

Suofeiya Home Collection Co., Ltd.

Environmental, Social, and Governance Report (2025)

PREFACE

Overview of This Report

This 9th environmental, social, and governance (ESG) report released by Suofeiya Home Collection Co., Ltd. aims to comprehensively and objectively showcase Suofeiya's practices and achievements in the three major dimensions of sustainable development: environmental protection, social responsibility, and corporate governance throughout 2025, with a view to enhance corporate transparency and drive long-term sustainable development continuously.

Basis of Compilation

- Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards)
- Guide for Business Action on the United Nations Sustainable Development Goals (SDGs)
- Chinese Academy of Social Sciences (CASS) Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-ESG 6.0)
- Rating Standards for China Corporate Sustainability Reports (2026)
- A Practical Guide to Sustainability Work of Listed Companies
- Self-regulatory Guidelines No. 1 for Companies Listed on Shenzhen Stock Exchange – Standardized Operation of Companies Listed on the Main Board
- Self-regulatory Guidelines No. 3 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report Preparation
- Self-regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation)
- Self-regulatory Guidelines No. 1 for Companies Listed on Shenzhen Stock Exchange – Standardized Operation of Companies Listed on the Main Board

Time Frame

This annual report covers the period from January 1, 2025 to December 31, 2025, with some retrospective information for previous years included.

Designations

For ease of expression and reading, references to “Suofeiya”, “the Company”, “the Enterprise”, and “we” throughout this report all refer to Suofeiya Home Collection Co., Ltd.

Data Sources

The textual information and case studies in this report mainly come from Suofeiya's statistical data, relevant documents, and internal communications. Financial data are extracted from our audited 2025 annual report, while other data are based on internal statistics. Unless otherwise specified, all amounts in this report are denominated in Chinese yuan (CNY). Our Board of Directors warrants that this report contains no false representations, misleading statements or material omissions, and accepts full responsibility for its authenticity, accuracy and completeness. This report has been approved by the Board of Directors and will be released on April 18, 2026.

Access to the Report

This report is available in both Chinese and English versions. Welcome to download it from the official website of Suofeiya (<https://www.sfygroup.com/>) or CNINFO (<https://www.cninfo.com.cn/>).

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Feature

Undertook Key National R&D Project for the 14th Five-Year Plan Period, and Drove the Industry's Transformation to Smart Manufacturing

In response to national strategies of “building a manufacturing powerhouse” and “pursuing green development”, Suofeiya undertook **“Key Technologies for Smart Manufacturing of Forest Products Based on Digital Collaboration”**, a key national R&D project for the 14th Five-Year Plan period, together with 10 institutions including Research Institute of Wood Industry, Chinese Academy of Forestry. This project focused on the core strategic area of intelligent manufacturing of forest products, aiming to address long-standing pain points of the industry across five main business segments: wooden furniture, wooden doors, wooden flooring, fiberboard/particleboard, and plywood, such as low production efficiency, high resource consumption, and insufficient intelligence capabilities. Centered on “digital collaboration, green and low-carbon development, and high-efficiency production”, the project achieved major breakthroughs in key technologies in 2025, having driven industrial upgrading while fully implementing the concepts of resource recycling and efficient energy management.

Typical Cases of Dual Outcomes from Core Technological Breakthroughs and Green Employment

Wooden furniture

We developed a tech system for large-scale customized smart manufacturing of wood-based panel furniture and gradually extended its application to solid wood furniture. Our Jiashan factory upgraded the demonstration production line for wood-based panel furniture. Supported by intelligent production scheduling, optimized material cutting and other innovations, our daily output exceeded 20,000 pieces, embracing an 18% increase compared with previous capacity.

Wooden doors

We introduced an intelligent frame-assembly production line featuring flexible stock preparation. Supported by precision cutting, waste recycling and other systems, our product error rate was kept below 1%, and raw material utilization rate exceeded 99%, achieving near zero-waste production. Our Zengcheng factory in Guangzhou launched a demonstration wooden door production line, whose daily output exceeded 400 sets.

Wooden flooring

Key breakthroughs were made in machine vision online inspection for surface quality. The accuracy of color grading reached 92%, and texture recognition precision hit 98.93%, which effectively reduced rework and material waste caused by inspection errors.

Fiberboard/particleboard

We launched an integrated intelligent production line for sanding, sawing, sorting, packaging, and logistics of wood-based panels. Its sanding speed increased from 90 m/min to 120 m/min, and cutting height rose from 200 mm to 250 mm. The daily output of a single production line grew from 1,500 m³ to 2,500 m³.

Plywood

We made key progress in integrated application and industrialization of large-scale continuous plywood pressing system. The accuracy of slab alignment equipment reached 95%, and falling rate of robotic suction cups was reduced to 0.5%. The annual output of a single production line went beyond 70,000 m³.



Since the approval of the project in December 2023, we have **built or upgraded 7 demonstration production lines, filed 27 invention patents (6 granted), obtained 16 software copyrights, published 33 academic papers, and formulated or revised 2 industry standards.** By deploying digital, large-scale and green technologies, the project has advanced the transformation and upgrading of forest products towards smart manufacturing. It has also created a replicable and scalable practical model for integrating intelligent manufacturing with green and low-carbon development across the forestry sector, providing strong momentum for achieving China's dual-carbon goals and stabilizing employment.

-  Demonstration production lines **7**
-  Filed invention patents **27**
-  Obtained software copyrights **16**
-  Published academic papers **33**
-  Formulated or revised industry standards **2**



Full-process intelligent production lines



Multi-robot collaborative wood-based panel sorting



Integrated production line for sanding, sawing, sorting and packaging of wood-based panels



Plywood production line: automatic robotic veneer layout

01

CORNERSTONE OF SUSTAINABLE DEVELOPMENT AND STAKEHOLDER ENGAGEMENT





Stakeholder Engagement

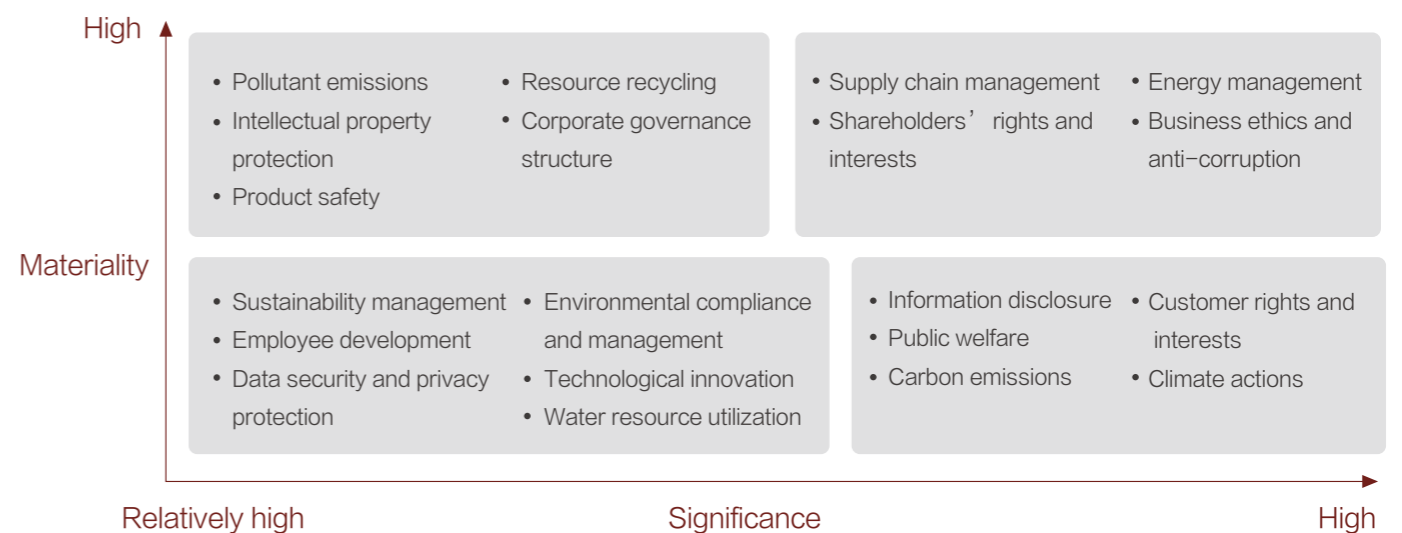
We constantly optimize our stakeholder engagement and management. Through diversified channels such as regular surveys, work interviews and online exchanges, we convey information in a timely and transparent manner, strengthen interaction with shareholders, employees, customers and local communities, and foster an open, inclusive cooperative relationship. By adopting digital technologies, conducting online questionnaire surveys, holding regular meetings and organizing open-house events, we achieve two-way interactions with stakeholders and thoroughly identify their needs. On this basis, we formulate tailored communication strategies, enhance external understanding and support, and strengthen their trust and collaboration in us, which effectively promotes our social value co-creation and builds a solid foundation for the Company's sustainable development.

Stakeholders	Focus areas	Channels of engagement
Government and regulatory agencies	Corporate governance structure	Compliant operations
	Tax compliance	Supervision and performance assessment
	Employment promotion	Regular recruitment
	Carbon management	Regular reporting
	Pollutant prevention and control	Special meetings
	Information security and privacy protection	Survey questionnaires
	Occupational health and safety	Anti-fraud mechanism
Shareholders and investors	Sustainable operations	Shareholders' meetings
	Risk control and compliance	Information disclosure
	Investor relations	Investor communication meetings
	Shareholders' rights and interests	Proactive profit distribution policy
Employees	Compliant employment	Staff and workers' congress
	Remuneration and benefits	Staff assembly
	Workplace safety	Employee training
	Employee development	Training and culture activities

Stakeholders	Focus areas	Channels of engagement
Customers	Customer rights and interests	Information confidentiality
	Product safety	After-sales service mechanism
	Professional services	Design/quality and collaborative technological iteration
	Data security and privacy protection	Satisfaction surveys (customer satisfaction index/dealer satisfaction index)
Suppliers/partners	Green procurement	Supply chain management
	Win-win cooperation	Cost reduction and efficiency improvement
	Industry ecosystem	Collaborative R&D
	Supply chain management	Supplier conferences
Media	Timely response to public opinion	Proactively accept media interviews and respond to public concerns
	Authoritative and transparent corporate updates	Release corporate updates via official websites, WeChat official account, etc.
General public	Contribution to community development	Social responsibility fulfillment
	Public welfare	Public welfare activities
	Green development (resource recycling/energy management)	Volunteer services

Analysis of Material ESG Topics

Drawing on the materiality analysis methodology of Global Reporting Initiative (GRI), we have identified 20 material ESG topics, assessed them based on their impact materiality (economic, environmental and social impacts) and financial materiality (importance to stakeholders' decision-making and enterprise value), and formed an ESG materiality matrix. The material topics included:



Stronger Business Foundation Through Party Building

Suofeiya's first CPC (the Communist Party of China) organization was officially established in 2014. With the rapid development of the Company, the number of CPC members has also continued to grow. To date, we have **seven CPC organizations** across all factories. Among them, Zengcheng headquarters and Huanggang factory run CPC committees, while the other five factories run CPC branches, which **totally have 262 registered CPC members**.

Closely focusing on the core goal of strengthening Party building and boosting corporate development, our CPC organizations have achieved remarkable results in standardized development, institutionalized Party activities, the cultivation of CPC members, etc. We realized in-depth integration between Party building and corporate development, translating the political strengths of the Party into powerful momentum driving Suofeiya's vigorous growth. A distinctive Party building brand that aligns with the Company's practical needs and reflects contemporary features has been established, which further enhances our influence and reputation.

Under the exemplary leadership and strong promotion of CPC organizations, we have maintained healthy, orderly and stable development. Recognized for their outstanding achievements in integrating Party building with business operations, our CPC organizations were awarded multiple honors in 2025, including **Guangzhou Model CPC Organization with "Dual Strengths and Six Excellences" for Non-Public Economic Entities, Outstanding Project on Guangzhou Kapok Innovation Pioneer List for Non-Public Economic Entities, and Huanggang High-Tech Zone Five-Star (Red Flag Model) CPC Organization**.



Reinforced Organizational Development to Deeply Integrate Party Building into Production

Our CPC organizations fully implement accountability system for Party building, embedding the Party's leadership into every aspect of corporate governance. By advancing the in-depth integration of Party building with production and operations, we have achieved aligned learning between CPC organizations and corporate senior management, and unified the Party's ideology with core priorities of corporate development.

In 2025, we convened **48 meetings of CPC committees (branches) and 38 general meetings of CPC branches, and delivered 22 lectures and training sessions for CPC members, plus 63 Party day activities**, continuously raising the ideological caliber of CPC cadres. Our CPC organizations valued cultivating CPC members and Party workers. They offered targeted, tiered and customized training for CPC members, staff engaged in Party affairs and Party organization leaders, who served management positions across the Company and its various centers. This ensures our management team can steer the Company's development direction under the Party's leadership, which provides solid political guarantees and organizational support for the stable progress of both Party building and daily business operations.



Adhered to Party Alliance and Co-construction to Deeply Integrate Party Building into Corporate Social Responsibility

Our CPC committees proactively engaged in Party alliance and co-construction with CPC organizations of government authorities, state-owned enterprises, schools, and non-public enterprises, having fully achieved the goal of "Party leadership and integrated co-construction". In 2025, we organized **25 co-construction activities and Party building exchange visits**, and actively launched **public welfare initiatives to serve local communities**. By Party alliance and co-construction, we have transformed institutional strengths into drivers of business growth. This has not only enabled resource complementarity and sharing among Party branches from different industries, but also facilitated mutual support and helped advance the goal of common prosperity. Suofeiya faithfully inherits its revolutionary heritage, further improves Party alliance and co-construction, and integrates related practices with social responsibility to promote progress for both itself and society and contribute to the mission of creating a better life for all.



Leveraged the Pioneering Role of CPC Members to Deeply Integrate Party Building into Talent Cultivation

We established mechanisms including pioneer posts for CPC members, CPC member innovation and R&D teams, and workplace safety task forces led by CPC members, giving full play to the exemplary and pioneering roles of CPC members in various positions. Our CPC organizations conducted strict reviews for membership admission, prioritizing recruiting young, motivated employees with sound education and integrity. In 2025, we **admitted 17 probationary CPC members and cultivated 19 CPC membership candidates**. Pioneer CPC members have played an exemplary role in key R&D projects, integrity and ethical conduct initiative and other areas, assuming greater responsibilities in corporate development. Through such dual talent selection mechanism, Party building is effectively integrated with talent cultivation, and corporate growth mutually reinforces Party building.



Upheld the Inspirational Power of Party Building to Deeply Integrate Party Building into Corporate Culture

Suofeiya has always remained steadfast in inheriting the CPC's red genes while practicing its "corporate family" culture. We reinforce CPC members' due diligence, sense of mission and accountability in corporate development and social progress, and guide employees to integrate their "small self" deeply into the "greater self" of the country and society, aiming to achieve an elevation from happiness within corporate "small family" to well-being for societal "big family". This strengthens employees' sense of belonging to corporate culture and recognition of compassionate inspiration embodied in Party building.

In 2025, our CPC organizations, together with the labor union, carefully planned and organized a rich variety of activities. They included sports and cultural festivals, care programs for employees' children, holiday garden galas, and voluntary blood donation drives. The activities have truly fostered a caring family atmosphere for all staff, enhanced their sense of belonging to the Company and recognition of the CPC, and strengthened their cohesion toward our Party organizations, forming highlights of our corporate culture.

Furthermore, our CPC organizations actively collaborated with the labor union to conduct outreach visits to impoverished households in surrounding villages and needy employees, delivering warmth and care to them after understanding their living conditions and practical needs. In this way, the well-being nurtured within the Enterprise was extended to more vulnerable groups in society. Our CPC members demonstrated responsibility and commitment with actions, striving unremittingly to create a better life for humanity.

ABOUT SUOFEIYA

Company Overview

Founded in 2003, Suofeiya has been deeply involved in the Chinese home furnishing market for more than two decades. As China's first company to introduce the concept of "customized closets", Suofeiya has successfully brought customized closets to the market and won recognition from Chinese consumers with its innovative philosophy combining customized closets and sliding doors for closets. Committed to providing consumers with comprehensive customized home furnishing solutions, we engage in design, development, production, and sales of whole-house furniture including closets, cabinets, doors, windows, wall panels, flooring, household goods, appliances, and sanitary ware. In 2011, Suofeiya was successfully listed on the Shenzhen Stock Exchange, becoming the first A-share listed company in the industry (stock code: 002572).

We now own a comprehensive brand portfolio covering the entire market. They include Sophia targeting the mid-to-high-end market, Schmidt and Huahe catering to premium customer groups, and Milanla focusing on the mass market. The four brands form an internally coordinated product R&D and supply system. They offer a full range of products such as wardrobes and doors, boosting the Company's in-depth development across all sales channels.

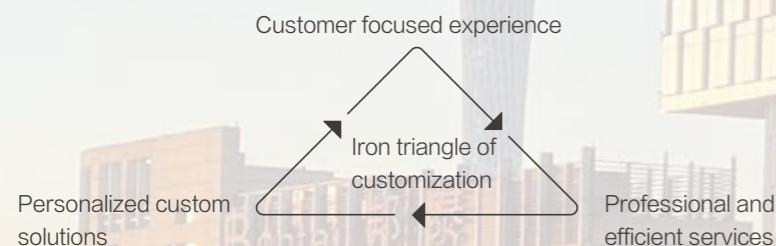
Corporate Culture

Mission: Empower easy home furnishing with technology and creativity, and integrate the beauty of the world to create a new life.

Vision: Deliver premium customer experiences through personalized design and efficient operations, striving to become a trusted and globally leading home furnishing enterprise.

Core values: Customer first, innovation and sharing, professionalism and efficiency, integrity and progressive

Business Philosophy



02

GOVERNANCE FOR A SUSTAINABLE FUTURE AND OPERATIONAL COMPLIANCE



Governance for a Sustainable Future

Suofeiya thoroughly aligns itself with national strategic arrangements for sustainable development and strictly complies with regulatory requirements including Self-regulatory Guidelines No. 3 for Companies Listed on Shenzhen Stock Exchange - Sustainability Report Preparation. Guided by our vision — Deliver premium customer experiences through personalized design and efficient operations, striving to become a trusted and globally leading home furnishing enterprise, and upholding our core values — Customer first, innovation and sharing, professionalism and efficiency, integrity and progressive, we fully integrate ESG principles into every link across the entire value chain, including R&D, production, supply chain, sales and services, striving to achieve in-depth synergies between sustainable development and business growth.

To ensure effective implementation of our sustainable development strategy, we have created a coordinated ESG governance system covering key links of **“strategic decision-making, integrated management, efficient execution, supervision and evaluation”**, and formed a collaborative, continuously optimized management mechanism featuring well-defined rights, obligations and accountability.

Strategic decision-making

As the highest ESG decision-making body, the Board of Directors is responsible for formulating strategic plans, annual targets, material topics and major matters. It also evaluates management effectiveness and risks, and oversees the implementation of decisions made by the senior management, ensuring that ESG practices are fully aligned with the Company’s overall strategy.

Integrated management

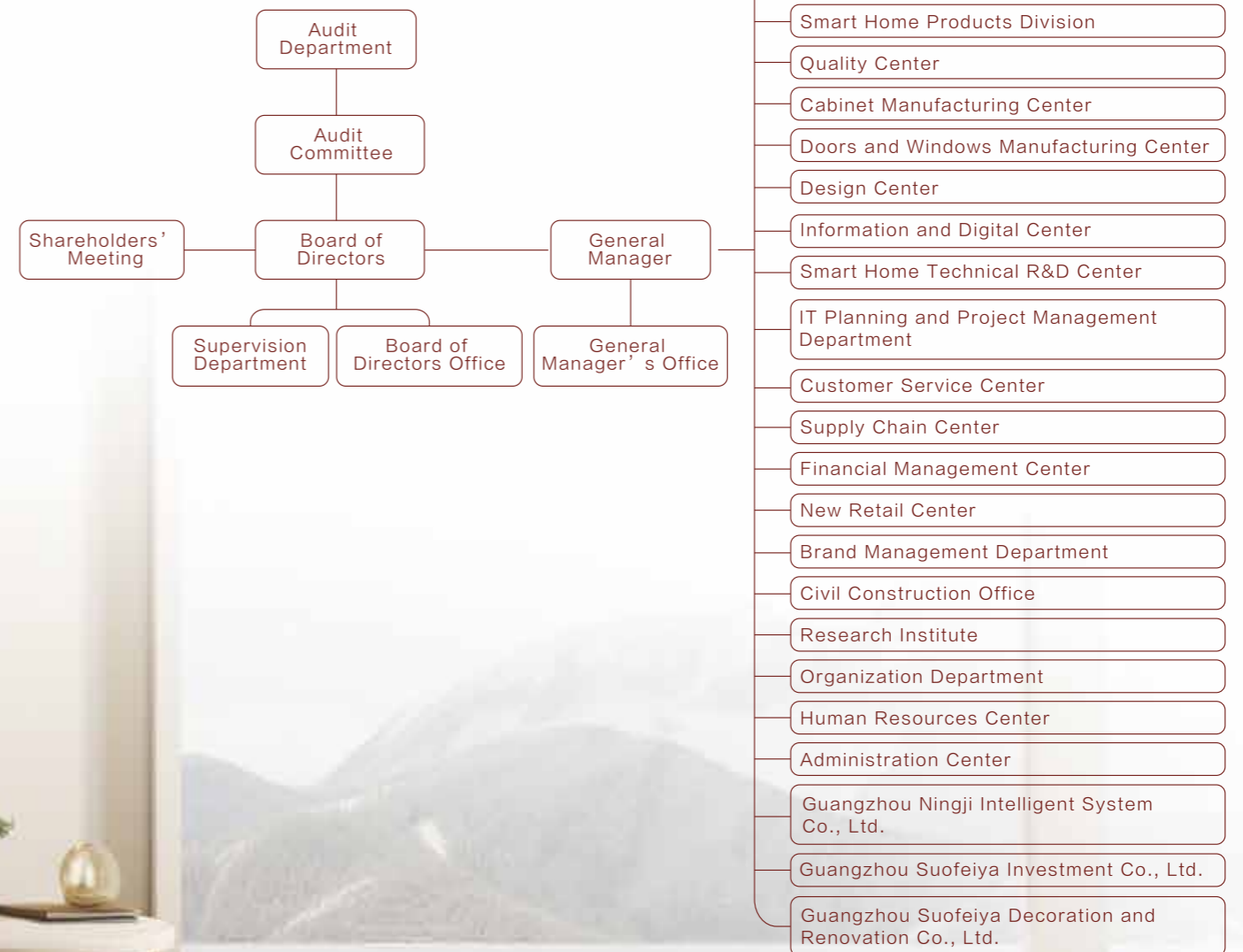
Our ESG team further refines executable action plans and quantitative indicators, coordinates across departments to advance projects, organizes information collection and analysis, chairs ESG report compilation, and facilitates communication with internal and external stakeholders to drive continuous improvements in ESG performance.

Efficient execution

Suofeiya’s branches, subsidiaries, production bases as well as corporate departments are executors of ESG initiatives. They decompose ESG goals into daily operational procedures (e.g., production department focuses on energy conservation and emissions reduction; supply chain division promotes green procurement; and R&D team develops low-carbon technologies), define clear job responsibilities, and implement specific measures to ensure ESG requirements are met throughout the entire business process.

Compliance-Based Corporate Governance

We strictly comply with applicable laws and regulations, and run a sound corporate governance framework comprising General Meeting of Shareholders, the Board of Directors and its special committees, and the senior management. Besides, we implement a range of normative documents, including the Rules of Procedure for the Board of Directors and the Information Disclosure Management Policy, to ensure compliance in operations and fulfillment of business ethics.



01 General Meeting of Shareholders

General Meeting of Shareholders, composed of all shareholders, is the highest organ of corporate power. In accordance with the law, it exercises decision-making power over major matters including Suofeiya's operational policies, investment plans, profit distribution, and amendments to the Articles of Association.

We strictly comply with laws and regulations such as the Securities Law of the People's Republic of China and the Company Law of the People's Republic of China, as well as internal rules including Articles of Association and Rules of Procedure for General Meeting of Shareholders. Regulated procedures for convening and holding General Meeting of Shareholders are obeyed. A voting mechanism combining on-site balloting and online voting is fully adopted to provide convenient channels for all shareholders, especially minority shareholders, to participate in our decision-making. We consistently uphold equal treatment of all investors, safeguard the rights of minority shareholders to information, participation and voting, and effectively protect the legitimate rights and interests of all shareholders through regulated deliberation procedures and transparent decision-making processes.

02 Board of Directors

On the basis of fully ensuring the exercise of General Meeting of Shareholders' functions and powers, our Board of Directors firmly fulfills its core responsibilities of "setting strategies, making decisions and preventing risks", and keeps improving corporate governance mechanism to enhance the scientificity and effectiveness of decision-making.

Assured independence

We keep optimizing the independence of the Board of Directors. Independent directors perform their duties strictly in accordance with applicable laws and regulations, Suofeiya's Articles of Association and relevant rules of procedure. Giving full play to their independence, they provide objective and professional advice on key matters such as business operation and strategic advancement based on their professional expertise and independent perspectives, effectively improving the quality of Board decisions.

Institutional framework and implementation standards

To further enhance the transparency and accountability of Board governance, we follow specialized internal systems including Rules of Procedure for the Board of Directors and Independent Director System, in which decision-making procedures and boundaries of authority are clarified. During the reporting period, all directors duly performed their duties with a 100% attendance rate at Board meetings, and actively participated in deliberations on major corporate matters and review of key information disclosures, ensuring compliant and efficient decision-making.

Diversified structure

We emphasize diversity in the educational attainment, professional competencies, academic backgrounds and professional ethics of Board members. By recruiting professionals from various fields, the Board is equipped with diverse perspectives and interdisciplinary thinking, thus supporting comprehensive and forward-looking strategic decision-making.

Support from special committee

The Board runs an Audit Committee, which focuses on financial supervision, risk management and internal control. The special committee conducts regular reviews and oversight of overall operations and financial performance, ensures the effective operation of internal control and risk management systems, and provides professional support for Board decision-making.



03 Senior Management

Appointed by the Board of Directors and accountable to it, the senior management serves as the executive body responsible for implementing Board resolutions, overseeing daily operations, and ensuring the delivery of corporate strategies and annual targets. In 2025, the senior management comprised four senior executives with professional expertise covering such core fields as marketing management, financial management, and smart manufacturing. All members boast in-depth industry expertise and extensive management experience. They participate deeply in the formulation and execution of the Company's annual business plans and investment strategies, accurately capture industry trends and market opportunities, and drive steady, sustainable business growth by efficient operational coordination and cross-departmental collaboration, laying a solid foundation for achieving the Company's long-term strategic objectives.



General Meetings of Shareholders **2**
Deliberating proposals **25**



Meetings of the Board of Directors **4**
Deliberating proposals **63**



Meetings of Audit Committee **4**
Deliberating proposals **10**

Protection of Shareholders' Rights and Interests

Suofeiya has always placed the protection of shareholders' rights and interests at the core of corporate governance, with particular emphasis put on safeguarding the legitimate rights and interests of minority shareholders. We strictly comply with laws, regulations and regulatory requirements including Company Law of the People's Republic of China, Code of Corporate Governance for Listed Companies, and Guidelines for the Articles of Association of Listed Companies. Upholding the core principle of "investor-centricity", we keep optimizing corporate governance structure, improve the quality of information disclosed, enhance investor relations management, refine shareholder return mechanism, and faithfully fulfill our primary responsibilities and social obligations as a listed company, striving to build an outstanding benchmark enterprise featuring regulated governance, transparent information, and stable returns deserving investors' long-term trust.

Information Disclosure: Protected Investors' Right to Information with High-standard Transparency

We take information disclosure as a fundamental measure for safeguarding investors' rights and interests. In strict compliance with regulatory requirements including self-regulatory guidelines for companies listed on the Shenzhen Stock Exchange, we have improved our information disclosure system, clarifying the scope, procedures and accountability of disclosure to ensure the authenticity, accuracy, completeness, timeliness and fairness of all disclosed information. By regulating disclosure procedures and strengthening internal reviews, we fully enhance the openness and transparency of our operations, so that investors can promptly and clearly understand the Company's operating performance, development strategies and major matters, thereby fully protecting their right to information.

During the reporting period, we released a total of 44 numbered announcements, including 6 periodic reports and 38 ad-hoc announcements. All disclosed information featured clear logic, accurate data and detailed content. Thanks to our consistent dedication and outstanding performance in information disclosure, we once again obtained the highest Grade A rating in information disclosure from the Shenzhen Stock Exchange in 2025, being one of the only 33 listed companies across Shanghai, Shenzhen and Beijing stock markets that have maintained a Grade A rating for 12 consecutive years or longer and the only enterprise in the home furnishing industry to achieve this honor. Going forward, we will continue to elevate the quality of information disclosure with higher standards, consolidate the foundation of regulated operations, and drive high-quality development as a listed company.



Investor Relations Management: Built Trust Through Multi-dimensional Communication

We regard investor relations as a vital bridge connecting the Company with the capital market. Upholding the principles of transparency, fairness and impartiality, we implement a comprehensive investor communication system and strictly implement Investor Relations Management Policy. There is a dedicated team to maintain investor relations and deepen positive interactions with investors through diversified channels, which serves to fully safeguard investors' right to information and enhance shareholders' trust and sense of participation.

We offer a rich, convenient communication matrix for investors covering hotline, dedicated email inbox, Shenzhen Stock Exchange Interactive Platform, Investor Relations section on our official website, media interviews, performance briefings, offline research visits, and online investor open days. These channels ensure investors can access information and voice their needs through familiar means. Our investor relations team promptly feeds industry updates and capital market concerns back to the senior management, striving to foster interactive, harmonious investor relations. During the reporting period, remarkable results were achieved in investor relations management:

Routine communication

We organized/attended over 300 regular exchanges with institutional shareholders, dedicated investor receptions, online seminars, offline strategy conferences and other activities, maintaining regular interactions with investors.

Regular engagement

We held high-quality annual performance briefings, actively participated in online investor open day events organized by regulatory authorities, and delivered two dedicated investor communication sessions focusing on periodic financial results, precisely responding to market concerns.

Interactive responses

We promptly updated shareholder register and monitored changes in shareholder structure. During the reporting period, we responded to 34 investor inquiries on Shenzhen Stock Exchange Interactive Platform, timely handled hotline consultations, and updated operational progress via new media channels such as official WeChat account, ensuring uninterrupted communication with stakeholders.

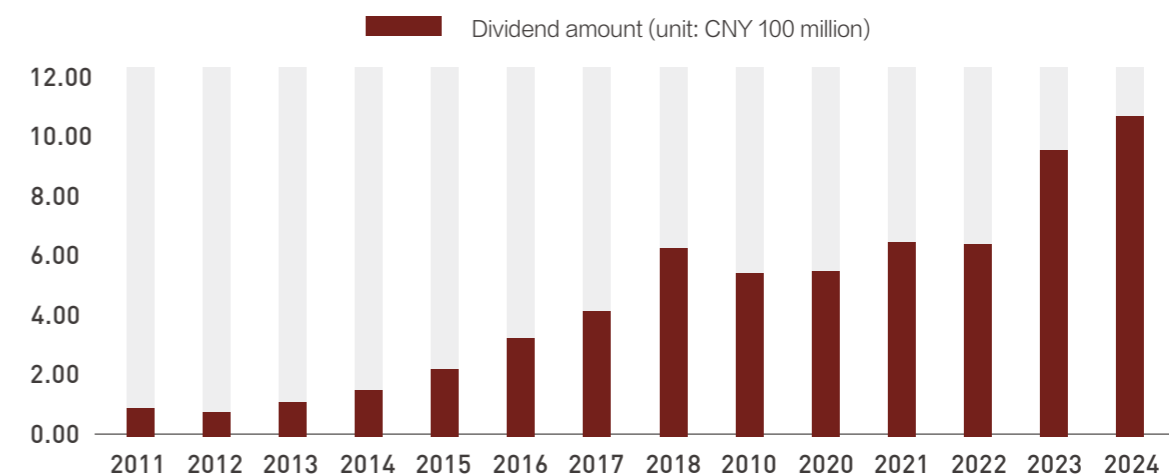
Two-way communication

The Board Office submitted regular feedback reports based on industry updates and capital market trends to keep the senior management informed of core investor concerns and market dynamics, forming a closed-loop mechanism of "market demands → management responses → corporate actions → market feedback". This enables in-depth integration between capital empowerment and business operations.

Shareholder Returns: Shared Development Results Protected by a Stable Mechanism

Since its listing in 2011, Suofeiya has always adhered to the core commitment of "sharing development results with shareholders" and attached great importance to the sustainability and stability of shareholder returns. We implement a dividend policy centered on Profit Distribution Measures and Suofeiya Long-term Shareholder Return Plan, which clarifies the principles, proportions, methods and adjustment mechanisms for profit distribution, providing a solid institutional guarantee for shareholder returns.

When formulating dividend plan, we take into account multiple factors such as operating performance, financial position, cash flow level, and future development plan. On the premise of ensuring the Company's sustainable operation and long-term growth, we maximize benefits for shareholders. From 2011 to 2024, we distributed a cumulative cash dividend (including share repurchases) of **CNY 6.402** billion to shareholders, honoring our commitments to investors with tangible returns and demonstrating our solid operational strength as well as the fundamental stance of being accountable to shareholders. Going forward, we will continue to strictly implement established dividend policy and further optimize our shareholder return mechanism, enabling investors to share long-term dividends from our high-quality development.

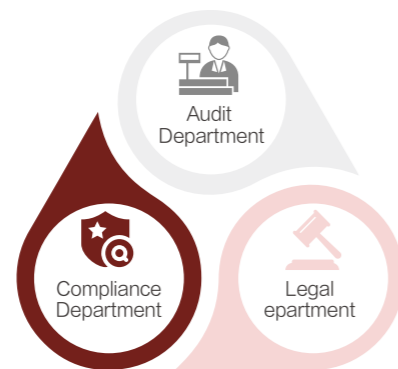


Operational Compliance and Business Ethics

Since its establishment, Suofeiya has always regarded operational compliance as the cornerstone and lifeline of its survival and development. We uphold the core philosophy of “compliance and integrity in operations”, run a full-dimensional internal control system, and reinforce multi-layer risk prevention lines, ensuring all business activities are carried out in accordance with applicable laws, regulations and regulatory requirements to underpin the Company’s sustainable and high-quality development.

We strictly obey the Company Law of the People’s Republic of China, the Securities Law of the People’s Republic of China, the Code of Corporate Governance for Listed Companies and other relevant laws, regulations and normative documents. Our comprehensive internal management systems cover governance, operation, risk control, etc., including Articles of Association, Rules of Procedure for Shareholders’ General Meetings, Rules of Procedure for the Board of Directors, Information Disclosure Management Policy, and Internal Audit System, which form a solid compliance foundation featuring sound systems, regulated processes and clear accountability. Meanwhile, we implement a three-pronged risk prevention framework consisting of Audit Department, Supervision Department, and Legal Affairs Department, which feature clear division of responsibilities and close collaboration. Thus, a full-cycle compliance and risk control closed loop is in place, which covers pre-event prevention, in-event control, and post-event supervision.

During the reporting period, the three lines of defense continuously empowered business units. Through regular risk identification, professional risk assessment, targeted risk management, ongoing supervision and improvement, we strengthened the effectiveness and enforcement of internal control, and drove the simultaneous enhancement of our overall management capabilities and risk prevention capacity.



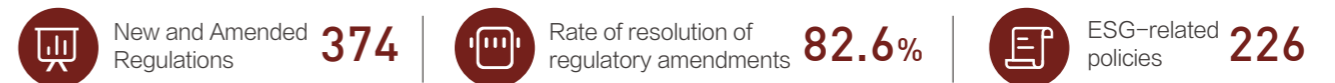
01 Compliance-Based Risk Control: Built Solid Risk Barriers Through Institutional Improvements and Process Optimization

Audit, Supervision and Rectification of Identified Issues

In 2025, targeting key management areas and high-risk links, Audit Department systematically conducted routine audits, special audits and internal control tests, realizing comprehensive and multi-layered supervision. For the problems identified during audits, we performed closed-loop management covering “**problem listing, rectification plan formulation, responsibility implementation, and review and acceptance**”, strengthened supervision over rectification efforts, and ensured timely corrections and root-cause remediation. During the reporting period, **the timely completion rate of rectifications reached 100%**.

Iteration and Upgrade of Institutional Framework

We attach great importance to dynamic optimization and improvement of our institutional framework. During the reporting period, we conducted a comprehensive review and compliance assessment of 2,106 policies and regulations. In response to industry trends, regulatory policy updates and business expansion needs, we created or revised a total of 374 policies, representing a revision rate of 82.6%. Among them, 226 policies are ESG-related, fully covering key areas including R&D, production, manufacturing, innovation, occupational health, safety, environmental protection, quality control, and human resources. This has laid a solid institutional foundation for integrating ESG concepts into our entire business process and achieving sustainable development.



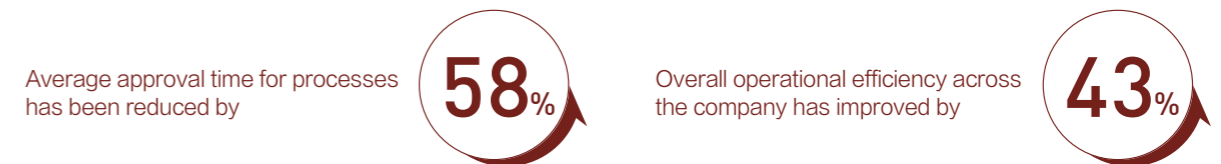
Building of International Compliance Capabilities

To support our global expansion, we have continuously strengthened compliance management of international business. On October 23, 2025, we officially obtained **China Customs Advanced AEO Certification**, which marked our import and export compliance management has reached international advanced standards. We have also established a “**1+9**” **import and export management system, realizing refined** compliance control covering the entire process of import and export:



Process Optimization and Efficiency Improvement

Following the core goal of realizing “controllable risks and higher efficiency”, Audit Department actively promoted business process optimization and approval authority restructuring. While strictly managing compliance risks, it systematically streamlined and optimized core business workflows, restructured approval mechanism, eliminated redundant procedures, and clarified approval nodes. These efforts have delivered remarkable improvements in operational efficiency: average approval time was shortened by 58%, overall operational efficiency increased by 43%, and expected goals of “cost reduction, efficiency improvement and quality enhancement” were effectively achieved.



In the future, Audit Department will further deepen the integration of internal control systems with ESG management, refine risk control mechanism, and strengthen compliance supervision to help elevate the Company’s overall governance capabilities and steadily advance toward a new stage of sustainable high-quality development.

02

Business Ethics: Cultivated an Integrity Ecosystem Through Systematic Endeavors to Consolidate Compliance Foundations

In 2025, we further prioritized business ethics and integrity culture as core pillars of sustainable development. Upholding “institution-driven, technology-empowered, and people-oriented across all staff” guiding principles, we systematically built the ecosystem of anti-bribery, anti-corruption, and anti-unfair competition. Business ethics were integrated into the entire spectrum of internal management and external cooperation to foster a clean business environment, thus underpinning the Company’s long-term value-based development.

Continuously Improved Institutional Systems to Build a Full-Scale Governance Framework

In line with laws and regulations including the Criminal Law of the People’s Republic of China, the Anti-Unfair Competition Law, and the Anti-Money Laundering Law, we have revised and issued internal policies including the Suofeiya Employee Code of Conduct, Suofeiya Detailed Rules on Employee Integrity Management, and Suofeiya Measures for Reporting and Rewards based on our business realities. All our employees have signed Suofeiya Employee Integrity Agreement, which ensures integrity requirements are enforced throughout every stage of employment.

For external partners, we implement Administrative Provisions on Integrity Cooperation with Business Partners. Integrity standards are emphasized in supplier and distributor meetings. To date, more than 600 business partners have signed our Integrity Agreement for Business Partners, which clarifies ethical responsibilities on both sides, outlines risks of violation, and specifies legal consequences. Thus, a comprehensive institutional framework covering both internal staff and external collaborators has been formed.

Implemented Full-process Supervision for Targeted Risk Prevention and Control

During the reporting period, we furthered full-cycle supervision covering pre-event prevention, in-event supervision, and post-event accountability. Priority was given to proactive risk prevention, which combined with passive response mechanisms such as complaint handling constituted closed-loop control and enhanced risk management efficiency.

Leveraging digital tools including financial data sharing platforms and internal work portals, we conducted routine compliance oversight through targeted special inspections, regular patrol audits, and daily supervision. Throughout 2025, we carried out 8 routine patrol audits across all departments, branches and subsidiaries, and completed risk identification and closed-loop rectification. We also supervised 45 tender activities through online monitoring and on-site oversight. These endeavors have effectively prevented fraud risks across key links including management, operations, manufacturing and procurement.

For external business partners, we conducted proactive screening plus dynamic control. We monitored their performance in business ethics through supply chain inspections, random sampling, and special verification, and incorporated business ethics evaluation into our regular partner assessment. Early warnings were issued for partners with potential compliance risks, and investigation-driven rectification was promoted.

Promoted Rectification Through Supervision to Firmly Uphold Integrity Bottom Lines

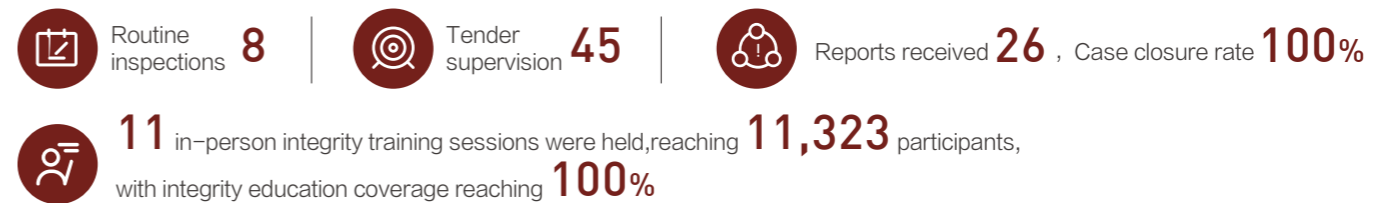
In 2025, Supervision Department received internal and external report clues through multiple channels including Suofeiya’s official website, dedicated reporting email and hotline. The reports covered irregularities involving internal employees and integrity violations by business partners. Throughout the year, a total of 26 reports on violations and illegal acts were handled, all of which have been fully investigated and closed.

Based on investigation results, we terminated employment contract or imposed disciplinary sanctions on 15 employees, while reserving the right to pursue their legal liabilities. For business partners committing illegal acts such as bribery and fraud, we immediately terminated cooperation with them, pursued their liability for breach of contract, referred serious cases to judicial authorities, and added them to integrity blacklist with a lifelong ban on future cooperation.

Offered Full-scale Integrity Education to Foster Employee Awareness

We place great emphasis on integrity awareness and warning education, offering integrity education for both internal employees and external partners to embed business ethics and an integrity-driven culture deep into their daily practices. In 2025, we issued circulars on typical cases of violation on internal platforms, launched integrity promotion initiatives themed “Upholding Integrity for Steady Progress and Long-term Success”, and delivered 11 offline integrity training sessions. Also, we gave mandatory online integrity courses and organized related assessments to strengthen learning outcomes. Throughout the year, 11,323 participation was recorded in employee integrity training and promotion, achieving 100% staff coverage.

Additionally, we promoted integrity-based cooperation at supplier conferences, partner exchanges and more, sharing our experience in integrity management and typical cases to extend integrity culture across our entire supply chain and guiding all stakeholders to build a business ecosystem featuring “integrity, compliance and mutually beneficial cooperation”.



03

Intellectual Property Protection

Suofeiya has always regarded intellectual property protection as the core lifeline of innovation-driven development. By refining management systems, strengthening rights protection actions, and enhancing brand value maintenance, we have built a **full-spectrum intellectual property protection framework covering “registration, rights protection, and cultural guidance”**, fostering a sound corporate environment that emphasizes integrity in operation, respect for innovation, and strict protection of intellectual property.

Suofeiya and its affiliates have registered 2,072 trademarks in China, forming a robust trademark protection network covering core brands, product categories and business scenarios. This provides solid backing for brand value inheritance and market expansion. As for rights protection, “Sofia”, recognized as a well-known trademark, has obtained judicial and administrative protection on 134 occasions in total, which underscores its benchmark status in intellectual property protection.

In 2025, we won a retrial involving an administrative review dispute over trademark cancellation heard by the Supreme People’s Court. This victory not only effectively safeguarded Suofeiya’s legitimate rights and brand reputation, but also further consolidated its competitive advantages and industry standing. Meanwhile, we actively filed multiple civil lawsuits against trademark infringements to severely curb unfair competition through judicial channels. By keep reinforcing intellectual property protection, we not only safeguard our own innovative development, but contribute to sound industry competition and a healthy, orderly market environment.





Privacy and Information Security

Suofeiya highly values privacy protection and information security management, and strictly complies with laws, regulations and regulatory requirements including the Personal Information Protection Law of the People's Republic of China, the Consumer Rights and Interests Protection Law of the People's Republic of China, the Self-Assessment Guidelines for Illegal and Improper Collection and Use of Personal Information by Mobile Applications, and the Provisions on the scope of Necessary Personal Information for Common Types of Mobile Internet Applications. Upholding the principle of **“security, compliance and privacy first”** throughout all business processes, we run a comprehensive information security and privacy protection system characterized by **“well-established mechanisms, organizational guarantees, advanced technologies and closed-loop management”**, effectively safeguarding customer information, business data and the Company's core assets.

Our full-range information security management covers emergency response, daily supervision and technical specifications. We follow a complete set of policies and detailed rules, including Information System Emergency Response Plan, Security Management Rules for Business Systems, Computer Room Safety Management Regulations, Terminal Computer Protection Rules, and Data Security Management Specifications. Business and customer data are managed on a classified and graded basis, with clear risk prevention measures in place and operational standards defined. Supporting policies such as Emergency Response Plan for Sudden Environmental Incidents and Measures for Environmental Information Reporting Management have been improved to coordinate between information security and compliance.

For organizational support, we run Information Security and Confidentiality Management Committee, which sets up Security Management Department and have professional security administrators. The management committee clarifies the overall objectives, management scope, core principles and security framework for security work, and takes full charge of the construction, operation, maintenance and upgrading of information security systems. This forms a well-defined management structure featuring **“overall coordination at the decision-making level, implementation at the executive level, and supervision at the oversight level”**.



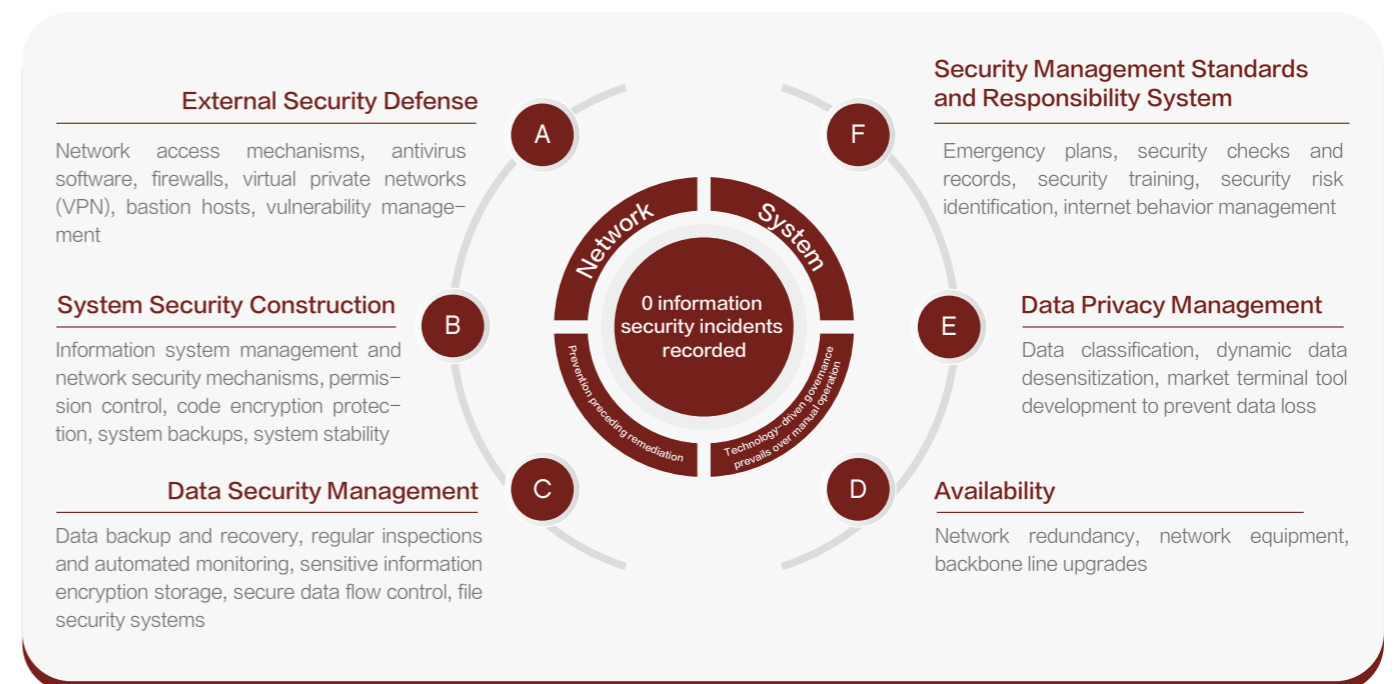
Our computer room

Meanwhile, efficient customized cybersecurity solutions are in place, integrating core security components including network access control, antivirus software, firewalls, virtual private networks, internet behavior management systems, file scanning and monitoring, bastion hosts, and system backups. Our three-in-one management covers **information system administration, cybersecurity mechanism and access control**, which comprehensively strengthen data and information security management from technical architecture to operational procedures.

Major information security incidents: 0

01 Security Defense Framework

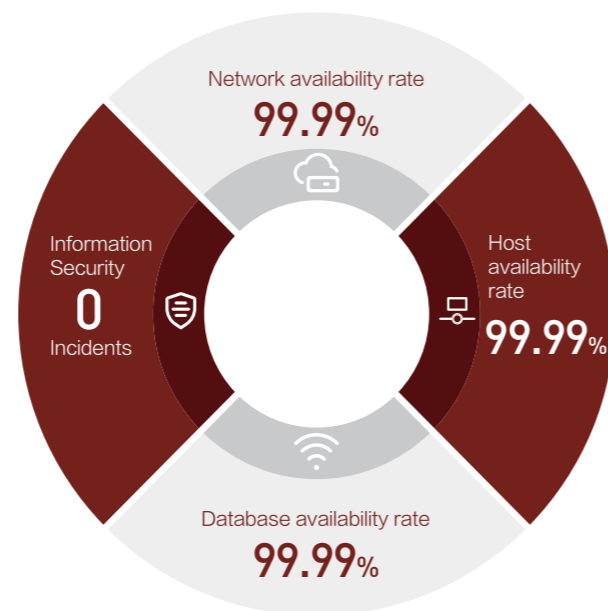
In line with actual business demands and risk prevention requirements, we have designed and built an all-scenario information security system. On this basis, we gradually improve our security protection capabilities to achieve full-process security coverage, endeavoring to ensure the stable operation of our information systems and the security of our data assets.



02 Objective Wall

Based on the overall framework of information security management system, we has set high-standard information security management objectives by factoring in security influencing factors, applicable scenarios and technical requirements, and promoted their full implementation to achieve comprehensive security coverage with zero security incidents.

Building on the overall framework, and in light of the characteristics of industry risks, business demands and technological trends, we have formulated stringent information security management objectives with the core requirement of “**zero information security incidents**” . Corresponding quantitative indicators have also been defined. Through regular monitoring, periodic evaluation and dynamic optimization, all security objectives are fully delivered, realizing blind-spot-free security control and thorough risk prevention with no omissions.



03 Adaptive Technology Upgrading

Keeping pace with upgrades in information security technologies, we have enhanced security defense capabilities through cutting-edge technologies and refined management measures:

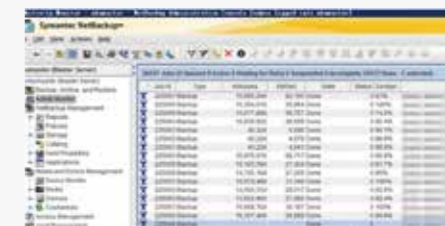
A/

Deployed **high-availability architecture** for critical systems to ensure the continuous operation of core businesses and prevent disruptions to daily operations and potential data security risks caused by system outages;



B/

Adopted world-leading **Veritas backup solution** to ensure sound data backup and guard against the risk of data loss;



C/

Extensively used data **desensitization technologies and tools** in processing customers' personal information and sensitive business data, preventing customer information leakage risks at the source without affecting normal business operations;

D/

Proactively optimized our **Privacy Policy** for mini-programs following the principle of “minimum necessity”, clarifying the scope of personal information collected, applicable usage scenarios and protection measures to ensure that customer information is collected moderately, used restrictedly and protected effectively, thus fully safeguarding users' right to information and right to choose;

E/

Deployed professional monitoring software such as **Zabbix** and established an anomaly alert mechanism to realize real-time monitoring of system operating status and timely detect and resolve potential faults, thereby guaranteeing the reliable operation of our business systems;



F/

Implemented all-round **zero-threat security control measures**: deploying Kaspersky Antivirus to strengthen endpoint protection by blocking unauthorized device access via endpoint admission control system and prohibiting the use of unlicensed software, and deploying Sangfor internet access management device to intercept illegal network access and build multi-layered and comprehensive endpoint and network security lines of defense.

Over the years, we' ve continuously scaled up investment in information security to improve management systems, upgrade technical solutions, and optimize control processes. All relevant procedures and indicators have been regulated, which provide solid guarantees for digital business operations and high-quality development and fully enable information security to underpin and safeguard our business activities.



03

ENVIRONMENTAL SUSTAINABILITY



Low-carbon development and the circular economy have become core global consensus on sustainable development, which are also inevitable paths for corporate high-quality growth. Suofeiya has always taken environmental protection as a core business philosophy. We thoroughly practice the development vision that lucid waters and lush mountains are invaluable assets, steadily advance the building of an eco-friendly enterprise, and fully integrate sustainable concepts including low carbon development, energy conservation, greening and circularity into our entire business process covering R&D, design, manufacturing, supply chain management, logistics and transportation, and terminal services, with ongoing endeavors made to explore carbon reduction pathways across the value chain. We also actively promote green production methods and business models, proactively respond to climate challenges, and earnestly fulfill environmental responsibilities as a corporate entity, committed to contributing to a greener, win-win and sustainable future for all together with supply chain partners, consumers, local communities and other stakeholders.

Climate Actions

As global issues such as global warming, frequent extreme weather events and rising sea levels grow acute, climate change has become a core factor affecting corporate sustainable development. We actively respond to national strategic goals of peaking carbon emissions and achieving carbon neutrality by incorporating climate actions into our medium and long-term development strategies. Guided by documents including the Opinions of the CPC Central Committee and the State Council on Fully and Accurately Implementing the New Development Philosophy to Deliver Carbon Peaking and Carbon Neutrality Goals and Action Plan for Carbon Dioxide Peaking Before 2030, we advance targeted initiatives to address climate change.

In 2025, we further aligned ourselves with the recommendations of Task Force on Climate-related Financial Disclosures, scientifically identifying climate-related risks and opportunities associated with our business operations and strengthening our climate risk management. While realizing low-carbon operations, we continuously enhanced our resilience and adaptability to climate change, which injects strong momentum into societal green low-carbon transition and sustainable development.

Identifying the Risks and Opportunities of Climate Change

Transition Risks		
Risk Category	Risk Description	Response Measures
Policy and Legal Risks	As global and domestic governments accelerate the implementation of climate policies such as carbon trading and carbon taxes, if the company fails to comply with carbon-related regulations in a timely manner, it may face regulatory fines, increased compliance costs, and a decline in market trust.	Strengthen carbon emission compliance monitoring; optimize carbon emission intensity in production and supply chain processes; provide regular training for employees and suppliers to enhance their response to climate policies; advance green smart manufacturing processes to ensure compliance and reduce risks.
	The introduction of carbon emission rights control and adjustment mechanisms worldwide may lead to increased business operations and financial costs.	Continue implementing energy-saving and emission reduction strategies, closely monitor carbon pricing mechanisms in the countries where assets are located and globally, and proactively and flexibly meet challenges.
Technology Risks	Failure to invest in low-carbon environmental technology R&D.	Introduce and cultivate professional talent, strengthen technology imports, actively engage in external learning, and enhance R&D capabilities.
	Failure to timely identify and apply low-carbon technologies, resulting in the company's products lagging behind competitors in low-carbon transformation.	Continuously research and apply low-carbon technologies, and actively engage in industry collaborations.
Market Risks	Failure to effectively meet consumer demand for green, low-carbon products.	Actively develop green, low-carbon products to meet consumer demand.
	Rising costs of raw materials and energy.	Promote resource conservation and recycling; strengthen supply chain management.
Reputation Risks	Poor performance in addressing climate change and sustainability, leading to damaged company reputation and negative feedback from stakeholders.	Enhance the company's sustainable development capabilities, proactively respond to climate change; increase transparency in related management and actively address concerns raised by stakeholders.

Physical Risks		
Risk Category	Risk Description	Response Measures
Acute Risks (Extreme Weather, such as Storms, Floods, Typhoons)	Extreme weather may damage factory, office building structures, and equipment, causing asset loss.	Develop emergency response plans for natural disasters and continuously improve the emergency response mechanism.
	Equipment damage, employee inability to work, and transportation interruptions due to extreme weather may affect stable production.	Provide training on responding to and protecting against extreme weather events, continuously improve the natural disaster emergency response mechanism.
Chronic Risks (Sustained High Temperatures, Droughts)	Rising temperatures increase the company's cooling demand, raising operational costs.	Upgrade energy-efficient cooling systems and use environmentally friendly equipment to reduce energy consumption.
	Employee health and work efficiency are impacted by prolonged exposure to heat.	Scientifically arrange production schedules, organize production efficiently, and improve operational efficiency.
	Long-term droughts may lead to insufficient water supply, affecting the stability of production and operations.	Continuously promote water-saving environmental upgrades, avoid building factories in areas with high water supply risks, and strengthen water reserves.

Climate Change Opportunities

Opportunity Category	Opportunity Description	Response Measures
Resource Efficiency	Higher energy-efficient equipment, buildings, and technologies; supportive policy incentives.	Actively explore the development or application of new technologies, equipment, and processes to fully improve resource efficiency; proactively respond to government supportive policies and green projects.
Energy Efficiency	Substitution of renewable energy sources.	Promote energy efficiency optimization in processes to reduce energy consumption and greenhouse gas emissions.
Products and Services	Development of green, low-carbon products; climate change response solutions within the industry.	Strengthen low-carbon technology R&D and increase investment in the development of green, low-carbon products.
Market	Access to emerging markets; increasing demand for green markets.	Increase the share of green, low-carbon products; identify and participate in emerging markets.
Adaptation	Energy substitution and diversification solutions; participation in renewable energy projects.	Promote the development and utilization of renewable energy.

Greenhouse Gas Emissions from Suofeiya's 8 Production Bases in 2025 (Unit: tCO₂e)

Production Base	Direct Greenhouse Gas Emissions (Scope 1)	Indirect Greenhouse Gas Emissions (Scope 2)	Total Greenhouse Gas Emissions (Scope 1 + Scope 2)
South China Production Center	464.85	4,926.11	5,390.96
Central China Production Center	343.11	3,635.99	3,979.10
East China Production Center	288.34	3,055.56	3,343.90
Western Production Center	243.32	2,578.49	2,821.81
North China Production Center	167.85	1,778.75	1,946.60
Lankao Production Base	237.18	2,513.48	2,750.66
Qiqihar Production Base	19.27	204.15	223.42
Jinhua Production Base	14.98	158.69	173.66



EHS Policy and Management

01 EHS Vision and Objectives



Vision

Build excellent EHS operation systems and foster a safe, healthy, eco-friendly and sustainable working environment and corporate culture



Objectives

Zero major safety accidents, zero major fire incidents, and zero regulatory non-compliance

02 Management System Optimization

In 2025, we further optimized our institutional framework in response to actual EHS management needs and industry development trends. New regulations were introduced, including Suofeiya Management Measures for Safety in Maintenance, Suofeiya Management Measures for Logistics Safety, and Suofeiya Management Measures for Electrical Safety. Meanwhile, core existing policies were improved, such as Suofeiya Management Measures for Personal Protective Equipment, Suofeiya Management Measures for EHS Information Reporting, Suofeiya Management Measures for EHS Supervision and Inspection, Suofeiya Management Measures for EHS Education and Training, Suofeiya Management Measures for Hot Work Safety, Suofeiya Management Measures for Safety in High-altitude Operations, Suofeiya Management Measures for Safety in Confined Space Operations, and Suofeiya Management Measures for Workplace Safety Incident Handling and Assessment. Through dynamic updates of regulations, we further improved our full-scope EHS management covering environmental protection, occupational safety and occupational health to be better aligned with current production and operational needs as well as management requirements. This provides solid institutional support for regulated and streamlined EHS implementation.

03 EHS Management Responsibilities

We have set clear responsibilities for EHS management and built a full-chain accountability system to ensure the orderly progress of EHS affairs:

- Promote and implement national guidelines, policies, laws, regulations and standards on EHS, and supervise strict implementation by departments and employees concerned;
- Formulate annual work plans and implementation schedules for workplace safety in alignment with the Company's development strategy and operational reality, then organize and guide all departments in their execution;
- Improve EHS rules, regulations and job accountability system, clarify EHS responsibilities at all levels and for all positions, and ensure effective implementation through regular inspections and ongoing supervision;
- Track safety hazard rectification progress, issue clear corrective requirements for violations and hidden risks identified during inspections, and hold accountable departments to complete rectifications within specified deadline;
- Participate in review, evaluation and final acceptance of EHS facilities for new, reconstructed and expanded projects;
- Conduct centralized statistics, root-cause analysis and official notifications of safety and environmental incidents across departments, summarize lessons learned, and promote the improvement of prevention and control measures;
- Organize special EHS inspections, routine inspections and other safety audits to prevent potential accidents;
- Promote the application of modern safety management methodologies, lead the certification and maintenance of occupational health and safety management system and environmental management system, and keep enhancing the Company's professionalism in overall EHS governance.

04 Practices for Workplace Safety

We have always prioritized employee safety and corporate property security. A full-chain safety framework covering responsibility implementation, risk control, emergency response, and awareness enhancement is in place to offer comprehensive safeguards for production, fire protection, occupational health, and environmental protection across all dimensions.

Consolidated Full-staff Safety Responsibilities and Clarified Management Boundaries

We execute a full-staff workplace safety accountability mechanism centering on “three jurisdictions and three accountabilities”. There are clear responsibilities for managers at all levels and in all areas within their jurisdiction. Through responsibility listing and regular performance assessments, safety obligations are clearly deployed down to individuals, which eliminates unassigned or hollow responsibilities.

Fortified Safety Barriers Through Multi-dimensional Risk Prevention and Control

Technical and facility prevention

All our factories adopt an **interlocking and linked fire safety control system**, improve full-scenario monitoring networks, and strengthen the safety management of production facilities and equipment through technical upgrades to reduce potential safety risks.

Dual prevention mechanisms

We strictly enforce the dual prevention system of “**hierarchical safety risk control + hazard inspection and rectification**”. Some of the measures taken include fully identifying risks at work sites, posting safety warning signs in high-risk areas to visualize risk management, implementing strict approval procedures for hazardous operations such as hot work, working at height, and working in confined space, and assigning dedicated personnel to supervise the entire operation process to prevent accidents caused by irregular practices.

Regular inspections and supervision

We perform **comprehensive inspections at a high frequency**, including special inspections, seasonal inspections, holiday inspections, daily team-level inspections, weekly workshop-level inspections, and monthly factory-level inspections, to timely detect and eliminate hidden dangers and keep improving workplace safety performance.

Digital dynamic management and control

By collecting on-site facility data, identifying hazard sources, and recording identified risks to form digital safety risk maps, safety staff and regional managers can monitor the distribution and real-time status of hazard sources across factories, enabling dynamic dual prevention. Safety responsibilities are further delegated to frontline departments, forming a management model featuring “**supervision by safety department and implementation by accountable departments**”. This drives a fundamental shift in safety culture from passive compliance to active self-management.

Improved Emergency Management Systems and Enhanced Response Capabilities

We refine our response systems for sudden safety incidents and environmental emergencies, and execute a full set of emergency management regulations covering emergency principles, institutional arrangements, operational mechanisms, emergency support, and contingency plans. At least seven comprehensive or special emergency drills are organized every year, simulating scenarios such as fire outbreaks, equipment failures, and hazardous waste leakage to strengthen employees’ emergency response skills and coordination capabilities. This ensures unexpected incidents can be handled efficiently within a controlled scope, and builds a solid emergency safety net for all staff.



Strengthened Safety Training and Fostered a Safety-Oriented Culture

We offer tiered and categorized safety training for employees, including regular three-level safety induction for new employees, safety training on new processes, equipment, materials and operations, as well as special training on hazardous waste management, rainwater and sewage pipe network management, special operation personnel, occupational health, and first-aid skills. All to ensure employees are equipped with the safety knowledge and operational competencies required for their roles.

Meanwhile, we regularly organize themed EHS activities, including **Workplace Safety Month, World Environment Day, Occupational Health Promotion Week, and Zero-Safety-Incident Campaign**. Through hands-on drills, knowledge contests, case sharing and other diverse initiatives, employees are guided to actively engage in safety management. In this way, their safety awareness and sense of accountability are strengthened, and a corporate safety culture featuring full engagement and shared responsibility across all staff is fostered.



We have obtained certifications for occupational health and safety management systems like ISO 45001 and OHSAS 18001, as well as production safety systems. Empowered by authoritative third-party certifications, we regulate safety management on an ongoing basis → “continuously” to ensure the stable and effective operation of our safety management systems and provide a solid institutional guarantee for workplace safety.



Unsafe acts halted across production bases/factories	Unsafe conditions addressed across production bases/factories	Factory visits
190 million+	180 million+	26
Opportunities for improvement identified in factory inspections	Safety hazard inspections across production bases/factories	EHS training sessions delivered
1,763	759	1
Best practices by production bases/factories	Government inspections across production bases/factories	Key EHS projects promoted
328	62	15



Resource Consumption and Management

Suofeiya attaches great importance to the development and implementation of energy management systems and strives to build an energy-saving and eco-friendly enterprise. A regulated framework for resource management has been established by keep refining regulations including Environmental Protection Management Policy, Energy Conservation Management Policy, and Energy Management Policy. A full range of energy-saving and emission-reduction measures have been implemented to strengthen energy, water resources, wastewater and waste management. Efforts are also exerted to promote collaborative green development across the supply chain.


Leveraging advanced technologies and intelligent equipment, we explore green production processes, advance green procurement and lightweight packaging, and keep improving the efficiency of resource recycling. In addition, firm actions are taken to advance cleaner production, energy conservation and emission reduction. Integrated use of clean energy such as photovoltaic power and natural gas is actively scaled up to reduce reliance on fossil fuels and contribute to global greenhouse gas reduction efforts.

01 | Water Resource Management

All our factories use tap water for production, with no groundwater or alternative water sources consumed. The water supply is sufficient and stable, and production has never been interrupted by water resource constraints.

Adhering to the principles of “reduction, recycling and harmless treatment”, we systematically promote the reuse of water resources. Starting from 2019, we have fully employed neutral catalytic oxidation treatment technology and high-efficiency dewatering equipment to treat wastewater, and launched **reclaimed water reuse** in multiple production bases. Advanced-treated wastewater is reused in spray towers, water curtain cabinets, etc., having effectively reduced tap water consumption at the source.

 In 2025, we used **6,015** tons of recycled/reclaimed water.

 From 2022 to 2025, we saved totally **28,960** tons of tap water.

02 | Energy Management


Consistent endeavors are made to strengthen employees’ awareness of energy conservation and consumption reduction, including regular training sessions for the purpose of spreading knowledge on energy efficiency. We also actively develop and apply new technologies and processes, optimize production workflows, and upgrade technologies for high-energy-consuming production sections. Additionally, increased investment is made in energy-saving retrofits. By adopting clean energy substitution, equipment upgrades, etc., we have steadily reduced energy consumption per unit of output value.


Photovoltaic Power Generation


Since 2017, we have vigorously promoted rooftop solar project at our factories. Eight of our production bases are now equipped with grid-connected distributed photovoltaic system, which cover a total area of approximately 434,000 square meters, effectively replacing conventional energy sources.

In 2025, our photovoltaic power generation increased by 22.9% year-on-year. About 26.15 million kWh of green electricity was supplied to us and national power grid, equivalent to **reducing 26,075 tons of CO₂ emissions and saving 9,676 tons of standard coal**. From 2017 to 2025, our photovoltaic system provided about 118.23 million kWh of green electricity, achieving remarkable results in clean energy substitution.



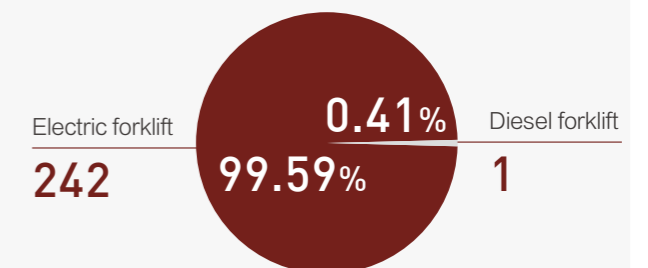
 **2,615** million kWh of green electricity

 **26,075** tonnes of CO₂ emissions reduced

 **9,676** tonnes of standard coal saved





“Oil-to-Electric” Conversion Project

To reduce energy consumption and air pollutant emissions, we have steadily advanced oil-to-electric transition since 2017, phasing out fuel forklifts and fully embracing electric forklifts. During the reporting period, we deployed 242 electric forklifts, achieving an electric forklift replacement rate of 99.59% and realizing low-carbon transformation in transportation stage.



03 | Treatment of Three Wastes

We run a full-process framework for wastewater, waste gas and solid waste treatment. Third-party institutions are commissioned to conduct **relevant testing** on a regular basis. Core environmental KPIs are followed, including reuse rate of production wastewater, hazardous waste disposal rate, and compliance rate of waste gas. Environmental data such as air pollutant emissions and production wastewater reuse amount are statistically monitored monthly, ensuring the three types of waste discharges are controllable and traceable to reduce our environmental impact.

	Exhaust Emissions Compliance Rate: 100%		Wastewater Discharge Compliance Rate: 100%
	Noise Emissions Compliance Rate: 100%		Solid Waste Disposal Compliance Rate: 100%

Waste Gas Treatment

In response to national requirements for heavy pollution weather control and summer ozone emission management, we have comprehensively upgraded waste gas treatment facilities and processes across all factories to realize refined emission governance.

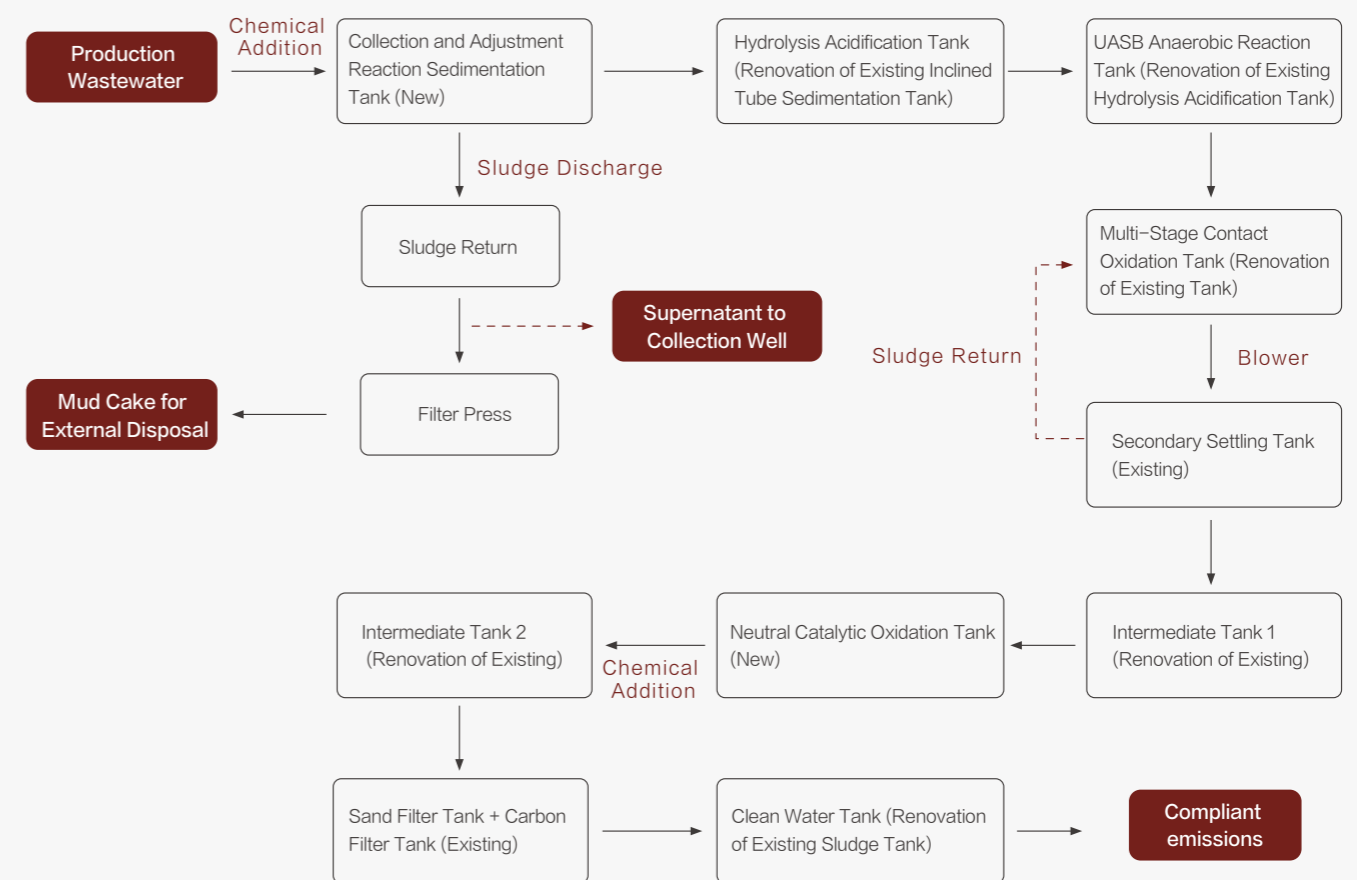


End-of-pipe treatment	High-standard waste gas treatment equipment is employed to reduce emissions of volatile organic compounds, sulfur dioxide, nitrogen oxides, particulate matter, etc. “Dedusting + RTO process” are applied in newly built facilities, which achieve an organic waste gas removal efficiency above 90%.
Emission reduction retrofits	By implementing low-nitrogen combustion for boilers, our nitrogen oxide emission concentration dropped from 71 mg/m ³ in 2022 to 21 mg/m ³ in 2023, representing a reduction of over 70%. Exhaust ventilation and activated carbon adsorption systems were installed at hot-melt adhesive heating zones on edge banding machines to reduce emissions of volatile organic compounds.
Monitoring and source control	Real-time online volatile organic compounds monitoring system, facility early-warning system, and audible and visual alarms have been deployed to ensure timely troubleshooting. The initiative of replacement by raw materials with low volatile organic compounds content was implemented, which has reduced emissions of volatile organic compounds and particulate matters by more than 85% year-on-year due to the adoption of advanced auxiliary materials, optimized processes, and secondary powder recovery devices.

Wastewater Management

We integrate wastewater treatment with water resource recycling. Focusing on process control, a range of water-saving measures are implemented. Wastewater reuse system is built and sewage treatment facilities are upgraded to lower wastewater discharge and sludge generation.

Our wastewater management combines UASB treatment, anaerobic digestion, aerobic treatment, and advanced sand filtration. Paint-containing wastewater is pre-treated in collection, conditioning, reaction and sedimentation tanks, then diverted to regulating tanks together with other wastewater. After experiencing flocculation and impurity removal in air flotation tanks and static sedimentation in primary settling tanks, the water is blended with pre-treated domestic sewage in comprehensive regulating tank. It then undergoes biochemical treatment through integrated sewage treatment equipment, followed by advanced purification in sand filtration tanks before reaching discharge standards. Residual sludge is transferred to sludge tanks for centralized disposal. Our daily wastewater treatment capacity reaches 6-8 m³ per day.



Solid Waste Management

Standardized Solid Waste Management System is implemented. We conduct full-process supervision of solid waste throughout their lifecycle – from generation, warehousing and transfer to final disposal. By means of source classification, resource recycling and compliant disposal, the volume of solid waste is reduced and resource utilization is maximized.

Resource recycling

Solvent recovery devices have been installed to filter and reuse wastewater containing cleaning agents generated on workshop floor.

Source reduction

Hot glue packaging design has been optimized. By applying tin film to the inner wall of iron drums, less hazardous waste is generated and iron drums can be recycled and reused. With this move, hazardous waste output in cabinet workshop is cut by over 90% on an annual basis.

Noise Control

We strictly comply with **Boundary Noise Emission Standard for Industrial Enterprises**. On the basis of identifying noise sources and their transmission paths, technological upgrades as well as sound insulation and vibration damping measures are adopted to reduce their impact. In particular, an energy-saving permanent magnet frequency-controlled vacuum pump system has been introduced to enable intelligent energy regulation and stable negative pressure. It eliminates the adverse effects caused by negative pressure fluctuation and flow attenuation from conventional rotary vane pumps on production processes. Under the same power output, flow rate is increased by 1.8 times, energy consumption reduced by 17.8%, and noise mitigated from 90 dB to below 80 dB. First deployed at our Zhejiang factory in 2023, this system has now been fully adopted across our production bases, achieving dual improvements in environmental performance and operational efficiency.



Green Logistics

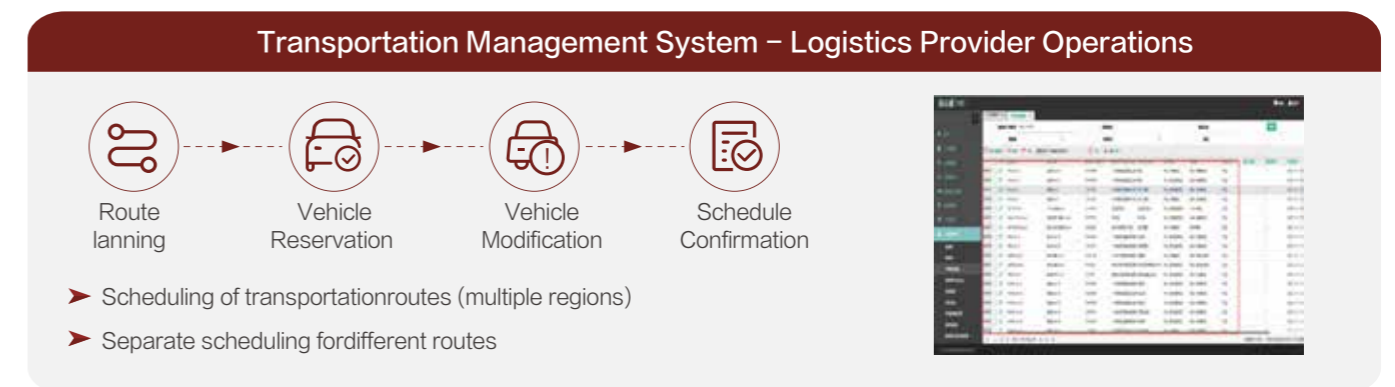
Against the backdrop of accelerating carbon neutrality efforts around the globe, Suofeiya takes a forward-looking strategic vision to address pain points of customized home furnishings, such as non-standard components and exponential growth in the complexity of warehouse SKUs. Breaking through the limitations of traditional logistics, we have built a green logistics system driven by **dual engines: technology and supply chain ecosystem**. Our pioneering low-carbon solution spans “**production, warehousing, transportation and distribution**”. Through logistics optimization that consolidates fragmented shipments, we’ve raised the utilization rate of unit transport capacity, reduced energy consumption and pollutant emissions, and contributed to the construction of a greener China.

01 Powered by Intelligence, Led by Greenness

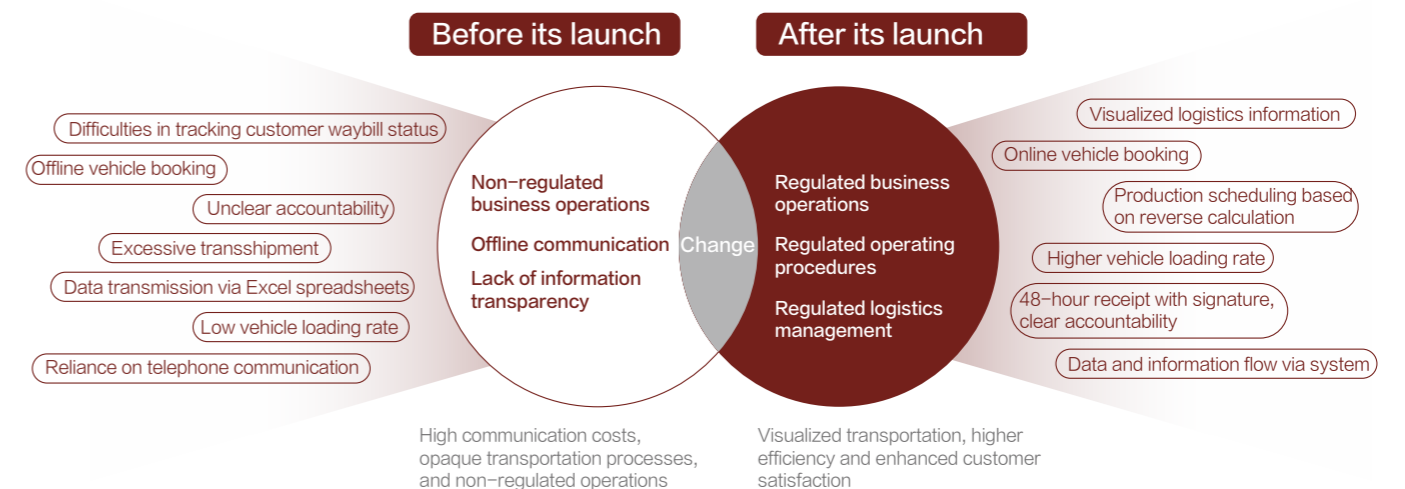
We have introduced an intelligent transportation management system and completed its deployment across all production bases, which enables intelligent control of the entire logistics process through digital technologies. The system integrates and analyzes in real time data on order distribution, traffic conditions, warehouse inventory, etc., delivers precise planning and dynamic optimization of transportation routes, and rationally schedules vehicle routes. This maximizes loading efficiency, reduces empty mileage and inefficient transportation, and cut fuel consumption and exhaust emissions at the source.

With the intelligent system, we have achieved **refined allocation of logistics resources**, effectively reducing our consumption of social logistics resources and setting a benchmark for green logistics in the industry. The system boasts full-dimensional data collection and storage capabilities. It captures key operational indicators in real time such as transportation costs, delivery efficiency, vehicle utilization, and customer satisfaction. By conducting in-depth data analysis and mining, we can accurately identify potential issues and areas for improvement in logistics operations, which provides data support for strategy adjustment and process upgrading. For instance, it has helped us improve previously fragmented model where operators shipped independently with low vehicle loading rates into an intensive model featuring carpooling and en-route unloading. This has not only significantly improved vehicle loading rates and transportation efficiency, but also effectively reduced carbon emissions, marking a solid step toward green logistics.

Routes planned by the intelligent system



Advantages of the intelligent system



02 Unlocked New Delivery Model, Built New Competitive Advantages

We adopt an integrated “trunk line - warehousing - distribution” logistics model that combines trunk line transportation, warehouse management, and terminal distribution in one. It effectively resolves common challenges such as high costs, low efficiency, and difficult quality control in logistics, helping us achieve cost reduction, efficiency improvement and green operation while building differentiated competitive advantages for us.



Our warehouse in the city of Shijiazhuang

Trunk line transportation

By integrating logistics resources across China and giving into full play the load capacity of transport vehicles, we have realized economies of scale. Using large trucks for long-distance transportation significantly reduces unit freight costs. Intelligent route optimization and dynamic vehicle management further cut carbon emissions and enhance the green performance of trunk line transportation.

Warehouse management

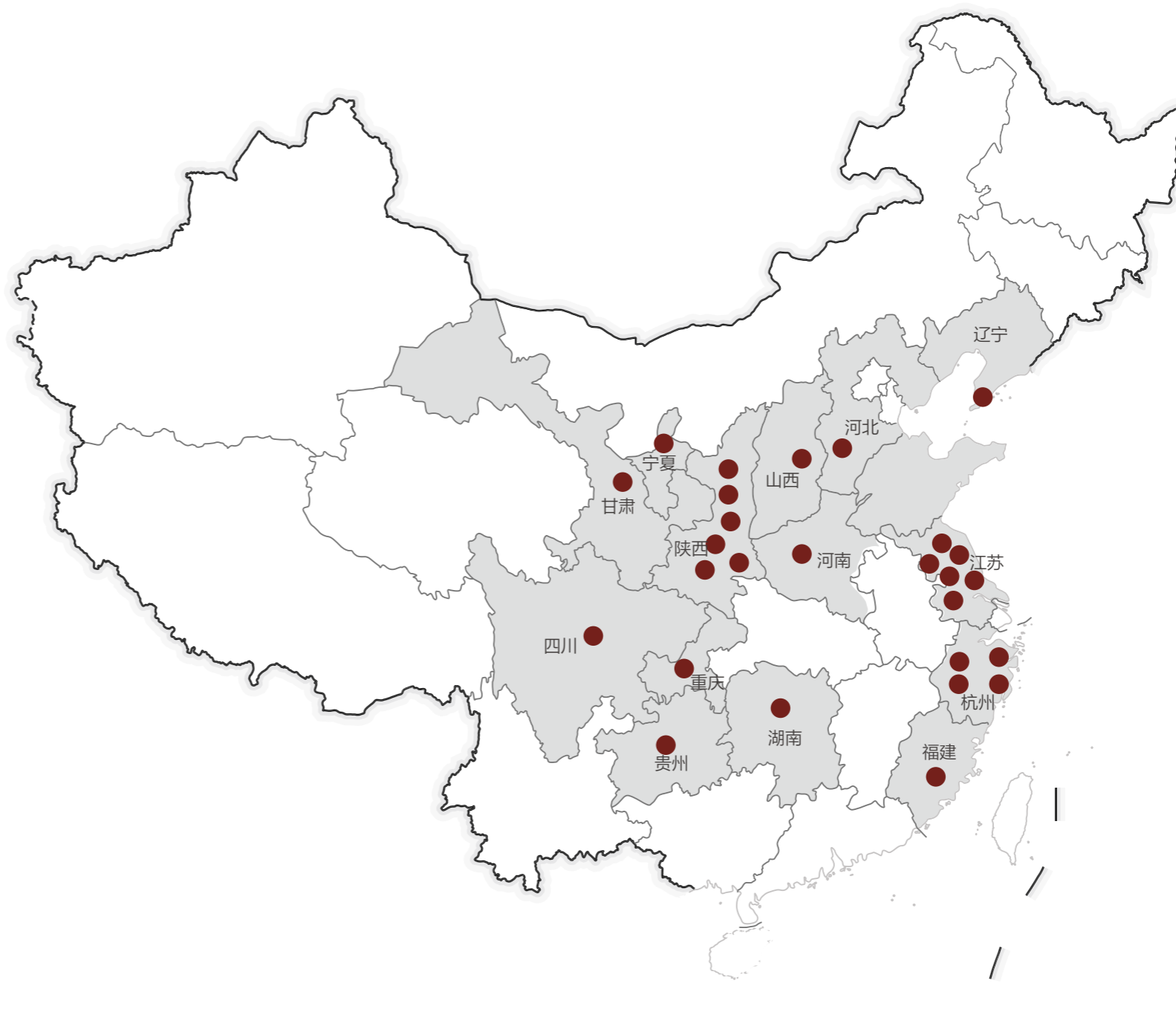
Supported by a professional warehouse management system, we have achieved precision goods control spanning accurate recording of inbound information, scientific layout of storage locations, rapid sorting for outbound and dynamic inventory alerts. The entire process operates in efficient coordination, which reduces overstocking and ineffective turnover, lowers energy consumption, and curtails resource waste in warehousing.

Distribution

Based on customers’ geographical location and order delivery requirements, we use intelligent algorithms to plan optimal delivery routes and time windows. New energy vehicles and China VI high-emission-standard vehicles are prioritized for final distribution, thereby achieving synergistic combination of green transportation and precise delivery.

Under the integrated “trunk line - warehousing - distribution” logistics model, we can track the real-time location and status of goods in transit, ensuring timely and intact delivery and significantly enhancing customer satisfaction. Through systematic integration and coordinated linkage of three key logistics links, we have achieved full end-to-end logistics connectivity from production to consumption. This has not only reduced unnecessary logistics losses and intermediate links, but also continuously lowered our environmental footprint by promoting new energy transportation capacity and adopting high-emission-standard vehicles. This model steadily drives us toward green and sustainable development.

Our trunk line - warehousing - distribution network covering 28 warehouses across 15 provinces



审图号: GS (2019) 1823号

03 Practiced Green Logistics, Made Transportation More Eco-friendly

To address pain points with installation services in customized home furnishing, we fully advanced “Perfect First-Time Installation Initiative”. Centered on in-depth coordination and full-process quality control across four key links (design, production, logistics, installation), we have maximized the success rate of first-time installation, fundamentally eliminating redundant deliveries and repeated installations. This not only improves customer experience, but achieves a win-win in operational efficiency and environmental performance. As a key “quality guardian” and “efficiency driver”, logistics plays a core role in ensuring intact product delivery and successful first-time installations.

In full-chain logistics management, a solid quality foundation has been built through refined management: a damage interception mechanism is executed at the **factory** side to identify product defects; professional protective measures are applied during **loading** to prevent damages from collision in transit; regulated protection procedures are strictly followed during **unloading and on-site handling** to minimize secondary damage; after being **delivered to customers’ home**, products are sorted and checked by room to ensure accurate matching. These measures have reduced extra labor costs for installers and laid a solid foundation for successful first-time installation. By eliminating secondary deliveries caused by product damage, errors or omissions at the source, we have also indirectly cut logistics-related carbon emissions.

Meanwhile, we actively promote upgrades to green transportation by cooperating with professional logistics providers using new energy vehicles, and fully optimize our distribution network. The large-scale application of green transport capacity has further lowered our fuel consumption, exhaust emissions and operating costs in distribution while ensuring service efficiency and delivery quality, achieving synchronized improvements in both environmental and economic benefits.

In response to the national call for green development, we have incorporated environmental requirements into logistics carrier access and assessment. It is clearly stipulated that China VI emission standard vehicles and new energy vehicles are prioritized in picking up goods from our factories. This initiative translates macro green policies into concrete and implementable operational specifications. Through coordinated supply chain management, it drives the low-carbon transformation of our entire logistics chain, and fully demonstrates Suofeiya’s firm commitment to actively fulfilling social responsibilities and practicing green development.



Pre-loading inspection



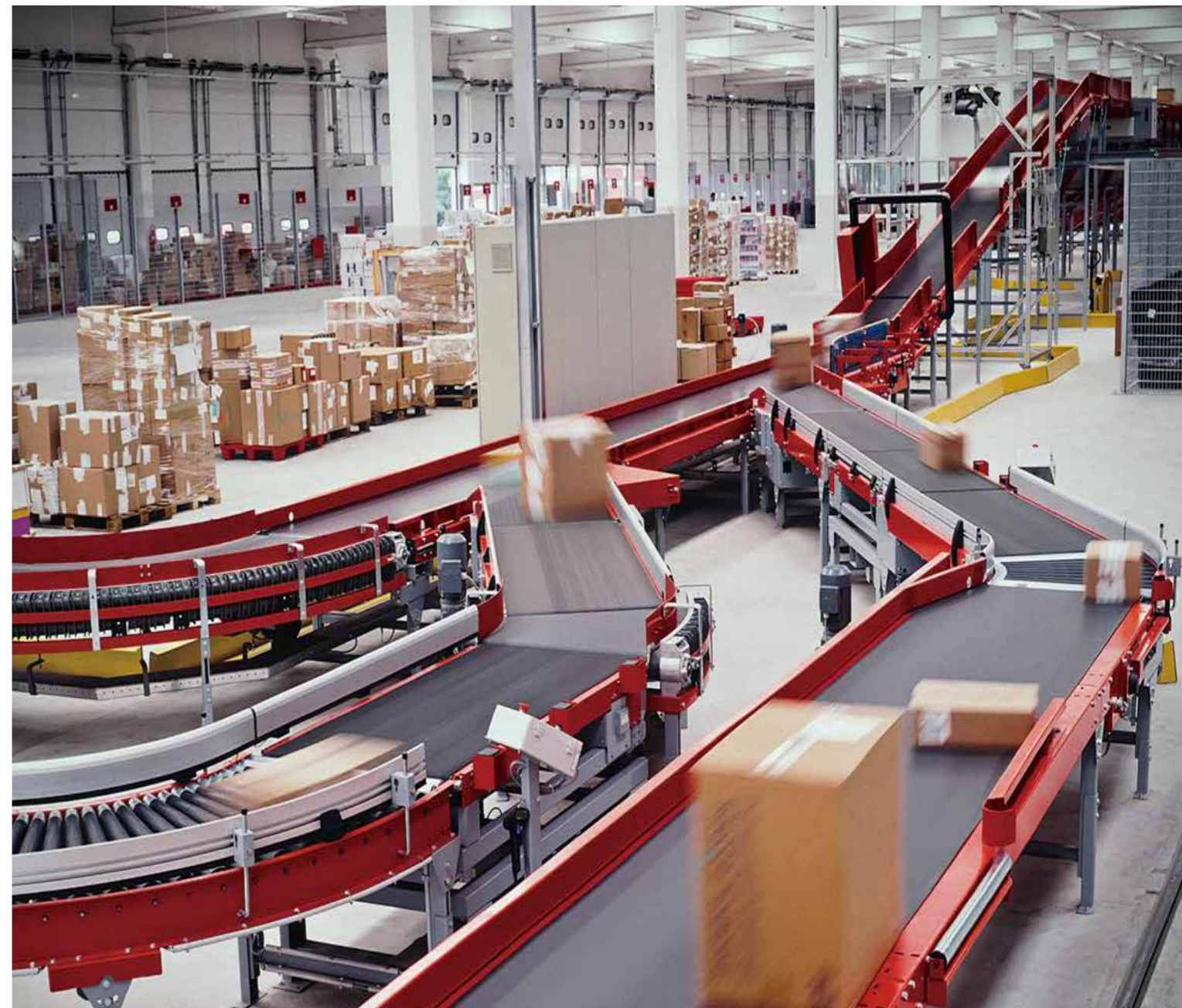
Protection during transportation



Sorting by room



New energy vehicle used by us



Our optimized logistics system has delivered dual core values. On one hand, full-chain quality control ensures perfect first-time installation, reducing redundant logistics costs caused by errors, omissions and damages, and improving overall supply chain efficiency. On the other hand, the adoption of new energy vehicles and strict enforcement of emission standards have driven the low-carbon and green transformation of logistics operations and lowered our environmental footprint. This practice has not only enhanced our customer satisfaction and economic benefits, but also built a new, differentiated competitive advantage for us that is environmentally friendly and sustainable.

Going forward, we will continue to act as a pacesetter in the industry and work alongside partners to explore the full potential of green logistics. Through technology innovation, model iteration, ecological collaboration and other initiatives, we will keep enhancing our comprehensive competitiveness and contribute solid strength to sustainable development across the industry.

04

SUPPLY CHAIN SUSTAINABILITY



Suofeiya deeply integrates sustainability and corporate governance requirements into its entire supply chain. Through systematic institutional development, process optimization and continuous innovation, we are committed to building an efficient, transparent, secure, low-carbon and collaborative **supply chain ecosystem** to achieve symbiosis and win-win results with partners. In 2025, building on existing supply chain governance system, we further strengthened full life-cycle supplier management, capacity building, digital empowerment and sustainable collaborative innovation. These efforts have driven our supply chain toward higher quality, greater resilience, improved environmental and social performance, reinforcing our leading role in the industry as a chain master enterprise. We now work with more than 500 suppliers worldwide, and 100% of our core raw material suppliers have obtained **ISO 14001 environmental management system certification**, which lay a solid foundation for the green development of our supply chain from the source.

Supply Chain Governance and Policy Framework

We run a supplier management system covering their full lifecycle: **access, evaluation, cooperation, performance, and exit**. Supported by clear policy guidance and strict control mechanisms, we ensure compliant, green, and quality-controlled operations across our supply chain. Our core policy framework is as follows:

Green procurement policy

All major raw material suppliers are required to comply with national environmental regulations and our green procurement standards. For boards, a critical raw materials, **priority is given to products from suppliers with FSC-certified forest source, national-level green factory, or authoritative environmental certification**. This reduces our environmental footprint at the source and drives the green transformation of our raw material procurement.

Business ethics and anti-corruption policy

We adhere to the principles of fairness, openness and impartiality in transactions, and implement an anti-corruption mechanism integrating contractual restraints, technical prevention and control, and audit supervision to build strong integrity barriers across our supply chain.

Contractual restraints

All our procurement contracts are executed together with our Anti-Commercial Bribery Agreement, which explicitly prohibits bribery, kickbacks and improper interest transfers in any form, and clarifies integrity responsibilities and breach remedies.



Technical prevention and control

A digital procurement platform has been fully put into use. It supports end-to-end online and traceable processes for bidding, negotiation, approval and contract signing, minimizing human intervention and reducing integrity risks to the greatest extent.



Audit and supervision

A cross-departmental audit team has been established to conduct regular procurement compliance reviews. An independent reporting channel is in place, and annual anti-corruption training is organized to strengthen integrity defense line.



Quality assurance policy

We fully roll out **ISO 9001 quality management system**. Suppliers are required to provide authoritative third-party quality inspection reports such as those issued by Société Générale de Surveillance (SGS). A three-level quality monitoring and random inspection mechanism covering incoming materials, production processes and finished products is executed to rigorously control the entire process from **raw material warehousing, production process management to finished product delivery**. This ensures full traceability and quality compliance throughout the entire chain.

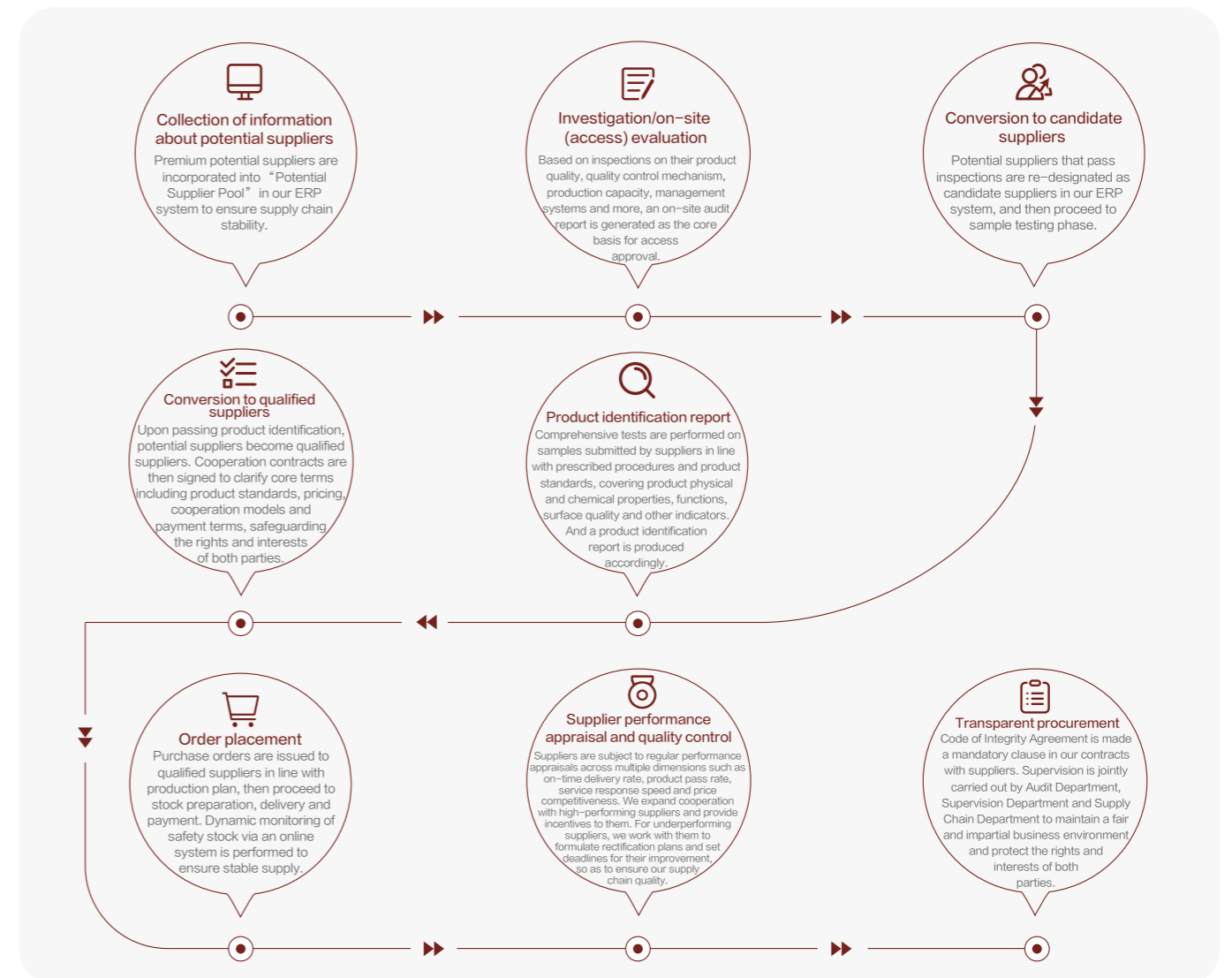
Full Supplier Lifecycle Management

We embrace a healthy and competitive supplier ecosystem built on strict supplier access, scientific performance evaluation and dynamic process optimization, having achieved synchronized improvements in supply chain quality, efficiency and sustainability.

01 Rigorous Access and Comprehensive Evaluation Mechanism

Potential suppliers must undergo multi-dimensional assessments spanning **R&D capability, production capacity, quality management, environmental compliance, labor rights and interests, business ethics, etc.** The reviews follow regulated and orderly procedures, forming closed-loop management of resource onboarding → on-site audit → sample testing → qualification approval → official cooperation.

Supplier Access and Evaluation Mechanism





Diversified Capability Assessment

In terms of R&D, we review suppliers' R&D investment, team strength and innovation outputs to evaluate their technological competitiveness. For production capacity and supply management, we comprehensively assess key aspects including equipment performance, production capacity, supply stability and logistics efficiency. Regarding quality management, we rigorously examine suppliers' quality system certifications, production process control procedures and historical quality data to ensure their product quality is controllable.



Social Responsibility Assessment

For environmental compliance, we inspect suppliers' adherence to environmental regulations, energy conservation and emission reduction measures, and operation status of environmental protection facilities. Regarding labor rights protection, we urge their strict compliance with labor laws and regulations, safeguard the legitimate rights and interests of their employees, and promote better working conditions for them. With respect to business ethics, we examine if suppliers engage in improper commercial practices and uphold integrity-based operations.

02 Intelligent Digital Supply Chain

Leveraging digital platforms/tools such as supplier relationship management (SRM), enterprise resource planning (ERP), manufacturing execution system (MES) and business intelligence (BI), we achieve end-to-end collaboration and visual analysis across ordering, delivery, inventory and fund management. Powered by data insights and AI-assisted decision-making, we can continuously optimize key operational indicators including raw material on-time delivery rate and inventory turnover, and improve supply chain efficiency.

The supply chain works closely with Lean Manufacturing Department to explore ways to increase material utilization. We also develop optimally sized decorative panels in collaboration with suppliers based on big data on dimensions of customized home furnishing to reduce material waste from the source and achieve a win-win of economic and environmental benefits.

Regular Performance Evaluation, Classification and Dynamic Optimization

We fully implement our supplier performance evaluation mechanism, conducting quantitative assessment, scoring and classification across such dimensions as quality, delivery, cost, service, environmental protection and collaborative innovation. Suppliers are graded into four levels: Excellent, Good, Qualified and Unqualified. More business priorities and incentives are granted to excellent suppliers, while those rated unqualified are strictly removed from the supply chain to boost sound evolution and continuous improvement of supplier base.

Supplier Communication and Capability Development

Suofeiya regards suppliers as strategic partners for sustainable development and strives to build a learning and progressive value chain. In 2025, we systematically improved and formalized our supplier capability development framework. Diversified communication mechanisms are employed and regular empowerment initiatives are carried out to comprehensively enhance suppliers' capabilities and collaboration efficiency.

01 Global Supplier Conference

As the highest-level platform for strategic dialogue between Suofeiya and our global supply chain partners, Suofeiya Global Supplier Conference is held biennially to communicate our strategic direction, mid- and long-term sustainability goals and quality vision, recognize outstanding supply chain partners, strengthen consensus across value chain, enhance the long-term competitiveness of our supplier ecosystem, and promote in-depth synergy and common growth with suppliers.



The 4th Suofeiya Supply Chain Summit



2025 Guangdong March 15 Forum on Consumer Rights Protection and Anti-Counterfeiting - Furniture Industry Sub-forum

02 Seminars and Regular Training

Targeting core topics including quality, environment and operations, we organize quarterly seminars and training for suppliers. The contents cover ISO 9001/14001 system audits, application of advanced quality tools (such as Quality Control Circle, Six Sigma, Production Part Approval Process, and Failure Mode and Effects Analysis), green production and circular economy practices. All these efforts serve to help suppliers improve their management systems and enhance their practical capabilities.



Themed seminars

03 On-site Guidance and Joint Diagnostics

Our supplier quality, engineering and improvement teams conduct regular on-site visits to key suppliers. They offer targeted one-on-one guidance covering on-site 5S management, lean improvement of production processes, enhanced environmental compliance, optimization of quality control procedures and more. This facilitates prompt problem resolution and root-cause remediation, and helps suppliers elevate their management capabilities.

04 Joint Research Projects and Continuous Improvement Initiatives

As a chain master enterprise in customized home furnishing sector, Suofeiya is committed to building an open, collaborative innovation ecosystem. We collaborate with core suppliers and technical partners to build cross-enterprise, cross-disciplinary mechanisms for joint R&D and continuous improvement, who work together to solve common industry challenges and drive the supply chain toward higher quality, greater efficiency, and greater sustainability.

Collaborative quality improvement across supply chain

Targeting common technical issues in the industry that long affect quality and reliability (e.g. board dimensional stability and finish material weather resistance), we have lead a supplier improvement team to conduct systematic root cause analysis and process optimization. In 2025, a total of 12 joint quality improvement initiatives were completed, which helped us achieve a 25% reduction in customer complaint rates on average. This has greatly improved our customer satisfaction and product life cycle performance.



Quality improvement initiative

Collaborative innovation in green and smart home technologies

In response to consumer demand for green, low-carbon and smart homes, we actively integrate ecosystem resources and conduct joint technology research with leading partners in the smart home sector to co-develop multi-scenario smart home solutions. Through system integration and algorithm optimization, we have not only achieved intelligent collaboration across home scenarios, but also improved product energy efficiency and user experience. This move provides consumers with more eco-friendly, efficient, comfortable and safe living choices, and drives the industry's deep integration of intelligent and green development.

Innovative Practices for a Sustainable Supply Chain

We work hand-in-hand with value chain partners to drive the deep integration and large-scale application of green technologies, circular economy and low-carbon transformation across the supply chain, aiming to build a benchmark for sustainable supply chain.

Green Packaging and Circular Utilization

Since 2024, we have promoted replacement of traditional cartons with **reusable turnover packaging**. By 2025, this had been rolled out in all our major hardware accessories. Besides, we have created a packaging recycling network with supply chain partners, covering our 8 major production bases, to realize circular use of packaging materials, reduce packaging waste and lower the environmental impact of our supply chain. By the end of 2025, the cumulative reduction in cardboard box usage has amounted to 54,246 square metres, equivalent to saving 54 cubic metres of timber and reducing carbon emissions by 106.9 tonnes—the equivalent of protecting approximately 390 mature trees.

R&D and Large-Scale Application of Low-Carbon Technologies

In strategic collaboration with core equipment and material suppliers, we have developed powder electrostatic spraying technology for particleboard door panels and scaled up its application. This process achieves **zero VOC emissions** throughout production. In 2025, our annual output reached 1.2 million units. Carbon footprint per unit was reduced by more than 50% compared with traditional processes, witnessing a total carbon reduction of 10.24 tons during the year and setting a benchmark for low-carbon manufacturing in the industry.

Supply Chain Responsibility Linkage and Carbon Management Practices

We highly value strategic synergy on sustainable development with partners. We prioritize establishing and maintaining long-term in-depth cooperation with suppliers that excel in environmental protection and social responsibility. For instance, we deepen partnerships with leading domestic and international enterprises like BLUM, HETTICH, Schattdecor, Fenglin Group, and Wanhua Hexiang. Our cooperation has been expanded into multiple fields including **green material R&D, low-carbon process innovation, and joint development of industry standards**. This improves the overall sustainability of our supply chain on an ongoing basis.

Building on existing achievements in supply chain sustainability, we are actively planning a systematic collaboration framework on carbon management with suppliers, committed to gradually advancing the transparency of environmental data in our supply chain and building a more resilient low-carbon supply chain. Moving ahead, we will join hands with key suppliers to address climate challenges by conducting carbon emission baseline surveys, exploring an environmental information sharing mechanism, etc. The aim is to systematically manage and optimize carbon footprint in our value chain, striving toward a lower-carbon and more sustainable future.



A futuristic industrial factory floor with a robotic arm and glowing machinery. The scene is bathed in a cool blue light, with various mechanical components and glowing elements visible in the background. A semi-transparent blue overlay covers the middle of the image, containing text and a large number.

05

INDUSTRIAL TRANSFORMATIONS EMPOWERED
BY TECHNOLOGICAL INNOVATION

90%

80%

FUTURISTIC INFOGRAPHIC ELEMENTS

LOREM IPSUM DOLOR SIT

Technological innovation serves as the fundamental driving force for enterprises to achieve high-quality development and a core engine for advancing industrial upgrading. Since its founding, Suofeiya has placed innovation-driven development at the heart of its strategy. By devoting sustained efforts to technological R&D and breaking through industry bottlenecks, we have grown from a start-up into a leading enterprise with CNY 10 billion annual revenue. Innovation-driven growth has enabled us to lead the high-quality development of China's customized home furnishing sector and inject strong impetus into its technological transformation and sustainability.



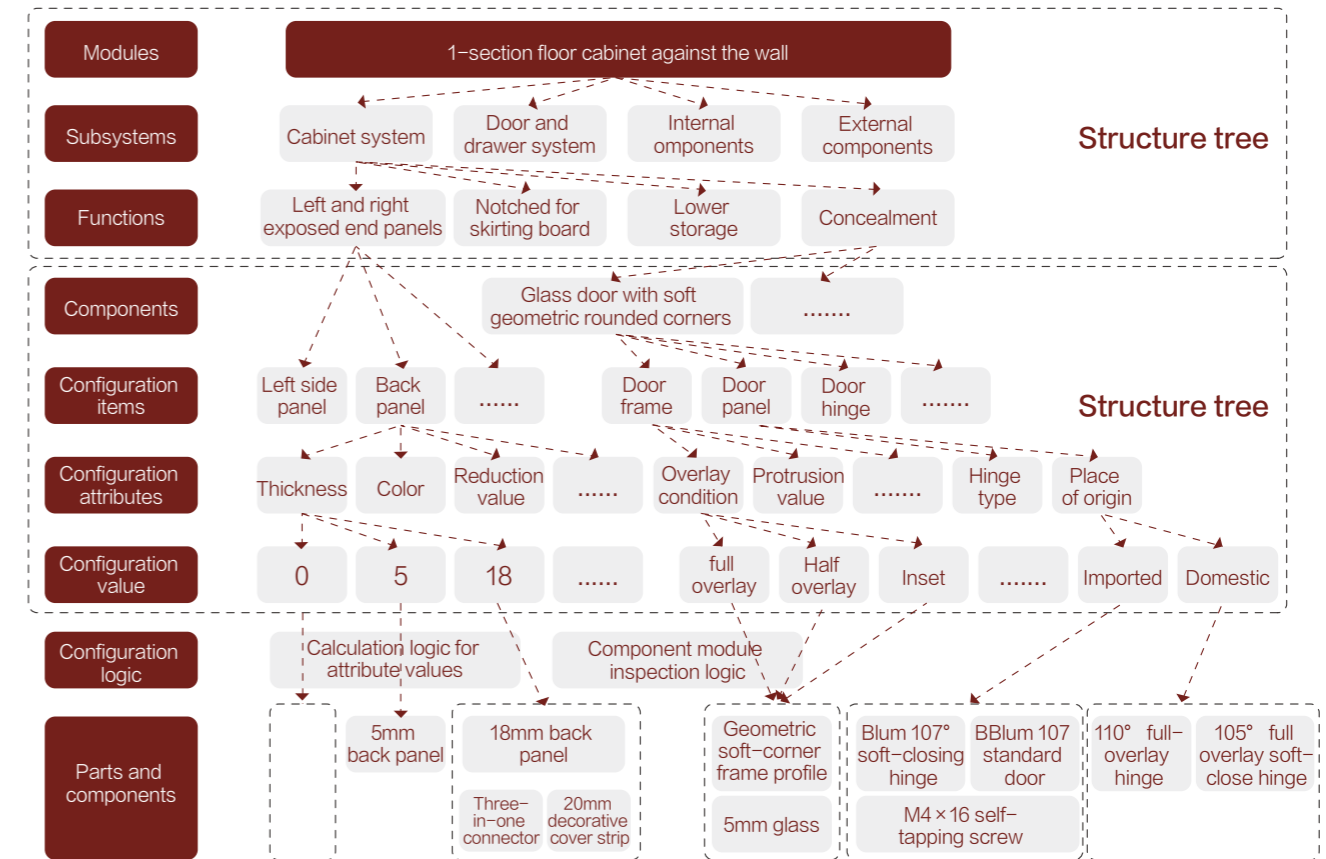
Rock-Solid Program: Drove Sustainable Growth with Three Major Innovations

As our **structural innovation initiative** in the core area of product digitalization, Rock-Solid Program (Phase I) breaks the limitations of traditional operation models through **systematic reform across three dimensions** and reconstructs product digital management system. It lays a solid foundation for building our competitiveness in sustainable development, and boosts all-round improvements in operational efficiency, product quality and collaboration capabilities.

01 Innovation in Product Configuration Model: from Experience-Driven to Rule-Driven

This program has pioneered and allowed successful implementation of S-BOM (sales bill of materials), a structured product configuration model, achieving key breakthroughs in the configuration of customized home furnishing products.

- Process and efficiency**
 Rock-Solid Program converts consumers' personalized demands into production instructions, breaking down data flow barriers between sales and production. It greatly shortens the cycles of quotation, order processing and production delivery, enabling efficient matching between customization and mass production.
- Cost and quality**
 Through restructuring, the program streamlines 45.1% of product modules, reducing the complexity of material categories and material waste in production from the source. Rule-based automatic configuration drastically reduces human errors in manual order splitting and configuration, significantly improving order delivery accuracy and product quality stability.
- Forecasting and collaboration**
 Standardized "product building block" module provides clear, quantifiable units for forecasting demands for common materials. This effectively enhances the scientificity of material preparation, strengthens collaborative responsiveness across all links, and reduces the risk of inventory overstock.



02 Innovation in Data Governance Architecture: from Siloed Information to a Single Trusted Source

Rock-Solid Program provides company-wide authoritative standards on master product data and a full-process data governance framework, reshaping data value and providing solid support for digital operations.

- Process and efficiency**
 Unified product language eliminates cross-departmental information barriers, and enables seamless and efficient data flow across the entire value chain. This has significantly reduced cross-departmental communication and data verification costs, and improved overall operational collaboration efficiency.
- Cost and quality**
 By systematically restructuring existing material categories, we achieved a 92% streamlining rate. After redefining product data and performing classified data governance, we have reduced data items from 1,243 to 638, showing a 48.67% streamlining rate. This has fundamentally resolved issues including system disorders and duplicate purchasing caused by inconsistent data, ensured a single source of truth, and significantly enhanced operational quality and cost control.
- Forecasting and collaboration**
 A clean, unified core data pool provides a reliable data foundation for market analysis, product lifecycle management and intelligent decision-making. It empowers us to accurately grasp market trends, optimize product portfolios, and improve the responsiveness of our supply chain.

03 Forged Core Competitiveness Through Sustained Technology R&D

We have always taken technology R&D as a key pillar of the Company's core competitiveness. In response to industry pain points and consumer demands, we have furthered innovation in production processes for customized home furnishings continuously. In particular, our **particleboard vacuum lamination technology** has grown into an important engine empowering the Company's high-quality sustainable development.

Amid high-quality development of customized home furnishing sector, consumer demands for high-end vacuum laminated products remain strong. Yet this market faces a widespread core challenge: Traditional vacuum laminated products mostly use fiberboard as base material, which not only incurs relatively high costs but also leads to severe product homogeneity, making it difficult to meet market demand for cost-effective, personalized high-end products. Particleboard has distinct advantages such as low cost and excellent environmental performance, but its inherent structural characteristics have long prevented its application in high-quality vacuum lamination. This creates a bottleneck restricting technological upgrading.

Confronting this challenge head-on, we have introduced particleboard vacuum lamination, a key technological breakthrough, based on systematic R&D. This process features **"substrate structure optimization, edge banding reinforcement and process adaptation"**, setting an example for differentiated development in the industry. It delivers perfectly flat product surfaces, firm edge bonding, and stable and durable structure, fundamentally overcoming quality defects common in traditional particleboard vacuum lamination such as orange peel texture and honeycomb pits, and enabling particleboard substrates to satisfy quality requirements for high-end vacuum laminated products.



Particleboard vacuum lamination showcase

This innovative process fully embodies our sustainable development philosophy. In terms of cost, replacing fiberboard with particleboard has significantly reduced raw material expenses and greatly enhanced our product cost-performance and market competitiveness. As for environmental protection, green raw and auxiliary materials such as eco-friendly edge bands are used to minimize environmental impact from the source. This technological breakthrough has not only built a solid technological moat for Suofeiya, but also driven the customized home furnishing industry to shift from homogeneous price competition to technology-driven quality competition, leading the industry into a new era of equal emphasis on quality and price and enabling more households to enjoy high-end, eco-friendly and cost-effective home experiences.

Original Concealed Connector: Redefined Sustainable Home Furnishing with Core Component Innovation

Our **original concealed connector** achieves a revolutionary breakthrough in the basic connection of wood-based panel furniture. It not only enhances product value with "invisible aesthetics", but also significantly reduces energy consumption and resource usage with **unique features of "no slotting, high fault tolerance, and easy processing"**, leading the industry into a stage of technology-driven green and efficient high-quality growth.

01 Technological Breakthrough Set a New Industry Benchmark

This is not a mere process improvement, but a **technological breakthrough** with independent intellectual property rights. It pioneers "integrated hole position" and a "robust fool-proof" structure, completely eliminating reliance on additional slotting and high-precision drilling in traditional concealed connectors. Its installation fault tolerance rate increases by 20%, and adjustment precision reaches ± 1.3 mm, ranking among the industry's top tier. It enables high-quality home furnishing manufacturing to no longer depend on complex and high-cost high-energy-consumption processes.

02 Empowered the Industry to Reduce Consumption and Boost Efficiency with Green Manufacturing

This technological innovation has directly generated remarkable green benefits, delivering cost reduction, emission reduction and efficiency improvement across the entire industrial chain.



Reduced consumption and emissions at source

No-slotting design simplifies production process and cuts equipment energy consumption, dust emissions and waste generation right from the source. Actual measurements show it improves machining efficiency per wood-based panel by 24% and significantly lowers overall energy consumption per unit product.



Higher resource utilization efficiency

A high installation fault tolerance rate drastically reduces board scrap rates caused by production and installation errors, raises the effective utilization rate of high-quality wood-based panels, and achieves resource conservation and low-carbon development at the front end of production.

03 Led Industry Upgrades and Built a New Ecosystem for Sustainable Development

The value of this technology extends far beyond the technology itself. Rather, it has profoundly reshaped the industry's model of sustainable development.



Lower threshold for high-quality home furnishings

This innovation achieves **"high-end customization at widely affordable costs with universal manufacturing processes"**, enabling more consumers to enjoy aesthetically pleasing, durable, and safe home products at an affordable cost. It also promotes the popularization of high-quality home furnishings and boosts inclusive growth.



Set standards and shape the future

The advanced testing methods and core performance indicators developed in this technology have been included into our corporate standards. We also actively participate in the revision of industry standards to turn our innovative practices into norms widely followed by the industry and lead the comprehensive transformation of the industry toward high-quality and sustainable development with top-level design.



Connector unveiling



structural detail

Commercialized R&D Outcomes to Stimulate Innovation Vitality

01 “Particleboard Powder Electrostatic Spraying Technology” Rated Nationally Leading by Authoritative Experts, Driving the Industry’s Green Transformation and Upgrading

In August 2025, Chinese Society of Forestry conducted professional technical evaluations in Beijing, both online and offline, on “**intelligent manufacturing technology for low-temperature powder electrostatic spraying in large-scale customized wooden home furnishings**” developed under Suofeiya’s leadership. The expert panel unanimously concluded this technology has reached an **internationally advanced level** overall, in which particleboard electrostatic powder spraying and intelligent manufacturing technology for electrostatic powder sprayed components in large-scale customized wooden furniture have reached an **internationally leading level**.



The technology involves systematic research on four core areas: low-temperature curing powder coatings for wooden furniture, special boards for powder electrostatic spraying, high-efficiency powder electrostatic spraying, and intelligent manufacturing for large-scale custom powder spraying. The developers have successfully introduced low-temperature, yellowing-resistant powder coatings, developed eco-friendly special particleboard and fiberboard, invented key technologies for particleboard powder electrostatic spraying, and built an intelligent manufacturing system for large-scale customized components, enabling stable mass production and market promotion of powder-sprayed custom furniture made from particleboard.

This technology has strongly driven technological innovation and upgrading of powder electrostatic spraying across the industry, significantly reducing emissions of volatile organic compounds and energy consumption. It provides important support for achieving China’s “dual-carbon” goals and is highly consistent with national development strategies of “green manufacturing” and “manufacturing powerhouse”.

02 “Highly Crack-Resistant Particleboard and Fiberboard Overlaid with Impregnated Paper” Rated Nationally Leading by Authoritative Experts, Driving the Industry’s High-End Transformation and Upgrading

In December 2025, China National Forest Products Industry Association chaired technical evaluations by an expert panel in Beijing on “**key technologies of highly crack-resistant impregnated paper overlaid particleboard and fiberboard and their industrialization**” developed under Suofeiya’s leadership, and also conducted new product appraisal.



Focusing on impregnated paper, particleboard and fiberboard, developers applied high-performance crack resistance evaluation to probe into key technologies including manufacturing of dimensionally stable boards, toughening of highly crack-resistant impregnated paper, and interface reinforcement, and successfully realized large-scale production and application of highly crack-resistant overlaid particleboard and fiberboard. The expert panel unanimously concluded that the overall achievement has reached an **internationally advanced level**, with interface reinforcement technology reaching an **internationally leading level**.



According to tests by a professional institution, the particleboard and fiberboard achieve **Grade 5, the highest rating** of crack resistance under extreme cyclic conditions: 103° C for 48 hours → -20° C for 24 hours → 103° C for 48 hours. And all other physical and chemical properties fully meet GB/T 15102-2017 requirements. The expert panel reached a consensus that they feature outstanding innovation and internationally leading performance. Having successfully solved the pain point that conventional boards tend to crack in extremely dry climates, Suofeiya leads the industry toward stronger environmental adaptability and higher-end development, and injects strong momentum into structural optimization and technological innovation of customized home furnishing products.

03 Awarded First Prize of Guangdong Forestry Science and Technology Progress Award, Showing Sustained Innovation Vitality

In November 2025, following rigorous evaluation by the Evaluation Committee of Guangdong Forestry Science and Technology Award, “**intelligent manufacturing technology for low-temperature powder electrostatic spraying in large-scale customized wooden home furnishings**” chaired by Suofeiya won **First Prize** in the 7th Guangdong Forestry Science and Technology Award (Innovation Award), being **the only award-winning project** in customized home furnishing sector. This honor represents high recognition of Suofeiya’s scientific and technological innovation capabilities and R&D outcome commercialization capabilities, and also marks an important milestone in the transformation and upgrading of China’s customized home furnishing sector toward green, intelligent and efficient development. It provides a replicable and scalable industrialization model for the industry’s upgrading to green intelligent manufacturing and further consolidates Suofeiya’s benchmark position in green technological innovation within the industry.



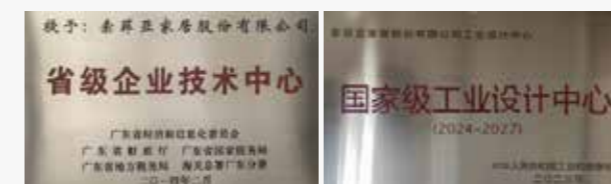
Amid the wave of intelligentization and industrial upgrading, we furthered our commitment to scientific and technological innovation in 2025. Some of the major achievements made included **internationally advanced/leading** powder spraying technology and highly crack-resistant technology. Centered on upgrading to Industry 4.0 for smart manufacturing and intelligent data management, we provide users with green, eco-friendly and scenario-based one-stop home solutions, and steadily steer the industry toward high-quality, sustainable development.

● Key performance indicators (scientific and technological innovation)



Innovation management platforms:

- 2 national-level platforms
- 2 provincial-level platforms



Patents

- 642 valid authorized patents:
- 129 valid invention patents (ranking first in the industry)
- 304 utility model patents
- 209 design patents

R&D outcomes and awards

- 18 scientific and technological outputs appraised by experts
- 3 internationally leading technologies
- 13 internationally advanced technologies
- 21 scientific and technological awards

Standards

Contributed to the development of **96** standards

Academic papers and software copyrights

- Published **133** academic papers
- Registered **237** software copyrights

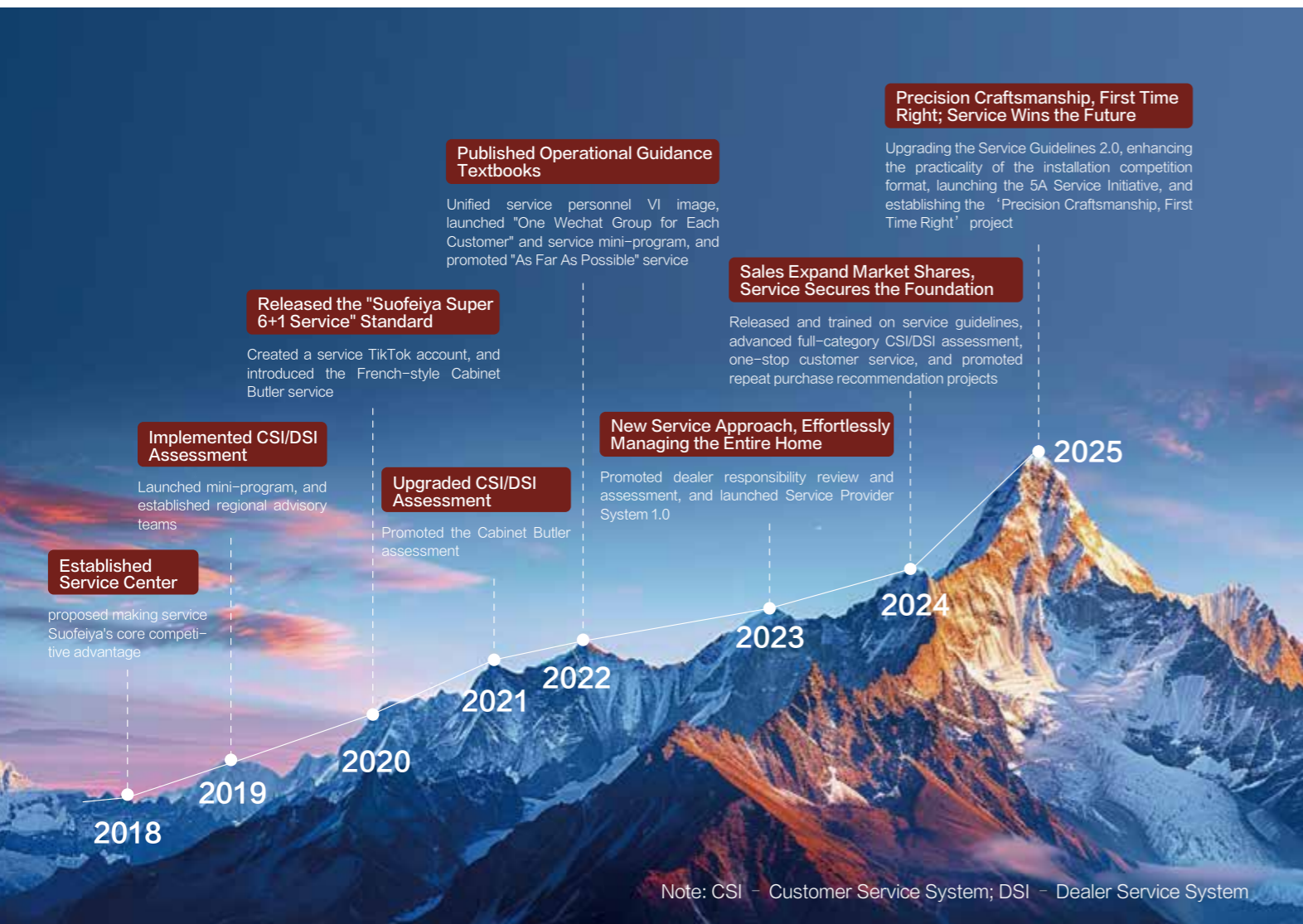
A close-up photograph of a person's hands drawing architectural blueprints on a desk. The person is wearing a dark plaid shirt and a black watch. They are holding a gold pen and are in the process of drawing a rectangular structure on the blueprint. The background is softly blurred, showing a window with natural light. A semi-transparent dark horizontal bar is overlaid across the middle of the image, containing the text.

06

Service Upgrading and Customer Value
Enhancement

The year of 2025 marked a pivotal year for Suofeiya to deepen service strategy and systematically enhance customer experience. The home furnishing industry is undergoing profound transformations from “product-oriented to experience-oriented, where service stands as a core competitive strength. Against this background, we have promoted comprehensive upgrading and practical implementation of our service system under the initiative of **“Precise Craftsmanship for Perfect First-Time Delivery, a Promising Future Built on Excellent Service”**. Highlighting four interconnected focuses of service guidelines iteration, innovative skills competitions, establishment of service standards, and overcoming key project challenges, we have fostered a new customer-centric, full-link service ecosystem.

Service Evolution: from Standards Formulation to Systematic Empowerment



Our service capabilities have achieved progressive improvement, demonstrating a clear strategic evolution from individual breakthroughs to systematic empowerment, and from process standardization to leading experience, which lay a solid foundation for the delivery of high-quality services.

Four Core Initiatives for Service Upgrading in 2025

01 Upgrade to Suofeiya Home Furnishing Service Standards 2.0

In March 2025, Suofeiya Home Furnishing Service Standards 2.0 was officially released. As the home furnishing industry enters an experience era, customers' expectations for home have gone beyond products to cover full-process experience of design, delivery, usage and maintenance, which makes service the core pillar of a brand's vitality.

The upgrade encapsulates Suofeiya's more than 20 years of service practices and customer insights, with **“prevention is better than cure”** as its core philosophy. The full service chain is divided into six key links: **sales, design, production, urban distribution, installation and after-sales service**, from which 55 practical service guidelines have been summarized. Compared with Version 1.0, this Version 2.0 has achieved three breakthrough as specified below.

- More focused**
The Service Standards 2.0 is streamlined and practical, directly addressing core customer pain points such as pricing transparency, design safety, and installation reliability.
- More intuitive**
Each standard is illustrated by correct and incorrect practices, turning abstract requirements into perceivable and actionable visual guidance.
- More scientific**
A pioneering dynamic scoring system of 12 points, 6 points, and 3 points is adopted, driving the shift of service management from experience-based judgment to data-driven and precise control.

Service is essentially a relay race. Every employee must not only excel at their own “100-meter segment” but also create optimal handover conditions for the next stage. By connecting individual service strengths into full-link value, we elevate customer experience from “satisfaction” to “trust”.



02 Fully Practical-Oriented Installation Competition

To build core service capabilities for whole-home delivery, we fully upgraded the 11th National Installation and Delivery Technician Skills Competition held in 2025, adopting a new model of **“year-round implementation integrating competition and innovation”** to test capabilities through real-scenario practices and empower services via competition.



From March to September, 35 regional preliminaries covering 157 regions were held as skills enhancement drills. The October finals featured first-ever 100% real-order competition, requiring one-stop rapid delivery of all product categories within 12 hours. Home furnishings for 25 households were successfully completed on the first attempt. For the first time, the competition introduced AI cloud supervision for 360° transparent live streaming of the entire process, which witnessed a total online exposure of over 5.07 million and directly drove 6,270 orders.

Aiming to **redefine whole-home delivery**, the competition transformed from a simulated contest into a real-world battlefield, publicly validating a new industry standard for whole-home customization with one-time completion. It has not only set a benchmark for service efficiency and delivery quality, but also inspired a nationally replicable **service empowerment model that combines practical operations and digitalization**. This lays a solid foundation for building a core service moat and continuously earning consumer trust.

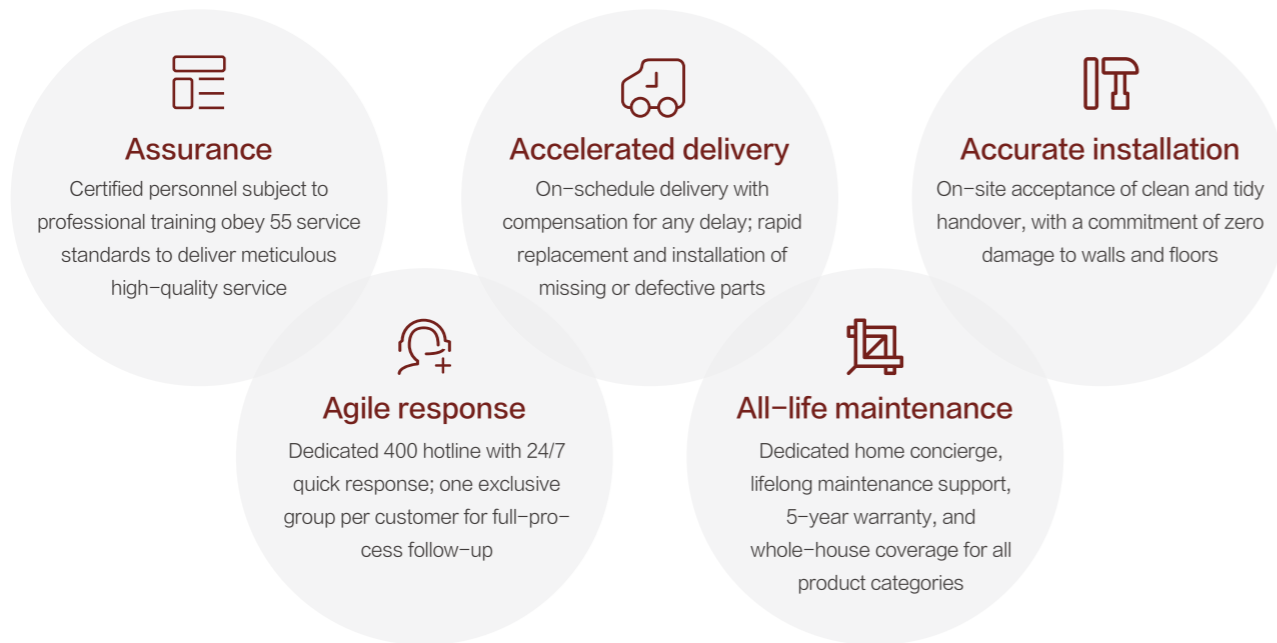


03 Launched 5A Service: Set Standards for Custom Home Furnishings

Suofeiya is one of the first company in the industry to implement and guide **“China Custom Home 5A Standards”**. Due to full-link high-quality services and outstanding overall strength, we obtained two authoritative certifications in 2025: **“March 15 Trusted Consumption Brand”** and **“March 15 Directory of Quality Enterprises”**, which highlighted our benchmark status in service quality.

Covering the entire process of sales, design, installation and after-sales service, our 5A service features **“assurance, accelerated delivery, accurate installation, agile response and all-life maintenance”**. Refined service specifications are created to form a full-cycle service closed-loop. We uphold the tenet of **“serve, satisfy, empower, innovate - for every client”**, and provide all-round high-quality service to deliver a worry-free home improvement experience throughout the process, truly enabling consumers to **“purchase securely, install effortlessly”**, and promoting the custom home furnishing industry toward regulated high-quality development.

I Suofeiya 5A service I



Enable consumers to enjoy a truly worry-free home renovation experience with all-round service

04 Precise Craftsmanship for Perfect First-Time Delivery: Tackled Core Pain Points and Upgraded Delivery Experience

As our core critical project in 2025 focusing on customer experience and operational efficiency, **“Precise Craftsmanship for Perfect First-Time Delivery”** aims to address critical pain points with first-time installation success rate. The project drives a qualitative leap from **“being able to deliver”** to **“delivering well on the first try”** through end-to-end process optimization, closed-loop data management and coordinated improvements across all links. It achieves the four core objectives of **“improving efficiency, reducing costs, solidifying reputation and building confidence”**, having raised our core service competitiveness.

- A Established the first full-link service data monitoring system**
This system enables quantification, traceability and root-cause analysis of core indicators such as first-time installation success rate and rework/replacement rate, providing solid data support for refined service management and targeted optimization.
- B Core indicators saw steady improvements, which verified its effectiveness**
The project achieved remarkable results in pilot cities Guangzhou, Shenzhen and Foshan, where first-time installation success rate exceeded 90%, and order rework/replacement rate dropped significantly, which fully validated its scientificity and feasibility.
- C Lower operating costs demonstrated direct financial value**
By eliminating redundant steps such as order rework, replacement and second on-site visits, our full-link operating costs have been effectively reduced. Liability-related rework and replacement expenses for dealers in pilot cities have continued to decline, achieving dual improvements in customer service experience and operational efficiency.
- D Strengthened customer word-of-mouth and brand trust through reliable delivery**
Turning the promise of **“flawless installation on the first try”** into tangible customer experience, this project has greatly reduced time and communication costs caused by incorrect or missing parts and installation reworks for customers, and significantly improved customer satisfaction. It also further consolidates our service reputation and enhances consumer trust in us.
- E Developed a standardized promotion toolkit and laid the foundation for national replication**
Systematically summarizing project implementation experience, we have introduced a standardized toolkit covering problem diagnosis, staff training, process inspection, review and optimization. This completes strategic preparations for nationwide promotion in 2026, and drives this high-quality service model to be rolled out across all regions.



A close-up photograph of two hands shaking in a firm grip, symbolizing agreement or partnership. The hands are wearing dark blue business suits. The background is blurred, showing other people in business attire.

07

EMPLOYEE DEVELOPMENT AND
MUTUAL GROWTH

Amid complex, volatile economic environment and market uncertainties, the value of talents, as a core driving force for enterprises' sustainable development, has become increasingly pronounced. Suofeiyi has always adhered to a "talent first" philosophy, implemented diversified talent development and employee support initiatives, pooled team strength, broken through development bottlenecks, and fostered a collaborative atmosphere in which the entire organization shares the same vision, aligns its values, and strives forward together. In this way, we achieve mutual commitment and shared growth with employees.

Employee Rights and Interests Protection and Compliant Employment

01 Upheld Compliant Employment to Safeguard Basic Rights

We strictly abide by relevant laws and regulations including the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Regulations on the Implementation of the Labor Contract Law of the People's Republic of China, and the Social Insurance Law of the People's Republic of China. Integrating employment compliance into the entire process of human resource management, we strive to protect employees' legitimate rights and interests and foster a regulated, orderly employment environment.

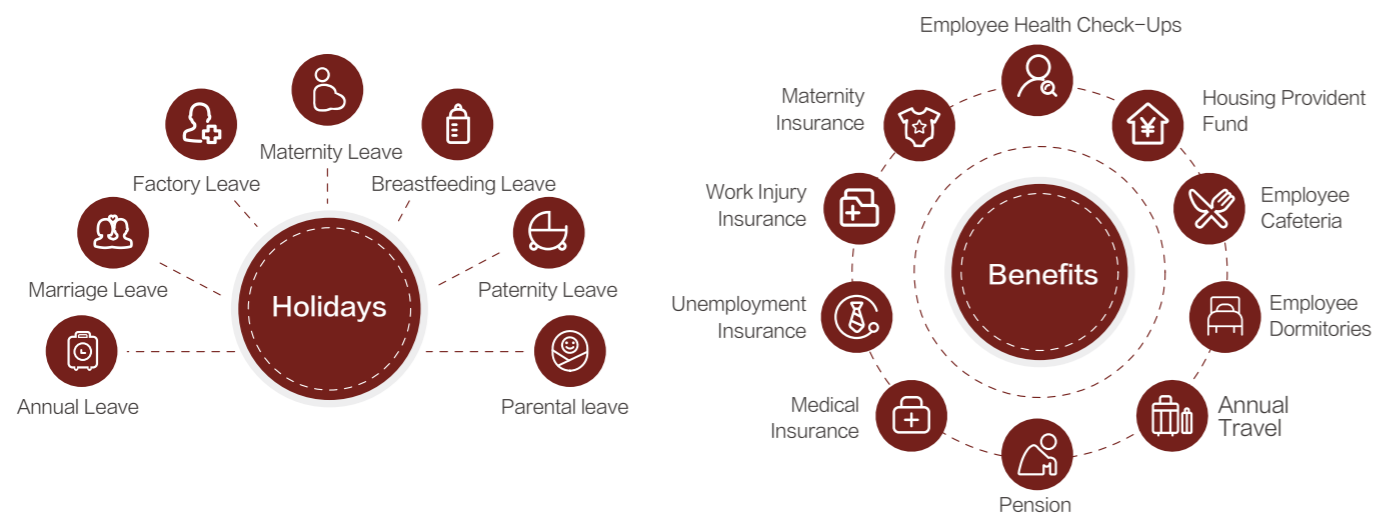
We boast regulated labor contract management and **sign labor contracts with all employees**. Our contract signing and renewal procedures strictly comply with legal requirements. The rights and obligations of both parties are clearly defined to ensure employment compliance. We also firmly prohibit the employment of child labor, keep improving employment management system, and regulate employment practices in strict accordance with the requirements of labor security authorities, so as to protect the legitimate rights and interests of the Company and its employees.

Besides, we implement national regulations on social insurance and pay monthly contributions for employees' endowment insurance, medical insurance, work-related injury insurance, unemployment insurance, maternity insurance and housing provident fund, ensuring that employees receive corresponding benefits in a timely manner and freeing them from worries about the future.

Leave arrangements and welfare benefits for employees are improved to fully safeguard their daily livelihood, physical health and mental well-being.

Leave arrangements:We fully implement statutory and company-specific leave entitlements, including annual leave, marriage leave, factory leave, maternity leave, nursing leave, paternity leave and parental leave, and protect employees' rights to rest and family time.

Welfare benefits:In addition to statutory social insurance and housing provident fund, we provide diversified benefits such as staff canteens, employee dormitories, annual tours and annual physical examinations, effectively enhancing employees' sense of belonging and well-being.



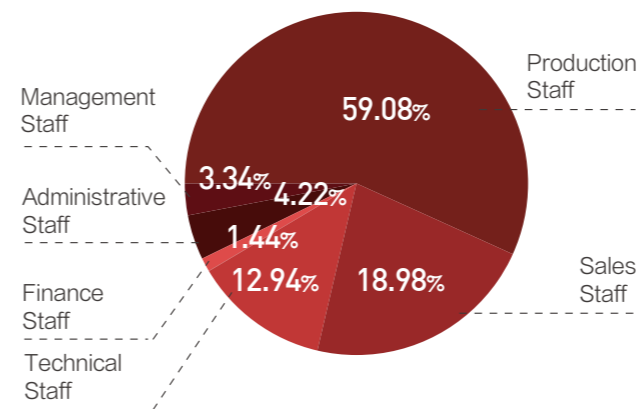
02 Built a Harmonious and Equal Employment Relationship

Suofeiyi boasts a regulated but flexible organizational structure and a diversified talent pool. Our workforce consists of well-rounded managers promoted from frontline production positions, as well as professionals with cutting-edge ideas, which fully meets the Company's needs for sustained high-speed development. We also work to build a sound, harmonious and equal employment environment.

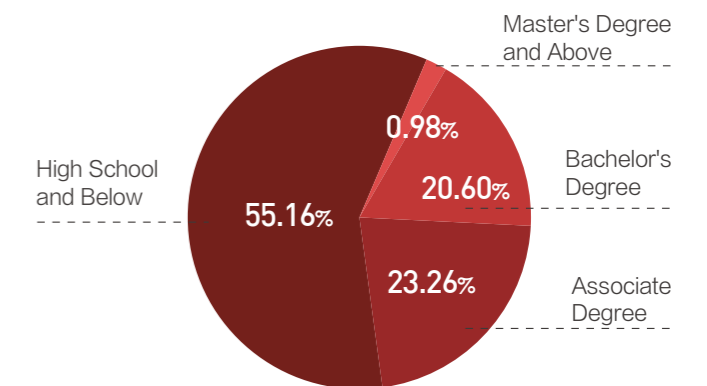
We firmly oppose discrimination in any form based on gender, religious belief, regional background, etc., strictly prohibit child labor and forced labor, fully implement the policy of equal pay for equal work for men and women, and adopt people-oriented employee management, creating a working atmosphere featuring mutual respect, inclusiveness, collaboration and solidarity. These efforts have enhanced employees' sense of happiness, belonging and fulfillment.

During the reporting period, we had totally 11,241 employees. A well-structured, dynamic and highly cohesive workforce provides solid support for the high-quality development of the Enterprise.

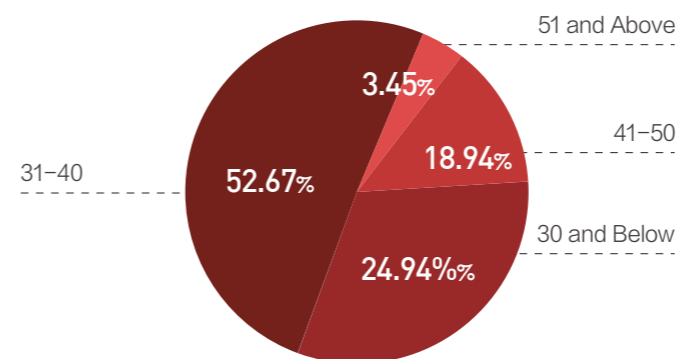
Professional Composition Category



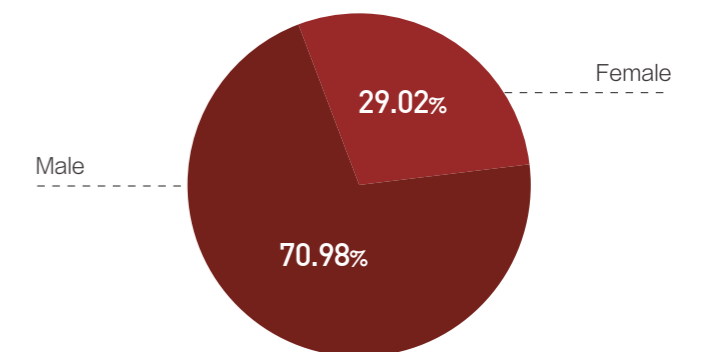
Education Level Category



Age Distribution



Gender Distribution



03 Improved Incentives to Vitalize the Organization and Employees

Our Compensation Management Measures offers a competitive compensation standard and a scientific, rational compensation incentive mechanism. On the basis of effectively protecting employees' legitimate rights and interests, we fully motivate their initiative at work, unlock their endogenous potential, and inject sustained impetus into the continuous development of the Company.

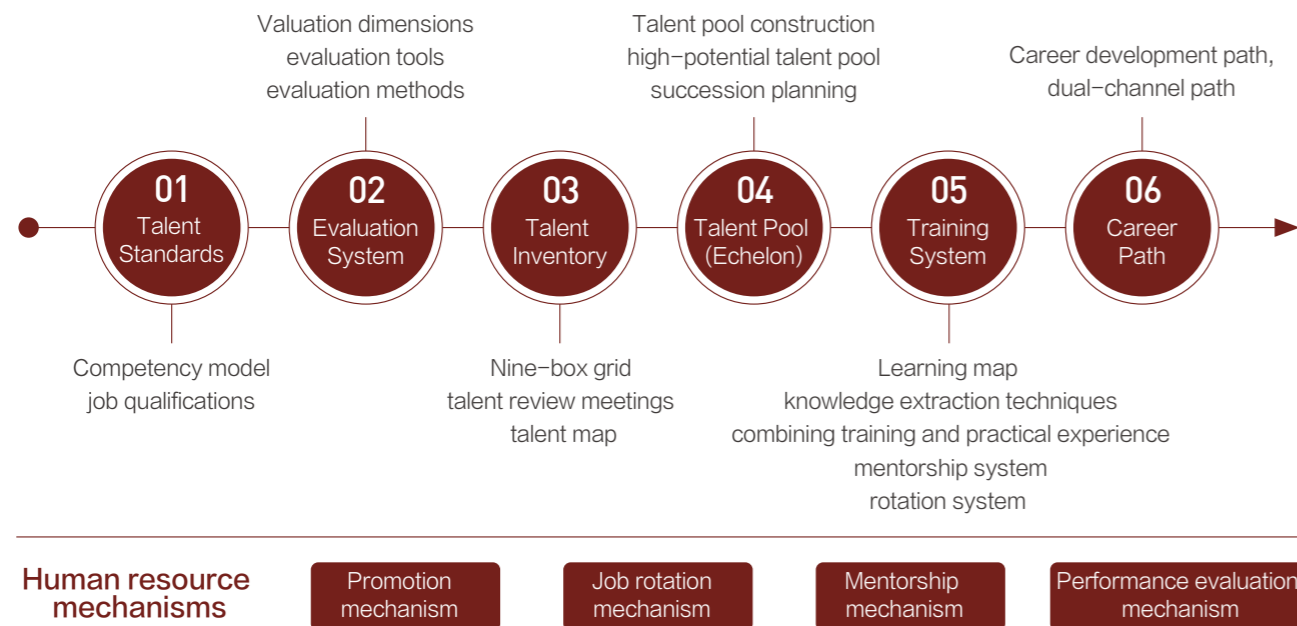
We maintain a clear orientation for value distribution and closely integrate employees' personal development with the Company's high-quality development. By implementing a competitive compensation system, we have achieved the goal of **"attracting, motivating and retaining talents"**, and consolidated the foundation for talent-based development. Based on job responsibilities, we scientifically evaluate different positions from the core perspectives of delivery quality, job responsibility and performance contribution in strict accordance with the principles of value orientation, market competitiveness, performance orientation and diversification, and then determine salaries to ensure fairness and rationality in compensation distribution.

Meanwhile, assessable quantitative and qualitative indicators are used to measure key dimensions such as workload, work quality, work efficiency and economic value created. We strictly implement the principle of "compensation distribution according to work, more pay for more work" to fully reflect employees' value and contributions. This effectively encourages them to improve work efficiency, excel in their positions and create value, ultimately achieving win-win results and shared growth with employees.

Full-Cycle Talent Development and Employee Growth

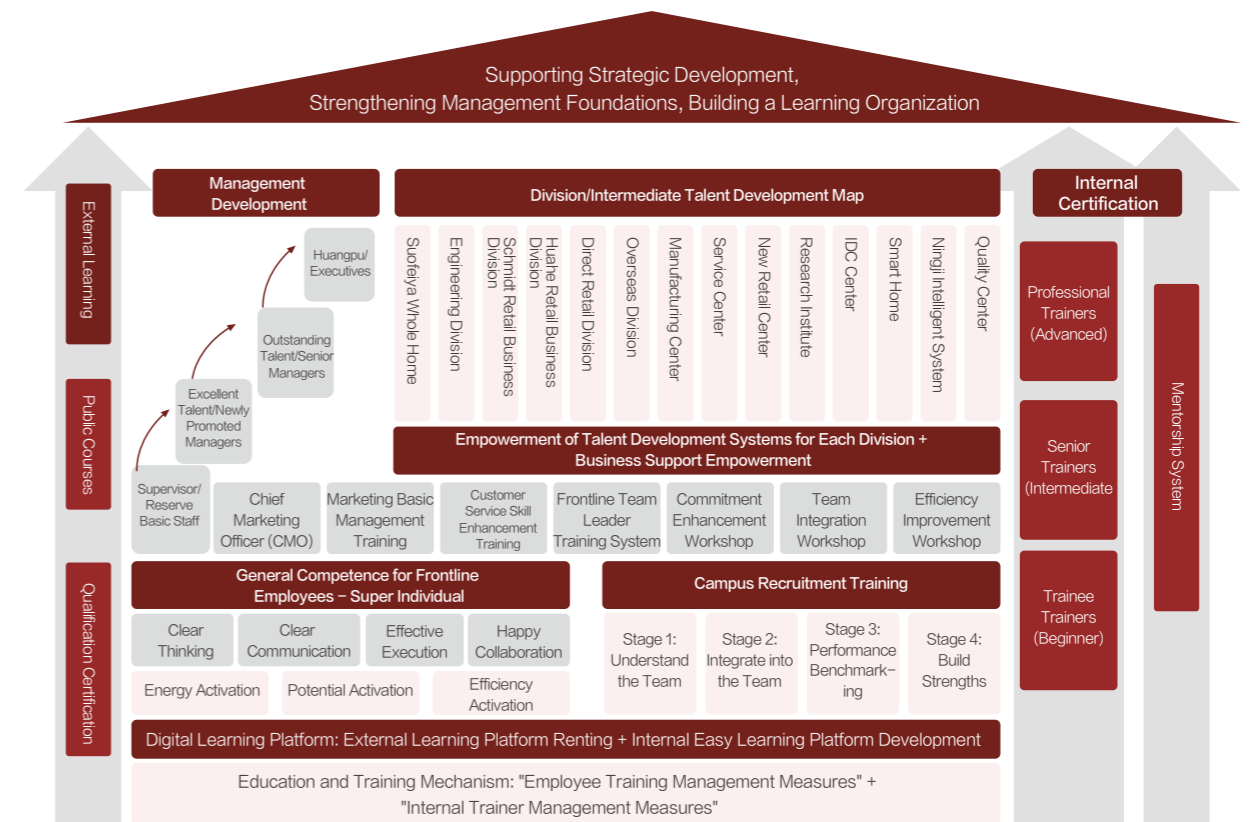
Guided by the core principles of **"strategy-led, technology-empowered, and talent-driven development"**, we optimized our development strategy in 2025 on the basis of existing full-life-cycle employee development system. Focusing on in-depth integration of "business + talent", "AI + talent" empowerment model is adopted to align talent development with business objectives and achieve synergy. In light of the job characteristics and development needs of employees at different levels, we have tailored development programs and career paths for them, aiming to realize mutual empowerment between talent growth and enterprise development.

Instruments for Suofeiya Talent Development System Implementation



Focused on talent cultivation to addresses key pain points in career growth

In response to the needs of new generation employees, efforts have been made to cultivate intergenerational leadership and help managers adapt to management styles suitable for young employees. Amid an economic downturn, we place emphasis on boosting employees' mental strength and work motivation, encouraging them to take initiative to break through limits and strive for excellence. Meanwhile, we fully tap into employees' potential and core strengths. Based on their career aspirations, we provide personalized support to help them clearly plan their career paths and achieve greater self-value. In addition, **AI tools** have been introduced to empower employees and improve their efficiency, which has broadened the scope and deepened the depth of talent cultivation. Supported by **online learning platform and Academy of Talent Development**, we integrate high-quality internal and external learning resources, and break the constraints of time and space, having significantly enhanced the efficiency and convenience of talent cultivation.



Launched advanced seminar to build core competitiveness for high-end talents

In 2025, we further collaboration with Renmin University of China Business School to offer **advanced seminar for chief marketing officer**. Drawing on the profound academic expertise of renowned professors from the university and cutting-edge marketing methodologies at home and abroad, we have elaborately designed a structured curriculum. Systematic theoretical learning, case studies and practical application allow participants to comprehensively enhance their ability to adapt to market volatility and solve marketing challenges. These efforts jointly foster sustainable growth momentum for the Enterprise, enabling us to better respond to complex market challenges and consolidate our leading position in the industry.



Care for Female Employees: Nurtured “She Power” for Mutual Growth

As part of our efforts to care and support female employees, we safeguard their rights and interests such as maternity leave and nursing leave, set up nursing rooms in office areas, organize various cultural, sports and recreational activities to enrich their spare time, and offer holiday benefits to them on International Women’s Day through warm celebrations. We will continue to focus on the needs of female employees and support every one of them in achieving better development.

Adhering to people-oriented care, we highly value the protection of female employees’ rights, interests and career development, and integrate our care for them into daily work. A supportive, warm working and living environment for female staff is created to allow every female employee to feel warmth and respect from the Company.



We strictly implement relevant national laws and regulations to fully protect the legitimate rights and interests of female employees, and earnestly offer special entitlements such as maternity leave and nursing leave, ensuring that female employees receive adequate rest and care during pregnancy and lactation. Nursing rooms in office areas equipped with facilities in line with comfort, safety and convenience standards provide a private and reassuring space for breastfeeding female employees. These efforts have effectively addressed worries for working mothers and embodied our philosophy as a maternity-friendly enterprise.

To enrich the spare time of female employees and relieve their work pressure, we regularly hold a variety of women-only cultural, recreational and sports activities that are both interesting and practical. Every year on International Women’s Day, the Company and its subsidiaries and branches organize warm and diverse celebrations to deliver exclusive holiday benefits and sincere wishes to female employees, conveying corporate care and demonstrating respect and recognition for female staff. Moving ahead, we will continue to attend to the diverse needs of female employees, further improve care measures, and balance rights protection with career development. We will support every female employee in realizing personal value and achieving better development together with the Enterprise.

Forged Cohesion via Diversified Cultural Activities

Upholding the philosophy of “healthy living, happy working”, we have long been committed to fostering a vibrant corporate culture with a diverse and rich range of employee activities. A warm, dynamic, and cohesive workplace allows employees to relax, find joy, and build consensus beyond daily work.

Our offerings cover a wide spectrum: sports and cultural festivals, autumn music festivals, New Year’s Eve celebrations, various interest clubs, employee networking events, annual trips, birthday celebrations, and care programs for employees’ children. They cater to the needs of employees across all age groups and interests, enriching their personal lives and safeguarding their physical and mental well-being in an all-round manner. Sports and cultural festivals and team-building events strengthen bonds and forge a strong team spirit through friendly competition and collaborative interaction. Events like autumn music festival and birthday celebrations provide a platform for employees to showcase their talents and vitality. Our care programs for employees’ children cover summer daycare, summer camps, art contests, and immersive study tours, which effectively alleviate employees’ concerns, allowing them to focus on their work.



Annual Staff Outing



Sports and Culture Festival



Heart-warming Staff Birthday Party



Autumn Music Festival



Charity Blood Donation Drive



Diverse Interest Clubs



Activities for Staff Children



Social Events

The diverse array of engaging activities have not only effectively relieved work pressure and enriched employees’ cultural and spiritual life, but also brought them closer to one another and strengthened team cohesion and solidarity. With thoughtful humanistic care and a variety of cultural events, employees can truly feel a strong sense of belonging, happiness and honor. This inspires all staff to strive hand in hand with robust health, full energy and high spirits, and jointly embrace a bright future of high-quality development for the Company.



08

SOCIAL RESPONSIBILITY AND
PUBLIC WELFARE

Built Strength with Empowerment from Labor Union and Demonstrated Corporate Responsibility

Fully acting as a bridge and bond between the Company and employees, our labor union actively encourages staff to participate in public welfare initiatives, practice corporate social responsibility with concrete actions, spread warmth and positive energy, and establish a warm, responsible public image for the Enterprise.

Organized blood donations to warm lives

Our labor union, together with relevant departments, organized blood donations on a regular basis. Our employees responded enthusiastically, embodying the noble virtues of caring for others and giving back to society with selfless blood donation, and making solid contributions to public welfare and the protection of life and health.



Delivered festival care and targeted assistance

During major traditional festivals such as the Spring Festival and Mid-Autumn Festival, our labor union visited 74 disadvantaged households in surrounding communities, providing them with daily necessities and festive care to allow them to truly feel the warmth of the Company and society. Within the Company, it offered **targeted assistance for disadvantaged employees**. During the Mid-Autumn Festival, it offered care packages and money to 18 disadvantaged employees, which effectively solved their difficulties, enhanced their sense of belonging and confidence in overcoming hardships, and fully reflecting the Company's humanistic care.



Safeguarded Consumer Rights and Set a Benchmark for Integrity

Protecting consumer rights serves as the cornerstone of the healthy development of the market, while corporate integrity and high-quality services are key to gaining market recognition. Suofeiyi is the only industry representative to win "March 15 Trusted Consumption Brand" award for two consecutive years since 2025. It has also been recognized as "Guangdong March 15 Co-building Unit for Consumer Rights Protection and Anti-Counterfeiting" and included in "March 15 Directory of Quality Enterprises".

The criteria for "March 15 Trusted Consumption Brand" were very stringent. A total of 5,586 enterprises were shortlisted as candidates, but only 32 were finally awarded this honor, representing an award rate of 0.57%. Such rarity underscores the exceptional value of this accolade and confirms Suofeiyi's industry-leading position in operating with integrity, delivering quality service, and safeguarding consumer rights.



Lit up Young Minds with Reading and Supported the Building of "Scholarly Campuses"

A strong youth makes a strong nation. In response to the National Action Plan for Teenagers' Reading Campaign issued by eight ministries and commissions including the Ministry of Education, and in line with the goal of "further promote nationwide reading and build a scholarly country", we actively leveraged our nationwide dealer network and jointly launched public welfare initiative "Book House for the Young" on the basis of China Charity Federation's "Happy Homeland" Village and Community Mutual Assistance Program.

Under this initiative, we constructed public welfare reading rooms for schools in rural areas and equipped them with high-quality reading resources to help rural children develop reading habits, enhance their cultural literacy, and inspire their internal motivation for learning. To date, we have completed over 30 book houses in Pingxiang, Liuzhou, Shuangluo, Wuhan, Liangshan, Beijing, Lanzhou and many other cities, which benefit **around 20,000 teachers and students**. Moving forward, we will continue to uphold the philosophy of "people-oriented development and give back to society", expand our public welfare endeavors, and contribute more to social harmony and progress.



Implemented Healthy China Strategy and Created a Friendly Medical Environment

Aligning ourselves with Healthy China 2030 strategic plan, we actively engage in public welfare for various medical institutions. We have, in collaboration with local operators, provided support to dozens of hospitals and elderly care service facilities including Shanghai Children's Medical Center, Children's Hospital of Fudan University, Zhejiang Maternal and Child Health Hospital, Zhongnan Hospital of Wuhan University, and Guangzhou Haizhu Maternal and Child Health Hospital.

By donating eco-friendly ENF-grade eco-friendly boards, we create a healthy, safe and low-emission environment for diagnosis, treatment and rehabilitation of patients by medical staff. This demonstrates our fulfillment of social responsibility for national medical conditions and public health undertakings.



In 2025, guided by the core philosophy of "people-oriented development and give back to society", we have deeply integrated social responsibility into corporate development. We made sustained efforts in public welfare, consumer rights protection, the construction of a Healthy China and more, demonstrating the responsibility and commitment of a leading enterprise in the home furnishing industry. Going forward, we will further uphold sustainable development, expand our social responsibility initiatives with more solid actions and better products and services, and join hands with all sectors of society to contribute more to a harmonious and better society.

HONORS AND AWARDS



Trusted Consumption Brand Based on Quality

- March 15 Trusted Consumption Brand
- Anti-counterfeiting co-building unit of Guangdong Anti-Counterfeiting Association
- Member of Guangdong Anti-Counterfeiting Association
- Top 30 in March 15 Directory of Quality Enterprises
- One of the first batch “China Famous Consumer Brands” recognized by the Ministry of Industry and Information Technology
- AAA rating in annual credit evaluation of the metals, minerals and chemicals industry
- Commitment Unit for Quality Emphasis and Integrity Abidance
- Benchmark Unit for Quality Emphasis and Integrity Abidance
- Member Unit of Trusted Consumption Alliance



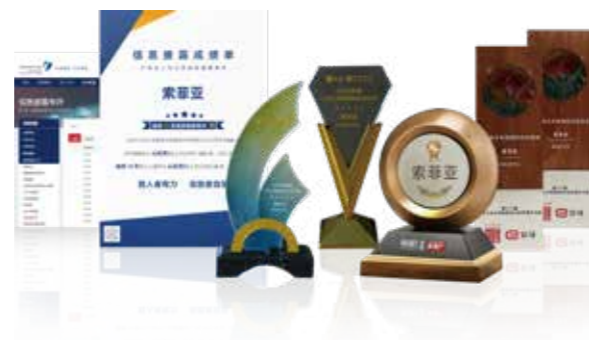
Pioneering Intelligent Manufacturing to Drive Development with Innovation

- Internationally advanced scientific and technological achievement: electrostatic powder coating technology for wooden furniture
- Advanced Smart Factory, Department of Industry and Information Technology of Guangdong Province
- First Prize of Guangdong Forestry Science and Technology Award
- Top 100 enterprises in science and technology in China light industry
- Top 200 enterprises of China light industry
- Annual AI Frontier Innovation Award



Industry Benchmark Demonstrating Brand Influence

- Included in “Pride of Chinese Brands” Initiative
- UP Era Beacon · Guangdong Power
- Annual Service Role Model in the Home Furnishing Industry
- Schmidt - Top 10 Brands in Light High-End Whole-Home Customization
- China High-End Home Furnishing Brand



Excellent Governance to Win Recognition in the Capital Market

- Class A (Highest) rating in information disclosure for 2024–2025 by the Shenzhen Stock Exchange (for 12 consecutive years)
- Excellence Award for Investor Relations of Listed Companies
- Best ESG Practice Award for Listed Companies
- Shareholder Return Award for Investor Relations Management
- Innovative Practice Award for Investor Relations Management



Design Aesthetics Honored with International Awards

- 45 renowned design awards at home and abroad in 2025, including:
- 4 German iF Design Awards
- 9 American MUSE Design Awards
- The total number of awards received **reached 234, ranking first in the customized home furnishing industry**



Acting with Benevolence to Fulfill Corporate Social Responsibility

- Guangzhou Women and Children Charity Role Model
- Commemorative plaque of gratitude for “Book House for the Young” (China Charity Federation & Mapo School in Yuzhong District, Lanzhou City)
- Commemorative plaque of gratitude for “Book House for the Young” (China Charity Federation & Tangchi Town Central School in Yingcheng City)

Despite the passage of time, our original aspiration remains unchanged. Suofeiyi will continue to uphold craftsmanship, embrace innovation, and fulfill responsibility. By sticking to quality in our global layout and leading transformation with intelligent manufacturing, we customize a better life for hundreds of millions of families and go all out for every expectation!

CONCLUDING REMARKS

As technologies for green energy continue to advance and witness breakthroughs, we will further embed environmental sustainability into our future development and actively promote coordinated growth of ecological benefits and social value. In the next phase, we will steadily increase the share of renewable energy in our operations and accelerate the establishment of a low-carbon operating system. Leveraging intelligent management systems, we will continuously optimize resource allocation efficiency to minimize the environmental impact of our business activities.

Following the goals of enhancing supply chain transparency and practicing responsible business operations, we will further collaboration and co-construction with partners, drive coordinated upgrading of upstream and downstream supply chains, and steadily elevate green development level and ethical governance standards across the entire industrial chain by sharing industry best practices and strengthening the spread of standards.

To better give back to society and support employee growth, we will continue to improve our employee training and foster an inclusive, diverse workplace, refine our community engagement mechanism, actively participate in local development and public welfare initiatives, and support high-quality regional development via concrete actions. We firmly believe that continuously deepening our engagement in ESG and pursuing excellent sustainable practices will not only create long-term and sound commercial value for Suofeiya, but also contribute positively to global sustainable development goals.

Key ESG Performance Indicators

Indicator	Unit	2025
Operating income	CNY 10,000	936,695.03
Net profit	CNY 10,000	90,128.23
Total taxes paid	CNY 10,000	117,741.54
Total cash dividends (taxes included)	CNY 10,000	77,043.77
Cash dividend per 10 shares	CNY	8
Public welfare expenditures	CNY	799,595.94

Employee structure

Indicator	Unit	2025	
Total employees	Persons	11,241	
Labor contract signing rate	%	100%	
Job position	Production	Persons	6,641
	Sales	Persons	2,133
	Technology	Persons	1,455
	Finance	Persons	162
	Administration	Persons	474
	Management	Persons	376
Education level	Master' s degree and above	Persons	110
	Bachelor' s degree	Persons	2,316
	Associate degree	Persons	2,615
	Senior high school and below	Persons	6,200
Age distribution	30 and below	Persons	2,803
	31-40	Persons	5,921
	41-50	Persons	2,129
	51 and above	Persons	388
Gender distribution	Male	Persons	7,979
	Female	Persons	3,262

Environmental performance

Indicator	Unit	2025年
Environmental investments	CNY	492.73
Natural gas	m3	3,512,837.90
Diesel	L	2,131.91
Electricity	kWh	134,215,581
Photovoltaic power generation	kWh	26,152,994.80
Carbon dioxide emission reductions	t	26,075
Standard coal saved	t	9,676
Compliance rate of wastewater discharge	%	100
Compliance rate of noise emission	%	100
Hazardous waste generated	t	509.53
Compliant disposal rate of hazardous waste	%	100
Total waste gas emissions	m3	2,915,776.51
Compliance rate of waste gas emissions	%	100
Particulate matters	t	89.46
Benzene	t	2.22
Toluene	t	1.15
Xylene	t	1.37
Non-methane total hydrocarbons	t	14.20
Nitrogen oxides	t	8.18
Sulfur dioxide	t	3.25
Total wastewater discharged	t	388,020.20
Compliance rate of wastewater discharge	%	00
Chemical oxygen demand	t	80.41
Five-day biochemical oxygen demand	t	29.50
Suspended solids	t	45.20
Ammonia nitrogen	t	5.58
Total phosphorus	t	0.78
Reused industrial wastewater (reclaimed water)	t	6,015.60

Greenhouse gas emissions		
Indicator	Unit	2025
Direct greenhouse gas emissions (Scope 1)		
South China Production Center	tCO2e	464.85
Central China Production Center	tCO2e	343.11
East China Production Center	tCO2e	288.34
West China Production Center	tCO2e	243.32
North China Production Center	tCO2e	167.85
Lankao Production Base	tCO2e	237.18
Qiqihar Production Base	tCO2e	19.27
Jinhua Production Base	tCO2e	14.98
Indirect greenhouse gas emissions (Scope 2)		
South China Production Center	ttCO2e	4,926.11
Central China Production Center	tCO2e	3,635.99
East China Production Center	tCO2e	3,055.56
West China Production Center	tCO2e	2,578.49
North China Production Center	tCO2e	1,778.75
Lankao Production Base	tCO2e	2,513.48
Qiqihar Production Base	tCO2e	204.15
Jinhua Production Base	tCO2e	158.69
Total greenhouse gas emissions (Scope 1 + Scope 2)		
South China Production Center	tCO2e	5,390.96
Central China Production Center	tCO2e	3,979.10
East China Production Center	tCO2e	3,343.90
West China Production Center	tCO2e	2,821.81
North China Production Center	tCO2e	1,946.60
Lankao Production Base	tCO2e	2,750.66
Qiqihar Production Base	tCO2e	223.42
Jinhua Production Base	tCO2e	173.66

Corporate governance performance		
Indicator	Unit	2025
General Meetings of Shareholders convened	Times	2
Proposals deliberated at General Meetings of Shareholders	Item	25
Board of Directors meetings convened	Times	4
Proposals deliberated at Board of Directors meetings	Item	63
Audit Committee meetings convened	Times	4
Proposals deliberated at Audit Committee meetings	Item	10
Ad hoc announcements (numbered announcements) issued	Copies	44
Regular reports released	Copies	6
Shenzhen Stock Exchange information disclosure rating	Level	A
Newly introduced or revised regulations	Copies	374
Routine supervisory inspections	Times	8
Tender supervision	Venue	45
Report clues handled	Documents	26
Report handling closing rate	%	100
Offline integrity training sessions	Venue	11
Integrity training attendances	Persons	11,323
Integrity training coverage	%	100
Approved registered trademarks owned	Persons	2,072
Trademark protection records	Times	134
Major information security incidents	Times	0
Host availability	%	99.99
Database availability	%	99.99
Network availability	%	99.99
Number of suppliers	Households	500
Procurement contract coverage	%	100
Anti-bribery agreement coverage	%	100
Valid invention patents	Documents	129
Utility model patents	Documents	304

Corporate governance performance		
Indicator	Unit	2025
Design patents	Documents	209
Standards formulated with contribution from Suofeiya	Item	96
Academic papers published	Chapter	133
Software copyrights registered	Item	237
Internationally advanced technology achievements appraised by experts	Item	18
Technology awards received	Item	21

Report Chapters	Laws and Regulations Observed	Some of Internal Policies
Sustainable Governance	Criminal Law of the People's Republic of China	Articles of Association of Suofeiya Home Co., Ltd.
	Criminal Procedure Law of the People's Republic of China	Rules of Procedure for Shareholders' Meetings
	CSecurities Law of the People's Republic of China	Independent Director System
	Company Law of the People's Republic of China	Board of Directors' Rules of Procedure
	Anti-Unfair Competition Law of the People's Republic of China	General Manager's Work Guidelines
	Anti-Money Laundering Law of the People's Republic of China	Conduct Guidelines for Directors, Supervisors, and Senior Management
	Shenzhen Stock Exchange Listing Rules	Investor Relations Management System
	Shenzhen Stock Exchange Self-Regulatory Guidelines No.1 for Listed Companies on the Main Board	Institutional Survey Reception Management Guidelines
	Listing Rules of Listed Companies	Information Disclosure Management System
	Corporate Governance Code for Listed Companies	Internal Audit System
	Independent Director Management Guidelines for Listed Companies	Contract Management System
	Articles of Association for Listed Companies	Contract Management Guidelines
	Personal Information Protection Law	Intellectual Property Management System
	Consumer Protection Law	Physical Stamp Management System
	App Illegal Collection and Use of Personal Information Self-Assessment Guidelines	Enterprise Internal Control Application Guidelines
	Anti-Unfair Competition Law of the People's Republic of China	Suofeiya Employee Handbook
	Common Types of Mobile Internet Applications Necessary Personal Information Range Provisions	Suofeiya Employee Integrity Management Guidelines
		Suofeiya's Eight Red Lines
		Conflict of Interest Declaration and Filing Notice
		Suofeiya Home Co., Ltd.'s Whistleblower Management Guidelines
	Information Systems Emergency Plan	
	Business System Online Security Management Guidelines	
	Data Center Security Management System	

Report Chapters	Laws and Regulations Observed	Some of Internal Policies
		Terminal Equipment and Network Management Regulations
		Information Security Management Procedures
		Data Security Management Specifications
		Confidentiality Management System
		Group Patent Infringement Risk Prevention Management Measures
		Suofeiya Home Co., Ltd. Financial Management System
Promoting Green Development	Environmental Protection Law of the People's Republic of China	Group EHS Responsibility System
	Energy Conservation Law of the People's Republic of China	Safety Accident Management Measures
	Circular Economy Promotion Law of the People's Republic of China	EHS Meeting Management Measures
	Water Law of the People's Republic of China	Environmental Protection Management System
	Water Pollution Prevention and Control Law of the People's Republic of China	Energy-saving Management System
	Air Pollution Prevention and Control Law of the People's Republic of China	Energy Management System
	Opinions of the Central Committee of the Communist Party of China (CPC) and the State Council on the Complete and Accurate Implementation of the New Development Concept and the Proper Implementation of Carbon Peaking and Carbon Neutral Work	Group EHS Committee Structure and Responsibilities
	Carbon Peaking Action Plan Before 2030	Rainwater and Sewage Drainage Management Measures
	Pollution Discharge Permit Management Regulations	Rainwater and Sewage Drainage Management Measures
	Environmental Management System Requirements and Guidelines (GB/T24001-2016)	Factory General Industrial Waste Recycling and Disposal Management Measures
	Urban Drainage and Sewage Treatment Regulations	Fixed Asset Disposal and Scrapping Implementation Details
	Industrial Enterprise Boundary Environmental Noise Emission Standards	Energy Management System Manual
	Environmental Labeling Product Technical Requirements – Cabinets (HJ/T432-2008)	Factory Solid Waste Disposal Management Specifications
	Environmental Labeling Product Technical Requirements – Furniture (HJ/2547-2016)	Pollutant Emissions Declaration Registration Management Measures
	Formaldehyde Release Grading for Engineered Wood and Their Products (GB/T39600-2021)	Environmental Monitoring and Measurement Control Procedures

Report Chapters	Laws and Regulations Observed	Some of Internal Policies
Supply Chain with Sense of Responsibility		Emergency Plan for Sudden Environmental Incidents
	Bidding and Tendering Law of the People's Republic of China	Procurement Management System
	Bidding and Tendering Law Implementation Regulations (2019 Revision)	Production Material Procurement Management Guidelines
	Electronic Commerce Law of the People's Republic of China	Supplier Quality Management System
		Supplier Review Management Guidelines
		Logistics Vendor Evaluation Operation Guidelines
Quality Innovation	Product Quality Law of the People's Republic of China	Suofeiya Home Co., Ltd.'s Four Major System Management Manual
	Regulations on Monitoring Chemicals Management in the People's Republic of China	Suofeiya Service Guidelines
	Civil Code of the People's Republic of China	Custom Wooden Cabinet Core Quality Grading Standards
	Consumer Protection Law of the People's Republic of China	Childcare and Infant Living Environment Safety Control Specifications
	Environmental Labeling Product Technical Requirements	Group Quality Evaluation Guidelines
		Quality Star Evaluation Management Guidelines
		Customer Complaints and Goods Rejection Processing Procedures
		Product Optimization Management Guidelines
		Technology Achievement Application Management Guidelines
		Remuneration Management Guidelines
Joint Growth	Labor Law of the People's Republic of China	Remuneration Management Guidelines
	Labor Contract Law of the People's Republic of China	Occupational Safety and Health Control Procedures
	Regulations on Implementation of Labor Contract Law of the People's Republic of China	Employee Training Management System
	Social Security Law of the People's Republic of China	Performance Management Guidelines
	Employment Promotion Law of the People's Republic of China	Quarterly Excellent Employee Selection Management Guidelines
	Employment Service and Employment Management Provisions	Human Resources Management System
		Corporate Culture Management System
		Corporate Culture Implementation Management Measures
		Employee Handbook
		Suofeiya Employee General Health Examination Management Guidelines