



2025

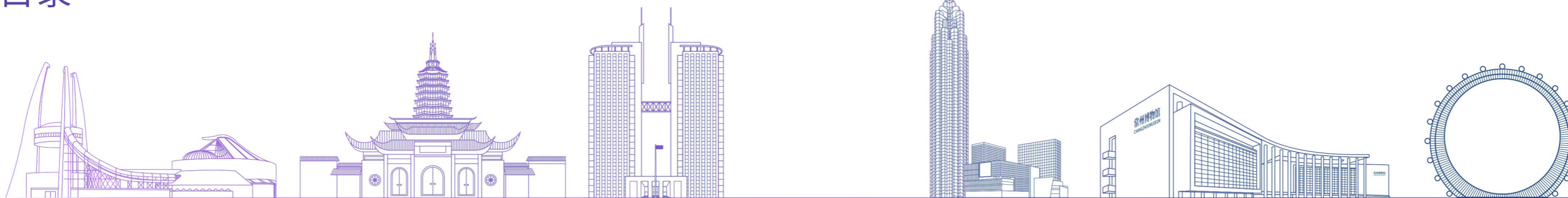
Sustainability Report

Quick Intelligent Equipment Co.,Ltd.



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About This Report

Report Overview

This report is the 2025 Sustainability Report issued by QUICK INTELLIGENT EQUIPMENT CO., LTD (stock code: 603203, hereinafter referred to as “QUICK” or the “Company”). The reporting period covers January 1, 2025 to December 31, 2025 (“Reporting Period”), with certain information retrospectively disclosed for previous years to enhance comparability.

This report covers the ESG management approaches and performance of QUICK INTELLIGENT EQUIPMENT CO., LTD and its wholly-owned and controlled subsidiaries. The reporting boundary is consistent with the scope of consolidation in the Company’ s 2025 annual report.

Financial data in this report are sourced from the 2025 annual report, while other data are derived from the Company’ s internal management systems and statistics, with some historical data included. Unless otherwise specified, all monetary amounts in this report are denominated in Renminbi (RMB).

This report is published in electronic format and is available for viewing or download on the Company’ s website (www.quick-global.com).

Basis of Preparation and Reporting Principles

This report is prepared in accordance with the following major standards and guidelines:

- Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 — Sustainability Report (Trial)
- Ministry of Finance of the People’ s Republic of China Corporate Sustainability Disclosure Standards — Basic Standard (Trial)
- Global Reporting Initiative (GRI) GRI Sustainability Reporting Standards (2021 Edition)
- International Sustainability Standards Board (ISSB) IFRS S2 — Climate-related Disclosures
- Sustainability Accounting Standards Board (SASB) Sustainability Accounting Standards
- United Nations Sustainable Development Goals (SDGs)

This report follows the four fundamental principles below:

Materiality Principle

In accordance with the SSE Sustainability Reporting Guidelines, the Company identifies ESG topics aligned with its industry characteristics and business features. Through materiality assessment, the report ensures comprehensive coverage of key concerns of both the Company and its stakeholders. In 2025, the Company comprehensively evaluated regulatory disclosure requirements and capital market expectations, combined with stakeholder input, to form the list of material topics for the year.

Quantitative Principle

The Company has established an ESG indicator collection mechanism covering headquarters and subsidiaries, regularly compiling all key quantitative disclosure indicators under the “Environmental” and “Social” categories required by the SSE guidelines. These data are aggregated annually and disclosed in this report. Detailed ESG quantitative data are presented in relevant sections and the ESG performance data appendix.

Consistency Principle

This report is the Company’ s second ESG-related report. The previous report, titled Environmental, Social and Governance Report, was disclosed in October 2025. Starting from this year, in alignment with the SSE Guidelines No. 14 — Sustainability Report (Trial), the report has been renamed Sustainability Report. The Company commits to maintaining consistent disclosure scope and statistical methodologies in future reports, unless otherwise necessary, to facilitate effective comparison across reporting periods.

Balance Principle

This report has been reviewed and approved by the Board of Directors of the Company, ensuring that the content is objective and transparent. The disclosed information can be accessed through QUICK’ s official disclosure channels or public media.

Stakeholder Communication and Materiality Assessment

Stakeholder Identification and Communication

QUICK adheres to the principles of open communication and proactive response, systematically identifying stakeholders that influence or are influenced by its operations, establishing differentiated communication mechanisms, and regularly assessing and responding to their key concerns.

The Company’ s primary stakeholders include shareholders and investors, customers, employees, suppliers, government regulators, industry associations, communities, and media. For different stakeholder groups, the Company maintains regular communication through various channels such as performance briefings, investor meetings, customer satisfaction surveys, employee representative conferences, supplier conferences, and compliance training. Through these channels, the Company gains timely insights into stakeholder concerns and incorporates reasonable stakeholder expectations into business decision-making and the preparation of this report.

Stakeholder	Key Concerns	Main Communication Methods	Frequency
Shareholders & Investors	Corporate governance, financial performance, ESG disclosure	Shareholders' meetings, performance briefings, disclosures	Regular/Ongoing
Customers	Product quality, technical services, delivery assurance, data security	Customer visits, after-sales service, satisfaction surveys	Ongoing
Employees	Compensation and benefits, career development, health and safety, labor rights	Employee meetings, satisfaction surveys, internal OA platform	Ongoing
Suppliers	Procurement compliance, ESG requirements, payment terms, technical cooperation	Annual supplier evaluations, supplier conferences	Regular
Government & Regulators	Compliance, taxation, production safety, environmental protection	Government reporting platforms, inspections, seminars	Regular/Irregular
Communities & Public	Environmental impact, community relations, public welfare	ESG reports, media announcements, public welfare activities	Annual/Irregular

Materiality Assessment Methodology

In accordance with the SSE guidelines on double materiality, the Company evaluates ESG topics from two dimensions: financial materiality and impact materiality. Financial materiality assesses the likelihood and extent of significant financial impacts on the Company's assets, liabilities, revenues, and costs. Impact materiality assesses the significance of the Company's positive or negative impacts on the environment and society.

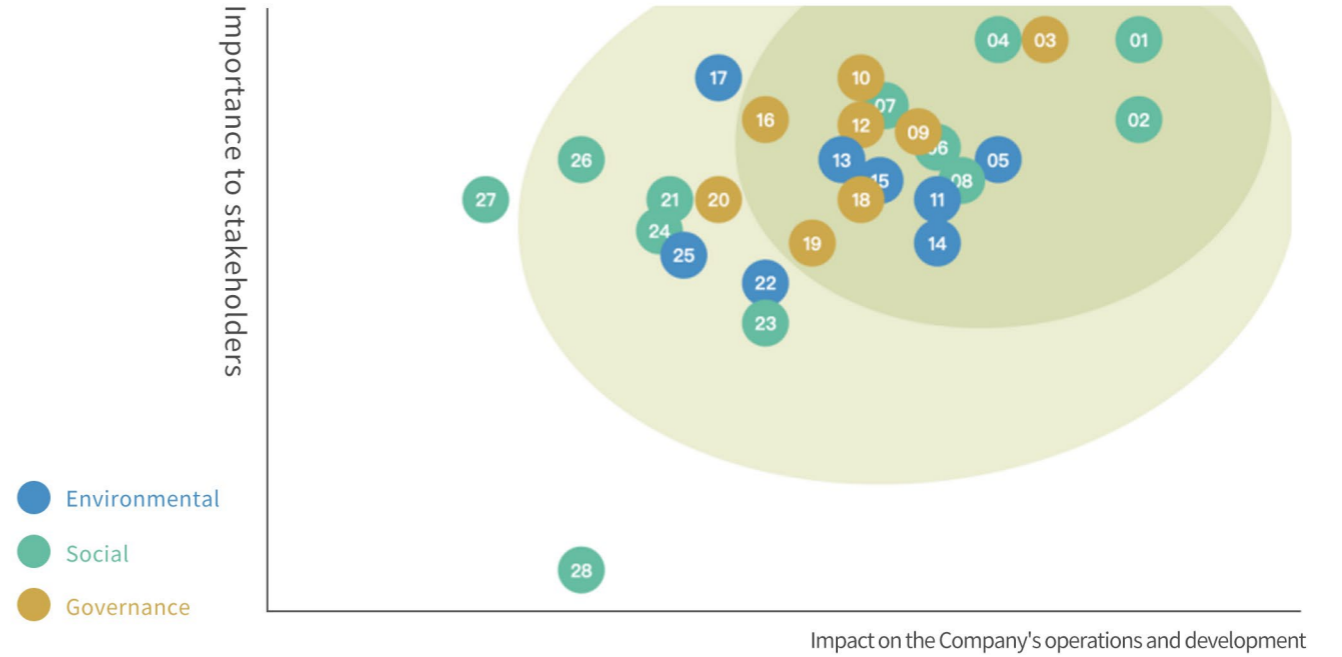
In 2025, the Company collected stakeholder opinions through questionnaires and other methods, identified and evaluated relevant ESG topics, and the results were reviewed and confirmed by management.

Material Topics for 2025

Focusing on areas such as compliance management, product safety and quality, innovation-driven development, employee rights, supply chain management, and environmental protection, and in alignment with the SSE Guidelines No. 14 — Sustainability Report (Trial) and industry characteristics, the Company identified 28 ESG topics. In 2025, the Company collected stakeholder feedback through online questionnaires, receiving a total of 107 valid responses covering key stakeholder groups including shareholders and investors, customers, employees, suppliers, government regulators, industry associations, communities, and the public. The results were assessed using a double materiality approach based on "impact on the Company's operations and development" (business/financial materiality) and "importance to stakeholders" (impact materiality), and a materiality matrix was developed. Based on comprehensive analysis, the material topics for 2025 are categorized as follows:

<p>Core Topics (high concern internally and externally, 9 items)</p> <p>Customer service and rights protection; production safety and occupational health; integrity and business ethics; information security and privacy protection; environmental compliance management; intellectual property protection; product safety and quality; innovation-driven development; serving national strategies.</p>	<p>Responsive Topics (high external concern, 5 items)</p> <p>Emergency and risk management; circular economy and green manufacturing; governance structure improvement; stakeholder communication; supply chain management.</p>
<p>Operational Topics (higher internal priority, 4 items)</p> <p>Waste disposal; pollutant emissions and control; compliance management; investor rights protection.</p>	<p>General Topics (relatively lower concern, 10 items)</p> <p>Water resource utilization; efficient energy use; economic performance and sustainable growth; employee rights and welfare; climate change response; employee training and career development; ecological protection and biodiversity; fair treatment of SMEs in the supply chain; technology ethics; rural revitalization and social welfare.</p>

The above nine core topics are the key disclosure focus of this report. Other topics are incorporated into relevant sections according to their level of importance, ensuring comprehensive responses to stakeholder concerns.



Rank	Topic	Rank	Topic	Rank	Topic	Rank	Topic
01	Customer service and rights protection	21	Employee rights and welfare	03	Integrity and business ethics	16	Stakeholder communication
02	Production safety and occupational health	23	Technology ethics	09	Serving national strategies	18	Investor rights protection
04	Information security and privacy protection	24	Employee training and career development	10	Emergency and risk management	19	Compliance management
06	Intellectual property protection	26	Supply chain management	12	Governance structure improvement	20	Economic performance and sustainable growth
07	Product safety and quality	27	Fair treatment of SMEs in the supply chain				
08	Innovation-driven development	28	Rural revitalization and social welfare				

Rank	Topic	Rank	Topic
05	Environmental compliance management	15	Efficient energy use
11	Waste disposal	17	Circular economy and green manufacturing
13	Water resource utilization	22	Climate change response
14	Pollutant emissions and control	25	Ecological protection and biodiversity

Contact Information

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Email: quickir@quick-global.com (ESG Working Group)

Chairman's Statement

The year 2025 marks an important milestone for QUICK in deepening its ESG strategy and advancing high-quality sustainable development. Against the backdrop of accelerated restructuring of the global intelligent equipment industry and ongoing green and low-carbon transformation, we remain committed to our corporate mission of “providing intelligent equipment solutions for precision electronic assembly and semiconductor packaging,” and integrate sustainability into every aspect of our operations to promote harmonious coexistence between the enterprise and society.

Advancing green transformation and strengthening the foundation for low-carbon development.

In 2025, we made substantial progress in building our carbon management system. The Company completed Scope 1 and Scope 2 greenhouse gas emissions accounting and actively advanced the quantification of Scope 3 emissions. The rooftop photovoltaic project was fully completed and connected to the grid in 2025, marking a significant breakthrough in renewable energy application. Meanwhile, we actively engaged with energy service providers and plan to deploy an energy and carbon management platform in 2026 to support more comprehensive carbon data disclosure and emissions management through digital means. We recognize that green transformation is a long-term endeavor requiring systematic planning and sustained efforts.

Focusing on innovation to lead industry technological advancement.

Innovation is the core driving force behind QUICK's sustainable development. In 2025, we continued to increase R&D investment, accelerating technological breakthroughs in semiconductor packaging equipment, focusing on key technologies for advanced packaging and promoting the localization of semiconductor packaging equipment. Meanwhile, we accelerated digital transformation, achieving standardized control of the entire production process through information systems, empowering high-quality development through technological innovation.

Strengthening governance responsibility and enhancing ESG management.

Sound governance is the foundation of sustainable development. In 2025, we further improved our ESG governance structure and integrated ESG requirements into daily operational decision-making. The ESG Working Group conducted specialized training to embed sustainability concepts across all functional departments, and we engaged professional institutions to conduct ESG management diagnostics, systematically identifying gaps and formulating improvement plans to ensure continuous enhancement of our ESG management system. This report is the Company's second ESG report and the first published under the title Sustainability Report. We will respond to stakeholder expectations with more standardized and transparent disclosures.

People-oriented approach to building a supportive workplace.

Employees are the Company's most valuable asset. In 2025, we further improved our compensation and benefits system and introduced an equity incentive plan to align employee interests with long-term corporate development. We continued to refine dual career development pathways, providing clear growth opportunities. The “QUICK Cup” National Electronic Manufacturing Industry Soldering Skills Competition continued to advance, and the Company provided ongoing training for vocational institutions nationwide, contributing to talent development and the promotion of craftsmanship in the industry.

Deepening supply chain collaboration to build a sustainable industrial ecosystem.

In supply chain management, we have established long-term partnerships with hundreds of suppliers, systematically embedding social responsibility requirements into supplier lifecycle management and promoting ESG improvements across the value chain. We adhere to fair treatment of SMEs, ensure timely and full payments, safeguard partners' legitimate rights and interests, and jointly build a stable and sustainable supply chain ecosystem based on integrity and cooperation.

Looking ahead to 2026 with determination and long-term vision.

At this new starting point, we will continue to deepen the implementation of our ESG strategy: environmentally, we will accelerate the deployment of the energy and carbon management platform, improve carbon accounting systems, and advance the formulation and implementation of emission reduction targets; socially, we will strengthen talent development and supply chain responsibility management, deepen industry-education integration, and cultivate more high-quality skilled professionals; in governance, we will address key improvement areas identified in ESG diagnostics and further enhance disclosure quality and management standardization.

QUICK will continue to work collaboratively with stakeholders in an open and pragmatic manner, contributing its expertise and strength to the sustainable development of the intelligent manufacturing industry.

Chairman: Jin Chun

April 2026

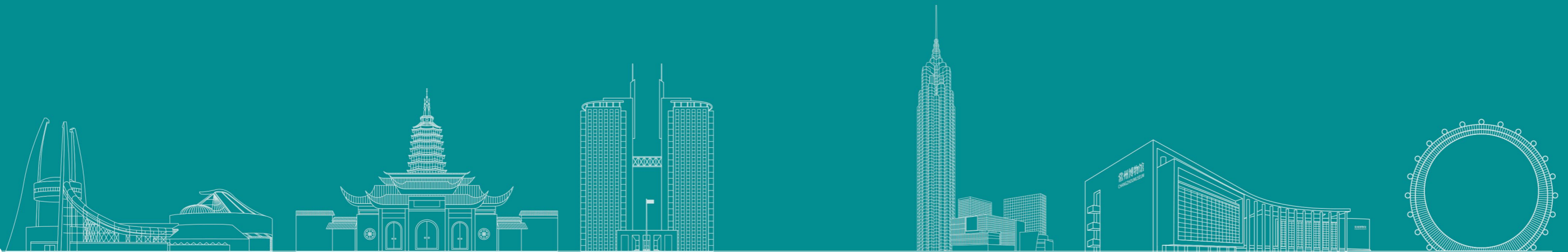
About QUICK

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Strategic Vision and Sustainability Philosophy

Key Annual Honors and Major Milestones



About QUICK

Company Overview

QUICK INTELLIGENT EQUIPMENT CO., LTD (stock code: 603203), founded in 1993, is a one-stop provider of intelligent equipment solutions, dedicated to delivering integrated equipment solutions for the fields of precision electronic assembly and semiconductor packaging. The Company is headquartered in Wujin High-tech Industrial Development Zone, Changzhou, Jiangsu Province, and has been recognized by the Ministry of Industry and Information Technology of China as a “Manufacturing Single Champion Enterprise”. It has also been awarded the title of a national-level “Specialized, Refined, Distinctive and Innovative ‘Little Giant’ Enterprise.”

Business Landscape and Product Portfolio

QUICK focuses on two core areas: precision electronic assembly and semiconductor packaging, forming a coordinated development structure of four major product lines. Its products are widely applied across industries including automotive electrification and intelligent driving, smart terminals and wearable devices, data centers and optical communications, and semiconductor packaging.

Precision Soldering Assembly Equipment

The Company has specialized in precision soldering technology for over 30 years, forming a comprehensive portfolio including soldering iron soldering, hot air soldering, laser soldering, high-frequency soldering, thermocompression bonding, and selective wave soldering. By integrating proprietary technologies such as motion control, software systems, vision algorithms, precision modules, and industrial robotics, the Company provides customers with soldering process and automation solutions.

Machine Vision Process Equipment

Leveraging self-developed vision algorithms as the core, the Company has developed an AOI product matrix covering areas such as SMT, smart terminals, AI servers, optical modules, and semiconductor packaging, offering solutions that extend from solder joint inspection to full-process PCB/FPC inspection and chip-level precision inspection.

Intelligent Manufacturing Integrated Equipment

By integrating precision soldering, machine vision, software systems, industrial robotics, and automation integration technologies, the Company provides one-stop intelligent manufacturing solutions for customers in sectors such as AI hardware, automotive electronics, medical electronics, data centers and optical communications.

Die Bonding and Packaging Equipment

Extending into the semiconductor packaging field based on shared soldering process technologies, the Company has independently developed advanced packaging TCB thermal compression bonding equipment, micro/nano metal sintering equipment, vacuum/formic acid reflow ovens, chip packaging AOI, high-speed high-precision die bonders, and other core equipment, providing equipment solutions for semiconductor advanced packaging, optical device micro-assembly, and automotive-grade silicon carbide chip packaging.

Strategic Vision and Sustainability Philosophy

Development Vision

To provide intelligent equipment solutions for precision electronic assembly and semiconductor packaging, and to become a globally leading supplier of high-end intelligent equipment.

Core Values

Create value for customers, pursue innovation, uphold integrity, assume responsibility, and grow together in unity.

Sustainability Philosophy

The Company integrates ESG principles into its core business strategy, with “green intelligent manufacturing, innovation-driven development, and shared responsibility” as the foundation of its sustainability approach. It firmly believes that long-term value creation requires coordinated progress in economic, environmental, and social dimensions, and promotes harmonious coexistence between the enterprise and society through responsible business practices.

Key Annual Honors and Major Milestones



01

Corporate Governance and Compliance Management

Governance System and Compliance Foundation

- Governance Structure and Board Functions
- ESG Governance Structure
- Compliance System
- Anti-corruption and Reporting Mechanism

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- Integrity Education and Compliance Training 35
- Investor Relations and Shareholder Returns 36



Corporate Governance and Compliance Management

QUICK adheres to sound governance as the cornerstone of sustainable corporate development. We strictly comply with the requirements of the “Company Law of the People's Republic of China”, the “Securities Law of the People's Republic of China”, the Shanghai Stock Exchange’s “Stock Listing Rules”, and other laws and regulations, continuously improving a modern corporate governance system centered on compliant operations, risk prevention and control, and transparent disclosure, laying a solid foundation for the Company’s long-term, sound development.

Governance System and Compliance Foundation

Governance Structure and Board Functions

QUICK has established a legal person governance structure with clear rights and responsibilities, standardized operations, and effective checks and balances, forming a three-tier governance framework with the general meeting of shareholders as the highest authority, the Board of Directors as the decision-making body, and the management as the executive body. In accordance with the requirements of the newly revised “Company Law”, the Company’s 2024 annual general meeting of shareholders approved the abolition of the supervisory board, integrating supervisory functions into the Audit Committee, further optimizing the governance structure and improving supervisory efficiency. The Board of Directors has established four special committees: the Strategy Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. Each special committee, in accordance with its scope of duties and rules of procedure, provides professional reviews on major matters such as the Company’s strategic planning, internal audit, nomination of directors and senior executives, and remuneration incentives, offering professional support for Board decisions.

Board Composition and Diversity

QUICK strictly complies with national laws, regulations, and regulatory requirements, establishing a legal person governance structure with clear rights and responsibilities, standardized operations, and effective checks and balances. The Company has formed a three-tier governance framework with the general meeting of shareholders as the highest authority, the Board of Directors as the decision-making body, and the management as the executive body. The rights and responsibilities at each level are clearly defined, and decision-making procedures are standardized.

In accordance with the requirements of the newly revised “Company Law”, the Company’s 2024 annual general meeting of shareholders approved the abolition of the supervisory board, integrating supervisory functions into the Audit Committee, further optimizing the governance structure and improving supervisory efficiency. The Audit Committee fully assumes the supervisory duties of the former supervisory board, supervising the authenticity of the Company’s financial information, the effectiveness of internal controls, and the performance of directors and senior executives.

As of December 31, 2025, the Board of Directors consisted of 6 directors, including 1 executive director and 5 non-executive directors. The Board’s composition complies with regulatory requirements and corporate governance best practices, with the specific composition as follows:

Independent Directors

2, representing 33.33%, meeting the regulatory requirement that independent directors account for no less than one-third of the Board;

Female Director

1, representing 16.67%, reflecting the Company’s ongoing practice in gender diversity;

Employee Representative Director

1, democratically elected by the Company’s employees through the employee representative congress, safeguarding employees’ right to participate in corporate governance.

The professional backgrounds of the Board members cover technology, finance, law, management, and other fields, forming a decision-making team with complementary knowledge and experience. In 2025, the Company successfully completed the Board re-election. The six newly elected directors all possess extensive industry experience and professional competence, ensuring the efficient operation and scientific decision-making of the Board.

Establishment and Operation of Special Committees

The Board of Directors of QUICK has established four special committees: the Audit Committee, the Strategy Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. Each special committee, in accordance with its scope of duties and rules of procedure, provides professional reviews on major matters such as the Company’s strategic planning, internal audit, nomination of directors and senior executives, and remuneration incentives, offering professional support for Board decisions. The operation of each committee in 2025 is as follows:

Audit Committee

Held 5 meetings in 2025 with a 100% attendance rate. The committee is responsible for reviewing the Company’s financial information and its disclosure, supervising and evaluating internal and external audit work and internal controls, and exercising the powers of the supervisory board as stipulated in the “Company Law”. The Audit Committee consists of 3 directors, including 2 independent directors, with the convener being an independent director who is an accounting professional.

Nomination Committee

Held 2 meetings in 2025 with a 100% attendance rate. The committee is responsible for formulating the selection criteria and procedures for directors and senior management, and for selecting and reviewing candidates and their qualifications.

Remuneration and Appraisal Committee

Held 3 meetings in 2025 with a 100% attendance rate. The committee is responsible for formulating appraisal standards for directors and senior management and conducting appraisals, as well as formulating and reviewing remuneration policies and plans.

Strategy Committee

Held 3 meetings in 2025 with a 100% attendance rate. The committee is responsible for formulating appraisal standards for directors and senior management and conducting appraisals, as well as formulating and reviewing remuneration policies and plans.

Director Performance and Evaluation

In 2025, QUICK held 6 Board meetings, with an overall average attendance rate of 100%. All directors, with a sense of responsibility to the Company and all shareholders, carefully reviewed various proposals, actively participated in discussions, and exercised their voting rights independently, objectively, and prudently.

Independent directors strictly followed regulatory requirements, diligently performed their duties, issued independent opinions on major matters such as related-party transactions, external guarantees, executive compensation, and internal controls, effectively safeguarding the legitimate rights and interests of the Company and minority shareholders. The Company provides full support for independent directors to perform their duties, regularly organizing site visits and providing necessary information and materials for decision-making in a timely manner. The Board has established an annual performance evaluation mechanism to comprehensively assess directors’ attendance, performance, independence, etc., ensuring the effectiveness of Board operations.

ESG Governance Structure

QUICK has established a three-tier ESG governance structure with clear responsibilities and efficient operation, covering the decision-making level, the executive level, and the collaborative level, ensuring that ESG concepts are fully integrated into corporate strategy and daily operations.

Decision-making Level: Board of Directors and Management

The Board of Directors of QUICK is the highest decision-making body for ESG management, responsible for coordinating and supervising the Group's ESG-related affairs and formulating ESG management policies and strategic plans. The Board authorizes the Strategy Committee under it to perform ESG governance duties at the decision-making level, specifically responsible for identifying and assessing the ESG risks (including climate risks) faced by the Group, ensuring the establishment and continuous improvement of an effective ESG risk management and internal monitoring system; formulating ESG-related medium- and long-term goals, regularly reviewing progress towards goals, and reporting completion status to the Board.

In 2025, the Company further strengthened the integration of ESG with business strategy. Under the authorization of the Board, the relevant ESG committee meets regularly, focusing on reviewing major ESG risk assessment results, reviewing policy implementation effectiveness, and monitoring progress towards ESG goals. At the same time, to strengthen accountability mechanisms, the Company has incorporated ESG indicators, including climate-related performance, into the annual appraisal scope of relevant management and business units, ensuring the implementation of ESG responsibilities at all levels and driving overall governance efficiency.

Executive Level: ESG Working Group

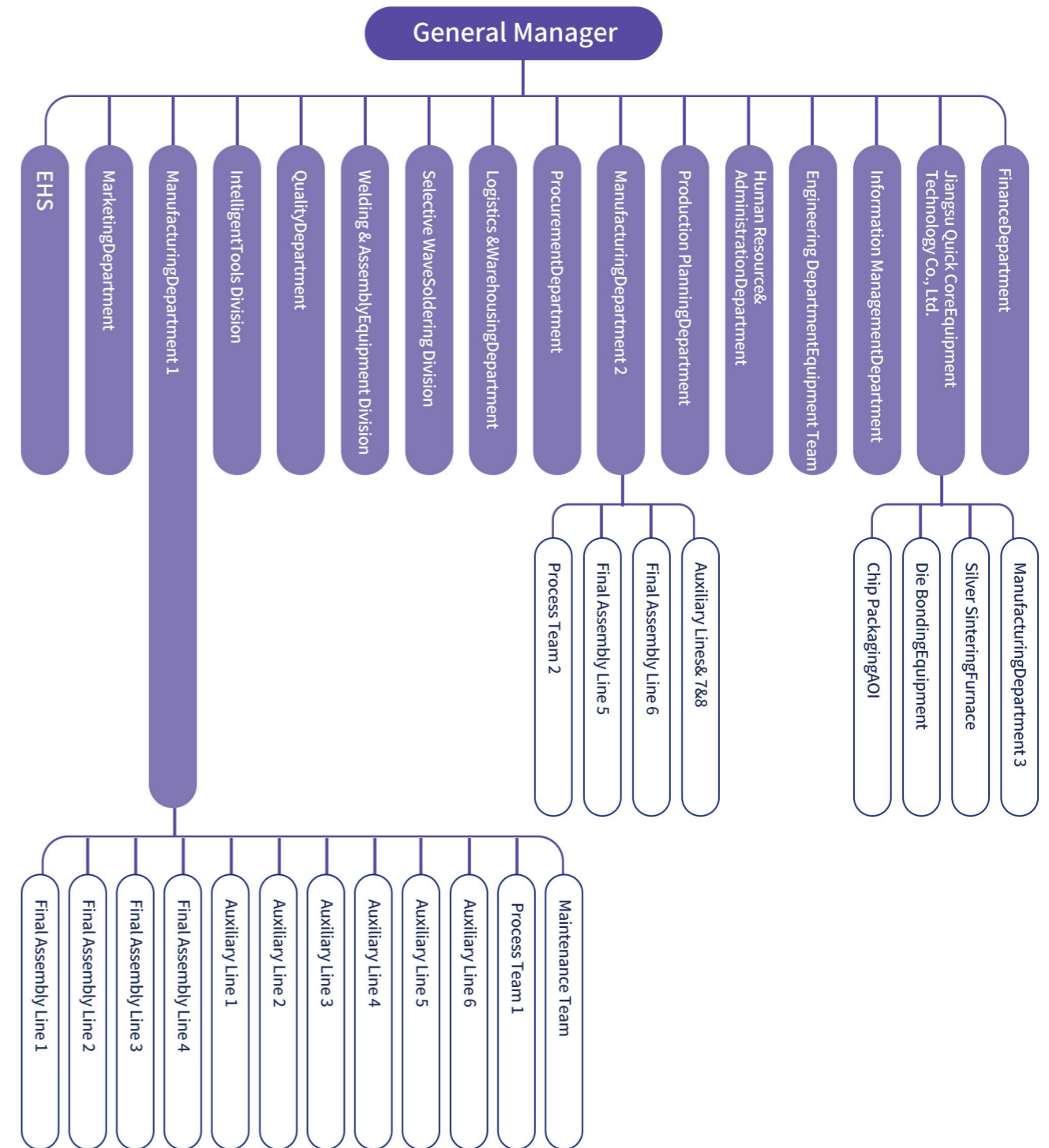
The ESG Working Group is the standing executive and coordination body for ESG management at QUICK, responsible for promoting the implementation of decisions made by the decision-making level. The Working Group consists of core members from relevant functional departments, dedicated to coordinating the collection and organization of information on environmental management, social responsibility fulfillment, corporate governance optimization, ESG risk management, and other work.

In 2025, the main responsibilities of the ESG Working Group included: coordinating and promoting the implementation and execution of all ESG-related work by the Group's functional departments; following up on ESG data collection and initiatives by various departments and subsidiaries; and penetrating the sustainability culture into daily operations through internal training and publicity. For example, in 2025, the Working Group led the promotion of the "Green Office" initiative and a series of ESG awareness trainings, continuously advancing the improvement of the Company's ESG practice system.

Collaborative Level: Functional Departments and Business

Each functional department and business unit of QUICK has designated an ESG contact person, serving as a key node at the collaborative level, responsible for the specific management of special sustainability issues and the collection of related data. ESG contacts in each business unit strictly carry out related business in accordance with the Group's ESG management system and processes, responsible for specifically implementing relevant policies within their business unit, managing issues, and ensuring accurate data reporting, forming a Group-wide linked ESG management network.

Through the above three-tier "decision-making → executive → collaborative" synergy mechanism, the Company has established a closed-loop management mechanism of "strategy guidance → process control → effectiveness evaluation → continuous improvement", laying a solid foundation for achieving high-quality sustainable development.



Compliance System

QUICK has established a compliance management system covering all employees and the entire process, forming a compliance management organizational structure led by the Board of Directors, with management taking responsibility, the legal department taking the lead, business departments cooperating, and all employees participating. The Legal Department, as the department in charge of compliance management, is responsible for daily work such as compliance system construction, compliance risk identification, compliance review and supervision, and compliance training and promotion. Each business department and subsidiary has designated compliance officers responsible for compliance management within their respective departments and units, forming a horizontal-to-edge, vertical-to-bottom compliance management network.

The Company has established a comprehensive compliance management system framework covering all aspects of operation and management. In 2025, in response to the latest regulatory requirements and business development needs, the Company formulated and revised 26 compliance management systems, including the “Compliance Management Measures”, “Public Opinion Management System”, “Information Disclosure Management Measures”, “Insider Information Registration System”, “Related Party Transaction Decision-making System”, “External Guarantee System”, “Foreign Investment Management Measures”, “Fundraising Management and Usage System”, “Internal Audit System”, and “Internal Accountability System”, achieving full coverage of major business areas and key risk control points such as investment and mergers, related-party transactions, information disclosure, intellectual property, data security, and anti-commercial bribery.

The Company has established a full-process compliance risk prevention and control mechanism encompassing pre-event prevention, in-event control, and post-event supervision. For major decisions, important contract signing, foreign investments, and other matters, compliance review procedures are strictly implemented, with the Legal Department issuing compliance opinions. Regular compliance risk investigations are conducted to promptly identify and assess compliance risks. Identified compliance issues are promptly rectified, and relevant systems and processes are improved by drawing lessons from each case.

Anti-corruption and Reporting Mechanism

Anti-corruption Policies and Systems

QUICK has formulated a “zero-tolerance” anti-corruption policy and established a comprehensive business ethics system, including the “Employee Code of Conduct”, “Integrity Employment Management Measures”, “Related Party Transaction Decision-making System”, “Management System for Regulating Fund Transactions with Related Parties”, and “Internal Accountability System”, clarifying business ethics standards and codes of conduct, covering anti-corruption, anti-commercial bribery, anti-monopoly, anti-money laundering, conflict of interest prevention, fair competition, and all other aspects.

The Company has established a strict conflict of interest prevention mechanism, requiring employees to proactively report situations that may lead to conflicts of interest, such as external part-time jobs, related investments, and family relationships; it explicitly prohibits employees from forming direct business relationships or supervisory relationships with relatives in risk-sensitive positions such as finance, procurement, and sales; for unavoidable conflicts of interest, measures such as job adjustment and business recusal are taken for management.

In terms of business entertainment and gift management, the Company has formulated clear business entertainment specifications and gift management systems, strictly prohibiting any form of commercial bribery. The Company undertakes not to make political donations and to eliminate any improper political contributions to any political party, organization, or individual under any pretext.

Reporting Protection and Supervision Mechanism

QUICK has established multi-channel reporting mechanisms to encourage employees and external parties to report violations of business ethics. The Company has established a comprehensive reporting channel system, specifically including:

Reporting Hotline	A dedicated reporting hotline has been established to accept real-name or anonymous reports from internal and external personnel
Reporting Email	A dedicated reporting email address has been opened to facilitate written reports
Correspondence Reception	A correspondence reception point has been set up at the Company’s office premises to accept in-person reports and feedback

The Company fully protects the legitimate rights and interests of whistleblowers, explicitly allowing anonymous reporting and adopting appropriate technical measures to ensure the feasibility and security of anonymous reporting. For anonymous reports, as long as the content is clear and the clues are specific, the Company will also carefully verify and handle them.

The Company publicizes reporting channels and methods to all employees and external stakeholders through various channels such as internal bulletin boards, corporate WeChat public accounts, and employee handbooks, ensuring the awareness and accessibility of reporting channels.

The Company encourages employees to report under their real names and provides priority processing and result feedback for those who do so. Appropriate rewards are given for verified real-name reports. A comprehensive whistleblower protection system has also been established, explicitly prohibiting any form of retaliation against whistleblowers.

Anti-Retaliation Policy

The Company has formulated a clear anti-retaliation policy, strictly prohibiting any unit or individual from retaliating against whistleblowers through demotion, salary reduction, job transfer, dismissal, threats, harassment, or other means. Those who retaliate will be severely punished according to the Internal Accountability System and other regulations, and those whose actions constitute crimes will be pursued for legal liability in accordance with the law.

Whistleblower Identity Confidentiality Mechanism

The Company has established a strict whistleblower identity confidentiality mechanism, keeping whistleblowers’ personal information and report content strictly confidential. Specific measures include: report information is received and handled by designated personnel, with the scope of knowledge strictly controlled; report materials are managed by designated personnel and stored in special files, accessible only with authorization; during investigations, technical measures are taken to desensitize the whistleblower’s identity; and it is strictly forbidden to disclose the whistleblower’s identity information to the reported person or other unrelated personnel.

The Company continuously improves its whistleblower protection system and strictly enforces it. During the reporting period, there were no incidents of retaliation against whistleblowers, and the whistleblower protection system was effectively implemented.

Reporting Case Handling Process

QUICK has established a standardized, closed-loop process for handling reporting cases, ensuring that each report is handled promptly, fairly, and effectively.

The reporting case handling process covers the following five steps:

Case Acceptance

After receiving report information through reporting channels, the designated department registers and conducts preliminary screening within a specified timeframe to determine whether the report content falls within the scope of acceptance and is verifiable.

Classification and Assessment

Report cases are classified and assessed based on the nature, severity, amount involved, and other factors to determine the investigation priority and method.

Investigation and Verification

An investigation team with independence carries out the investigation, objectively and fairly ascertaining the facts by reviewing materials, interviewing relevant personnel, conducting on-site verification, etc.

Disposition Decision

Based on the investigation conclusions and the Company's relevant system provisions, a decision is made. For verified violations, measures such as criticism and education, internal notification, financial penalties, termination of labor contracts, etc., are taken depending on the severity. Those suspected of illegal activities are transferred to judicial authorities for handling according to law.

Result Feedback

After handling is completed, feedback is promptly provided to whistleblowers who reported under their real names. If they disagree with the handling result, they may apply for a review.



Governance Strategy and Development Orientation

Integrating ESG into Corporate Development Strategy

QUICK incorporates sustainable development concepts into its overall development strategy framework, taking ESG factors as important considerations supporting long-term value creation, and systematically assessing the potential impact of environmental, social and governance-related factors on the Company's operations during the strategy formulation process.

At the strategic level, the Company focuses on key issues such as climate change, resource utilization efficiency, supply chain stability, employee development, and corporate governance effectiveness, incorporating them into medium- and long-term development plans. By proactively identifying related opportunities and challenges, the Company enhances its resilience to adapt to changes in the external environment.

At the same time, while advancing business development, the Company focuses on exploring sustainable development opportunities in areas such as technological innovation, green manufacturing, and intelligent upgrading, promoting business structure optimization and value creation capability enhancement. In this process, the Company also continuously monitors the potential impact of ESG-related risks on operations, achieving coordination between development quality and risk control by strengthening strategic assessment and dynamic adjustment mechanisms.

Compliance-Oriented Business Decision-Making Mechanism

QUICK adheres to making compliance requirements a key prerequisite for business decisions, integrating lawful and compliant operations throughout all business activities. In major operational decisions, important investment arrangements, and key business advancements, the Company always bases itself on laws, regulations, and regulatory requirements, ensuring that all decisions are implemented on a compliant premise.

During strategy execution, the Company fully recognizes the potential impact of compliance risks on operational stability and reputation. By strengthening the compliance-oriented decision-making philosophy, it effectively prevents risks arising from system deficiencies or implementation deviations. At the same time, the Company views compliance capability as an integral part of its core competitiveness, continuously improving the compliance system to enhance risk identification and response capabilities in business expansion.

On this basis, the Company actively seizes development opportunities brought by the continuously improving regulatory environment, enhancing market trust and capital market image through standardized operations, creating a favorable external environment for the Company's long-term development.

Integrating ESG into Corporate Development Strategy

QUICK has always regarded honest operation and integrity in employment as important cornerstones of sustainable corporate development, establishing a business ethics management system covering all employees and all business processes. By formulating comprehensive system norms, establishing effective supervision mechanisms, and cultivating an honest corporate culture, the Company has created a clean and up-right operating environment.

The Company fully recognizes the impact of business ethics risks on sustainable development, focusing on preventing issues such as commercial bribery and conflicts of interest as long-term priorities. By continuously strengthening integrity awareness and codes of conduct, it guides all employees to adhere to bottom-line thinking in business activities.

At the same time, the Company views integrity culture as an important lever for enhancing internal governance capabilities. By creating a fair and just internal environment, it enhances organizational cohesion and execution, providing stable support for the achievement of strategic goals.

Information Disclosure and Investor Communication Orientation

QUICK adheres to information disclosure as a core lever, continuously improving governance transparency, and regards truthful, accurate, and complete information disclosure as an important foundation for safeguarding investor rights and enhancing the Company's market image. At the strategic development level, the Company views a standardized information disclosure mechanism as an important bridge connecting the enterprise with the capital market.

At the system and mechanism level, the Company has established a standardized, transparent, and efficient information disclosure management system, ensuring that investors receive timely, accurate, and complete information, effectively protecting investors' right to know and other legitimate rights and interests. The Company has formed a relatively comprehensive information disclosure system, including the Information Disclosure Management Measures, Major Information Internal Reporting System, Insider Information Informant Registration Management System, Information Disclosure Postponement and Exemption Business Management System, Annual Report Information Disclosure Major Error Accountability System, etc., constructing a closed-loop management mechanism covering information collection, review, disclosure, and feedback, systematically standardizing the principles, content, procedures, and responsibilities of information disclosure.

In terms of duty allocation, the Board Secretary, as the direct responsible person for information disclosure, is responsible for organizing and coordinating information disclosure affairs; the Board Office, as the daily executing department, undertakes information collection, collation, review, and publication; each department and subsidiary designates information officers responsible for promptly reporting major information that may affect stock prices; the Chairman, as the first responsible person for information disclosure, bears ultimate responsibility for the authenticity, accuracy, and completeness of information disclosure.

Regarding major information management, the Company has established an internal reporting mechanism, clearly defining the identification criteria, reporting process, and time requirements for major information. For information that should be disclosed according to system provisions but has not yet been disclosed, the Company's directors, Board, senior management, and responsible persons of various departments and subsidiaries must promptly report to the Board and relevant functional departments when the relevant matter is resolved, an intention document is signed, or the matter is known. At the same time, the Company implements an insider information informant registration management system, truthfully recording informants and their times of knowledge during information reporting, transmission, compilation, review, and disclosure, forming complete files for internal verification and regulatory inspection.

In terms of specific implementation effectiveness, in 2025, the Company carried out information disclosure work in strict accordance with statutory disclosure requirements and voluntary disclosure principles. During the reporting period, 36 information disclosure announcements were published, covering major matters such as general meeting resolutions, Board resolutions, related-party transactions, foreign investments, and share repurchases. All announcements were disclosed through designated media within the prescribed time. During the reporting period, the Company had no information disclosure violations, received no regulatory criticisms or penalties, and maintained a good information disclosure regulatory rating. The Company will continue to optimize information disclosure processes, strengthen professional team building, and continuously improve the quality and transparency of information disclosure.

Facing changes in the capital market environment, the Company fully considers the market risks that information asymmetry may bring, continuously improving information disclosure strategies and communication mechanisms to enhance investor understanding and trust in the Company's operating conditions and development prospects. At the same time, the Company has built a multi-level, all-round investor relations management system, actively building bridges for communication with investors to enhance their understanding and trust in the Company.

Furthermore, the Company actively seizes opportunities brought by the standardized development of the capital market, enhancing its recognition and influence in the capital market by improving information transparency and communication efficiency, laying the foundation for future financing capability enhancement and long-term value realization.

Risk Prevention and Governance Response Mechanism

Comprehensive Risk Management System

QUICK has established a comprehensive risk management system covering strategic, operational, financial, compliance, and ESG-related risks. Through systematic risk identification, assessment, response, and monitoring mechanisms, it effectively prevents and mitigates various risks. The Company incorporates environmental, social, and governance factors into its enterprise-wide risk management (ERM) system, establishing a forward-looking risk assessment mechanism. By integrating the industry experience of internal professional teams and referencing domestic and international ESG rating standards and best practices, the Company systematically identifies and assesses ESG-related risks, continuously enhancing risk prevention capability and resilient development capacity.

Risk Identification and Assessment Framework

QUICK has established a comprehensive risk management system covering strategic, operational, financial, compliance, and ESG-related risks. Through systematic risk identification, assessment, response, and monitoring mechanisms, it effectively prevents and mitigates various risks.



In terms of risk classification, the Company divides risks into five major categories: strategic risk, operational risk, financial risk, compliance risk, and ESG-related risk. Risk identification work is allocated to each business unit, which systematically identifies potential risks using methods such as brainstorming, risk list sorting, and expert interviews, combined with industry trends, changes in policies and regulations, and internal operational conditions. The Company uses a combination of qualitative and quantitative analysis methods to conduct comprehensive risk assessments from the dimensions of probability of occurrence and degree of impact, formulating corresponding risk response strategies and control measures.

In terms of ESG risk management, the Company incorporates environmental, social, and governance factors into its enterprise-wide risk management (ERM) system, particularly focusing on climate risks (including physical and transition risks) as key areas for identification. In 2025, the Company systematically identified key climate risks including the impact of extreme weather on manufacturing bases (physical risk) and the impact of carbon taxes and carbon market expansion on cost structure (transition risk), and formulated corresponding control measures.

Major Risk Response Situation

In 2025, QUICK strengthened the identification and response to emerging and major risks:

Public Opinion Risk Response

In response to public opinion risk, the Company formulated the Public Opinion Management System, establishing a rapid response and emergency handling mechanism. It clarified four handling principles: “rapid response, swift action” ; “coordinated publicity, sincere communication” ; “bravely face, proactively assume responsibility” ; “systematic operation, maintain image” . These ensure the Company can effectively respond to various public opinion challenges, promptly and properly handling the impact of various public opinions on stock prices, commercial reputation, and normal production and operation activities.

Digital Transformation and Information Security Risk Response

In response to digital transformation risks, the Company established an information security management team to strengthen network security protection and data protection. The Company has obtained ISO 27001:2022 Information Security Management System certification (Registration No.: 01225IS0469R0M, valid until July 7, 2028), with the certification scope covering the design, production, and after-sales service of precision welding assembly equipment, machine vision equipment, intelligent manufacturing complete equipment, and semiconductor die bonding and packaging equipment.

Supply Chain Risk Response

The Company has established a supplier diversification strategy and risk diversification mechanism. As of the end of 2025, the Company’s supplier system covers Jiangsu, Zhejiang, Shanghai, and other regions. While fully leveraging the industrial cluster advantages of the Yangtze River Delta, it achieves supply chain diversification, reducing regional concentration risks. For key materials, the Company has established a backup supplier development mechanism to ensure supply chain stability and continuity.

Technological Iteration Risk Response

The Company continuously increases R&D investment, maintaining a leading position in R&D intensity within the industry in 2025. In the semiconductor packaging equipment field, the Company focuses on complete sets of power semiconductor packaging equipment and high-end packaging equipment for advanced packaging, breaking through related “bottleneck” technologies, reducing market risks brought by technological iteration through technological innovation.

Internal Control Mechanism and Supervision System

QUICK, in accordance with the requirements of the Basic Standards for Enterprise Internal Control and its supporting guidelines, has established a comprehensive internal control system covering all aspects and key links of the Company’s operation and management.

Three Lines of Defense Mechanism

The Company has established a three-tier internal control management mechanism of “business unit self-inspection, internal control department review, audit department supervision” :

First Line of Defense – Business Units

The Company has established a three-tier internal control management mechanism of “business unit self-inspection, internal control department review, audit department supervision” :

Second Line of Defense – Internal Control Management Department

Responsible for internal control system construction, risk assessment, and supervision and inspection.

Third Line of Defense – Internal Audit Department

As an independent supervision and evaluation body, ensures the effective operation of the internal control system. The internal audit body is responsible to the Board of Directors and receives supervision and guidance from the Audit Committee.

Information Technology Support

The Company has achieved standardization and automated control of business processes through information systems such as ERP, OA, MES, PDM, WMS, CRM, and SCM, enabling process traceability, risk warning, and real-time monitoring. Especially in key business areas such as procurement, sales, and funds, internal control requirements such as segregation of incompatible duties, authorization and approval control, and accounting system control are achieved through system control.

Internal Control Evaluation

In 2025, the Company organized a comprehensive internal control self-assessment. The evaluation scope covered the Company and its consolidated subsidiaries. The evaluation content included the five elements of internal environment, risk assessment, control activities, information and communication, and internal supervision, as well as major business processes such as fund activities, procurement operations, asset management, sales operations, research and development, engineering projects, guarantee operations, financial reporting, comprehensive budgeting, contract management, and information systems. The Company’s engaged accounting firm will audit the Company’s 2025 internal control and issue an audit report.

Internal Audit Supervision Mechanism

Internal Audit Plan and Coverage

QUICK implements an internal audit system, having established an independent internal audit department staffed with full-time auditors commensurate with its audit tasks. The internal audit department is responsible to the Board of Directors and receives supervision and guidance from the Audit Committee in supervising and inspecting the Company's business activities, risk management, internal controls, and financial information.

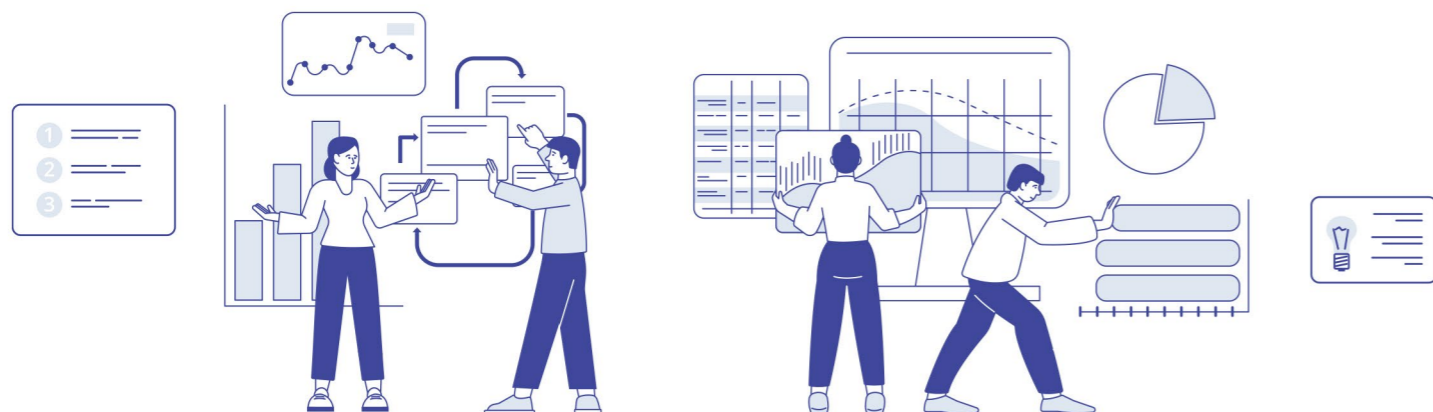
The Company has formulated the Internal Audit System, clarifying the leadership structure, responsibilities, authority, staffing, funding guarantees, audit result utilization, and accountability for internal audit work. The internal audit department holds a meeting with the Audit Committee quarterly to report on internal audit work and identified issues, and submits an internal audit work report to the Audit Committee at least annually. The audit scope covers the Company and its consolidated subsidiaries, as well as associates that have a significant impact on the Company. Audit content includes financial reports, performance forecasts, performance express reports, and forecasted financial information.

Significant Audit Findings

In 2025, the internal audit department of QUICK carried out various audit tasks according to the annual audit plan, covering major business processes such as fund activities, procurement operations, asset management, sales operations, research and development, engineering projects, guarantee operations, financial reporting, comprehensive budgeting, contract management, and information systems. During the audit process, the internal audit department paid attention to and checked for possible fraudulent activities, assisting in establishing and improving anti-fraud mechanisms. During the reporting period, the internal audit found no major internal control deficiencies or major risk matters.

Corrective Action Closed-Loop Management

QUICK has established a sound closed-loop management mechanism for audit corrections. For issues identified during internal audits, the internal audit department urges relevant responsible departments to formulate corrective measures and timelines, and conducts subsequent reviews of internal controls to monitor the implementation of corrective measures. If major deficiencies or major risks in internal controls are found, they are promptly reported to the Audit Committee. Through the closed-loop management of "problem identification → corrective implementation → follow-up review → effectiveness evaluation", it ensures that all audit findings are effectively corrected.



Governance Effectiveness Evaluation and Compliance Improvement Pathways

Compliance in Key Areas

Anti-Monopoly and Anti-Unfair Competition

QUICK strictly complies with laws and regulations such as the Anti-Monopoly Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China, adhering to the principle of fair competition and opposing any form of unfair competition. The Company undertakes not to engage in unfair competition practices such as commercial defamation, false advertising, infringement of trade secrets, and commercial bribery. It respects the legitimate rights and interests of competitors and participates in market competition through legitimate means such as technological innovation, quality improvement, and service optimization.

Intellectual Property Protection

The Company attaches great importance to intellectual property protection, considering it an important component of its core competitiveness. It has established a comprehensive intellectual property management system covering the creation, application, protection, and management of various types of intellectual property, including patents, trademarks, copyrights, and trade secrets. The Company actively carries out intellectual property risk prevention and control, promptly identifying and mitigating potential risks through patent search analysis, competitor monitoring, and freedom-to-operate (FTO) investigations. The Company requires all suppliers to sign a Declaration of Non-Infringement of Third-Party Intellectual Property Rights, solemnly undertaking that the products, software, services, and trademarks they provide are owned by them or that they have legal usage rights.

Violation Event Statistics and Corrective Actions

The Company's products are sold to multiple countries and regions. The Company strictly complies with the laws and regulations of major export markets, ensuring products meet international certification standards such as CE and RoHS. Export materials are required to comply with relevant certifications and bear exclusive labels, ensuring the compliance of products throughout their lifecycle.



Violation Event Statistics and Corrective Actions

In 2025, QUICK strictly complied with all laws and regulations, maintaining a good compliance record. During the reporting period, there were no violations and no reports related to business ethics were received.

Key Performance	
Number of administrative penalty cases	0
Information disclosure violations or regulatory inquiries	0
Number of major ongoing lawsuits	0
Administrative penalties due to product quality issues	0
Number of reported cases	0

Although no violations occurred during the reporting period, the Company continues to improve its compliance management system. Main measures include:

Continuous Improvement of Systems

Revised 26 compliance management systems in 2025, further refining compliance requirements in various business areas, especially strengthening system norms in related-party transactions, external guarantees, information disclosure, and insider information management.

Strengthening the Three Lines of Defense

Continuously improving the three-tier internal control management mechanism of “business unit self-inspection, internal control department review, audit department supervision” to ensure the effective operation of the internal control system.

Continuous Promotion of Compliance Culture

Regularly disseminating compliance concepts through internal bulletin boards, corporate WeChat public accounts, and other channels, promoting the integration of compliance culture into corporate culture, making compliant operation a conscious action for all employees.

Ensuring Unblocked Reporting Channels

Continuously maintaining unblocked reporting channels to ensure that once a report is received, the handling process can be initiated immediately, achieving “every report gets a response, every matter is addressed”. Continuously maintaining unblocked reporting channels to ensure that once a report is received, the handling process can be initiated immediately, achieving “every report gets a response, every matter is addressed”.

Through the continuous improvement of the above compliance operation and internal audit systems, the Company continuously consolidates its standardized operation foundation, providing strong support for high-quality sustainable development.

Integrity Education and Compliance Training

QUICK attaches great importance to the construction of an integrity culture, strengthening integrity education and publicity through various forms. In 2025, the Company continued to promote the integration of integrity culture into daily operations, organizing all directors and senior management to study regulatory documents issued by supervisory authorities, conducting in-depth study and self-inspection of typical cases of listed company violations, and strengthening the compliance awareness of management.

In terms of anti-corruption compliance training, anti-corruption training in 2025 covered directors, senior management, middle management, and general employees. Through activities such as “Integrity Culture Month”, including integrity commitment signing and anti-corruption knowledge competitions, the Company promoted the integration of “honest employment” into corporate culture. The Company conducted in-depth analysis and study of typical cases, enabling all employees to deeply understand that integrity is not only a corporate obligation but also the cornerstone of sustainable development.

In terms of supplier integrity management, the Company requires all suppliers, distributors, agents, and other business partners to sign an Integrity Cooperation Agreement, clarifying the integrity responsibilities and obligations of both parties in business activities. The agreement stipulates that in the event of commercial bribery or other corrupt behavior, the Company has the right to immediately terminate the cooperative relationship and pursue legal liability. Supplier access requires credit record checks, compliance qualification reviews, and preliminary ESG assessments. Transaction prices are determined based on market conditions and cost accounting, eliminating price fraud and discriminatory pricing.

In 2025, the Company’s integrity construction achieved good results. The Company continuously monitors the risks of commercial bribery and corruption, embedding anti-corruption requirements into business processes and internal control systems. Through normalized supervision and review of key positions and links, overall integrity risk remains under control. During the reporting period, the Company had no corruption or bribery-related incidents, no bribery incidents, and no reports related to business ethics. Through continuous improvement of system frameworks, strengthened training and education, and strict supervision and management, the Company maintains a good integrity record, fully demonstrating the effectiveness of the Company’s integrity culture construction and the conscious compliance of all employees with integrity standards.

Key Performance Indicator	Data
Percentage of directors who received anti-bribery and anti-corruption training	66.66%
Percentage of management personnel who received anti-bribery and anti-corruption training	90.00%
Percentage of employees who received anti-bribery and anti-corruption training	62.58%
Number of corruption/bribery cases	0件

The Company will continue to improve anti-corruption and integrity culture construction, further strengthening system implementation and supervision mechanisms to ensure the Company always develops healthily on an honest and clean track.

Investor Relations and Shareholder Returns

In 2025, QUICK actively carried out various forms of investor communication activities:

General Meeting of Shareholders

☑Held one annual general meeting, approving 18 proposals including the Board work report, financial final report, profit distribution plan, and system revisions, with 100% shareholder attendance and proposal approval rates. The meeting combined on-site and online voting, fully safeguarding the participation and voting rights of minority shareholders.

Performance Briefings

Held quarterly performance briefings via the Shanghai Stock Exchange's "Roadshow China" platform, a total of 4 sessions throughout the year, providing investors with in-depth interpretation of operating data and strategic plans.

Investor Site Visit Reception

Received 122 institutional investor site visits throughout the year, allowing investors to directly experience the Company's business strength and ESG practice effectiveness.

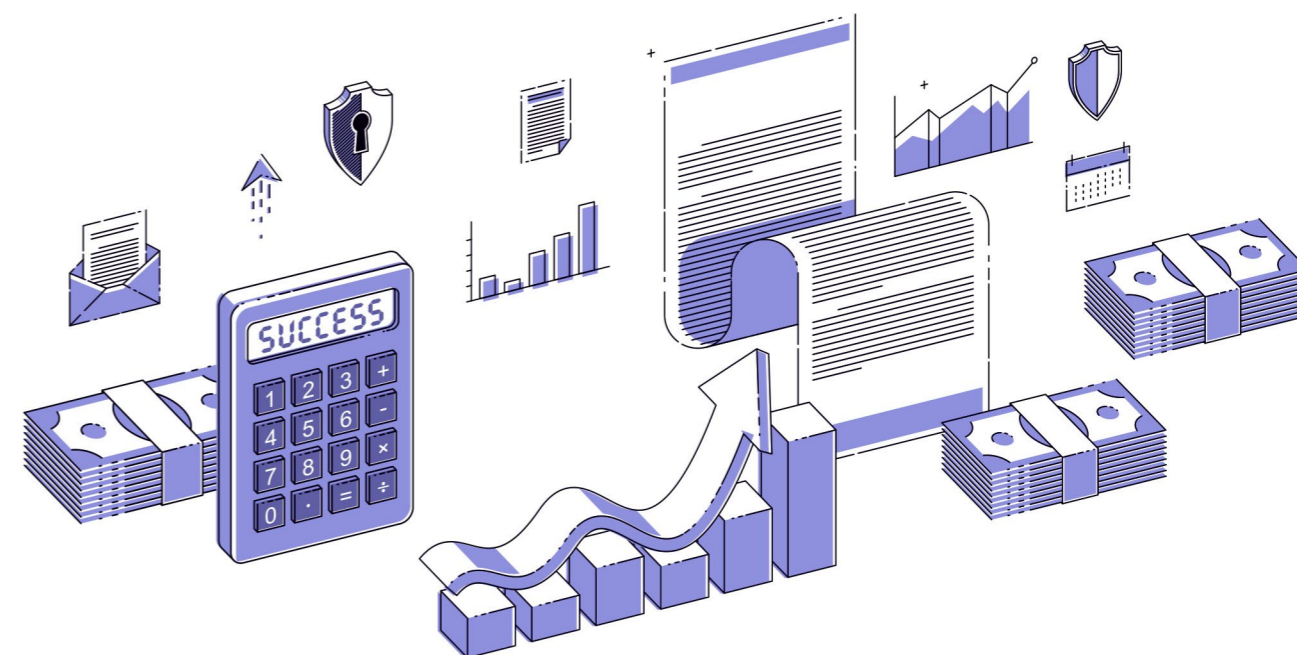
E-Interaction Platform

Relying on the Shanghai Stock Exchange's "E-Interaction" platform, the Company responded to 66 investor questions in 2025, with a 100% timely response rate, effectively addressing market concerns through efficient communication.

The Company continuously values shareholder returns, having formulated the "Shareholder Return Plan for the Next Three Years (2025-2027)", clarifying the cash dividend policy to ensure reasonable returns for shareholders. In 2025, the Company distributed a cash dividend of RMB 6.50 (pre-tax) per 10 shares to shareholders, with a total cash dividend amount of RMB 161,319,700. The cash dividend as a percentage of net profit reached 76.02%, fully demonstrating the Company's excellent profitability and high regard for shareholders.

Key Performance Indicators

Number of information disclosure announcements	36
Information disclosure violations	0
Number of general meetings held	1
Number of performance briefings held	4
Number of institutional investor site visits	122
Number of E-Interaction responses	66
E-Interaction timely response rate	100%
Dividend per share	RMB 0.65/share
Total cash dividend	RMB 161,319,700
Cash dividend as % of net profit	76.02%



02

Environmental Protection and Green Development

Environmental Governance Structure and Supervision Mechanism

- Environmental Management Organizational Structure
- Environmental Management System and Certification
- Environmental Supervision and Compliance Review

Environmental Risk and Opportunity Assessment

- Environmental Risk Identification and Assessment
- Identification of Climate Opportunities

环境战略与绿色运营实践

- Greenhouse Gas Management
- Energy Conservation and Carbon Reduction Practices
- Circular Economy and Green Manufacturing
- Green Packaging and Low-Carbon Logistics
- Biodiversity and Regional Ecological Protection
- Waste and Emissions Management
- Environmental Emergency Response Capacity Building

Environmental Performance Targets and Tracking

- Environmental Performance Data for 2025
- Emission Reduction Targets and Pathways



Environmental Protection and Green Development

QUICK deeply practices the ecological civilization concept that “lucid waters and lush mountains are invaluable assets”, deeply integrating environmental protection and green development into corporate strategy and daily operations. The Company actively responds to the national “dual carbon” strategy, regards addressing climate change as one of the core tasks of environmental management, fully identifies climate-related risks and opportunities in production and operation, and integrates them into corporate governance, strategic planning, and daily operations, contributing to the achievement of sustainable development goals.

Environmental Governance Structure and Supervision Mechanism

Environmental Management Organizational Structure

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

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

Through regular environmental risk assessments, the Company identified major environmental risk points such as exhaust emissions, wastewater treatment, hazardous waste, and chemical leaks, and developed corresponding control measures. The Emergency Response Plan for Sudden Environmental Incidents has been filed with the local environmental protection department, equipped with complete emergency supplies and equipment, and regular emergency drills have been organized.

Environmental Management System and Certification

Management System Certification

The Company has obtained ISO14001:2015 environmental management system certification, with the certification scope covering the design, production, and after-sales service of soldering stations, desoldering stations, static eliminators, smoke filtration systems, temperature testers, automatic soldering and dispensing robots, selective wave soldering equipment, silver sintering furnaces, die bonding equipment, and chip packaging AOI equipment. The certificate is valid until July 28, 2027. The Company strictly carries out daily environmental management in accordance with the requirements of the environmental management system, regularly accepts third-party supervision audits, and ensures the continuous effective operation of the system.

Practice Highlights

In advancing ESG management, in 2025 the Company engaged an independent professional institution to conduct a comprehensive diagnostic assessment of its ESG management practices. A dedicated diagnostic report was produced, systematically identifying gaps and deficiencies in the existing management framework and information disclosure, and clarifying key areas for improvement. Based on the findings of the report, the ESG Working Group has formulated a phased action plan and will, in 2026, prioritize remediation of the identified weak areas, with the aim of continuously enhancing the standardization and completeness of the Company's ESG management system.

Environmental Protection Investment and System Construction

The Company has established a comprehensive environmental management system, formulating system documents such as the Environmental Quality Manual, Environmental Factor Identification and Evaluation Procedure, Environmental Compliance Evaluation Procedure, Emergency Preparedness and Response Control Procedure, and Environmental Monitoring Management System, clarifying the division of responsibilities and work processes for environmental management. The Company continuously increases environmental protection investment. In 2025, environmental capital expenditure was RMB [78,900] and environmental operating expenditure was RMB [627,560]. Annual environmental expenditure covers multiple aspects such as operation and maintenance of waste gas treatment facilities, operation of wastewater treatment systems, compliant disposal of hazardous waste, environmental monitoring and testing, and renovation and upgrading of environmental protection facilities, ensuring the effective implementation of all environmental protection work.

Practice Highlights

In strengthening ESG capacity building, in 2025 the Company's ESG Working Group organized two company-wide ESG training sessions. The training covered fundamental ESG concepts, the sustainability reporting requirements of the Shanghai Stock Exchange, materiality assessment methodologies, and key management points across various ESG topics. These initiatives effectively enhanced employees' ESG awareness and strengthened the professional capabilities of the management team. The Company has incorporated ESG training into its annual routine management framework, with a clear commitment to conduct no fewer than two dedicated training sessions each year, thereby continuously improving the organization's overall capacity for sustainable development management.

Environmental Compliance Certification

The Company has obtained a pollutant discharge permit and strictly carries out production and operation activities in accordance with the emission concentrations, total emissions, and management requirements specified in the permit. The Company regularly conducts environmental compliance evaluations and entrusts third-party testing institutions to comprehensively monitor waste gas, wastewater, noise, etc. During the reporting period, the Company had no environmental administrative penalties, no rectification orders or negative media coverage, and maintained a good environmental performance rating.



1.3 Environmental Supervision and Compliance Review

The Company conducts regular environmental risk assessments, identifies major environmental risk points such as exhaust emissions, wastewater treatment, hazardous waste, and chemical leaks, and formulates corresponding control measures. The Emergency Response Plan for Sudden Environmental Incidents has been filed with the local environmental protection department, equipped with complete emergency supplies and equipment, and regular emergency drills are organized.

Environmental Risk and Opportunity Assessment

Environmental Risk Identification and Assessment

Referring to the framework of the International Financial Reporting Sustainability Disclosure Standard 2 – Climate-related Disclosures (IFRS S2) issued by the International Sustainability Standards Board (ISSB), and taking into account its own business characteristics, the Company has strengthened climate management from four aspects: governance, strategy, risk management, metrics and targets, systematically identifying and managing climate-related risks and opportunities.

Physical Risk Assessment

The Company has systematically assessed the extreme climate risks faced by its manufacturing bases. The Company’s main production base is located in Changzhou City, Jiangsu Province. The main climate risks faced by this region include:

Risk Type	Risk Description	Potential Impact	Time Horizon	Response Measures
Flood Risk	Heavy rain and typhoons may cause water-logging, potentially leading to factory flooding and equipment damage	Damage to precision equipment, production interruption, losses from order default	Short to medium term	Upgrade flood control and drainage facilities in the plant; add protective measures in precision equipment areas
High Temperature Risk	Frequent extreme high temperatures in summer, potentially causing equipment overheating and reduced process stability	Increased equipment failure rate, higher energy consumption for workshop temperature control, employee health risks	Short to medium term	Install intelligent temperature control systems in workshops; adjust production schedules during high-temperature periods
Typhoon Risk	Strong typhoons may damage factory buildings and rooftop photovoltaic facilities	Increased facility maintenance costs, power supply interruption	Short term	Enhance building wind resistance; establish a meteorological early warning emergency response mechanism

Transition Risk Assessment

The Company has systematically identified the principal policy and market risks associated with its low-carbon transition. From a regulatory perspective, as China’s national carbon market is expected to expand progressively, the inclusion of the Company’s industry within the regulatory scope may lead to increased carbon compliance costs, which could exert pressure on profitability. Meanwhile, environmental regulations continue to tighten, with increasingly stringent requirements on pollutant emissions and energy consumption, necessitating ongoing investment in environmental protection facilities to ensure compliance. From a market and customer perspective, downstream clients are placing growing emphasis on suppliers’ carbon management performance. Certain leading customers have begun requiring suppliers to disclose product carbon footprint data or to enter into green supply chain agreements. Failure to meet such requirements may result in potential order loss. In addition, the rapid advancement of low-carbon technologies introduces risks of technological obsolescence; if the Company is unable to keep pace with industry-leading energy-saving and carbon-reduction technologies, it may face a competitive disadvantage. In response to the above risks, the Company has established a dedicated carbon management team to monitor policy developments on a regular basis, plans to engage third-party institutions to conduct greenhouse gas inventories, and is actively advancing energy efficiency and carbon reduction technology upgrades, thereby continuously enhancing its low-carbon competitiveness.

Identification of Climate Opportunities

Market Growth Opportunities in Green Intelligent Manufacturing

The Company actively captures incremental market opportunities arising from the low-carbon transition and has established a clear strategic presence in green industries such as new energy vehicles, energy storage, and semiconductor packaging. In the new energy vehicle sector, with the continued advancement of electrification and intelligentization, the Company’s selective liquid cooling soldering equipment has successfully entered the production lines of leading enterprises such as BYD and Inovance. Its precision laser welding solutions for LiDAR have achieved mass delivery to Hesai Technology, while demand in high-voltage fast charging and ADAS applications continues to expand. In the energy storage sector, benefiting from capacity expansion of photovoltaic and wind power supporting inverters, as well as IGBT and SiC power devices, the Company has developed integrated solutions comprising high-speed and high-precision die bonding machines, vacuum soldering furnaces, formic acid soldering furnaces, and die bonding AOI systems, and has secured orders from leading customers such as Inovance, CRRC, and Chengdu Advanced Power Semiconductor. In the semiconductor packaging sector, driven by the surge in AI demand, the acceleration of advanced packaging technologies and domestic substitution has created a significant market opportunity with import substitution potential reaching tens of billions in scale.

Differentiation Opportunities in Low-Carbon Products

The Company’s self-developed low-energy-consumption soldering equipment has established a significant differentiated competitive advantage in the market. In the fields of high-frequency induction heating and laser soldering, the Company’s products adopt advanced technologies characterized by concentrated energy, small heat-affected zones, and rapid heating, which substantially reduce ineffective heat dissipation and directly lower electricity consumption in customers’ production processes. In selective wave soldering and reflow soldering, the Company’s equipment utilizes precise localized heating technology, avoiding the energy waste associated with traditional full-board processing methods, thereby achieving significantly lower energy consumption compared to conventional wave soldering equipment. In precision dispensing and coating, the Company’s equipment achieves the minimum necessary material usage through high-precision fluid control, significantly reducing material loss. As material production itself is a major source of carbon emissions, material savings indirectly contribute to carbon reduction for customers. In the high-speed and high-precision die bonding machine segment, the Company reduces energy consumption per unit of output by improving overall efficiency.

In addition, the Company continuously optimizes process parameters and intelligent control systems to automatically match optimal temperature and time parameters, minimizing energy consumption while ensuring welding quality. By improving first-pass yield rates, the Company also reduces additional energy consumption caused by rework. Focusing on multiple application sectors—including automotive electrification and intelligent driving, smart terminals and wearable devices, AI servers, and semiconductor packaging—the Company continues to innovate and provide professional green solutions to customers, promoting the coordinated advancement of industrial digitalization, intelligentization, and green transformation.



Environmental Strategy and Green Operations Practices

Greenhouse Gas Management

The Company attaches great importance to greenhouse gas (GHG) emissions management. It has established a GHG emissions accounting system in accordance with the ISO 14064-1:2018 standard. The Company's GHG emissions accounting covers all emission sources under its operational control within the scope of its facilities.

Practice Highlights

In terms of greenhouse gas management, the Company has completed the accounting of Scope 1 and Scope 2 GHG emissions and is actively advancing the quantification of Scope 3 emissions. To further enhance the accuracy and systematic management of carbon data, in 2025 the Company actively engaged with energy service providers to conduct research and solution validation regarding system selection, data interface standards, and implementation pathways for an energy and carbon management platform. The Company plans to officially deploy the platform in 2026, leveraging digital tools to achieve real-time data collection, automated accounting, and multi-dimensional analysis of energy consumption and carbon emissions, thereby laying a data foundation for comprehensive Scope 3 disclosure.

Energy Conservation and Carbon Reduction Practices

Factory Energy Efficiency Improvement and Energy-Saving Upgrades

The Company continuously advances factory energy efficiency improvement by reducing energy consumption through process innovation, equipment upgrades, and management optimization. In terms of process innovation, the Company actively adopts advanced technologies such as high-frequency induction heating and laser welding to replace traditional welding processes. These technologies, characterized by concentrated energy, small heat-affected zones, and rapid heating, effectively reduce ineffective heat dissipation.

In terms of equipment upgrades, the Company continuously promotes energy-saving retrofits to improve the energy utilization efficiency of production equipment. In terms of management optimization, the Company has deployed an energy management information system to enable real-time monitoring and data analysis of energy consumption, allowing timely identification of abnormalities and implementation of corrective measures. In addition, through intelligent optimization of process parameters, the Company automatically matches optimal production parameters to reduce energy consumption per unit of product while ensuring product quality, and reduces additional energy consumption caused by rework by improving first-pass yield rates.

Low-Carbon Product R&D and Application

The Company continues to increase investment in low-carbon product R&D, supporting downstream customers in achieving energy-saving and emission-reduction targets through technological innovation. The Company's low-energy-consumption soldering equipment has established a differentiated competitive advantage in the market, mainly including the following categories: high-frequency induction heating and laser welding equipment adopt advanced technologies with concentrated energy and small heat-affected zones, effectively reducing electricity consumption in customers' production processes; selective wave soldering and reflow soldering equipment utilize precise localized heating technology to avoid energy waste associated with traditional full-board processing; precision dispensing and coating equipment achieve the minimum necessary material usage through high-precision fluid control—given that material production itself is a significant source of carbon emissions, material savings indirectly contribute to carbon reduction for customers; high-speed and high-precision die bonding machines achieve lower energy consumption per unit of output by improving overall equipment efficiency.

Focusing on multiple application sectors—including automotive electrification and intelligent driving, smart terminals and wearable devices, AI servers, and semiconductor packaging—the Company continuously provides customers with green and intelligent solutions.

Circular Economy and Green Manufacturing

Conservation and Substitution of Raw and Auxiliary Materials

The Company systematically advances the conservation of raw and auxiliary materials across three stages: design and R&D, procurement and warehousing, and production and manufacturing. At the design and R&D stage, the Company utilizes tools such as CAE for structural simulation and lightweight design, optimizing the usage of key raw materials such as steel and aluminum while ensuring equipment rigidity and precision, thereby reducing material demand at the source. Meanwhile, the Company promotes standardized and modular design of components to enhance interchangeability and reduce special material losses and obsolete inventory arising from customization.

At the procurement and warehousing stage, the Company has established collaborative relationships with core suppliers and implements just-in-time or demand-based procurement based on production plans, thereby reducing inventory capital occupation and the risk of material expiration. Through ERP and WMS systems, the Company strictly implements a “first-in, first-out” management approach to ensure materials are used within their optimal shelf life, avoiding waste caused by performance degradation of materials such as flux and solder.

At the production and manufacturing stage, the Company adopts high-performance dispensing and solder spraying equipment to achieve micro-level precision control and eliminate excessive usage. Through experimentation, optimal process parameters are determined to minimize material consumption while ensuring welding quality. All product designs strictly comply with environmental regulations such as RoHS, and environmentally compliant raw materials are selected to control hazardous substances at the source.

Recycling and Reuse of Waste Materials

The Company has established a comprehensive waste recycling management system. Metal scraps generated during production (such as copper bar machining offcuts) are strictly sorted, centrally stored, and fully recycled by original manufacturers for resource regeneration and re-smelting into raw materials. For precious metal-containing waste such as solder dross and used silver wire generated during production, the Company entrusts professional entities or original manufacturers for recovery, thereby achieving a closed-loop resource cycle. The Company implements classified waste management to ensure that all waste is recycled or disposed of through compliant channels, strictly preventing illegal dumping and environmental pollution.

Product Lifecycle Management

The Company integrates sustainable development principles throughout the entire product lifecycle. At the design stage, simulation optimization and lightweight design are applied to reduce energy consumption and material usage during product operation, while the Company's low-energy-consumption soldering equipment helps downstream customers achieve energy-saving and emission-reduction targets.

At the service stage, the Company provides equipment trade-in services. Recovered used equipment undergoes comprehensive disassembly, inspection, replacement of worn parts, and performance upgrades before being reintroduced into customer operations. For equipment that cannot be re-manufactured as a whole, core modules with residual value (such as high-precision motion platforms, vision systems, and controllers) are dismantled and reused as spare parts for after-sales services or downgraded for training and demonstration purposes. The Company also extends the technical lifecycle of in-service equipment through remote diagnostics and software upgrades, thereby reducing physical waste at the source.

Green Packaging and Low-Carbon Logistics

Promotion of Green Packaging Materials

The Company continuously optimizes product packaging design to reduce the original usage of packaging materials while ensuring transportation safety. Lightweight and high-strength alternative materials are adopted, and biodegradable or easily recyclable fillers (such as honeycomb paper-board) are gradually used to replace non-degradable materials such as foam plastics. The Company implements strict controls on packaging material usage to ensure compliance with regulations on excessive packaging and continues to promote packaging reduction initiatives.

Low-Carbon Logistics and Transportation

The Company improves logistics efficiency and reduces carbon emissions during transportation by optimizing transport routes and integrating transportation resources. Priority is given to geographically proximate suppliers, leveraging the advantages of the Yangtze River Delta industrial cluster to reduce transportation distances. The Company actively promotes low-carbon logistics practices and prioritizes the use of new energy logistics vehicles where conditions permit. It has also initiated carbon emissions accounting for logistics activities and is gradually establishing a carbon emissions data system for the logistics segment.

Biodiversity and Regional Ecological Protection

Ecological Assessment of Production Bases

The Company's production base is located in the Wujin High-tech Industrial Development Zone, Changzhou City, Jiangsu Province, within an industrial park, and does not involve ecologically sensitive areas such as ecological protection redlines or nature reserves. The Company regularly assesses the potential environmental impacts of its operations on surrounding areas and ensures that wastewater, exhaust gas, and noise emissions comply with applicable standards through stringent environmental management measures, thereby minimizing impacts on the surrounding ecological environment.

Greening and Ecological Restoration

The Company attaches great importance to on-site greening and continuously promotes landscaping and ecological improvement within its premises. A variety of vegetation has been planted within the facility, maintaining a high level of green coverage. Through a rainwater collection system, rainwater is reused for fire water replenishment and landscape irrigation, achieving circular utilization of water resources. The Company actively participates in regional ecological protection initiatives, fulfilling its environmental responsibilities and contributing to the development of a "Beautiful China."

Waste and Emissions Management

Classified Management of Solid Waste

The Company implements classified management of solid waste, with general industrial solid waste and hazardous waste being collected and stored separately in accordance with regulatory requirements. Temporary storage facilities for hazardous waste are equipped with anti-corrosion, anti-seepage, windproof, and rainproof measures, along with appropriate warning signage. The Company has established a comprehensive hazardous waste management ledger, strictly implements the hazardous waste transfer manifest system, and entrusts qualified disposal entities to carry out compliant treatment.

Exhaust Gas Collection and Treatment

The Company adopts classified collection and treatment measures for exhaust gases generated from different production processes. Multiple exhaust gas treatment facilities have been installed, incorporating technologies such as scrubbing, adsorption, and filtration to ensure emissions comply with national and local standards. Environmentally friendly raw and auxiliary materials are prioritized to reduce exhaust gas generation at the source. All treatment facilities are operated and maintained in accordance with standards, with regular replacement of consumables such as activated carbon to ensure treatment efficiency.

Environmental Emergency Response Capacity Building

The Company has formulated contingency plans for environmental emergencies and filed them with the ecological and environmental authorities, and is equipped with comprehensive emergency materials and equipment. Regular environmental emergency drills are conducted, including scenarios such as chemical leakage response. Through such drills, the effectiveness of contingency plans is continuously evaluated and optimized. During the reporting period, the Company did not experience any environmental emergencies and was not subject to administrative penalties from environmental authorities.

Practice Highlights

☑ In 2025, the Company organized an environmental emergency drill simulating a chemical leakage incident. The drill simulated a hydrochloric acid leakage scenario at the pre-treatment station of Auxiliary Line 5 spraying workshop. Led by the EHS Department, participants included personnel from the Auxiliary Line 5 spraying workshop and warehouse management. Prior to the drill, contingency plans and safety protection training were conducted to clarify roles and responsibilities. During the drill, measures such as containment, covering, and cleaning were implemented to prevent pollutants from entering the rainwater drainage system, and hazardous waste was handled in a standardized manner. The drill achieved favorable results, with effective emergency measures. Participants demonstrated proficiency in response procedures, were able to respond rapidly and control environmental impacts, thereby further enhancing employees' emergency response capabilities and verifying the practicality and operability of the contingency plan.



应急演练前组织部门进行工作部署



▲ 化学品泄漏后, 员工用黄沙进行封堵



▲ 化学品泄漏后, 员工用黄沙覆盖



员工对泄漏点地面进行清扫等应急处理



▲ 清理完地面泄漏物后, 再次用抹布擦拭地面上的残留



▲ 泄漏后的化学品及黄沙的混合物, 妥善存放至危险废物库房

Environmental Performance Targets and Tracking

Environmental Performance Data for 2025

Carbon Emission Intensity Indicators

The Company continuously tracks carbon reduction performance through carbon emission intensity indicators. Carbon emission intensity is primarily measured from two dimensions: carbon emissions per unit of output value and carbon emissions per unit of product. By conducting comparative analysis with historical data, the Company evaluates the progress and effectiveness of its carbon reduction efforts. Carbon emission intensity indicators have been incorporated into the environmental management performance assessment system, with regular monitoring and analysis of emission intensity trends to provide data support for the formulation of emission reduction strategies.

Indicator Type	Unit	2025
Scope 1: Direct Emissions	tCO _{2e}	297.38
Scope 2: Indirect Emissions	tCO _{2e}	2339.73
Total	tCO _{2e}	2637.11

Total Energy Consumption and Structure

The Company has established an energy management system and conducts real-time monitoring and data analysis of energy consumption, including electricity and natural gas, through an energy management information system. The Company continuously promotes optimization of its energy structure and increases the proportion of renewable energy usage.

Indicator Type	Unit	2025
Coal	MWh	0
Natural Gas	MWh	543.60
Diesel	MWh	33.57
Gasoline	MWh	687.11
Purchased Electricity	MWh	4360.28
Total	MWh	5624.56

Green Power Procurement and Photovoltaic Application

In terms of green power procurement, the Company has entered into green electricity procurement agreements with power supply enterprises and is gradually expanding the scale of green electricity usage. In terms of distributed photovoltaic power generation, the Company has completed the construction of rooftop photovoltaic projects with a total installed capacity of 2,400 kW. The project was implemented in two phases, with Phase I at 1,600 kW and Phase II at 800 kW, and was fully completed and connected to the grid in December 2025. The commissioning of the photovoltaic projects will effectively reduce the Company's reliance on conventional electricity and reduce greenhouse gas emissions.

Indicator Type	Unit	2025
Total Renewable Energy Consumption	kWh	1982880
Proportion of Renewable Energy in Total Electricity Consumption	%	31.26%

Water Resource Utilization and Conservation

The Company attaches great importance to water resource management and has incorporated water conservation targets into its sustainable development strategy. Major water usage includes equipment testing cooling water, production process water (such as cooling for vacuum heating equipment, degreasing, and cleaning), as well as plant cleaning and domestic water use. The Company has implemented multiple water-saving measures: in terms of technical hardware, closed-loop water chillers are equipped for high-temperature vacuum tempering furnaces to enable recycling of cooling water, with a reuse rate exceeding 90%; in certain applicable scenarios, air-cooling technology is used to replace water cooling; evaporation technology is applied to recover condensate for reuse in daily production water; and water-saving fixtures are installed at all domestic water points.

In terms of management optimization, the Company has installed water meters for major water-using units to enable real-time monitoring and data analysis, regularly conducts water balance testing and pipeline leakage inspections, and provides employee training on water conservation awareness, incorporating water-saving practices into daily management standards. During the product R&D stage, the Company also emphasizes energy- and water-saving design of equipment to reduce water footprint from a full lifecycle perspective. The Company's production base is located in Changzhou City, Jiangsu Province, which is not a water-stressed region.

Indicator Type	Unit	2025
Total Water Consumption	t	31934

The Company implements classified collection and differentiated treatment of wastewater. Comprehensive wastewater is treated through the on-site integrated wastewater treatment system and then discharged to municipal wastewater treatment plants; nitrogen- and phosphorus-containing wastewater and heavy metal-containing production wastewater are treated through a zero-discharge treatment system and fully reused in production processes, achieving zero discharge. Wastewater treatment facilities are constructed and operated in compliance with applicable standards, and discharge quality meets national and local regulatory requirements. The Company has implemented rainwater and wastewater separation, with collected rainwater used to replenish fire water tanks, achieving efficient utilization of water resources.

Indicator Type	Unit	2025
Industrial Wastewater Discharge	t	240
Domestic Sewage Discharge	t	29700
Total Wastewater Discharge	t	29940
Wastewater Compliance Rate	%	100%

Waste Management and Pollution Prevention

The Company implements classified management of solid waste. General industrial solid waste and hazardous waste are collected and stored separately in accordance with regulations. Temporary storage facilities for hazardous waste are equipped with anti-corrosion, anti-seepage, windproof, and rainproof measures, along with warning signage. The Company has established a comprehensive hazardous waste management ledger, strictly implements the hazardous waste transfer manifest system, and entrusts qualified disposal entities for compliant treatment.

Indicator Type	单位	2025
General Industrial Solid Waste Generated	t	43.5
Domestic Waste Generated	t	156.75
Total General Solid Waste Generated	t	200.25
Hazardous Solid Waste Generated	t	69.404

The Company adopts classified collection and treatment measures for exhaust gases generated from different production processes. Multiple exhaust gas treatment facilities have been established, incorporating processes such as scrubbing, adsorption, and filtration to ensure emissions comply with national and local standards. Environmentally friendly raw and auxiliary materials are prioritized to reduce emissions at the source. All exhaust gas treatment facilities are operated and maintained in accordance with standards, with regular replacement of consumables such as activated carbon to ensure treatment efficiency.

Indicator Type	Unit	2025
Particulate Emissions	t	0.25288
Nitrogen Oxides (NOx) Emissions	t	0
Sulfide Emissions	t	0.11008
Volatile Organic Compounds (VOCs) Emissions	t	0.29185
Tin and Its Compounds Emissions	t	0.00014

Practice Highlights

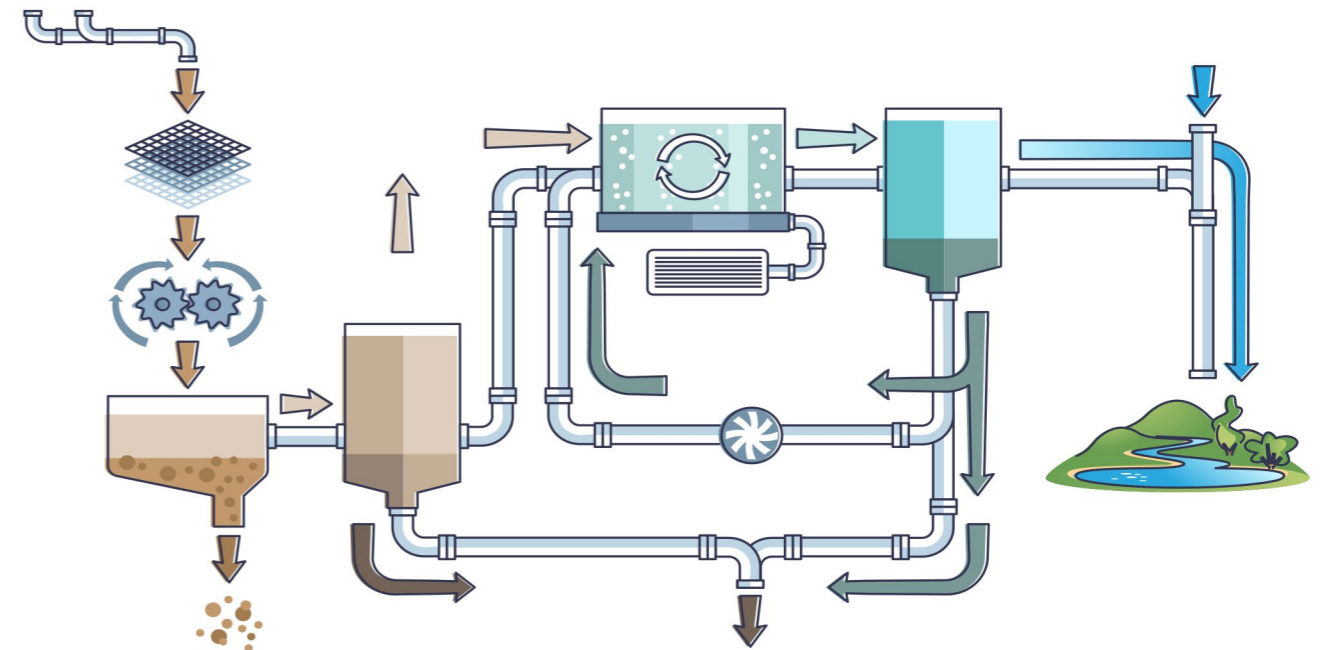
☑ Relevant certificates of certain waste disposal contractors.



Emission Reduction Targets and Pathways

The Company actively responds to the national “dual carbon” goals and has initiated the formulation of carbon peaking and carbon neutrality targets. In terms of emission reduction pathway planning, the Company will advance carbon reduction initiatives across multiple dimensions, including energy efficiency improvement, green electricity substitution, process optimization, and carbon sinks.

In terms of energy efficiency improvement, the Company will continuously enhance energy utilization efficiency through production process optimization, equipment upgrades, and the establishment of energy management systems. In terms of green electricity substitution, the Company will actively promote green power procurement and the construction of distributed photovoltaic projects to increase the proportion of renewable energy usage. In terms of process optimization, the Company will reduce energy consumption and carbon emissions in production processes through technological innovation and process improvements. In terms of carbon sinks, the Company will continue to advance on-site greening initiatives to enhance ecological carbon sequestration capacity. The Company will, in accordance with relevant national policies and industry emission reduction pathways and in combination with its own operational conditions, formulate scientific and quantifiable carbon emission reduction targets and implementation plans.



03

Product Quality and Safety

Quality Governance Structure and Supervision Mechanism

- Allocation of Quality Management Responsibilities
- Professional Capability Assurance
- Quality Supervision Mechanism

Risk and Opportunity Assessment

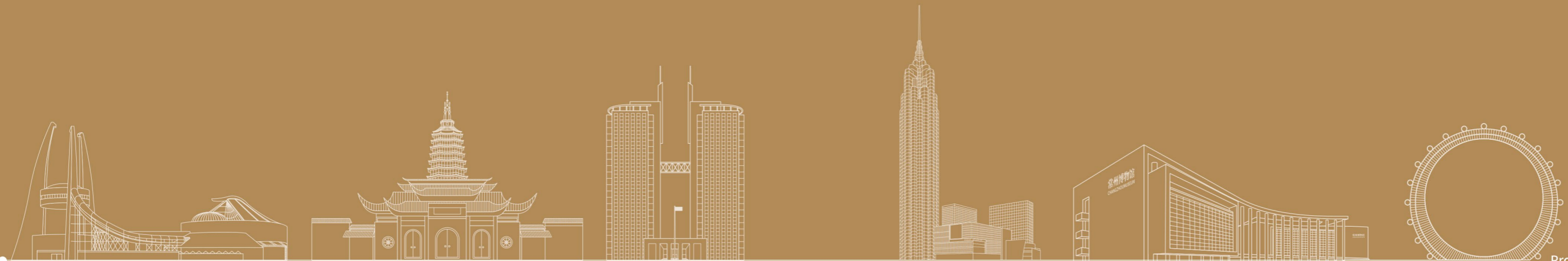
Full-Process Quality Risk Management

- Lifecycle Quality Control
- Product Safety and Recall Management
- Product Compliance and Hazardous Substance Control

Product Quality Target Setting and Performance Tracking

Quality Management System Development and Customer Service Assurance

- Quality Management Certification and Industry Standards
- After-Sales Service and Complaint Handling
- Customer Privacy and Information Security
- Technology Ethics and AI Governance



Product Quality and Safety

QUICK strictly complies with the Product Quality Law of the People's Republic of China, the Standardization Law of the People's Republic of China, as well as relevant laws, regulations, and industry standards. The Company has established a quality management system covering the entire product lifecycle and, through systematic quality control measures and safety assurance mechanisms, ensures stable and reliable product quality, providing customers with safe and efficient intelligent equipment solutions.

Quality Governance Structure and Supervision Mechanism

Product quality is the lifeline of an intelligent equipment enterprise. QUICK incorporates product quality management into its overall ESG governance structure. The decision-making level oversees quality strategy, the management level coordinates cross-departmental quality work, and the execution level implements full-process quality control, forming a clear and vertically integrated quality governance system. By defining the centralized management responsibilities of the Quality Department, strengthening the professional capabilities of the quality team, and establishing multi-level information reporting and supervision mechanisms, the Company ensures the effective implementation of quality management requirements across all business segments.

Allocation of Quality Management Responsibilities

QUICK has established a centralized quality management function, undertaking core responsibilities at the execution level within the three-tier ESG governance structure, including:

- Responsible for the establishment, operation, and continuous improvement of the ISO 9001 quality management system
- Coordinating full-chain quality control, including incoming inspection, in-process inspection, and outgoing inspection
- Managing the closed-loop handling process for customer complaints, organizing root cause analysis and corrective and preventive actions
- Implementing SPC statistical process control and engineering change management
- Coordinating internal and external quality audits and promoting annual management reviews

The person in charge of quality management reports directly to management, and major quality issues can be escalated directly to the decision-making level, ensuring timely and effective transmission of quality information.

Professional Capability Assurance

QUICK ensures the professional competence of its quality management team through various measures:

Assurance Method	Specific Measures
Training Enhancement	Regular training sessions on FMEA, SPC, MES system operations, defective product handling processes, etc.
Standards Participation	The Company has led or participated in the formulation of 8 national and industry standards, with the quality team deeply involved in standard development

Quality Supervision Mechanism

QUICK has established a comprehensive product quality supervision mechanism.

Mechanism Category	Specific Arrangements
Routine Monitoring	Real-time collection of production process quality data through the MES system, enabling online monitoring of key process parameters and early warning of abnormalities
Internal Audit	Annual ISO 9001 management review; regular internal quality system audits
External Audit	Annual surveillance audits / recertification audits by third-party certification bodies

Risk and Opportunity Assessment

Product quality at QUICK is directly related to customers' production efficiency and end-product safety. In response to industry trends such as the continuous upgrading of downstream customer quality standards, increasingly stringent international regulations on hazardous substances, and the acceleration of domestic substitution of semiconductor packaging equipment, the Company systematically identifies risks and opportunities in the field of product quality and incorporates them into strategic planning and resource allocation decisions, striving to strengthen its baseline through risk control and build differentiated competitive advantages by capturing opportunities.

Risk/Opportunity	Category	Factors	Potential Financial Impact	Impact Period	Value Chain Segment	Response Measures
Risk	Product Quality Defects	Design or manufacturing defects leading to production line shutdowns or product recalls at customer sites	Reduced revenue, increased compensation costs, damage to brand reputation	Short-term	R&D, Production, Sales	Full-process quality control (FMEA/MES/SPC); improved recall management system; establishment of rapid response mechanisms
Risk	Customer Standard Upgrades	Upgrading of supplier quality system requirements by downstream customers (e.g., IATF 16949)	Increased compliance costs; potential loss of orders if requirements are not met	Short- to medium-term	R&D, Production, Sales	Actively promote certification of automotive industry quality management systems
Risk	Customer Standard Upgrades	Increasingly stringent environmental regulations (e.g., RoHS revisions, REACH expansion), leading to non-compliance in products or supply chains	Export restrictions, risk of fines, increased procurement costs	Medium-term	Procurement, Production, Sales	100% RoHS compliance for new products; suppliers required to sign RoHS declarations; export materials comply with CE certification
Opportunity	Opportunity	Accumulation of brand reputation through high-quality products, enhancing pricing power	Sales premium, increased customer loyalty	Medium- to long-term	Sales	Continuous advancement of quality system construction; participation in industry standard development
Opportunity	Accelerated Domestic Substitution	Strong demand for localization of semiconductor packaging equipment, with high-quality domestic equipment gaining greater market share	Revenue growth, increased market share	Medium- to long-term	R&D, Sales	Focus on R&D of advanced packaging high-end equipment; strengthen product reliability verification

In 2025, the Company's product quality management system operated effectively. No product recall incidents occurred, and no administrative penalties related to product quality were imposed. Product quality-related risks did not have a material adverse impact on the Company's financial position, operating results, or cash flows for the period. The Company was recognized as an A-level enterprise for industrial product quality credit in Jiangsu Province, and the brand effect of quality continued to be realized, providing positive support for market competitiveness and order acquisition.

Full-Process Quality Risk Management

QUICK adheres to the quality management philosophy of “prevention first, controlled processes, and continuous improvement.” Focusing on five key stages—R&D design, procurement and incoming materials, production and manufacturing, inspection and delivery, and after-sales service—the Company has established a full-process, digitalized, and closed-loop quality risk management system. Leveraging digital tools such as the MES (Manufacturing Execution System) and SPC statistical process control, the Company achieves real-time data collection and intelligent early warning of quality data. Through mechanisms such as FMEA (Failure Mode and Effects Analysis), defective product classification and handling, product safety and recall management, and hazardous substance compliance management, quality risk control is embedded into every key node of the product lifecycle.

Lifecycle Quality Control

QUICK has established a quality risk identification and assessment mechanism covering the entire product lifecycle. During the R&D stage, FMEA tools are used to conduct systematic risk assessments of product design schemes, identifying potential failure modes and their impacts and formulating preventive measures. During the procurement stage, incoming materials from suppliers are inspected in accordance with the Defective Product Handling Procedure (QK-QA-B-2016-001) to identify material quality risks. During the production stage, the MES system collects real-time process data, and SPC methods are applied to monitor key process parameters and promptly identify abnormalities. During the delivery stage, sampling inspections are conducted in accordance with the national standard GB/T 2828.1 to ensure that 100% of products meet safety requirements before leaving the factory. During the after-sales stage, continuous identification of product quality improvement opportunities is achieved through closed-loop customer complaint handling mechanisms and annual customer satisfaction surveys.

In terms of digital management, the Company has deployed the MES system to enable real-time data collection and monitoring of production processes. After work orders are issued in the T100 system, the MES system imports and generates production batches and automatically matches appropriate process flows. Before each batch enters the production stage, employees conduct self-inspections and input data into the system, followed by first-piece inspection confirmation by inspectors. Only after first inspection confirmation is completed in the system can employees proceed with normal reporting and exit processes. Data such as production output, inspections, self-inspections, faults, work-in-progress and scrap, and warehousing can all be extracted from the system for subsequent statistical analysis. The Company has also established a standardized engineering change management process, ensuring strict review and control of design and process changes, with traceable outcomes.

For defective product control, the Company has formulated the Defective Product Handling Procedure, clearly defining identification, labeling, isolation, and handling requirements across all stages from supplier materials to finished products. For batch defects, a Return Material Form must be completed and the return process followed to ensure effective control.

Product Safety and Recall Management

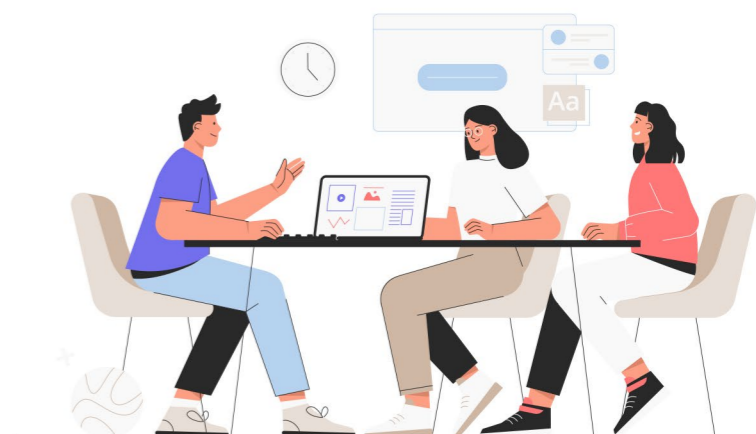
QUICK has established a full-process safety management system from design to delivery. During the product design stage, safety factors are fully considered, and tools such as FMEA are used for risk assessment to ensure compliance with domestic and international safety certification standards such as CE. The Company has established the Design and Development Control Procedure, incorporating safety verification as a mandatory step in product development. All new products must pass multi-dimensional testing, including electrical safety, mechanical safety, and functional safety, before entering production. During production, strict safety operation procedures are followed, with key process stages under enhanced monitoring. Prior to delivery, sampling inspections are conducted in accordance with GB/T 2828.1 to ensure that 100% of products meet safety standards.

The Company has established a standardized product recall management system, enabling rapid initiation of recall procedures in the event of potential safety risks, thereby safeguarding customer safety and legitimate rights to the greatest extent. In 2025, no product recall incidents occurred.

3.3 Product Compliance and Hazardous Substance Control

QUICK strictly complies with the RoHS (Restriction of Hazardous Substances) Directive. In 2025, 100% of newly developed products complied with RoHS standards. The Company requires suppliers to strictly comply with RoHS and CE certification standards and to sign the RoHS Compliance Declaration (QK-PC-005), committing that the content of lead, hexavalent chromium, mercury, PBB, and PBDE in environmentally friendly products is below 1,000 ppm and cadmium content is below 100 ppm, with environmental labels affixed to material packaging. Export materials are required to comply with RoHS or CE certification and carry dedicated labels, ensuring environmental compliance throughout the product lifecycle.

In terms of product standard compliance, the Company strictly adheres to national and international standards. Products have obtained CE and other international safety certifications and must pass 3C certification and export compliance reviews to meet market access requirements. During the reporting period, the Company did not incur any administrative penalties due to product quality issues.



Product Quality Target Setting and Performance Tracking

QUICK adheres to a target-driven approach to continuous quality improvement. Annual quality targets are established around key dimensions such as product qualification rate, customer complaint rate, return rate, and customer satisfaction. Through a systematic performance tracking mechanism, the Company regularly reviews progress in achieving these targets, promoting steady improvement in quality management.

Indicator	Short-term Target	Medium- to Long-term Target
First-pass Product Qualification Rate	≥98.5% in 2026	≥99% in 2028
Customer Complaint Rate	≤0.3% in 2026	≤0.2% in 2028
Product Return Rate	≤0.1% in 2026	≤0.08% in 2028
Customer Satisfaction	≥96% in 2026	≥97% in 2028
RoHS Compliance Rate for New Products	Maintain at 100%	Maintain at 100%
Product Recall Incidents	0	0

Quality Management System Development and Customer Service Assurance

QUICK actively participates in the formulation of national and industry standards, continuously strengthening the institutional foundation of quality management. The Company transforms every piece of customer feedback into a driving force for quality improvement, achieving synchronized enhancement of product quality and customer experience.

Quality Management Certification and Industry Standards

QUICK has obtained ISO 9001:2015 quality management system certification (Certificate No.: 01224Q30601R5M), covering the design, production, and after-sales service of precision soldering and assembly equipment, die bonding equipment, chip packaging AOI equipment, selective wave soldering equipment, fully automated soldering and dispensing robots, and related products. The certificate is valid until July 25, 2027.

The Company actively promotes certification of automotive industry quality management systems to meet the high standards of automotive electronics customers. Meanwhile, the Company's products comply with IPC (Institute for Printed Circuits) standards. The Company actively participates in and sponsors industry activities such as IPC hand soldering competitions and cable and wire harness assembly competitions, continuously promoting the enhancement of industry quality standards.

The Company has been recognized as an A-level enterprise for industrial product quality credit in Jiangsu Province, reflecting regulatory recognition of its quality management capabilities. The Company has also led or participated in the formulation of eight national and industry standards, contributing to the advancement of industry quality standards.

After-Sales Service and Complaint Handling

QUICK has established a comprehensive standardized service and complaint handling system to ensure that customer needs are addressed efficiently, transparently, and in a closed-loop manner. The Company has formulated institutional documents such as the Product Customer Complaint Handling Procedure (QK-QA-A-2021-002), established a 7×24-hour customer service hotline, and deployed a professional customer service team to ensure timely response and resolution of customer issues.

Practice Highlights: Closed-loop Customer Complaint Handling Mechanism

QUICK has established a full-process closed-loop management mechanism through the OA system, covering problem reception, analysis and handling, measure verification, and customer confirmation. Upon receiving a complaint, designated personnel register it in the OA system. After confirmation by sales management personnel, the quality management team conducts analysis, categorizes the issue, and determines the primary responsibility direction. Relevant teams formulate corrective and preventive measures. The head of quality management provides final approval, and the system notifies the feedback provider to confirm the handling results with the customer. Following on-site or online communication, the case is archived. This mechanism ensures that "every case receives a response and every issue is effectively resolved."

The Company implements a hierarchical management system, automatically copying relevant management personnel based on the severity of issues. General issues are responded to within 24 hours, and major issues within 2 hours. The Company promptly organizes analysis and improvement actions and maintains active communication with customers to ensure proper resolution of issues.

Customer Privacy and Information Security

QUICK places great importance on customer privacy and information security and has obtained ISO 27001:2022 information security management system certification (Registration No.: 01225IS0469R0M), covering the design, production, and after-sales service of precision soldering and assembly equipment, machine vision equipment, intelligent manufacturing systems, and semiconductor die bonding and packaging equipment. The certificate is valid until July 7, 2028. In 2025, the Company successfully obtained ISO 27001:2022 certification, marking a new level of information security management capability.

The Company has established comprehensive information security management systems and technical safeguards. In terms of technical measures, the Company adopts enterprise-level data loss prevention tools, enforcing encryption at the data source, strictly controlling external transmission, and conducting full-process auditing; transparent encryption is applied to data stored in databases or storage devices; and TLS 1.3 protocol is mandatorily used for encrypted data transmission. In terms of access control, the Company has established a permission model based on the zero-trust concept, combining ABAC (Attribute-Based Access Control) and RBAC (Role-Based Access Control), with permissions refined to the data field level. The Company has established a data classification and grading management system, covering data classification, access approval, emergency response, and periodic auditing.



In 2025, the Company's total investment in information security amounted to RMB 770,000, with a training coverage rate of 100%.

QUICK has formulated a Personal Information Usage Policy, clearly stipulating that only the minimum necessary information required for business purposes shall be collected through lawful and fair means, and, in principle, information shall only be collected after informing the data subject of the purpose and obtaining consent. The use of personal information beyond the stated purpose is strictly prohibited. The Company has established mechanisms to safeguard the rights of personal information subjects.

In 2025, the number of data leakage incidents was zero; among information security incidents, there were zero major incidents, zero significant incidents, and 27 general incidents (all properly handled). The Company has established a regular vulnerability scanning mechanism, formulated standardized emergency response plans, and regularly conducts emergency drills.

Technology Ethics and AI Governance

The Company places high importance on technology ethics and integrates ethical considerations throughout the product development process. The Company has established systems such as the Design and Development Control Procedure and the New Product Development Management Measures, explicitly requiring ethical risk assessments at the project initiation stage of new products, with a focus on issues such as user privacy, data security, and environmental impact. In product design, the Company strictly adheres to green design principles, ensuring that technological innovation consistently aligns with social ethical standards and sustainable development requirements.

04

Supply Chain Management and Social Responsibility

Responsible Supply Chain Management

- Supply Chain Governance Structure
- Supplier Management System
- Supplier Empowerment and Communication
- Equal Treatment of SMEs⁷¹
- Supply Chain Risk and Opportunity Management

Social Contribution and Rural Revitalization

- Charitable Donations and Community Development
- Industry Skills Enhancement and Vocational Education



Supply Chain Management and Social Responsibility

QUICK treats responsible procurement and sustainable supply chain management as an important component of practicing its ESG philosophy. With standardized governance as the premise, quality compliance as the core, and shared responsibility as the guiding principle, the Company promotes the overall development of its supply chain toward high quality and sustainability, working with upstream and downstream supply chain partners to build a mutually beneficial and collaborative ecosystem.

Responsible Supply Chain Management

QUICK integrates the concept of social responsibility into every aspect of procurement management, establishing a responsible supply chain management system that encompasses governance structure, full-cycle supplier management, capability empowerment and training, and protection of SME rights and interests, ensuring quality and sustainability are controlled from the source.

Supply Chain Governance Structure

QUICK has established a supply chain management structure with clearly defined responsibilities, embedding the concept of sustainable development throughout the entire supply chain management process. The Procurement Department, as the lead department for supplier management, is responsible for coordinating supplier development, quality control, order execution, and logistics coordination, with compliance requirements relating to environmental protection, occupational health and safety, and social responsibility embedded at each management stage. Functional departments including the Quality Department, Business Units, Engineering Department, and Marketing Department fulfil their respective responsibilities in incoming material acceptance, technical assessment, equipment supplier management, and transportation service provider evaluation, working in coordination to advance standardized supply chain management.

The Company has formulated core management systems including the Procurement Control Procedure and the Stakeholder Management Control Procedure, implementing full lifecycle management of suppliers covering admission, assessment, routine management, and exit, thereby ensuring standardized and traceable supply chain management.

Supplier Management System

QUICK has established a comprehensive and scientific supplier management system that drives compliance and sustainable development improvements across the supply chain through classification management, rigorous admission controls, dynamic assessments, and social responsibility requirements.

Supplier Classification Management

QUICK has built a well-structured supplier management system with clear classification, rational structure, and controlled risk, continuously optimizing supplier composition and geographical distribution. As of the end of 2025, the total number of qualified suppliers stood at 421, precisely categorized by business type and strategically distributed across regions. The Company leverages the industrial cluster advantages of the Yangtze River Delta to ensure supply efficiency, while adopting a multi-regional distribution strategy to mitigate supply chain risks and maintain stable, efficient, and secure supply chains.

Classification Dimension	Category	Number (entities)	Proportion
Business Type	Outsourced Processing Suppliers	81	19.24%
	Purchased Materials Suppliers	340	80.76%
Geographical Distribution	Yangtze River Delta Region (Jiangsu, Zhejiang & Shanghai)	300	71.00%
	Other Regions	121	29.00%

The Company implements a tiered and classified management approach for suppliers based on material category, importance, and risk level. Differentiated management strategies are applied to critical material suppliers, standard component suppliers, and outsourced processing suppliers, ensuring that management resources are concentrated on key suppliers.

Admission, Assessment, and Exit Management

In terms of admission management, the Company conducts multi-dimensional reviews of new suppliers, encompassing qualification review, sample verification, on-site audit, and trial production, comprehensively evaluating production capacity, quality assurance capability, and compliance. Suppliers that pass the review and demonstrate a long-term cooperation intention are included in the Qualified Supplier List for ongoing management.

In terms of assessment management, the Company conducts regular comprehensive evaluations of existing suppliers, scoring them across dimensions of quality, delivery, service, price, and social responsibility, and classifying them into four grades: A, B, C, and D. Suppliers rated A or B retain their qualified status; C-rated suppliers must complete rectification and reassessment within a specified period; D-rated suppliers are directly disqualified. Grade A and Grade B suppliers are assessed annually under continuous dynamic management.

In terms of exit management, when a supplier violates laws and regulations, infringes on intellectual property rights, or persistently fails to meet product quality standards, the Company initiates an internal review. In serious cases, exit procedures are formally triggered and the supplier's qualified status is revoked.

	Unit	Number
Newly Added Qualified Suppliers	entities	42
Disqualified / Exited Suppliers	entities	35

Supplier Social Responsibility Requirements

In terms of environmental and occupational health and safety requirements, all suppliers are required to sign declarations on environmental protection, occupational health and safety, and RoHS compliance, committing to comply with relevant national laws and regulations, ensure compliance with environmental discharge standards, safeguard employee health and safety, and establish a 24-hour reporting mechanism for major incidents. Contractors conducting on-site operations within the Company's premises are required to sign safety management agreements clearly defining safety and environmental responsibilities.

In terms of intellectual property protection, all suppliers are required to sign a Declaration of Non-Infringement of Third-Party Intellectual Property Rights, committing that the products, software, and services they provide are lawfully owned or duly authorized for use.

In terms of product environmental compliance, the Company requires suppliers to strictly comply with RoHS and CE certification standards, ensuring that the content of hazardous substances in supplied materials meets international regulatory requirements, and that compliant environmental labels are affixed to product packaging.

Data Highlights

The number of suppliers that have signed the Declaration of Compliance with Environmental Protection, Occupational Health and Safety, UL, and RoHS (QK-PC-004) is 415, with a signing coverage rate of 98%; the number of suppliers that have signed the Declaration of Non-Infringement of Third-Party Intellectual Property Rights (IP4-061) is 421, with a signing coverage rate of 100%.

Supplier Empowerment and Communication

QUICK places great importance on building the overall capabilities of the supply chain. Through systematic training and empowerment as well as regular communication mechanisms, the Company promotes continuous improvements in supplier compliance and management capabilities, fostering a relationship of mutual trust and shared success.

training and empowerment

the Company regularly conducts specialized training for its procurement team on topics including supplier codes of conduct, quality management, and EHS management, enhancing the team's professional capabilities in supply chain management. The Company also provides targeted training for suppliers to help them better understand the Company's quality standards and management requirements, improving overall supplier compliance levels.

communication mechanisms

the Company maintains ongoing interaction with suppliers through regular supplier conferences, business alignment meetings, and technical exchanges, promptly conveying management requirements and gathering cooperation feedback. The Company has established supplier grievance and feedback channels to ensure that suppliers' reasonable concerns receive timely responses and handling.

Supplier Empowerment and Communication

QUICK places great importance on the role of small and medium-sized enterprises (SMEs) in its supply chain system. The Company upholds fairness and impartiality as a fundamental principle of supplier selection, without using enterprise size as an admission criterion, and comprehensively assesses quality, price, and service capabilities, fully leveraging the flexibility and rapid-response advantages of SMEs.

In terms of rights protection, the Company has established standardized payment approval processes and payment period management mechanisms, adhering to timely payment and monthly reconciliation, and effectively safeguarding the legitimate rights and interests of SME suppliers. During the reporting period, the Company did not engage in unjustified payment delays, maintained stable and trust-based long-term cooperative relationships with SME suppliers, with an average supplier payment period of 45 days and an on-time payment rate of 100%.

Supply Chain Risk and Opportunity Management

QUICK has established a supply chain risk identification and management mechanism, systematically identifying major risks in the supply chain related to the environment, compliance, and quality and safety, and formulating differentiated response measures to continuously enhance overall supply chain resilience and risk resistance.

In terms of supply chain resilience building, the Company actively promotes the localization of supplier distribution, fully leveraging the advantages of the Yangtze River Delta industrial cluster to reduce logistics costs and transportation carbon emissions. For critical materials, two or more qualified suppliers are maintained for parallel supply to reduce reliance on any single supplier. The Company continuously advances digital supply chain management, using ERP systems to achieve full online and transparent management of the procurement process.

During the reporting period, the Company did not experience any major supply chain disruptions, and supply chain operations remained stable. No instances of suppliers seriously violating laws and regulations, infringing on intellectual property rights, or materially breaching social responsibility requirements were identified.

Category	Type	Description	Impact Period	Financial Impact	Response Measures
Physical Risk	Acute	Extreme weather events, natural disasters, or safety accidents at supplier facilities causing upstream supply disruptions and logistics impediments	Long-term	Reduced revenue; increased operating costs	Establish a supplier diversification strategy; formulate supply chain disruption contingency plans
	Chronic	Long-term environmental pollution or excessive resource consumption by suppliers resulting in environmental penalties or production restrictions	Long-term	Increased operating costs	Incorporate ESG requirements into supplier admission and assessment systems; promote cleaner production among suppliers
Transition Risk	Policy	Carbon tariffs, ESG disclosure requirements, and increasingly stringent supply chain due diligence regulations	Short- to medium-term	Increased compliance costs; increased procurement	Formulate supplier ESG codes of conduct; improve the supplier management system
Market	Market	Customers require equipment suppliers to improve ESG performance; exposure of supply chain ESG issues may result in loss of orders	Short- to medium-term	Reduced revenue	Build differentiated competitive advantages through responsible supply chain management
	Technology	High technical requirements for key raw materials in intelligent equipment; suppliers' technology iteration lags or quality instability	Short-term	Increased R&D costs	Establish technology collaboration mechanisms with core suppliers; jointly develop new materials and processes

Social Contribution and Rural Revitalization

QUICK actively fulfils its corporate social responsibility by giving back to society through various forms including charitable donations, industry skills enhancement, and vocational education public welfare initiatives. The Company continues to contribute to promoting local public welfare causes, cultivating high-skilled industrial talent, and passing on the spirit of craftsmanship.

2.1 Charitable Donations and Community Development

QUICK adheres to a long-term philosophy of public welfare. The Company has signed a charitable donation agreement with the Wujin District Charity Federation, committing to donate RMB 100,000 annually for five consecutive years starting from 2024, designated for local public welfare causes including education assistance, medical assistance, and poverty relief, benefiting socially vulnerable groups.

Industry Skills Enhancement and Vocational Education

QUICK regards the promotion of overall industry skill levels as an important expression of corporate social responsibility. Through continuously organizing skills competitions and providing vocational education public welfare services, the Company actively cultivates high-skilled industrial talent and passes on the spirit of craftsmanship.

Practice Highlights

The Company has hosted the "QUICK Cup" National Electronics Manufacturing Industry Welding Skills Competition for multiple consecutive years, attracting thousands of skilled talents in total. The 9th edition of the competition in 2025 attracted over 600 participants from 10 provinces and cities, with its scale and influence firmly among the industry's top tier, effectively establishing a high-level platform for skills competition and talent selection.



Employee Development and Occupational Health

Equal Employment and Labor Rights

- Compliant Employment Practices
- Diversity, Inclusion, and Equal Opportunity
- Employee Communication and Grievance Mechanisms

Occupational Health and Safety

- Management System and Organizational Structure
- Occupational Hazard Prevention and Health Examinations
- Safety Training, Hazard Investigation, and Emergency Management

Compensation, Benefits, and Incentive Mechanisms

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- Talent Acquisition and Pipeline Development
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- Career Development Pathways

Employee Care and Humanistic Development

- Recreational, Cultural, and Team-Building Activities
- Employee Mutual Aid and Support
- Protection of Female Employees' Rights and Interests

05

Employee Development and Occupational Health

QUICK has always regarded its employees as the Company's most important asset, upholding a people-centered management philosophy. The Company has systematically established an employee rights protection framework encompassing compliant employment practices, occupational health and safety, compensation and benefits, training and development, and employee care, with the commitment to provide every employee with a fair, safe, and growth-oriented working environment.

Equal Employment and Labor Rights

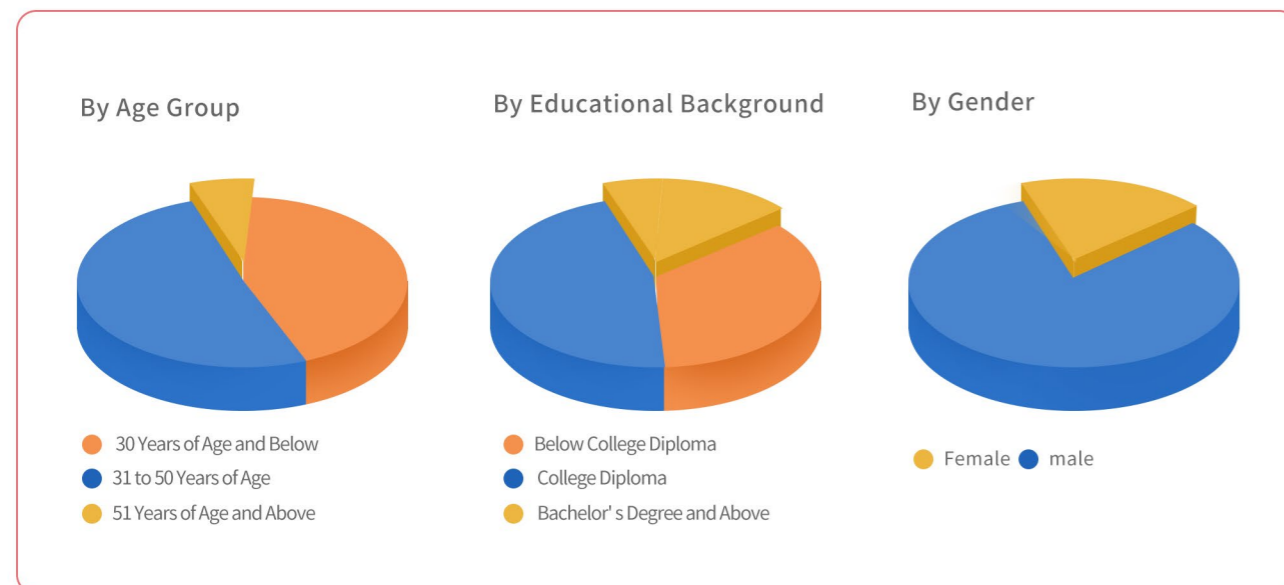
QUICK strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other relevant laws and regulations. Using institutional standards as the foundation, the Company has built a labor rights protection system that covers all employees across their full employment lifecycle, effectively safeguarding the legitimate rights and interests of every employee.

1.1 Compliant Employment Practices

QUICK has established a standardized employment management system based on internal management policies including the Employee Handbook, Compensation System Management Plan, and Performance Appraisal Measures. The Company explicitly requires that all recruits must be at least 18 years of age, strictly prohibits the use of child labor, requires all employees to sign labor contracts in accordance with the law, ensures wages are paid in full and on time, and arranges working hours and rest and leave in a reasonable manner. During the reporting period, no violations such as forced labor or child labor occurred. A total of 1,478 employees have signed labor contracts, achieving a labor contract signing rate of 100%.

Diversity, Inclusion, and Equal Opportunity

QUICK upholds a fair and impartial employment philosophy, explicitly prohibiting any form of discrimination based on gender, age, region, ethnicity, or physical disability. Ability and performance are the core criteria for selection and promotion, with the principle of equal pay for equal work strictly implemented. The Company actively attracts talent from diverse backgrounds, industries, and regions, maintaining a reasonably diverse workforce. As of the end of 2025, the total number of employees in service was 1,478.



Employee Communication and Grievance Mechanisms

QUICK has established multi-level employee communication and grievance channels. Employees may raise concerns through their direct supervisors, submit grievances to the Human Resources Department, or express opinions and requests through the CEO Mailbox, complaint hotlines, and other channels. The Company commits to prompt acceptance, confidential handling, and timely response to all grievances, ensuring that employees' right to appeal is protected from retaliation. The Company fully leverages the bridging role of the labor union, convening Employee Representative Congresses on a regular basis to ensure that employees have the right to be informed and to participate in important matters affecting their vital interests.

Occupational Health and Safety

QUICK places occupational health and safety management at the top of its operational priorities, establishing a long-term goal of "zero accidents and zero injuries." With system development as the foundation, risk prevention and control as the core, and training and emergency preparedness as the guarantee, the Company has established a comprehensive occupational health and safety management system covering all employees.

Management System and Organizational Structure

QUICK has obtained ISO 45001 Occupational Health and Safety Management System certification and established a comprehensive EHS organizational structure and job responsibility system, forming a three-tier safety management network at the company, workshop, and work team levels, ensuring that safety responsibilities are cascaded and reinforced at every level. The Company organizes the signing of annual work safety target responsibility agreements, cascading work safety targets to each department and position, and incorporating safety performance into the employee appraisal system.

Occupational Hazard Prevention and Health Examinations

QUICK systematically identifies occupational health and safety risks across all operational processes, focusing on identifying and controlling typical safety risks including mechanical injury, electric shock, laser radiation, X-ray radiation, welding fumes, chemical exposure, dust, and noise. Employee personal safety is safeguarded through multiple measures including equipment protection devices, safety interlock systems, ventilation and dust removal facilities, and the provision of personal protective equipment (PPE).

In terms of occupational health examinations, the Company regularly organizes targeted medical check-ups for employees exposed to occupational hazard factors, achieving a coverage rate of 100%. An occupational health record is established for each employee, with dynamic follow-up management implemented for those with abnormal examination results.

In 2025, the Company commissioned a professional institution to conduct occupational health examinations. Of the 39 employees scheduled for examination, all 39 were examined, achieving an examination coverage rate of 100%.

Safety Training, Hazard Investigation, and Emergency Management

QUICK has established a systematic safety training and education system, requiring all newly hired employees to complete three-tier safety education at the company, workshop, and work team levels. Special operations personnel are required to hold valid certifications before commencing work. In accordance with the annual training plan, the Company regularly conducts a range of specialized training programs covering occupational health and hygiene, fire emergency response, hazardous waste management, mechanical protection, X-ray safety, and other topics, delivered on a rolling basis to all employees throughout the year.

In terms of hazard investigation, the Company has implemented a multi-form safety hazard investigation mechanism encompassing comprehensive safety inspections, routine inspections, and specialized inspections. For identified safety hazards, a responsible person for rectification and a rectification deadline are designated, with closed-loop rectification management established. During the reporting period, the rectification rate for all safety hazards reached 100%.

In terms of emergency management, the Company has formulated the Work Safety Accident Emergency Response Plan and established an emergency response working group. In 2025, the Company organized six emergency drills, including fire evacuation drills, chemical spill drills, and elevator accident drills, with a total of 683 employee participations.

Indicator	Unit	2025年
Work-related Fatalities	persons	0
Work-related Injury Cases (persons)	persons	3
Work-related Accident Incidents	incidents	3
Workdays Lost Due to Work-related Injuries	days	60
Occupational Disease Cases	persons	0
Total Work Safety Investment	RMB 10,000	546.88
Year-on-Year Increase in Work Safety Investment	RMB 10,000	73.29
Total Safety Training Duration	person-times	568

Compensation, Benefits and Incentive Mechanisms

QUICK has established a scientific and reasonable compensation and benefits system, adhering to the distribution principles of remuneration based on contribution, efficiency first, and equitable consideration. Through competitive compensation incentives and comprehensive benefit programs, the Company motivates employees' intrinsic drive and strengthens team cohesion.

Compensation Management System

QUICK has established a multi-component compensation structure comprising base salary, position allowance, and performance-based pay. Base salary is determined with reference to local average social wages and industry benchmarks, and is dynamically adjusted in line with regional minimum wage standards. All employees' compensation meets or exceeds the statutory minimum wage standard of Wujin District, Changzhou, and no violations of minimum wage standards occurred during the reporting period. Position allowances are primarily determined by position value, with skills as a supplementary factor. During the reporting period, 1,478 employees at the parent company underwent formal performance appraisals, with performance-based pay directly linked to appraisal results. In addition, the Company provides seniority allowances and professional title salary supplements, reflecting recognition of employees' long-term contributions.

Social Insurance and Employee Benefits

The Company strictly complies with national requirements and makes full contributions on behalf of all regular employees to pension insurance, medical insurance, unemployment insurance, maternity insurance, work-related injury insurance, and the housing provident fund, thereby effectively safeguarding employees' fundamental rights and interests.

In terms of benefit programs, the Company provides free work meals, holiday allowances for major festivals (Chinese New Year, Mid-Autumn Festival, and Dragon Boat Festival), summer heat prevention supplies, and labor protection equipment, along with strict implementation of all statutory leave entitlements. The Company has built employee-oriented facilities including a gym and a staff café, and arranges annual health check-ups for employees who have completed one year of service. Female employees are entitled to specialized health examinations including gynecological examinations and breast screening.

Long-term Equity Incentives

QUICK has introduced a restricted stock incentive plan and an employee stock ownership plan (ESOP). In July 2025, the Company completed the initial grant registration under the 2025 Restricted Stock Incentive Plan, granting 4.5078 million restricted shares to 258 incentive recipients. During the same period, the Company's 2025 ESOP completed its non-trading share transfer. Through the equity incentive mechanism, employees' interests are deeply aligned with the Company's long-term development, further inspiring a sense of ownership and long-term commitment among core employees.

Training and Career Development

QUICK incorporates talent cultivation into its corporate strategic management system. Through diverse talent acquisition channels, the Company continuously strengthens its talent pool; through systematic training, it enhances employees' professional capabilities; and through clearly defined career development pathways, it stimulates employees' motivation for growth, driving employees and the Company to develop together.

Talent Acquisition and Pipeline Development

QUICK advances talent acquisition through three parallel channels: campus recruitment, open-market recruitment, and employee referrals. The Company has established deep cooperative relationships with institutions such as Changzhou College of Information Technology, building an industry-education integration system centered on the "Electronics and High-End Equipment Intelligent Manufacturing Industry College," creating a stable talent supply pipeline that effectively addresses the shortage of skilled talent.

Procedures for Labor and Employment



As of the end of the reporting period, the Company has cumulatively trained more than 15,000 person-times through school-enterprise cooperation, established cooperative relationships with more than 150 educational institutions, and co-built more than 50 industry-education integration practical training bases.



Systematic Training Framework

QUICK has established a training system covering employees' full career lifecycle, comprising four key modules: new employee onboarding training, annual professional skills enhancement, management leadership training, and external specialized learning. New employees are required to complete a series of training programs covering corporate culture, rules and regulations, quality awareness, and three-tier work safety education before formally commencing work upon passing the assessments.

The Company formulates annual training plans covering modules including work safety, quality management, AI tool applications, intellectual property, financial management, and lean production. Targeted professional and practical training programs — such as laser equipment assembly and soldering precision testing — are conducted in line with the characteristics of the intelligent equipment manufacturing industry. Training is delivered through a combination of in-house training and external training: in-house training is organized by each department according to position-specific needs, while external training is conducted through specialized institutions such as Longteng Training, Dingjie, and Zhihuiya.

Indicator	Unit	2025年
Total Employee Training Participations	person-times	3523
Total Training Hours	hours	4286.3
Average Training Hours per Employee	hours/person	2.9

Career Development Pathways

QUICK has established a dual-track promotion system running in parallel along a management track and a technical track, ensuring that employees with different strengths can find development pathways suited to them. The management track provides a progression path from entry-level supervisor to senior management for employees with management potential. The technical track provides an advancement pathway from junior to senior technical positions for technically oriented talent. In addition, the Company has established a cross-departmental rotation mechanism, encouraging employees to broaden their professional perspectives and achieve an organic combination of horizontal capability accumulation and vertical career advancement.

The Company has established a fair and transparent performance appraisal mechanism, with appraisal results directly linked to personnel decisions on promotion, salary increases, and bonuses, driving employees' continuous growth through a performance- and capability-oriented approach.

Employee Care and Humanistic Development

QUICK integrates humanistic care into day-to-day management by enriching recreational and cultural activities, improving assistance mechanisms, and safeguarding the rights and interests of special groups, continuously enhancing employees' sense of belonging and well-being.

Recreational, Cultural, and Team-Building Activities

In 2025, the Company hosted the "QUICK Cup" Basketball Tournament, attracting 85 employee participants who formed 8 competing teams, with a total event expenditure of RMB 24,136.

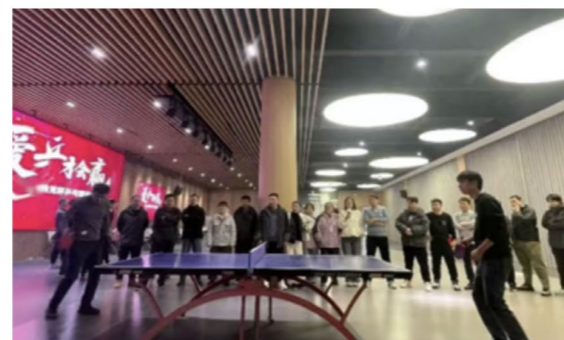
Practice Highlights

In 2025, the Company hosted the "QUICK Cup" Basketball Tournament, attracting 85 employee participants who formed 8 competing teams, with a total event expenditure of RMB 24,136.



Practice Highlights

During the same period, the Company hosted the "QUICK Cup" Table Tennis Tournament, drawing enthusiastic participation from a large number of employees and fostering a vibrant fitness-for-all atmosphere across the entire Company.

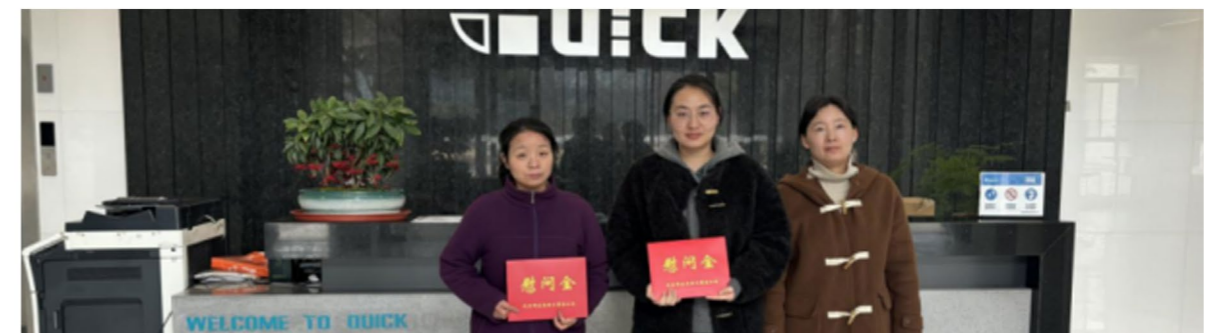


Employee Mutual Aid and Support

QUICK has established a regular employee mutual aid and support mechanism. Employees who face hardship due to serious illness, accidental injury, family misfortune, or other circumstances are provided with assistance through dedicated condolence payments and charitable relief referrals.

Practice Highlights

In 2025, the Company provided a condolence payment of RMB 3,000 to each of 2 employees whose family members were suffering from illness, with a total assistance amount of RMB 6,000. The assistance program adheres to the principles of respecting privacy and ensuring timely response.



Protection of Female Employees' Rights and Interests

QUICK strictly implements comprehensive protection policies for female employees during pregnancy, maternity leave, and the breastfeeding period (the "three-period" protection), safeguarding all statutory leave entitlements for female employees in accordance with the law. The Company has established a dedicated nursing room, providing a private and comfortable resting environment for breastfeeding employees. The Company also tailors specialized health check-up programs for female employees, incorporating gynecological examinations and breast screening into the scope of annual health check-ups.

Practice Highlights

On International Women's Day (March 8th), the Company presented exclusive festival gifts to all female employees, demonstrating respect and care for female employees through tangible actions.



Appendix: Disclosure Index and Data Statistics

ESG Performance Table

Report Content Index

- Environmental
- Social Performance



ESG Performance Table

Environmental

Air Pollutant Emissions

Indicator	Unit	2025
Nitrogen oxides	tonnes	0
Sulfur oxides	tonnes	0.11008
Particulate matter	tonnes	0.25288
Volatile organic compounds (VOCs) emissions	tonnes	0.29185
Tin and its compounds emissions	tonnes	0.00014
Total air pollutant emissions	tonnes	0.65495

Greenhouse Gas Emissions

Indicator	Unit	2025
Scope 1 – Direct GHG emissions	tCO ₂ e	297.38
Scope 1 – Direct GHG emissions intensity	tCO ₂ e/RMB million revenue	0.28
Scope 2 – Energy indirect GHG emissions	tCO ₂ e	2339.73
Scope 2 – Energy indirect GHG emissions intensity	tCO ₂ e/RMB million revenue	2.17
Total GHG emissions	tCO ₂ e	2637.11
Total GHG emissions intensity	tCO ₂ e/RMB million revenue	2.44

Waste — Hazardous Waste

Indicator	Unit	2025
Hazardous waste generated	tonnes	69.404
Hazardous waste generation intensity	tonnes/RMB million revenue	0.06

Waste — Non-hazardous Waste

Indicator	Unit	2025
Domestic waste	tonnes	156.75
Other non-hazardous waste	tonnes	43.5
Total general waste generated	tonnes	200.25
Waste recycled	tonnes	0
Non-hazardous waste generation intensity	tonnes/RMB million revenue	0.19

Energy Consumption

Indicator	Unit	2025
Direct Energy Consumption	MWh	1264.28
Gasoline	MWh	687.11
Diesel	MWh	33.57
Natural gas	MWh	543.60
Indirect Energy Consumption	MWh	4360.28
Purchased electricity	MWh	4360.28
Purchased steam heat	tonnes	0
Total energy consumption	MWh	5624.56
Total energy consumption intensity	MWh/RMB million revenue	5.21

Water Resources

Indicator	Unit	2025
Total water consumption	cubic meters	31934
Total water consumption intensity	cubic meters/RMB million revenue	29.55

Social Performance

Employees

Indicator	Unit	2025
Total number of employees	persons	1478
Proportion of male employees	%	79.4
Proportion of female employees	%	20.6

Employee Training

Indicator	Unit	2025
Average training hours per employee	hours	2.9

Occupational Safety

Indicator	Unit	2025
Number of work-related fatalities	persons	0
Work-related fatality rate	%	0
Lost workdays due to work-related injuries	days	60

Supply Chain

Indicator	Unit	2025年
Total number of suppliers	number	421
Number of suppliers in Jiangsu-Zhejiang-Shanghai region	number	300
Number of suppliers in other regions	number	121

Report Content Index

Dimension	Topic	Relevant Clauses	Disclosure Location	
Environment	Climate change response	Articles 21–28	Chapter 2 Environmental Protection and Green Development	
	Pollutant emissions	Article 30		
	Waste management	Article 31		
	Ecosystems and biodiversity protection	Article 32		
	Environmental compliance management	Article 33		
	Energy utilization	Article 35		
	Water resource utilization	Article 36		
	Circular economy	Article 37		
	Social	Rural revitalization		Article 39
Social contribution		Article 40		
Innovation-driven development		Article 42	Chapter 3 Product Quality and Safety	
Technology ethics		Article 43		
Supply chain security		Article 45	Chapter 4 Supply Chain Management and Social Responsibility	
Equal treatment of SMEs		Article 46		
Product and service safety and quality		Article 47	Chapter 3 Product Quality and Safety	
Data security and customer privacy protection		Article 48	Chapter 3 Product Quality and Safety	
Employees		Article 50	Chapter 5 Employee Development and Occupational Health	
Sustainability-related Governance	Due diligence	Article 52	Chapter 4 Supply Chain Management and Social Responsibility	
	Stakeholder communication	Article 53		
	Anti-bribery and anti-corruption	Article 55	Chapter 1 Corporate Governance and Compliance Management	
	Anti-unfair competition	Article 56	Chapter 1 Corporate Governance and Compliance Management	

