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STOCK CODE: 603163

2025 Sustainability Report

ACTER TECHNOLOGY
INTEGRATION GROUP CO., LTD.



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Preface to the Report

About the Report

This report is the third Sustainability Report (ESG report) issued by Acter Technology Integration Group Co., Ltd. (hereinafter referred to as “Acter”, “the Company” or “we”). In line with the principles of objectivity, standardization, transparency, and comprehensiveness, this report provides a detailed disclosure of the Company’s practices and performance in environmental, social, and governance for the year 2025.

◆ Reporting Period

This report is an annual report covering the period from January 1, 2025, to December 31, 2025. To improve the comparability and forward-looking nature of the report, some sections of this report may be appropriately referred to previous years or contain forward-looking statements. This report is released on an annual basis, consistent with the annual report.

◆ Reporting Scope

This report covers Acter Technology Integration Group Co., Ltd. and its branches and subsidiaries. Unless otherwise specified, the scope of this report is consistent with that of the Company’s annual report.

◆ Preparation Basis

- 2021 Sustainability Reporting Standards (GRI Standards) of the Global Reporting Initiative
- The United Nations Sustainable Development Goals (SDGs)
- International Financial Reporting Standard 1 - General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1)
- International Financial Reporting Standard 2 - Climate-related Disclosures (IFRS S2)
- Sustainability Accounting Standards Board (SASB) Standards
- Shanghai Stock Exchange: Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4 – Preparation of Sustainability Report
- Shanghai Stock Exchange: Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial)

◆ Data Sources

The information and data disclosed in this report are sourced from the Company’s documents and statistical reports and have been reviewed by relevant departments. The Company confirms that the report contains no false or misleading statements and assumes responsibility for its accuracy, completeness, and reliability. The financial data in this report are denominated in RMB. In case of any discrepancy between financial data herein and that in the annual report, the financial data in the annual report shall prevail.

◆ Appellation Description

In this report, for the convenience of expression and reading, the following terms have the meanings as below (unless otherwise indicated by the context):

Abbreviation	Means	Full Name
Acter, the Company, We	Means	Acter Technology Integration Group Co., Ltd.
Cleanroom	Means	A cleanroom is a controlled environment where parameters such as airborne particles, temperature, humidity, airflow, and contamination are regulated to meet specific manufacturing requirements.
Hook-up works	Means	Installation and connection of utilities from main distribution systems to process equipment, including electrical, piping, exhaust and related services.
System Integration	Means	The coordinated integration of mechanical, electrical, process and control systems to achieve optimized performance of the overall facility.
BIM	Means	Building Information Modeling, which is a new tool in architecture, engineering and civil engineering. It is an object-oriented and computer-aided design tool related to architecture mainly based on three-dimensional graphics.
EPCM	Means	Engineering, Procurement, Construction, and Maintenance. It refers to the general contracting of the integrated whole process of the design, procurement, construction, maintenance, etc. of an engineering construction project entrusted by the owner in accordance with the provisions of the contract.

◆ Access to This Report

To practice the philosophy of low-carbon environmental protection and sustainable development, this report can be accessed online or downloaded in electronic format from the websites of the Company (www.acter.com.cn) or the Shanghai Stock Exchange (<http://www.sse.com.cn>). If you would like to learn more about other information beyond this report, you can refer to the annual financial statements or browse the website of the Company. This report is prepared in both Chinese and English, respectively. In case of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.

◆ Feedback

The Company cares very much about your opinions on the Company’s social responsibility work and this report. If you have any ideas or suggestions about this report, please contact us in the following way. We express our sincere gratitude for your valuable opinions.

	Board Secretary	Securities Affairs Representative
Name	Chen Zhihao	Gao Jiejie
Address	No. 189 Shilin Road, Xushuguan Economic Development Zone, Suzhou High-tech Zone	No. 189 Shilin Road, Xushuguan Economic Development Zone, Suzhou High-tech Zone
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Message from the Chairman

The year of 2025 marks a pivotal phase for Acter's stable development. Facing multiple challenges such as a complex external environment and intensifying industry competition, we remain committed to the spirit of "Integrity-driven, Excellence in Service". By anchoring ourselves to the main theme of high-quality development, adhering to our core business and main responsibilities, and uniting our efforts, we have steadily promoted our various businesses, achieving solid progress across internal governance, business expansion, project management, and other areas.

In 2025, we have achieved new efficiencies through meticulous management upgrades. We have continuously optimized the corporate governance structure to enhance the scientific nature and transparency of decision-making processes. By introducing industry experts and management talents, we have reinforced the central role of the Board of Directors in strategic development and corporate operations. We have also continuously improved our compliance management system, building robust safeguards for compliant operations to ensure high-quality development. Furthermore, we have deepened the construction of our ESG governance system, implementing sustainable development policies and standards to elevate our comprehensive ESG management level, thereby bolstering our core competitiveness and sustainable development capabilities.

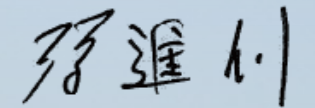
In 2025, we have taken proactive steps in green development, advancing low-carbon initiatives. We have embraced the concept of green and low-carbon development, maintaining our own low-carbon operations. Adhering to the principles of energy conservation, water conservation, material efficiency, and resource recycling, we have implemented green engineering design and construction practices throughout project execution, prioritizing the use of more eco-friendly and energy-efficient advanced technologies and high-quality materials. We have promoted the green management throughout the project process, continuously reducing the impact of project construction on the natural ecological environment, assisting customers in enhancing their energy conservation and consumption reduction levels, and working hand in hand to achieve green and coordinated development.

In 2025, we have honed our quality in engineering business and earned a good reputation. Guided by the principles of "intelligentization, greenness and high-end development", we have continued to advance the R&D of key projects and accelerated our digital transformation. We have persistently optimized our construction management system, strengthening quality and safety control throughout the engineering process to improve construction efficiency and project delivery capabilities. We have also deepened our global localization service layout to swiftly respond to the needs of customers both domestically and internationally, thus offering more efficient, stable, eco-friendly, and user-friendly cleanroom solutions.

In 2025, we have forged ahead together in harmonious development, achieving win-win outcomes for the future together with our partners. We respect and uphold the human rights and labor rights of every employee, safeguarding their physical and mental health and continuously enhancing their well-being. Focusing on employees' career development needs, we have formed a tiered and classified talent training system to improve their skill levels and support their growth and value realization. At the same time, we have proactively shouldered our social responsibilities, engaged in public welfare initiatives, and contributed to society through concrete actions.

The new year will be a journey of perseverance and challenges. We will continue to maintain our strategic focus, strengthen our core competitiveness, optimize our value creation capabilities, and propel all our tasks to new heights. We will stand shoulder to shoulder with our partners to create a win-win future together!

Chairman of Acter Technology Integration Group Co., Ltd.



About Acter

GRI :2-1/2-6

◆ Company Profile

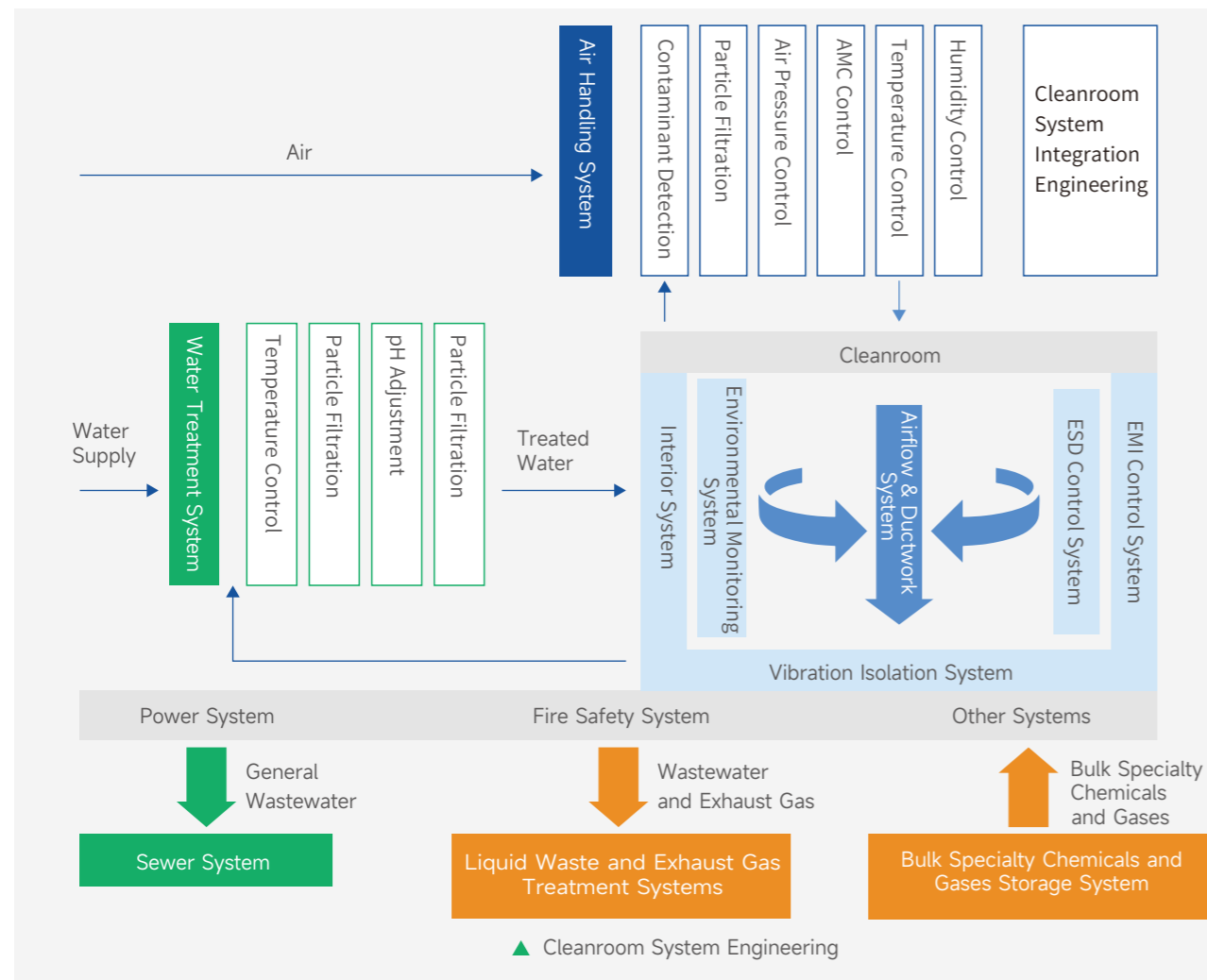
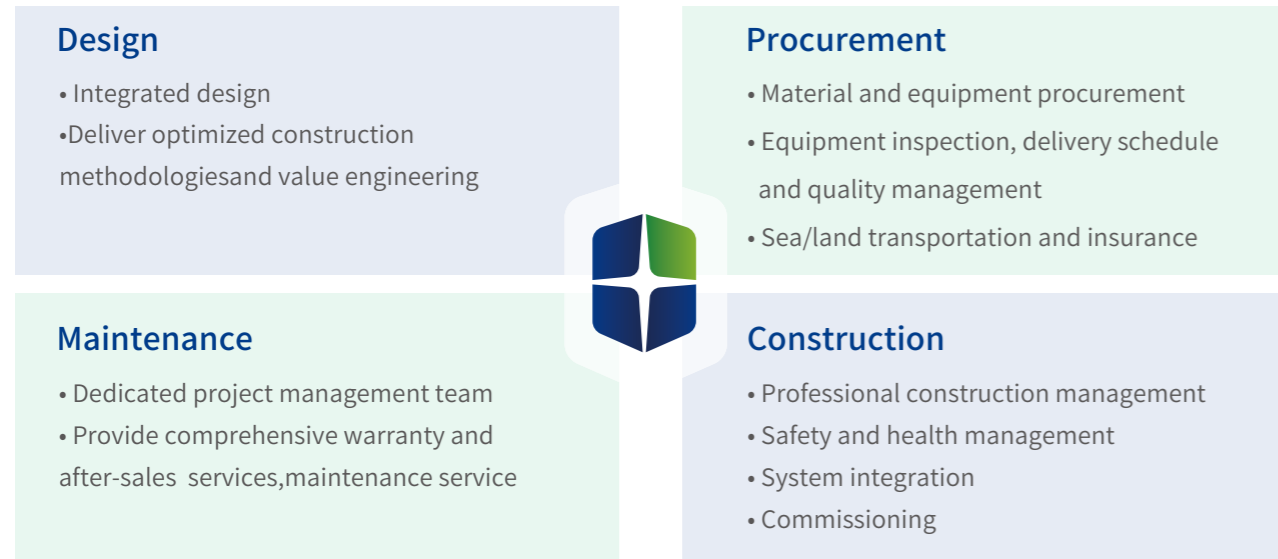
Since its establishment in September 2003, Acter Technology Integration Group Co., Ltd. has focused on providing comprehensive solutions for cleanroom system integration engineering for advanced manufacturing industries and is a leading a leading one-stop solution provider in China's cleanroom engineering industry.

With over two decades of development, the Company has established full-cycle EPCM capabilities (Engineering, Procurement, Construction, and Maintenance). Our team of seasoned professionals, backed by extensive project experience, delivers comprehensive services including cleanroom construction planning, equipment configuration, environmental system integration, and maintenance. As the third-generation semiconductor industry accelerates its growth, the Company has successfully extended its technological advantages into areas such as GaN power device packaging workshops and SiC epitaxy production environment control, delivering end-to-end service capabilities across the entire value chain that covers FAB plant utility systems, advanced packaging cleanrooms, and compound semiconductor production environment management.

Adhering to a development strategy of "diversified customers, industries, trades, and regions", and leveraging our superior service quality, efficient project execution, and specialized talent pool, we have expanded our operations to major cities across multiple countries and regions. As we have formed partnerships with hundreds of world-renowned enterprises, our solutions are widely recognized by our customers, which solidifies our position as a market leader in the cleanroom industry. During the reporting period, we were officially accredited as a Regional Headquarters Enterprise of Multinational Corporations in Jiangsu Province by virtue of our robust operational strength, well-established regional layout, and international operational capabilities.



◆ Main Businesses





INTERIOR ENGR.

- Ceiling Systems
- Flooring Systems
- Partition Wall Systems
- Cleanroom Equipment Systems
- Secondary Steel Structure System
- Fine Decoration Systems

01



HVAC ENGR.

- Air Duct Systems
- Low-temperature Chilled Water Systems
- Medium-temperature Chilled Water Systems
- Hot Water Systems
- Cooling Water Systems
- Mechanical Equipment Systems

02



MONITOR ENGR.

- Monitoring Room Systems
- PLC Cabinet Systems
- Cabling Systems

03



FIRE FIGHTING ENGR.

- Fire Water Supply & Drainage
- Fire Alarm Systems
- Fire Smoke Exhaust Systems
- Very Early Smoke Detection Apparatus (VESDA) Systems

04



ELE ENGR.

- High-voltage Power Supply Systems
- Low-voltage Power Supply Systems
- UPS/Generator Systems
- Electrical Cabling Systems
- Lighting & Socket Systems

05



PROCESS ENGR.

- Pure Water Systems
- Wastewater Treatment Systems
- Chemical Systems
- Gas Systems
- Exhaust Systems
- PCW Systems
- CDA Systems

06



LV ENGR.

- CCTV Systems
- Access Control Systems
- Network & Telephone Systems
- Charging Pile Systems

07

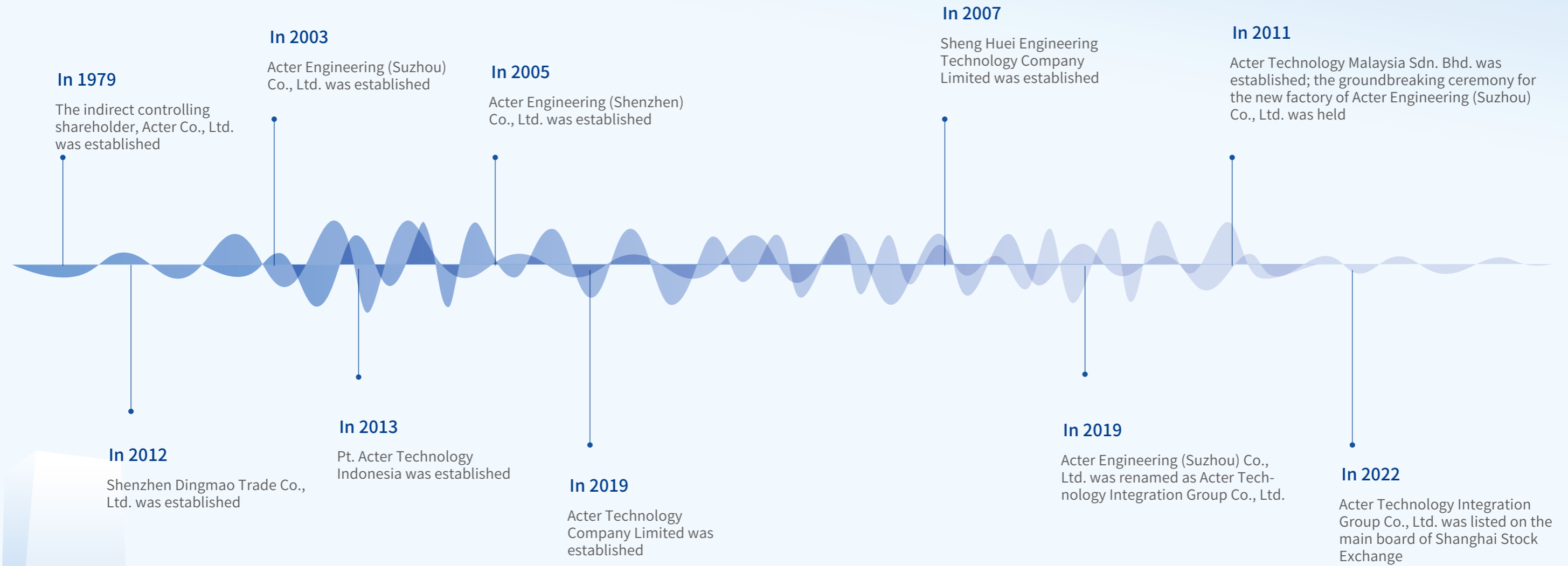


HOOK-UP WORKS

- Process Exhaust Systems
- Process Cooling Systems
- Compressed Gas Systems
- Vacuum Systems
- Bulk Gas Systems
- Special Gas Systems
- Chemical Supply Systems
- Pure Water Systems
- Wastewater Systems

08

◆ Development Course





◆ Corporate Culture



Spirit

Integrity-based, Perfect Service



Purpose

Quality First, Technology Leads



Philosophy

Scientific Management, Innovative Service



Concept

Customer First, Heartfelt Service

◆ Enterprise Advantages

10+

More than 10 construction qualifications, achieved the whole industry coverage of the building mechanical and electrical industry

20+

More than 20 years of cleanroom related engineering construction experience

500+

More than 500 cleanroom related projects were implemented

50+

More than 50 vendor awards from owners

90+

More than 90 cleanroom projects above class 100

◆ Honors

Adhering to the service concept of Customer First and Honest Cooperation, with excellent construction technology, rich project experience and fast and timely localized services, Acter has shaped a high-quality brand image in the industry, won the high trust of customers and the wide recognition of all sectors of society, and has been awarded such honors as “Best Supplier”, “Best Safety Management Team”, “Excellent Safety Manufacturer” and “Excellent Contractor” for many consecutive years.

Recognition from Customers

2021/04
Manufacturer in 2020

** Integrated Circuit Co., Ltd.



2022/01
Advanced Unit in 2021

** Integrated Circuit Co., Ltd.



2025/01
Outstanding EHS Contractor in 2024

** Integrated Circuit Co., Ltd.



2025/01
Excellent Service Provider in 2024

** Integrated Circuit Co., Ltd.



2023/06
Best Safety Management Team

Engineering Co., Ltd.



2023/06
Excellent Safety Manufacturer

** Technology Co., Ltd.



2025/08
Excellent Safety Management Team

** Engineering Consulting Services Co., Ltd.



2025/09
Excellent Management Team

** Technology Co., Ltd.



2023/11
Excellent Project Management Team in 2023

** Technology Co., Ltd.



2023/12
Excellent Contractor

** Semiconductor Co., Ltd.



2025/09
Outstanding Builder of Imotion Headquarters

** (Suzhou) Co., Ltd.



2025/10
Best Excellent Management Team

** Semiconductor Co., Ltd.



2024/01
Excellent Team

** Technology Co., Ltd.



2024/06
Best Cooperative Manufacturer

** Technology Co., Ltd.



2025/12
Excellent Partner

** Logistics System



2024/07
Best Safety Team

** Construction Co., Ltd.



2024/11
Best Partner in 2024

** (Vietnam) Co., Ltd.



Social Recognition



2023/11

High-Tech Enterprise Certificate

Jiangsu Provincial Department of Science and Technology, Department of Finance of Jiangsu Province, Jiangsu Provincial Tax Service



2025/02

Enterprise with Outstanding Contribution to Headquarters Economy in 2024

Suzhou National High-tech Industrial Development Zone Administrative Committee



2025/08

Credit Rating: AAA

Jiangsu ABE Credit Rating Company Limited



2025/12

Best ESG Practice Award for Listed Companies

Shenzhen Value Online Information Technology Co., Ltd



2025/11

Bayu Cup High-Quality Project Award

Chongqing Construction Industry Association



2021/09

Contract-Compliant and Credit-worthy Enterprise

Suzhou Administration for Market Regulation



2024/09

President Unit

Suzhou High-tech Zone Taiwan Compatriots Association



2019/11

Certificate of Donation

Suzhou General Social Welfare Institute



2022/10

Contract-Compliant and Creditworthy Enterprise

Jiangsu Business Credit Management Association



2023/10

Contract-Compliant and Creditworthy Enterprise

Suzhou Administration for Market Regulation



2023/05

Certificate of Donation

Suzhou General Social Welfare Institute



2024/06

Certificate of Donation

Suzhou General Social Welfare Institute



2024/08

Contract-Compliant and Creditworthy Enterprise

Jiangsu Business Credit Management Association



2025/08

Contract-Compliant and Creditworthy

Jiangsu Business Credit Management Association



2025/05

Certificate of Donation

Suzhou General Social Welfare Institute



◆ Key Performance

Economic Performance

Total Assets	Operating Income	
235,995.13 RMB 10,000	298,850.47 RMB 10,000	
Net Profit Attributable to Shareholders of the Parent Company	R&D Expenditure	Cash Dividend (Proposal)
15,454.61 RMB 10,000	3,125.05 RMB 10,000	8,000 RMB 10,000

Governance Performance

Meetings of Board of Shareholders	Meetings of Board of Directors	
3 Times	6 Times	
Meetings of Specialized Committees	Compliance Training	
11 Times	6 Times	
Internal Control and Audit Report	Investor Research Reception	Performance Briefings
50 Copy	160 Nos.	3 Times

Environmental Performance

Environmental Investment	Number of Participants in Environmental Training	Major Environmental Pollution Accident
45.84 RMB 10,000	1,238 PersonTimes	0 Times
Major Environmental Safety Accident	Completion Rate of Environmental Targets	
0 Times	100%	

Social Performance

Signing Rate of the Self-declaration	Percentage of Contract Workers	Social Insurance Coverage Rate
100%	100%	100%
Total Hours of Employee Training	Welfare Expenditure	Investment in Safety Production
10,879 Hour	2,059.35 RMB 10,000	485.75 RMB 10,000
Total Hours of Safety Education and Training	Coverage Rate of Safety Education	Rectification Rate of Potential Safety Hazards
1,276 Hour	100%	100%

Industry Highlight Data

Engineering Technicians	Employees Holding Vocational Skill Certificates
642 Person	365 Person
First-class and Second-class Registered Construction Engineers (Architecture, Mechanical and Electrical Engineering, etc.)	Employees with Intermediate and Senior Professional Titles
59 Person	95 Person
Balance of Orders in Hand (Excluding Tax)	YoY Growth of Order Balance in Hand (Excluding Tax)
25.38 RMB 100 million	46.28 %

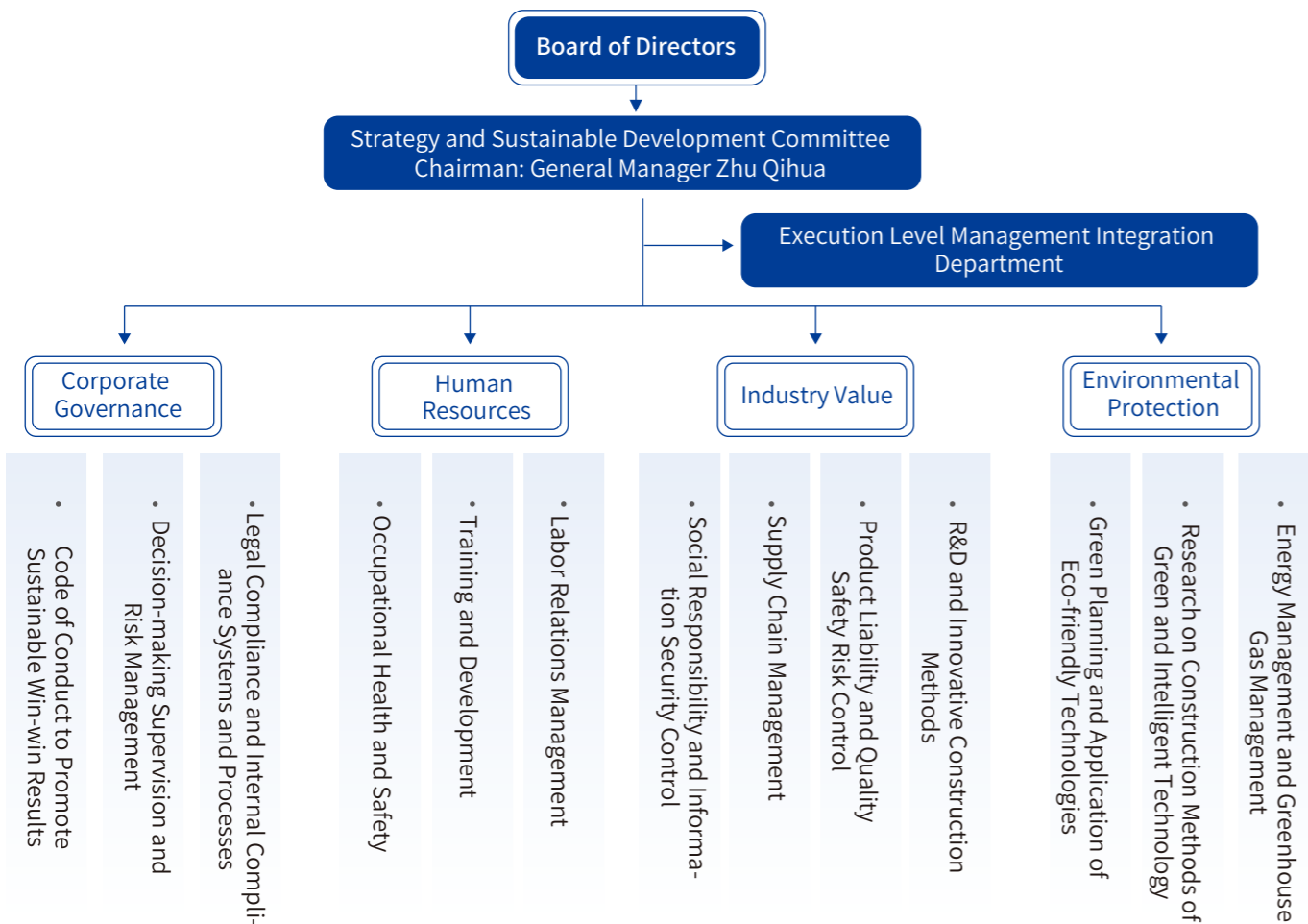
Promoting Sustainable Development

GRI : 2-14/2-16/2-17/2-29/3-1/3-2/3-3

◆ Sustainable Development Governance

Acter adheres to the concept of sustainable development and continuously deepens its ESG governance system, striving to enhance its core competitiveness and sustainable development capabilities while improving its environmental, social, and governance (ESG) management levels. The Company has revised its original Rules of Procedure for the Strategy Committee of the Board of Directors to the Rules of Procedure for the Strategy and Sustainable Development Committee of the Board of Directors, incorporating additional responsibilities for sustainable development and ESG work management on the basis of the original terms of reference, along with corresponding revisions to certain clauses.

The Company has formulated the Sustainable Development Management Measures to standardize the social responsibilities and obligations to be fulfilled during its operational and developmental processes. It has established a three-level sustainability management structure composed of the decision-making level, management level and execution level. The decision-making level is responsible for setting strategic directions and goals. The management level coordinates, promotes, and oversees the implementation process, approves the Company's annual sustainability report, and regularly receives reports from the execution level on ESG work progress and subsequent plans. The execution level is tasked with carrying out specific practical work, providing irregular reports on significant ESG matters to higher levels, and ensuring that sustainable development efforts are systematically and consistently advanced.



▲ Sustainability Governance Structure

Case Study: ESG Capacity Building

To encourage all employees to embrace the concept of sustainable development, the Company engaged external experts to provide ESG special training for the Company's Management and various departments, including latest trends in ESG management and exemplary practice cases, to actively promote the ESG concept, improve the ESG management levels, and facilitate the translation of the ESG concept into concrete actions. During the reporting period, the Company organized three ESG training sessions, with a total of 26 participants.



▲ ESG Special Training



▲ Best ESG Practice Award for Listed Companies

◆ Sustainable Development Strategy

The Company breaks down its sustainable development strategy into quantifiable departmental and individual indicators. ESG performance metrics, such as the absence of environmental incidents, project quality, and safe construction practices, are linked to the compensation of executives across various business lines to ensure the planned progress of sustainable development efforts. The Company is committed to achieving coordinated development in the three dimensions of environment, society and economy: optimizing resource management, reducing carbon emissions, and enhancing energy efficiency; being committed to a people-centered philosophy, and fostering a diverse and inclusive cultural ecosystem to empower employee growth; and continuously developing green engineering technologies to strengthen its core competitiveness and steadily advance towards a sustainable future.



Dimension	Topics	Main Risks and Opportunities	Disclosure Section
Environmental	Climate changes	Acute risks, chronic risks, policy and legal risks, technological risks, and reputational risks Opportunities for technological upgrades, and product and service improvement	Low-Carbon Operations, Co-creating a Green Future
	R&D and innovation	Policy risks, market risks, and technological risks Market expansion opportunities	Advancing Technological Excellence to Create High-quality Spaces
Social	Quality projects	Market risks and engineering construction risks Technology opportunities	Strict Quality Control, Creating Value for All Stakeholders
	Supply chain security	Supply chain quality risks, and price increases Opportunities for supply chain digital transformation	
Governance	Corporate governance	Regulatory compliance risks, etc. Opportunities for improving compliance systems	Deepening Corporate Governance to Drive Sustainable Development

◆ Management of Impacts, Risks and Opportunities

The Company continuously improves its *Internal Control Manual* and deepens its sustainable development governance capabilities. Focusing on key areas such as climate change, environmental management, engineering quality, and safety, it establishes and improves ESG risk identification, assessment, and monitoring mechanisms, thereby continuously enhancing its ability to manage relevant ESG risks during operations. At the same time, the Company focuses on identifying and seizing potential opportunities amid sustainable development trends, promoting the coordinated management of impacts, risks, and opportunities to support the Company's long-term stable development.








◆ Indicators and Targets

The Company actively aligns itself with the United Nations Sustainable Development Goals (SDGs) and formulates ESG goals and indicators that are closely integrated with its long-term business development. Through solid actions, resource investment, and transparent communication, the Company is committed to transforming commitments into tangible operational outcomes and social benefits. By collaborating with various partners, it aims to create sustainable value and achieve a win-win future.

Strategic Pillars	Goals and Commitments	Progress in Practice in 2025	Alignment with the UN Sustainable Development Goals (SDGs)
Deepening Governance	<ul style="list-style-type: none"> Improve the Company's Articles of Association, management systems, rules of procedure, and working detailed rules, and promote the optimization and upgrading of the Company's governance structure; Improve the shareholder rights protection mechanism and effectively implement the relevant information disclosure systems; Include the compliance with business ethics into the performance appraisal of employees/executives. 	<ul style="list-style-type: none"> Improve various rules and regulations, and deepen the development of the compliance system to improve the corporate governance level; Continuously optimize the internal supervision system and disclose it to the outside world through quality information disclosure; Continuously practice the clean culture and strengthen awareness of cleanliness among all employees. 	
Low-carbon Operations	<ul style="list-style-type: none"> Prioritize environmental protection, and actively reduce carbon emissions by using energy-saving equipment, so as to make contributions to the achievement of the national goals of carbon dioxide peaking and carbon neutrality; Strictly control the discharge of sewage and construction waste, and save water resources, so as to plan and construct a target path towards zero emissions. 	<ul style="list-style-type: none"> Respond to the national "Dual Carbon" policy and actively protect the ecology and environment from such aspects as green production, energy management, and green office; Total GHG Emissions: 43,738.72 tCO2e. 	
Strict Quality Control	<ul style="list-style-type: none"> Strengthen the research and development of green engineering technologies and implement incentive measures for R&D and innovation projects; Focus on engineering quality, and improve the quality risk management process; Optimize the customer service management to ensure "no" occurrence of customer privacy leakage incidents; Improve the supply chain management system and incorporate ESG indicators into supplier management and training assessments. 	<ul style="list-style-type: none"> R&D Investment: RMB 31.2505 million; Improve the full lifecycle quality management system; Provide all-round service support to customers, continuously optimize service processes, and improve service efficiency and quality; customer satisfaction score: 92.56, customer privacy leakage incidents: 0; Continuously improve and optimize the relevant processes by strict admission control, review and evaluation of suppliers. 	
Uniting the Teams	<ul style="list-style-type: none"> Ensure that all employees are entitled to equal opportunities in recruitment, career development and promotion, and establish a flexible and diverse incentive mechanism, so as to empower employees for rapid development; Provide a safe working environment for employees to achieve "zero" safety accidents; Provide precise care to improve employees' happiness. 	<ul style="list-style-type: none"> Treat all candidates equally, and improve the systems for employee recruitment, career development, promotion management and rewards; Provide a safe working environment and protective equipment for employees. 	
Fulfilling Responsibilities	<ul style="list-style-type: none"> Actively participate in public welfare activities to give back to society, and promote the harmonious development between the enterprise and society. 	<ul style="list-style-type: none"> Continuously pay attention to multiple areas such as education assistance and community care, so as to contribute the "Acter" strength through practical actions. 	

◆ Communications with Stakeholders

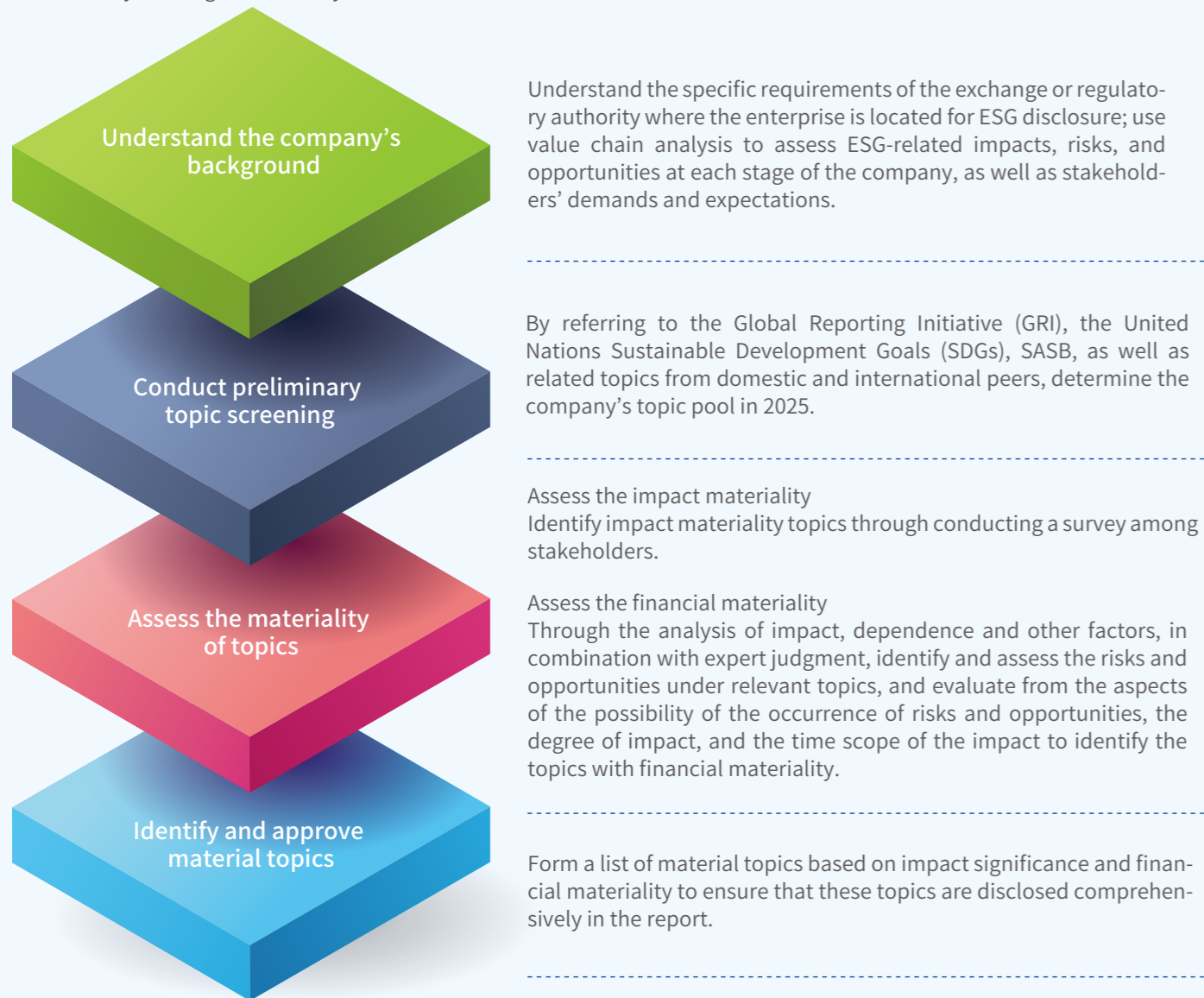
The Company conducts stakeholder identification work, and maintains normalized and diversified communication with stakeholders such as governments or regulatory authorities, investors, employees, customers, and value chain partners, so as to actively respond to and meet the demands and expectations from internal and external stakeholders in terms of environment, society and governance.

Stakeholders	Expectations and Demands	Response and Feedback
 Shareholders/ investors	<ul style="list-style-type: none"> Investor relations management Protection of the rights and interests of minority shareholders Transparent financial information disclosure 	<ul style="list-style-type: none"> Board of Shareholders Compliance information disclosure Investor relations events
 Employees	<ul style="list-style-type: none"> Humanistic care Employment system Compensation and benefits Talent cultivation and development Occupational health and safety 	<ul style="list-style-type: none"> Team activities Online communication platform Salary adjustment mechanism Career development promotion Communication at the employee's congress
 Suppliers/partners	<ul style="list-style-type: none"> Cooperation and development Supplier audit Green supply chain 	<ul style="list-style-type: none"> Industry-university-research cooperation Supplier training Supplier evaluation
 Customers	<ul style="list-style-type: none"> Customer service Information security and privacy protection Project quality assurance 	<ul style="list-style-type: none"> Feedback on response mechanism Protection of customer information Customer satisfaction survey
 Government/regulatory agencies	<ul style="list-style-type: none"> Compliant operation Lawful tax payment Supporting economic growth 	<ul style="list-style-type: none"> Information disclosure Compliant operation Feedback on response mechanism
 Community/the public	<ul style="list-style-type: none"> Public welfare and charity Volunteer activities 	<ul style="list-style-type: none"> Charity donation Volunteer service activities
 Media	<ul style="list-style-type: none"> Open and transparent communication 	<ul style="list-style-type: none"> Regularly publishing reports

◆ Important Topic Management

Assessment Process and Methods of Material Topics

The Company refers to the evaluation methods of domestic disclosure standards such as the *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4 – Preparation of Sustainability Report and GRI 3: Material Topics*, and identifies the material topics from the analytical perspectives of impact materiality and financial materiality, thereby forming a materiality matrix.



▲ Assessment Process of Material Topics



Assessment Result of Topic Materiality



Environmental E

- ① Response to climate change
- ② Pollutant emissions
- ③ Waste disposal
- ④ Ecosystem and biodiversity protection
- ⑤ Environmental compliance management
- ⑥ Energy utilization
- ⑦ Water resource utilization
- ⑧ Circular economy

Social S

- ⑨ Rural revitalization
- ⑩ Contribution to society
- ⑪ Innovation-driven growth
- ⑫ Technology ethics
- ⑬ Supply chain security
- ⑭ Equal treatment of small and medium-sized enterprises
- ⑮ Product and service safety and quality
- ⑯ Data security and customer privacy protection
- ⑰ Employees

Governance G

- ⑱ Due diligence
- ⑲ Communications with stakeholders
- ⑳ Anti-commercial bribery and anti-corruption
- ㉑ Anti-unfair competition

Notes: 1. "dual materiality" refers to topics that are of both financial materiality and impact materiality;

2. The exchange's guidelines on topics such as technology ethics, circular economy, and rural revitalization are not involved by the company for the time being, so relevant information is not disclosed.

A photograph of an industrial facility, likely a water treatment plant, featuring multiple levels of metal walkways with railings and large blue pipes. The scene is set against a clear blue sky. A large white number '01' is overlaid on the left side of the image.

01

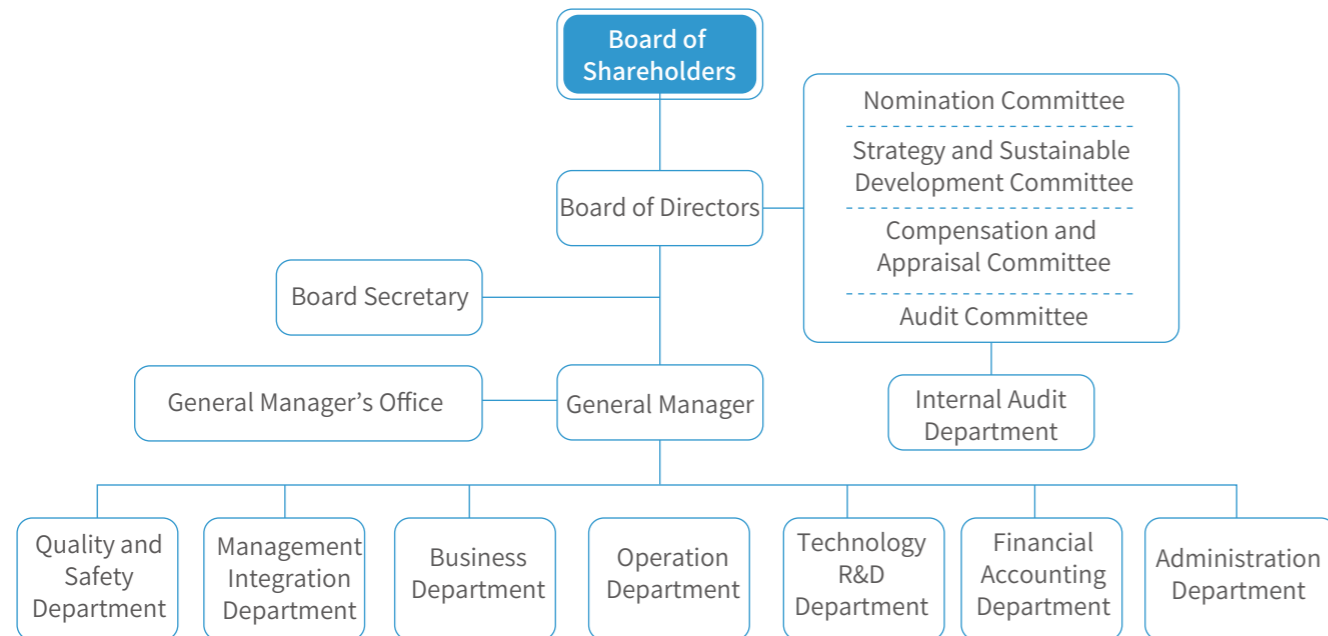
**Deepening Corporate
Governance to Drive
Sustainable Development**

Ensure Compliance and Standardized Operations

GRI :2-9/2-10/2-11/2-12/2-19/2-20/2-27/405-1

◆ Overview of Corporate Governance

Acter strictly complies with the *Company Law of the People's Republic of China* (hereinafter referred to as the *Company Law*), the *Securities Law of the People's Republic of China* (hereinafter referred to as the *Securities Law*) and relevant laws, regulations and rules of the Shanghai Stock Exchange. Based on the actual situation of the Company, it solidifies its governance foundation and continuously strengthens the construction and standardized operation of its governance system, including the Board of Shareholders, Board of Directors, and Management. During the reporting period, the *Company revised its Articles of Association* and over 30 other governance systems, continuously improving its corporate governance structure and enhancing its governance level.



▲ Organizational Structure

◆ Board of Shareholders

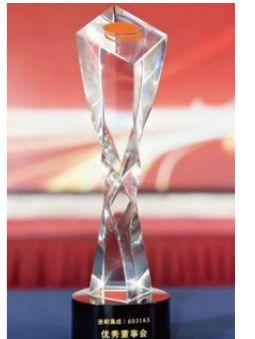
The Company strictly convenes and holds the Meetings of Board of Shareholders in accordance with relevant regulations such as the *Articles of Association* and *the Rules of Procedure for the Board of Shareholders*, and engaged lawyers to issue legal opinions on the legality of the Board of Shareholders to ensure the equal status of all shareholders, especially minority shareholders, and to enable them to fully exercise their legitimate rights and interests as shareholders.

Key Performance:

During the reporting period, the Company held three meetings of Board of Shareholders, at which a total of **15** proposals were deliberated and passed.

◆ Board of Directors

The Company's Board of Directors exercises its powers and responsibilities strictly in accordance with the provisions of the *Company Law*, *the Articles of Association*, *the Rules of Procedure for the Board of Directors*, etc. This ensures that directors and the Board of Directors effectively fulfill their responsibilities, thereby enhancing the standardized operation and scientific decision-making level of the Board of Directors. During the reporting period, the Company's Board of Directors was honored with the "Outstanding Board of Directors" award in recognition of its excellent corporate governance level and standardized operational framework, fully demonstrating the effectiveness of the Board of Directors' performance of duties.



▲ Acter Honored with the 20th "Golden Round-table Award" for Outstanding Board

Key Performance:

During the reporting period, the Company held 6 meetings of Board of Directors, with an attendance rate of **100%**, and adopted **48** resolutions at the meetings of Board of Directors. During the reporting period, none of the Company's independent directors had a term of office exceeding **6** years, nor did any independent director concurrently serve as an independent director of **3** or more listed companies.

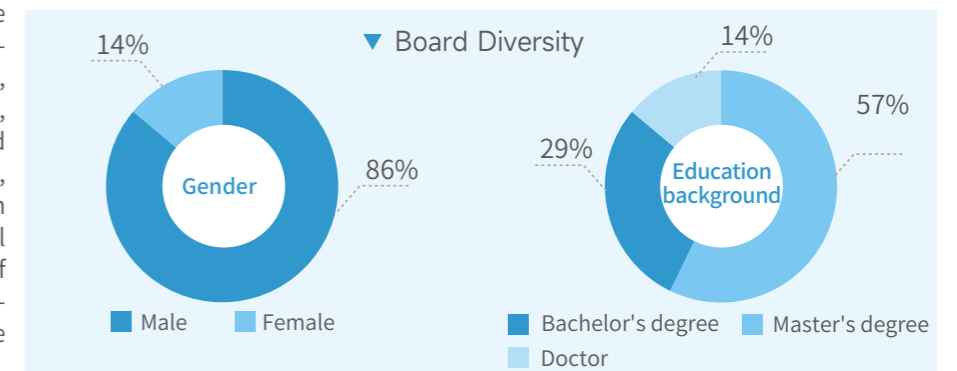
Independence and Diversity

The Company actively implemented the requirements of the reform of the independent director system by revising the *Working System for Independent Directors* to ensure alignment with the latest requirements. It actively promoted the effective integration of the independent directors' performance of their duties with the Company's internal decision-making processes, fully leveraging their professionalism and independence. The Company's Board of Directors has established specialized committees such as the Remuneration and Appraisal Committee, the Audit Committee, the Nomination Committee, and the Strategy and Sustainable Development Committee, further enhancing the professional, scientific and effective decision made by the Company.

Key Performance:

Strategy and Sustainable Development Committee	Remuneration and Appraisal Committee	Audit Committee	Nomination Committee
1	3	5	2
Number of meetings held (times)	Number of meetings held (times)	Number of meetings held (times)	Number of meetings held (times)
0	66.67	66.67	66.67
Proportion of independent directors (%)	Proportion of independent directors (%)	Proportion of independent directors (%)	Proportion of independent directors (%)

The existing directors of the Company have rich work experience in fields such as finance, law, and engineering design, can perform their duties in good faith and with due diligence, and actively participate in relevant training. There is a total of 7 members of the Board of Directors, including 3 independent directors and 1 female director.



◆ Audit Committee

On June 24, 2025, the Company's first extraordinary general meeting of shareholders in 2025 considered and approved the *Proposal on Abolishing the Board of Supervisors and Revising the Articles of Association, Rules of Procedure, and Governance Systems*. The Company's Board of Directors has established an Audit Committee, which exercises the functions and powers of the Board of Supervisors as stipulated in the *Company Law*.

◆ Remuneration Management

The Company continuously optimizes the incentive and restraint mechanisms for its Management, reasonably linking executive compensation to the Company's operational efficiency. In principle, changes in compensation are aligned with the Company's operating performance, promoting the deep integration of the interests of the Management and shareholders. During the reporting period, the Company formulated the remuneration plan for senior executives, combining short-term and long-term incentives, balancing the interests of individuals and teams, and ensuring the scientific and effective incentive system. During the reporting period, the shareholding proportion of senior executives was 2.92%.

Strengthen Investor Relations

GRI: 2-16/2-27/2-29/201-1

◆ Compliance of Information Disclosure

The Company revised the *Information Disclosure Management System*, the *Insider Registration Management System* and other related systems, adhering to the principles of truthful, accurate, complete, timely, and fair information disclosure, and striving to enhance the quality of information disclosed. By implementing measures such as the insider filing and the external information reporting records, the Company strengthens the insider management, standardizes the review process for external information reporting, clarifies the obligations and responsibilities of relevant personnel to keep undisclosed information confidential, and strengthens the Company's awareness of information disclosure, so as to avoid the occurrence of information disclosure violations. During the reporting period, there were no false records, misleading statements or major omissions in the Company's information.

Key Performance:

During the reporting period, the Company disclosed a total of **67** interim announcements and **4** periodic reports.

◆ Enhancing investor communication

The Company revised the *Investor Relations Management System* to standardize investor relations management and ensure effective communication between the Company and its investors. The Company established a stable and transparent communication mechanism. Through various channels such as performance briefings, investor field surveys, SSE e-interaction platform, and the investor relations management column, it promptly and accurately communicates the Company's operational progress and strategic layout to investors. This helps investors gain a comprehensive understanding of the Company's current situation and future development, effectively conveying the Company's value.

Key Performance:

During the reporting period, the Company held **3** performance briefings, received **160** investor surveys, interacted **27** times on the SSE e-interaction platform, with a reply rate of **100%**.

Case Study: "I am a Shareholder" — Investors Visit the Listed Company

On October 24, the Company organized and held the "'I am a Shareholder' — Investors Visit the Listed Company" activity. Investor representatives conducted an on-site tour accompanied by relevant company executives throughout the visit, receiving professional explanations to gain an in-depth understanding of the Company's development history, industry prospects, and strategic planning. This effectively enhanced investors' recognition and trust in the Company.



▲ "I am a Shareholder" — Investors Visit the Listed Company

◆ Sharing High-quality Development Results

The Company adheres to a long-term and stable dividend policy, implements the State Council's *Several Opinions on Strengthening Supervision, Preventing Risks, and Promoting High-quality Development of the Capital Market*, and strictly implements the cash dividend policy stipulated in the *Articles of Association* and the relevant decision-making procedures for profit distribution matters. The Company aims to enhance the stability, sustainability, and predictability of cash dividends, increase the frequency of cash distributions, and strengthen investors' sense of gain. The Company's 2025 interim dividend distribution plan is as follows: a cash dividend of RMB 1.50 (inclusive of tax) per 10 shares was distributed to all shareholders, with a total cash dividend amount of RMB 15 million (inclusive of tax). The Company's Board of Directors has deliberated on the 2025 annual dividend distribution plan, and proposed a cash dividend of RMB 6.5 (inclusive of tax) per 10 shares to all shareholders, with a total dividend amount of RMB 65 million (inclusive of tax). No bonus shares will be issued, and no capital reserves will be converted into share capital. All remaining undistributed profits shall be carried forward for distribution in subsequent fiscal years.

Key Performance

2025

Total Cash Dividend Amount (Including Tax) (in Ten Thousand Yuan)

8,000

Proportion to Net Profit Attributable to Shareholders of the Listed Company in Consolidated Financial Statements (%)

51.76

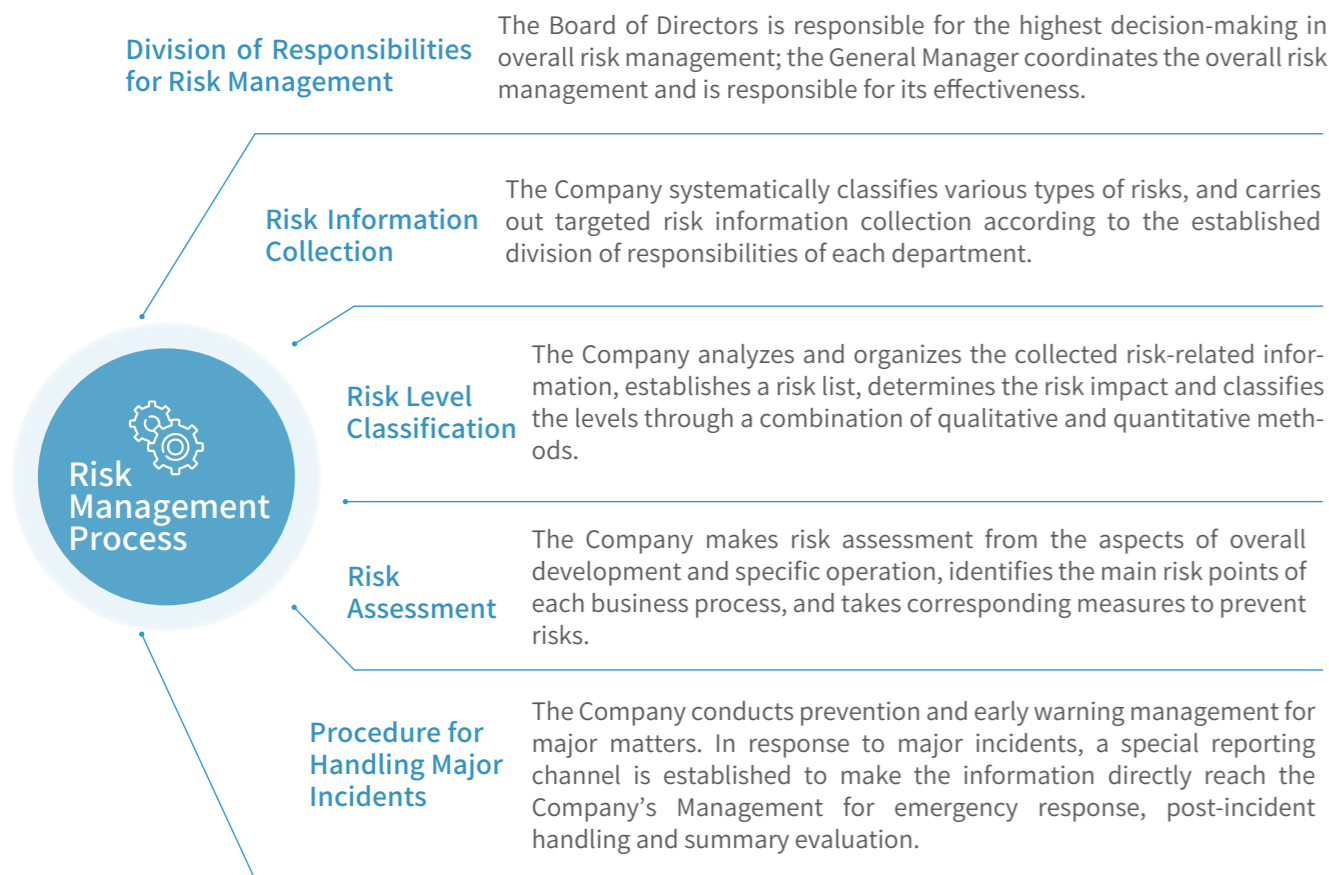


Strengthen the Compliance Management

GRI : 2-27/207-2

◆ Deepening Risk Management

The Company continues to improve the risk management system, clarifies risk management strategies around the overall objectives, and promotes various departments to formulate and implement risk control lists. The Company holds regular supervisor meetings every week, where the supervisors of each department can report key matters such as project progress, quality and safety to the General Manager. The General Manager convenes lean management meetings and meetings for heads of business service clusters on a regular basis. At these meetings, supervisors at all levels report on operational performance results, conduct deficiency reviews and experience sharing for completed projects, and deliver progress updates as well as risk early warning and prevention measures for ongoing projects.



The Company places great emphasis on fostering a compliance culture, continuously strengthening training for “key minority personnel.” It actively organizes for these key individuals to participate in various training activities, including initial training for directors, follow-up training for the Board Secretary, and specialized training on market value management. These efforts ensure that Management can learn and master the latest legal and regulatory knowledge, understand regulatory trends, strengthen their awareness of compliance, and lead the Company's sustained and stable development. During the reporting period, the Company carried out 6 compliance trainings.

◆ Strengthening Internal Control Construction

In accordance with laws, regulations and rules such as the *Basic Standard for Enterprise Internal Control*, the Company improves the *Internal Control Manual* to standardizes its internal control. The Company evaluates the effectiveness of internal control and truthfully discloses the internal control evaluation report to reasonably ensure that the operation and management are legal and compliant, the assets are safe, and the financial reports and related information are true and complete. The Company regularly revises and improves the internal control system, and engages an accounting firm every year to issue a verification report on the Company's internal control to ensure the effectiveness of internal control. The Company has established over 30 systems including public opinion management, accountant selection and employment, and market value management. It has also set up an internal audit department to review the implementation of these systems, ensuring the orderly execution of all aspects of internal control. During the reporting period, the Company's Internal Audit Department conducted audit and investigation on projects such as internal research and development, procurement, sales, investment, and fund management within the Company, and formed 50 internal audit reports. The Company engaged an accounting firm to conduct an independent audit of its internal control, and the firm issued a standard unqualified opinion.

◆ Strengthening Tax Management

The Company strictly complies with national laws, regulations and rules such as the *Law of the People's Republic of China on the Administration of Tax Collection*, *Law of the People's Republic of China on Enterprise Income Tax*, and *Individual Income Tax Law of the People's Republic of China*. It completes all tax filings in accordance with the law, accurately calculates and promptly pays taxes, and fully fulfills its corporate tax obligations. The Company continuously follows the dynamics of tax policies, regularly conducts risk assessments and self-examinations and self-corrections to ensure that all tax-related work is legal and standardized throughout the process, achieving effective prevention and control of tax risks. During the reporting period, the Company's total tax payment amounted to RMB 84.137 million.



Regulate Business Conduct

GRI :2-23/2-27/205-2

◆ Strengthening Integrity Building

The Company advocates an enterprise culture of honesty, integrity and cleanliness, continuously improves its internal compliance system, formulates the *Management Measures for Anti-bribery, Anti-corruption, Anti-fraud and Whistle-blowing*, standardizes codes of conduct concerning anti-bribery, anti-corruption and fraud, clearly defines the responsible departments and their duties, strictly implements the authorization and approval system, enforces strict segregation of duties, and strictly reviews and records all business transactions, thereby reducing the probability of the occurrence of bribery, corruption and fraud behaviors. During the reporting period, no major corruption cases occurred in the Company.

Board of Directors

It urges the Management to establish a company-wide cultural environment against bribery, corruption, and fraud (Three Anti).

Audit Committee of the Board of Directors

As the leading and responsible body for the Company's anti-bribery, anti-corruption, and anti-fraud efforts, it provides guidance and supervision over this work.

Internal Audit Department

It maintains independence and operates under the supervision of the Audit Committee. It is responsible for overseeing anti-bribery, anti-corruption, and anti-fraud efforts, as well as for their overall organization and implementation.

The Company resolutely prohibits all forms of commercial bribery and corruption. It conducts anti-corruption and anti-bribery compliance supervision over business partners and employees, identifies, sorts out, and assesses corruption risk points in its operations, and requires all employees and suppliers to sign the *Self-declaration and Supplier Integrity Commitment Oath*, in which they explicitly undertake to comply with national laws and regulations as well as the Company's discipline. In addition, the Company conducts integrity education and training to strengthen the professional ethics and compliance awareness of all employees, collectively safeguarding the Company's reputation and earning the trust of customers and partners.

Case Study: Integrity in Business Practices, Building a Culture of Integrity Together

The Company adheres to the governance concept from the inside out. Through measures such as conducting special training on anti-corruption and integrity promotion, and organizing integrity commitment oath for partners, it guides employees and suppliers to enhance their legal awareness and establish the concept of clean business conduct, jointly creating a clean and upright business environment.



▲ Special Training on Anti-corruption and Integrity Promotion



▲ Integrity Commitment Oath

Key Performance:

Signing rate of integrity commitments **100%**; Total duration of anti-commercial bribery and anti-corruption training provided to employees **1** hour; Number of employees participating in anti-commercial bribery and anti-corruption training **45** persons.

◆ Protection of Whistleblowers

The Company attaches great importance to protection of whistleblowers, continuously improves the anti-fraud and complaint handling processes, encourages employees to actively report corruption behaviors, and sets up reporting channels such as a reporting hotline and an email address to ensure the unobstructed reporting channels. The Company strictly keeps the whistleblower's information confidential. Any behavior of disclosing the whistleblower's information or retaliating against the whistleblower, once verified, will be severely punished, such as being removed from office or having the employment contract terminated, in accordance with the Company's regulations and rules, so as to effectively protect the rights and interests of whistleblowers. For reports that are verified to be true, the Company will severely punish the corruption behaviors, and at the same time give corresponding commendations and rewards to the whistleblowers, so as to maintain the Company's clean and compliant operating environment.



▲ Anti-fraud and Complaint Handling Process



Reporting Channels

Reporting Hotline:
0512-85186368-8102

Reporting Email:
603163@acter.com.cn

Recipient Address and Department:
No. 189 Shilin Road, Xushuguan Economic and Technological Development Zone, Suzhou City, Jiangsu Province

Anti-unfair Competition

The Company advocates for fair competition and strictly adheres to laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Anti-Monopoly Law of the People's Republic of China*. It has established the *Anti-Unfair Competition Management Measures*, integrating anti-monopoly and fair competition principles into its risk management. The Company explicitly prohibits unfair competitive practices such as commercial bribery and market monopolies. Through compliant operations, it upholds market order and fosters a corporate image of integrity and lawfulness. During the reporting period, the Company conducted training and promotional activities on anti-unfair competition, and no litigation incidents arising from unfair competitive practices occurred.



▲ Anti-monopoly and Anti-Unfair Competition Training



02

**Low-Carbon Operations,
Co-creating a Green
Future**

Response to Climate Change

GRI : 201-2/305-1/305-2/305-3

Facing the severe challenges posed by global warming to the global economy, Acter has elevated climate change response to a strategic priority within the Company. In active response to the national *Action Plan for Carbon Dioxide Peaking Before 2030*, and with reference to the recommendations from the internationally recognized Task Force on Climate-related Financial Disclosures (TCFD), the Company continuously improves its scientific climate change management system based on the four pillars of governance, strategy, impact, risk and opportunity management, as well as indicators and goals. It promotes its own low-carbon operations and leverages its advanced Cleanroom engineering services to assist clients in energy conservation and consumption reduction.

◆ Corporate Governance

The Company continuously deepens its climate governance efforts by formulating the *Climate Change Response Management Measures*. This system standardizes workflows for addressing climate change, clearly defines supervisory departments and their responsibilities, and improves response measures through the identification and assessment of climate-related risks and opportunities in the operation process, thereby enhancing its own climate adaptability. In terms of building a talent team for climate change response, relevant employees of the Company hold qualifications such as the SAQM Registered Carbon Manager Certificate and the Carbon Emission Trader Certificate, providing solid support for the scientific implementation of climate governance work.

Strategy and Sustainable Development Committee

It is responsible for overseeing the implementation of climate change response efforts across all departments and making decisions on significant climate change-related matters.

All departments of the Company

They integrate low-carbon requirements into their daily work, implement low-carbon measures in line with business management practices, and regularly report their progress to the Strategy and Sustainable Development Committee.

Environmental Protection Team

It is responsible for the implementation of specific climate change response tasks and organizes climate training and awareness activities for employees.

Case Study: Climate Change Response Training

The Company organized and conducted a climate change response training. Centering on core topics including climate-related policy requirements, climate risk identification, carbon emission accounting, and green engineering practices, the training delivered systematic explanations by combining industry cases with actual business scenarios. It guided employees to integrate the concept of low-carbon development into their daily work, further enhanced all employees' awareness of climate risk prevention and professional competence in carbon management, and built company-wide consensus on green actions.



▲ Climate Change Response Training

◆ Strategy

The Company continuously assesses the impact of climate change on its operations, proactively manages related risks, integrates opportunities into its development path, and consistently strengthens its resilience and adaptive capacity.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Acute risks	Heavy rainfall, floods and typhoons: extreme weather events may lead to project schedule delays and damage to the project structure, resulting in property losses.	Low	Relatively high	Short to medium-term	Upstream, operations, downstream	Relatively high	Increased operating costs Decreased operating income	Incorporate climate risks into the company's risk management system for management, strengthen the operation and maintenance of environmental protection facilities and the daily training of employees, so as to improve the ability to address sudden risks.
Chronic risks	Sea level rise: due to the rise in sea level, the operation areas of the company or suppliers may be flooded in the future, resulting in economic losses.	Low	Medium	Medium to long-term	Upstream, operations	Medium	Fixed asset losses Increased operating costs	Promote the implementation of various energy-saving measures, improve energy utilization efficiency, and enhance the intensity of ecological and environmental protection during the project construction, so as to mitigate the greenhouse effect.
	Rise in average temperature: climate warming has led to a rise in average temperatures, with extreme hot weather becoming increasingly frequent. Outdoor workers will be exposed to intense solar radiation and high-temperature air, facing the risk of heatstroke.	Low	Medium	Medium to long-term	Operations	Medium		
Policy and legal risks	Regulatory requirements for climate and ESG information disclosure are becoming increasingly stringent across countries and regions worldwide, with relevant regulations continuously improving. The company is facing higher information disclosure demands and compliance costs.	Medium	Relatively high	Mid-term	Operations	Relatively high	Increased compliance costs	Regularly track and analyze the national and local laws and regulations related to climate change to ensure that the company's operations comply with the latest requirements of environmental policies and regulations and avoid penalties and lawsuits.
Technological risks	To meet the market demand for green projects, the company is investing in research and development of green technologies, which may lead to increased costs.	Low	High	Long-term	Operations	Relatively high	Increased operating costs	Keep up with market trends, and increase investment in the research, development and application of low-carbon technologies, so as to achieve low-carbon operation.
Reputation risks	If the company fails to effectively implement carbon reduction measures or the benefits of carbon reduction do not meet the needs of customers, it will lead to damage to the company's image and reputation, resulting in potential financial losses.	Low	Medium	Short to medium-term	Operations	Medium	Decreased operating income	Enhance its image among investors, customers and the general public by publicly disclosing the company's efforts and achievements in addressing climate change.

Potential Opportunities								
Category	Opportunity Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Opportunities for technological upgrades	By adopting industrialized prefabrication and standardized design, reduce on-site construction waste, shorten project durations, and minimize the carbon footprint of engineering projects from the source.	Medium	Medium to high	Medium to long-term	Operations	Medium	Decreased operating costs	Adopt more environmentally friendly and energy-efficient technologies and materials in engineering projects, striving to reduce carbon emissions and energy consumption throughout the entire project lifecycle.
Opportunities for product and service improvement	Through green research and development and innovation, continuously meet customer needs and expand market share.	Medium	Medium to high	Long-term	Operations	Relatively high	Increased operating income	Continuously track market changes and customer needs, adjust the business model in a timely manner, and continuously improve its profitability.

Note:

1. Probability of Occurrence: Refers to the frequency interval and possibility of occurrence of risks/opportunities, determined based on historical probability, external scenarios, policy implementation progress, and expert forecasts. Probability of occurrence ranges from "Low" to "High".
 2. Impact Size: Refers to the size of the impact determined by the impact level and the likelihood of occurrence of risk/opportunity, considering factors such as the business model, value chain, and financial impact. Impact magnitude ranges from "Low" to "High".
 3. Impact Timeframe: Different risks and opportunities impact the Company in varying time frames. The impact time frame is categorized into short-term (0-1 year), medium-term (1-5 years), and long-term (over 5 years) by the Company.
 4. Impact on Value Chain: Refers to upstream (involving raw material suppliers, procurement, and logistics), operations (involving production, manufacturing, and internal processes), and downstream (involving distribution, sales, and customer services).
 5. Priority Ranking: The risk / opportunity priority is ranked as "Low," "Medium," or "High" based on a comprehensive assessment of probability of occurrence, impact magnitude, and time frame, in combination with the Company's actual situation.
- (Note: Definitions of probability of occurrence, impact size, impact timeframe, impact on value chain, and priority rankings in other sections of the report are consistent with the above and will not be repeated.)

◆ Management of Impacts, Risks and Opportunities

The Company improves its management processes for climate-related risks and opportunities, and implements climate change risk management through identification, assessment, analysis, and management to improve the Company's resilience in responding to climate change and sustainable development capabilities.

Identification	<ul style="list-style-type: none"> Identify various climate risks and opportunities in combination with the external environment, industry and the Company's business characteristics.
Assessment	<ul style="list-style-type: none"> Based on the Company's list of climate risks and opportunities, evaluate the importance of the impact of each risk and opportunity from five dimensions: time horizon, value chain impact stage, occurrence probability, impact magnitude, and priority.
Analysis	<ul style="list-style-type: none"> Through the collaboration between experts and the Strategy and Sustainable Development Committee, carry out the identification of climate change-related risks and opportunities, evaluate the potential business impact and financial impact of various important climate risks and opportunities on the Company, as well as the current situation of risk and opportunity management, and conduct quantitative analysis of climate change risks based on the actual business situation.
Management	<ul style="list-style-type: none"> Formulate risk prevention and loss reduction measures against risks; adjust business strategies or match suitable resources for opportunities.

◆ Indicators and Targets

To actively respond to the global consensus on climate governance and implement the national "dual carbon" (carbon peaking and carbon neutrality) strategic deployment, the Company anchors the core requirements of the Science Based Targets initiative (SBTi), coordinates and advances greenhouse gas (GHG) emission reduction and green and low-carbon transition, builds a full life cycle climate risk management system, and formulates climate management objectives and special plans. The Company strictly abides by the technical guidelines and assessment standards of the SBTi, benchmarks against the 1.5°C temperature control target requirements of the *Paris Agreement*, and formulates GHG emission reduction targets that are scientific, feasible, and challenging. By actively promoting the construction of green projects and prioritizing the selection of energy-saving and environmentally friendly technologies and materials, the Company reduces carbon emissions and energy consumption of its projects, ensuring that its target setting is fully aligned with the pace of global climate governance. During the reporting period, the Company conducted a comprehensive inventory of its GHG emissions in accordance with ISO 14064 and the *GHG Protocol Corporate Accounting and Reporting Standard*, and obtained the Greenhouse Gas Verification Statement Certificate.

Targets for Response to Climate Change:

Steadily reduce greenhouse gas emissions year by year, and strive to achieve carbon dioxide peaking no later than 2030 and carbon neutrality before 2060.



▲ Greenhouse Gas Verification Statement

Key Performance:

Indicator	Unit	2025
Total GHG Emissions	tCO ₂ e	43,738.72
Total GHG Emissions per Million RMB Revenue	tCO ₂ e	14.64
Direct GHG Emissions (Scope I)	tCO ₂ e	188.97
Direct (Scope I) GHG Emissions per Million RMB Revenue	tCO ₂ e	0.063
Indirect GHG Emissions (Scope II)	tCO ₂ e	169.49
Indirect (Scope II) GHG Emissions per Million RMB Revenue	tCO ₂ e	0.057
Other Indirect GHG Emissions (Scope III)	tCO ₂ e	43,380.25
Other Indirect (Scope III) GHG Emissions per Million RMB Revenue	tCO ₂ e	14.52

Note: The entity for this carbon emission accounting is Acter Technology Integration Group Co., Ltd., with the * Project and * Project included within the organizational boundary. The accounting work was carried out in strict accordance with the standard procedures of the GHG Protocol (Greenhouse Gas Accounting and Reporting System), with data accounting and standardized output of results completed. The conclusions of this accounting are derived based on the aforementioned boundaries and standards.

Strictly Abide by Environmental Compliance

GRI:306-1/306-2

◆ Environmental Compliance Management

The Company strictly complies with laws, regulations and rules such as the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes*, and formulates the *Quality / Environment / Safety Management Manual and other systems*, clarifying various environmental protection control standards and operational procedures, and comprehensively implementing responsibilities for pollution prevention and control. During the reporting period, the Company has obtained the ISO 14001:2015 Environmental Management System Certification.

Environmental Management Policy:

Build high-quality projects with integrity and compliance with laws, prevent pollution and protect the ecological environment; care for employees, ensure their health and safety, and pursue management excellence through continuous improvement.

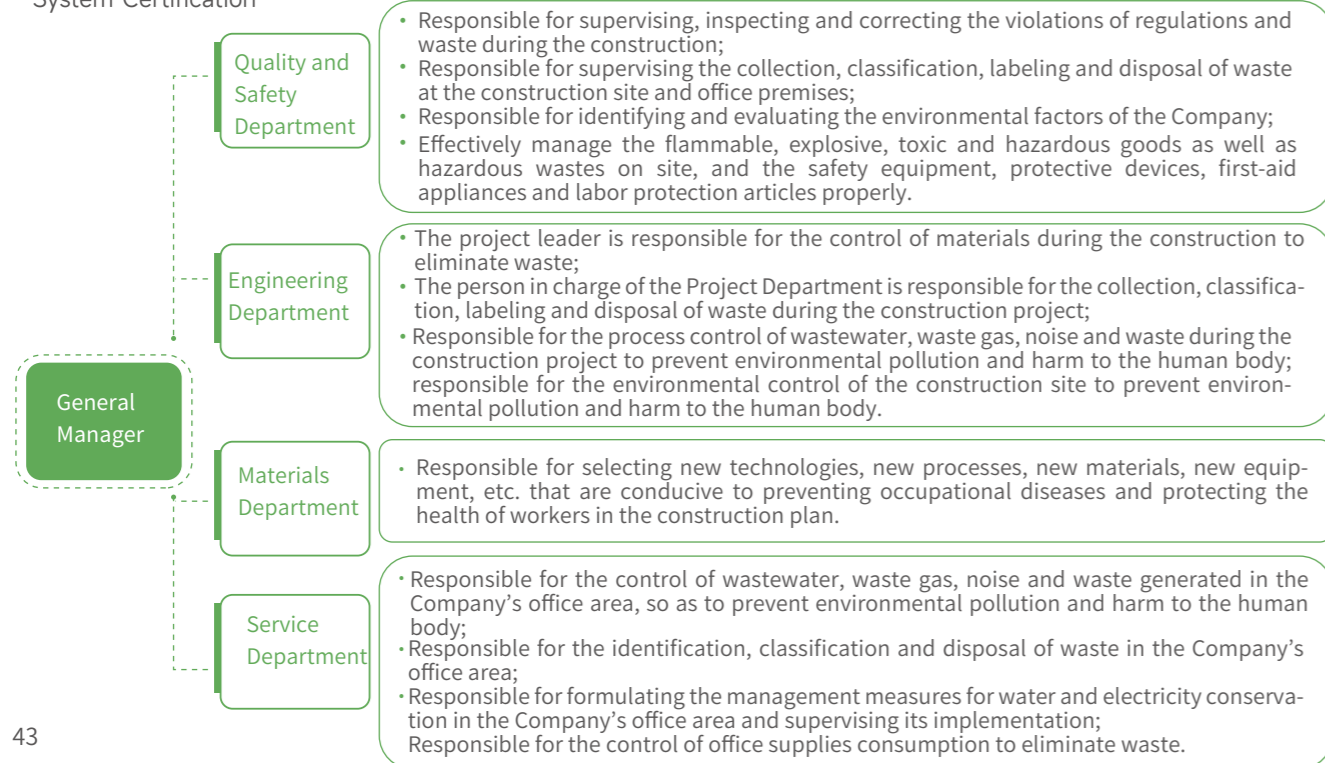
Key Performance:

During the reporting period, the Company invested RMB **458,400** in environmental protection initiatives, accounting for **0.02%** of its operating income, and paid an environmental protection tax of RMB **69,100**.



The Company has established an environmental management organizational structure led by the general manager, clearly defining the specific responsibilities of each department. It sets annual environmental management objectives and regularly conducts environmental protection supervision and assessments to ensure the effective implementation of environmental policies. During the reporting period, there were no illegal or non-compliant incidents in the environmental field, and the Company did not receive any major administrative penalties due to environmental issues.

▲ ISO 14001:2015 Environmental Management System Certification



Environmental Management Targets

No major environmental incidents occurred throughout the year.

Achievement of This Year

Achieved

The Company regularly organizes environmental protection training for in-service employees, new hires, and external collaborators. By disseminating environmental protection concepts and advocating for energy and resource conservation, it continuously enhances the environmental awareness and practical capabilities of relevant personnel. During the reporting period, the Company conducted 22 environmental protection training sessions, with a total of 1,238 participants and a training duration of 63 hours.

Case Study: Practicing Green Construction to Enhance Environmental Management Level

On August 29, the Company organized a specialized environmental protection training session, focusing on systematically promoting core requirements such as the classification, transfer, and compliant disposal of construction waste. This further strengthened employees' awareness of environmental compliance and their practical operational capabilities.



Environmental protection training

◆ Implementation of Control Measures

Management of Environmental Risks

To manage and control environmental risks, the Company formulates the Management Procedure for Identification and Evaluation of Environmental Factors, and clarifies the identification procedure and evaluation method of environmental factors. The Quality and Safety Department regularly identifies and evaluates the environmental factors in activities, products and services, forms the List of Important Environmental Factors, and develops targeted management measures.

Environmental monitoring

The Company strictly adheres to environmental protection requirements, formulating an environmental monitoring plan and entrusting a third-party testing agency to conduct environmental tests within the factory premises, issuing test reports to ensure that operations do not adversely impact the environment or the public.

Environmental Impact Assessment

For all construction projects, the Company strictly complies with relevant requirements for environmental impact assessments, ensuring that these assessments are legally completed before project initiation. During the design and construction phases, the Company fully implements the "Three Simultaneities" system for environmental protection facilities and the main project. After project completion, rigorous environmental protection acceptance inspections are conducted to ensure compliance with all regulations.

Environmental Hazard Investigation

The Company has established a robust mechanism for investigating environmental hazards, organizing regular investigations to promptly identify and rectify any violations and environmental hazards. During the reporting period, the Company conducted a total of 5,312 environmental risk hazard investigations, with all identified hazards rectified as required, achieving a 100% rectification rate.



▲ Investigation of Hazards in Waste Discharge Pipes



▲ Inspection of Environmental Pollution in Machine Rooms

Environmental Emergency Management

The Company continuously improves its environmental emergency management system, formulating the *Emergency Preparedness and Response Procedure* to clarify emergency preparedness and response procedures in the event of sudden environmental incidents. This ensures effective prevention and timely control of potential impacts from sudden environmental incidents, maximizing the protection of the surrounding environment and property safety. During the reporting period, the Company conducted a total of 16 environmental protection emergency drills, involving 1,033 participants, effectively enhancing employees' ability to respond to sudden environmental incidents.



Environmental Protection Drill ▶

◆ Pollutant Management

The Company strictly adheres to relevant laws, regulations, and standards, including the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and *GB 12523-2025 Emission standard for construction noise*. It formulates the *Control Procedure for Wastewater, Waste Gas, Noise and Waste Residues*, following the principles of reduction, harmlessness, and recycling. The Engineering Department and Service Department collaboratively take responsibility for implementing full-process control over pollutants generated during construction processes and in office areas. The Company actively promotes the concept of green construction, strengthening source control and preventive measures to continuously reduce the environmental impact of its production, operations, and service activities, fulfilling its environmental protection responsibilities through practical actions.

Exhaust Gas Management

The Company's exhaust gases originate from construction processes and vehicle emissions from its own fleet, with dust being the primary pollutant. During the reporting period, all exhaust gas emissions from the Company met and complied with relevant environmental protection standards.

Environmental Targets	Achievement of This Year
Exhaust Gas Management Target Dust control rate of 100%	✔ Achieved

- Waste Gas Control Measures**
- Require the project to purchase oil products that meet relevant national standards;
 - Protect hazardous chemicals during the construction process, conduct regular inspections, and control and reduce the air pollution caused by the volatilization of hazardous chemicals;
 - Regularly detect the exhaust emissions of official business vehicles every year and use unleaded gasoline;
 - Sweep and sprinkle water on the roads of the project construction site to control and reduce dust operations.

Management of Wastewater

The wastewater generated by the Company mainly comes from the project construction process and the domestic sewage in the office area. The Company fully considers the impact of wastewater discharge on the surrounding environment, strictly adheres to its internal wastewater management system, and regularly entrusts qualified third-party testing agencies to conduct monitoring and analysis, issuing test reports accordingly. During the reporting period, the Company's wastewater discharge met the requirements of relevant emission standards.

Environmental Targets	Achievement of This Year
Wastewater Management Target Compliant discharge of wastewater	✔ Achieved

Types and Discharge Concentration of Wastewater Pollutants for the Year 2025		
Chemical oxygen demand (COD) 112 mg/l	Suspended solids 91 mg/l	Ammonia nitrogen (NH3-N) 52.2 mg/l
Total phosphorus 8.26 mg/l	Total nitrogen 108 mg/l	Animal and vegetable oils 41.5 mg/l
PH 8.2		

- Wastewater Management Measures**
- It is strictly prohibited to directly pour chemicals and liquids of unknown composition into the sewer;
 - The construction wastewater is collected in the sedimentation tank adjacent to the urban pipe network and discharged into the sewage pipe network after sedimentation;
 - The domestic sewage in the office is discharged into the sewage pipe network of the new district;
 - Regularly carry out wastewater testing to ensure up-to-standard discharge.

Management of Wastes

The Company strictly complies with relevant laws and regulations, such as the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes*, and establishes the *Waste Management Control Procedure and the Special Waste Management Measures for Offices*. The Quality and Safety Department is responsible for supervising the classification, labeling, and disposal of waste at construction sites and office premises, ensuring that waste is controlled and appropriately handled. In addition, the Company regularly organizes training and promotional activities for employees on waste management knowledge to enhance their environmental awareness. During the reporting period, all waste generated by the Company was disposed of in compliance with regulations.

Waste Management Targets	Achievement of This Year
Coverage rate of stacking and transportation for bulk materials: 90%	✔ Achieved
Waste disposal rate: 90%	✔ Achieved

General Waste Disposal Procedure

- Category**
 - Construction Waste: The waste generated during the construction process;
 - Office Waste: All kinds of solid or liquid waste other than hazardous waste generated during the office process.
- Labeling**
 - The safety officer is responsible for clearly, obviously and accurately labeling the waste in the construction site, office area and living area of the construction site.
- Handling**
 - Disposal of Waste in the Office Area: The Service Department sets up trash bins in the corresponding areas of the Company, and each department stacks the waste in the designated places according to the regulations, and the domestic waste is handed over to the municipal department for removal.
 - Recyclable waste materials such as scrap metals and paper shall be recycled and disposed of by relevant departments. For those that cannot be handled in-house, qualified renewable resource recycling enterprises shall be engaged for regular or fixed-quantity collection and transportation.
 - Domestic waste in project construction areas shall be separately collected and stored at designated locations to avoid any accumulation, and shall be uniformly entrusted to government authorities for removal and transportation. Regular disinfection shall be carried out in summer to control the breeding of mosquitoes and flies and eliminate hazard factors.

Hazardous Waste Disposal Procedure

- Category**
 - Office and Construction Site: fluorescent tubes, batteries, etc.;
 - During the Construction Process: paint, glue, epoxy resin, alcohol, paint thinner, etc.
- Labeling**
 - Hazardous waste is placed separately in a closed container or fully enclosed, and marked with the words "hazardous waste".
- Handling**
 - For the disposal of hazardous waste and chemical dangerous goods that may cause combustion, explosion, poisoning and other hazards, safety measures should be taken, and it is strictly prohibited to directly stack and discharge them into the ground, underground and any water body;
 - The Project Department classifies and recycles the waste in the construction area according to the requirements of civilized construction on site. Store toxic and hazardous waste in segregated storage areas, clearly labeled with appropriate signage. Implement rainproof, dust-proof, and anti-seepage measures to prevent the waste from re-entering the air, soil, and water bodies and causing harm to human health;
 - Project leaders shall be responsible for the disposal of toxic and hazardous waste. They shall sign entrusted disposal agreements with qualified hazardous waste treatment entities, clarify the responsibilities and disposal requirements of both parties, and ensure that the disposal of such waste complies with applicable laws and regulations;
 - For waste ink cartridges, toner cartridges, etc. generated during the office process, a recycling agreement is signed with a third-party company to reduce the generation of waste.

Key Performance:

During the reporting period, the Company generated the following hazardous waste: **41** ink cartridges and **65** toner cartridges from **11** printers, with a **100%** disposal rate for hazardous waste.

Note: The data are sourced from the parent company only and do not include subsidiary companies.

Noise Management

In accordance with its internal noise control procedures, the Company has implemented noise control measures during structural construction and decoration construction processes to ensure that the noise during the day does not exceed 70dB, and the noise at night is controlled below 55dB. A third party is also entrusted to carry out the noise detection at the factory boundary, so as to make sure all testing results comply with the relevant standards.

Environmental Targets		Achievement of This Year
Noise Target	Management	The noise at the operation site is controlled within the range specified by the state: Daytime: <70dB ; Night: <55dB
		Achieved

- The main noise reduction measures taken by the Company include:**
- 01 The Project Department implements operation control over the noise generated at the production operation site;
 - 02 When purchasing cutting equipment, select low-noise and energy-saving products, and use them strictly in accordance with the equipment operation requirements;
 - 03 Reasonably arrange the operation time for tasks that generate noise according to the surrounding environment and avoid the rest time of residents;
 - 04 Implement personal protection measures (such as wearing earplugs) for operators to reduce noise pollution;
 - 05 Regularly maintain the production equipment that generates noise;
 - 06 Organize training for operators;
 - 07 Regularly carry out supervision and inspection;
 - 08 Engage a professional institution to conduct noise detection.

◆ Advancing Green Operations

Green Engineering Management System

The Company takes "energy conservation and carbon reduction, mitigation of environmental pollution, and reduction of resource consumption" as its core objectives to formulate the *Procedure for Safety and Civilized Construction Management*. In accordance with the principles of energy conservation, water conservation, material efficiency, and resource recycling, the Company implements green engineering design and construction practices throughout project execution. The Quality and Safety Department conducts regular inspections and performance appraisal of contractors' safety and environmental performance in accordance with relevant standards. Through ongoing contractor communication and specialized training programs, the Company enhances contractors' environmental management capabilities and execution effectiveness. By striving to reduce project construction costs, working hours, and energy consumption, the Company provides customers with high-value, low-energy-consuming, and low-pollution green engineering services, thereby supporting the industry's green transformation and sustainable development. In addition, the Company has developed the "Green Space" cleanroom, which is equipped with production environment data collection and remote monitoring functions. This solution enables customers to advance smart factory operations and smart manufacturing.

Green Construction Management Process



Green Engineering-related Patents

- | | |
|---|--|
| Software Copyright for A Purified Water Supply Device with Purification Structure | Patent for Air-conditioning Condensate Water Recycling Device |
| Patent for A High-efficiency Process Waste Gas Treatment Device | Patent for An Environmentally Friendly Treatment System for Strong Acidic Fume Emissions |
| Patent for An Energy Conservation Compressed Air System Equipment | Patent for A Wet Dust Exhaust Device for Polishing Machines |
| Patent for A High-efficiency Wastewater Pump | Patent for Energy Conservation Transformer |
| Patent for An Energy Conservation Facility for Large Cooling Towers | |

Green Office

The Company actively fosters a green office culture. By issuing the *Notice on Saving Electricity in the Office*, the Company strengthens office power management, enhances employees' awareness of energy conservation, reduces office energy consumption, and embeds low-carbon office principles into the Company's corporate culture, ensuring that energy conservation and environmental protection measures are effectively implemented.

Management of Office Supplies

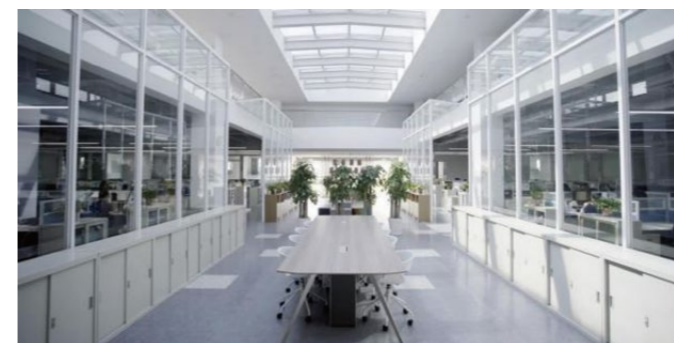
- Advocate paperless office;
- Call on employees to implement the initiative of "Take Low-carbon Actions, I'm the Green Guardian" by adopting double-sided printing to reduce paper consumption.

Office Water and Electricity Management

- Reduce the operating time and frequency of electrical equipment such as computers and printers, and minimize the energy consumption during standby mode;
- Post water-saving signs to raise awareness of water conservation. Encourage employees to turn off taps immediately after use and put an end to "leaks and drips" ;
- Make full use of natural light, and turn on and off the lighting fixtures as needed.

Office Park Management

- The greenery in the park is regularly maintained and cared for by a professional institution to create a green office park.



▲ Park Environment



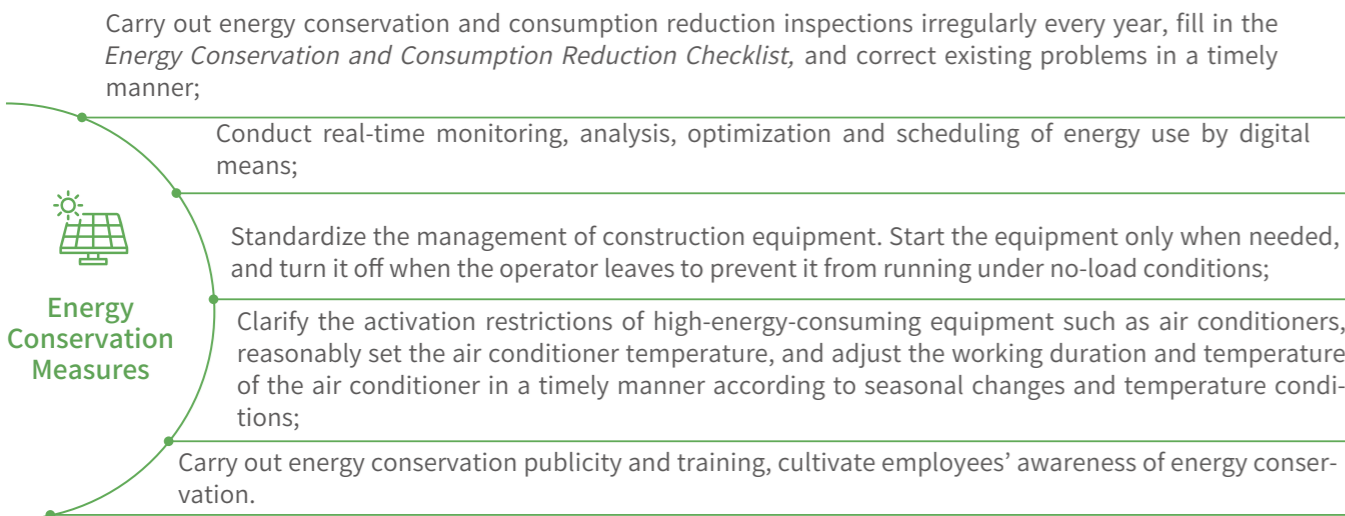
▲ Initiative of "Take Low-carbon Actions, I'm the Green Guardian"

Efficient Resource Utilization

GRI:301-2/302-1/302-2/302-3/302-4/303-3/303-5

◆ Energy Management

The Company actively practices the concept of green and low-carbon development. It has formulated the *Control Procedure for Energy Conservation and Consumption Reduction* to standardize the management of the Company's energy and resources, clarify departmental responsibilities, and implement various energy conservation and carbon reduction measures. Through these efforts, the Company continuously improves energy utilization efficiency and effectively reduces resource waste.



Key Performance:

Indicator	Unit	2025
Total energy consumption	tce	74.83
Energy consumption intensity	tce/million yuan in revenue	0.03
Direct energy consumption	tce	57.94
Indirect energy consumption	tce	16.90
Purchased Electricity	kWh	137,486.61
Gasoline Consumption	Liter	53,619.89
Diesel	Liter	613.50

Note: The data comes from the Company's main body data and does not include its branches and subsidiaries.

Case Study: Specialized Training on Enhancing Energy and Water Conservation Capabilities

To systematically enhance employees' professional knowledge and practical skills in energy conservation, efficient energy use, and water conservation management, the Company has developed a specialized training program on enhancing energy and water conservation capabilities. This initiative aims to advance the Company's green and low-carbon operations and reduce energy and resource costs.

◆ Water Resource Management

The Company complies with relevant laws, regulations and rules such as the *Water Law of the People's Republic of China*. In accordance with its internal *Control Procedure for Energy Conservation and Consumption Reduction*, the Company strengthens water resource management. For water use in engineering and construction activities, water-saving technologies and equipment are introduced, water use processes are optimized, and the efficiency of water conservation and utilization is continuously improved.

Enhancement of the Awareness of Saving Water

Set up water-saving signs at the water supply parts of the construction site to remind employees to save water.



Daily Maintenance and Management

- Water-using facilities at the construction site should adopt water-saving valves, and the end of the rubber hose should not be folded back to stop the flow;
- The Service Department organizes water usage inspections irregularly every year to reduce waste.

Key Performance:

During the reporting period, the total water consumption of the Company was **5,843** cubic meters, and the water consumption intensity was **1.96** cubic meters/million yuan in revenue.

Note: The data comes from the Company's main body data and does not include its branches and subsidiaries.

◆ Materials Management

The Company upholds the principle of circular utilization and has formulated the *Operational Procedure for the Handling of Surplus Materials at Construction Sites*, implementing full-process control over the issuance, use, and recovery of materials. The Materials Department is responsible for the distribution and allocation of materials. Leveraging its own prefabrication yards and warehouses, the Company strengthens refined management of surplus materials. After evaluation, surplus materials from construction sites are prioritized for reallocation to other applicable project sites. Waste materials that cannot be directly reused are disposed of through legal sales channels, effectively reducing material waste. Meanwhile, the Company actively promotes the recycling and reuse of construction site wastewater and offcuts, implements source reduction measures for construction waste, improves material utilization efficiency, and effectively reduces resource consumption and environmental impact.

Biodiversity Conservation

GRI: 304-1

Corporate operations are closely linked to ecological health. Guided by the principle of ecological friendliness, the Company continuously advances biodiversity conservation practices and strictly complies with the *Convention on Biological Diversity of the United Nations* and the *Water and Soil Conservation Law of the People's Republic of China*, as well as other applicable laws and regulations. During the construction of engineering projects, the Company disposes of construction waste in accordance with relevant waste treatment standards, properly manages wastewater discharge, and explicitly avoids conducting operations in natural sensitive areas. By taking preventive measures at the source, the Company mitigates potential impacts of its business activities on the ecological environment and supports biodiversity conservation with concrete actions.



03

Advancing Technological
Excellence to Create
High-quality Spaces

R&D Innovation Management

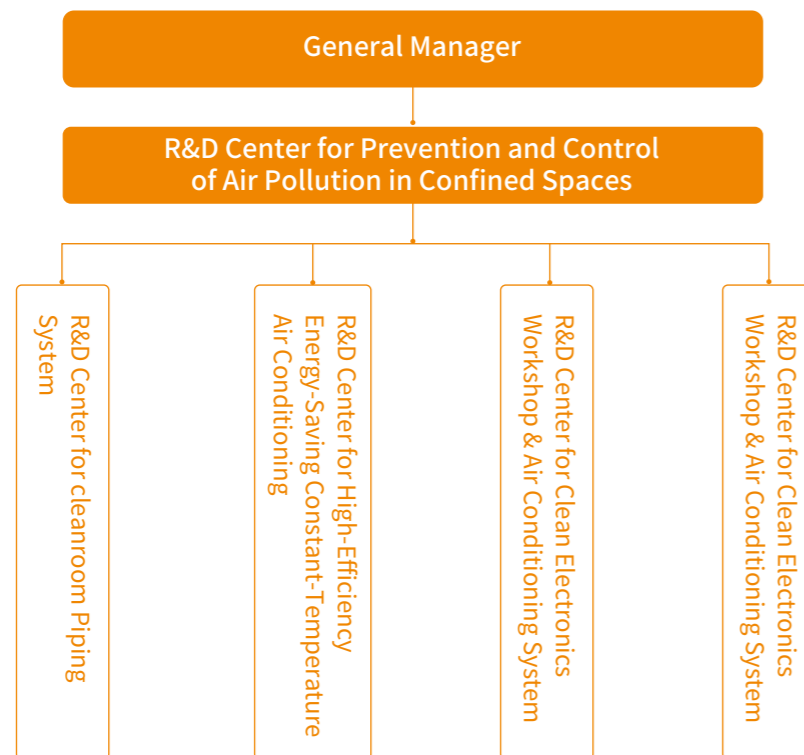
Acter practices the corporate culture policy of “do it right the first time and do it well every time”, and follows the *Code for Design of Electronic Industry Cleanroom*, and continuously focuses on cleanroom engineering projects of high-tech plants in the electronic industry fields such as IC semiconductors and precision manufacturing of optoelectronic panels. It possesses industry-leading computational fluid dynamics analysis and application technology and air sampling and analysis technology, and is committed to becoming a creator of high-quality spaces. With its advanced scientific and technological level and outstanding innovation capabilities, the Company has been recognized as a high-tech enterprise.



▲ High-Tech Enterprise Certificate

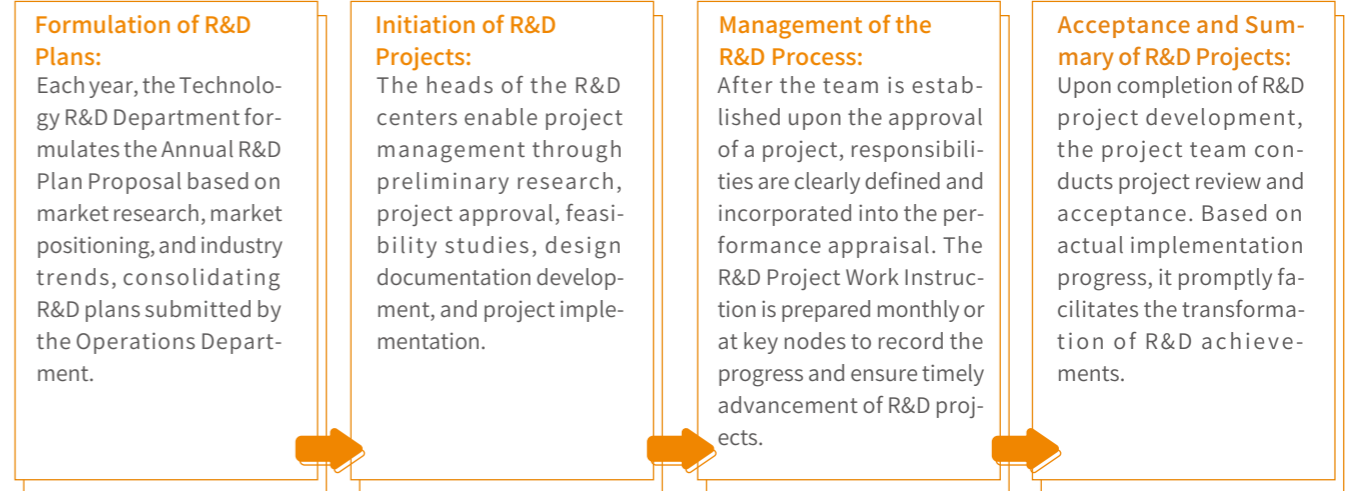
◆ Corporate Governance

With the aim of fostering the Company’s core competitiveness, the Company adopts various R&D models, including independent R&D as well as collaboration among industries, universities, and research institutes, refines the establishment of its internal R&D framework, and enacts regulations such as the *Research and Development Management Regulations and the Closed-Loop Research and Development Management Measures*, which explicitly define the goals, risks and procedures of R&D undertakings, ensuring standardized management and the efficient advancement of research and development initiatives. The Company has established the R&D Center for Prevention and Control of Air Pollution in Confined Spaces, led by the General Manager. Under this center, specialized R&D centers have been set up. These centers collaborate closely with one another to jointly advance R&D initiatives.



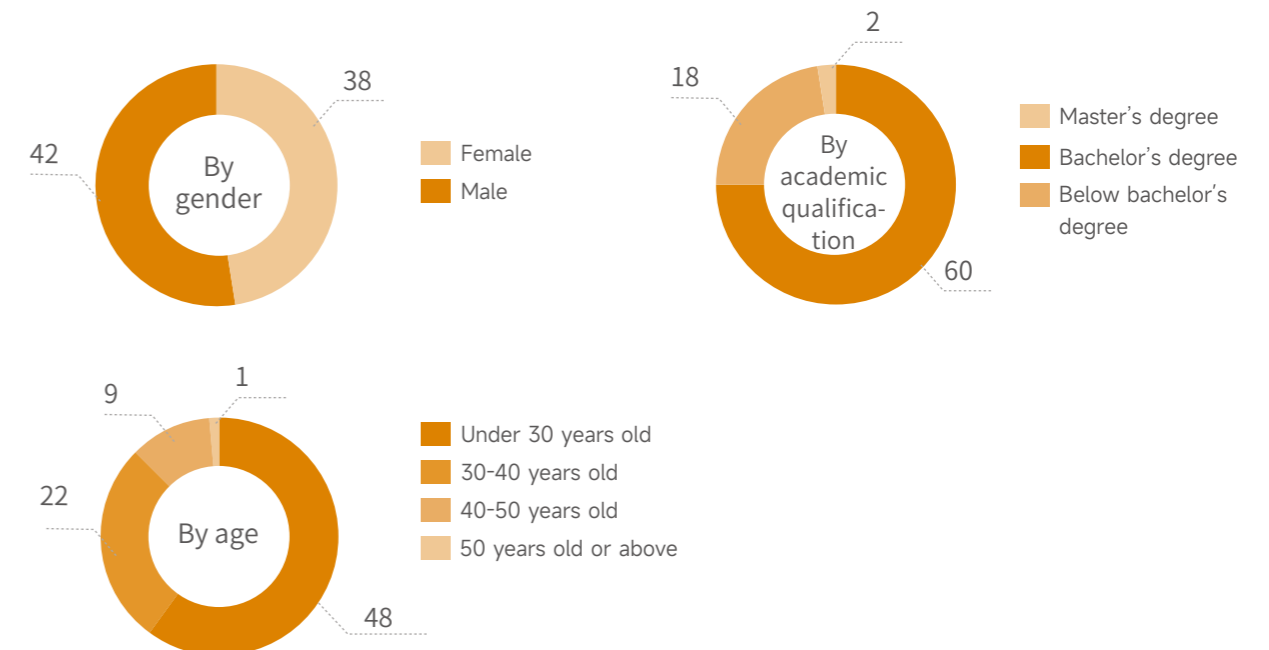
Organizational Structure of R&D Center

R&D Process



To enhance its R&D and innovation capabilities, the Company has established an integrated R&D team encompassing project design, project development, and achievement transformation. It has also formulated the *Regulations on Training of Scientific and Technological Personnel* and the *Regulations on the Recruitment of Scientific and Technological Personnel* to standardize the management of the training and recruitment of scientific and technological personnel, continuously improving the professional and technical level of the R&D team. Meanwhile, the Company improves the R&D innovation incentive mechanism and formulates the *Measures for Performance Appraisal and Reward of R&D Personnel* and the *Measures for Management of R&D Project Subsidies* to reward individuals and teams that have shown outstanding performance in R&D, further motivating the innovation enthusiasm of the R&D talents and strengthening the Company’s innovation capabilities. During the reporting period, the Company had a total of 80 R&D personnel, accounting for 10.50% of the total number of employees.

Composition of R&D Personnel



◆ Strategy

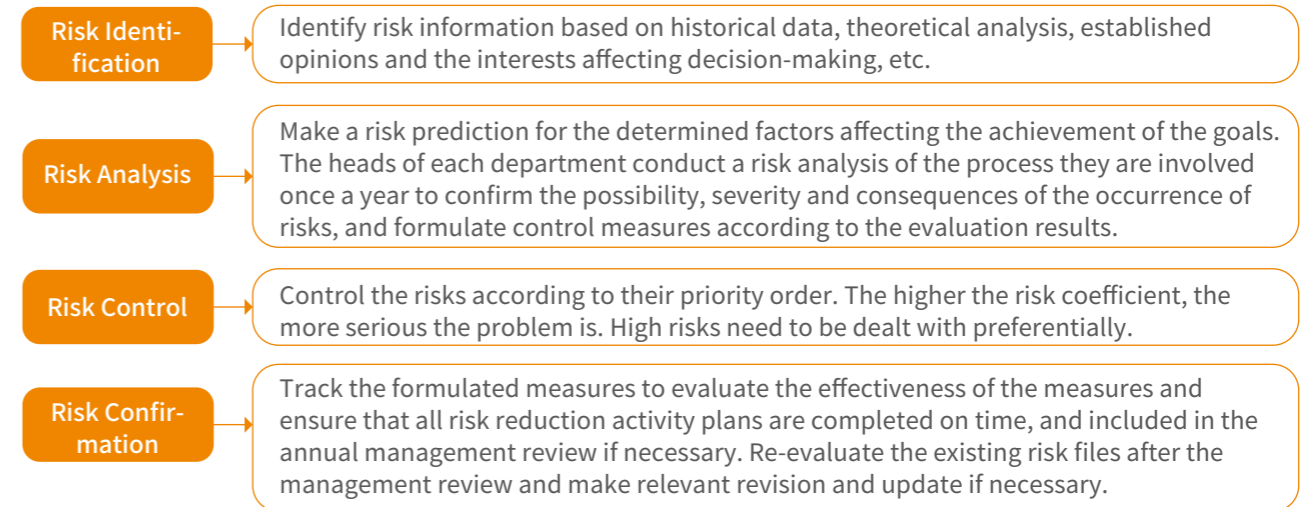
In order to meet the needs of the high-tech industry for a high-precision clean environment, enhance the brand image and market competitiveness, reduce the potential risks in the innovation and R&D process, and seize the market opportunities, the Company extensively carries out the identification and evaluation of risks and opportunities, and promotes the continuous innovation and upgrading of the Company's business by formulating targeted countermeasures.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Policy risks	The adjustment of industrial policies may have a significant impact on corporate technological innovation, such as tax policies, environmental protection policies, etc.	Low	Relatively high	Mid-term	Operations	Relatively high	Increased operating costs	The company's strategies and business models are adjusted promptly in response to policy changes to ensure the stable development of the Company.
Market risks	The domestic cleanroom market is highly competitive with numerous market players, and capable cleanroom engineering companies have gradually secured stable market shares in the high-end segment.	Medium	Relatively high	Mid-term	Operations	Relatively high	Decreased operating income	Adjust and improve the Company's projects in a timely manner according to market changes to improve the market response speed and flexibility.
Technological risks	If the research project is not scientifically demonstrated or the demonstration is insufficient, it may lead to insufficient innovation or waste of resources.	Medium	Relatively high	Mid-term	Operations	High	Increased operating costs	Reduce the difficulty and risk of technology development by increasing R&D investment, introducing and cultivating high-quality R&D talents, and establishing an industry-university-research cooperation R&D system.

Potential Opportunities								
Category	Opportunity Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Market expansion opportunities	The Company can seize the opportunity of technological innovation, rapidly expand the market share, and achieve rapid business growth.	Medium	Relatively high	Mid-term	Operations	High	Increased operating income	Provide customers with high-end, intelligent and green service solutions through R&D and the introduction of new technologies and processes to meet the increasingly diverse needs of customers.

◆ Management of Impacts, Risks and Opportunities

The Company formulates the *Risk Management and Control Procedure* to identify, analyze, control, and verify risks arising during the R&D process. Through timely prevention and response to potential risks, the Company ensures the smooth advancement of R&D activities.



◆ Indicators and Targets

Guided by market demands, the Company sets R&D innovation goals, vigorously drives the effective conversion of R&D outcomes, and strives to maintain its leading position within the industry.

Overall Goals of R&D Innovation

Take the improvement of cleanroom integration technology, construction methods and equipment as the basis for R&D, with the aim of achieving industrial progress and enhancing competitiveness.

Long-term R&D Goal	Achievement of This Year
Develop more efficient air purification systems to reduce energy consumption and improve the cleanliness of cleanrooms.	✓ Achieved
Research high-efficiency filters and optimize airflow organization design to lower the load of air conditioning systems, streamline airflow paths, and minimize energy loss.	✓ Achieved
Explore the application of heat recovery devices to reduce overall carbon emissions.	✓ Achieved

Key Performance:

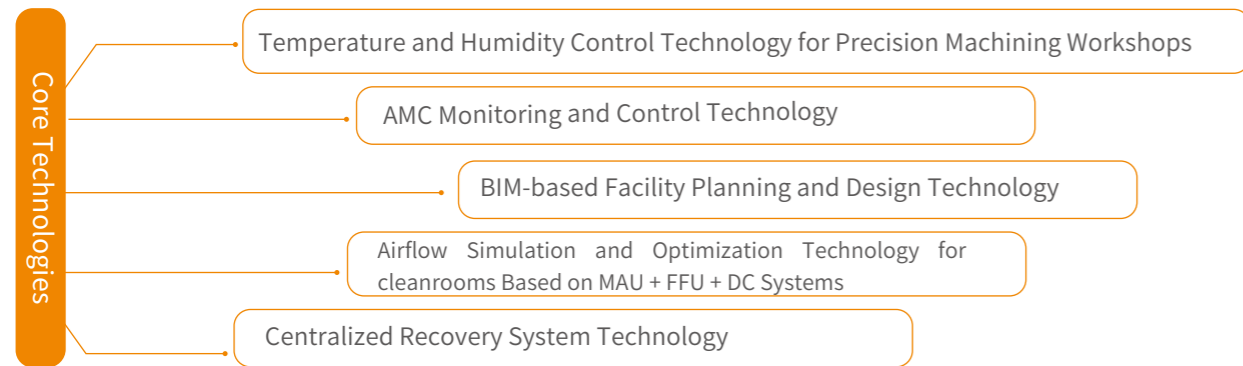
Indicator	Unit	2023	2024	2025
R&D investment	RMB 10,000	2,512.12	3,352.97	3,125.05
Percentage of R&D investment in operating income	%	1.25	1.67	1.05

◆ Promote R&D and Innovation

Focusing on the pain points of the industry, and guided by the principles of “intelligentization, greenness and high-end development”, the Company leverages its core technologies to continuously advance the R&D of key projects. It is committed to providing customers with more efficient, stable, eco-friendly, and user-friendly cleanroom solutions, thereby supporting the accelerated upgrading of the high-tech industry.

Key R&D Projects of the Company

- Research on high-efficiency air purification technologies for cleanrooms: Develop new air purification equipment and filter materials tailored to different cleanliness requirements, so as to improve air purification efficiency.
- R&D of energy-saving air conditioning operation systems for cleanrooms: Study energy-saving central air conditioning and ventilation structures to reduce energy consumption and operating costs of cleanrooms.
- Research on cleanroom environmental control technologies: Develop easily replaceable air handling unit structures to enhance cleanroom operation efficiency and extend equipment service life.
- R&D of waste exhaust treatment and deep purification technologies for cleanrooms: Develop heat recovery systems or processes for exhaust air to reduce heat energy consumption, lower the load of air conditioning systems, and achieve energy conservation and consumption reduction.



Case Study: Achieving a Technological Breakthrough by Overcoming Complex Cross-disciplinary Construction Challenges to Deliver a High-end Semiconductor Cleanroom

The Zhengzhou Hejing Phase II Project is a strategic initiative aimed at filling the technological gap of China in 12-inch large-diameter silicon wafer production, with a total building area of 80,000 square meters. Following the completion of the main structural works in April, the Company promptly commenced mechanical and electrical installation as well as cleanroom construction. In response to the complex challenges arising from extensive cross-disciplinary construction between civil works and MEP installation, the project team significantly improved construction efficiency through the application of BIM-based collaborative management and modular prefabrication and other core technologies, ensuring the high-standard delivery of the cleanroom.



▲ Acter Supported the Accelerated Construction of the Zhengzhou Hejing Phase II Project

The Company formulates the *Regulations on Management of Industry-University-Research Cooperation* and actively collaborates with well-known enterprises and multiple universities, including Soochow University, to jointly promote the engineering technological innovation and achievement transformation.



Industry-University-Research Cooperation Meeting with Xi'an Jiaotong-Liverpool University

◆ Advancing Intelligent Engineering

The Company actively promotes digitalization and intelligent development. It has established an engineering database for cleanroom engineering projects to digitize and systematize long-term accumulated engineering experience, which provides technical and data support for the engineering projects undertaken and implemented by the Company. Meanwhile, in special process plant utility systems such as the automatic control system, water treatment system and hook-up works system, the Company has established competitive advantages through intelligent management and has won many honors such as Excellent Manufacturer awarded by global high-tech enterprises.

◆ Protection of Intellectual Property Rights

The Company formulates the *Intellectual Property Protection Policy*, taking the application for patents, trademarks and copyright protection as the main means to safeguard intellectual property rights, which ensures that the Company's proprietary and confidential information is effectively protected, and prevents others from infringing on the Company's intellectual property rights. At the same time, the Company closely monitors the dynamics of relevant patent application in the domestic and foreign counterparts to ensure that it does not infringe on the intellectual property rights of others in its own business operations. During the reporting period, the Company actively carried out intellectual property publicity and training sessions, effectively improving the awareness of employees to protect the intellectual property rights.

Case Study: Training on the Protection of Intellectual Property Rights

In December, the Company carried out a specialized intellectual property training session. By analyzing key areas such as patent mining, application planning, risk mitigation, and trade secret protection, the training aimed to enhance the protection and application capabilities of intellectual property rights of all employees.

Training on the Protection of Intellectual Property Rights



Key Performance:

Indicator	Unit	2023	2024	2025
Total Number of Valid Patents	Item	61	68	75
Including: Invention Patents	Item	9	11	13
Utility Model Patents	Item	52	57	62
Software Copyrights	Item	3	3	3
Total Number of Trademarks	Item	15	16	16

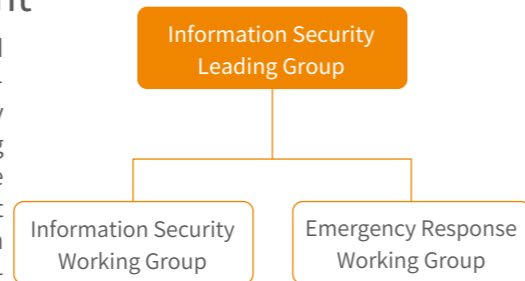
During the reporting period, the Company had 0.0002 valid patents per million RMB revenue and 0.00001 software copyrights per million RMB revenue.

Data Security and Customer Privacy Protection

GRI: 418-1

◆ Data Security and Privacy Management

The Company strictly complies with relevant national laws and regulations, formulates the *Confidentiality Management Regulations*, and establishes a General Manager-led information security leading group, which is responsible for guiding and monitoring data security and protection of customer privacy. Through these measures, the Company enhances its data security management capabilities and mitigates potential losses and impacts arising from data security incidents. Meantime, the Company signs confidentiality agreements with suppliers, employees, contractors, consultants, customers and technology development partners to strictly protect the Company's data security and prevent any customer privacy leakage incidents.



▲ Acter's Organizational Structure for Information Security Management

Key Performance:

During the reporting period, the Company invested a total of RMB **1,348,400** in data security.

Acter's Measures for Data Security and Customer Privacy Protection

Comprehensive Update of Network Equipment	▶	Adopt high-quality network equipment to improve network security and equipment management; Add a secondary verification mechanism to further ensure access security.
Replacement of New Servers	▶	Replace new servers and and maintain the latest stable version.
Comprehensive Vulnerability Scanning of Servers	▶	Engage a third party to assist in the comprehensive vulnerability scanning of servers, and increase the repair rate of medium and high-risk vulnerabilities to 99%, so as to improve the system security.
Promote the Installation of Antivirus Software for All Employees	▶	Install antivirus software, monitor computer risks in real time, and prevent abnormal data or files from being transmitted from the client to the Company's internal system.
Off-site Data Backup	▶	Improve the backup policy, and rent an IDC computer room for off-site storage of system backup files to improve the security of data storage.
Customer Privacy Protection	▶	It is not allowed to copy, print or download customers' top-secret or confidential documents without permission; It is strictly prohibited to talk about and transmit customers' confidential information in public places, public telephones and faxes; Improve employees' confidentiality awareness and carry out relevant training regularly.

Key Performance:

During the reporting period, the Company carried out **1** training session on data security and privacy protection.

Case Study: Jointly Fortifying Information Security Shield

On December 24, focusing on information security risk prevention and control, the Company conducted a company-wide awareness training session. By systematically reviewing operational guidelines across each stage of the information lifecycle, the program comprehensively enhanced the risk prevention and control capabilities of all employees.



▲ Data Security Training

◆ Information Security Risk Management and Control

To continuously enhance its data security protection capabilities, the Company has established a regularized network information security review mechanism. Through periodic vulnerability scanning, configuration verification, and log analysis of network devices, servers, endpoints, and business systems, the Company proactively identifies potential risks and promptly remediates security weaknesses. These measures ensure the effective implementation of security policies, reduce the risks of cyberattacks and data breaches, and provide reliable support for the stable operation of its business.

◆ Management of Emergency Incidents

The Company has formulated the *Emergency Plan for Network Information Security* and established a comprehensive emergency response mechanism that clearly defines responsibilities and handling procedures. The IT Department is responsible for coordinating and advancing related efforts. The Company also actively conducts data security emergency drills. Through simulated real-world scenarios, it enhances coordinated handling and rapid response capabilities, thereby strengthening the Company's overall security protection and crisis management capacity.

Emergency Response to Hacker Intrusions

Asset Inventory and Host Management	▶	Carry out a comprehensive asset inventory, identify and take stock of all decommissioned and idle hosts. After determining that there are security risks in the hosts, immediately execute the shutdown operation to cut off the potential attack path.
Firewall Upgrade	▶	Take stock of the versions of the Company's external firewalls, and keep the firewall system updated to the latest stable version to enhance the protection ability of the network boundary.
Security Scanning and Vulnerability Repair	▶	Execute a comprehensive full-machine scan of the host with MDR system, and no obvious hacker intrusion and penetration tools are found; A vulnerability scan is conducted on the key host clusters. Except for the ERP system, where the risks cannot be fixed due to its outdated version, there are no high-risk items in the remaining hosts; Formulate and complete the security version upgrade plan of the ERP system, and strengthen the temporary access control and security monitoring of the ERP system to prevent the expansion of risks.

Case Study: Data Security Emergency Drill

On March 5, the Company conducted a data security emergency drill. By simulating a phishing email attack, we aimed to identify potential data security risks and test the effectiveness of existing protection mechanisms. Following the drill, relevant personnel summarized the results and provided guidance on the risks associated with phishing emails and common hacking methods. This further enhanced employees' awareness of data security protection and equipped them with relevant operational skills.



▲ Data Security Emergency Drill



04

Strict Quality Control,
Creating Value for All
Stakeholders

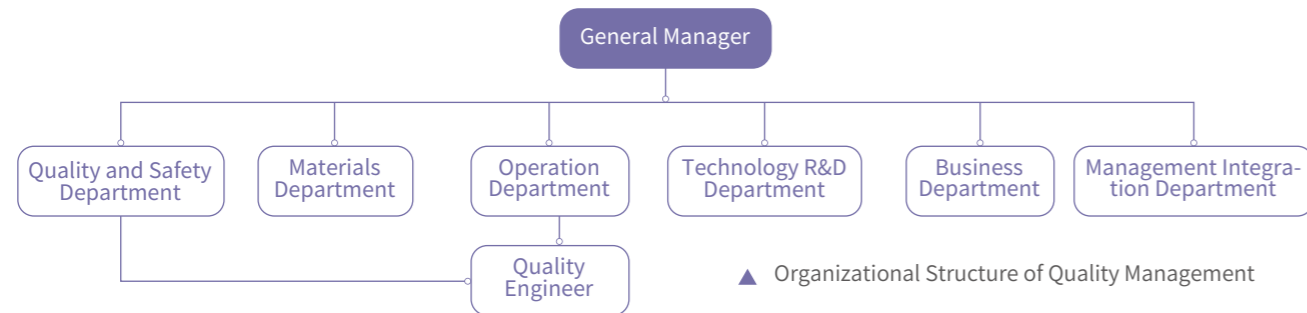
Quality Management System

GRI: 416-1

As a creator of high-quality built environments, the Company strictly complies with relevant regulations on installation of building mechanical and electrical systems, continuously optimizes the construction management system. The Company adheres to full-cycle quality management as its core principle and apply environmental problem-solving products to cleanroom system integration. From meticulous planning and design in the pre-project phase, to the rigorous implementation of standards during construction, and finally to comprehensive maintenance, warranty, and attentive after-sales service upon completion, we integrate high-quality standards into every aspect of cleanroom system integration. The Company's goal is to deliver high-standard, high-quality cleanroom system integration solutions for our customers. During the reporting period, the Company did not experience any major quality incidents.

Corporate Governance

Adhering to the business philosophy of "Quality First, Technology Leads", the Company formulates regulations and rules, such as the *Quality, Environment and Safety Management Manual*, *Control Procedure for Bid-winning Initiation Operation*, *Control Procedure for Project Execution Operation*, and *Control Procedure for Completion Settlement Operation*, ensuring clear operation guidelines and quality standards for every step from quality control, safety management, project initiation, execution monitoring to the final settlement. Meanwhile, the Company establishes an organizational structure of engineering quality management, with the collaborative cooperation of multiple professional departments, to provide customers with full-process quality assurance.



The Company adheres to implementing engineering quality management. During the reporting period, the Company has certified to ISO 9001 Quality Management System and the GB/T 50430 Quality Management Certification of Engineering Construction Enterprises. The Company is actively expanding into diverse business sectors. Leveraging its Grade I qualification for general contracting of mechanical and electrical engineering construction and Grade I qualification for professional contracting of installation engineering of building mechanical and electrical systems, the Company continuously strengthens its market competitiveness and drives sustainable growth.

Acter's Qualification Certification



Installation, repair and reconstruction of pressure-bearing special equipment (industrial pipeline installation GC2)

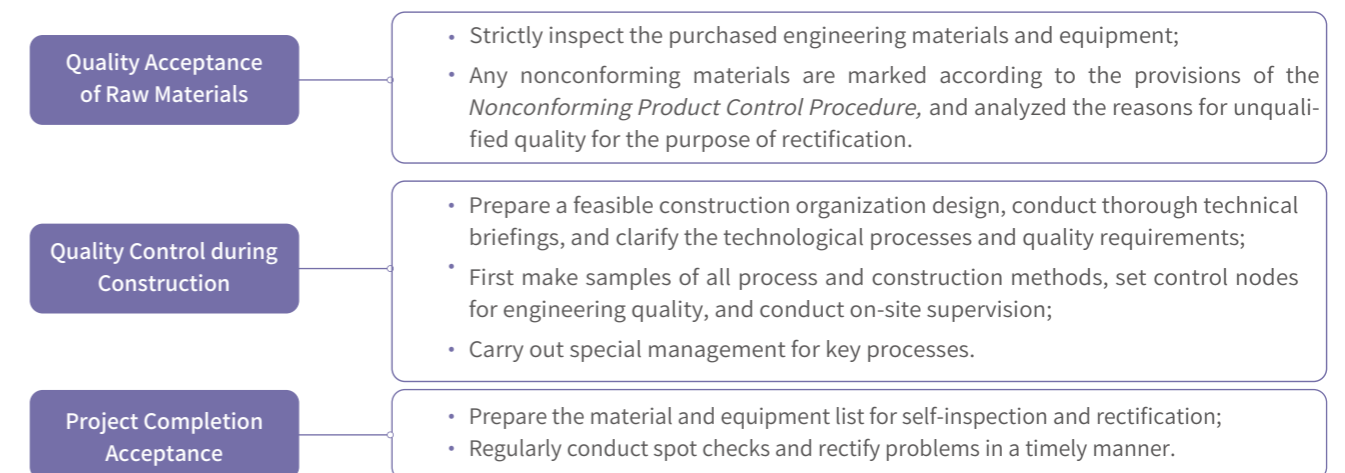
Category II Medical Device Business Filing Certificate

Category III Medical Device Business Certificate



Project quality improvement

The Company has established a three-level quality management system and a dual-quality control system, and has clarified the quality standards for the whole process of raw material procurement, construction process, and project completion inspection and acceptance, to ensure the rigorous implementation of all tasks.



Quality Culture Cultivation

The Company continuously promotes its quality culture and enhances employees' quality awareness and professional skills through regular training mechanisms. During the reporting period, the Company carried out a total of 4 training sessions on quality culture, with 320 person-times participating in the training and a total training duration of 663 hours.

Case Study: Focus on Detail Control and Strengthen Quality Awareness

On June 13, the Company organized a safety and quality refresher training session for employees and supplier representatives. Through a combination of policy briefings, case sharing, and interactive practical activities, the session emphasized the standards for material inspection upon delivery and installation techniques in construction projects. The goal was to reinforce the safety and quality awareness of all participants, to ensure projects achieve the goal of “accident free and high quality.”



▲ Quality Training

Strategy

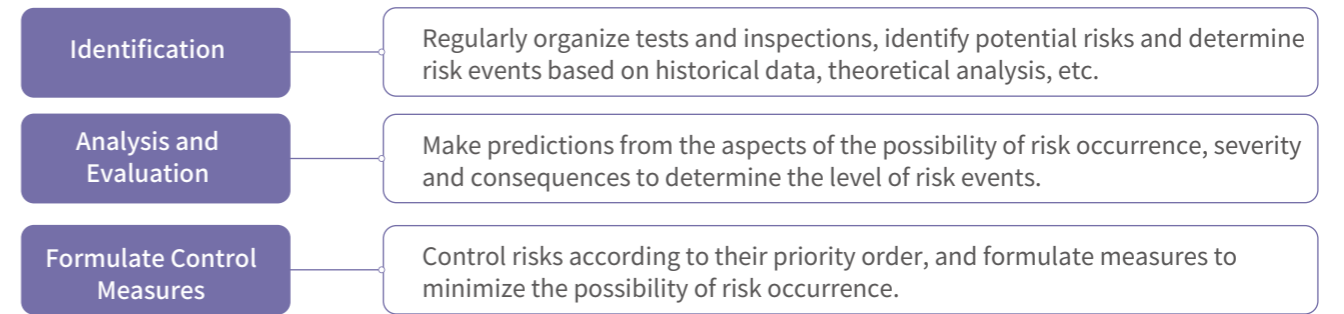
The Company prioritizes quality assurance by conducting thoroughly analyses of potential risks and opportunities in project quality. Based on the risk characteristics, project requirements, and relevant standards and specifications, the Company formulates responsive measures to mitigate quality-related risks. Simultaneously, it also proactively identifies and leverages potential opportunities to continuously strengthen the foundational quality of the Company's projects.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Market risks	As customers' requirements for cleanrooms are constantly increasing, new requirements will be put forward for the design level, construction technology, and construction materials in cleanroom projects.	Medium	Medium	Medium to Long-Term	Operations	Low	Increased operating costs	Strengthen the communication mechanism with customers to fully understand customers' demands in the early stage of the project; Conduct in-depth research on cutting-edge technologies for Cleanroom construction, and continuously improve the Cleanroom construction level to meet customers' needs.
Engineering construction risks	Improper engineering construction management may lead to frequent project rework, resulting in a decline in project quality, cost overruns, etc.	Low	Medium	Short to Medium-Term	Operations, downstream	Medium	Increased operating costs and decreased operating income	Continuously optimize the engineering construction process, and establish a rapid response mechanism to ensure that timely responses can be made and efficient solutions can be provided when customers put forward their needs.

Potential Opportunities								
Category	Opportunity Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Technology opportunities	With the advancement of intelligent manufacturing and digital transformation, the Company can leverage technologies such as big data and artificial intelligence to optimize engineering construction processes and improve the accuracy and efficiency of engineering quality control.	High	Medium	Medium to Long-Term	Operations	Relatively high	Short-term increase in operating costs Increased operating income	Recruit talents with professional knowledge and skills in software development, artificial intelligence, etc.; Effectively combine engineering construction with digital technologies to continuously improve the engineering quality of cleanrooms.

Management of Impacts, Risks and Opportunities

The Company formulates an engineering quality risk management process. The Quality and Safety Department is responsible for organizing all departments to identify risk factors, and formulates targeted control measures to enhance the capability to prevent and control engineering quality risks. During the reporting period, the Company carried out a total of 6 engineering quality risk assessment(s). There were no major quality disputes with customers, and there was no situation of being penalized due to quality problems.



Indicators and Targets

To ensure the high-quality delivery of projects, the Company establishes clear quality targets, advances all tasks in an orderly manner, continuously monitors and evaluates progress toward these goals, strictly enforces responsibilities at every stage, and guarantees that project quality meets standards.

Engineering Quality Targets	Achievement of This Year	Completion Status of Next Year
Eliminate quality deficiencies during the project implementation process, track the rectification of project deficiencies, and complete project delivery	✓ Achieved	Ongoing
Ensure that project equipment meets the requirements of the client's technical documents and design documents, as well as national standards and industry specifications	✓ Achieved	Ongoing
Rectify the quality deficiencies identified by the construction party, the supervision party and the third party during the construction process	✓ Achieved	Ongoing
Complete the equipment functionality test	✓ Achieved	Ongoing
Solve the quality problems found in the completion inspection and acceptance within the specified time	✓ Achieved	Ongoing

Protect the Rights and Interests of Customers

GRI: 416-2

◆ Customer Service Management

The Company upholds its commitment to “Customer First, Heartfelt Service,” continuously optimizing customer service and communication management systems. Through a localized service layout, the Company establishes smooth customer communication channels to swiftly address diverse regional customer needs. The Company cooperates with customers to upgrade production processes, optimize product manufacturing processes, and improve production yields. Meanwhile, the Company adheres to responsible marketing practices and actively conducts customer service training to enhance employees' service capabilities.



▲ "Marketing and Market Positioning" Training

The Company formulates the Procedure for Customer Satisfaction and Complaint Handling to standardize the complaint handling process. The Project Department is responsible for collecting and following up on customer service requests and complaints, while the Management Integration Department oversees the results of complaint handling to ensure that customer concerns are addressed promptly and appropriately.

Control Procedure for Customer Complaint Handling

Collection of complaints	Determine the type of customer complaint.
Customer complaint statistics	Collect and summarize customer complaint data every year.
Complaint analysis	The management reviews the reasons for the complaints according to the customer complaint incidents and the responsible departments.
Formulation of measures	The responsible department formulates a solution. After being reviewed by the department supervisor, the requirements for the implementation of the solution are communicated with the customer before the implementation of the solution.
Solution implementation	The responsible department implements the solution to ensure that the customer's needs are met.

◆ Customer Satisfaction

The Company actively listens to customer needs. Led by the Management Integration Department, the Company conducts customer satisfaction surveys to gather feedback across multiple dimensions, including professional expertise, project quality, and environmental safety management. Through continuous improvement of the Company's project quality and service levels, the Company enhances customer satisfaction and creates greater value for its customers. During the reporting period, the customer satisfaction score reached 92.56.

圣晖系统集成集团股份有限公司

客户满意度调查表

尊敬的客户您好:

非常感谢您对圣晖的信赖和支持, 为您提供更确切满意之服务质量, 特实施本次客户满意度调查, 藉以了解您对圣晖的满意程度, 以作为本公司改善质量与策励未来之依据, 对于贵公司所提出的意见和建议, 圣晖当秉持改善初心, 继续精进及努力。

惠请您拨冗协助填写此份调查表, 谢谢!!

公司名称:		填表日期:					
填表人:	部门/职称:	联系电话:					
E-mail:							
项目	内容	非常满意	满意	尚可	不满意	非常不满意	小计
	有良好的规划及设计能力	10分	8分	6分	3分	0分	

▲ Customer satisfaction survey

Maintain Supply Chain Security

GRI: 204-1/308-2/414-1/414-2

The Company always adheres to the concept of win-win cooperation and continues to consolidate partnerships with suppliers to ensure the security and stability of the supply chain. Simultaneously, the Company actively encourages more suppliers to proactively practice the ESG concept, promoting coordinated development across the supply chain to jointly build a green and responsible supply chain system.

◆ Corporate Governance

The Company formulates the Control Procedure for Supplier Management and Procurement Process to manage the full lifecycle management specifications from supplier introduction to elimination. A supply chain management structure is set up with the Materials Department responsible for maintaining and evaluating suppliers and related tasks. At the same time, the Company conducts training for supply chain management personnel to enhance their professional skills and jointly safeguard supply chain security.

Case Study: Procurement Training

On June 13, to further standardize the procurement quotation review process, the Company conducted training on quotation requirements for procurement personnel to improve their professional capabilities and help procurement work be carried out efficiently and in compliance.

Procurement Training ▶



During project implementation, the Company verifies the project quantities and contract performance of suppliers to ensure accurate and reasonable settlement, and incorporates the audit results into the supplier performance evaluation system, which directly affects their year-end evaluation scores and future cooperation opportunities.

Supplier selection

Score and evaluate new suppliers in many aspects such as qualifications, certifications, personnel cooperation, and construction cases. Suppliers that pass the initial evaluation are included in the *List of Qualified Suppliers*.

Supplier audit

For suppliers participating in the Company's medium and large projects, the materials department initiates the manufacturer evaluation process according to the Company's management policies, and makes a manufacturer evaluation announcement after summarizing the score data at the end of the year.

Supplier categorization

According to the *Supplier Evaluation Form*, the suppliers are divided into four grades: a, b, c, and d after being assessed on the basis of factors such as cooperation degree, quality and safety performance during the construction stage, and so on.

Supplier exit

The materials department will conduct online registration and deduct points according to the abnormal situations of manufacturers notified by the engineering department via email; the suspension measures are taken against unqualified suppliers. If cooperation is needed later, the supplier shall be re-evaluated according to the new supplier selection process. During the reporting period, the cooperation with 13 suppliers was suspended.

The Company continues to expand its overseas business, and actively cooperates with local suppliers. Its supplier network covers multiple regions such as the Chinese mainland, Thailand, Vietnam, Malaysia, and Indonesia. By continuously promoting local procurement, the Company has reduced logistics and transportation costs, driven the development of the local economy, and further enhance the Company's competitive advantage and brand influence in overseas markets. During the reporting period, the Company had a total of 7,824 suppliers.

	Number of Localized Suppliers (Unit)	Proportion of Localized Suppliers	Percentage of Procurement Amount from Local Suppliers
Chinese Mainland	5,969	76.29%	40%
Thailand	460	5.88%	83%
Vietnam	895	11.44%	50%
Malaysia	253	3.23%	96%
Indonesia	247	3.16%	91%

Equal Treatment of Small and Medium-Sized Enterprises

The Company strictly complies with relevant regulatory requirements, and adheres to treating small and medium-sized enterprises equally. During the reporting period, no overdue payment to small and medium-sized enterprises occurred in the Company.



◆ Strategy

In the cleanroom industry, upstream raw material and equipment suppliers directly affect the project progress and delivery. In order to ensure the smooth progress of projects, the Company deeply analyzes the development trend of the supply chain, identifies potential risks and opportunities, and formulates corresponding strategies to maintain the stability of the supply chain.

Potential Risks								
Category	Risk Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Supply chain quality risks	Insufficient quality control of raw materials by suppliers may lead to project quality problems, which in turn affect the enterprise's reputation and customer satisfaction.	Low	Medium	Short to Medium-Term	Operations, downstream	Medium	Increased operating costs	Sign quality assurance agreements with suppliers, and regularly review and monitor suppliers' quality standards to ensure that materials meet the specified standards; Provide technical support and empowerment training for suppliers to help them improve their production processes and quality control levels.
Price increase	For various reasons, there is a significant increase in the prices of raw materials.	Medium	Medium	Short to Medium-Term	Operations, downstream	Medium	Increased operating costs	Flexibly adjust the procurement strategy according to market conditions to deal with price fluctuations; Sign long-term contracts with high-quality suppliers to lock in the prices of key raw materials and reduce the risks brought about by price fluctuations.

Potential Opportunities								
Category	Opportunity Description	Probability of Occurrence	Impact Magnitude	Impact Time-frame	Value Chain Links of Impact	Priority Ranking	Financial Impact	Response Measures
Opportunities for supply chain digital transformation	The digital supply chain improves the collaboration and transparency among all parties in the supply chain.	High	Medium	Medium to Long-Term	Operations	Relatively high	Short-term increase in operating costs	Utilize advanced information technology to build a more flexible and resilient supply chain, intelligently predict market demand, and maintain business continuity.

◆ Management of Impacts, Risks and Opportunities

The Company has established a supply chain risk management process to identify, evaluate, monitor, and manage potential risks associated with suppliers. This approach safeguards against supply chain risks and ensures business continuity.

Risk Management Process	Risk Management Measures
Risk Identification	Regularly communicate with suppliers to understand their potential risks at the economic, environmental and social levels.
Risk Assessment	Based on the identified and monitored risk factors of suppliers, put forward prevention or rectification requirements, and provide support and assistance for suppliers.
Risk Monitoring	Analyze the risk situations, and standardize risk monitoring and response measures.
Risk management	Based on the results of risk analysis, continuously optimize management policies, evaluation systems, emergency response plans, etc.

◆ Indicators and Targets

Targets for This Year	Completion status
Percentage of suppliers that have signed the Integrity Agreement: 100%	<input checked="" type="checkbox"/> Achieved
Qualified supplier evaluation reaches 60 points or above	<input checked="" type="checkbox"/> Achieved
Develop 120 new suppliers	<input checked="" type="checkbox"/> Achieved

◆ Supplier ESG Management

The Company actively pays attention to the performance of suppliers in terms of environment and safety, and requires all suppliers to sign the *Contractor's Safety, Health and Environmental Protection Undertaking*, clarifying their responsibilities in terms of safety and environmental protection. In actual operation, the Company adheres to green purchasing and selects low-carbon and eco-friendly materials to help customers achieve energy conservation and carbon reduction targets. At the same time, the Company conducts ESG promotion and training irregularly to help suppliers enhance their sustainability awareness and quality management capabilities. During the reporting period, the Company's green procurement accounted for 11% (this figure applies to subsidiaries Suzhou and Dingmao).

Case Study: Supplier ESG Training

The Company organized ESG training sessions for suppliers, sharing case studies on critical topics such as safety and quality. These sessions strengthened manufacturers' ability to identify safety hazards, enhanced quality management standards, and further deepened collaboration to jointly create and share development results.



▲ Supplier ESG training

◆ Responsible Procurement

The Company actively promotes the extension of its clean culture throughout the supply chain, implementing "Transparent Procurement" practices. It signs an integrity commitment *Self-declaration* with suppliers to jointly resist commercial bribery and unfair competition. At the same time, the Company provides suppliers with an email address for integrity feedback and complaint to eliminate under-the-table operations and protect their legitimate rights and interests. Through advocacy training and mutual oversight, the Company guides partners to embrace a compliance-oriented business philosophy, jointly fostering a clean and healthy commercial ecosystem to achieve sustainable development and mutually beneficial cooperation. During the reporting period, 100% of our suppliers signed the Integrity and Honesty Agreement.

◆ Digital Purchasing

The Company makes sustained efforts to advance the digitalization of its procurement operations, enhancing the convenience and efficiency of procurement activities through the dedicated manufacturer platform. The platform opens an account inquiry function to manufacturers, with relevant data uniformly imported from the ERP system to ensure accuracy and standardization of information at the source. The platform has a special announcement section for the Company to promptly release important information related to payment settlement, such as settlement policy adjustments and payment arrangements during special periods, to ensure that manufacturers obtain accurate information in a timely manner and further improve procurement efficiency.





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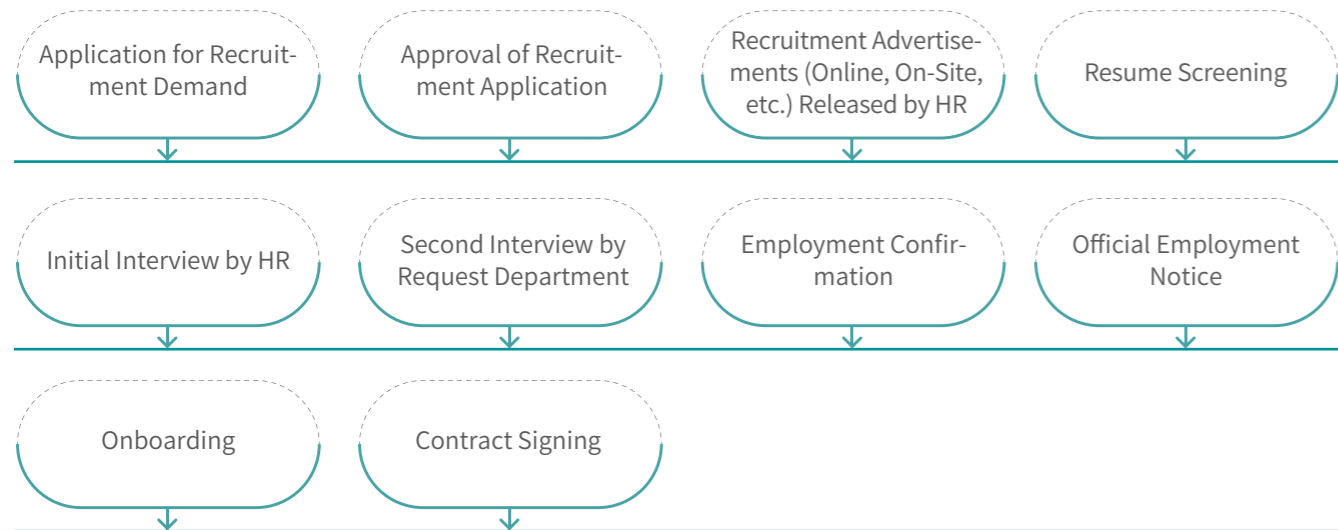
**Uniting the Teams, and
Creating a Happy Work-
place**

Equal and Diversified Employment

GRI : 401-1/401-2/401-3/405-1/406-1/407-1/408-1/409-1

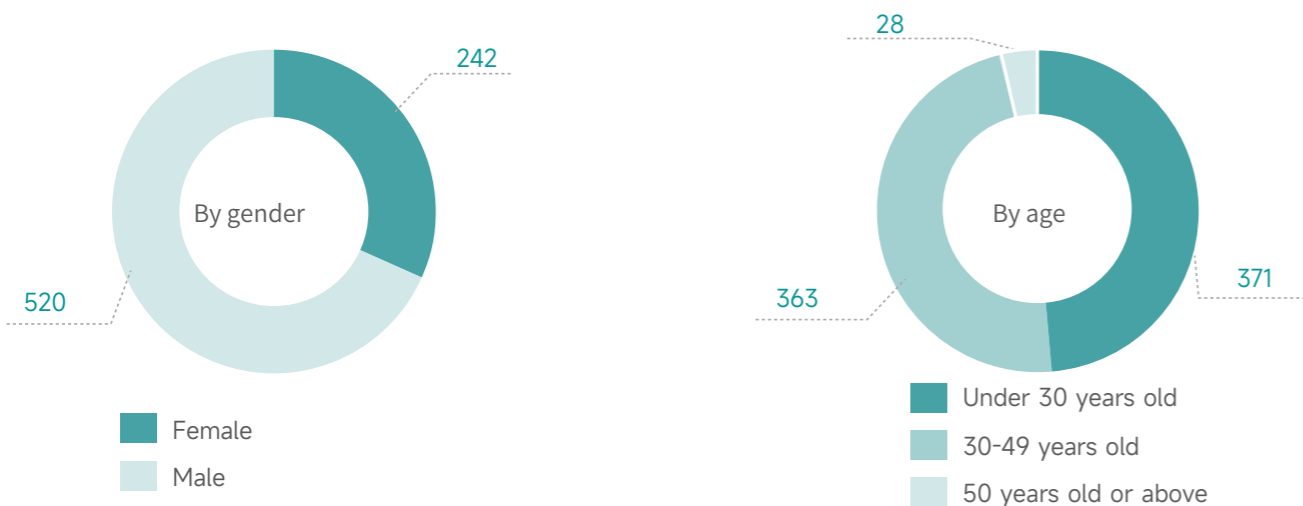
◆ Equal Employment

Upholding the principles of “fairness, impartiality and transparency”, Acter formulates labor management systems such as the Employee Handbook and Human Rights Policy according to relevant laws, regulations and rules such as the *Labor Law of the People’s Republic of China* and the *Labor Contract Law of the People’s Republic of China*, standardizes the recruitment and dismissal of employees, and ensures that all workers are not discriminated against based on gender, race, religion, age, disability or any other non-work-related factors and provides employees with an equal and diversified working atmosphere.

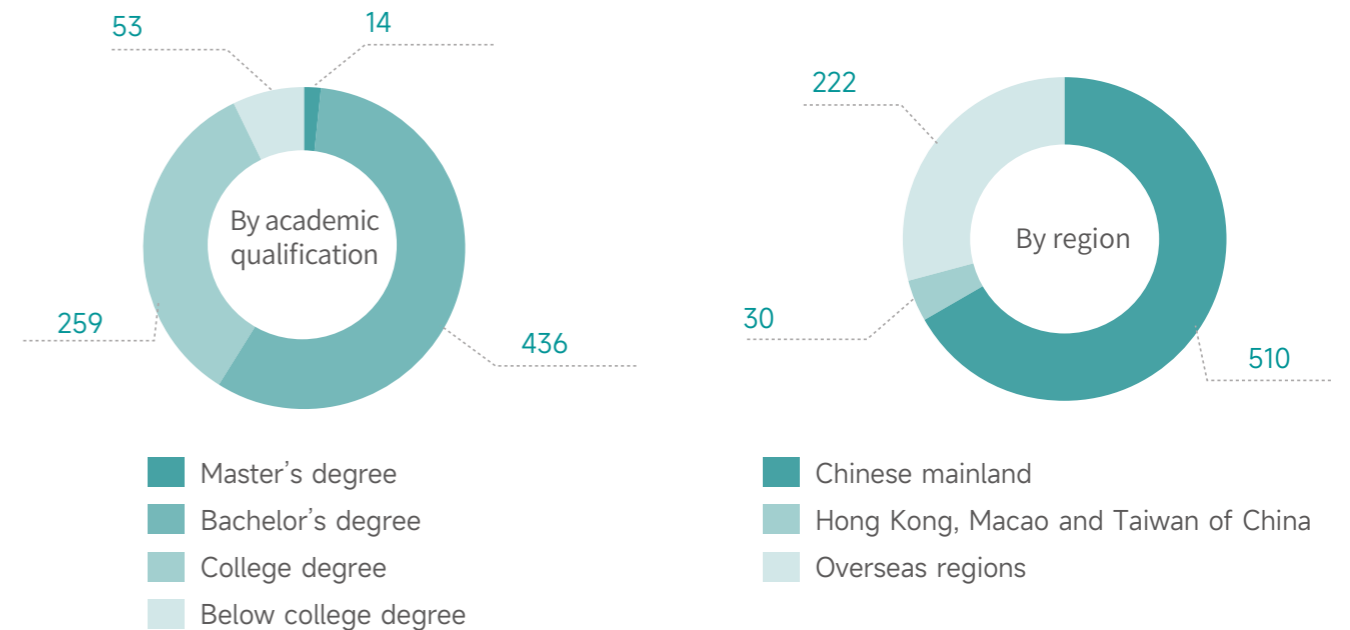


▲ Acter's Employee Recruitment Process

The Company establishes recruitment channels including social recruitment, internal recommendation and campus recruitment to attract outstanding talents with diverse backgrounds from both domestic and international sources, thereby providing a talent guarantee for the Company's business development. During the reporting period, the Company had a total workforce of 762 employees and recruited 183 new employees.



▲ Employee Structure



Key Performance		
Indicator	Unit	2025
Employment of employees from ethnic minorities	Person	13
Proportion of employees from ethnic minorities	%	2.41
Labor dispatching employees	Person	0
Number of part-time employees	Person	0
Number of employee turnover	Person	135
Rate of employee turnover	%	15.05
Percentage of Contract Workers	%	100
Social Insurance Coverage Rate	%	100
Number of female employees	Person	242
Proportion of female employees	%	31.76

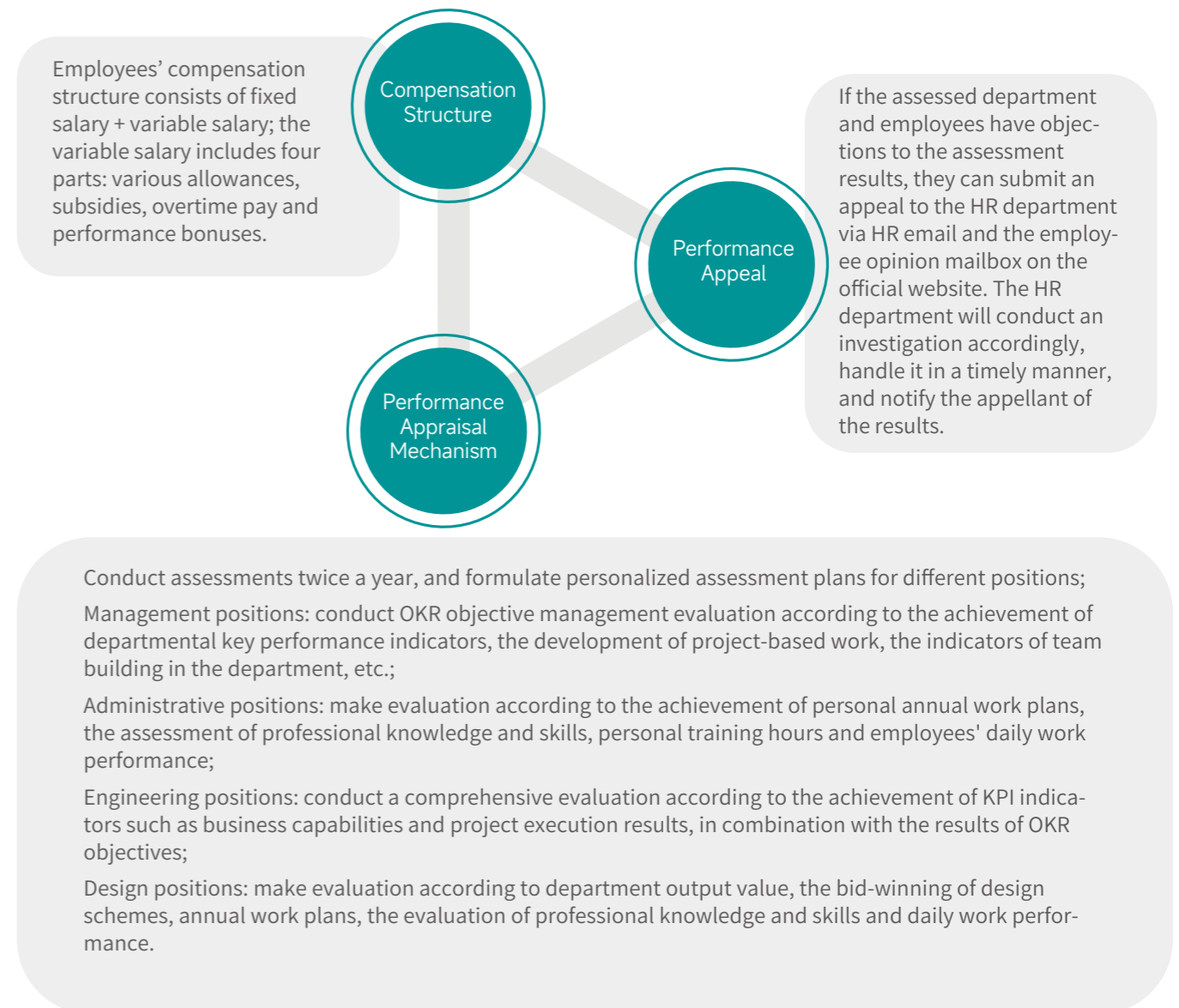
◆ Human Rights Protection

The Company continues to improve the anti-discrimination and diversification management system, follows the SA8000 international social responsibility standard, formulates the *Human Rights Policy*, and promises to integrate anti-discrimination measures and the prohibition of forced labor into its management, continuously review all aspects of operation, strictly prohibit child labor and forced labor, advocate freedom of association, respect and safeguard the legitimate rights and interests of female employees, and is committed to building an equal and friendly workplace environment that respects human rights. During the reporting period, there were no cases such as the employment of child labor, forced labor or labor discrimination in the Company.



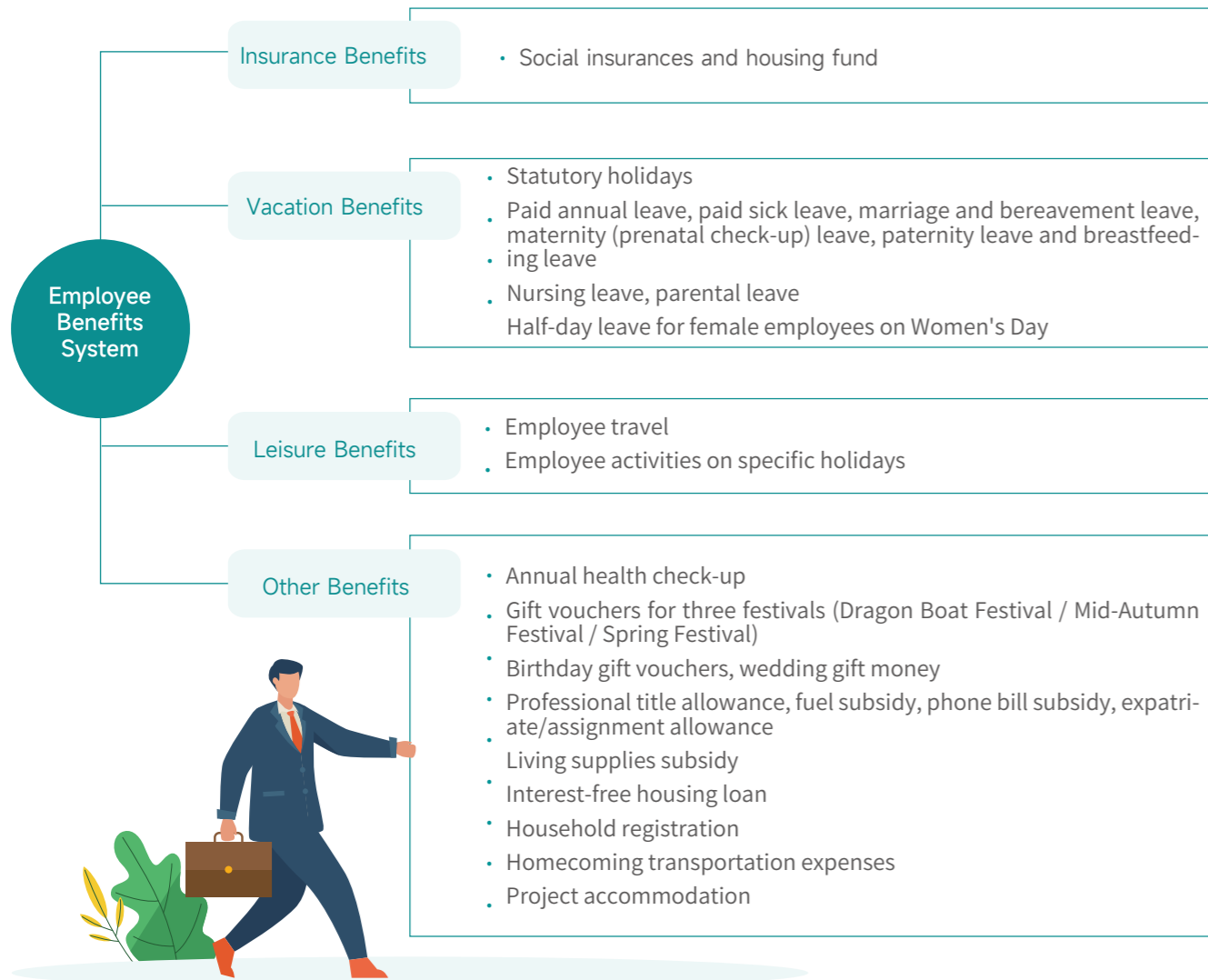
◆ Compensation System

The Company follows the principle of "efficiency first with due consideration to fairness", and formulates management systems such as the *Measures for Employee Salary Management*, the *Measures for Employee Assessment Management*, and the *Measures for Employee Rewards and Punishments* to build a standardized and scientific compensation management system. The system closely links employees' salaries with job values, performance appraisals and personal values, so as to ensure the reasonable growth of employees' incomes, and reward employees with outstanding performance. During the reporting period, the minimum salary of grassroots employees in the Company was far higher than the local minimum wage standard. During the reporting period, the average salary per employee was RMB 168,800, and the average revenue generated per employee was RMB 3,921,900 in the Company.



◆ Employee Benefits

The Company continues to improve the employee welfare system. Besides the statutory welfare including social insurances, housing provident fund and holidays, it actively improves employee welfare, cares for employees' lives, and enhances employees' happiness.



Key Performance

During the reporting period, the employee welfare expenditure of the Company was RMB **20,593,500**, the average number of paid annual leave days per capita was **7** days, the coverage rate of physical examinations for employees was **100%**, and **17** employees enjoyed maternity leave.

◆ Democratic Governance and Communication

The Company respects employees' rights to participate in democratic management, formulates the *Employee Congress System*, and effectively strengthens democratic management. By holding the Employee Congress, the Company gives full play to the democratic management and supervision role of employee representatives, and protects employees' legitimate rights and interests. During the reporting period, the Company strictly convened the Employee Congress in accordance with relevant regulations, completed the election of employee representatives and employee representative directors, further improved the democratic governance mechanism, and provided a solid guarantee for employees to have unimpeded channels for offering suggestions and in-depth participation in corporate governance.



▲ Convening the Employee Congress



▲ Trade Union Activities

The Company actively listens to employees' voices and sets up diversified employee communication channels to ensure that employees' opinions and feedback can be transmitted in a timely manner, promoting two-way communication and positive interaction between employees and the management. During the reporting period, there were no labor disputes and related complaint issues in the Company.

Offline Channels

- Maintain a strong focus on corporate transparency initiatives by publicly disclosing key issues of concern to employees through the Employee Congress and corporate public platforms (including the company website and internal publications).
- Widely collect employees' opinions and suggestions through channels such as employee activities and probationary period completion report meetings. When a labor dispute occurs, employees can negotiate with their departments to resolve it. If the negotiation fails or the settlement agreement is not fulfilled after it is reached, they can apply for mediation to the labor union committee.



Online Channels

- Set up an "Employee Opinion and Appeal Mailbox" on the Company's official website, and open the email appeal channel to all employees. Use the HR email to provide employees with a platform for offering suggestions and opinions, listen to employees' opinions, and care about and attach importance to employees' reasonable needs.

The Company pays attention to listening to employees' opinions and suggestions, conducts employee satisfaction surveys every year around aspects such as organizational commitment, education and training, job satisfaction, management system, and supervisor leadership, and conducts self-examination and improvement of existing problems based on the results to enhance employees' satisfaction and sense of belonging.

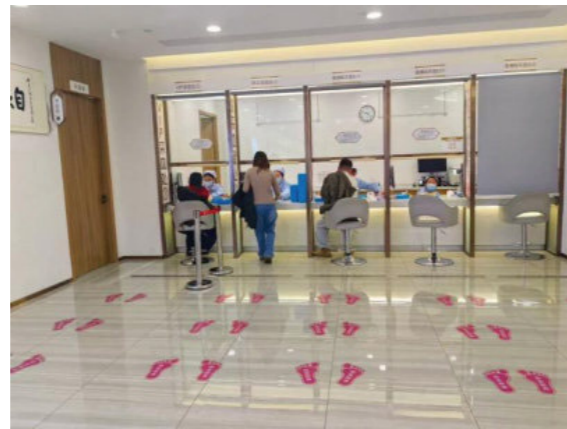
Indicator	2023	2024	2025
Employee Satisfaction	88.8%	93%	94.17%

◆ Employee Care

The Company always adheres to the people-oriented concept, cares about employees' work and life, and fulfills its commitment to employee well-being through humanized initiatives such as conducting mental health care lectures, caring for female employees, organizing cultural and sports activities, and improving the welfare of overseas employees, so as to improve employee satisfaction. At the same time, the Company attaches importance to the assistance and relief of employees in need, actively visits and comforts them, effectively solves their problems and difficulties, and creates a warm and mutually supportive collective atmosphere.



▲ Table Tennis Friendly Match



▲ Organizing Physical Examinations for Employees



▲ Team-building Activity



Case Study: Care for Employees' Mental Health and Build a Harmonious Workplace

In March, the Company organized a sleep health lecture. By popularizing sleep knowledge and teaching practical adjustment techniques, it helped employees improve their sleep, relieve anxiety, and provided relevant psychological assistance.



▲ Mental Health Training

Employee Development and Growth

GRI:404-1/404-2

◆ Training System Construction

Adhering to the concept of "Talent-Driven Development", the Company regards the improvement of employee capabilities as the core support for strategic implementation. Taking "unlocking employee potential and promoting independent learning" as its strategic direction for talent development, the Company has formulated the *Measures for Education and Training Management* and formed a tiered and classified talent training system. Aligned with corporate development, human resources planning, and employees' career development needs, the Company conducts multi-dimensional training request surveys in the fourth quarter of each year to formulate the training plan for the next year, laying a talent foundation for steady business development.

The Company provides employees with internal and external courses, as well as annual compulsory programs. Through face-to-face teaching, it actively encourages employees to have in-depth discussions with trainers, promotes two-way knowledge transfer and positive interaction, and assists employees in improving their professional skills. The Company requires all employees to complete at least 12 hours of training each year, and links the training assessment results with performance bonuses to effectively enhance the conversion efficiency of training results.

Key Performance

During the reporting period, the Company invested RMB **342,800** in employee training. The investment in employee training per million yuan in revenue was RMB **100**, and the average investment in training per employee was RMB **680**. The Company organized **42** training sessions, with **504** participants. The total training duration was **10,879** hours, the average training duration per capita was **21.6** hours, and the training coverage rate was **96%**.

Employee Training System

Induction Training

A series of induction trainings will be carried out after onboarding of new employees, including company introduction, and training related to engineering management operations, procurement operations, information operations and accounting operations, etc.

Training on General Skills

Provide training courses such as self-efficacy improvement, time management, listening and communication through irregular lectures.

Training on Professional Competency

Hold relevant professional training courses, including design, engineering, industry, finance, office software, etc., to improve overall professional skills.

Leadership Training

Provide training programs such as EMBA, leadership, project management, reserve supervisor, etc. for key trainees to enhance their management skills.

Internal Trainer Training

Based on specialized course content and directions, middle-level and above staff are invited to be trainers. Through participation in external training and providing incentives such as hourly subsidies, the Company encourages the internal trainer team to develop courses and deliver lectures, thereby achieving knowledge refinement, management, dissemination, and sharing.

The Company encourages all employees to participate in qualification certification training and examinations that meet the company's strategic and job development requirements, formulates the *Title Subsidy Management Measures*, and bears the costs of employees' participation in certification training and examinations. For the professional licenses obtained by employees, the Company provides monthly subsidies according to different title levels to help employees continuously broaden their career development prospects and realize their personal value.

Case Study: "New" Shines, Future Thrives

On June 30, the Company organized and carried out new employee induction training, covering corporate culture, diverse business areas, project construction management, safety and quality, etc. Interactive sessions for employees were added to help new employees quickly integrate into the team.



▲ New Employee Training

Case Study: Leadership Drives Performance, Fueling Enterprise Growth

On September 5, the "Acter Strategic Partner Mini-EMBA Empowerment Camp", jointly created by "Acter" and "Carnegie Training", was officially opened at Acter's headquarters. The training covered topics such as leadership and influence shaping, marketing, financial insight and strategic decision-making, enhancing the leadership and professional skills of supervisors and addressing practical pain points in enterprise development.



▲ Leadership Training

Case Study: Providing an Online Training Platform

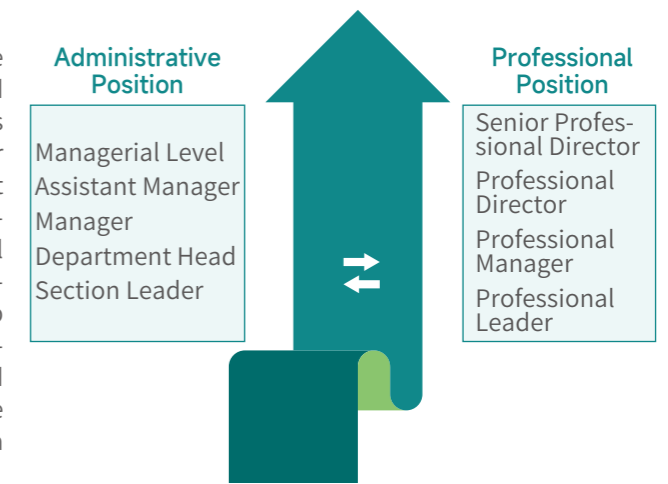
The Company utilizes the Magic Academy e-Learning Platform to continuously improve employees' essential work skills through diversified training courses.



▲ Online Learning Platform

◆ Assisting Employee Growth

With the goal of "establishing a diverse and complete personnel development framework, improving aligned human resources measures, and providing employees with a development environment that matches their capabilities", the Company has established a talent cultivation system aligned with its corporate development goals. The Company has established a dual career path for employees in management and professional development, continuously optimizes the job grade and rank system, formulates detailed qualification standards, and clarifies the job requirements and promotion rules at each level, providing clear guidance for employees' career development while offering a scientific basis for the Company's personnel selection.



▲ Acter's Promotion Channel

The Company formulates the *Employee Transfer Management Measures*, and expands employees' career growth space by ways of job rotation, project assignment and overseas assignment. While retaining functional professionalism, the Company has established a horizontal "Integrated Service Group", forming a dual management structure of "vertical function + horizontal project". Employees can both deepen their expertise in their professional fields and extend their capabilities across boundaries through cross-departmental projects, enabling technology, human resources, capital and other elements to form an organic collaborative network around strategic priorities and optimize the reasonable allocation of human resources.

Job Rotation

Encourage employees within each department to carry out job rotation to continuously expand the scope of employees' professional capabilities.

Project Assignment

The project assignment offers opportunities to employees in different fields for learning and cooperation.

Overseas Assignment

Provide employees with overseas assignment opportunities to help them accumulate overseas work experience and cultivate international talents.

Occupational Health and Safety

GRI : 403-1/403-2/403-3/403-5/403-6/403-7/403-8/403-9/403-10

◆ Occupational Health and Safety Management System

The Company strictly complies with the requirements of laws, regulations and rules such as the *Law of the People's Republic of China on Work Safety*, the *Fire Control Law of the People's Republic of China* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, formulates the *Quality/Environment/Safety Management Manual*, and establishes a work safety organizational structure, with the Quality and Safety Department responsible for supervising work safety. The Company has established a work safety assessment mechanism, linking assessment indicators with the performance of various departments and positions, solidifying the main responsibility for work safety, refining and implementing work safety and occupational health work, and building a solid safety guarantee system. During the reporting period, the Company has certified to ISO 45001:2018 Occupational Health and Safety Management System.



▲ Occupational Health and Safety Management Certification

Work Safety Management Objectives	Achievement of This Year
0 fire accidents	✓ Achieved
0 electric shock accidents	✓ Achieved
0 accidents involving falls from height and object strikes	✓ Achieved
0 mechanical injury accidents	✓ Achieved

Key Performance			
Indicator	Unit	2025	
Investment in safety production	RMB 10,000	485.75	
Proportion of investment in safety production to operating income	%	0.16	
Number of work-related deaths	Person	0	
Number of major or above production safety accidents	Case	0	
Work days lost due to work-related injuries	Day	34	
Work days lost due to work-related injuries per million yuan in revenue	Day	0.01	
Number of work-related injuries	Person	2	
Work-related injury rate	%	0.26	
Injury rate per million work hours	%	1.32	
Percentage of special operators licensed	%	100	
Coverage rate of work-related injury insurance for employees	%	100	

◆ Safety Risk Control

The Company continuously improves the dual prevention working mechanisms for the safety risk grading and control and the investigation and treatment of potential hazards, formulates a series of safety management systems such as the *Procedure for Hazard Source Identification, Risk Assessment and Risk Control* and the *Procedure for Safety and Civilized Construction Management*, implements control responsibilities and prevention measures by level and category, and strengthens the prevention of work safety risks. During the reporting period, the Company did not experience any safety incidents.

Safety Risk Management Process

Identification	<ul style="list-style-type: none"> Regularly analyze the safety risks existing in equipment and facilities, the operation environment and personnel behavior, and clarify the key points of potential hazard investigation for each department.
Assessment	<ul style="list-style-type: none"> Classify, categorize and evaluate the identified safety risks; Register major hazard sources and implement dynamic tracking
Control Measures	<ul style="list-style-type: none"> Strengthen safety training and education by implementing initiatives such as project safety weekly meetings and onboarding safety education for new employees, thereby enhancing their safety awareness and operational skills; Conduct safety training and assessment for construction personnel, and allow them to enter the site only after passing the assessment; Carry out safety emergency plan drills as scheduled according to the Company's Emergency Management Plan and Emergency Preparedness and Response Procedure, establish an emergency response task force for strict implementation, and ensures strict implementation and compliance.
Supervision and Inspection	<ul style="list-style-type: none"> Supervise and inspect the risk factors in the key safety protection areas of subcontracting projects.
Rectification Initiation	<ul style="list-style-type: none"> Once problems are found, immediately initiate the rectification procedure to ensure that risks are controllable.

◆ Safety Management Measures

In light of the characteristics of Cleanroom system integration projects, the Company has strengthened management of construction sites, equipment operation and maintenance, electricity safety, and fire safety, and implemented dynamic tracking and control over major hazard sources. The Company regularly provides safety education for new employees on site, holds weekly project safety meetings, and conducts skills training and assessments to ensure that personnel hold valid certificates before taking posts. Regular safety hazard inspections and rectifications as well as emergency drills are carried out to achieve closed-loop improvement of risks. Through refined safety management, the Company safeguards employees' occupational health, ensures the steady progress of projects, and builds a strong line of defense for safe production and stable operations.

Key Performance

During the reporting period, the Company carried out a total of **16** emergency drills for various safety plans, and the rectification rate of safety potential hazards was **100%**.

Case Study: Safety Emergency Drill for the Zhengzhou Hejing Project

On June 19, the Company's Zhengzhou Hejing Project carried out a safety emergency drill, simulating the handling of fall-from-height accidents and fire accidents to improve employees' emergency response capabilities, test the feasibility of the emergency plan, and promptly make modifications and improvements for any issues exposed during the drill to ensure the plan is effective in practical application.



▲ Safety Emergency Drill

◆ Management of Hazardous Chemicals

The Company has formulated the *Control Procedure for Flammable and Explosive Hazardous Materials*, and assigns the Quality and Safety Department to be responsible for the planning and control of flammable, explosive and other hazardous materials in the warehouse area of the construction site, ensuring the effective control of flammable and explosive materials during project construction and in daily life. Before project initiation, the Company has orderly sorted out and collected the chemical lists and Material Safety Data Sheets, and assigned the safety officer to conduct on-site verification and fill in the chemical operation safety checklist to ensure that hazardous materials are under control and to safeguard personnel and property safety.



▲ Investigation and Treatment of Leakage Hazards in the Chemical Area

◆ Safety Management for Related Parties

The Company formulates the *Code of Conduct for Contractor's Construction Personnel* to standardize the safety management for relevant parties. With a focus on the construction operations of contractors, it improves the control of construction operations from aspects such as self-patrol inspection, safety management during the operation process, and tracking of deficiency improvement to ensure the safe and orderly progress of construction operations. At the same time, the Company formulates emergency procedures for handling industrial safety accidents, establishes an emergency response team, and clarifies the specific responsibilities of each department and employee, ensuring rapid response and effective handling in case of emergencies, thereby controlling the development of incidents, reducing the impact of accidents, and continuously improving the level of safety management.

Key Performance

During the reporting period, the Company organized **692** safety production training sessions for various related parties, with **6,605** participants and a total training duration of **26,774** hours, achieving a **100%** coverage rate of safety education for related parties.

Case Study: Onboarding Safety Training

On August 25, the Company conducted safety training for related parties through safety notifications upon entry and on-site training, continuously improving the safety skills and awareness of relevant personnel, and further enhancing their understanding of and familiarity with the Company's safety standards.

Onboarding Safety Training ▶



◆ Ensuring Occupational Health

The Company always adheres to the policy of "prevention-oriented approach with integrated prevention and control" for the prevention and control of occupational diseases, establishes the Procedure for the *Prevention and Control of Occupational Diseases* to strengthen labor health management and protection work, and issues notifications of hazard factors to prevent, control and eliminate occupational hazards, protecting the safety and health of employees. The Company organizes relevant personnel to take occupational health examinations every year. During the reporting period, the coverage rate of physical examinations for positions involving occupational health was 100%, and the incidence of occupational diseases was 0.

Assurance of Safety

Strictly implement the requirements that occupational health protection facilities should be designed, constructed and put into use simultaneously with the main project;

Conduct safety, environmental and health analysis and review of the construction before the project starts.

Implementation of Protection

Employees are required to wear appropriate personal protective equipment (PPE) when on duty. They must not use PPE that has expired or whose functionality has been compromised.

Measures for the Prevention and Control of Occupational Diseases

Enhancement of Awareness

Pay attention to the education of employees' awareness of personal occupational health protection and carry out occupational health training regularly.

Organization of Inspections

Regular inspections are conducted to ensure employees comply with PPE requirements when on duty.

◆ Occupational Health and Safety Culture

The Company strengthens the development of safety culture, enhances employees' safety awareness and skills through daily safety knowledge promotion and the formulation of safety training plans. During the reporting period, the Company provided 4 safety education and training sessions, with participation of 227 person-times, and the coverage rate was 100%. The total duration of safety training was 1,276 hours, and the average safety training duration per capita was 5.62 hours.

Case Study: Work Safety Month Activities

To deeply implement the theme requirements of the 2025 National Work Safety Month, "Everyone Values Safety, All Can Respond – Identifying Hidden Risks Around Us", the Company organized and carried out all-staff safety knowledge promotion and special activities for daily hazard investigation. Through policy promotion and interactive practice, employees' ability to identify safety hazards was strengthened, and their safety awareness was enhanced.



▲ Work Safety Month Promotion



▲ First Aid Knowledge Training



▲ Equipping Protective Equipment



▲ Safety Warning Signs and Markings



06

Fulfilling Responsibilities
and Building a Harmoni-
ous Society

Fulfilling Responsibilities and Building a Harmonious Society

GRI: 413-1

Adhering to the philosophy of "Giving Back to Society and Spreading Warmth", Acter actively engages in public welfare initiatives. The Company has formulated the *Measures for the Management of External Donations* to carry out donation work in an orderly manner, and calls on its employees to join its volunteer team, contributing their efforts in various public welfare and charitable sectors such as educational assistance and support for vulnerable groups. Through practical actions, it delivers care and contributes to social harmony and stability.



▲ Donation Box

Case Study: A Warm May, Spreading Love Through Handicrafts

On May 9, the Acter Volunteer Group organized a special Mother's Day event for the Suzhou General Social Welfare Institute. The volunteer group brought handmade materials, fresh fruits, and flowers to create handmade bags together with the elderly residents of the welfare institute, spreading warmth and care.



▲ Volunteer Activity

Case Study: A Touch of Volunteer Red, Lighting the Path to Civilization

The Company organized a volunteer group to carry out a volunteer activity for street environment cleaning. Equipped with tools, the volunteers meticulously cleaned roadside garbage and debris, optimizing the community environment through practical actions, practicing the concept of public welfare, and spreading the positive energy of civilization and kindness.



▲ Volunteer Activity

Key Performance

During the reporting period, the Company invested RMB **217,000** in public welfare, with volunteer participations of **15** person-times.

Note: The statistical scope of the investment in public welfare is subject to the actual time of financial expenditure of the Company.



Appendix

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Feedback

Thank you for reading the 2025 Sustainability Report of Acter Technology Integration Group Co., Ltd. To improve Acter's performance in environment, society, and governance, further enhance our sustainable development capabilities and levels, and strengthen communication with all sectors of society, we sincerely hope that you will provide valuable feedback and suggestions on our work and report amidst your busy schedule.

Your Information

Name: _____ Tel.: _____

Unit: _____ Email: _____

Multiple Choice (Please check in the appropriate box)

- What is your overall assessment of Acter's 2025 ESG report?
 Good Average Needing Improvement I don't know
- How do you think Acter has performed in terms of customer service?
 Good Average Needing Improvement I don't know
- How do you think Acter has performed in terms of technological innovation?
 Good Average Needing Improvement I don't know
- How do you think Acter has performed in terms of industrial development?
 Good Average Needing Improvement I don't know
- How do you think Acter has performed in terms of team building?
 Good Average Needing Improvement I don't know
- How do you think Acter has performed in terms of social welfare?
 Good Average Needing Improvement I don't know
- How do you think Acter has performed in terms of environmental protection?
 Good Average Needing Improvement I don't know
- Do you have any comments on Acter's performance in ESG efforts?