Henan Silane Technology Development Co., Ltd.

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2025
ENVIRONMENTAL,SOCIAL AND GOVERNANCE (ESG) REPORT

Henan Silane Technology Development Co., Ltd.





Stock code：920402

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About This Report

This report is the second Environmental, Social, and Governance (ESG) Report (hereinafter referred to as "ESG Report") released by Henan Silane Technology Development Co., Ltd. (hereinafter referred to as "Silane Technology," "the Company," or "We"). Prepared based on the principles of objectivity, standardization, transparency, and comprehensiveness, this report details the Company's ESG practices and performance for the fiscal year 2025.

Reporting Scope

This report covers Henan Silane Technology Development Co., Ltd. as the main entity. Unless otherwise specified, the reporting scope is consistent with that of the Company's annual report.

Reporting Period

From January 1, 2025, to December 31, 2025 (referred to as the "Reporting Period"). To enhance comparability and foresight, some sections may include retrospective information from previous years or contain forward-looking statements. This report is published annually, consistent with the fiscal year.

Reporting Standards

- Issued by the Beijing Stock Exchange, *Guidelines for Compiling Sustainable Development Reports of Listed Companies on the Beijing Stock Exchange*
- Issued by the Beijing Stock Exchange, *Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)*
- *GRI Standards* (Global Reporting Initiative)
- *The 2030 Agenda for Sustainable Development* (United Nations)
- *Task Force on Climate-related Financial Disclosures (TCFD) Framework*
- *Guiding Opinions on Central Enterprises Fulfilling Social Responsibilities with High Standards in the New Era* (State-owned Assets Supervision and Administration Commission of the State Council)

Data Description

Data sources used in this report include original operational data, publicly available government data, annual financial data, internal statistics, third-party questionnaires, and third-party evaluation interviews. Financial data presented in this report is in Renminbi (RMB). In case of discrepancies with the financial report, the financial report shall prevail.

Terminology Explanation

Term	Description
Silane Technology, the Company, We	Henan Silane Technology Development Co., Ltd.
BSE	Beijing Stock Exchange
China Pingmei Shenma Group	China Pingmei Shenma Holding Group Co., Ltd.

Report Access

The electronic version of this report can be downloaded from the Beijing Stock Exchange website (https://www.bse.cn/) and Henan Silane Technology Development Co., Ltd. website (www.hnsilane.com), where more information about the Company is also available. The report is published in both Chinese and English. In case of ambiguity or conflict between the two language versions, the Chinese version shall prevail.

Confirmation and Approval

This report was approved by the Company's Board of Directors on April 28, 2026. The Board of Directors undertakes to supervise the content of this report, ensure it is free from any false records or misleading statements, and accept responsibility for the authenticity, accuracy, and completeness of its contents.

Feedback

If you have any comments or suggestions regarding the Company's sustainable development, please contact us using the information below. Your feedback will help us continuously improve our reporting.
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Chairman's Statement



In 2025, Silane Technology made significant strides in implementing ESG principles and pursuing high-quality development. Amidst profound changes in the global economic landscape and the advancing wave of green and low-carbon transition, we have consistently adhered to our core philosophy of "Corporate Development, Shared by Employees," deeply embedding sustainable development into the Company's strategic DNA. Driven by innovation, guided by green transformation, and built on a foundation of responsibility, we are fully committed to fostering a new ecosystem of symbiotic development between the Company, its employees, society, and the environment.

Driving Deep Innovation, Strengthening through Technology

Technological innovation is the core driver of corporate development. Adhering to a talent philosophy centered on "leading talents guiding, core researchers tackling challenges, and R&D personnel collaborating," Incentivize R&D talents through various reward mechanisms to build a tiered innovation team. Simultaneously, we build platforms for scientific research and technological development, deepen industry-university-research integration, and collaborate with Shanghai Jiao Tonsg University to tackle key technologies such as lithium battery silicon-based anode materials. By strengthening our innovation ecosystem and securing intellectual property compliance certifications to solidify technological barriers, we consistently seize the commanding heights of the industry.

Quality First, Excellence for Long-term Success

We always treat quality as our lifeline, adhering to the principle of "Quality First, Customer Foremost," and have consistently implemented the ISO 9001 quality management system for a decade. Through meticulous control of production processes and finished product inspections, we achieved zero major quality incidents throughout the year, earning market trust with exceptional quality. Moving forward, Silane Technology will continue to forge its industry-leading brand through technological breakthroughs and consolidate its development foundation with lean management, injecting strong momentum into the high-quality development of China's silicon-based new materials sector!

Greening the Future, Innovating for a Low-Carbon Tomorrow

Over the past year, confronting the global challenge of climate change, Silane Technology has deeply integrated the "dual carbon" goals into its core strategy. We systematically identified carbon emission sources in our production processes and scientifically planned emission reduction pathways, including enhancing the efficiency of the cold hydrogenation system and implementing green process upgrades, marking a crucial step in low-carbon manufacturing of electronic-grade silane gas. Of particular significance is how our high-purity silicon-based materials, driven by technological breakthroughs and process innovations, help downstream clients in sectors such as new energy and integrated circuits reduce their production energy consumption and carbon footprint.

People-Centered Cohesion, Creating the Future Together

Silane Technology always regards "people" as its most valuable asset. Adhering to the talent philosophy of "virtue and ability balanced, fairness and justice," we are building a diversified talent pipeline. Through a tiered training system and an internal instructor team, we empower employee growth, achieving 100% training coverage for the year. In terms of employee care, we have established a robust support system featuring "compensation tilted towards frontline staff and comprehensive benefits," implementing protections for women's rights, hardship assistance, and recreational activities. We continuously optimize our occupational health and safety management system through company-wide safety assessments and risk prevention, safeguarding the safety and health of every employee, thereby ensuring that the fruits of corporate development truly benefit all who contribute.

Seizing the Moment, Embarking on a New Journey

Silane Technology firmly believes that a company's long-term value is rooted in its contribution to society and its stewardship of the environment. The company has thoroughly implemented its development strategy of "high-end product development, refined management, professional services, and international strategic layout." Driven by innovation, it achieves technological breakthroughs, enhances quality and efficiency, and expands its market presence, continuously strengthening its leading position in the industry. It is committed to becoming a top-tier domestic and globally leading enterprise in electronic industrial gases and new materials technology. Moving forward, the company will steadfastly adhere to sustainable development principles, scientifically adjust its business strategies, focus on its core business areas, pursue simultaneous technological innovation and quality improvement through upgrades, deepen refined management practices, enhance operational efficiency, seize development opportunities, strengthen R&D capabilities, reinforce internal controls, and rigorously manage operational risks. By continuously expanding product applications, the company aims to leverage technological advancements to drive industrial upgrading and achieve harmonious coexistence between corporate growth and its ecosystem.

Chairman of the Board
Henan Silane Technology Development Co., Ltd.

About Silane Technology

Company Profile

Henan Silane Technology Development Co., Ltd. (abbreviation: Silane Technology, Stock Code: 920402) is a subsidiary controlled by China Pingmei Shenma Holding Group Co., Ltd. Founded in May 2012, the Company is headquartered in Xiangcheng County, Xuchang City, Henan Province. As of the end of 2025, the Company had 671 employees.

Specializing in the R&D and production of new energy and advanced materials, Silane Technology focuses on the development, manufacturing, sales, and technical services of hydrogen-silicon material products. Recognized as a pilot enterprise for mixed-ownership reform in Henan Province, it serves as a core player in building the province' s billion-yuan high-purity silicon materials industrial cluster. In 2020, the company initiated its listing process on the Beijing Stock Exchange (BSE) and successfully went public on September 28, 2022.

Corporate Culture

Overall Strategic Objectives

The Company focuses on its core businesses of electronic specialty gases, semiconductor materials, and hydrogen energy storage and transportation. It deeply implements the development strategy of "Product High-End, Management Refinement, Service Specialization, Market Internationalization." Committed to integrating innovation-driven approaches throughout technological breakthroughs, quality improvement, and market expansion, the Company continuously strengthens its industry-leading edge, striving to become a nationally renowned and globally leading high-tech enterprise in electronic industrial gases and new materials.

Vision

To build a domestically leading and internationally first-class silicon-hydrogen materials industrial cluster

Core Philosophy

Technology drives enterprise growth; industry serves the nation.



Development MilesTonses

- 2012 — Silane Technology was officially established.
- 2016 — The Company was listed on the National Equities Exchange and Quotations (NEEQ, "New Third Board").
- 2019 — The company' s 2,000-ton-per-year silane project commenced official production
- 2021 — The company' s high-purity hydrogen project became operational
- 2022 — The Company was listed on the Beijing Stock Exchange.
- 2023 — Trial production began for Phase III of the company' s 3,500-ton-per-year high-purity silane gas project
- 2024 — Phase III of the company' s 3,500-ton-per-year project entered full production, bringing total production capacity to 6,100 tons per year
- 2025 — The Company released its inaugural ESG report and received a Wind ESG "A" rating. Additionally, the Company obtained the Compliance Management System Certification.

Business Layout

As a professional hydrogen-silicon material company, Silane Technology' s main products currently include hydrogen (both industrial hydrogen and high-purity hydrogen) and electronic-grade silane gas. Following its strategic development plan, the Company has defined two core strategic lines – silicon and hydrogen – gradually constructing a business framework with industrial gases as the foundation and electronic-grade silane gas as the leader, while actively expanding into the specialty gas sector. By extending and supplementing the silicon and hydrogen industry chains, the Company is dedicated to strengthening and developing its new materials and new energy businesses. While maintaining steady growth in existing business areas such as photovoltaics, LCD panels, and semiconductors, it actively explores frontier markets like silicon-carbon anodes and hydrogen energy.

Main Products

Electronic-Grade Silane Gas



The Company has a silane gas production capacity of 6,100 Tons/year. It possesses 169 tube trailers as packaging means, ensuring ample transportation capacity. The electronic-grade silane gas produced has been tested by third parties, The product purity can reach above 7N grade, with all indicators surpassing the national standard Gases for Electronic Industry – Silane (GB/T 15909-2017). In the second half of 2021, the product passed semiconductor industry testing and completed the certification process as a qualified supplier for chip manufacturing, initiating mass production supply.



Electronic-Grade (Zone-Refined) Polysilicon



The Company has made significant investments in constructing a 500-ton/year semiconductor silicon materials project. Currently, The first phase is designed with an annual production capacity of 250 ton, including 100 tons /year of elec-tronic-grade polysilicon and 150 tons/year of zone-re-fined grade polysilicon. Electronic-g rade polysilicon serves as a key fundamental materi al fo r integrated circuit manufacturing, primarily used in elect ronic devices and chips. Zone-refined grade polysilic on r epresents the high-end product category of electroni c-gr ade polysilicon and serves as the core raw materia l fo r zone-refined monocrystalline silicon wafers, cha rac terized by low oxygen content, high minority carrie r lif etime, and high resistivity. It is mainly used in electron ic c hips, high-power rectifier devices, high-power transist ors and other appli-cations.



High-Purity Hydrogen



Currently, our company possesses a high-purity hydrogen production capacity of 16 million cubic meters/year. The downstream applications of the Company' s high-purity hydrogen have expanded to multiple industries including hydrogen fuel, power generation (for generator set cooling), pharmaceuticals, semiconductors and others.



Industrial Hydrogen



The company possesses an industrial hydrogen production capacity of 376 million cubic meters/year. Utilizing coke oven gas to produce hydrogen, the company enjoys advantages including low cost and large supply volume, demonstrating strong regional resource and customer advantages.



Corporate Honors



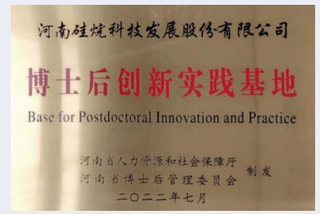
AAA Credit Enterprise

Issuing Institution
China Enterprise Confederation & China Enterprise Directors Association



2022 Golden Bull Award – Small Giant Prize

Issuing Institution
China Securities Journal



Postdoctoral Innovation Practice Base

Issuing Institution
Henan Provincial Department of Human Resources and Social Security, Henan Postdoctoral Management Committee



Advanced Technology Enterprise

Issuing Institution
China Pingmei Shenma Energy and Chemical Industry Group Co., Ltd.



Executive Council Member Unit of Henan Enterprise Confederation

Issuing Institution
Henan Enterprise Confederation



2025 High-Quality Supplier

Issuing Institution
HKC Optoelectronics Technology Co., Ltd.

Figures 2025

2025 Company Performance Highlights

Governance Performance

Operating Revenue: RMB 473.96 million

Proportion of Female Directors: 33.33%

Number of Shareholder Meetings Held: 3 times

Proportion of Independent Directors: 33.33%

Social Performance

Total Employees: 671 Persons

Investment in Work Safety: RMB5.8049 million

R&D Personnel: 67 Persons

Employee Training Coverage Rate: 100%

R&D Investment: RMB28.25 million

Environmental Performance

Comprehensive Energy Consumption Intensity: 0.68 tce / 10,000 yuan of revenue

Greenhouse Gas Emission Intensity (Scope 1 & 2): 2.19 Tons CO_2e/10,000 yuan of revenue

Pollutant Monitoring Compliance Rate: 100%



01

Compliance Operations, Solidifying the Foundation for Development

Silane Technology is committed to a path of specialized development, centering on the modernization of its governance system. It has established a clear, effective, and balanced decision-making mechanism. By strengthening the foundation of compliant operations and a culture of integrity, the Company fosters responsible symbiosis with its stakeholders, continuously enhancing corporate resilience and sustainable development momentum.

Practicing Sustainable Development

Governance

Sustainable Governance Structure

Silane Technology has established a three-tier ESG governance structure comprising the "Decision-Making Level – Management Level – Execution Level," continuously optimizing sustainable development practices through top-down coordination mechanisms. The Board of Directors acts as the highest decision-making body, comprehensively overseeing the strategic planning and supervisory execution of core issues including economic, environmental, and social aspects. This ensures the deep integration of ESG principles into the Company's development strategy and daily operations, systematically enhancing the Company's governance effectiveness in sustainable development.

ESG GOVERNANCE STRUCTURE

Decision-Making Level	◆ The Board of Directors serves as the supreme decision-making body, responsible for overseeing, reviewing, and making decisions on ESG-related matters.
Management Level	◆ The Strategy Committee guides the formulation of the Company's ESG vision, objectives, and plans, and assists the Board in identifying and assessing relevant risks and opportunities.
Execution Level	◆ All departments are collectively responsible for ESG-related matters in the course of the Company's operations, implementing the ESG requirements set forth by the leadership. The Securities and Legal Affairs Department coordinates with other departments to complete ESG information disclosure.

In 2025, the Company continued to strengthen its supervision and participation in ESG management, actively addressing challenges in climate change, resource management, and social responsibility. It continuously optimized its ESG performance by improving governance structures, strengthening risk control, and fulfilling social responsibilities.



Wind ESG Rating



Yidong Rating

Sustainable Development Training

Silane Technology places high importance on ESG management, organizing sustainable development training and professional guidance sessions on an ad-hoc basis to help employees deeply understand ESG concepts. Simultaneously, by benchmarking against industry best practices, the Company integrates sustainable development requirements into its corporate strategy, continuously improving its sustainability performance.

Case Study

Conducting ESG Training

In December 2025, the Company engaged external experts to provide ESG training for management and various departments. The training covered ESG concepts, key points for ESG report preparation, and interpretations of relevant ESG policies. This training enhanced the understanding and consensus on ESG among the Company's management and departments, elevating the Company's ESG management level.





Stakeholder Communication

Silane Technology values communication with its stakeholders, establishing efficient and regularized mechanisms to deeply understand and accurately identify sustainability issues of concern to various stakeholders, and to respond to them promptly and effectively.

Stakeholder Category	Concerns and Expectations	Communication and Response
Government & Regulatory Bodies	Compliance with laws and regulations Tax payment Alignment with national development policies	Adhering to laws and regulations Fulfilling tax obligations Assuming social responsibility
Investors & Shareholders	Corporate governance Internal control and risk management Full information disclosure	Optimizing corporate governance system Improving risk management mechanisms Smooth investor communication channels
Customers & Suppliers	Provision of high-quality products and services Technological R&D capabilities Fair and transparent procurement	Enhancing quality assurance Improving service quality Strengthening technological innovation Building a sustainable supply chain
Employees	Protection of legitimate employee rights and interests Employee compensation and benefits Occupational health and safety Employee development and training	Adhering to labor standards Improving compensation systems Enhancing occupational health and safety systems Ensuring clear promotion pathways Refining training systems
Public Welfare Orgs & Community Orgs	Ecological environment protection Social welfare activities	Practicing energy conservation and emission reduction Conducting public welfare activities
Industry Associations & Research Institutions	Industry knowledge exchange Industry development promotion	Participating in industry conferences Engaging in industry standard setting
Media	Transparent information disclosure Positive interaction	Timely information disclosure Media interviews and exchanges

Materiality Issue Management

Silane Technology references domestic and international disclosure standards such as the ***Guidelines for Compiling Sustainable Development Reports of Listed Companies on the Beijing Stock Exchange***, ***GRI 3: Material Topics***, and ***IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information*** to analyze and assess material issues using the dual perspectives of impact materiality and financial materiality. The specific implementation steps are as follows:

Issue Assessment Process — **Analysis Methodology**

Step 1: Company Context Analysis

- Analyzing risk factors and potential opportunities faced by the Company during its operations through comprehensive and in-depth analysis, considering global development trends, the future direction of the Company's industry, its unique business model, and actual production and operational conditions.

Step 2: Issue Screening

- Establishing a comprehensive and systematic library of sustainability-related issues based on the requirements of exchange guidelines, integrating standards like GRI, SDGs, SASB, and MSCI, and extensively referencing core issues of high concern within the domestic and international industry peers.

Step 3: Materiality Assessment

- 3-1: Impact Materiality Assessment

  Analyzing the actual or potential significant positive or negative impacts of each sustainability issue on the environment or society over the short, medium, or long term, using stakeholder questionnaire survey data from previous years.

- 3-2: Financial Materiality Assessment

  Identifying and assessing potential risks and opportunities under relevant issues using methods like impact analysis, dependency assessment, and other relevant factors, combined with expert judgment and risk identification lists compiled by various departments, to determine financially material issues.

Step 4: Materiality Confirmation

- Prioritizing issues based on the analysis results for the current year and forming the Company's materiality matrix.

During the Reporting Period, based on survey data from previous periods, the Company dynamically adjusted its materiality matrix by analyzing the two dimensions of "impact materiality" and "financial materiality."

2025 Materiality Matrix



- ① Environmental compliance management
- ② Energy utilization
- ③ Climate change response
- ④ Circular economy
- ⑤ Water resource utilization
- ⑥ Pollutant emissions
- ⑦ Waste management
- ⑧ Ecosystem and biodiversity protection
- ⑨ Protection of employees' legitimate rights and interests
- ⑩ Employee training and development
- ⑪ Occupational health and safety
- ⑫ Innovation-driven development
- ⑬ Technology ethics
- ⑭ Product and service safety and quality
- ⑮ Information security and privacy protection
- ⑯ Supply chain security
- ⑰ Equal treatment of SMEs
- ⑱ Social contribution
- ⑲ Rural revitalization
- ⑳ Anti-commercial bribery and anti-corruption
- ㉑ Anti-unfair competition
- ㉒ Due diligence
- ㉓ Stakeholder engagement

Significant in impact but not financially material

Both financially and impact material

Neither financially nor impact material

Financially material but not significant in impact

Dual Materiality Issues

Climate Change Response, Pollutant Emissions, Occupational Health and Safety, Product and Service Safety & Quality

Financially Material Issues

Environmental Compliance Management, Energy Utilization

Impact Materiality Issues

Circular Economy, Water Resource Utilization, Waste Management, Protection of Employee Rights and Interests, Employee Training & Development, Innovation-Driven, Supply Chain Security, Anti-Bribery & Anti-Corruption, Information Security & Privacy Protection, Social Contribution, Rural Revitalization, Anti-Unfair Competition, Due Diligence, Stakeholder Communication

Related Issues

Ecosystem and Biodiversity Conservation, Technology Ethics, Equal Treatment of Small and Medium-sized Enterprises

Annotation

1. The Company's activities have no adverse impact on biodiversity or endangered species, hence "Ecosystem and Biodiversity Conservation" is classified as a related issue;
2. The Company's core business does not involve research, development, or activities in sensitive fields such as life sciences or AI ethics, hence "Technology Ethics" is classified as a related issue;
3.The company treats small and medium-sized enterprises (SMEs) equally, with no instances of overdue payments to SMEs or public records of such overdue amounts. Therefore, the principle of "treating SMEs equally" has been incorporated into relevant agenda items.

Indicators, Targets, and Achievements

As a leading domestic producer of silicon-hydrogen materials, Silane Technology actively fulfills its corporate social responsibility, demonstrating its commitment to ESG practices through concrete actions. The Company deeply integrates the principles of sustainable development into its strategy and daily operations, continuously enhancing its environmental, social, and governance performance to contribute to the achievement of sustainable development goals.

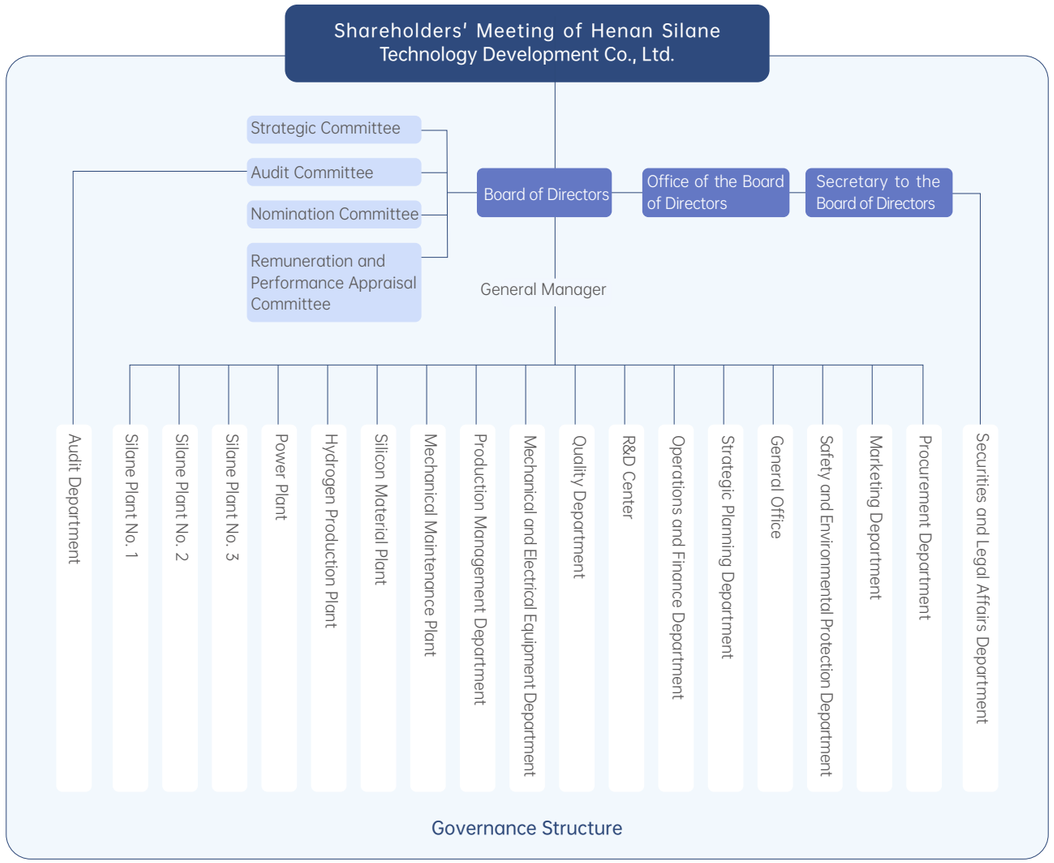
Dimension	SDGs Response to SDGs	Company Actions
Environment	6 清洁饮水和卫生设施	Promoting water conservation, implementing wastewater treatment, and enhancing water resource efficiency.
	7 经济适用的清洁能源	Advocating green office practices, promoting clean production, and actively implementing energy conservation and emission reduction initiatives.
	13 气候行动	Actively responding to the "dual carbon" goals, promoting energy conservation and carbon reduction efforts, and reducing greenhouse gas emissions.
	15 陆地生物	Conducting environmental risk identification, environmental hazard inspections, and construction project environmental impact assessments to prevent soil and groundwater pollution that could impact biodiversity.
Society	1 无贫穷	Engaging in public welfare initiatives, providing employment opportunities, and enhancing community governance effectiveness.
	2 零饥饿	Providing social assistance and ensuring livelihood security for people in need.
	3 良好健康与福祉	Adhering to safe operations, conducting safety training and occupational disease prevention, and providing employees with a safe and healthy work environment.
Society	4 优质教育	Conducting vocational skills training, offering convenient, flexible, and efficient learning services and resources for all employees.
	5 性别平等	Ensuring workplace gender equality, advocating for equitable and compliant hiring, and eliminating gender discrimination.
	8 体面工作和经济增长	Utilizing diverse recruitment channels, offer employees a range of benefits, and effectively safeguard their rights and interests.
	9 产业、创新和基础设施	Improving the technological innovation system, establishing multiple R&D platforms, encouraging employee innovation, and strengthening intellectual property protection.
	10 减少不平等	Promoting an equal and diverse workplace environment, ensuring equal treatment for employees in recruitment, compensation, training, and promotion.
	12 负责任消费和生产	Strengthening product quality management, optimizing customer service, and protecting customer rights and interests.
	17 促进目标实现的伙伴关系	Strengthening supplier onboarding, development, audit, evaluation, and tiered management, continuously optimizing supplier daily management, and promoting sustainable supply chain development.
Governance	16 和平、正义与强大机构	Operating in compliance with laws and regulations, improving internal control construction, strengthening investor relations management, and enhancing anti-corruption efforts.

Optimizing Corporate Governance

Compliance Governance

Governance Structure

Silane Technology strictly complies with national laws, regulations, and normative documents such as the ***Company Law of*** the ***People's Republic of China, the Securities Law of the People's Republic of China,*** and the ***Beijing Stock Exchange Listing Rules***. The Company has established internal management systems including the ***Articles of Association***, forming a governance structure with the Shareholders' Meeting as the authority, the Board of Directors as the decision-making core, and various functional departments as the execution entities, ensuring clear responsibilities, well-defined divisions, mutual checks and balances, and efficient collaboration among governance bodies.



Governance Structure

Shareholders' Meeting

The Shareholders' Meeting is the authoritative body of Silane Technology, determining the Company's operating policies and investment plans. In accordance with the ***Articles of Association, Rules of Procedure for the Shareholders' Meeting***, and other regulations, the Company standardizes the convening, calling, and voting procedures of the Shareholders' Meeting. The Shareholders' Meeting combines on-site voting and online voting to facilitate investor participation. When reviewing major matters affecting the interests of small and medium-sized investors, votes of such investors are counted separately to ensure that all shareholders, particularly small and medium-sized shareholders, can fully exercise their rights to participation and voting. During the Reporting Period, the Company held three Shareholders' Meetings, which deliberated and approved 19 proposals.

Board of Directors

The Board of Directors serves as the decision-making body of Silane Technology and is accountable to the Shareholders' Meeting. The Company strictly operates in accordance with the ***Articles of Association, Rules of Procedure for the Board of Directors***, and other relevant regulations, lawfully convening Board meetings to deliberate and decide on major operational and management matters, fully leveraging the Board's role as the decision-making center.

Board Committees

Under the Board of Directors, there are four specialized committees: the Strategy Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. Members of each committee strictly carry out their work in accordance with detailed implementation rules, providing scientific and reasonable recommendations for Board decisions with a high degree of professionalism and rigor, continuously improving the Company's internal governance level.

Key Performance

During the Reporting Period, the Company held 10 Board meetings, deliberating and approving 50 proposals; held one Strategy Committee meeting, deliberating and approving one proposal; held 6 Audit Committee meetings, deliberating and approving 16 proposals; held four Nomination Committee meetings, deliberating and approving 8 proposals; held one Remuneration and Appraisal Committee meeting, deliberating and approving 2 proposals.

Board Diversity and Independence

The Company values diversity and professionalism within its Board of Directors. When electing Board members, it comprehensively considers multiple factors such as educational background, professional expertise, and work experience, ensuring the Board can provide comprehensive and professional strategic guidance from multi-dimensional perspectives, promoting the Company's compliant and stable development. During the Reporting Period, the Company had nine Directors, including three female Directors, with female Directors accounting for 33.33% of the Board.

To improve the Company's governance structure and protect shareholders' rights, the Company has established the ***Working System for Independent Directors***, strictly regulating the selection and management process of Independent Directors. During their tenure, Independent Directors independently verify major matters and provide professional opinions in accordance with the law, effectively ensuring the scientific nature and transparency of the Company's decisions. During the Reporting Period, the Company had three Independent Directors, with Independent Directors accounting for 33.33% of the Board.

Remuneration Management for Directors and Senior Management

To improve the remuneration performance and appraisal system for Directors and Senior Management, Silane Technology has formulated the ***Remuneration Management System for Directors and Senior Management***. The Board's Remuneration and Appraisal Committee is responsible for the performance appraisal of the Company's Directors and Senior Management. Based on the appraisal results, the Company's operating status, and positions held, the Committee adjusts their compensation accordingly and links performance bonuses to the achievement of annual performance targets, thereby fully enhancing management's long-term sense of responsibility and belonging, and promoting the Company's long-term stable development.

Risk and Internal Control

Compliance Management

Silane Technology has established rules and regulations such as the ***Compliance Management System Construction Plan*** and the ***Compliance Obligation Control and Risk Assessment Management Measures***, continuously improving its compliance management system. The Company strengthens the integration of compliance management with business operations, comprehensively reviews the responsibilities and processes of various departments, identifies relevant compliance risks, and embeds compliance requirements into business processes, ensuring lawful and compliant operations. During the Reporting Period, the Company obtained Compliance Management System Certification.



Compliance Management System Certification

The Company focuses on cultivating a compliance culture with participation from all employees. Through special study sessions, organized training, and promotional activities, it enhances employees' compliance awareness and concepts, embedding compliance principles deeply and fostering a positive compliance culture.





Compliance Management Training

Risk Management

To strengthen risk management, Silane Technology has formulated the ***Risk Control Procedure***, establishing differentiated risk control standards for different business scenarios and creating a hierarchical responsibility system from the decision-making level to the execution level. Additionally, the Company has established measures for risk avoidance and opportunity capture, forming a balanced management approach to risks and opportunities, clearly defining risk management responsibilities, and continuously enhancing the Company's overall risk resilience.

Case Study

Conducting Risk Management Training

In December 2025, the Company organized a special training session on risk management. The training deeply analyzed industry cases, systematically extracting key management insights such as establishing dynamic risk assessment mechanisms, strengthening cross-departmental coordination, and improving emergency plan drills, providing a solid practical reference for enhancing the Company's overall risk prevention and control capabilities.



Internal Control

Silane Technology strictly follows requirements such as the ***Basic Norms of Enterprise Internal Control***, formulating internal regulations such as the ***Internal Audit System***, and establishing an internal control system covering all levels and departments. The Company has established an Audit Department responsible for systematically carrying out audit plan formulation, execution verification, and audit report preparation, conducting full-process supervision over the internal control system, and proposing professional improvement recommendations for identified issues. Additionally, the Company engages professional institutions annually to audit and evaluate the effectiveness of its annual financial reports and internal controls, issuing audit reports for review and supervision by relevant parties. During the Reporting Period, the Company maintained effective internal control over financial reporting in all material respects, and there were no material or significant deficiencies in non-financial reporting internal controls.

Related Party Transactions

To regulate related party transactions, Silane Technology strictly follows the principles of fairness, openness, and market value, formulating the ***Related Party Transaction Decision-Making System*** to regulate key elements such as approval authority, review procedures, and information disclosure of related party transactions. The Company strictly supervises the implementation of the system to ensure fairness and transparency in all aspects of transactions, effectively preventing risks such as interest transfer and maintaining the Company's normal operating order.

Tax Management

Silane Technology complies with laws and regulations such as the ***Tax Collection and Administration Law*** and the ***Implementation Regulations of the Enterprise Income Tax Law***, paying various taxes lawfully, accurately, and on time, disclosing tax information as required, ensuring compliance with relevant tax regulatory requirements.

Investor Relations Management

Information Disclosure

To ensure the standardization and transparency of information disclosure, Silane Technology strictly follows requirements of laws and regulations such as the ***Securities Law and the Measures for the Administration of Information Disclosure by Listed Companies***, formulating rules and regulations such as the ***Information Disclosure Management Measures*** to regulate the Company's information disclosure practices. The Company designates the Chairman as the primary responsible person, who is fully responsible for overseeing information disclosure work. The Securities and Legal Department is responsible for the centralized management of information disclosure affairs, ensuring the authenticity, accuracy, and timeliness of external information disclosure, and effectively safeguarding the legitimate rights and interests of the Company, its shareholders, creditors, and other stakeholders.

Key Performance

During the Reporting Period, the Company disclosed **4** periodic reports and no penalties were incurred due to violations in information disclosure.

Investor Relations Management

To strengthen information communication between the Company, investors, and potential investors, Silane Technology has formulated the ***Investor Relations Management System***, clearly designating the Company's Board Secretary as the person responsible for investor relations management, fully overseeing the Company's investor relations work. The Company has established diversified investor communication channels, conveying company information through various forms such as investor hotlines, dedicated email addresses, roadshows, performance briefings, and on-site visits, fostering positive interaction between the Company and investors and enhancing mutual trust and understanding.

Case Study

Hosting an Institutional Investor Exchange

In October 2025, the Company hosted an institutional investor exchange. During the event, the Company's Board Secretary comprehensively introduced core aspects such as the Company's operations, development, and strategic layout, engaging in in-depth communication with attending institutions. The exchange was well-prepared and content-rich, with active and enthusiastic on-site interaction, receiving broad recognition from participating investors and effectively enhancing the capital market's understanding and recognition of the Company.





Key Performance

During the Reporting Period, the Company answered over 40 investor calls and responded to 144 investor inquiries, with an investor inquiry response rate of **93**%.

Shareholder Returns

Silane Technology adheres to the philosophy of sharing development results with shareholders, formulating the Shareholder Return Plan for the Next Three Years (2023–2025), which specifies return principles, implementation standards, and decision-making processes. Building on this, the Company specifies the methods for shareholder returns, including but not limited to share dividends and cash dividends, aiming to effectively protect shareholder rights through diversified return forms, enhance investor confidence, and promote long-term win-win relationships between the Company and its shareholders.

Key Performance

Total Cash Dividends (incl. tax) **844.12** 10,000 RMB

Cash Dividend per 10 Shares **0.2** RMB

Note: These figures are from the 2024 annual profit distribution.



Upholding Business Ethics

Governance

To establish a systematic integrity governance system, Silane Technology has formulated and implemented the ***Anti-Fraud, Anti-Monopoly, and Fair Competition System***, deeply integrating the business philosophy of honesty, trustworthiness, compliance, and lawfulness into business processes. The Company focuses on building a long-term mechanism for preventing commercial bribery and corruption risks, conducting regular special audits of key external business areas such as procurement and sales, and requiring key position personnel to sign integrity commitment letters, effectively building a strong defense line for all employees against corruption. During the Reporting Period, no corruption-related litigation cases occurred.

Anti-Fraud Investigation and Handling Process

Receipt and Registration	◆ Audit specialists are responsible for receiving whistleblowing information and registering it in a complaint and whistleblowing acceptance ledger.
Audit specialists are responsible for receiving whistleblowing information and registering it in a complaint and whistleblowing acceptance ledger.	◆ The Audit Supervisor determines whether the reported individual needs to be investigated. If the case involves Senior Management, it must be reported to the Board of Directors and Audit Committee for approval before an investigation team is formed jointly by the Audit Department and relevant department management personnel.
Organization of Investigation	◆ The Audit Supervisor organizes the anti-fraud investigation and forms a report on the investigation results and proposed actions.
Review	◆ The Audit Committee reviews the report, providing opinions on the report's authenticity and the reasonableness of the proposed actions.
Approval	◆ Approval of the report, making a final judgment on the report's authenticity and the reasonableness of the proposed actions.

Anti-Fraud Management Training

To deepen the culture of integrity, Silane Technology actively conducts anti-fraud special training, deeply analyzing typical fraud cases, simultaneously promoting legal and regulatory education and professional ethics training. It integrates integrity awareness into daily business processes, building a preventive system prioritizing prevention and education, effectively fostering a clean and upright culture of integrity.

Case Study

Conducting Anti-Corruption Training

In November 2025, the Company conducted an internal anti-corruption special training. The training focused on enhancing employees' anti-corruption awareness and skills, deeply analyzing typical industry cases, and systematically explaining key response measures such as system construction and strengthened supervision. Through the training, employees' awareness of integrity in their work was enhanced, further solidifying the Company's defense against corruption.





Key Performance

Number of Anti-Corruption and Anti-Bribery Trainings Conducted 3 Times

Total Number of Employees Participating in Anti-Corruption and Anti-Bribery Training 93 Persons

Total Hours of Employee Participation in Anti-Corruption and Anti-Bribery Training 744 Hours

Of which: Number of Directors and Senior Management Participating in Anti-Corruption and Anti-Bribery Training 15 Persons

Total Hours of Directors and Senior Management Participation in Anti-Corruption and Anti-Bribery Training 208 Hours

Whistleblowing Channels and Whistleblower Protection

Silane Technology is committed to creating a clean and honest business environment. The Company has established multiple whistleblowing channels, encouraging all employees and other relevant parties to participate in building business ethics. The Company accepts anonymous whistleblowing, promises to protect the privacy and rights of whistleblowers, and strictly maintains the confidentiality of whistleblowers' personal information and the specifics of the reports, effectively safeguarding their legitimate rights and interests.

Whistleblowing Channels

- Multiple whistleblowing suggestion boxes are installed.
- The hotline is handled by designated personnel.
- A whistleblowing email address is available.

Anti-Unfair Competition

Silane Technology strictly complies with laws and regulations such as the ***Anti-Monopoly Law*** and the ***Anti-Unfair Competition Law***, formulating the ***Work Management System for Anti-Money Laundering, Anti-Monopoly, and Economic Sanctions***, and is committed to building a fair and orderly market competition ecosystem. The Company deeply integrates anti-monopoly and anti-unfair competition requirements into business processes, ensuring legal and compliant operations, eliminating unfair competition and monopolistic practices, and actively maintaining market order and a fair competitive environment. During the Reporting Period, the Company did not experience any events leading to litigation or major administrative penalties due to unfair competition practices.

Key Performance

Number of Anti-Monopoly and Fair Competition Trainings Conducted	2	Times
Total Number of Employees Participating in Anti-Monopoly and Fair Competition Training	40	Persons
Total Hours of Employee Participation in Anti-Monopoly and Fair Competition Training	80	Hours



02

Green and Eco-Friendly, Drawing an Ecological Blueprint

Silane Technology adheres to the environmental management principle of "Compliance with Regulations, Clean Development," firmly pursuing a path of green and low-carbon development. Through concrete actions, the Company demonstrates its unwavering belief and relentless pursuit of sustainable development. The Company continuously optimizes its environmental management system, strengthens risk emergency mechanisms, and integrates environmental practices throughout the entire production and operation process. This effectively enhances green competitiveness and contributes to building a modern society where humans and nature coexist harmoniously.

Addressing Climate Change

Addressing climate change is a global challenge faced by humanity. Silane Technology deeply recognizes the importance of climate action, upholds the concept of a shared future for mankind, and actively responds to climate challenges. The Company thoroughly identifies climate-related risks and opportunities, formulates response plans based on business development, and solidly promotes green and low-carbon transformation, contributing to safeguarding clear waters and blue skies and building a clean and beautiful world.

Governance

Silane Technology deeply integrates climate action into its corporate development strategy. Through measures such as optimizing energy structures, upgrading production processes, and enhancing resource recycling, the Company continuously strengthens its resilience and operational adaptability to climate change. Additionally, the Company includes climate change as a key topic in its ESG framework, fulfilling environmental responsibilities through specialized disclosures and responses, thereby driving sustainable corporate development.

Strategy

Following the TCFD (Task Force on Climate-related Financial Disclosures) recommendations, Silane Technology systematically identifies and assesses climate-related risks and potential opportunities based on its business reality, formulating targeted response measures.

Risks/Opportunities	Type	Risk/Opportunity Description	Financial Impact	Impact Cycle	Impact Degree	Likelihood of Occurrence	Impact on Value Chain	Response Measures
Physical Risks	Acute Risks	Extreme weather events such as heavy rain, snowstorms, strong winds, and dense fog may lead to production disruptions, equipment damage, supply chain delays, and secondary safety hazards, resulting in significant direct or indirect losses for the company.	Increased Operational Costs	Short-term	High	Medium	Upstream Operations Downstream	Establish emergency management mechanisms including preventive reinforcement, monitoring and early warning, emergency response, and post-disaster recovery, and formulate emergency response plans; optimize the supply chain layout.
	Chronic Risks	Rising average temperatures may damage production equipment, leading to increased energy consumption in Company infrastructure.	Increased Operational Costs	Long-term	Low	Medium	Operations	Prioritize the use of low-energy-consumption equipment and enhance the risk resilience of infrastructure.
Transition Risks	Policy and Regulatory Risks	Adjustments or new policies in carbon emissions and new energy sector regulations.	Increased Compliance Costs	Medium-term	Medium	Medium	Operations	Continuously track changes in domestic and international laws and regulations, and make corresponding adjustments.
	Technical risk	The updates and iterations of green and low-carbon technologies require the Company to invest more costs in research and development.	Increased Operational Costs	Long-term	Medium	Medium	Operations	Accelerate technological innovation and industrial application of energy conservation and emission reduction.
	Market risk	Consumers' environmental awareness has increased, and they prefer low-carbon, green, and environmentally friendly products.	Decrease in operating revenue	Long-term	Low	Low	Upstream Operations	Track changes in market and consumer demand, and promote the upgrading of products towards green and low-carbon directions.
	Reputation risk	Stakeholders' attention to climate change is increasing. If the Company fails to respond in a timely manner, it may affect brand reputation.	Decrease in operating revenue	Medium-term	Low	Low	Downstream	Provide detailed disclosure of the Company' s actions and achievements in addressing climate change.
Opportunity	Resource efficiency	Improving resource utilization efficiency can reduce resource consumption, thereby lowering resource costs.	Decrease in operating costs	Medium-term	Medium	Medium	Operations	Advance the upgrading and transformation of production equipment, and deepen the application of energy conservation and emission reduction technologies.
	Products and services	Respond to market demand by developing green and low-carbon products and services, continuously enhancing market competitiveness and economic benefits.	Increase in operating revenue	Long-term	Medium	Medium	Operations Downstream	Increase the research and development efforts for green products, innovate environmental technologies, and promote green transformation.

Note: 1. The short-term, medium-term, and long-term impact periods are defined as 1-3 years, 3-5 years, and more than 5 years, respectively; 2. The high, medium, and low impact levels are defined as severe, moderate, and slight impacts on the Company's production and operations, respectively; 3. The high, medium, and low probabilities of occurrence are defined as highly likely, moderately likely, and unlikely to occur, respectively. (Note: The definitions of impact period, impact level, and probability of occurrence in other chapters of the report are consistent with the above and will not be repeated.)

Impact, Risk, and Opportunity Management

Silane Technology systematically identifies internal and external risks and opportunities, and dynamically optimizes response strategies based on the identification results, continuously enhancing its risk management capabilities in addressing climate change.

Risk and Opportunity Identification

Identify risks and opportunities based on factors such as the Company's industry characteristics, business features, current environmental conditions, and domestic and international policies and regulations.

Risk and Opportunity Assessment

Conduct a comprehensive evaluation of identified risks and opportunities from multiple dimensions such as probability of occurrence, impact duration, and scope of influence.

Risk and Opportunity Response

Develop response measures based on the identification results of risks and opportunities, and monitor the implementation and execution of various tasks.

Indicators and Objectives

To actively address the challenges of climate change, Silane Technology regularly identifies and monitors greenhouse gases generated during production and operations, continuously optimizing emission reduction strategies to support the national "Dual Carbon" strategic goals with concrete actions.

[Key Performance]	Unit	2025
Direct (Scope 1) Greenhouse Gas Emissions	t CO_2e	132.86
Indirect (Scope 2) Greenhouse Gas Emissions	t CO_2e	103,626.58
Total Greenhouse Gas Emissions (Scope 1 and Scope 2)	t CO_2e	103,759.43
Greenhouse Gas Emission Intensity (Scope 1 and Scope 2)	Tons CO_2e/10,000 yuan of revenue	2.19

Note: The Company's direct greenhouse gas emissions (Scope 1) primarily come from fossil fuel combustion during production; indirect greenhouse gas emissions (Scope 2) mainly come from purchased electricity.

Emission Reduction Actions

Silane Technology places high importance on greenhouse gas emission management and is committed to exploring more low-carbon and environmentally friendly production methods. The Company continues to increase the development of photovoltaic projects, raise the proportion of clean energy usage, and actively promote the optimization and transformation of the energy structure.



Photovoltaic Wall Project

To enhance the Company's competitiveness in the field of green manufacturing, Silane Technology continuously deepens its energy-saving, emission reduction, and sustainable development pathways. During the Reporting Period, the Company conducted a training session on "Zero-Carbon Factory Application and Creation Practice." Through systematic instruction, the professional capabilities of relevant personnel in carbon management and green transformation were effectively enhanced, laying a solid foundation for advancing the construction of zero-carbon factories in the future.



"Zero-Carbon Factory Application and Creation Practice" Training

Implementing Green Operations

Silane Technology strictly adheres to laws and regulations such as the ***Environmental Protection Law, Air Pollution Prevention and Control Law, Water Pollution Prevention*** and ***Control Law,*** and ***Solid Waste Pollution Prevention*** and ***Control Law*** in its environmental management efforts, continuously optimizing the environmental management system. The Company comprehensively controls the discharge of pollutants and waste, systematically prevents environmental risks, and ensures that all environmental protection indicators meet national standards. During the Reporting Period, the Company did not experience any major environmental accidents or violations of environmental laws and regulations.

Governance

Silane Technology adheres to the environmental management policy of "complying with laws and regulations, preventing and treating pollution, conserving energy and reducing consumption, and pursuing green development." It has established a series of internal regulations, such as the ***Environmental Protection Management System*** and the ***Environmental Protection Assessment and Reward-Punishment System***, to continuously improve the environmental management system and enhance environmental governance capabilities. During the Reporting Period, the Company obtained ISO 14001 Environmental Management System certification.

The Company established a Safety and Protection Committee to oversee the overall management of environmental protection, with an office responsible for daily environmental management tasks. Each plant has set up an Environmental Protection Leadership Group, clarifying the responsibilities of plant managers, shift leaders, and environmental protection officers to ensure orderly and efficient environmental protection efforts. Meanwhile, the Company incorporates environmental protection into its assessment system based on the ***Environmental Protection Assessment and Reward-Punishment System***, implementing corresponding rewards and penalties according to assessment results to continuously advance the Company's environmental protection efforts to new levels.



Environmental Management System Certification

Strategy

Risks/Opportunities	Type	Risk/Opportunity Description	Financial Impact	Impact Cycle	Impact Degree	Likelihood of Occurrence	Impact on Value Chain	Response Measures
Risk	Policy and Regulatory Risks	Environmental protection policies and regulations are becoming increasingly stringent, increasing the Company's compliance risks.	Increased Compliance Costs	Medium-term	Medium	Medium	Operations	Closely monitor and strictly comply with environmental laws and regulations to improve environmental management standards.
Risk	Reputation risk	Non-compliant pollutant discharge and treatment may trigger public dissatisfaction and damage the Company' s reputation.	Decrease in operating revenue	Long-term	Low	Low	Operations Downstream	Strengthen pollutant monitoring, improve pollutant treatment facilities, and ensure compliance with discharge standards.
Opportunity	Policy opportunity	Leverage national environmental protection industry support policies, including subsidies for energy conservation and emission reduction, as well as environmental tax incentives, to accelerate the Company' s green and low-carbon transformation.	Decrease in operating costs	Medium-term	Medium	Medium	Operations	Proactively track the latest developments in environmental protection policies.
	Technological Innovation Opportunities	Respond to market demand for green and environmentally friendly products through green and low-carbon technological innovation, enhancing the Company' s market competitiveness.	Increase in operating revenue	Long-term	Medium	High	Operations	Increase investment in environmental protection technology research and development to promote the implementation of new products and technologies that meet environmental standards.

Impact, Risk, and Opportunity Management

Environmental Risk Control

Silane Technology has established the ***Environmental Risk Assessment*** and ***Control Management System*** and the ***Self-Monitoring Management System***, conducting in-depth identification of environmental factors and risk assessments in production and operational activities. It formulates precise and effective control measures to continuously improve the Company's environmental management standards.

Environmental Hazard Identification

Silane Technology continuously conducts routine environmental inspections and hazard identification, promptly discovering and eliminating environmental safety risks. In response to the identified risk points, the Company has established a ledger and formulated rectification measures, clarifying the responsible persons for rectification, timelines, and hazard levels to ensure orderly progress in rectification and achieve closed-loop management of hazard identification and rectification.

Environmental Emergency Management

Based on actual conditions, Silane Technology has formulated the ***Emergency Plan for Sudden Environmental Incidents***, defining emergency rescue procedures and response measures. The plan is regularly revised and improved to ensure rapid and effective countermeasures in the event of an incident.

The Company continues to strengthen routine risk control and emergency management, regularly organizing employees to conduct emergency drills for sudden environmental incidents. By simulating different types of incidents, the Company comprehensively enhances employees' emergency response capabilities. During the Reporting Period, the Company conducted a total of 59 emergency drills, cumulatively lasting 50 hours, with 900 participants.



Emergency Drill for Sudden Environmental Incidents

Environmental Impact Assessment

Silane Technology complies with relevant laws and regulations such as the ***Environmental Impact Assessment Law*** and has established internal rules including the ***Three Simultaneities System for Environmental Protection in Construction Projects*** and the ***Management System for Environmental Impact Assessment of New, Renovated, and Expanded Projects***. The Company fully implements the "Three Simultaneities" principle, conducting environmental impact assessments for new, renovated, and expanded projects. It commissions third-party agencies to issue environmental impact reports, ensuring that environmental protection facilities are designed, constructed, and put into operation simultaneously with the main project. The Company completes environmental protection acceptance inspections on time, eliminating environmental risks at the source.

Indicators and Objectives

To further enhance environmental protection management, Silane Technology has set scientifically quantifiable environmental management goals based on the Company's actual conditions, continuously improving environmental management performance.

[Key Performance]	Unit	2025
Total Environmental Protection Investment	RMB 10,000	109
Environmental Protection Investment as a Percentage of Revenue	Percent	0.23
Number of Environmental Protection Training Sessions	Times	2
Number of Participants in Environmental Protection Training	Person-times	1,342
Duration of Environmental Protection Training	Hours	5,368

Wastewater

Wastewater Discharge
3,089.08 Tons

Volume of Wastewater Recycled
2,901.16 Tons

Wastewater Discharge Intensity
0.0651 Tons/10,000 yuan of revenue

Wastewater Recycling Rate
94 %

Waste gas

Nitrogen Oxides (Nox)
0.06 Tons

Sulfur Dioxide
0.12 Tons

Particulate Matter (Pm)
3.42 Tons

Waste

Volume Of Waste Generated
1,713.64 Tons

Volume Of Non-Hazardous Waste Generated
933.88 Tons

Non-Hazardous Waste Generation Intensity
0.0197 Tons/10,000 yuan of revenuerevenue

Non-Hazardous Waste Disposal Volume
933.88 Tons

Hazardous Waste Generation Volume
779.76 Tons

Hazardous Waste Generation Intensity
0.0164 Tons/ 10,000 yuan of revenue

Hazardous Waste Disposal Volume
779.76 Tons

Environmental Management Objectives

Target	Achievements by 2025
100% compliance rate of pollutant emissions	√
100% compliant discharge of wastewater, exhaust gas, and noise	√
100% compliant disposal of solid waste	√

Practicing Environmental Actions

Cleaner Production

Silane Technology actively practices the concept of cleaner production, continuously optimizes production processes, improves resource utilization efficiency, and effectively reduces the environmental impact of production activities. During the Reporting Period, the Company invited third-party professional institutions to conduct cleaner production audits and issued cleaner production audit acceptance reports to promote green and sustainable development of the enterprise.

Green Logistics

Silane Technology achieves low-carbon production and transportation through the upgrading and optimization of transportation equipment and technology. In large-capacity transportation, the Company introduced tube trailers, leveraging their large loading capacity to significantly reduce transportation frequency, thereby effectively lowering energy consumption and carbon emission intensity. Additionally, in the process of hydrogen transportation, the Company innovatively introduced long-distance pipeline technology, effectively avoiding the environmental pollution and losses associated with traditional transportation methods.

Green Office

Silane Technology integrates the concept of green development into daily Company management, promotes green and sustainable office practices, and creates a green office atmosphere with specific measures, fulfilling its commitment to green development with concrete actions.



Energy-saving and Environmental Protection Signs

Green Office Initiatives

- Introduce intelligent office systems to optimize workflows and improve office efficiency.
- Advocate for double-sided printing to reduce paper consumption and conserve resources.
- Post energy-saving and environmental protection signs at faucets, power switches, and other locations to guide employees in consciously saving water and electricity.
- Promote green commuting by encouraging walking, cycling, or using public transportation.

Green Factory Area

Silane Technology adheres to the concept of green development. Through systematic greening renovation projects, it has planted large-scale adaptive native plants to create multi-layered green landscapes with both ecological functions and ornamental value, forming a stable green ecosystem and providing employees with a healthy and pleasant working environment.



Factory Greening

Environmental Protection Training

Silane Technology regularly organizes environmental protection training and education for employees, combining theoretical instruction, case analysis, and practical exercises to comprehensively enhance employees' environmental awareness.

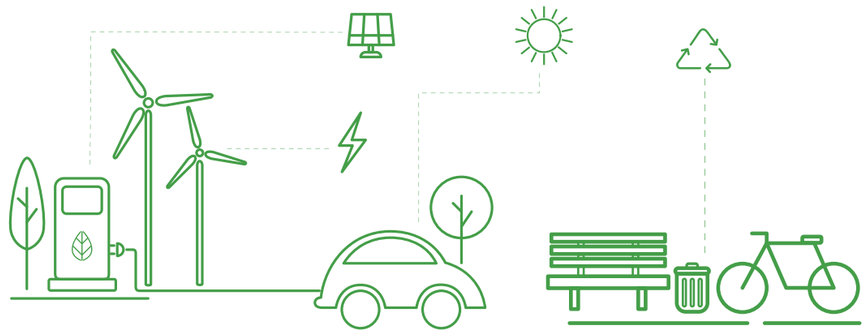
Case Study

Conducting Environmental Protection Training

In June 2025, the Company organized environmental protection training. The training systematically covered environmental protection laws and regulations, related policies, wastewater and exhaust gas treatment technologies, and other content. The training effectively strengthened employees' awareness of environmental compliance and further guided them to actively practice the concept of green development.

Recycling

Silane Technology practices the principles of "reduce, reuse, and recycle," systematically building a circular economy chain, actively exploring innovative paths for resource utilization, and comprehensively promoting the transformation of resource utilization models toward intensification and circularity, striving to improve efficiency and reduce losses in all aspects of production and operation.



Control Pollution Emissions

Silane Technology has established internal regulations such as the ***Pollution Prevention and Control Management Regulations*** and the ***Self-Monitoring Management System*** to strictly control pollutants such as wastewater, exhaust gas, and solid waste generated in production and operation activities, ensuring that pollutant emissions fully comply with standards and waste disposal is legal and compliant.

Exhaust gas management

The exhaust gas generated by Silane Technology mainly includes light component vent gas from the de-light tower and non-condensable gas from the top of various distillation towers, with atmospheric pollutants including nitrogen, hydrogen, hydrogen chloride, etc. The Company regularly commissions third-party professional institutions to conduct waste gas testing and issues the Waste Gas Testing Report. To reduce the environmental impact of waste gas, the Company has installed facilities such as exhaust gas absorption towers, incinerators, bag filters, and flares to collect and treat waste gas, ensuring compliance with emission standards. During the Reporting Period, the Company achieved 100% compliance with waste gas emission standards.

Wastewater Management

The types of wastewater generated by Silane Technology include industrial wastewater and domestic sewage, involving major water pollutants such as suspended solids (SS), silicon dioxide, pH-abnormal substances, chemical oxygen demand (COD), and ammonia nitrogen. To ensure compliance with wastewater emission standards, the Company hires third-party professional institutions to conduct wastewater and groundwater testing, issuing the Wastewater and Groundwater Testing Report, while continuously improving wastewater treatment measures to minimize environmental impact.

The Company strictly implements a wastewater classification and collection mechanism for separate drainage of rainwater and sewage, with dedicated pipelines for sewage, clean water, and rainwater. Industrial wastewater is treated through the main processes of "sand settling, neutralization, flocculation sedimentation, and triple-effect evaporation concentration crystallization" at the wastewater treatment station, enabling wastewater recycling and reuse. During the Reporting Period, the Company achieved 100% compliance with wastewater emission standards.

Waste Management

The main waste generated by Silane Technology during production includes sludge from the wastewater treatment station, waste catalysts from disproportionation reaction towers, and silicon powder drying and dust removal residues. For general waste, the Company entrusts it to general solid waste treatment agencies; domestic sludge is used as compost for nearby farmland. For hazardous waste, the Company has established the ***Hazardous Waste Management System***, set up temporary hazardous waste storage facilities, and commissioned third-party professional agencies for disposal. During the Reporting Period, all waste was disposed of in compliance with regulations.



Wastewater Treatment Station



Incinerator



Hazardous Waste Temporary Storage Room

Noise Management

Silane Technology strictly adheres to laws and regulations such as the ***Noise Pollution Prevention and Control Law***, implementing multiple measures to prevent and control noise pollution. The Company prioritizes the use of low-noise equipment, optimizes plant layout, applies sound insulation and noise reduction measures for high-noise equipment, and establishes green buffer zones at plant boundaries to enhance noise absorption. During the Reporting Period, the Company commissioned third-party professional institutions to conduct noise testing, with results fully compliant with national standards.

Biodiversity Protection

Biodiversity is a critical foundation for ecosystem stability and sustainable resource supply, and its protection is a shared responsibility and mission for all humanity. Silane Technology has established internal management measures such as the ***Ecological Environmental Protection Archive Management System*** and the ***Ecological Environmental Protection and Pollution Control Inspection System***, integrating biodiversity protection into the entire project lifecycle, continuously monitoring potential ecological impacts, and ensuring the stability of ecosystems in operational areas. During the Reporting Period, the Company's projects under construction and in operation did not have a significant impact on biodiversity or endangered species.

Project Planning	Assess the ecological environment and biodiversity of the project site.
Project Construction	Protect natural vegetation and habitat environments within the development area.
Project Completion	Systematically restore the ecological environment through measures such as vegetation restoration, soil quality improvement, and habitat reconstruction.
Project Operation	Plant greenery to increase vegetation coverage, improve soil quality, and reduce soil erosion.

Strengthening Resource Utilization

Faced with the severe situation of increasingly tight global resource constraints, Silane Technology adheres to the green development philosophy of prioritizing conservation and recycling, optimizes resource allocation, strives to improve utilization efficiency, effectively reduces waste and losses in production and operation processes, minimizes dependence on natural resources, and contributes to building a resource-saving society.

Energy Management

Governance

Silane Technology strictly complies with laws and regulations such as the ***Energy Conservation Law*** and has established rules and regulations including the ***Steam Management System***, ***Gas Management System***, ***Electricity Management System, Energy Statistics Post System***, and ***Energy Supervision and Inspection Regulations***, continuously improving the energy management system. In the production and operation process, the Company strengthens the management of energy use at all stages, strictly penalizes violations of energy use regulations, and further improves energy utilization efficiency.

The Company has established a leading group for energy conservation and emission reduction management, with the deputy general manager serving as the leader, to comprehensively coordinate and manage energy-saving and consumption-reduction related work. Under the leading group for energy conservation and emission reduction management, an energy conservation office is set up to be responsible for energy conservation planning, auditing, education and training, establishing and improving the energy management system, assessing and supervising the implementation of energy conservation target management, and promoting the orderly development of energy conservation and emission reduction work.

Strategy

Risks/Opportunities	Type	Risk/Opportunity Description	Financial Impact	Impact Cycle	Impact Degree	Likelihood of Occurrence	Impact on Value Chain	Response Measures
Physical Risks	Extreme Temperature Events	Extreme high or low temperatures may lead to increased energy consumption.	Increased Operational Costs	Short-term	Low	Low	Upstream Operations	Regularly monitor extreme temperature risks and optimize energy utilization flows.
	Extreme Storms	May cause damage to energy supply equipment, leading to energy supply interruptions.	Increased Operational Costs	Short-term	Medium	Low	Operations	Develop comprehensive emergency plans and conduct regular equipment inspection and maintenance.
Transition Risks	Technical risk	Investments in new energy technologies face risks of failure and high R&D costs.	Increased Operational Costs	Medium-term	Medium	Medium	Operations	Establish a risk early warning mechanism, increase research on technical feasibility and risks, and adjust R&D directions in a timely manner.
	Market risk	Adjustments in the energy market structure may cause energy price fluctuations, impacting corporate production costs and profit levels.	Increased Operational Costs	Short-term	High	High	Operations	Reduce reliance on a certain energy source, implement flexible energy procurement mechanisms, and adjust production plans promptly to respond to market fluctuations.
Opportunity	Policy Incentives and Subsidies	Government policies such as environmental subsidies and tax incentives encourage enterprises to transition to clean energy and improve energy efficiency.	Increase in operating revenue	Short-term	Medium	Medium	Upstream Operations	Through research on policy content, promote the optimization and upgrading of industrial layouts.
	Technological Opportunities	Actively utilize energy conversion technologies and energy recycling technologies to continuously improve the Company's energy efficiency.	Decrease in operating costs	Long-term	Medium	Medium	Operations	Continuously track domestic and international energy technology trends and proactively introduce advanced solutions.

Impact, Risk, and Opportunity Management

To enhance emergency response capabilities for energy risks, Silane Technology has formulated the ***Emergency Plan for Water and Gas Supply Interruptions*** to quickly activate emergency response mechanisms in case of sudden water or gas supply interruptions, take timely measures, minimize accident risks, and ensure efficient and stable Company operations.

Indicators and Objectives

To reduce energy consumption and carbon emissions, Silane Technology fully considers actual conditions and development needs, focusing on all aspects of production and operations to continuously improve energy efficiency.

[Key Performance]	Unit	2025
Total Purchased Electricity	Kilowatt-hour	169,781,452
Total Purchased Heat	Tons	113,835
Total Purchased Coke Oven Gas	Cubic Meter	155,075
Photovoltaic Power Generation	Kilowatt-hour	590,284
Total Energy Consumption	tce	32,011.01
Energy Consumption Intensity	tce /10,000 yuan of revenue	0.68

Energy-Saving Management Measures

Silane Technology actively explores the application of renewable energy, optimizes its energy structure, promotes energy-saving technological transformation and equipment upgrading, and strengthens the audit and supervision of energy data. Meanwhile, it deepens the awareness of energy conservation among all employees through training and publicity on energy efficiency. Through the comprehensive implementation of the above measures, the Company will comprehensively improve energy utilization efficiency and advance its green and low-carbon transformation.



Type	Measures
Energy Conservation	> Helium: A new replacement panel has been added to the filling section, and replacement tube trailers are installed after completion. > Cooling capacity: Technical transformation of the cold hydrogenation system, adding the E-1107 heat exchanger to reduce cooling consumption; > Industrial salt: The high-purity water station replaced the filter material of the sodium ion filter to reduce salt washing frequency; > Steam: Implemented the cold hydrogenation technical transformation project, installing steam ejector devices in the steam system.
Energy Statistics	> The Production Management Department is responsible for the statistics and compilation of the Company's electricity and steam usage, and reports to higher authorities; > Establish various energy measurement and statistical records, and conduct comprehensive analysis of instrument operation status.
Electricity Management	> Strengthen the operation management of power distribution, adjust capacitor deployment promptly based on load changes; > Enhance lighting electricity management, make full use of natural lighting, and turn off unnecessary lighting promptly; > Unauthorized use of non-production electrical appliances is prohibited in production areas.
Steam Management	> Workshops with high steam consumption must ensure no direct steam discharge from any exhaust pipes; > All units should promptly close valves after steam usage; > Regularly inspect pipelines or valves for leaks in all sections.
Energy-saving Promotion	> Promote energy-saving awareness among all employees through online and offline channels such as document circulation, WeChat, banners, and exhibition boards.

Water Resource Management

Silane Technology complies with laws and regulations such as the ***Water Law*** and the ***Henan Province Water Conservation Regulations***, formulating the ***Water Conservation Management System*** to embed water-saving requirements throughout the production process, preventing water loss and waste. The Company established a water conservation leadership team to oversee water resource management, clarifying responsibilities across departments to create a water-saving responsibility system involving all employees at all levels.

To strengthen water resource protection and sustainable use, the Company implements water-saving technical transformations and reclaimed water reuse projects, improving water reuse rates; establishes a water usage monitoring and control system to supervise departmental water usage in real time. Additionally, the Company fosters a water-saving culture by posting water-saving signs, conducting awareness campaigns, and using sensor faucets, effectively enhancing employees' water-saving consciousness.

Key Performance

Total water consumption 800,171 Tons

Water intensity 16.88 Tons/10,000 yuan of revenue

Material Management

To improve warehouse management, Silane Technology developed management systems such as the ***Warehouse Management Work Instructions***, ***Identification and Traceability Control Procedures***, and ***Laboratory Management Regulations***, optimizing the material management system. The Company designates the Quality Department to manage raw materials and warehouse supplies, embedding conservation awareness throughout procurement, storage, requisition, and usage, contributing to cost reduction, efficiency improvement, and green development.

Material Management Measures	
Material Storage	> Materials should be stored by category with clear identification; > Different materials should be maintained at their suitable temperature and humidity; > Raw materials in the warehouse should be labeled with valid storage periods; > To ensure the safety and effectiveness of stored materials, each warehouse should conduct at least one inspection daily.
Material Distribution	> Materials should be issued following the 'First In, First Out' principle to avoid accumulation; > Warehouses should maintain complete ledgers to ensure consistency between accounts, cards, and physical items; > For the issuance of raw materials and spare parts, the material requester from the using department must fill out a Material Requisition Form and obtain approval from the competent department to prevent waste.
Material Reuse	> For materials with excessive stock, minimal usage, and extremely low inventory turnover, the relevant departments should explore alternative uses or reuse based on actual conditions to improve material utilization.



03

In-depth R&D as Wings, Empower Industries to Soar

Silane Technology adheres to innovation as the engine, quality as the foundation, and service as the bridge, continuously deepening collaborative partnerships to jointly drive technological advancement and sustainable development in the industry. Looking ahead, we will further strengthen our product quality management system, continuously optimize the customer service experience, and commit to building a more resilient and responsible supply chain ecosystem. We will advance hand in hand with our value chain partners to jointly create high-quality development for the industry.

Focus on R&D and Innovation

Governance

R&D System

Silane Technology strictly complies with relevant national laws and regulations, keenly observes industry trends, and has established a systematic, standardized, and highly collaborative R&D and innovation system. The Company has successively issued institutional documents such as the "Internal Control Manual for Research and Development" and the ***Compilation of Intellectual Property Management Systems***. These mechanisms stimulate innovation vitality, standardize R&D processes, and strengthen the protection of achievements, effectively transforming technological advantages into competitive advantages.

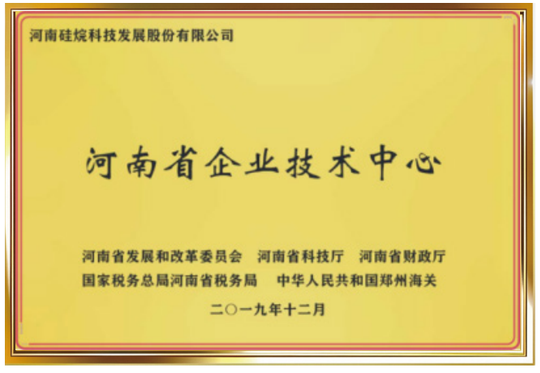
To systematically advance R&D and innovation work, the Company has established a Science and Technology Management Leadership Group, with a Leadership Group Office under it, ensuring effective synergy between top-level design and execution control. Simultaneously, the Company continuously expands its R&D team. Through a tiered team-building approach of "leadership by leading talents, breakthroughs by disciplinary backbones, and collaboration among R&D personnel," it consistently improves the professional structure, strengthens team effectiveness, and provides solid organizational support and intellectual backing for breakthroughs in R&D and innovation.

Qualifications and Certifications

Silane Technology consistently upholds technological innovation as the core strategy driving enterprise development, with long-term, deep cultivation in the R&D and industrialization of electronic-grade silane gas and specialty gases. Leveraging solid technological accumulation and sustained industrial contributions, the Company has successively established R&D platforms such as the "Henan Province Postdoctoral Innovation Practice Base," "Henan Province Enterprise Technology Center," and "Henan Province High-Purity Silicon-Based New Materials Engineering Research Center." It has also been recognized with multiple honors, including "Henan Province Innovative SME."



Postdoctoral Innovation Practice Base



Henan Province Enterprise Technology Center

Indicators and Objectives

Silane Technology has established R&D and innovation targets across multiple dimensions, including technological innovation, talent acquisition, and product optimization. The Company continues to increase R&D investment, promote the in-depth transformation of technological achievements, and create favorable conditions for its long-term development.

[Key Performance]	Unit	2025
R&D Investment Amount	RMB10,000	2,824.73
R&D Investment as a Percentage of Operating Revenue	Percent	5.96
R&D Team		
Total Number of R&D Team Members	Persons	67
Percentage of R&D Personnel to Total Employees	Percent	9.99
By Gender		
Male	Persons	57
Female	Persons	10
By Educational Background		
Master's Degree	Persons	1
Bachelor's Degree	Persons	18
Below Bachelor's Degree	Persons	48

R&D Objectives	2025 Achievement Status
Win one group-level or above scientific and technological achievement award	"Research and Application of Key Technologies for Silane Filling System" won the Group's Second Prize for Scientific and Technological Progress in May 2025
Authorize one invention patent	Two invention patents authorized in September 2025
Participate in one industry standard	Participated in the industry standard Polysilicon Material for Zone Melting, which was issued by the Ministry of Industry and Information Technology on December 17, 2025

R&D and Innovation Measures

R&D and Innovation Incentives

To stimulate employees' innovation vitality, Silane Technology has formulated management systems such as the ***Science and Technology Management and Reward Measures*** and the ***Implementation Measures for "Five Small" Innovation Management***, improving the R&D incentive mechanism. The Company has established special awards including the Scientific and Technological Progress Award, Outstanding Paper Award, Patent Award, and "Five Small" Innovations to support the sustainable development of research projects. Simultaneously, it encourages employees to actively participate in the practice of "small inventions, small innovations, small improvements, small designs, and small suggestions," injecting continuous momentum into the Company's innovation.

Collaborative R&D Activities

Silane Technology adheres to market demand as the guide, collaborative R&D as the link, and technological innovation as the driver, gathering innovative resources, fully leveraging the synergistic advantages of "industry-university-research-application," and focusing on enhancing innovation and R&D efficiency. The Company actively establishes long-term cooperation mechanisms with renowned domestic universities. By integrating the advantageous resources of all parties, it jointly tackles key technical challenges, continuously promoting the improvement of R&D capabilities and innovation levels.

R&D Project Name	Collaborating Institution	Impact on Future Development
Key Technology R&D for Preparing Silicon-Based Anode Materials for Lithium-Ion Batteries via the Silane Method	Shanghai Jiao Tong University	Driving the Company's Industrial Upgrade

Technological Innovation Achievements

Silane Technology deeply cultivates cutting-edge areas of the industry, focuses on tackling key technologies, and continuously advances the transformation and application of scientific research achievements. Through the research project "Optimization of Residue System Process Technology," high-boiling substances, small amounts of unreacted silicon powder, and metal chlorides generated by the cold hydrogenation production system are removed. This reduces the metal chloride content in the intermediate products trichlorosilane and silicon tetrachloride, further enhancing the purity of trichlorosilane and silicon tetrachloride products.

Contributing to Industry Development

In the process of advancing high-quality development, Silane Technology consistently upholds the concept of openness and sharing, actively fulfilling corporate responsibilities. The Company actively participates in industry exchange events, forums, and seminars, sharing technical experience and showcasing cutting-edge achievements to contribute to the enhancement of its own and the industry's overall scientific research level. Furthermore, to promote standardized industry development and collaborative technological innovation, the Company actively participates in the formulation of industry standards and assists in establishing key technical indicators, driving the upgrade of industry technology and standards.

Industry Exchange Activities





2025/10/22	2025 Semiconductor Materials Industry Development (Zhengzhou) Conference	2025/11/05	The 8th China International Import Expo

Adherence to Scientific Ethics

Silane Technology strictly complies with national laws, regulations, and industry norms. In the process of R&D and innovation, it consistently adheres to the bottom line of scientific ethics, resolutely avoiding any technology development and application that may harm the ecological environment, endanger life and health, or threaten public safety, ensuring that scientific research activities align with the concept of sustainable development.

Intellectual Property Protection

Intellectual Property Management System

Silane Technology strictly complies with national laws and regulations such as the ***Patent Law***, ***Copyright Law***, and ***Trademark Law***. It has formulated internal management measures like the ***Intellectual Property Management System*** to comprehensively regulate the creation, protection, and utilization of the Company's intellectual property.

To ensure the orderly conduct of intellectual property management, the Company has established an Intellectual Property Management Leading Group to comprehensively oversee the overall work of intellectual property management. Under this group, an Intellectual Property Office is set up, dedicated to the daily management and maintenance of intellectual property. Other functional departments are responsible for implementing intellectual property work related to their respective areas. With a comprehensive intellectual property management mechanism, the Company has been awarded the Intellectual Property Compliance Management System Certification.



Intellectual Property Compliance Management System Certification

Intellectual Property Protection Measures

Silane Technology strengthens the protection of intellectual property, respects the intellectual property achievements of others, establishes a compliance review mechanism, regularly conducts self-inspections for equipment, software, and copyright infringement, ensures no infringement of others' intellectual property while strengthening the protection of its own, and continuously enhances the Company's core competitiveness.

Intellectual Property Protection Measures

Intellectual Property Acquisition and Portfolio Development	• Systematically conduct R&D activities to ensure timely transformation of innovation outcomes into patents, trademarks, etc; • A professional team oversees the entire process of application and maintenance, establishing a legal protection barrier for core technologies.
Intellectual Property Maintenance and Monitoring	• Establish dedicated positions to continuously monitor global intellectual property trends in relevant fields, regularly assess the validity and commercial value of owned intellectual property, ensuring clear rights status and sustained asset effectiveness.
Risk Control and Dispute Resolution	• Establish risk assessment, early warning, and response mechanisms to systematically prevent potential infringement risks; • Prioritize negotiation when disputes arise, and resort to legal protection when necessary, balancing the protection of own rights with respect for others' intellectual property.
Enhancing Intellectual Property Awareness	• Organize intellectual property publicity and training activities, cultivate a talent pool in intellectual property, and enhance employees' awareness and capabilities regarding intellectual property.

Key Performance

Cumulative Number of Granted Patents **52** Items

Of which: Cumulative Number of Granted Invention Patents **7** Items

Cumulative Number of Granted Utility Model Patents **45** Items

Cumulative Number of Software Copyrights **1** Item

Cumulative Number of Trademarks **2** Items

Total Number of Published Papers **4** Papers

Ensuring Product Quality

Product quality is the fundamental guarantee for a company's survival and development. Silane Technology strictly complies with national laws and regulations such as the ***Product Quality Law*** and continuously optimizes its quality management system. The Company focuses on key areas such as production processes and finished product inspection, implements refined control, systematically identifies and controls quality risks to ensure product safety and reliability. During the Reporting Period, the Company's quality control system operated effectively, with no major quality liability incidents occurring.

Governance

Adhering to the quality policy of "Quality First, Customer Foremost, Continuous Improvement, Pursuit of Excellence," Silane Technology has formulated and implemented regulations such as the *Quality, Environment, and Occupational Health and Safety Management System Manual* and the *Quality Management System Operation Assessment and Management System*, continuously improving the full-process product quality management system. The Company has established a Quality Department, responsible for overall product quality management. Key indicators such as quality target monitoring frequency, process audits of system operation, and timeliness of non-conforming product handling are incorporated into departmental performance evaluations to promote the optimization and improvement of the quality control mechanism, continuously enhancing product safety and quality levels.

The Company strictly adheres to the ISO 9001 Quality Management System and internal company requirements, regularly conducts internal audits of the quality management system, and comprehensively evaluates the conformity and effectiveness of the system's operation. Relying on a modern quality management system and robust quality control processes, the Company has maintained continuous improvement of its ISO 9001 Quality Management System for ten consecutive years and has obtained third-party quality management system certification.



Quality Management System Certification Certificate

Strategy

Risks/Opportunities	Type	Risk/Opportunity Description	Financial Impact	Impact Cycle	Impact Degree	Likelihood of Occurrence	Impact on Value Chain	Response Measures
Transition Risk	Policy and Regulatory Risk	The Company must promptly comply with updates to product-related laws and regulations to avoid compliance issues.	Increased Operational Costs	Medium term	Medium	Medium	Operations	Strictly adhere to national and local laws and regulations, continuously monitor policy developments, and promptly adjust production processes to meet new requirements.
	Product quality risk	Multiple factors in the production process lead to unstable quality of internal polysilicon products, failing to meet customer requirements.	Decrease in operating revenue	Long term	Medium	Medium	Downstream operations	Implement a strict full lifecycle quality process control to ensure product quality and services meet standards.
Opportunities	Market opportunities	Consumer attention to health, safety, environmental protection, and other aspects continues to rise. If the Company can seize the opportunity to launch high-quality products that meet market demand, it will expand its market share.	Increase in operating revenue	Long term	Medium	Medium	Downstream operations	Optimize product structure and enhance the refinement level of product quality to meet customer needs.

Impact, Risk, and Opportunity Management

To enhance the level of product quality management, Silane Technology has formulated internal rules and regulations such as the ***Risk Management and Control Procedure*** and ***Dynamic Management of Industrial Product Quality and Safety Risks***, systematically establishing a scientific and comprehensive quality risk management system. The Company has established a risk and opportunity assessment team to coordinate and advance quality risk-related work, ensuring accurate risk identification, scientific assessment, and effective implementation of response measures, thereby continuously improving the level of quality control.

Quality Risk Control Process



Indicators and Objectives

Silane Technology adheres to high-standard quality management. Aligning with the Company's strategy, it establishes reasonable and effective quality management objectives, tracks their progress in a timely manner, and ensures their efficient achievement through concrete measures, thereby steadily enhancing the Company's quality management level.

Quality Management Objectives

Objective	2025 Achievement Status
First-pass product delivery acceptance rate ⩾98.00%	√
Customer satisfaction rate ⩾84.00%	√

Key Performance

Product Acceptance Rates 100%

Annual Internal Quality Audits 1 Time

Third-party Agency Sampling Inspections 1 Time

Quality Culture Training Sessions 9 Items

Quality Culture Training Participants 778 Person-times

Total Duration of Quality Culture Training 2,784 Hours

Quality Management Measures

Full Lifecycle Quality Management

To ensure the stability and reliability of product quality, Silane Technology strictly adheres to the requirements of the quality management system. It implements stringent quality control throughout the entire product lifecycle—from design and development, raw material procurement, and production to after-sales service—continuously enhancing the refinement level of product quality management. During the Reporting Period, the Company did not experience any product recall incidents due to quality issues.

Quality Management Measures at Key Stages of the Product Lifecycle

Design & Development	◆ Developed the ***QC Engineering Diagram***, clarifying operational standards at each stage to ensure systematic and effective implementation and control throughout the product realization process.
Source Management	◆ Establish the ***Procurement Control Procedure*** to standardize procurement operations and ensure that purchased materials meet specific requirements, thereby satisfying the needs of company production and quality standards.
Equipment Management	◆ Establish the ***Equipment Management Control Procedure*** to strictly manage and control processes such as equipment requisition, use, maintenance, and disposal, ensuring all types of equipment remain in good condition.
Process Management	◆ Establish the ***Production Process Control Procedure*** to control factors affecting product quality during production, ensuring products remain in a controlled state throughout the entire manufacturing process. ◆ Establish the ***Product Inspection Control Procedure*** to standardize operational workflows for incoming material inspection, in-process inspection, and finished product inspection. Additionally, third-party professional institutions are invited to conduct independent quality inspections and issue authoritative inspection reports.
Output Management	◆ Establish the ***Product Audit Control Procedure*** to verify and evaluate whether products after final inspection (ready for shipment) meet the requirements of "quality characteristics," providing a comprehensive understanding of product quality status. ◆ Establish the ***Identification and Traceability Control Procedure*** to standardize product identification, prevent the mixing or misuse of products of different categories or inspection statuses, and ensure full-process quality traceability. ◆ Establish the ***Nonconforming Product Control Procedure*** to identify, record, and dispose of products that do not meet specified requirements, preventing unintended use or delivery.

Quality Training Activities

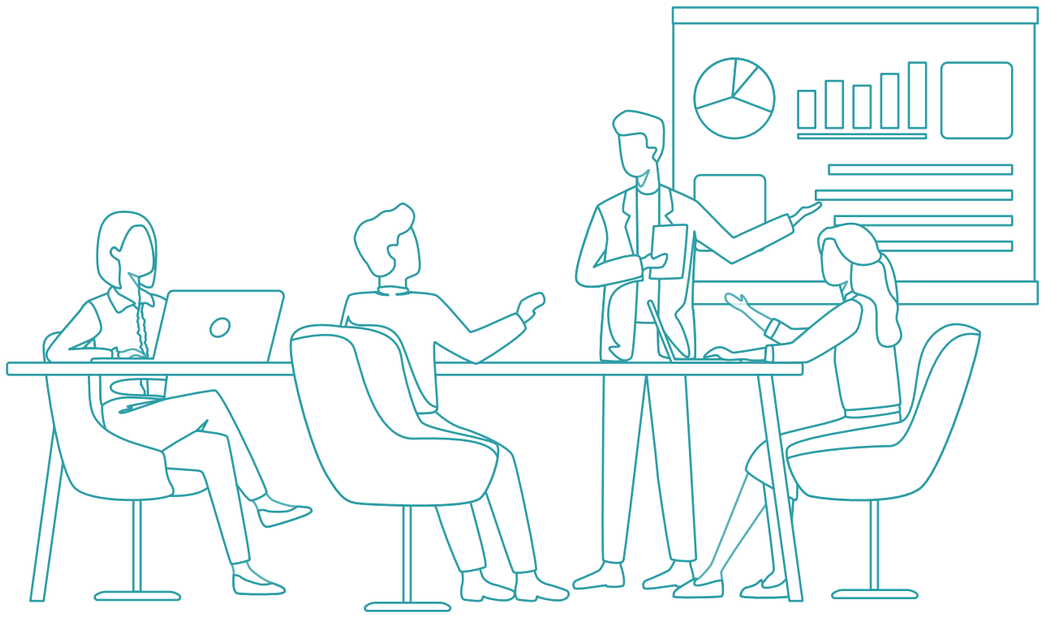
Silane Technology emphasizes the cultivation of a product quality culture, actively fostering a strong quality culture atmosphere and continuously strengthening the quality awareness of all employees. Based on annual quality management objectives and employee competency development requirements, the Company formulates an annual quality training plan and systematically implements various training activities according to the plan.

Case Study

Conducting SPC Statistical Process Control Training Activity

In June 2025, the Company's Quality Department organized a 4-day SPC Statistical Process Control training activity. This training systematically covered SPC basic concepts, implementation steps, tool applications, and industry practice cases. It effectively enhanced participants' understanding and application capabilities in process quality control, laying a solid foundation for subsequent quality improvement work.





Safeguarding Customer Rights and Interests

Governance

Adhering to a customer-centric service philosophy, Silane Technology has established regulations and systems such as the ***Customer Satisfaction*** Control Procedure and the ***Customer Complaint Control Procedure***. To enhance the Company's service level, a Sales Department has been established to oversee and coordinate all aspects of customer service. Metrics such as the timely resolution rate of customer complaints and customer satisfaction are incorporated into the department's performance evaluation system to continuously optimize service processes.

With high-quality professional services and excellent customer experience, the Company has earned broad social recognition and customer trust, receiving numerous honors and awards.



Excellent Supply Partner Award

Metrics

Key Performance

Number of Customer Complaints **5** Times

Number of Customer Complaints Resolved **5** Cases

Customer Complaint Resolution Rate **100**%

Customer Satisfaction **84.79**%

Number of Customer Service Training Participants **50** Person-times

Total Duration of Customer Service Training **150** Hours

Number of Customer Service Training Sessions **8** Times

Ensuring Service Quality

Responsible Marketing

Silane Technology strictly complies with laws and regulations such as the ***Advertising Law*** and the ***Anti-Unfair Competition Law***, continuously practicing and deepening the concept of responsible marketing. In external communications, the Company adheres to objective facts, strictly prohibits any false or misleading statements regarding product or service functions, features, pricing, etc., and ensures that customers receive accurate, truthful, and complete product information, committed to fostering a fair, transparent, and orderly market environment.

Responding to Customer Feedback

Silane Technology incorporates customer feedback into its service quality management system, establishing a systematic mechanism for responding to customer feedback. The Company has established the ***Customer Complaint Control Procedure*** to standardize the complaint handling process, clarify the responsible departments, refine the division of job responsibilities, and integrate diversified complaint channels such as after-sales hotlines, service email, and online customer service. This ensures timely and effective resolution of customer complaints, transforms the handling results into service quality improvement measures, and drives the continuous enhancement of the Company's service level.

Complaint Handling Process

Complaint Reception and Registration	◆ The Sales Department uniformly receives complaints from multiple channels, categorizes and registers them, and establishes a complaint log.
Tiered and Categorized Investigation	◆ Complaint types are distinguished as quality-related or non-quality-related, and are defined as general or major customer complaints based on the severity of impact.
Determination of Responsibility	◆ The responsible party is identified based on the investigation results.
Corrective Action Closure	◆ A corrective action plan is formulated and responded to according to the 8D process, promoting the implementation of measures and confirmation of effectiveness.
Follow-up, Confirmation, and Optimization	◆ The effectiveness of measures is verified, standards are revised, and continuous follow-ups are conducted to achieve closed-loop management and system optimization.

Commitment to Customer Satisfaction

To systematically gain insights into customer needs and drive the continuous improvement of service quality, Silane Tech regularly conducts customer satisfaction surveys in accordance with systems such as the ***Customer Satisfaction Control Procedure***. By collecting customer opinions and suggestions across multiple dimensions including intrinsic quality, delivery cooperation, appearance quality, and service attitude, the Company conducts in-depth analysis and consolidates the findings into a ***Customer Satisfaction Survey Summary Report***. This report identifies service shortcomings and potential customer needs, leading to the formulation of targeted improvement plans and promoting the continuous optimization of service processes and customer experience.

Customer Service Training

High-quality service is a crucial pillar for the Company to establish its market presence and win customer trust. Silane Tech places great importance on the professional development of its customer service team. Through regular and diversified customer service training, the Company continuously strengthens employees' service awareness and professional capabilities, consistently providing customers with stable and reliable high-quality service experiences. During the Reporting Period, the Company held a PCN (Product Change Notification) Change Management System meeting to continuously develop business management that is more closely aligned with the market.





PCN Change Management Awareness and Training Meeting

Ensuring Supply Security

Governance

Suppliers, as key partners in the industrial chain, are the core support for the Company to control source quality and ensure production continuity. Silane Technology has formulated and strictly implemented the ***Procurement Control Procedure***, clearly standardizing the supplier management process, strictly controlling dimensions such as supplier delivery time management, quality management, and price management, continuously strengthening supply chain collaborative management, and consistently optimizing the supplier resource pool.

The Company has established a Procurement Department, which is comprehensively responsible for supplier management work, and collaborates with multiple functional departments such as the Quality Department, Electromechanical Equipment Department, and Technology Center to jointly control the supplier management process. To strengthen supply chain management accountability, the Company incorporates indicators such as supplier on-time delivery rate, supplier performance evaluation, and incoming material qualification rate into the departmental assessment system, effectively promoting the establishment of sustainable cooperative relationships between the Company and qualified suppliers.

Impact, Risk, and Opportunity Management

To ensure stable operation of the supply chain, Silane Technology has formulated the ***Procurement Disruption Contingency Plan***, established a procurement material supply emergency task force, and further clarified departmental responsibilities and emergency response procedures. This ensures that the Company can respond swiftly and take effective measures during emergencies such as procurement anomalies, critical inventory shortages, or production interruptions, thereby minimizing the negative impact on production and operations.

Emergency Response Process

Identification

Covers issues including misalignment and non-conformity between the supply of key raw and auxiliary materials and production, as well as supply shortages resulting from market volatility.

Reporting

Procurement aligns procurement plans with production in real time; Production feeds back any supply or quality issues to the supply department immediately upon occurrence.

Response

Procurement flexibly coordinates suppliers and adjusts plans based on supply and production requirements; Production provides real-time feedback and adjustments based on material availability; Inventory is dynamically replenished per the safety stock schedule.

Indicators

[Key Performance]	Unit	2025
Total Number of Suppliers	Items	76
Central China Region	Items	53
East China Region	Items	11
South China Region	Items	4
Northwest China Region	Items	2
Southwest China Region	Items	6
Number of Suppliers with Quality Management System Certification	Items	8
Number of Suppliers with Environmental Management System Certification	Items	8
Number of Suppliers with Occupational Health and Safety Management System Certification	Items	8

Supplier Management Measures

Full Lifecycle Management

Silane Technology strictly controls all process stages including supplier development, audit, evaluation, and classification, continuously optimizing supplier resources. The Company dynamically adjusts its management strategies based on changes in the market environment and supplier performance to ensure the stable supply of raw materials and the safety and reliability of product quality.

Supplier Full Lifecycle Management

Supplier Development	• According to the ***Procurement Control Procedure***, potential suppliers undergo document verification, sample certification and testing, as well as preliminary investigation and evaluation of key indicators such as basic qualifications and system certifications.
Supplier Audit	• Conduct on-site audits of the supplier's management system and provide a comprehensive evaluation of their inspection, manufacturing engineering technology, management level, and production capacity.
Supplier Evaluation	• Comprehensively assess supplier performance based on dimensions such as product quality, price, delivery, and service, and decide whether to retain or eliminate the supplier.
Supplier Classification	• Based on assessment results and scores, suppliers are classified into four levels: "Excellent," "Average," "Temporarily Acceptable," and "Unqualified."

Supplier Assessment and Classification

Level	Score	Evaluation
Excellent Supplier	Total Score ⩾90	Priority procurement.
Average Supplier	70-89Points	Normal procurement.
Temporarily Acceptable Supplier	60-69Points	Require the supplier to rectify deficiencies and submit the rectification results in writing. The Procurement Department and Quality Department will verify the submitted corrective actions and results.
Unqualified Supplier	Total Score <60	The Procurement Department will remove it from the Qualified Supplier List and terminate procurement from it.

Supplier Training Activities

To enhance the professional level of supply chain management, Silane Technology regularly conducts specialized training on supplier management. The Company develops an annual specialized training plan, organizing learning and training activities focused on basic knowledge of supplier management, procurement policies and procedures, and other related content.



2025 Supplier Training

Supplier Sustainable Development

Ethical Procurement

Silane Technology upholds the principle of ethical procurement and strictly standardizes procurement processes. The Company explicitly stipulates the ethical responsibilities and obligations that both parties must adhere to during transactions in procurement contracts, strictly prohibiting any form of commercial bribery or improper benefit transfer. Simultaneously, the Company provides suppliers with channels to report bribery, encouraging mutual supervision among all parties to jointly create and maintain a fair, just, transparent, and trustworthy procurement environment.

Case Study

Ethical Procurement Training

In March 2025, the Company's Procurement Department organized specialized anti-fraud training. The training covered key points such as the concept of fraud, prevention and control, and reporting and investigation. It systematically explained the Company's anti-corruption policies and compliance requirements, effectively enhancing employees' awareness of ethical procurement.

Supplier ESG Management

Silane Technology pays close attention to the sustainable development capabilities of its suppliers and continuously advances supplier ESG management. The Company specifies requirements for suppliers regarding environmental, social, and governance aspects in the ***Procurement Control Procedure***. Key indicators such as environmental protection, product quality, and employee rights are integrated into the supplier quality management process, thereby urging suppliers to fulfill their social responsibilities and jointly build a safe and sustainable supply chain ecosystem.

Key Performance

Number of ESG training sessions conducted for suppliers 1 Times

Duration of ESG training conducted for suppliers 26 Hours

Number of suppliers covered by ESG training 13 Items

Equal Treatment of Small and Medium-sized Enterprises (SMEs)

Silane Technology adopts an open and inclusive attitude, actively builds bridges for communication and cooperation with small and medium-sized enterprises, and promotes the collaborative and innovative development of the industrial chain. Meanwhile, the Company standardizes the management of current accounts, scientifically arranges capital allocation, and ensures the orderly payment of funds to suppliers. During the reporting period, the Company had no acts of maliciously defaulting on accounts payable, nor did the balance of accounts payable (including notes payable) account for more than 50% of total assets.

Focusing on Information Security

Governance

Silane Technology strictly adheres to the requirements of laws and regulations such as the ***Cybersecurity Law*** and the ***Data Security Law***, and has formulated the ***Cybersecurity Management System*** to continuously improve the information security management system. To enhance the effectiveness of information security management, the Company has established a clear hierarchical and responsibility-defined information security management structure. It designates the Electromechanical Equipment Department as the management department responsible for the Company's network and information security, overseeing daily security operations, risk investigations, and employee security awareness training.

Impact, Risk, and Opportunity Management

To establish and improve an emergency response mechanism for cybersecurity incidents, Silane Technology has formulated the ***Cybersecurity Incident Handling and Emergency Management Regulations***. Following the working principles of "unified leadership, tiered responsibility; prevention first, combining peacetime with wartime; rapid response, scientific handling; compliance with laws and regulations, maintaining confidentiality," the regulations standardize the emergency response processes and measures for sudden abnormal events such as computer virus outbreaks, illegal webpage tampering, unauthorized intrusions, and interruptions of the Company's backbone network lines. This ensures that in the event of a cybersecurity incident, emergency response can be initiated swiftly, efficiently, and in an orderly manner to guarantee business continuity and data security.

Key Performance

Total Investment in Information Security 5.17 RMB10,000

Number of Information Security Training Sessions 9 Times

Total Number of Participants in Information Security Training 631 Persons

Total Duration of Information Security Training 1,262 Hours

Average Duration of Information Security Training per Person 1.88 Hours/Persons

Information Security Training Coverage Rate 94 %

Information Security Protection Measures

To fortify the information security defense line, Silane Technology has introduced the Tianrui Green Shield Anti-Leakage System, constructing a multi-layered protection system covering the entire data lifecycle and all terminal operation processes. Through multiple mechanisms such as mandatory encryption, access control, behavior auditing, and intelligent early warning, this system achieves systematic governance over internal data flow and external interaction behaviors. It significantly enhances the Company's overall information security protection capability, laying a solid digital security foundation for the sustained and stable operation of the business. During the Reporting Period, the Company experienced no information security violation incidents.

Type	Protection Measures
Full-Cycle Data Protection	• Mandatory Transparent Encryption: Internal files are automatically encrypted and become invalid if sent externally without authorization; • Comprehensive Outbound Control: Monitor and record file outbound activities via USB, chat tools, email, printing, and other channels; • Operational Process Auditing: Fully record file creation, access, modification, deletion, and other actions.
Granular Endpoint Control	• Monitorable Behavior: Supports real-time viewing of desktop activity, processes, software installations, and web browsing history; • Manageable Internet Access: Restrict access to non-work-related websites and applications to enhance efficiency and security; • Auditable Assets: Automatically collect endpoint software and hardware asset information and track changes.
Permissions and Risk Control	• Decryption Requires Approval: Establish a file decryption approval mechanism with complete operation logs; • Abnormal Activity Alerts: Set thresholds for abnormal operations and trigger automatic alerts.
Peripheral and Content Security	• Controlled USB Drive Management: Strictly control USB usage to prevent risks from external device connections; • Intelligent Content Filtering: Block web data and emails containing sensitive keywords to prevent information leaks.

Case Study

Conducting Information Security Training

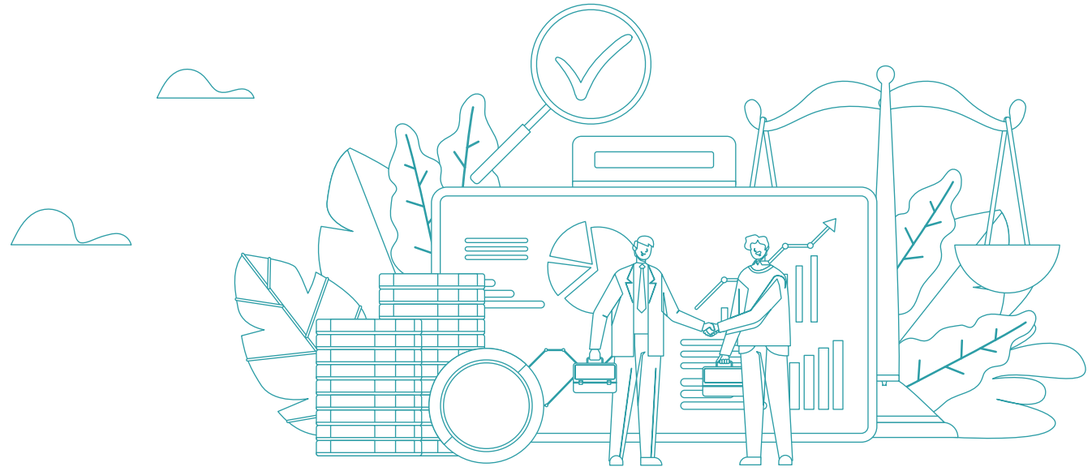
During the Reporting Period, the Company conducted diverse, tiered, and categorized information security training activities. These covered foundational knowledge of network information security management, network emergency response procedures, and more, delivered through policy explanations and case analysis. The extensive training activities effectively enhanced all employees' security awareness and practical response capabilities, building a solid barrier for the stable operation of the Company's information systems.





Customer Privacy Protection

Silane Technology places customer privacy protection as a key aspect of corporate responsibility. Focusing on critical business areas such as R&D and marketing, the Company continuously strengthens technical safeguards and management mechanisms. It systematically deploys a multi-dimensional protection system including encrypted data transmission, tiered access control, and behavior auditing to ensure customer data remains controlled throughout its entire lifecycle of storage, transfer, and use. During the Reporting Period, the Company experienced no incidents of customer privacy information leakage.



04

People-oriented, Building a Better Life Together

Silane Technology always regards employees as the Company's valuable resources and is committed to creating a diverse and inclusive working environment. The Company provides competitive compensation and benefits and builds a platform for growth and development for every employee. By establishing stable and harmonious labor relations, we look forward to working hand in hand with our members to achieve mutual growth and long-term development.

Protecting Employee Rights

Compliant and Equal Employment

Silane Technology upholds the recruitment principle of "integrating morality and talent, fairness and justice, and competition for excellence" It has formulated internal regulations such as the Human Resource ***Management Procedures, Open Recruitment Management System***, and ***Open Recruitment Implementation Plan*** to stand ardize the employee recruitment process, ensuring open, fair, and just talent recruitment and selection.

The Company actively expands talent recruitment channels and establishes a flexible talent selection and cultivation mechanism. Through internal recruitment, social recruitment, and other channels, it widely absorbs diverse talents that meet the Company's development requirements, providing solid talent support for achieving strategic goals.

Recruitment Process

Application

↓

Qualification Review and Resume Screening

↓

Interview

↓

Written Test

↓

Selection of Candidates for Appointment

↓

Physical Examination

↓

Employment Appointment

Job fair venue





Composition of New Employees	
Number of New Employees	8

New Employees by Gender	
Female	1
Male	7

New Employees by Age	
Under 30 years old (excluding 30)	4
30-40 years old (including 30, excluding 40)	2
50 years old and above	2

Employee Turnover Situation	
Total Employee Turnover Rate	6%

Key Performance

During the Reporting Period, the Company's labor contract signing rate was 100%, with 0 part-time employees.

Compliance with Labor Standards

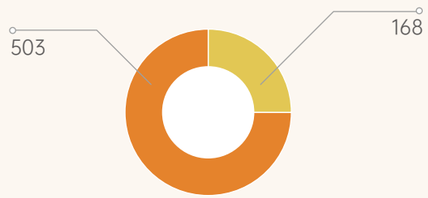
Diversity and Equality

Silane Technology strictly complies with relevant laws and regulations such as the ***Labor Law, Labor Contract Law,*** and ***Special Protection Regulations for Minor Workers***, and firmly opposes discriminatory practices based on factors such as age, gender, ethnicity, race, religious beliefs, or disabilities. The Company implements an age verification mechanism during the recruitment process, prohibiting the employment of individuals under the age of 18, and workplace harassment and similar misconduct are strictly forbidden to ensure compliance with legal requirements throughout all employment processes.

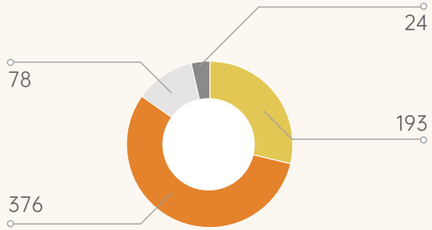
Employee Composition

Total number of employees	Number of Ethnic Minority Employees	Percentage of Ethnic Minority Employees (%)
671	59	9

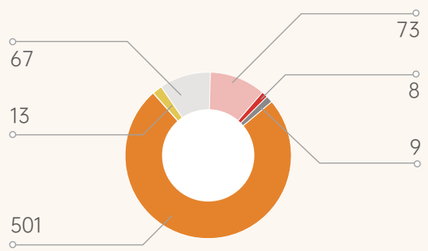
Number of Employees by Gender



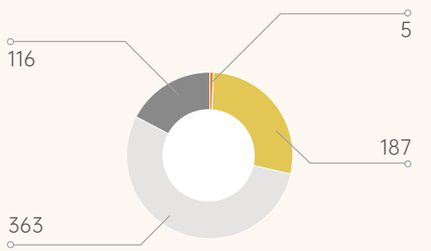
Number of Employees by Age



Number of Employees by Job Nature



Employee Count by Educational Background



Protection of Female Employees' Rights

Silane Technology firmly upholds the lawful rights and interests of female employees, closely attends to their work and life needs, strictly implements statutory leave systems such as maternity leave and breastfeeding leave, and actively organizes celebratory activities like 'International Women's Day' to express respect and care for female employees.

Case Study

Women's Day Care Activities

To celebrate International Women's Day, enrich employees' cultural life, and foster a warm and harmonious workplace atmosphere, the Company organized a series of care activities, including holiday greetings and flower arrangement sessions, to extend sincere holiday wishes to all female employees.



Key Performance

In 2025, 13 employees enjoyed maternity leave, with a 100% return-to-work rate after maternity leave.

Compensation and Benefits

Compensation Incentives

Based on industry characteristics and job specifics, Silane Technology has formulated the ***Salary Management Measures***, establishing a comprehensive compensation management system. The salary structure consists of position-based pay, seniority pay, performance-based bonuses, and allowances, with emphasis on fair and reasonable compensation distribution, particularly favoring 'frontline research' and 'hazardous or labor-intensive' positions.

The Company implements differentiated incentive and evaluation mechanisms, distributing performance-based salaries according to evaluation results to motivate employees and enhance work efficiency.

Employee Benefits

To practice humanistic care and enhance organizational cohesion, Silane Technology actively builds and improves its employee benefits system. On the basis of ensuring employees enjoy statutory benefits, the Company has introduced multiple supplementary benefits with corporate characteristics. Through multi-dimensional care initiatives, it strengthens employees' sense of belonging and happiness.

Welfare System	
Statutory Benefits	Employee social insurance (pension insurance, medical insurance, work injury insurance, maternity insurance, and unemployment insurance) and housing provident fund;
Supplementary Benefits	Provides regular health check-ups, education subsidies, veteran subsidies, free commuter shuttle buses, employee dormitories, holiday greetings, birthday vouchers, etc.

Key Performance

During the Reporting Period, the social insurance coverage rate was 100%.

Employee Care

Employee Assistance

Silane Technology continues to advance assistance for employees in need, establishing a regular assistance mechanism. Through periodic visits, financial aid, and other means, the Company provides targeted support to employees facing life difficulties in a timely manner, reflecting its humanistic care.

Key Performance

During the Reporting Period, 4 employees received assistance, with a total assistance amount of RMB 4,000.

Employee Activities

Silane Technology enriches employees' cultural and recreational life by regularly organizing diverse employee activities, actively fostering a united, collaborative, and harmonious work atmosphere, and continuously enhancing employees' sense of happiness and belonging.

Case Study

Employee Singing Competition

In January 2025, the Company held a singing competition titled 'Because of You, Singing Youth,' providing a stage for employees to showcase themselves. This allowed all employees to relax amidst their busy work schedules while promoting communication and interaction among them.



Mental Health Symposium

The Company cares about employees' mental health and actively organizes mental health training sessions, covering topics such as mental health knowledge, common issue identification, and stress and emotion management. This helps employees understand the importance of mental health, improve self-regulation skills, and better cope with challenges in work and life.





Employee Communication

Democratic Management

Silane Technology highly values employee participation in democratic management. It has established internal regulations such as the Employee *Representative Management System* and *Special Working Committee System for Employee Congresses*, regularly organizing employee congresses to encourage suggestions and fully safeguard employees' rights to participate in democratic decision-making. The Company also widely collects employees' opinions and suggestions through questionnaires, employee suggestion boxes, and online forums, promoting scientific and democratic decision-making. During the Reporting Period, the proportion of company union members to active employees was 100%.





Company Leaders and Employee Representatives Attended the Second First Employee Congress Held by the Shoushan Party Committee.

Employee Satisfaction

Silane Technology genuinely cares about employee needs, conducting annual employee satisfaction surveys to deeply understand their demands. During the Reporting Period, the Company distributed the ***Employee Satisfaction Survey*** to collect feedback on work environment, compensation, career development, etc. For key concerns, improvement measures were formulated and implemented to continuously enhance employee satisfaction and well-being. During the Reporting Period, 202 employee satisfaction questionnaires were distributed with a 100% return rate, and the average satisfaction score was 92.88.

Focusing on Employee Development

Employee Training

Employee Training System

Silane Technology places great emphasis on talent cultivation, continuously improving a multi-level, multi-channel training system based on management methods such as Strengthening Education and Training Work and the High-Quality Promotion of the "Everyone Certified, Skilled Henan" Construction Work Plan. The Company's HR Office oversees employee training management, drafting and implementing annual training plans while supervising, guiding, and evaluating departmental training activities.

Key Performance	Unit	2025
Number of Training Sessions	Sessions	241
Total Number of Trainees	Persons	671
Total Number of Training Attendances	Person-times	13,591
Employee Training Coverage Rate	%	100
Total Training Duration	Hours	43,180
Average Training Duration per Employee per Year	Hours/persons	64.35
Training Duration by Job Level		
Senior Management Level	Hours	180
Middle Management Level	Hours	840
Frontline Employees	Hours	42,160

Instructor Team Building

To efficiently leverage internal professional knowledge resources and achieve mentorship through practical experience, Silane Technology established an internal instructor team primarily composed of managers such as plant directors, deputy directors, section chiefs, and department heads. Instructors closely align with the Company's talent training plan, using diversified teaching and guidance to comprehensively enhance employees' professional skills and overall competence.

Tiered Training

To promote personalized development and comprehensive skill enhancement, Silane Technology built a multi-dimensional training matrix based on its specialized training base. During the Reporting Period, the Company developed an annual training plan, systematically conducting specialized training such as job skill practice, advanced capabilities for management talent, and continuing education for technical professionals, enabling precise empowerment for employees at different levels and positions.

Case Study

New Employee Onboarding Training

In July 2025, the Company organized an onboarding training for new employees, with courses covering company policies, job responsibilities, and corporate culture. This helped new employees quickly acquire the necessary knowledge and skills in the early stages of their employment, smoothly integrate into the work environment, and enhance their sense of belonging and value recognition.




Job Skill Training

During the Reporting Period, the Company regularly conducted on-the-job skill drills and theoretical training for employees in frontline positions, focusing on operational standards and process requirements. This ensured that frontline employees adhered to "operating procedures and process flows" in their daily tasks.


Skill Training for the Electromechanical Equipment Department


Theoretical Study for the Production Management Department

Leadership Training: Night School Training for Middle-Level Leaders

In November 2025, the Company organized a training session on Managing Markets and Customers Effectively. Members of the Company's leadership team, heads of various divisions and departments, and management personnel at the deputy section level and above all participated. The training effectively enhanced the management team's insight into customer needs and their execution of market strategies, laying a solid foundation for strengthening customer relationships and driving sustained business growth.




Career Development

Silane Technology consistently adheres to the principle of "openness, fairness, impartiality, and merit-based selection" in talent management. Based on employees' competency levels and career development aspirations, and considering the functional characteristics and job requirements of different positions, the Company has established three clear career development paths: "technical, production, and administrative," providing employees with well-defined promotion routes. Additionally, the Company has formulated and implemented the ***Internal Open Recruitment Implementation Plan*** based on actual conditions. Using "open selection and competitive recruitment" as the primary method, the Company periodically organizes internal recruitment activities to comprehensively support employees' career development and personal growth.

Employee Promotion Pathways

Technical Operations Sequence	Junior Worker	→	Intermediate Worker	→	Senior Worker	→	Technician Level 2	→	Technician Level 1
Production Management Sequence	Employee	→	Team Leader	→	Section Chief	→	Deputy Factory Manager	→	Factory Manager
Administrative Management Sequence	Deputy Chief Engineer	→	Clerk	→	Deputy Section-Level	→	Section-Level		



Safeguarding Health and Safety

Governance

Silicon Technology strictly complies with the requirements of laws and regulations such as the ***Work Safety Law*** and the ***Law on the Prevention and Control of Occupational Diseases***, adheres to the work safety policy of "Safety First, Prevention Foremost, Comprehensive Management", and has formulated institutional documents including the ***Compilation of Safety Management Systems*** and the ***Occupational Health Management Systems and Operating Procedures***, continuously improving its safety management efforts. The Company has established the Safety and Environmental Protection Department, which is dedicated to implementing occupational health and safety management responsibilities.

To strengthen accountability, the Company has formulated rules and regulations such as the ***Work Safety Reward and Punishment System*** and the ***Assessment Measures for Work Safety Responsibility System***. Work safety responsibility documents are signed at each level, assessments are strictly implemented, and safety objectives are incorporated into the performance evaluation system, ensuring the effective implementation of a responsibility system for work safety across all employees. During the Reporting Period, the Company passed the ISO 45001 occupational health and safety management system certification.



Occupational Health and Safety Management System Certification

Strategy

Risks/Opportunities	Type	Risk/Opportunity Description	Financial Impact	Impact Cycle	Impact Degree	Likelihood of Occurrence	Impact on Value Chain	Response Measures
Physical Risks	Fire and Explosion	Silane gas is a flammable and explosive hazardous chemical. When mixed with air, it can easily explode due to static electricity or high temperatures, potentially causing major safety accidents.	Increased Operating Costs	Medium to Long Term	Medium	Low	Downstream Operations	Strengthen the inspection and maintenance of leakage alarm systems, video surveillance systems, automated control systems, etc.
	Electric Shock, Poisoning, and Asphyxiation	Electrical leakage in production equipment or chemical leaks can cause accidents such as electric shock, poisoning, and asphyxiation, potentially leading to employee injuries or even fatalities, resulting in legal liabilities and compensation issues.	Increased Operating Costs	Short Term	Medium	Low	Operations	Conduct safety production hazard inspections; develop safety production emergency plans; carry out regular emergency drills.

Risks/Opportunities	Type	Risk/Opportunity Description	Financial Impact	Impact Cycle	Impact Degree	Likelihood of Occurrence	Impact on Value Chain	Response Measures
Transition Risks	Policy and Regulatory Risks	National and local governments impose strict safety monitoring on the chemical industry, issuing a series of policy and regulatory requirements closely related to chemical enterprises.	Increased Operating Costs	Short Term	Low	Low	Operations	Strictly comply with national and local laws and regulations; continuously monitor policy changes; promptly adjust safety standards.
Opportunities	Management Efficiency Improvement	Improvements in safety technology innovation and application, along with continuous optimization of the management system, will enhance the Company' s overall operational efficiency.	Reduced Operating Costs	Medium to Long Term	Medium	Medium	Downstream Operations	Introduce a digital safety management system to improve safety management levels and achieve intelligent and efficient safety production.

Impact, Risk, and Opportunity Management

Safety Risk Management

Silane Technology continuously improves the hierarchical control mechanism for major hazards, formulating the ***Major Hazard Source Responsibility System*** and establishing a three-tier vertical responsibility system of 'primary responsible person—technical responsible person—operational responsible person.' The Company actively implements a dual supervision mechanism of monthly specialized inspections by leadership and routine inspections by operational staff, strengthening risk prevention and control. Combined with intelligent sensing systems such as leakage alarms and video surveillance, the Company implements intelligent control over major hazards, comprehensively reinforcing the hierarchical control defense line for major hazards.

Hidden Hazard Investigation

Silane Technology has established a systematic and standardized closed-loop mechanism for hidden hazard investigation and management. By developing detailed hazard investigation checklists, the Company routinely conducts multi-level safety inspections. For identified safety hazards, the Company implements precise control measures and establishes a regular public disclosure system for inspection results. Transparent rectification promotes supervision by all employees, continuously strengthening the preventive system for safe production.

2025 Annual Statistics Report on Safety Risk Hazard Investigation and Management		
Project	Frequency (times)	Quantity (items)
Government Agencies	5	147
Group Inspection	4	38
Sector Inspection	3	36
Company Comprehensive Inspection	12	585
Company Specialized Inspection	7	80
Total	32	886

Safety Emergency Management

Silane Technology formulated the ***Production Safety Accident Emergency Plan***, established an emergency response leadership team, and continuously strengthens emergency management. During the Reporting Period, the Company routinely conducted safety production emergency drills. Through dynamic improvements based on drill outcomes, the Company continuously enhanced its rapid response and handling capabilities for emergencies, reinforcing the resilience of safety production.

Case Study

Comprehensive Emergency Drill for Pipeline Leakage Accident in Phase II Disproportionation Unit

In June 2025, the Company organized a comprehensive emergency drill for a pipeline leakage accident in the Phase II disproportionation unit, simulating a scenario where silicon tetrachloride leakage from the T-2106B tower return line to V-2114 caused personnel poisoning and suffocation. The drill covered seven stages: alarm handling, plan activation, casualty rescue, personnel evacuation, on-site emergency response, pollution decontamination, and effectiveness evaluation. The drill effectively tested the practicality of the emergency plan and improved the multi-department coordination capability for handling chemical leakage accidents.





Indicators and Objectives

Silane Technology, in line with its annual business plan, formulated the ***Safety Goal Management System***, setting scientific and quantifiable safety goals. It clearly defines the safety responsibilities of management personnel at all levels and departments, effectively implementing safety production work.

	Key Performance	Unit	2025
Work Safety	Work Safety Accidents	Cases	0
	Number of Work-Related Deaths	Persons	0
	Total Number of Work Injuries	Persons	0
	Work Injury Rate	%	0
	Number of Work-Related Lost Days	Days	0
	Hazard Investigation and Rectification Rate	%	100
	Number of Safety Emergency Drills	Sessions	72
	Amount of Safety Production Investment	RMB10,000	580.49
	Proportion of Safety Production Investment to Operating Income	%	1.22
Safety Training	Total Investment in Safety Education and Training	RMB10,000	18.85
	Number of Safety Education and Training Sessions	Sessions	64
	Total Number of Participants in Safety Education and Training	Persons	671
	Total Duration of Safety Education and Training	Hours	27,016
	Average Duration of Safety Training Per Person	Hours	40.26
	Coverage Rate of Safety Education and Training	%	100
Occupational Health	Incidence Rate of Occupational Diseases	%	0
	Certification Rate of Special Operations Personnel	%	100
	Investment Amount in Safety Production Liability Insurance	RMB10,000	7
	Coverage Rate of Safety Production Liability Insurance Personnel	%	100
	Employee Physical Examination Coverage Rate	%	100
	Detection Rate of Occupational Disease Hazard Factors	%	100
	Qualification Rate of Occupational Disease Hazard Factor Monitoring	%	100

Occupational Health and Safety Production Goals	Achievement Status in 2025
Zero deaths, zero injuries, zero leaks	√
No secondary or above non-casualty accidents	√
Annual goals of the three-year action for fundamental improvement in safety production	√
Achievement of planned goals for standardized safety production construction	√
No occurrence of occupational diseases	√

Safety Management Measures

Hazardous Chemical Management

Silane Technology strictly adheres to the Regulations on the Safety Management of Hazardous Chemicals and related regulatory requirements. It has established the Hazardous Chemical Safety Management System, classifying chemicals used, stored, and discarded, and labeling them accordingly. The Company implements strict control throughout the entire lifecycle, from procurement and transportation to production, storage, and disposal.

Digital Management

Silane Technology focuses on a digital safety management system, deeply integrating eight functional modules, including intelligent monitoring of major hazard sources, dual prevention mechanisms, intelligent inspections, precise personnel positioning, and safety education and training. This builds a comprehensive, real-time responsive intelligent safety production protection network, empowering safety management through data-driven approaches and establishing a digital-intelligent defense line for production safety.



Digital Safety Management System

Contractor Management

Silane Technology has formulated the ***Contractor Management System***, clarifying the safety management responsibilities of contractors to ensure standardized construction safety management within the Company and prevent accidents involving personnel and property damage. To enhance contractors' safety awareness, the Company provides specialized safety management training for project contractors and signs safety and environmental protection agreements with relevant parties, comprehensively strengthening the foundation of safety production.

Safety Awareness Cultivation

Silane Technology actively fosters a culture of safety production, focusing on key areas such as occupational health, safety production, and fire safety. The Company builds and continuously optimizes online and offline learning platforms, deeply promotes safety concepts, strengthens the safety awareness of all employees, and ensures that the safety culture is deeply ingrained, establishing an ideological defense line for safety production.

Occupational Health Protection

Silane Technology continuously focuses on employees' occupational health, formulating and implementing a series of comprehensive and diversified protective measures to safeguard employees' health and safety in all aspects, creating a safe and stable environment for the Company's steady development.

Occupational Health Management Measures	
Detection of Occupational Disease Hazard Factors	● Formulate the Detection of Occupational Disease Hazard Factors in Workplaces and conduct regular detection of occupational disease hazard factors in workplaces; ● During the Reporting Period, the Company engaged a third-party professional agency to conduct detection of occupational disease hazard factors, setting up a total of 125 detection points, including 64 for toxic and harmful gases, 59 for noise detection, and 2 for dust detection. All detection results were within the control indicators.
Occupational Health Examinations	● Arrange pre-employment health examinations for all new employees and arrange periodic health examinations for employees exposed to occupational hazards; ● Establish and update individual occupational health monitoring records.
Occupational Health Protection Measures	● Formulate the Labor Protection Equipment Management System and regularly distribute labor protection supplies; ● Post occupational hazard notification signs in prominent areas.



Occupational Hazard Notification Signs

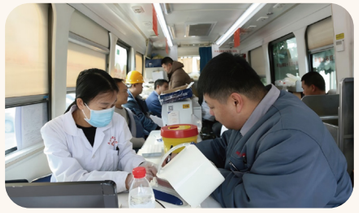
Engaging in Public Welfare Activities

Caring for society, warming hearts with dedication. Silane Technology actively fulfills its social responsibilities, highly prioritizes people's well-being, and warmly gives back to society through public welfare actions. The Company leverages its industrial, resource, and platform advantages to engage in public welfare initiatives and encourages employees to participate in diversified volunteer services, proactively fulfilling social responsibilities and contributing positive strength to building a harmonious society.

Case Study

Blood Donation Activity

During the Reporting Period, Silane Technology organized a voluntary blood donation event. The blood donation vehicle from the Pingdingshan City Red Cross Central Blood Station arrived in front of the Company's old office building. Under the professional guidance of medical staff, over 70 employees participated in this voluntary blood donation activity. All participating employees conveyed warmth through their blood and demonstrated responsibility through their kind actions.



Caring for the homeland, taking responsibility and action. The Company actively integrates into rural regional economic development, effectively driving the joint development of upstream and downstream enterprises through industrial chain collaboration and creating numerous job opportunities. The Company focuses on optimizing the employment environment, helping alleviate regional employment pressure, providing abundant job opportunities for county residents, effectively promoting local employment, and making tangible contributions to activating rural endogenous development momentum.

Appendix

Indicator Index Table

First-level Heading	Second-level Heading	Sustainability Reporting Standards (GRI Standards)	Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)
About this report		2-2/2-3/2-4	/
Chairman's Statement		/	/
About Silane Technology	Company Profile	2-1	/
	Corporate Culture	/	/
	Development MilesTonses	2-1	/
	Business Layout	2-6	/
	Main Products	2-6	/
	Corporate Honors	2-1	/
	Figures 2025	/	/
Compliance Operations, Solidifying the Foundation for Development	Practicing Sustainable Development	2-14/2-16/2-29/3-1/3-2	Article 11, Article 12(1), Article 12(5), Article 13, Article 19, Article 51, Article 52, Article 53(2)
	Optimizing Corporate Governance	2-9/2-10/2-11/2-12/2-27	Article 12(2), Article 12(3), Article 12(4), Article 53(1)
	Upholding Business Ethics	205-2	Article 54, Article 55, Article 56
	Strengthening Party Building Leadership	/	/
Green and Eco-Friendly, Drawing an Ecological Blueprint	Addressing Climate Change	201-2/305-1/305-2/305-4	Article 14, Article 15, Article 16, Article 17, Article 18, Article 19, Article 20, Article 21, Article 22(1), Article 22(2), Article 23(1), Article 23(2), Article 24, Article 25, Article 26, Article 27
	Implementing Green Operations	2-27/303-2/303-4/304-3/ 306-1/306-3/306-4/306-5	Article 14, Article 15, Article 16, Article 17, Article 18, Article 28, Article 29, Article 30, Article 31, Article 32(2), Article 32(5), Article 33(1), Article 33(3), Article 37(3)
Green and Eco-Friendly, Drawing an Ecological Blueprint	Strengthening Resource Utilization	302-1/302-3/302-4/303-5	Article 14, Article 15, Article 16, Article 17, Article 18, Article 34, Article 35, Article 36 (1), Article 37(2)
In-depth R&D as Wings, Empower Industries to Soar	Focus on R&D and Innovation	203-1	Article 41, Article 42, Article 43(1), Article 54
	Ensuring Product Quality	416-1/416-2	Article 14, Article 15, Article 16, Article 17, Article 18, Article 47(1), Article 47(2), Article 47(3)
	Safeguarding Customer Rights and Interests	417-1/417-2	Article 47(4)
	Ensuring Supply Security	204-1/308-1/414-1	Article 44, Article 45, Article 46
	Focusing on Information Security	/	Article 48
People-Oriented, Building a Better Life Together	Protecting Employee Rights	2-7/2-19/2-20/401-1/401-2/ 401-3/405-1/406-1/407-1	Article 49, Article 50 (1)
	Focusing on Employee Development	404-1/404-2	Article 50 (3)
	Safeguarding Health and Safety	403-1/403-2/403-3/403-5/403-6/ 403-7/403-8/403-9/403-10	Article 14, Article 15, Article 16, Article 17, Article 18, Article 50 (2)
	Engaging in Public Welfare Activities	/	Article 38, Article 39 (2), Article 40
Appendix	Indicator Index Table	/	/
	Feedback Form	2-16	/

Feedback Form

Dear Reader:

Thank you very much for reading the Henan Silane Technology Development Co., Ltd. 2025 Environmental, Social, and Governance (ESG) Report. We highly value and look forward to hearing your feedback on this report. Your opinions and suggestions are an important basis for us to continuously improve the level of corporate ESG information disclosure and advance corporate ESG management and practices. We sincerely invite you to fill out the relevant questions in the feedback form and provide your valuable opinions!

Our Contact Information:

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Fax: 0374-8512902

Your Information:

Name: _____ Phone: _____
Organization: _____ Email: _____

1. Your overall evaluation of our ESG performance is:
☐Excellent ☐ Good ☐ Average ☐ Poor ☐ Very Poor

2. What is your overall evaluation of this report?
☐Excellent ☐ Good ☐ Average ☐ Poor ☐ Very Poor

3. How do you think we are doing in stakeholder communication?
☐Excellent ☐ Good ☐ Average ☐ Poor ☐ Very Poor

4. How do you think we are doing in product responsibility?
☐Excellent ☐ Good ☐ Average ☐ Poor ☐ Very Poor

5. How do you think we are doing in environmental, safety, and occupational health?
☐Excellent ☐ Good ☐ Average ☐ Poor ☐ Very Poor

6. How do you think we are doing in employee responsibility?
☐Excellent ☐ Good ☐ Average ☐ Poor ☐ Very Poor

7. How do you think we are doing in ESG?
☐Excellent ☐ Good ☐ Average ☐ Poor ☐ Very Poor

8. What comments or suggestions do you have on our ESG performance and this report?