Regular press conferences - Distribute press releases to the media - Update business news on the company website - Respond to media inquiries - Keep communicating with the media

Evaluation of Substantive Issues

To accurately identify and assess issues that have a significant impact on the company's sustainability, QUICK has established a systematic substantive issue assessment process to ensure that ESG management focuses on the most critical areas.

Issue Identification and Collection

With the professional support of independent third-party advisors, the company uses a combination of multiple methods to identify ESG issues. We delved into the ESG disclosure guidelines of the Shanghai Stock Exchange, benchmarked against the ESG practices of outstanding listed companies in the same industry at home and abroad, analyzed the priorities of ESG rating agencies in the capital market, and combined with the company's annual work priorities and business development characteristics, initially identified a candidate topic pool covering the three dimensions of environment, society, and governance.

Research on Stakeholders

To gain a comprehensive understanding of the key concerns of all parties, the company commissioned independent consultants to conduct questionnaire surveys among eight major categories of stakeholders. The survey covered groups such as shareholders and investors, customers, employees, government regulators, suppliers, communities, environmental groups, and media. Respondents rated the importance of various ESG issues from their own perspectives, providing an important basis for prioritizing the issues.

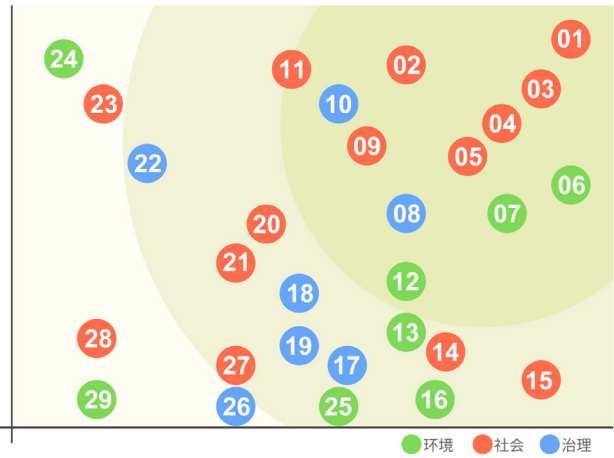
Operational Impact Analysis

The management of the company assesses the extent to which various ESG issues affect the company's operations from multiple dimensions such as strategic development, risk management, and value creation. Through management interviews, seminars and other forms, deeply analyze the potential impact of each issue on the company's short-term operations and long-term development, as well as the company's management maturity and room for improvement on the relevant issues.

Determination of the Issue Matrix

Based on the results of the stakeholder importance score and the impact assessment on the company 's operations, we have constructed the Quaker Intelligence 2024 ESG materiality issue matrix. The 29 issues are classified into three levels: highly important, moderately important, and generally important, with the horizontal axis representing the importance of the issues to the company's operations and the vertical axis representing the importance of the issues to the stakeholders. The matrix of significant issues will serve as an important reference for the company's ESG strategy formulation, goal setting and information disclosure

The importance
to
stakeholders



The importance of sustainable development for Quick Intelligent

Order	Topics	Order	Topics
01	Product Safety and Quality	14	Employee Training and Development
02	Innovation-driven	15	Information Security and Customer Privacy Protection
03	Customer Service Quality	20	Intellectual Property Protection
04	Occupational Health and Safety	21	Investor Rights Protection
05	Employee Rights Protection	23	Rural Revitalization
09	Supply Chain Management	27	Social Contribution
11	Technology Ethics	28	Equal Treatment of Small and Medium-sized Enterprises

Order	Topics	Order	Topics
06	Pollutant Emissions	16	Environmental Compliance Management
07	Waste Disposal	24	Responding to Climate Change
12	Energy Utilization	25	Water Resource Utilization
13	Circular Economy	29	Ecosystems and Biodiversity

Order	Topics	Order	Topics
08	Compliance with laws and regulations in business operations	19	Integrity and Business Ethics
10	Economic Performance and Market Position	22	Serving National Strategies
17	Emergency and Risk Management	26	Stakeholder Communication
18	Improving Governance Structure		

III Robust Governance

- Corporate Governance Structure
- Compliance and Internal Control Management
- Risk Management
- Business Ethics and Anti-Corruption
- Information Disclosure and Investor Relations

QUICK insists on sound governance as the cornerstone of sustainable development of the enterprise and has built a modern corporate governance system centered on compliant operation, risk prevention and control, and transparent disclosure. The company strictly adheres to the requirements of laws and regulations such as the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China and the Stock Listing Rules of the Shanghai Stock Exchange, continuously improves the governance structure, strengthens internal control and enhances governance efficiency. By establishing a sound decision-making mechanism, a sound risk management system and a standardized information disclosure system, the company, while pursuing economic benefits, fully safeguards the legitimate rights and interests of all stakeholders and lays a solid foundation for the long-term stable development of the enterprise.

Corporate Governance

Governance Structure

QUICK strictly adheres to national laws, regulations and regulatory requirements, and has established a corporate governance structure with clear rights and responsibilities, standardized operations and effective checks and balances. The company has formed a three-tier governance structure with the shareholders' meeting as the highest authority, the board of directors as the decision-making body, and the management as the executive body, with clear boundaries of rights and responsibilities at each level and standardized decision-making procedures, ensuring the scientific and effective nature of corporate governance.

In accordance with the requirements of the newly revised Company Law, the company's 2024 annual general meeting approved the abolition of the supervisory board setup and the integration of supervisory functions into the audit committee, further optimizing the governance structure and enhancing supervisory efficiency. The Audit Committee will fully assume the supervisory responsibilities of the former supervisory board and supervise the authenticity of the company's financial information, the effectiveness of internal control, and the performance of directors and senior executives to ensure the company operates in a standardized manner.

Operation of the Shareholders' Meeting

The shareholders' meeting, as the highest authority of the company, exercises powers in accordance with the law to determine the company's business policy, investment plans, review and approve board reports, etc. In 2024, the company held one annual general meeting to review and approve six proposals including the "Report on the Work of the Board of Directors for 2023", "Report on the Financial Settlement for 2023", "Report on the Financial Budget for 2024", and "Proposal on the Profit Distribution Plan for 2023". The attendance rate of shareholders and the approval rate of proposals both reached 100%.

In strict accordance with the rules of procedure for shareholders' meetings, the company fully guaranteed the participation rights and voting rights of minority shareholders through a combination of on-site voting and online voting. Cumulative voting was implemented in the election of directors, allowing minority shareholders to concentrate their voting rights to elect directors representing their own interests and enhancing their say in corporate governance. The company optimized the online voting system, simplified the operation process, and reminded the voting time and matters via text messages, emails, etc., to ensure that minority shareholders could participate in the voting conveniently.

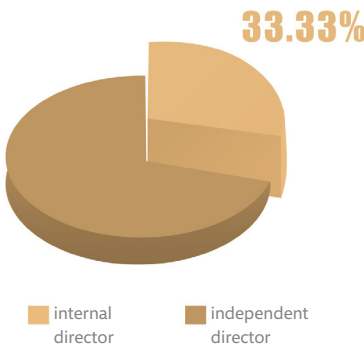
Board of Directors and Special Committees

The board, as the core decision-making body of the company, consists of four specialized committees: the Strategy Committee, the Audit Committee, the Nomination Committee, and the Compensation and Appraisal Committee. Each committee, in accordance with its scope of duties and rules of procedure, conducts professional deliberations on major matters such as the company's strategic planning, internal audit, nomination of directors and senior executives, compensation incentives, and provides professional support for the board's decision-making.

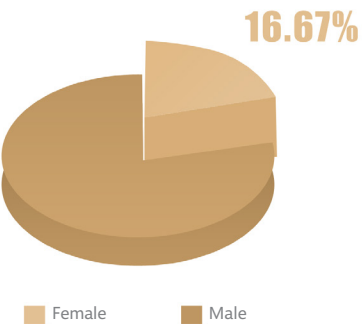
In 2024, the company held a total of 7 board meetings, deliberated and passed 42 important proposals regarding the annual report, profit distribution, external investment, system revision, etc. The attendance rate of directors reached 100%. The board of directors of the company consists of 6 directors, including 2 independent directors, accounting for 33.33%, which meets the regulatory requirement that the proportion of independent directors shall not be less than one-third; One female director, accounting for 16.67%, reflects the company's active practice in gender diversity.

In 2024, the independent directors performed their duties conscientiously and gave independent opinions on major matters such as related-party transactions, external guarantees, executive compensation, and internal control, effectively safeguarding the legitimate rights and interests of the company and minority shareholders. The company provided adequate support for independent directors to perform their duties, regularly organized independent directors to conduct on-site research at the company, promptly provided all kinds of information and materials necessary for decision-making, and ensured that independent directors could exercise their powers independently and objectively. In 2024, the independent directors issued 15 independent opinions on major matters such as related-party transactions, external guarantees, and senior management remuneration.

Composition of the Board of Directors



Gender Diversity on the Board of Directors



Senior Management

As of December 31, 2024, the company 's senior management team consists of one general manager, two deputy general managers, one board secretary and one chief financial officer. The management team has extensive industry experience and professional background, with an average of more than 15 years of experience, ensuring the professionalism and execution of the company's business decisions.

Compliance and Internal Control Management

Compliance Management System

The company has established a compliance management system that covers all employees and runs through the entire process, forming a compliance management organizational structure led by the board of directors, responsible by management, led by the compliance department, cooperated by business departments, and participated by all employees. The legal department, as the department in charge of compliance management, is responsible for the construction of compliance systems, the identification of compliance risks, the review and supervision of compliance, and the training and promotion of compliance. Each business department and subsidiary has a compliance officer responsible for compliance management within their department or unit, forming a compliance management network that covers all aspects horizontally and vertically.

The company has established a complete compliance management system that covers all aspects of its operation and management. In 2024, in accordance with the latest regulatory requirements and business development needs, the company formulated and revised 28 compliance management systems, including the Compliance Management System, Public Opinion Management System, Information Disclosure Management System, Insider Information Informed Personnel Registration System, Related Party Transactions Management System, External Investment Management System, External Guarantee Management System, etc. It has achieved full coverage of major business areas and key risk links such as investment and mergers and acquisitions, related party transactions, information disclosure, intellectual property, data security, and anti-commercial bribery.

The company has established a full-process compliance risk prevention and control mechanism that includes pre-event prevention, in-event control, and post-event supervision. In matters such as major

decisions, important contract signings, and external investments, strict compliance review procedures are implemented, and the legal department issues compliance opinions; Regularly conduct compliance risk screening to identify and assess compliance risks in a timely manner; Rectify compliance issues identified in a timely manner and improve relevant systems and processes by drawing lessons from them.

Internal Control System

In accordance with the requirements of the "Basic Norms for Enterprise Internal Control" and its supporting guidelines, the company has established a complete internal control system, covering all aspects and key links of the company's operation and management. By continuously optimizing the internal control process, strengthening the implementation of internal control, and enhancing internal control supervision, effectively ensure the legality and compliance of the company's operation and management, the safety of assets, and the authenticity and completeness of financial reports and related information.

Internal Control Structure

The company has established a three-level internal control management mechanism of "self-inspection by business departments, review by internal control departments, and supervision by audit departments". Each business department, as the first line of defense for internal control, is responsible for the implementation and self-examination of its internal control system; The internal control management department, as the second line of defense, is responsible for the construction of the internal control system, risk assessment and supervision and inspection; The internal audit department, as the third line of defense, is responsible for independent supervision and evaluation to ensure the effective operation of the internal control system.

Information Support

The company has achieved standardized and automated control of business processes through information systems such as ERP, OA, MES, PDM, WMS, CRM, and SCM, with traceability of processes, early warning of risks, and real-time monitoring. In particular, in key business links such as procurement, sales, and finance, internal control requirements such as separation of incompatible positions, authorization and approval control, and accounting system control have been achieved through system control.

Internal Control Evaluation

In 2024, the Company organized a comprehensive self-evaluation of internal control, which covered the company and its subsidiaries included in the consolidated financial statements. The evaluation included five elements: internal environment, risk assessment, control activities, information and communication, and internal supervision. As well as capital activities, procurement operations, asset management, sales operations, research and development, engineering projects, guarantee operations, financial reporting, comprehensive budgeting, contract management, information systems and other major business processes.

External Audit Certification

ShineWing Certified Public Accountants LLP (Special General Partnership) conducted an audit of the company 's internal control for the year 2024 and issued a standard unqualified opinion on the internal control audit report, stating that the company maintained effective financial reporting internal control in all material respects in accordance with the Basic Norms of Enterprise Internal Control and relevant regulations, and there were no material deficiencies.

Compliance Training and Culture Building

The company attaches great importance to the construction of compliance culture and strengthens compliance education and publicity through various forms. In 2024, the company's management will participate in both internal and external compliance training, including special training on the reform of the independent director system, training on the new regulations of compliant share reduction, and learning on the prevention of illegal and non-compliant operations.

Practice Highlights

The company organized all directors, supervisors and senior management to study the "Notice on Further Strengthening the Standardized Operation of Listed Companies and Preventing Illegal and Irregular Risks" issued by the Jiangsu Securities Regulatory Bureau, conducted in-depth study and self-examination of "Typical Cases of Illegal Acts of Listed Companies", and strengthened the compliance awareness of the management. Through the study of typical cases, all directors, supervisors and senior management of the company have deeply realized that compliance is not only the obligation of the enterprise, but also the cornerstone of the sustainable development of the enterprise, and have integrated the concept of compliance into every decision-making and operational link. The company took this learning opportunity to conduct a comprehensive review of its various management systems, identify loopholes, make up for shortcomings, and continuously improve compliance management in all aspects such as finance, corporate governance, and information disclosure.



Corporate Governance Compliance Training

Risk Management

Risk Management System

The company has established a comprehensive risk management system covering various fields such as strategy, operation, finance and compliance. Through a systematic risk identification, assessment, response and monitoring mechanism, it effectively prevents and defuses all kinds of risks. Risk management is divided among various business units, combining industry trends, changes in policies and regulations, and internal operational conditions, using methods such as brainstorming and risk inventory sorting to identify potential risks, and to assess, grade and respond to them.

Emerging Risk Management

In 2024, the company particularly strengthened the management of emerging risks. In response to public opinion risks, the company has developed a public opinion management system, established a rapid response and emergency handling mechanism, and dealt with the impact of various public opinions on the company's stock price, business reputation and normal production and operation activities in a timely and proper manner. The system sets out four handling principles: "Quick response and prompt action", "coordinated publicity and sincere communication", "Brave face and proactive responsibility", and "systematic operation and image maintenance", to ensure that the company can effectively respond to all kinds of public opinion challenges.

Quick response and prompt action. Companies should remain sensitive to public opinion information, respond quickly, act promptly, and formulate corresponding media crisis response plans promptly;

Coordinate publicity and communicate sincerely. In the process of handling public opinion, the company should coordinate and organize external publicity work well, strictly ensure consistency, and maintain sincere communication with the media, investors and other stakeholders from beginning to end. Answer the media's questions and dispel doubts truthfully and sincerely, without violating the information disclosure regulations, in order to avoid unnecessary speculation and rumors in the absence of information transparency;

Face up bravely and take the initiative. In the process of handling public opinion, the company should show a courageous and proactive attitude, verify relevant information in a timely manner, handle it in a low-key manner, temporarily avoid confrontation, and actively cooperate to handle the relevant matters;

System operation and image maintenance. In the process of responding to public opinion, companies should have a sense of system operation, strive to turn crises into business opportunities, and shape a good social image.

Four principles for handling public opinion management

Principle 1: Quick Response, Swift Action

Formulate a crisis response plan

Principle 2: Coordinate publicity and maintain sincere communication

Unified promotion and sincere communication

Principle 3: Face challenges head-on and take responsibility voluntarily

Verify the information
Cooperate actively

Principle 4: Image of System Operation and Maintenance

Turn a crisis into an opportunity to maintain the company's reputation

Business Ethics and Anti-Corruption

Building a System of Business Ethics

The company has always regarded honest operation and integrity in business as an important foundation for its sustainable development, and has established a business ethics management system that covers all employees and runs through the entire business process. By formulating sound systems and norms, establishing effective supervision mechanisms, and fostering a culture of integrity, a clean and upright business environment has been created.

The company has developed a "zero-tolerance" anti-corruption policy and established a complete system of business ethics, including the "Employee Code of Conduct", "Management Measures for Integrity in Business", "Decision-making System for Related Party Transactions", "Management System for Regulating Financial Transactions with Related Parties", "Internal Accountability System", etc., clearly defining business ethics standards and behavioral norms. It covers all aspects of anti-corruption, anti-commercial bribery, anti-monopoly, anti-money laundering, prevention of conflict of interest and fair competition.

The company has established a strict conflict of interest prevention mechanism, requiring employees to proactively report situations that may lead to conflicts of interest, such as external part-time jobs, related investments, and kinship relationships; It is explicitly prohibited for employees to form direct business connections or supervisory relationships with relatives in risk-sensitive positions such as finance, purchasing, and sales; For unavoidable conflicts of interest, measures such as job adjustment and business avoidance are adopted for management.

The company has established a multi-channel whistleblowing mechanism, including a whistleblowing hotline, whistleblowing email, petition reception, etc., to encourage employees and external personnel to report violations of business ethics. A whistleblower protection system has been established, strictly keeping whistleblower information confidential and prohibiting retaliation against whistleblowers; Appropriate rewards will be given for real-name reports that are verified to be true. As of now, the company has not received any related reports.

Fair Competition and Intellectual Property Protection

The company strictly adheres to laws and regulations such as the Anti-Unfair Competition Law of the People's Republic of China and the Anti-Monopoly Law of the People's Republic of China, upholds the principle of fair competition, and opposes any form of unfair competition. The company undertakes not to engage in unfair competition practices such as commercial defamation, false publicity, infringement of trade secrets, and commercial bribery; Respect the legitimate rights and interests of competitors and participate in market competition through legitimate means such as technological innovation, quality improvement and service optimization.

The company attaches great importance to the protection of intellectual property rights and regards it as an important part of its core competitiveness. It has established a sound intellectual property management system covering the creation, use, protection and management of various types of intellectual property, including patents, trademarks, Copyrights and trade secrets. The company actively safeguards its own intellectual property rights, takes resolute legal action against infringements, fully respects the intellectual property rights of others, and conducts strict intellectual property risk screening in product development, production and operation to avoid infringements.

The company actively carries out intellectual property risk prevention through patent search and analysis, competitor monitoring, and freedom-to-operate (FTO) investigations, promptly identifying and avoiding potential risks. In 2024, the company conducted 56 patent search analyses and avoided 3 potential infringement risks. No intellectual property dispute cases occurred throughout the year.

ISO27001 Information Security Management System Certification

Declaration: The certification result information is provided by the certification body that issued the certificate. The authenticity and accuracy of the data are the responsibility of the certification body. If you have any questions, please contact the certification body. If you need to make a complaint or report, please contact the State Administration for Market Regulation.

Certification Certificate

Certification Project:
Certificate Number: 0122505489ROM Certificate Status: Valid
Certified Organization Name: Quick Intelligent Equipment Co., Ltd.
Certified Organization Address: No. 11 Fengxiang Road, Wujin High-tech Industrial Zone, Jiangsu Province; No. 11 Fengxiang Road, Wujin District, High-tech Industrial Zone, Changzhou City, Jiangsu Province; No. 11 Fengxiang Road, Wujin High-tech Zone, Changzhou City, Jiangsu Province
Certification basis: ISO/IEC 27001:2022
The business scope covered by the certification: design, production and after-sales service of precision welding assembly equipment, machine vision equipment, intelligent manufacturing complete sets of equipment and semiconductor die-bonding packaging equipment (applicable statement version: AO)
The number of people covered by this certificate system: 370
Issuance Date: 2025-07-08 Expiry Date: 2028-07-07 Date of Initial Certification: 2025-07-08
Issuing Institution name: Guangzhou Saibao Certification Center Service Co., Ltd.
Issuing authority address: No. 76, Zhujun Avenue, Zhujun Street
Issuing authority website: www.cepei.org
The recognized logo for the certificate: CNAS

In response to the risks of digital transformation, the company established a special task force for information security management, strengthened cyber security protection and data protection, and passed the ISO27001 information security management system certification. For ESG-related risks, environmental, social and governance factors are incorporated into the risk assessment system to enhance sustainable development capabilities.

Business Ethics and Anti-Corruption

Supplier Integrity Management

The company requires all suppliers, distributors, agents and other business partners to sign the Integrity Cooperation Agreement, which clarifies the integrity responsibilities and obligations of both parties in business activities. The agreement stipulates that in the event of commercial bribery or other corrupt practices, the company has the right to immediately terminate the partnership and pursue relevant legal responsibilities. Supplier access is subject to credit record verification, compliance qualification review and preliminary ESG assessment, and transaction prices are determined based on market conditions and cost accounting to prevent price fraud and discriminatory pricing.

Practice Highlights

QUICK regularly promotes its business ethics concepts through internal bulletin boards, the company's official account and other channels. In 2024, it will organize the "Integrity Culture Month" activities, including integrity commitment signatures, anti-corruption knowledge competitions, etc., covering all employees and promoting the integration of "integrity in business" into the corporate culture.

Information Disclosure and Investor Relations

Information Disclosure Management

The company has established a standardized, transparent and efficient information disclosure management system to ensure that investors have timely, accurate and complete access to the company's information and to effectively protect investors' right to know and other legitimate rights and interests. The company has established a complete information disclosure system, including the "Information Disclosure Management Measures", "Internal Reporting System for Major Information", "Registration Management System for Insiders with Knowledge of Insider Information", "Management System for Deferred and Exempted Information Disclosure Business", "Accountability System for Major Errors in Annual Report Information Disclosure", etc., forming a closed-loop management mechanism from information collection, review, disclosure to feedback. The principles, contents, procedures, responsibilities and other requirements of information disclosure have been clarified. The secretary of the board, as the direct person responsible for information disclosure, is responsible for organizing and coordinating information disclosure affairs; The board office, as the day-to-day department for information disclosure, is responsible for the collection, collation, review and release of information; Each department and subsidiary designates an information officer who is responsible for reporting material information that may affect the share price in a timely manner; The chairman of the board, as the first person responsible for information disclosure, bears ultimate responsibility for the authenticity, accuracy and

completeness of the information disclosed. In 2024, the company, in strict accordance with statutory disclosure requirements and voluntary disclosure principles, completed all information disclosure tasks with high quality: Four regular reports (2023 Annual report, 2024 First Quarter Report, 2024 semi-annual report, 2024 Third Quarter Report) were released, providing comprehensive information on the company 's financial position, operating results, material events, etc. 32 interim announcements were issued, and major matters such as resolutions of the general meeting of shareholders, resolutions of the board of directors, related transactions, external investments, and share repurchases were disclosed in a timely manner. All the announcements were made through the designated media within the prescribed time, and there were no violations of information disclosure and no criticism or penalties from regulatory authorities.

Investor Relations Management

The company has established a multi-level and all-round investor relations management system, actively building Bridges of communication with investors to enhance investors' understanding and trust in the company. The company actively conducts various forms of investor communication activities to allow investors to have a direct understanding of the company's business strength and ESG practices.

Practice Highlights

QUICK holds earnings briefings through the "Roadshow in Progress" platform of the Shanghai Stock Exchange every quarter. Four events throughout the year provide in-depth interpretations of business data and strategic planning for participating investors. In terms of on-site interaction, the company has established a mechanism for investors to enter the enterprise, allowing them to visit the Intelligent equipment production line on the spot and have an intuitive understanding of the company's business strength and ESG practices. In terms of online channels, relying on the "e-interaction" platform of the Shanghai Stock Exchange, the investor column on the company 's official website, the dedicated hotline and the investor email, a 7× 24-hour response mechanism was established. In 2024, a total of 87 investor questions were answered in a timely manner, with a satisfaction rate of 100%, responding to market concerns through efficient communication.

Shareholder Returns

The company continues to attach great importance to shareholder returns and has formulated the "Shareholder Return Plan for the Next Three Years (2022-2024)" and the "Shareholder Return Plan for the Next Three Years (2025-2027)", clarifying the cash dividend policy to ensure reasonable investment returns for shareholders.

Data Highlights

In 2024, the company plans to distribute a cash dividend of **¥6.50** per 10 shares (including tax) to shareholders, with a dividend payout ratio of up to **76.20%**. The cash dividend amount accounts for more than three quarters of the net profit attributable to ordinary shareholders of the listed company, demonstrating outstanding profitability and a high level of attention to shareholders. The cash dividend payout ratio for the last three

fiscal years has reached **248.24%**. In order to safeguard the company's value and shareholder rights, the company carried out share buybacks in February 2024, further enhancing investor confidence through diversified return measures and demonstrating the company's firm belief in future development and its unwavering commitment to shareholder returns.

IV

Responsible Operations

- Product Quality and Safety
- Customer Rights Protection
- Innovation Development and
- Intellectual Property
- Responsible Marketing

QUICK has always adhered to the core values of "for customers, innovation, integrity and responsibility", and regards product quality and safety, customer rights protection and innovative development as the core pillars of its responsible operation. By establishing a sound quality management system, customer rights protection mechanism and intellectual property management system, the company ensures the provision of high-quality and safe products and services to customers, continuously promotes technological innovation and industrial upgrading, and fulfills its mission with responsibility.

Product Quality and Safety

QUICK strictly adheres to laws and regulations such as the Product Quality Law of the People's Republic of China and the Standardization Law of the People's Republic of China, as well as industry standards, and has established a quality management system covering the entire product life cycle. Through systematic quality control measures and safety guarantee mechanisms, it ensures stable and reliable product quality and provides customers with safe and efficient Intelligent equipment solutions.

Construction of Quality Management System

The company strictly adheres to international quality management standards and builds a full-process quality assurance system to ensure the stability and reliability of product quality through systematic management. The company has passed ISO9001:2015 quality management system certification (Certification number:) The certification covers the design, production and after-sales service of silver sintering soldering furnaces, die bonding equipment, chip packaging AOI equipment, selective wave soldering equipment, fully automatic solder dispensing robots, soldering stations, desoldering stations, electrostatic eliminators, smoke filtering systems, temperature testers, The certificate is valid until July 25, 2027. The quality management system covers design and development, procurement management, production and manufacturing, inspection and testing, after-sales service and other links to ensure consistency and traceability of product quality.

ISO9001:2015 Quality Management System Certification



Product Safety Assurance Measures

The company builds a full-process safety management system from design to delivery, fully considers safety factors during the product design stage, conducts risk assessment through tools such as FMEA (Failure Mode and Effects Analysis), and ensures that products comply with domestic and international safety certification standards such as CE. The company has established a Design and Development control procedure, making safety verification a necessary part of product development. All new products must pass multi-dimensional tests such as electrical safety, mechanical safety, and functional safety before they can be put into production. During the production process, the company strictly adheres to safety operation procedures and implements focused monitoring of key process links. By introducing MES (Manufacturing Execution System), real-time collection and monitoring of production process data are achieved to ensure the controllability and traceability of the product manufacturing process. Before product delivery, the company conducts sampling inspection in accordance with the national standard GB/T2828.1 to ensure that 100% of the products leaving the factory meet safety standards.

Data Highlights

In 2024, the company achieved a one-time pass rate of 99.8% in product safety tests, and there were no customer injury incidents due to product safety issues throughout the year, fully ensuring the safety of users.

Data Highlights

In 2024, the company 's first-time inspection pass rate reached 98.5%, the customer quality complaint rate was kept within 0.3%, and the product return rate due to quality issues was less than 0.1%.

Customer Rights Protection

QUICK always prioritizes the protection of customers' rights and interests by establishing a sound information security management system and customer service mechanism to fully safeguard customers' information security, privacy rights and service experience, and build a mutually trusting and win-win customer relationship.

Customer Information Security and Privacy Protection

The company attaches great importance to customer information security and has obtained ISO27001 information Security Management system certification, and has established a comprehensive information security management system and technical safeguards.

The company implements the principle of least privilege for the hierarchical and decentralized access management of customer information and has formulated system documents such as the "Information Security Management Measures" and the "Data Classification and Grading Management Specifications". A professional IT information management team of nearly 10 people has been established to build a multi-level information security protection system through technical means such as data encryption, access control, security monitoring, and regular audits.

Practice Highlights

T100 Integrated Information Management System: The T100 system deployed by the company enables unified management of customer data and fine-grained permission control. Through the separate account password system and job permission allocation, business personnel can only view the customer information they are responsible for, sales management departments can view all customer information to meet management needs, and other departments cannot access sensitive customer information, forming a hierarchical and decentralized security access mechanism. The system logs all access behaviors, with 100% traceability.



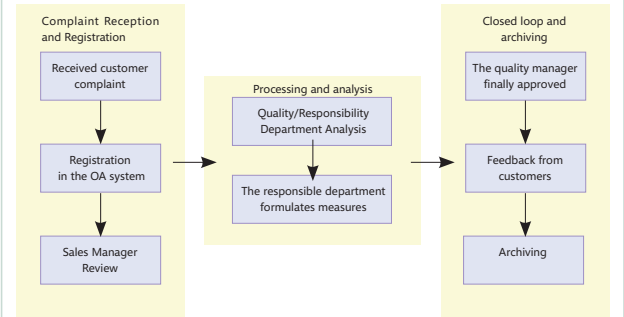
T100 Integrated Information Management System

Customer Service and Satisfaction Management

The company has established a complete standardized service and complaint handling system to ensure that customer needs are responded to efficiently, transparently and in a closed loop. System documents such as "Product Customer Complaint Handling Process" (QK-QA-A-2021-002) have been established. A 7 × 24-hour customer service hotline has been established, with a professional customer service team of over 200 people to ensure that customer issues are responded to and handled promptly. In terms of the complaint handling mechanism, the company implements strict closed-loop management. After receiving a customer complaint, the Marketing Department or technical service personnel are responsible for receiving and registering it in the OA system, and the sales manager is responsible for confirming the review of the customer complaint issue. The quality department supervisor or responsible department is responsible for analyzing the customer complaint, identifying the type and determining the main responsible department, copying the customer complaint to the main responsible department, and following up on the overall progress of handling. The responsible department is responsible for analyzing, handling, and determining corrective and preventive measures for customer complaints. The quality manager makes the final approval of the customer complaint loop item. After approval, the system

notifies the feedback person to provide feedback, and it needs to be filed after on-site or online communication. In terms of complaint management, the company implements a hierarchical management system, automatically copying the relevant management based on the severity of the problem. General issues are responded to within 24 hours, and major issues within 2 hours. The quality supervisor organizes relevant departments to analyze the causes and formulate targeted corrective and preventive measures. In 2024, the company received 12 customer complaints related to product quality, with a 100% complaint resolution rate.

Closed-loop Customer Complaint Handling Mechanism



Practice Highlights

Closed-loop customer complaint handling mechanism The company has established a full-process closed-loop management mechanism from problem reception, analysis and handling to measure verification and customer confirmation through the OA system. The Marketing Department or technical service personnel receive the customer complaint and register it in the OA system. After the sales manager confirms the problem, the quality department supervisor organizes the analysis and determines the responsible department. After the responsible department formulates corrective and preventive measures, the quality manager conducts the final review and approval, and the system automatically notifies the feedback person to confirm the handling result with the customer. The mechanism ensures that "every matter is responded to and every matter is implemented." In 2024, the average time to handle customer complaints was reduced from 72

hours in 2023 to 48 hours, an increase of 33 percent in efficiency. In terms of customer satisfaction management, the company conducts a customer satisfaction survey once a year. By the end of 2024, a total of 150 customer satisfaction survey forms were sent out, and 133 valid responses were actually received, with a response rate of approximately 90%. The survey covers multiple dimensions including product quality, delivery timeliness, technical support, and after-sales service. The overall customer satisfaction rate reached 95% in 2024, an increase of 1.7 percentage points compared to 2023. For cases where the total satisfaction score is below 70, the company promptly feeds back to the relevant departments for analysis and improvement, and communicates actively with customers to ensure that the problem is properly resolved.



Innovation and Development and Intellectual Property

QUICK regards innovation as the primary driving force for its development, continuously increases investment in research and development, improves the intellectual property protection system, and while promoting technological progress, strictly adheres to the norms of scientific and technological ethics to achieve the organic unity of innovative development and social responsibility.

Research and Development Innovation and Investment

The company has always placed technological innovation at the core of its strategy. In 2024, research and development expenses reached 133 million yuan, accounting for 14.05% of operating income, and the intensity of research and development investment remained at the leading level in the industry.

The company has a professional R&D team of 383 people, accounting for 28.7% of the total number of employees (the total number of employees is 1,335). Among them, 380 people have a bachelor's degree or above, accounting for 99.2% of the R&D personnel, 231 people have a master's degree or above, and 33 people have a doctorate. The strong R&D team provides a solid talent guarantee for the company's continuous innovation.

Practice Highlights

The company has built an innovation carrier system of "one station, four centers" :
National Postdoctoral Research Station (approved in 2020, with 2 doctoral fellows in the station)
Jiangsu Engineering Research Center for Soldering Automation (recognized in 2014)
Jiangsu Provincial Enterprise Technology Center (recognized in 2017)
Jiangsu Engineering Research Center for High-density Microassembly (recognized in 2020)
Jiangsu Industrial Design Center (recognized in 2021)
Jiangsu Graduate Workstation (established in 2015)
To strengthen its international innovation capabilities, the company established a semiconductor equipment research and development center in Japan in 2021. This project was supported by Jiangsu Province's International Cooperation Program in 2022. Through the overseas R&D platform, the company effectively tracks the development trends of international cutting-edge technologies and accelerates the technological breakthrough process of advanced packaging high-end equipment.

Practice Highlights

Semiconductor advanced packaging equipment breakthrough 2024 The company made a major breakthrough in semiconductor equipment. The micro-nano metal sintering equipment project has been recognized as a key project of the "Research and Development Project of Micro-nano Metal Sintering Process and Equipment for Third-generation Semiconductor Power Chips" by the Jiangsu Provincial Department of Industry and Information Technology, and has won the honor of the first (set) of major equipment in Suzhou-Wuxi-Changzhou in 2024 and the SEMICON Product Innovation Award. With the successful development and market launch of micro-nano metal sintering equipment, high-speed and high-precision die bonding machines, formic acid soldering furnaces and chip packaging AOI equipment, the company has accelerated its layout in the field of advanced packaging high-end equipment, focusing on key technological breakthroughs for advanced packaging bonding equipment. Including the mechanical design of high-precision solder heads and wafer tables, high-precision inversion motion mechanism design, high-precision optical alignment module, ultra-high-speed heating control, high-precision closed-loop pressure control system, etc. Prototype development will be completed within 2025.

Intellectual Property Management

The company has established a sound intellectual property management system, obtained the GB/T29490-2013 intellectual property management system certification, formulated institutional documents such as the "Intellectual Property Management Work Manual", "Patent Management Measures", "Trademark Management Regulations", established an intellectual property management department with three full-time staff members, It oversees the application, maintenance, use and protection of all kinds of intellectual property rights, including patents, trademarks and software Copyrights.

Data Highlights

As of December 31, 2024, the company had a cumulative total of 270 valid patents, including 61 invention patents, 5 foreign patents, 164 utility model patents and 46 design patents; 120 Copyrights for computer software; 35 registered trademarks.
In 2024, 26 new patent applications were filed, including 9 invention patents. 13 new software Copyrights were added. The company's patent conversion rate reached over 90%, and the direct economic benefits created by intellectual property rights were approximately 120 million yuan.



Innovation Development and Intellectual Property

Technology Ethics and Responsible Innovation

The company attaches great importance to technology ethics and integrates ethical considerations throughout the product development process. It has established systems such as Design and Development Control Procedures and New Product Development Management Measures, which explicitly require ethical risk assessment at the project initiation stage of new products, with a focus on ethical issues such as user privacy, data security, and environmental impact.

In product design, the company strictly adheres to the green design concept, and 100% of the new products developed in 2024 comply with the RoHS (Restriction of Hazardous Substances) standard. The smart manufacturing MES system developed by the company takes data security and privacy protection into full consideration and uses end-to-end encryption technology to ensure the security of customer production data. To enhance the awareness of science and technology ethics among all employees, the company will organize four science and technology ethics training sessions in 2024, covering hundreds of R&D personnel. The training contents include artificial intelligence ethics, data ethics, environmental ethics, etc., to ensure that technological innovation always complies with social ethical standards and sustainable development requirements.



Responsible Marketing

The company strictly adheres to laws and regulations such as the Advertising Law of the People 's Republic of China and the Anti-Unfair Competition Law of the People' s Republic of China, and establishes a standardized marketing management system to ensure the legality, compliance, integrity and transparency of marketing activities.

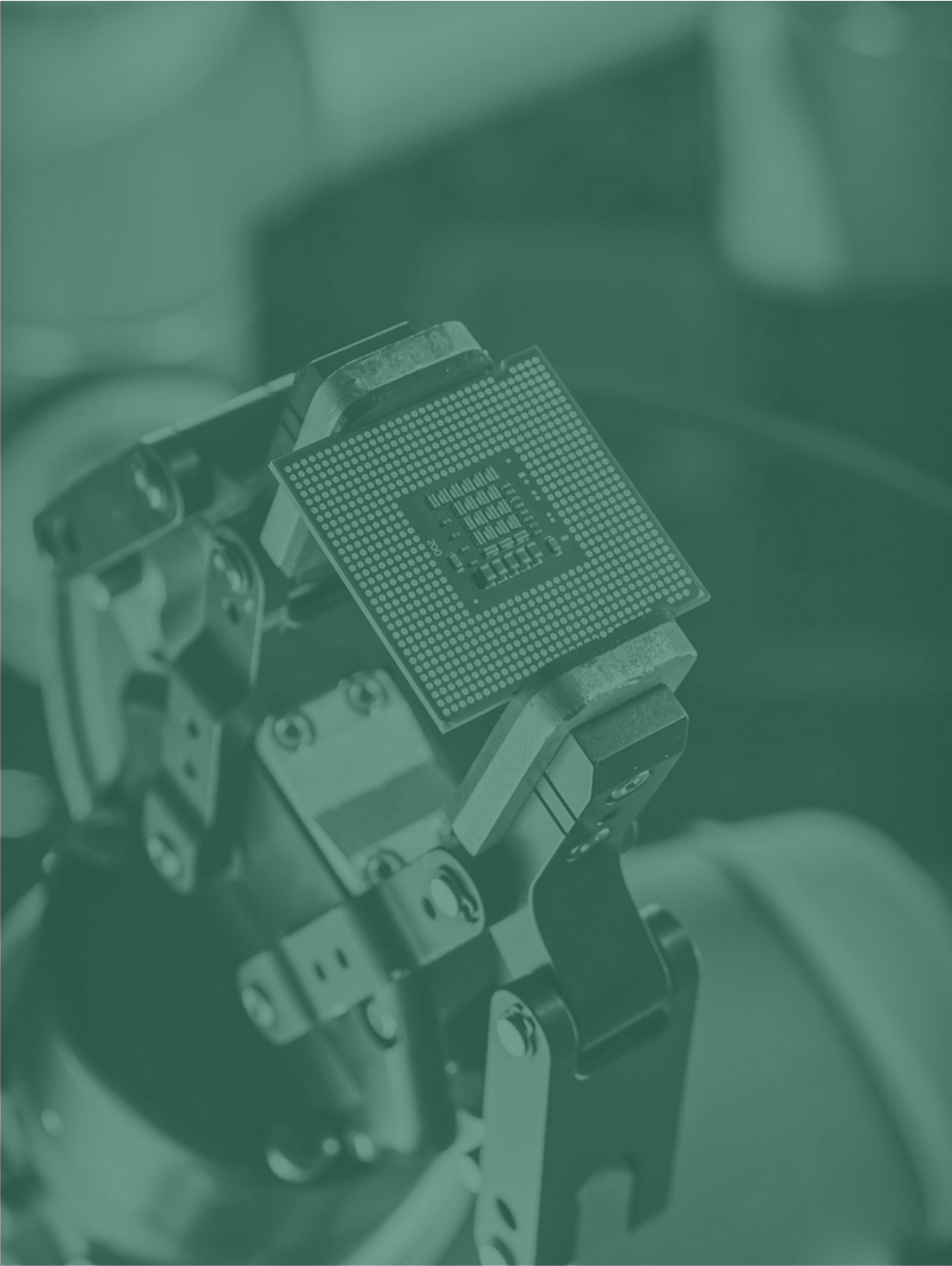
Marketing Compliance Management

The company has established systems such as the Sales Management System, which specify the approval process and compliance requirements for marketing activities. All external publicity materials must be reviewed by the legal department to ensure that they do not contain false, exaggerated or misleading information. In 2024, the company has not been penalized for false advertising or unfair competition.

Product Labels and Instructions

The company strictly adheres to the national standard GB/T191 "Graphic Marking for Packaging, Storage and Transportation" and relevant industry standards. The product instructions are available in multiple languages including Chinese and English to ensure that global customers can accurately understand the product information. The product labels contain necessary information such as model, specification, production date, execution standard, safety warning, etc. The completeness rate of the labels is 100%. There were no customer complaints due to product labeling issues in 2024.

Through the continuous deepening of responsible operations, QUICK not only provided customers with high-quality products and services, but also played an active role in promoting technological progress in the industry, protecting intellectual property rights, maintaining market order, etc., fully demonstrating the social responsibility of a listed company.



V

Environmental Responsibility

- Environmental Management
- Pollution Control and Waste Management
- Resource Use and Energy Management
- Addressing Climate Change
- Green Supply Chain Management

QUICK is deeply committed to the ecological civilization concept that "green mountains and clear waters are as valuable as mountains of gold and silver", and deeply integrates environmental protection and green development into its corporate strategy and daily operations. The company adheres to the principle of "Focus on the environment, reduce energy consumption and emissions for excellence; By establishing a sound environmental management system, implementing clean production, promoting energy conservation and emission reduction, and developing a circular economy, the company strives to achieve a harmonious unity of economic and environmental benefits and contribute to building a beautiful China.

Environmental Management

QUICK strictly adheres to national and local environmental protection laws and regulations such as the Environmental Protection Law of the People 's Republic of China, the Law of the People' s Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People 's Republic of China on the Prevention and Control of Water Pollution, the Law of the People' s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, the Law of the People 's Republic of China on the Prevention and Control of Noise Pollution, and the Regulations on the Administration of the Taihu Lake Basin. It has established a comprehensive, multi-dimensional and systematic environmental management system.

Environmental Management System

The company has obtained ISO14001:2015 environmental management system certification and has established a complete system including the Environmental Quality Manual, Environmental Factor Identification and Evaluation Procedure, Environmental Compliance Evaluation Procedure, Production and Service Provision Control Procedure, Emergency Preparedness and Response Control Procedure, and Environmental Monitoring Management System.

The company has set clear environmental objectives and indicator systems and achieved the goals of 100% compliance rate of pollutant discharge and 100% compliance rate of hazardous waste disposal in 2024. Through regular environmental risk assessments, the company identified major environmental risk points such as exhaust emissions, wastewater treatment, hazardous waste, and chemical leaks, and developed corresponding control measures. The Emergency Response Plan for Sudden environmental incidents has been filed with the local environmental protection department, equipped with complete emergency supplies and equipment, and regular emergency drills have been organized.

Data Highlights

In 2024, the company organized an environmental compliance assessment, which resulted in 100% compliance. There were no environmental penalties, deadlines for rectification, or negative media coverage throughout the year.

Practice Highlights

The company has established a complete environmental monitoring system, installed online monitoring equipment for sewage and rainwater to monitor discharge in real time; A comprehensive environmental monitoring system is entrusted to a third-party testing agency every quarter; Equipped with portable testing devices for regular self-monitoring fully demonstrates the environmental responsibility of the enterprise.



Rainwater online equipment - monitoring factor total phosphorus



Wastewater online equipment - Monitoring factors COD, Ph, chloride



ISO14001:2015 Environmental Management System Certification

Pollution Control and Waste Management

Waste Gas Treatment

QUICK takes classified collection and treatment measures for waste gas from different sections to ensure that the concentration of waste gas emissions meets national and local emission requirements such as the Integrated Emission Standard of Air Pollutants (DB32/4041-2021) and the Emission Standard of Pollutants for Electroplating (GB21900-2008). The company prioritizes the use of environmentally friendly paints, inks and other raw and auxiliary materials to reduce the generation of waste gas from the source.

Data Highlights

In 2024, the total weight of air pollutants was controlled at 0.5044 tons, the same as the previous two years, effectively controlling total pollutant emissions despite increased production capacity.

Practice Highlights

In 2024, the company added two new waste gas treatment units, significantly improving the efficiency of waste gas treatment. The total power of the exhaust gas treatment facilities is 172.5 kilowatt-hours, with an annual operating time of approximately 3,960 hours (330 days ×12 hours/day) and an annual operating electricity cost of approximately 683,100 yuan. The cost of replacement and maintenance of activated carbon filter material was 464,000 yuan per year, and the cost of disposal of waste activated carbon was 45,000 yuan per year. The total investment in the operation of environmental protection facilities exceeded 1.19 million yuan, fully demonstrating the company's emphasis on air pollution prevention and control.

New exhaust gas treatment equipment auxiliary five powder coating (large cyclone + bag dust removal)



New waste gas treatment equipment Auxiliary Six (mechanical oil removal + activated carbon adsorption)



Pollution Control and Waste Management

Wastewater Treatment

The company has established an industry-leading wastewater treatment system by classifying wastewater containing nitrogen, phosphorus and heavy metals from general combined wastewater, domestic sewage and cafeteria wastewater.

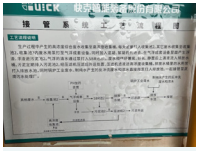
the "Water Quality Standard for Wastewater Discharged into Urban Sewers" (GB/T31962-2015) before being connected to the Wunan Sewage Treatment Plant. Spray wastewater, after pretreatment, is reused in the nitrogen and heavy metal treatment system for pH adjustment, achieving the resource utilization of wastewater.

Practice Highlights

The company adopts a zero-discharge wastewater treatment process. The production wastewater containing nitrogen, phosphorus and heavy metals is treated by the in-plant zero-discharge treatment system. The effluent meets the enterprise's self-defined reuse standards and is 100% reused in the production section. This innovative process not only achieves zero discharge of heavy metal wastewater, but also significantly reduces the consumption of fresh water. The wastewater treatment plant operates using steam evaporation concentration technology, with an annual operating cost of approximately 171,000 yuan (285 yuan/ton × 600 tons), and the waste sludge and concentrated waste liquid are entrusted to qualified units for disposal, with an annual disposal cost of approximately 90,000 yuan. General integrated wastewater, pure water concentrate, boiler industrial wastewater, etc. are treated by the integrated wastewater treatment system within the plant to meet the grade B standard in Table 1 of

Data Highlights

In 2024, the total weight of pollutants discharged from wastewater was **15.033 tons**, and the volume of water recycled and reused was **1,000 cubic meters**. The efficiency of water resource recycling continued to improve.



The process of connecting wastewater



Photograph of the wastewater treatment plant system

Solid Waste and Hazardous Waste Management

The company strictly adheres to the requirements of the "Pollution Control Standards for Hazardous Waste Storage" and the "Pollution Control Standards for Storage and Landfill of General Industrial Solid Wastes", and implements classified and graded management of solid wastes. Hazardous wastes are collected separately and temporarily stored in a hazardous waste storage room that meets the standards. The storage room is equipped with anti-corrosion, anti-seepage, windproof and waterproof measures and emergency facilities. The company has established a complete management ledger for hazardous waste and strictly implements the transfer manifest system for hazardous waste.

Data Highlights

In 2024, 48 tons of general waste were generated, of which 46 tons were recycled, with a recycling rate of 95.8%; A total of 86.807 tons of hazardous waste was produced, and 100% of it was entrusted to qualified units for compliant disposal.

Resource Utilization and Energy Management

Energy Management

QUICK has developed an energy management model that is "goal-oriented, responsibility-based, effective, and continuously improved." The company has established an energy management leadership group, set up a three-level energy metering system, and equipped with complete energy metering instruments to achieve precise metering of energy such as electricity, gas and water.

Practice Highlights

The company developed an energy Internet of Things APP to monitor energy consumption in real time through an energy management information system, promptly identify anomalies and take measures, achieving digitalization and intelligence in energy management.

Energy Internet of Things APP

快克一期

江苏省常州市武进区凤翔路11号

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正常设备

报警设备

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电力集抄

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视频监控

环境监测

运行时长统计

变压器监控

变压器平均负荷报表

能耗分析

用能概况

同比分析

环比分析

趋势分析

用能报表

集抄报表

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报警

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实时监控

波峰焊

设备状态: 在线 2025-07-31 13:40:04

A相电压 231V

B相电压 231V

C相电压 231V

A相电流 0A

B相电流 1A

C相电流 4A

总有功功率 1kW

总功率因数 --

正向有功电能 17122kW·h

正向有功尖电能 0kW·h

正向有功峰电能 0kW·h

正向有功平电能 17122kW·h

更多

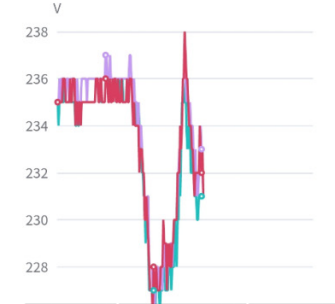
相电压

2025-07-31

A相电压

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40

QUICK INTELLIGENT EQUIPMENT CO., LTD 41



Resource Utilization and Energy Management

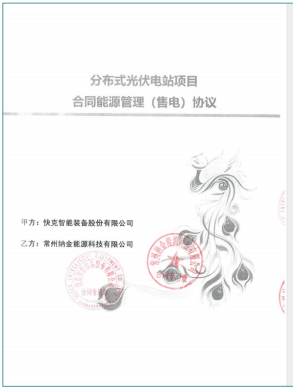
Energy Consumption and Energy Efficiency

In 2024, the company achieved significant results in energy management. Despite a 60.3% year-on-year increase in electricity consumption in 2024, mainly due to capacity expansion, natural gas consumption rose by only 0.5% through energy structure optimization and the introduction of steam to replace part of natural gas usage, effectively controlling carbon emissions growth.

Practice Highlights

The company signed a green power purchase agreement (for two phases) with the local power supply company, gradually increasing the proportion of renewable energy usage to lay the foundation for achieving carbon neutrality.

Green Power Purchase Agreement



Indicator Name	Units	2024	2023	2022
Gasoline	Tons of	51.89	66.62	58.22
Natural Gas	Nm ³	187,360	186,497	173,514
Electricity	Kilowatt-Hours	6,468,291	4,034,808	3,877,406
Steam	Tons of	439	0	0

Water Resources Management

QUICK attaches great importance to water resource management and continuously promotes the improvement of water resource utilization efficiency by establishing quantitative indicators and implementing dynamic monitoring.

Practice Highlights

The company built a rainwater recycling system, and the collected rainwater was used to replenish water for the fire pool, saving about 800 cubic meters of tap water annually and achieving full utilization of water resources.



Photos of the Rainwater Pool and the Fire Water Pool

Data Highlights

Water consumption in 2024 decreased by 10.7% compared to 2023, achieving an absolute reduction in water consumption despite capacity growth, with a significant drop in water consumption per unit of output.

Indicator Name	Units	2024	2023	2022
Annual Water Consumption	m ³	32,259	36,142	25,586
Recycling Water Volume	m ³	2,140	2,100	2,100

Responding to Climate Change

QUICK Equipment Co., Ltd. actively responds to the national "dual carbon" strategy, regards addressing climate change as one of the core tasks of environmental management, fully identifies climate-related risks and opportunities in production and operation, integrates into corporate governance, strategic planning and daily operations, and contributes to the achievement of sustainable development goals.

During the reporting period, Quick, referring to the framework of International Financial Reporting Sustainability Disclosure Standard 2 (IFRSS2) of the International Sustainability Standards Board (ISSB) and in light of its own business characteristics, strengthened climate management in four aspects: governance, strategy, risk management, indicators and targets. The company established a climate governance structure led by the Board of directors, incorporated climate factors into the decision-making process, focused on energy structure optimization, energy efficiency improvement and low-carbon synergy of the value chain, systematically controlled transition and physical risks, and based on data such as energy consumption inventories and clean production reports, formulated emission reduction targets and measures within the scope of greenhouse gas emissions to fully promote carbon peaking and carbon neutrality.

Climate Risks and Opportunities

With reference to the framework of International Financial Reporting Sustainability Disclosure Standard 2 (IFRSS2) of the International Sustainability Standards Board (ISSB) and in line with the climate information disclosure requirements of the TCFD, the system identifies and manages climate-related risks and opportunities. Climate risk and opportunity identification for the reporting period is as follows:

Risks/ Opportunities	Category	Factors	Potential financial implications	Impact Cycle	Value chain links	Responses
Risk	Acute Risk	Extreme weather (rainstorms, typhoons, high temperatures) affects plant production and operation, leading to delays in raw material transportation and a decline in process stability	Increased equipment maintenance costs, order delivery delays and customer churn due to production interruptions, rising risk of environmental accidents, and increased insurance costs	Short-term	Production, Operation, Logistics and Warehousing	Upgrade flood control and drainage facilities in the plant, install intelligent monitoring systems in precision equipment areas, distribute extreme weather protection kits, access meteorological early warning platforms and establish emergency response mechanisms
	Chronic Risk	The transformation of energy structure leads to long-term fluctuations in electricity and natural gas prices, putting pressure on the cost of high-energy-consuming processes	Rising energy costs and reduced production capacity affecting revenue	Long-term	Procurement, Production, Operation	Expand the scale of green electricity procurement and secure long-term pricing, replace high-energy-consuming equipment with energy-efficient models in phases, upgrade to energy-saving lighting systems, deploy energy monitoring systems for refined management, pilot waste heat recovery and utilization, and plan and construct distributed photovoltaic power stations.

Risks/ Opportunities	Category	Factors	Potential financial implications	Impact Cycle	Value chain links	Responses
Risk	Policy and Legal Risk	The national "dual carbon" strategy advances, and local environmental protection regulations become stricter, requiring the upgrading of environmental protection facilities	Increased investment in environmental protection facilities, rising maintenance costs, and penalties for failure to meet standards	Mid-term	R&D, Production, Warehousing	Establish a special management team to track policy developments regularly, entrust a third-party institution to complete greenhouse gas inventory and establish a carbon emission database
	Technical Risk	Downstream customers have increasing requirements for low-carbon supply chains, and existing technologies and equipment need to be adapted	Order loss and increased R&D investment	Mid to Long-term	R&D, Production, Sales	Benchmark against clean production standards to optimize process levels, complete the carbon footprint review of manufacturers and apply for green product certification, sign green supply chain cooperation agreements with key customers to jointly formulate acceptance standards
Opportunity	Energy-saving Technological Transformation Opportunity	Replacement of energy-saving equipment, process optimization, reduction of energy consumption and emissions, and eligibility for subsidies	Cost reduction, subsidy acquisition, and efficiency improvement	Mid-term	Procurement, Operation	Establish a technical transformation project database and prioritize high-return projects; analyze energy consumption and prepare benefit reports after technical transformation, apply for subsidies, and promote mature technologies
	Market Opportunity	Downstream customers' preference for low carbon is upgrading, and carbon assets can be realized through CCER project development	Product sales premium, CCER transaction income, and reduced financing costs	Long-term	Operation, Sales	Establish a green certification matrix to strengthen market endorsement, upgrade sales strategies to disclose product carbon emission data in bidding documents, entrust professional institutions to develop CCER projects, and open accounts in the carbon trading market to participate in transactions
	Technical Opportunity	R&D breakthrough of low-energy-consumption semiconductor packaging equipment	Patent licensing income, product premium sales, and optimized replacement costs	Long-term	R&D, Production	Establish a professional R&D team to layout patents for low-energy-consumption packaging technologies, jointly develop adaptive technologies with equipment suppliers and apply for patents related to reducing energy consumption, and build and operate ESG ratings
	Product Upgrade Opportunity	R&D of efficient short-process equipment, extension of life cycle management services, and meeting the digital transformation needs of downstream customers	Growth in high-end equipment revenue, supply chain service revenue, increased customer stickiness, and improved profit margins	Mid to Long-term	R&D, Production, Sales	Establish a green technology innovation fund to organize R&D teams to tackle key problems, provide customers with full-life-cycle carbon and equipment life-cycle services, extend equipment service life and provide trade-in services

Responding to climate change

Climate Governance

The company has integrated climate action into its business operations and management system, and has established a top-down management structure and policy support to systematically promote low-carbon development. The company strictly adheres to the requirements of the United Nations Framework Convention on Climate Change, the Paris Agreement and the national "carbon peak and carbon neutrality" strategy, establishes the "Environmental Factor Identification and Evaluation Procedure" and the "Compliance Evaluation Procedure", and sets the goal of "reducing energy consumption and lowering exhaust emissions" in the clean production audit, firmly implements the global emission reduction initiative, and promotes carbon reduction in the operational links. Enhance the capacity to respond to climate change risks and contribute to the low-carbon transition.

Indicator Names	Units	2024	2023	2022
Scope 1: Direct greenhouse gas emissions	Tonnage of carbon dioxide equivalent	557.86	559.15	546.24
Scope 2: Indirect greenhouse gas emissions	Tonnage of carbon dioxide equivalent	3,866.74	2,412.01	2,317.91
Total greenhouse gas emissions	Tons of carbon dioxide equivalent	4,424.60	2,971.16	2,864.15

Practice Highlights

The company is actively promoting low-carbon transformation by building charging facilities for electric vehicles and electric bicycles in the factory area, equipping charging piles, and encouraging employees to travel in a green way.

Photos of trams, electric bike parking lots and charging stations

Low-Carbon Transition Practices

In 2024, QUICK will invest more than 1.4531 million yuan in environmental protection, mainly including:

Project Categories	Investment Amount (Ten Thousand Yuan)	Proportion
Exhaust gas treatment facilities in operation	68.31	47.0%
Activated carbon replacement and maintenance	46.40	31.9%
Waste disposal	13.50	9.3%
Sewage station operation	17.10	11.8%
Combined	145.31	100%



Green Supply Chain Management

QUICK incorporates green concepts throughout the entire supply chain lifecycle and builds a full-chain ESG management system of "screening - control - collaboration - traceability".

Screening — Control — Collaboration — Traceability

Supplier Environmental Management

The company sets strict environmental audit indicators in the supplier access process, including dimensions such as environmental management system certification, pollution compliance discharge, hazardous waste/chemical control, etc. Suppliers' environmental responsibilities are clearly defined during the procurement process, and they are required to commit to environmental compliance and provide feedback within 24 hours in case of major incidents.

Practice Highlights

The company has established a supplier grading evaluation standard, incorporated resource conservation and environmental management into the supplier evaluation system, and prioritized the procurement of energy-saving process raw materials. Export materials are required to comply with RoHS or CE certification and affix exclusive labels to ensure environmental compliance throughout the product life cycle.

Value Chain Synergistic Emissions Reduction

The company actively promotes the implementation of environmental protection requirements along the supply chain. Suppliers' personnel are required to comply with safety and environmental protection regulations when working in the factory area. Hazardous operations are reported in advance. The waste generated from their own materials is recycled by the suppliers, achieving a closed loop of waste management.



VI People Oriented

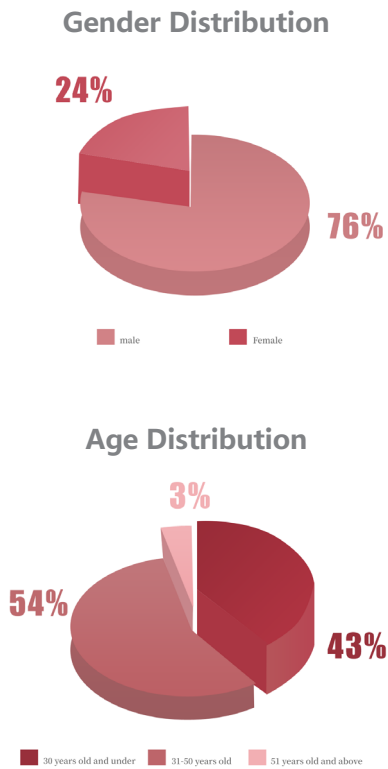
- Equal and Diverse eEmployment
- Career Development
- Employee Rights Protection

QUICK has always adhered to the core development concept of "people-oriented", deeply practiced the four principles of "equal employment, rights protection, ability enhancement, security guarantee", and regarded talent as the core driving force for the high-quality development of the enterprise. By building a dual-wheel drive mechanism of a diversified talent cultivation system and a harmonious workplace environment, the company continuously improves talent development channels. In a sunny workplace environment that emphasizes both standardized management and humanistic care, not only are multi-dimensional growth platforms built for employees, but also the career development needs of employees are effectively addressed through regular care mechanisms, truly achieving the coexistence and co-prosperity of the organization and talents.

Equal and Diverse Employment

QUICK strictly adheres to the legal and regulatory system such as the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China. Through the dual track of policy transparency and standardized implementation, it comprehensively builds a fair employment environment and systematically safeguards the legitimate rights and interests of employees.

In recruitment and career development, the company always adheres to the principle of equal opportunity, eliminates all kinds of discrimination based on gender, ethnicity, religion, age and physical disability, and ensures that each candidate has a fair chance to compete based on job requirements. The company focuses on matching job responsibilities with candidates' work experience and educational background, and actively brings in talents from different backgrounds, industries and regions to maintain a reasonable diversity of the workforce.



In the practice of gender diversity, the company continuously optimizes its talent selection and training mechanisms to promote a more balanced ratio of men to women. As of December 31, 2024, of the total 1,335 employees, 1,048 were male and 287 were female, with a male-to-female ratio of approximately 3.65:1, roughly the same as 3.62:1 for the same period, demonstrating the effectiveness of gender structure optimization.

Career Development

QUICK has incorporated talent development into its corporate strategic management system and continues to attract outstanding talents through a sound talent recruitment strategy and diversified talent introduction channels. In terms of recruitment channels, one is to establish partnerships with key universities and conduct regular campus recruitment; The second is to recruit social talents through recruitment websites, headhunting companies, etc. Third, establish an internal referral mechanism among employees to encourage them to recommend outstanding talents.

In terms of talent development, the company has established a complete training system and a multi-level training mechanism covering new employee orientation (corporate culture, rules and regulations, job skills), annual professional skills training, leadership training for managers, and external professional learning opportunities. The company also offers specialized practical training in laser equipment assembly, welding equipment precision testing, and commissioning position operation. At the same time, the company has established the "Employee Skill Level" standard, which assesses the skills of employees in different positions, sets clear skill requirements and work experience standards for key positions such as final assembly engineers, and provides corresponding allowances based on skill levels, forming a clear skill promotion path.

In terms of talent development, the company provides employees with a variety of career development channels, including the management channel for cultivating management talents, the technical channel for cultivating technical experts, and the job rotation mechanism for promoting cross-departmental learning and broadening career horizons, ensuring that employees' professional skills are highly matched with job requirements and providing all-round support for employees' career development and ability improvement.

Practice Highlights

The company has built an industry-education integration system centered on the "Electronic Products and High-End Equipment Intelligent Manufacturing Industry College", and has established in-depth cooperative relationships with institutions such as Changzhou Information Technology College, and has established stable talent supply channels. Through school-enterprise cooperation, a total of 6,361 people have been trained, covering nearly 100 pilot schools, significantly increasing the quantity and quality of talent supply. We have established partnerships with over 100 institutions and built more than 20 industry-education integration training bases, achieving a seamless connection of talents from institutions to enterprises.

The industry-education integration model has effectively addressed the shortage of skilled personnel in the company and established a stable talent supply channel. Through joint training by schools and enterprises, the job fit and professional skills of new employees have significantly improved, the talent development cycle has been greatly shortened, and recruitment and training costs have been reduced. At the same time, this model reserves high-quality technical and skilled talents for the company, providing a strong talent guarantee for the company's sustainable development and becoming an important part of the company's talent strategy.

QUICK Appliance Competition



Action-oriented Modular Teaching Training Class for Electronic and Information Specialties



Employee Rights Protection

QUICK has established a sound employee rights protection system and constructed a three-in-one protection mechanism of "compensation incentives - welfare care - health and safety" to fully protect the legitimate rights and interests of employees and create a safe, healthy and harmonious working environment for them.

Compensation and Benefits Security

The company strictly pays social insurance and housing provident fund in full for all regular employees in accordance with national regulations to ensure the basic rights and interests of employees. By the end of 2024, the company had 1,335 full-time employees, and the rate of signing labor contracts reached 100%.

In terms of compensation management, the company has established a scientific and reasonable compensation system, following the principle of distribution according to work, efficiency first, and fairness with consideration. Through diversified career development channels and fair and transparent performance appraisal mechanisms, employees' enthusiasm for work is stimulated to achieve the common development of employees and the enterprise.

In terms of welfare and security, the company strictly implements all legal holiday systems to safeguard employees' rights to rest and vacation. It pays special attention to the protection of female employees' reproductive rights and provides comprehensive care and support for female employees during pregnancy and childbirth. The company gives full play to the role of the trade union as a bridge and link, establishes a sound mechanism for safeguarding the rights and interests of employees, holds regular staff congresses, and smooths the channels for employees to express their demands. At the same time, a multi-level welfare system has been established, covering basic guarantees such as paid annual leave, legal holidays, and special allowances, along with living facilities such

as modern gyms and employee coffee bars, providing employees with Spaces for health, leisure and relaxed communication, promoting cross-departmental communication and collaboration, and continuously enhancing employees' sense of happiness and cohesion.

International Women's Day gift



Children's Day gift



Ping-Pong Tournament



Occupational Health and Safety Management

The company has established a sound occupational health management system in strict accordance with relevant laws and regulations on occupational health. According to the "2024 Occupational Health Examination Summary Report", regular occupational health examinations are organized for employees, 100% health examinations are conducted for employees exposed to occupational disease hazard factors, corresponding examination items are determined based on job characteristics, occupational health records are established for each employee, and follow-up management is carried out for employees with abnormal examination results.

In terms of safety management, the company has a complete safety training and education system, requiring all new employees to receive safety education and training, regularly organizing safety knowledge training and skills drills, conducting special training for special positions and dangerous operations, and regularly organizing emergency plan drills to improve employees' emergency response capabilities. The company has formulated the "Emergency Plan for Production Safety Accidents of QUICK Equipment Co., LTD.", established an emergency response team, and set up a three-level emergency response mechanism at the team level, workshop level and company level to ensure prompt and efficient response to emergencies.

In addition, the company has continuously increased its investment in safety, purchased and updated safety protection equipment, improved workplace

environmental conditions, provided employees with standard-compliant personal protective equipment, and implemented multiple safety technology transformation projects to effectively safeguard the occupational health and safety of employees and promote the full implementation of the goals of safe production and sustainable development.

CPR Drill



Employee Safety Training



Practice Highlights

The company regularly organizes evacuation drills and fire extinguisher usage training for its employees, enabling them to master the correct escape routes and operation methods of fire-fighting equipment through simulated fire scenarios, thereby enhancing their awareness of fire safety and emergency response capabilities, and ensuring that they can quickly and orderly carry out self-rescue and evacuation in the event of a real fire.



Fire Emergency Drill

VII

Collaboration to Success

Supply Chain Operations

Social Responsibility

QUICK adheres to the concept of "win-win cooperation, shared responsibility, co-created value", builds a collaborative system covering supply chain management and social welfare, creates a responsible supply chain, actively engages in public welfare, and works hand in hand with partners and all sectors of society to achieve the harmonious unity of enterprise value and social value, and jointly promote the high-quality development of the industrial chain and the all-round progress of society.

Supply Chain Operations

QUICK has established a complete supplier management system. Through mechanisms such as scientific classification, strict access, and dynamic assessment, it ensures the stability, reliability, and sustainability of the supply chain, promotes suppliers to jointly fulfill their social responsibilities, and builds a mutually beneficial and win-win cooperative ecosystem.

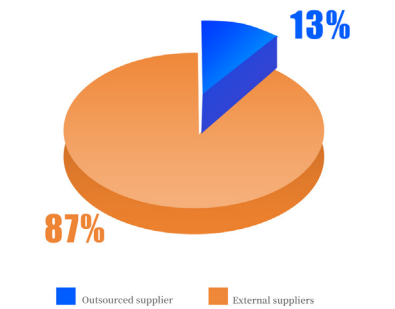
Supplier Management System

The company adheres to responsible procurement and win-win collaboration, establishes a scientific and complete supplier lifecycle management system, and continuously enhances the resilience and sustainability of the supply chain. By the end of 2024, the company had a total of 421 qualified suppliers, forming a well-structured and optimally laid supplier system. By business type, there were 54 outsourced suppliers, accounting for 13%; There were 367 outsourced suppliers, accounting for 87%. In terms of geographical distribution, there are 339 suppliers from Jiangsu, Zhejiang and Shanghai, accounting for 80.5%, giving full play to the industrial cluster advantages of the Yangtze River Delta. There are 82 suppliers from other regions, accounting for 19.5%, achieving diversified supply chain layout and risk dispersion.

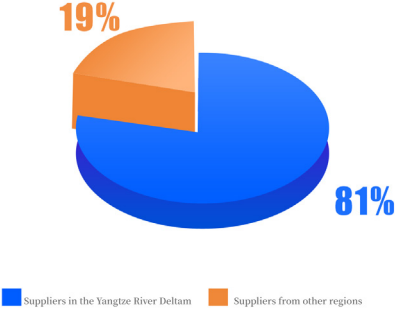
The company established a full life cycle management mechanism for suppliers in accordance with the Procurement Control Procedure. The introduction of new suppliers must go through qualification review, sample verification, on-site audit, trial production and other links to ensure that they have production capacity, quality assurance and social responsibility compliance. In daily management, the company implements annual dynamic evaluation, conducts comprehensive assessment from dimensions such as quality, delivery, service, price and social responsibility, initiates exit procedures for non-compliant suppliers, and forms a management loop of survival of the fittest.

In the selection of suppliers, the company has always

Supplier Business Type



Supplier's Location



adhered to the principle of fairness and impartiality, not taking the scale of the enterprise as a prerequisite, comprehensively considering core elements such as quality, price and service, giving full play to the advantages of small and medium-sized enterprise suppliers in flexibility, professionalism and rapid response, especially the external suppliers in the surrounding areas have played an important role in reducing logistics costs and improving delivery timeliness, Thereby continuously enhancing the synergy and sustainable value of the supply chain system.

Social Responsibility

The company has comprehensively strengthened its supply chain social responsibility management and established a responsibility system covering environmental protection, occupational health and safety, and intellectual property compliance. In terms of supplier social responsibility management, we have developed comprehensive supplier social responsibility management norms and established a multi-dimensional responsibility system covering environmental protection, occupational health and safety, and intellectual property protection. All suppliers must sign the "Declaration of Compliance with Environmental Protection, Occupational Health and Safety, UL and RoHS" (QK-PC-004), commit to complying with national regulations, pay attention to environmental compliance emissions, ensure the safety and health of employees, and establish a 24-hour major incident feedback mechanism. At the same time, suppliers are required to complete the Supplier Environmental, Occupational Health and Safety Management Questionnaire (QK-PC-002), detailing the establishment and implementation of their management system.

In terms of supplier intellectual property protection, suppliers are required to complete the Supplier Intellectual Property Information Questionnaire (IP4-060) and sign the Declaration of Non-infringement of Third Party Intellectual Property Rights (IP4-061), solemnly committing that the intellectual property rights of the products, software, services and trademarks they provide belong to themselves or have the legal right to use, And assume full liability for damages arising from infringement. For on-site contractors, a Contractor Safety Management Agreement (QK-PC-013) must also be signed to clarify responsibilities for work safety, environmental

protection, waste disposal, etc. In particular, hazardous work must be reported to the company's safety management officer.

In terms of product environmental protection, the company requires suppliers to strictly adhere to RoHS and CE certification standards. According to the RoHS Compliance Declaration (QK-PC-005), suppliers commit to providing environmentally friendly products with lead, hexavalent chromium, mercury, PBB, PBDE content of less than 1000 PPM, cadmium content of less than 100ppm, and environmental protection labels affixed to the packaging of materials. For CE-certified products, the supplier must ensure that the product is consistent with the information on the CE certificate and that the CE approval label is affixed to the packaging.

Practice Highlights

Embed social responsibility requirements into supplier lifecycle management. By establishing systems such as a 24-hour incident feedback mechanism, an intellectual property protection system, and environmental certification management, while ensuring the stability of the supply chain, actively promoting suppliers to jointly fulfill social responsibilities has achieved a dual improvement in economic and social benefits.

Social Welfare

QUICK actively fulfills its corporate social responsibility by giving back to society through various forms such as charitable donations, vocational education, and skills training, and continuously contributes its strength in promoting the development of local public welfare, cultivating skilled talents, and inheriting the spirit of craftsmanship.

Practice Highlights: Charitable Donations and Community Development

To carry forward the traditional virtues of the Chinese nation of helping the poor and the needy and being kind-hearted, QUICK signed a "Charitable Donation Agreement" with the Wujin District Charity Federation, committing to donate RMB 100,000 to the Wujin District Charity Federation for five consecutive years starting from 2024 specifically for local charitable and public welfare causes. This long-term donation plan reflects the company's ongoing commitment to social responsibility and ensures the standardization and effectiveness of the use of donations through cooperation with professional charities.

Through the professional operation of the Wujin District Charity Federation, the company's charitable donations are widely used in various fields such as education assistance, medical assistance, and poverty alleviation, benefiting vulnerable groups in society. In terms of educational assistance, it helps students from disadvantaged families complete their studies; In terms of medical assistance, help patients with serious illnesses to reduce their financial burden; In terms of hardship assistance, provide living security for special groups such as low-income families and people with disabilities. Through systematic charitable activities, the company has established good interactions with local communities, promoting social harmony and development.



Practice Highlights: Enhancement of Industry Skills and Inheritance of Craftsmanship Spirit

For eight consecutive years, Keck Intelligent has held the "Keck Cup" National Electronic Manufacturing Industry Welding Skills Competition, which has attracted thousands of skilled workers across the country and has become one of the most influential skills competition brands in the industry.



IPC Electronics Assembly Masters Competition

Over the past 10 years, the company has actively participated in and sponsored various competitions such as the IPC International Electronic Industry Connection Association Manual Welding Competition and cable Harness Assembly Competition, the China Electronic Manufacturing Industry Alliance Skills Competition, and the Economic and Information System Vocational Skills Competition, promoting advanced welding technologies and processes through the skills competition platform. Create a good atmosphere of respecting skills and valuing

craftsmanship throughout the industry. It is a source of pride that in the electronic technology event of the WorldSkills Special Competition held in Switzerland in 2022, all the contestants used Keck brand soldering tools, and Chinese contestants won the world championship again, fully demonstrating the technical strength of Made in China.

Practice Highlights: Public Welfare Contribution to Vocational Education

In 2020, the company was approved to become the fourth batch of "1+X" electronic assembly vocational education training and evaluation organization of the Ministry of Education, undertaking the formulation of national vocational skills standards and national talent evaluation work. This is not only the recognition of the company's professional capabilities by the state, but also an important platform for the company to serve the development of national vocational education. In the same year, the company was listed as an enterprise for the Ministry of Education's Field engineer training program and was selected for the first batch of field engineer special training program projects in Jiangsu Province.

National vocational colleges provide high-quality teaching resources, benefiting tens of thousands of students. The company's public welfare practice in vocational education has been recognized at

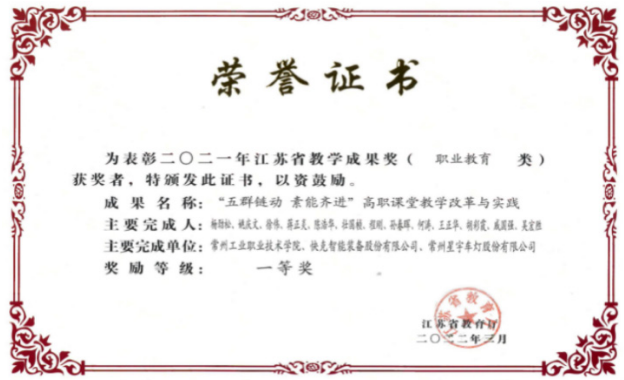


Jiangxi Provincial Program for Improving the Quality of Teachers in Vocational Colleges

the national level and won the National Teaching Achievement Award in 2022. It has become a typical case of enterprises' participation in vocational education reform and fulfillment of social responsibilities, providing a replicable and scalable experience model for promoting industry-education integration and school-enterprise cooperation.



Projects Recommended by Jiangsu Province under the Ministry of Education's First Batch of the On-site Engineer Special Training Program



National Teaching Achievement Award

VIII Appendix

 ESG Performance Sheet

Environmental dimension

Metric Names	Units	2022	2023	2024
Scope 1: Direct greenhouse gas emissions	Tonnage of carbon dioxide equivalent	546.24	559.15	557.86
Scope 2: Indirect greenhouse gas emissions	Tonnage of carbon dioxide equivalent	2,317.91	2,412.01	3,866.74
Total greenhouse gas emissions	Tons of carbon dioxide equivalent	2,864.15	2,971.16	4,424.60
Gasoline	Tons of	58.22	66.62	51.89
Natural gas	Nm³	173,514	186,497	187,360
Electricity	Kilowatt-hours	3,877,406	4,034,808	6,468,291
Steam	Tons of	0	0	439
Total water consumption	m³	25,586	36,142	32,259
Total waste production	Tons of	79.86	118.92	134.80
Waste recycling volume	Tons of	38	42	46

Social dimension

Metric Names	Units	2022	2023	2024
Total number of employees	people	1,099	1,199	1,335
Proportion of female employees	%	23.5%	21.6%	21.5%
Employee training coverage	%	100%	100%	99.5%
Duration of employee training	Hours per person · year	5.30	2.13	3.10
Number of working days lost due to work-related injury	day	264	330	22
Number of customer complaints	a	16	14	12
Customer satisfaction	%	92.1%	93.3%	95%

Governance dimension

Proportion of independent directors on the board	%	33.3%	33.3%	33.3%
The proportion of female directors on the board	%	16.7%	16.7%	16.7%



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