



证券代码:920392

证券简称:佳合科技

公告编号:2026-056



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2025 Sustainability Report

Kunshan SuperMix Printing Technology Co., Ltd.

CONTENTS

About the Report	01	About SuperMix	05	ESG Management	11	Appendix to the report	98
Message from the Chairman	03	Company Profile	05	Sustainable Development System	11	Key Performance Form	98
		Business Overview	05	Training on Sustainable Development	14	Indexes	108
		Equity Structure	06	Communication with Stakeholders	15	Feedback	110
		Milestones	06				
		Corporate Culture	07				
		Honors in 2025	09				

Governance 01

Governance	21
Risk Management	24
Investor Protection	25
Business Ethics	27



Environmental Protection 02

Response to Climate Change	31
Environmental Compliance	37
Resource Management	46
Biodiversity Protection	54



Industry Value 03

Innovation-Driven Development	57
Safety and Quality of Products and Services	62
Supplier Safety and Sustainability	69
Data Security and Customer Privacy Protection	74



Good Life 04

Protection of Employees' Rights and Interests	81
Employee Training and Development	86
Occupational Health and Safety Production	89
Contribution to Society	97



About the Report

This is the third Sustainability Report (hereinafter referred to as "this Report") released by Kunshan SuperMix Printing Technology Co., Ltd. (hereinafter referred to as "SuperMix", "the Company", or "We"). This report, in the principles of objectivity, standardization, transparency and comprehensiveness, provides a detailed disclosure of the Company's environmental, social, and governance practices and performance in 2025.

Reporting Scope

This report covers SuperMix and its subsidiaries. Unless otherwise stated, the scope of this report is consistent with the scope of the Company's annual report.

Reporting Period

This report covers the period from January 1, 2025 to December 31, 2025 (the "Reporting Period"). To improve the comparability and completeness, some sections of this report may be appropriately referred to previous years or contains forward-looking statements. The Report is released on an annual basis, consistent with the financial year.

Preparation Basis

This report is prepared mainly in accordance with the *Self-Regulatory Guidelines for Listed Companies on the Beijing Stock Exchange No. 11 – Sustainable Development Reports (for Trial Implementation)*, the *Preparation Guidelines for Sustainable Development Reports of Listed Companies on the Beijing Stock Exchange* issued by the Beijing Stock Exchange, and the *GRI Sustainability Reporting Standards (GRI Standards)* by the Global Reporting Initiative. Reference has also been made to the *China Enterprise Sustainable Development Report Guide (CASS-ESG 6.0)* by the China Enterprise Reform and Development Society, the Task Force on Climate related Financial Disclosures (TCFD) framework, and the United Nations Sustainable Development Goals (SDGs).

Description of Data

The data sources used in this report include public data from government departments, the Company's actual operational data, annual financial data and internal relevant statistical reports, third-party questionnaire surveys, etc. The financial data in this report is expressed in CNY. For any discrepancy, *the 2025 Annual Report* (Report No.:2026-023) disclosed on the designated information disclosure platform (www.bse.cn) of the Beijing Stock Exchange shall prevail.

Definition

Term	Definition
SuperMix, the Company, or we	Kunshan SuperMix Printing Technology Co., Ltd.
Guangde SuperMix	Guangde SuperMix Printing Technology Co., Ltd.
Changshu SuperMix	Changshu SuperMix Printing Technology Co., Ltd.
LAP THINH	LAP THINH PACKAGING CO., LTD.

Confirmation and Approval

This report was approved by the Company's Board of Directors on April 27, 2026. The Board pledges to exercise oversight over the contents of this report, ensuring its absence of any false records or misleading representations, and assuming responsibility for its truthfulness, accuracy and completeness.

This report is issued in Chinese. The English version is translated from the Chinese original. In the event of any inconsistency between the two versions, the Chinese version shall prevail.

Access to this Report

This report is accessible and downloadable on the websites of the Company (www.supermix.com.cn) and the Beijing Stock Exchange (www.bse.cn/).

Message from the Chairman

Dear shareholders, partners, employees and stakeholders,

With the passage of time, new chapters of progress continue to be written. As we mark the release of SuperMix's 2025 Sustainability Report, I would like, on behalf of the Board of Directors and all employees, to extend our sincere gratitude to all those who have consistently supported our growth and development.

At SuperMix, we firmly believe that responsible governance underpins long-term resilience, green development guarantees sustainable growth, and purpose-driven operations drive shared prosperity. Over the past year, we have remained guided by our sustainability philosophy, embedding ESG considerations across the entire value chain from corporate governance and business operations to industry collaboration and social value creation. Through structured strategic planning and ongoing, disciplined execution, we have continued to uphold our responsibilities, respond to evolving expectations, and deliver on our commitments to stakeholders.

Governance as the Foundation: Securing Development through Compliance and Transparency

Sound governance enables long-term success, while clear rules ensure enduring strength. We have consistently regarded robust corporate governance as a prerequisite for effective ESG practice. We remain committed to enhancing our modern corporate governance system by refining governance mechanisms characterized by clear delineation of responsibilities, coordinated operations and effective checks and balances, thereby ensuring that the Company's development proceeds on a sound and well-regulated path. We place strong emphasis on compliant operations, reinforcing the end-to-end risk prevention and control framework, upholding the highest standards of business ethics, and fostering a clean and transparent business environment. Guided by the principles of integrity and transparency, we safeguard the legitimate rights and interests of all stakeholders. We build consensus and enhance customer trust through open communication and standardized and rigorous information disclosure, laying a solid governance foundation for sustainable and long-term development.

Environment as a Priority: Advancing Low-Carbon Development and Environmental Protection

With deep respect for nature, we uphold the principle of harmonious coexistence between humanity and the environment, recognizing ecological protection as an essential corporate responsibility. We have embedded green and low-carbon development into the core of our business operations. Aligned with China's carbon peaking and carbon neutrality goals, we coordinate business development with environmental protection by establishing a comprehensive environmental management system, strictly adhering to environmental compliance requirements, and advancing energy conservation and carbon reduction initiatives. Through sustainable production and operational practices, we support green transition, contribute to ecological preservation, and play our part in advancing ecological civilization and modernization in harmony with nature.

Society as the Core: Creating Shared Value through Responsibility and Care

Enterprise growth is rooted in society, and its value is reflected in the fulfillment of social responsibility. Guided by a people-oriented development philosophy, we regard employees as the core driving force behind our growth. We are committed to fostering an equitable and inclusive workplace, safeguarding employees' rights and interests, and providing opportunities for their professional growth. We strive to build a cohesive organization characterized by trust, a sense of belonging and shared purpose where employees grow together with the Company. At the same time, we remain committed to contributing to national industrial development, driving high-quality growth through innovation, upholding excellence in quality through craftsmanship, and promoting responsible governance across the value chain. Together with our partners, we strive to build a sustainable industrial ecosystem.

Everything we have achieved so far marks only the beginning. We recognize that ESG development and sustainability are long-term commitments that require continuous effort and steadfast dedication. They represent both a guiding philosophy and a responsibility in response to the demands of the times. SuperMix will continue to move forward in step with the times and in partnership with all stakeholders. While creating economic value, we will also strive to generate greater environmental and social value. We remain committed to steady progress toward long-term, sustainable development and to contributing to high-quality, sustainable development in the context of Chinese modernization.




About SuperMix

Company Profile

Established in 2001, Kunshan SuperMix Printing Technology Co., Ltd. is located in the Kunshan Economic Development Zone, Suzhou City, Jiangsu Province, China. Through deep engagement in the printing and packaging sector for over two decades, the Company has developed into a high-tech enterprise specialized in the R&D, design, production, and sales of paper packaging and display products. The one-stop solution offering "integrated services" and "integrated products" of the Company meets the "one-stop procurement" needs of customers. On December 30, 2022, the Company was listed on the Beijing Stock Exchange under the stock code 920392.

The Company has successively been honored with titles such as "Kunshan R&D Institution", "Kunshan Innovative SME", "Suzhou Enterprise Technology Center", "Provincial Enterprise Technology Center", "Provincial Specialized and Sophisticated SME" and "Jiangsu Provincial Green Factory". With a business chain covering all key processes including packaging design, new product R&D, packaging solution optimization, packaging process planning, packaging printing and production, supply chain optimization, product distribution, and customer-specific packaging solution delivery, the Company has established stable business partnerships with internationally and domestically renowned brands such as Walmart, Home Depot, Lowe's, Target, and Best Buy, and earned broad recognition from customers.

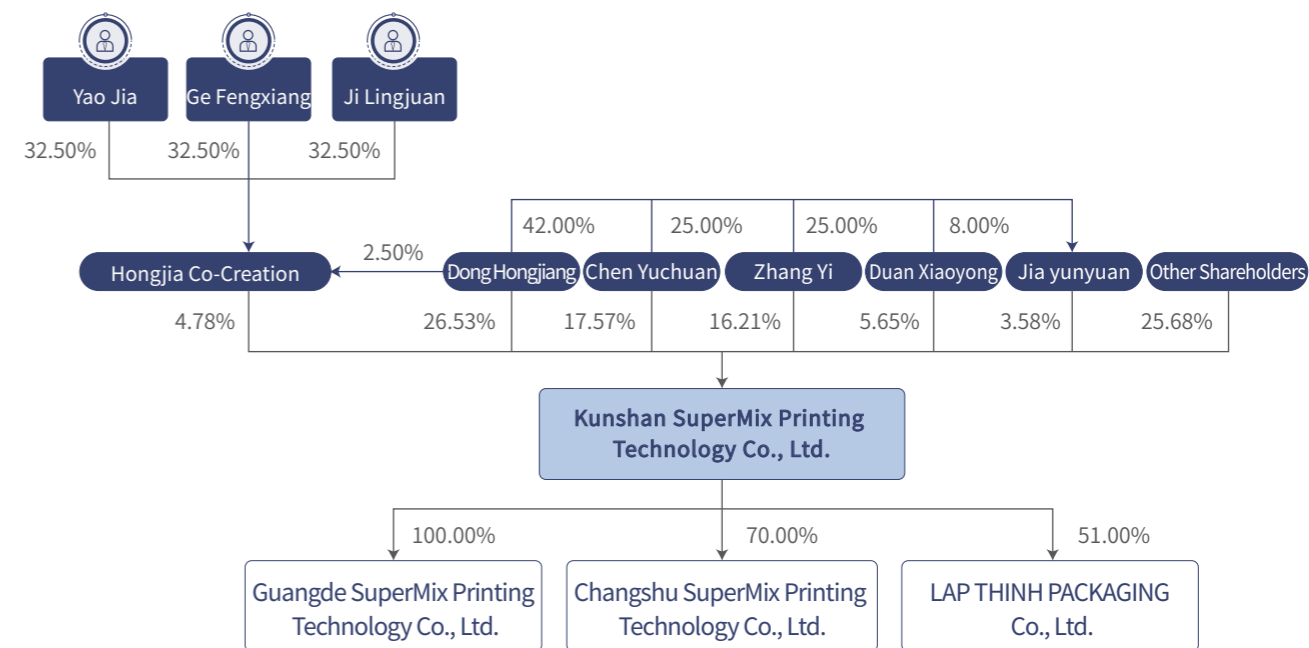
Business Overview

The Company provides customers with one-stop packaging solutions covering three core product categories: color-printed products, flexographic-printed products, and corrugated cardboards. The color-printed products include display stands, display boxes, gift boxes, color cartons, and shopping bags, which help brands enhance their display and marketing effectiveness; and the flexographic-printed products primarily include cost-effective flexographic cartons, which provide reliable and economical shipping packaging support for goods and help customers optimize supply chain costs. By producing corrugated cardboard base materials, the Company achieves self-sufficiency in raw materials and strengthens the foundation of the supply chain.



SuperMix has expanded into overseas markets and strengthened service capabilities in Southeast Asia through the Vietnam base. We have become a certified supplier to internationally renowned enterprises such as LEGO Manufacturing Vietnam Co., Ltd. The ongoing enhancement of our delivery credibility and coordination capabilities in international markets enables us to lay a solid foundation for establishing long-term win-win cooperation with global partners. We look forward to working with customers to create long-term value through integrated products and services.

Equity Structure



Equity Structure Chart

Corporate Culture



Milestones



2001

Kunshan SuperMix Printing Technology Co., Ltd. was formally established with 600 square meters of factory buildings.

2005

Kunshan SuperMix Printing Technology Co., Ltd. moved to Lushijing Road, Penglang Town, and with the expansion of business scale, built its own factory buildings with a total area of 2,400 square meters.

2013-2015

SuperMix has completed the construction of workshops No. 2, 3, and 4, with a total production area of 25,000 square meters; and the operating revenue exceeding CNY 100 million.

2018

In January, Changshu SuperMix Printing Technology Co., Ltd., a subsidiary in Changshu, was established with a total investment of CNY 50 million.

2020

Guangde SuperMix Printing Technology Co., Ltd. was established in Guangde, Anhui Province.

2022

In December, SuperMix was successfully listed on the Beijing Stock Exchange under the stock code of 920392.

2026

The new factory building of Guangde SuperMix, with an area of 62,000 square meters, is about to be completed and put into use, marking the beginning of a new development journey.



2004

The factory moved to Pengqian Road, Penglang Town, and rented factory buildings covering an area of 1,200 square meters.

2011-2012

SuperMix built a new phase of factory building on Huanlou Road.

2017

SuperMix's annual output value reached CNY 173 million. In November, SuperMix was recognized as a High-Tech Enterprise in Jiangsu Province, and solemnly listed on the New Third Board, under the stock code: 872392.

2019

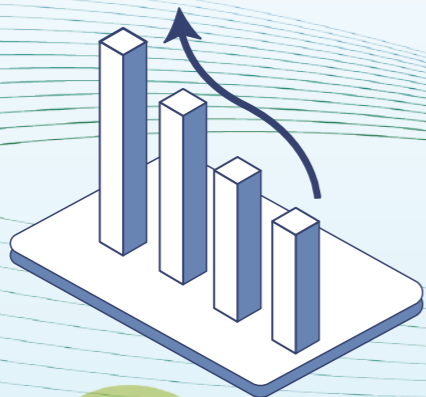
SuperMix invested in Vietnam and acquired equity in LAP THINH Packaging Co., Ltd.

2021

The annual revenue of SuperMix reached CNY 390 million, with a total profit of CNY 42.01 million, and a total tax payment of CNY 22.6824 million.

2024

In April, SuperMix completed the acquisition of certain assets of LAP THINH, holding 51% equity in LAP THINH, which then became a subsidiary under the control of SuperMix.



Honors in 2025



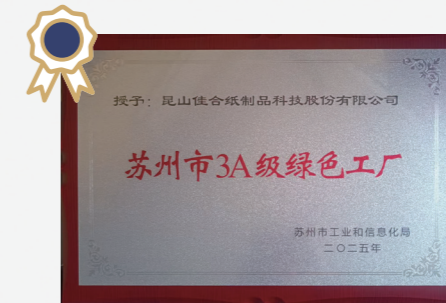
Green Factory of Jiangsu Province in 2025

Industry and Information Technology Department of Jiangsu



Specialized and Sophisticated SME of Jiangsu Province

Industry and Information Technology Department of Jiangsu



3A-Level Green Factory of Suzhou City

Suzhou Municipal Bureau of Industry and Information Technology



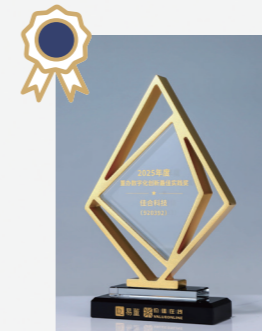
Top 100 Printing and Packaging Enterprises in China 2025

Printing Manager Magazine



ESG Value Transmission Award for Listed Companies in 2025

Shenzhen Valueonline Information Technology Co., Ltd.



2025 Best Practice Award for Board Office Digital Innovation

Shenzhen Valueonline Information Technology Co., Ltd.



2025 Best in Quality Performance

Trillora



2025 Outstanding Supplier Award

Yifung Electric (Jiashan) Co., Ltd.



2025 Best Supplier Award

THD



Supply Chain Influence Award

Stock Star



Wind ESG-2025 Rating Certificate

Wind



EcoVadis ESG-2025 Rating

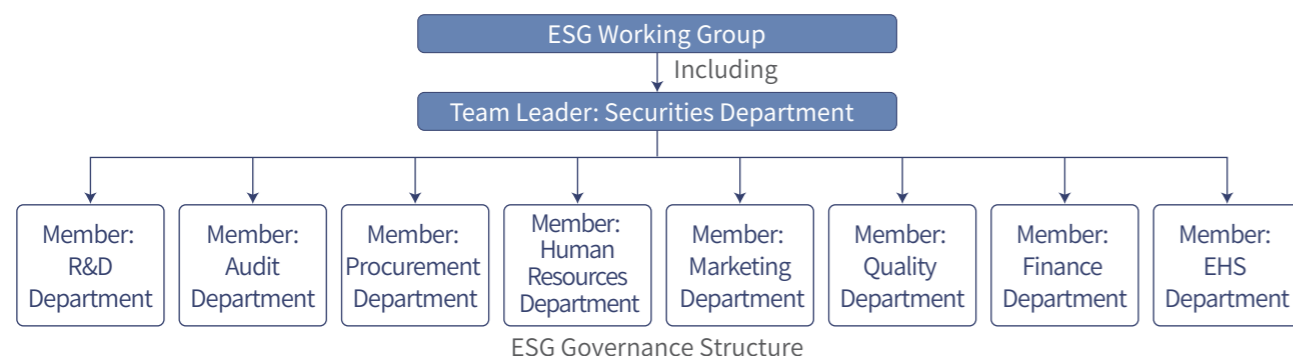
EcoVadis

ESG Management

Sustainable Development System

SuperMix fully recognizes the importance of sustainability management to the steady and long-term development of the Company. We have formulated the *Job Description of the ESG Working Group*, established a dedicated ESG Working Group, and designated the Securities Department as the group leader responsible for overall coordination, communication, supervision, and evaluation of ESG-related work. The members of the ESG Working Group include personnel from the Marketing Department, the R&D Department, the Quality Department, the Procurement Department, the Finance Department, the Human Resources Department, the Audit Department, and the EHS Department under the business divisions of SuperMix and its subsidiaries, comprehensively covering all relevant areas of the Company's daily management.

SuperMix has established an information collection and reporting mechanism covering aspects such as business ethics, supply chain, and intellectual property to comprehensively oversee the operation of the sustainability governance framework. The Company has gradually introduced ESG performance assessments and incorporated them into the remuneration and appraisal system for the Management to stimulate innovation vitality among management personnel. In July 2025, the 19th meeting of the 3rd Board of Directors of the Company reviewed and approved the *Proposal on the Formulation and Revision of Certain Internal Management Systems of the Company*. One of the key sub-proposals was the revision of the *Remuneration Management System for Directors and Senior Management*. The system stipulates that the remuneration of senior management consists of "monthly salary" and "year-end bonus", with the monthly salary tied to factors such as the "achievement of position-specific KPIs established by the Company".



Sustainable Development Policy

Recycling of Green Materials	Uphold a dual-track strategy of sourcing green materials and implementing a closed-loop recycling system, and systematically reduce the environmental footprint through the use of green materials and the establishment of a packaging recycling system.
Optimization for Compliant Operation	Strictly adhere to the bottom line of compliant operations and refine management processes to achieve both stability and efficiency.
Creation of Shared Value	Actively fulfill social responsibilities and collaborate with partners to co-create and share sustainable value while pursuing excellence in performance.

Sustainable Development Goals

Proactively aligning with the United Nations Sustainable Development Goals (SDGs), SuperMix integrates the philosophy of sustainable development into the core of corporate strategy, and advances these goals across environmental, social, and governance dimensions. We strive to achieve a win-win outcome of environmental friendliness, social inclusiveness, and economic prosperity, contribute to global sustainable development and demonstrate corporate responsibility.

Response to SDGs		
SDGs	Action	Corresponding Section
	Continuously deepen university-industry collaboration and actively coordinate with government agencies and professional recruitment firms to build a broad employment platform and development stage for job seekers;	Contribution to Society
	Establish a diversified benefits system to meet employees' practical needs;	Protection of Employees' Rights and Interests
	Establish employee grievance communication and satisfaction survey mechanisms to ensure employees' rights and interests are protected;	Occupational Health and Safety Production
	Offer health checkups for occupational disease and issue relevant reports, with an employee health checkup coverage rate of 100%.	
	Build an education platform titled "SuperMix Learning and Development Center"; offer customized development plans through a combined model of "management training + vocational training + new employee training".	Employee Training and Development
	Prioritize the protection of the rights and interests of female employees, ensure equal pay for equal work, present gifts to female employees on International Women's Day, and safeguard their physical and mental well-being.	Protection of Employees' Rights and Interests
	Form a water conservation team to optimize water usage processes, adopt advanced water-saving technologies, raise employee awareness of water conservation, and provide employees with clean drinking water.	Resource Management
	Install rooftop distributed photovoltaic (PV) systems, replace lighting fixtures with energy-efficient bulbs, add skylight panels to the roof, and upgrade equipment to improve resource utilization efficiency.	Resource Management
	Implement a scientific and reasonable remuneration system to ensure employees receive decent and reasonable compensation for their work.	Protection of Employees' Rights and Interests

Response to SDGs		
SDGs	Action	Corresponding Section
	Phase out outdated equipment to reduce waste of human resources; Optimize technology R&D management processes to accelerate technology accumulation and product upgrading.	Innovation-driven Development Resource Management
	Protect applicants' right to voluntary employment, ban child labour and underage employment, and guarantee equal career development opportunities and welfare treatment for all employees.	Protection of Employees' Rights and Interests
	Establish an ESG Working Group to strengthen the Company's sustainability management; Install monitoring equipment at pollutant discharge points; Build wastewater and waste gas treatment systems to achieve the recycling and compliant emission of pollutants.	ESG Management Environmental Compliance
	Implement differentiated classification management for suppliers and conduct regular supplier ESG assessments; Implement the lifecycle quality management for products to eliminate the use of any environmentally harmful substances and ensure product quality.	Quality and Safety of Products and Services Supplier Safety and Sustainability
	Conduct comprehensive and rigorous monitoring and control of greenhouse gas (GHG) emissions, formulate GHG emission reduction policies, and support China in achieving its carbon peak and carbon neutrality goals.	Response to Climate Change
	Establish wastewater treatment systems and monitor wastewater to prevent water pollution;	Biodiversity Protection Environmental Compliance
	Prioritize soil and groundwater protection; utilize appropriate landscaping to mitigate the impact of waste gases on soil; optimize site layout and ensure proper impermeabilization and hardening of designated areas.	Biodiversity Protection
	Organize employees to sign the Commitment to Integrity and Self-Discipline;	Governance Business Ethics Investor Protection
	Establish differentiated communication mechanisms tailored to the characteristics and needs of different stakeholders; Build a customer-centric service system to provide customers standardized and customized solutions.	Quality and Safety of Products and Services ESG Management

Training on Sustainable Development

Practicing ESG Principles – Empowering Corporate Sustainability

During the Reporting Period, SuperMix invited professional institutions to systematically interpret key policy trends in the domestic and international ESG markets for 2025, provide an in-depth explanation of the ESG reporting disclosure framework and materiality analysis processes, and focus on climate-related topics and the "carbon peaking and carbon neutrality" practices, and deliver detailed guidance on carbon inventory and product carbon footprint accounting methodologies, scopes, and practical value, thereby providing comprehensive and actionable guidance for accurately understanding ESG compliance requirements and advancing green and low-carbon transformation.



Communication with Stakeholders

SuperMix has established differentiated communication mechanisms tailored to the characteristics and needs of different stakeholders to ensure the timely collection of feedback from multiple parties, and the keen identification of potential risks and development opportunities, thereby providing a scientific basis for the Company's ESG strategic decision-making.

Stakeholders	Communication Channels	Topics of Concern
 Employees	Employee Congress Employee Training Employee Satisfaction Survey	Protection of Employees' Legal Rights and Interests Employee Training and Development Occupational Health and Safety
 Shareholders and Investors	General Meeting of Shareholders Information Disclosure Roadshows Performance Briefings	Standardization of Corporate Governance Risk Management Protection of shareholders' rights and interests Communications with Stakeholders
 Suppliers	Daily Communication Perform transparent procurement Supplier Evaluation and Audit	Supply Chain Security Risk Management
 Customers	Customer satisfaction surveys Customer Follow-up After-sales Service	Protection of Customers' Rights and Interests Communications with Stakeholders Product Safety and Quality Innovation-driven Development
 Non-Profit Organizations	Public Welfare Donations Volunteer Services	Contribution to Society Rural Revitalization
 Media	Media Interviews	Standardization of Corporate Governance Communications with Stakeholders
 Governments and Regulators	Information Disclosure Research Visits	Standardization of Corporate Governance Risk Management Due Diligence Tax Management

Analysis of Material Topics

In 2024, with reference to the evaluation methods in the *Guidelines for the Preparation of Sustainability Reports for Listed Companies on the Beijing Stock Exchange*, GRI 3: *Material Topics*, and other domestic and international disclosure standards, SuperMix conducted analysis on 27 topics based on 21 baseline topics from the perspectives of financial materiality and impact materiality and in combination with industry characteristics and the realities of the Company. We identified 5 topics with double materiality and 21 topics with impact materiality, and provided focused responses to the core topics in the Report.

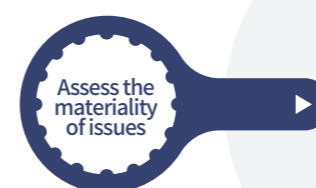
During the Reporting Period, SuperMix conducted a systematic review and assessment of the list of material topics in 2024. After comprehensively considering the Company's strategic direction, business development trends, and regulatory policy environment—none of which underwent significant adjustments, the Company confirmed that the material topics for the current year remain consistent with those of the previous year.



Through the analysis of ESG-related impacts, risks, and opportunities across various links along the value chain of the Company, and with reference to the AA1000 *Stakeholder Engagement Standard*, the Company identified stakeholders' demands and expectations.



With reference to the Global Reporting Initiative (GRI) Standards, the United Nations Sustainable Development Goals (SDGs), the Beijing Stock Exchange *Guidelines for the Ongoing Supervision of Listed Companies No. 11—Sustainability Reporting (Trial)*, and key topics of concern in domestic and international peer companies, the Company identified 27 material topics and included them in a list.



Impact Materiality Assessment
By sorting out the potential or actual positive and negative impacts of each topic on the external environment, society, and the economy, the Company distributed and collected stakeholder survey questionnaires in 2024, and identified 21 topics with impact materiality based on the survey results.

Financial Materiality Assessment
Through analysis of impacts, dependencies, and other factors, in combination with expert judgment, the Company identified and assessed the risks and opportunities of each topic and clarified the likelihood of occurrence, impact level, and impact duration of such risks and opportunities. Based on the discussions by the Company's ESG management, 5 topics were identified as having financial materiality.



A list of topics with impact materiality and financial materiality was formed and approved by the ESG leadership to ensure transparent, balanced, and complete disclosure of relevant topics in the Report.

Matrix of Topics with Double Materiality



- Topics with both Financial Materiality and Impact Materiality
- Topics with Impact Materiality rather than Financial Materiality
- Topics with Financial Materiality rather than Impact Materiality
- Topics without Financial Materiality or Impact Materiality



- 1 Management of Environmental Compliance
- 2 Energy Utilization
- 3 Pollutant Emissions
- 4 Circular Economy
- 5 Water Resource Utilization
- 6 Waste Disposal
- 7 Response to Climate Change
- 8 Protection of Ecosystem and Biodiversity



- 9 Protection of Employees' Legal Rights and Interests
- 10 Employee Training and Development
- 11 Occupational Health and Safety
- 12 Innovation-driven Development
- 13 Product Safety and Quality
- 14 Protection of Customers' Rights and Interests
- 15 Information Security and Privacy Protection
- 16 Responsible Supply Chain Management
- 17 Contribution to Society
- 18 Rural Revitalization



- 19 Protection of shareholders' rights and interests
- 20 Standardization of Corporate Governance
- 21 Anti-Commercial Bribery and Anti-Corruption
- 22 Anti-Unfair Competition
- 23 Tax Management
- 24 Risk Management
- 25 Due Diligence
- 26 Communications with Stakeholders
- 27 ESG Governance

Topics with Financial Materiality

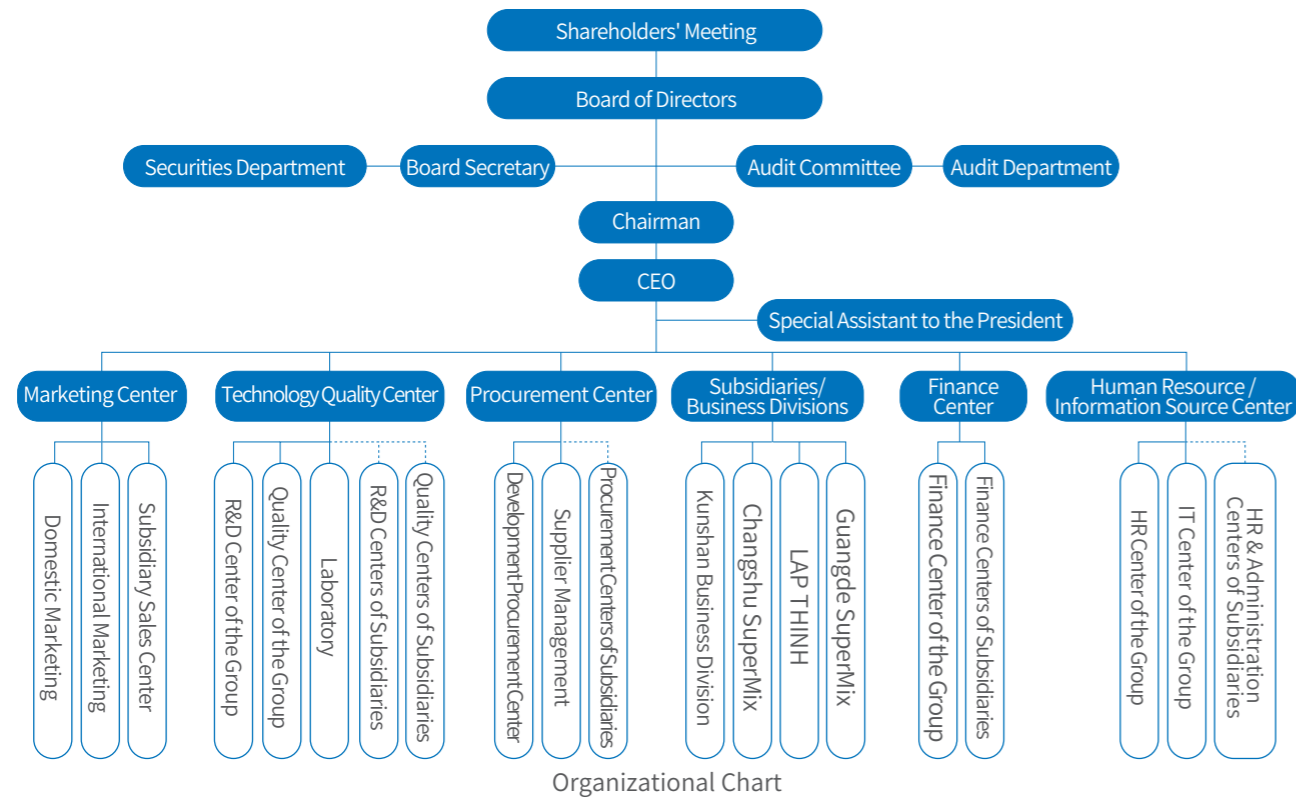
Dimension	Topic
Environmental	Environmental Compliance Management, Circular Economy, and Response to Climate Change
Social	Occupational Health and Safety, and Product Safety and Quality



01 Governance

Governance

In strict accordance with applicable laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China* and the *Rules Governing the Listing of Stocks on Beijing Stock Exchange*, SuperMix has established and improved an organizational structure composed of the General Meeting of Shareholders, the Board of Directors, and the Management. During the reporting year, the Company revised internal management systems such as the *Articles of Association* and the *System of Work of the General Manager*, to ensure that all departments operate in coordination and with mutual checks and balances and promote the compliant development of the Company.



Organizational Chart

Shareholders' Meeting

SuperMix convenes and holds General Meeting of Shareholders in strict accordance with the *Rules of Procedure for the General Meeting of Shareholders*. To support shareholders in attending meetings and exercising their rights, the Company provides multiple participation methods, including in-person voting, online voting, and voting by mail. Matters concerning the convening, attendance, voting, recording, and resolutions of the General Meeting of Shareholders are all conducted in strict accordance with applicable laws, regulations, and normative documents.

During the Reporting Period

The Company held a total of **4** General Meetings of Shareholders, including **1** Annual General Meetings of Shareholders and **3** Extraordinary General Meetings of Shareholders, at which **28** proposals were reviewed.

Board of Directors

The Board of Directors is the decision-making body of the Company and answers to the General Meeting of Shareholders. To ensure the scientific and standardized decision-making of the Board of Directors, the Company has formulated and implemented systems including the *Rules of Procedure for the Board of Directors*, the *Independent Director System*, the *Rules of Procedure for the Audit Committee under the Board of Directors*, and the *Rules of Procedure for the Special Meetings of Independent Directors*. These systems ensure that the Board of Directors, in exercising its powers, fairly and impartially safeguards the legitimate rights and interests of all shareholders while fully addressing the reasonable demands of other stakeholders, thereby laying the foundation for the sustained and healthy development of the Company.

During the Reporting Period

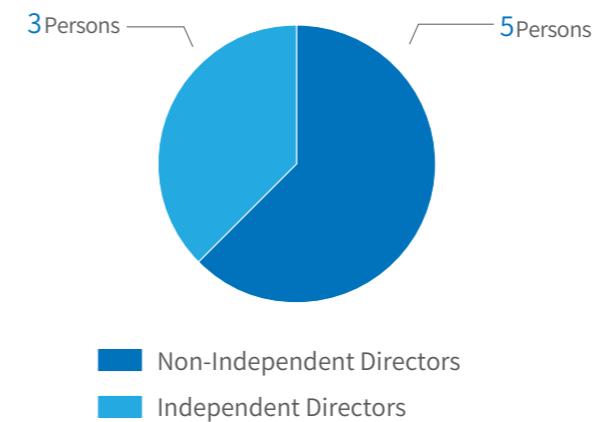
8 meetings of the Board of Directors were held with a **100%** attendance rate among directors, at which **65** proposals were reviewed; and **2** special meetings of independent directors were held, at which **3** proposals were reviewed.

Board Diversity

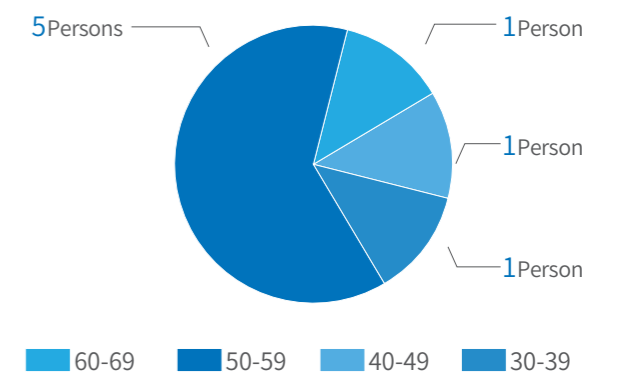
The Board of Directors consists of 8 directors. Based on a diversified governance mechanism, the composition of the Board of Directors was planned with full consideration of factors such as gender, age, education background, professional expertise, and industry experience. The directors of the Company include professionals from fields such as accounting, law, R&D, and sales, which significantly enhance the professionalism and accuracy of the Company's decisions.

Board Diversity

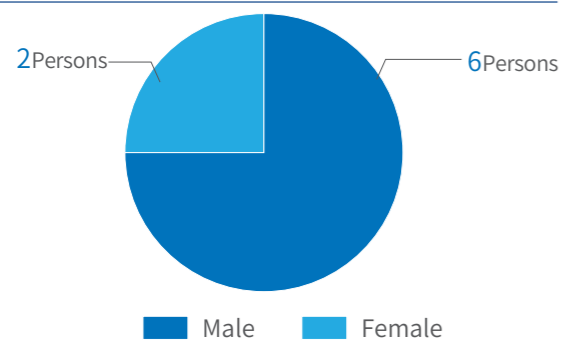
Director Types



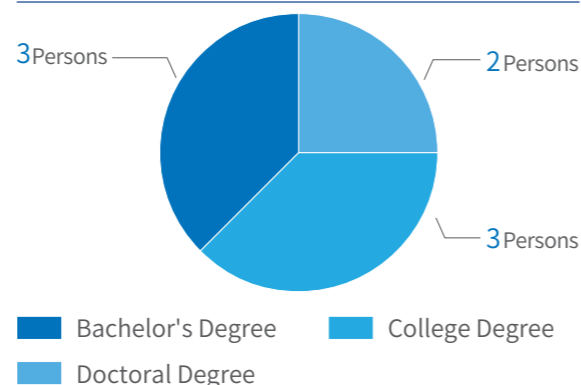
Age



▼ Gender



▼ Academic Degree



Specialized Committees

During the Reporting Period, in accordance with the relevant provisions of the *Company Law of the People's Republic of China*, SuperMix abolished the Board of Supervisors and did not appoint any supervisors. Instead, the Audit Committee exercises the powers of the Board of Supervisors as stipulated by the *Company Law of the People's Republic of China*, including reviewing the Company's financial information and its disclosure, and supervising and evaluating internal and external audit work and internal control matters. The Audit Committee is directly accountable to the Board of Directors, ensuring transparency and compliance in the operations of the Company. In addition, the Audit Committee holds meetings at least once every quarter to continuously perform the above review, supervision, and evaluation duties.

As of the end of the Reporting Period, the Audit Committee comprised 2 independent directors and 1 non-independent director, with independent directors accounting for 66.67% of the total.

During the Reporting Period

The Company convened a total of **3** meetings of the Audit Committee, at which **12** proposals were reviewed.



Assessment of Board Effectiveness

SuperMix attaches importance to the effectiveness of the governance by the Board of Directors, and revised the *Rules of Procedure for the Board of Directors* to clarify the conditions, agendas, and voting methods of relevant board meetings, thereby ensuring fair and efficient decision-making by the Board of Directors. The Company regularly reviews the effectiveness of the Board of Directors in terms of the implementation of Board decisions, the professional capabilities and performance of Board members, and the level of coordination between the Board of Directors and the Management, dynamically grasping the operational status of the Board of Directors. Concurrently, we have introduced independent directors, respected their opinions in decision-making, and leveraged their diverse perspectives to balance the interest tendencies of internal directors and ensure the decisions of the directors are scientific and fair.

Management of Remuneration for Directors and Senior Management

In accordance with national laws and regulations and relevant provisions such as the *Articles of Association*, and in consideration of regional income levels in the industry, the profitability, the performance of duties by directors and senior management, and the achievement of annual performance indicators, SuperMix has determined relevant remuneration and formulated the *Remuneration Management System for Directors and Senior Management* to enhance team resilience and improve operational efficiency.

During the Reporting Period

The total remuneration of directors and senior management (including incumbent and former personnel) amounted to CNY **339.93** (pre-tax).

Risk Management

Management of Risk Control

In strict compliance with the *Basic Norms for the Internal Control of Enterprises*, the *China Internal Audit Principles*, and other relevant laws, regulations, and regulatory requirements, SuperMix has formulated the *Internal Audit Management System*. Taking compliant operations as the bottom line, the Company continuously strengthens the execution and operational efficiency of internal control. By clarifying the responsibilities and authorities of each department, the Company promotes the effective implementation of various systems and effectively prevents and resolves various operational and management risks. As of the end of the Reporting Period, the Company's major decision-making processes were functioning effectively, maximizing the promotion of standardized operations.

During the Reporting Period, the Company issued a total of 9 internal audit reports (excluding 2 system internal audit reports), covering 6 major categories. A total of 8 major issues were identified, all of which have been rectified with significant results achieved.

Compliance Management

SuperMix adheres to compliant operations, strictly complies with all laws, regulations, and industry standards, and promotes the integration of compliance requirements into all aspects of business development. Additionally, we monitor changes in laws and policies, strengthen the promotion of compliance culture and employee training, enhance compliance awareness among all employees, and ensure standardized and orderly business operations through solid compliance management, to provide strong support for our long-term and steady development.

Standardized Operation as a Listed Company

In November, 2025, the Company organized an on-site training session on the *Standards for the Standardized Operation of SuperMix as a List Company*. The training systematically interpreted insider information management, related-party transaction information disclosure, and other topics through specific case studies, emphasizing violation determination rules and legal consequences and further strengthening management's risk prevention and control awareness.



■ Tax Management

To optimize the tax management system, ensure the standardization and accuracy of tax accounting and filing processes, and effectively strengthen tax risk warning and prevention capabilities, SuperMix has formulated the *Tax Management System*. This system provides guidance on various tax-related operations, including daily tax management, tax planning, cooperation with tax assessments, and tax audits, while clarifying operational standards and accountability requirements for each stage. Adhering to the principles of honest tax payment and compliance, the Company strictly fulfills its tax obligations. By implementing standardized tax management measures, the Company ensures its sustained development within a legal and compliant framework.

During the Reporting Period

The total tax payments of the Company amounted to CNY **26,198,678.02** (excluding individual income tax), contributing to local economic development.



■ Related-Party Transactions

SuperMix has established the *Related-Party Transaction Management System* and the *Management System for Preventing Capital Misappropriation by Controlling Shareholders, Actual Controllers, and Their Affiliates*. These systems further clarify the responsibilities and division of labor regarding related-party transactions and fund management, establishing a rigorous control mechanism at the institutional level. This effort resolutely prevents any unauthorized misappropriation of company funds by shareholders, actual controllers, and their affiliates, thereby effectively safeguarding the legitimate rights and interests of all shareholders and creditors.

During the Reporting Period, the Company reviewed 1 related-party matter. Related directors implemented the recusal mechanism once, with a 100% recusal rate in voting on related matters.

Investor Protection

■ Protection of Shareholders' Rights and Interests

In accordance with applicable laws and regulations and the provisions of the *Articles of Association*, and in the principle of balancing the Company's long-term development with reasonable shareholder returns, SuperMix has formulated the *Investor Relations Management System* and the *Profit Distribution Management System*, implemented stable and scientific profit distribution policies, safeguarded shareholders' rights to information, participation, and decision-making, and promoted long-term value co-creation between the Company and shareholders.

Cash Dividends			
Performance	2023	2024	2025
Cash Dividend per 10 Shares (CNY)	1	1	1
Bonus shares per 10 shares (shares)	/	3	/
Total Cash Dividends (CNY 10,000)	583.50	583.50	758.55
Percentage of Total Cash Dividends to Net Profit Attributable to Shareholders (%)	28.30	17.25	36.91

■ Information Disclosure

SuperMix has established a sound information disclosure system and formulated systems such as the *Information Disclosure Management System*, the *Accountability System for Major Errors in Annual Report Information Disclosure*, and the *Management System for Deferred and Exempted Information Disclosure*. These systems cover the entire information disclosure process and clarify standards, content, and procedures to ensure the authenticity, accuracy, and completeness of disclosed information.

On this basis, SuperMix further optimizes information disclosure management mechanisms. On the one hand, we formulate the *Internal Reporting System for Major Information* to standardize the rapid response and hierarchical reporting processes for major information, ensuring efficient circulation and timely handling of major information. On the other hand, we formulate the *Registration Management System for Insiders of Insider Information* to effectively manage and routinely monitor insiders of insider information, strictly implementing confidentiality and filing requirements to prevent violations at the source.

During the Reporting Period

The Company compliantly disclosed **4** periodic reports and **120** ad-hoc announcements in compliance with applicable regulatory requirements.

The Company received an "A" rating in information disclosure among listed companies for the 2024-2025 fiscal year.

■ Communication with Investors

SuperMix has established systems such as the *Investor Relations Management System* and the *Investor Relations Management Archives System*, to strengthen two-way communication with existing and potential investors, thereby solidifying the foundation of trust between the Company and investors.

Through diversified communication channels, including telephone consultations, document mailings, and on-site visits, we promptly and accurately convey our business strategies, development achievements, and industry value to investors and potential investors, enhancing their understanding and recognition of SuperMix's core competitiveness, long-term development potential, and sustainable operating capabilities.

During the Reporting Period, the Company hosted 3 investor relations activities (2 institutional investor research visits and 1 performance briefing), answered 27 questions from research institutions, all of which were publicly disclosed. In addition, we maintained smooth communication channels with minority investors, received calls from 5 minority investors and responded to 22 questions, effectively promoting transparent information exchange between the Company and investors and enhancing investors' trust and understanding of the Company.



On-site Investor Engagement

Business Ethics

Anti-Corruption and Anti-Bribery

Governance System

In strict accordance with laws and regulations such as the *Supervision Law of the People's Republic of China*, and in the principles of integrity, justice, fairness, and transparency, SuperMix has established an anti-corruption management system and formulated the *Code of Business Conduct and Ethics*, explicitly requiring all employees to refrain from engaging in any form of corruption or bribery. Guided by high standards of business ethics, the Company contributes to building a fair, transparent, and responsible business ecosystem.

During the Reporting Period, the Company organized employees in key positions to sign the *Commitment to Integrity and Self-Discipline*, with a signing rate of 100 %.

Whistleblowing Management

SuperMix maintains a "zero-tolerance" policy toward corruption. The Audit Department has established convenient whistleblowing channels, such as hotlines and email addresses. By streamlining the whistleblowing process and fully safeguarding the confidentiality of whistleblowers, the Company encourages all employees and stakeholders to monitor and report corrupt practices in corporate operations, thereby jointly maintaining a sound operating environment.

Reporting Channels

Contact person	Phone	Email
Chen Yuchuan, CEO	0512-36915585	chenyuchuan@supermix.com.cn
Su Guoli, Audit Department	0512-36915568	suguoli@supermix.com.cn

Protection of Whistleblower

SuperMix implements control measures to store the personal identification information of whistleblowers, as well as whistleblowing materials and related leads, in an encrypted form, and explicitly requires that such information shall be used solely for the investigation and the handling of corruption-related conduct, thereby preventing unauthorized access or improper use by unrelated personnel. The Company resolutely safeguards the legitimate rights and interests of whistleblowers and explicitly prohibits retaliation against whistleblowers in any form and for any reason.

For personnel who violate confidentiality regulations, disclose whistleblower information, or intentionally engage in malicious retaliation, SuperMix will, upon verification, strictly pursue legal liability in accordance with laws and regulations. This ensures the personal safety and legitimate rights and interests of whistleblowers, and fosters a fair, safe, and trustworthy whistleblowing environment.

Training on Anti-Corruption

Training on Integrity and Self-Discipline Agreement

In March 2025, to strengthen risk prevention and control awareness, the Company organized special training on integrity and self-discipline agreements, interpreting the core clauses of the *Integrity Notice* to ensure that trainees accurately understand their implications and requirements.



Training on Code of Business Conduct and Ethics

In December 2025, to help employees establish a mindset focused on compliance, the Company offered relevant training. The session covered key points such as the Code of Business Conduct, integrity requirements, and avoidance of conflicts of interests, thereby strengthening the compliance awareness and professional ethics of frontline employees.



Anti-Unfair Competition

SuperMix safeguards fair market competition in accordance with applicable laws and regulations, and complies with voluntary, equal, fair, and integrity-based business principles. The Company has formulated and implemented the *Anti-Unfair Competition Management System* and the *Measures for the Administration of Bidding Operations* to ensure full-process compliance in business activities and provide strong support for the sustainable development of the Company. We continuously promote the laws and regulations regarding anti-unfair competition, and guide all employees to conscientiously implement anti-unfair competition policies, to foster a healthy and fair development environment within the Company. During the Reporting Period, no incidents related to anti-unfair competition occurred in the Company.

Training on the Anti-Unfair Competition Management System

In December 2025, the Company offered training on the *Anti-Unfair Competition Management System*, focusing on the core provisions of the *Anti-Unfair Competition Law of the People's Republic of China*. This initiative strengthened employees' awareness of compliance and provided robust support for maintaining a fair competitive environment within the industry.





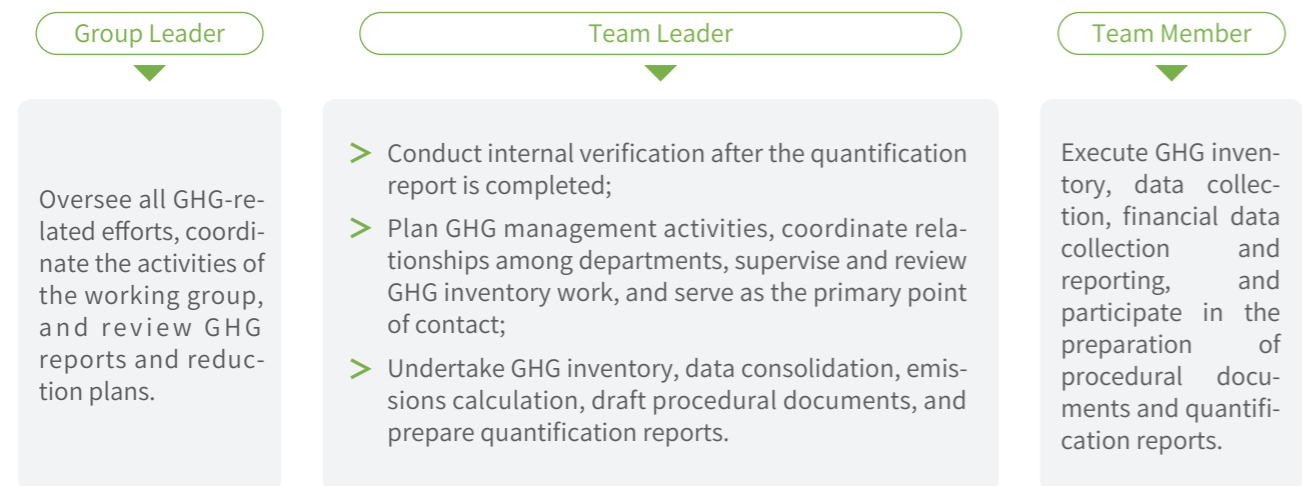
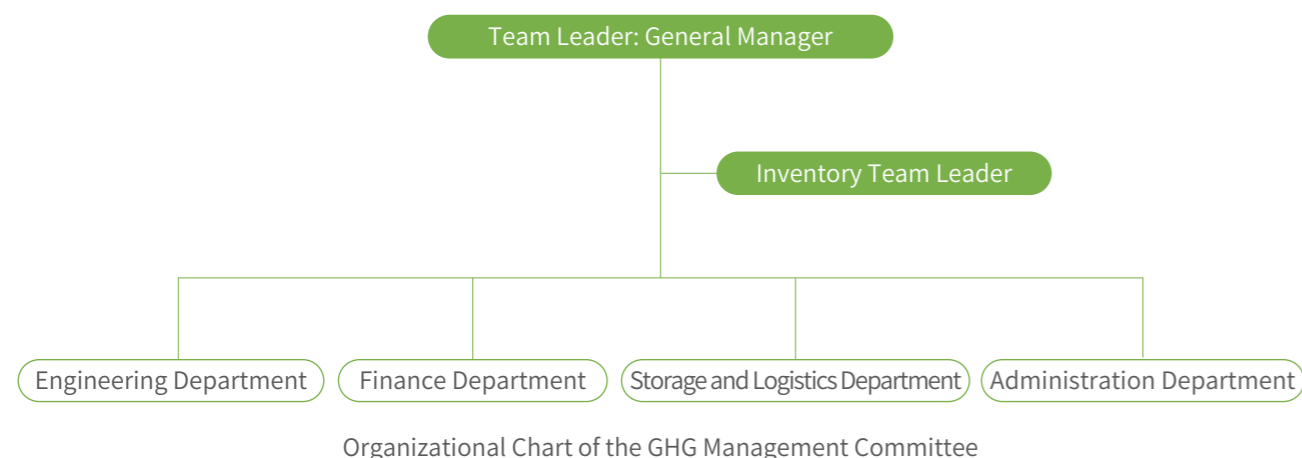
02 Environmental Protection

Response to Climate Change

In strict accordance with national laws and regulations, in response to global climate concerns, and as per standards such as the *Integrated Emission Standard of Air Pollutants*, SuperMix carries out comprehensive and rigorous monitoring and control of GHG emissions, to support the achievement of the national "carbon peaking and carbon neutrality" goals.

Climate Change Governance

SuperMix attaches great importance to climate change management, continuously improves the climate change management system, formulates GHG emission reduction policies, and clarifies emission reduction directions and priorities. To efficiently advance these efforts, the Company has established a GHG Management Committee to oversee overall operations and formed a management team to implement specific tasks. In the future, based on internal development needs and changes in the external environment, we will gradually improve climate governance mechanisms and related system development to enhance our climate governance capabilities.



Strategy against Climate Change

SuperMix identifies a list of key climate-related risks and opportunities based on its specific circumstances, formulates practical response measures, and provides directional guidance for the Company's climate governance efforts.

Potential Risks						
Risk	Category	Description of Risk	Likelihood of Occurrence ¹	Impact Duration ²	Financial Impact	Countermeasures
Physical Risk	Acute risk	Extreme precipitation and flooding: Kunshan is prone to typhoons and heavy rainfall in summer, which may cause water ingress into plant buildings and warehouses, damage raw materials, and interrupt production;	Low	Long term	Increase in production costs Increase in operating costs	Monitor weather conditions in advance, reinforce plant buildings and warehouses, implement waterproof sealing, store raw materials at elevated locations, and prepare drainage equipment;
		High temperature: Sustained high temperatures in summer affect workshop efficiency, increase cooling costs, and threaten employee health;				Provide employees with heatstroke prevention supplies, adjust work schedules appropriately, retrofit workshops for heat insulation, and install additional ventilation equipment;
Chronic Risks		Strong winds/typhoons: Typhoons may cause structural damage to plant buildings, power outages, and logistics disruptions.	Low	Long term	Increase in production costs Increase in operating costs	Conduct regular inspections and maintenance of factory structures; shut off power before typhoons; secure outdoor equipment and items.
		Rising average temperatures: Long-term temperature increases raise air conditioning energy costs and affect the stability of production equipment;				Regularly maintain and upgrade equipment, use high-temperature-resistant and stable components, optimize air-conditioning systems, reasonably set temperatures, and strengthen workshop ventilation;
		Rising sea level: The rising sea level may exacerbate rising groundwater levels and affect foundation safety in the long term.				Strengthen foundation monitoring, install water level monitoring equipment, reinforce the foundation when rising water levels pose a safety risk, and collaborate with geological experts to assess the impact and develop contingency plans.

¹Likelihood of Occurrence:
 Low: The likelihood of the risk/opportunity occurrence is very small, usually virtually non-existent in past experience, or rare in the industry.
 Medium: The likelihood of the risk/opportunity occurrence is moderate; risk/opportunity may occur within a certain period, and there have been some cases historically, but not frequently.
 High: The likelihood of the risk/opportunity occurrence is high, usually occurring frequently in business processes, with multiple related cases in history

²Impact Cycle:
 Short term (within 1 year): The impact on the Company is usually rapid and temporary, with a short duration, typically not exceeding one year.
 Medium term (1-5 years): The impact on the Company is more sustained, usually having a significant influence within 1 to 5 years.
 Long-term (more than 5 years): The impacts on the company are profound and lasting, generally lasting for over five years.

Potential Risks




Risk	Category	Description of Risk	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Transition Risks	Policy and Legal Risks	<p>Tightening environmental protection policies:Environmental standards in Kunshan may be upgraded and increase compliance costs;</p> <p>Impact of carbon pricing:Following the expansion of the national carbon market, inclusion of the packaging industry would increase carbon emission costs;</p> <p>Plastic restriction orders/green packaging regulations:Demand for traditional plastic-containing packaging may decline, requiring a transformation toward biodegradable materials.</p>	Medium	Medium to long term	Increase in production costs Increase in operating costs	<p>Monitor policies, establish a research team to analyze them, proactively plan for environmental equipment upgrades and process improvements, and strengthen internal management and emission reduction;</p> <p>Engage with government authorities to stay informed on developments, participate in carbon trading training, establish a carbon emissions management system, calculate emission reductions, and optimize processes to reduce carbon emissions;</p> <p>Increase investment in the R&D and production of biodegradable materials, collaborate with research institutions, and adjust product portfolios and market strategies.</p>
	Market Risk	<p>Shifting customer demands:Downstream consumer brands are demanding low-carbon packaging, and failure to transition to eco-friendly solutions may result in lost orders;</p> <p>Rising supply chain costs:The upstream paper industry is affected by forestry carbon sinks and energy costs, leading to increased volatility in paper prices.</p>	Medium	Medium to long term	Increase in production costs Revenue Decrease	<p>Strengthen market research, establish a customer feedback mechanism, increase investment in the R&D and production of green packaging, form a dedicated team to develop new products, and communicate with customers to present upgrade plans;</p> <p>Establish long-term partnerships with upstream suppliers, optimize supply chain management to reduce logistics costs, and conduct research on alternative raw materials.</p>
	Technology Risks	<p>Low-carbon technology evolution:The industry is shifting toward water-based inks, digital printing, and lightweight design; and lagging behind in technological upgrades may lead to a decline in competitiveness.</p>	Medium	Medium to long term	Increased R&D Costs Revenue Decrease	<p>Regularly evaluate existing technical equipment, gradually phase out outdated facilities, and encourage employees to carry out innovation and improvement.</p>
	Reputation Risks	<p>ESG rating pressure: As investors and customers focus on ESG performance, companies may face financing difficulties or damage to brand value.</p>	Low	Short term	Increase in financing costs Revenue Decrease	<p>Strengthen ESG management, formulate and implement ESG strategies, establish management systems, strengthen internal supervision and assessment, regularly publish ESG reports, actively participate in rating activities, and improve ratings based on identified issues.</p>

Opportunities

Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Product and service Innovation	<p>Green packaging solutions: Lightweight packaging design reduces material usage and lowers the carbon emissions from customers' logistics;</p> <p>Low-carbon technical services:Carbon footprint-certified packaging is provided to help customers achieve emission reductions in the supply chain. Explore circular packaging business models (e.g., the leasing of shared returnable packaging boxes).</p>	High	Medium to long term	New products and services create new revenue growth opportunities and enhance market competitiveness.
Improvement of resource efficiency	<p>Energy management:Leveraging the photovoltaic support policies of the Kunshan Development Zone, the Company expanded rooftop distributed photovoltaic installations to reduce electricity costs, and promoted the application of energy-saving technologies such as waste heat recovery and high-efficiency air compressors.</p> <p>Circular economy:The Company established a waste paper and waste ink recycling system to achieve the closed-loop utilization of production waste, and also explored cooperation with local recycling enterprises to reduce raw material costs.</p>	High	Medium to long term	Energy and raw material costs are reduced, leading to an increase in profit margins.
Market and Financing Opportunities	<p>Expansion of green market: The Company entered the green packaging supply chains of high-growth industries such as new energy vehicles and photovoltaics, and participated in green procurement programs (such as environmentally labeled products) of governments.</p> <p>Support for green finance:The Company applied for green credit and low-carbon transition loans in Kunshan and Suzhou to support technological upgrading and transformation, and issued green bonds or sustainability-linked bonds (SLBs).</p>	Medium	Medium to long term	New market segments are expanded to increase sales revenue, and financial support is obtained to ensure funding for business development.
Regional Synergy Advantages	<p>Industrial cluster synergy:Leveraging the demand from the electronic information and high-end manufacturing industry clusters in Kunshan, the Company developed customized environmentally friendly packaging solutions, and participated in the green packaging industry chain alliance in the Yangtze River Delta to share technical resources.</p> <p>Policy-led pilot initiatives: The Company strived to obtain circular economy pilot demonstration projects in the development zone to receive tax incentives or subsidies.</p>	Medium	Long term	<p>The industrial cluster collaboration and alliance participation enhances technological capabilities and market competitiveness.</p> <p>This effort helps to obtain policy support and reduce operating costs.</p>

Management of Risks and Opportunities Related to Climate Change

SuperMix actively strengthens coordinated risk and opportunity management mechanisms. Based on our business characteristics, we identify and evaluate climate change-related impacts, risks, and opportunities and formulate response strategies to enhance our climate-related risks management capabilities.

Risk Identification	Risk Assessment	Risk Response
 <p>Consider the impact of natural factors (such as extreme weather events) and human factors (such as policy changes) on climate-related risks, and identify potential opportunities and challenges, such as green products and the application of energy-saving and emission-reduction technologies.</p>	 <p>Quantitatively evaluate climate-related risks by assessing both their likelihood of occurrence and the severity of their impacts, classify and prioritize climate-related risks based on likelihood and impact severity to clarify the focus and order of priority for climate-related risk management.</p>	 <p>Develop response strategies based on the results of the risk assessment, improve climate-related risks management systems and processes, strengthen internal monitoring, and foster a risk management culture to enhance employees' awareness of climate-related risks.</p>

Climate Change Targets

The Company actively responds to the national strategic call for "carbon peaking and carbon neutrality", strictly implements the requirements of green and low-carbon development policies, and carries out systematic greenhouse gas emission inventories on a regular basis. Based on the 2024 carbon inventory and accounting data, the Company set a quantified climate change emission reduction target for 2025: to reduce carbon emissions per unit product by 1% compared with the 2024 baseline level, which has been successfully achieved.

Measures for GHG Emission Reduction

Carbon Inventory and Carbon Verification

To systematically advance greenhouse gas (GHG) management, the Company has established a management and control system covering internal GHG inventory and third-party verification. In terms of organizational support, the Company has set up a dedicated cross-departmental GHG Inventory Quality Team to oversee quality control throughout the entire GHG inventory process. The Team coordinates with relevant departments, production plants and external partners, ensuring the standardized and efficient implementation of inventory and verification activities.

For internal GHG inventory, the team conducts organization-wide GHG inventory on an annual basis in strict accordance with ISO 14064-1 and the requirements of the *United Nations Framework Convention on Climate Change (UNFCCC)*. It comprehensively identifies all emission sources within the organizational boundary and compiles a *GHG Inventory Report*, which effectively reflects the Company's annual greenhouse gas emissions profile.

Meanwhile, to further ensure the accuracy and credibility of emission data, the Company entrusts qualified third-party institutions to conduct independent verification of greenhouse gas emissions. The third party issues official verification reports to complete compliance validation of inventory data, consolidating the data foundation for the Company's GHG management.



GHG Verification Statement of SuperMix (Kunshan Factory)

GHG Emission Performance of SuperMix (Kunshan Factory)		
Indicator	Unit	2025
Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	89.03
Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	1,273.19
Other Indirect GHG Emissions (Scope 3)	tCO ₂ e	21,242.81
Total GHG Emissions (Scope 1 + Scope 2 + Scope 3)	tCO ₂ e	22,605.03

Measures for Carbon Reduction

In daily travel planning and all aspects of production and operations, SuperMix consistently adhering to green and environmentally friendly principles, actively implements measures to reduce carbon emissions, and is committed to lowering the Company's GHG emissions to contribute corporate strength to environmental protection efforts.

Specific Actions

- Strengthen vehicle maintenance, reasonably plan routes, phase out old fuel vehicles and replace them with energy-efficient electric vehicles to promote green travel emission reductions.
- Implement zoned lighting management, install intelligent systems, utilize natural daylight, turn off unnecessary lighting, replace with LED lamps, and strengthen inspection.
- Enhance employees' awareness of energy conservation and minimize energy waste.
- Implement refined management over key energy-consuming areas and equipment to reduce power consumption.
- Optimize production processes, improve production efficiency, integrate production procedures, and reduce greenhouse gas emissions per unit of product.
- Standardize operation management, conduct preventive maintenance on process equipment, reduce failures and improve efficiency.

Carbon Footprint of Products

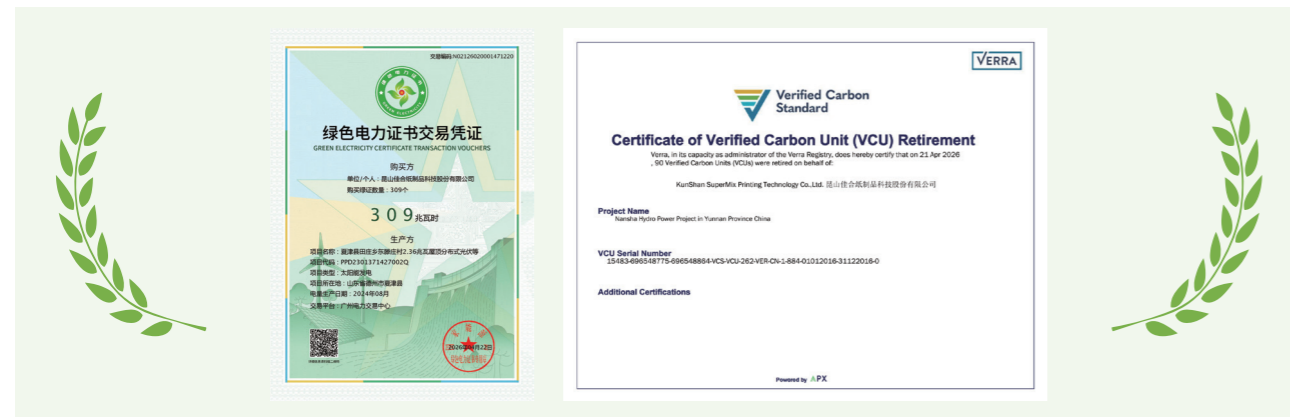
SuperMix is committed to reducing the carbon footprint of all products, including emissions generated during the extraction and processing of raw and auxiliary materials, the transportation of raw and auxiliary materials, the product manufacturing stage, and the downstream transportation stage. The "cradle-to-gate" carbon footprint report for the HT202C box follows the principles of ISO 14067:2018 and CTS GHG PCR-2413. After verification by a third-party institution, the Company successfully obtained the Product Carbon Footprint Certification Certificate.



Product Carbon Footprint Certificate

Green Power Certificates and Carbon Sink Reductions

In April 2026, the company purchased and completed verification and write-off of 2,185 domestic Green Power Certificates through Guangzhou Power Exchange Center, corresponding to 2,185 MWh of renewable energy electricity. Meanwhile, the company retired 90 tonnes of Verra Verified Carbon Units (VCU) compliant with VCS standards via the official Verra registry. This has effectively optimized the company's energy consumption structure, reduced scope greenhouse gas net emissions in operations, and steadily advanced low-carbon transition and sustainable development objectives of the enterprise.



SuperMix actively promotes the construction and certification of green factories. During the Reporting Period, the Company was successfully honored as the 3A-Level Green Factory of Suzhou and passed the Green Factory Certifications of Jiangsu Province, fully demonstrating outstanding achievements in green manufacturing, energy conservation, emission reduction, and environmental management.

As of the end of the Reporting Period, the Company and subsidiaries thereof had all passed ISO 14001 Environmental Management System certification. During the Reporting Period, no environmental protection accidents or environmental violations occurred in the Company, and no major administrative penalties from ecological and environmental authorities was imposed on the Company due to environmental incidents.



ISO 14001 Certification Certificate of SuperMix



ISO 14001 Certification Certificate of Guangde SuperMix



ISO 14001 Certification Certificate of Changshu SuperMix



ISO 14001 Certification Certificate of LAP THINH

Environmental Compliance Management

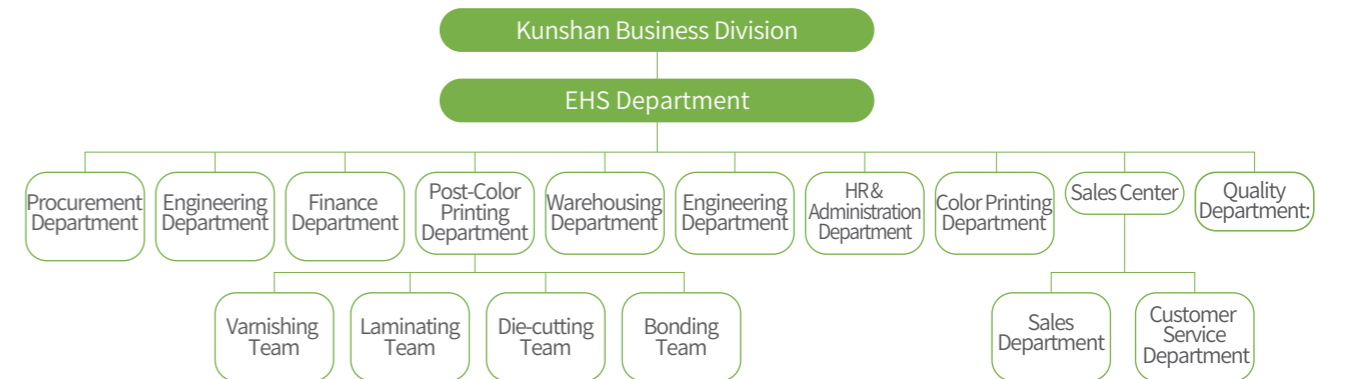
Upholding a strong commitment to compliance and strictly adheres to applicable laws and regulations, including the Environmental Protection Law of the People's Republic of China, SuperMix has established the Environmental and Occupational Health and Safety Management Manual as the cornerstone for comprehensively guiding and standardizing the Company's environmental management. Additionally, the Company has developed a suite of environmental procedure documents, including the Documented Information Management Procedure and the Compliance Assessment Management Procedure, to systematically standardize operational processes at every stage, clarify the division of responsibilities and supervision mechanisms, and build a comprehensive environmental management system.

SuperMix has established an Environmental, Health, and Safety (EHS) Committee as the environmental management body. This committee is responsible for regularly organizing potential hazard inspections, conducting EHS regulation training, and other activities to promote the normalization of environmental management, ensuring that the Company's production and business operations fully comply with national environmental protection laws, regulations, and standards.

Environmental Compliance

Environmental Compliance Management

In strict accordance with laws and regulations such as the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, SuperMix adheres to the environmental policy of "complying with laws, regulations, and customer requirements; enhancing environmental awareness among all employees; prioritizing prevention, environmental protection, energy and resource conservation, and sustainable development philosophy; continuously improving environmental performance; and striving for sustainable operation". The Company continuously strengthens environmental compliance control and regularly conducts cleaner production audits to promote coordinated progress in economic and environmental benefits.



Organizational Chart of the Environment, Safety, and Health (EHS) Committee

During the Reporting Period

SuperMix (domestic) invested a total of CNY **204,400** in environmental protection.



Environmental Compliance Strategy

SuperMix has formulated the *Risk and Opportunity Assessment and Analysis Table* and the *Risk and Opportunity Response Action Plan* to systematically identify and evaluate potential risks and opportunities in production activities and develop targeted response measures to ensure risks remain controllable and opportunities are effectively realized.

Potential Risks

Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Legal Risk	As regulatory requirements for industry standards become increasingly stringent, failure to update and improve management systems in a timely manner may easily lead to operational risks.	Low	Short term	Increase in compliance costs: environmental violations may result in government fines and civil compensation liabilities caused by environmental pollution, increasing financial burdens.	Timely collect the latest laws, regulations, and standards; Conduct regulatory identification to understand the latest requirements and applicable provisions, identify gaps, and formulate countermeasures; Organize training sessions for relevant employees on the latest policies and standards.
Risk of Equipment Failure	Improper operation or inadequate facilities, such as wastewater treatment ponds, may lead to pollutant leakage and environmental contamination.	Low	Short term	Increase in environmental governance costs: the Company must invest funds in environmental remediation and equipment repairs.	Strengthen employee training on equipment operation; Regularly inspect and maintain production equipment and promptly repair potential leakage points; Formulate emergency plans for pollutant leakage and regularly conduct environmental risk inspections and monitoring.

Opportunities

Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Technological Opportunities	The Company provides new solutions for environmental management through the use of clean energy and other new technologies.	High	Medium to long term	Enhance brand image and market competitiveness and attract green investors.

Management of Environmental Compliance Risks and Opportunities

Risk Management Process

SuperMix plans, analyzes, evaluates, responds to, supervises, and reviews risk factors in accordance with the *Management Procedure for the Identification and Evaluation of Environmental Factors* and the *Procedure for Risk and Opportunity Management*. On this basis, the Company comprehensively identifies and controls potential risks in the quality management system and captures opportunities to ensure the effectiveness and adaptability of risk response measures.

Risk Analysis

- Identify organizational environmental factors and the needs and expectations of other interested parties, in accordance with the *Internal and External Environment Analysis Procedure*;
- Identify risks and opportunities that may affect the quality management system.

Risk Assessment

- Allow the Management Department to organize relevant departments to conduct risk assessments;
- Evaluate the severity and frequency of identified risks;
- Determine the acceptability of risks by calculating risk scores, and decide whether to take action based on this assessment.

Risk Response

- Each implementing department is responsible for assessing the identified risks and taking appropriate measures based on the assessment results;
- **Risk acceptance:** applicable to risks causing relatively small losses and occurring repeatedly, or when risk avoidance costs far exceed potential losses;
- **Risk Mitigation:** reduce the damage or loss caused by potential risks through the implementation of measures; applicable when risks cannot be eliminated or when no effective avoidance measures are available;
- **Risk avoidance:** Avoid risks by systematically eliminating risk factors or the conditions under which risks may occur through planned changes, thereby protecting objectives from risk impacts and reducing both the likelihood and severity of potential losses.

Supervision and Improvement

- Develop and implement detailed, effective measures, and consider feasibility, responsibility assignment, and tracking of implementation progress and effectiveness;
- Continuously improve risk management measures based on risk assessment and supervision results to ensure effectiveness and adaptability.

Environmental Emergency Response Plans

SuperMix has formulated the *Emergency Response Plan for Environmental Incidents* and the *On-site Disposal Plan*, clarifying emergency response, handling, and post-incident recovery procedures to ensure rapid and orderly responses when environmental incidents occur. The principal responsible persons for environmental protection are required to sign responsibility commitment cards to strengthen environmental safety management responsibilities. A dedicated emergency response team has been established to regularly organize specialized drills to enhance employees' emergency response capabilities and practical skills in environmental incidents.

Field Drills for Special Emergency Response Plan

In November 2025, the Company conducted special emergency response drills covering multiple scenarios, such as natural disasters, chemical leakage, fires, and explosions. Simulation-based practical drills were adopted to test and improve the rapid response and coordinated operational capabilities of the emergency response team. All departments actively participated and closely coordinated, swiftly carrying out actions in accordance with emergency response procedures to effectively complete all drill tasks, thereby accumulating valuable experience for responding to sudden incidents.



SuperMix signed the *Safety and Mutual Assistance Agreement* with surrounding enterprises to provide mutual manpower and material support during sudden environmental incidents and jointly respond to crises to minimize impacts on personnel, property, and the environment. In addition, the Company regularly verifies the status of emergency supplies stored on-site to ensure they are sufficient and readily available, thereby fostering a stable and safe production environment in the surrounding area.

Identification and Monitoring of Potential Hazards

SuperMix places great importance on environmental risk management, regularly identifies potential environmental risks, formulates targeted corrective measures for different types of hazards, and records the identification results in the *Environmental Hazard Identification Record*. Based on these records, the Company has established a hazard remediation tracking and management mechanism that provides full-process monitoring and supervision, clearly defining responsible parties, deadlines, and acceptance criteria, thereby significantly reducing or even eliminating potential hazards.

During the Reporting Period

SuperMix (domestic) conducted **27** environmental inspections, identified **3** potential hazards, and achieved a rectification completion rate of **100%**.

During the Reporting Period, the Company engaged professional third-party testing agencies to conduct comprehensive testing of environmental factors such as wastewater, drinking water, waste gases, and noise at boundary. This allowed for the timely assessment of the actual impact of the Company's production and operations on the surrounding environment and ensured the provision of safe and clean drinking water for employees. In addition, the Company actively promotes the establishment of a collaborative environmental monitoring system and signed the *Environmental Emergency Monitoring Agreement* with surrounding enterprises to jointly advance surrounding environmental monitoring work and strengthen regional environmental safety management.

Environmental Management Goals

To promote sustainable development, SuperMix has formulated the *2023–2028 Environmental Management Strategy*, which clearly defines statistical benchmarks and resource requirements. Simultaneously, the Company has established the *Implementation Plan for Environmental and Occupational Health and Safety Targets* and Indicators to strictly control pollution generation and waste emissions during production activities and continuously advance green production. All subsidiaries closely follow the Company's overall strategy and formulate the *Company-level Environmental Objectives* and the *Implementation Plan of Objectives and Indicators* to ensure pollutant emissions meet standards.

Targets	Achievements in 2025
Compliant Disposal of Solid Waste: 100%	
Compliant Noise Emissions: 100%	
Compliant Waste Gas Emissions: 100%	
Occurrence Rate of Fire Accident: 0%	
Wastewater Discharge: 0	

Green Operations

Enhancement of Environmental Awareness

SuperMix regularly conducts specialized environmental training on waste management and environmental protection to enhance employees' ability to safely handle hazardous materials and waste. We are committed to strengthening employees' environmental awareness and fostering their understanding of and sense of responsibility toward environmental protection.

Training on Safety and Environmental Protection at the Wastewater Treatment Plant

In October 2025, the Company offered training on safety and environmental protection at the reclaimed water treatment station to enhance employees' awareness of safety and environmental protection. The training focused on water treatment processes, operating procedures, wastewater inflow and outflow statistics, chemical management, and other topics. Combined with case analyses, key points and potential risks in each stage were explained. Employees discussed problems encountered in daily work and translated learned knowledge into practical actions by strictly complying with operating procedures to ensure safe, stable, and environmentally compliant operation of the reclaimed water treatment station.



Training on Awareness of Energy Conservation and Emission Reduction

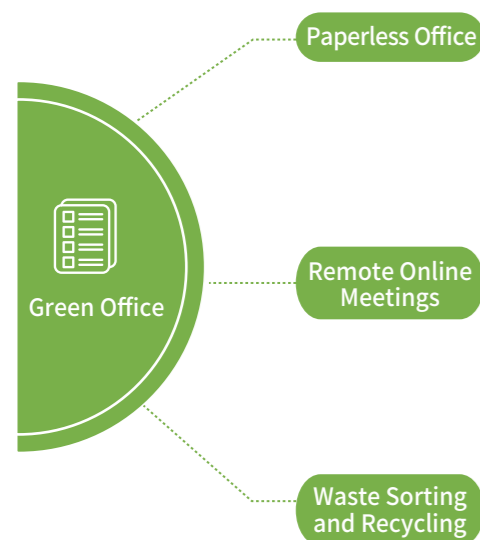
In May 2025, the Company offered training on energy-saving techniques, low-carbon production practices, and environmental regulatory requirements. The effectiveness of the training was assessed through post-training evaluations, significantly enhancing employees' awareness of energy conservation and emission reduction and laying the foundation for the Company's green and low-carbon development.



During the Reporting Period

SuperMix (domestic) conducted a total of **6** environmental protection training sessions, with **419** participants and a total training duration of **336.5** hours.

Green Office



Paperless Office

To improve management efficiency, the Company further promoted paperless office operations, for example: utilizing platforms such as WeDrive to achieve standardized intelligent management of institutional documents; establishing a human resources and administrative management platform by integrating the Kingdee S-HR system with WeCom to build a "mobile, automated, and integrated" human resources management model; and continuously enhancing internal management efficiency.

Remote Online Meetings

The Company advocates the philosophy of "efficient collaboration and green office". Through multimedia equipment, remote online meetings are held to reduce unnecessary business travel and offline gatherings, thereby directly reducing energy consumption and carbon emissions caused by transportation commuting and meeting material consumption.

Waste Sorting and Recycling

The Company actively promotes waste classification and implements scientific and appropriate waste management measures. Waste storage points within the Company are clearly marked. Dedicated personnel are arranged to regularly carry out pest control treatment for domestic waste, striving to create a high-quality and healthy office environment.

Pollution and Waste Management

SuperMix and subsidiaries thereof strictly comply with national and local laws and regulations on pollution prevention and control, and continuously strengthen and improve pollution and waste management systems. We have formulated a series of management systems including the *Reclaimed Water Reuse System Management System*, *Wastewater Management System*, *Waste Gas Management System*, and *Hazardous Waste Management System*. It also explicitly stipulates that the EHS Department shall conduct comprehensive management and strict control over pollutants and wastes generated during the company's production and operation, ensuring that all pollutant emissions comply with national and local environmental protection standards.

The major pollutants and wastes of SuperMix mainly include production and domestic wastewater, organized and unorganized waste gases, solid waste, and noise from production equipment. During the Reporting Period, the Company achieved a 100% compliance rate for pollutant testing, zero discharge of production wastewater, and 100% compliant emissions for both waste gases and solid waste.

Pollution and Waste Management Performance of SuperMix (domestic)

Indicator	Unit	2025
Volume of General Waste Generation	Ton	3,670.14
Disposal Volume of General Waste	Ton	3,670.14
Quantity of Hazardous Wastes Generated	Ton	70.082
Volume of Hazardous Waste Disposed	Ton	70.082
Industrial Production Wastewater	Ton	1,599.30

Management of Wastewater

The Company's water use mainly includes production water and domestic water. In the production process, the plate-making process generates developing wastewater, and the water-based printing process generates cleaning wastewater. The Company's self-built wastewater treatment system achieves the recycling and zero discharge of production wastewater. Domestic sewage flows directly through the factory's sewage pipeline network, into the municipal sewage network, and is transported to the urban sewage treatment plant for treatment.

High-Efficiency Water Recycling System

The Company employs a "front-end pretreatment + multi-media filter + two-stage reverse osmosis + MVR evaporator" process to treat production wastewater. After treatment through this system, graded reuse of wastewater is achieved: first-stage reverse osmosis purified water is directly reused for machine cleaning; second-stage reverse osmosis concentrated water is evaporated and crystallized through the existing MVR evaporator, and separated water is indirectly recycled, forming a closed loop of "treatment - reuse - zero discharge" with a treatment capacity of 3 tons/day, reducing wastewater discharge.

Optimization of Wastewater Collection and Treatment Processes

The Company integrated previously dispersed wastewater collection tanks and unified the pipeline transmission of production wastewater to the treatment system, effectively reducing losses caused by leakage, overflow, dripping, and spillage during the transmission process. Simultaneously, automated chemical dosing and solid-liquid separation technologies are employed to enhance wastewater treatment efficiency and purification effectiveness, ensuring stable reclaimed water quality and improving the feasibility of reuse.



Reclaimed Water Treatment Plant

Management of Waste Gases

Regarding waste gas management, SuperMix utilizes core equipment such as PLC control cabinets and activated carbon adsorption units to form a highly efficient waste gas treatment system. This system enables the automated collection and deep purification of production waste gases, and ensures that all waste gases to be emitted strictly comply with national emission standards, thus effectively reducing pollution to the atmospheric environment.

Concurrently, the Company actively promotes the construction of VOCs waste gas treatment projects. Organic gases such as printing waste gas are first collected through ventilation hoods and then conveyed through pipelines to a dry filtration system to remove viscous substances and particulate matter, completing waste gas pretreatment. Subsequently, the waste gas enters two-stage activated carbon adsorption equipment for deep purification. Finally, the treated waste gas is discharged at high altitude through a 15 m chimney, achieving efficient treatment of production waste gas.

Waste Management

SuperMix implements a waste classification management strategy and carries out dedicated collection and compliant treatment of hazardous waste to strictly prevent soil and other environmental pollution caused by improper disposal. To strictly implement the Company's waste disposal requirements, waste generated during operations is classified into domestic waste, general industrial solid waste, and hazardous solid waste, and corresponding targeted treatment measures are adopted.

Waste Classification	Waste Name	Waste Storage and Disposal Methods
Domestic Waste	Production and Domestic Waste	Domestic waste is transported daily to a centralized sorting point. The property management team is responsible for coordinating with licensed sanitation service providers to ensure timely transfer to government-designated domestic waste transfer stations or treatment facilities.
General Industrial Solid Waste	Scrap trimmings, equipment-collected dust, and waste wooden pallets	General solid waste is sorted by each department. Sorted general solid waste is reused internally where possible or entrusted to qualified units for recycling and resource utilization.
Hazardous Wastes	Industrial wastewater treatment sludge, waste activated carbon, waste ink packaging barrels, etc.	Hazardous waste is collected separately and stored in hazardous waste warehouses under dedicated management and entrusted to qualified hazardous waste operators for harmless disposal. Hazardous waste transfer manifests are processed in accordance with applicable laws and regulations.

Noise Management

SuperMix prioritizes noise control by providing employees with protective equipment such as earplugs and earmuffs, posting warning signs in high-noise work areas, and fostering a safe and harmonious production environment. We regularly monitor noise levels and conduct occupational health checkups for employees to eliminate potential hazards. Furthermore, in accordance with regulatory requirements, the Company has formulated the *Environmental Operation Planning and Control Procedure Management System*, to strictly control equipment noise, optimize production layout to reduce noise levels, and minimize disturbances to the surrounding environment.

Management of Equipment Noise

- Pay close attention to model selection and prioritize low-noise models when purchasing new equipment.
- Maintain production equipment and treatment facilities as required to ensure they are in good condition and adequately lubricated, thereby reducing noise generated during operation.

Management of Noise from the Surrounding Environment

- Conduct general layout planning and ensure that noisy workshops are located at a sufficient distance from the plant boundary to naturally reduce noise through distance.
- Install sound-absorbing and sound-insulating wall structures in indoor rooms where high-noise equipment is located.
- Establish green belts to reduce environmental noise at boundary.

Resource Management

Energy Utilization

Energy management

In strict accordance with the *Energy Conservation Law of the People's Republic of China* and other laws and regulations, SuperMix has formulated systems such as the *Energy Management System*, the *Energy Measurement Management System*, and the *Energy Department Management System*. These systems clarify the organizational structure and job responsibilities for energy management, implement detailed energy measurement, statistics, and analysis, strengthen energy conservation promotion and technological application, and comprehensively improve energy utilization efficiency.

Organizational Structure of Energy Management System

Energy Efficiency Leading Group (Top-level Management Organization)	<ul style="list-style-type: none"> • Lead the Company's energy conservation efforts and coordinate the management of all energy conservation tasks; • Implement energy conservation policies and guidelines, and organize the formulation of detailed management rules and targets; • Approve annual energy consumption targets and energy conservation targets, and inspect energy conservation efforts.
Energy Conservation Competent Department (Daily Administrative Organization)	<ul style="list-style-type: none"> • Implement decisions made by the Energy Conservation Leading Group and monitor their implementation; • Implement energy conservation policies and guidelines, conduct energy utilization surveys and energy audits; • Develop energy conservation plans and annual energy conservation programs, and participate in the review of new construction project designs; • Promote new energy-saving technologies and processes, monitor energy usage, and compile energy consumption reports.

Organizational Structure of Energy Management System

Workshop Energy Conservation Team (Workshop-level Management Organization)	<ul style="list-style-type: none"> • Manage original records of workshop energy conservation efforts, compile statistics on energy consumption, and submit reports; • Monitor and inspect energy usage in the workshop and prevent waste; • Establish reasonable energy usage standards and operating procedures, and incorporate them into team economic accounting; • Conduct energy conservation awareness campaigns and promote best practices.
Team Energy Conservation Officer (Frontline Execution Organization)	<ul style="list-style-type: none"> • Organize proper energy use at workstations and maintain energy-consuming equipment and metering instruments; • Fill in original energy records and stop violations of energy management systems; • Assist the workshop in conducting energy conservation education and suggestion campaigns, and promote best practices in energy conservation.

SuperMix actively organizes and offers specialized training programs on energy conservation and emission reduction. Through systematic and professional training sessions, the Company guides and encourages employees to deeply integrate the philosophy of energy conservation and emission reduction into every aspect of their daily work and life, prompting all employees to take concrete and practical actions to jointly and proactively address the numerous challenges posed by changes in energy and the environment.

During the Reporting Period, the Company passed the GB/T 23331-2020 / ISO 50001:2018 Energy Management System Certification.



Energy Management System Certification Certificate

Measures for Energy Conservation

In response to the call for energy conservation and emission reduction, and to lower operational costs and improve energy efficiency, SuperMix continues to increase investment in energy-saving technologies and equipment, comprehensively advance clean production initiatives, set energy management targets, and build a more environmentally friendly, efficient, and sustainable operational model.

Energy-Saving Renovation Project of SuperMix (Kunshan Factory)

Utilization of Renewable Energy

In active response to the national call for green energy, great efforts are made to promote clean energy. The Company has constructed a rooftop distributed photovoltaic system and completed the grid connection of the PV power station, with an installed capacity of 630 kWp. Equipped with inverters and other smart microgrid controls, the system safely regulates power quality and automatically manages grid connection and disconnection. By 2025, the system is expected to generate approximately 619,400 kWh of electricity, save 76.12 tce annually and reduce carbon emissions by 370.27 tCO_{2e} per year.



Retrofitting of Lighting System

Lighting in office buildings and workshops was gradually replaced with 18W LED energy-saving lamps, with approximately 150 units replaced. Meanwhile, daylighting panels were added to workshop roofs to increase natural illumination. This initiative is expected to save 18,100 kWh of electricity annually, reduce energy consumption by 2.23 tce, and cut carbon emissions by 10.84 tCO_{2e}.

Energy Consumption of SuperMix (domestic)

Category	Unit	2025
Total Energy Consumption³	Tce	2,349.60
Natural gas	10,000m ³	58.34
gasoline	Liter	63,900.47
Diesel	Liter	25,715.86
Total Purchased Electricity	10,000 kWh	546.2778
Total Steam Consumption	GJ	21,505.39
Photovoltaic Power Consumption	kWh	565,180

³The accounting of total energy consumption strictly complies with *General Principles for Calculation of Comprehensive Energy Consumption* (GB/T 2589-2020), *Reference Coefficients for Converting Various Energies into Standard Coal in Appendix 4 of the China Energy Statistical Yearbook*, and *Method for Calculation of Steam Heat* (GB/T 34060-2017). The scope of accounting covers purchased electricity, electricity consumption from photovoltaic power generation, natural gas, diesel, gasoline and steam.

Water Resource Utilization

Water Resource Management

In terms of water resource management, SuperMix has consistently adhered to the principle of "balancing water conservation and supply expansion, prioritizing conservation, treating pollution as the foundation, and promoting comprehensive utilization". The Company has formulated the *Regulations on Water Conservation*, and scientifically allocates and manages water resources to improve water use efficiency by optimizing water usage processes, adopting advanced water-saving technologies, and raising employee awareness of water conservation. We have established a water conservation management team to comprehensively coordinate water conservation efforts and actively promote the sustainable use of water resources and the green development of the Company.

To embed the philosophy of water conservation among employees, the Company regularly organizes water conservation education seminars, promotional activities, observation visits, achievement exhibitions, and commendation and incentive programs. Additionally, water conservation posters are displayed across all areas to foster a culture of water conservation, gradually deepening employees' understanding of efficient water use and further reinforcing their commitment to water conservation.

Retrofitting of Air Compressor

Previously, small air compressors were used with separate air supply systems, resulting in waste and high electricity consumption. Now, all small air compressors have been removed and replaced with a single large variable-frequency air compressor, adopting a centralized air supply system. This results in annual electricity savings of approximately 28,800 kWh, annual energy savings of 3.54 tce, and an annual reduction in carbon emissions of 17.22 tCO_{2e}.



Upgrading and Retrofitting of Production Equipment

Comprehensive automation and energy-saving retrofitting have been implemented for die-cutting machines, UV coating machines, box-gluing machines, and packaging machines. Additionally, during the equipment implementation phase, the layout of equipment and production lines was optimized to reduce labor requirements and enhance production efficiency.

Measures for Water Conservation

Water Resource Metering and Monitoring

SuperMix installed metering equipment at key locations such as wastewater treatment inlets and reclaimed water outlets to ensure a full coverage of comprehensive monitoring. Standardized recording procedures are established to ensure accuracy and standardization of data records. Instrument calibration standards are also established to regularly calibrate metering equipment and maintain monitoring data reliability. By precisely monitoring dynamic changes in water volume, the Company comprehensively and in real-time controls water resource utilization, facilitating the rapid identification and timely resolution of abnormal water usage situations. This provides data support for optimizing water-saving measures and effectively improves water resource utilization efficiency.

Steam Recovery Technology

SuperMix has optimized and upgraded wastewater treatment processes by eliminating the previously complex biochemical treatment stage, effectively reducing the energy consumption and indirect water loss associated with that stage. Advanced MVR evaporators have been introduced to recover secondary steam energy using mechanical vapor recompression technology. This significantly reduces energy consumption while substantially improving wastewater treatment efficiency, preventing water waste, and achieving the dual goals of energy and water conservation.

Material Utilization

In strict accordance with the *Circular Economy Promotion Law of the People's Republic of China* and other applicable laws and regulations, SuperMix has established a scientific and standardized material management system. Through comprehensive and systematic optimization of material management processes, the Company implements precise control across the entire lifecycle—from procurement at the source, through intermediate storage, to the usage stage—effectively curbing material waste and improving resource utilization efficiency.

Material Utilization Governance

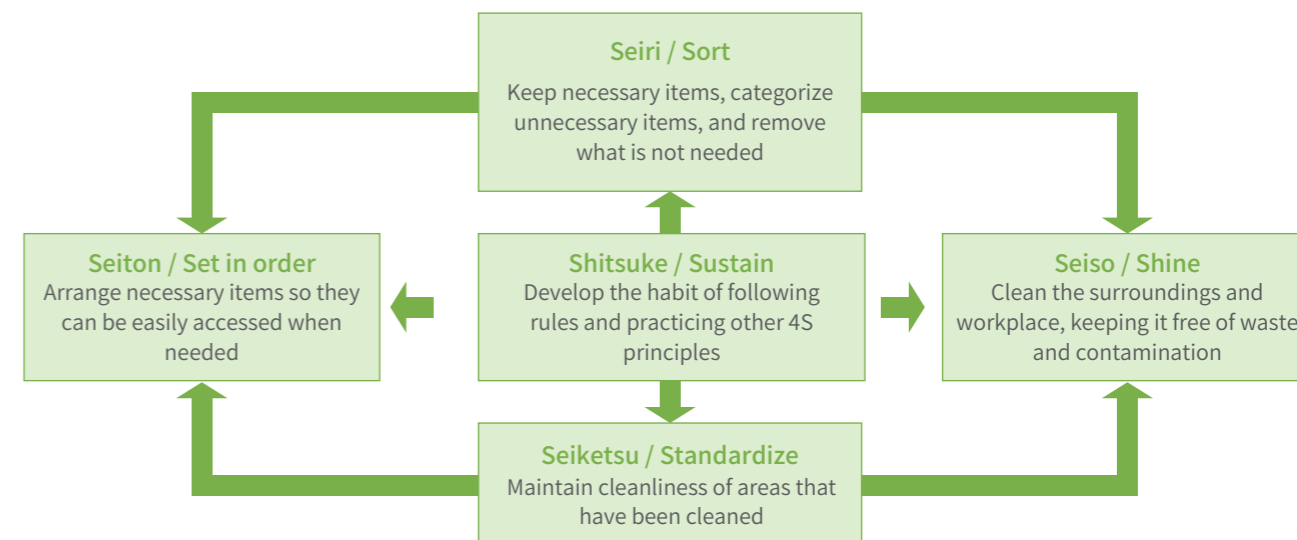
Material Utilization System

SuperMix established a complete institutional system and a scientific organizational structure to achieve refined full-process material management. At the institutional level, the Company formulated the *Measures for the Administration of Warehouse Operations*, the *Specification for Materials Inbound and Outbound Management*, the *Specification for 5S and Materials Storage and Transportation*, and the *Instructions for Materials Inbound and Outbound Operation*, systematically standardizing inbound and outbound processes for raw materials, auxiliary materials, and finished products, building a full-chain materials management system, effectively optimizing resource allocation and improving management efficiency.

In terms of organizational structure, SuperMix has established the Warehousing Department as the primary department responsible for materials management, coordinating the entire process—including materials receipt, warehousing, issuance, protection, and daily maintenance. Concurrently, functional departments such as the Procurement Department, the Production Department, and the Quality Department have been designated to strictly oversee raw material procurement, production, and quality inspection, thereby forming a management framework that covers the entire materials lifecycle.

Full-Process Materials Management

Material Storage	Formulate the <i>Specifications for 5S and Materials Storage and Transportation Management</i> and the <i>Pest Control and Epidemic Prevention Management System</i> . Storage areas are divided according to material category and usage frequency to improve space utilization and material access efficiency. Regular pest control and sanitation are carried out in warehouses to maintain proper storage environments.
Material Transportation	Formulate the <i>Specifications for Logistics Loading & Unloading</i> to standardize loading and unloading management processes and achieve safe and efficient logistics operations.
Material Usage	Formulate the <i>Specification for Materials Inbound and Outbound Management</i> , establish an information communication mechanism for inbound and outbound materials, accurately record information such as time and quantity, and regularly check inventory to promptly identify and handle the waste or loss of materials.
Control and Inspection of Material Quality	Formulate the <i>Instruction for Incoming Material Inspection</i> and the <i>Instruction for Process Inspection</i> to clarify inspection standards and requirements at each stage and ensure comprehensive control of raw material quality.



Guidelines for 5S Management Operation

To enhance management effectiveness, SuperMix has established a *Performance Appraisal System* that incorporates material management outcomes into the performance assessment framework for the Management. A strict inventory monitoring mechanism has also been implemented to regularly verify material integrity and compliance with quality standards, ensuring that the entire material management process is standardized, efficient, and controllable.

Special Training on Material Utilization

HSF-Themed Training

In December 2025, SuperMix offered an HSF training to interpret domestic and international environmental regulatory standards, explain characteristics and detection methods of hazardous substances, and formulate operating procedures for procurement and production processes. On-site demonstrations of operational workflows were carried out to effectively enhance employees' environmental responsibility awareness and compliance execution capabilities.



Material Utilization Strategy

Potential Risks

Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Compliance Risk	Materials harmful to the environment may be used in the packaging and printing process; if the Company fails to manage these materials properly, it may violate relevant environmental laws and regulations.	Low	Short term	Increase in non-compliance costs: The Company may face fines or legal proceedings, increasing legal costs and financial losses and potentially damaging corporate reputation and brand value.	Select materials that meet environmental and safety standards to reduce the use of hazardous substances; Closely monitor regulatory changes to ensure compliance of materials management.
Inventory Management Risks	Deficiencies in inventory management systems: Inability to adjust inventory levels in a timely manner based on order demand may result in excessive or insufficient inventory; Delayed warehouse inspections: Failure to promptly inspect warehouse environments may lead to material damage or contamination.	Low	Short term	Increase in costs: excessive inventory results in stock accumulation, occupying large amounts of capital and increasing operating costs; Decrease in revenue: Insufficient inventory may lead to production interruptions and inability to meet customer demand, affecting sales and market share.	Improve inventory management by setting reasonable inventory targets and replenishment quantities based on demand forecasting and orders; Strengthen warehouse environment supervision to ensure proper material storage.

Opportunities

Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Technological Opportunities	The Company adopts digital materials management systems and automation technologies to achieve real-time monitoring and data analysis of material information, improving material processing efficiency and accuracy.	High	Medium to long term	The optimized material management process will reduce human error and resource waste, thereby lowering material management costs and increasing the Company's profit margin.

Management of Risks and Opportunities Related to Material Utilization

The Company has established the *Procedure for Risk and Opportunity Response Management*, and adopted the SWOT analysis to comprehensively identify internal and external risks and opportunities. Risks are classified based on severity, and corresponding strategies are implemented. Simultaneously, the Company capitalizes on various opportunities to transform them into competitive advantages. Through plan execution, resource allocation, regular reviews, and feedback-driven optimization, the Company continuously enhances its capabilities in risk prevention and control as well as opportunity conversion.



Process for Response to Risks and Opportunities

Material Utilization Targets

SuperMix strictly controls material usage, prioritizes efficiency improvement as a core task, and explicitly designates the optimization of resource allocation as a key strategic objective for the future. By building an efficient recycling utilization system, we steadily promote our transformation toward a sustainable development model and contribute to the development of circular economy.

Green Design

SuperMix integrates the circular economy concept into green design. Guided by the principles of reduction, recyclability and reuse, the company focuses on the environmental optimization of packaging products. Through initiatives such as innovative recyclable packaging design and recycling of production waste, it enhances the environmental performance and application value of products, supporting the green and low-carbon transformation of the industrial chain.

Recyclability Design for Packaging

SuperMix is committed to optimizing and innovating product packaging design by introducing personalized designs and new materials, and actively promoting the recycling of packaging materials. In terms of raw material selection, the Company prioritizes recyclable materials such as cardboard that are non-toxic, renewable, and certified by the Forest Stewardship Council (FSC), while using eco-friendly, biodegradable materials for auxiliary components. Simultaneously, we implement a standardization strategy for packaging methods, and replace non-recyclable foam with renewable paper materials to comprehensively enhance the recyclability across the entire packaging lifecycle.

Design of Molded Display Stand

The display stand features a foldable and integrated frame structure. When unfolded, it forms an integrated structure combining the base, back panel, and shelves, ready for immediate use. This design effectively balances transportation convenience and usability, successfully avoiding the cumbersome assembly process and large transportation space requirements of traditional multi-layer display stands.



SnackleBox Display Solution

During the Reporting Period, the Company adopted a new material—vertical high-strength corrugated composite board—as the support panel in the design process. This material provides sufficient supporting strength to meet product display functional requirements, and also meets customers' requirements for packaging material reduction and lightweighting, making packaging materials more environmentally friendly.



Waste Recycling and Reuse

SuperMix centrally collects all waste cardboard generated during the production process and has established a mechanism of "immediate collection in the workshop—dedicated personnel management—regular transfer" to prevent random disposal. Recycled waste corrugated cardboard is entrusted to qualified third-party recycling institutions and converted into recycled pulp through crushing, de-inking, and pulping processes for reuse in corrugated cardboard production, achieving a "waste—recycled raw material" closed loop. The Company's annual waste corrugated cardboard recycling volume and recycling utilization rate both reached 100%.

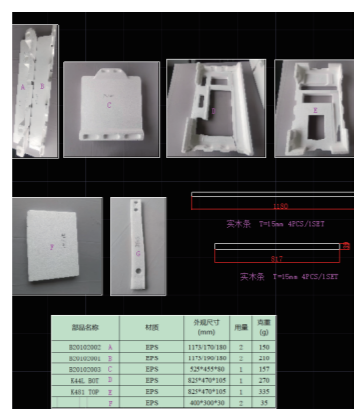
Biodiversity Protection

SuperMix complies with laws, regulations, and conventions such as the *Forest Law of the People's Republic of China*, the *Regulations of the People's Republic of China on Nature Reserves*, and the *Convention on Biological Diversity*. We strengthen supervision of soil and groundwater, enhance biodiversity conservation, and foster a suitable ecological environment. The Company attaches great importance to soil and groundwater protection. By strengthening environmental protection team development, appointing dedicated management personnel, and formulating emergency plans, supervision and management of soil and groundwater are strengthened in production areas. At the source, the Company strictly controls emissions of waste gases and wastewater, ensuring that waste is stored and transported in a fully enclosed manner throughout the entire process. In terms of process management, the Company utilizes appropriate landscaping to mitigate the impact of waste gases on the soil, optimizes site layout, and implements zoned anti-seepage and hardening measures.

During the Reporting Period, the Company had no production bases or operational sites located within nature reserves or ecological conservation habitats, and none of the Company's production and operational activities, products, or services had a significant impact on biodiversity.

Green Packaging Replacement Solution

The Company has innovated existing materials by replacing traditional, non-eco-friendly EPS foam boards with eco-friendly honeycomb corrugated cardboard. The honeycomb structure effectively disperses external forces to provide reliable protection for products and achieves a lightweight design without affecting packaging strength, helping reduce energy consumption and carbon emissions. Additionally, its biodegradable and easily recyclable properties make the packaging material more environmentally friendly and compliant with EU environmental standards.



Before Modification of the Solution



After Modification of the Solution

物料名称	规格	数量(个)	重量 (kg)
EPS	1175*170*180	2	1.94
EPS	1175*170*180	2	2.04
EPS	525*455*180	1	1.57
EPS	525*455*180	1	2.76
EPS	525*455*180	1	1.85
EPS	400*400*180	1	1.8





03 Industry Value

Innovation-Driven Development

R&D Management System

In the principle of "technological leadership and product specialization", SuperMix has formulated the *R&D Management System* to optimize the Company's R&D management processes and accelerate technological accumulation and product upgrades. The Company promotes a culture of "continuous improvement and waste elimination" and has formulated the *Self-Improvement Management System* to encourage employees to propose research, inventions, and ideas beneficial to the Company, and to actively implement feasible concepts.

SuperMix has established the R&D Department, which includes a Structural Design Center, a Graphic Design Center, and a Testing and Inspection Center. This department is responsible for organizing, formulating, and issuing R&D plans, developing and implementing design solutions, and coordinating, supervising, and evaluating the execution of these plans.

To stimulate internal technological innovation, foster a proactive and enterprising innovation atmosphere, and drive the continuous enhancement of the technical capabilities and core competitiveness, the Company has established regulations regarding invention bonuses. Through a combination of material and moral incentives, the Company recognizes and supports inventors and designers, encouraging more employees to engage in technological innovation practices.

As of the end of the Reporting Period, the Company has obtained multiple certifications, including the High-Tech Enterprise, the Provincial Enterprise Technology Center, the Provincial Specialized and Sophisticated SME, as well as GMI, G7, and ISTA laboratory certifications.



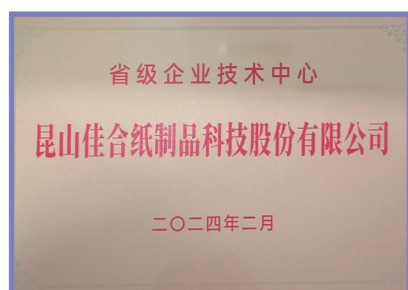
High-tech Enterprise



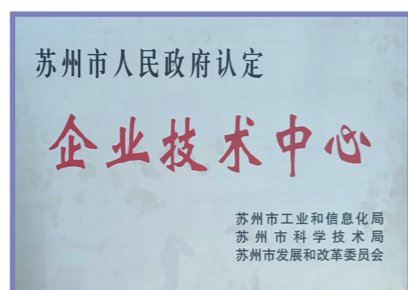
ISTA Laboratory Certification



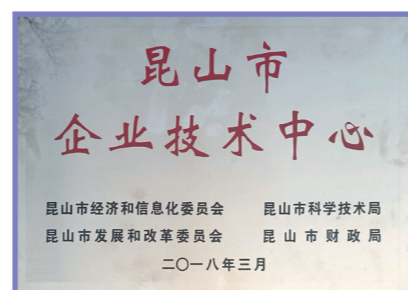
G7-2025



Provincial Enterprise Technology Center



Suzhou Enterprise Technology Center



Kunshan Enterprise Technology Center

During the Reporting Period

The R&D investment of the Company amounted to CNY **16,635,167.01**, accounting for **2.25%** of operating revenue; and the number of R&D personnel was **64**, accounting for **5.13%** of the total workforce.



R&D and Innovation Achievements

Progress of R&D Projects

R&D Project Name	Project Objective	Project Progress	Proposed Targets	Expected Impact on the Company's Future Development
R&D to Improve Cardboard Cutting Quality and Efficiency (Multi-Year Project)	Through technological R&D, the project aims to provide a cutting device for corrugated cardboard that can completely cut through corrugated cardboard, avoid adhesion between corrugated cardboards on both sides of the cutting seam, and improve cutting quality.	Completed	The Company plans to improve cutting quality by controlling the dimensional tolerance of paperboard cutting within ±0.5 mm; enhance cut-edge quality by significantly improving cut-edge flatness and reducing the defect rate of burrs, tearing, and similar issues to below 1%; increase cutting efficiency by raising the cutting speed of conventional paperboard by more than 30%; improve equipment utilization by optimizing cutting workflows and processes, reducing downtime caused by improper process design and commissioning, and increasing the proportion of effective operating time to above 95%; and enhance the level of automation and intelligence by realizing full automation of the paperboard cutting process, including paperboard feeding, positioning, cutting, and unloading, thereby reducing manual intervention and improving production efficiency and operational stability.	The project will enhance market competitiveness, improve production efficiency, and lay the foundation for technological innovation; Accumulation of patent assets: One invention patent was applied for during the R&D process and has been successfully granted, with patent number being ZL2022115428134.

R&D Project Name	Project Objective	Project Progress	Proposed Targets	Expected Impact on the Company's Future Development
Research and Development of Key Technologies for Protective Packaging Cartons for Fragile Items in Long-Distance Transportation	Through structural optimization, material innovation, and upgrades in cushioning technology, the project aims to improve the impact resistance, shock absorption, and compression resistance of packaging cartons, effectively reducing the breakage rate of fragile items during transportation, handling, and storage. The design balances lightweight construction, environmental sustainability, and cost control to meet the demands of modern logistics for efficiency and eco-friendliness. This provides safe and reliable transportation protection for fragile items, reduces economic losses for businesses and consumers, and promotes innovation and progress in packaging technology within the logistics industry.	Completed	The Company plans to develop a fragile goods packaging carton with adjustable spacing and uniform protection to address the issues of large gaps, non-adjustable spacing, and uneven side protection found in traditional cartons. The design features an internal cushioning structure that is easy to assemble and disassemble, providing multi-directional cushioning protection. It adapts to fragile items of various sizes, enhancing packaging and transportation safety while simplifying operational processes and reducing packaging costs, thereby meeting the packaging needs for fragile items in retail, logistics, and other sectors.	<p>This project will address the shortcomings of traditional packaging cartons for fragile items, namely insufficient protection and non-adjustable spacing, align with the packaging industry's growing demand for enhanced functionality and convenience, and strengthen the Company's differentiated product competitiveness.</p> <p>The product is suitable for mainstream scenarios such as e-commerce and logistics, enabling the Company to expand market footprint, increase customer recognition, and boost market share.</p> <p>The accumulated experience in innovative cushioning structures and adjustment mechanisms will strengthen the Company's technical advantages, facilitate expansion into high-end packaging sectors, drive revenue growth, consolidate the Company's industry influence in the packaging carton sector, and lay the foundation for long-term, stable development.</p>
R&D of High-Strength Paper Rotating Display Stands for Electromechanical Products	Through innovative structural design and material application, the project aims to significantly improve load-bearing capacity and stability of display stands to ensure safe and stable display of electromechanical products. The integration of rotating functionality and intelligent design enables 360-degree dynamic product displays, enhancing the user interaction experience and helping enterprises effectively communicate the technical advantages and value of their products.	Completed	The Company optimizes durability, maintainability, and portability of display stands, reduces long-term usage costs, promotes standardization and normalization of electromechanical product display equipment, and provides safe, efficient, and intelligent display solutions for the industry.	<p>The project addresses shortcomings of traditional electromechanical display stands such as the inability to adjust angles and insufficient protection to meet exhibition display needs.</p> <p>Features such as rotatable adjustment, shock absorption, and high-strength design enhance the practicality and competitiveness of products.</p> <p>The project also helps the Company expand the presence in the electromechanical display stand sector, increase customer recognition and market share, accumulate R&D experience in rotating structures and high-strength display stands, strengthen the Company's industry influence, and drive revenue growth.</p>
R&D of Multi-Layer Packaging Cartons for New Energy Vehicle Parts	The development of multi-layer packaging cartons for new energy vehicle components aims to optimize materials and structure to enhance packaging protection, stability, and adaptability. This ensures components remain undamaged during transportation and storage, reduces damage rates, and meets requirements for lightweight and eco-friendly design, thereby supporting efficient logistics and green development in the new energy vehicle industry.	Completed	The project aims to develop high-strength, lightweight, and environmentally friendly packaging solutions. Through structural optimization and material selection, the project achieves zero damage under complex transportation environments while reducing packaging costs and improving space utilization, supporting efficient, green, and safe operation of new energy vehicle supply chains.	<p>The Project will reduce transportation losses, ensure supply chain stability, and improve operational efficiency of vehicle manufacturers.</p> <p>It will also promote green and intelligent development of the packaging industry, support circular economy development, inject momentum into collaborative innovation between the new energy vehicle industry and logistics packaging, and promote low-carbon transportation ecosystem development.</p>

Industry-University-Research Cooperation

In the principles of equality, mutual benefit, complementary strengths, and resource sharing, SuperMix has entered into a partnership with Changzhou Institute of Technology on a project titled "Research and Development of a Waterproof and Flame-Retardant Corrugated Cardboard". The core of the collaboration focuses on providing professional technical guidance for the project, effectively integrating both parties' resources, and jointly driving the innovative development of the initiative.



Industry-University-Research Cooperation Base in Changzhou Institute of Technology

As of the end of the Reporting Period, to deepen the integration of industry and education, strengthen industry-academia collaboration, advance collaborative talent development, and support the vigorous growth of the local economy, SuperMix partnered with Ningbo University of Finance and Economics to establish a university-enterprise cooperative relationship. The two parties have engaged in in-depth cooperation across multiple projects, including talent cultivation and exchange, undergraduate internships and practical training, graduate employment skills training, innovation and entrepreneurship guidance, corporate employee training, and faculty research and practical training.

R&D Strategy and Planning

SuperMix has clearly identified the enhancement of R&D innovation and production capacity as a core strategic initiative. By leveraging this dual-engine approach to strengthen core competitiveness, the Company aims to effectively drive the expansion of product sales and profit growth, thereby steadily increasing market share and laying a solid foundation for sustained profitability.

In terms of R&D innovation, SuperMix will increase investment in R&D to provide sufficient financial support for innovation-driven development; vigorously strengthen the construction of the R&D talent team by bringing together industry professionals to build a highly qualified and creative R&D workforce; comprehensively enhance product innovation and R&D design capabilities; carry out in-depth optimization of existing product series; improve product quality through refinement at the detail level; enhance product stability; continuously create new value-growth points for customers; and meet customers' increasingly diversified needs.

The long-term goal of SuperMix is to become a leading enterprise in China's paper packaging and display products sector. We will maintain keen insight into industry technology trends, keep pace with the times, and actively promote high-quality development in the areas of green and intelligent manufacturing.

Intellectual Property Right Management

In accordance with applicable laws and regulations, the Company has formulated and implemented the *Intellectual Property Management System* to standardize application procedures, management mechanisms, and maintenance measures for core intellectual property such as patents and software copyrights. Meanwhile, the Company has established and improved the intellectual property management organizational structure. The HR and Administration Department is responsible for patent application, retrieval, management, and documentation; the Technology Quality Center is responsible for patent product development, submission, and evaluation; the IT administrator monitors office networks to prevent data leakage; and the Legal Department handles infringement litigation, thereby strengthening the Company's competitiveness in the intellectual property field.



Patent Authorization Certificates Obtained by SuperMix in 2025

Key Performance

During the Reporting Period, the Company filed new applications for **1** invention patents and **6** utility model patents;

As of the end of the Reporting Period, the Company held a total of **39** valid patent grants; **18** valid registered trademarks in China and abroad; and a cumulative total of **4** software copyrights.

To effectively strengthen R&D personnel's awareness of patents and technical confidentiality and clarify their importance, SuperMix attaches great importance to relevant training and organizes irregular patent knowledge training sessions for R&D personnel. In addition, patent knowledge training is incorporated into the onboarding training system for new employees to enhance the overall level of understanding of patents among all R&D personnel through training.

Training on the R&D Management System

In April 2025, to standardize R&D management, enhance employees' understanding and execution of R&D processes as well as their awareness of intellectual property protection, and foster an atmosphere of active innovation and effective protection of results, SuperMix organized a specialized training on the *R&D Management System* to enhance the Company's R&D innovation capabilities and standardize the protection processes for innovative achievements.

Scientific and Technological Ethics

The Company complies with national laws and regulations concerning scientific and technological ethics, and adheres to the development principle of technology for good. Its core business covers the R&D, design, production and sales of paper packaging and display products. All technical R&D and innovation activities are carried out in compliant light industrial manufacturing fields, including process optimization of paper packaging, application of green and environmentally friendly materials, and product structure upgrading. The Company has not conducted any business layout or R&D activities in high-risk areas of scientific and technological ethics, such as artificial intelligence, life sciences, genetic technology, and abuse of big data algorithms. There are no violations related to scientific and technological ethics.

Safety and Quality of Products and Services

Quality Management

In strict accordance with the *Product Quality Law of the People's Republic of China* and other applicable laws and regulations, SuperMix adheres to the quality principles of "customer focus, leadership, full participation, process approach, relationship management, evidence-based decision, and continuous improvement", continuously strengthens the construction of the quality management system, and ensures product quality throughout all stages including incoming materials, production processes, and finished products, thereby continuously improving service standards and providing customers with high-quality and reliable products and services. During the Reporting Period, the Company did not experience any major quality incidents involving liability, nor were there any product recalls due to quality or safety issues.

As of the end of the Reporting Period, the Company and relevant subsidiaries had passed quality management system certification.



SuperMix Quality Management System Certification



Changshu SuperMix Quality Management System Certification



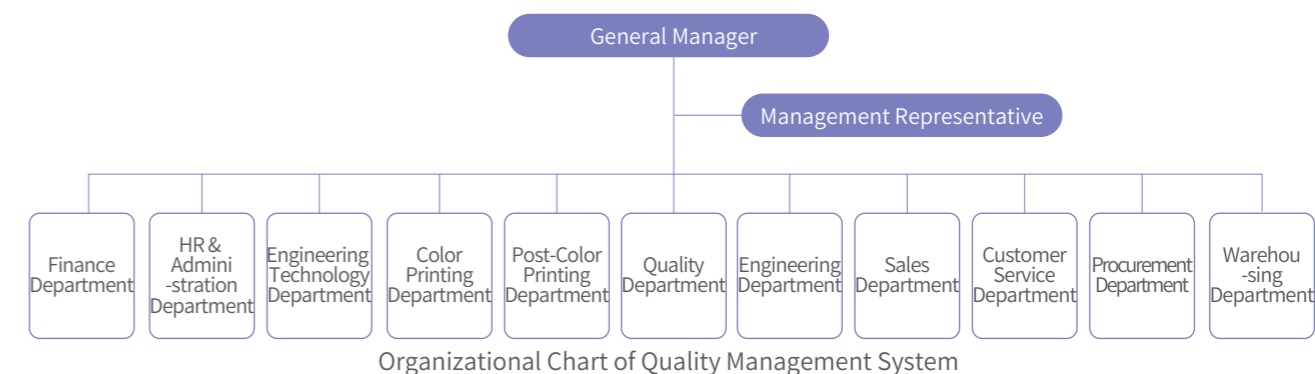
Guangde SuperMix Quality Management System Certification



LAP THINH Quality Management System Certification

Governance

SuperMix adheres to the quality policy of "continuously improving product quality and fully meeting customer requirements". Based on advanced industry standards and the development realities, the Company has formulated the *Quality Manual* to clarify the objectives, principles, and processes of quality management, established a sound organizational structure for the quality management system, and designated the General Manager as the primary person responsible for quality management to comprehensively coordinate the Company's quality management work.



Meanwhile, for key stages in the production process, the Company has prepared the *Production Process Control Procedure*, the *Product Identification and Traceability Procedure*, the *Product Packaging and Protection Procedure*, and the *Inspection and Testing Procedure* to achieve full-process quality assurance and improvement from product design and production to delivery, thereby providing customers with higher-quality and more reliable products and services.

SuperMix adheres to the principle of fair competition, fully mobilizes the enthusiasm and initiative of all departments in quality management, and has formulated the *Performance Appraisal System*, which establishes performance calculation methods based on departmental functions and key tasks, comprehensively evaluates employee performance, and ensures that all departments contribute to improving product quality in a fair and impartial environment.

Strategy

Based on actual operating conditions, SuperMix analyzes risks at all stages of the production process and prepares the *Risk and Opportunity Response Evaluation Analysis Form*. The Company keenly identifies potential opportunities in production quality management to formulate a quality management risk and opportunity strategy.

Potential Risks					
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Operational Risk	When nonconforming products occur, the loss of product identification documentation may result in failure of traceability, thereby requiring comprehensive inspections; Malfunction of the laser marking machine may result in unclear product identification.	Low	Short term	Increased recall costs: Non-conforming products must be recalled, resulting in higher expenses; Increased after-sales service costs: Unclear identification may lead to an increase in returns and complaints; Production costs and delays: Production interruptions and delivery delays result in increased costs.	Formulate and implement product traceability control documents and continuously improve the identification and traceability management system; Regularly maintain marking equipment to ensure efficient equipment operation.
	Failure to identify special order requirements leads to failure to meet customer requirements; Project quality inspection standards do not meet requirements; Process evaluation errors result in failure to meet customer usage requirements.	Low	Short term	Increased quality costs: Rising costs are associated with rework, scrap, and other quality-related issues; Reduced production efficiency: Technological problems cause production delays and reduce efficiency; Damage to reputation: Quality issues harm brand image and affect future sales.	Conduct contract reviews in strict accordance with relevant regulations to mitigate or eliminate risks arising from order-specific requirements; Maintain effective communication with customers to understand their needs, and develop inspection specifications strictly in accordance with customer requirements, product standards, and product specifications; Strengthen and conduct frequent process design reviews and risk awareness training.

Opportunities				
Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Opportunities for New Products and Services	By using eco-friendly materials and implementing energy-saving and emission-reduction measures, the Company has launched new products with environmental benefits to meet market demand for green products.	High	Long term	Increase in market share or extension into new markets leads to higher revenue.

Risk and Opportunity Management

To effectively enhance the risk-resilience of product quality management, SuperMix prioritizes the integrated management of risks and opportunities and the optimization of the internal control system. The Company has formulated and implemented the *Risk and Opportunity Management Procedure*. By relying on systematic analysis methods, objective evaluation mechanisms, and effective response strategies, the Company minimizes the negative impact of adverse factors on operations and ensures the stable operation of the quality management system.

Risk Analysis

To analyze the internal and external operating environment of production, including strengths, weaknesses, opportunities, and threats, the Management Department applies the SWOT analysis method to evaluate key environmental factors and prepares the *Internal and External Factors Analysis Report* to support strategic decision-making.

Risk Assessment

The Management Department organizes relevant departments to evaluate the severity and frequency of identified risks based on evaluation criteria, determines risk coefficients, and subsequently implements targeted response measures.

Risk severity is classified as: Very Severe, Severe, Moderately Severe, General, and Minor;

Risk frequency is categorized as: Extremely Rare, Rare, Occasional, Sometimes, and Frequent.

Risk Response

Based on the risk assessment results, each operational department formulates and implements a series of response methods and measures to gradually mitigate the impact of risks, ultimately achieving the goal of effectively reducing or completely eliminating risks.

Risk response methods include: risk acceptance, risk reduction, and risk avoidance.

Quality Management Objectives

SuperMix has established and implemented the *Quality Objective Planning Procedure* to define the direction and specific goals for quality management. Through the Company continuously monitors progress toward these objectives and compiles the *2025 Company-Level Quality Objective Monitoring Table*. This effectively enhances product quality, increases customer satisfaction, and powerfully drives the Company to achieve the goal of high-quality development.

Quality Objectives for 2025	Achievement
Conformance Rate of Suppliers' Product > 99%	<p>Achieved</p>
In-process Pass Rate ≥ 99%	
Customer Satisfaction > 96 points	
Inspection Pass Rate of Finished Products > 99%	
Customer Complaint Rate ≤ 0.35%	
HSF Compliance Rate: 100%	

Lifecycle Quality Management

SuperMix has established a comprehensive and sustainable quality assurance mechanism, implementing a full-lifecycle quality management system that standardizes processes ranging from equipment maintenance, hazardous substance management, quality inspection, and non-conforming product management to product recall management, while continuously optimizing and improving quality management across the entire supply chain.

Lifecycle Quality Management	
Product Quality Inspection	Incoming Material Inspection To control raw material quality, the Company has formulated the <i>Instruction for Incoming Material Inspection</i> , customizing dedicated inspection standards for different materials such as paper, auxiliary materials, and externally purchased components. Meanwhile, according to actual conditions, normal batch sampling inspection or tightened sampling inspection methods are adopted to ensure raw material quality.
	In-Process Inspection During product manufacturing, to control quality and ensure operations comply with internal control procedures, the Company has formulated the <i>Instruction for In-Process Inspection</i> , standardizing inspection procedures from raw material input to finished product warehousing, including first-article inspection, testing, and in-process sampling inspection, so as to promptly identify and resolve quality risks.
	Finished Product Inspection The Company has established the <i>Instruction for Finished Product Inspection</i> to strictly standardize inspection procedures. Random inspections are conducted on both in-house manufactured finished products and outsourced finished products to ensure that no un-inspected or non-conforming products enter the market.
Management of Non-Conforming Products	The Company has established the <i>Nonconformity Control Procedure</i> , which classifies all types of nonconforming items—whether in raw materials, during production, or in finished products after delivery—into two categories: serious nonconformities and general nonconformities. This procedure specifies identification methods, isolation requirements, disposal procedures, and corrective and preventive actions to ensure stable and reliable product quality.
Product Recall Management	The Company has established and implemented the <i>Product Recall Procedure</i> to ensure a swift response to customer complaints and to promptly initiate recall procedures for products with significant quality defects. Concurrently, the Sales Department serves as the primary point of contact for customers, responsible for promptly collecting customer feedback and relaying it internally; the Quality Department is responsible for confirming quality anomalies, conducting product traceability to identify the root cause of issues, and providing the basis for subsequent corrective actions. During the Reporting Period, no product recalls or major product quality incidents occurred in the Company.
Management of Production Equipment	The Company has established the <i>Equipment Management and Maintenance Procedures</i> for production equipment and auxiliary facilities that affect quality. Based on the actual operating status of the equipment and production requirements, customized maintenance plans are developed to optimize equipment performance and maintain optimal operating conditions.
Management of Hazardous Substances	In strict accordance with the requirements of laws and regulations regarding the prohibition of environmentally hazardous substances, the Company has formulated and implemented the <i>Procedure for the Prohibition of Environmentally Hazardous Substances</i> , and enforced full-process control from source to end for raw and auxiliary materials, semi-finished products, and finished products involved in the Company's production to ensure that the Company's products comply with environmentally friendly standards and eliminate the use of any environmentally hazardous substances.

Enhancement of Quality Awareness

During the Reporting Period, SuperMix focused on key aspects of quality control and promoted regular quality training. The Quality Department established an assessment mechanism through the formulation of training plans, systematically offered training sessions covering the entire quality lifecycle, and comprehensively strengthened the quality control capabilities of all employees.

Training on Job-Specific Quality Awareness

In March 2025, the Company organized post-level quality awareness training covering quality management philosophy and interpretation of regulatory standards. Combined with business practices, the role and responsibilities of inspectors within the quality assurance system were analyzed to clarify quality standards, implement control measures, improve the Company's quality management level, and eliminate quality risks.



Training on Incoming Material Inspection Operations



Training on In-Process Inspection Operations



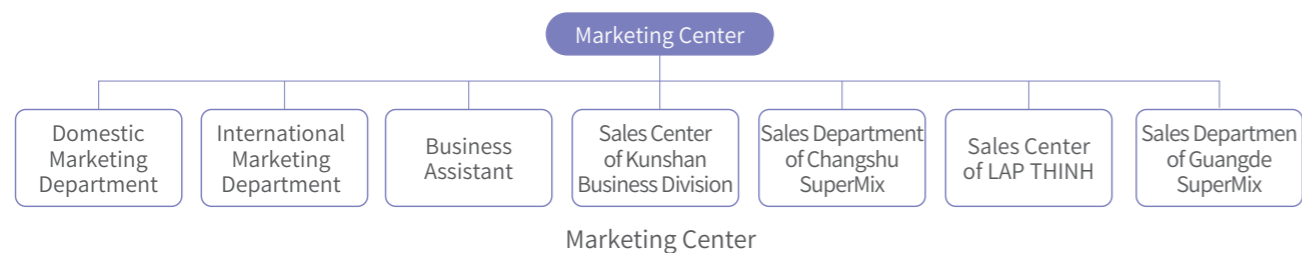
Training on Responsibilities and Internal Control Objectives of Quality Controller

Customer Service

Customer Service System

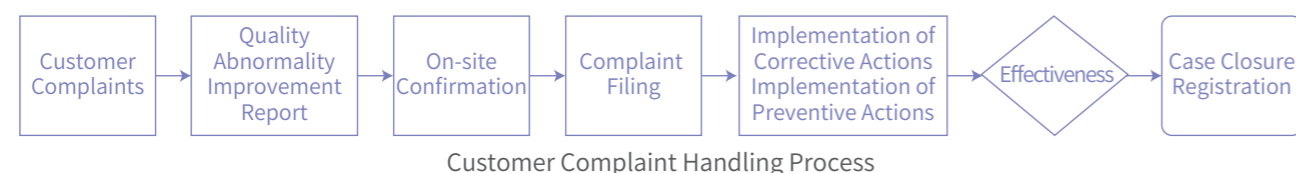
To establish a long-term customer value management system, SuperMix has formulated management systems such as the *Specifications for Customer Service* and the *Sales Management Manual*, and established a Marketing Center responsible for coordinating market development, sales execution, and customer service management. This has enabled the Company to build a customer-centric full-process service system and form a closed-loop management mechanism covering market insight, business opportunity conversion, and relationship maintenance.

SuperMix has established a customer tiering management system. After conducting multi-dimensional evaluations of both new and existing customers, they are classified into four tiers—S, A, B, and C—to provide solutions that combine standardization with personalization.



Customer Complaint Handling Mechanism

In the principles of rapid response and closed-loop management, SuperMix has formulated and implemented the *Customer Complaint Handling Procedure*, which clearly defines the responsibilities of each department throughout the entire customer complaint handling process. Through standardized procedures, the Company optimizes service response efficiency and the quality of problem resolution. Specifically, the Sales Department, serving as the external liaison, is responsible for the initial reception of complaints and information synchronization. The Quality Department leads incident investigations and root cause analysis, assisting relevant departments in determining improvement plans. The responsible department formulates improvement plans and implements corrective measures, subject to cross-departmental supervision throughout the process.



Customer Satisfaction Survey

To better understand customer needs and optimize service quality, SuperMix has formulated the *Procedure for Monitoring Customer Satisfaction*. Every six months, the *Quality Department distributes standardized Customer Satisfaction Survey Forms* based on customer information provided by the Sales Department to comprehensively collect evaluations on product price and quality, delivery schedule, transportation services, and customer service quality. Data analysis is then used to identify key improvement areas and prepare the *Customer Satisfaction Survey Analysis Report* to support continuous improvement.

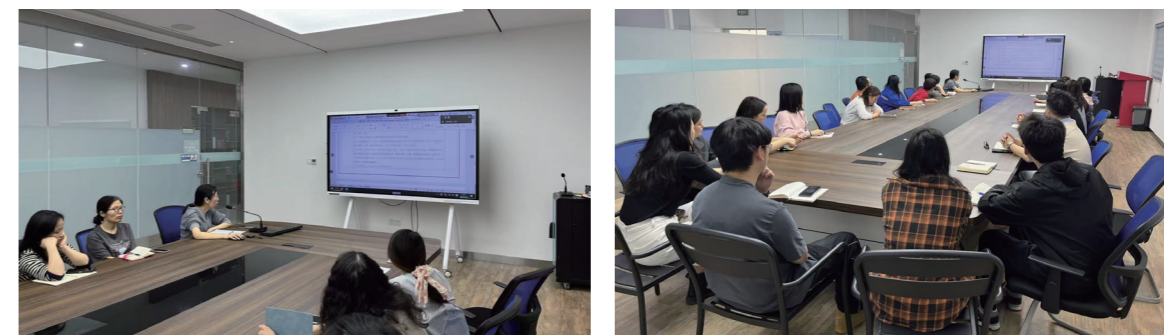
Customer Service Performance Indicators	Unit	2025
Customer Satisfaction of SuperMix (Kunshan Factory)	Analysis	97.09
Customer Satisfaction of Changshu SuperMix	Analysis	96.26
Customer Satisfaction of Guangde SuperMix	Analysis	96.65
LAP THINH PACKAGING CO.,LTD of Guangde SuperMix	Analysis	95.50
Number of Customer Complaints	Case	913
Number of Customer Complaints Resolved	Case	913

Training on Customer Service

During the Reporting Period, to enhance the team's professional standards and operational capabilities, and to improve the scientific and standardized nature of sales management, the Company planned and organized training sessions related to customer service.

Training on Sales Operations Standards

In April 2025, the Sales Center offered training on sales operation standards. The training is closely aligned with the objective of ensuring compliance throughout the entire sales process. Through a combination of theoretical instruction, case studies, and on-site Q&A sessions, it further improved the sales performance and customer service standards of the participants.



Special Training on Customer Relationship Management

In September 2025, the Company organized special training on customer relationship management. Starting from the core philosophy of customer relationship management, the training analyzed customer segmentation, customer value evaluation, customer communication skills, and other aspects to guide sales personnel to understand the importance of customer relationship management and master effective customer maintenance methods.



Responsible Marketing

SuperMix adheres to the principle of transparent operations, taking openness, transparency, fairness, and integrity as the fundamental standards for business activities, and effectively safeguards customer rights and interests through institutional guarantees. The Company has established a pre-employment professional ethics review mechanism requiring all marketing personnel to sign the *Agreement on Transparent Operations* upon onboarding. The agreement clearly requires that the marketing team shall not engage in any form of exaggerated promotion, conceal key product information, or participate in unfair competition during market development. By building a truthful and transparent information interaction system, the Company jointly cultivates a mutually beneficial and trustworthy business ecosystem with customers and sets a benchmark for the healthy development of the industry.

Supplier Safety and Sustainability

Supplier Management System

In strict accordance with relevant national laws and regulations, SuperMix has established a supplier management system, and formulated the *Procurement Control Procedures*. The Company clearly designates the Procurement Department to assume core responsibilities for supplier selection, evaluation, and control, ensuring the scientific and standardized nature of the supplier screening process. The Quality Department is responsible for conducting entry-level and periodic audits and evaluations of procured products, guaranteeing effective control over all raw materials, components, and suppliers providing outsourced processing services.

Supplier Management Measures

Supplier Classification and Management

Adhering to a philosophy of scientific and refined management, the Company implements differentiated classification management for purchased items and suppliers according to the degree of impact of purchased items on product realization processes and quality, ensuring compliant control of each category and guaranteeing the stability and reliability of final product quality.

Supplier Category	Classification Criteria
Category A Suppliers (Critical Products)	Refers to suppliers of items that have a significant impact on product quality, such as corrugated paper and ink;
Category B Suppliers (Outsourced Processing)	Refers to suppliers of semi-finished and finished products, such as lamination and printing;
Category C Suppliers (General Products)	Refers to suppliers of items that have a minor impact on product quality, such as adhesives and flat yarns.

Lifecycle Management

SuperMix places great emphasis on supplier management. We have established management measures and procedures for supplier selection, periodic evaluations, and termination to ensure comprehensive lifecycle management of suppliers.

Supplier Lifecycle Management

Selection of Suppliers

The Company identifies suppliers through multiple channels such as customer-designated supplier lists (AVL), the Internet, and exhibitions, and issues the *Supplier Survey Form* to conduct due diligence and select qualified suppliers.

Supplier Audit

For preliminarily qualified suppliers, the Company conducts further review through on-site inspections, sample verification, and small-batch trial use. Suppliers are then required to complete the *Supplier Evaluation Record Form*, sign the *Agreement on Quality Assurance* and the *Guarantee on Non-Use of Hazardous Substances*, and are included in the *List of Qualified Suppliers*.

Supplier Assessment

The Procurement Department and the Quality Department conduct monthly and annual assessments of qualified suppliers and complete the *Supplier Delivery Performance Evaluation Form*. Evaluation criteria include quality, delivery, price, and after-sales service. Finally, the List of Qualified Suppliers is adjusted based on the evaluation results.

Supplier Classification

Based on the supplier evaluation results and rating criteria, the Company classifies suppliers into four levels: A (Excellent, Very Low Risk), B (Good, Low Risk), C (Qualified, Medium Risk), and D (Unqualified, High Risk), and implements corresponding commendations and periodic corrective measures.

Exit of Suppliers

The Company explicitly requires suppliers who fail the assessment to implement corrective actions within two weeks and then apply for a re-evaluation. Suppliers failing re-assessment will be removed from the Qualified Supplier List.

Supplier ESG Management

Adhering to the principles of sustainable procurement, SuperMix has formulated the *Supplier/Partner Management Procedure*, the *Sustainable Procurement Policy*, and the *Supplier Code of Conduct* to further optimize supplier management, strengthen supply chain ESG performance, and enhance the Company's leadership role and market reputation in sustainable development.

In accordance with GB/T 41835:2022 *Guidelines for Sustainable Procurement*, the Company has shifted the evaluation model during the supplier onboarding phase from focusing solely on product price and quality to incorporating supplier social responsibility fulfillment and ESG performance as key evaluation criteria. The Company has developed the *Supplier Social Responsibility Audit Checklist* to conduct ESG due diligence, collecting information through on-site visits and interviews to generate reports that serve as the basis for supplier evaluation and selection.

Simultaneously, to ensure suppliers effectively fulfill their ESG commitments, SuperMix signs the *Guarantee on Non-Use of Environmentally Prohibited Substances*, the *Commitment to Social Responsibility*, and the *Confirmation of Social Responsibility* with suppliers. This reduces supply chain risks and drives the entire supply chain toward a greener, fairer, and more responsible direction.

Furthermore, during supplier evaluations, the Company has established a system to conduct regular ESG assessments of all suppliers in accordance with sustainable procurement objectives, evaluating their overall performance in sustainability.

As of the end of the Reporting Period, SuperMix (domestic):

Number of Suppliers with Quality Management System Certification: **42**;

Number of Suppliers with Environmental Management System Certification: **33**;

Number of Suppliers with Occupational Health and Safety Management System Certification: **23**.



Supply Chain Risk Management

To ensure the continuity and stability of the Company's operations and effectively avoid the risk of operational interruptions caused by emergencies, SuperMix has formulated the *Business Continuity Management Procedure* to prevent and respond to potential supply chain risks.



Risk	Measures
Supply Disruption Risk	The Company has formulated the <i>Emergency Procedure for Insufficient Production Capacity</i> , developed emergency plans for raw material supply interruptions, and ensured timely product delivery and stable product quality through measures such as supplementing internal inventory resources, emergency procurement from qualified suppliers, and emergency market procurement.
Supply Disruption Risk	In accordance with the principles of "fairness, openness, and impartiality", the Company has signed the <i>Agreement on Supplier Safety</i> with chemical suppliers, clearly stipulating strict adherence to safety standards and regulations throughout the product or service provision process to ensure the safety of the Company's operations, supplier operations, and the surrounding environment.

Responsible Procurement

Green Procurement

SuperMix attaches great importance to green procurement. To effectively reduce carbon emissions during procurement and minimize the environmental impact of logistics transportation, the Company actively promotes a localization procurement strategy, prioritizes high-quality local suppliers, improves supply efficiency, and injects momentum into local economic development. During the reporting period, the Company continued to deepen its localized procurement strategy. SuperMix (Kunshan Factory) achieved a localized procurement ratio of 72% against total procurement, with Changshu Jiahe at 71.87% and Guangde Jialian at 43.63%.

SuperMix consistently complies with environmental protection standards. While actively promoting the construction of a green supply chain, we not only conduct our green supplier self-evaluation and prepare the *Green Supply Chain Self-Evaluation Report* to comprehensively review our performance in green development, but also require suppliers to sign the *Commitment of Green Supplier* to strengthen their environmental responsibility awareness and jointly build a green and sustainable supply chain system.

Furthermore, SuperMix has vigorously promoted the procurement of FSC-certified paper to foster ecological balance, demonstrating its commitment and leadership in the field of environmental protection through concrete actions. As of the end of the Reporting Period, the Company and its subsidiaries actively responded to the call for green development by proactively pursuing and obtaining FSC certification, thereby further enhancing the Company's green management standards. During the Reporting Period, the Company procured 22,797.21 tons of FSC-certified paper, accounting for 32.24% of the total paper procurement volume.



FSC Certification of SuperMix



FSC Certification of Changshu SuperMix



FSC Certification of Guangde SuperMix



FSC Certification of LAP THINH

Clean Procurement

To thoroughly advance anti-corruption and anti-bribery efforts, SuperMix has intensified oversight of key areas prone to corruption—such as procurement and bidding—as well as personnel in critical positions like finance and materials management. Through regular audits and the establishment of reporting channels, the Company has strengthened institutional oversight.

Meanwhile, to strictly comply with fair competition market rules, SuperMix formally signs the *Supplier's Commitment to Anti-Corruption/Anti-Bribery* with suppliers. This document clarifies the responsibilities and obligations of both parties regarding anti-corruption and anti-bribery, requires suppliers to strictly comply with laws, regulations, and business ethics, and prohibits any form of corruption or bribery, thereby jointly fostering a cooperative atmosphere of integrity and honesty. During the Reporting Period, the signing rate for the Integrity Agreement with domestic suppliers at SuperMix was 84.38%.

Digital Procurement

Supplier Information Collection System

In response to the need for efficient supply chain management, the Company has introduced a supplier information collection system to optimize the supplier onboarding process. Through the online platform, potential and qualified suppliers can submit admission review materials online, including basic corporate information, workplace safety documentation, and social responsibility materials, which helps the Company efficiently evaluate supplier performance. Suppliers can download procurement policies, quality standards, and safety standards through the system, clarifying cooperation requirements and laying the foundation for establishing mutually beneficial and win-win cooperative relationships.

Corrugated Quotation Mini Program on Enterprise WeChat

During the Reporting Period, the Company adhered to a refined cost control and full-process optimization strategy and launched the Corrugated Quotation Mini Program on Enterprise WeChat to enhance service and collaboration efficiency, creating a new lightweight service model featuring "efficient response and precise alignment".

- Accelerating the quotation process: the built-in algorithm of the mini program can automatically complete material usage, cost, and pricing calculations, breaking the traditional multi-level coordination model, shortening the quotation cycle, and effectively reducing the risk of customer loss;
- Expanding service scenarios: Leveraging the high-frequency engagement of Enterprise WeChat, the mini-program enables customers to initiate requests anytime, anywhere;
- Streamlining collaboration: Quotation data is directly integrated with the ERP system, enabling a seamless "quotation-to-order-to-production" workflow and reducing human error.

Supplier Empowerment

In today's highly competitive business environment, which emphasizes win-win cooperation, SuperMix maintains a proactive stance and places great importance on communication and deep collaboration with suppliers. To enhance mutual understanding with suppliers, explore potential cooperation opportunities, jointly discuss industry development trends, and resolve issues encountered during cooperation, the Company actively responds to supplier invitations and participates in supplier exchange meetings. Company representatives attentively listen to suppliers' presentations on new products, technological innovations, and service optimization plans, while also actively sharing their own insights and experiences regarding market demand and business expansion. Together with suppliers, they seek more efficient and high-quality cooperation models.

2025 World Expo of Packaging Industry in Shanghai

In April 2025, to optimize supply chain layout and explore high-quality cooperation resources, the Company participated in exchanges at the World Expo of Packaging Industry in Shanghai. Through on-site negotiations, product experience, and technical discussions, we collected qualification documents, technical solutions, and cooperation cases from key domestic and international suppliers, providing resource reserves for supply chain optimization and upgrading.



CPiS 2025 Guangzhou Packaging Exhibition and Forum IS

Equal Treatment of Small and Medium-sized Enterprises

The Company adheres to the development philosophy of integrity, equality and inclusiveness, and treats every small and medium-sized enterprise (SME) partner fairly. It strictly fulfills its payment obligations in accordance with applicable laws and regulations on payment as well as contractual agreements. During the reporting period, there were no overdue payments owed to SMEs, and the Company actively safeguards the legitimate rights and interests of upstream and downstream supply chain partners. As of the end of the reporting period, the balance of accounts payable (including notes payable) accounted for no more than 50% of the total assets.

Data Security and Customer Privacy Protection

Information Security Management System

Management System

SuperMix establishes and continuously improves the information security management system in accordance with and by reference to GB/T 22080-2016 IDT ISO/IEC 27001:2013 *Information Technology—Security Techniques—Information Security Management Systems—Requirements*. The Company has formulated a series of management systems, including the *Information Security Management Manual*, the *Information Classification Management Procedure*, the *Network Security Management Procedure*, and a series of other management systems. We have established a comprehensive information security organizational structure to manage the entire information security process, clarify the Company's information security requirements, control related security risks, and monitor and audit the performance and effectiveness of information security management.

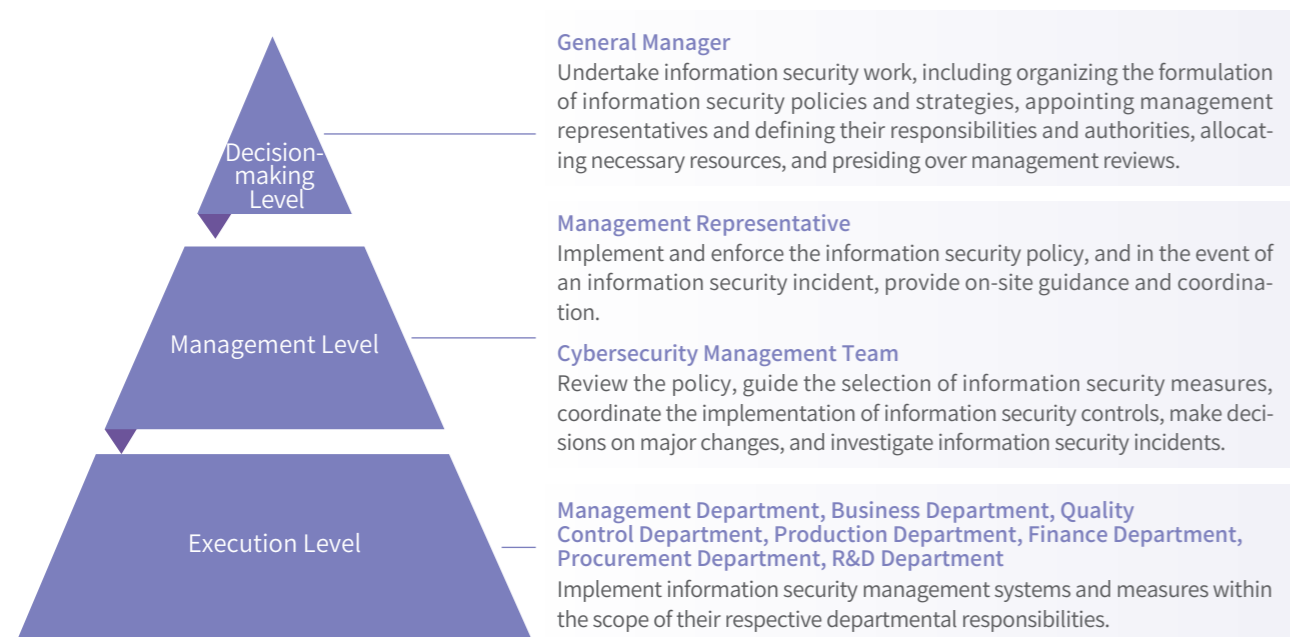
SuperMix has formulated the *Information Security Reward and Punishment Management Procedure* to establish a sound incentive and restraint mechanism, standardize information security behaviors, and ensure the security and stable operation of the Company's information assets. As of the end of the Reporting Period, SuperMix has obtained ISO/IEC 27001:2022 Information Security Management System certification.

Information Security Policy:

Optimize information systems, strengthen risk management, ensure information security, and enhance customer satisfaction



Information Security Management System Certification Certificate



Organizational Structure for Information Security Management

Management Objectives

SuperMix has established the *Information Security Objective Measurement and Control Procedure*, which sets forth detailed requirements regarding the content and frequency of information security objective measurements. Based on this procedure, the Company reasonably establishes information security management objectives for each department annually in accordance with the actual operational conditions to ensure the orderly and efficient conduct of information security management work.

Information Security Objectives of the Information Department in 2025	Achievement
At Least One Risk Assessment Organized and Completed Each Year	 <p>Achieved</p>
Abnormal Network Interruption ≤ 1 time per month	
Unplanned Outages of Host System ≤ 1 time per month	

Information Security Management Measures

Routine Information Security Management

Management	Measures
Archive management	Manage company documents and audio-visual archives to ensure the security of corporate archival information through proper storage, transfer, destruction, and inspection;
Server Room Security Management	Protect the security of the Company's server rooms and critical information assets through access control, environmental management, and equipment management;
Information System Monitoring	Conduct daily monitoring and log management of the Company's information systems; standardize operations such as log auditing, capacity management, clock synchronization, and fault management to ensure the security of information systems;
Email and Internet	<p>Email (Email Accounts): Implement security measures such as account and password management, account usage guidelines, attachment security checks, encryption of important files, and email account maintenance;</p> <p>Internet: Implement information security management regarding the prohibition of publishing illegal content, security checks on downloaded files, encrypted transmission of confidential information, encryption protection for uploaded files, prohibition of accessing inappropriate content, prohibition of posting personal advertisements, and prohibition of seeking personal gain.</p>

Information Security Risk Management

Through internal and external environmental analysis, SuperMix has established and improved an information security risk management system, formulated the *Information Security Risk Management Procedure*, established an Information Security Committee, standardized methods for information asset identification and risk assessment, and controlled information security risks within acceptable levels. In strict accordance with the *Risk Assessment Methods and Criteria*, the Company regularly conducts risk assessments of various information assets to identify potential risks and provide a solid basis for safeguarding information asset security.

To strengthen information security protection, SuperMix conducts internal information security audits on an irregular basis and prepares audit reports. In January 2025, the Company conducted a scheduled internal audit of the information security management system, identified one non-conformity, immediately formulated and implemented corrective measures, and has now completed the rectification.

Information Security Risk Assessment Process	
Preparation for Risk Assessment	Form a risk assessment team → Develop a plan
Information Asset Identification, Risk Assessment	Identify information assets → Conduct risk assessments for information assets
Risk Treatment	Plan → Classify and Handle Risks → Report → Review → Implement
Residual Risk Assessment	Re-assess → Re-treat → Review and Approve

Information Security Incident Management

Based on industry standards and actual conditions, SuperMix has established information security incident reporting, response, and handling mechanisms and formulated the *Information Security Incident Management Procedure*. The Company comprehensively standardizes all aspects of information security incident management, clarifies departmental responsibilities, ensures rapid emergency response upon the occurrence of information security incidents, identifies root causes, promptly takes effective measures to minimize losses caused by such incidents, and implements targeted corrective and preventive measures to prevent recurrence. During the Reporting Period, the Company did not experience any data security or customer privacy breaches.



Digital Upgrading of Information Security

In 2025, SuperMix configured dedicated host security services for existing Huawei Cloud servers based on the "business-finance integration" architecture and the cloud deployment requirements of core systems such as ERP, MES, and CRM. Through real-time protection measures such as virus detection and removal, vulnerability scanning, and intrusion

detection, various malicious attacks are precisely intercepted to effectively ensure the storage security of core data. Relying on Huawei Cloud's significant advantages in compliance and high availability, stable system operation is ensured, providing reliable support for business scenarios such as mobile approval and cross-departmental data sharing, preventing security risks from adversely affecting operational efficiency at the source, and embedding professional security capabilities deeply into key digital operation processes to establish a protection barrier for data assets and stable system operation across the entire business process.

Training on Information Security

In January 2025, to strengthen employees' awareness of information security and ensure the effective implementation and operation of the ISO 27001 Information Security Management System across all departments, the Company organized special information security training for representatives from various departments. The training comprehensively introduced the core content, implementation key points, and relevant standard requirements of the ISO 27001 Information Security Management System, enabling departmental representatives to gain an in-depth understanding of system operation specifications and better play a leading role in daily work.



During the Reporting Period

SuperMix (domestic) offered **7** training sessions on information security, with a total employee training duration of **249** hours.



Protection of Information Privacy

To ensure the security and compliance of information and software during circulation both within and outside the organization, SuperMix formulated and implemented the *Information Exchange Policy*, establishing a comprehensive information privacy protection system.

Adhering to a high level of compliance awareness and strictly following applicable laws and regulations, SuperMix prepared and signed the *Confidentiality Agreement with Related Parties* to ensure comprehensive protection of all non-public and highly professional information and data related to customer projects, business quotations, and other matters. Meanwhile, it is clearly stipulated that no information may be disclosed to any third party without lawful authorization and permission, thereby effectively safeguarding customers' privacy rights and commercial interests. During the Reporting Period, the signing rate of *Confidentiality Agreements* with all partners was 100%.

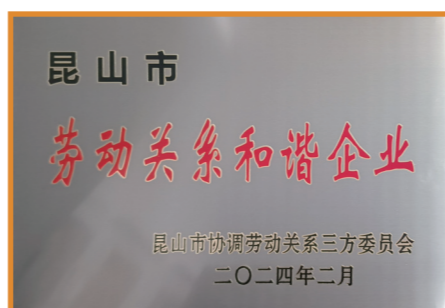


04 Good Life

Protection of Employees' Rights and Interests

Human Resources Management

SuperMix strictly complies with the requirements of laws and regulations such as the *Labor Law of the People's Republic of China*, and the *Labor Contract Law of the People's Republic of China*. We have formulated and refined a series of rules and regulations, including the *Employee Handbook*, the *Recruitment and Appointment Management System*, the *Resignation Management System*, and the *Attendance and Leave Management System*, to achieve standardized and regulated management of the entire employment process—from recruitment and hiring to on-the-job management and resignation handover.



Enterprise with Harmonious Labor Relations

SuperMix enters into labor contracts with all employees in accordance with applicable laws and regulations, clearly defining the rights and obligations of both parties. The Company pays social insurance premiums for employees in full and on time, establishing a comprehensive system for the protection of employees' rights and interests. During the Reporting Period, the Company achieved an employment contract signing rate of 100% and a social insurance coverage rate of 100%.

Employee Composition in 2025 (Unit: Persons)

Total Number of Employees		1,247
By Gender	Male	722
	Female	525
By Age	30 Years Old and Below	487
	Employees Aged 31–50	661
	Above 50 Years Old	99
By Education Level	Bachelor's Degree	65
	College Degree and Below	1,182
Number of Employees of Minority Nationalities		5

Diversified Recruitment

SuperMix actively builds a diverse, multi-channel recruitment system. On one hand, we deepen university-enterprise cooperation by signing an agreement with Ningbo University of Finance and Economics to jointly establish an off-campus practical training base, thereby attracting high-quality recent graduates to infuse the Company with fresh talent. On the other hand, we rely on mainstream recruitment websites, government employment departments, and professional agencies to widely recruit experienced professionals from the public. Additionally, we implement internal referrals and job transfers, encouraging employees to recommend outstanding talent and broadening our talent acquisition channels.



Campus Recruitment Site



Social Recruitment Site

Compliant Recruitment

In the talent recruitment process, the Company strictly complies with relevant laws and regulations on labor employment, safeguards applicants' right to free choice of employment, carefully verifies candidates' ages, and only hires individuals who meet the legal working age. Meanwhile, the Company fully respects individual differences among employees, and prohibits discrimination based on race, ethnicity, age, gender, religious belief, disability or other factors. It ensures all applicants enjoy fair competition opportunities purely based on professional competence, professional ethics and job suitability, and guarantees equal career development rights and remuneration benefits for all employed staff.



Offboarding Management

To standardize full-process offboarding management and safeguard the legitimate rights and interests of both the Company and employees, SuperMix formulated the *Offboarding Management System*, specifying key matters such as salary settlement and work handover to ensure orderly handling of offboarding procedures.

The Company conducts exit interviews with employees to thoroughly listen to their concerns, analyze the reasons for resignation, and provide an authentic and effective decision-making basis for improving the Company's management mechanisms. For employees in positions involving occupational health hazards, the Company arranges specialized pre-departure health checkups in accordance with regulations to comprehensively safeguard employees' occupational health rights.

Compensation and Benefit Management

Remuneration and Appraisal

Closely aligned with strategic development and talent management needs, SuperMix formulated the *Compensation Management System*, establishing a scientific and reasonable compensation system from four aspects: compensation strategy, management principles, compensation structure, and employee salary determination management. During the Reporting Period, the Company paid salaries on time and did not withhold any employee wages.

SuperMix has formulated the *Performance Management System*, which clarify performance evaluation methods and criteria, aligning individual employee development with the Company's strategic goals and injecting strong talent momentum into the Company's high-quality sustainable development. If employees have objections to evaluation results, they may submit a *Performance Appeal Form* to their direct supervisors. For disputed appeal matters, the Human Resources Department may intervene in accordance with regulations to protect employees' rights and interests.

Employee Benefits

Adhering to the principles of "fairness, impartiality, and transparency", SuperMix has formulated the *Welfare Management System* to establish a diversified welfare system, ensuring that every employee feels the Company's care and warmth. During the Reporting Period, the Company's total expenditures on employee benefits and allowances amounted to CNY 15,511,545.24.

Benefit Programs

Basic Benefits

Five social insurances and one housing fund; paid annual leave, sick leave, marriage leave, maternity leave, and paternity leave; holiday gifts or allowances

Additional Benefits

Free work meals and meal allowances; free work uniforms; night shift allowance; perfect attendance bonus; high-temperature allowance; wedding congratulatory gift; funeral and bereavement allowance

Departmental gatherings; employee travel; birthday benefits; collective dormitories; health check-ups

Protection of the Rights and Interests of Female Employees

SuperMix safeguards the legitimate rights and interests of female employees by establishing the *Job Risk Assessment Procedures for Pregnant Employees and New Mothers*. We conduct specialized workplace safety and hygiene assessments for pregnant employees and new mothers, organize safety protection training to strengthen risk prevention awareness, and appropriately increase the provision of personal protective equipment and safety warning signs. The Company also urges relevant departments to implement corrective measures to eliminate or reduce potential workplace safety risks at their source, thereby safeguarding the physical and mental health of female employees during these special periods. During the Reporting Period, the Company distributed gifts to all female employees on International Women's Day, conveying respect and care through these thoughtful gestures to enhance female employees' sense of belonging and well-being.



Employee Benefits on International Women's Day

Key Performance

As of the end of the Reporting Period, female employees accounted for **42.10%** of the total workforce, and female managers accounted for **21.85%**.

During the Reporting Period, **15** employees took maternity leave, and the return-to-work rate of employees due to return from maternity leave reached **100%**. **8** employees were entitled to parental leave, with a return-to-work rate of **100%**.

Employee Activities

SuperMix places great importance on employees' physical and mental well-being and team cohesion. By organizing various employee activities, such as annual gatherings and group-wide exchange events, the Company effectively alleviates work-related stress, fosters closer relationships among team members, fully meets employees' spiritual and cultural needs, and promotes cross-departmental communication and collaboration. This enables employees to balance work and rest, allowing them to approach their work with renewed enthusiasm.



Annual Meeting



Vietnamese colleagues visited China for study and tourism



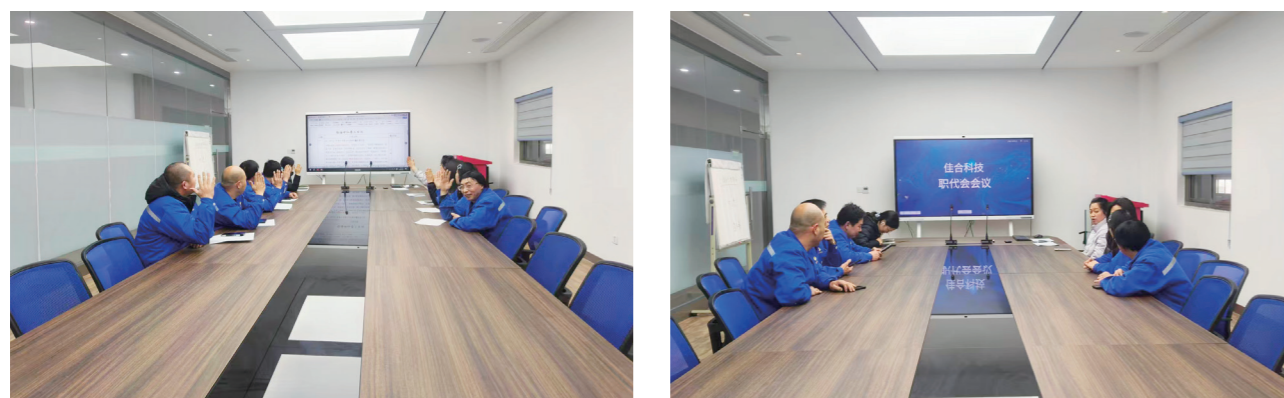
Democratic Management

Employee Communication and Grievance Procedures

Employee Congress

To effectively ensure that employees can fully exercise their democratic rights in accordance with applicable laws and regulations and actively participate in the Company's management and major decision-making processes, SuperMix has established and continuously improved the Employee Congress System in the principles of democracy, fairness, and transparency. The Company has established a trade union in accordance with applicable laws and regulations, fully leveraging the union's role as a bridge and link in safeguarding employee rights and promoting harmonious relations between the Company and its employees, thereby building a solid foundation for equal communication, mutual trust, and mutual assistance.

SuperMix strictly adheres to regulations by convening the Employee Congress on a regular basis, comprehensively incorporating core issues of high concern to employees—such as wages and benefits, the protection of labor rights, and welfare policies—into the scope of deliberation. This ensures that employees can promptly and accurately understand key information regarding the Company's operational status and major decision-making matters, thereby fully safeguarding employees' rights to information, participation, expression, and oversight.



Employee Congress

Key Performance

During the Reporting Period, the Company convened **16** Employee Congresses, at which **20** proposals were reviewed and approved;

The Company convened **10** meetings of the Trade Union, at which **12** proposals were reviewed and approved.

As of the end of the Reporting Period, the proportion of trade union members among on-the-job employees of SuperMix is **78.59%**.



Employee Complaints

SuperMix has established the *Grievance Management Procedure* and the *Employee Representative Management Procedure*, providing diverse communication channels. Through suggestion boxes, appeals to employee representatives, or management, the Company ensures that employees' reasonable concerns are promptly addressed and effectively resolves potential internal conflicts. During the Reporting Period, no major labor dispute incidents occurred in the Company.

Employee Satisfaction Survey

The Company distributed the *Employee Satisfaction Survey Questionnaires* to employees via an anonymous method. Results were tabulated using a scale of 12 points for "Very Satisfied", 10 points for "Satisfied", 6 points for "Neutral", 4 points for "Dissatisfied", and 0 points for "Extremely Dissatisfied", and compiled into the 2025 *Employee Satisfaction Survey Analysis Report*. This helps the Company gain a more comprehensive understanding of employee satisfaction regarding career development, compensation and benefits, and the work environment, providing data-driven insights to optimize management initiatives and enhance employee well-being. During the Reporting Period, the Company conducted an employee satisfaction survey with a participation rate of 84.35%. The survey results showed that the employee satisfaction rate was 89.94%.

Employee Training and Development

Employee Training

Talent development is a core focus of the corporate strategy. SuperMix has established relevant policies such as the *Education and Training Management System* and the *Training Management Manual of SuperMix Learning and Development Center*, and has built the "SuperMix Learning and Development Center" platform to implement talent development initiatives. Through hierarchical and graded precision training mechanisms, internal trainer development, and school-enterprise cooperation, the Company promotes comprehensive improvement in professional skills and overall competencies of personnel in various positions, achieving alignment between employee capabilities and enterprise needs and supporting mutual growth of employees and the Company.

During the Reporting Period

SuperMix (domestic) invested CNY **609,500** in employee training, offered **348** training sessions for **8,977** participants, with a total training duration of **8,591.70** hours, a training duration per capita of **17.75** hours, and a training coverage rate of **100%**.

Tiered and Graded Training

SuperMix has established a hierarchical training system covering new employees, management personnel, and technical personnel. Training for new employees focuses on basic business process learning and job skill enhancement; training for management personnel emphasizes improvements in team management and decision-making execution capabilities; and training for technical personnel focuses on innovation and R&D as well as process optimization, with differentiated training precisely matching the development needs of various talent categories.

Type of Training	Targeted Trainee	Training Courses
Training for Management	Senior Management	Jiayue Program
	Middle Management	Jiahe Program
	Primary Managers	Jialian Program
Professional Training	Technical Personnel	Jiasheng Program
	Marketing Personnel	
	Quality Control Personnel	
	Production Personnel	
Training for New Employee	New Hires from External Recruitment	Jiali Program
	Campus Recruitment	Jiaxing Program

Training for Packaging Kinetics Specialist Certification

In November 2025, to meet the qualification requirements for ISTA-certified laboratory personnel, the Company's laboratory staff participated in ISTA's online Packaging Dynamics PDP (Professional Development Program) certification training, covering six major modules including distribution packaging principles and transport hazards. Employees completed the online assessment in December and successfully obtained PDP recertification certificates.

Online Learning Platform

Guided by business needs and relying on the Company's internal online learning platform, SuperMix adopts a model combining "management training + professional training + new employee training", tailoring development plans according to capability gaps and growth needs of different categories of personnel such as new employees, technical personnel, and management personnel.

Internal Trainers

We have formulated the *Management Manual of SuperMix Learning and Development Center* to establish a comprehensive internal trainer management system. During the selection phase, we focus on business leaders and technical experts, with clear qualification standards and selection processes established to ensure internal trainers possess professional expertise and experience. In the certification phase, we conduct multi-dimensional assessments of teaching ability and instructional techniques, issuing certificates of appointment to qualified candidates. In the evaluation phase, we use training plan achievement rates, trainee satisfaction, and course quality as dynamic assessment criteria to continuously optimize instructor capabilities. In the incentive phase, we implement diversified incentive measures such as honorary awards and teaching stipends to fully mobilize the enthusiasm and initiative of in-house trainers.



Online Learning Platform

Safety Training for New Employee

In August 2025, to enhance new employees' safety awareness, Changshu SuperMix, a subsidiary of the Company, offered special safety training for new employees. Through explanations covering multiple aspects such as operating standards, personnel management, equipment operation, environmental safety, and emergency response, new employees quickly master key workshop safety points and strengthen their sense of safety responsibility.



Special Training on the Business Meeting Management System

In May 2025, the Company offered training on the *Business Meetings Management System* for all managers at the supervisor level and above. The session provided a systematic interpretation of the management requirements for business meetings, guided managers to proactively consider the details of the regulations, and laid the foundation for the rapid implementation of decisions in the future.



Employee Promotion

To strengthen internal talent pool, SuperMix, in the principles of "equal emphasis on character, competence, and performance" and "combining vertical and horizontal promotions" and in alignment with business and development plans, has formulated the *Employee Promotion Management System*. These measures comprehensively consider employees' personal qualities, capabilities, and work achievements, implementing a flexible position management mechanism that allows for both promotion and demotion, thereby establishing a transparent and fair career development pathway for employees.

The Company adheres to the principle of giving priority to internal competition for talent selection and gives priority to internal employees when vacancies arise, thereby fully stimulating employee motivation. During the Reporting Period, the Company completed the job reassignment and promotion of 14 employees through internal competition and job reassignments.

Occupational Health and Safety Production

SuperMix consistently prioritizes the health, safety, and occupational well-being of all employees in its business operations. The Company strictly adheres to the policy of "Safety First and Prevention Foremost for Comprehensive Management", and integrates safety principles into every stage of production, operations, and management decision.

SuperMix emphasizes control at the source. Through a series of measures—including improving the safety management system, implementing a dual-prevention mechanism combining digital monitoring with hazard identification and rectification, conducting regular safety training and emergency drills, and enhancing occupational health protection measures—the Company has comprehensively strengthened safety production defenses and effectively ensured the health and safety of employees. During the Reporting Period, no major safety accidents have occurred in the Company.

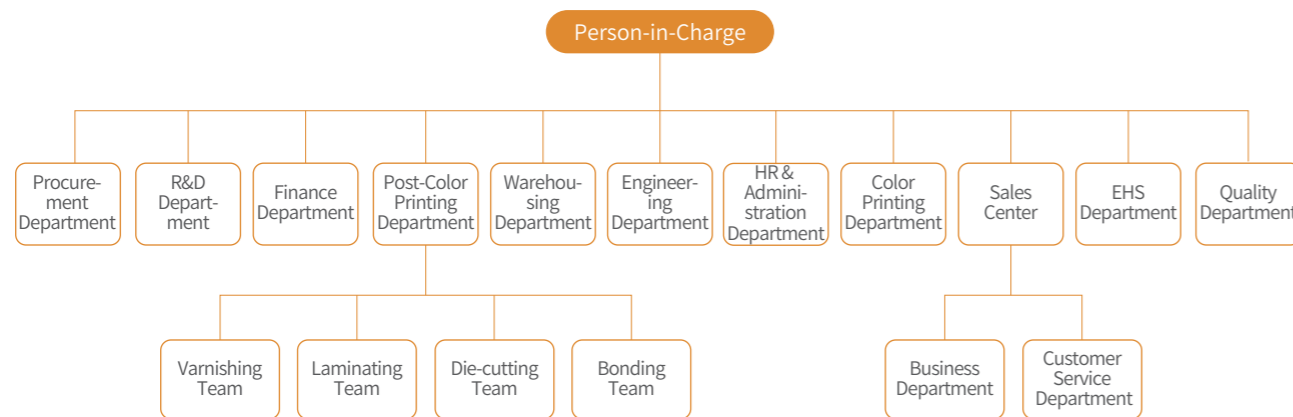
As of the end of the Reporting Period, the Company passed ISO 45001 Occupational Health and Safety Management System Certification.



Occupational Health and Safety Management System Certification

Governance

The Company has formulated policies such as the *Compilation of Work Safety Management System*, the *Hazardous Operations Management System*, the *Occupational Health Management System*, and the *Labor Protection Supplies Management System*. It has established an occupational health and safety management organizational structure and set up a Work Safety Committee to clarify departmental responsibilities, strengthen work safety management, prevent or reduce production safety incidents, and safeguard the lives of employees and the Company's property.



Organizational Chart of Occupational Health and Safety Management

SuperMix fully implements a work safety responsibility system covering all employees, organizing all employees to sign the *Agreement on Work Safety Responsibility*, with a signing rate of 100. The performance responsibilities for work safety have been progressively decomposed and precisely assigned to each department, each position, and each employee, thereby reinforcing the safety production defense line.

During the Reporting Period

SuperMix (domestic) invested a total of CNY **629,300** in work safety.



Strategy

Potential Risks

Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Physical Risk	Aging production equipment, as well as untimely or non-standard maintenance, may trigger various safety incidents such as fires and explosions.	Low	Short term	Increase in costs: Accidents may lead to production interruptions and economic losses, while increasing repair expenses; Lawsuits and Compensation: If poor safety management by the Company leads to a major production accident, it may face legal lawsuits and corresponding compensation liabilities.	Conduct regular safety inspections of production equipment; Establish and improve safety management systems, such as dust explosion prevention, to clarify control standards and operational procedures; Develop scientifically sound emergency response plans and conduct routine emergency drills.
Chemical Risks	Dust and hazardous chemicals are involved in the production process. Long-term exposure may cause damage to employees' respiratory systems, skin, and other aspects of health, leading to various occupational health issues.	Medium	Long term	Increase in medical costs: Health issues of employees lead to diagnosis, treatment, hospitalization, and other medical expenses. Legal compensation and litigation: The Company may face compensation for work-related injuries and administrative penalties.	Conduct regular occupational health checkups to accurately identify potential health risks; Workshops exposed to occupational hazards are equipped with effective protective facilities, with regular inspections and maintenance conducted.

Opportunities

Category	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Reputation Opportunities	By providing comprehensive occupational health management for employees, the Company establishes a positive corporate image and enhances brand value and overall competitiveness.	High	Long term	Increase in profits: Employees demonstrate higher levels of concentration at work and improved production efficiency, and the Company builds a strong brand image, gains competitive advantages in the market, and receives increased orders.

Risk and Opportunity Management

SuperMix has formulated the *Safety Risk Identification and Control Management System*, established a control checklist, and classified and managed safety risks by category and level, shifting from "passive response" to "proactive prevention" and improving the effectiveness of safety risk management.

Occupational Health and Safety Risk and Opportunity Management

Risk Identification

Referring to standards such as the *Classification and Code of Hazardous and Harmful Factors in the Production Process* and the *Classification of Casualty Accidents of Enterprise Employees*, the Company identifies all potential risks within the system scope and clarifies specific risk types, such as fire risks and explosion risks, ensuring comprehensive and accurate risk identification.

Risk Assessment

The Company applies the LEC (Likelihood–Exposure–Consequence) method for risk assessment. Based on acceptable safety risk conditions, we analyze and evaluate identified risks from three aspects: likelihood of occurrence, frequency of exposure, and severity of consequences.

Risk Classification

In the principles of "classification, grading, hierarchical management, and specialization", the Company classifies safety risks into four levels: major risks, significant risks, general risks, and low risks, forming a safety risk control checklist.

Risk Control

Based on factors such as risk levels, required control resources, control capabilities, and the complexity of control measures, the Company determines appropriate risk control approaches at different management levels to ensure effective risk mitigation. Prominent major risk announcement boards, safety risk notification cards, and four-color safety risk distribution maps are installed in visible locations to remind all employees to remain vigilant about safety at all times.

Work Safety Objectives

Work Safety Objectives for 2025

- Number of liability accidents with lost working hours > 8 hours: < 5
- Recordable Injury Incidence Rate Per 100 employees ≤ 0.3%
- Serious or Higher-Level Injuries and Fire Incidents: 0;
Total Lost Time from Minor Injury Accidents: ≤ 90 days
- Number of Major Fire Accidents: 0

Achievement



Work Safety Objectives for 2025

- Risk Identification and Graded Control Rate: 100%;
Number Of Major Risks: 0
- Potential Hazard Inspection and Rectification Rate: 100%
- Signing Rate for the Full-Staff Accountability System: 100%
- Coverage Rate of Safety Training for All Employees: 100%
- Permit Holding Rate for Personnel Engaged in Special Operations: 100%
- Signing rate of Safety Agreements with External Contractors and Approval Rate of Hazardous Operations: 100%
- Completion Rate of Emergency Drill Plans: 100%
- Dedicated Use of Special Funds for Work Safety

Achievement



Measures for Work Safety Management

Inspection of Potential Hazard

SuperMix has formulated the *Hazard Identification and Rectification Management System*, established an annual hazard identification plan, and deployed multiple types of hazard inspections—including comprehensive, specialized, routine, seasonal, holiday-related, work-resumption-related, accident analogy-based, professional diagnostic, and targeted inspections—to normalize hazard identification work and comprehensively identify and eliminate safety hazards. During the Reporting Period, the Company conducted 54 safety hazard inspections, identified 127 hazards, and achieved a rectification completion rate of 100%.

Types of Hazard Inspections

- Comprehensive Hazard Inspection
- Specialized Hazard Inspections
- Routine Hazard Inspections
- Seasonal Hazard Inspections
- Holiday Hazard Inspections
- Hazard Inspections for Resumption of Operations
- Accident Analogy Hazard Inspection for Key Work Sites and Environmental Incidents
- Specialized Diagnostic Inspections
- Targeted Inspections

Inspection Method

- Inspections are conducted with a focus on the establishment and implementation of the work safety responsibility system and related systems, at least once per month.
- Inspections are conducted with a focus on key areas such as electrical systems, fire protection, and special equipment, at least once every six months or as needed.
- Inspections are conducted daily by workshop teams/position staff through shift handovers and in-shift patrol inspections to check equipment, environment, and other aspects.
- Inspections are conducted in a targeted manner during seasonal transitions based on seasonal impacts on production.
- Inspections are conducted before holidays to review duty arrangements, facility shutdown conditions, and risk control measures.
- Inspections are conducted in scenarios such as restarting equipment after prolonged shutdowns, process changes, and resumption after maintenance.
- When casualty accidents such as fires or explosions occur in other organizations and similar risks exist within the Company, accident analogy hazard inspections must be carried out.
- Professional institutions/experts may be engaged to conduct inspections in specialized fields such as dust explosion prevention, and high-risk industries conduct such inspections at least once per year.
- Inspections are conducted promptly when new regulations are implemented, major organizational or personnel adjustments occur, or production information changes.

Emergency Response Plans and Drills

To achieve rapid response and efficient handling in the event of emergencies and minimize accident hazards and losses to the greatest extent possible, SuperMix has formulated the *Emergency Response Plan for Outsourced Construction Safety Accidents*, established an emergency rescue team, and clarified emergency response procedures, personnel responsibilities, and resource allocation methods. The Company regularly organizes realistic emergency drills to hone employees' emergency response and coordination skills in simulated scenarios. Concurrently, these drills are used to refine the details of the emergency plan, driving iterative improvement through practical testing.

During the Reporting Period, to effectively enhance employees' safety awareness and emergency response capabilities and strengthen the work safety management, multiple safety emergency drills were organized and conducted for specific scenarios, including electrical shock, machinery-related injuries, vehicle-related injuries, and confined space incidents.



Specialized Emergency Drill for Confined Space Accidents



Specialized Emergency Drill for Electric Shock Accidents

Chemical Safety

SuperMix has formulated the *Hazardous Materials Safety Management System*, which clearly defines operational standards and control requirements for key processes such as the procurement and acceptance of hazardous chemicals, warehouse entry and exit management, on-site use, and waste disposal. Every year, the Company organizes specialized safety training for employees in relevant positions, focusing on enhancing the entire workforce's sense of responsibility and practical skills regarding the proper handling of hazardous chemicals to ensure the safety and health of employees.

Dangerous Chemical Management Process



Hazardous chemicals are procured by the Procurement Department and inspected by the Warehousing Department. Acceptance criteria: the supplier must possess valid and complete qualifications, provide an SDS and safety warning labels, and the packaging must be intact and within the expiration date. Any failure to meet any one of these criteria will result in rejection.



Warehouse personnel must accurately verify the type, specifications, and quantity of hazardous chemicals item by item and truthfully complete inbound and outbound registration forms to ensure full consistency between records and actual inventory.



The Warehousing Department has established a dedicated hazardous chemicals warehouse under designated management personnel. The Production Department strictly controls the quantity of hazardous chemicals stored at operation sites, which in principle shall not exceed the amount required for 24 hours of use. Storage areas must be kept dry and clean, and all safety precautions must be implemented; temperature-sensitive hazardous chemicals must not be stored outdoors or in high-temperature environments.



Hazardous chemicals are managed under the "use-as-you-go" principle. The on-site workshop stock must not exceed a 24-hour supply, and any unused hazardous chemicals must be promptly returned to the warehouse. Hazardous chemicals in workshops must be stored in designated areas with clear labeling, kept away from heat sources, ignition sources, and power sources, and managed by designated personnel; and mixing different categories is strictly prohibited. Operators must wear personal protective equipment as required and conduct operations in accordance with established procedures.



For new construction, renovation, or expansion of hazardous chemical projects, the Company must conduct a safety feasibility study, commission a professional agency to perform a safety assessment, and submit the materials to the safety supervision department for review and filing. Storage areas must be equipped with conspicuous safety warning signs, explosion-proof electrical equipment, and communication and alarm systems that are in good working order.



Packaging materials and waste generated after the use of hazardous chemicals are strictly controlled, uniformly incorporated into hazardous waste management, and disposed of in compliance by qualified professional institutions. Random disposal or unauthorized treatment without safety protection measures is strictly prohibited.

Management of Related Parties

To strengthen the safety management of contractors and suppliers and prevent accidental incidents, SuperMix has formulated documents such as the *Related Parties Management System* and the *Outsourced Project Management System*. The Company signs the *Agreement on Construction Safety* with contractors and provides safety training to contractor personnel covering site characteristics, major hazards, emergency handling measures, and safety precautions for entering the site. This training clarifies potential risks during operations, required safety measures, and prohibited and permitted matters during construction to prevent accidents at the source.

Digital Management

SuperMix actively promotes the digitalization and informatization of work safety, leveraging technology to empower the entire safety management process. The Company integrates core elements such as risk control, hazard identification, and emergency response into an intelligent management system, driving the transformation of work safety from traditional manual control to a more efficient and intelligent model.

Changshu SuperMix, a subsidiary of the Company, has signed a *Smart Forklift Service Agreement* with the government to implement the Changshu Smart Forklift Monitoring System. Leveraging IoT, AI, and big data technologies, this system enables intelligent oversight of forklift safety: First, it prevents operational risks at the source through operator-vehicle pairing, violation detection, and emergency response; second, it automatically records forklift movement trajectories and maintenance information to enable traceability management throughout the equipment's lifecycle; Third, it provides regulatory authorities with a visual monitoring platform, helping the Company fulfill primary safety responsibilities and reduce accident rates.



Smart Forklift Monitoring Platform

Protection of Occupational Health

Measures	Disclosure
Detection of Occupational Hazard Factors	The Company, in strict accordance with occupational health and safety management requirements, regularly engages qualified third-party professional institutions to conduct comprehensive testing of various occupational hazard factors that may exist in the production process and issue testing reports.
Health Checkups	We routinely offer employee health checkups to demonstrate our commitment to employee well-being. During the Reporting Period, the Company arranged comprehensive health checkup programs for all employees, covering multiple basic examinations such as internal medicine, routine blood tests, liver and kidney function tests, as well as targeted occupational disease-related screenings, systematically assessing employees' health conditions to achieve early warning and early intervention. The employee health checkup coverage rate reached 100%, and no suspected occupational diseases were identified.
Occupational Health Checkup	The Company regularly organizes occupational health checkups covering key items such as physical function testing related to job-related risks and screening indicators related to occupational hazard factors, ensuring timely identification of potential health risks. Occupational health surveillance files are established to enable dynamic tracking of employees' health conditions. During the reporting period, the company completed occupational health examinations for 139 employees who were required to undergo inspection, and no suspected occupational diseases were identified.
Installation of Warning Signs and Hazard Notification	The Company has formulated the <i>Occupational Disease Hazard Warning and Notification System</i> . When signing employment contracts with employees, the Company truthfully informs them of potential occupational disease hazards that may arise during work, their consequences, protective measures, and related entitlements. Occupational hazard notification signs are installed at each risk point to ensure employees' right to be informed of potential risks associated with their positions.
Personal Protective Equipment	To strengthen the safety management of personal protective equipment, the Company has formulated the <i>Management System for Personal Protective Equipment Against Occupational Disease Hazards</i> , clearly specifying requirements for procurement, acceptance, distribution, use, and disposal of protective equipment to ensure that all employees are properly equipped and wear protective equipment as required, thereby preventing occupational diseases at the source.

Safety Education and Training

Safety is the lifeline of corporate development, and employees are the core agents of safe production. Through routine safety training, the Company disseminates safety knowledge to employees and standardizes operational procedures, strengthening a dual line of defense for safety from both awareness and action.

Training on the Work Safety Responsibility System

In May 2025, to strengthen work safety management and clarify the responsibilities of employees in all positions, the Company organized training on the work safety responsibility system for all employees. The training adopted a combined "online + offline" model. Based on the specific safety risks associated with different positions, corresponding training and assessment content were developed to ensure that work safety responsibilities are fulfilled by every employee.



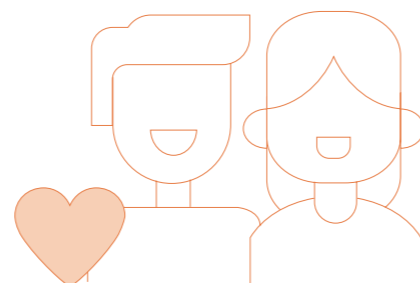
Training on Safety Operating Procedures for Special Equipment (Freight Elevators, and Forklifts)

In November 2025, the Company organized training on safety operating procedures for special equipment, attended by all employees of the Warehousing Department. The training interpreted operating procedures related to freight elevators and forklifts, demonstrated standardized forklift lifting operations, and guided participating employees in simple hands-on practice assessments. All participants passed successfully, improving employees' awareness of safe operation and standardized operational capabilities for special equipment within the Warehousing Department.



Contribution to Society

Adhering to the original aspiration of growing with society and giving back to society, we deeply integrate our development into the broader context of social progress. Through sustained public welfare investment and normalized public service practices, we fulfill our mission as a responsible corporate citizen and demonstrate our fulfillment of social responsibilities and commitments in the new era through concrete actions.



Relief Assistance for Floods in Central Vietnam

In August 2025, central Vietnam was hit by severe floods, which caused a serious impact on the local people's production and daily lives. Upholding the public welfare spirit of solidarity and mutual assistance, the Company launched a voluntary donation campaign for disaster relief, raising a total of 51,497,000 Vietnamese Dong in donations. The funds were used to support the affected people in overcoming difficulties and restoring normal life, fulfilling the Company's social responsibility as a local enterprise.



Support for Employees' Families with Critical Illness

In November 2025, the two-year-old child of the Company's employee Le Van Lap was unfortunately diagnosed with severe cancer and had to have one eye removed during treatment. The high medical expenses plunged the already financially strained family into difficulty. The Company immediately launched a voluntary donation drive among all staff, raising a total of 43,705,000 Vietnamese Dong in donations. This effectively alleviated the financial pressure on the employee's family, conveying the Company's humanistic care and the warmth of the team.

Appendix to the report

Key Performance Form

Group Consolidated Data

Topic	Management Indicator	Unit	2025
Corporate Governance Dimension			
Operational Performance	Operating revenue	CNY	738,009,005.97
	Net profit	CNY	46,661,223.33
	Total tax (excluding individual income tax)	CNY	26,198,678.02
General Meeting of Shareholders			
Governance Structure and Management of Directors, Supervisors, and Officers	Number of General Meetings of Shareholders convened	Time	4
	Number of proposals approved	Item	28
	Board of Directors		
	Number of members of Board of Directors	Person	8
	Number of meetings of Board of Directors convened	Time	8
	Number of proposals approved	Item	65
	Board of Supervisors		
	Number of meetings of Board of Supervisors convened	Time	4
	Number of proposals approved	Item	15
	Remuneration of Directors and Senior Officers (including current and former)	CNY 10,000	
Investor Relations Management and Shareholders' Rights and Interests	Number of investor site visits received	Time	1
	Total participant count in investor site visits	Person	13
	Number of investor questions answered	Time	27
	Investor question response rate	%	100
	Number of periodic reports disclosed externally	Copy	4
	Number of interim announcements disclosed externally	Copy	120
	Number of penalties for information disclosure violations	Time	0
Compliance Management	Cash dividend per ten shares	CNY	1
	Total cash dividend (including taxes)	CNY 10,000	758.55
	Ratio of total cash dividend to net profit attributable to shareholders of the listed company in the consolidated financial statements	%	36.91
	Number of legal training sessions	Time	3
	Total duration of legal training	Hour	279
	Total participants in legal training	Person	253

Topic	Management Indicator	Unit	2025	
Risk Management and Internal Control	Number of internal risk control training sessions	Time	59	
	Total participant count in internal risk control training sessions	Person	1,680	
	Total duration of internal risk control training	Hour	2,557.33	
Anti-commercial Bribery and Anti-corruption				
Business Conduct	Number of directors required to attend anti-commercial bribery and anti-corruption training	Person	8	
	Proportion of directors required to attend anti-commercial bribery and anti-corruption training	%	100	
	Total hours of anti-commercial bribery and anti-corruption training provided to directors	Hour	16	
	Average hours of anti-commercial bribery and anti-corruption training per director	Hour/Person	2	
	Number of management personnel required to attend anti-commercial bribery and anti-corruption training	Person	59	
	Proportion of management personnel required to attend anti-commercial bribery and anti-corruption training	%	100	
	Total hours of anti-commercial bribery and anti-corruption training provided to management personnel	Hour	109	
	Average hours of anti-commercial bribery and anti-corruption training per management personnel	Hour/Person	1.85	
	Number of employees required to attend anti-commercial bribery and anti-corruption training	Person	223	
	Proportion of employees required to attend anti-commercial bribery and anti-corruption training	%	100	
	Total hours of anti-commercial bribery and anti-corruption training provided to employees	Hour	406	
	Average hours of anti-commercial bribery and anti-corruption training per employee	Hour/Person	1.82	
	Signing rate of business ethics & integrity compliance pledge	%	100	
	Number of anti-corruption and anti-bribery reports	Time	0	
	Anti-Monopoly and Fair Competition			
Employee Recruitment and Employment	Number of anti-monopoly and fair competition training activities	Time	4	
	Number of participants in anti-monopoly and fair competition training	Person	63	
	Total hours of anti-monopoly and fair competition training	Hour	117	
	Amount involved in litigation or major administrative penalties due to unfair competition by the Company	CNY	0	
	Human Resources Dimension			
Employee Recruitment and Employment	Labor contract signing rate	%	100	
	Total number of employees	Person	1,247	
	Number of employees of minority nationalities	Person	5	
	Percentage of employees of minority nationalities	%	0.40	
	Number of foreign employees	Person	763	
	Percentage of foreign employees	%	61.19	
	Number of Employees (by Gender)			
	Female	Person	525	
	Male	Person	722	

Topic	Management Indicator	Unit	2025
Employee Recruitment and Employment	Number of Employees (by Age)		
	30 years old and below	Person	487
	31-50 years old	Person	661
	50 years old or above	Person	99
	Number of new employees	Person	741
	Number of New Employees (by Gender)		
	Female	Person	272
	Male	Person	469
	Number of New Employees (by Age)		
	Under 30 (exclusive) years old	Person	403
30 (inclusive) to 40 (exclusive) years old	Person	195	
40 (inclusive) to 50 (exclusive) years old	Person	117	
50 years old or above	Person	26	
Protection of Rights and Interests of Female Employees	Proportion of female managers	%	21.85
	Number of employees on maternity leave	Person	15
	Return-to-work rate of employees due to return from maternity leave	%	100
	Number of employees on parental leave	Person	8
	Return-to-work rate of employees who have taken parental leave	%	100
Benefits and Compensation	Social insurance coverage rate	%	100
	Percentage of employees receiving regular performance and career development assessments	%	99.36
	Average days of paid annual leave per capita (standard annual leave)	Days	7.65
Employee Democratic Management	Employee Satisfaction		
	Participation rate of employees in the satisfaction survey	%	84.35
	Number of projects approved by the Employees' Congress	Item	20
	Number of projects approved by the Labor Union	Item	12
Employee Turnover	Proportion of Labor Union members to in-service employees	%	78.59
	Number of employees departed	Person	670
	Total employee turnover rate	%	34.95
Employee Development	Number of employees having successfully transitioned or applied internally	Person	14
	Proportion of internal transfers or applications by employees	%	1.12
Innovation-driven	R&D team		
	R&D investment	CNY	16,635,167.01
	R&D Expense as Percentage of Operating Revenue	%	2.25
	Total number of R&D team members	Person	64
	Percentage of R&D personnel in total employees	%	5.13

Topic	Management Indicator	Unit	2025
Innovation-driven	By Academic Qualification		
	Below Bachelor's degree	Person	56
	Bachelor's degree	Person	8
	By Gender		
	Male	Person	41
	Female	Person	23
Innovation Achievements	Total number of authorized patents	Item	39
	Including: Cumulative number of authorized invention patents	Item	3
	Cumulative number of authorized utility model patents	Item	36
	Total number of software copyrights	Item	4
	Total number of trademarks	Item	18

Domestic Consolidated Data

Topic	Management Indicator	Unit	2025
Human Resources Dimension			
Employee Satisfaction	Number of labor dispute cases	Case	2
	Number of employee complaints received	Case	0
Employee Training	Employee training investment	CNY 10,000	60.95
	Number of training sessions	Time	348
	Total number of employees trained	Person	647
	Total participant count in training sessions	Person	8,977
	Employee training coverage rate	%	100
	Total training hours	Hour	8,591.70
	Average training hours per employee per year	Hour/Person	17.75
Safety Production	Number of major work safety accidents	Case	0
	Number of deaths due to work-related incidents	Person	0
	Total number of work-related injuries	Person	5
	Number of workdays lost due to work-related injuries	Workday	97
	Hazard investigation and rectification rate	%	100
	Number of safety emergency drills	Session	15
	Investment in safety production	CNY 10,000	62.93
Safety Education and Training	Total investment in safety training	CNY 10,000	0.695
	Number of safety training sessions	Session	86
	Total participant count in safety training	Person	3,928

Topic	Management Indicator	Unit	2025
Safety Education and Training	Total hours of safety training	Hour	3,269
	Average safety training hours per employee	Hour/Person	6.75
	Employee coverage rate in safety training	%	100
	Percentage of special operators licensed	%	100
Occupational Health	Investment in work-related injury insurance	CNY	300,539.16
	Coverage rate of work-related injury insurance for employees	%	100
	Investment in safety production liability insurance	CNY 10,000	5.742
	Coverage rate of physical examinations for employees	%	100
	Detection rate of occupational disease hazards	%	100
	Pass rate of occupational disease hazard detection	%	100
	Number of new cases of new occupational diseases	Case	0
	Environmental Protection Dimension		
Response to Climate Change ⁴	Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)	tCO ₂ e	22,605.03
	Direct greenhouse gas emissions (Scope 1)	tCO ₂ e	89.03
	Indirect greenhouse gas emissions (Scope 2)	tCO ₂ e	1,273.19
	Other indirect greenhouse gas emissions (Scope 3)	tCO ₂ e	21,242.81
	Number of products with carbon footprint certification	Unit	1
Wastewater Emissions	Quantity of industrial wastewater generated	Ton	1,599.30
	Industrial wastewater recycling rate	%	100
Water Resource Utilization	Total water consumption	Ton	62,107.20
	Total freshwater consumption	Ton	60,519.10
	Including: Quantity of municipal water purchased	Ton	60,519.10
	Total water recycling and reuse	Ton	1,588.10
Energy Utilization ⁵	Total energy consumption ⁵	tce	2,349.60
	Natural gas	10,000 Cubic Meter	58.34
	Gasoline	Liter	63,900.47
	Diesel	Liter	25,715.86
	Total purchased electricity	10,000 kWh	546.2778
	Total steam volume	GJ	21,505.39
	Photovoltaic energy consumption	kWh	565,180

⁴ The data in this section only covers the greenhouse gas verification data of SuperMix (Kunshan Factory).

⁵ The accounting of total energy consumption strictly complies with *General Principles for Calculation of Comprehensive Energy Consumption* (GB/T 2589-2020), *Reference Coefficients for Converting Various Energies into Standard Coal in Appendix 4 of the China Energy Statistical Yearbook*, and *Method for Calculation of Steam Heat* (GB/T 34060-2017). The scope of accounting covers purchased electricity, electricity consumption from photovoltaic power generation, natural gas, diesel, gasoline and steam.

Topic	Management Indicator	Unit	2025	
Waste Disposal	Quantity of general waste generated	Ton	3,670.14	
	Quantity of general waste disposed	Ton	3,670.14	
	Quantity of hazardous waste generated	Ton	70.082	
	Quantity of hazardous waste disposed	Ton	70.082	
	Waste disposal compliance rate	%	100	
Environmental Compliance Management	Total investment in environmental protection	CNY 10,000	20.44	
	Number of significant administrative penalties imposed by department of ecology and environment and other relevant departments due to environmental incidents	Case	0	
	Number of environmental protection training sessions	Time	6	
	Total participant count in environmental protection training	Person-time	419	
	Total hours of environmental protection training	Hour	336.5	
Industry Value Dimension				
Data Security and Customer Privacy Protection	Number of data security/privacy protection-related training sessions	Time	7	
	Total duration of data security/privacy protection-related training	Hour	249	
Product Quality and Safety	Product pass rate	%	SuperMix (Kunshan Factory): 99.84 Guangde SuperMix: 99.68 Changshu SuperMix: 99.64	
	Number of annual internal quality audits	Time	5	
	Number of third-party inspections	Time	3	
	Number of product recalls	Case	0	
	Amount involved in major safety and quality incidents related to products or services	CNY	0	
Quality Training	Number of quality training sessions	Time	63	
	Total participant count in quality training	Person	482	
	Total hours of quality training	Hour	368	
Customer Service	Number of customer complaints	Time	498	
	Number of complaints resolved	Time	498	
	Number of customers participating in surveys	Person	SuperMix (Kunshan Factory): 112 Guangde SuperMix: 130 Changshu SuperMix: 24	
		Customer survey participation rate	%	SuperMix (Kunshan Factory): 86.61 Guangde SuperMix: 87.69 Changshu SuperMix: 91.66
			Number of valid customer satisfaction questionnaires distributed	Copy

Topic	Management Indicator	Unit	2025			
Customer Service	Customer satisfaction	Score	SuperMix (Kunshan Factory): 97.09 Guangde SuperMix: 96.65 Changshu SuperMix: 96.26			
			Customer Service Training and Assessment	Total participant count in customer service training	Person-time	302
				Number of customer service training sessions	Time	25
Supply Chain Safety	Total hours of customer service training	Hour	891.3			
	Total number of suppliers	Unit	128			
		Number of suppliers with quality management system certification	Unit	42		
		Number of suppliers with environmental management system certification	Unit	33		
		Number of suppliers with occupational health and safety management system certification	Unit	23		
		Number of suppliers whose cooperation was terminated due to non-compliance	Unit	1		
	Number of potential suppliers rejected due to non-compliance	Unit	0			
	Supplier integrity agreement signing rate	%	84.38			
	Ratio of local procurement to total procurement	%	SuperMix (Kunshan Factory): 72.00 Guangde SuperMix: 43.63 Changshu SuperMix: 71.87			
			Number of events with significant risks and impacts in the supply chain links	Case	0	

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Topic	Management Indicator	Unit	2025
Environmental Protection Dimension			
Wastewater Emissions	Wastewater discharges	Ton	25,800
	Total water consumption	Ton	45,075
Water Resource Utilization	Total freshwater consumption	Ton	45,075
	Including: Quantity of municipal water purchased:	Ton	45,075
	Total energy consumption ⁶	tce	2,178.62
Energy Utilization	Gasoline	Liter	15,133
	Diesel	Liter	58,334
	Fuel oil	Ton	904.16
	Total purchased electricity	kWh	6,514,794
	Including: Total purchased green electricity (photovoltaic):	kWh	389,478

⁶ The total energy consumption is calculated in strict accordance with General Principle for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020) and Reference Coefficients for Conversion of Various Energies into Standard Coal (Appendix 4 of China Energy Statistical Yearbook).

Topic	Management Indicator	Unit	2025
Environmental Compliance Management	Total investment in environmental protection	VND	31,550,723,712
	Number of significant administrative penalties imposed by department of ecology and environment and other relevant departments due to environmental incidents	Case	0
	Number of environmental protection training sessions	Time	2
	Total participant count in environmental protection training	Person-time	1,288
	Total hours of environmental protection training	Hour	11,536
Waste Disposal	Quantity of general waste generated	Ton	6,378.46
	Quantity of general waste disposed	Ton	6,378.46
	Quantity of hazardous waste generated	Ton	337
	Quantity of hazardous waste disposed	Ton	337
	Waste disposal compliance rate	%	100
	Types of Hazardous Waste		
	Waste oil (HW08 category)	Ton	6.87
	Waste paint cans (HW49 category)	Ton	8.82
	Types of Non-hazardous Waste		
	Household waste	Ton	35.06
Human Resources Dimension			
Employee Recruitment and Employment	Labor contract signing rate	%	100
	Total number of employees	Person	763
	Number of Employees (by Gender)		
	Female	Person	331
	Male	Person	432
	Number of Employees (by Age)		
	30 years old and below	Person	411
	31-50 years old	Person	335
	50 years old or above	Person	17
	Number of new employees	Person	586
	Number of New Employees (by Gender)		
	Female	Person	226
	Male	Person	360
	Number of New Employees (by Age)		
	Under 30 (exclusive) years old	Person	352
	30 (inclusive) to 40 (exclusive) years old	Person	138
	40 (inclusive) to 50 (exclusive) years old	Person	82
Over 50 years old (including 50)	Person	14	

Topic	Management Indicator	Unit	2025
Protection of Rights and Interests of Female Employees	Proportion of female managers	%	28.57
	Number of employees on maternity leave	Person	11
	Return rate from maternity leave	%	63.64
	Social insurance coverage rate	%	100
Benefits and Compensation	Number of projects approved by the Labor Union	Item	5
	Proportion of Labor Union members to in-service employees	%	94.1
Employee Democratic Management	Number of labor dispute cases	Case	0
	Number of employee complaints received	Case	0
Employee Satisfaction	Employee satisfaction	%	88.41
	Employee participation rate in satisfaction surveys	%	78.64
	Number of employees departed	Person	507
	Total employee turnover rate	%	39.92
	Number of Employees Departed (by Gender)		
	Female	Person	171
Male	Person	336	
Employee Training	Employee training investment	VND	28,820,000
	Number of training sessions	Time	89
	Total number of employees trained	Person-time	7,675.00
	Employee training coverage rate	%	100
	Total training hours	Hour	25,210.90
	Average training hours per employee per year	Hour/Person	33.04
Safety Production	Number of major work safety accidents	Case	0
	Number of deaths due to work-related incidents	Person	0
	Total number of work-related injuries	Person	0
	Hazard investigation and rectification rate	%	100
	Number of safety emergency drills	Session	5
	Investment in safety production	VND	284,937,967.50
Safety Education and Training	Total investment in safety training	Million VND	11
	Number of safety training sessions	Session	17
	Total participant count in safety training	Person-time	3,416
	Total hours of safety training	Hour	16,735.40
	Average safety training hours per employee	Hour/Person	21.93
	Employee coverage rate in safety training	%	99

Topic	Management Indicator	Unit	2025
Occupational Health	Percentage of special operators licensed	%	100
	Coverage rate of physical examinations for employees	%	100
	Detection rate of occupational disease hazards (for specific positions)	%	100
	Detection rate of occupational disease hazards	%	100
	Pass rate of occupational disease hazard detection	%	100
	Number of new cases of new occupational diseases	Case	0
Industry Value Dimension			
Data Security and Customer Privacy Protection	Number of data security/privacy protection-related training sessions	Time	3
	Total duration of data security/privacy protection-related training	Hour	2,536
Product Quality and Safety	Product pass rate	%	99.59
	Number of annual internal quality audits	Time	1
	Number of product recalls	Case	0
	Amount involved in major safety and quality incidents related to products or services	VND	0
Quality Training	Number of quality training sessions	Time	7
	Total participant count in quality training	Person-time	112
	Total hours of quality training	Hour	181.5
Customer Service	Number of customer complaints	Time	415
	Number of complaints resolved	Time	415
	Number of customers participating in surveys	Person	109
	Customer survey participation rate	%	86.24
	Number of valid customer satisfaction questionnaires distributed	Copy	94
Supply Chain Safety	Customer satisfaction	Score	95.5
	Total number of suppliers	Unit	24
	Number of suppliers whose cooperation was terminated due to non-compliance	Unit	0
	Number of potential suppliers rejected due to non-compliance	Unit	0

Indexes

Chapters	Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)	China Corporate Sustainable Development Report Guide CASS-ESG 6.0	GRIGRI Sustainability Reporting Standards
About the Report	Article 1/Article 3/Article 4/Article 6	P1.1/P1.2	2-2/2-3/2-4/2-14/2-27
Message From the Chairman	/	P2.1	/
About SuperMix	/	P3.1/P3.2/P3.3/P3.4	2-1/2-6
ESG Management	Sustainable Development System	Article 2/Article 12/Article 51	G1.1.1/G1.1.2/G1.1.3/G1.1.4/G1.1.5/G1.1.6
	Training on Sustainable Development	Article 12/Article 18/Article 51	G1.1.7/G1.1.11
	Communication with Stakeholders	Article 9/Article 53	G1.3.1/G1.3.2
	Analysis of Material Topics	Article 5	G1.1.8/G1.1.9
Governance	Governance	/	/
	Risk Management	/	/
	Investor Protection	/	G1.3.1/G1.3.2
	Business Ethics	Articles 54 to 56	G2.1.1/G2.1.2/G2.1.3/G2.1.5/G2.1.6/G2.1.7/G2.2.1/G2.2.2
Environmental Protection	Response to Climate Change	Articles 11 to 19/Articles 21 to 28	E1.1.1/E1.1.2/E1.1.3/E1.1.4/E1.1.6/E1.1.7/E1.1.8/E1.1.9/E1.1.12/E1.1.14/E1.1.15/E1.1.16
	Environmental Compliance	Articles 11 to 19/Article 29/Article 30/Article 31/Article 33	E2.1.1/E2.1.2/E2.1.3/E2.1.5/E2.1.6/E2.1.7/E2.1.8/E2.1.9/E2.2.1/E2.2.3/E2.2.5/E2.2.6/E2.2.7/E2.4.1/E2.4.2/E2.4.3/E2.4.4
	Resource Management	Articles 11 to 19/Article 20/Article 34/Article 35/Article 36/Article 37	E3.1.1/E3.1.2/E3.1.4/E3.1.5/E3.2.1/E3.2.3/E3.2.4/E3.3.2/E3.3.3/E3.3.4
	Biodiversity Protection	Articles 32	E2.3.2/E2.3.3/E2.3.5

Chapters	Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)	China Corporate Sustainable Development Report Guide CASS-ESG 6.0	GRIGRI Sustainability Reporting Standards	
Industry Value	Innovation-Driven Development	Articles 41 to 43	S2.1.1/S2.1.2/S2.1.3/ S2.1.4/S2.1.5/S2.1.6/ S2.1.7/S2.1.10/S2.1.11/ S2.1.12/S2.1.13	203-1
	Safety and Quality of Products and Services	Articles 11 to 19/ Article 44/Article 47	S3.3.1/S3.3.2/S3.3.3/ S3.3.4/S3.3.5/S3.3.6	416-1/416-2/417-1
	Supplier Safety and Sustainability	Article 44/Article 45/ Article 46/Article 52	S3.1.1/S3.1.2/S3.1.3/ S3.1.4/S3.2.1/G1.2.2/ G1.2.3/G1.2.4	308-1/308-2/414-1
	Information Security and Customer Privacy Protection	Articles 48	S3.4.1/S3.4.2/S3.4.3/ S3.4.4	418-1
Good Life	Protection of Employees' Rights and Interests	Article 49/Article 50	S4.1.1/S4.1.3/S4.1.4/ S4.1.5/S4.1.6/S4.1.7/ S4.1.8/S4.1.9/S4.1.11/ S4.1.12	2-7/2-19/2-20/2-26/2-30/ 201-3/401-1/401-2/401-3/ 405-1/405-2/406-1/408-1/ 409-1
	Employee Training and Development	Article 50	S4.3.1/S4.3.2/S4.3.3/ S4.3.4/S4.3.5/S4.3.6	404-1/404-2/404-3
	Occupational Health and Safety Production	Articles 11 to 19/Article 50	S4.2.1/S4.2.2/S4.2.3/ S4.2.4/S4.2.5/S4.2.6	403-1/403-2/403-3/403-4/ 403-5/403-6/403-7/403-8/ 403-9/403-10
	Contribution to Society	Article 38/Article 40	S1.2.1	413-1/415-1
Appendix to the report	Key Performance Form	/	A2	201-1/204-1/302-1/305-1/ 305-2/305-3/401-1/403-9/ 404-1/404-3/416-2
	Indexes	Article 57	A3	2-27
	Feedback	Article 9	A6	2-26

Feedback

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

Your Information

Name: _____ Tel.: _____
 Employer: _____ Email: _____

Multiple Choice Questions (Please check the appropriate box)

1. Your overall assessment of this 2025 Sustainability Report of SuperMix:

Good Average Needing Improvement I don't know

2. How do you think SuperMix has performed in terms of customer service?

Good Average Needing Improvement I don't know

3. How do you think SuperMix has performed in terms of technological innovation?

Good Average Needing Improvement I don't know

4. How do you think SuperMix has performed in terms of corporate governance?

Good Average Needing Improvement I don't know

5. How do you think SuperMix has performed in terms of team building?

Good Average Needing Improvement I don't know

6. How do you think SuperMix has performed in terms of social welfare?

Good Average Needing Improvement I don't know

7. How do you think SuperMix has performed in terms of sustainable supply chains?

Good Average Needing Improvement I don't know

8. Do you have any other comments on SuperMix's performance in sustainable development?