

2025

Annual Environmental, Social, and Governance (ESG) Report



G.TECH 智迪

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About This Report

Introduction

This report is the third Environmental, Social, and Governance (ESG) Report issued by G.Tech Technology Ltd. (hereinafter referred to as "G.TECH" or "the Company"). This report discloses a detailed account of the business operations and environmental, social, and corporate governance practices and performance of the Company and its subsidiaries, in accordance with the principles of objectivity, standardization, transparency, and comprehensiveness.

Reporting Period

This report covers the period from January 1, 2025, to December 31, 2025. To enhance comparability and foresight, some sections of this report may be appropriately referred to previous years or contains forward-looking statements.

Reporting Scope

The environmental performance data presented in this report originates from the Listed Company headquarters and the subsidiaries Lang-Crown Mold and Jore Automation Technology. The remaining data, unless otherwise specified, is consistent with the annual report scope.

Preparation Basis

- Shenzhen Stock Exchange *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange - Sustainability Report (For Trial Implementation)*
- Shenzhen Stock Exchange *Self-Regulatory Guidance No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange - Preparation of Sustainability Report (2026 Revision)*
- Sustainable Development Goals (SDGs) of the United Nations
- China Enterprise Reform and Development Society *Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS - ESG 6.0)*
- The "Reference" standard of the *GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative (GRI)*
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations
- Sustainability Accounting Standards Board (SASB) Standards



Data Explanation

The information and data quoted in this report are derived from internal documents of G.TECH or relevant public information. Unless otherwise stated, all currency units in this report are denominated in RMB. In case of discrepancies with financial reports, the financial reports shall prevail.

Appellation Description

Term	Interpretation
G.TECH, the Company, or we	G.Tech Technology Ltd.
Lang-Crown Mold	Lang-Crown Precision Mold Co., Ltd.
Jore Automation Technology	Jore Automation Technology Co., Ltd.
G.TECH Vietnam	G.TECH Vietnam Co., Ltd.

Confirmation and Approval

This report has been reviewed and approved by the Board of Directors of the Company, and is guaranteed to be free from false statements, misleading information, or material omissions.

Access to this Report

This report is prepared in Chinese and English, respectively. In the event of any discrepancy between the Chinese and English versions, the Chinese version will prevail.

You may access and download this report from the Company's website (<http://www.gtech.com.cn/>) or CNINFO (<http://www.cninfo.com.cn/>). If you would like to know more, please read our annual report or visit our website.

Message from the Chairman



Dear Friends from All Sectors,

Greetings to you all !

Since its establishment, G.TECH has upheld the vision of "Committed to Becoming a World-Leading Technology-based Intelligent Manufacturing Enterprise." We have deeply integrated the concept of sustainable development into our core corporate culture. In fulfilling our mission of "Inspiring the People with Intelligence for a Brighter Future," we have steadily advanced our strategy of "Intelligent Manufacturing and Diversified Development," embedding responsibility as a defining feature of our high-quality growth. Together with all stakeholders, we are committed to building a green, inclusive, and sustainable development ecosystem.

Anchoring Our ESG Direction to Strengthen the Foundation for High-Quality Development. Amid the global momentum toward sustainable development, ESG has become a core dimension and an important benchmark for measuring high-quality corporate development. As a high-tech enterprise deeply engaged in the computer peripherals industry, G.TECH firmly believes that long-term corporate growth relies not only on harmonious coexistence with the environment and coordinated progress with society, but also on a sound governance framework. Since our inception, we have embedded the concept of responsibility into our overall development strategy. While pursuing technological innovation and market breakthroughs, we consistently uphold our commitments to the environment, society, and all stakeholders.

Fulfilling Compliance Responsibilities and Strengthening Our Social Commitment. In terms of environmental responsibility, G.TECH is guided by the principle of "Green Manufacturing," integrating environmental protection throughout the entire production and operational process. By advancing intelligent manufacturing upgrades, introducing energy-efficient equipment, and optimizing manufacturing processes, we continuously reduce energy consumption and carbon emissions in our production activities. At the same time, the Company strictly implements compliant pollutant disposal requirements and actively promotes the principles of a circular economy, contributing to the green transformation of the industry and the protection of the ecological environment. In fulfilling our social responsibilities, G.TECH remains committed to quality excellence, safeguarding customer rights and interests with high-standard products and services. We place great emphasis on employee development by fostering a fair and equitable employment environment and establishing a comprehensive employee development system that empowers employees to realize their full potential. In addition, the Company actively collaborates with industry partners and works with well-known enterprises both domestically and internationally to promote sustainable supply chain development. We also proactively respond to societal needs and earnestly fulfill our responsibilities as a responsible corporate citizen. In terms of corporate governance, G.TECH continues to improve its modern corporate governance system, strengthen internal control mechanisms, and uphold compliant operations and transparent decision-making. Through a standardized governance framework, we lay a solid foundation for the Company's sustainable development.

Advancing Our Innovation Mission and Leading the Journey of Intelligent Manufacturing G.TECH will actively shoulder the new mission entrusted to us by the capital market in the new era. By leveraging digitalization and intelligent manufacturing, we aim to promote technological upgrades across the industry and lead the development of a modern industrial system through technological innovation. We are committed to building a world-class technology-driven intelligent manufacturing enterprise and embracing the new era of high-quality development.

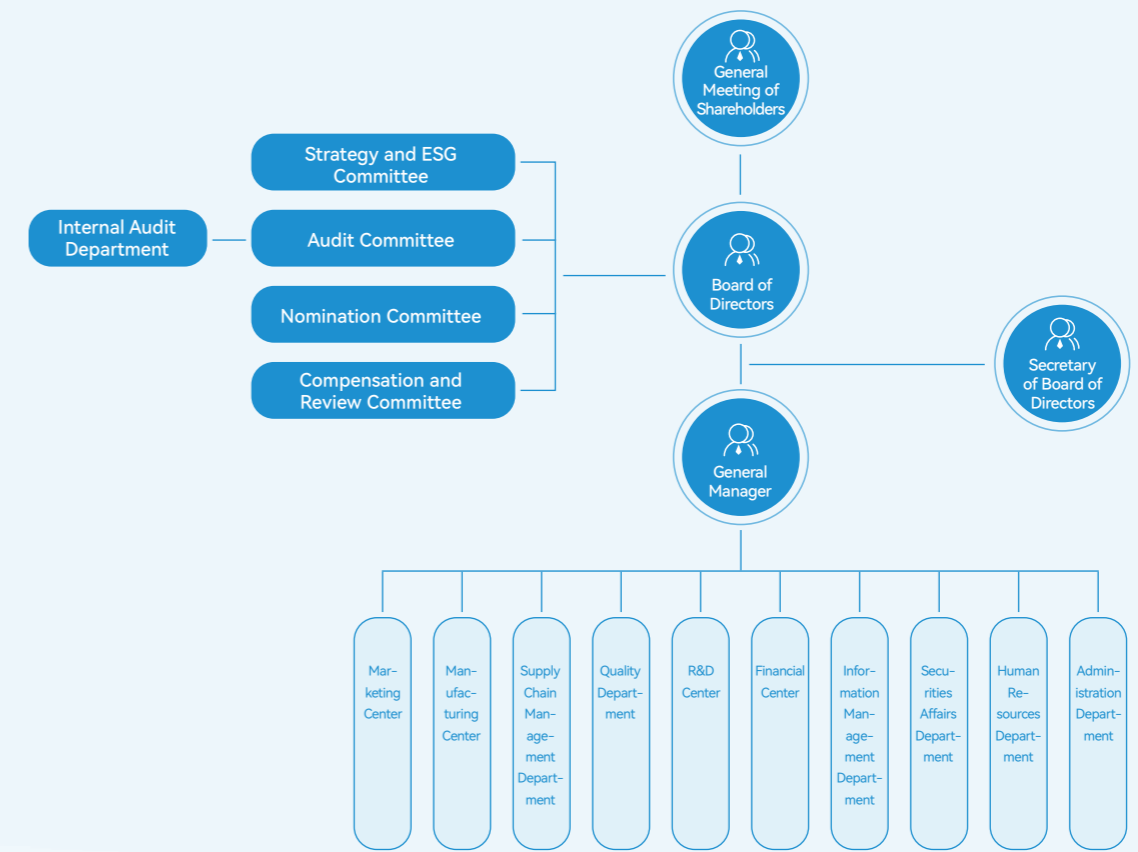
Once again, we sincerely thank you for your trust and support. G.TECH looks forward to continuing to move forward together with all partners toward a shared vision of sustainable development.

About G.TECH

Company Profile

G.Tech Technology Ltd. was established in 1996 and was listed on the ChiNext Market of the Shenzhen Stock Exchange in July 2023 (stock code: 301503). The Company is a high-tech enterprise integrating the research and development, manufacturing, and sales of computer peripheral hardware products. Closely aligning with the national trend toward the high-end and intelligent development of the electronic information manufacturing industry, the Company adheres to the business philosophy of "Continuous Innovation, Pursuit of Perfection, Consistent Efforts, Customers First." Guided by the development directions of "Industry 4.0 Intelligent Manufacturing" and a "Diversified Group Strategy," the Company is committed to becoming a globally leading technology-driven intelligent manufacturing enterprise.

Driven by R&D design and product process innovation, the Company has mastered core technologies such as optomagnetic microactuation and Hall sensor magnetic axis. It has also been recognized with qualifications including "Guangdong Provincial Enterprise Technology Center" and "High-Tech Enterprise." Leveraging strong R&D capabilities and reliable product quality, the Company continues to strengthen breakthroughs in core technologies and expand its overseas intellectual property portfolio. Its products are exported to countries and regions including Europe, North America, and Japan. Meanwhile, the Company has established a collaborative R&D network across Zhuhai, Guangzhou, and Taiwan, forming a globally coordinated supply and sales system. It has successively received honors such as the "Technology Innovation Award" and "Preferred Supplier."

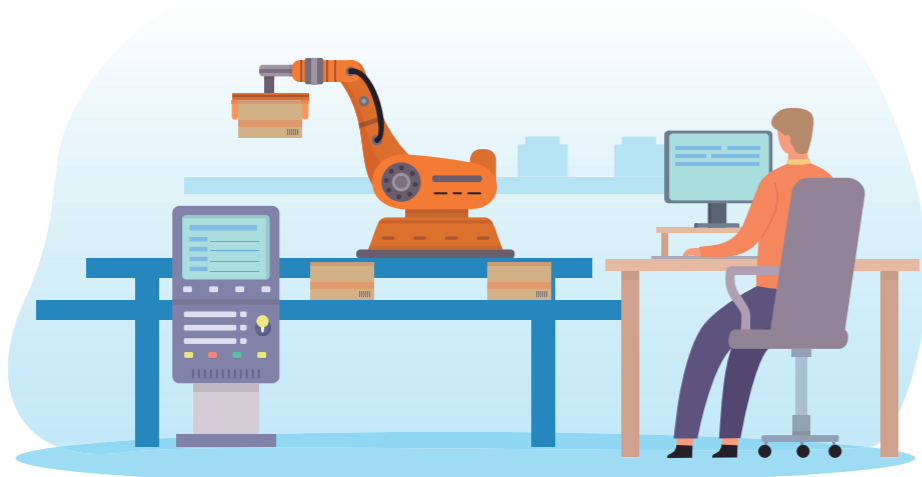
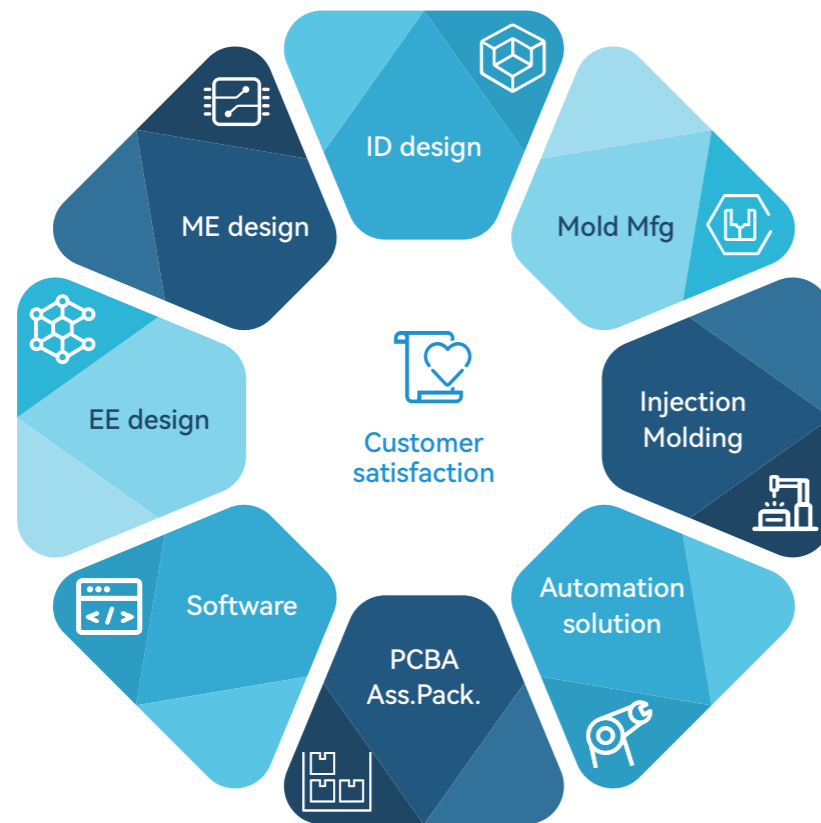


Organizational Structure



Main Businesses

Focusing on the computer peripherals sector, the Company adheres to its core product portfolio of "keyboards + mice," while actively exploring new business opportunities in the "business office + e-sports gaming" scenarios. It has established a manufacturing system covering the entire production process and is committed to providing customers with reliable product solutions and intelligent manufacturing services, delivering integrated solutions from R&D to manufacturing.



One-stop solutions

Software development	Electronic R&D	Structural R&D	Mass Production & Quality Control
<ul style="list-style-type: none"> 2.4G wireless mouse and keyboard protocol 	<ul style="list-style-type: none"> Backlight driver and control 	<ul style="list-style-type: none"> ID design 	<ul style="list-style-type: none"> SMT with SPI, AOI and nitrogen reflow soldering
<ul style="list-style-type: none"> USB full speed/high speed drive 	<ul style="list-style-type: none"> Low-cost mechanical keyboard single-sided PCB design 	<ul style="list-style-type: none"> Prototype sample evaluation 	<ul style="list-style-type: none"> Mouse parts Auto DIP
<ul style="list-style-type: none"> ARM-based game firmware 	<ul style="list-style-type: none"> Gaming mouse XY tracking performance evaluation 	<ul style="list-style-type: none"> 3D printing engineering prototype 	<ul style="list-style-type: none"> Mx shaft automatic wave soldering
<ul style="list-style-type: none"> Windows Game UI & Cloud Driver & Web-based Driver 	<ul style="list-style-type: none"> Fingerprint recognition solutions 	<ul style="list-style-type: none"> Rich DFM experience 	<ul style="list-style-type: none"> Laser-based automatic PCB splitter
<ul style="list-style-type: none"> Synchronized lighting of game devices 	<ul style="list-style-type: none"> ESD & EFTB in-house solutions 	<ul style="list-style-type: none"> Automatic mold production workshop 	<ul style="list-style-type: none"> PCBA automatic tester
<ul style="list-style-type: none"> Bluetooth application 	<ul style="list-style-type: none"> Wireless design & performance optimization 	<ul style="list-style-type: none"> High standard automated injection molding 	<ul style="list-style-type: none"> Wireless receiver automated assembly
<ul style="list-style-type: none"> Bluetooth + 2.4G dual-mode device 	<ul style="list-style-type: none"> Proprietary 2.4G anti-interference frequency hopping solution 	<ul style="list-style-type: none"> Spray fixture design 	<ul style="list-style-type: none"> Automated keyboard production
<ul style="list-style-type: none"> USB + 2.4G (wired + wireless) high-speed game 	<ul style="list-style-type: none"> High-speed circuit design 	<ul style="list-style-type: none"> Dual-color injection molding 	<ul style="list-style-type: none"> Production test plan implementation
<ul style="list-style-type: none"> MP test software 	<ul style="list-style-type: none"> Magnetic axis keyboard design 		<ul style="list-style-type: none"> High-quality spray coating supplier
<ul style="list-style-type: none"> Wireless 8K transmission technology 	<ul style="list-style-type: none"> Touch control solutions design 		<ul style="list-style-type: none"> SAP ERP
			<ul style="list-style-type: none"> IR MES
			<ul style="list-style-type: none"> 3D X-RAY
			<ul style="list-style-type: none"> Label Etching



Corporate Culture



ESG Highlights in 2025

Economic Performance

<p>Operating Income</p> <p>156,193.98 <small>(in RMB 10,000)</small></p>	<p>Total Assets</p> <p>173,985.28 <small>(in RMB 10,000)</small></p>	<p>Total Taxes</p> <p>2,360.39 <small>(in RMB 10,000)</small></p>
<p>Net Profit Attributable to Shareholders of the Listed Company</p> <p>10,636.21 <small>(in RMB 10,000)</small></p>	<p>Net Asset Attributable to Shareholders of the Listed Company</p> <p>109,474.52 <small>(in RMB 10,000)</small></p>	

Social Performance

<p>Investment in R&D</p> <p>7,167.24 <small>(in RMB 10,000)</small></p>	<p>Product Pass Rate</p> <p>99.81%</p>	<p>Customer satisfaction</p> <p>96%</p>
<p>Supplier Integrity Agreement Signing Rate</p> <p>100%</p>	<p>Social Insurance Coverage Rate</p> <p>100%</p>	



Environmental Performance

<p>Total Environmental Investment</p> <p>36.05 <small>(in RMB 10,000)</small></p>	<p>Total duration of environmental training</p> <p>3,958 hours</p>
<p>Photovoltaic power generation</p> <p>1.4676 million kWh</p>	<p>Incidents of Violation of Laws and Regulations in the Environmental Field</p> <p>0</p>
<p>Waste disposal compliance rate</p> <p>100%</p>	

Governance Performance

<p>Number of Independent Directors</p> <p>3 person</p>	<p>Percentage of Female Directors</p> <p>25%</p>
<p>Number of risk and compliance training sessions</p> <p>23 times</p>	<p>Number of major illegal or non-compliant incidents</p> <p>0</p>

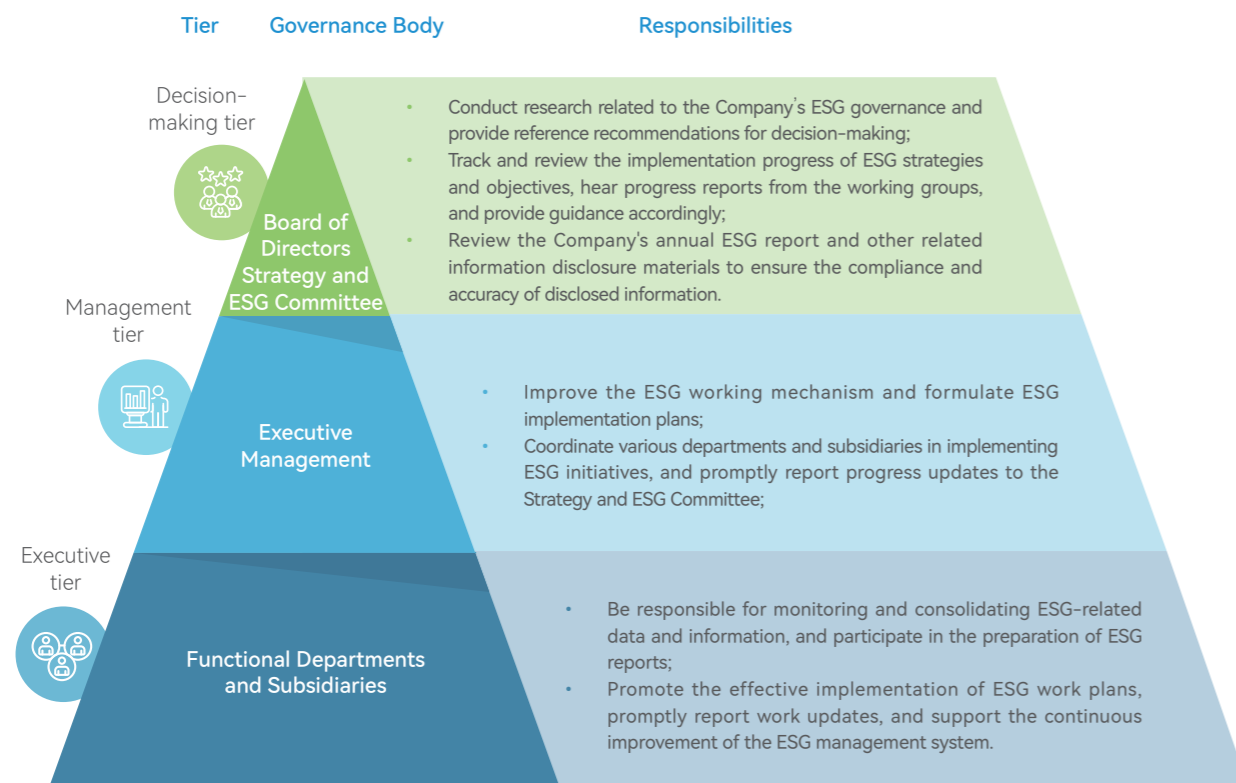
Sustainable Development Governance

Sustainable Development Management

Sustainable Development Governance System

G.TECH upholds the principle of "green development and low-carbon operations, striving to maximize the integrated economic, social, and environmental value" to enable sustainable development. The Company consistently treats sustainable development as a core strategic priority and deeply integrates this philosophy into its corporate culture and the entire process of business operations and management. Based on principles such as the *Responsible Business Alliance (RBA) Code of Conduct* and in consideration of its operational realities, the Company has formulated a series of internal documents, including the *Social Responsibility Management Manual*, the *Internal Audit Operating Specifications for Social and Environmental Responsibility (SER)*, and the *Objectives, Indicators and Programs Management Procedure*. In accordance with a three-tier sustainable development governance structure of "Decision-making-Management-Execution," the Company clearly defines the responsibilities of each level to continuously enhance its ESG governance framework and management standardization.

In addition, in its ESG management practices, the Company actively embraces digital development trends by utilizing digital ESG tools to effectively improve the quality and traceability of collected ESG data. This significantly enhances management efficiency and provides robust data support for scientific decision-making and precise management.



Case ESG Training

On December 5, 2025, the Company invited external experts to conduct ESG training. The training provided an in-depth analysis of core ESG concepts, the latest policies and regulations, and indicator frameworks, and systematically interpreted key aspects of ESG report preparation. This training effectively strengthened ESG management awareness among the Company's management and various departments, significantly enhanced the professional competence and performance capabilities of relevant personnel, and laid a solid foundation for the Company to further advance ESG governance.

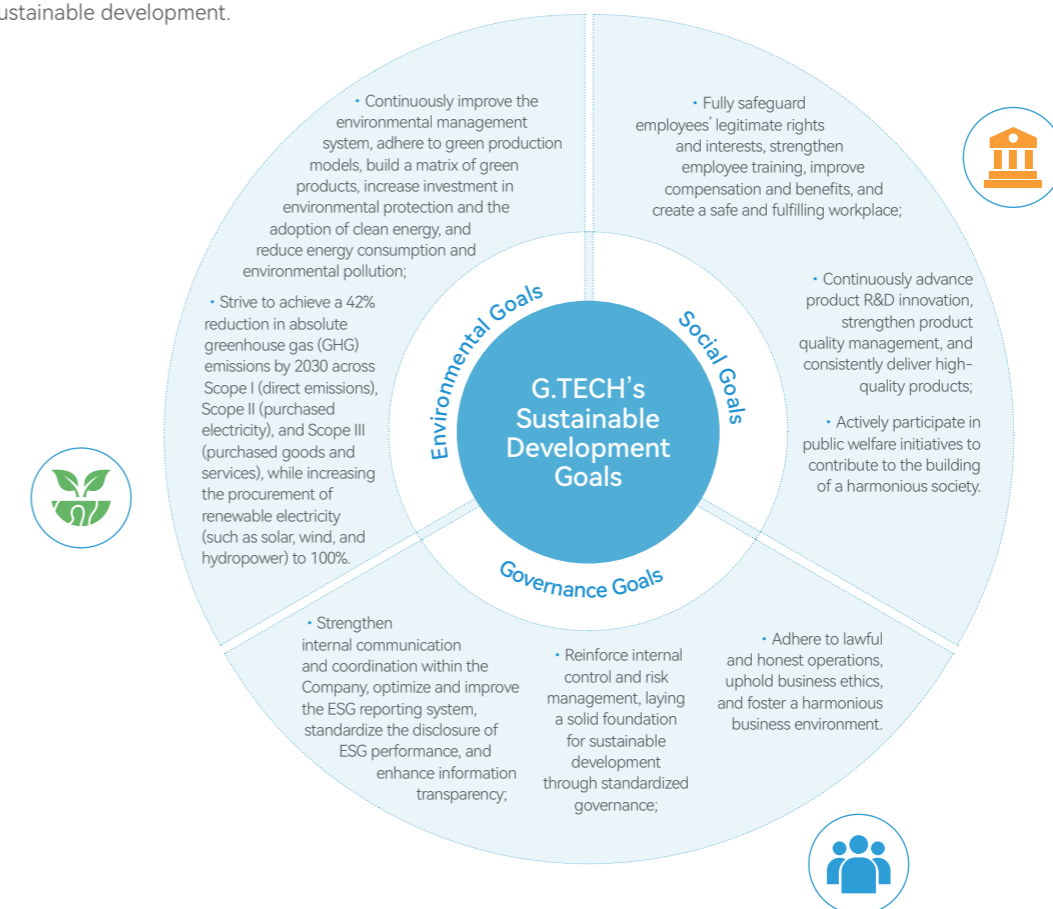
During the Reporting Period



The Company provided **1** ESG training session, with a total of **14** participants and a cumulative training duration of **28** hours.

Sustainable Development Goals

G.TECH actively practices ESG principles and comprehensively advances initiatives across environmental, social, and governance dimensions. By clarifying development objectives across these dimensions, the Company fosters consensus on green development and win-win collaboration, continuously enhancing its overall corporate value and contributing to sustainable development.



ESG Risk and Opportunity Management

G.TECH continues to strengthen its ESG risk management capabilities. Relying on internal documents such as the *Social Responsibility Management Manual* and the *Risk and Opportunity Identification and Evaluation Procedure*, the Company comprehensively identifies and assesses potential risks and opportunities related to sustainable development. Risk coefficients are ranked by severity, and with risk management as the guiding principle, the Company continuously improves its ESG risk management system across areas including labor practices, environment and occupational health, ethical standards, and supply chain management, thereby safeguarding sustainable corporate development.

The Company has established a risk management organizational structure with clear functions and defined responsibilities. The Document Control Center is responsible for organizing various departments to identify risks and opportunities and for confirming response measures for high-risk items. Meanwhile, the Company has established a comprehensive risk management process, comprising six key procedures: risk and opportunity management planning, establishment of a management team, risk identification and assessment, formulation of risk response measures, and the implementation of risk and opportunity reviews. Through standardized risk management procedures, the Company enhances its capability to prevent and manage risks.

ESG Certifications and Honors

G.TECH has successfully passed the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) and obtained the "Silver" certification. In 2025, the Company continued to participate in the Carbon Disclosure Project (CDP) rating, achieving a rating of B for both Climate Change and Water Security, with the Water Security rating improving from the previous year. The Company's Wind ESG rating was upgraded to AA, representing an improvement compared with the previous year. During the same period, the Company was listed among the "Top 100 of the 3rd Guoxin Cup · ESG Golden Bull Awards" by China Securities Journal. It also received the "Best Integrity and Compliance Capability" award at the 2025 ESG Golden Dawn Award by *Securities Market Weekly* and was honored with the Best ESG Practice Award by Shenzhen Value Online Information Technology Co., Ltd.



Top 100 of the ESG Golden Bull Awards

2025 ESG Golden Dawn Award "Best Integrity and Compliance Capability"

Best ESG Practice Award

Response to the Sustainable Development Goals (SDGs)

United Nations Sustainable Development Goals (SDGs)	G.TECH's Sustainable Development Goals	Actions and Progress in 2025
1 无贫穷	Promote economic development and reduce the wealth gap	Respond to the government's targeted assistance strategy by providing employment opportunities for local villagers; pay taxes in full and in accordance with the law.
2 零饥饿	Contribute to the development of remote areas	Deepen labor cooperation between eastern and western regions and actively engage in public welfare initiatives.
3 良好健康与福祉	Emphasize employee health and ensure work safety	Ensure the effective implementation of the ISO 45001 Occupational Health and Safety Management System; improve occupational disease prevention measures, conduct safety training and emergency drills, and organize employee health examinations.
4 优质教育	Improve the education and training system with targeted employee development	Formulate training plans and provide targeted professional training based on the specific needs of employees in different positions.
5 性别平等	Oppose gender discrimination and protect the rights and interests of female employees	Uphold equal employment practices by providing job opportunities for women; female employees are entitled to benefits such as maternity leave and nursing leave.
6 清洁饮水和卫生设施	Promote the rational use of water resources and standardize wastewater discharge	Advocate water conservation and enhance employees' awareness of water-saving practices; conduct annual potable water testing to ensure compliance with drinking water standards; monitor wastewater treatment quality to ensure compliant discharge; and carry out water resource risk assessments.

(SDGs) United Nations Sustainable Development Goals (SDGs)	G.TECH's Sustainable Development Goals	Actions and Progress in 2025
	Optimize the energy structure and increase the proportion of clean energy use	Promote the use of energy-efficient equipment and adopt clean energy sources such as photovoltaic power and green electricity.
	Provide employment opportunities and safeguard employees' legitimate rights and interests	Actively participate in various job fairs to provide employment opportunities for graduates and members of the public; adhere to lawful and compliant employment practices; establish reasonable compensation and performance standards to ensure employees' income.
	Drive continuous innovation and promote advanced business models	Establish KPIs for R&D projects, increase investment in innovation and research, and continuously promote the development of high-quality products.
	Practice fairness and equality to foster an equal and inclusive work environment	Eliminate discrimination based on gender, age, or region during recruitment processes and fully respect the beliefs of every employee.
	Actively contribute to community development and build harmonious and livable communities	Organize voluntary blood donation activities and support community development.
	Implement work safety measures and ensure product quality	Carry out inspections to identify and rectify potential production hazards; implement lifecycle management of hazardous substances in products; and conduct training on work safety and product quality.
	Respond to climate change strategies and promote a low-carbon development model	Develop carbon neutrality roadmaps and supply chain carbon reduction action proposals; clarify GHG reduction targets and clean energy pathways to support the achievement of the Carbon Peaking and Carbon Neutrality goals.
	Protect aquatic ecosystems and maintain aquatic biodiversity	Ensure compliant management of wastewater, guarantee wastewater discharge in accordance with regulatory standards, and prevent damage to the water environment.
	Comply with environmental management regulations and safeguard ecosystem biodiversity.	Classify and screen waste to achieve recycling and resource utilization, while conducting environmental impact assessments to minimize environmental impact and protect ecosystem biodiversity.
	Adhere to business ethics and standardize business conduct	Continuously improve the business ethics management system, resist corruption and bribery, implement integrity-based procurement practices, and promote conflict minerals management by refraining from procuring conflict minerals.
	Strengthen supplier management to achieve mutual benefit and win-win outcomes	Continuously improve the supply chain management system and conduct supplier carbon reduction training and RBA (CSR) training.

Communications with Stakeholders

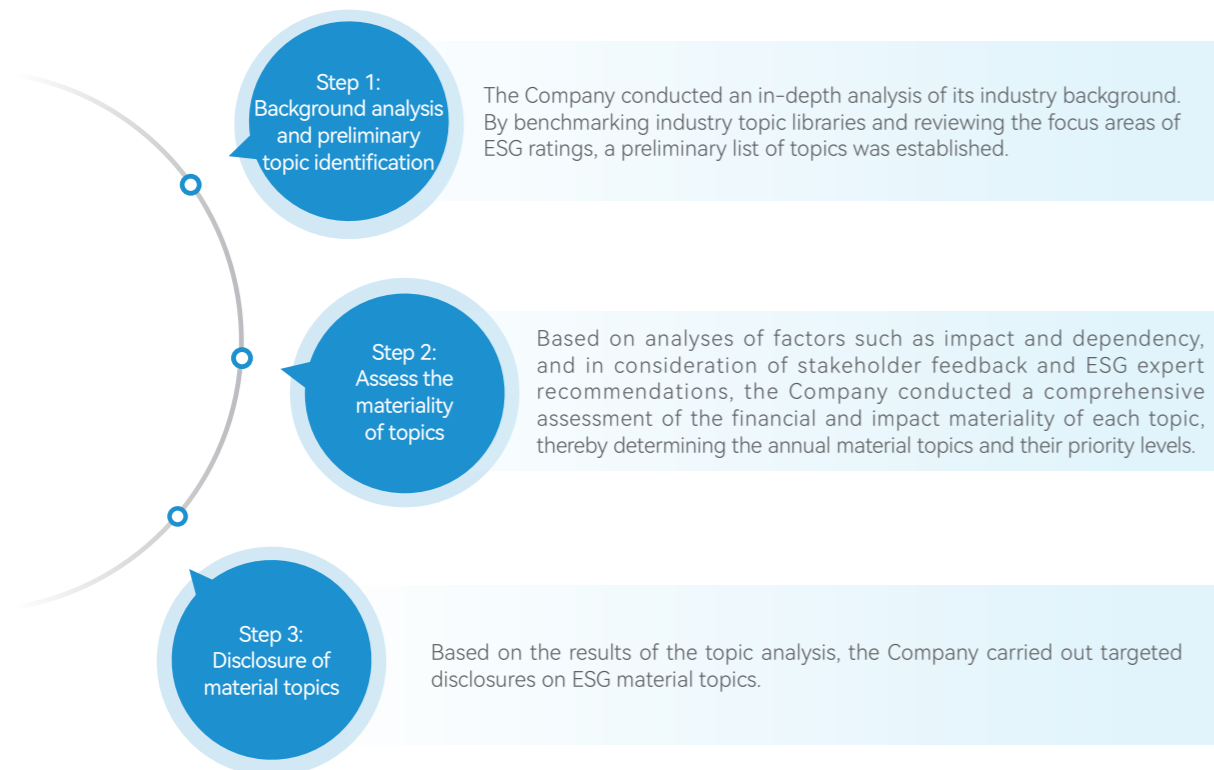
G.TECH places great importance on stakeholder management, establishing comprehensive communication mechanisms and diversified communication channels. The Company actively maintains regular communication with all stakeholders, fully responds to their reasonable demands, and works together to create a harmonious and mutually beneficial development environment.

Stakeholders	Demands and Expectations	Communication and Response
 Governmental or regulatory agencies	<ul style="list-style-type: none"> Compliant operations Business ethics Pay taxes in compliance with the law 	<ul style="list-style-type: none"> Strictly comply with relevant laws and regulations Anti-commercial bribery and anti-corruption Pay taxes in full and in accordance with the law
 Shareholders/Investors	<ul style="list-style-type: none"> Strengthen communication Investment returns Information disclosure 	<ul style="list-style-type: none"> Disclose information in a timely manner Strive to improve operating performance Convene shareholders' meetings
 Employees	<ul style="list-style-type: none"> Compensation & benefits Training and development Democratic governance 	<ul style="list-style-type: none"> Improve compensation system Provide professional training Grievance channels
 Customers	<ul style="list-style-type: none"> High-quality products and services Protect the rights and interests of customers Ensure information security and privacy protection 	<ul style="list-style-type: none"> Promote product R&D innovation Conduct customer satisfaction surveys Customer service training Strengthen information security protection
 Suppliers	<ul style="list-style-type: none"> Integrity and cooperation Standardize procurement practices Achieve mutual benefits 	<ul style="list-style-type: none"> Contract performance Transparent procurement Conduct supplier training
 Industry associations or research institutions	<ul style="list-style-type: none"> R&D innovation Protection of intellectual property rights 	<ul style="list-style-type: none"> Continuously enhance R&D and innovation capabilities Strengthen intellectual property management and protection
 Public welfare or community organization	<ul style="list-style-type: none"> Contribution to society Public welfare and charity 	<ul style="list-style-type: none"> Provision of employment opportunities Engagement in charitable donations Voluntary blood donation
 Media	<ul style="list-style-type: none"> Media interview and communication Public opinion response 	<ul style="list-style-type: none"> Enhance communication and exchanges Strengthen public opinion monitoring and media response

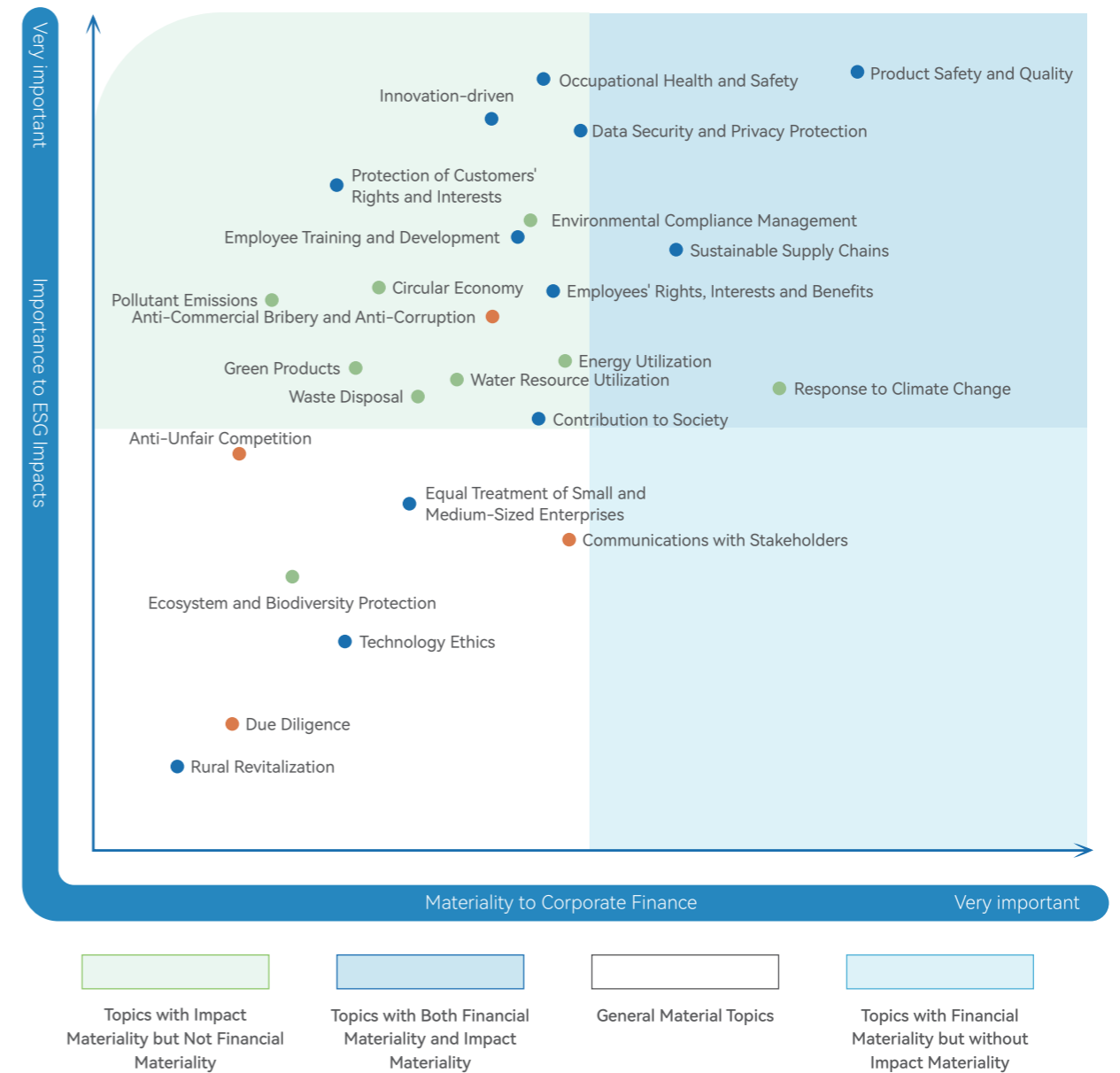


Management of Material Topics

During the reporting period, there were no significant changes in the Company's main business structure, operating environment, or relevant laws and regulations. Based on internal evaluation, the Company continued to adopt the assessment results of the previous year's financial materiality questionnaire for this reporting year. For impact materiality assessment, the Company made updates and adjustments in accordance with its latest business developments during the year. Following the double materiality assessment process, the Company conducted analyses of both financial materiality and impact materiality for sustainability-related topics. Through this analysis, the Company identified 25 material topics, including 3 financial materiality topics and 18 impact materiality topics.



G.TECH's Matrix of Material Topics



Materiality	Topics
Topics with Both Financial Materiality and Impact Materiality	Product Safety and Quality; Sustainable Supply Chains; Response to Climate Change
Topics with Only Impact Materiality	Occupational Health and Safety; Innovation-Driven; Data Security and Privacy Protection; Protection of Customers' Rights and Interests; Employee Training and Development; Environmental Compliance Management; Employees' Rights, Interests and Benefits; Anti-Commercial Bribery and Anti-Corruption; Circular Economy; Pollutant Emissions; Water Resource Utilization; Green Products; Waste Disposal; Contribution to Society
General Material Topics	Communications with Stakeholders; Equal Treatment of Small and Medium-Sized Enterprises (SMEs); Anti-Unfair Competition; Ecosystem and Biodiversity Protection; Technology Ethics; Due Diligence; Rural Revitalization

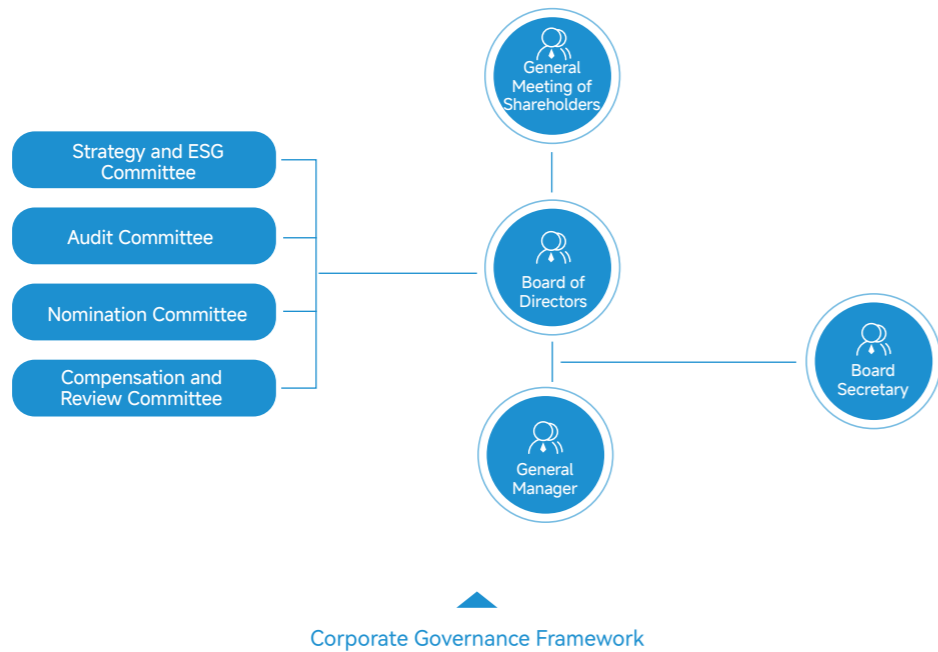
**Intelligent Governance
and
Compliance Safeguarding
Sustainable Operations**



Clear Structure and Scientific Decision-Making

Governance Framework

G.TECH strictly complies with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Governance Code for Listed Companies*, and other applicable laws, regulations, and normative documents. The Company has formulated a series of management systems, including the *Articles of Association*, *Detailed Rules for the Work of the General Manager*, *Detailed Rules for the Work of the Board Secretary*, and the *Subsidiary Management System*. By continuously improving the corporate governance structure centered on the General Meeting of Shareholders and the Board of Directors, the Company has established a solid institutional foundation for standardized operations and steady development. The Company maintains independence from its controlling shareholders and actual controllers in terms of personnel, assets, finance, organizational structure, and business operations, ensuring that all parties operate with independent accounting and assume their own responsibilities and risks. This effectively guarantees that the Company possesses an independent and complete business system and the capability for autonomous operations.



General Meeting of Shareholders

The Company has formulated the *Rules of Procedure for the General Meeting of Shareholders* and the *Detailed Rules for the Implementation of Online Voting at the General Meeting of Shareholders* to standardize the convening and holding of shareholders' meetings, ensuring that meeting procedures and voting methods are lawful and compliant and that resolutions are authentic and valid. The Company adopts a combination of on-site meetings and online voting to convene shareholders' meetings, actively facilitating the participation and exercise of rights by minority shareholders. For major matters involving the interests of minority shareholders, the Company adheres to the principles of openness and transparency. Voting results of minority shareholders are counted separately and disclosed, fully reflecting their opinions and effectively safeguarding their legitimate rights and interests.

During the Reporting Period



The Company convened **3** shareholders' meetings, reviewing and approving a total of **13** proposals.

Board of Directors

The Board of Directors operates in a standardized and orderly manner, strictly performing its duties in accordance with the *Articles of Association* and relevant laws and regulations, and effectively implementing all resolutions adopted at the shareholders' meetings. In 2025, all directors of G.TECH diligently fulfilled their duties, attended board meetings on time, carefully reviewed various proposals, and prudently exercised their voting rights. They proactively obtained and continuously monitored information regarding the Company's operational performance, financial condition, and the impacts and potential risks of major matters, thereby ensuring efficient board operations and sound decision-making.

During the Reporting Period

The Company convened **5** board meetings, reviewing and approving a total of **27** proposals, and held **6** meetings of the specialized committees.



Board Committees

Under the Board of Directors, the Company has established the Strategy and ESG Committee, the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee. In accordance with relevant laws, regulations, and the Company's *Articles of Association*, comprehensive rules of procedure have been formulated for each specialized committee, clearly defining their responsibilities and operational procedures. Each specialized committee performs its duties in strict accordance with the established rules of procedure, with clearly defined roles, responsibilities, and efficient operations. These committees fully leverage their professional expertise to support deliberation and decision-making, effectively ensuring the professionalism, scientific basis, and standardization of board decisions, further strengthening the foundation of corporate governance and promoting the continuous improvement of the Company's governance system and governance capabilities.

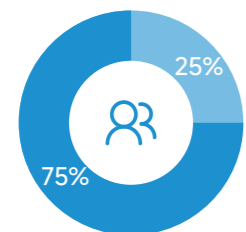
Board Independence

The Company has clearly stipulated the qualifications, specific responsibilities, and independence requirements of independent directors in the *Articles of Association*, the *Rules of Procedure for the Board of Directors* and the *Work Rules for Independent Directors*. Prior to formally assuming their duties, all independent directors are required to sign a legally binding *Statement and Commitment of Independent Director Candidates*, publicly undertaking to strictly comply with relevant laws and regulations, as well as the rules and requirements of the China Securities Regulatory Commission and the stock exchanges throughout their term of office. The functions of the Company's independent directors are performed through specialized committees established under the Board of Directors, including the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. By leading key matters such as internal control audits of the Company's financial reporting, independent reviews of related-party transactions, the nomination of senior management, and the formulation and evaluation of remuneration plans, independent directors effectively fulfill their supervisory and balancing roles in corporate governance.

Diversity of Board of Directors

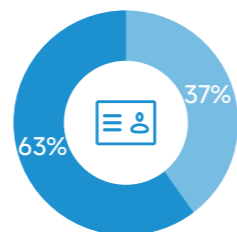
G.TECH has a total of eight directors, including two female directors, three independent directors, and one employee representative director. The current board members possess extensive professional expertise and practical experience across multiple fields, including law, accounting, and industry technology research and development. The diverse professional backgrounds and experience of the directors provide cross-disciplinary and multi-perspective support for board decision-making, effectively enhancing the scientific, forward-looking, and prudent nature of board decisions. This further strengthens the system of checks and balances within the Company's governance structure and establishes a solid governance foundation for addressing industry transformation and market challenges while achieving high-quality and sustainable development.

Directors by Gender



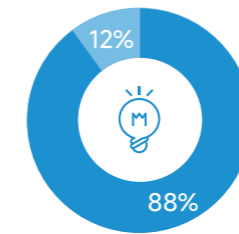
■ Male ■ Female

Directors by Age



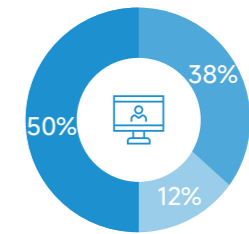
■ 40-50 (exclusive) years old ■ 50-60 (exclusive) years old

Directors by Education Level



■ Bachelor's Degree ■ Below Bachelor's Degree

Directors by Type



■ Independent Director ■ Employee Representative Director ■ Others

Remuneration of Directors and Senior Management

The Company has formulated the *Remuneration Management System for Directors and Senior Management*, which clearly defines matters relating to the composition, determination, payment, and management of remuneration for directors and senior management, thereby improving the incentive and restraint mechanisms for directors and senior management. In terms of the decision-making mechanism, the Company strictly follows governance principles. Directors' remuneration is subject to approval by the General Meeting of Shareholders, ensuring the effective reflection of shareholders' will. The remuneration plan for senior management is reviewed by the Remuneration and Appraisal Committee and subsequently approved by the Board of Directors, ensuring the independence and professionalism of remuneration decisions. With respect to remuneration structure, the Company adopts a differentiated remuneration strategy. Independent directors receive an annual allowance to ensure the independence and objectivity of their performance of duties; non-independent directors and senior management adopt a combined structure of "basic salary, position allowance and performance-based pay."

During the Reporting Period



The total remuneration actually paid to directors and senior management amounted to RMB **4,849,900**.



Risk Management and Internal Compliance

Compliance Risk Management

G.TECH attaches great importance to compliant operations and risk management. In strict accordance with the requirements of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and other relevant laws and regulations, the Company has formulated internal documents including the *Risk and Opportunity Identification and Evaluation Procedure*, *Legal Affairs Management Policy*, *Ethical Risk Management Policy*, and *Labor Risk Management Policy*. These documents provide comprehensive arrangements for risk management in areas such as management planning, management team establishment, risk identification and assessment, response measures, review, and implementation. The Company has also established a dedicated risk management department to effectively supervise standardized corporate operations.

In addition, the Company has developed detailed compliance risk training programs for personnel across different departments. Training is conducted in an orderly manner through a combination of online and offline formats, further strengthening employees' awareness of risk prevention and control and enhancing the Company's overall compliance management capabilities.

During the Reporting Period

The Company conducted a total of **23** legal and risk compliance training sessions, with a cumulative training duration of **11,257** hours.

Internal Audit

The Company has formulated internal regulations such as the *Internal Audit System*. In accordance with the Company's annual audit plan, the Internal Audit Department focuses on key operational priorities and risk areas, systematically conducting annual, semi-annual, and quarterly audits for 2025 across multiple critical dimensions, including financial reporting, operational efficiency, compliance adherence, and asset management, thereby continuously strengthening the Company's overall risk prevention and control capabilities. During the reporting period, the Company did not identify any material or significant deficiencies in internal control.

Tax Management

The Company strictly complies with relevant laws and regulations, including the *Law of the People's Republic of China on the Administration of Tax Collection* and the *Enterprise Income Tax Law of the People's Republic of China*. It actively fulfills its tax obligations, establishes and continuously improves its tax management system, and has set up an independent finance department staffed with dedicated financial personnel to ensure that invoice management, tax filing, and tax payment processes are lawful and compliant. Meanwhile, the Company maintains active communication with tax authorities and closely tracks updates to tax policies to ensure compliant tax management and effectively mitigate tax-related risks.

During the Reporting Period

The Company's total tax payments amounted to RMB **23,603,900**.



Case Tax Management Training

On November 27, 2025, the Company organized an online training session on Vietnamese taxation and legal matters for the General Manager's Office, Finance Department, Shipping Department, and Internal Audit Department. This initiative aimed to continuously enhance employees' tax awareness and professional capabilities, effectively mitigate overseas tax compliance risks, and strengthen the Company's tax risk management framework.

Compliant Information Disclosure and Investor Relations Management

Information Disclosure

The Company strictly fulfills its information disclosure obligations in accordance with relevant laws, regulations, and normative documents, including the *Measures for the Administration of Information Disclosure by Listed Companies* and the *Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange*. It also complies with internal policies such as the *Information Disclosure Affairs Management System* and the *Insider Registration Management System*. Adhering to the principles of "truthfulness, accuracy, completeness, timeliness, and fairness," the Company continuously improves the quality of its information disclosure and actively communicates its corporate value to the market.

During the Reporting Period

The Company disclosed a total of **115** reports to the public, and experienced **no** penalties related to information disclosure violations.

Investor Relations Management

G.TECH attaches great importance to investor relations management and has established the *Investor Relations Management System*, conducting investor relations activities strictly in accordance with relevant regulations. In addition, the Company is committed to building a comprehensive and two-way communication network by establishing diversified investor communication channels, including dedicated telephone lines, face-to-face meetings, and investor interaction platforms. These channels ensure investors' rights to information and participation, enhance the transparency of the Company's information disclosure, and effectively safeguard the legitimate rights and interests of investors, particularly minority investors. In addition to communicating with investors, the Company periodically organizes communication and exchanges with government institutions, non-governmental organizations, legal and financial media, and investment analysts to ensure the establishment and maintenance of stable and efficient communication mechanisms with all stakeholders.

During the Reporting Period



The Company conducted **3** investor research visits and held **2** performance briefing sessions. It also responded to **22** investor inquiries through the Shenzhen Stock Exchange's "Interactive Easy" platform, achieving a **100%** response rate to investor questions.

Case | Investor Education and Publicity Campaign on Major Capital Market Policies

On May 15, 2025, taking the opportunity of the "May 15 National Investor Protection Publicity Day," the Company launched a special campaign on investor education and the promotion of major capital market policies under the theme of "Safeguarding Wealth Security and Guarding Against Illegal Investment Traps." The campaign aimed to deepen the interpretation and dissemination of key capital market policies, continuously enhance the risk awareness of minority investors, and effectively safeguard the legitimate rights and interests of investors.



Investor Education and Publicity Campaign on Major Capital Market Policies

Public Opinion Management

To enhance the Company's ability to respond to public opinion risks, strengthen capital market public opinion management, and maintain the Company's positive image and market order, the Company has formulated the *Public Opinion Management Policy* and established a Public Opinion Response and Management Leading Group. The group is led by the Chairman of the Company as the head, with the Board Secretary serving as deputy head, and members comprising other senior management and heads of relevant functional departments. The Public Opinion Management Leading Group conducts real-time analysis of fluctuations and unusual movements in the Company's stock price, promptly and appropriately addressing the impact of various public opinion developments on the Company. This further clarifies the responsibilities within the public opinion management framework and effectively safeguards the legitimate rights and interests of investors.

Returns to Shareholders

With a focus on long-term and sustainable development, G.TECH fully considers its current financial structure, profitability, and future investment and financing plans. Accordingly, the Company has formulated the *Future Dividend Return Plan of G.Tech Technology Ltd. (Draft)* and the *Shareholder Return Plan for the Next Three Years (2024-2026)*. These frameworks establish a scientific and effective decision-making procedure and adjustment mechanism for profit distribution, thereby providing institutional arrangements for profit allocation and maintaining the continuity and stability of the Company's profit distribution policy. At the same time, to stabilize investor confidence, the Company has formulated the *Plan for Stabilizing the Company's Share Price within Three Years after Listing*. The plan stipulates that once the triggering conditions for share price stabilization measures are met, the Company will, based on the actual circumstances at the time, adopt multiple share price stabilization measures and formulate and disclose specific implementation plans, thereby further safeguarding investor interests.

During the reporting period, taking into account multiple factors including its actual operating conditions, stage of development, profitability, debt-servicing capacity, demand for investment funds and long-term development plans, the Company formulated its profit distribution plan prudently on the basis of balancing investor returns and the Company's sustainable development. It continued to strengthen its investor returns, with the dividend payout level further improved compared with previous years. In 2025, the Company successively implemented the 2024 annual equity distribution and the 2025 semi-annual equity distribution, which accounted for 45.04% and 46.89% of the net profit attributable to shareholders of the Company for the respective periods. The total cash dividend amounted to RMB 76 million, effectively safeguarding the legitimate rights and interests of minority shareholders and sharing the fruits of development with all shareholders.

Year	Cash Dividend per Share (Unit: yuan/share)	Total Cash Dividends (Including Tax) (Unit: RMB 10,000)	Percentage of Net Profit Attributable to Shareholders of the Company in the Consolidated Financial Statements for the Current Period (%)
2023	0.56	4,480	66.93
2024	0.65	5,200	45.04
2025 Interim	0.30	2,400	46.89

Business Ethics and Integrity Commitment









The Company adheres to the principle of integrity in operations and integrates business ethics requirements throughout its entire operational process. It implements a zero-tolerance approach toward violations such as commercial bribery and unfair competition. By continuously improving its integrity and compliance management system, the Company actively maintains a fair and orderly market environment and strengthens the governance foundation for sustainable development. During the reporting period, the Company did not experience any incidents of corruption, bribery, or unfair competition.

Anti-Commercial Bribery and Anti-Corruption

Anti-Commercial Bribery and Anti-Corruption Management System

The Company has established and continuously improved internal control systems, including the *Ethical Management Policy* and the *G.TECH Code of Conduct*. These systems strictly require employees to adhere to principles of integrity and professionalism in the course of business operations and strictly prohibit any form of commercial bribery or improper transfer of benefits, thereby jointly promoting the development and improvement of the anti-corruption framework.

Ethical Policies

-  Conduct business with integrity, adhering to the highest ethical standards
-  Prohibit offering or accepting bribes, as well as any form of corruption, extortion, or embezzlement
-  Respect and protect intellectual property rights
-  Uphold fair trade practices, lawful competition, and responsible advertising
-  Maintain confidentiality of whistleblowers' identities
-  Disclose relevant information on business activities, organizational structure, financial status, and performance transparently

Whistleblowing Mechanism

The Company has established a multi-channel integrity supervision and complaint reporting system, covering reporting channels such as letters, email, and telephone. This system fully accepts compliance supervision and reporting of relevant leads regarding the Company and its employees from both internal and external stakeholders. Meanwhile, in accordance with the *Regulations on Handling Whistleblower Complaints by Disciplinary and Supervisory Authorities*, the Company has formulated the *Whistleblower Protection Management Policy*, which clearly define mechanisms for safeguarding the rights and interests of whistleblowers. This encourages employees and the public to actively participate in the Company's integrity governance and forms a multi-party collaborative compliance supervision framework.

Anti-Corruption and Integrity Measures

Through systematic measures, the Company continuously strengthens the cultivation of business ethics awareness and reinforces its anti-corruption defense line. For internal employees: On the one hand, the Company incorporates business ethics education into its employee training system to ensure that all employees clearly understand and strictly comply with the Company's business ethics standards. On the other hand, the Company clarifies behavioral boundaries through binding agreements, requiring all employees to sign *Confidentiality Agreements* to protect trade secrets and customer information security. In addition, personnel in procurement positions are required to sign the *Sunshine Confidentiality Agreement*, strengthening integrity management in key positions. Furthermore, through regular business ethics surveys, the Company dynamically monitors and evaluates employees' ethical conduct, promoting the implementation of anti-corruption initiatives across the entire process - from awareness cultivation to behavioral compliance. For business partners: During the evaluation process for each supplier, the Company strictly reviews their business integrity and compliance performance, with particular attention to identifying any involvement in commercial bribery, corruption, or embezzlement. Through standardized evaluation mechanisms, the Company promotes its business partners' adherence to integrity principles and jointly builds a transparent and compliant supply chain ecosystem.

During the Reporting Period

A total of **33** employees in specific positions signed integrity agreements and other related documents governing business conduct, with a signing rate of **100%**.

The proportion of directors participating in anti-commercial bribery and anti-corruption training reached **100%**.

Members of management received anti-commercial bribery and anti-corruption training with an average training duration of **1** hour, involving **10** participants.



Case | Anti-Commercial bribery and Anti-corruption Training

In December 2025, the Company invited professional lawyers from a law firm to conduct an on-site training session titled "Strengthening the Compliance Defense Line to Safeguard Sustainable Corporate Development - Special Training on Anti-Commercial Bribery and Anti-Corruption." Through in-depth interpretations covering topics such as the evolving anti-corruption landscape and regulatory developments in 2025, analysis of typical corruption cases, interpretation of key laws and regulations, identification of risk points in senior management positions, and practical recommendations for compliance and risk prevention and control, the training further enhanced employees' awareness of integrity and ethics and effectively improved their ability to identify and prevent commercial bribery and corruption.



Special Training on Anti-Commercial Bribery and Anti-Corruption

Anti-monopoly and Anti-unfair Competition

The Company strictly complies with laws and regulations including the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*. It has formulated internal systems such as the *Management Policy for the Prevention of Improper Benefits*, *Fair Competition Management Policy*, and *Anti-Collusion Management Policy*. Relying on these institutional frameworks, the Company continuously strengthens risk management related to anti-monopoly and anti-unfair competition, comprehensively reinforcing its compliance defenses in these areas. Additionally, the Company attaches great importance to cultivating a culture of anti-monopoly and fair competition. It organizes specialized training sessions and provides in-depth interpretations of typical cases of unfair competition, strengthening employees' legal awareness and compliance consciousness and providing solid support for the Company's compliant operations.

During the Reporting Period



The Company conducted **1** anti-monopoly and anti-unfair competition training session, with an average training duration of **1** hour per participant and a total of **2,071** participants in the training.



Case | Anti-Unfair Competition Training

On December 22, 2025, the Company conducted an online training session themed "Typical Anti-Unfair Competition Cases of the People's Courts in 2025." Through in-depth analysis of representative cases and interpretation of key legal points, the training helped employees accurately identify risks of unfair competition in business operations and further strengthened the foundation of the Company's compliance management.

Energy Conservation and Carbon Reduction for Green and Intelligent Manufacturing



Climate Change and Green Transformation

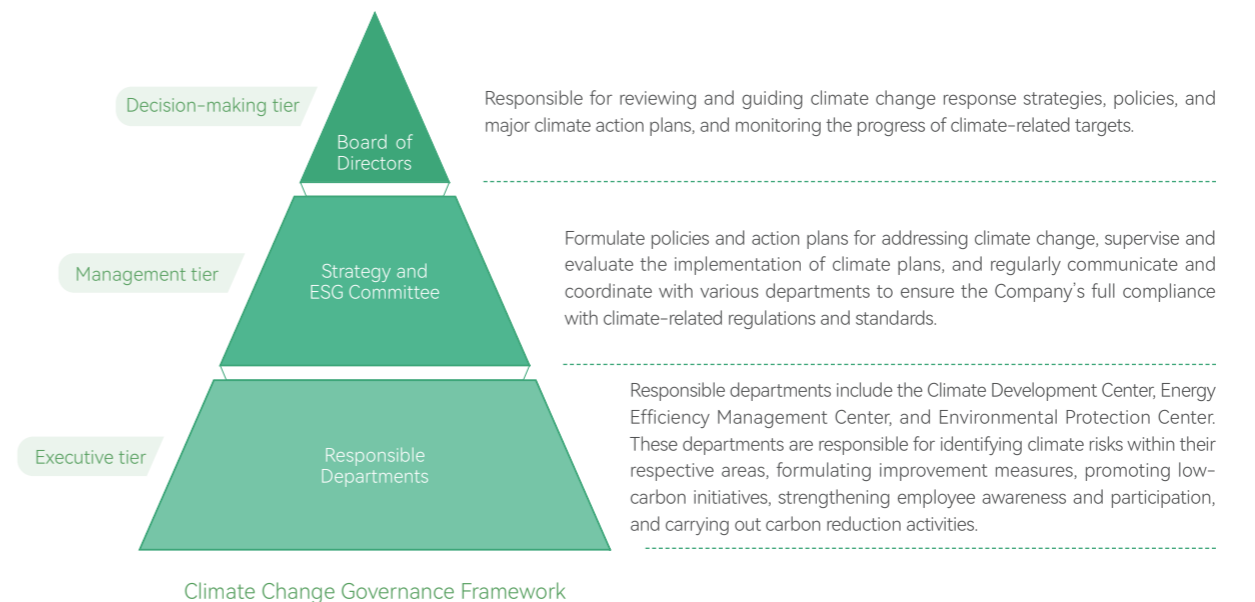
Against the backdrop of increasingly severe global climate change challenges and the deepening implementation of China's Carbon Peaking and Carbon Neutrality goals, G.TECH has strengthened its climate governance efforts in accordance with both domestic and international sustainable development disclosure frameworks. The Company strictly follows the *Guidelines No. 3 of the Shenzhen Stock Exchange for Self-Regulation of Listed Companies - Preparation of Sustainability Reports*, identifying climate-related issues as topics of financial materiality and systematically establishing a top-level governance framework. By integrating climate risk management into strategic decision-making and daily operations, the Company actively responds to evolving regulatory trends and industry transformation requirements, contributes to the national goals of carbon peaking and carbon neutrality, and enhances long-term resilience and investor confidence.



Governance to Address Climate Change

G.TECH has established a top-down climate governance system consisting of the Board of Directors, the Strategy and ESG Committee, and responsible departments. The Company has also formulated dedicated management policies such as the *Greenhouse Gas Management Procedure* and the *Greenhouse Gas Inventory and Reporting Management Procedure*. Through the combined support of organizational mechanisms and institutional frameworks, the Company ensures the deep integration of climate change response with its operational management.

In addition, to fully mobilize employees' enthusiasm and initiative in carbon reduction efforts, the Company has established and improved a dedicated performance incentive mechanism. Departments and individuals demonstrating outstanding performance in implementing emission reduction initiatives, achieving reductions in absolute emissions, or meeting climate-related targets and indicators are awarded special bonuses. Meanwhile, the department achieving the greatest reduction in energy consumption each quarter is selected and granted a special award.



Strategies to Address Climate Change

Risk Type	Risk Driver	Risk Description	Severity ¹	Occurrence Frequency ²	Risk Coefficient ³	Risk Levels	Impact Timeframe ⁴	Value Chain Links of Impact	Response Measures	Potential Financial Impact	Specific Implementation Measures
Trans-formational risks	Policy and legal risks	Laws and regulations applicable to existing products and services	3	2	6	Moderate risks	Short- and medium-term	Operation	Risk mitigation	Increased operational costs	1. We continuously monitor existing and emerging global legislation to ensure that the Company can promptly comply with the latest domestic and international regulatory requirements. 2. We actively promote energy conservation and carbon reduction measures to reduce energy costs. 3. We purchase renewable energy certificates to mitigate potential high compliance costs in the future.
	Market risks	Consumer behavior shift	3	2	6	Moderate risks	Short-, medium-, and long-term	Downstream	Risk mitigation	Decreased operating income	Product development teams should integrate low-carbon design concepts, such as using new eco-friendly materials and extending product lifespan to optimize resource utilization, thereby aligning with consumer preferences and increasing market share.
	Reputation risks	Stakeholder expectations	Various stakeholders have increasing expectations for the Company's response to climate change. Failure to address these concerns could affect the Company's financing capabilities and brand image.	2	2	4	Low risks	Short- and medium-term	Upstream, operations, downstream	Risk acceptance	Increased operational costs

¹ Severity: From low to high: 1, 2, 3, 4, 5.

² Frequency of Occurrence: From low to high: 1, 2, 3, 4, 5.

³ Coefficient = Severity × Frequency of Occurrence

⁴ For all financially material topics covered in this report, the time horizon of impact is defined as follows: within 1 year as short-term, 1–5 years as medium-term, and more than 5 years as long-term. This definition is established based on comprehensive considerations of G.TECH's sustainable development goals and external macro policy objectives.



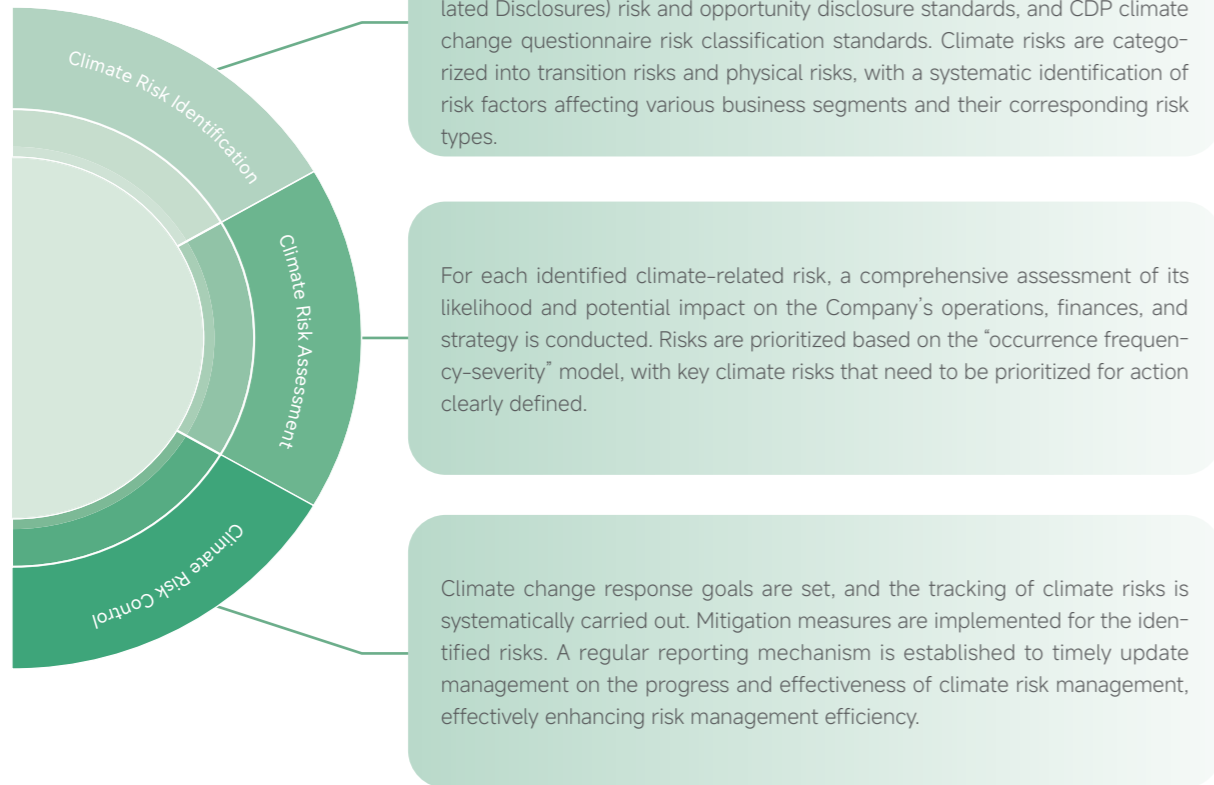
Risk Type	Risk Driver	Risk Description	Severity ¹	Occurrence Frequency ²	Risk Coefficient ³	Risk Levels	Impact Timeframe ⁴	Value Chain Links of Impact	Response Measures	Potential Financial Impact	Specific Implementation Measures
Physical risks	Acute risks	Cyclones and floods	5	3	15	High risks	Short- and medium-term	Upstream, operations, downstream	Risk mitigation	Increased operational costs	1. As part of the business continuity plan, administrative personnel should assess risks related to typhoons and heavy rainfall, striving to help the Company prepare for the potential impacts of extreme weather events such as tornadoes, heavy rains, and hurricanes. 2. Establish secure storage facilities for safety stock to prevent supply chain disruptions and eliminate sole suppliers. 3. Clear drainage channels, remove debris at water outlets, and carry out regular maintenance.
	Chronic risks	Sea Level Rise	2	2	4	Moderate risks	Short-, medium-, and long-term	Operation	Risk mitigation	Increased operational costs	1. Employees are encouraged to set air conditioning temperatures at 26–28°C, which both saves electricity and reduces costs. 2. Continuously strengthen energy conservation and emission reduction efforts while improving the efficiency of resource utilization, including energy and water.

Opportunity Factor	Description	Severity	Occurrence Frequency	Opportunity Coefficient	Opportunity Level	Impact Timeframe	Value Chain Links of Impact	Potential Financial Impact	Specific Implementation Measures
Resource Efficiency	The increase in clean energy usage due to climate change presents an opportunity to fully utilize clean energy and reduce energy costs.	3	4	12	Moderate opportunity	Short- and medium-term	Operation	Reduced operating costs	Continuously promote green operational concepts through energy conservation, the purchase of green electricity, rooftop photovoltaics, and resource recycling and reuse to improve resource and energy efficiency while reducing operational costs.
Resilience	Integrate climate change risks and mitigation measures to enhance the Company's adaptability.	5	4	20	High opportunity	Short-, medium-, and long-term	Operation	Reduced operating costs	Enhance the Company's resilience, reduce the losses caused by climate change, and minimize customer losses.
Products and services	Research and innovation in the development of new products and services; Increase low-carbon products to address climate change.	4	4	16	High opportunity	Short-, medium-, and long-term	Operations, downstream	Increased operating income	The Company offers a diversified range of products that meet market demand, improving its reputation and brand awareness; This brings new product opportunities and increases revenue.

Management of Climate Change Impacts, Risks and Opportunities

G.TECH manages the financial impacts of climate change through systematic methods, including risk identification, assessment, and response. It systematically identifies and screens both physical and transition risks the Company faces in addressing climate change, utilizing qualitative and quantitative methods to analyze the probability and impact of these risks, determining their corresponding risk levels. Based on the assessment results, mitigation, adaptation, and transfer strategies are designed, regularly reviewed, and updated to continuously strengthen the Company's climate resilience.

Specific Actions

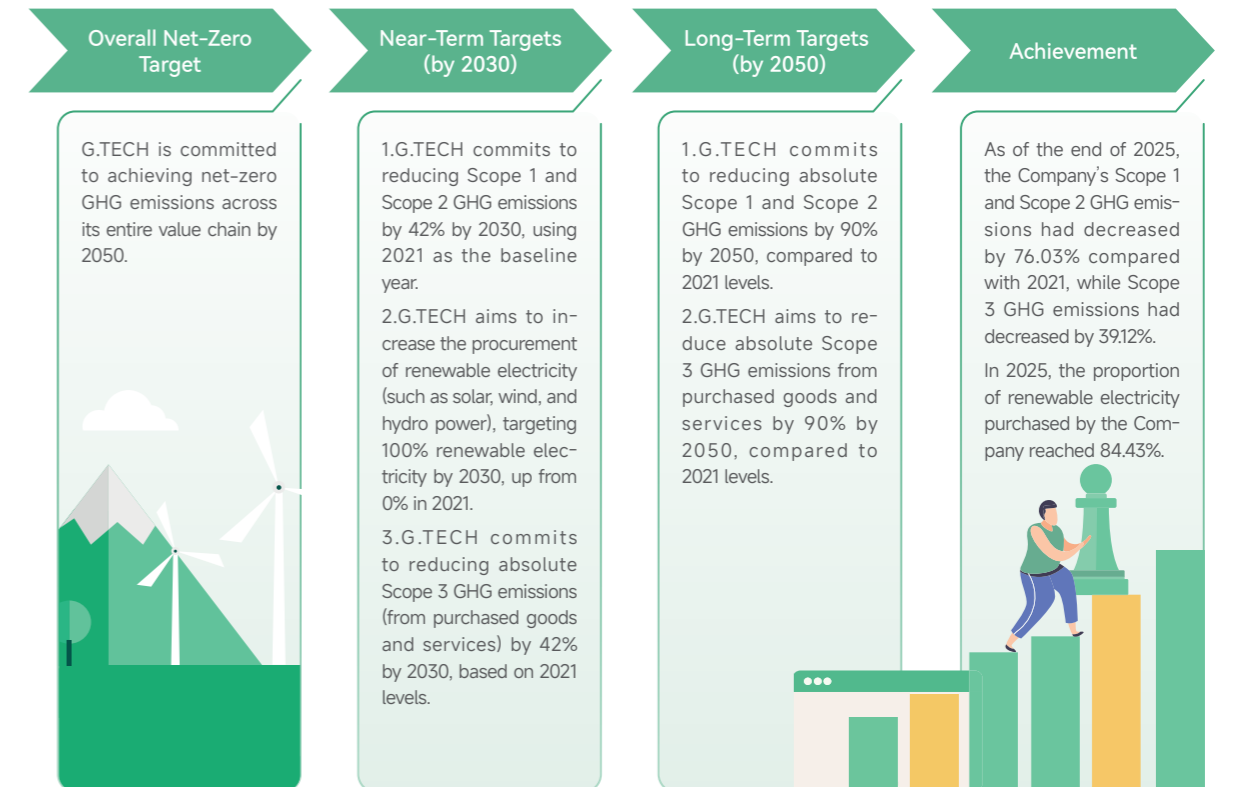


Climate Change Metrics and Targets

G.TECH has developed scientifically validated carbon targets verified by SBTi, in alignment with national "dual carbon" strategic goals and the industry's emission reduction roadmap. The progress and path of achieving these targets are continuously tracked to ensure their feasibility. The Company's GHG inventory has passed ISO 14064-1:2018 verification for four consecutive years.



Science-Based Carbon Targets Verified by SBTi



Greenhouse Gas Emissions

Indicator	Unit	2023	2024	2025
Total GHG emissions	tCO ₂ e	195,162.76	239,137.78	237,032.78
Direct GHG Emissions (Scope 1)	tCO ₂ e	507.94	541.11	613.45
Indirect GHG Emissions (Scope 2)	tCO ₂ e	4,601.37	3,185.75	1,300.49
Other Indirect GHG Emissions (Scope 3)	tCO ₂ e	190,053.45	235,410.92	235,118.84
GHG Emission Intensity	tCO ₂ e /10,000 yuan	2.20	1.81	1.52
GHG emission reduction	tCO ₂ e	1,143.28	1,122.76	1,204.92

Data Explanation:

Due to changes in data measurement and calculation methods, a retrospective adjustment has been made to the Company's 2024 GHG data.

Scope 1: Direct emissions from GHG sources owned or controlled by G.TECH;

Scope 2: Indirect GHG emissions from purchased electricity by G.TECH (based on the market);

Scope 3: Other indirect GHG emissions occurring across G.TECH's value chain, including: purchased goods and services; fuel-and energy-related activities; upstream transportation and distribution; waste generated in operations; business travel; and employee commuting. In the future, additional relevant Scope 3 emission sources will be gradually included on the premise of ensuring the data reliability and completeness.

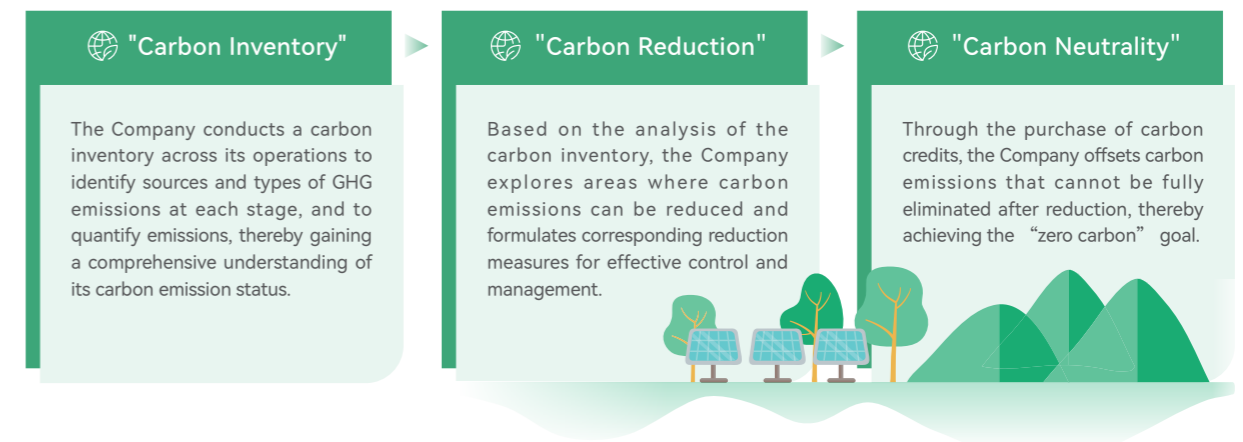
GHG Accounting Standards: ISO 14046-1 *Greenhouse gases-Part 1: Specification with guidance at the organization level for quantification and reporting of emissions and removals*



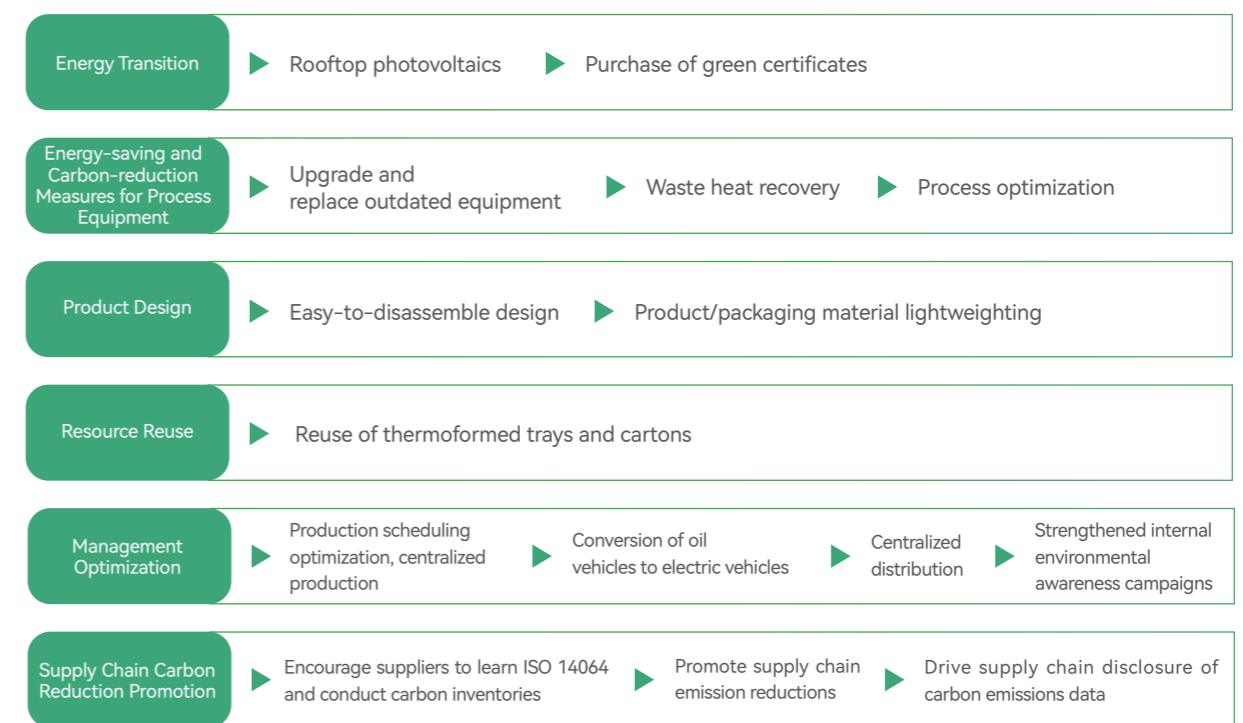
Carbon Management

Carbon Neutral Path

G.TECH actively practices green and low-carbon development in its operations, adhering to the strategy of "energy conservation and emission reduction, mainly using renewable energy, with carbon offsetting as a supplementary measure." The Company follows the "carbon inventory - carbon reduction - carbon neutrality" path to achieve carbon neutrality in its operations and value chain, reaching the goal of carbon neutrality.



Carbon Neutral Path



Carbon Footprint Certification

G.TECH deeply integrates carbon footprint certification into the entire production and operation process. Through low-carbon technological innovation, it improves resource utilization efficiency, continually reduces product energy consumption, and actively responds to the challenges of climate change, injecting new momentum into achieving the national "dual carbon" goals. During the reporting period, the Company's MB565T and KB565T products underwent carbon footprint certification.



MB565T+RG82 Product Carbon Footprint Certifications



KB565T+MB565T+RG82 Product Carbon Footprint Certifications



KB565T+RG82 Product Carbon Footprint Certifications

Greenhouse Gas Emission Reduction

G.TECH actively practices the concept of green development by incorporating GHG emission reduction into every aspect of its production and operations. Through various effective measures, the Company continuously reduces carbon emissions and steadily advances the journey toward net-zero emissions. At the same time, the Company collaborates with its suppliers to strengthen carbon management. During the reporting period, the Company assisted suppliers in their carbon reduction actions, with 21 supply chain vendors achieving ISO 14064-1:2018 certification.



Pathway for GHG Emission Reduction

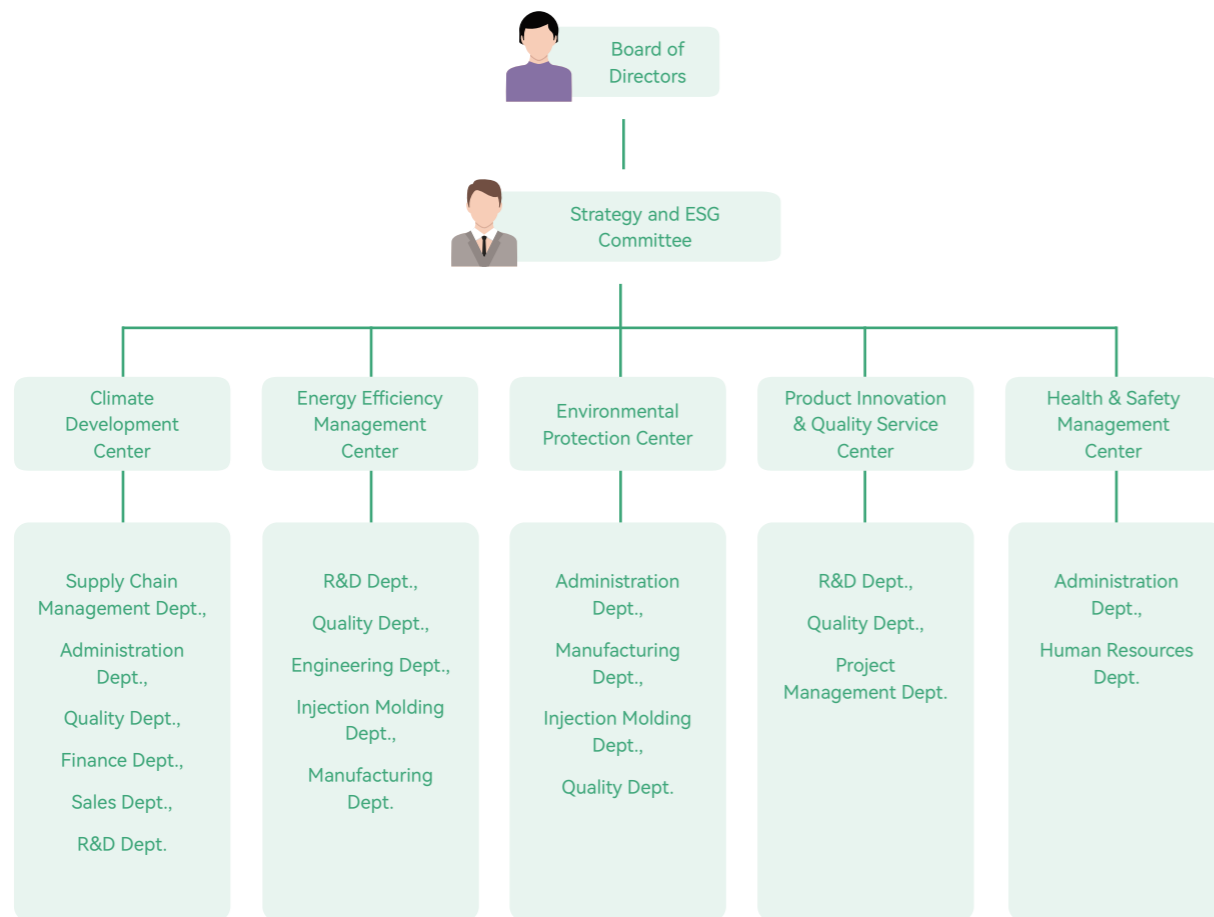


Environmental Compliance, with Systems Ensuring Effective Support

Environmental Management System

G.TECH adheres to the green development philosophy of "Ecology First and Green Development," and strictly complies with laws and regulations including the *Environmental Protection Law of the People's Republic of China*. The Company has established internal management systems such as the *Management Manual* and *EHS Operation Control Procedure* to systematically manage environmental aspects and occupational health and safety risks. Throughout its production and operational processes, wastewater, exhaust gas, solid waste, and noise are subject to full-process management and control to ensure compliant monitoring and discharge in accordance with regulatory standards.

The Company has established an environmental management structure directly led by the Board of Directors. Under the Board, the Strategy and ESG Committee is responsible for the overall coordination of environmental protection and management, including strategic planning, target implementation, and performance oversight. Relevant departments are responsible for implementing environmental protection plans and tracking performance, thereby systematically promoting the continuous improvement and effective implementation of the environmental management system. As of the end of the reporting period, the Company and its domestic subsidiaries had all obtained ISO 14001 Environmental Management System certification.



Environmental Management Architecture

Board of Directors

Oversees the Company's environmental development strategies from a long-term perspective.

Strategy and ESG Committee

Develops and reviews the Company's environmental protection policies and strategies; Monitor and evaluates the implementation of environmental protection programs; Sets targets and conducts performance assessments to ensure the Company meets its environmental goals; Regularly communicates and coordinates with all departments to ensure full compliance with environmental regulations and standards.

Responsible Departments

Develop and implement environmental protection plans, providing training and planning support; Monitors and evaluate the Company's environmental performance and report to senior management; Coordinate environmental protection efforts across all departments and provide necessary data and information.

ISO 14001 Environmental Management System Certificate of G.TECH / Lang-Crown Mold

During the Reporting Period

The Company's total environmental protection investment amounted to RMB **360,500**, with **zero** environmental violations or environmental incidents recorded.

Management of Environmental Risks

G.TECH has formulated the *Environmental Risk Management Regulations*, focusing on identifying and managing environmentally high-risk materials. Supporting standards such as the *Procedure for the Identification and Assessment of Environmental Factors and Hazards* have also been established to systematically define the steps for environmental risk identification and evaluation, ensuring comprehensive and accurate identification and assessment of environmental aspects in the Company's activities, products, and services.

Environmental Monitoring and Hazard Identification

In accordance with internal management regulations, the responsible departments conduct systematic monitoring and evaluation of environmental performance. By continuously monitoring key performance indicators, process performance, and the achievement of management objectives, the Company gains a comprehensive understanding of the effectiveness of its environmental management system. The Company regularly commissions qualified third-party professional institutions to conduct environmental monitoring of its facilities and issue monitoring reports. Monitoring results indicate that the Company's production and operations comply with environmental management requirements. During the reporting period, all monitored indicators met applicable standards, and no pollutant discharge exceeded regulatory limits.

The Company has established a systematic hazard identification and inspection mechanism. Through a combination of routine inspections and targeted investigations, regular checks are conducted focusing on the operation of exhaust gas treatment facilities, the compliant storage of hazardous chemicals and wastes, the integrity of drainage pipeline networks, and the safety of the built environment, enabling the timely identification and control of potential environmental and safety risks.

During the Reporting Period

The Company implements full-process monitoring of pollutant discharges; the compliance rate for pollutant monitoring, the synchronized operation rate of environmental protection facilities, and the implementation rate of the "Three Simultaneities" requirements for environmental protection in construction projects all reached **100%**; **12** environmental hazard inspections were conducted, with a rectification rate of **100%**.

Emergency Response Plan for Environmental Emergencies

To systematically address environmental risks, strengthen the management capacity for environmental emergencies, and comprehensively prevent environmental incidents, G.TECH has established a long-term environmental protection early warning mechanism. In accordance with the principles of "people-oriented approach, prevention first, unified leadership, division of responsibilities among departments, integration of macro-level requirements with practical operations, focus on priorities, resource integration, and broad social participation," the Company has formulated emergency management systems such as the *Emergency Response Plan for Environmental Emergencies*. An emergency organizational structure led by the Emergency Command Center and executed by the Emergency Rescue Command Team has been established to coordinate and manage emergency response actions for environmental incidents. In addition, the Company regularly organizes specialized emergency drills for hazardous waste leaks and chemical spills. By simulating real-life scenarios and conducting practical response operations, the Company continuously strengthens employees' risk awareness and on-site emergency response capabilities.

Case | Emergency Drill for Hazardous Waste Leakage

On July 16, 2025, in order to safeguard the Company's property and the safety of all employees, the Company organized an emergency drill for "Hazardous Waste Leakage". Through the drill covering "emergency response and rescue for leakage incidents, containment and cleanup of leaked hazardous waste, and emergency use of firefighting equipment and facilities," the Company further verified the feasibility of its emergency response plans. The exercise also enabled employees to gain a deeper understanding of emergency response procedures, become familiar with the handling methods for hazardous waste leakage, enhance safety awareness, and strengthen their capability to respond effectively to emergency situations.



Emergency Drill for Hazardous Waste Leakage

Environmental Impact Assessment (EIA) Approvals

All newly built, renovated, and expanded projects of G.TECH strictly comply with national and local environmental protection regulations, including the *Environmental Impact Assessment Law of the People's Republic of China* and the *Zhuhai "Three Lines and One Permit" Ecological Environment Zoning Control Plan*. Environmental impact assessments are completed in accordance with the law, and official approvals are obtained. On this basis, the Company fully implements the requirements of the EIA to ensure compliant operation throughout the entire project lifecycle and to continuously reduce environmental impacts. The G.TECH Capacity Expansion Project for Computer Peripheral Products has obtained the EIA approval issued by the Zhuhai Municipal Bureau of Ecology and Environment (Zhu Huan Jian Biao [2021] No. 103). During the construction and operational phases, the project fully implements all pollution prevention and environmental risk control measures, ensuring that all pollutants are discharged in stable compliance with applicable standards and meet total emission control requirements.

Environmental Management Policy and Objectives

Environmental and Occupational Health & Safety Policy

- ▶ Comply with relevant laws, regulations, and other applicable requirements;
- ▶ Develop products that contribute to environmental protection and social sustainability;
- ▶ Clearly define and strictly control prohibited substances, phased-out substances, and restricted substances in products;
- ▶ Protect the environment, prevent pollution, conserve energy and reduce waste;
- ▶ Eliminate hazards and reduce environmental and occupational health & safety risks;
- ▶ Continuously improve environmental and occupational health & safety performance;
- ▶ Full employee participation in environmental and occupational health & safety management.

Achievement of Environmental Management Goals in 2025

Key Metrics and Targets	Achievement
100% compliance of materials and products with environmental management substance standards	Achieved
100% waste recycling and disposal rate	Achieved
Factory boundary noise meets Class 3 of the urban regional environmental noise standards (65dB during daytime, 55dB at night)	Achieved
Waste gas emissions comply with Phase II, Grade 2 standards of Guangdong Province	Achieved
100% compliance rate for hazardous waste disposal	Achieved

Environmental Protection Training

The Company places strong emphasis on comprehensively improving employees' environmental awareness and practical capabilities. Through a combination of systematic training and regular awareness campaigns, the Company continuously strengthens employees' environmental knowledge and professional skills, guiding them to consciously implement environmental management policies, firmly establish environmental awareness, and enhance behavioral compliance and environmental responsibility. At the same time, the Company regularly organizes environmental protection managers at all levels to participate in specialized lectures and technical training, enabling them to learn advanced industry practices and promote internal management achievements, thereby fully integrating environmental protection concepts into the Company's corporate culture.

During the Reporting Period

The Company conducted **1** environmental protection training session, with **1,979** participants, a total training duration of **3,958** hours, and an average training duration of **1.09** hours per participant.

Case Environmental Protection Knowledge Training

On October 24, 2025, G.TECH organized environmental protection knowledge training covering topics such as "the impacts of environmental pollution, factors contributing to environmental pollution, and how to protect the environment in daily work and life." Through lectures and case discussions, the training disseminated environmental knowledge to all employees, clarified the hazards and causes of environmental pollution, and guided employees to practice environmentally responsible behaviors both at work and in daily life. The initiative strengthened environmental awareness among all employees and supported the implementation of the Company's environmental protection objectives.



Environmental Protection Training

Pollution Prevention and Emission Reduction



Wastewater Management

G.TECH strictly complies with laws and regulations including the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, as well as relevant local regulations and standards in its operating locations. The Company has established internal systems such as the *EHS Operation Control Procedure* and the *Rainwater Discharge Management Policy* to strictly manage wastewater generation and ensure compliant discharge throughout its production and operational processes. The Company does not discharge production wastewater externally. The wastewater generated is primarily domestic wastewater and kitchen wastewater, with main pollutants including CODCr, BOD₅, SS, and NH₃-N. The Company adopts separate pipeline systems for rainwater and wastewater discharge. The Administration Department regularly cleans the preliminary wastewater treatment facilities to prevent wastewater from entering the rainwater pipelines. In addition, a qualified third-party testing institution is commissioned annually to conduct testing to ensure compliant wastewater discharge. During the reporting period, all wastewater generated by the Company was properly treated in compliance with regulations, with both discharge concentration and total volume meeting Phase II, Level III standards of Guangdong Province specified in the *Water Pollutant Discharge Limits* (DB44/26-2001).

Wastewater and Rainwater Management Measures

- Domestic Wastewater**
 Wastewater from residential areas and restrooms is discharged to external public sewage pipelines after preliminary treatment and is subsequently treated by the municipal wastewater treatment center.
- Kitchen Wastewater**
 Kitchen wastewater undergoes three-stage treatment before entering the municipal sewage system.
- Rainwater**
 It is prohibited to place any material containers, raw material barrels, empty containers, or other items within 1 meter of rainwater discharge outlets;
 Equipment maintenance is prohibited within 2 meters of rainwater discharge outlets. When maintenance is carried out beyond 2 meters, protective measures must be implemented to prevent oil contamination from entering the rainwater drainage channels;
 Cleaning activities around rainwater discharge outlets are prohibited;
 It is prohibited to dump debris, wastewater, or other substances into rainwater drainage channels.
- Cooling Water**
 Cooling water is treated through methods such as natural cooling and sedimentation to enable recycling and reuse, with no external discharge.
- Cleaning Wastewater**
 One ultrasonic cleaning line has been established, with a reuse rate of 90% for cleaning wastewater. Replaced cleaning wastewater is collected and treated by qualified third-party units, with no external discharge.

Indicator	Unit	Data for 2025
Total Wastewater Discharges	10,000 tons	2.40
Wastewater Discharge Intensity	ton/RMB 1 million (revenue)	15.37
Chemical oxygen demand (COD)	Ton	7,632
Five-day biochemical oxygen demand (BOD ₅)	Ton	3,204
Suspended solids	Ton	1,176
Total phosphorus (P)	Ton	138.24
Ammonia Nitrogen (NH ₃ -N)	Ton	1,572.60
Animal and plant oils	Ton	115.92
pH	-	178.80

Waste Gas Management

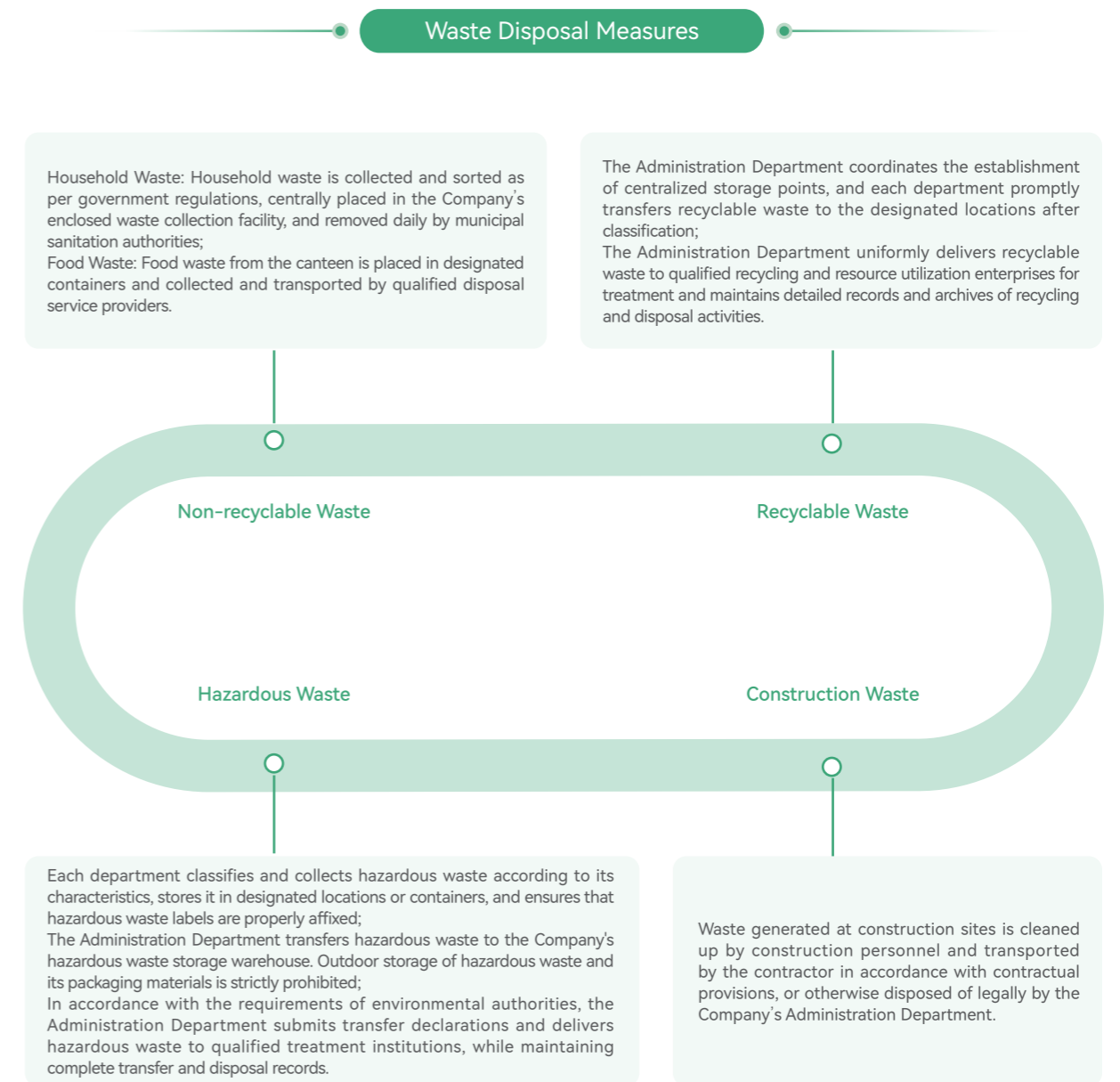
The Company's exhaust gas emissions mainly originate from workshop welding, screen printing, injection molding processes, vehicle exhaust, and kitchen fumes. The primary pollutants include volatile organic compounds (VOCs), lead, and tin. The Company strictly complies with laws and regulations including the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*. Exhaust gas treatment and discharge management are standardized under the *EHS Operation Control Procedure*. In addition, qualified third-party testing institutions are commissioned annually to conduct monitoring to ensure compliant exhaust emissions.

For exhaust gases generated from PCBA welding, screen printing workshops, and kitchen fumes, the emissions are collected through designated pipeline facilities and discharged only after treatment through secondary activated carbon adsorption systems to ensure compliance with emission standards. For vehicle exhaust emissions, the Company strengthens vehicle maintenance and ensures timely annual inspections to reduce emissions. For other exhaust sources, the Company strictly prohibits waste incineration in all areas. For activities conducted by related parties within the production area that may affect air quality, relevant departments notify such parties to implement appropriate preventive and control measures. During the reporting period, all exhaust gas treatment facilities operated stably, and emissions complied with Guangdong Province's Phase II Level II standards as specified in the local standard *Emission Limits of Air Pollutants (DB44/27-2001)*.

Indicator	Unit	Data for 2025
Total waste gas emissions	Ton	0.30
Waste Gas Emission Intensity	ton/RMB 1 million (revenue)	0.0002
Volatile organic compounds (VOC)	Ton	0.17

Waste Disposal

The Company strictly complies with laws and national standards including the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes* and the *Standard for Pollution Control on Hazardous Waste Storage (GB 18597-2023)*. Internal management systems such as the *Waste Management Standards* and the *EHS Operation Control Procedure* have been established. The Company's solid waste mainly includes: non-recyclable waste such as household waste and food waste; recyclable waste such as packaging materials, sprue materials generated during production, and defective products; hazardous waste including waste oil, waste organic liquids, waste mineral oil, waste chemical packaging, waste wiping cloths, and waste lamps; as well as construction waste. For all types of solid waste, the Company follows the principles of reduction, harmless treatment, and resource utilization to ensure that all waste is disposed of in compliance with relevant regulations. In addition, the Company regularly organizes relevant training to ensure that employees understand the importance and requirements of classified collection, storage, and transportation of solid waste.



Indicator	Unit	Data for 2025
Quantity of General waste generated	Ton	603.64
General waste generation intensity	ton/RMB 1 million (revenue)	0.39
Quantity of general waste disposed of	Ton	603.64
Domestic waste	Ton	158.85
Quantity of hazardous waste generated	Ton	18.87
Hazardous waste generation intensity	ton/RMB 1 million (revenue)	0.01
Quantity of hazardous waste disposed	Ton	15.74
Waste oil (HW08)	Ton	0.31
Waste oil drums (HW08)	Ton	0.28
Waste disposal compliance rate	%	100

Case Hazardous Waste Management Training

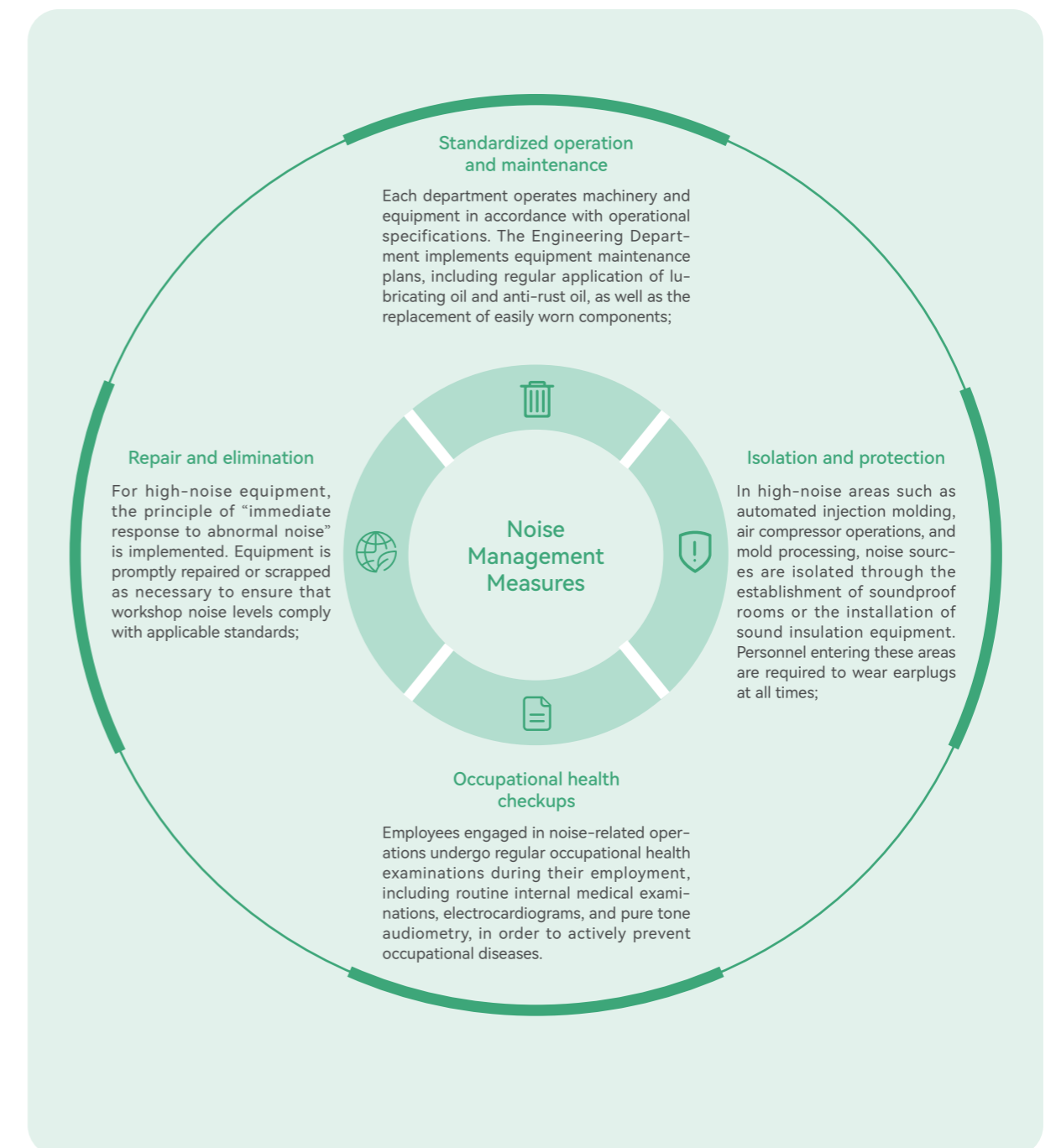
On July 16, 2025, the Company organized a specialized training session on hazardous waste management. The training covered the scientific classification and hazardous characteristics of hazardous waste, the full-process management requirements for internal collection, storage, transfer, and disposal, as well as the latest national and local regulatory requirements. Through a combination of theoretical instruction and case analysis, the training effectively enhanced employees' sense of responsibility and compliance capabilities in practical operations, providing strong support for comprehensively improving the standardized, systematic, and safe management of hazardous waste across the Company.



Hazardous Waste Management Training

Noise Management

Noise at G.TECH mainly originates from: Noise generated by various operating equipment, such as air compressors, injection molding machines, SMT placement machines, and air-conditioning units; noise generated during production and processing, including mold/jig processing, product assembly, and material crushing operations; noise generated from compressed air discharge during use. The Company strictly complies with regulations and standards including the *Emission Standard for Industrial Enterprises Noise at Boundary*. A series of measures have been implemented to reasonably control plant noise, and qualified third-party institutions are commissioned annually to conduct noise monitoring to ensure that noise emissions continuously meet regulatory standards.

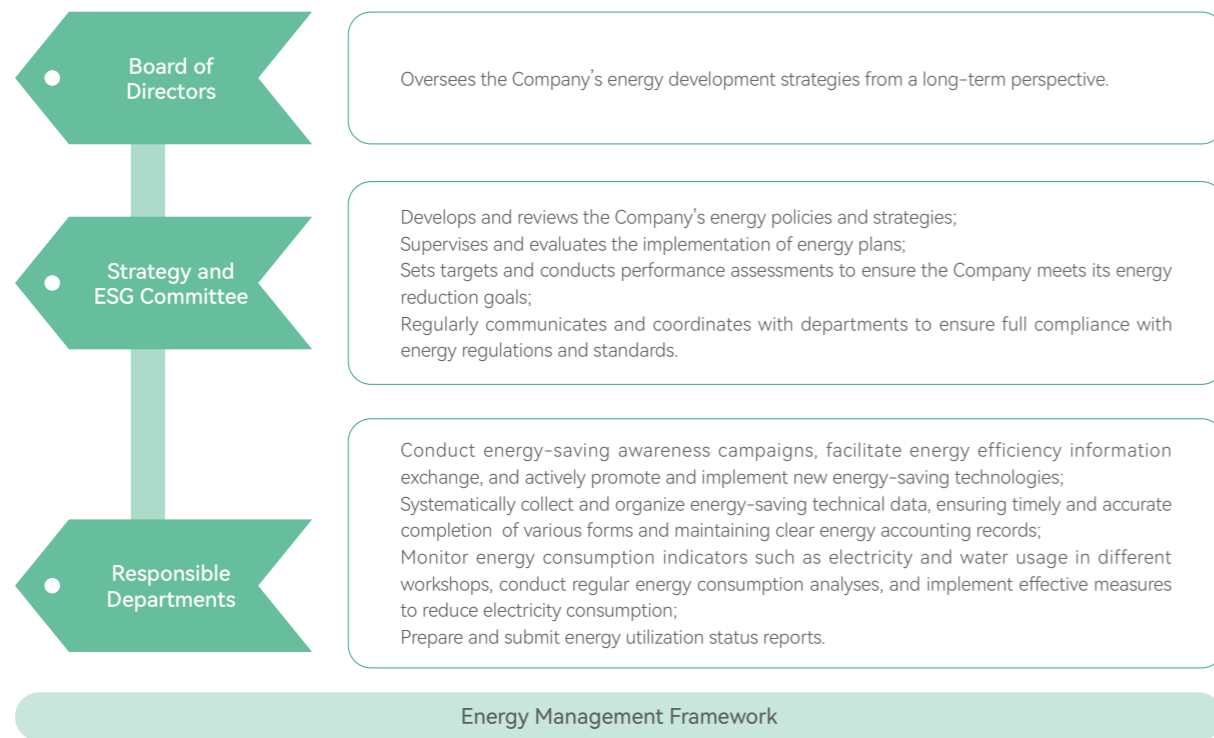


Resource Recycling, Energy Conservation, and Efficiency Improvement



Energy Management

G.TECH strictly complies with national laws and regulations including the *Energy Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, and the *Renewable Energy Law of the People's Republic of China*. The Company has established internal systems such as the *Energy and Resource Consumption Management Procedure* to efficiently manage energy and resource consumption, reduce GHG emissions, and minimize environmental impacts. At the same time, the Company has established an energy management framework and clarified the responsibilities of relevant departments, forming a clearly defined and efficiently operating closed-loop energy management system to support the Company's green and low-carbon development through standardized management.



Energy Saving and Emission Reduction Measures

The Company continues to deepen energy conservation and consumption reduction initiatives. Solar photovoltaic power generation systems have been installed on factory rooftops to partially replace conventional electricity supply and reduce dependence on fossil fuels. Meanwhile, outdated equipment has been replaced and upgraded to reduce energy consumption during the production process. In terms of energy-saving technological transformation, the Company has improved production processes and implemented waste heat recovery projects to enhance energy utilization efficiency. In the transportation segment, the Company is gradually replacing logistics vehicles with new energy vehicles to reduce diesel consumption. Transportation routes and distribution plans have been optimized to improve loading efficiency and reduce empty mileage, effectively controlling energy consumption and emissions during transportation.

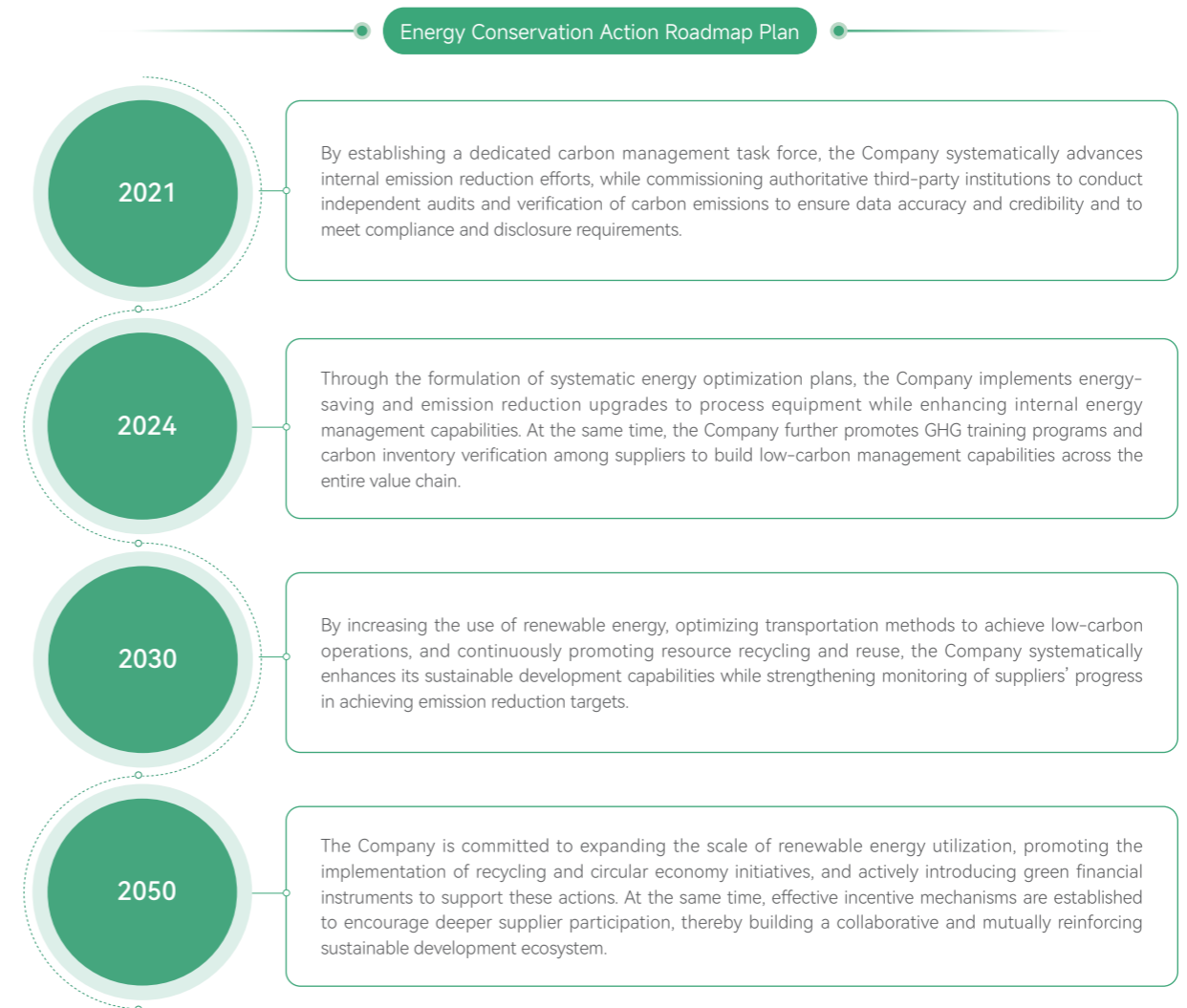
During the Reporting Period

The Company generated **1,467,629** kWh of photovoltaic power, reducing carbon dioxide emissions by **1,204.92** tce.



Energy Conservation Action Roadmap

To steadily achieve its strategic targets for energy conservation and emission reduction, G.TECH has developed a clear energy conservation action roadmap. The Company has set a strategic target of achieving 100% renewable energy utilization by 2030 and formulated an energy conservation action roadmap in 2021.



Energy Consumption

Indicator	Unit	2023	2024	2025
Direct energy consumption	tce	27.61	26.75	30.33
Gasoline	Ton	17.09	15.68	15.79
Diesel	Ton	1.48	2.39	4.87
Indirect energy consumption	tce	1,346.16	1,595.08	1,683.85
Total purchased electricity	10,000 kWh	956.08	1,161.11	1,223.33
Photovoltaic power generation	10,000 kWh	139.25	136.75	146.76
Total energy consumption	tce	1,373.77	1,621.83	1,714.18
Energy consumption intensity	tce/RMB 1 million (revenue)	1.55	1.22	1.10

Note: The accounting standards for energy consumption data are based on the China Energy Statistical Yearbook - Appendix 4 - Reference Coefficients for Conversion of Energy to Standard Coal and the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020).

Water Resource Management


G.TECH strictly complies with national laws and regulations including the *Water Law of the People's Republic of China* and relevant standards. The Company has established and implemented water resource management policy such as the *Social Responsibility Management Manual* and the *Water Resource Management Regulations*. Through a systematic water resource management framework, the Company promotes water conservation and efficient utilization, contributes to ecological protection and improvement, and reduces operational costs. At the same time, to achieve the target of "reducing per capita annual water consumption by 3% compared with the 2021 baseline year," the Company steadily advances initiatives to reduce consumption and emissions while improving water efficiency, and actively implements various water conservation measures.


During the Reporting Period


The Company's total water consumption amounted to **110,732** tons.





Water Conservation Initiatives

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Strengthen awareness of water conservation and correct the misconception that water resources are "endless and inexhaustible," firmly establishing the value that "saving water is honorable, while wasteful use is shameful."
- 

Enhance the sense of responsibility for water conservation. Leaders of all departments should actively assume responsibility for water conservation, serving as role models and advocates for efficient water use. Starting from themselves, they should encourage colleagues to take action, actively guide compliance with water-saving practices, and strive to create a workplace culture in which everyone pays attention to water conservation at all times.
- 

Strengthen water-saving measures. Increase routine maintenance and management of water facilities and equipment to prevent leakage, overflow, dripping, and unnecessary continuous water flow. Actively promote and adopt water-saving appliances, phase out high water-consumption equipment, and strengthen water recycling practices to achieve multiple uses of water and differentiated water utilization, thereby reducing water consumption and preventing waste while making every effort to build a water-efficient organization.
- 

Foster a culture of water conservation. Department heads should actively cultivate good practices of planned water use, water conservation and water recycling. Saving water is simple and achievable for everyone through small actions - such as turning off faucets tightly, taking unfinished bottled water from meetings for later consumption to reduce unnecessary waste; Use the last cup of water from washing cups or leftover water from the previous day to water plants, helping to promote water conservation. Every drop saved adds up, and countless small savings can eventually gather into a stream and even a reservoir.
- 

Strengthen water conservation awareness campaigns. Regular water conservation education and promotional activities should be regularly carried out by posting water-saving posters and slogans. By fostering a sound atmosphere among employees of shared concern, shared supervision, shared responsibility, and shared water conservation, the Company aims to influence and drive the whole society, enhance public awareness of water conservation and resource protection, and contribute to building a beautiful homeland together.

Water Resource Risk Assessment

To systematically identify and manage operational risks related to water resources, G.TECH conducted a comprehensive water risk assessment of its production base in Zhuhai using the World Wide Fund for Nature (WWF) Water Risk Filter tool. The assessment covered key links including project scope definition, evaluation criteria, current status analysis, risk level determination, and the formulation of improvement measures.

Water Risk	Category	Risk Levels	High-Risk Response Measures
Physical risks	Shortage of water resource		/
	Flood		1. Closely monitor heavy rainfall warning signals issued by the meteorological authorities and promptly remind employees and relevant departments to take precautionary measures. 2. Secure outdoor items against wind and rain, and inspect the plant's drainage system to enhance the facility's flood prevention capacities.
	Water quality		1. Continue to maintain and strengthen water quality monitoring. 2. Used chemical wastes should be stored periodically in designated areas to prevent contamination of water resources.
	Current status of ecosystem services		/
Regulatory risks	Enabling environment		/
	Institutions and governance		/
	Management measures		/
	Infrastructure and finance		/
Reputation risks	Cultural importance		1. Post water conservation posters and promotional slogans. 2. Regularly organize water conservation training to enhance water-saving awareness among all employees.
	Importance of biodiversity		Used chemical wastes should be stored periodically in designated areas to prevent contamination of water resources.

Water Risk	Category	Risk Levels	High-Risk Response Measures
Reputation risks	Media scrutiny		/
	Conflicts		1. Strengthen water resource management, reduce pollution and waste, and maintain good communication and cooperation with stakeholders and local communities. 2. For new, expanded, or renovated projects, the impacts of wastewater discharge on water bodies and soil after project completion must be clarified, and corresponding preventive measures must be proposed. 3. When designing new products and processes, adopt cleaner production technologies that generate less water pollution, utilize raw materials more efficiently, and produce fewer pollutants, thereby reducing generated water pollutants.

Materials Management

G.TECH adheres to the development philosophy of resource conservation and environmental protection and has established a full-process green material management system. The Company has formulated and implemented material management policies such as the *Material Control Management Standards*, the *Component Approval Procedures*, and the *Raw Material Inventory Management Standards*. Through standardized procedures for incoming material tracking, inventory control, sample request and approval processes, and full-process management, the Company achieves refined control over material arrivals and the receipt and issuance of production materials, ensuring that components and materials meet quality standards while supporting smooth production operations and efficient fulfillment of delivery requirements.

Full-Process Green Material Control

Material Process	Control Measures
Product Design	Lightweight design is implemented by optimizing product thickness based on product specifications and dimensions to reduce raw material consumption. Hazardous substance control mechanisms are introduced at the early stages of product design and development. Priority is given to the development of halogen-free products and the use of conflict-free mineral raw materials to ensure that products comply with environmental regulations and customer standards, thereby eliminating the use of hazardous substances from the source.
Procurement	Priority is given to the use of recyclable materials, while actively seeking alternatives to non-recyclable materials. At the same time, the Company collaborates with suppliers to promote the suppliers' recycling and treatment of materials that are defective, damaged during transportation, or suitable for reuse. The Company strictly comply with prohibitions on hazardous substances and limit requirements for Substances of Very High Concern (SVHC), establishes clear procurement standards, and requires all suppliers to provide compliance declarations. Through supply chain management, source control is implemented to promote green responsibility throughout the supply chain.
Incoming Material Inspection	Purchased materials and components are inspected to ensure compliance with hazardous substance limit standards and to verify the validity of suppliers' compliance declarations, thereby preventing non-compliant materials from entering the production process.
Product Manufacturing	Post-consumer recycled (PCR) plastics are circulated internally and reused, while continuous process optimization and technological upgrades are carried out to reduce material input during production. During manufacturing, the Company ensures that no high-risk chemicals such as persistent organic pollutants or mercury are used or discharged, continuously implementing hazardous substance reduction measures and ensuring compliance of both production processes and environmental requirements.
Shipping Stage	Reduce plastic usage in product packaging by removing plastic coatings on packaging materials.

Low-Carbon Packaging

In terms of product packaging, G.TECH complies with the latest requirements of the GB/T 18445 *Packaging Recycling Symbols*. At the same time, the Company optimizes packaging design by implementing packaging reduction measures and reducing packaging size and weight, thereby promoting the transition of products toward low-carbon and environmentally friendly solutions.

Green Packaging Initiatives	Measures	Achievements
Packaging lightweighting design (reducing the use of sealing stickers, removing PE bags, and eliminating upper and lower paperboards, blister trays, and pearl cotton)	Reduce the use of packaging materials such as upper and lower paperboards.	In 2025, the total weight of packaging materials was reduced by 84.48 tons.
Optimization of color box surface treatment processes	The surface treatment of color boxes was changed from matte film lamination to environmentally friendly water-based matte varnish; hot-stamped logo color boxes were replaced with printed color boxes.	These changes offer significant advantages in improving product quality, protecting the environment, and enhancing the working environment for employees.
Replacement of PE bags with cotton paper and tissue paper	"Green packaging" materials can be recycled and reused, thereby reducing environmental pollution and resource waste.	Plastic material usage was reduced by 5.47 tons.
Replacement of PE bags and bubble bags with PCC bags	The use of PCC bags made from 100% recycled materials can significantly reduce environmental pollution.	By using recycled materials, the demand for virgin raw materials has been reduced, thereby lowering the consumption of natural resources.

During the Reporting Period

The Company reduced packaging material usage by **84.48** tons through lightweighting and material reduction measures.

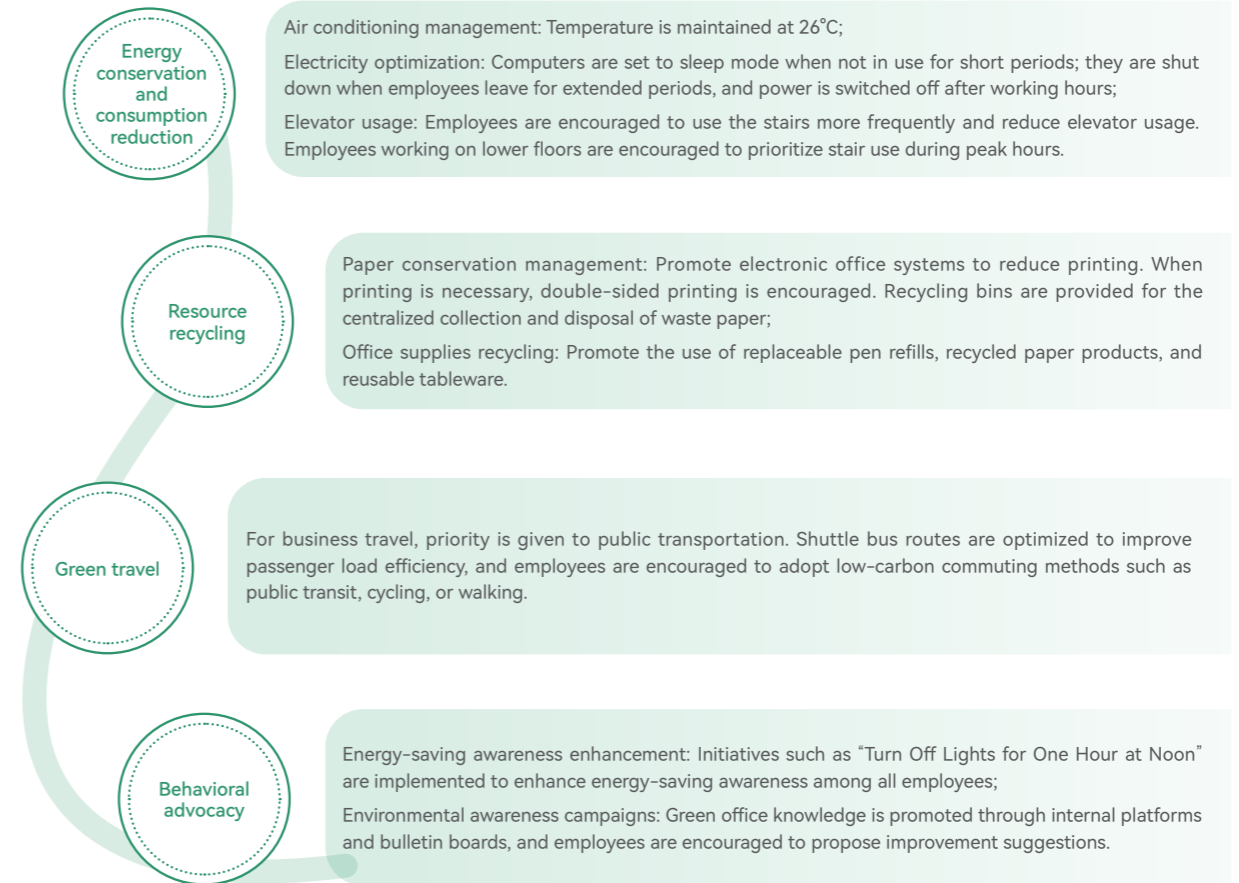
Green Operations and Environmentally Friendly Products

Green Office

G.TECH actively practices green office principles by integrating sustainable development into daily operations, striving to systematically reduce energy and resource consumption, minimize environmental footprint, and enhance operational ecological efficiency. Through cultural advocacy, the Company encourages full employee participation to jointly create a low-carbon, energy-efficient, and environmentally friendly workplace.



Green Office Initiatives



Green Products

The Company has established internal policies such as the *SOP for Green Product Design*, the *Green Product Management Procedure*, and the *Green Product Inspection Specification*, systematically building a green product design management framework. Design guidelines and evaluation standards are clearly defined at each stage to ensure that the entire process - from concept development to mass production validation - complies with a green, low-carbon, and recyclable design orientation. This enables the production of environmentally friendly products that conserve resources, maintain a low carbon footprint throughout their lifecycle, and are easy to recycle.

Supported by the green product design and management system, the Company's core products (such as keyboards and mice) have completed carbon footprint verification in accordance with the ISO 14067:2018 standard, demonstrating the Company's practical achievements in carbon management throughout the product lifecycle.

Green Product Design and Management

Material Control

- Select materials with low energy consumption and no pollution, as well as materials that are recyclable, reusable, and easily degradable;
- Reduce material usage and waste through lightweight design, structural optimization, and material selection, thereby lowering costs, improving reliability, and facilitating subsequent recycling and reuse;
- Strictly control hazardous substances to ensure compliance with the Company's standards, customer requirements, and relevant regulations;
- Hazardous materials and non-hazardous materials are stored separately.

Design for Easy Disassembly

- Adhere to design principles that facilitate both manufacturing and disassembly, thereby improving assembly efficiency and recycling convenience;
- Based on end-of-life management considerations, ensure that products can be economically and efficiently disassembled when discarded, supporting the recovery and reuse of components.

Recycling Optimization

- Systematically assess recycling pathways and economic feasibility, optimize recyclable structures and processes, and achieve efficient resource utilization while minimizing environmental pollution;
- Recycling labels are printed on products.

Cost Accounting

- Conduct full-lifecycle environmental cost analyses covering pollutant substitution, disassembly, and reuse costs;
- Implement green product cost assessments based on regional cost variations to ensure the coordinated optimization of environmental and economic benefits.

Data Management

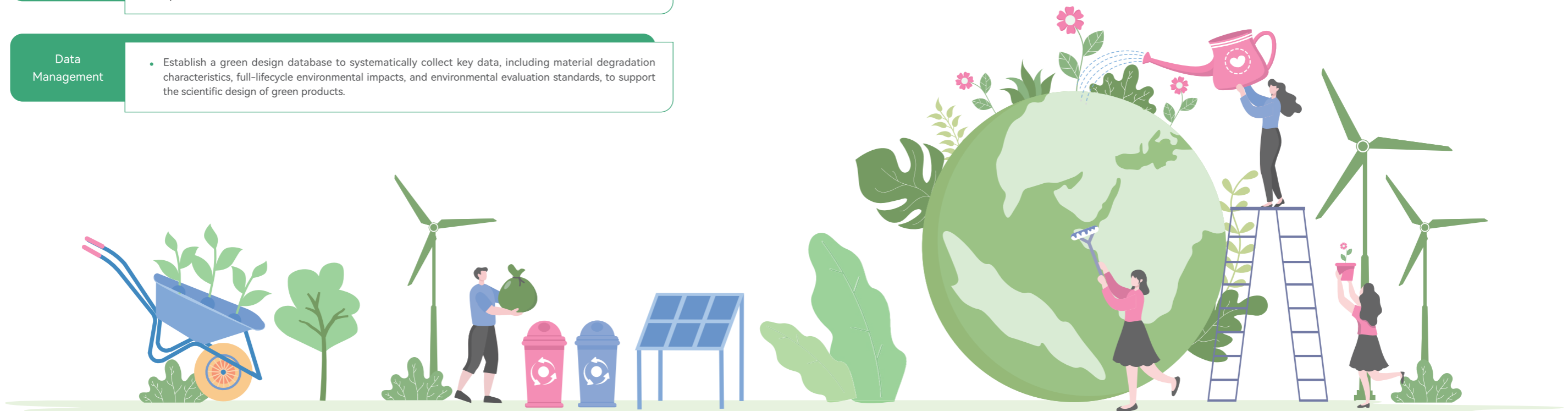
- Establish a green design database to systematically collect key data, including material degradation characteristics, full-lifecycle environmental impacts, and environmental evaluation standards, to support the scientific design of green products.

Respect for Nature and Ecological Protection

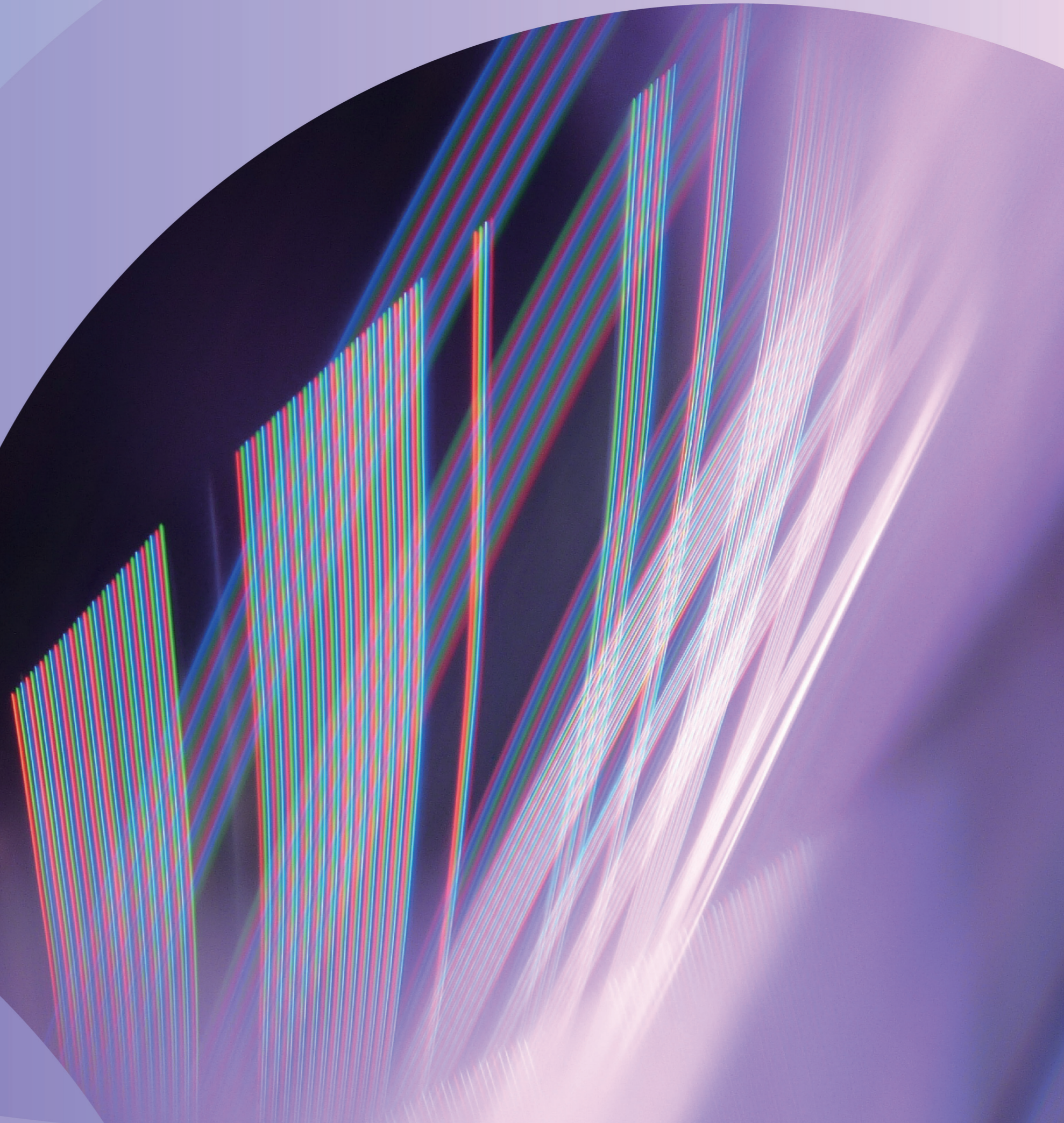


G.TECH upholds a core commitment to natural capital conservation and sustainable development. The Company integrates eco-friendly principles throughout its business processes and systematically reduces the impact of its operations on ecosystems and biodiversity through assessments of nature-related impacts and dependencies. When developing new projects or expanding existing facilities, the Company conducts environmental impact assessment (EIA) in strict accordance with local environmental regulations to ensure that its projects are not located in drinking water source protection areas, ecological conservation red-line zones, or ecologically controlled areas. These measures aim to minimize negative impacts on the environment and natural resources while safeguarding biodiversity in the regions where the Company operates.

In terms of water resource management, the Company promotes the use of water-saving equipment to improve water utilization efficiency and regularly conducts water risk assessments to ensure the ecological stability of regional water resources, thereby strengthening the water resource foundation necessary for biodiversity. In terms of waste management, the Company has established a full-chain management system covering "source reduction - recycling and reuse - compliant disposal": During the project construction phase, refined management practices are implemented to reduce construction material waste; during the operational phase, paperless office practices are promoted and excessive packaging is strictly controlled to reduce waste generation from the source; waste is sorted and screened, with recyclable materials delivered to specialized institutions for resource recovery, and hazardous waste is handled in strict compliance with regulatory requirements; for waste that cannot be recycled or reused, qualified institutions are commissioned to carry out proper disposal, minimizing the impact of waste on the ecological environment.



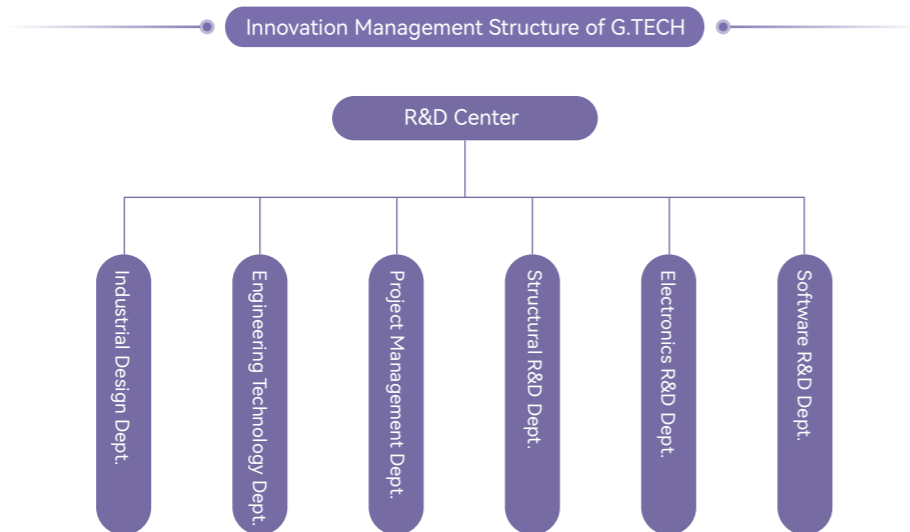
Technology Leadership
for Building a Benchmark
for Quality



Innovation-Driven, Technology-Led Development

R&D and Innovation Management System

G.TECH places great emphasis on research and development (R&D) and innovation. The Company has established institutional frameworks such as the *New Product Development Procedures*, the *Green Product Management Procedures*, and the *SOP for Green Product Design*, forming a standardized and systematic management system covering product R&D and production management. At the same time, the Company has established an R&D Center to coordinate and oversee various R&D activities. The R&D Center comprises multiple departments, including the Industrial Design Department, Engineering Technology Department, Project Management Department, Structural R&D Department, Electronic R&D Department, and Software R&D Department. Together, they form a clearly structured and collaborative R&D organizational system with well-defined responsibilities. Through close coordination and cooperation among these departments, the Company effectively enhances the standardization of its R&D processes, providing strong support for orderly technological breakthroughs and efficient product innovation.



Adhering to a customer-oriented approach, the Company conducts forward-looking research and development. Leveraging a comprehensive technological innovation system and standardized corporate operational management, the Company has successfully obtained the National High-Tech Enterprise certification and has been recognized as a Provincial Enterprise Technology Center (Guangdong Province) and a Provincial Engineering Technology Center (Guangdong Province). These recognitions fully demonstrate the Company's strong capabilities and industry recognition in key areas such as independent R&D and technological innovation. In addition, the Company's products strictly benchmark against international high standards and have obtained multiple authoritative international certifications, demonstrating that the Company's products meet internationally advanced levels in terms of quality control, performance indicators, and compliance requirements. These achievements provide a solid foundation for expanding into international markets and enhancing the Company's global brand influence.



High-Tech Enterprise Certificate

During the Reporting Period



The Company invested RMB **71.6724** million in R&D, accounting for **4.59%** of its main business revenue; the Company had **240** R&D personnel, representing **6.63%** of the total workforce, including **5** core technical personnel, and has undertaken **93** new product projects.

R&D and Innovation Incentive Mechanism

With respect to R&D incentive mechanisms and talent team development, the Company has formulated incentive policies such as the *New Product Development Incentive Regulation* and implements equity-based incentives for key personnel to ensure alignment between the personal interests of core employees and the Company's long-term interests. Meanwhile, the Company continues to increase R&D investment, actively attracts interdisciplinary and versatile talent, and enhances team expertise and collaboration efficiency through systematic training and practical empowerment. Looking ahead, the Company will further improve its talent development mechanisms and optimize its talent structure, taking technological competitiveness as a core strategy to achieve dual breakthroughs in R&D innovation and market expansion, thereby supporting its sustainable and high-quality development.

R&D and Innovation Risk and Opportunity Management

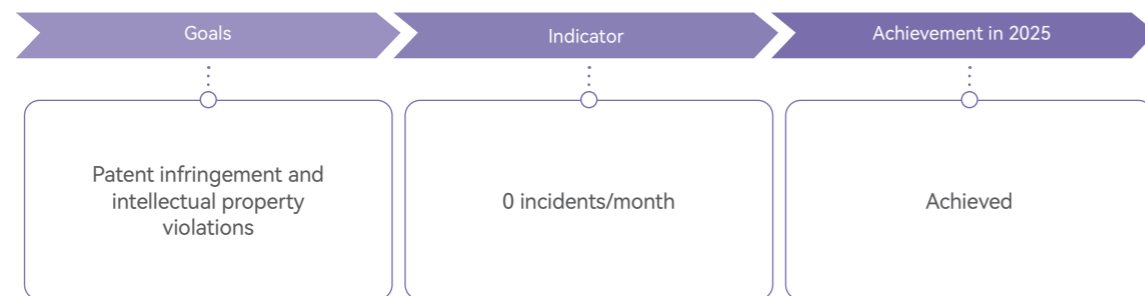
The Company has established a management ledger for the implementation of appropriate measures for R&D risks and opportunities, clearly defining the responsibilities of regional leaders. Led by the R&D Department, the Company conducts comprehensive identification and systematic analysis and evaluation of R&D risks and opportunities, formulates targeted response measures, and tracks their implementation, thereby achieving closed-loop management of risk prevention and opportunity identification. In addition, the Company has deeply integrated the Design Failure Mode and Effects Analysis (DFMEA) methodology into all stages of product development. Through forward-looking identification of potential risks at the design stage and precise assessment of potential technological and market opportunities, the Company systematically reduces various risks from the source during the product development process and effectively converts development opportunities, further strengthening its capability in managing R&D process risks and opportunities.



R&D and Innovation Objectives

As an advanced manufacturer of computer peripherals, the Company remains committed to technology-driven innovation, continuously advancing business development and enhancing its competitiveness. The Company has systematically mastered a number of industry-leading core technologies, including optomagnetic Microactuation technology, high-compatibility cloud driver technology, Hall sensor magnetic axis technology, and has also accumulated reserves in technologies such as keyboard scissor-switch structure and magnetic induction mechanical keyboard switch technology.

During the reporting period, the Company prepared the 2025 KPI Quantitative Assessment Table for R&D Projects, using measurable indicators to define R&D objectives, control project progress, and ensure R&D effectiveness. Leveraging a standardized R&D management system, the Company has achieved notable progress in advancing its R&D projects. A total of 93 projects were initiated during the period, covering the development of wired mice, wireless mice, wired keyboards, wireless keyboards, supporting driver software, and wireless receivers. The Company continues to expand its R&D and innovation efforts in core keyboard and mouse categories, with all projects progressing in an orderly manner as planned. The implementation of these R&D projects has not only effectively enriched the Company's product portfolio and optimized product performance and customer experience, but also further strengthened its technological accumulation and independent innovation in the keyboard and mouse sector, laying a solid foundation for consolidating its competitive market position.



Protection of Intellectual Property Rights

Intellectual Property Protection System

The Company places great importance on intellectual property protection and has established a series of internal documents, including the *Intellectual Property Management Procedure*, *Knowledge Management Procedure*, and *New Product Confidentiality Management Standard*. These documents provide clear provisions on project development, technological achievements, handling of intellectual property disputes, management and confidentiality of IP documentation and archives, trademark and copyright management, as well as rewards, penalties, and general provisions, thereby continuously advancing the institutionalization and systematization of intellectual property protection. The Company's Legal Department is responsible for coordinating the full-lifecycle management of intellectual property, providing clear guidance for related activities to ensure that innovative achievements are effectively protected and properly utilized. At the same time, the Company has clearly defined the roles and responsibilities of all departments and employees, strengthened organization-wide awareness of intellectual property protection, comprehensively enhanced IP protection and operational capabilities, and further reinforced its core competitiveness. During the reporting period, the Company did not incur any disputes involving intellectual property infringement committed by or against the Company.

Indicator	Number of Patents in 2025
Total Number of Authorized Patents	257
Including: Cumulative Number of Authorized Invention Patents	43
Cumulative Number of Authorized Utility Model Patents	210
Cumulative Number of Granted Design Patents	4
Cumulative Number of Software Copyrights	138
Cumulative Number of Trademarks	25
Invention Patent Applications during the Reporting Period	7
Authorized Invention Patents during the Reporting Period	8

Training on the Protection of Intellectual Property Rights

To continuously strengthen employees' awareness of intellectual property protection, the Company actively promotes the development of an IP culture by providing training on patents, trademarks, and copyrights through both online and offline channels, fostering a sound corporate atmosphere that respects and protects intellectual property while fully stimulating innovation across the workforce.

During the Reporting Period

The Company conducted **1** intellectual property training session, with a cumulative training duration of **162** hours and a total of **162** participants.

Case Intellectual Property Training

From September 18 to 20, 2025, G.TECH designated its legal personnel to attend the 2025 "Zhihui Qihang" Intellectual Property Talent (Senior Management) Development and Capability Enhancement Training Program in Zhuhai, jointly organized by the Office of the CPC Zhuhai Municipal Committee and the Zhuhai Intellectual Property Office. This training program systematically covered topics including the study and implementation of the guiding principles of the 20th National Congress of the Communist Party of China and the Third Plenary Session of the 20th Central Committee, as well as General Secretary Xi Jinping's important discourse on intellectual property, corporate innovation and IP strategic planning, trademark strategy and brand building, response to overseas IP disputes, judicial protection case studies of intellectual property, and the transformation, application, and valuation of intellectual property. Through the three-day closed training, participants further established a foundational knowledge framework of intellectual property, identified key IP risk points to be avoided in their work, and strengthened their sense of responsibility in proactively safeguarding both corporate and personal intellectual property, thereby providing clear guidance and support for future related work.

Technology Ethics

While focusing on the R&D and innovation of keyboard and mouse products, the Company strictly complies with applicable national and international laws and regulations, aligning with requirements such as the *Data Security Law of the People's Republic of China* and the *Personal Information Protection Law of the People's Republic of China*. It ensures that all stages of R&D and operations adhere to principles of data protection, privacy security, algorithmic fairness, and accountability traceability, upholding high standards of technology ethics in technological innovation. During the reporting period, the Company did not experience any major violations related to technology ethics.

Intelligent Manufacturing Development

In 2025, to keep pace with the industry's trend toward intelligent development, implement strategic upgrades, and address challenges such as efficiency bottlenecks and quality deviations in traditional production models, the Company officially established the Intelligent Manufacturing Division to comprehensively advance the digitalization and intelligent transformation of its production processes. The Division has formed a professional team by integrating key personnel from core business units, pooling advantageous resources across production, technology, and R&D. Driven by AI vision systems and industrial robotics automation, it focuses on critical production stages such as PCBA processing, product assembly, full-process inspection, and material logistics, and builds a full-process intelligent collaborative system featuring "perception-decision-execution." Its core objective is to achieve intelligent and automated upgrades across all processes, comprehensively improve production efficiency and product consistency, and overcome the traditional limitation of "emphasizing equipment accumulation while neglecting system integration."

Following the establishment of the Division, leveraging the team's professional expertise and advanced industry practices, the Company has steadily advanced the R&D adaptation and scenario-based implementation of intelligent technologies. It has focused on overcoming key challenges such as precision operations in PCBA processes, accurate identification in inspection stages, and efficient circulation in logistics, thereby achieving standardized and efficient operations and reducing uncertainties arising from manual intervention.

As of the end of the reporting period, the Company has developed intelligent manufacturing pilot models for certain product assembly processes, forming preliminary, replicable, and scalable practical experience. Going forward, the Company will build on these pilot models, summarize implementation experience, optimize technical solutions, and progressively expand horizontally to additional production processes, including full PCBA workflows, product inspection, and material logistics. It will continue to broaden intelligent application scenarios, deepen technological integration and process optimization across all stages, further unlock the value of intelligent manufacturing, and advance its capabilities in intelligent manufacturing to the forefront of the industry, injecting strong momentum into its sustainable development.

Case



Image of Intelligent Manufacturing Equipment - AI Recognition and Grasping Demo



Image of Intelligent Manufacturing Equipment - AI Recognition and Grasping Demo

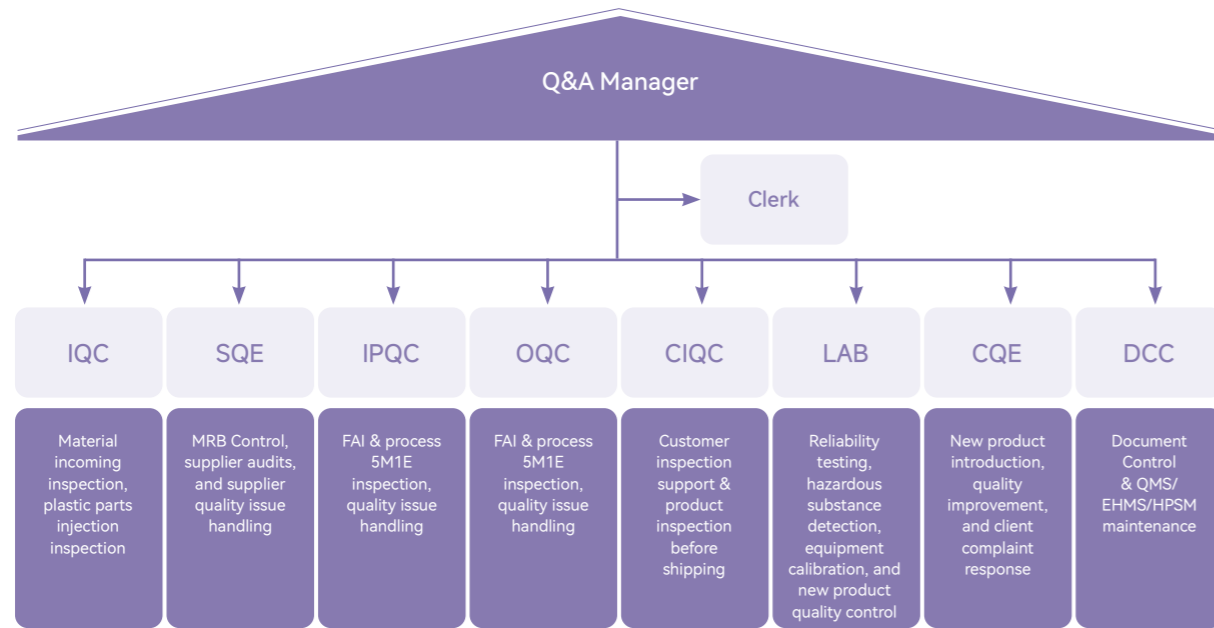
Quality-Oriented Approach for Quality Guarantee



G.TECH adheres to the quality policy of "Inspiring the People with Intelligence for a Brighter Future," providing peripheral products such as mice and keyboards to customers. Leveraging its manufacturing capabilities, technological strength, and quality control system, the Company has established strategic partnerships with a number of internationally renowned computer manufacturers and computer peripheral brands.

Product Quality Management

Focusing on high-quality development in intelligent manufacturing, G.TECH has established a clearly defined organizational structure for product quality with well-delineated responsibilities and boundaries for quality control across departments. It has systematically formulated policies and procedures such as the *Management Manual* and the *Customer Service Procedure*, thereby building a standardized quality management system. The Company's quality management system consists of six components: "Management System," "Leadership," "Planning," "Support and Operation," "Performance Evaluation," and "Improvement." These modules are interlinked and coordinated, jointly forming a scientific and comprehensive management and operational system. The Company consistently conducts quality management system audits, regularly organizes internal quality reviews, management reviews, and external certification audits, and continuously evaluates and refines its quality management system to ensure effective implementation of all requirements. During the reporting period, the Company's products obtained multiple certifications, including international CB and WHQL certifications, Japan VCCI and wireless MIC certifications, Europe TUV Mark certification, the U.S. FCC certification, India BIS certification, and Taiwan BSMI certification. Meanwhile, G.TECH and its domestic subsidiaries have all passed ISO 9001 Quality Management System certification.



Organizational Structure of the Quality Department



Quality Management System Certificate of G.TECH / Lang-Crown Mold / Jore Automation Technology



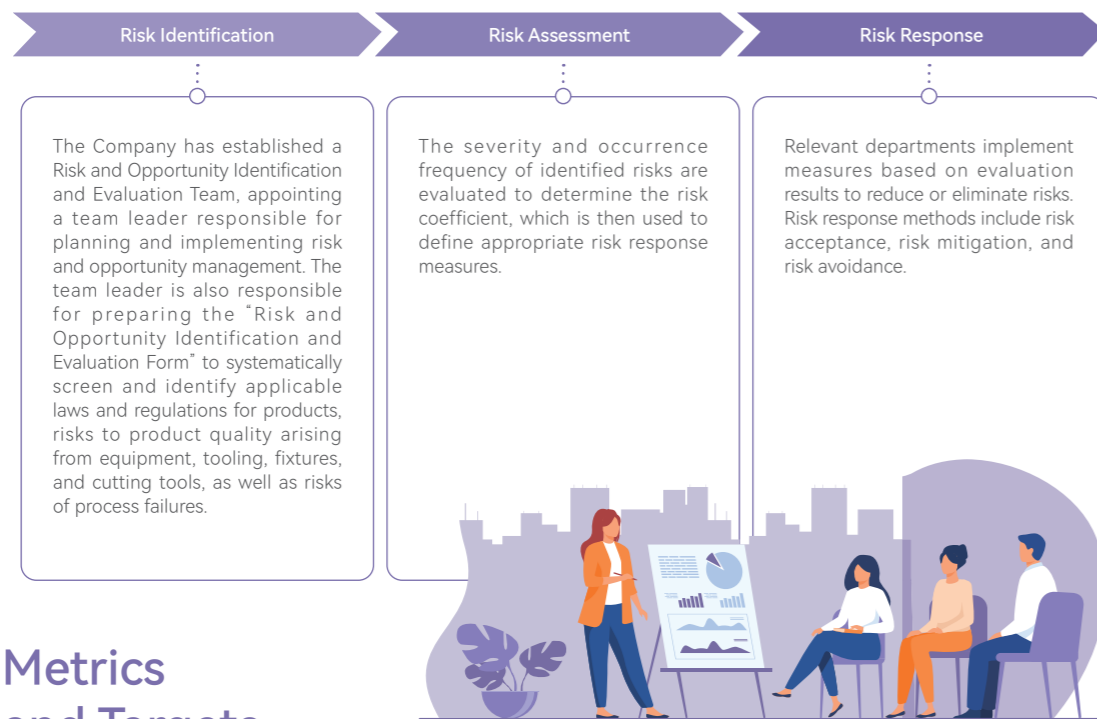
Product Quality Strategy

Type of Risk/ Opportunity	Description of Risk/ Opportunity	Impact and Losses	Existing Control Measures	Severity	Occurrence Frequency	Risk/Opportunity Coefficient	Risk/Opportunity Level	Impact Timeframe	Response Measures	Potential Financial Impact	Specific Implementation Measures
Policy and Regulatory Risks	The Company primarily sells products in the EU market, where environmental protection requirements are stringent.	Non-compliance with EU environmental regulations (e.g., RoHS/WEEE/ REACH).	GTQP030 Green Product Management Procedure (GTQP030)	5	1	5	Moderate risks	Short-term	Risk mitigation	Decreased operating income	1. Identify customer and local environmental regulations and standards; 2. Establish a comprehensive green product management system, including component approval and incoming material inspection; 3. Communicate HSF requirements to the supply chain.
Trade risks	As the China-U.S. trade tensions continue to escalate, repeated adjustments to U.S. import tariffs on Chinese goods have impacted keyboard and mouse products.	This may lead U.S. customers to shift sourcing or request price reductions. It may also affect European customers.	For customers seeking to avoid tariff costs, production is being shifted to Vietnam.	5	2	10	Moderate risks	Long-term	Risk mitigation	Decreased operating income	The Vietnam Factory, located in the Do Son Industrial Zone in Haiphong, officially commenced operations on July 26, 2021. In 2025, investment in the Vietnam factory will further increase, with more products being transferred from China to Vietnam for production.
Technology risks	Risks associated with technological innovation.	If the Company fails to accurately assess trends in technology, products, and market development, it may waste R&D resources and miss market opportunities.	Implement GTQP005 New Product Development Procedure.	1	3	3	Low risks	Short-, medium-, and long-term	Accept risks	Increased operating costs	1. Standardize project initiation procedures and conduct thorough analysis and review of new projects; 2. Closely monitor technology trends in the peripheral industry and end-user preferences, continuously promoting technological upgrades and iterations.
Reputation Opportunities	The Company has passed the RBA VAP audit and gained recognition from internationally renowned customers.	Enhance competitiveness and improve customer satisfaction.	Maintain current strategies.	/	/	/	Opportunities	Medium-term	/	Increased operating income	Continue to maintain current strategies.
Market opportunities	The Company has effectively established standardized and regulated quality management systems and hazardous substance process management systems, both of which have passed third-party certification.	Enhance competitiveness and improve customer satisfaction.	Maintain current strategies.	/	/	/	Opportunities	Medium-term	/	Increased operating income	Continue to maintain current strategies.

Impact, Risk, and Opportunity Management

Risk Management

The Company places great importance on risk control and opportunity management in product quality, and has established a standardized institutional framework centered on the *Risk and Opportunity Identification and Evaluation Procedure*, comprehensively reviewing quality risks and opportunities across all business processes. By formulating risk and opportunity identification and evaluation forms, the Company clarifies key activities for risk identification and systematically advances risk identification, assessment, response, and full-process control. At the same time, it actively identifies potential opportunities in quality improvement processes and develops targeted implementation measures to maximize the value realization of such opportunities. The Quality Department organizes and conducts periodic special reviews of risk and opportunity management to ensure the scientific rigor and effectiveness of system operations.



Metrics and Targets

The Company has set a Hazardous Substance Free (HSF) target of 100% compliance rate for hazardous substance control. Based on actual performance against this target, phased quality objectives and HSF targets are formulated and formally issued upon review and approval by the General Manager. Each department is required to cascade corporate-level targets into departmental targets and regularly monitor achievement. In cases where targets are not met, corrective actions must be initiated promptly. The Quality Department leads the supervision of target implementation across departments and tracks the effectiveness of corrective and preventive actions.

The Company's quality objectives and HSF targets are reviewed periodically (at least once annually). The Company integrates multiple dimensions of information - including quality policy, achievement data for quality and HSF targets, audit results, data analysis conclusions, implementation of corrective actions, and management review opinions - to drive the continuous optimization and improvement of its management system.

Objective	Annual Goals in 2025	Actual Achievement
Assembly first-pass yield	≥99.50%	Achieved
On-time delivery rate	≥99%	Achieved
OQC sampling batch acceptance rate	≥99.80%	Achieved
Customer complaints	≤5 cases	Achieved
Incoming Material Inspection Pass Rate	≥99.70%	Achieved
Customer satisfaction	≥95%	Achieved
RoHS compliance rate	100%	Achieved

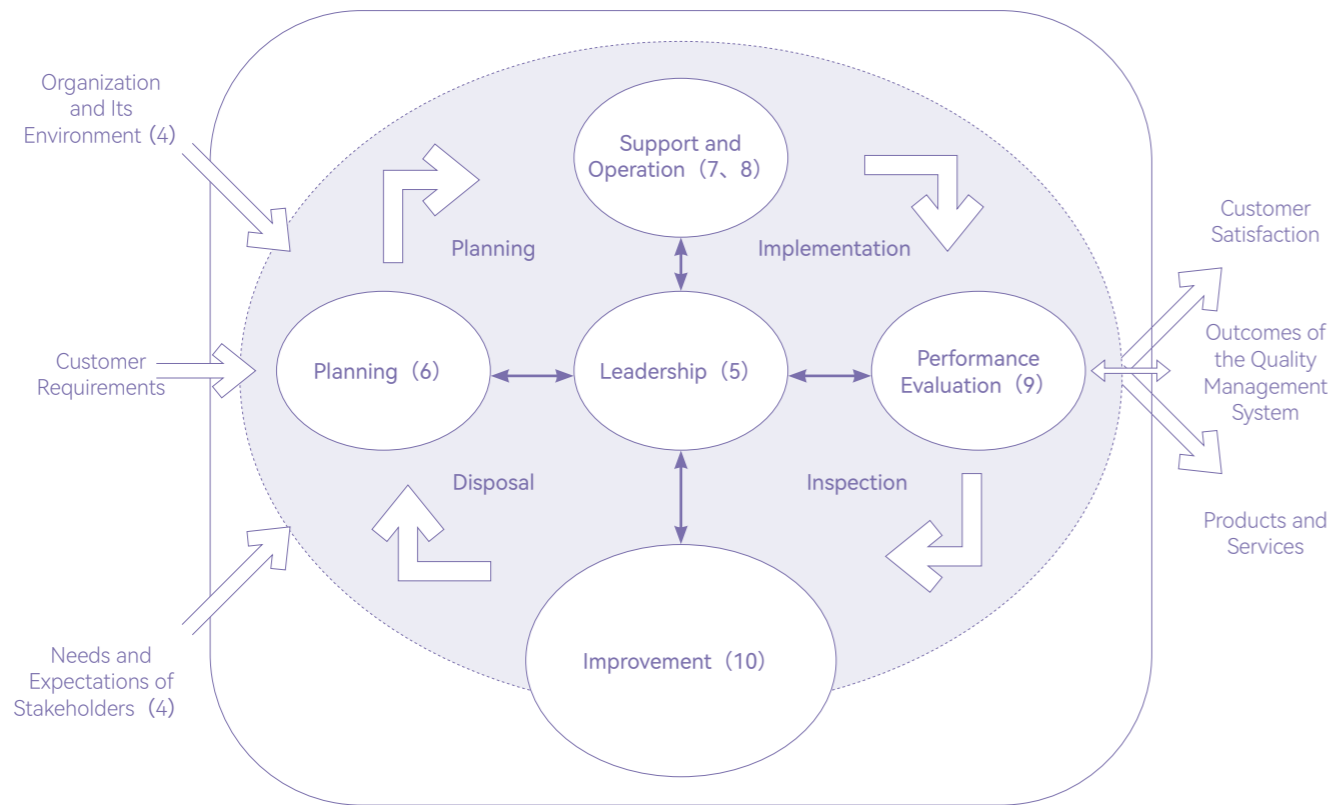
Indicator Name	Unit	2025
Product pass rate	%	99.81
Number of risk assessments conducted	Times	1
Times of annual quality internal audits	Times	1
Number of products that are required to be withdrawn or recalled for health and safety reasons	PCS	0
Negative public sentiment related to the Company's products	Cases	0
Amount involved in accidents with major safety or quality responsibilities related to products or services	RMB 10,000	0
Quality training	Times	37
Total hours of quality training	Hour	4,360



Quality Control Measures

Quality Process Control

The Company has established a "full-process coverage" manufacturing system spanning R&D, design, and production, enabling end-to-end quality control from raw material procurement to final delivery. This ensures that each stage meets industry-leading standards, continuously enhances product quality, and enables the Company to remain committed to providing customers with reliable product solutions and intelligent manufacturing services.



Process Control Model Diagram

Reduction of Toxic and Hazardous Substances

To standardize the management of hazardous substances in products and raw and auxiliary materials, the Company benchmarks against international regulations, industry standards, and customer requirements, and has established a series of dedicated management systems, including the *Green Product Management Procedures*, the *Hazardous Substance Restriction Standards*, and the *Green Product Inspection Specifications*. These define full-process management requirements for chemicals covering procurement, handling, warehousing, storage, usage, emergency response, and waste disposal, thereby achieving closed-loop full-lifecycle management of toxic and hazardous raw and auxiliary materials and chemicals. At the same time, the Company conducts systematic risk identification and graded control of chemical substances involved in both products and production processes, and has obtained QC080000 Hazardous Substance Process Management System certification, demonstrating its standardized and systematic management capabilities in hazardous substance control.



Hazardous Substance Process Management System Certificate

Full-Process Management of Hazardous Chemicals

Product Development	<ul style="list-style-type: none"> The Company strictly adheres to the <i>SOP for Green Product Design</i>, incorporating full-lifecycle environmental impact assessments at the feasibility analysis and design stages. It fully considers the potential impacts of product use and disposal on human health and the environment, prioritizes the use of non-hazardous chemical components, thoroughly implements the Hazardous Substance Free (HSF) philosophy, and explicitly integrates environmental protection requirements into product design specifications and bill of materials management.
Material Procurement	<ul style="list-style-type: none"> The Company requires qualified suppliers to sign a "Green Product Guarantee", declare the complete composition of materials, and provide corresponding test reports. Environmental specialists review suppliers' environmental documentation to ensure their continuous compliance with the Company's hazardous substance management standards, thereby controlling environmental compliance from the source.
Incoming Material Inspection	<ul style="list-style-type: none"> The Company comprehensively identifies hazardous substance risks in various raw and auxiliary materials and implements hierarchical and graded control measures. Based on material properties and risk levels, it defines corresponding testing items and frequencies, and strictly enforces the principle of "no acceptance of non-conforming materials" for incoming inspection.
Process Control	<ul style="list-style-type: none"> For production processes, the Company evaluates potential hazardous substance risks associated with equipment, tooling, fixtures, and auxiliary materials that come into direct or indirect contact with products, and implements preventive measures to avoid cross-contamination during manufacturing. It also conducts regular testing of auxiliary materials to eliminate hazardous substance contamination in the production process.
Finished Product Assurance	<ul style="list-style-type: none"> Before shipment, the Company conducts random inspections on finished products to verify compliance. Once validated, the Company labels the products with environmental labels and includes material composition statements and relevant test reports in accordance with regulations and customer requirements. This ensures that finished products fully meet customer standards and legal requirements.

Cultivating a Quality Culture

The Company places strong emphasis on building a quality culture. Through quality training, institutional standardization, and capability development, it strengthens quality control responsibilities across all positions and reinforces the foundation for product safety and quality. The Company has established a standardized, systematic, and professional quality training system, focusing on enhancing core competencies for each role through targeted training, thereby enabling the effective implementation of quality culture through professional training outcomes.



Case Training on Inspection Standards for Mice and Receivers

On March 5, 2025, the Company conducted a dedicated training and assessment program on inspection standards for mouse and receiver products for all inspection personnel. The training focused on the Company's core inspection standards and operational specifications, effectively enhancing the skill levels of inspectors. A total of 39 inspectors participated in the assessment, with all participants achieving scores of 90 or above. The training and assessment delivered significant results, strengthening inspectors' capabilities in identifying and controlling product quality risks.



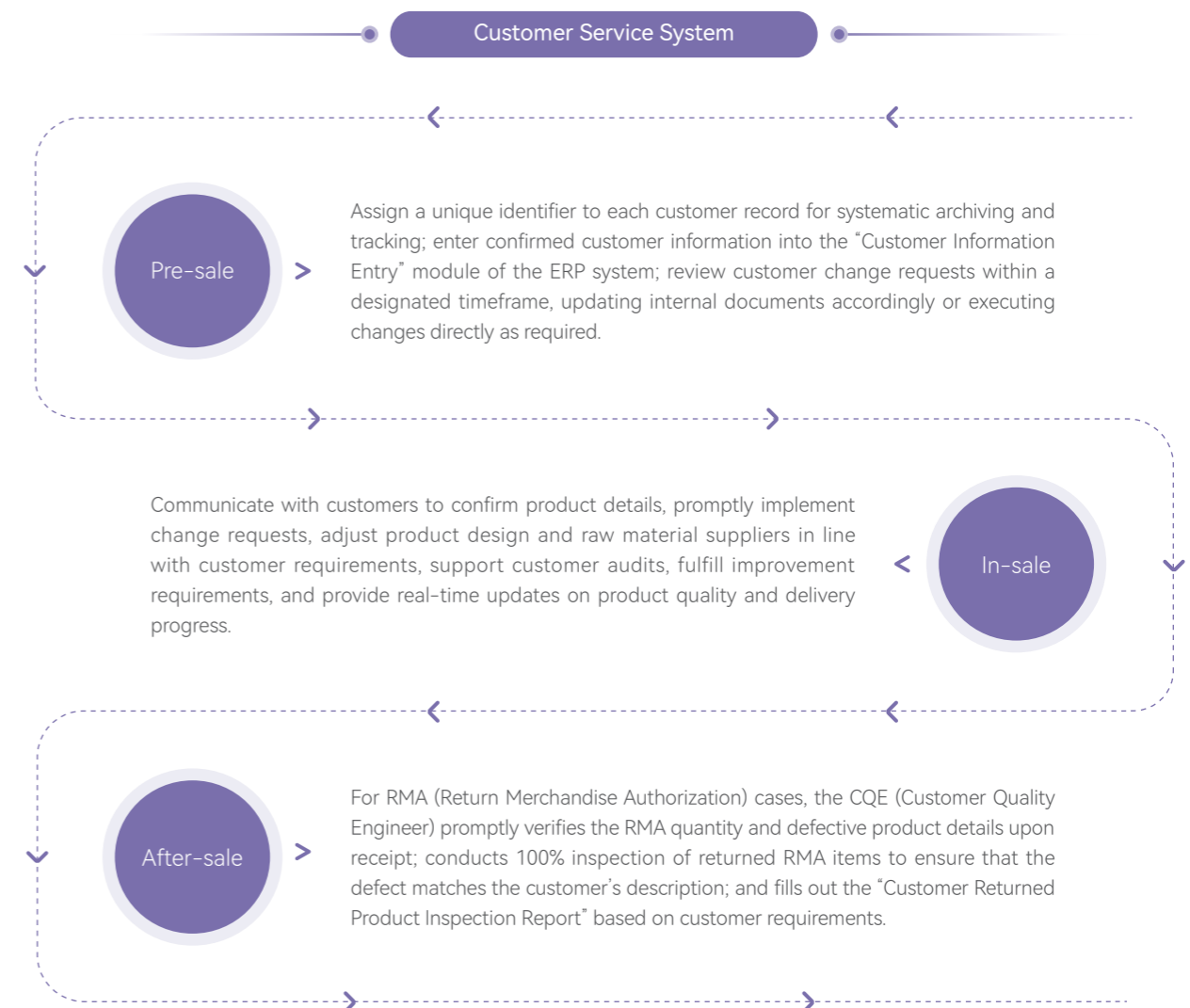
Training on Inspection Standards for Mice and Receivers

Customer Protection and Service Upgrade



Customer Service System

G.TECH adheres to the customer service philosophy of "customer-centric approach, pursuit of excellence, continuous improvement, and value creation." It has established policies such as the *Customer Service Procedure* and the *Consumer Rights Protection Standards*, building a comprehensive customer service system that provides integrated services across pre-sales, in-sales, and after-sales stages. To accurately fulfill customer requirements, the Company ensures thorough service preparation during pre-sales, efficient and high-quality delivery during in-sales, and rapid response to resolve quality issues during after-sales. By establishing a full-process service system, the Company continuously improves service effectiveness.



Customer Service Training

The Company continuously enhances the professional capabilities of its after-sales service team and has developed a sales department training program covering new product knowledge, sales and commercial optimization, packaging design case studies, and specialized training on AI tools. These initiatives significantly improve employees' professional service capabilities and overall professionalism, thereby effectively enhancing customer satisfaction and service experience ratings.

During the Reporting Period



The Company conducted **12** customer service training sessions, with a total of **429** participants and a cumulative training duration of **395** hours.



Case Business Etiquette Training

On February 7, 2025, the Company organized a business etiquette training session for all sales department staff, focusing on the objective of "enhancing employee professionalism" and covering topics such as etiquette overview, professional image, social etiquette, and business etiquette. Through systematic learning, employees' professional conduct has been further standardized, their professional image and customer service awareness enhanced, and the overall business competence of the team strengthened, laying a solid foundation for building the Company's brand image and improving customer satisfaction.



Business Etiquette Training

Case New Product Training Briefing

On October 16, 2025, the Company conducted a new product training briefing for business and sales personnel under the theme of "Understanding New Products." The session systematically introduced the Company's product portfolio, enabling the team to gain a clearer understanding of product specifications and features, fully grasp core selling points and response strategies, and more accurately identify and meet customer needs, thereby laying a solid business foundation for subsequent promotion and customer engagement.



New Product Introduction

Responsible Marketing

G.TECH adheres to the marketing philosophy of "Building Trust Before Selling Products." It strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Protection of Consumers' Rights and Interests* and the *Advertising Law of the People's Republic of China*, as well as relevant standards. In accordance with internal policies including the *Consumer Rights Protection Standards* and the *Product Pricing and Quotation Standards*, the Company continuously strengthens product quality supervision, emphasizes product authenticity, eliminates false advertising, and ensures the timely, accurate, and comprehensive delivery of information, avoiding exaggeration or misleading of customers and consumers, and safeguarding consumers' lawful rights and interests, including the rights to safety, information, and independent choice. At the same time, the Company will further standardize the full-process management of product promotion and sales to ensure compliant sales and usage throughout the entire product lifecycle.

Customer Complaint Mechanism

The Company has established accessible customer complaint channels and, in accordance with a series of internal documents such as the *Customer Service Procedure*, the *Nonconforming Product Control Procedure*, the *Corrective Action Control Procedure*, and the *SOP for Sales Order Returns*, clearly defines the roles and responsibilities of relevant departments in handling customer complaints. Customer complaints are categorized, recorded, and archived based on dimensions such as failure phenomena, root causes, and disposition measures, and compiled into a *Customer Return Product Monitoring Report*. Through rigorous closed-loop management, the Company ensures that every customer complaint is properly addressed.

Upon receiving a customer complaint, the Quality Department communicates with the customer via the sales team to understand the details and agree on resolution measures. The Quality Department issues an 8D Corrective Action Report (CAR) for relevant complaints, convenes the Engineering Department and other relevant departments to conduct root cause analysis, formulates improvement measures within two working days, and submits them to the customer.

During the Reporting Period

The Company did **not** receive any major customer complaints, **nor** did it experience any large-scale product returns; all complaints were resolved with the resolving rate of **100%**.

Customer Satisfaction

To gain deeper insights into customer needs and enhance satisfaction, the Company has developed the *Customer Satisfaction Survey*, conducting scoring-based evaluations across dimensions such as products and services, quality systems, delivery timeliness, after-sales service, pricing, and environmental compliance capabilities. The Company analyzes survey results, implements corresponding improvement measures, and continuously tracks the progress of related initiatives. In addition, the Company conducts comprehensive statistical analyses of customer feedback, complaints, returns, delivery performance, and service quality. Based on actual conditions, it organizes review meetings for open discussion and evaluation, promoting the resolution of identified issues and continuously enhancing business performance.

During the Reporting Period

A total of **18** customers participated in the survey, with an overall customer satisfaction score of **96**.

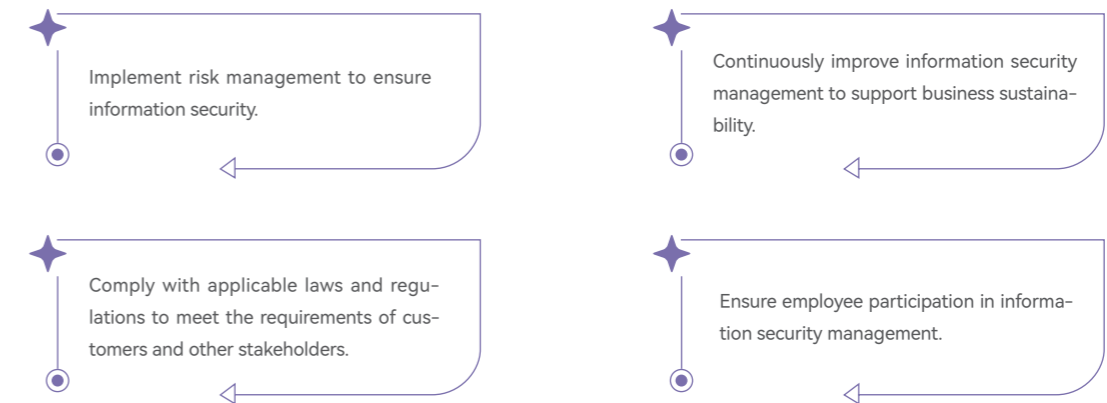
Information Security and Privacy Protection

Information Security Management System



In accordance with the ISO 27001:2013 standard, applicable laws and regulations, and customer requirements, G.TECH continuously improves its information security management system. It has established internal policies including the *Information Security Management Manual*, the *Information Security Incident Management Procedures*, the *Data Security Management Procedures* and the *Information Security Audit Procedures*, and has set up an information security responsibility mechanism. The Company has also established an Information Security Committee, clearly defining the responsibilities of the General Manager, management representative, Information Department, and other relevant functional departments for information security management, thereby effectively enhancing the overall security protection of its information systems. During the reporting period, the Company established and achieved an information security target of "zero data leakage incidents per month."

Information Security Management Policy

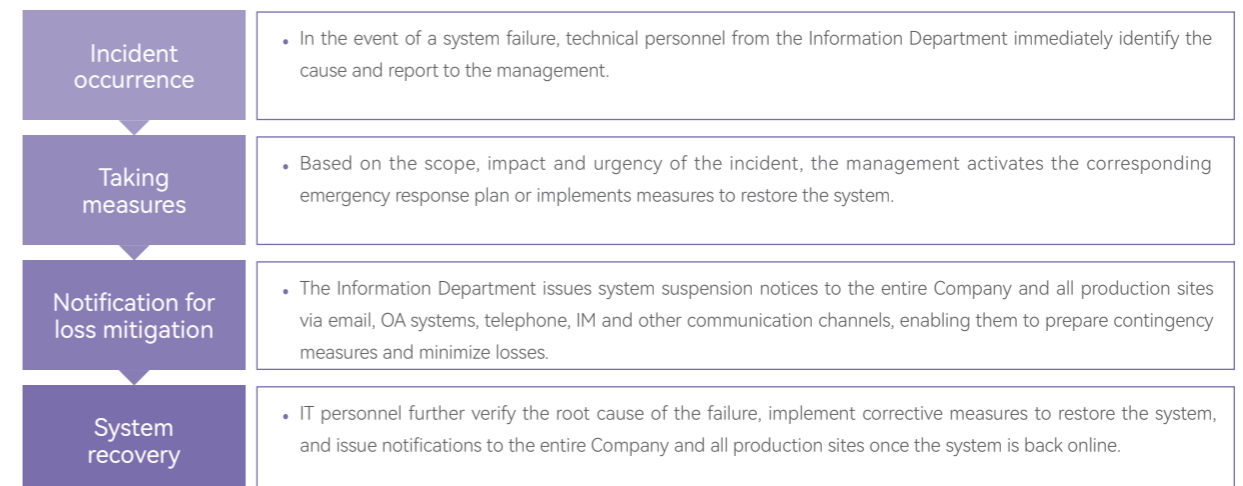


Information Security Risk Identification and Assessment

In accordance with the *Information Security Risk Management Procedures*, the Company conducts information security risk assessments on an annual basis. It proactively identifies information security risks and opportunities and effectively mitigates the risk of data leakage that could harm the interests of the Company and its customers through measures such as information security reviews, risk assessments, risk treatment, incident classification, and emergency response mechanisms. The Information Department is responsible for risk assessment, formulating treatment plans, and leading the establishment of a risk assessment team to oversee asset security control within departments. By comprehensively evaluating all assets in terms of confidentiality, integrity, availability, and compliance with legal and contractual requirements, the Company identifies critical assets and conducts corresponding risk assessments.

In addition, to effectively manage information security incidents, enhance company-wide emergency response capabilities, and minimize losses caused by such incidents, the Company has developed the *Information Security Incident Response Plan Standards*. Incidents are categorized based on their scope of impact, and comprehensive response procedures have been established for major incidents, including power outages, internal and external network disruptions, hardware and software failures, and information system failures.

Emergency Response Process for Information Security Incidents



Data Protection Measures

Customer information, as well as R&D, manufacturing, and financial data related to the Company's products, are subject to strict confidentiality requirements. The Information Department is responsible for the unified management, maintenance and repair of the Company's information systems and networked computers. At the same time, the Company has established the *SOP for Information Security Training* and the *SOP for Information Security Reward and Punishment* to regulate employees' information security behavior through both incentive and disciplinary measures, thereby strengthening the Company's data protection framework.



During the Reporting Period



The Company invested RMB **575,600** in data security. It conducted **5** information security training sessions, with a total of **852** participants and a cumulative training duration of **1,376** hours.

Case | Cybersecurity Law Training

On December 31, 2025, to further strengthen employees' awareness of cybersecurity compliance, G.TECH conducted cybersecurity law training for 640 employees across all business functions, including R&D, production, procurement, and sales. The training provided in-depth guidance on cybersecurity-related laws and regulations, reinforced organization-wide compliance awareness, and effectively promoted the performance of cybersecurity responsibilities throughout all operational levels.

Customer Privacy Protection

In terms of customer privacy protection, the Company strictly complies with relevant domestic and international laws, regulations, and industry standards, including the *Personal Information Protection Law of the People's Republic of China* and the *Data Security Law of the People's Republic of China*. It has established policies such as the *Confidentiality Management Standard* and the *Non-Disclosure Agreement*, and has effectively mitigated the risks of customer data leakage and tampering through measures such as enhanced data encryption and standardized access control. These efforts safeguard customer privacy and legitimate rights, strengthen customer trust, and contribute to building a secure and reliable business cooperation environment. In 2025, the Company recorded zero incidents involving the leakage of customer privacy information.

Responsible Procurement and Collaborative Resilience Building



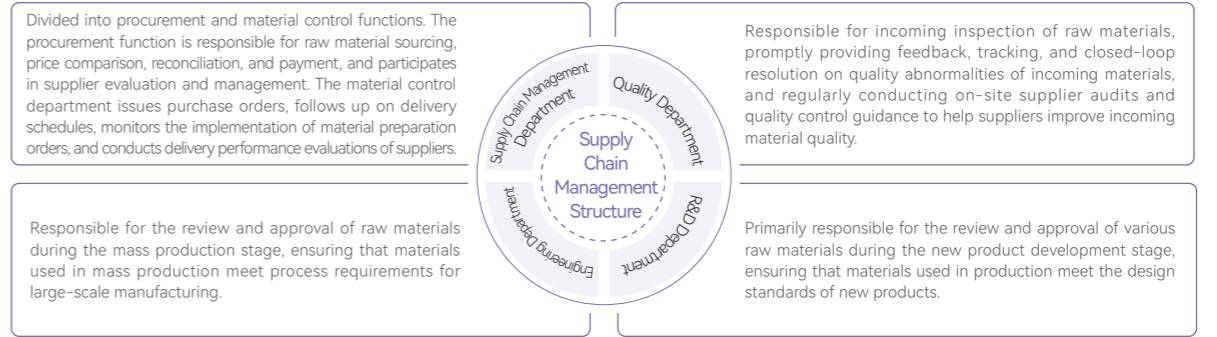
G.TECH consistently places supply chain management at the core of its operations, strictly complying with relevant national laws and regulations as well as internal management systems. The Company continuously optimizes full-lifecycle supply chain management, regularly conducts supply chain risk identification, assessment, and specialized training, effectively enhancing supply chain resilience and continuously strengthening overall stability and sustainable development capabilities.

Governance of Supply Chain

The Company has established a comprehensive supplier management system and formulated a series of policies, including the *Supply Chain Management Control Procedure*, the *Procurement Management Guidelines*, and the *Material Control Management Standards*, clearly defining supply chain management requirements and departmental responsibilities, thereby forming a standardized, full-process closed-loop management system.

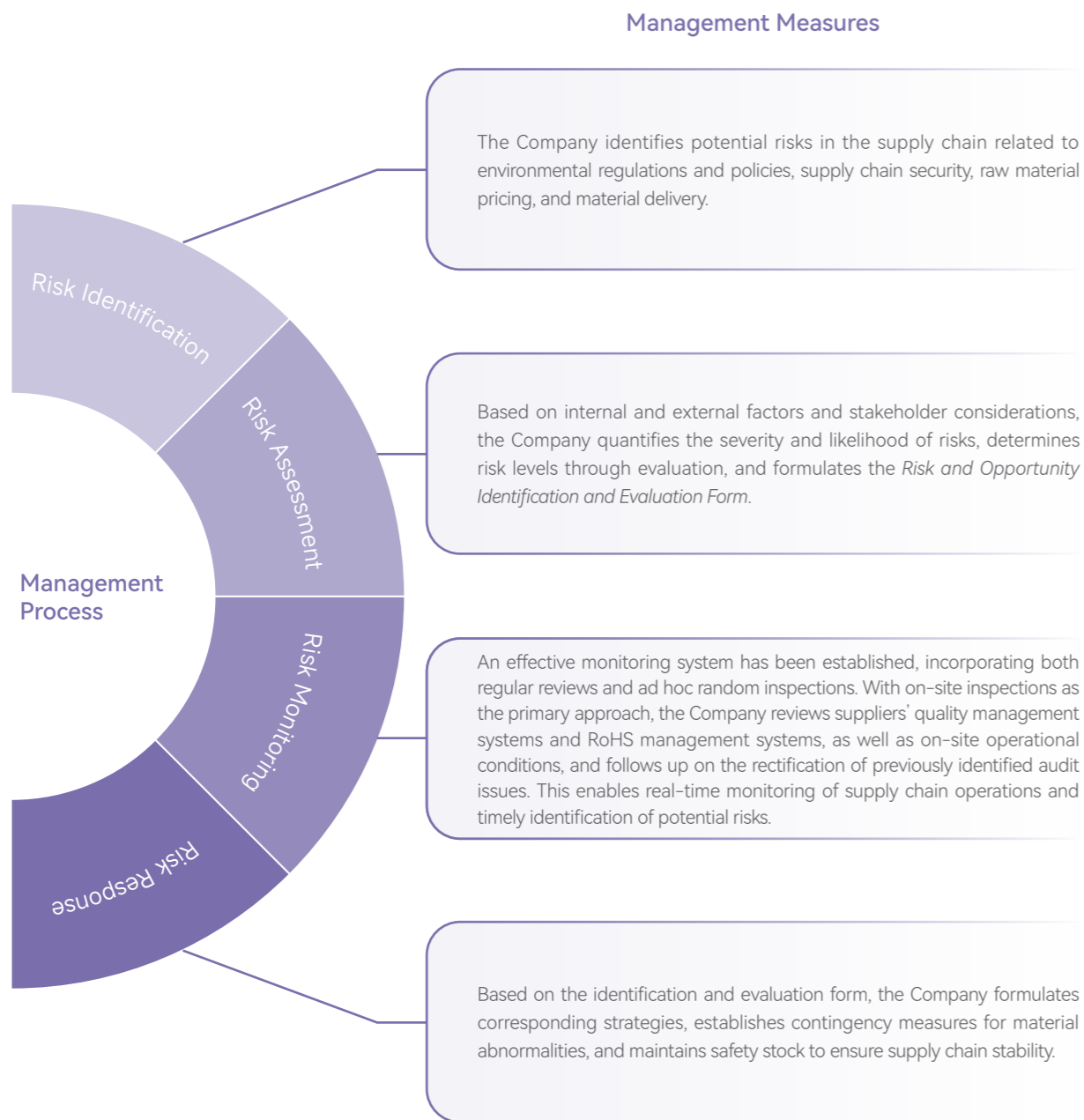
Supply Chain Strategy

Type of Risk/ Opportunity	Description of Risk/ Opportunity	Impact and Losses	Existing Control Measures	Materiality	Occurrence Frequency	Risk/ Opportunity Coefficient	Risk/Opportunity Level	Impact Timeframe	Response Measures	Potential Financial Impact	Specific Implementation Measures
Technology risks	Inability to continuously meet environmental protection and work safety requirements	Quality issues leading to failure to meet delivery requirements	1. Sign environmental protection commitments; 2. Provide valid environmental reports for new product approvals.	5	1	5	Moderate risks	Short-term	Risk mitigation	Decreased operating income	Standardize procurement process management and include key suppliers in the annual audit.
Operational risks	Material shortages (defective incoming materials & suppliers failing to deliver on time)	1. Production halted due to material shortage; 2. Delayed order deliveries	1. Weekly production and sales meetings on Tuesdays to review material status for the upcoming week and take proactive measures to ensure material status under control; 2. Daily confirmation of material deliveries for the next two days, led by the material control supervisor, with a final review the day before production.	5	1	5	Moderate risks	Short- and medium-term	Risk mitigation	Increased operating costs	1. Conduct a one-week in advance production material demand analysis, assess material status, and take timely actions; 2. Lock in a three-day production plan and confirm material arrival and quality status two days in advance to ensure production continuity.
Operational risks	Increased raw material price	If the prices of key raw materials continue to rise significantly and the Company is unable to pass on the increased procurement costs to downstream customers in a timely manner, it will face the risk of rising operating costs and declining gross margins, which may adversely affect its profitability.	1. Eliminate sole suppliers; 2. Establish safety stock reserves.	5	1	5	Moderate risks	Short- and medium-term	Risk mitigation	Increased operating costs and reduced profits	The industries supplying raw materials such as ICs, PCBs, switches, cables, plastic components, and packaging materials are relatively mature manufacturing sectors, equipped with well-developed mainstream technologies, sufficient market competition, and relatively smooth price transmission mechanisms across the supply chain. The Company will adopt measures to transfer the pressure of rising raw material costs while strengthening inventory management and optimizing procurement orders to mitigate risks associated with price fluctuations.
Market opportunities	Increasing customer demand for eco-friendly and sustainable raw materials, which helps improving the Company's supplier review mechanism.	Enhanced supplier management efficiency and compliance in procurement processes.	Maintain current strategies.	/	/	/	Opportunities	Mid-term	/	Reduced operating costs	1. Sign the Green Product Guarantee and the Integrity Agreement with suppliers; 2. Provide environmental regulation training for suppliers.



Supply Chain Impact, Risk and Opportunity Management

By establishing an open and transparent selection mechanism, the Company selectively cultivates high-quality suppliers aligned with its development strategy, thereby reducing supply chain collaboration risks from the source. At the same time, the Company promotes cross-departmental collaboration to regularly identify and assess potential supply chain risks, formulate control measures and emergency response plans, and effectively ensure production stability and continuity. During the reporting period, the Company suffered zero incidents associated with major risk and impact in its supply chain.



Strengthening Supply Chain Management

In accordance with internal documents such as the *Supply Chain Management Control Procedure*, the *Hazardous Substance Restriction Standards* and the *Business Partner Security Control Standards*, the Company has established a full-lifecycle management system covering supplier onboarding, audit, evaluation, and exit. Through regular supplier audits, it identifies issues related to quality systems and hazardous substance management systems, provides guidance to suppliers, and supervises corrective actions to strengthen supply chain stability.



Promotion of Sustainable Development of Supply Chain

Supply Chain ESG Management

G.TECH is committed to building a sustainable supply chain and is progressively advancing supplier ESG management. To this end, the Company has formulated management documents such as the *Green Product Guarantee*, the *Hazardous Substance Restriction Standards*, and the *Environmental and Occupational Health & Safety Agreement*, clearly requiring that supplier products comply with EU REACH regulations, meet green and environmentally friendly production requirements, maintain comprehensive environmental management systems, bear RoHS markings on outer packaging, and undergo Hazardous Substance Process Management (HSPM) audits. Through a series of management measures, the Company exercises source-level control over suppliers, actively ensuring that production materials are compliant, safe, and environmentally friendly, and promoting the green and sustainable development of the upstream supply chain. The Company has successfully utilized Post-Consumer Recycled (PCR) plastics and low-carbon aluminum as materials for product casings, providing low-carbon options to consumers in the market.

Responsible Purchasing

The Responsible Business Alliance (RBA) is dedicated to driving continuous improvement in social, environmental, and ethical responsibility across global supply chains. G.TECH adheres to the RBA Code of Conduct and commits to complying with all applicable laws, regulations, and RBA requirements relating to labor, health and safety, environment, management systems, and ethical standards. The Company has signed the *Commitment to Compliance with the Responsible Business Alliance (RBA) Code of Conduct and the Partner Anti-Terrorism Security Commitment* with all suppliers, promoting RBA standards and anti-terrorism security requirements to advance responsible supply chain development.

Clean Procurement

To eliminate the risk of fraud and corruption, the Company requires suppliers to sign the *Sunshine Agreement*. In addition, the prepared Procurement Contract stipulates that suppliers shall not engage in any form of unfair competition through illegal or non-compliant means during their cooperation with G.TECH, and shall be prohibited from offering bribes to the Company's employees. Suppliers are required to promptly report any misconduct, including bribery, solicitation of bribes, coercion, or defamation involving any employees.

Management of Conflict Minerals

In response to global regulatory requirements on conflict minerals and to avoid their use, G.TECH has incorporated conflict minerals management into its supplier management framework. The Company has established the *Conflict Minerals Management Guidelines*, requiring all suppliers to refrain from using or procuring conflict minerals and to sign the *Declaration on Non-Use of Conflict Minerals*.

The Company actively conducts risk identification and assessment for conflict minerals, utilizing the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) to survey suppliers involved in responsible minerals such as silver, aluminum, tungsten, gold (3TG), cobalt, and mica. Through these efforts, the Company identifies and verifies compliant suppliers to ensure that the raw materials used in production are sourced from conflict-free mining. During the reporting period, the Company achieved a 100% response rate from suppliers on CMRT/EMRT surveys, and all identified smelters and refiners were compliant with relevant standards.

Empowering the Development of the Supply Chain

The Company has developed the *Supply Chain Carbon Reduction Action Proposal*, taking the lead in reviewing, analyzing, and compiling suppliers' ISO 14064 certification data. Focusing on three core dimensions – replacement of high energy-consuming equipment, optimization of production processes, and improvement of logistics and transportation – the Company supports suppliers in systematically advancing carbon reduction initiatives and conducts standardized acceptance of phased carbon reduction outcomes. Meanwhile, the Company has carried out a series of training programs on carbon emission knowledge and skills across the supply chain, empowering its sustainable development.

Case | Supply Chain Carbon Reduction Training

In March 2025, the Company organized a supply chain carbon reduction training session for suppliers. The training covered five key areas: climate change, international trends and industry requirements, the Company's actions and achievements, promoting emissions reduction across the value chain, and building consensus, thereby continuously empowering the sustainable development of the supply chain.

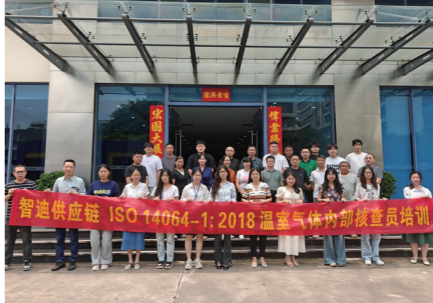



Online Supply Chain Carbon Reduction Training



Case | Supply Chain Internal Auditor Training

In May 2025, the Company engaged a third-party professional institution to deliver a three-day ISO 14064-1:2018 training program for 19 suppliers. The training covered GHG accounting, emission reduction technologies, internal and external auditing, and carbon trading. With a focus on the full lifecycle of GHG management, it systematically enhanced suppliers' professional capabilities in GHG verification.

Supply Chain Internal Auditor Training Internal Auditor Certification

Case | Supply Chain RBA/CSR Knowledge Training

In July 2025, the Supply Chain Management Department organized an online RBA (CSR) knowledge training for suppliers. The training introduced the RBA framework across five dimensions - labor, health and safety, environment, ethics, and management systems - supporting suppliers in achieving compliant cooperation.



供应链管理
G.TECH 智迪

Supplier RBA Knowledge Training

Equal Treatment of Small and Medium-Sized Enterprises

G.TECH strictly complies with the Law of the People's Republic of China on the Promotion of Small and Medium-sized Enterprises and the Regulations on Ensuring Payments to Small and Medium-Sized Enterprises. Adhering to the principles of fairness and impartiality, the Company treats all partners equally, ensuring that payment terms agreed with SMEs are consistent with those of other enterprises, without discrimination based on company size, and settles payments in accordance with contractual terms on schedule. As of the end of the reporting period, the Company had no overdue payments to SMEs.

Supply Chain Metrics and Targets

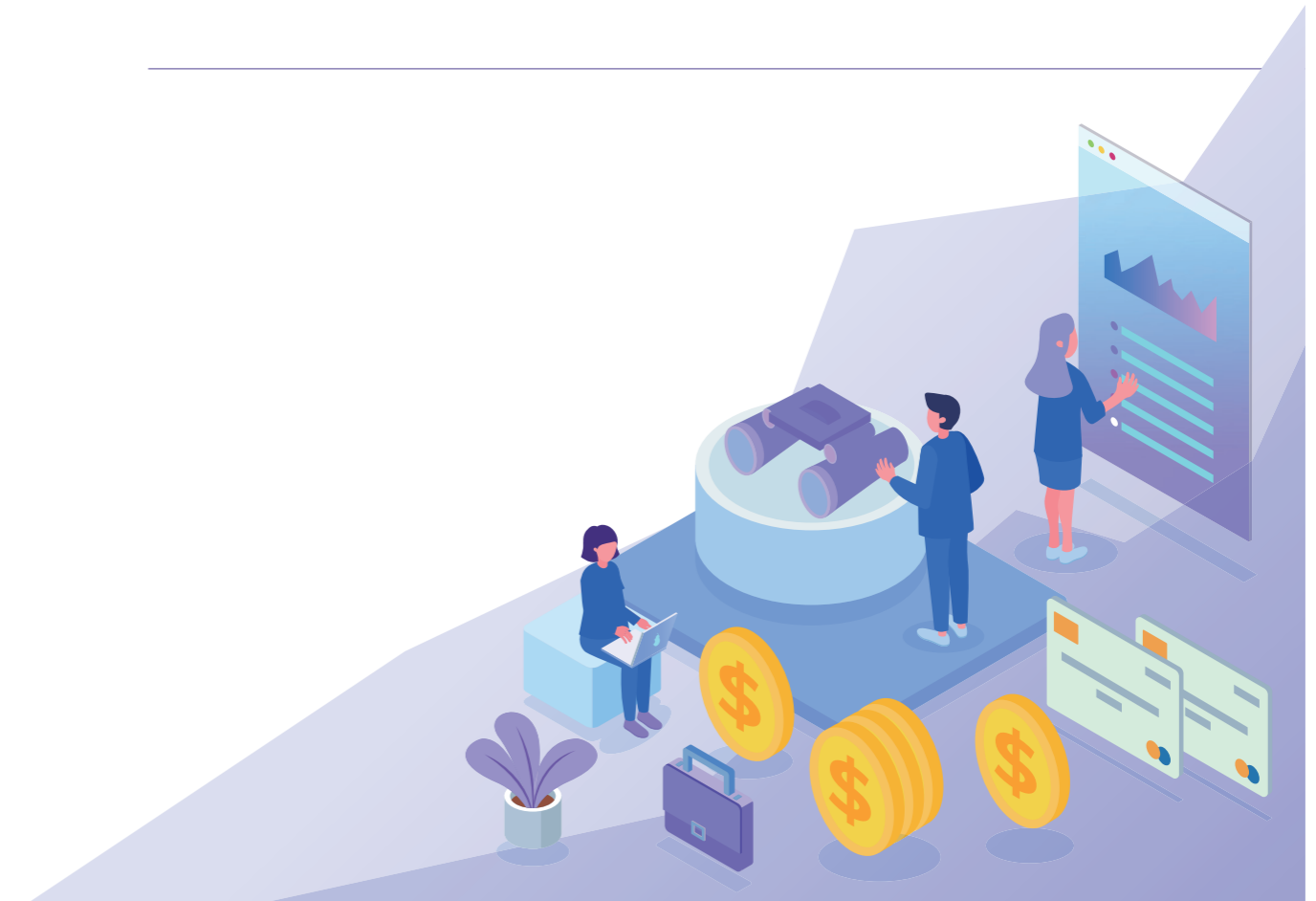
Supply Chain Objectives

2025 Supply Chain Targets	Achievement
Reduce procurement costs	Achieved
Reach the expected inventory-to-sales ratio	Achieved
Achieve the expected order fulfillment rate	Achieved
Supply chain safety management and material delivery	Achieved

Supply Chain Metrics

During the Reporting Period

The Company has a total of **222** suppliers, including **174** located in Guangdong Province, with a local procurement ratio of **82%**. The signing rate of suppliers' green product guarantees reached **100%**, and the signing rate of supplier integrity agreements also reached **100%**. A total of **124** suppliers have obtained quality management system certification, **67** have obtained environmental management system certification, and **29** have obtained occupational health and safety management system certification. The Company conducted **1** ESG training session for suppliers, with a total duration of **24** hours, covering **19** suppliers.



**Building Synergy
for
a Harmonious Society**



Compliant Employment and Protection of Rights and Interests

Equal Employment

G.TECH adheres to a people-oriented talent philosophy and strictly complies with relevant laws and regulations, including the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. The Company has established a comprehensive set of employee policies, including the *Social Responsibility Management Manual*, the *Rewards and Penalties Management Regulations*, the *Personnel Recruitment Management Procedures*, the *Employee Code of Conduct*, the *Resignation Management Procedures*, and the *Labor Dispatch Worker Management Regulations*. A well-structured recruitment management system has been established to ensure standardized and orderly recruitment processes. The Company adopts social recruitment and campus recruitment as its core channels, integrating both online and offline approaches to continuously attract high-quality talent. It promotes the optimization and upgrading of its talent structure and is committed to building a diversified talent pipeline, providing strong human resource support for long-term development.

The Company consistently upholds compliant and lawful employment practices. It has formulated policies such as the *Regulations on the Prohibition of Child Labor and Remedial Measures*, the *Labor Protection Standards for Juvenile Workers*, and the *Regulations on the Prohibition of Forced and Compulsory Labor*. Strict age verification procedures are implemented to explicitly prohibit the employment of child labor, while all forms of forced labor, including intimidation, threats, abduction, and fraud, are strictly prohibited. During the reporting period, no incidents of child labor or forced labor were reported at the Company.

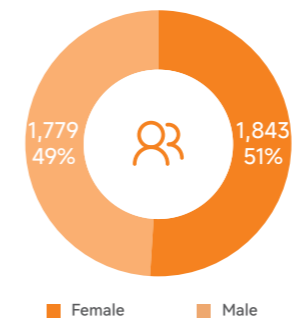


Diversified Recruitment Initiatives in 2025

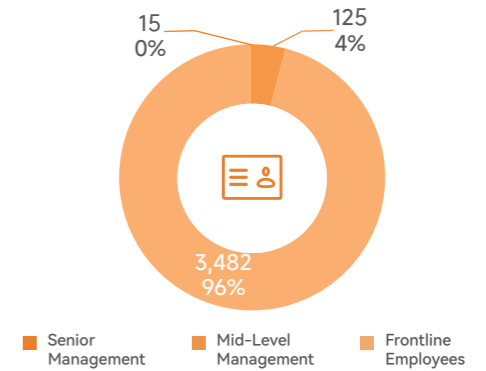
During the Reporting Period

The Company maintained a **100%** labor contract signing rate. It employed a total of **3,622** employees, including **19** employees with disabilities, **264** employees from ethnic minority groups (including **9** in management positions), and **17** veterans; **2,452** new jobs were created, with **996** employee departures and an employee turnover rate of **19.55%**.

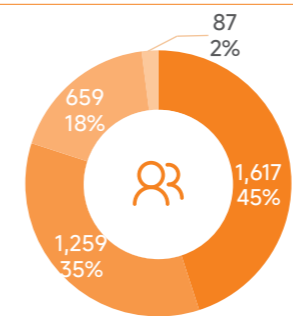
Total Workforce by Gender



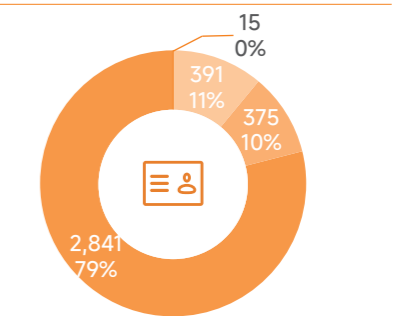
Total Workforce by Job Level



Total Workforce by Age



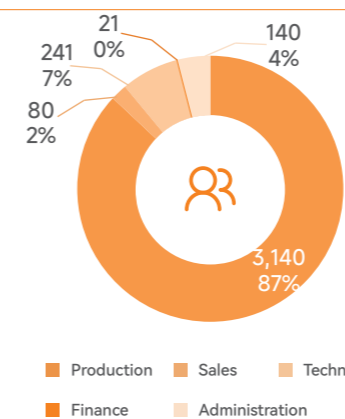
Total Workforce by Education Level



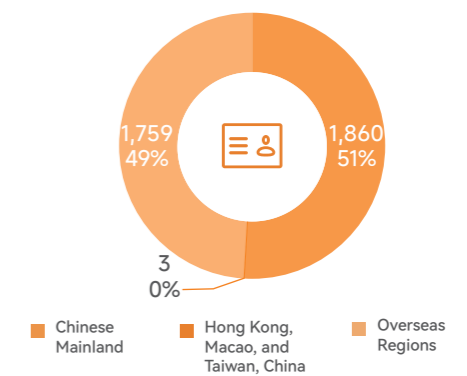
- Under 30 years of age (not including 30 years of age)
- 30-40 years old (including 30 years old and excluding 40 years old)
- 40-50 years old (including 40 years old, excluding 50 years old)
- 50 years old and above

- Master's Degree and Above
- Bachelor's Degree
- College Degree
- High School and Below

Total Workforce by Field of Study



Total Workforce by Region



Labor Rights

G.TECH upholds the principles of "Fairness, Impartiality, and Transparency" in employment, embedding equality and inclusiveness throughout the entire human resources management process. The Company respects individual differences and safeguards equal employment rights by implementing policies such as the *Anti-Discrimination Management Guidelines*, the *Anti-Harassment Management Guidelines*, the *Religious Activities Management Guidelines*, and the *Management Guidelines for Freedom of Association*.

Discriminatory or differential treatment based on race, color, age, gender, ethnicity or nationality, disability, religious belief, marital status, or other factors is strictly prohibited in all employment processes. Through regular reviews and mechanisms such as management mailboxes, the Company strengthens enforcement, and adopts a tiered approach to addressing violations, including counseling, warnings, and termination, thereby comprehensively protecting employees' lawful rights and interests and fostering an inclusive, diverse, fair, and equitable workplace environment. During the reporting period, no incidents of employee harassment or discrimination occurred.

G.TECH's Labor Policy

1. Comply with labor laws, regulations, and other relevant requirements.
2. Prohibit the use of child labor and forced labor.
3. Prohibit any form of forced labor or restriction of personal freedom.
4. Prohibit any form of coercion, harassment, or discrimination, and provide employees with a decent and fair working environment.
5. Respect employees' human rights and their right to freedom of association, creating a harmonious labor-management relationship.
6. Arrange reasonable work and rest schedules for employees and provide fair wages and benefits.
7. Do not accept suppliers or subcontractors that use child labor or forced labor.

Objectives	Indicator	Completion Status in 2025
No child labor	0 incidents/month	Achieved
Social insurance coverage rate at 100%	Social insurance coverage rate at 100%	Achieved
Labor contract signing rate at 100%	Labor contract signing rate at 100%	Achieved
Timely and full payment of wages	0 instances/month	Achieved
Discrimination or harassment events	0 instances/month	Achieved

Compensation and Benefits

G.TECH strictly complies with relevant laws and regulations, including the *Interim Provisions on Wage Payment*, and has established compensation policies such as the *Compensation Management System*, the *Employee Code of Conduct*, and the *Job Descriptions*. Adhering to the principle of equal pay for equal work, the Company has developed a compensation mechanism that balances fairness and incentives, effectively attracting and retaining key talent and strengthening the human resource foundation for long-term stable development and sustainable operations. Meanwhile, the Company has established a sound and well-structured performance appraisal management system, closely linking employee performance with incentives such as bonuses, allowance adjustments, promotions, and job optimization. This approach fully motivates employees' enthusiasm and creativity, supporting the mutual growth of both the Company and its employees.

The Company places great importance on employee welfare and care, and has established a diversified and people-oriented employee benefits system. The Company strictly complies with relevant laws and regulations, including the *Regulations on the National Social Security Fund*, the *Regulations on Work-Related Injury Insurance*, the *Measures for National Holidays on Annual Festivals and Commemorative Days*, and the *Measures for the Implementation of Paid Annual Leave for Enterprise Employees*. It provides all employees with the "five insurances and one housing fund" and implements paid leave entitlements such as statutory holidays, sick leave, bereavement leave, work-related injury leave, marriage leave, and maternity leave, effectively safeguarding employees' lawful rights and interests. At the same time, the Company has enhanced employee dining benefits by increasing meal subsidies and improving the quality of canteen offerings. During major traditional festivals such as the Dragon Boat Festival and the Mid-Autumn Festival, the Company provides customized holiday gifts to employees', conveying festive greetings and corporate care. In addition, various departments regularly organize team-building activities to further strengthen team cohesion and employees' sense of belonging.

During the Reporting Period

The Company has achieved a **100%** coverage rate for employee social insurance. The average number of paid annual leave days per employee is **6.19** days, and the total expenditure on employee benefits amounted to RMB **17.1766** million.



Employee Activities - Basketball and Badminton Competitions

Employee Care and Team Cohesion

Democratic Governance and Communication

Employee Representative Conference

G.TECH strictly complies with relevant laws and regulations, including the *Trade Union Law of the People's Republic of China*. It has established systems such as the Employee Representative Conference System, and continuously improves the mechanism of the Employee Representative Conference alongside the development of trade union organizations. Employee representatives are elected through democratic procedures, and regular employee representative conferences are convened to establish a standardized platform for democratic communication. Through this mechanism, employees are able to review important reports on corporate development planning and production and operations, and provide suggestions. They also deliberate and approve rules and regulations and major decisions directly related to their vital interests, including those concerning remuneration, occupational health and safety, and reward and punishment measures, while supervising the implementation of such systems and decisions. This effectively safeguards employees' rights to information, participation, and supervision, enhances their sense of belonging and identification with the Company, and promotes positive interaction and coordinated development between the Company and its workforce.

Case | Employee Representative Conference

On November 12, 2025, G.TECH convened an employee representative conference. In strict compliance with relevant laws and regulations and following due procedures, Ms. Wu Yincai was elected as the employee representative director of the Company's fourth Board of Directors, with a term commencing from the date of approval of this election until the expiration of the term of the fourth Board of Directors. This election further improved the Company's corporate governance structure and laid a solid foundation for safeguarding employees' lawful rights and interests and promoting standardized corporate operations.

Employee Grievance Mechanism

To standardize the handling of disputes in daily operations, G.TECH has established systems such as the *Grievance Management Regulations*, ensuring that internal employees, suppliers, and other external stakeholders can exercise their rights to file complaints and reports in accordance with the law, while strictly protecting whistleblowers' rights and interests. The Company has established a dual internal and external grievance and reporting mechanism, encouraging and supporting relevant parties to file reports, either under real names or anonymously, through various channels including in-person statements, letters, emails, suggestion boxes, and telephone calls. Relevant parties may also entrust others to file reports on their behalf. At the same time, through management measures such as conflict-of-interest avoidance, designated personnel handling, and closed-loop processes, the Company strictly protects the confidentiality of whistleblowers' identity information, effectively eliminating the risk of retaliation at the institutional level and fostering a fair, transparent, secure, and reliable environment for dispute resolution and supervision.

During the Reporting Period

The Company had **0** labor dispute cases and received **0** employee complaints. The employee satisfaction survey participation rate was **100%**, and the employee satisfaction score was **100**.

Protection of Rights and Interests of Female Employees

G.TECH places great importance on the health and rights protection of female employees. In strict compliance with the *Law of the People's Republic of China on the Protection of the Rights and Interests of Women*, the *Special Regulations on the Labor Protection of Female Employees*, and the *Implementation Measures of Guangdong Province for Labor Protection of Female Employees*, the Company has formulated the *Management Measures for Labor Protection of Female Employees*, establishing a standardized, full-cycle rights protection system.

In response to the specific physiological stages of female employees, the Company has clearly defined protection measures for menstruation, pregnancy, maternity, and lactation periods: Female employees during pregnancy and lactation are strictly prohibited from engaging in high-risk operations such as exposure to hazardous chemicals, warehouse handling, and degreasing processes. Discrimination against pregnant and lactating employees is strictly prohibited, and their equal rights to employment and career development are fully protected. At the same time, statutory leave benefits are implemented. Female employees are entitled to paid prenatal check-up leave, maternity leave, and breastfeeding leave in accordance with the law. For female employees who are pregnant for more than 7 months, the Company provides 1 hour of rest during working hours each day. Such rest time is deemed as normal working hours and is fully compensated, comprehensively safeguarding the physical and mental health as well as the lawful rights and interests of female employees.

During the Reporting Period

Female employees accounted for **50.88%** of the Company's workforce, and **50.71%** of management personnel were female. A total of **141** employees were entitled to parental leave, with a return-to-work rate of **36.17%** among those who had taken such leave. A total of **44** employees took maternity leave, with a return-to-work rate of **77%**.

Empowerment via Training and A Cradle for Growth

Employee Training

G.TECH consistently regards talent as a core resource for development. Guided by the *Employee Handbook and the Education and Training Procedure*, the Company systematically advances talent development and has established a scientific and standardized full-cycle training system. The Company has built an internal trainer team and developed tiered and structured training modules covering onboarding, on-the-job training, professional skills, and management capabilities, precisely meeting the needs of employees at different levels and positions. All departments conduct ad hoc specialized training on technology, processes, and safety operations, comprehensively enhancing employees' professional competencies and overall capabilities, supporting their career development and achieving mutual growth for both the Company and its employees.

During the Reporting Period

The Company's total investment in employee training amounted to RMB **111,300**. A total of **223** training sessions were conducted, with **31,439** participants, totaling **199,105** training hours. The average training duration per employee was **54.97** hours, and the staff training coverage reached **100%**.

Case Failure Mode and Effects Analysis (FMEA) Practical Training

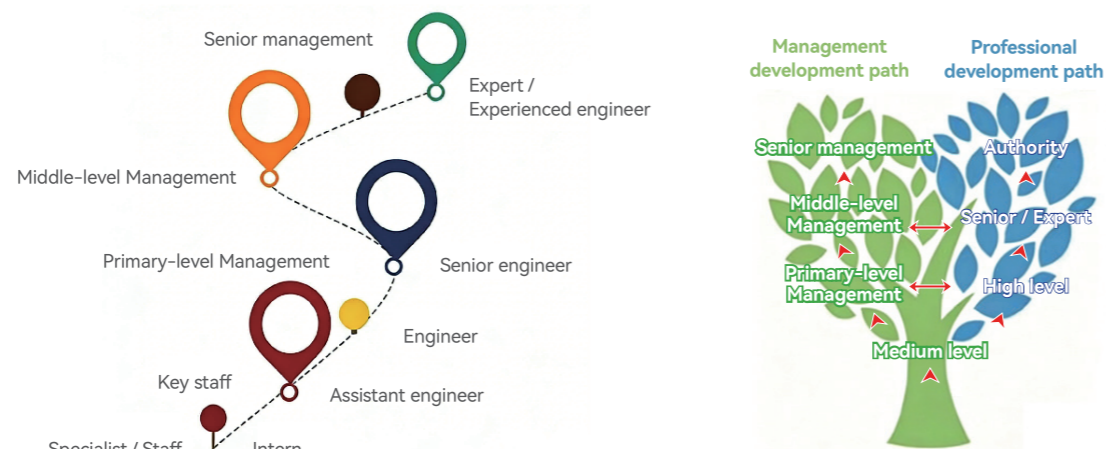
From April 25 to 26, 2025, the Company engaged a third-party institution to deliver FMEA practical training to 147 employees from the R&D Department, Engineering Technology Department, Quality Department, and other business units. Through the training, employees further enhanced their understanding and mastery of FMEA-related knowledge and skills, and obtained certificates of completion for the FMEA practical training.



FMEA Practical Training

Career Development

G.TECH adheres to the talent philosophy of "the horse race is not horse," and is committed to building a diversified talent development system, establishing dual career development pathways for both management and professional tracks. Based on core evaluation criteria including fundamental qualifications, professional capabilities, professional conduct, and actual contributions, the Company has established a scientific promotion mechanism, motivating employees to achieve career advancement and value enhancement through fair and transparent assessments. The Company stipulates in the *Employee Handbook* that, in the event of job vacancies, priority will be given to internal candidates, encouraging employees to actively participate in promotion assessments and providing broad career development opportunities for internal talent. In promotion decisions, the Company takes employees' past performance evaluation results and records of rewards and disciplinary actions as key criteria, and conducts comprehensive assessments to determine eligibility for promotion, ensuring fairness and objectivity in promotion decisions.



Career Development Pathways

Work Safety with Accountability Ensured



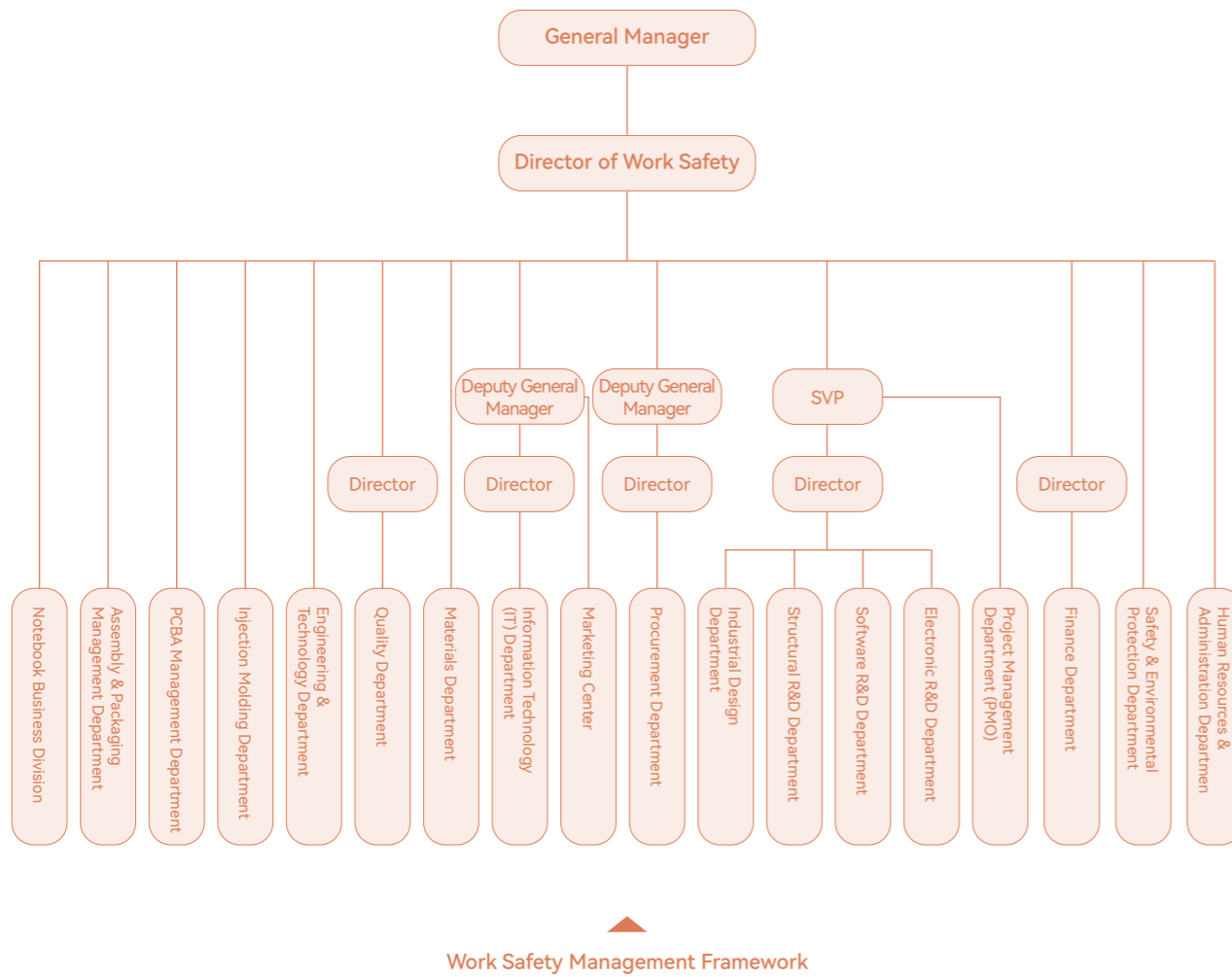
Work Safety System

G.TECH conscientiously implements the safety management policy of "Safety First, Prevention-Oriented, and Comprehensive Management," and strictly complies with relevant laws and regulations, including the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*. The Company has established internal policies such as the *Work Safety Management Standards*, the *Fire Safety Management Standards*, and the *2025 Work Safety Responsibility Statement*, forming a well-structured safety management framework. It has reinforced a company-wide safety accountability system, clarified safety responsibilities across all levels and departments, and comprehensively safeguards employees' occupational health and operational safety. During the reporting period, the Company obtained ISO 45001 Occupational Health and Safety Management System certification.

During the Reporting Period

The Company invested RMB **499,400** in work safety, and recorded **no** work safety incidents or work-related fatalities, and **2** work-related injured employee.

Annual Work Safety Targets	Completion Rate in 2025
Fatalities and fire incidents: 0	Achieved
Major explosion incidents and major equipment accidents: 0	Achieved
Serious injury incidents: 0; minor injury rate not exceeding 3‰	Achieved
Environmental pollution incidents: 0; occupational disease incidence: 0	Achieved
Identification and control rate of major hazard sources in accordance with requirements: 100%	Achieved
Assurance rate of safety investment: 100%	Achieved
Effectiveness rate of safety technologies and measures: 100%; provision and utilization rate of labor protection equipment: 100%; Compliant disposal rate of hazardous waste: 100%	Achieved
Coverage rate of safety education and training: 100%; Certification rate for special equipment operators: 100%	Achieved
Rectification compliance rate for major hazard factors and potential accident risks: 100%	Achieved
Safety education and supervision coverage rate for external contractors, lessee entities, and personnel: 100%	Achieved
Completion rate of the "Three Simultaneities" requirements for new, renovated, and expanded projects: 100%	Achieved



Work Safety Training

G.TECH places great emphasis on enhancing employees' safety awareness and skills, regarding safety training as a key measure to ensure work safety. The Company organizes safety training programs such as the "three-level safety education" and "fire safety knowledge training." Through theoretical instruction, analysis of typical accident cases, and practical drills, the training focuses on risk identification and the proper use of protective equipment, helping employees strengthen safety awareness and acquire practical skills, thereby laying a solid foundation for work safety.

During the Reporting Period

The Company invested RMB **93,400** in safety education and training. A total of **98** safety training sessions were conducted, with **4,452** participants and a cumulative training duration of **89,040** hours, achieving a **100%** coverage rate for safety training.

Case Work Safety Management Knowledge Training

On August 22, 2025, G.TECH conducted a special work safety training on the management of "Three Violations" for workshop management personnel. Through knowledge instruction, video presentations, and case discussions, the training covered the concept of the "Three Violations," types of violations, and psychological analysis. It systematically reviewed the hazards of common non-compliant operations and corresponding preventive measures, and clarified identification criteria for 23 categories of "most vulnerable" employees. This initiative continuously enhanced managers' safety control capabilities and strengthened the Company's safety defense in production activities.

Case First Aid Training

On September 16, 2025, focusing on enhancing employees' emergency response capabilities, G.TECH invited a professional training team from the Red Cross to conduct on-site first aid training. The training combined theoretical instruction with practical exercises, focusing on essential skills such as cardiopulmonary resuscitation (CPR) and emergency response techniques. Through live demonstrations and one-on-one guidance, employees were able to quickly grasp key operational points, effectively strengthening their awareness of self-rescue and mutual aid, and improving their ability to respond to emergencies, thereby providing solid support for work safety.



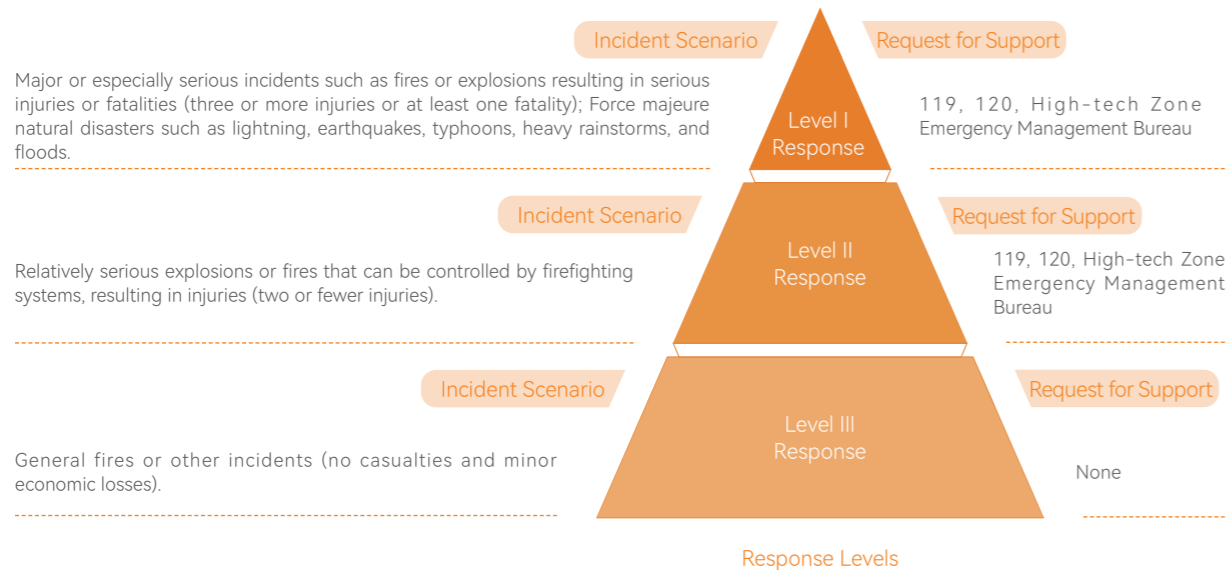
First Aid Training



ISO 45001 Occupational Health and Safety Management System Certificate of G.TECH / Lang-Crown Mold

Safety Emergency Management

To ensure efficient handling of various work safety emergencies, the Company has formulated the Emergency Plan for Production Safety Accidents, covering incidents such as fires, mechanical injuries, and chemical leaks. The plan clearly defines the emergency organizational structure, tiered response mechanisms, standardized handling procedures, and key operational precautions, providing a reliable institutional framework for rapid and scientific response under emergency conditions. Meanwhile, the Company regularly organizes emergency drills to enhance employees' emergency response, self-rescue, and mutual aid capabilities. Based on drill outcomes, the emergency plans are continuously improved to ensure their practicality and relevance.



During the Reporting Period

The Company conducted **7** safety emergency drills, achieving a **100%** coverage rate for safety risk prevention training.

Case Fire Drills

From May 6 to 7, 2025, G.TECH organized and conducted fire emergency drills. Led by the Safety and Environmental Protection Department, preparatory meetings were held to define roles and responsibilities, explain the drill procedures, and propose corrective measures for issues identified in previous drills. All departments simultaneously communicated the detailed drill plan, clarifying evacuation procedures, assembly points, and key precautions, and mobilizing employees to participate in hands-on firefighting exercises. During the drills, all departments completed the full emergency response process in accordance with the plan, including emergency response activation, evacuation and assembly, and fire suppression. After the drills, the Company organized and conducted fire safety knowledge training and hands-on equipment practice sessions, and conducted a comprehensive review of the entire process to summarize experience and identify areas for improvement, thereby consolidating the outcomes of the drills.



Fire Emergency Drill

Safety Hazard Investigation

The Company conducts in-depth hazard investigation activities, carrying out monthly hazard investigations. The Safety and Environmental Protection Department has established a dedicated task force to conduct comprehensive inspections focusing on key factors such as the operation of special equipment and production environment risks. It has developed a safety hazard investigation checklist and a self-inspection and rectification list, formulated targeted corrective measures, and promptly eliminated or effectively controlled various hazards and risk factors, thereby strengthening the safety defense line for production.

During the Reporting Period

A total of **143** safety hazards were identified, with a rectification rate of **100%**.



Chemical Management

G.TECH has established policies such as the *Chemical Management Standards* and the *Hazardous Substances Management Standards*, standardizing the use and management of hazardous chemicals. Safety management is implemented throughout the entire lifecycle - from procurement, transportation, and storage to usage and disposal - ensuring that all aspects of hazardous chemical management are well-regulated, evidence-based, compliant, and controllable. This effectively prevents safety incidents such as leaks and fires, safeguarding employees' personal safety and the Company's assets.

Case Chemical Leakage Emergency Drill

On July 16, 2025, G.TECH organized a chemical leakage emergency drill. Participants strictly followed the predefined plan and completed the full emergency response process in an orderly manner, including activation of emergency response, on-site safety cordoning, isolation of the leakage source, and chemical absorption and cleanup. During the drill, dedicated personnel for safety and environmental protection simultaneously explained response procedures and key operational points. After the drill, chemical safety operation standards were reinforced and a review summary was conducted, laying a solid foundation for ensuring work safety.



Chemical Leakage Drill

Occupational Health Protection

G.TECH consistently places employees' occupational health at the core of its safety management efforts and is committed to creating a safe and healthy working environment. The Company has developed and implemented a series of policies, including the *EHS Performance Monitoring and Measurement Procedure*, the *Occupational Health Protection Management Standards*, the *Personal Protective Equipment (PPE) Management Standards*, and the *Occupational Hazard Monitoring and Evaluation Standards*. These policies establish a sound occupational health management system, standardize occupational health management practices, and safeguard employees' occupational health and safety.

The Company formulates and strictly implements annual environmental and occupational health and safety monitoring plans, and regularly engages qualified third-party institutions each year to conduct specialized testing of occupational hazard factors. These third-party institutions carry out comprehensive inspections of all workplaces, systematically identifying and testing various occupational hazard factors present in the production process, and issuing professional testing reports, thereby providing a scientific basis for occupational health risk control and environmental safety management. At the same time, for positions exposed to occupational hazards, the Company provides appropriate personal protective equipment such as noise-reduction earmuffs, activated carbon masks, and respirators, strengthening occupational health protection at the source and effectively reducing the risk of occupational diseases.

In addition, the Company has established policies such as the *Occupational Health Examination Procedures*, and organizes annual occupational health examinations for all on-duty employees. Examination results are systematically compiled, categorized, and archived, and individual occupational health records are established for each employee, enabling full-lifecycle management of employee health.

During the Reporting Period

A total of **306** employees participated in occupational health examinations, including **172** pre-employment examinations and **134** annual on-the-job examinations. The number of diagnosed occupational disease cases was **0**, and both the compliance rate of occupational hazard factor monitoring and the testing rate reached **100%**. A total of **3,622** employees were covered by work-related injury insurance, with a total investment of RMB **278,600**.



2025 Annual Health Check-up

Committed to Public Welfare and Delivering Warmth



Public Welfare and Charity

G.TECH upholds a development philosophy that integrates compassion with responsibility, firmly believing that public welfare is not an individual endeavor but a collective commitment. The Company actively organizes employees to participate in voluntary blood donation activities, giving back to society through concrete actions and fostering employees' enthusiasm for public welfare. At the same time, adhering to the philosophy of "Talent-driven Growth," the Company proactively responds to local employment support initiatives. It has established dedicated recruitment venues in Zhuhai and carried out multi-channel outreach, effectively supporting the employment of college graduates and promoting high-quality employment for graduates from universities in Guangdong Province.

Case | "Warm Blood, Shared Love" Blood Donation Activity

On November 19, 2025, G.TECH, in collaboration with the Red Cross and the local blood center, jointly organized a voluntary blood donation campaign. The event received strong support from employees, with 47 staff members actively participating and contributing a total blood donation volume of 15,350 ml. Through these concrete actions, the Company conveyed love and demonstrated its sense of responsibility, fully embodying its commitment to actively fulfilling social responsibilities, as well as the original aspiration of employees practicing the mission of "corporate citizenship".



Employee Blood Donation Event



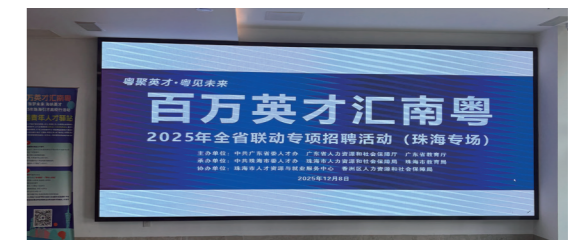
Certificate of Appreciation



Blood Donation Activity

Case | Special Recruitment Initiatives

In 2025, the Company actively responded to government initiatives by participating in the province-wide coordinated recruitment campaign "Millions of Talents Gather in Southern Guangdong." Through high-quality employment matching platforms, it provided university graduates with diverse job opportunities and career development prospects, effectively supporting more sufficient and higher-quality employment for graduates.



Recruitment Site

“The Belt and Road Initiative”

To actively respond to the “Belt and Road” Initiative and further deepen international industrial cooperation and market expansion, G.TECH established its first overseas delivery platform G.TECH Vietnam (a wholly owned subsidiary) in 2019. At present, G.TECH Vietnam has successfully completed the capacity layout for the first two phases and achieved large-scale mass production, establishing a fully vertically integrated manufacturing system covering SMT, injection molding, and finished product assembly. In 2025, G.TECH Vietnam achieved steady growth in production capacity, continuously contributing to the Group’s revenue growth. Leveraging the well-established local industrial ecosystem, G.TECH Vietnam has effectively built cost advantages and maintained stable operations, serving as a core pillar of the Company’s global strategic footprint.

As of the end of 2025, G.TECH Vietnam had a total workforce of 1,759 employees, representing a significant year-on-year increase of 73.30%. G.TECH Vietnam has actively played its role as an industrial link within the “Belt and Road” Initiative, deeply integrating into the local industrial ecosystem. By creating employment opportunities and promoting industrial upgrading, it has contributed to local economic development and was commended by the Haiphong Investment Promotion Association, achieving a win-win outcome between international business expansion and the fulfillment of social responsibility.



G.TECH Vietnam Commended by the Haiphong Investment Promotion Association

Future Outlook

Amid the ongoing transformation driven by digitalization and global industrial competition, G.TECH has entered a critical stage of high-quality development. The Company has embedded sustainable development into its core operations, continuing to focus on its core business of computer peripherals. Driven by technological innovation and grounded in quality services, it comprehensively advances the implementation of its ESG strategy, ensuring that environmental responsibility, social value, and sound governance are integrated throughout the entire business operation process.

For technological research and development, the Company has always regarded innovation as its core development strategy. By continuously increasing investment in R&D, attracting high-end talent, and integrating high-quality resources, the Company conducts customer-oriented technology and new product development. At the same time, the Company accurately understands market dynamics and the industry's trend towards digital transformation, actively positioning itself in forward-looking technology research to build a diversified product matrix. On both the production and market fronts, the Company fully leverages the synergistic effects of its overseas production bases to continuously upgrade its green production systems, optimize processes and energy configurations, promote clean production and circular economy practices, and strictly control energy consumption and pollutant emissions. Moreover, the Company consistently deepens its global market presence, integrating into the global industrial and supply chain systems, strengthening international brand cooperation, and enhancing multinational market synergies. This approach solidifies the capacity support for its global development and continuously boosts its international influence and overall competitiveness.

Looking ahead, while pursuing sustainable development and economic benefits, G.TECH will also place strong emphasis on safeguarding the rights and interests of stakeholders. For shareholders, the Company will optimize its governance structure, standardize information disclosure, and expand communication channels. For employees, it will refine incentive mechanisms, improve training and development pathways, and strengthen the talent foundation. For partners, it will uphold the principles of integrity in operations and build a collaborative and mutually beneficial industrial ecosystem. Meanwhile, the Company remains committed to proactively fulfilling its social responsibilities, promoting the comprehensive integration of green concepts into its operations, and exploring a "green public welfare + industrial empowerment" approach. It strives to achieve synergy among economic, social, and environmental benefits, contributing to sustainable social development.



Appendix

Key Performance Form

Governance Performance

Category	Indicator	Unit	2023	2024	2025
Economic Performance	Operating Income	RMB 10,000	88,874.54	132,431.98	156,193.98
	Net Profit Attributable to Shareholders of the Listed Company	RMB 10,000	6,693.15	11,544.97	10,636.21
	Total Taxes	RMB 10,000	1,501.33	1,416.27	2,360.39
Information Disclosure	Number of Periodic Reports Disclosed	No.	2	4	4
	Number of ad Interim Reports Disclosed	No.	89	91	111
	Number of Penalties for Violations in Information Disclosure	Times	0	0	0
Corporate governance	Total number of General Meeting of Shareholders convened	Times	2	3	3
	Total number of proposals approved by the Board of Shareholders	Item	17	17	13
	Number of Board Members	Person	7	7	8
	Number of Female Directors	Person	1	1	2
	Number of Independent Directors	Person	3	3	3
	Number of Meetings of Board of Directors Held	Times	5	7	5
	Number of Resolutions Adopted by the Board of Directors	Item	29	44	27
Business Ethics	Number of Compliance and Legal Training Sessions	Times	6	20	23
	Signing Rate of Integrity and Business Ethics Commitments for Employees in Specific Positions	%	100	100	100
Communication with Investors	Performance Briefings Held	Times	1	1	2
	Number of Investor Research Receptions	Times	5	10	3
	Number of Interactions with Investors at irm.cninfo.com.cn	Times	111	61	22
	Reply Rate to Investors' Inquires	%	97.30	100	100

Environmental Performance

Category	Indicator	Unit	2023	2024	2025
Environmental Management	Environmental Incidents	Case	0	0	0
	Incidents of violation of laws and regulations in the environmental field	Case	0	0	0
	Compliance Rate Observed in Pollutant Monitoring	%	100	100	100
	Synchronized Operation Rate of Environmental Facilities	%	100	100	100
	Compliance Rate of "Three Simultaneities" in Environmental Protection for Construction Projects	%	100	100	100
	Number of Environmental Training Sessions	Times	/	1	1
	Number of Participants in Environmental Training	Training participants	/	1,519	1,979
	Average environmental protection training hours per person	hours/person	/	1.15	1.09
Energy consumption	Gasoline	Ton	17.09	15.68	15.79
	Diesel	Ton	1.48	2.39	4.87
	Liquefied petroleum gas	Ton	0.18	0.11	0
	Total Purchased Electricity	10,000 kWh	956.08	1,161.11	1,223.33
	Photovoltaic power capacity	kWh	1,392,541	1,367,546	1,467,629
	Total energy consumption	tce	1,373.77	1,621.83	1,714.18
	Energy Consumption Intensity	tce/RMB 1 million (revenue)	1.55	1.22	1.10
	Total GHG Emissions	tCO ₂ e	195,162.76	239,137.78	237,032.78
Greenhouse gases	GHG Emission Intensity	tCO ₂ e / 10,000 yuan	2.20	1.81	1.52
	Direct GHG Emissions (Scope 1)	tCO ₂ e	507.94	541.11	613.45
	Indirect GHG Emissions (Scope 2)	tCO ₂ e	4,601.37	3,185.75	1,300.49

Category	Indicator	Unit	2023	2024	2025
Greenhouse gases	Other Indirect GHG Emissions (Scope 3)	tCO ₂ e	190,053.45	235,410.92	235,118.84
	GHG emission reduction	tCO ₂ e	1,143.28	1,122.76	1,204.92
Water resource	Total Water Consumption	Ton	110,339.89	140,372.27	110,732.38
Pollutant Emissions	Quantity of General waste generated	Ton	343.61	501.28	603.64
	Quantity of general waste disposed of	Ton	/	501.28	603.64
	Quantity of hazardous waste generated	Ton	16.30	35.99	18.87
	Quantity of hazardous waste dispose	Ton	17.76	35.99	15.74
	Wastewater Discharges	Ton	/	39,011	24,000
	Waste Gas Emissions	Ton	0.46	0.31	0.30

Employee performance

Category	Indicator	Unit	2023	2024	2025
Employee Employment & Diversity	Percentage of contract workers	%	100	100	100
	Number of incidents involving the use of child labor	Case	0	0	0
	Incidents of forced labor complaints	Case	0	0	0
	Number of labor discrimination incidents	Case	0	0	0
	Total Number of Employees	Person	1,799	2,642	3,622
	Number of employees with disabilities	Person	20	17	19
	Number of employees of minority nationalities	Person	174	238	264
	Number of employees of minority nationalities in the management	Person	6	8	9

Category	Indicator	Unit	2023	2024	2025	
Employee Employment & Diversity	Number of Employees (by region)	Chinese Mainland	Person	1,301	1,624	1,860
		Hong Kong, Macao, and Taiwan, China	Person	3	3	3
		Overseas Regions	Person	495	1,015	1,759
	Number of Employees by Gender	Female	Person	944	1,337	1,843
		Male	Person	855	1,305	1,779
	Number of Employees (by Employee Level)	Senior Management	Person	13	14	15
		Mid-Level Management	Person	92	106	125
		Frontline Employees	Person	1,694	2,522	3,482
	Number of Employees (by Profession)	Production	Person	1,428	2,219	3,140
		Sales	Person	57	69	80
		Sales	Person	202	213	241
		Finance	Person	18	21	21
		Administration	Person	94	120	140
	Number of Employees by Age	Under 30 years of age (not including 30 years of age)	Person	605	1,069	1,617
		30-40 years old (including 30 years old and excluding 40 years old)	Person	736	998	1,259
40-50 years old (including 40 years old, excluding 50 years old)		Person	390	500	659	
50 years old and above		Person	68	75	87	

Category	Indicator	Unit	2023	2024	2025
Employee Employment & Diversity	Number of Employees (by Academic Qualification)	Master's Degree and above	219	11	15
		Bachelor's degree		291	391
		College degree	204	300	375
		Below associate degree	1,376	2,040	2,841
New employees	Total Number of New Employees		982	1,455	2,452
	Percentage of New Employees by Gender	Female	484	684	1,119
		Male	498	771	1,333
	Percentage of New Employees by Recruitment Channel	Social Recruitment	949	1,350	1,948
		On-Campus Recruitment	33	105	504
Employee Turnover	Total Number of Employee Departures		513	611	996
	Including: Number of employees departed voluntarily		510	607	993
	Employee Turnover by Gender	Female	211	268	434
		Male	302	343	562
	Employee Turnover by Age	Under 30 years of age (not including 30 years of age)	310	344	584
		30-40 years old (including 30 years old and excluding 40 years old)	137	202	317
		40-50 years old (including 40 years old, excluding 50 years old)	49	42	54
		50 years old and above	17	23	21

Category	Indicator	Unit	2023	2024	2025	
Employee Turnover	Number of Employees Departed (by region)	Chinese Mainland	392	457	668	
		Hong Kong, Macao, and Taiwan, China	1	1	0	
		Overseas Regions	120	153	328	
	Employee turnover rate	%	14.93	15.02	19.55	
Benefits and Compensation	Proportion of Female Managers		%	24.76	26.67	50.71
	Number of employees who took maternity leave		Person	22	44	44
	Employee Return Rate from Maternity Leave		%	100	93	77
	Number of Employees Who Took Parental Leave		Person	5	8	141
	Return Rate from Parental Leave		%	100	100	36.17
	Social Insurance Coverage Rate		%	100	100	100
	Per capita paid annual vacation days		Days	5.83	5.85	6.19
	Percentage of employees underwent regular performance and career development assessments		%	100	100	100
Democratic Governance and Communication	Number of cases of labor disputes		Case	0	0	0
	Number of employee complaints received		Case	0	0	0
	Employee satisfaction		%	100	100	100
	Participation Rate in the Employee Satisfaction Survey		%	100	100	100
Training and Development ⁵	Number of Employee Training Sessions		Session	152	166	223
	Total number of employees trained		Person	1,799	2,642	3,622
	Total attendance		Training participants	12,073	15,192	31,439
	Total Hours of Employee Training		Hour	81,277	169,165	199,105

Category	Indicator	Unit	2023	2024	2025	
Training and Development ⁵	Average training hours per employee per year	hours/person	45.18	64.03	54.97	
	Average Training Duration (by Gender)	Female	hours/person	/	/	53.8
		Male	hours/person	/	/	52.8
	Average Training Duration (by Job Level)	Senior Management	hours/person	/	/	42.7
		Mid-Level Management	hours/person	/	/	61.4
		Frontline Employees	hours/person	/	/	54.9
	Number of Employees Having Successfully Transitioned or Applied Internally	Person	10	30	73	
	Proportion of Internal Transfers or Applications by Employees	%	0.56	1.13	2.02	
Work Safety	Number of Work Safety Accidents ⁶	Case	0	0	0	
	Number of Work-Related Deaths	Person	0	0	0	
	Total Number of Work-Related Injuries	Person	2	2	2	
	Lost Days due to Work-Related Injury	Days	7	15.31	19	
	Potential hazard investigation and rectification rate	%	100	100	100	
	Number of Security Emergency Drills	Session	9	5	7	
	Investment in Work Safety	RMB 10,000	42.93	57.89	49.94	
	Lost Time Injury Rate (per Million Hours)	%	15.34	27.19	23.16	
	Total Investment in Safety Training	RMB 10,000	/	8	9.34	
	Safety Education and Training Sessions	Cases	77	89	98	
Number of Participants in Safety Education and Training Sessions	Training participants	3,425	4,097	4,452		
Total hours of safety education and training	Hour	59,804	71,538	89,040		

Category	Indicator	Unit	2023	2024	2025
Work Safety	Coverage Rate of Safety Education and Training	%	100	100	100
	Coverage Rate of Safety Risk Protection Training	%	100	100	100
Occupational health	Percentage of Special Operators Licensed	%	100	100	100
	Investment in Work-Related Injury Insurance	RMB 10,000	10.81	19.33	27.86
	Coverage Rate of Work-Related Injury Insurance for Employees	%	100	100	100
	Occupational health checkup coverage rate of employee	%	100	100	100
	Detection Rate of Occupational Disease Hazards	%	100	100	100
	Pass rate of occupational disease hazard detection	%	100	100	100
	Number of new cases of new occupational diseases	Case	0	0	0

⁵ Due to changes in the scope of data collection, employee training data has been retrospectively adjusted. Training data for 2025 includes both online and offline training, whereas data for previous years included offline training only.

⁶ Due to changes in statistical scope, retrospective adjustments have been made to the number of work safety incidents.

Product Performance

Category	Indicator	Unit	2023	2024	2025	
Innovation and R&D	Investment in R&D	RMB 10,000	4,437.97	5,870.05	7,167.24	
	R&D Investment as a Percentage of Main Business Revenue	%	4.99	4.43	4.59	
	Number of New Product Development Projects	No.	112	114	93	
	Total R&D Team Members	Person	202	213	240	
	Proportion of R&D Personnel to Total Employees	%	11.23	8.06	6.63	
	R&D personnel by education level	Below Bachelor's Degree	Person	80	58	61
		Bachelor's Degree	Person	120	149	173
		Master's Degree	Person	2	6	6

Category	Indicato		Unit	2023	2024	2025
Innovation and R&D	R&D personnel by gender	Male	Person	154	168	187
		Female	Person	48	45	53
	R&D personnel by age	Under 30 years of age (not including 30 years of age)	Person	75	68	99
		30-40 years old (including 30 years old and excluding 40 years old)	Person	79	88	68
		40-50 years old (including 40 years old, excluding 50 years old)	Person	44	50	66
		50-60 years old (including 50 years old, excluding 60 years old)	Person	4	7	7
	Core technical personnel of the Company		Person	5	5	5
	Total Number of Authorized Patents		Item	207	244	257
	Patents by Type	Cumulative Number of Authorized Invention Patents	Item	25	37	43
		Cumulative Number of Authorized Utility Model Patents	Item	176	201	210
		Cumulative Number of Granted Design Patents	Item	6	6	4
	Cumulative Number of Software Copyrights		Item	121	121	138
	Total number of trademarks		Item	41	30	25
	National High-Tech Enterprise		No.	3	3	3
Product quality	Number of risk assessments conducted		Times	4	4	1

Category	Indicato		Unit	2023	2024	2025
Product quality	Product pass rate		%	99.80	99.82	99.81
	Number of internal quality audits annually		Times	1	1	1
	Percentage of products that are required to be withdrawn and recalled for health and safety reasons		%	0	0	0
	Number of products that are required to be withdrawn and recalled for health and safety reasons		Case	0	0	0
	Negative public opinion		Times	0	0	0
Customers' rights and interests	Customer complaint resolution rate		%	100	100	100
	Customer satisfaction		Points	95.60	95.90	96.00
	Proportion of customers participating in the survey		%	94.44	94.73	90
	Number of Customer Service Training Sessions		Training participants	/	280	429
	Total Hours of Customer Service Training		Hour	/	342	395
	Number of Customer Service Training Sessions		Times	/	10	12
	Number of participants in special training on responding to customer complaints		Training participants	105	103	99
	Total hours of special training on customer complaint response ⁷		Hour	10	8	4
	Number of sessions of special training on customer complaint response		Times	5	4	4
	Number of Customer Information Leakage Incidents		Case	0	0	0
	Losses Caused by Violation of Relevant Laws and Regulations		RMB 10,000	0	0	0
	Supplier Management	Total Number of Suppliers		No.	217	220
Supplier Distribution by Region		Jiangsu Province	No.	5	7	7
		Zhejiang Province	No.	2	7	7
		Anhui Province	No.	1	2	2

⁷Total training hours are aggregated based on the duration of individual training sessions

Category	Indicator	Unit	2023	2024	2025
Supplier Distribution by Region	Fujian Province	No.	1	2	2
	Jiangxi Province	No.	1	1	0
	Hu'nan Province	No.	1	2	2
	Guangdong Province	No.	181	171	174
	Sichuan Province	No.	0	0	1
	Taiwan, China	No.	13	11	12
	Beijing City	No.	2	2	2
	Tianjin City	No.	1	1	1
	Shanghai City	No.	3	4	4
	Guangxi Zhuang Autonomous Region	No.	2	2	2
	Hong Kong Special Administrative Region	No.	4	8	6
Supplier Management	Number of Suppliers Certified under Quality Management Systems	No.	122	124	124
	Number of Suppliers Certified under Environmental Management Systems	No.	57	67	67
	Number of Suppliers Certified under Occupational Health and Safety Management Systems	No.	24	29	29
	Number of Suppliers Suspended due to Non-compliance	No.	0	0	0
	Number of prospective suppliers rejected due to non-compliance	No.	0	0	0
	Number of ESG training sessions conducted for suppliers	Times	0	1	1
	Total hours of ESG training sessions conducted for suppliers	Hour	0	24	24
	Number of suppliers covered by ESG training	No.	0	24	19
	Supplier Integrity Agreement Signing Rate	%	100	100	100
Ratio of expenditure on procurement from local suppliers	%	91.74	82.50	82.10	

Category	Indicator	Unit	2023	2024	2025
Supplier Management	Number of Events with Significant Risks and Impacts in the Supply Chain	Case	0	0	0
Data Security	Number of Relevant Training Sessions Conducted	Times	2	2	5
	Number of participants in practice and training	Person	148	86	852
	Total Investment in Data Security	RMB 10,000	63.88	111.40	57.56
	Number of violations of information security and privacy protection	Case	0	0	0

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Feedback Form

Dear readers,

Thank you for reading this report. To continuously improve the Company's ESG efforts and further enhance sustainable development management, we cordially invite you to provide your valuable feedback by answering the relevant questions in the feedback form through the following modes.

1. Which of the following stakeholders is most relevant to you in relation to G.TECH?

- Shareholder or Investor
 Employee
 Supplier
 Client & Consumer
 Industry Association or Research Institution
 Public Welfare or Community Organization
 Media
 Government or Regulatory Agency
 Others (please specify) _____

2. What is your overall evaluation of the Company's ESG report for this year?

- Very Good
 Good
 Average
 Below Average
 Very Poor

3. How do you think we have performed in terms of corporate governance?

- Very Good
 Good
 Average
 Below Average
 Very Poor

4. How do you think we have fulfilled our product responsibilities?

- Very Good
 Good
 Average
 Below Average
 Very Poor

5. How do you think we have performed in terms of environmental, safety, and occupational health?

- Very Good
 Good
 Average
 Below Average
 Very Poor

6. What additional information would you like to see in the report?

7. Do you have any comments or suggestions on our ESG performance or this report?



You can contact us through the following modes:

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