容百科技
RONBAY TECHNOLOGY

2025

Ningbo Ronbay New Energy Technology Co.,Ltd.

Sustainability Report

CONTENT

About This Report

Report Overview

This is the fifth non-financial performance report publicly released by Ningbo Ronbay New Energy Technology Co., Ltd. (hereinafter referred to as “Ronbay Technology,” “the Group,” “the Company,” or “we”). Prepared on the principles of objectivity, rigor, transparency, and comprehensiveness, this report provides detailed disclosure of the Company's environmental, social, and governance (ESG) philosophy, practices, and performance.

In response to regulatory guidance and in alignment with the Shanghai Stock Exchange’s Self-Regulatory Guidance for Listed Companies No. 14 - Sustainability Report (Trial), the Company has officially renamed its former Environmental, Social, and Governance (ESG) Report to the Sustainability Report beginning this year. This change aims to comprehensively showcase our determination and achievements in actively fulfilling social responsibilities and promoting sustainable development while creating commercial value.

Organizational Scope

Unless otherwise stated, this report covers Ningbo Ronbay New Energy Technology Co., Ltd. and its subsidiaries under actual operational control, consistent with the disclosure scope of the 2025 Annual Report.

Reporting Period

This is an annual report covering January 1, 2025 to December 31, 2025 (referred to as "this year" or "the reporting period"). To enhance completeness and comparability, some content and data may extend beyond this period, with specific dates noted where applicable. The reporting period is consistent with the Annual Report.

Reporting Frameworks

This report is prepared primarily in accordance with the *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 - Sustainability Reporting (Trial)*, with reference to the following internationally recognized standards: the *Global Reporting Initiative Sustainability Reporting Standards (GRI Standards 2021)*, the International Sustainability Standards Board (ISSB) IFRS *Sustainability Disclosure Standard S2 - Climate-related Disclosures (IFRS S2)*, and the United Nations Sustainable Development Goals (SDGs).

Reporting Principles

- **Accuracy:** All qualitative and quantitative information disclosed in this report has been rigorously reviewed and verified. We ensure that key data is well-sourced and calculated using sound methodologies, providing stakeholders with detailed and accurate information to assess Ronbay's sustainability performance.
- **Balance:** This report objectively and impartially reflects Ronbay's overall performance during the reporting period. We disclose not only positive progress and achievements in ESG, also openly address challenges, shortcomings, and areas for improvement, avoiding one-sided or overly favorable presentation.
- **Clarity:** This report uses plain language supported by data charts, performance comparisons, and practical case studies. We present technical and complex information in a structured, accessible manner so that stakeholders from all backgrounds can easily navigate, read, and understand the content.
- **Comparability:** This report maintains consistency in topic classification, indicator selection, data scope, and calculation methods (with any revisions noted separately). For key performance indicators, we provide multi-year historical data to allow stakeholders to track Ronbay's long-term sustainability performance over time.
- **Completeness:** The disclosure boundary covers all material topics identified as having significant impact on Ronbay's sustainable development. We ensure complete coverage across organizational boundary, reporting period, and topic depth, with no key sustainability impacts omitted.
- **Sustainability Context:** This report situates Ronbay's strategy and operations within the broader macro sustainability landscape, referencing the UN SDGs, global climate change trends, and the specific context of the new energy and lithium battery cathode materials industry to illustrate the Company's role and contributions.
- **Timeliness:** The Company is committed to publishing Sustainability Report on an annual basis. We ensure that disclosures are made in a timely manner aligned with stakeholder expectations, enabling informed and timely decision-making.
- **Verifiability:** The collection, recording, consolidation, and analysis of information in this report are based on rigorous, traceable systems and processes. Our robust data management and internal control mechanisms ensure that all disclosed indicators and facts are documented and subject to internal audit and independent third-party verification.

Report Availability

This report is available in both Chinese and English version. It can be accessed and downloaded on the Ronbay official website or the relevant pages of the Shanghai Stock Exchange. In the event of any discrepancy between the two versions, the Chinese version shall prevail.
The Company will continue to improve its reporting quality and sustainability management over time. For any questions or feedback regarding this report, please contact us at:

0574-62730998 ir@ronbaymat.com

Message from the Committee

IIn 2025, at COP30 in Belém, Brazil, over 190 countries reached a shared consensus: the transition to green and low-carbon development is now irreversible. Converging breakthroughs in photovoltaic technology, energy storage, and artificial intelligence are bringing the "energy singularity" from vision to reality. Seizing this historic opportunity, Ronbay has pursued its "platformization, globalization, and ecologization" strategy with conviction — continuously optimizing its ternary product mix, entering the LFP market with new processes, accelerating the commercial rollout of sodium-ion batteries, achieving multi-sector breakthroughs in LMFP, leading the industry in solid-state cathode materials and electrolytes, and building a green circular system through an ecosystem-based supply chain strategy. With strengthened organizational capability and talent development, Ronbay has evolved into a comprehensive solution provider for the cathode materials industry. We firmly believe that sustainability is the core capability underpinning long-term value creation.

This year, we advanced our platformization transformation, establishing an industrial investment and innovation platform to drive business innovation. We remained committed to original technology as the engine of high-quality development in battery materials. Through R&D spanning frontier and foundational technologies, we cover the full battery lifecycle - from battery applications to recycling - building a multi-engine growth model that ensures technological leadership across diverse chemistry pathways, and providing reliable, diversified material solutions for the global energy transition. Leveraging AI models, we extended our capabilities from materials processing into battery cell design and closed-loop recycling, improving resource efficiency.

Long-term competitiveness requires building an ecosystem that is self-evolving and sustainable. This means establishing a circular industrial chain built on zero-emission manufacturing, low- and zero-carbon operations, and green power adoption. By investing in and developing urban mining capabilities, we have achieved deep integration between resource inputs and materials production, meaningfully reducing our environmental footprint and supply chain volatility. We are also advancing a new paradigm of "clean metallurgy" - deploying lights-out factories and intelligent microgrids, and leveraging digital and intelligent management to build core competitive advantages in zero-carbon, low-energy manufacturing, setting a new green benchmark for industry.

With compliance as our foundation, we are accelerating the optimization of our global capital structure, managing risk effectively, and ensuring stable operations across all regions.

We are committed to building an open and inclusive organization where employees and the Company grow together. We are equally committed to fostering a transparent, responsible industrial ecosystem with global partners - embedding sustainability into every link of the supply chain and focusing on the creation of long-term social value.

Corporate Ethics and ESG Management Committee

About Ronbay

Company Overview

Ningbo Ronbay New Energy Technology Co., Ltd. (hereinafter "Ronbay," stock code: 688005.SH) was founded in September 2014. With nearly 4,000 employees, Ronbay is a multinational high-tech company in the new energy materials sector, focused on the R&D, production, and sale of battery cathode materials. The Company was founded by a senior Sino-Korean lithium battery industry team and listed on the Science and Technology Innovation Board (STAR) of the Shanghai Stock Exchange in July 2019, becoming one of the first 25 companies to list on the board.

As a global leader in ternary cathode materials, Ronbay has maintained top global sales for multiple consecutive years. The Company was the first to achieve production capacity of 10,000 tons of LMFP. Its sodium-ion cathode materials are now supply-bound with leading battery manufacturers at home and abroad, and it has entered the LFP space using innovative processes. Ronbay has upgraded its positioning to become a "comprehensive solution provider for the cathode materials industry." With cathode materials as its core business, its R&D scope extends into smelting, recycling, precursor materials, electrochemistry, battery cell design, and battery disassembly. Backed by global capital capabilities, the Company has the capacity to develop, manage, and collaborate across the full industry chain.

Corporate Culture

Mission

To advance the new energy industry, improve the human living environment, create a better future for the Company and its employees, and give back to society.

Vision

To build a new energy industry cluster with world-class innovation capabilities and a high standard of business integrity.

Core Values

Science, rationality, learning, innovation, broad vision, and systematic.

Sustainability Concept

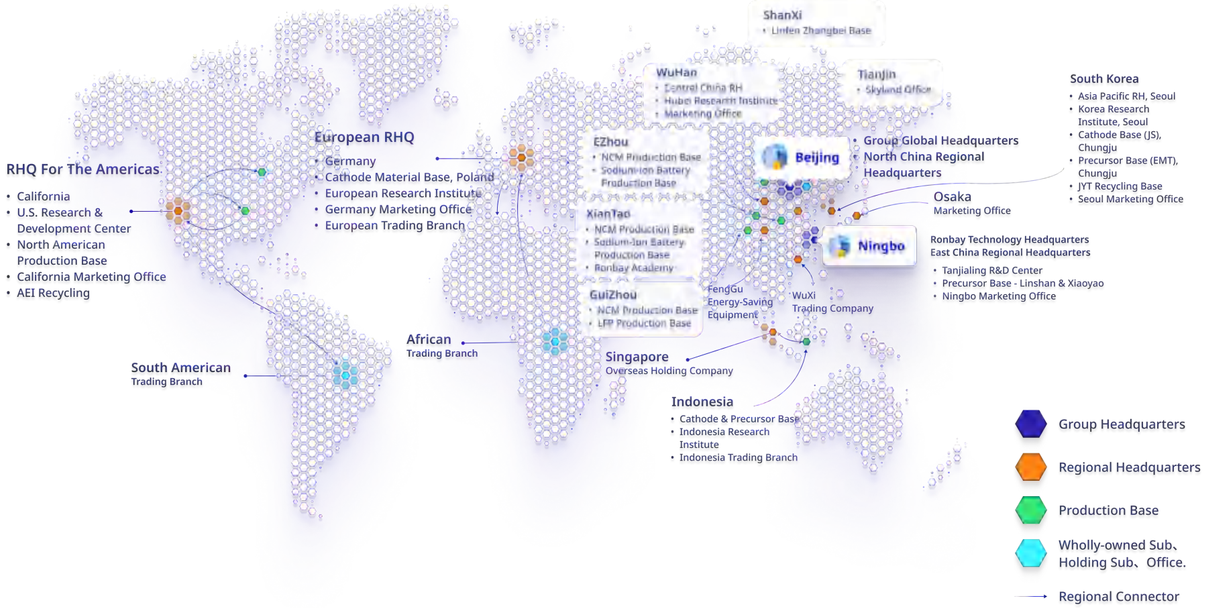
To build an ecosystem that coexists and thrives in harmony with society, the environment, and our partners.

Product Portfolio

Category	Key Products	
Ternary Cathode	NCM 811 series	NCMA series
	NCA series	Ultra-high-nickel materials（Ni90+）
LMFP	LMFP cathode	
Sodium-Ion Cathode	Layered oxide sodium-ion cathode	Polyanionic sodium-ion cathode
LFP	LFP cathode	

Global Business Footprint

Focused on global new energy industry demand, Ronbay is executing its globalization strategy with conviction - building a presence spanning China, Japan, and Korea through to Southeast Asia, North America, and Europe. On the foundation of ESG compliance, the Company is deploying advanced manufacturing technologies and low-carbon operating models locally. Through enhance localization efforts, Ronbay has established a secure, compliant, and green supply chain network.

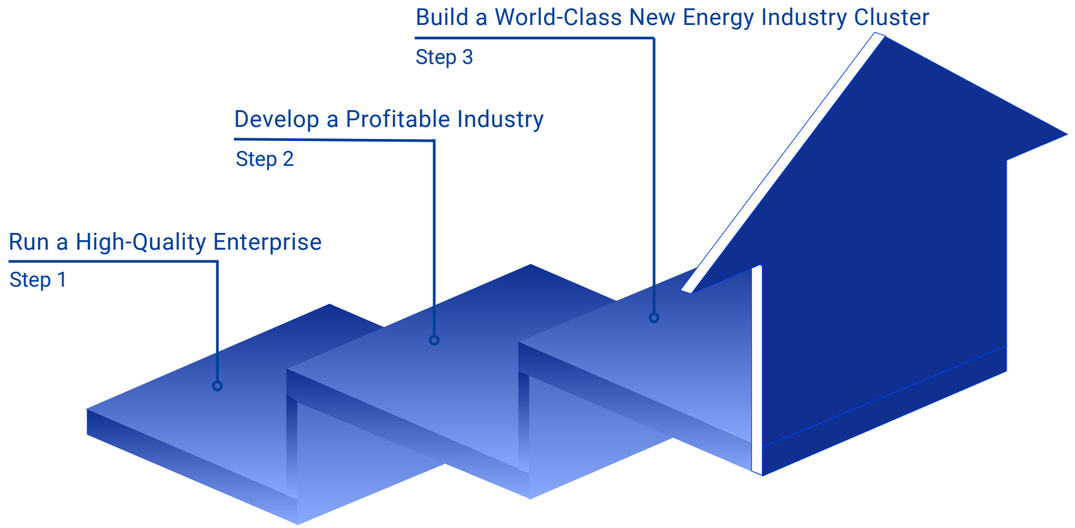


Strategic Vision and Key Performance

Company Strategy

Advancing the "Three-Step" Strategy and Deepening the "New Integration" Framework

Ronbay regards sustainability as a core driver of the business. We hold firm to our identity as an "industry operator," deepening our "technology + industry + investment" business model. Leveraging three core capabilities - strategy, investment, and management empowerment - we continuously incubate new businesses and advance strategic initiatives to build Ronbay into a truly world-class global company: going global, achieving sustainable operations, and giving back to society.



The Company is executing its "Three-Step" strategy with conviction and is currently in Step Two: developing a profitable industry, with the goal of becoming a comprehensive solution provider for the battery materials industry. To strengthen this path, Ronbay is deepening its "New Integration" framework — encompassing specialization, integration, platformization, digital intelligence, ecologization, organization, and globalization - to build irreplaceable core competitiveness and risk resilience within the global new energy supply chain.

In 2025, the Company focused on three core dimensions: platformization, ecologization, and globalization.

Platformization

Underpinned by three major platforms - Ronbay Trading, Ronbay Investment, and Cutting-Edge Technology - alongside a professional functional system covering R&D, manufacturing, and supply chain, the Company provides full support for its vertically integrated core businesses across ternary, LFP, LMFP, and sodium-ion cathode materials. Through resource sharing and flat matrix management, Ronbay is improving overall operational efficiency and specialized capability.

Ecologization

Ronbay is implementing a comprehensive cathode materials solution, transitioning from pure manufacturing toward a circular business model combining materials supply with recycling services. Internally, the Company is advancing green power adoption, carbon footprint management, and ESG compliance system development. Externally, it is strengthening cross-cultural integration and promoting low-carbon collaboration across the upstream and downstream value chain to achieve sustainable, green circular operations.

Globalization

Ronbay is accelerating its globalization strategy, expanding production capacity, technology, and services internationally. Drawing on years of multinational operating experience and technological innovation, the Company is stepping up investment in and localization of overseas bases in North America, Europe, and the Asia-Pacific region, while optimizing global supply chain configuration and cross-cultural management to build a new model of multinational business operations.

Annual Key Performance Indicators for Sustainability

Economy

Total Assets
22.968 Billion Yuan

Revenue
12.267 Billion Yuan

R&D expenditure
421.6512 Million Yuan

Governance

Business Ethics Training Coverage Rate
100%

Integrity Commitment Signing Rate
100%

Major Information Security Incidents
0 Cases

Environment

Total Green Electricity Use
279,808.54 MWh

Green Electricity Proportion
40%

Organizational Carbon Emissions (incl. Scope 3)
2,220,503.81 tCO_2e
↓ Decrease 37.7%

Organizational Carbon Intensity
17.01 tCO_2e/Ton Product
↓ Decrease 17.8%

Average Ternary Product Carbon Footprint
16.618 $kgCO_2e$/kg Product
↓ Decrease 16.5%

Total Water Withdrawal
1.0695 Million Tons
↓ Decrease 9.1%

Total Recycled Water
0.4345 Million Tons

Social

Product Shipment Batch Pass Rate
99.99%

Number of Product Recalls Due to Quality
0 Cases

Customer Privacy Breach Incidents
0 Cases

Customer Complaint Resolution Rate
100%

Customer Satisfaction
96.55

Sustainability Governance

2025 was a pivotal year for Ronbay as it deepened the implementation of its "New Integration" strategy and accelerated its global expansion. Amid the rapid growth of the global new energy industry, we have made sustainability a key lever for strengthening core competitiveness in its global operations.

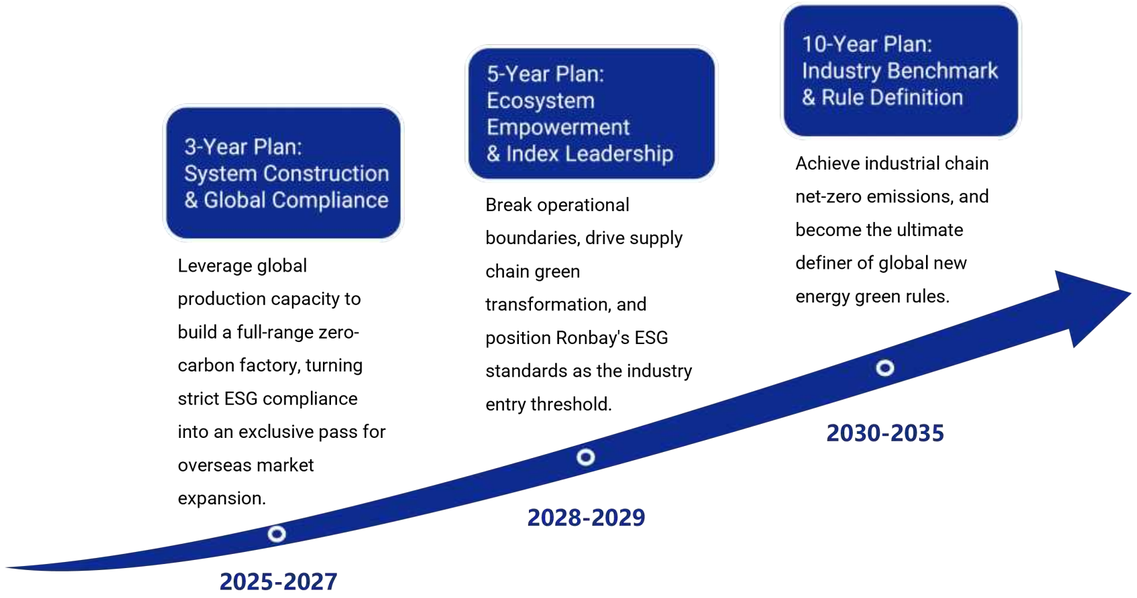
This year, the Company further refined its top-down sustainability governance structure, fully embedding ESG management requirements into business operations, compliance, and risk control systems. Through a double materiality assessment mechanism - covering both financial materiality and impact materiality - we accurately identify and respond to the core concerns of our stakeholders, continuously improving management effectiveness and transparency to support stable operations across global markets.

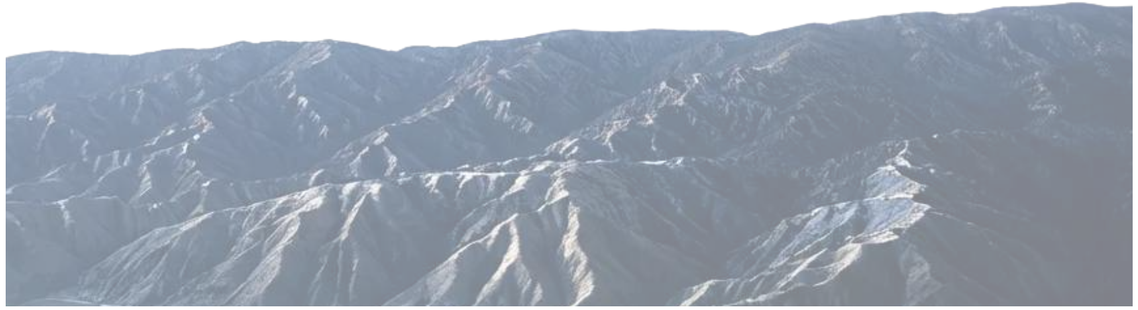
Sustainability Strategy

Ronbay remains guided by its corporate mission: to advance the new energy industry, improve the human living environment, create a better future for the Company and its employees, and give back to society. We have fully integrated our sustainability philosophy - building an ecosystem that coexists and thrives in harmony with society, the environment, and our partners — into our overall strategy and day-to-day operations. This is delivered through deepening technology innovation and R&D, upholding global compliance, and advancing the low-carbon transition across the full value chain, with pragmatic ESG management supporting the Company's high-quality development.

Sustainability Roadmap

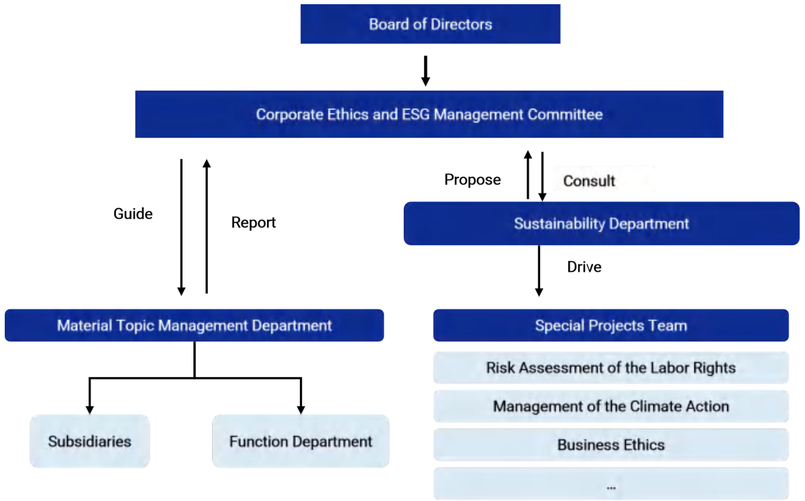
Ronbay has established a “phased, execution-focused” sustainability roadmap: Securing market access through global compliance and zero-carbon factory development, then leverages digital and intelligent capabilities to drive the green transformation of its supply chain and establish access thresholds. achieve net zero through full value chain circular recycling. ESG requirements are deeply embedded in operations and supply chain management, and we are committed to converting our green development advantages into tangible business competitiveness and industry leadership.





Sustainability Governance Structure

In 2025, Ronbay further strengthened its three-tier ESG governance structure - the governance layer, management layer, and execution layer. By refining the responsibilities and oversight mechanisms at each level, the Company ensures that its sustainability strategy is consistently managed and effectively executed across the Group and all global sites.



Tier	Body	Responsibilities
Governance	Board of Directors	Serves as the highest decision-making body for ESG management; holds ultimate accountability for the Company's sustainability strategy, targets, and material risks.
Management	Corporate Ethics and ESG Management Committee	Reviews and provides feedback on the Company's corporate ethics and ESG-related strategic plans, annual priority action plans, and targets, in support of Group-level decision-making.
	Sustainability Department	Provides professional advisory support and operational guidance; develops ESG action roadmaps; monitors ESG risks; and coordinates ESG disclosure.
Execution	Material Topic Management Departments	Drive the integration of sustainability management into business planning and operations; establish dedicated working groups focused on core topics to ensure efficient on-the-ground delivery.
	Special Projects Team	

Sustainability Performance

Mainstream Rating Performance of ESG

Rating Agency (International/Domestic)	2025 Performance (Score/Rating)	Comparison (2024)
Wind ESG	AA	↑ (A)
华证指数 Sino-Securities Index	AA	↑ (A)
商道融绿 SynTao Green Finance	A	↑ (A-)
S&P Global	38/100 Score	↑ (27/100)
REFINITIV™	78/100 Score	↑ (70)
CDP* DISCLOSURE INSIGHT ACTION	Climate Change: B- Water Security: B- Forests: -	First Time Participation

Note: *This rating is the result of Hubei Ronbay, a subsidiary, completing the CDP questionnaire for the first time.

2025 ESG Awards & Honors

Category	Award	Issuing Organization
ESG	Wind China Listed Companies ESG Best Practice Top 100 (Mid- & Small-Cap)	Wind ESG Rating
	China Securities Index A-Share Listed Companies ESG Rating Top 100 Most Improved	China Securities Index
	China Securities Index A-Share Listed Companies Corporate Governance (G) Best Practice Top 50	China Securities Index
Governance	Top 15 Most Growth-Driven Enterprises in China	China Automotive Power Battery Industry Innovation Alliance
	China Electronics and Information Industry Competitiveness Top 100	China Automotive Power Battery Industry Innovation Alliance
	Artificial Intelligence Case Award	China Electronics and Information Federation & China Industrial Cooperation Association
	Innovative Enterprise in New Energy and New Materials	Gaogong Lithium Battery, Gaogong Energy Storage & Gaogong Industry Research Institute (GGII)
	China Sodium-Ion Industry Annual Brand Enterprise (Cathode Materials Category)	Mariana
	2025 Falao & Minglvtang Corporate Compliance Pioneer Award	Falao & Minglvtang
Environment	Hubei Xiantao - RBA VAP Silver Certification	Responsible Business Alliance
Social	2025 Gaogong Golden Globe Award — Product Innovation of the Year	Gaogong Sodium-Ion

Materiality Assessment

Ronbay places great importance on the rigor and precision of its sustainability management. This year, we conducted a comprehensive materiality assessment benchmarked against the requirements of the *Global Reporting Initiative (GRI)*, the *International Sustainability Standards Board (ISSB)*, the *EU Corporate Sustainability Reporting Directive (CSRD)*, and the *Shanghai Stock Exchange's Self-Regulatory Guidelines for Listed Companies No. 14 - Sustainability Reporting (Trial)*. Applying the double materiality principle, we assessed ESG topics across two dimensions: impact materiality (the Company's external impacts on the environment and society) and financial materiality (the internal financial implications of ESG topics for the Company's value). Through this process, we identified and evaluated the ESG topics most material to both the Company and stakeholders.

Double Materiality Assessment (DMA) Process

Understand the context of the Company's activities and business relationships

Review domestic and international sustainability standards, the Company's business operations, products and services, value chain, and industry landscape to establish a clear understanding of Ronbay's current sustainability context.

Build and update the topic inventory

Identify and screen relevant sustainability topics based on listed company regulatory requirements, the Company's 2025 strategic priorities and actual operating conditions, and the outcomes of internal and external stakeholder engagement. In 2025, a total of 25 topics were identified - 3 more than the previous year - comprising 6 environmental topics (with the addition of ecosystem and biodiversity protection), 14 social topics (with the addition of intellectual property protection, digital intelligence & AI), and 5 governance topics.

Topic Changes (Newly Added)		
Topic	Definition	Rationale for Addition
Ecosystem and Biodiversity Protection	Identifying and reducing negative impacts on surrounding natural environments and species diversity across the Company's production, operations, and supply chain management.	Added to address domestic and overseas regulatory requirements and to demonstrate the Company's commitment, as an industry leader, to managing the ecological footprint of its supply chain.
Intellectual Property Protection	Covers patent filing, trade secret protection, brand rights enforcement, and respect for third-party intellectual property.	Added to support the Company's "platformization" strategic transition, consolidate core assets, and demonstrate a solid "technology moat" to capital markets.
Digital Intelligence and AI	Leveraging artificial intelligence, big data, and digital systems to improve R&D efficiency, manufacturing precision, and supply chain transparency.	Added to fully embrace the AI era, and to deploy advanced technology in support of organizational agility and supply chain coordination amid high-growth conditions.

Materiality survey and assessment

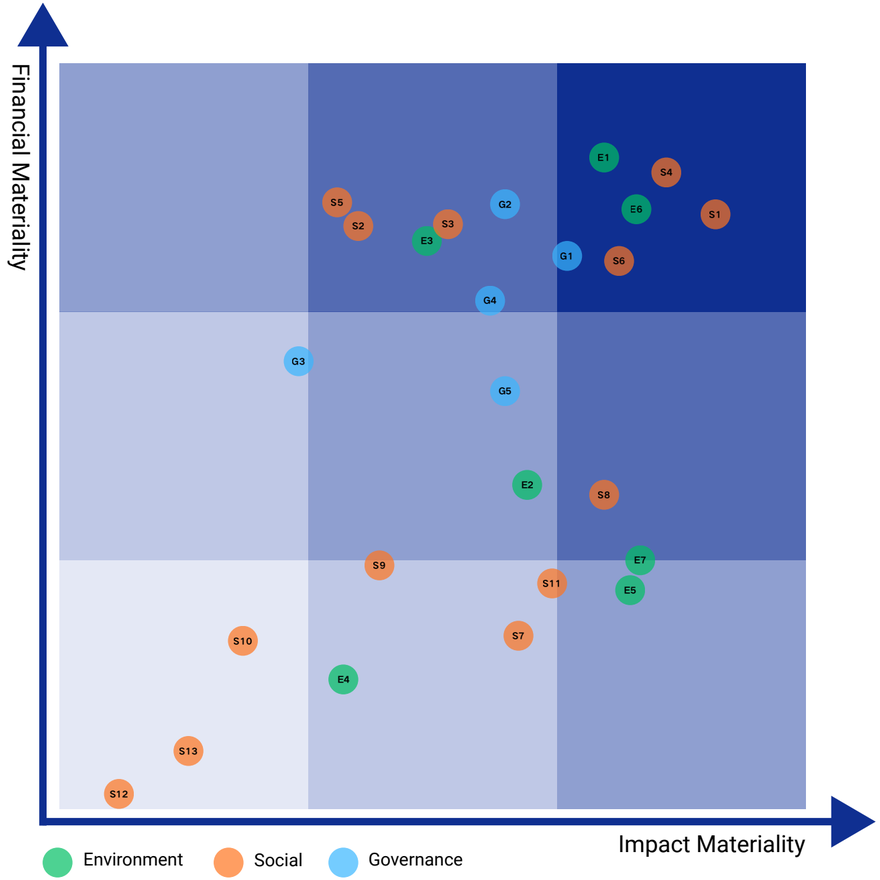
Tailored questionnaires were developed for different stakeholder groups, covering impact materiality as well as combined impact and financial materiality. Each topic was surveyed, assessed, and ranked across both dimensions to produce a double materiality matrix.

Impact Materiality	Financial Materiality
Based on previous interviews, the Company conducted an initial analysis of the potential impacts associated with each sustainability topic. An Impact Materiality Survey was then developed to gather stakeholder assessments of the economic, environmental, and social significance of each topic. The scoring criteria are as follows: 5 - Critical: Impacts are systemic and industry-wide, with the potential to trigger fundamental change or significant risk. 4 - High: Impacts span multiple regions or supply chains, with the potential to generate significant competitive advantage or widespread attention. 3 - Moderate: Impacts affect a specific business unit or region, resulting in localized improvements or issues requiring intervention. 2 - Low: Impacts are limited to a single department, resulting in minor improvements or manageable, localized effects. 1 - Negligible: Impacts are minimal in scope, with little to no discernible effect. Based on this framework, the Company consolidated stakeholder feedback and drew on input from internal and external experts to produce the final impact materiality assessment results.	Based on previous interviews, the Company conducted an initial analysis of the potential financial implications of each sustainability topic. A Double Materiality Survey was then developed to gather assessments from Board members, senior and mid-to-senior management, shareholders and investors, and ESG management personnel on both the impact and financial materiality of each topic. The financial materiality scoring criteria are as follows: 5 - Critical: Results in transformative financial gains or losses, fundamentally reshaping the Company's profitability. 4 - High: Leads to significant financial opportunities or serious financial losses. 3 - Moderate: Generates considerable cost savings or notable financial expenditure. 2 - Low: Produces limited financial benefit or minor financial burden. 1 - Negligible: Has minimal effect on the Company's financial position.

Topic review and reporting

Drawing on stakeholder survey results and input from internal and external experts, and considering the Company's strategic priorities and current operations, a technical review of the survey findings was conducted. A double materiality matrix was then developed to present the assessment results in a structured manner. The results were reviewed and confirmed by the Corporate Ethics and ESG Management Committee and are disclosed in this report.

Double Materiality Assessment Matrix



In accordance with the *Shanghai Stock Exchange's Self-Regulatory Guidelines for Listed Companies No. 14 - Sustainability Reporting (Trial)*, topics assessed as not material to the Company - namely technology ethics and equal treatment of small and medium-sized enterprises - have been addressed in the "Mapping Index." In addition, due diligence and stakeholder engagement are integral steps in the Company's topic assessment process and are therefore not assessed as standalone topics. For all double materiality topics, the Company has sought to understand stakeholder expectations in depth and has thoroughly identified the associated impacts, risks, and opportunities.

Environment
E1 - Climate Change addressing
E2 - Environmental Compliance Management
E3 - Energy Management
E4 - Water Resource Management
E5 - Pollutant and Waste Management
E6 - Circular Economy
E7 - Ecosystem and Biodiversity Protection

Social
S1 - R&D and Innovation
S2 - Intellectual Property Protection
S3 - Digital Intelligence and AI
S4 - Product Quality and Safety
S5 - Customer Service
S6 - Responsible Supply Chain Management
S7 - Chemical Management
S8 - Hazardous Substance Management
S9 - Fair Employment and Rights Protection
S10 - Employee Training and Development
S11 - Occupational Health and Safety
S12 - Rural Revitalization and Philanthropy
S13 - Community Engagement

Governance
G1 - Corporate Governance
G2 - Compliance Operations
G3 - Risk Management and Control
G4 - Integrity Management and Business Ethics
G5 - Information Security and Privacy Protection

Topics		Impacts, Risks and Opportunities	Scope	Time Period
R&D and Innovation	Impact	Through R&D across its full materials portfolio, the Company drives the advancement of global energy storage technologies, significantly reduces resource consumption per unit of energy density, and supports deep decarbonization of the sector.	Upstream Own operations Downstream	Short-term Mid-term Long-term
	Opportunities and Risks	Opportunity: Maintain technological leadership in the industry; leverage first-mover advantage to secure high-end customers and emerging markets such as solid-state batteries, generating above-market returns.		
Product Quality and Safety	Impact	High-quality cathode materials are directly linked to the safety performance and service life of batteries. Rigorous quality control reduces the risk of safety incidents caused by battery thermal runaway, protecting the lives and property of end consumers.	Upstream Own operations Downstream	Short-term Mid-term Long-term
	Opportunities and Risks	Opportunity: A strong quality reputation lowers after-sales costs, enhances brand pricing power, and is a core requirement for entry into the supply chains of top-tier global customers. Risk: Product quality defects could trigger large-scale recalls, substantial compensation claims, and irreversible damage to brand reputation.		
Climate Change Response	Impact	The Company contributes directly to the global 1.5°C temperature control target by increasing the share of renewable energy used, optimizing production energy efficiency, and driving supply chain emissions reductions through product carbon footprint management.	Upstream Own operations Downstream	Short-term Mid-term Long-term
	Opportunities and Risks	Opportunity: Access to green finance; ability to address trade barriers imposed by global regulators through low-carbon product premiums, significantly enhancing market competitiveness.		

Topics		Impacts, Risks and Opportunities	Scope	Time Period
Circular Economy	Impact	Establishing a closed-loop system spanning end-of-life battery collection, material regeneration, and cathode material manufacturing significantly reduces dependence on primary mineral resources and limits the damage caused by mining activities to biodiversity.	Upstream Own operations Downstream	Mid-term Long-term
	Opportunities and Risks	Opportunity: Reduces exposure to raw material price volatility; meets the mandatory recycled content requirements under the EU Battery Regulation; and creates new profit growth streams.		
Responsible Supply Chain Management	Impact	Focus is placed on the mining of critical minerals including cobalt, lithium, and nickel. Through due diligence, the Company ensures that its supply chain does not involve human rights violations (such as child labor), conflict financing, or environmental destruction, thereby improving the social welfare of communities across the global supply chain.	Upstream	Short-term Long-term
	Opportunities and Risks	Opportunity: Strengthens ESG oversight of suppliers, drives improvements in supply chain sustainability management, and eliminates downstream customers' concerns over supply chain compliance. Risk: Supply chain penalties or sanctions resulting from compliance failures could lead to export restrictions or supply chain disruption.		
Corporate Governance	Impact	Building a well-governed, transparent, and robust governance framework - ensuring ESG targets are linked to management compensation, protecting the legitimate rights of minority shareholders, and promoting business ethics and fair competition.	Upstream Own operations Downstream	Mid-term Long-term
	Opportunities and Risks	Opportunity: Enhances investor confidence, reduces capital market discount, and attracts long-term value investors. Risk: Compliance violations may result in litigation, administrative fines, and regulatory inquiries.		

Stakeholder Engagement

Broad and in-depth stakeholder engagement is the foundation of the materiality assessment process. We have comprehensively identified our stakeholders and established diverse communication mechanisms to address the different topics each group cares about, actively listening to the perspectives of both internal and external stakeholders. Considering the characteristics of the new energy materials industry, we have identified the following stakeholder groups and are committed to responding to their core concerns in a targeted manner:

Stakeholder	Key Topics of Concer		Engagement Channels	
Government and Regulatory Bodies	• Corporate Governance • Compliance Operations • Risk Management and Control • Responsible Supply Chain Management	• Rural Revitalization and Philanthropy • Product Quality and Safety • Climate Change Response • Ecosystem and Biodiversity Protection	• Regulatory disclosures • Regulatory inspections	• Forums and conferences • Social media
Employees	• Fair Employment and Rights Protection • Employee Training and Development	• Occupational Health and Safety • Digital Intelligence and AI	• Employee representative congress • Trade union	• Employee training • Day-to-day communication
Suppliers and Partners	• Responsible Supply Chain Management • Product Quality and Safety • Climate Change Response	• Fair Employment and Rights Protection • Hazardous Substance Management • Circular Economy	• Supplier visits • Onboarding assessments • procurement processes	• Day-to-day communication • Supplier training
Media, NGOs, Industry Associations, etc.	• Corporate Governance • Compliance Operations • Integrity Management and Business Ethics	• Information Security and Privacy Protection • Product Quality and Safety • R&D and Innovation	• Company website • Social media	• Industry exchange events
General Public	• Rural Revitalization and Philanthropy • Community Engagement	• Environmental Compliance Management	• Social welfare and public interest initiatives	• Green production practices
Shareholders and Investors	• Compliance Operations • Risk Management and Control Product Quality and Safety	• R&D and Innovation • Intellectual Property Protection	• General meeting of shareholders • Annual reports, interim reports, and other announcements • Social media	• Investor hotline • Email • E-interaction Platform
Consumers and Customers	• Customer Service • R&D and Innovation	• Product Quality and Safety • Information Security and Privacy Protection	• Company website • WeChat official account	• Media platforms • Service hotline

Ronbay Participates in MIIT Symposium and Offers Recommendations for High-Quality Industry Development

On November 28, 2025, China's Ministry of Industry and Information Technology (MIIT) convened a symposium for manufacturers in the power and energy storage battery sector. Ronbay was one of 12 invited representatives from the battery and key materials industry at this high-level forum. Chairman and President Bai Houshan attended and delivered remarks, engaging in in-depth discussion with ministry officials and industry peers on core topics including the regulation of competitive order in the industry and the promotion of high-quality development, and actively offering recommendations for the sector's future growth.

Excellence in Governance

Platform Innovation, Empowering Business Growth

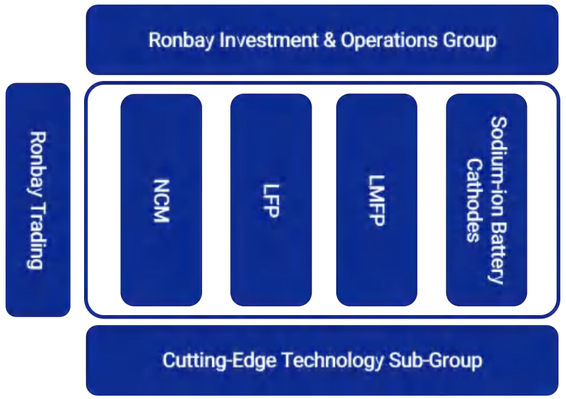
Sound Governance: Building a Solid Foundation for Development

Upholding Compliance and Strengthening Risk Management

Integrity and Self-Discipline, Upholding Fairness and Justice

Platform Innovation, Empowering Business Growth

In 2025, Ronbay Technology comprehensively advanced the development of its platform-based organizational structure by establishing three major super-platforms: Ronbay Trading, Ronbay Investment & Operations Group, and the Cutting-Edge Technology Sub-Group. These platforms will flexibly and efficiently empower vertically integrated technology business divisions, providing comprehensive support for the coordinated development of businesses such as ternary materials, LMFP, and sodium-ion battery cathodes.



During the reporting period, the company continued to strengthen its competitive edge in ternary materials, and the high-voltage production line for medium-nickel ternary materials at the Zunyi facility was successfully upgraded and passed an audit by a key customer.

LMFP sales have doubled compared to last year, and its application in electric vehicles has further expanded market growth potential; leveraging dual advantages in technological R&D and customer acquisition, the company has established an industry-leading position in sodium-ion cathode materials; through in-house R&D and investment and acquisitions, the company has rapidly entered the lithium iron phosphate market.

Meaningful R&D progress has been made in next-generation frontier materials including lithium-rich manganese-based, nickel-manganese binary, and solid-state electrolyte materials, building core capabilities for future technology pathway competition and demonstrating the Company's sustained drive for technological innovation.

Sound Governance: Building a Solid Foundation for Development

Ronbay regards sound corporate governance as an essential prerequisite for executing its globalization strategy and achieving high-quality development. In 2025, the Company strictly complied with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the laws and regulations of all jurisdictions in which it operates, and continued to refine its governance structure. We are committed to building a compliant, transparent, and effective corporate governance framework — continuously improving decision-making quality and management effectiveness under multinational operating conditions — and providing a robust institutional foundation for the stable operation of all business activities.

Board Governance Structure

The Company places ongoing emphasis on the scientific rigor, standardization, and transparency of corporate decision-making, and has established a well-structured Board governance system. During the reporting period, in accordance with the new corporate governance provisions of the *Company Law of the People's Republic of China* (effective July 1, 2024), and considering the Company's actual circumstances and regulatory requirements, a resolution was passed at the General Meeting of Shareholders to dissolve the Supervisory Board. Its statutory functions under the Company Law are now exercised by the Audit Committee of the Board of Directors.

During the reporting period, all directors and supervisors of Ronbay strictly complied with the *Company Law of the People's Republic of China*. In accordance with the *Shanghai Stock Exchange STAR Market Listing Rules*, the *Articles of Association*, and other applicable requirements, and in light of the Company's actual circumstances, the following governance documents were revised: the *Rules of Procedure for General Meetings of Shareholders*, the *Rules of Procedure for Board Meetings*, the *Rules of Procedure for the Board Audit Committee*, the *Rules of Procedure for the Board Nomination Committee*, the *Rules of Procedure for the Board Remuneration and Appraisal Committee*, the *Rules of Procedure for the Board Strategy Committee*, and the *Raised Funds Management Policy*.

During the reporting period

The Company convened **3** General Meetings of Shareholders, **5** Board meetings, **4** Audit Committee meetings, and **1** Remuneration and Appraisal Committee meeting.

Type	Name	Gender	Strategy Committee	Nomination Committee	Audit Committee	Remuneration and Appraisal Committee
Non-Independent Directors	Bai Houshan	male	✓	✓		
	You Sang Yul	male	✓		✓	✓
	Zhang Huiqing	male	✓			✓
	Song Wenlei	male	✓			
	Feng Tao	female				
	Fu Linjun	male				
Independent Directors	Nie Xin	male	✓			✓
	Li Yunjiao	female		✓	✓	✓
	Mei Yuexin	female		✓	✓	✓

In 2025, Ronbay continued to refine its Board performance evaluation mechanism to ensure proper governance-level accountability. The Company maintains a close link between sustainability performance and performance-based compensation: ESG-related indicators carry a minimum weighting of 10% in the annual performance appraisal. In addition, strict compliance red lines have been established for key ESG governance areas. In the event of a material violation or accountability incident, a "one-strike veto" mechanism applies — disqualifying the responsible individual from promotion, grade advancement, salary adjustment, and awards — providing substantive enforcement of the Company's compliance baseline and sustainability commitments.

Investor Protection and Communication

Ronbay is committed to building a robust investor protection mechanism to enhance the Company's credibility and market competitiveness. During the reporting period, in respect of the first three quarters of 2024, the Company converted capital reserves into shares at a ratio of 4.9 shares for every 10 shares held, resulting in a total of 231,725,615 new shares issued; this was completed in March 2025. In addition, the Company implemented its 2024 annual profit distribution plan, paying a cash dividend of RMB 3.70 per 10 shares, totaling RMB 260,714,962.95. The cash dividend represented 88.11% of the net profit attributable to shareholders of the parent company for the year. By combining a share conversion with a cash dividend, the Company shared its operating results with investors while balancing the needs of future development, supporting the Company's long-term, healthy, and sustainable growth.

To give investors a thorough, clear, and comprehensive understanding of the Company's latest operations and future plans, the Company organized multiple results briefings during the reporting period. In April 2025, the Company hosted a telephone conference with 148 institutional investors, holding in-depth discussions on business conditions, new business developments, and globalization strategy. In October 2025, in response to a new industry policy environment, the Company promptly convened an investor telephone conference chaired by the Chairman, engaging candidly with 162 institutional investors on overseas capacity deployment and new technology progress — providing timely communication of the Company's value and strategic conviction. The Company also responded to investor inquiries through the SSE E-Interaction platform and maintained multiple communication channels including email and an investor hotline, continuously gathering feedback from investors and the media to foster two-way communication.

Investor Communication Channels

- Company website and official WeChat account
- Results briefings
- SSE Investor Interaction (E-Interaction) platform
- Periodic reports
- On-site investor visits
- Roadshows and reverse roadshows
- Investor hotline and investor email

Information Disclosure

The Company strictly complies with applicable laws, regulations, and internal policies to ensure that all disclosed information is truthful, complete, and timely. The Information Disclosure Management Policy governs the Company's disclosure processes, ensuring that the public and investors have prompt access to information and that the interests of all shareholders are effectively protected. During the reporting period, the Company publicly released a total of 95 documents, providing a truthful and comprehensive reflection of the Company's operating developments.

Upholding Compliance and Strengthening Risk Management

Compliance Operations

In the face of a complex geopolitical environment and evolving global compliance and governance requirements, the Company has fully integrated compliance requirements into its corporate governance and day-to-day operations. Ronbay is committed to building a compliance management system that meets international standards and is suited to multinational operations, ensuring the stable conduct of all business activities.

Governance

The Company has established a Legal Department to oversee the development of its compliance management system. Benchmarked against industry best practices, the system is built around a corporate compliance culture, supported by people, technology, policies, and processes — providing a structured framework for compliance organization, compliance operations, and compliance assurance.

Strategy

The Company adheres to a proactive risk management approach covering pre-event, in-event, and post-event stages, fully embedding compliance review into all core business decisions, policy development, and contract approval processes. This ensures full lifecycle risk prevention across all domestic and overseas projects, from initial access to ongoing operations. The Company continuously conducts country-level compliance analysis and dynamic risk monitoring in key business regions, reinforcing the management accountability of overseas subsidiaries and branches. The Company also continues to strengthen its compliance performance evaluation mechanism, linking compliance performance to employee appraisals and ensuring effective implementation of compliance indicators across all Group business operations through periodic reporting and regular supervision and inspection.

Impact, Risk and Opportunity Management

Compliance Risk Management

In response to the demands of global operations and multi-department compliance coordination, Ronbay has systematically built a compliance risk identification and control framework. Key compliance areas have been defined — covering anti-corruption, environmental health and safety (EHS), information and data protection, supply chain due diligence, finance and taxation, product quality, and labor and employment — with differentiated control measures tailored to the functions of different departments. In business decision-making, procurement and tendering process oversight is strengthened to prevent compliance risks at source. In production operations, financial, procurement, engineering, and information security risks are dynamically monitored through a weekly risk control report. Compliance management is particularly reinforced for management personnel, employees in high-risk roles, and overseas staff.

Overseas Compliance Management

In response to increasingly complex global compliance challenges, Ronbay has built an overseas compliance management system based on internal-external collaboration and full-process control. Combining internal audit with third-party review, and using a weekly reporting mechanism to dynamically monitor and flag litigation, overdue receivables, and operational risks. The Company conducts in-depth analysis of international trade and economic policy — including forward-looking research on the US Big Beautiful Act (FEOC provisions), IRA funding policy developments, the European SEVESO Directive, and EU data compliance requirements — and conducts thorough assessments of the policy and business environment in core markets including South Korea, North America, Europe, and Singapore. This enables the Company to clearly identify compliance obligations, reduce cross-border investment and operational risks, and provide robust support for global strategic decision-making.

容百科技 RONBAY TECHNOLOGY

Overseas Trademark Registration — Compliance Practice

In 2025, in support of its global compliance governance and brand internationalization strategy, Ronbay made solid progress in overseas IP coverage, successfully completing the registration of 3 US trademarks and 3 EU trademarks — with compliance as the foundation for global business development.

The overseas trademark filings strictly followed the US "first-use" principle and the EU "single registration, pan-territorial protection" framework. Full compliance checks and risk assessments were conducted throughout the process to proactively eliminate risks such as pre-emptive registration and infringement from the outset — a clear example of the Company's deep integration of IP compliance into its globalization strategy.

The successful registration of these trademarks serves two purposes: on one hand, it establishes a brand compliance protection framework covering the core European and US markets, providing stable legal protection for overseas business operations and effectively reducing cross-border compliance costs; on the other hand, it enhances brand credibility and global influence through compliant IP assets, supporting the Company's steady expansion in international markets and providing a solid compliance foundation for competing globally.


United States of America
United States Patent and Trademark Office
容 百
Reg. No. 8,007,222
Registered Nov. 04, 2025
Int. Cl.: 1, 6, 9, 40
Service Mark
Trademark
Principal Register

Minglvtang "2025 Corporate Compliance Pioneer Award"

On November 21, 2025, at the Falao & Minglvtang 2025 Corporate Compliance Pioneer Awards ceremony, Ronbay's Legal Department received the "2025 Corporate Compliance Pioneer Award" — alongside well-known enterprises including Trip.com, Geely, and China Life Insurance — in recognition of its practice of "driving global business through compliance innovation." The award evaluates compliance system development, risk management effectiveness, and compliance culture development across multiple dimensions, and represents strong recognition of Ronbay's integration of compliance governance into technology iteration and global strategy — a powerful testament to the Company's use of compliance as an enabler for international market development.

Building a Compliance Defense for European and American Markets, Safeguarding Steady Global Operations

Ronbay treats compliance management as the cornerstone of its global operations. In response to the complex and ever-changing regulatory environments in European and American markets, the company has established a forward-looking risk early warning mechanism, closely tracking U.S. macro trade policies (including the IRA Act, DOE policies, etc.) and major European legislation (such as the Critical Raw Materials Act). During the year, the company produced nearly 20 specialized legal research reports and a European patent risk map, effectively mitigating operational risks in advance.

In local operations, we fully aligns with international high standards. In Europe, compliance is deeply integrated into factory construction and daily operations, with strict adherence to EU environmental assessment standards and the SEVESO Directive. The company has also collaborated with professional legal teams to establish a data privacy protection system covering all business scenarios. In terms of labor compliance, leveraging local regulations in the U.S. and Europe, the company has successively introduced the "Workplace Violence Prevention Management Measures" and specialized labor policies on anti-discrimination and salary protection, effectively safeguarding the rights and interests of overseas employees and fostering a transparent, compliant, and responsible multinational corporate image.

Compliance Training

Ronbay Technology upholds the philosophy of "routine training + targeted empowerment," deeply embedding a compliance culture into the entire operational process and all aspects of employee performance. The company has built a comprehensive, multi-layered compliance prevention and control system. In 2025, the company conducted 7 compliance training sessions for all employees, covering key areas such as human resources, international arbitration, intellectual property, capital markets, and EU GDPR data compliance. Through this business-specific, scenario-specific, and customized training model, the company effectively enhanced compliance implementation capabilities in cross-border operations and cultivated talent for compliant operations.

Risk Prevention and Control

Governance and Strategy

Ronbay Technology integrates risk management comprehensively into daily operations and strategic decision-making. The company strictly adheres to laws and regulations such as the *Company Law of the People's Republic of China* and the *Basic Standards for Enterprise Internal Control*, as well as requirements from regulatory authorities. Upholding the core philosophy of "prevention first, systematic governance," the company continuously builds a scientific and rigorous internal control and corporate risk prevention network to safeguard high-quality operations comprehensively.

Internal Control

The company is committed to fostering an internal control ecosystem that emphasizes "compliance focus, strict implementation, and strong supervision." In accordance with the "Basic Standards for Enterprise Internal Control" and its supporting guidelines, and considering its own business characteristics and risk types, the company has established 18 core areas for internal control evaluation, covering fund activities, procurement, asset management, and more, and regularly conducts effectiveness assessments of internal controls.

During the reporting period, the company streamlined internal control processes for businesses within the evaluation scope, revised and improved internal control-related systems, promoted standardization of business operations, and ensured effective system implementation. As of the baseline date of the 2025 internal control evaluation report, the company confirmed no material weaknesses in financial or non-financial reporting internal controls.

Impact, Risk, and Opportunity Management

Risk Management System

Ronbay Technology has established a "Three Lines of Defense" risk management framework covering the entire group and all business chains. For different dimensions of risk categories, the company has developed specialized response plans and collaborative mechanisms, ensuring that all risks are "identifiable, assessable, and manageable," thereby comprehensively enhancing the company's emergency response efficiency and risk resilience.

First Line of Defense: Business Internal Control	The head of the business unit is the **primary responsible person** for risk management and assumes the primary management responsibility. The unit has set up full-time "Four Posts" to embed risk control measures into business processes and ensure effective implementation at the front end.
Second Line of Defense: Collaborative Control	Finance and Risk Control collaborate to form a process monitoring and support system. Finance monitors economic compliance through budget, cost and capital management; Risk Control manages risks through systematic assessment, special diagnosis and safety protection. The two departments collaborate horizontally and penetrate vertically, fulfilling the responsibilities of policy formulation, standard unification and professional empowerment.
Third Line of Defense: Independent Audit	Independent Audit is independent of operation and management, and supervises the effectiveness of the internal control system and the operation of the first two lines of defense. Through periodic audits and fraud investigations, it ensures a closed-loop risk management and upholds the authority of corporate governance.

Risk Identification

During the reporting period, leveraging dynamic tracking in functional areas, the company identified 121 risk points through a combination of daily operational monitoring and specialized audits. It also conducted 11 specialized diagnostics in key areas such as procurement, asset management, and commercial confidentiality. Additionally, the company conducted in-depth analysis of geopolitical and overseas regulatory risks in the context of globalization, accurately identifying eight major categories of strategic risks, including engineering construction and cross-border information protection. The company also strengthened regular risk reviews in critical areas such as anti-corruption, data security, and supply chain due diligence, establishing a risk inventory to enhance risk prediction and mitigation capabilities.

Risk Management Training

To ensure the effective implementation of the risk management system, the company conducts regular risk management training for all employees through the "Ronbay Academy" platform. In 2025, the company organized five specialized training sessions for all group employees, management, and high-risk position personnel. By combining face-to-face seminars with online courses, the company clarified risk control red lines and compliance requirements for each role, effectively improving employees' ability to identify and prevent risks in actual business operations.

Weekly Risk Control Report Management System

In 2025, Ronbay Technology continued to implement a systematic weekly report management mechanism, further advancing risk monitoring and control. The company established a multi-dimensional weekly report system, including the "Legal Litigation Management Weekly Report," "Risk Management Weekly Report," and "Engineering Progress and Compliance Weekly Report." Through this mechanism, the company achieved dynamic tracking and analysis of litigation cases, real-time monitoring of internal and external risks, and closed-loop compliance management of engineering progress, significantly enhancing risk early warning capabilities and reducing the time and cost of risk management. Additionally, the weekly report mechanism effectively promoted cross-departmental collaboration, with over 300 cross-departmental risk coordination meetings held throughout the year. The systematic case data analysis and risk trend insights in the weekly reports provided strong support for management in formulating business strategies and played a key role in major project decisions and business expansion.

Information Security and Privacy Protection

Governance

Leveraging its global business layout, Ronbay Technology has established a professional organizational structure coordinated by the information security department and empowered by cross-functional expert teams. This enables closed-loop control of information security from strategic top-level design to technical implementation. Through a dedicated information security team, digital operation and maintenance team, and external expert consultants, the company implements multi-layered core protection measures such as data encryption, network perimeter hardening, vulnerability scanning, and remediation. These measures effectively guard against risks such as information leaks, network intrusions, and potential systemic attacks, collectively ensuring the secure operation of the company's global business.

The company bases its information security system on the ISO 27001 standard and plans to launch an ISO 27001 certification project in June 2026. Domestic bases are scheduled for certification in 2026, and overseas bases in 2027, aligning the information security management system with international standards.

Strategy

Ronbay Technology is committed to building an agile and efficient information security architecture, closely following digital trends to integrate security with business processes, and establishing a highly secure digital barrier for global operations. The company continuously enhances the security and compliance of its information systems, solidifying a comprehensive digital security system for information security and privacy protection for global customers and partners.

Impact, Risk, and Opportunity Management

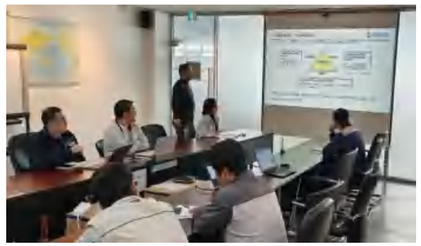
During the reporting period, the company improved the effectiveness of information security governance through core business audits and closed-loop rectifications. At the access level, the company fully implemented the "separation of three powers" architecture and the "principle of least privilege," ensuring strict compliance in account permissions for core systems. At the data level, a data asset classification and tiering mechanism covering the entire lifecycle was established, with regular verification and specialized archiving to ensure long-term governance. At the protection level, the company deepened comprehensive coverage of trade secret protection across all businesses, strengthening the security defenses for the company's core data assets.

Information Security Training

The company has established a routine information security training system. Based on the annual specialized plan, it conducts various forms of training for internal employees, contractors, and external partners.

All-Employee Information Security Awareness and Specialized Training for Security Officers

Ronbay Technology is committed to building a comprehensive digital security defense. During the reporting period, the company incorporated information security awareness into the onboarding curriculum for new employees and conducted specialized training sessions for domestic and overseas employees, covering office security norms and core data protection. Additionally, Ronbay Academy innovatively launched the "Part-Time Information Security Officer Training" series, helping departmental security leads complete 101 training sessions and deeply disseminating global privacy protection regulations and compliance standards. Through the "all-employee dissemination + specialized empowerment" model, the company significantly enhanced overall risk identification capabilities, providing robust data security support for global business expansion.



Business and Data Asset Protection

The company formulated and issued the "Information Security Incident Management Measures," establishing a tiered response standard from Level I to Level IV for seven key scenarios, including cyberattacks, data breaches, and equipment failures. By developing differentiated risk management processes and regularly conducting simulation exercises for emergencies such as server downtime and network interruptions, the company systematically improved cross-departmental coordination and response efficiency. Each team's responsibilities and collaboration processes in real emergencies became clearer and more efficient. In complex emergency scenarios such as server downtime or network interruptions, the company can quickly determine the incident level and initiate differentiated response processes based on the Level I to IV standards, achieving immediate risk identification, precise localization, and proper closed-loop resolution.

Privacy Protection

Ronbay Technology strictly complies with global operational laws and regulations, including China's "Data Security Law," "Personal Information Protection Law," "Data Export Security Assessment Measures," and South Korea's "Personal Information Protection Act." The company has established a matrix of systems covering access control, password management, and information asset security. By deploying Data Loss Prevention (DLP) systems and integrating technologies such as data encryption, permission tiering, and media control, the company achieved comprehensive privacy protection from terminal devices to data assets, effectively safeguarding user privacy and sensitive information.

Trade Secret Protection

The group-wide trade secret protection system focuses on the systematic protection of core intellectual property and trade secrets, aiming to effectively prevent information leakage, ensure strategic security, and maintain legal compliance. The company formulated seven group-level general documents, including the "Trade Secret Protection System," and 14 specialized departmental documents. By establishing a layered management structure and routine operational mechanisms, the company classified and controlled operational information, ensuring that relevant trade secrets are "clearly documented, precisely defined, contact-accountable, and traceable." This drives continuous improvement and optimization of the trade secret protection system, comprehensively enhancing the company's market competitiveness and internal and external trust.

Localized Information Security Deployment at Overseas Bases

The Poland base successfully established a complete localized information security backup system. By deploying data encryption software covering terminals and a unified data backup system, the system significantly improved data protection capabilities. It effectively reduced the risks of data loss and leakage, ensuring rapid business recovery in case of unexpected incidents. It has become critical infrastructure for ensuring the continuity of the group's operations in Europe and has built a reliable support platform for cross-border collaborative management and security protection.

Metrics and Targets

During the reporting period, the company managed a total of **83** cloud servers, remediated **942** high-risk and above vulnerabilities, and completed **8129** security baseline rectifications.

We conducted **7** internal information security audits and **392** information security offboarding audits.

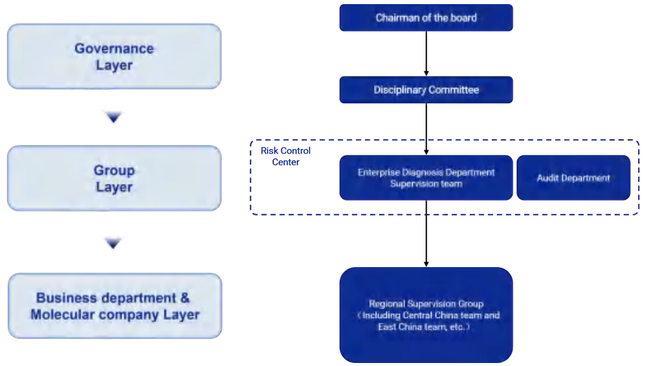
No major information security incidents or externally reported complaints occurred in 2025.

Integrity and Self-Discipline, Upholding Fairness and Justice

Ronbay Technology adheres to the principles of fairness and justice in the market economy, continuously optimizes its business ethics management system, comprehensively advances integrity building and anti-corruption governance, and is committed to fostering a compliant, honest, and trustworthy work environment.

Governance and Strategy

The company has established an integrity governance framework coordinated by the Board's Discipline Committee and supported by multiple systems, ensuring the independence of supervisory functions. In 2025, the company continued to improve its integrity management system, revising and issuing a series of core regulations, including the "Supervision Management System" and the "Integrity Compliance Management Measures." These documents clarify the classification of prohibited behaviors and supervision procedures, further improving whistleblower protection and incentive mechanisms. By requiring all employees to sign integrity commitment letters and adhering to the principle of "learning from past mistakes to avoid future ones, and curing the illness to save the patient," the company continuously strengthens integrity management responsibilities, ensuring compliance duties are assigned to specific roles.



Impact, Risk, and Opportunity Management

Whistleblower System

Ronbay Technology has established a comprehensive anonymous whistleblower reporting and protection system, encouraging internal and external stakeholders to report violations through dedicated channels. The company strictly enforces a confidentiality mechanism for reports, follows the principle of minimizing the number of informed individuals, strictly prohibits and severely cracks down on any form of retaliation, and effectively safeguards the legitimate rights and interests of whistleblowers. During the reporting period, the resolution rate for violation incidents reached 100%, effectively demonstrating the company's "zero tolerance" stance toward business misconduct.

Reporting Channels

Tel and Wechat	15057426133	Whistle-blowing QQ	2140436461
Whistle-blowing email	jubao@ronbaymat.com	Mailing address	The Supervision Department of Ronbay Risk Control Center, 39 Tanjialing East Road, Yuyao, Zhejiang
The company's WeChat	Whistle-blowing and complaint		

Guidelines and Compliance Foundation: Ronbay Technology Releases the 2025 Edition of the Code of Conduct

As Ronbay Technology accelerates its globalization, establishing an ethical discourse system aligned with international standards has become a core task. In 2025, through extensive research and cross-departmental collaboration, the company launched the first edition of the "Code of Conduct." While inheriting the company's tradition of "integrity and transparency," this edition specifically incorporates principles from the United Nations Global Compact (UNGC) and international anti-corruption standards, aiming to create a globally unified foundation for business ethics. The release of the new code will provide solid institutional support for the company's steady operations during its global expansion and demonstrate to global stakeholders the company's firm commitment to business ethics, high-quality development, and sustainable growth.

Anti-Corruption Training

The company leverages the "Ronbay Academy" to deeply integrate integrity culture into employees' career development. Through online courses, offline promotional sessions, and publicized typical cases, the company ensures comprehensive integrity education for all employees, from management to frontline staff. In 2025, the coverage rate for business ethics training for new employees and the signing rate for the "Integrity Compliance Commitment Letter" both reached 100%. Through a routine, all-employee empowerment system, integrity and anti-corruption awareness are effectively transformed into employees' conscious behavior, fostering a sound business ethics environment.

Supplier Integrity Management

The company is committed to implementing a comprehensive supply chain integrity prevention and control system covering the entire cycle of supplier screening, collaboration, and supervision. At the screening stage, strict background checks are conducted. During collaboration, a total of 362 'Supplier Integrity and Compliance Commitment Letters' were collected and registered within the reporting period, achieving 100% coverage of all cooperating suppliers. For ongoing supervision, the Risk Control Center oversees the entire tendering and bidding process. By issuing the "Supplier Code of Conduct" and establishing mechanisms for addressing violations through discussions and exit protocols, the company continuously guides suppliers to jointly foster a fair and transparent partnership.

Anti-Monopoly and Anti-Unfair Competition

Ronbay Technology strictly complies with the "Anti-Unfair Competition Law of the People's Republic of China" and the anti-monopoly and anti-unfair competition laws and regulations in the regions where it operates overseas. By formulating comprehensive compliance guidelines, clarifying legal consequences, and conducting specialized legal training, the company firmly opposes any restrictive competition or unfair practices, fully committed to maintaining a fair and healthy market order. The company requires all employees to internalize compliance awareness in business details, building a solid foundation for steady development with legal and compliant competitive strategies, and fulfilling corporate citizenship responsibilities.

Value-Driven

Ecosystem-Based Operations and Innovative Business Models

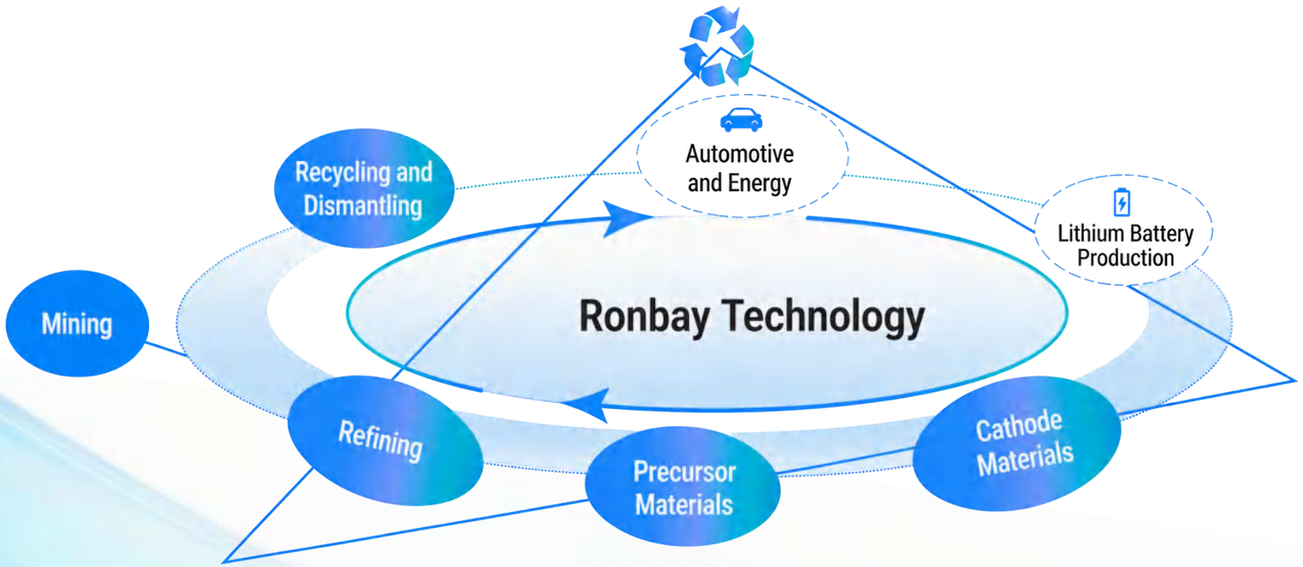
Platform Empowerment, Deepening Innovation and R&D

Intellectual Property Protection: Safeguarding Innovation

Quality First: Delivering Excellence in Products and Service

Ecosystem-Based Operations and Innovative Business Models

The company has successfully transformed into a platform-based materials group, committed to serving as an integrated industry solutions provider for battery materials. This strategic shift establishes an eco-oriented business model for long-term sustainable growth. In addition to supplying high-performance battery materials to customers, the group is building a full-chain closed-loop solution covering "materials + recycling," which will significantly lower supply chain carbon footprints and contribute to global efforts to address the climate crisis. At the same time, the company actively practices low-carbon principles, aligns with global carbon neutrality goals, implements carbon management and emission reduction initiatives internally, and promotes efficient use of environmental resources while minimizing impact through measures such as building a circular recycling industry chain and adopting lean operational management. These concrete actions embody the Ronbay Ecology Strategy and drive the establishment of a sustainable business model.

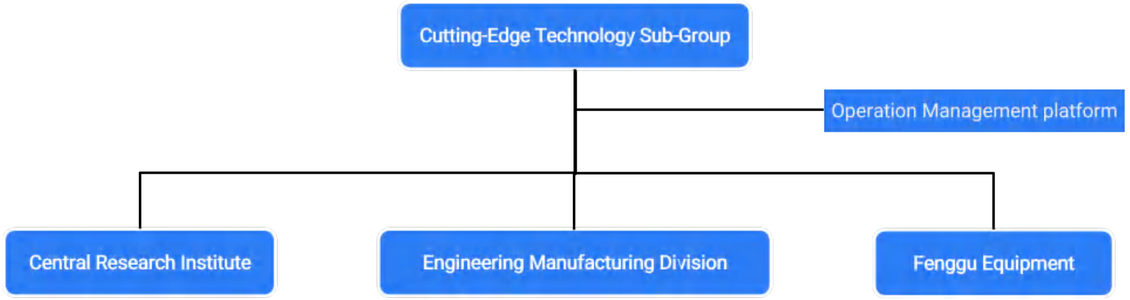


Platform Empowerment, Deepening Innovation and R&D

R&D and Innovation

Governance

Ronbay has established Cutting-Edge Technology sub-group to strengthen the coordination between R&D and manufacturing functions, connecting the full cycle from technology development to commercial deployment. This not only accelerates the commercialization of new technologies, but also builds an integrated R&D and manufacturing capability oriented toward the future.



In 2025, the Company maintained the *Central Research Institute Strategic Project Management System* and the *R&D Project Intellectual Property Management Guidelines* as its core governance frameworks, rigorously implementing a full-lifecycle R&D management process covering project initiation and evaluation, process control, commissioned research, new product trials, and IP protection — ensuring that all R&D activities are conducted in an orderly and efficient manner.

Strategy

R&D Concept

The Company maintains a customer-centric service concept and is committed to becoming a world-leading technology enterprise that drives both technological innovation and commercial value in the global secondary battery sector. In practice, R&D activities follow a three-track strategy of frontier research, active development, and in-production optimization, covering the full value chain from upstream mining and urban mining through key battery materials to end-use battery packs, battery applications, and recycling. In the R&D process, the Company advances IPD (Integrated Product Development) process development and embeds AI applications, including the development of an internal large AI model, while also strengthening engagement with external innovation ecosystems to globalize its R&D capabilities. The Company is driving the deep integration of its Central Research Institute and Engineering and Manufacturing Division, transforming them into a technology incubation platform to commercialize frontier technologies at scale.

R&D and Innovation Framework

Guided by its "Four New Strategy" — new technologies, new models, new ecosystems, and new markets — Ronbay is driving a comprehensive transition in its R&D system from commercially driven to innovation led. The Company has built a multi-dimensional support matrix centered on an AI Electrochemistry Integrated Innovation Platform (encompassing advanced testing, AI computational simulation, and battery chemistry systems), complemented by R&D resource management, patent management, and ecosystem development.

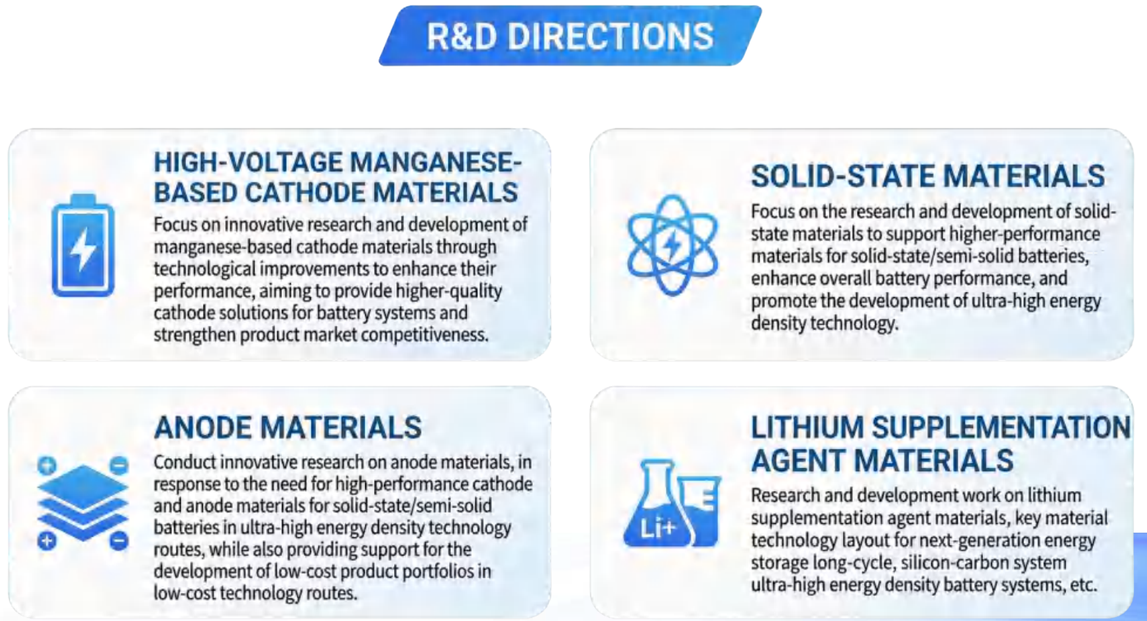
Leveraging this matrix, the Company is accelerating the digital and intelligent transformation of its R&D system, building an integrated R&D hub that combines value chain innovation, AI-powered digital enablement, and startup incubation. While consolidating the technological foundation of its current product portfolio, the Company is also making forward-looking investments in frontier areas, deeply integrating AI and computational simulation to accelerate breakthroughs in underlying electrochemical technologies — laying a solid technical foundation for new business incubation and industrial upgrading.

Impact, Risk and Opportunity Management

R&D Direction

Ronbay focuses on the R&D of battery cathode materials and precursor materials. Through an Integrated Product Development (IPD) model centered on customer needs, the Company drives cross-functional collaboration and efficient product iteration.

Leveraging its full value chain technology platform, the Company continues to consolidate its leadership in high-nickel materials while accelerating the commercialization of mid-nickel high-voltage, LMFP, and sodium-ion materials. The Company's technology moat now extends across lithium and sodium cathode materials, precursors, resource recycling, engineering equipment, and solid-state battery materials. Looking ahead, the R&D team stays closely aligned with the frontier needs of the value chain, using cutting-edge innovation to drive commercial breakthroughs. Four long-term technology priorities have been identified:



Engineering Equipment and Process Innovation

To support the long-term implementation of the Company's intelligent manufacturing roadmap, Ronbay is systematically advancing the innovation and upgrading of production equipment. For ternary products, equipment innovation focuses on increasing capacity and improving process continuity, with targeted R&D on key equipment for sintering, batching, and wet processing — building a solid intelligent manufacturing foundation for green and low-carbon production and achieving high consistency and controllability in product performance. For LFP products, equipment upgrades center on process adaptability, with the goals of reducing resource and energy consumption, shortening process cycle times, and continuously improving the efficiency and sustainability of the manufacturing process.

Innovation Enablement and Industry-Academia-Research Collaboration

In 2025, Ronbay continued to deepen its industry-academia-research (IAR) collaborative innovation with leading universities and research institutions at home and abroad, making steady progress in R&D platform development, talent attraction and development, key technology breakthroughs, and intellectual property creation — comprehensively strengthening the Company's core technological competitiveness and industrial innovation capability.

Collection of R&D Platform Construction Cases

Industry-University-Research Cooperation & Key Project Tackling

Jointly applied for Hubei Provincial Innovation Projects with Wuhan University, focusing on technological breakthroughs in the frontiers of new energy materials.Continued to advance Ningbo Municipal Scientific and Technological Breakthrough Projects in collaboration with the Ningbo Institute of Materials Technology and Engineering (CAS), Ningbo University, Ningbo Eastern Institute of Technology, University of Nottingham Ningbo China, and other universities/research institutes to promote industrialization.

Cultivation & Recruitment of High-Level Talents

Collaborated with Zhejiang University, University of Science and Technology of China, and other institutions to recruit 4 new post-doctoral fellows; completed exit evaluations for 4 post-doctoral fellows during the same period. The current pool of in-station post-doctoral researchers has reached 22.Research directions fully cover key fields such as sodium-ion battery cathodes, ternary cathodes, precursors, and solid-state batteries, forming a high-level scientific research team with a balanced structure and focused direction.

Platform Construction & Efficiency Enhancement

Optimized process verification and sample development capabilities based on existing experimental platforms for mid-to-high nickel ternary materials, sodium battery cathodes, phosphate cathodes, and solid-state battery materials. Deepened the application of the Laboratory Information Management System (LIMS) within the testing platform to ensure full-process traceability of experimental data. R&D efficiency and data standardization have steadily improved, providing a stable and reliable platform for parallel R&D across multiple technical routes and rapid iteration.

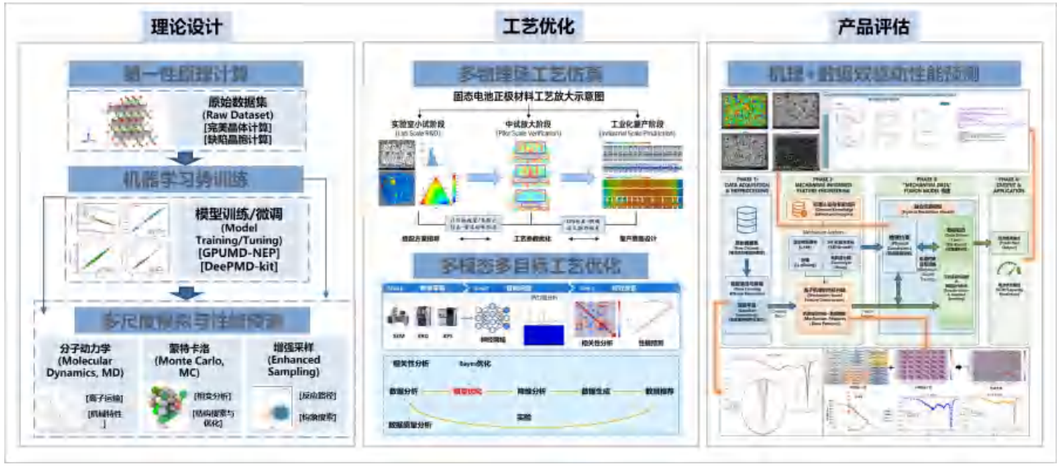
AI4S Research Platform Development

Core activities in 2025

- Deepened the application of the Laboratory Information Management System (LIMS) within the testing platform to ensure full-process traceability of experimental data. R&D efficiency and data standardization have steadily improved, providing a stable and reliable platform for parallel R&D across multiple technical routes and rapid iteration.
- High-throughput screening of solid-state battery materials
- Development of computer vision methods for particle agglomeration recognition and process optimization

Outcomes

- Using fine-tuned high-precision machine learning force fields and enhanced sampling simulations to reveal the thermal stability mechanisms of cathode materials, providing theoretical guidance for the design of high-safety cathode materials.
- Supporting component design and screening for solid-state ternary cathode materials — efficiently generating design solutions by integrating key performance parameters including structural stability, electronic structure, defect formation energy, and ionic conductivity — thereby reducing R&D costs.
- For advanced materials R&D applications, an independently developed computer vision algorithm for the quantitative characterization of particle agglomeration morphology was built in-house, enabling automated recognition, precise extraction, and quantitative characterization of particle agglomeration features. The algorithm has been successfully deployed in production, providing stable support for materials R&D and analysis, and effectively driving the digital and intelligent upgrading of customers' materials R&D systems while improving overall R&D efficiency.



R&D Achievements

The client-side comprehensive performance of nickel-manganese products ranks first. The annual shipment volume exceeds **57 tons**, and the product has entered the **PPAP** review stage.

The client-side comprehensive performance of lithium-rich manganese products ranks first. The cumulative shipment volume of solid-state products is over **8 tons**, and the liquid-state products have entered the **hard case verification stage**.

Hard carbon anode materials have completed **ton-scale** pilot-scale amplification, meeting the customer's demand for **100-kilogram-level** shipments.

R&D Innovation Awards & Honors

We have actively carried out independent talent cultivation within the department and promoted government talent certification. In 2025, 1 employee was selected for Ningbo's "**Yongjiang Talent**" Program, 1 for **Ningbo Young and Middle-aged Leading Talent**, 1 for **Yuyao Outstanding Young and Middle-aged Talent**, and 1 for **Yangming Blue-collar Talent**.

Based on Rongbai's intellectual property achievements in the past two years, the Zhejiang Provincial Intellectual Property Administration exceptionally recommended Rongbai as a "**National Intellectual Property Demonstration Enterprise**" two years in advance, and Rongbai **ranked first in Ningbo**, Zhejiang in the recommendation and public notice scoring.

Digital Intelligence and AI Enablement

Governance

Ronbay's digital intelligence development strategy is led and fully owned by the Management Transformation and Digital Intelligence Center. In 2025, the Company established a Data Intelligence Department to systematically advance data governance, data middle platform development, and AI scenario deployment, building a top-level architecture for data-driven business innovation and intelligent decision-making.

Strategy

The Company is committed to building an integrated platform spanning the full value chain — R&D, production, sales, and service — with AI and digital intelligence technology as its core engine. Through deep integration of value chain resources, the Company is developing an open and collaborative new energy cathode materials industry ecosystem, continuously strengthening its comprehensive competitiveness in global markets.

Impact, Risk and Opportunity Management

System Operations, Security, and Infrastructure Strengthening

In 2025, the Company completed a comprehensive upgrade of its global digital intelligence systems. By building a group-wide wide-area network and off-site disaster recovery system covering China, South Korea, and Poland, the Company effectively ensured business continuity. On the business enablement front, SAP, OA, and budget management systems were optimized, and the SAP-QM module was successfully deployed at the South Korea site to meet overseas compliance requirements. During the reporting period, financial automation upgrades and in-house system delivery cumulatively saved over RMB 3.5 million in external operations and development costs, achieving 100% agile response to business requirements — maintaining stable operations while delivering lean management and cost efficiency improvements.

Culture Development

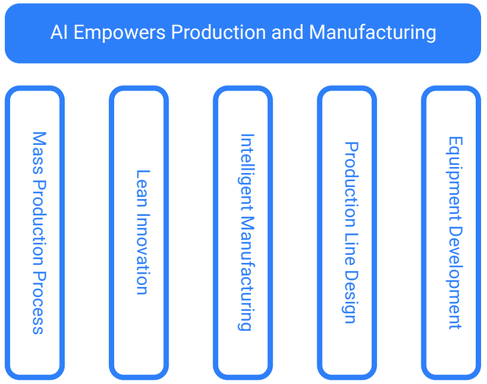
To cultivate a data-driven and innovation-oriented culture across the organization, the Company placed particular emphasis on mindset change and capability building. In 2025, the Company systematically delivered AI-related training programs to help employees adapt proactively to the advancement of AI technology and strengthen their professional value in the context of intelligent transformation — enabling employees to apply advanced technologies effectively to solve problems, drive business innovation, and create value. At the same time, the Company enhanced its process governance framework centered on business architecture, developed an annual process development plan, and improved document management standards through departmental document control training. These initiatives aim to build an organizational consensus around "data-driven decisions and intelligence-powered efficiency," laying the necessary mindset and behavioral foundation for the deeper implementation of the Company's AI and digital strategy.

AI-Enabled R&D Innovation — Cell Performance Prediction: "AI Industry Innovation Landmark Case"

AI has become a core engine driving industrial transformation and upgrading. Ronbay continues to accelerate its digital and intelligent transformation, advancing the deep application of AI in the new energy materials sector. In conventional cell performance prediction, traditional cycle testing typically takes up to one month, with long feedback cycles on process performance and poor timeliness — significantly impacting product R&D and customer delivery experience. Ronbay pursued a focused strategy of data pipeline integration, hybrid model development, and business scenario deployment, building an AI prediction model that combines early-stage cell material test data (from the first week of testing) to predict cell material performance in subsequent tests. The prediction results can be used directly as a basis for R&D decisions and customer delivery. Through the application of cell cycle performance prediction, prediction time for cell performance results has been reduced by 75%, significantly improving R&D and delivery efficiency.

AI Empowers Production and Manufacturing

Ronbay has built a complete closed-loop system linking business requirements to Industry 4.0 solutions: business units identify requirements and pain points, and the Engineering and Manufacturing Division draws on its Industry 4.0 capabilities to conduct requirements analysis, design customized solutions, and deploy algorithms — covering the full chain from problem identification to technical delivery. In parallel, the Management Transformation and Digital Intelligence Center acts as a technology enablement hub, overseeing the development of the Group-level computing platform, building R&D large AI models, and providing dedicated technical support — continuously injecting foundational capabilities and resources into front-end processes. This collaborative mechanism deepens the integration of business and technology, while platform-based enablement accelerates the scaled deployment of intelligent transformation.



Intellectual Property Protection: Safeguarding Innovation

Governance

Ronbay has established an efficient and well-coordinated IP governance structure. Our Intellectual Property Department serves as the central hub for IP strategy planning and execution, with dedicated teams covering patent portfolio management, patent analysis, commercialization, and dispute resolution. Working in close coordination with the Legal Department, this specialist IP team is responsible for core IP matters including portfolio development, commercialization, licensing, and litigation, as well as identifying and managing IP risks across the full R&D, production, and sales value chain. This cross-functional collaboration provides strong organizational support for the Company's compliant operations and innovation-driven development. The Company follows the principles of protecting innovation outcomes, strengthening product competitiveness, respecting intellectual property rights, and achieving commercial success. In strict compliance with domestic and international laws and regulations — including the *Patent Law* and the *Anti-Unfair Competition Law* — the Company has built a comprehensive management framework comprising over 20 internal policies, including the *Intellectual Property Management System*, the *Patent Filing, Approval, and Incentive Policy*, and the *Overseas Patent Filing Management Policy*, covering the full lifecycle of IP creation, utilization, protection, and management. In 2025, the Company introduced two new policies — the *Work Instructions for Intellectual Property Clause Drafting* and the *Patent Value Assessment Guidelines* — to further strengthen the strategic role of IP in R&D decision-making and commercial partnerships. Key confidentiality protocols were also systematically upgraded to raise the standard of protection for the Company's core trade secrets and technical know-how while improving overall management effectiveness.

Strategy

In 2025, the Company worked toward its goal of becoming a leading enterprise in global IP protection in the cathode materials sector, actively building a globalized IP strategy with a focus on two key dimensions:

- Core patent portfolio development: Building a comprehensive, multi-layered IP protection framework through forward-looking patent filings, global portfolio coverage, high-value patent cultivation, and strategic cross-licensing with competitors — providing robust support for global business expansion.
- Global risk management: Embedding IP risk identification, control, and mitigation into R&D, sales, and operations at every stage, enabling proactive risk prevention.

Dimension	Strategic Direction
Volume	Continuously grow the total patent count; strengthen international patent coverage; increase the proportion of overseas patent filings.
Quality	Focus on priority R&D projects; build high-value patent portfolios around core patents; ensure effective protection of technology outcomes while establishing technology barriers.
Analysis	Deepen patent intelligence analysis to support decision-making in R&D, investment and financing, and financial management.
Risk Control	Optimize risk management processes; improve the timeliness of risk identification, early warning, and response.

Impact, Risk and Opportunity Management

Type	Description	Description
Patent Portfolio Timeliness Risk	Delays in R&D or rapid technology iteration may cause the Company to miss critical commercialization windows for patent filing, and may also erode the value of existing patent assets.	Establish a coordination mechanism between R&D and IP functions; implement a tiered and categorized protection strategy; dynamically assess technology readiness levels; conduct FTO (Freedom-to-Operate) analysis and infringement risk assessments to maintain the ongoing effectiveness of patent assets.
Cross-Border IP Operations and Compliance Risk	Differences in overseas regulations, and the risks of IP disputes and trade secret leakage arising from multinational operations.	Implement localized legal strategies and conduct IP cross-border transfers in compliance with applicable regulations; build a closed-loop trade secret protection framework combining contractual agreements and internal controls; develop a specialist team to proactively manage disputes and strengthen global trademark and copyright management.

National IP Demonstration Enterprise Designation

In 2025, the Company maintained its ISO 56005 Innovation and Intellectual Property Management Capability Level 3 certification and its Enterprise Intellectual Property Compliance Management System (GB/T 29490) certification, with the maturity of its management system receiving professional recognition. Following its selection as a "National IP Demonstration Enterprise" in 2023, the Company was awarded qualification to create a "2025–2027 National Intellectual Property Demonstration Enterprise" — in recognition of its outstanding performance in IP strategy implementation, high-value patent cultivation, and risk management system development — significantly enhancing its external recognition and industry standing.

Metrics and Targets

By the end of 2025, the company's total cumulative number of patent applications is projected to reach **1618**, including **959** invention patents, with a cumulative total of **755** patents granted.

The number of PCT international applications is expected to be **70**, with **30** families having entered the national phase, covering major global markets such as China, the United States, Europe, Japan, and South Korea.

The patent application output of R&D personnel is anticipated to increase by **34%** year-on-year, demonstrating the sustained release of technological innovation vitality.

Quality First: Delivering Excellence in Products and Service

Product Quality and Safety

Product quality and customer service are the foundation of trust between a company and its customers, and a key factor in earning recognition and loyalty. Ronbay continuously advances its quality management system, implementing comprehensive quality management measures and making product excellence and superior customer service the cornerstone of its sustainable development.

Governance

The Company has established a Quality Management Department responsible for all product quality management matters. Responsibilities for product quality management are clearly defined at both the Group level and the factory and site level, with quality targets linked to individual performance — ensuring that quality management accountability is enforced at every level of the organization.

Management Tier	Role and Responsibilities
Group	Strategy translation and deployment, policy and system design, professional enablement, innovation and improvement, target setting and management
Business Unit and Factory	Business execution, target implementation and achievement

Guided by its quality management philosophy of "customer first, technology innovation, regulatory compliance, standardized management, risk control, and continuous improvement," Ronbay continuously strengthens its quality management system. The Company conducts regular internal audits of system performance each year to ensure the system operates with sufficient scope and effectiveness, identify gaps, and drive timely improvements — thereby maintaining robust, high-standard product quality and safety.

In 2025, all operational production sites achieved 100% certification to IATF 16949:2016 and ISO 9001:2015 quality management system standards. Hubei and Yuyao laboratories both obtained CNAS accreditation and continue to be managed in accordance with these standards.

Ronbay has established a product quality management system covering all dimensions of the "5M1E" framework — man, machine, material, method, environment, and measurement — implementing end-to-end precision management through procedural documents such as the *Metal Foreign Matter Control — Personnel Management Standard*. During the reporting period, the Company introduced and updated several documents including the *Material Classification Standard for Pending Items, the Internal Audit Control Procedure*, and a series of supplier management documents — further strengthening requirements for material classification, internal auditing, full-process supplier management, and TPM maintenance. Through comprehensive quality management, the Company ensures product consistency and supply chain resilience, effectively driving the continuous improvement of its quality management system.

Strategy

Closely aligned with the Group's "New Integration" strategy, we have systematically developed its quality management strategic objectives to drive a comprehensive upgrade in quality management and support the Group's high-quality development through quality excellence. To effectively implement this strategy, Ronbay has established three core objectives — improving physical product quality, strengthening the quality management system, and developing quality talent — to be delivered in a phased short-, mid-, and long-term plan. In 2025, the Company translated these objectives into specific initiatives across three dimensions — product quality, management systems, and talent development — working in concert to continuously improve overall quality management capability and make steady progress toward its strategic goal of achieving the highest quality standard in the global new energy industry.

	1-Year	3-5 Year	10-Year
Target	Stabilize quality management performance	Comprehensive quality management	One Ronbay, one system, one standard, culture integration
Content	Benchmarking-based quality management Excellence quality system Quality digitalization Quality culture development Quality enablement and talent development	System self-sustaining operations Talent management system establishment Full lifecycle quality management Quality culture co-development Deep customer engagement to drive satisfaction	Comprehensive customer proximity Co-building a distinctive quality culture High quality, beyond-expectation service

Impact, Risk and Opportunity Management

Ronbay Technology places high importance on product quality management. By carrying out full-lifecycle quality management, specialized quality management programs, and quality culture development initiatives, the company comprehensively enhances its quality control capabilities, laying a solid foundation for producing products of exceptional quality.

Process Quality Management
The company consistently regards full-lifecycle process quality management as a key pillar of product quality. By strictly implementing standardized operating procedures, strengthening control over key processes, and refining the quality risk early-warning and problem closed-loop mechanisms, we continuously improve process stability and product consistency, laying a solid foundation for the company's sustainable, high-quality development.

Metal Foreign Matter Management

To drive ongoing product quality improvement and consolidate its benchmark position in the industry, Ronbay further deepened its metal foreign matter controls in 2025, establishing high-standard metal foreign matter management protocols. Through rigorous quality management standards, the Company upholds its responsible product philosophy and provides customers with safe, stable, and high-quality product assurance.

Metal Foreign Matter Control

The Group and manufacturing site metal foreign matter control specialist teams completed a review of nearly 100 control documents across 8 Group manufacturing sites, establishing metal foreign matter control requirements for each production stage and rolling these out across all sites. On-site activities including copper and zinc wipe-down inspections and equipment material verification were conducted to ensure compliance with metal foreign matter control requirements. In 2025, the metal foreign matter pass rate (JMS < 30 particles, MI < 30 ppb) reached 99.77%, and the premium grade rate (JMS < 15 particles, MI < 15 ppb) reached 89.44%, maintaining Ronbay's position among the industry leaders in metal foreign matter control.

Targeted Quality Initiatives

To drive continuous product quality improvement, the Company focused on core production processes and launched targeted quality improvement initiatives including metal foreign matter control and Total Productive Maintenance (TPM). Through high-standard quality management, the Company upholds its responsible product philosophy and delivers safe, stable, and high-quality products to customers.

Total Productive Maintenance (TPM)

In 2025, Ronbay's JS site in South Korea successfully completed its TPM project, establishing a site-centered foundational management system. Following an on-site inspection, over 1,000 identified issues were rectified, effectively improving frontline employees' ability to identify problems and drive improvements. Improvement case studies were compiled and shared across the Company, supporting greater stability in site management.

Product Recall Mechanism

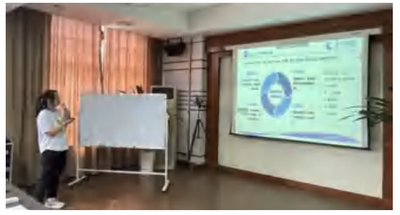
To protect customer interests, Ronbay has established a comprehensive three-tier product recall system. When quality anomalies are identified, the Company will immediately notify affected customers and initiate the recall procedure in accordance with the severity of the issue, minimizing customer losses to the greatest extent possible. **No product recall incidents occurred during the reporting period.**

Quality Culture Development

Ronbay places great importance on building a strong quality culture, and is committed to fostering a culture of quality that engages every employee and is deeply embedded across the organization. The Company adopts a blended approach combining online and in-person training, ensuring that every employee receives comprehensive quality knowledge and practical skills. In 2025, nearly 200 training sessions were organized throughout the year, with cumulative participation exceeding 10,000 person-times.

"SAW" Specialist Training — Xiaocao'e Site

In 2025, the Xiaocao'e site continuously organized its "Solution A Week" (SAW) quality problem analysis and improvement training program, developing five specialist courses covering quality tools including 5 Why, PDCA, Pareto analysis, and 5W2H. Relevant processes were standardized and employees were encouraged to proactively identify, analyze, and address quality issues — effectively improving the quality tool proficiency and problem-solving capability of all staff.



Metrics and Targets

0 occurrences of major product quality and safety incidents.

Annual shipment batch qualification rate: **99.99**%

Product first-pass yield: **99.52**%

Hazardous Substance Management

Governance

Hazardous substance management forms part of the product quality and safety system, and its governance structure is closely aligned with the overall product quality and safety management framework. This topic is overseen at the Group level by the Quality Management Department, which is responsible for strategic planning, standard-setting, and monitoring. Day-to-day control, inspection, and improvement activities are carried out by the quality management departments at each production site. This two-tier collaborative management model ensures that hazardous substance management requirements are effectively implemented and consistently upheld across the full business chain.

Strategy

To fully meet international regulatory requirements and customer expectations, Ronbay has developed its hazardous substance management approach in reference to a comprehensive set of regulations and standards, including the *EU Battery Regulation*, the *EU Packaging and Packaging Waste Directive*, the *Restriction of Hazardous Substances Directive (RoHS)*, the *Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation*, the *End-of-Life Vehicles Directive (ELV)*, and applicable limits on halogen content (such as chlorine and bromine) in products. The system is also aligned with IECQ QC080000 — *Hazardous Substance Process Management (HSPM) requirements*. This has resulted in a full-process hazardous substance management system covering the entire chain from raw material procurement to product delivery, with the goal of supplying customers with green, safe, and contaminant-free products.

Impact, Risk and Opportunity Management

Ronbay has built a hazardous substance management system spanning the full chain of raw material procurement, production, and product delivery. The Company strictly adheres to the management principle of "do not accept, do not produce, do not ship" products containing hazardous substances, relying on standardized processes and third-party professional test reports to ensure the effective implementation and reliability of the management system.

Process	Measures
Raw Material Procurement	• Prior to procurement, key material suppliers are required to provide product test reports issued by qualified third-party testing institutions. • Hazardous substance management system qualification requirements for supplier production facilities are incorporated into the supplier onboarding audit process and evaluated as a dedicated scoring item.
Production Process Management	• The Environmental Substance Management Regulations have been developed and implemented to systematize and standardize hazardous substance management processes. • The quality management departments at each production site are responsible for regularly updating the inventory of applicable laws and regulations, organizing systematic compliance reviews and benchmarking inspections, and conducting dedicated hazardous substance testing on production equipment. Controls across transportation, warehousing, and all other process steps are simultaneously strengthened to ensure zero introduction of hazardous substances throughout the production process.
Product Delivery Management	• Quality management departments at production sites sample finished products and commission third-party testing institutions to conduct hazardous substance testing. • The Group Quality Management Department centrally archives and manages hazardous substance test reports for all outgoing products, ensuring that 100% of delivered products are certified through third-party testing.

Metrics and Targets

100% of purchased raw materials (from active key material suppliers) must pass third-party testing certifying the absence of hazardous substances.

100% of the company's mass-produced and delivered products must pass third-party testing certifying the absence of hazardous substances.

Customer Service

Governance

Ronbay places customer service at the highest strategic level across the Group. Given the complexity of battery material systems and the diversity of customer needs, we have established an "Iron Triangle" cross-functional project coordination mechanism, bringing together sales, R&D, procurement, and engineering teams to respond to customer needs jointly, deliver end-to-end technical solutions, and build deep customer partnerships. The Company has also established a systematic market research function that continuously tracks global new energy policy developments and industry trends to guide customer development and sales strategy. In terms of customer development, the Company focuses on strategic-tier customers, building stable long-term relationships through long-term supply agreements, priority capacity allocation, and joint R&D collaboration.

Strategy

Guided by a customer-centric service philosophy, the Company continuously strengthens its customer service system across pre-sales, in-sales, and after-sales stages to improve customer satisfaction and response efficiency. A suite of management procedures has been developed — including the *Customer Requirements and Contract Review Control Procedure*, the *Customer Service Control Procedure*, the *Customer Satisfaction Control Procedure*, and the *Customer-Specific Requirements Control Guidelines* — to standardize management processes and continuously improve customer response efficiency and satisfaction.

Impact, Risk and Opportunity Management

Customer Service Management

The Company has implemented a Customer Relationship Management (CRM) system, migrating the management of domestic and overseas customers fully to an online platform. This enables traceable customer information, end-to-end sample process visibility, and full-chain control of internal orders — improving customer experience and management efficiency.To further enhance customer satisfaction, the Company is advancing the development of a digital supply chain traceability system, with the goals of achieving full product traceability, zero data errors, and a nearly threefold improvement in traceability efficiency — using digital monitoring to ensure product quality and timely traceability response. In 2025, the Company deepened customer relationship management through a range of initiatives, including company website and WeChat official account promotion, participation in trade shows and forums, customized product development, priority production scheduling, flexible payment terms, and one-to-one order tracking — driving continuous improvement in customer satisfaction.

Customer Recognition Awards and Honors

Far East Holding Group

Outstanding Supply Chain Partner Award

EVE Energy

Green Partner Award

Qingtao Energy

Outstanding Technology Collaboration Award

Customer Complaint Management

Ronbay places great importance on the management of customer complaints. The Company has developed the *Customer Service Control Procedure* and the *Customer Satisfaction Management Policy*, among other documents. A comprehensive customer feedback channel and complaint handling process has been established to ensure that customer needs and complaints are acknowledged, handled, and resolved in a timely, thorough, and appropriate manner. Through complaint information collection and integration, regular analysis, and corrective action, and tracking and collaborative improvement, the Company operates a closed-loop customer complaint management system.

Information Collection and Integration	A customer complaint information log is maintained to systematically collect, consolidate, and record complaint data, ensuring completeness and accuracy of information.
Regular Analysis and Corrective Action	Cross-functional teams — spanning technology, production, quality, procurement, and sales — are convened regularly to jointly analyze complaint data, develop targeted corrective measures, track the effectiveness of remediation, and drive systematic improvement of recurring complaint issues.
Tracking and Collaborative Improvement	Where customer complaints require external remediation, specific collaborative improvement requirements are communicated to raw material suppliers through the procurement channel. Customer usage outcomes are continuously tracked to ensure end-to-end closed-loop resolution of quality issues.

Metrics and Targets

100 % Traceability System Product Coverage Rate

In 2025, the company received a total of **9** customer complaints, with **0** Level C or above complaints (defined as those involving a total loss of over RMB 500,000 or a customer complaint compensation amount of over RMB 20,000).

As of 2025, Ronbay Technology has maintained a **100** customer complaint resolution rate for four consecutive years.

Green Operations

Energy Conservation, Emission Reduction, and Climate Change Addressing

Resource Circulation and Recycling System Building

Green Manufacturing and Zero-Carbon Green Power Advancing

Co-creating Environmental Protection, Safeguarding Lush Mountains and Lucid Waters

Energy Conservation, Emission Reduction, and Climate Change Addressing

Climate Change Addressing

Climate change is a common challenge faced by all humanity today and the strongest driving force behind the global energy transition towards green and low-carbon development. As a globally leading new energy materials enterprise, Ronbay Technology is fully aware of its pivotal role as a key hub in the global zero-carbon industry chain. In 2025, our company comprehensively benchmarked against the TCFD (Task Force on Climate-related Financial Disclosures) framework and the IFRS S2 (International Financial Reporting Standard S2 – Climate-related Disclosures) requirements, establishing a scientific climate change management system.

Governance

Ronbay Technology has established a top-down governance structure with clear authorities and responsibilities for addressing climate change, ensuring that climate-related issues are deeply integrated into our company's investment decisions and daily operations. The Corporate Ethics and ESG Management Committee leads and oversees the formulation of climate strategy objectives. Its subordinate Sustainability Department is responsible for identifying and assessing climate risks, tracking and managing carbon footprints, and regularly reporting progress upwards. Concurrently, by establishing a cross-departmental climate working group covering core departments such as R&D, procurement, and production, we decomposes and rigorously implements annual energy conservation, emission reduction, and carbon management targets.

Strategy

Ronbay Technology adheres to promoting green and low-carbon transformation through technological innovation. Its core approach is to empower carbon reduction across the entire industry chain through carbon asset management, thereby enhancing awareness among all employees and the resilience of the entire industry chain, implementing quantified decarbonization pathways, and striving to become a carbon-neutral benchmarking entity in the global new energy industry.
As a globally leading manufacturer of new energy cathode materials, Ronbay Technology consistently aligns with the global trend of green and low-carbon transformation, actively responds to the *Paris Agreement*'s goal of "limiting global warming to 1.5°C," and proactively undertakes the social responsibility of low-carbon emission reduction.

Ronbay Technology commits: Achieve Net-Zero at the operational level (Scope 1+2) by **2030**

Achieve Net-Zero across the industry chain (including Scope 3) by **2035**

Impact, Risk, and Opportunity Management

To ensure the efficient operation of the carbon management system and actively address climate change, Ronbay Technology has established a scientific and standardized closed-loop process for managing climate-related risks and opportunities. The specific management process is as follows:

Category	Sub-Category	Special Manifestations	Potential Financial Impact	Response Measures
Transition Risk	Policy & Law	Global policies on carbon accounting, third-party audits, carbon taxes, and other requirements are becoming increasingly stringent. Industry subsidies are gradually being phased out, and cost pressures are being transmitted upstream through the industrial chain.	Enterprise operational costs rise, and the risk of non-compliance penalties increases. Policy-based income sharply declines, compressing corporate profits.	Monitor policy developments in real-time to adjust climate strategies. Pay attention to government climate subsidies and establish a climate risk management system to alleviate pressure on corporate profitability.
	Technology	Downstream enterprises impose stricter requirements on the performance and low-carbon attributes of cathode materials. Changes in technology pathways lead to a contraction in the company's ternary material market, necessitating corporate transformation.	Existing production lines face the risk of being phased out or idled, leading to asset impairment. The company's low-carbon transition and business transformation will result in a significant increase in R&D and retrofitting expenditures.	Advance production line retrofitting and introduce green, low-carbon equipment and processes. Achieve low-cost compliance through carbon market trading. Collaborate with upstream partners for synergistic carbon reduction to share R&D and transition costs.
	Market	Downstream customers are gradually shifting their preference towards high-performance and green, low-carbon products.	If products fail to meet customers' performance and green procurement standards, there is a risk of order loss, leading to a decline in the company's operating revenue and profit margin.	Through communication and research on customer procurement needs, accurately discern downstream green procurement trends. Use customer demands to drive internal technological breakthroughs and product iteration, building the core competitiveness of the products.
	Reputation	External demands for corporate carbon management and information disclosure are tightening. The company's carbon management and disclosure practices will directly impact brand reputation.	Negative carbon management practices can affect investor confidence, trigger market value fluctuations, and may severely damage the company's reputation, thereby undermining the foundation of cooperation with core customers.	By establishing a reliable carbon management system, conducting proactive carbon management practices and standardized disclosure, and utilizing various channels such as ratings and publicity, shape an industry-leading green brand image.

Category	Sub-Category	Special Manifestations	Potential Financial Impact	Response Measures
Physical Risk	Acute	Physical Intensified global climate change leads to frequent extreme weather events such as typhoons, heavy rain, and floods, directly threatening the operational safety of the company's own production bases and the upstream supply chain.	Extreme disasters may directly cause damage to and impairment of fixed assets. In severe cases, they can lead to work stoppages, production halts, or supply chain disruptions, resulting in delayed order delivery and potential losses from breach of contract compensation.	Systematically enhance the disaster resilience of the company's own facilities through risk identification and assessment, hierarchical control, and emergency response plans, and extend climate risk management to the supply chain access and evaluation system, collaborating with suppliers to jointly mitigate risks.
	Chronic	Global warming leads to extreme high temperatures, posing challenges to the operational efficiency and stability of the temperature control systems at production bases. Climate change exacerbates water scarcity in certain regions, potentially restricting production water quotas and triggering compliance and operational risks.	Extreme high temperatures can significantly increase energy consumption and costs for temperature control. Water scarcity will drive up water extraction costs and force additional investment in water conservation and environmental protection.	To systematically enhance operational resilience, the company has established an extreme weather early warning mechanism and implemented energy-saving retrofits for equipment to ensure the effectiveness of temperature control systems. Concurrently, it conducts water resource risk assessments and strives to advance the construction of reclaimed water reuse and water conservation certifications to address potential water scarcity risks.
Transition Opportunity	Product Demand Growth	The global energy transition and the "dual carbon" goals are driving the rapid development of the new energy vehicle and energy storage markets.	By delivering green and low-carbon products, the company can not only effectively enhance its order acquisition and bargaining capabilities but also help shape an industry-leading green brand image, thereby translating this into tangible financial returns and brand premium.	Advance frontier technology R&D for green and low-carbon products. Improve the product life-cycle carbon management system to connect with the incremental market with solid product competitiveness.
Transition Opportunity	Technological Innovation Drive	Influenced by policies and local regulations, green products with low-carbon footprints are accelerating to become essential customer requirements. The commercialization process of new technologies such as solid-state batteries is opening up new blue oceans for cathode material enterprises.	The low-carbon advantage of products helps to open up high-end markets and can be realized as high added value and a green premium. Through forward-looking layout in the supply chain for new products like solid-state batteries, the company can build a second growth curve and long-term profitability space.	Continuously increase R&D investment in low-carbon processes and solid-state battery cathode materials, building a globally top-competitive portfolio of green, high-performance material products.
	Resource Efficiency and Circular Economy	Developing battery recycling and material regeneration technologies is a strategic choice for building a closed-loop supply chain, reducing resource dependency, and enhancing competitive barriers. Advancing energy-saving retrofits and distributed photovoltaic applications is a clear path to reducing long-term energy costs and improving energy autonomy.	Aligning with downstream customers' carbon reduction needs enhances product market premium; mitigating risks from raw material price volatility and energy costs through material recycling and energy efficiency improvements.	Strategically deploy industrial chain circular recycling assets and continuously promote the development of renewable energy, persistently raising the target for the proportion of green electricity usage.
	Policy Support and Market Access	Green manufacturing and circular economy projects can enjoy tax incentives and special fund subsidy policies. Proactively responding to customer carbon footprint disclosure requirements builds market and supply chain access barriers.	Enhancing core competitiveness through low-carbon product attributes drives growth in order volume and market share. Improving project investment return rates and cash flow by applying for government-specific green and low-carbon subsidies and tax reductions.	Promote the application for green fiscal and tax incentives and special funds through policy tracking and interpretation. Deepen product life-cycle carbon footprint accounting and management, accelerating the development of low-carbon and zero-carbon products.
	Green Finance	Projects with green and low-carbon attributes are more likely to obtain sustainable financial support such as green credit and green bonds, enjoying lower financing costs and expanding dedicated financing channels.	Reduce capital costs and enhance capital acquisition capabilities through green, low-interest financing.	Accelerate the R&D and management of green, low-carbon products. Improve carbon emission accounting and information disclosure to ensure compliance with green finance standards and mitigate greenwashing risks.

Metrics and Targets

Organizational-Level Carbon Emissions

In 2025, the total GHG emissions (including Scope 3) decreased by **37.7** % compared to 2024.

GHG emission intensity decreased by **17.8** % compared to 2024.

Product-Level Carbon Footprint (CF)

In 2025, the average carbon footprint of ternary products decreased by **16.45** % compared to 2024, and was **26.14** % lower than the CF of China's NCM products published by CPCD.

GHG Emission Verification Statement


SGS

Greenhouse Gas Verification Statement

Ningbo Ronbay New Energy Technology Co., Ltd.
Guizhou Ronbay Lithium Battery Material Co., Ltd.

ISO 14064-1:2018


SGS

Greenhouse Gas Verification Statement

Ningbo Ronbay New Energy Technology Co., Ltd.
ENERGY MATERIAL TECHNOLOGY CO., LTD.

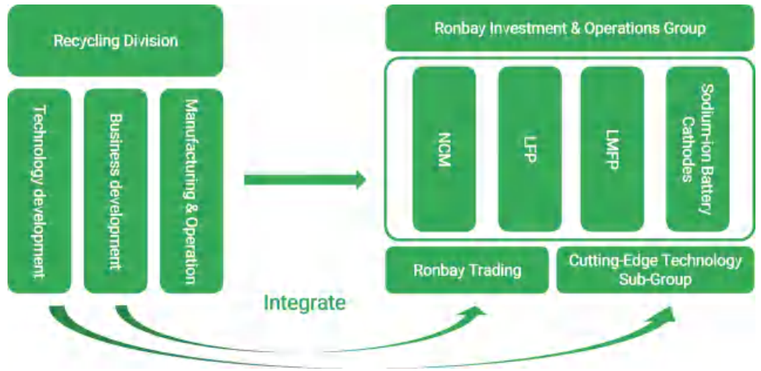
ISO 14064-1:2018

Resource Circulation and Recycling System Building

Circular Economy

Governance

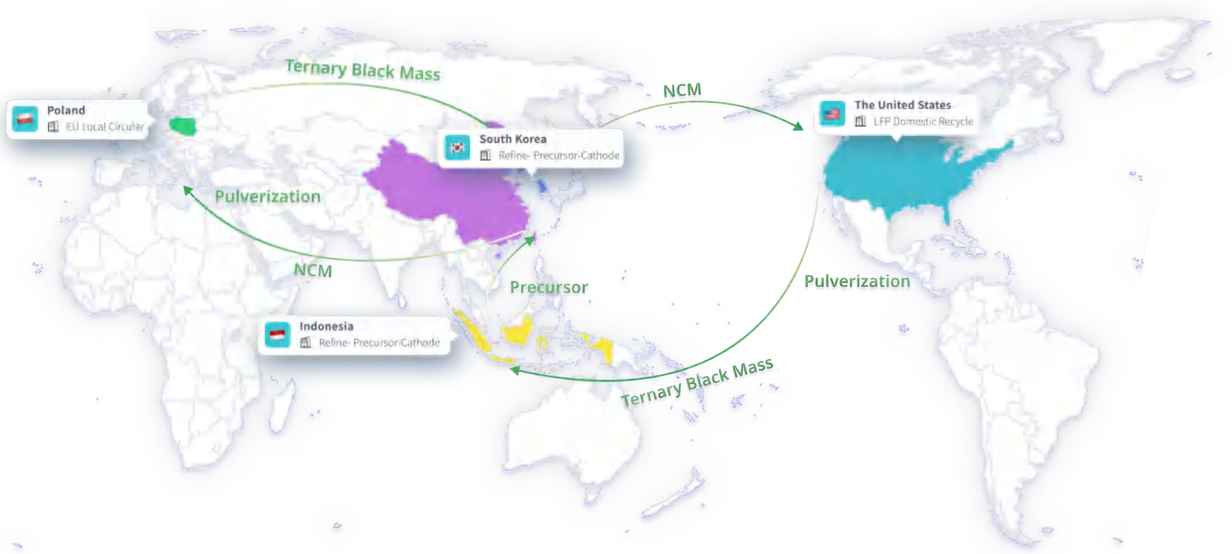
Our company promoted the establishment of an international recycling industry chain for spent batteries through strategic cooperation with a U.S.-based battery recycling enterprise. In the same year, our company established a Recycling Division, clarified the strategic planning blueprint for recycling. Based on the actual conditions of the circular recycling business, we split and integrated the technology R&D, battery recycling operations, and manufacturing operations modules into their corresponding specialized functional departments. This marks the official transition of the circular recycling business from the planning phase to the implementation phase.



In the organizational transformation, the Group, by establishing the "Ronbay Business" platform, integrated supply chain and customer resources, aiming to provide the industry with an "integrated circular solution" through a comprehensive recycling system and advanced recycling technologies, simultaneously promoting efficient resource utilization and product decarbonization. The R&D organizational structure became more orderly, the scale configuration more rational, and the specialization of labor and collaboration mechanisms increasingly improved, forming a virtuous cycle of "frontier exploration – technology development – solution output," which strongly supports our company's strategic layout for the recycling business.

Strategy

Based on the current development trends of the industry, our company focused on building the recycling industry chain for spent batteries as the main direction of advancement. It collaborated with value chain leaders to create a global closed-loop battery recycling ecosystem, strengthened the construction of a global recycling network, and enhanced the capability to obtain global recycled resources. Furthermore, we emphasized the circular utilization and recycling of packaging materials and other materials in the production process. By defining a 3R management strategy, it promoted resource regeneration and reuse, reducing the environmental burden.



Impact, Risk, and Opportunity Management

This year, our company's recycling business scope expanded significantly, with broader technology coverage, successfully completing market and channel development for the recycling of three product categories: LFP, sodium-ion, and ternary. By establishing overall cathode material solution partnerships with customers, it secured spent battery resources from core clients. Through technological R&D and equipment innovation, it promoted cost reduction in recycling and improved circular recycling efficiency, extending from single lithium recovery to the recovery of high value-added products from multiple valuable metals. In 2025, significant progress was made in core recycling technologies, covering material purification, resource recovery, regeneration, and process optimization.

In 2025, Ronbay Technology comprehensively expanded its circular economy business footprint, successfully establishing a recycling market and channel network covering the full spectrum of ternary, LFP, and sodium-ion battery categories. We deeply integrated with core customers, providing a closed-loop cathode material solution of "material supply + spent resource recycling," effectively securing high-quality waste material resources.

容百科技 Progress in Recycling Technology Breakthroughs and Pathway Developm ent in 2025

- The lithium salt purification process route successfully completed ton-level pilot-scale amplification and multi-batch stability validation, and has been applied to the preparation of Lithium Manganese Iron Phosphate (LMFP) materials at Skyland.
- Regarding the resource recovery technology for phosphate cathode waste, pilot-scale development for the recycling of different types of phosphate-based cathode materials was completed, achieving a technological breakthrough in converting spent raw materials into battery-grade lithium and iron salts. This is currently being applied within the Product Division.
- The regeneration and recycling process for spent graphite anodes completed bench-scale research, with product performance already comparable to that of commercial graphite.
- Developed an integrated recycling technology for Lithium Iron Phosphate (LFP). By combining the integrated recycling process with the original LFP cathode material production technology, this provides an integrated, closed-loop solution for LFP that balances economic viability with technological advancement.
- Developed a one-step lithium carbonate recycling technology, significantly shortening the process flow for producing lithium carbonate products from recycling, reducing capital and labor requirements, and effectively lowering processing costs. This technology is currently deployed on the recycling production line.

To support the development of the circular recycling business, Ronbay Technology is continuously advancing the organizational development of the recycling R&D team, focusing on building a professional team with a complete structure, clear planning, and diverse composition. We have established an R&D organizational structure of "two groups + four new areas." Through platform construction and project practice, our company is gradually forming a reasonable talent echelon, significantly enhancing the professional coverage and collaboration capabilities of R&D personnel. In this process, the team has accumulated solid experience in tackling key technical challenges and engineering conversion, forming a rational and complementary R&D force, providing a solid talent foundation for the continuous innovation of the recycling business.

North America Recycling Project Implementation

In 2025, we made a strategic investment in a U.S. battery recycling company. This project, as the first piece of Ronbay's North American circular network puzzle, marks our company's leap from strategic planning to substantial implementation, serving as a significant milestone in building a globalized and localized circular system.

The project precisely addressed key pain points in the North American local battery cell manufacturing industry chain, namely the raw material supply end and the singular recycling model, successfully constructing a short-cycle "waste-to-raw material" channel. This not only effectively meets the urgent need of local cell customers for waste material resource recovery, but also directly responds to customer demands for cost reduction in production and pressures for low-carbon transition. By providing high-quality recycled raw materials, the project helps customers optimize their carbon footprint and enhance product ESG competitiveness, winning market trust and strategic initiative for our company.

Metrics and Targets

Material Recovery Rate:

Nickel 25-year comprehensive recovery rate: **57** % (24-year comprehensive recovery rate: 20%)

Cobalt 25-year comprehensive recovery rate: **71** % (24-year comprehensive recovery rate: 30%)

Manganese 25-year comprehensive recovery rate: **59** % (24-year comprehensive recovery rate: 29%)

Green Manufacturing and Zero-Carbon Green Power Advancing

Energy Management

Against the backdrop of the global energy transition and the rapid development of the new energy vehicle industry, the low-carbonization of cathode materials has become a critical link for the entire industry chain to achieve net-zero emissions. Ronbay fully understands that excellent energy management is not only an internal requirement for enterprises to reduce costs, increase efficiency, and ensure compliant operation, but also a core competitiveness in responding to the green supply chain standards of global leading customers and meeting global regulatory requirements. We integrate the concepts of "extreme energy efficiency" and "green energy" throughout the entire lifecycle of global R&D and production, committed to providing greener new energy materials for the world.

Governance

Ronbay Technology has established a clear energy management structure with defined authorities and responsibilities. The Group's Sustainability Department, together with Business Divisions and Subsidiary Groups, is responsible for coordinating the energy strategy planning and energy efficiency target setting for domestic and international bases, promoting ISO 50001 Energy Management System certification, conducting annual "Energy Management Maturity" evaluations, and implementing regular supervision of the operational status of each base. Each production base, as the execution entity, is responsible for decomposing energy targets, organizing and implementing energy-saving technical renovation projects, and tracking emission reduction effectiveness through real-time data monitoring and energy efficiency diagnostics. To ensure target achievement, our company has incorporated key energy efficiency indicators such as "energy consumption per unit product" into the annual performance appraisal system for Group management and base heads, forming a management closed loop of target setting, process execution, supervision and evaluation, and performance linkage.

Our company complies with domestic laws and regulations such as the *Energy Conservation Law of the People's Republic of China* and the *Measures for the Administration of Energy Conservation in Key Energy-Consuming Units*, as well as energy management requirements in the countries and regions where it operates. Each production base standardizes the energy management process by establishing system documents such as *Energy Consumption Quota Management and Energy Measurement System*. In 2025, newly added and revised procedural documents such as the *Control Procedure for Identification and Evaluation of Energy Laws, Regulations and Other Requirements, Control Procedure for Objectives, Targets and Programs, and Control Procedure for Energy Review* further improved the Energy Management System.

During this reporting period, the newly added Xiantao Ronbay Base obtained ISO 50001:2018 Energy Management System Certification. As of the end of the reporting period, three factories have obtained Energy Management System Certification.

Strategy

Facing the green transformation trend of the global new energy industry, Ronbay Group has formulated an energy management strategy of "Low-carbon Processes, Green Structure, and Digital-Intelligent Management." We deeply integrate energy management into new capacity construction planning and existing production line upgrades. Core strategic actions include:

Key Actions in Energy Management	
Low-carbon Processes - Energy Efficiency Leap in Core Processes	For high energy-consuming process steps, continuously promote equipment iteration. Significantly reduce electricity consumption per unit product by introducing new high-efficiency energy-saving roller hearth kiln technology, multi-temperature zone precise temperature control technology, etc.
Green Structure - Green Transformation of Energy Structure	While vigorously promoting distributed photovoltaic power generation projects, actively participate in renewable energy market trading and Green Electricity Certificate procurement. Combined with our company's globalization strategy, increase the proportion of renewable energy usage to meet global customers' demand for Zero Carbon products.
Digital-Intelligent Management - Building a Digital Energy Brain	Gradually introduce an Energy Management System (EMS). Achieve "second-level monitoring, real-time analysis, and anomaly alarms" for energy consumption such as water and electricity. Utilize big data algorithms to optimize production line energy consumption and eliminate energy waste.

Impact, Risk, and Opportunity Management

Ronbay Technology incorporates energy-related risks and opportunities into the Group's overall risk management system. We closely monitor the impacts of macro policies, market supply and demand, and climate change:

Risk Type	Manifestation	Response Measures
Transition Risk	Policy and Market Compliance: Facing the domestic shift from "dual control of energy consumption" to "dual control of carbon emissions," and the mandatory battery carbon footprint requirements of the EU Battery Regulation, the energy consumption level of cathode materials directly determines whether products can enter high-end international markets.	Mitigate compliance and market access risks proactively through pre-emptive green power procurement and LCA (Life Cycle Assessment) system construction.
	Cost Volatility: Fluctuations in traditional fossil energy and electricity prices can affect production costs.	Lock in long-term energy costs by increasing the proportion of self-built distributed photovoltaics and signing long-term Power Purchase Agreements (PPAs) for green power.
Physical Risk	Extreme weather (e.g., high-temperature power restrictions, floods) may cause grid power interruptions, causing significant losses to sintering kilns requiring continuous operation.	Develop comprehensive emergency plans, equip emergency systems, and maintain close communication with the local grid to enhance production resilience.
Opportunity	Excellent energy management and a high proportion of green power usage can provide a "green premium" and priority procurement rights in intense industry competition.	Actively improve energy efficiency management levels, plan ahead for low-carbon products, conduct regular energy and carbon self-inspections, and closely collaborate with downstream leading customers to expand into global markets.

Energy-Saving Technical Renovation Measures		Annual Energy Savings (MWh)
• Refined operation of circulating water • Photovoltaic power generation • Energy-saving renovation of water pumps • Energy saving via extreme process in air separation	• Energy saving via dehumidifier renovation • SVG power + transformer optimization • Installation of permanent magnet motors • Energy-saving renovation of production & testing equipment	2087.67

Renewable Energy Project Cluster - Xiantao - Europe - Southwest Base

The Xiantao Renewable Energy Project applied for national-level pilot status in 2025. Meanwhile, based on national and provincial-level policies, the preliminary plan for the renewable energy direct connection project was completed and submitted. Upon completion, this project is expected to bring about 100 million kWh of renewable energy consumption annually to the Xiantao Base, reducing annual electricity costs by over 12 million RMB and cutting carbon emissions by over 50,000 tons. The Poland Base Renewable Energy Project is progressing normally with tendering underway. The Southwest region is conducting an inventory of green power resources, communicating with the government to secure renewable energy resources, and simultaneously undertaking renewable energy planning.

Metrics and Targets

Green Electricity Usage/Proportion

The proportion of green electricity usage for the entire group reaches **40** %.

The proportion of renewable energy usage for Hubei Ronbang and Guizhou Ronbang exceeds **60** %.

Co-creating Environmental Protection, Safeguarding Lush Mountains and Lucid Waters

Environmental Compliance Management

Ronbay regards environmental compliance as the foundation for its stable development and global operations. While strictly adhering to the laws and regulations of its operational locations, our company proactively benchmarks against leading international environmental management requirements, deeply integrating compliance awareness into the entire lifecycle management of projects. Facing increasingly stringent environmental regulations and the green transformation wave in the new energy industry, our company consistently practices the philosophy of "ecology first, compliance foremost," committed to building a solid green defense line and achieving harmonious coexistence between the enterprise and the natural ecosystem.

Governance

In 2025, Ronbay further deepened its environmental management structure, designating the Environmental Safety Committee as the decision-making body for environmental management. It regularly reviews environmental topics and compliance performance related to water resources, pollutants and waste, wastewater, air pollution, and biodiversity. By establishing dedicated EHS (Environment, Health, and Safety) management working groups, our company coordinates environmental compliance work across all bases and is simultaneously responsible for updating environmental policies, conducting compliance audits and supervision, and promoting best practices across bases.
Our company incorporates environmental compliance indicators into the annual performance appraisal systems of departments at all levels and key positions through accountability assessments, ensuring that environmental responsibilities are solidified layer by layer and guaranteeing the effective operation of the environmental management system from an institutional perspective.

Strategy

Ronbay Technology has established a global environmental compliance and standard governance system. For overseas capacity expansion, Our company has set up a dynamic regulatory tracking mechanism, focusing on responding to environmental legal requirements in overseas operational regions. Through conducting special compliance evaluations, it ensures that overseas bases comply with international standards from planning and construction to operation and management. Simultaneously, we proactively benchmarks against advanced international environmental protection levels, continuously revises and implements core systems such as the *Environmental Protection Management Regulations* and the *Control Procedure for Identification, Evaluation, and Updating of Environmental Aspects*, and deeply embeds high-standard environmental requirements into the entire global production and operation process by promoting clean production technical renovations and process optimization.

Impact, Risk, and Opportunity Management

Our company has established a dynamic environmental risk assessment mechanism, incorporating environmental compliance risks into its overall Enterprise Risk Management system. In 2025, all company projects underwent environmental impact analysis and obtained approval from local government departments. Among them, the Poland JS project passed a rigorous six-month review by provincial and municipal authorities and obtained the Environmental Impact Assessment resolution in November 2025, officially transitioning from the compliance verification to the construction phase.

Risk	• Compliance Risk:Regularly conduct internal and external compliance audits to identify potential risks arising from changes in laws and regulations. • Sudden Environmental Incident Risk:In 2025, all bases completed the upgrade, review, revision, and filing of emergency response plans for sudden environmental incidents. Specialized practical drills for extreme weather and chemical leaks were added to enhance environmental emergency response speed and handling capabilities.
Opportunity	• High-standard environmental compliance management effectively enhances the green competitiveness of the customer supply chain. • Actively leverage the opportunities for technological upgrades brought by environmental compliance, increase investment in waste resource utilization, promote the transformation of "waste" into "resources," creating economic benefits while reducing compliance costs.

Metrics and Targets

ISO 14001 Environmental Management System Certification coverage proportion for all operational bases (including those newly operational in 2025) **100** %

No major environmental pollution incidents or significant administrative penalties occurred.

Water Resource Management

Against the backdrop of intensifying global climate change and frequent regional water shortages, responsible water resource management is key to building a highly resilient green supply chain for new energy. Ronbay Technology integrates the management philosophy of "responsible sourcing, extreme using, and purified return" into the daily operations of its global production bases, committed to driving the industry towards efficient water recycling and zero discharge.

Governance and Strategy

Our company strictly complies with domestic laws and regulations such as the *Water Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, and the *Water Pollution Prevention and Control Action Plan*, as well as water resource management requirements in its operational locations. Referencing the requirements of the ISO 14001 Environmental Management System, we has formulated systems such as the *Water Usage Management Measures* and *Wastewater Discharge Management Regulations* to monitor and manage key water usage links in the production process. In 2025, documents like the *Rainwater Management System Handbook* and *Wastewater Treatment Management System Handbook* were added or revised, further strengthening water resource utilization and management. Given the process characteristics of integrated upstream and downstream production of cathode materials, the company has adopted a water management strategy centered on “source reduction, recycling, and advanced purification” to continuously build green factories characterized by low water consumption and high recycling rates.

Reclaimed Water Reuse / Near-Zero Wastewater Discharge

The Ezhou Base collects and treats the concentrated water generated during the pure water preparation stage of the production process water washing, reusing it for cooling water towers. During the reporting period, **67050 m³** of reclaimed water was reused. The Zhongbei Base utilizes an original abandoned circulating water tower pool as a rainwater collection pond, with sumps built around it. Rainwater flows naturally and is pumped into the circulating water tower, then discharged to the wastewater treatment station. After treatment, it is reused for plant area greening and sprinkling. In 2025, the base achieved zero external wastewater discharge.

Impact, Risk, and Opportunity Management

During the reporting period, Ronbay progressively established and refined its water risk assessment and response mechanism, ensuring production continuity and ecological safety across diverse hydrological conditions at its global sites.

Water Resource Risk Assessment - WRI Aqueduct Water Risk Atlas

In 2025, the Group's Sustainability Department introduced the World Resources Institute (WRI) Water Risk Assessment tool for the first time, scanning the "Baseline Water Stress" for offices and production bases in China and overseas, completing a preliminary assessment of short-, medium-, and long-term water resource risks at each operational location. For factories located in medium-to-high water stress areas, we have set more stringent water-saving targets and emergency plans and will strictly monitor the implementation of water resource utilization and recycling.

Metrics and Targets

Target: **5** % reduction in total water withdrawal.

Progress: During the reporting period, total water withdrawal amounted to **106.95** million tons, representing a **9.1** % decrease compared to 2024.

Pollutant and Waste Management

Governance and Strategy

Ronbay strictly complies with national laws and regulations such as the Environmental Protection Law, Water Pollution Prevention and Control Law, and Air Pollution Prevention and Control Law, as well as environmental protection requirements in its operational locations. Our company continuously increases resource allocation for environmental protection, establishing and improving systematic environmental pollution prevention and control mechanisms. It regularly maintains and services environmental protection facilities to reduce emission risks caused by equipment failures. Through standardized whole-process control of wastewater, exhaust gases, and waste, we continuously enhances pollution prevention, control, and emission management levels.

Impact, Risk, and Opportunity Management

Waste Management

In 2025, our company revised the Solid Waste Management Regulations, detailing management requirements for solid waste storage and transfer and updating other content. The aim is to standardize classified waste management and ensure compliant disposal according to the actual types of solid waste and hazardous waste generated. Simultaneously, we advocates for the adoption of advanced processes and production equipment to reduce waste generation and minimize production pollution.

Wastewater Management

Our company adheres to the principle of "separate drainage of rainwater and sewage, separate drainage of clean and polluted water, segregated collection by quality, and classified treatment." Accordingly, it iterated a series of systems, including the Water Pollution Control Management Procedure, clarifying source control requirements for production wastewater in each plant area. Currently, domestic sewage and production wastewater generated by we are discharged into the pipeline network after pre-treatment meets the acceptance standards. Meanwhile, through self-built facilities like wastewater treatment stations and ammonia stripping towers, wastewater is recycled and reused, thereby minimizing pollutant discharge.

In 2025, production bases such as Ningbo Ronbay, Hubei Ronbay, Guizhou Ronbay, and Xiantao Ronbay installed online monitoring devices for production wastewater in accordance with relevant management regulations. The monitoring results are connected in real-time to local government pollutant monitoring information platforms. Additionally, each subsidiary regularly commissions qualified third-party monitoring agencies to conduct self-monitoring, ensuring wastewater discharge meets the Emission Standard of Pollutants for Inorganic Chemical Industry before release.

Comprehensive Recycling of Solid Waste and Wastewater at the Zunyi Base

The Zunyi Base has built a production wastewater treatment station with a capacity of 1,500 m³/day. In 2025, it treated 42,724 m³ of production wastewater, with a discharge volume of 216 m³, achieving a wastewater reuse rate of 99.5%. Furthermore, the Zunyi Base dismantles and disposes of ton bags produced in workshops. Inner bags that directly contact materials are treated as hazardous waste, while outer bags not in contact with materials are handed over to third parties for recycling. In 2025, the total amount of recycled outer bags was 105.52 metric tons.

Air Pollutant Management

Ronbay Technology strictly follows regulations such as the *Air Pollution Prevention and Control Law of the People's Republic of China*. It formulates and implements internal systems like the *Air Pollution Control Management Regulations* at each production base to systematically manage exhaust gases. For pollutants such as dust, sulfuric acid mist, ammonia, and hydrogen chloride generated during production, our company is equipped with combined treatment facilities including high-temperature low-nitrogen burners, bag filters, spray towers, and activated carbon adsorption, ensuring exhaust gases are treated to meet emission standards. Moreover, each subsidiary regularly commissions qualified third-party monitoring agencies to conduct organized and unorganized exhaust gas monitoring. The monitoring results meet national and local relevant limit requirements such as the *Emission Standard of Pollutants for Inorganic Chemical Industry*.

Metrics and Targets

During the reporting period, the total discharge of hazardous waste decreased by **13.3** %, achieving the 2025 target of a **7** % reduction in total hazardous waste discharge.

During the reporting period, particulate matter emissions per unit of output decreased by **5.9** %,achieving the 2025 target of a **5** % reduction in particulate matter emissions per unit of output.

During the reporting period, no administrative penalties related to the ecological environment were received.

Ecosystem and Biodiversity Protection

The prosperity of nature is the cornerstone of sustainable development for human society and business. Facing the challenges of global ecosystem degradation and species extinction, Ronbay actively responds to the *Kunming-Montreal Global Biodiversity Framework* and the *Taskforce on Nature-related Financial Disclosures (TNFD)* initiative. We commit to integrating the "Nature Positive" concept into factory site selection, operations, and the global critical mineral supply chain management while promoting the global new energy vehicle industry's transition to net-zero emissions. We are dedicated to severing the link between the new energy industry chain and deforestation/habitat destruction, safeguarding the integrity of the Earth's ecosystems.

Governance and Strategy

We strictly adheres to relevant laws and regulations such as the *Regulations on Nature Reserves* and the *Biosafety Law*, as well as requirements in overseas operational locations. In 2025, we publicly released its *Biodiversity Protection Policy* and added management documents such as the *Biodiversity Protection Management Procedure* and *Biodiversity Assessment Form*, constructing a full-process ecological protection system. It scientifically assesses the impact of base construction on local biodiversity during the planning and site selection and improves biodiversity levels within the plant area during the construction and operation phases, striving to reduce the negative impact of activities on the natural environment. Our company has assessed the impact of nature-related risks and opportunities on its business model, strategy, and financial planning in the short, medium, and long term, formulating a dual-track biodiversity strategy:

Direct Impacts	• During site selection for new production capacity globally (e.g., China, South Korea, Poland, etc.), strictly implement Environmental Impact Assessments (EIA), conduct ecological baseline surveys, and avoid Key Biodiversity Areas (KBAs) and ecologically fragile zones. • Continuously promote water resource recycling and zero pollutant discharge management in factories to reduce indirect impacts on local aquatic ecosystems caused by water pollution or excessive resource consumption.
Indirect Impacts	• For critical minerals such as nickel, cobalt, and lithium required for cathode materials, we recognize significant nature-related risks in upstream mining, including deforestation, soil degradation, and tailings pollution. We promotes supply chain traceability, prioritizing the procurement of minerals certified under international standards like IRMA. • Vigorously develop battery recycling and regeneration businesses. Using recycled materials directly reduces the demand for primary mining, alleviating habitat destruction caused by mining at the source.

Impact, Risk, and Opportunity Management

In 2025, the company established a systematic process for managing nature-related impacts and risks based on the TNFD's LEAP methodology (i.e., Locate, Evaluate, Assess, and Prepare), and integrated it into the Group's sustainability governance framework:

Identification and Assessment	Spatial Location Verification	Utilize tools like IBAT (Integrated Biodiversity Assessment Tool) to screen the coordinates of the global production bases, assessing their spatial overlap with legally protected areas and High Conservation Value (HCV) areas.
	Risk Categorization and Management	**Physical Risks:** Impacts of extreme weather and ecosystem degradation (e.g., drying up of water sources) on continuous factory production. **Transition Risks:** Compliance and reputational risks arising from scrutiny of ecological damage from critical minerals under the *EU Battery and Waste Batteries Regulation* and the EU CSDDD.
Response and Management	Supplier ESG Audits	Incorporate Biodiversity protection into the supplier ESG on-site audit checklist. For suppliers found with major ecological violations, require rectification within a deadline and continuously follow up on progress, linking it to supplier procurement ratings.
	Ecological Restoration and Compensation	Actively carry out ecological restoration activities such as afforestation around factory operations.

"Planting" This Verdant Green, Co-building a Vibrant Ronbay - Arbor Day Series Activities

Trees are important micro-circulation hubs in ecosystems. During Arbor Day 2025, Ronbay Technology's various bases simultaneously carried out afforestation activities. Focusing on planting native tree species, we continuously enrich the vegetation diversity in and around the plant areas, improving the micro-ecological environment, allowing green manufacturing and natural vitality to resonate in harmony at Ronbay.

Korea JS ENERGY Environmental Clean-up Activity

In July 2025, Jaese Energy, the South Korean subsidiary of Ronbay Technology, carried out an "Environmental Cleanup Volunteer Relay Activity" in Dajowon-myeon, Chungju-si, South Korea. Approximately 20 employees from Jaese Energy ventured into industrial zones, local elementary schools, and residential areas to conduct waste cleanup. Additionally, the company supported vulnerable groups through various initiatives such as winter solstice kimchi-making and targeted donations, actively fulfilling corporate social responsibilities and fostering harmonious relationships among the government, enterprises, and the public.

Metrics and Targets

During the reporting period, none of our company's production bases or operational sites were located within nature reserves or other biodiversity-rich areas. Our company's operational activities, product production, and transportation did not have a significant negative impact on biodiversity.

Co-responsibility for Shared Wins

Global Layout, Ensuring Manufacturing Flexibility

Collaborative Progress, Forging a Green Chain

Ethical Procurement, Implementing Responsible Minerals

Local Integration, Supporting Community Development

Global Layout, Ensuring Manufacturing Flexibility

Against the backdrop of geopolitical shifts and changes in the global trade landscape, Ronbay Technology steadfastly advances its globalization strategy, staying close to core markets and customers, and building a global industry chain covering raw material procurement, production manufacturing, and end delivery.

Asia Capacity Leap	The Phase II 50,000-ton high-nickel ternary project at the South Korea JS (Chungju) Base successfully completed commissioning in 2025, further consolidating our company's position as a core hub for new energy materials in the Asia-Pacific region.	
European Footprint Established	The construction of the Poland cathode material base officially commenced, marking the full acceleration of our company's localized supply capabilities in Europe, providing solid assurance for the localized, low-carbon procurement needs of global mainstream automakers and battery customers.	

Collaborative Progress, Forging a Green Chain

Responsible Supply Chain Management

Governance

In 2025, Ronbay Technology strategically upgraded its supply chain management system. By establishing dedicated departments, it deeply integrated ESG and sustainability requirements into the entire management process, forming a new governance architecture centered on Ronbay Commerce and integrated with the Industry Chain Sustainability Department. This system enables full-process management from supply chain development, access review to daily supervision and assistance for improvement. It transforms responsible procurement from a management concept into institutionalized operational norms, enhancing our company's own supply chain governance while guiding industry chain partners to benchmark against international compliance standards and earnestly fulfill the social responsibility of industry chain collaboration.

Strategy

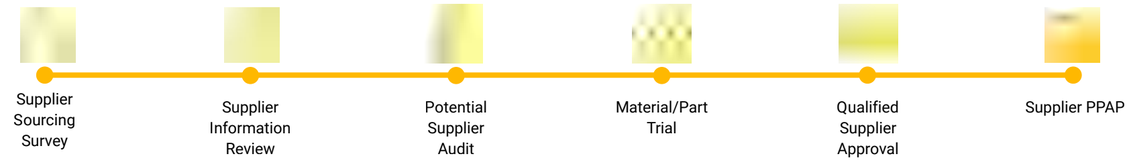
Ronbay Technology continuously deepens its "New Integrated Supply Chain" strategy, leveraging its full industry chain layout to build a responsible and sustainable global supply network. In 2025, our company comprehensively upgraded its supply chain governance system, deeply benchmarked against the compliance requirements of the EU Batteries Regulation, revised the Supplier Code of Conduct, and for the first time implemented the Ronbay Supplier Sustainable Development Agreement. We extend full value chain ESG requirements to the source of mines and fully embed supply chain management into our risk control system, systematically enhancing the compliance foundation of the globalized supply chain.

Impact, Risk, and Opportunity Management

Supplier Qualification

Ronbay Technology places high importance on supplier qualification management, strictly implementing supplier qualification assessment and audit mechanisms to ensure partners possess stable supply capabilities, excellent quality management systems, and sustainable development capabilities.

Supplier Qualification Process



During the reporting period, our company continued to strengthen the weight of ESG in supplier qualification assessments. The proportion of ESG content in the comprehensive evaluation for supplier qualification increased from 10% in 2024 to 30% in 2025, with new requirements added for supply chain compliance traceability. Furthermore, in 2025, the Ronbay Supplier Sustainable Development Agreement was formulated and implemented, requiring suppliers to conduct internal management on issues such as climate change, energy conservation and emission reduction, recycling, ESG governance, and responsible mineral procurement, and to cooperate in executing supply chain traceability matters.In 2025, a total of 11 enterprises were not included in our company's supplier cooperation list due to failing to meet relevant qualification requirements.

Supplier Assessment and ESG Management

Ronbay Technology is committed to deeply integrating ESG concepts into the supply chain due diligence management system. Relying on a dedicated organizational structure and management system, it has built a closed-loop mechanism from multi-dimensional auditing to differentiated management. Our company requires suppliers to fill out the Sustainability Audit Form to comprehensively assess their actual performance in key dimensions such as human rights, environment, safety, business ethics, greenhouse gases, and biodiversity. Based on ESG performance and comprehensive assessment results, we implement dynamic management of suppliers from grades A to E. Those with excellent ratings are given business support and resource sharing incentives. Those failing to meet standards are assisted in rectification through communication, guidance, and third-party training. For those with ineffective rectification or serious violations, downgrading or even suspending cooperation is resolutely enforced as an exit mechanism. This comprehensively urges and empowers partners to improve their ESG performance, ensuring the safety, compliance, and sustainable development of the entire supply chain.

Metrics & Targets

The company's annual completion rate for active supplier assessments reached **100** %.

The average compliance rate of ESG due diligence results was **88.42** %.A total of **31** supplier audits were conducted (excluding additive suppliers).

A total of **523** issues were identified, with **336** items due in 2025. Among these, **324** items were closed upon maturity, achieving a timely rectification rate of **96.43** %.

Ethical Procurement, Implementing Responsible Minerals

Ronbay Technology is committed to building a compliant and transparent global mineral supply chain, and pledging to reject conflict minerals. Our company has established a full-process assessment framework by improving the Responsible Global Supply Chain Due Diligence Management Policy and embedding responsible procurement clauses into supplier contracts. As of 2025, we have promoted 15 refining suppliers to obtain a total of 25 RMAP certifications (covering nickel, cobalt, manganese, lithium), an increase of 6 compared to 2024. Simultaneously, by continuously conducting supplier capacity building and best practice sharing, our company guided industry chain partners to improve ESG capacity building, achieving a transition from compliant procurement to sustainable governance.

Industry Engagement

Driven by technological innovation and green, low-carbon development, Ronbay Technology deeply participates in industry sustainable development initiatives. In 2025, our company served as Deputy Director Committee Member of the China Nonferrous Metals Industry Association and actively promoted responsible industry chain construction as a member of the Responsible Critical Minerals Initiative (RCI). Meanwhile, by participating in industry summits such as GGII Lithium Battery Annual Conference(GGLB) and GGII Sodium Battery Annual Conference, we shared insights on global development, fostered industry consensus, and contributed to the healthy and sustainable development of the battery materials industry.

The 15th GGLB Annual Conference & GGII Golden Ball Awards Ceremony & Sodium Battery Annual Conference

From November 18 to 20, 2025, the 15th GGLB Annual Conference & 15th Anniversary Celebration & GGII Golden Ball Awards Ceremony grandly commenced in Shenzhen. With the theme "Fifteen Years of Stirring, Looking Forward to a New Journey," leaders from top enterprises across all segments of the lithium battery industry chain gathered. Bai Houshan, Chairman and President of Ronbay Technology, was invited to attend and delivered a keynote speech titled "Platform-based Materials Enterprise – The Arrival of the 'Energy Singularity' in the New Energy Era." During the awards ceremony, based on outstanding innovation and significant contributions to the lithium battery industry, Chairman Bai Houshan was selected as the "Fifteen-Year Influential Leader."

On December 12, 2025, the GGII Sodium Battery Annual Conference with the theme "Breaking the Ice of Commercialization, Tackling Industrialization, Expanding the Ecosystem Circle" was successfully held in Shenzhen. As one of the session title sponsors, Ronbay Technology gathered with representatives from upstream and downstream enterprises in the industry chain, application ends, and investment institutions to jointly explore the development path of the sodium-ion battery industry. The General Manager of Ronbay Technology's Sodium-ion Battery Division was invited to deliver a keynote speech on the "Industrialization Process of Sodium-ion Battery Cathode Materials," sharing our company's strategic layout and latest breakthroughs in the industrialization of sodium-ion battery cathode materials.

Local Integration, Supporting Community Development

Community Communication and Engagement

With the deepening advancement of Ronbay Technology's globalization strategy, we have established a community engagement model with a global perspective and localized operation. In all global operational regions, we consistently adhere to building long-term, transparent, and mutually beneficial partnerships with local communities, striving to ensure that manufacturing bases play a significant role in local development.

Bases in Chinese mainland: Deep Cultivation and Integration, Building Harmonious Neighborhoods

Rooted in major domestic industrial bases, adhering to the philosophy of "embedding locally, building harmony together," and through regular public communication mechanisms based on transparency and mutual trust, we ensure corporate operations align with community interests.

Overseas Bases: Cultural Exchange, Fulfilling Global Citizen Responsibility

In advancing the globalization strategy, Ronbay Technology uses overseas bases as bridges, strictly benchmarking against international ESG standards and local laws, and is committed to fulfilling the responsibilities of an excellent global citizen. We adhere to "localized operation" and "cross-cultural integration," building deep mutual trust. While exporting core green energy technologies, we win community recognition with a responsible and warm-hearted approach.

Guizhou Ronbay New Year Enterprise-Community Activity

During the New Year period, Guizhou Ronbay organized an appreciation activity for neighboring villagers to strengthen relations and promote shared development.

JSEE Poland Base Public Relations and External Communication

In 2025, the construction of Ronbay Technology's JSEE Poland Base officially commenced, marking a new stage in our company's globalization strategy. During this critical period, our company, with a professional and forward-looking perspective, deepened communication and cooperation with various levels of Polish government, business associations, and development institutions. By building a systematic framework of mutual trust, it ensured the JSEE project's deep integration into local regional development plans, supported by compliant operations and policy.

Sino-Foreign Employee Cross-Cultural Exchange Activities

Cultural integration is a core competency for globalized enterprises. In 2025, Ronbay Technology systematically carried out a series of Sino-foreign cultural exchange activities, including cross-cultural collaboration workshops and multilingual salons, effectively reducing communication costs in transnational collaboration.

Poland JS "Sino-Polish Dumpling Culture Salon"

Sino-Korean Cross-Cultural Integration Workshop

Shared Growth and Collaboration

Openness and Equality: Protecting Employee Rights

Empowerment and Development: Supporting Employee Growth

Strengthening Safety Excellence and Safeguarding Occupational Health

Humanistic Care: Building a Harmonious Workplace

Openness and Equality: Protecting Employee Rights

Fair Employment and Rights Protection

Ronbay Technology strictly follows compliant employment practices and human rights protection in our global operations. We regard “openness, equality, and inclusion” as the core foundation of our talent management.We are committed to breaking barriers of nationality, culture, and gender. We build a global talent management system and employee rights protection framework that covers all regions where we operate. By providing a fair and transparent working environment, we ensure that every employee can grow with respect and protection. This supports sustainable talent development and provides strong internal momentum for our global expansion.

Governance and Strategy

Ronbay Technology adheres to a “people-oriented and globally inclusive” philosophy. We integrate compliant employment and employee rights protection into our global strategy, aiming to become a highly attractive and inclusive employer in the global new energy materials industry.In 2025, with the Organization Department, Human Resources Management Center, and Ronbay Academy as core pillars, we optimized our global workforce layout and made targeted progress in building overseas HR systems. We enhanced the traceability of employee rights protection and the visibility of career development.We strictly comply with the laws and regulations of all operating locations and proactively align with international standards, including the Universal Declaration of Human Rights (UDHR) and the International Labour Organization Conventions (ILO Conventions). During the reporting period, we further standardized employment, compensation, and promotion management by issuing the Campus Recruitment Compensation Management Measures and Personnel Appointment Procedures, and by revising the Recruitment Management Policy. These efforts provide strong governance support for our global talent strategy.

Recruitment

Ronbay Technology adheres to strict compliance in employment and firmly prohibits child labor and all forms of forced labor. In our recruitment practices, we strictly follow the laws and regulations of each operating location and conduct fair and transparent hiring through open channels.We sign labor contracts with all employees in accordance with applicable laws and ensure that employment terms are clear and transparent. We apply the principle of equality throughout recruitment, promotion, and compensation management, and we eliminate all forms of employment discrimination. In addition, we enforce conflict-of-interest avoidance rules for relatives to ensure objectivity and fairness in talent selection.

Openness and Equality

Ronbay Technology actively implements an open, equal, and inclusive talent policy framework. We are committed to providing a fair development platform for employees from diverse backgrounds.We strictly uphold equal opportunity across recruitment, compensation, and promotion, and explicitly prohibit discrimination based on nationality, race, ethnicity, gender, age, marital status, health condition, religion, or any other factor.

We have also established policies and mechanisms to prevent and address workplace harassment, aiming to foster a respectful working environment. During the reporting period, no incidents of discrimination or harassment occurred.

Compensation and Benefits

Ronbay Technology follows the principles of “equal pay for equal work” and “pay based on performance.” To support our global development strategy, we have established a remuneration and benefits system that balances local compliance with regional differences.In 2025, we continued to improve our incentive and benefits framework by introducing the Employee Rewards and Disciplinary Policy, Employee Exit Management Policy, and Attendance and Leave Management Policy. Through regular industry benchmarking and dynamic optimization of our pay structure, we ensure that key positions remain highly competitive in the market.In terms of benefits, we have built a comprehensive global benefits framework covering multiple dimensions. In addition to statutory social insurance, we provide a wide range of benefits, including healthcare, daily living support, holiday benefits, and long-term equity incentives. These initiatives enhance employees’ sense of well-being and belonging worldwide.

Global Employee Benefits Overview

- Statutory Benefits
- Health and Wellness Benefits
- Holiday and Cultural Engagement Benefits
- Targeted Benefits for Overseas Employees
- Living Support Benefits
- Incentive Benefits
- Restricted Equity Incentive Plan

Impact, Risk, and Opportunity Management

Risk	As we rapidly expand our overseas production capacity, differences in labor laws across countries create cross-border compliance risks. Cultural differences may lead to workplace conflicts and management friction. Intensifying competition for talent in the global new energy materials industry also increases the risk of talent attrition.
Opportunity	Building a highly inclusive cross-cultural workplace can significantly enhance our ability to attract and retain top global R&D and management talent. High-standard labor rights protection helps meet the stringent ESG requirements of leading international automotive and battery customers, thereby strengthening our supply chain competitiveness.

Global Talent Framework Development and Regional Compliance Deepening

In 2025, the Human Resources function focused on our global strategy and systematically built a global talent development system. In response to the laws and regulations in the United States, Poland, and South Korea, we revised 8 core management policies and conducted more than 100 specialized training sessions for overseas talent, covering a total of 1,935 participants.At the same time, we implemented localized incentive and benefit policies to improve talent fit and organizational support. Through strengthened compliance management and capability development, we have established a solid talent foundation for the achievement of our international strategy.

Global Employer Branding Development

Ronbay Technology actively establishes a structured campus recruitment communication mechanism, including online outreach to overseas universities and dedicated promotion of overseas positions through domestic WeChat public platforms. Employer branding content is also regularly published on LinkedIn to enhance global visibility. These efforts aim to strengthen our employer brand influence and promote Ronbay as a “Fifth-Type Enterprise,” attracting top-tier global talent to join the Company.

In 2025, leveraging outstanding human resource management practices, strong employer brand influence, and a deep corporate culture foundation, the Company was honored with the “2025 China Best Employer – Ningbo Best Employer” award by Zhaopin. This recognition not only reflects the Company’s achievements in talent attraction, employee engagement, and career development platform building, but also demonstrates Ronbay Technology’s leading role in regional economic development and talent advancement as a global new energy materials enterprise.

Analysis of Large-Scale Recruitment Trends in Poland, Europe, and Supporting System Development

In response to the large-scale recruitment trend in Poland, Europe, we have established a systematic supporting framework. We have signed agreements with three local professional recruitment agencies, initially building a multi-channel talent sourcing network. At the same time, we have completed market compensation benchmarking and industry research, providing data support for precise recruitment strategy development.

In terms of channel expansion, we have actively participated in several recruitment fairs targeting Chinese enterprises to strengthen access to local talent pools. We are also advancing cooperation discussions with Adam Mickiewicz University in Poznań to establish a university–enterprise talent pipeline.

These initiatives are being systematically integrated to build a comprehensive recruitment system in Poland, covering channel development, market insight, and talent pipeline construction.

Anti-Discrimination and Anti-Harassment Training under California Labor Law (U.S.)

- Upgraded Compliant Leave Policy：We aligned with California’s statutory requirements on paid leave accrual, payout obligations upon termination, and public holiday regulations (including Lunar New Year where applicable). We optimized leave approval workflows and leave calculation standards, and improved internal processes to ensure employees’ leave entitlements comply with local legal requirements while enhancing employee experience and compliance assurance.
- Anti-Discrimination and Anti-Harassment Framework Development：In accordance with California’s strict standards on workplace discrimination and sexual harassment, we established the Workplace Violence Prevention Management Policy, which defines zero-tolerance principles and clear response procedures. We set up a dedicated incident log for workplace violence cases and conducted company-wide training sessions to strengthen awareness, thereby reinforcing employee rights protection and ensuring a safe and respectful working environment.

Talent System Development at JS and EMT Bases in Korea

Aligned with ESG principles, JS and EMT in Korea have completed key system development across four major areas: talent development and performance evaluation incentives, organizational governance and procedural mechanisms, policy alignment and social value creation, as well as education, training, and employee integration.These efforts continuously strengthen the institutional foundation of our Korean entities in talent development, organizational governance, and social collaboration.

System Area	Key Actions	Outcomes
Talent Development and Performance Incentive System	Advanced the design of a localized cross-level promotion system in Korea, establishing a mechanism based on “performance points + tenure + peer ranking within the same level.” Introduced a localized KPI algorithm for functional roles in Korea, forming an integrated mechanism of “performance rating conversion – points accumulation – promotion threshold.”	Addressed the previous limitation of a seniority-only promotion system without cross-level pathways. Enabled quantifiable, accumulative, and promotion-relevant performance evaluation results, improving fairness, transparency, and predictability of the system.
Organizational Governance and Procedural Mechanism	Completed organizational restructuring of the JS plant, clarified job responsibilities and reporting lines. Established promotion committee review rules, evaluation procedures, and objection handling mechanisms.	Defined organizational boundaries and responsibilities, improved governance clarity and operational standardization, and provided a solid institutional basis for future organizational adjustments and personnel decisions.
Policy Alignment and Social Value Mechanism	Integrated government support programs such as employment stability and industrial settlement into routine HR application management, establishing mechanisms for eligibility verification, documentation preparation, and application tracking. Promoted university–industry cooperation and internship linkage programs.	Built a structured capability to access policy-based funding support, strengthened coordination between the company, government, and educational institutions, and enhanced ESG practice as well as sustainable local talent supply.
Education, Training and Employee Integration Mechanism	Organized skill training, safety education, and job adaptation programs during production downtime and low-load periods. Continuously provided online Korean language training, safety education, and basic policy onboarding for expatriate employees.	Transformed non-production periods into capability-building cycles, improved employee adaptability and understanding of internal policies, and strengthened organizational resilience and cross-cultural collaboration.

Responsible Ecosystem and Shared Value: Employee Relations and Corporate Sustainable Development

In 2025, to support our ecosystem-oriented strategy, we systematically advanced employee relations management and responsible corporate branding under an ESG framework across three dimensions: policy system development, organizational communication, and brand communication.At the internal management level, we completed the optimization of policy and procedural systems covering six key modules, including employment relations, labor risk management, attendance, basic HR administration, non-compete management, and international assignment. In parallel, we continuously enhanced employee satisfaction through regular organizational climate surveys and employee dialogue sessions.At the external communication level, we proactively published bilingual (Chinese and English) policy documents on our official website, including the Ronbay Code of Conduct, the Ronbay Technology Labor Rights Protection Policy, and the Employee Grievance and Communication Mechanism. These disclosures clearly communicate our commitments to labor rights protection and business ethics to stakeholders, systematically shaping a compliant, transparent, and sustainable global corporate image.

Employee Dialogue Sessions

Employee dialogue sessions are held multiple times each year across both group and department levels. Group-level meetings are typically conducted in January and August each year, with additional periodic discussions held at management levels throughout the year. At the department level, employee dialogue sessions are generally organized on a quarterly basis, while smaller teams also hold weekly meetings.

These communication mechanisms help clarify work priorities and expectations for both departments and individual employees. They also provide a timely channel to address difficulties and resource needs, improving issue-resolution efficiency. Through strengthened communication and alignment, employees work toward shared goals, enhance collaboration, and collectively support the achievement of the Company's objectives.

Annual Employee Recognition and Awards

In January 2025, the Company successfully completed the 2024 annual performance recognition program. At the group level, a total of 245 awards were issued, including 227 individual awards and 18 team awards. At the level of business units and subsidiaries, a total of 399 individual awards and 47 team awards were granted.These awards serve to recognize outstanding employees and teams and play a positive role in strengthening motivation and engagement across the organization.In addition to the annual recognition program, quarterly performance awards are also conducted. In 2025, approximately 500 individual awards were issued each quarter.

Strengthening Grievance Mechanisms and Reinforcing Human Rights Protection

Ronbay Technology actively responded to evolving regulatory requirements across global regions and the high standards of core customers regarding human rights compliance in the supply chain. We further integrated "respect and protection of human rights" into our governance system.During the reporting period, we officially issued and implemented the Employee Communication and Grievance Mechanism, aiming to establish a transparent, safe, and traceable communication channel. The mechanism provides an anonymous online platform and an independent reporting mailbox, ensuring that all stakeholders, including frontline employees and contractors, can freely raise concerns related to labor rights, workplace discrimination, and occupational health and safety. A strict "non-retaliation" policy is enforced to protect complainants.

During the reporting period, no severe human rights incidents, forced labor cases, or child labor incidents occurred within the Company.In 2026, we will systematically conduct human rights due diligence assessments to ensure that the legitimate rights and interests of all employees—including our own employees, contractors, and supply chain workers—are equally protected across all operating locations.

HR Digitalization and Information System Development

In 2025, in response to the Group's global development needs, we focused on upgrading our HR digitalization system to improve management efficiency and optimize end-to-end processes.We established a centralized payroll calculation system for the entire Group, fully aligning business rules and integrating payroll standards across one headquarters and nine production bases. This enabled unified, standardized, and compliant payroll processing.At the same time, we built a fully digitalized end-to-end HR workflow covering workforce planning, manpower requisition, offer management, and onboarding. The system is further integrated with online attendance management, employee movement processes (entry, transfer, and exit), and payroll calculation and payment, forming a complete closed-loop HR management system.The system now covers the entire Group and is designed with strong scalability, allowing rapid deployment for new sites and bases. It significantly reduces manual HR workload, improves operational efficiency, and provides robust digital infrastructure support for the Group's global HR strategy. It also strengthens employee rights protection and ensures consistent compliance in HR management.

Empowerment and Development: Supporting Employee Growth

Against the backdrop of rapid technological iteration in new energy battery materials and intensifying global competition, talent remains the key driver of Ronbay Technology's development. In 2025, we continued to enhance a comprehensive, end-to-end training system covering all employees and multiple career development pathways.We are committed to building an open and innovative learning organization that continuously unlocks employee potential and strengthens the alignment between individual development and the Company's strategic objectives.

Employee Training and Development

Governance

Management and Execution	The Company has established the "Ronbay Academy" as a dedicated execution body for talent development. It is responsible for coordinating training needs assessment, curriculum development, and implementation across all global sites.
Performance-linked Mechanism	Indicators such as "team talent development" are incorporated into the annual performance evaluation (KPI) of department heads and overseas site leaders. This ensures that managers take primary responsibility for building a strong talent pipeline.

Strategy

Business-Oriented Empowerment	The training system is closely aligned with key business needs, focusing on three core areas: cutting-edge materials R&D capabilities, advanced intelligent manufacturing and lean production capabilities, and cross-border factory operation capabilities.
Full Lifecycle Coverage	We provide a multi-dimensional training matrix covering the entire employee lifecycle, from onboarding programs for new graduates to professional skill advancement and leadership development for management talent.
Industry–Academia Integration	We actively deepen cooperation with leading domestic and international universities and research institutes by establishing joint laboratories and targeted talent development programs, enabling early identification and cultivation of top-tier R&D talent in the new energy materials sector.

Impact, Risk and Opportunity Management

Risk	Rapid technological iteration in cathode materials (such as solid-state batteries and high-nickel materials) may lead to a skills gap risk, where existing employee capabilities become outdated. In addition, with the expansion of overseas bases (including Korea, Europe, and North America), there is a shortage risk of multidisciplinary talent with international vision and cross-cultural management capabilities.
Opportunity	A well-established training system can accelerate the transformation efficiency of cutting-edge R&D and enable faster ramp-up of new production lines. A clear internal career progression pathway significantly strengthens internal talent development capability, reduces external recruitment costs, and helps the Company secure key R&D and engineering talent in the highly competitive talent market.

Training Empowering Employee Capability

In 2025, Ronbay Technology developed a training system that integrates globalization and specialization to support the execution of its corporate strategy. By developing cross-cultural and multilingual training courses, with a cumulative participation of over 650 person-times, we effectively supported the integration of overseas teams and business expansion.At the same time, we strengthened the development of internal trainers and completed the design of core courses in multiple key areas. Through high-quality knowledge enablement, we ensured sufficient expertise support for key initiatives.Through diversified training practices, we successfully transformed talent development into an engine for organizational improvement, further strengthening the alignment between strategy execution and employee career development.

Metrics & Targets

According to statistics from the Ronbay Academy Online Learning Platform, in 2025, the scale of employees using the platform reached **3991** people. using the platform reached **22772.64** hours, with an average learning rate of **71** %. A total of **592** new courses were added throughout the year. **100** training projects were conducted, covering a total of **32504** person-times.Additionally, **426** online tests were organized, covering **18153** person-times, and nearly 100 internal trainers completed their registration.

Employee Career Development

Ronbay Technology is committed to building a performance-oriented employee career development ecosystem. We have established dual career pathways—management and professional tracks—and a multi-sequence job qualification framework to fully stimulate internal organizational momentum.In terms of talent empowerment, we implement a tiered and segmented development approach. For new employees from both campus and experienced hires, we provide an immersive onboarding experience through the "Mentor–Buddy Program." For management trainees, we apply a dynamic job rotation mechanism combined with digital growth profiles to enable full-cycle tracking and evaluation. For middle and senior managers, we focus on strategy execution and leadership development to drive the transformation of learning outcomes into organizational performance.

Eagle Action Program

To further ensure the effective implementation of the Company's strategy, Ronbay Technology launched the "Eagle Action Program" at the Group level, covering all employees and building a comprehensive management transformation framework with full participation. The program promotes the coordinated upgrading of strategy, organization, and corporate culture.

"Ronbay Weekend Recharge Station" Thematic Program

To enhance employees' job-related skills and maximize the utilization of training resources, Ronbay Technology launched the "Weekend Recharge Station" program for all employees in September 2025. A total of 14 sessions were conducted during the year, covering diverse modules including strategy, organization, leadership, general competencies, and cross-cultural communication. Employees were able to participate based on their individual learning needs. During the reporting period, the program recorded over 2,500 participations.

2025 Campus Graduate Training Program

Ronbay Technology continues to optimize its campus recruitment talent attraction and development system. In 2025, we conducted a centralized training program centered on "hands-on practice + dialogue." Through 16 professional courses, on-site production line training, and face-to-face communication with senior management, we comprehensively enhanced campus recruits' deep understanding of the industry and corporate culture.This model closely integrates talent pipeline development with global expansion strategy, ensuring stable talent supply for business needs while enabling employees and the Company to progress in sync on a sustainable development path.

Strengthening Safety Excellence and Safeguarding Occupational Health

Ronbay Technology adheres to the principle of "Safety First, Prevention-Oriented," and integrates the concept of "inherent safety" throughout the full lifecycle of R&D, production, and operations. In 2025, we strengthened safety management and drove process innovation to eliminate risks at the source, with the goal of building a zero-incident and zero-injury working environment.At the same time, we established a comprehensive occupational health protection system and continuously reinforced safety culture across all employees, fully safeguarding the physical and mental well-being of every employee.

Occupational Health and Safety

Governance

Ronbay Technology has established a safety production management system characterized by "Group-wide coordination, tiered responsibility, and primary accountability." The Group Environmental and Safety Committee serves as the central management body, integrating cross-departmental and cross-functional resources to ensure unified planning and coordinated execution of safety-related work. The principal responsible person of each site is clearly designated as the first person accountable for safety.We strictly comply with the Work Safety Law of the People's Republic of China. In 2025, we systematically updated and supplemented key policies and procedures, including the Meteorological Disaster Emergency Plan, Distributed Photovoltaic Safety Inspection System, and the Confined Space Operation Management Procedure, further strengthening occupational health and safety controls.As of the end of the reporting period, all operating sites have obtained ISO 45001:2018 Occupational Health and Safety Management System certification, achieving standardized and routine safety management across the Group.

Strategy

Ronbay Technology adheres to the core principles of "people-oriented approach, risk control, standardized management, and continuous improvement," and places the respect and protection of employee health and safety as a top priority.Based on the ISO 45001:2018 standard, we have established and implemented an integrated management system. Through systematic risk assessment and control, as well as continuous monitoring, review, and improvement, we effectively reduce environmental and safety risks and continuously enhance safety performance.

Impact, Risk and Opportunity Management

Ronbay Technology has established a regular mechanism for hazard identification and occupational risk intervention to ensure that risks remain under effective control:

Safety Risk Identification and Hierarchical Risk Control

The Company has established a dual prevention mechanism of "risk classification and hierarchical control" and "hazard identification and rectification," aiming to prevent risks at the source. Through regular comprehensive risk identification, we dynamically maintain and update the risk control list, and have built a full lifecycle safety risk management system covering project feasibility study, design, and construction phases.We continuously strengthen compliance supervision and regularly conduct construction safety performance evaluations to ensure that production and construction activities strictly comply with EHS-related regulations. For identified risks, we implement tiered control measures across engineering, technical, and management dimensions, clearly define responsibilities at each level, and achieve closed-loop management of all types of hazards.

Major Risks	Significant Risks	General Risks
Dedicated control plans are developed and implemented.	Supervised by department heads with specific operating procedures established.	Managed through routine inspections and daily monitoring.

Chemical Management

Ronbay Technology regards the lifecycle management of chemicals as a core pillar of enterprise safety and sustainable development. We have established a high-standard control system with a closed-loop structure, spanning from top-level policy design to frontline execution.In 2025, we continuously optimized and enhanced key policies such as the Chemical (MSDS) Management System, achieving full-process compliance coverage across introduction, procurement, storage, and waste disposal. We implemented classified and tiered management of hazardous chemicals and strictly enforced high-standard physical and technical safeguards, including “dual-person dual-lock” control, explosion-proof and anti-seepage measures, and comprehensive monitoring systems, significantly improving intrinsic safety.Relying on day-and-night shift inspection mechanisms and scenario-based emergency response plans, we have built a dynamic risk defense network. Through continuous targeted drills, company-wide training, and visualized safety communication, we embed safety responsibility deeply into organizational culture. The coordinated enhancement of technical safeguards and management resilience ensures that every stage of chemical management remains effectively controlled.

Safety Emergency Management

The Company consistently adheres to the safety emergency philosophy of “better prepared for a century without use than unprepared for a single day.” We have established and continuously improved management systems such as the Fire Protection Facilities and Equipment Management System and the Confined Space Operation Safety Management System to standardize emergency management practices.The Company and all production sites regularly organize safety emergency drills, including simulated scenarios such as liquid oxygen leakage at air separation stations, electrical shock incidents in workshops, and fire emergencies. These drills effectively strengthen employees’ emergency response capabilities and self-rescue and mutual-aid skills.In 2025, we introduced new requirements for monitoring, early warning, emergency response, and post-incident handling of climate-related disasters within China. These requirements are being progressively extended to overseas operating sites to enhance the Company’s effectiveness in responding to climate-related risks and emergencies.

Safety Culture Development

Ronbay Technology is committed to building a safety culture involving all employees, continuously strengthening safety awareness and ensuring that safety concepts are deeply embedded in daily operations, thereby establishing a strong ideological foundation for safe production.In 2025, the Company implemented multi-dimensional initiatives, including safety education and training, strengthened communication and promotion of safety production culture, organization of various safety activities, and the implementation of performance-based reward and penalty mechanisms. These efforts continuously enhance employees’ safety awareness and execution capability across the organization.

Building Resilience through Drills: Establishing a Full-Scenario Dynamic Emergency Response System

Ronbay Technology adheres to the principle of “Safety First, Prevention-Oriented, and Integrated Management.” We regularly organize comprehensive emergency drills covering key scenarios such as hazardous chemical leakage, fire suppression, and personnel evacuation.Through highly realistic simulation exercises, we systematically assess the coordination of emergency command systems across all sites, the operability of emergency response plans, and the readiness of emergency equipment. These drills not only strengthen the rapid response mechanism through multi-department coordination, but also enable a closed-loop capability from rapid response to precise handling.As a result, the Company continuously strengthens its resilience against unexpected safety risks and enhances overall emergency preparedness.

Full Employee Engagement: Strengthening a “Prevention and Firefighting Combined” Safety Culture Foundation

During the national “Fire Safety Month,” Ronbay Technology centered its activities on the theme of “Everyone Participates in Fire Safety, Life First,” and empowered employees through systematic awareness campaigns and interactive programs.The Company strengthened its safety culture through visual communication measures such as hazard notification boards in key areas and on-site display of safety rules, creating a strong safety awareness atmosphere. In addition, we organized hands-on competitions on fire-fighting equipment use, knowledge contests on evacuation and emergency escape, and fire hazard inspection activities.This shift from knowledge-based communication to skill-based internalization has effectively enhanced employees’ ability to identify risks and respond to initial-stage fires. It has transformed fire safety awareness into proactive behavior of every employee, jointly contributing to a fundamentally safe working environment.

Chemical Warehouse Management at Xiantao Ronbay

At Xiantao Ronbay, we have established dedicated policies for chemical management, including the Chemical Management System and the Controlled Precursors and Explosive Chemicals Management System. In addition, we have developed specific emergency response plans tailored to actual usage scenarios.In daily operations, we strictly implement all management requirements. The chemical warehouse is equipped with intrusion alarm systems, and targeted inspections are regularly conducted for electrostatic discharge prevention facilities to ensure safe and compliant operations.

CPR + AED First Aid Training Program

In 2025, the Group Environmental and Safety (EHS) function conducted specialized first-aid programs across multiple sites. These included CPR (Cardiopulmonary Resuscitation) and AED (Automated External Defibrillator) training sessions and hands-on drills. The Company also carried out a comprehensive review of external medical resources at each site.For sites where professional medical assistance could not be reached within the critical “golden 4 minutes” window for cardiac arrest response, AED devices were centrally procured and deployed. In addition, we collaborated with professional organizations such as the Red Cross to conduct dedicated CPR + AED training programs.These initiatives further improved the Group’s emergency rescue resource allocation and strengthened on-site first-aid capabilities across all operating locations.

Employee Occupational Health Management

In 2025, Ronbay Technology systematically revised the Occupational Health Management System and strengthened localized compliance governance across domestic and overseas sites (e.g., the Occupational Safety and Health Act in South Korea), establishing a global occupational health risk prevention framework.We conduct routine monitoring of occupational health risk factors such as noise, dust, and high temperature. Source-level controls are implemented through safety warning signage, installation of dust removal and noise reduction equipment, and provision of certified personal protective equipment (PPE). We also strictly enforce a closed-loop “three certificates and one label” management system for PPE.In addition, we implement a “one employee, one health record” occupational health surveillance system covering pre-employment, in-service, and exit medical examinations. Through initiatives such as Health Promotion Week, blood pressure monitoring, and healthy diet programs, we further enhance employees’ health awareness and overall well-being.

Safety Culture Development

Ronbay Technology is committed to building a safety culture involving all employees, continuously strengthening safety awareness and ensuring that safety concepts are deeply embedded in daily operations, thereby establishing a strong ideological foundation for safe production.In 2025, the Company implemented multi-dimensional initiatives, including safety education and training, strengthened communication and promotion of safety production culture, organization of various safety activities, and the implementation of performance-based reward and penalty mechanisms. These efforts continuously enhance employees’ safety awareness and execution capability across the organization.

Psychological Health Counseling Program at Hubei Ronbay

On April 28, 2025, during the 23rd National Occupational Disease Prevention and Control Law Promotion Week, themed “Caring for Workers’ Mental Health,” Hubei Ronbay actively responded to the initiative by organizing a special lecture titled “Focusing on Employee Mental Health and Relieving Occupational Stress.”The event focused on workplace psychological well-being, systematically introducing key concepts of mental health and providing practical and detailed stress management guidance for employees. The initiative aimed to foster a safe, supportive, and healthy organizational environment.

Healthy Low-Fat Meal Supply Program

In 2025, in response to the National Health Commission’s “Healthy Weight for All” initiative and the “Weight Management Year” campaign, and to promote weight management among employees for the prevention of chronic diseases, the Group introduced optional healthy low-calorie meal sets in the cafeterias of multiple subsidiaries.This initiative aims to encourage more scientific and healthy dietary habits among employees and support overall occupational health and well-being.

Metrics & Targets

During the reporting period, a total of **217** safety emergency drills and **2393** safety training sessions were organized. The participation rate of employees in safety drill positions and the training coverage rate both reached **100** %.The coverage rate of the occupational health and safety management system for employees is **100** %.

Humanistic Care: Building a Harmonious Workplace

Ronbay Technology is committed to creating a positive working atmosphere and a supportive human-centered environment. We care about employees' physical and mental well-being as well as family harmony, and provide comprehensive care programs covering all employees.Through a wide range of cultural, recreational activities and robust employee support services, we help address employees' practical concerns and reduce their worries in daily life. This enables employees to focus on their work while also enjoying a balanced and harmonious life, enhancing both their sense of achievement at work and overall well-being.

Putting Care into Action: Empowering Women's Career Development

Ronbay Technology places strong emphasis on gender equality in employment and the protection of women's rights, and is committed to providing an inclusive, supportive, and growth-oriented working environment for female employees.We not only offer caring facilities and dedicated health protection for women during special periods such as pregnancy, childbirth, and breastfeeding, but also continuously focus on their physical and mental well-being as well as career development. The Company organizes women-focused care activities, health seminars, and career empowerment programs to comprehensively support female employees' growth and help them fully realize their professional value.

International Women's Day (March 8) Activities

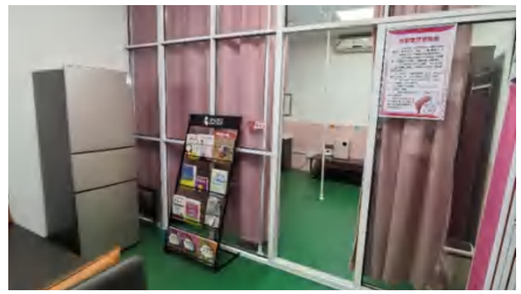
In the warm spring of March, blossoms are in full bloom. To pay tribute to the strength of women in the workplace, Ronbay Technology's domestic and overseas sites jointly organized a series of diverse care activities for International Women's Day (March 8).From floral arrangement workshops to thoughtfully prepared gift boxes and sweet tea breaks, the Company expressed its care through attention to detail. These activities aimed to help every female employee of Ronbay unwind, feel warmth and appreciation during their dedicated festival, and embrace both work and life with greater confidence and elegance, shining in their own way.

Mother's Day Activities

In 2025, on the occasion of Mother's Day, the Company launched a series of themed activities under the title "Tribute to Maternal Love, Fragrance at Ronbay."Through organizing floral arrangement salons and distributing appreciation gift packages, the program aimed to provide comprehensive care for female employees who play dual roles as both workplace contributors and family caregivers.This initiative not only recognizes employees' dedication and hard work, but also reflects the Company's commitment to a gender-equal corporate culture, continuously enhancing the sense of belonging and well-being among female talent.

Mother–Baby Rooms / Female Employee Rest Areas

Amid the busy pace of R&D and production, a quiet and comfortable rest space represents Ronbay's sincere care for its female employees. In 2025, each site progressively built and upgraded mother–baby rooms and female employee rest areas. From design considerations to privacy protection, every detail reflects respect for women and care for working mothers.
In these spaces, love and career are no longer a trade-off. The Company is committed to being a strong support for every female employee, enabling "her power" to flourish gracefully at every stage and shine in the workplace.



Respecting Local Cultures and Building an Open and Inclusive Ecosystem

Ronbay Technology is committed to building an open, equal, and inclusive workplace environment, and regards supporting vulnerable groups as an important part of fulfilling its social responsibility.We firmly oppose workplace discrimination. By implementing equal employment policies, improving accessibility facilities, and providing dedicated support and vocational skills training for persons with disabilities and other groups, we strive to create fair employment and development opportunities. This enables every employee to realize their personal value in an inclusive environment and grow together with the Company.

"Growing Together with Vulnerable Groups" – JS ENERGY Establishes a Para Sports Team

JS ENERGY, the Company's wholly owned subsidiary in Korea, officially established the "JS Para Athletes Employment Team" in July. The team has recruited four wheelchair tennis athletes and plans to introduce professional coaching support to help them progress toward a professional level, laying a solid foundation for achieving both athletic and career development success.

At the 45th Korean Para Sports Games in 2025, athletes from the JS ENERGY wheelchair tennis team delivered outstanding performances. In the Women's Open Doubles event, athlete Ahn Seong-suk secured a 2–0 victory over the Gyeonggi Province team and won the gold medal. In the Singles event, Ahn Seong-suk and Park Jae-hong won the silver medals respectively.

JS ENERGY has also signed Memoranda of Understanding with several local organizations in the fields of para sports and employment support. The Company aims to create more job opportunities for persons with disabilities in the future and to give back to society through concrete actions, demonstrating sincere care and support for vulnerable groups.

Energizing Engagement: Building a Harmonious Work and Life Environment Together

Guided by the philosophy of "happy work, healthy life," we actively provide platforms for employees to release stress and showcase their talents. The Company regularly plans and organizes a wide range of cultural and sports activities, including sports competitions, team-building exercises, interest club gatherings, and traditional festival celebrations.

These dynamic activities not only enrich employees' after-work life, but also promote communication and interaction across departments and organizational levels, significantly strengthening team cohesion and sense of belonging. They enable every Ronbay employee to experience the warmth and joy of a large organizational family while pursuing their professional goals.

Spring Festival Annual Gala

At the turn of the year, Ronbay employees around the world gathered together to usher in a new chapter in 2025. On the stage of the Spring Festival Gala, employee-produced cultural performances showcased the energetic, ambitious, and pioneering spirit of Ronbay people.During the banquet, recognition ceremonies honored the outstanding contributions made in ordinary roles, while engaging lucky draw activities expressed the Company's sincere appreciation for employees' hard work throughout the year.This celebration was not only a visual and cultural feast, but also a deep integration of the "home culture" within the organization. It inspires all Ronbay employees to move forward with greater determination toward the goal of becoming a global industry leader.

Fun Sports Day

To implement the philosophy of "healthy living and efficient work," Ronbay Technology hosted the 2025 Fun Sports Day themed "Full Energy, Moving Forward Together." The event broke down departmental boundaries and featured a series of engaging activities that combined competition with collaboration, comprehensively strengthening employees' teamwork capabilities and resilience.

As an important component of the Company's occupational health management system, the sports day not only effectively relieved work-related stress but also deeply embedded the corporate spirit of "striving forward and pursuing excellence" into team culture, injecting strong internal momentum for the Company's high-quality and sustainable development.

Team-Building Activities

The Company places great emphasis on strengthening team cohesion. In 2025, various business units and production sites organized diversified team-building activities to build bridges for cross-department communication. From challenging outdoor team development programs to culture-focused workshops closely linked to business scenarios, these initiatives aim to enhance employees' sense of belonging and improve teamwork efficiency through collective collaboration.These activities are not only a deep practice of corporate culture, but also an important enabler for stimulating organizational vitality and ensuring the effective implementation of the Company's global strategy. They allow every employee to achieve mutual growth with the Company through collaboration and shared progress.

Comprehensive Support: Enhancing Employee Well-being and Happiness

To effectively enhance employees' sense of gain and belonging, Ronbay Technology has established a comprehensive, multi-dimensional employee benefits system. In addition to providing competitive compensation and full statutory benefits, we further expand the scope of employee care by offering a wide range of supplementary benefits, including annual health check-ups, customized holiday allowances and gifts, meal and transportation subsidies, paid leave, and support programs for employees facing financial hardship.

We continuously listen to employee feedback and optimize our benefits framework, aiming to provide reliable support for employees and their families, ensuring that human-centered care reaches every employee.

Holiday Benefits

At every important festival, Ronbay Technology remains consistently present with its employees. Whether it is customized mooncakes for the Mid-Autumn Festival or warm New Year gift packages during the Spring Festival, each gesture is carefully prepared to create a sense of belonging and "home" for all Ronbay employees working across different roles and locations. Through meaningful and ritualized holiday experiences, we strengthen the emotional bond between the Company and employees' families, allowing care and warmth to flow through every ordinary yet special moment.

Lantern Festival

Dragon Boat Festival

Children's Day

Mid-Autumn Festival

Employee Engagement Activities at Overseas Sites

As the Company's globalization strategy continues to deepen, Ronbay Technology is committed to extending warm employee care to every overseas site. In locations such as Korea and Poland, we strictly comply with local labor laws while integrating local cultural customs to carry out a series of employee care initiatives, effectively enhancing the occupational well-being of local employees.This deeply localized management approach not only strengthens cohesion within overseas teams, but also reinforces Ronbay's image as a responsible global corporate citizen.

Christmas – JS ENERGY Poland (JSEE)

"Family Month" Lucky Draw Campaign – JS Korea

Rural Revitalization and Public Welfare & Charity

Rural Revitalization

Ronbay Technology actively responds to China's Rural Revitalization Strategy and deeply integrates its high-quality development with the national blueprint for rural revitalization. Guided by the principle of "targeted empowerment and long-term impact," we adopt a diversified approach combining employment promotion, rural public welfare, and industrial development to enhance endogenous growth momentum and industrial capacity in regions where we operate. We also continue to consolidate the achievements of poverty alleviation and contribute the "Ronbay approach" to the realization of common prosperity.

We have deeply cultivated an "education + employment" dual-driven model, positioning it as a core engine for rural empowerment. During the reporting period, the Company expanded localized recruitment efforts and strengthened industry–education integration through school–enterprise cooperation. These initiatives not only provide broader career development opportunities for local workers, but also effectively improve local employment levels and talent capabilities.At the same time, leveraging the resource endowments of each production base and the cluster effects of the new energy industry chain, the Company promotes regional industrial upgrading and transformation. This industrial spillover effect supports surrounding regions in advancing toward more modern and sustainable economic structures.

Public Welfare and Charitable Initiatives

As a leading global new energy materials enterprise, Ronbay Technology has always upheld the original aspiration of "technology for good," embedding corporate social responsibility into both mindset and action. We recognize that the value of an enterprise lies not only in creating economic wealth, but also in contributing to the shared progress of society.In 2025, we continued to improve our public welfare and charitable framework, focusing on areas such as ecological environmental protection and community care. Through institutionalized and long-term philanthropic initiatives, we connect every small act of goodwill and are committed to building a more humane and resilient sustainable future, fulfilling the responsibility and mission of a globally responsible enterprise.

"2025 Volunteer Relay Initiative · Launch Ceremony" – JS ENERGY Korea

On March 5, 2025, the Chungju Volunteer Service Center held the "2025 Volunteer Relay Initiative · Launch Ceremony" at the City Hall. A total of 21 institutions and companies, 96 organizations, and approximately 200 participants attended the event.On the same day, the JS Korea site volunteer team also participated in the ceremony, demonstrating its commitment to social contribution through concrete actions and contributing Ronbay's efforts to support the local community.

Key Performance Indicators

Corporate Governance and Economic Performance

Corporate Governance

Indicator	Unit	2022	2023	2024	2025
Total number of board of directors	person	/	9	9	9
Number of female directors on the board of directors	person	/	3	3	3
Ratio of female directors in the board of directors	%	/	33.33	33.33	33.33

Economic Performance

Indicator	Unit	2022	2023	2024	2025
Total assets	100 million yuan	256.6	246.39	246.23	229.68
Product output	10000 ton	11.43	13.29	17.24	13.05
Revenue	100 million yuan	301.23	226.57	150.88	122.67
Net profit	100 million yuan	13.74	6.28	3.29	-1.62
R&D expenditure	10000 yuan	48,655.43	35,424.45	42,415.88	42,165.12
Government grants and support fund	10000 yuan	5,967.69	12,690.81	6,485.69	8,147.46
Balance of accounts payable (including notes payable) at the end of the reporting period	10000 yuan	1,142,975.25	834,109.93	857,259.25	719,367.39
Ratio of accounts payable (including notes payable) balance to total assets at the end of the reporting period	%	44.54	33.85	34.82	31.32
Environmental protection expenditure	10000 yuan	1,746.81	2,212.89	3,137.03	1,028.41
Safety expenditure	10000 yuan	1,802.06	2,802.05	1,421.48	994.57
Charitable donation expenditure	10000 yuan	31.63	75.00	64.69	25.00

Compliance Operations, Risk Management and Control, and Integrity Management

Indicator	Unit	2022	2023	2024	2025
Number of pending legal proceedings regarding overdue payments	case	-	5	9	7
Number of risk management training sessions	time	4	2	7	5
Rectification rate of audit findings	%	74	75	76	78
Audit coverage rate (bases)	%	71	75	83	88
Signing rate of commitment letter on integrity	%	100	100	100	100
Business ethics training coverage	%	100	100	100	100

Intellectual Property Protection

Cumulative Indicator	Unit	2022	2023	2024	2025
Invention applications	item	**261**	**492**	**629**	**959**
Inventions granted	item	**72**	**104**	**162**	**251**
Applications for utility models	item	**343**	**469**	**577**	**659**
Utility models granted	item	**274**	**346**	**435**	**504**

Information Security and Privacy Protection

Indicator	Unit	2022	2023	2024	2025
Internal information security audit	time	-	**6**	**3**	**7**
Third-party information security audit	time	-	**1**	**0**	**0**
Information security audits upon departure	person-time	-	**168**	**154**	**392**
Major safety incidents	case	-	-	**0**	**0**
Information security incidents reported externally	case	-	-	**0**	**0**
Monetary value involved in data security incidents	10000 yuan	-	-	**0**	**0**
Number of customer privacy breach incidents	case	-	-	**0**	**0**
Monetary value involved in customer privacy breach incidents	10000 yuan	-	-	**0**	**0**

Environmental Performance

Energy Consumption

Indicator	Unit	2022	2023	2024	2025
Total comprehensive energy consumption	ton of standard coal	-	-	**114,881.40**	**115,954.02**
Total direct energy consumption	ton of standard coal	-	-	**80,433.95**	**3672.47**
Total power	MWH	**668,085.61**	**849,948.17**	**911,723.97**	**699,469.11**
Natural gas consumption	cubic meter	**517,429.00**	**632,731.00**	**1,462,563.00**	**2,983,249.00**
Purchased steam consumption	ton	**86,256.00**	**136,533.00**	**113,000.62**	**96,348.00**
Total indirect energy consumption	ton of standard coal	-	-	**34,447.45**	**112,281.56**
Total Green Electricity Usage (Green Power + Certificates)	MWH	-	-	**311,569.93**	**279,808.54**
Proportion of green electricity consumption	%	-	-	**34.17**	**40.00**
Green electricity certificate procurement volume	MWH	-	-	**213,912.11**	**220,000.00**
On-site photovoltaic power generation	MWH	-	-	**3,091.82**	**11,321.54**
Purchased electricity consumption: renewable energy	MWH	-	-	**97,657.82**	**48,487.00**
Purchased electricity consumption: Non-renewable energy	MWH	-	-	**600,154.04**	**639,660.57**

Note:1.Data on total comprehensive energy consumption, total direct energy consumption, and total indirect energy consumption do not cover the JS and EMT bases in South Korea. 2.The 2024 data on natural gas consumption covers only the Shanxi Zhongbei Base. Statistics for 2025 will newly include the JS and EMT bases in South Korea. 3.The 2024 data on purchased steam consumption covers only the Xiaocaoe and Linshan bases. 4.In 2025, the comprehensive energy consumption data is detailed in accordance with the Chinese National Standard GB/T 2589-2020 "General Principles for Calculation of Total Production Energy Consumption". Specifically, data in Table A.1 is classified as direct energy consumption, while data in Tables A.2 and B.1 is classified as indirect energy consumption. The sum of these two constitutes the total comprehensive energy consumption. The 2024 statistics only covered electricity consumption. For 2025, all energy types specified by the standard are quantified. The newly added energy types include liquid oxygen, steam, natural gas, water, gasoline, and diesel.

Greenhouse Gas Emissions

Indicator	Unit	2022	2023	2024	2025
Scope 1 (Category 1)	ton of CO_2 equivalent	**3,628.02**	**7,194.06**	**9,501.25**	**14,140.94**
Scope 2 (Category 2)	ton of CO_2 equivalent	**319,310.58**	**516,925.13**	**516,152.00**	**385,313.44**
Scope 3	ton of CO_2 equivalent	**1,828,698.03**	**2,455,915.94**	**3,040,818.86**	**1,821,049.43**
Scope 3 (Category 3)	ton of CO_2 equivalent	-	-	**31,218.85**	**33,206.45**
Scope 3 (Category 4)	ton of CO_2 equivalent	-	-	**3,009,600.01**	**1,787,842.98**
Scope 3 (Category 5)	ton of CO_2 equivalent	-	-	-	-
Scope 3 (Category 6)	ton of CO_2 equivalent	-	-	-	-
Total greenhouse gas emissions	ton of CO_2 equivalent	**2,151,636.62**	**2,980,035.13**	**3,566,472.11**	**2,220,503.81**
Greenhouse gas emission intensity	ton of CO_2 equivalent / tons of products	**23.74**	**22.53**	**20.69**	**17.01**

Note:1.The above data for 2022 covers only the Ezhou and Zunyi bases. 2.The Scope 3 data for 2024 does not cover the EMT base in South Korea, nor does it include carbon offsets. 3.The Scope 3 data for 2025 does not cover the Zhongbei and EMT (South Korea) bases.

Water Resource Usage

Indicator	Unit	2022	2023	2024	2025
Total amount of water withdrawal	10000 ton	**155.87**	**145.99**	**117.6**	**106.95**
Water withdrawal intensity	ton / ton of product	**13.61**	**10.98**	**6.82**	**8.19**
Total amount of recycled water	ton	-	-	**966,990**	**434,465.50**

Note: 1.Data on total water withdrawal and water withdrawal intensity for 2022 does not cover the Xiantao, Shanxi Zhongbei, and JS (South Korea) bases. 2.Data on total recycled water for 2024 does not cover the Xiaocaoe, JS (South Korea), and EMT (South Korea) bases. 3.Data on recycled water for 2025 does not cover the JS (South Korea) and EMT (South Korea) bases.

Packaging Material Management

Indicator	Unit	2022年	2023年	2024年	2025年
Packaging Material Recovery-Tray	item	-	**124,200**	**108,314**	**78,133**

Note: The data does not include the JS and EMT bases in South Korea.

Pollutant Treatment

Solid waste

Indicator	Unit	2022	2023	2024	2025
Hazardous waste emissions	ton	**1,610.23**	**1,375.29**	**1,181.86**	**1,024.10**
Hazardous waste rate of a thousand-ton product	ton / 1000-ton product	**14.19**	**10.35**	**6.86**	**7.84**
General industrial solid waste disposed (excluding recycled)	ton	**3,170.32**	**1,133.21**	**1,223.43**	**1,552.95**
General solid waste rate of a thousand-ton of product	ton / 1000-ton product	**27.74**	**8.53**	**7.10**	**11.90**
Waste recovery amount	ton	**8,419.53**	**8,016.86**	**9,535.24**	**6,762.78**

Note: 1.Waste recycling includes solid waste such as ton bags (FIBCs). 2.To ensure data accuracy, the figures above for 2022 cover the Ezhou, Zunyi, Xiaocaoe, and EMT bases. Figures for 2023 cover the Ezhou, Zunyi, Xiantao, Xiaocaoe, Linshan, Shanxi Zhongbei, JS (South Korea), and EMT (South Korea) bases. Data for general solid waste has been adjusted for statistical consistency. 3.In 2025, data on hazardous and general solid waste disposal does not include the EMT base in South Korea, while data on waste recycling does not include the Zhongbei and EMT (South Korea) bases.

Waste gas

Indicator	Unit	2022	2023	2024	2025
Sulfur dioxide (SOx)	ton	-	-	**1.36**	**1.16**
Nitrogen oxides (NOx)	ton	**14.19**	**10.12**	**2.56**	**1.44**
VOCs (Volatile Organic Compounds)	ton	-	-	**0**	**0**
Particulate matter	ton	-	-	**14.43**	**10.28**
Dust emissions per unit of product	g / ton product	**197.81**	**93.46**	**83.70**	**78.76**

Note: 1.Data on nitrogen oxides (NOx) for 2022 covers only the EMT base, while data for 2023 covers the Zhongbei and EMT bases. 2.Data on particulate matter (PM) does not cover the EMT base in South Korea.

Wastewater

Indicator	Unit	2022	2023	2024	2025
Total wastewater discharge	ton	**255,416.56**	**264,882.05**	**245,375.38**	**323,330.64**
Emissions per unit of output	ton / ton product	**2.25**	**1.99**	**1.42**	**2.48**
Chemical Oxygen Demand (COD)	ton	-	-	**5.89**	**4.54**
Ammoniacal nitrogen (NH_3-N)	ton	-	-	**1.33**	**0.64**
Suspended solids	ton	-	-	**2.88**	**1.59**
Total phosphorus	ton	-	-	**0.01**	**0.01**

Note: 1.The indicator "Wastewater discharge per unit of production" is calculated as: Total wastewater discharge / Total production output of the base. 2.Data on total wastewater discharge and wastewater discharge per unit of production for 2022 covers the Ezhou, Zunyi, Xiaocaoe, and EMT bases. Data for 2023 covers the Ezhou, Zunyi, Xiantao, Xiaocaoe, Linshan, Shanxi Zhongbei, JS, and EMT bases. 3.Data on chemical oxygen demand (COD) and ammonia nitrogen for 2024 does not cover the Zhongbei, JS, and EMT bases. 4.Data on suspended solids (SS) and total phosphorus (TP) does not cover the Zhongbei base and the bases in South Korea. 5.For 2025, data on chemical oxygen demand (COD) and ammonia nitrogen does not include the JS and EMT bases in South Korea. Data on suspended solids (SS) covers only the Zunyi and Linshan bases, and data on total phosphorus (TP) covers only the Xiantao, Linshan, and Xiaocaoe bases.

Social Performance

Customer Service

Indicator	Unit	2022	2023	2024	2025
Outgoing (Product) Batch Pass Rate	%	-	-	**99.99**	**99.99**
Number of product-recalls due to quality issues	case	-	-	**0**	**0**
Incurred Costs of Major Safety & Quality Liability Incidents Related to Products and Services During the Reporting Period	10000 yuan	-	-	**0**	**0**
Number of customer privacy leakage incidents involved	case	-	-	**0**	**0**
Customer complaint handling rate	%	**100**	**100**	**100**	**100**
Customer satisfaction	%	**96.1**	**96.8**	**97.45**	**96.55**

R&D and Innovation

Indicator	Unit	2022	2023	2024	2025
Number of R&D personnel	person	**599**	**647**	**679**	**642**
By education level					
Doctoral Degree	person	**12**	**27**	**36**	**32**
Master degree	person	**258**	**337**	**338**	**355**
Bachelor's degree and below	person	**329**	**283**	**305**	**255**
By age					
Under 30 years (including 30 years)	person	**302**	**355**	**358**	**305**
30-50 years (excluding 30 years, including 50 years)	person	**287**	**279**	**304**	**321**
Over 50 (excluding 50)	person	**10**	**13**	**17**	**16**

Supplier Management

Indicator	Unit	2022	2023	2024	2025
Total number of suppliers	-	-	**386**	**343**	**344**
Supplier from the Chinese Mainland	-	-	**373**	**261**	**281**
Suppliers from Hong Kong, Macao, Taiwan, and overseas	-	-	**13**	**82**	**63**
Number of supplier audits that have been conducted	-	-	**54**	**79**	**31**
Annual number of assessed suppliers	-	**18**	**54**	**79**	**31**
Annual proportion of completed supplier assessment	%	**67**	**100**	**100**	**100**
Number of suppliers certified by the environmental management system	-	-	-	**52**	**139**
Number of suppliers certified by the occupational health and safety management system	-	-	-	**52**	**141**
Number of suppliers certified by the quality management system	-	-	-	**52**	**156**

Note: The count of suppliers with triple certification for 2025 includes suppliers of raw materials, precursor auxiliary materials, and engineering equipment from mainland China and some overseas regions. The 2024 statistics cover only suppliers of key materials.

Employment

Indicator	Unit	2022	2023	2024	2025
Total number of employees	person	**4,644**	**4,376**	**4,471**	**3,962**

Employee Data Statistics Breakdown - Overview

By gender					
Number of male employees	person	**3,545**	**3,297**	**3,438**	**2,996**
Number of female employees	person	**1,099**	**1,079**	**1,033**	**966**
Ratio of male employees	%	**76.34**	**75.34**	**76.9**	**75.62**
Ratio of female employees	%	**23.66**	**24.66**	**23.1**	**24.38**
By age					
Under 30 years (including 30 years)	person	**1,698**	**1,510**	**1,392**	**1273**
30-50 years (excluding 30 years, including 50 years)	person	**2,726**	**2,678**	**2,858**	**2473**
Over 50 (excluding 50)	person	**220**	**188**	**221**	**216**
By education level					
Doctoral Degree	person	**17**	**32**	**41**	**40**
Master degree	person	**491**	**624**	**627**	**650**
Bachelor's degree	person	**1,125**	**1,095**	**1,045**	**887**
Below bachelor's degree	person	**3,011**	**2,625**	**2,758**	**2385**

Indicator	Unit	2022	2023	2024	2025
By Nationality / Ethnicity					
Total Chinese National Employees	person	**-**	**-**	**4,043**	**3529**
Total Ethnic Minority Employees	person	**165**	**156**	**172**	**144**
Korean Ethnicity	person	**-**	**-**	**52**	**41**
Tujia Ethnicity	person	**-**	**-**	**20**	**19**
Miao Ethnicity	person	**-**	**-**	**23**	**17**
Other Ethnicities	person	**-**	**-**	**77**	**67**
Total Foreign National Employees	person	**194**	**275**	**457**	**433**
South Korea	person	**-**	**-**	**420**	**411**
Poland	person	**-**	**-**	**3**	**19**
United States	person	**-**	**-**	**3**	**2**
Other Nationalities	person	**-**	**-**	**2**	**1**
By Function					
Production Staff	person	**-**	**-**	**3007**	**2760**
Sales Staff	person	**-**	**-**	**89**	**75**
Finance Staff	person	**-**	**-**	**98**	**108**
Technical Staff	person	**-**	**-**	**679**	**641**
Administrative Staff	person	**-**	**-**	**598**	**378**

Employee Data Statistics Breakdown - Management

Indicator	Unit	2022	2023	2024	2025
Total Management Staff	person	**62**	**66**	**73**	**69**
By Gender					
Number of male employees	person	**51**	**53**	**61**	**57**
Number of female employees	person	**11**	**13**	**12**	**12**
By Age					
Under 30 years (including 30 years)	person	**1**	**1**	-	-
30-50 years (excluding 30 years, including 50 years)	person	**53**	**55**	**58**	**56**
Over 50 (excluding 50)	person	**8**	**10**	**15**	**13**
By Nationality / Ethnicity					
Number of Chinese National Management Staff	person	-	-	-	**63**
Number of Foreign National Management Staff	person	-	-	-	**6**

Employee Data Statistics Breakdown - Disabled Employees

Total Staff with Disabilities	person	**3**	**3**	**24**	**23**
Percentage of Staff with Disabilities	%	**0.06**	**0.07**	**0.54**	**0.58**
Staff with Disabilities - Male	person	-	-	**11**	**9**
Staff with Disabilities - Female	person	-	-	**13**	**14**

Note: "Management" refers to middle-level and above management personnel.

Employee Data Statistics Breakdown - New Hires

Indicator	Unit	2022	2023	2024	2025
Total Newly Hired Staff	person	**2,221**	**1,322**	**985**	**451**
Number of Campus Recruits	person	**395**	**301**	**140**	**156**
Newly Hired Staff - Male	person	**1,748**	**1,019**	**813**	**323**
Newly Hired Staff - Female	person	**473**	**303**	**172**	**128**
Under 30 years (including 30 years)	person	**1,151**	**662**	**427**	**263**
30-50 years (excluding 30 years, including 50 years)	person	**1,060**	**660**	**550**	**184**
Over 50 (excluding 50)	person	**10**	-	**8**	**4**

Staff Turnover Rate

Staff Turnover Rate	%	-	-	**2.49**	**1.91**
Female Staff Turnover Rate	%	-	-	**1.94**	**1.66**
Male Staff Turnover Rate	%	-	-	**2.63**	**1.99**
Staff Turnover Rate (Under 30)	%	-	-	-	**2.49**
Staff Turnover Rate (30-50)	%	-	-	-	**1.64**
Staff Turnover Rate (Over 50)	%	-	-	-	**0.99**
Staff Satisfaction	%	**84.77**	**82.06**	**83.40**	**79.40**

Note: Staff Turnover Rate = (Annual Voluntary Departures + Annual Involuntary Departures) / ((Annual Voluntary Departures + Annual Involuntary Departures + Number of Staff at Year-End) / 12)

Rights and Benefits of Employees

Labor Rights - Benefits & Performance Evaluation

Indicator	Unit	2022	2023	2024	2025
Family Leave - Number of Staff Eligible for Leave	person	**4,644**	**4,376**	**4,471**	**3,962**
Family Leave - Number of Staff Who Took Leave	person	**-**	**192**	**336**	**570**
Labor Contract Signing Coverage Rate	%	**100**	**100**	**100**	**100**
Social Insurance Contribution Rate for Regular Staff	%	**100**	**100**	**100**	**100**
Number of Staff Receiving Regular Performance & Career Development Reviews	person	**-**	**-**	**1,846**	**1631**
Proportion of Staff Receiving Performance Reviews	%	**-**	**-**	**41.29**	**41.17**
Number of Male Staff Receiving Performance Reviews	person	**-**	**-**	**1,210**	**1082**
Number of Female Staff Receiving Performance Reviews	person	**-**	**-**	**636**	**549**

Staff Training and Development

Indicator	Unit	2022	2023	2024	2025
Total expenditure on employee training	10000 yuan	**343.00**	**115.60**	**60.17**	**139.00**
Total duration of employee training	hour	**-**	**17,873**	**26,990**	**26,177.00**
Number of types of training courses	session / year	**57**	**375**	**585**	**592**
Total number of hours for employee training	class hour/ year	**33,390**	**44,507**	**58,799**	**59,427**
Average length of employee training	class hour / person / year)	**20.59**	**27.38**	**20.29**	**14.75**
Average Training Hours Received by Male Staff	hour	**-**	**16**	**10**	**7**
Average Training Hours Received by Female Staff	hour	**-**	**13**	**13**	**10**
Total Number of Training Sessions	time	**-**	**7560**	**7085**	**36991**

Training Hours - By Staff Level

Total Training Hours for Senior Management	hour	**-**	**76**	**125**	**24**
Per Capita Training Hours for Senior Management	hour	**-**	**25**	**7**	**2**
Total Training Hours for Middle Management	hour	**-**	**4982**	**445**	**271**
Per Capita Training Hours for Middle Management	hour	**-**	**192**	**10**	**6**
Total Training Hours for General Staff	hour	**-**	**25832**	**29656**	**25898**
Per Capita Training Hours for General Staff	hour	**-**	**15**	**11**	**8**

Number of Staff Trained

Indicator	Unit	2022	2023	2024	2025
Total Number of Staff Trained	person	-	**1773**	**2821**	**3423**
Percentage of Staff Trained	%	-	**76**	**61**	**85**
By Gender					
Female	person	-	**577**	**843**	**918**
Male	person	-	**1119**	**1922**	**2490**
By Job Grade					
Senior Management	person	-	**3**	**18**	**13**
Middle Management	person	-	**26**	**45**	**43**
General Staff	person	-	**1744**	**2758**	**3367**

Note: Data on total staff training expenditure for 2024 and 2025 covers only the actual training expenditure of the Group's functional departments.

Occupational Health and Safety

Indicator	Unit	2022	2023	2024	2025
Proportion of employees covered by the occupational health and safety management system	%	-	-	**100**	**100**
Number of Staff in Identified Occupational Disease Risk Positions	person	-	-	-	**1710**
Number of employees participating in occupational disease physical examination	person	-	-	**3038**	**2342**
Number of employees with occupational diseases	person	-	-	**0**	**0**
Staff Occupational Health Check-up Coverage Rate	%	-	**100**	**100**	**100**
Number of major safety accidents	case	-	-	**0**	**0**
Lost Time Injury Frequency Rate (LTIFR) per million hours worked	/	-	-	**2.41**	**2.43**
Lost Time Injury Severity Rate (LTISR) per million hours worked	/	-	-	**486**	**423**
Number of employees who died due to work-related injuries	case	-	-	**0**	**0**
Number of Staff Covered by Work Injury Insurance	person	-	-	-	**2662**
Work Injury Insurance Coverage Rate	%	-	-	-	**100**
Number of Safety Emergency Drills Conducted	time	-	**113**	**214**	**217**
Total Personnel Covered by Safety Emergency Drills	person-time	-	-	**3,610**	**1,975**
Number of Safety Training Sessions	time	-	**2,520**	**2,351**	**2,393**
Total Duration of Safety Training	hour	-	**20,405**	**175,434**	**47,385**
Safety Training Coverage Rate	%	-	**100**	**100**	**100**
Staff Participation Rate in Safety Drills (by Position/Post)	%	-	**100**	**100**	**100**

Note: 1.Data on positions with occupational disease risks does not cover the JS and EMT bases in South Korea. 2.The calculation formulas are as follows: LTIFR = (Number of lost time injuries / Total actual hours worked) × 10^6； LTISR = (Total number of lost workdays / Total actual hours worked) × 10^6

Report Index

Guidelines No. 14 of Shanghai Stock Exchange for Self Regulation of Listed Companies—Sustainability Report (Trial) Benchmark Index

Dimension	No.	Issue	Provision	Location
Environment	1	Climate change tackling	Article 21 to 28	3.1 Energy Conservation, Emission Reduction, and Climate Change Addressing
	2	Pollutant discharge	Article 30	3.4 Co-creating Environmental Protection, Safeguarding Lush Mountains and Lucid Waters-Pollutant and Waste Management
	3	Waste disposal	Article 31	3.4 Co-creating Environmental Protection, Safeguarding Lush Mountains and Lucid Waters-Pollutant and Waste Management
	4	Ecosystem and biodiversity protection	Article 32	3.4 Co-creating Environmental Protection, Safeguarding Lush Mountains and Lucid Waters-Ecosystem and Biodiversity Protection
	5	Environmental compliance management	Article 33	3.4 Co-creating Environmental Protection, Safeguarding Lush Mountains and Lucid Waters-Environmental Compliance Management
	6	Energy usage	Article 35	3.3 Green Manufacturing and Zero-Carbon Green Power Advancing-Energy Management
	7	Usage of water resources	Article 36	3.4 Co-creating Environmental Protection, Safeguarding Lush Mountains and Lucid Waters-Water Resource Management
	8	Circular Economy	Article 37	3.2 Resource Circulation and Recycling System Building
Social	9	Rural Revitalization	Article 39	5.4 Humanistic Care: Building a Harmonious Workplace-Rural Revitalization and Public Welfare & Charity
	10	Contributions to the society	Article 40	4.4 Local Integration, Supporting Community Development 5.4 Humanistic Care: Building a Harmonious Workplace-Rural Revitalization and Public Welfare & Charity
	11	Innovation-driven	Article 42	2.2 Platform Empowerment, Deepening Innovation and R&D
Social	12	Ethical issues in science and technology	Article 43	The company does not engage in research and development activities in highly sensitive fields of science and technology ethics—such as life sciences, artificial intelligence, and human genetic resources—and is therefore not applicable.
	13	Supply chain security	Article 45	4.2 Collaborative Progress, Forging a Green Chain
	14	Equal treatment to small and medium-sized enterprises	Article 46	In accordance with regulations, the company has publicized information on overdue payments to small and medium-sized enterprises (SMEs) via the National Enterprise Credit Information Publicity System. The company has not had any instances of overdue payments to SMEs.
	15	Safety and quality of products and services	Article 47	2.4 Quality First: Delivering Excellence in Products and Service
	16	Data security and customer privacy protection	Article 48	1.3 Upholding Compliance and Strengthening Risk Management
	17	Employees	Article 50	5 Shared Growth and Collaboration
ESG Governance	18	Due Diligence	Article 52	Sustainability Governance
	19	Communications with stakeholders	Article 53	Sustainability Governance
	20	Anti-Commercial bribery and anti-corruption	Article 55	1.4 Integrity and Self-Discipline, Upholding Fairness and Justice
	21	Anti-unfair competition	Article 56	1.4 Integrity and Self-Discipline, Upholding Fairness and Justice

Global Reporting Initiative (GRI) Standards 2021 Benchmark Index

Statement of Use	Ronbay Technology prepared the report in accordance with GRI standards for the period from January 1 to December 31, 2025.
GRI 1 Used	GRI 1：Foundation 2021
Applicable GRI sector standard(s)	No Sector Standard(s) applicable

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 2 General Disclosures 2021	2-1 Organizational details	About Ronbay	Not applicable (omitted)	
	2-2 Entities included in the organization's sustainability reporting	About This Report		
	2-3 Reporting period, frequency and contact point	About This Report		
	2-4 Restatements of information	Key Performance Indicators		
	2-5 External assurance	Assurance Report		
	2-6 Activities, value chain and other business relationships	About Ronbay		
	2-7 Employees	Key Performance Indicators		
	2-8 Workers who are not employees	Fair Employment and Rights Protection		
	2-9 Governance structure and composition	Sustainability Governance Structure Corporate Governance		
	2-10 Nomination and selection of the highest governance body	Corporate Governance For details, see Articles of Association		
	2-11 Chair of the highest governance body	Corporate Governance	Not applicable (omitted)	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance		
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance		
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance		
	2-15 Conflicts of interest	Corporate Governance		
	2-16 Communication of critical concerns	Sustainability Governance		
	2-17 Collective knowledge of the highest governance body	Sustainability Governance		
	2-18 Evaluation of the performance of the highest governing body	For details, see Rongbai Technology 2025 Annual Report		
	2-19 Remuneration policies	Corporate Governance		
	2-20 Process to determine remuneration	Corporate Governance		
	2-21 Annual total compensation ratio	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
	2-22 Statement on sustainable development strategy	Message from the Committee Sustainability Strategy		

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 2 General Disclosures 2021	2-23 Policy commitments	Integrity Management and Business Ethics Responsible Supply Chain Management Fair Employment and Rights Protection		
	2-24 Embedding policy commitments	Integrity Management and Business Ethics Responsible Supply Chain Management Fair Employment and Rights Protection		
	2-25 Processes to remediate negative impacts	Integrity Management and Business Ethics Responsible Supply Chain Management Fair Employment and Rights Protection		
	2-26 Mechanisms for seeking advice and raising concerns	Integrity Management and Business Ethics Responsible Supply Chain Management Fair Employment and Rights Protection		
	2-27 Compliance with laws and regulations	For details, refer to the content of each topic in the report		
	2-28 Membership associations	Responsible Supply Chain Management		
	2-29 Approach to stakeholder engagement	Materiality Assessment Stakeholder Engagement		
	2-30 Collective bargaining agreements	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	Not applicable (omitted)	
	3-2 List of material topics	Materiality Assessment		
	3-3 Management of material topics	Materiality Assessment		

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 201 Economic Performance 2016	3-3 Management of material topics	Materiality Assessment Investor Rights Protection Climate Change Addressing Fair Employment and Rights Protection		
	201-1 Direct economic value generated and distributed	Omitted	Not applicable	For relevant information, see the company's 2025 Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Addressing Materiality Assessment		
	201-3 Defined benefit plan obligations and other retirement plans	Omitted	Not applicable	For relevant information, see the company's 2025 Annual Report
	201-4 Financial assistance received from government	Omitted	Not applicable	For relevant information, see the company's 2025 Annual Report
GRI 202 Market Performance 2016	3-3 Management of material topics	Materiality Assessment		
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
	202-2 Proportion of senior management hired from the local community	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
GRI 203: Indirect Economic Impacts 2016	3-3 Management of material topics	Materiality Assessment		
	203-1 Infrastructure investments and services supported	Community Engagement Rural Revitalization and Public Welfare & Charity		
	203-2 Significant indirect economic impacts	Community Engagement Rural Revitalization and Public Welfare & Charity		

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 204: Procurement Practice 2016	3-3 Management of material topics	Materiality Assessment Responsible Procurement Responsible Supply Chain Management		
	204-1 Proportion of spending on local suppliers	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Materiality Assessment Integrity Management and Business Ethics		
	205-1 Operations assessed for risks related to corruption	Integrity Management and Business Ethics		
	205-2 Communication and training about anti corruption policies and procedures	Integrity Management and Business Ethics Key Performance Indicators		
	205-3 Confirmed incidents of corruption and actions taken	Integrity Management and Business Ethics		
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	Materiality Assessment Integrity Management and Business Ethics		
	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
GRI 301: Materials 2016	3-3 Management of material topics	Materiality Assessment Circular Economy Pollutant and Waste Management		
	301-1 Materials used by weight or volume	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
GRI 301: Materials 2016	301-2 Recycled input materials used	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
	301-3 Reclaimed products and their packaging materials	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
GRI 302: Energy 2016	3-3 Management of material topics	Materiality Assessment Energy Management		
	302-1 Energy consumption within the organization	Energy Management Key Performance Indicators		
	302-2 Energy consumption outside of the organization	Omitted	Lack of information	The company is involved in too many business relationships and value chain segments, making it difficult to calculate the actual external energy consumption.
	302-3 Energy intensity	Sustainability Governance		
	302-4 Reduction of energy consumption	Sustainability Governance		
	302-5 Reductions in energy requirements of products and services	Sustainability Governance		

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 303 Water and Effluents 2018	3-3 Management of material topics	Materiality Assessment Water Resource Management Pollutant and Waste Management		
	303-1 Interactions with water as a shared resource	Water Resource Management Pollutant and Waste Management		
	303-2 Management of water discharge-related impacts	Pollutant and Waste Management		
	303-3 Water withdrawal	Key Performance Indicators		
	303-4 Water discharge	Key Performance Indicators		
	303-5 Water consumption	Key Performance Indicators		
GRI 101 Biodiversity 2024	3-3 Management of material topics	Materiality Assessment Ecosystem and Biodiversity Protection		
	101-1 Policies to halt and reverse biodiversity loss	Ecosystem and Biodiversity Protection		
	101-2 Management of biodiversity impacts	Ecosystem and Biodiversity Protection		
	101-3 Access and benefit-sharing	Ecosystem and Biodiversity Protection		
	101-4 Identification of biodiversity impacts	Ecosystem and Biodiversity Protection		
	101-5 Locations with biodiversity impacts	Ecosystem and Biodiversity Protection		
GRI 101 Biodiversity 2024	101-6 Direct drivers of biodiversity loss	Ecosystem and Biodiversity Protection		
	101-7 Changes to the state of biodiversity	Ecosystem and Biodiversity Protection		
	101-8 Ecosystem services	Ecosystem and Biodiversity Protection		
GRI 305 Emissions 2016	3-3 Management of material topics	Materiality Assessment Climate Change Addressing Pollutant and Waste Management		
	305-1 Direct (Scope 1) GHG emissions	Key Performance Indicators		
	305-2 Energy indirect (Scope 2) GHG emissions	Key Performance Indicators		
	305-3 Other indirect (Scope 3) GHG emissions	Key Performance Indicators		
	305-4 Greenhouse gas emission intensity	Key Performance Indicators		
	305-5 Reduction of GHG emissions	Key Performance Indicators		
	305-6 Emission of ozone-depleting substances (ODS)	Key Performance Indicators		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Key Performance Indicators		

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 306 Waste 2020	3-3 Management of material topics	Materiality Assessment Pollutant and Waste Management		
	306-1 Waste generation and significant waste related impacts	Pollutant and Waste Management		
	306-2 Management of significant waste related impacts	Pollutant and Waste Management Circular Economy		
	306-3 Waste generated	Key Performance Indicators		
	306-4 Waste diverted from disposal	Key Performance Indicators		
	306-5 Waste diverted to disposal	Key Performance Indicators		
GRI 308 Supplier environmental assessment 2016	3-3 Management of material topics	Materiality Assessment Responsible Supply Chain Management		
	308-1 New suppliers that were screened using environmental criteria	Key Performance Indicators		
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain Management Key Performance Indicators		
GRI 401 Employment 2016	3-3 Management of material topics	Materiality Assessment Fair Employment and Rights Protection		
	401-1 New employee hires and employee turnover	Key Performance Indicators		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Fair Employment and Rights Protection 5.4 Humanistic Care: Building a Harmonious Workplace		
	401-3 Parental leave	Fair Employment and Rights Protection 5.4 Humanistic Care: Building a Harmonious Workplace		
GRI 402 Labor/ management relations 2016	3-3 Management of material topics	Materiality Assessment		
	402-1 Minimum notice periods regarding operational changes	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information, it is temporarily not disclosed to the public.
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Materiality Assessment Occupational Health and Safety		
	403-1 Occupational health and safety management system	Occupational Health and Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety		
	403-3 Occupational health services	Occupational Health and Safety		

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 403 Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety		
	403-5 Worker training on occupational health and safety	Occupational Health and Safety		
	403-6 Promotion of worker health	Occupational Health and Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety		
	403-9 Work-related injuries	Occupational Health and Safety Key Performance Indicators		
	403-10 Work-related ill health	Occupational Health and Safety Key Performance Indicators		
GRI 404 Training and Education 2016	3-3 Management of material topics	Materiality Assessment Employee Training and Development		
	404-1 Average hours of training per year per employee	Key Performance Indicators		
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training and Development		
	404-3 Percentage of employees receiving regular performance and career development reviews	Fair Employment and Rights Protection Key Performance Indicators		
GRI 405 Equity and Diversity 2016	3-3 Management of material topics	Materiality Assessment Fair Employment and Rights Protection		
	405-1 Diversity of governance bodies and employees	Corporate Governance Key Performance Indicators		
	405-2 Ratio of basic salary and remuneration of women to men	Omitted	Confidentiality Restrictions	Due to confidentiality requirements for the information , it is temporarily not disclosed to the public.
GRI 406 Non discrimination 2016	3-3 Management of material topics	Materiality Assessment Fair Employment and Rights Protection		
	406-1 Incidents of discrimination and corrective actions taken	Fair Employment and Rights Protection		
GRI 408 Child Labor 2016	3-3 Management of material topics	Materiality Assessment		
	408-1 Operations and suppliers at significant risk for incidents of child labor	Fair Employment and Rights Protection		
GRI 409 Forced or Compulsory Labor 2016	3-3 Management of material topics	Materiality Assessment		
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Fair Employment and Rights Protection		

GRI Standard	Disclosure	Location	Omitted Reason	Explanation
GRI 413: Local Communities 2016	3-3 Management of material topics	Materiality Assessment Community Engagement Rural Revitalization and Public Welfare & Charity		
	413-1 Operations with local community engagement, impact assessments, and development programs	Key Performance Indicators		
	413-2 Operations with significant actual and potential negative impacts on local communities	Environmental Compliance Management Community Engagement Rural Revitalization and Public Welfare & Charity		
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Materiality Assessment		
	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain Management Key Performance Indicators		
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain Management Responsible Procurement		
GRI 415 Public Policy 2016	3-3 Management of material topics	Omitted	Not applicable	Not applicable in light of national conditions
	415-1 Political contributions	Omitted	Not applicable	Not applicable in light of national conditions
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	Materiality Assessment Product Quality and Safety Hazardous Substance Management Customer Service		
	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality and Safety Hazardous Substance Management Customer Service		
	416-2 Incidents of non compliance concerning the health and safety impacts of products and services	Product Quality and Safety Hazardous Substance Management Customer Service		
GRI 417 Marketing and Labelling 2016	3-3 Management of material topics	Materiality Assessment Hazardous Substance Management		
	417-1 Requirements for product and service information and labeling	Hazardous Substance Management		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Omitted	Not applicable	No relevant information has been collected/compiled
	417-3 Incidents of non-compliance concerning marketing communications	Omitted	Not applicable	No relevant information has been collected/compiled
GRI 418 Customer Privacy 2016	3-3 Management of material topics	Materiality Assessment Information Security and Privacy Protection		
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy Protection Customer Service		

INDEPENDENT ASSURANCE OPINION STATEMENT

Statement No: SRA 841251

Ningbo Ronbay New Energy Technology Co., Ltd.

Sustainable Development Report 2025

The British Standards Institution is independent of Ningbo Ronbay New Energy Technology Co., Ltd. and its subsidiaries (hereafter referred to as "RONBAY TECHNOLOGY" collectively in this statement) and has no financial interest in the operation of RONBAY TECHNOLOGY other than for the assessment and assurance of RONBAY TECHNOLOGY Sustainable Development Report 2025 (the "Report").

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of Sustainable Development Report 2025 presented by RONBAY TECHNOLOGY. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and adequate.

Scope

The scope of engagement agreed upon with RONBAY TECHNOLOGY includes the following:

1. The assurance scope is consistent with the description of Ningbo Ronbay New Energy Technology Co., Ltd. Sustainable Development Report 2025. The Report is prepared in accordance with Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) issued by the Shanghai Stock Exchange (SHSE), with reference to the Global Reporting Initiative Standards (GRI Standards) by Global Sustainability Standards Board.
2. In accordance with Type 2 Moderate Level of Assurance as defined in the AA1000 Assurance Standard V3 ("AA1000AS V3"), BSI evaluates the nature and extent of RONBAY TECHNOLOGY's adherence to the four reporting principles of Inclusivity, Materiality, Responsiveness and Impact in preparing the Report. The reliability of the sustainability performance information/data disclosed in the Report has also been evaluated.

Opinion Statement

We conclude that the Report provides a fair view of RONBAY TECHNOLOGY's sustainability plan and performance in the reporting year. The Report subject to assurance is free from material misstatement based upon evaluation within the limitations of the scope of the assurance, the information and data provided by RONBAY TECHNOLOGY and the samples taken. Based on our work carried out during the assurance process, nothing has come to our attention that causes us to believe that data and information stated in the Reporting Organization's Sustainable Development Report is not correctly presented or with omission in any material respects or that Inclusivity, Materiality, Responsiveness and Impact based on AA1000 criteria are not correctly addressed. We believe that the environmental, social and governance general disclosures and key performance indicators are fairly represented in the Report, in which RONBAY TECHNOLOGY 's efforts to pursue sustainable development are recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS V3. We planned and performed this part of our work to obtain the necessary information and explanations. We considered RONBAY TECHNOLOGY has provided sufficient evidence that RONBAY TECHNOLOGY' self-declaration of compliance with Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) issued by the Shanghai Stock Exchange (SHSE) and reference to the GRI Standards is fairly stated and the Sustainable Development Report is considered acceptable in meeting the principles as set out in AA 1000 AP (2018).

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Issue Date: 2026-04-03 Effective Date: 2026-04-03

Methodology

Our work was designed to gather evidence on which to base our conclusion.

We undertook the following activities:

- A top level review of issues raised by external parties that could be relevant to RONBAY TECHNOLOGY 's policies to provide a check on the appropriateness of statements made in the Report.
- Discussion with senior executives on RONBAY TECHNOLOGY's approach to stakeholder engagement. We had no direct contact with external stakeholders during this assurance process.
- Interview with staff involved in sustainability management, report preparation and provision of report information.
- Review of key organizational developments.
- Review of supporting evidence for claims made in the Report, and
- An assessment of RONBAY TECHNOLOGY's reporting and management processes concerning reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles 2018 ("AA1000AP (2018)").

Conclusions

A review against the AA1000AS V3 principles of Inclusivity, Materiality, Responsiveness and Impact and Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) issued by the Shanghai Stock Exchange (SHSE) is set out below:

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that data and information stated in the Reporting Organization's Sustainable Development Report is not correctly presented or with omission in any material respects or that Inclusivity, Materiality, Responsiveness and Impact based on AA1000 criteria are not correctly addressed.

We considered RONBAY TECHNOLOGY has provided sufficient evidence that RONBAY TECHNOLOGY' self-declaration of compliance with Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) issued by the Shanghai Stock Exchange (SHSE) and reference to the GRI Standards is fairly stated and the Sustainable Development Report is considered acceptable in meeting the principles as set out in AA 1000 AP (2018).

Assurance Level

The Type 2 Moderate Level of Assurance provided in our review is defined by the scope and methodology described in this statement.

Responsibilities

It is the responsibility of RONBAY TECHNOLOGY 's senior management to ensure that the information being presented in the Report is accurate. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Ability and Independence

The assurance team was composed of Lead Assurer and Assurer, who are experienced in the industrial sector, and trained in a range of sustainability, environmental and social standards including GRI Series Standards, AA1000, HKEX Sustainable Development Reporting Guide, ISO 14064, ISO 14001, ISO 50001, ISO 45001, ISO 9001, etc. British Standards Institution is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Verifier of the Report:

Team Leader: Kobe Xiao

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