

**JPT**

STOCK CODE: 688025

More Than Fiber Lasers

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2025

# SUSTAINABILITY REPORT



# JPT

## Chasing Light, Unlocking Infinite Possibilities!

JPT firmly believes that light represents more than technology, it is a dream, a hope, perhaps a form of faith.

Adhering to integrity and innovation, we have dreams in mind and pursue excellence to achieve a win-win cooperation.

Join us on a journey with curiosity about the unknown and admiration for the future. Let's bravely embark on this path together.

Chasing light, moving towards the light.

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# About the Report

## Report Scope

Reporting Period: January 1, 2025 to December 31, 2025.

**Scope of the Report:** Unless otherwise specified, this report covers Shenzhen JPT Opto-electronics Co., Ltd.

## Report Reference Standards

Shanghai Stock Exchange Guidelines No. 14 for Listed Companies – Sustainability Reporting (Trial),  
National Standard of China GB/T 36001-2015, Guidelines for the Preparation of Social Responsibility Reports,  
GRI Sustainability Reporting Standards (GRI Standards),  
Chinese Academy of Social Sciences (CASS) Guidelines for Corporate Social Responsibility Reporting (CASS-CSR 4.0),  
and the United Nations Sustainable Development Goals (SDGs).

## Compilation Principles

This report is prepared in accordance with the principles of materiality, completeness, balance, and consistency.

**Materiality:** During the preparation of this report, the Company identified key stakeholders and their priority ESG concerns, and disclosed relevant information based on their significance.

**Balance:** This report presents the Company's ESG performance in a fair and balanced manner.

**Accuracy:** The scope, methodologies, and calculation standards of the data disclosed in this report are clearly defined.

**Consistency:** Unless otherwise stated, the scope and methods of ESG data disclosure remain consistent with those of previous years.





## Chairman's Statement

In 2025, the global economic recovery remained challenging, with a complex and evolving trade environment and intensifying industry competition. Amid these external uncertainties, JPT has remained committed to its ESG philosophy of "doing good through business and pursuing green development." We have deeply integrated environmental (E), social (S), and governance (G) principles into every aspect of our operations. As a result, we not only achieved strong business growth and exceeded our annual targets, but also delivered an ESG performance that creates both economic and social value.

Notably, our high-quality growth has not relied on short-term breakthroughs in any single business line. Instead, guided by our ESG strategy, we have advanced coordinated development across multiple product lines, optimized our business structure, and achieved a dual enhancement of financial performance and sustainable value.

During the year, our MOPA business successfully expanded into the consumer market, reaching broader application scenarios and customer groups, while further strengthening brand influence. Our continuous-wave laser business turned losses into profits, with ongoing improvements in product mix, operational efficiency, and business quality. The green energy segment experienced rapid order growth, opening up a new growth trajectory and injecting strong momentum into future development. Meanwhile, our PCB drilling business achieved order breakthroughs, reinforcing our competitive advantage in niche markets and demonstrating strong market resilience. Our optical connectivity business also achieved leapfrog development by integrating industry resources, enhancing synergy across products, customers, and the industrial ecosystem. In parallel, the establishment of our Thailand manufacturing base has accelerated the development of our global production and delivery capabilities, enabling the Company to formally enter the AI high-performance computing sector and seize opportunities in high-growth, high-barrier markets.

**As we continue to deepen ESG practices, we have further strengthened our global footprint and sustainable operations system.** The construction of our overseas production base in Singapore is progressing steadily, enhancing supply chain resilience and delivery stability, and providing solid support for international expansion. The Bay Area Laser Valley Tower has been successfully topped out and will serve as a strategic hub integrating global management, advanced R&D, high-end manufacturing, and industrial ecosystem collaboration. At the same time, we have continuously improved our ESG governance system, upheld higher standards in green and responsible development, and promoted the coordinated progress of the Company, society, and the environment.

These achievements have not come easily. They reflect not only the effectiveness of our strategic direction and organizational efficiency, but also the dedication, professionalism, and commitment of every employee in fulfilling our ESG mission. On behalf of the Company, I would like to express my sincere gratitude to all our colleagues and extend my highest respect to our partners.

The year 2026 will be of special significance. It marks both the launch of China's "15th Five-Year Plan" and the 20th anniversary of JPT. It is also a critical year for us to deepen ESG practices and advance toward high-quality and sustainable development. At this new starting point, we will take our 20th anniversary as an opportunity to further strengthen ESG-driven strategy and promote its deep integration with corporate development.

**Looking ahead to the next five years, we will firmly advance our "Optics + AI" dual-empowerment strategy**—Leveraging optical technologies to serve the AI computing center, consumer electronics and new energy industries, and empowering the development of optical technologies in depth through AI. On this basis, the Company will continuously increase investment in the R&D and industrialization of core technologies including optical interconnection, intelligent optical manufacturing and optical inspection, consolidate its capability to provide full-chain optical technology solutions, and strive to "rebuild another JPT" within 3 to 5 years.

We firmly believe that a company aiming for long-term success must not only grow fast, but also grow steadily. It must not only focus on short-term performance, but also take responsibility for the industry, customers, employees, and society. Moving forward, we will continue to deepen ESG practices, refine our ESG management system, promote green operations, actively contribute to society, and create long-term value in a sustainable manner.

Twenty years is both a proud milestone and a new starting point for fulfilling our ESG mission and pursuing higher-quality development. In this new phase, we will maintain the entrepreneurial spirit of courage, ambition, and determination, while upholding the discipline of a mature enterprise—pragmatic, resilient, respectful, and long-term oriented—embedding ESG principles throughout the entire development process.

As we look to 2026, we will continue to drive forward with determination and innovation, staying committed to sustainable development amid change, strengthening ESG capabilities through competition, and enhancing resilience through challenges. With higher quality, greater efficiency, and a broader vision, we are confident in writing an even more remarkable chapter for the next twenty years.



Huang Zhijia

Chairman of JPT

# 01

## ABOUT JPT

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### More Than Fiber Lasers

Shenzhen JPT Opto-electronics Co., Ltd. is a national high-tech enterprise specializing in the research, development, production, and sales of lasers, laser/optical intelligent equipment, and fiber optic components. After years of development, the company has established an international R&D and marketing platform, with products and services reaching global markets.

- Company Profile
- Business Layout
- Global Footprint
- Honorary Awards
- Milestones
- Outstanding Performance





# Company Profile

Shenzhen JPT Opto-Electronics Co., Ltd. (Stock Code: 688025) is a national high-tech enterprise specializing in the R&D, production, and sales of lasers, laser/optical intelligent equipment, and fiber optic components. Adhering to the "Laser+" strategic positioning, the company is dedicated to advancing core laser technologies, deeply integrating AI to build intelligent driving engines, and focusing on laser core modules and future optical connectivity solutions, aiming to create an "Optics + AI" integrated innovation ecosystem.

Leveraging its proprietary technology platform, JPT has established a strong presence across key sectors, including consumer electronics, data centers, next-generation communications, electric vehicles, and new energy applications. Through continuous innovation, the Company delivers comprehensive optical solutions for the intelligent era.

## Main Business

After years of development, the Company has built a strong foundation in laser R&D and established comprehensive technology platforms spanning lasers and optics, testing and measurement, motion control and automation, and machine vision. Currently, the company boasts an international R&D and sales team centered in Shenzhen and Singapore, and its products and services reach numerous renowned clients across Asia, North America, and Europe. The company's core lasers and laser / optical intelligent equipment products have been recognized by leading global manufacturers in consumer electronics, semiconductors, optoelectronic components, and power batteries, including Company A, Company M, Intel, Yageo Corporation, UniOhm, STMicroelectronics, Sunlord Electronics, CATL, BYD, EVE Energy, and FAW Fudi.





# Global Footprint

## Our Global Footprint to Better Serve Customers

4

Major R&D Centers

Shenzhen, Huizhou, USA, Singapore

3

Major Production Centers

Shenzhen, Huizhou, Thailand

10

Service Centers

Across the Globe

30

Business Offices

Worldwide

We have established four R&D centers in Shenzhen, Huizhou, Singapore, and the United States, along with more than a dozen domestic offices and overseas branches. Our business focuses on key areas such as consumer electronics, new energy, electric vehicles, information technology (AR/VR), data centers, and next-generation communications infrastructure.



Shenzhen



Huizhou



Singapore



USA





# Corporate Culture





# Honorary Awards



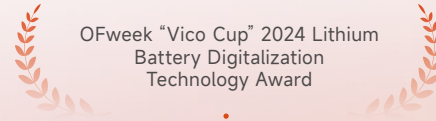
2025 Machinery Industry Science and Technology Innovation Leadership Award – Excellence in Innovative Process

March 2025



2025 Jinyao Laser New Product Award

March 2025



OFweek "Vico Cup" 2024 Lithium Battery Digitalization Technology Award

April 2025



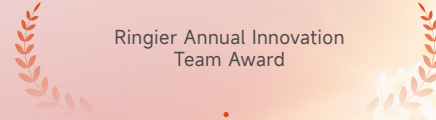
Leading Enterprise in Quality City Development

May 2025



Ringier Technology Innovation Award – Laser Equipment Components Category

May 2025



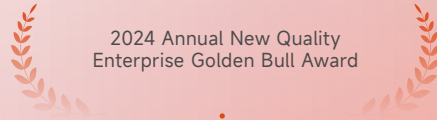
Ringier Annual Innovation Team Award

May 2025



OFweek "Vico Cup" Best Fiber Laser Technology Innovation Award

July 2025



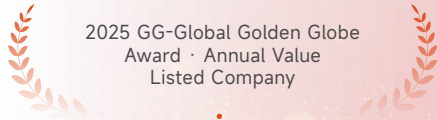
2024 Annual New Quality Enterprise Golden Bull Award

October 2025



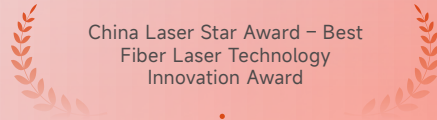
2025 Guangdong Province Famous and High-Quality High-Tech Product

November 2025



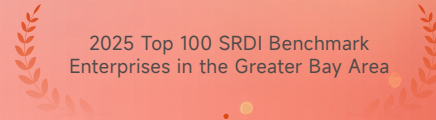
2025 GG-Global Golden Globe Award · Annual Value Listed Company

November 2025



China Laser Star Award – Best Fiber Laser Technology Innovation Award

November 2025



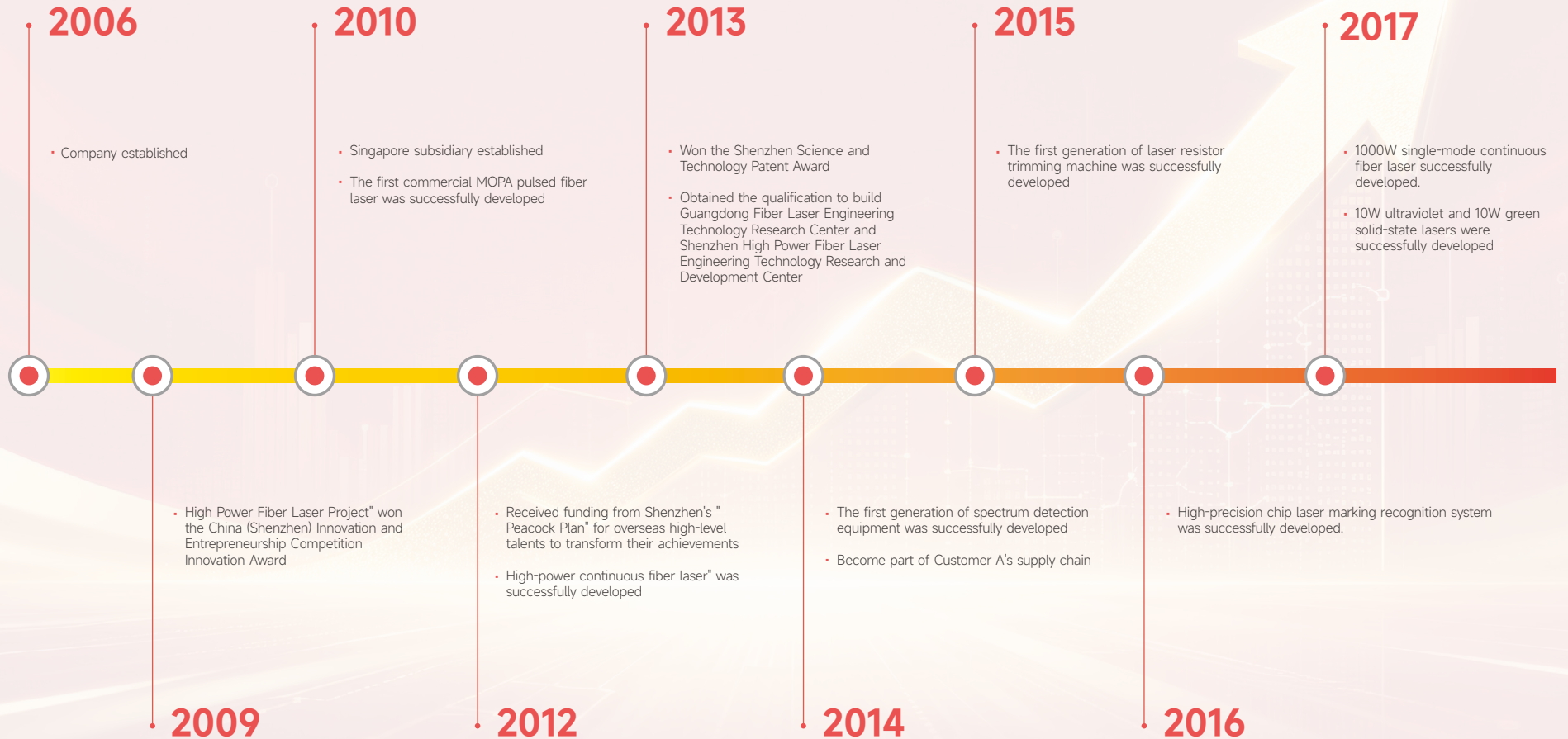
2025 Top 100 SRDI Benchmark Enterprises in the Greater Bay Area

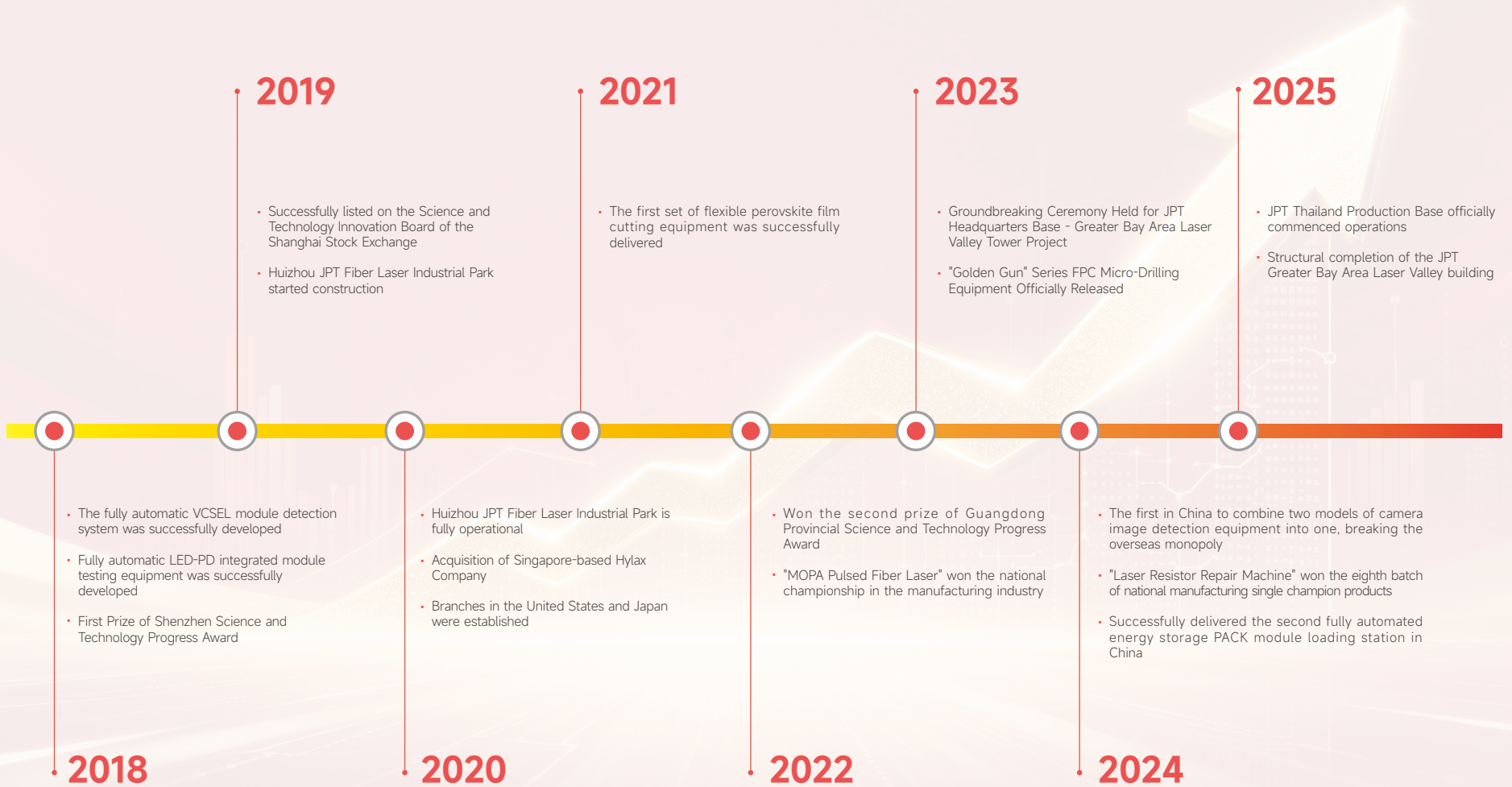
December 2025





# Milestones





# Outstanding Performance



## Economic Performance

Total Assets

**3.389** billion RMB

Net Profit Attributable to Shareholders

**279** million RMB

Net Assets Attributable to Shareholders of the Company

**22.99** million RMB

Basic Earnings Per Share

**2.93** RMB

Revenue

**2.074** billion RMB

Return on Equity (ROE)

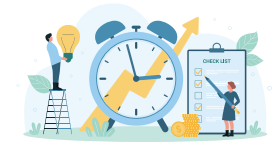
**12.88** %

Total Granted Patents

**865** items

R&D Investment

**175** million RMB



## Social Performance

Total Taxes Paid

**89.84** million RMB

Female Employees

**31.8** %

Charitable Donations

**456,680** RMB

Employees from Ethnic Minority Groups

**10.94** %

Investment in Rural Revitalization

**20,000** RMB

Labor Contract Coverage Rate

**100** %

Jobs Created

**2,375**

Social Insurance Coverage Rate

**100** %

# 02

## LIGHT OF VIRTUE

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### JPT Governance

With the acceleration of global economic integration, enterprises are facing unprecedented opportunities and challenges. The governance capacity of enterprises is of great significance to their ability to cope with the complex and changing market environment. "Governance" It has become an important criterion for measuring the comprehensive strength of an enterprise.

- Strengthening the Foundations of Corporate Governance
- Commitment to Compliant Operations
- Risk Management and Internal Control Framework
- Stakeholder Engagement
- Methodology for Materiality Assessment
- Information Security





# Strengthening the Foundations of Corporate Governance

## Enhancing the Corporate Governance Framework

JPT strictly complies with the Company Law, Securities Law, listed company governance codes and self-regulatory rules, as well as all regulatory requirements of the China Securities Regulatory Commission (CSRC) and Shanghai Stock Exchange (SSE). Guided by the Articles of Association, we have continuously optimized our corporate governance system, established a multi-tier governance structure covering the shareholders' general meeting, board of directors and its special committees, and built a modern governance mechanism with clear responsibilities, checks and balances and efficient collaboration, laying a solid institutional foundation for stable operation and sustainable development.

As the decision-making body accountable to the shareholders' general meeting, the Board of Directors performs its duties in strict compliance with applicable laws, regulations, and the Articles of Association. The Board has established four specialized committees: the Strategy and ESG Management Committee, the Audit Committee, the Remuneration and Assessment Committee, and the Nomination Committee, supported by well-defined procedural rules to ensure standardized and efficient operations. As of the end of 2025, the Board comprises nine directors, including six non-executive directors and three independent directors, with independent directors accounting for 33%, fully complying with relevant regulatory requirements and ensuring the independence and professionalism of Board decision-making.

The Board upholds the principles of independence, diversity and professionalism. Our three independent directors hold in-depth expertise and extensive experience in accounting, law and the optical industry, providing professional support for Board decision-making in financial supervision, compliance, risk management and industry development, while assisting in identifying and mitigating potential risks. Their cross-domain expertise brings diverse perspectives, continuously strengthening our risk response capacity and decision-making quality.

The Board of Supervisors strictly fulfilled its statutory supervisory duties empowered by the Company Law and the Articles of Association, focusing on financial management standardization, major decision compliance, and procedural legality of the Board and shareholders' meeting, while overseeing duty performance of directors and senior management to protect the Company's and all shareholders' legitimate rights and interests. During the reporting period, it diligently performed statutory duties, holding 2 meetings to deliberate on key governance matters including periodic financial disclosures, material related-party transactions and external auditor reappointment. All meeting procedures strictly complied with regulatory requirements, ensuring standardized and effective oversight.

During the reporting period, in response to updated regulatory requirements and evolving legal standards, the Company amended its Articles of Association and related governance policies to further optimize its governance framework. Following these amendments, the Board of Supervisors was no longer maintained, with its functions assumed by the Audit Committee under the Board of Directors. Relevant internal rules concerning the Board of Supervisors were repealed accordingly. Details are disclosed in the Announcement on Amendments to the Articles of Association and Related Governance Systems (Announcement No. 2025-014), published on the Shanghai Stock Exchange website on April 30, 2025.

We prioritize the enhancement of governance capabilities. We regularly share regulatory updates and organize targeted training for directors, and senior management to reinforce compliant duty performance. We have maintained directors', and senior management liability insurance for consecutive years, and continuously improved our risk management framework. These measures support lawful, diligent and efficient duty performance, mitigate governance and operational risks, and underpin our high-quality development.

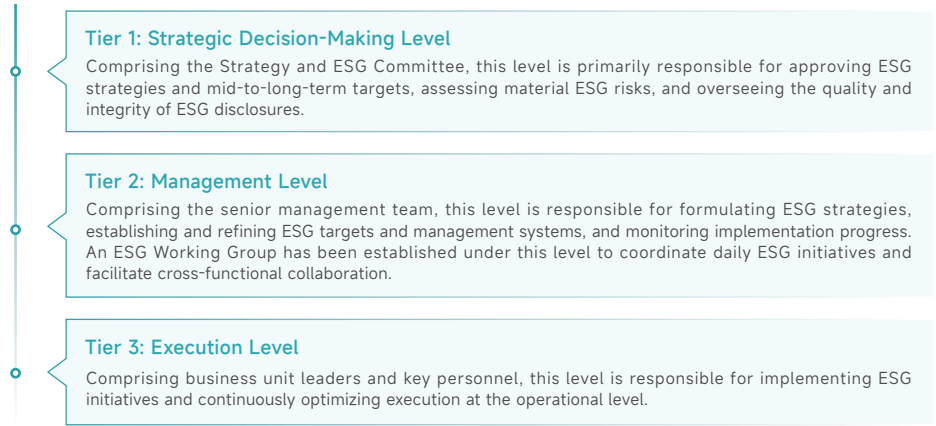




## Advancing ESG Governance

The Company has systematically established a sustainable development governance framework and, through the coordinated use of internal and external resources, continuously strengthened ESG management capabilities at all levels.

In 2025, the Company further refined its ESG governance structure, establishing a robust three-tier framework that facilitates a closed-loop "Strategy-Management-Execution" management system:



## ESG Awareness and Advocacy

To enhance employees' understanding of ESG principles and promote company-wide ESG implementation, the Company carried out targeted ESG communication initiatives. It provided detailed briefings on the 2024 ESG Report and systematically introduced key measures and progress in environmental protection, social responsibility, and corporate governance, helping employees better understand the Company's ESG strategies and priorities.

Meanwhile, the Company used its internal newsletter as a primary channel to promote ESG fundamentals, core principles and industry trends, while encouraging employee participation in ESG initiatives. These efforts integrated ESG principles into daily work and fostered a sustainable corporate culture across the organization.





## Continuous Capacity Improvement

Key governance personnel play a critical leadership role in corporate governance. JPT attaches great importance to strengthening the duty-performance capabilities of controlling shareholders, actual controllers, directors, supervisors and senior management. Leveraging official training platforms such as those of the CSRC, as well as the professional support of partner law firms and third-party advisory institutions, the Company provides targeted online and offline training to ensure that these key governance personnel remain well informed of the latest laws, regulations and regulatory requirements, continuously strengthen their governance capabilities, and expand their compliance knowledge base, thereby promoting the ongoing enhancement of the Company's governance standards.

In addition, the Company has continuously maintained directors', and senior management liability insurance and further improved its risk management framework, thereby enhancing governance effectiveness on a comprehensive basis.

Furthermore, the Securities Department conducted targeted training and awareness sessions on information disclosure and internal reporting of material information for managers and key employees in operations, finance, R&D and other departments. These efforts were aimed at strengthening information disclosure awareness among personnel in key positions, ensuring the effective implementation of internal control systems, and further improving the quality and efficiency of the Company's standardized governance.



During the reporting period, the Company organized participation in more than 10 training sessions hosted by the CSRC, regulatory authorities and industry associations for controlling shareholders, actual controllers, directors, and senior management, with total attendance exceeding 40 participant-times.

## Improving Communication Channels



The Company is committed to maintaining robust investor relations by building a multi-dimensional and diversified communication framework. This ensures that investors' rights to information, participation, and oversight are effectively safeguarded. Through a variety of channels—including regular earnings briefings, on-site visits, institutional conference calls, and timely responses via the SSE E-interactive platform—the Company proactively builds bridges for communication. These platforms provide all investors, particularly minority shareholders, with direct access to management, enabling a deeper understanding of our development strategies, business landscape, and operational achievements, thereby fostering long-term market confidence and trust.



The Company has designated dedicated personnel to maintain investor relations and established a standardized and ongoing communication response mechanism. It carefully reviews and responds to investors' questions and key concerns, earnestly considers valuable suggestions from shareholders, and continuously improves its operations and management. Through investor hotlines, dedicated email accounts and other channels, the Company maintains smooth and efficient two-way communication, strengthens mutual trust with investors, and creating a positive and interactive investor relations ecosystem.



## Information Disclosure

The Company has continued to strengthen its information disclosure framework by establishing core policies such as the Information Disclosure Management System and the Internal Reporting System for Material Information, while also implementing a registration and filing mechanism for insiders. Through standardized registration and management of personnel with access to operational, financial and other material non-public information, the Company seeks to ensure the timeliness, accuracy, authenticity and completeness of its disclosures in strict accordance with the principles of openness, fairness and impartiality.

In its disclosure practices, the Company strictly complied with applicable laws, regulations and regulatory requirements, completing mandatory disclosure obligations in a timely and high-quality manner. At the same time, it proactively expanded the scope of voluntary disclosure by promptly releasing information with a material impact on decision-making by shareholders and other stakeholders, thereby ensuring equal access to information and equal treatment of all shareholders. In April 2025, the Company disclosed the Announcement on Voluntary Disclosure of Newly Received Orders, and in July 2025, it disclosed the Voluntary Announcement on Expected Growth in Semi-Annual Results for 2025, further safeguarding investors' right to information.

In addition to strengthening the institutional foundations of information disclosure, the Company has developed a coordinated "information disclosure + investor relations" model to drive continuous improvement in disclosure practices. It has made ongoing efforts to enhance the accessibility and visual presentation of disclosed information, thereby lowering the threshold for investor understanding.



During the reporting period, the Company disclosed 113 announcements in total and voluntarily published its social responsibility report for the fifth consecutive year, integrating social responsibility concepts throughout its operations and showcasing its ESG practices and distinctive achievements from multiple perspectives.

By building an integrated information disclosure system that combines institutional norms, innovative practices and effective communication of outcomes, the Company has advanced the standardization, transparency and investor-friendliness of its disclosure practices, improved the efficiency of capital market communication, provided solid support for informed investor decision-making, and further strengthened mutual trust between the Company and the capital market.

## Shareholder Returns

JPT adheres to a long-term sustainable development philosophy and, in alignment with its operational and strategic development, has established and implemented a prudent, consistent and sustainable shareholder return policy. The Company seeks to balance business growth with the protection of shareholders' rights and interests.

Since its listing, the Company has maintained a consistent annual dividend distribution to shareholders, providing stable and ongoing returns to enhance investor confidence and engagement, and demonstrating its commitment to corporate responsibility.

At the same time, the Company places strong emphasis on market value management and is committed to creating long-term shareholder value. In 2025, the Company proposed total cash dividends of RMB 84,371,126.91 (tax inclusive), representing 30.26% of the net profit attributable to shareholders of the listed company on a consolidated basis. The dividend payout ratio remains stable and appropriate.

Looking ahead, the Company will continue to rely on prudent financial policies and transparent, well-structured governance mechanisms, while focusing on strengthening its core business and improving operational quality and efficiency. It is committed to delivering sustainable long-term value to shareholders and achieving shared growth and mutually beneficial development with all stakeholders.





## Commitment to Compliant Operations

As an international enterprise, JPT strictly abides by the Company Law, Securities Law and other regulatory rules for listed companies, well as relevant industry laws and regulations in China, while fully observing applicable local laws and regulatory requirements in overseas markets, thereby achieving comprehensive compliance management across both domestic and international operations. In light of industry developments and the evolving compliance landscape, the Company has continued to strengthen internal risk control and compliance governance, update internal and external compliance requirements, and improve its compliance management system to ensure that both the Company and its business partners operate in compliance and participate lawfully in business activities.

Meanwhile, the Company continued to optimize its internal audit processes to improve the efficiency and quality of internal audit work. Through regular internal audits, potential issues were identified and rectified in a timely manner, effectively mitigating various risks and supporting the Company's steady and sustainable development in a highly competitive market environment.

During the Reporting Period, neither the Company nor its subsidiaries were involved in any material violations of laws or regulations. No administrative penalties were imposed by securities regulators, nor were any disciplinary actions taken by stock exchanges, maintaining an excellent record of compliant operations.



## Strengthening the Internal Compliance Management System

The Company has consistently advanced reform and operations within the framework of the rule of law, strengthened full-process legal review, and strictly supervised business entities in implementing rectification requirements on schedule. Focusing on areas such as intellectual property protection, standardized daily operations and dispute management, the Company has developed a series of systematic policy documents, including the Compliance Requirements, thereby reinforcing the institutional foundation for compliant operations and continuously improving its compliance management system to promote more standardized and systematic compliance work.

In addition to strengthening internal compliance systems, the Company has established a coordinated internal-external compliance oversight mechanism. On the one hand, it engages third-party institutions on a regular basis to conduct audits and reviews and proactively accepts supervision from government authorities at all levels. On the other hand, it works with intermediaries and professional legal counsel to obtain legal guidance on compliance matters relating to global trade, intellectual property management, anti-bribery and anti-corruption, and human resources management. These efforts support subsidiaries and business departments in conducting operations in a standardized manner, enable systematic oversight of subsidiary compliance, help identify and flag internal and external legal and compliance risks in a timely manner, and comprehensively prevent compliance-related risks, thereby safeguarding the sound and compliant development of the Company's global business.



## Governance by Law: Comprehensive and Universal Compliance

<b>Compliance Management Organizational System</b>	<ul style="list-style-type: none"> <li>• Board of Directors</li> <li>• Compliance Steering Group</li> <li>• All Functional Departments</li> </ul>				
<b>Compliance Management Institutional System</b>	<ul style="list-style-type: none"> <li>• Risk Management Regulations</li> <li>• External Audit Management Procedures</li> <li>• Internal Control Policies</li> <li>• Integrity and Compliance Commitment</li> </ul>				
<b>Compliance Management Operation Mechanism</b>	<b>Compliance Risk Identification</b> <ul style="list-style-type: none"> <li>• Compliance Identification</li> <li>• Compliance Warning</li> <li>• Compliance Response</li> </ul>	<b>Compliance Review</b> <ul style="list-style-type: none"> <li>• Comprehensive Compliance Review</li> <li>• Compliance Review for Key Business Segments</li> </ul>	<b>Compliance Risk Assessment</b> <ul style="list-style-type: none"> <li>• Regular and Ad-hoc Assessments</li> <li>• Remediation and System Optimization</li> <li>• Incident Reporting for Non-compliance</li> </ul>		
<b>Compliance Management Priorities</b>	<b>Key Areas</b> <ul style="list-style-type: none"> <li>• Quality, Safety, Environment, Employment, Intellectual Property, Business Partners</li> </ul>	<b>Key Processes</b> <ul style="list-style-type: none"> <li>• Institutional Management</li> <li>• Business Operations</li> <li>• Strategic Decision-making</li> </ul>	<b>Key Personnel</b> <ul style="list-style-type: none"> <li>• Senior Executives</li> <li>• Managers</li> <li>• High-Risk Positions</li> </ul>		
<b>Compliance Assurance</b>	<table border="0"> <tr> <td data-bbox="437 1067 854 1196"> <b>Compliance Assessment &amp; Performance Evaluation</b> <ul style="list-style-type: none"> <li>• Integration into Annual Performance Appraisals</li> <li>• Employee Evaluations, Leadership Appointments, and Corporate Recognition Programs</li> </ul> </td> <td data-bbox="874 1067 1291 1196"> <b>Compliance Information Management</b> <ul style="list-style-type: none"> <li>• Embedding Compliance Requirements into Business Workflows</li> <li>• Digitalization and Institutionalization of Compliance Controls</li> </ul> </td> </tr> </table>			<b>Compliance Assessment &amp; Performance Evaluation</b> <ul style="list-style-type: none"> <li>• Integration into Annual Performance Appraisals</li> <li>• Employee Evaluations, Leadership Appointments, and Corporate Recognition Programs</li> </ul>	<b>Compliance Information Management</b> <ul style="list-style-type: none"> <li>• Embedding Compliance Requirements into Business Workflows</li> <li>• Digitalization and Institutionalization of Compliance Controls</li> </ul>
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## Strengthening External Compliance Management

While continuously enhancing its internal compliance management, JPT adheres to the philosophy of "compliant operations and shared ecosystem development." Leading by example, the Company promotes a culture of compliance across its value chain by embedding compliance requirements throughout the entire lifecycle of cooperation with business partners. It actively encourages partners to fulfill their compliance responsibilities and works collaboratively to build a sound and sustainable compliance ecosystem.

The Company has entered into integrity and compliance agreements with all business partners, including the Integrity and Clean Cooperation Agreement and the Commitment to the Code of Conduct for Transparent Procurement. These agreements clearly stipulate that partners must comply with all applicable laws and regulations. Suppliers are strictly required to adhere to zero-tolerance commitments toward bribery and corruption, including both offering and accepting bribes. The Company also strictly prohibits cooperation with entities with serious compliance violations or poor credit records, thereby strengthening compliance controls at the source.

### Strengthening Business Partner Admission and Due Diligence Mechanisms

The Company has established a rigorous business partner admission and control process to ensure robust compliance safeguards prior to entering into cooperation.

Prior to engaging with new business partners, the Company conducts preliminary compliance risk assessments. It systematically collects key background information, including business registration details, ownership structure and qualification certifications. Dedicated teams are organized to carry out on-site due diligence, verifying operational conditions such as business premises, production facilities and management capabilities. Based on the collected information and assessment results, the Company prepares compliance risk assessment reports and assigns corresponding risk ratings.

A cross-functional review panel is established to conduct comprehensive evaluations across multiple dimensions, including legal compliance, financial robustness and business compatibility. The Company strengthens due diligence on business partners and prioritizes cooperation with entities that demonstrate sound qualifications, strong reputations and robust compliance capabilities, thereby mitigating compliance risks at the source.

### Strengthening Compliance Risk Monitoring and Early Warning Mechanisms for Business Partners

For existing business partners, the Company has established a lifecycle-based compliance risk monitoring and early warning system to enable continuous oversight and dynamic risk management.

On the one hand, the Company has developed a multi-dimensional monitoring framework focusing on key indicators such as the validity of partner qualifications, financial health and operational performance. Through regular communication mechanisms, it continuously tracks changes in partners' operational and compliance status.

On the other hand, the Company conducts regular on-site compliance audits, focusing on key areas such as the execution of major projects and the effectiveness of internal control systems, with targeted reviews to strengthen oversight in high-risk areas.

In addition, the Company has established a senior management engagement mechanism, conducting direct communication with legal representatives and key management personnel of business partners to verify their operational conditions and compliance performance. This enables timely identification, assessment and mitigation of potential compliance risks.

### Enhancing the Business Partner Exit Management Mechanism

The Company has established a standardized business partner exit management process to ensure compliance throughout the entire lifecycle of cooperation.

First, for business partners that fail to complete required remediation or are involved in persistent non-compliant activities, the Company terminates cooperation in accordance with applicable laws and contractual provisions.

Second, in response to emergent compliance incidents, the Company promptly engages with relevant partners to support remediation efforts and minimize potential risk escalation and impact.

Third, the Company has implemented a business partner blacklist management system, maintaining detailed records of blacklisted entities, violations and supporting evidence. This ensures that blacklist information remains complete, accurate and traceable, and strictly prohibits future cooperation with such entities.



# Risk Management and Internal Control Framework

In strict accordance with regulatory requirements including the Guidelines for Internal In compliance with regulatory requirements, including the Guidelines for Internal Control of Listed Companies issued by the Shanghai Stock Exchange (SSE), the Company has established a robust internal control framework. It has formulated and strictly implemented key policies such as the Detailed Rules of Procedure for the Audit Committee and the Internal Audit Management System. These policies clearly define the roles, responsibilities, authority and audit standards of internal audit personnel, standardizing the full internal audit process and ensuring its effective and efficient operation. This provides a solid foundation for the Company's sustainable and sound development.

The Internal Audit Department reports directly to the Board of Directors and its Audit Committee and operates independently from the finance function and other business units, ensuring the independence and objectivity of audit activities. Internal auditors possess relevant professional qualifications and experience, and conduct their work in accordance with the principles of integrity, objectivity and confidentiality. Audits are performed with due professional care to ensure that findings are accurate, reliable and in compliance with applicable standards.

The Company focuses its internal control reviews on key business areas, including procurement management, information systems, engineering project management, information communication, sales operations. It strengthens internal control assessments and adopts a closed-loop management approach for identified deficiencies, ensuring that issues are promptly identified, addressed and resolved. Relevant departments are required to develop and implement targeted remediation plans, and follow-up reviews are conducted after corrective actions are completed. This ensures the effective resolution of identified deficiencies and supports the continuous improvement of the internal control system.

The Company has established and implemented a comprehensive set of risk management and internal control policies, including the Internal Audit Management Policy, Internal Control Policy, External Audit Management Procedures, Risk Management Policy, Anti-Fraud Management Policy, Whistleblowing and Anti-Fraud Investigation Procedures, Employee Integrity and Compliance Commitment, Information Systems Audit Policy, Guarantee Management Policy, and Expense Control and Review Policy. These policies cover key areas such as anti-fraud, information systems auditing, external guarantees and expense control, and are strictly implemented across all departments and subsidiaries. Through these measures, the Company has established a comprehensive and multi-layered internal control and risk management framework, strengthening the foundation for compliant operations.

Project		Main Basis
Financial Audit	Review and analysis of periodic reports	Internal Audit Management System, Internal Control System, and Risk Management Regulations
Internal Control Audit	IT Operations	Internal Audit Management System, Internal Control System, and Information System Audit Management Regulations
	Subsidiary Management	Internal Audit Management System, Internal Control System
Operational Audit	Sales	Internal Audit Management System, Internal Control System, and Risk Management Regulations
	Procurement Business	Internal Audit Management System, Internal Control System, and Risk Management Regulations
	Anti-fraud	Anti-fraud Management System, Anti-fraud Complaint and Report Investigation and Handling Process, and Internal Audit Management System
Infrastructure Audit	Production inventory warehousing	Internal Audit Management System, Internal Control System, and Risk Management Regulations
	Engineering Management	Internal Audit Management System, Internal Control System
Audit of major matters	Outward Investment	Internal Audit Management System, Internal Control System, and Risk Management Regulations
	Fund Management	Internal Audit Management System, Internal Control System
	Asset Management, etc.	Internal Audit Management System, Internal Control System, and Risk Management Regulations
Internal control construction	Internal Process Construction	Internal Audit Management System, Internal Control System



# Stakeholder Engagement

The Company places strong emphasis on stakeholder engagement and has established diversified and regular communication channels. The Company actively listens to the views of key stakeholders, including government authorities and regulators, shareholders and investors, customers, employees, suppliers, communities and business partners, and responds to their concerns in a timely and effective manner.

Through ongoing engagement and collaboration, the Company seeks to strengthen mutual understanding and build consensus with stakeholders. It is committed to creating shared value and contributing to sustainable development in the long term.

Stakeholders	Government and Regulatory Agencies	Shareholders and Investors	Client	Staff	Supplier	Community	Partners
Focus on issues	Serving national strategies and key industries	Improve ESG governance structure	Product quality and safety	Good career development prospects	Responsible supply chain management	Support local economic development	Protect intellectual property
	Implement regulatory policies and ensure sound information disclosure	Protect investors' rights and interests	Product innovation and technology collaboration	Comfortable working environment	Business ethics	Practice charity and public welfare	Collaboration and win-win
	Support local economic and industrial development	Internal Control and Risk Management	Good customer service and delivery	Employee training and development	Information Security and Privacy Protection	Build a harmonious society together	Experience exchange and resource sharing
	Internal Control and Risk Management		Information Security and Privacy Protection	Competitive salary and benefits Occupational health and safety	Procurement transparency and fair competition mechanism	Environmental friendliness and community impact management	Jointly promote industry development
Communication and Interaction Methods	Official documents	Public disclosure	Customer needs survey	Workers' congress	Establish fair and transparent procurement principles and processes.	Charitable donation	Exchanges and visits
	Information disclosure	Shareholders' meeting performance briefing	Technical seminar	Forum	Sign responsibility commitment letters with suppliers	Charity activities	Industry summits and forums
	Policy implementation	Regular and daily communication with investors	Conference calls, emails, etc.	Holiday care and cultural and sports activities	Conduct regular communication with suppliers	Collaborating with local organizations to carry out activities	High-level visits
	Daily reporting and communication	Conference call	On-site audit		Supplier management and audit		Special seminar
	Research inspection and exchange		Customer visits and regular follow-ups Customer feedback and processing		Supplier training and empowerment		



# Methodology for Materiality Assessment

In the context of global sustainable development trends and aligned with the Company's strategic priorities, the Company conducted a materiality assessment to identify, evaluate and prioritize ESG topics. This assessment was guided by key principles including materiality, stakeholder engagement and completeness.

The evaluation was carried out based on two key dimensions: (i) the significance of each topic's impact on the Company's operations and long-term development, and (ii) the extent of its impact on the economy, environment and society. Based on this analysis, the Company identified its material ESG topics for 2025.

## The process for conducting the materiality assessment is outlined below

### Topic Identification

- Sustainability and industry trends
- Corporate strategy and development priorities
- Stakeholder feedback and expectations
- Regulatory requirements
- Industry standards and best practices

### Topic Prioritization

- Strategic importance of ESG topics and their impact on the Company's business
- Relevance of ESG topics to sustainability trends and their significance to stakeholders

### Topic Review

- Review by the Company's leadership
- Review by relevant business departments
- Review by subsidiaries and affiliated entities
- Consultation with external experts
- Employee feedback collection

### Continuous Improvement

- Ongoing communication with stakeholders
- Refinement of ESG topics
- Updating sustainability action plans

## The identified topics are as follows:

### Environment

- 1.Environmental Management System Enhancement
- 2.Energy and Resource Efficiency Management
- 3.Waste Management and Compliance
- 4.Sustainable Office Practices

### Social

- |   |  |
|---|--|
| 1.Product Quality and Safety                  | 5.Industry Collaboration and Development     |
| 2.R&D and Technological Innovation            | 6.Employee Development and Well-being        |
| 3.Information Security and Privacy Protection | 7.Community Engagement and Social Investment |
| 4.Sustainable Supply Chain Management         |  |

### Governance

- 1.ESG Governance and Oversight
- 2.Stakeholder Engagement
- 3.Internal Control and Risk Management
- 4.Investor Protection and Rights
- 5.Intellectual Property Protection and Compliance



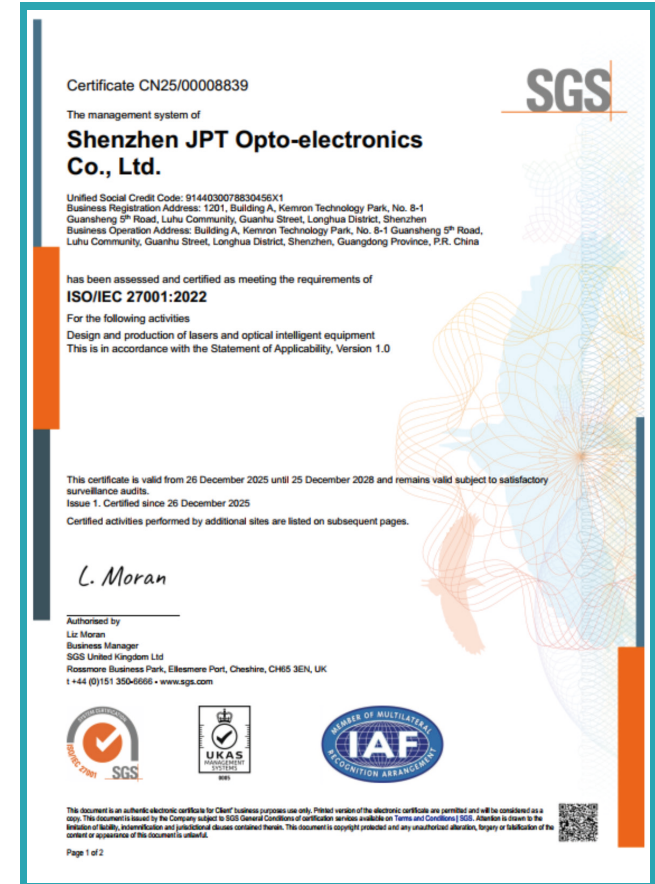
# Information Security

As a key component of its sustainable development strategy, the Company elevates information security and data protection to a strategic priority. These are fully integrated into its corporate governance and enterprise-wide risk management framework, providing a solid foundation for stable operations, the protection of customer rights and interests, and the strengthening of stakeholder trust.

Building on its existing security framework, in 2025 the Company aligned its information security management practices with international compliance standards. It systematically reviewed and optimized its information security processes and strengthened existing control measures, advancing its information security management toward a more structured, standardized and internationally aligned approach. Following rigorous internal audits, process improvements and continuous optimization, the Company successfully obtained ISO/IEC 27001 certification from SGS, a globally recognized third-party certification body. This certification reflects international recognition of the Company's information security management capabilities and demonstrates its strong commitment to data protection and safeguarding stakeholder interests.



The Company also places strong emphasis on fostering an information security culture, recognizing it as a key element in strengthening organization-wide security awareness and fulfilling its ESG responsibilities. Guided by the principles of full participation, end-to-end management and comprehensive coverage, the Company has established and improved supporting policies, including the Information Security Management Policy and the Information Security Incident Classification Policy. These policies form a closed-loop management framework with clear rules, defined responsibilities and accountability mechanisms. To ensure effective implementation, the Company conducts regular information security training and awareness programs for all employees, gradually embedding information security practices into daily operations and further integrating ESG governance requirements into its operational processes.





## Customer Privacy Protection

Customer privacy protection is a cornerstone of the Company's ESG governance, specifically within the pillars of social responsibility and stakeholder rights. We have implemented a robust, multi-layered privacy framework that integrates comprehensive policies, advanced technologies, and rigorous management mechanisms. By maintaining stringent standards and controls, the Company ensures the security of customer data and the preservation of privacy rights, thereby reinforcing long-term customer trust.

### 1) Policy Framework

#### Strengthening the Foundation for Data Privacy Compliance

Focusing on the full lifecycle management of customer information, the Company has established a structured and standardized policy framework for customer privacy protection. It has developed policies including the Customer Information Management Policy, Information Security Management Policy and Data Management Policy. These policies define requirements and procedures across data collection, storage, use, transmission and deletion. Customer privacy requirements are embedded throughout business processes, ensuring all data-related activities are governed by clear compliance standards and effectively mitigating compliance risks.

### 2) Technical Safeguards

#### Strengthening End-to-End Data Protection

Leveraging advanced digital technologies, the Company has established a multi-layered and granular technical safeguard framework for customer data, enabling end-to-end protection and closed-loop management. Key technologies such as data encryption, dynamic data masking and access control are applied to ensure secure data handling. Full lifecycle traceability is implemented across data access processes, ensuring all actions are auditable and accountable. The Company also strictly applies the principle of least privilege, preventing unauthorized access and strengthening data protection.

### 3) Authorization and Monitoring

#### Enhancing Proactive Risk Prevention

The Company has established a comprehensive authorization and monitoring framework to strengthen proactive risk prevention. A unified authorization management platform defines access scope, validity period and usage scenarios, ensuring effective protection of customer privacy. Advanced monitoring systems are used to identify and prevent high-risk behaviors such as unauthorized copying, transmission and external sharing of data, effectively mitigating data security risks.



# 03

## INNOVATION LIGHT

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### JPT Innovation and Development

JPT drives growth through the dual pillars of technological innovation and management excellence. The Company continuously advances new technologies and business models, embedding sustainability principles across product design, manufacturing, and operations.

By leveraging technological innovation to enhance both environmental and economic performance, and strengthening value creation through optimized management, JPT is committed to achieving high-quality, green, low-carbon, and long-term sustainable development.

- R&D Investment and Innovation
- Intellectual Property Rights
- AI Applications





# R&D Investment and Innovation

## R&D Investment

Since its establishment, the Company has consistently prioritized research and development, maintaining an annual R&D investment of no less than 8% of revenue.

At the same time, the Company actively collaborates with upstream and downstream partners across the industry chain, focusing on key technologies that drive industry advancement and supporting the high-quality development of China's laser industry through continuous technological innovation



During the reporting period: R&D Investment: RMB 175.30 million, Year-on-year growth: 4.6%, R&D investment as a percentage of revenue: 8.45%, umber of R&D personnel: 520, R&D personnel ratio: 21.89%.



## R&D Approach

As an innovation-driven technology company, JPT leverages deep insights into customer needs to build competitive advantages in specialized markets. Through years of development, the Company has established three core R&D approaches:

### Advanced R&D

The Company conducts forward-looking R&D aligned with its strategic roadmap and industry trends, focusing on developing technologies and products that address future market demands.

### Companion R&D

The Company collaborates closely with leading industry customers, developing supporting technologies and solutions in parallel with their product roadmaps.

### Customized R&D

The Company identifies specific customer challenges and develops tailored solutions to address their technical requirements.



## Product Innovation

During the reporting period, the Company made significant progress in product R&D and launched a series of new products that have been well received by the market, as outlined below.

### Golden Gun F



On July 31, Golden Gun F, a core product independently developed by the Company, achieved strong market adoption.

As a dedicated drilling solution for FPC micro-hole processing, the product offers ultra-high precision, stable performance, and high production efficiency. This milestone reflects the Company's strong in-house R&D capabilities in FPC micro-processing technologies.

The product also reduces reliance on imported equipment and contributes to the localization of key manufacturing technologies in this segment.



### MLCC Sorting Machine



Accumulate Sreadity Technology (Suzhou) CO., LTD., a subsidiary of JPT Holding, has developed a high-speed MLCC testing and sorting machine. The system features an advanced architecture with 8-channel parallel testing, fully modular instruments, and proprietary software.

The machine has successfully completed preliminary performance validation, with key indicators meeting expected targets. Currently, pilot testing and process optimization are underway with several leading industry customers, laying the foundation for mass production and commercial application.



### Second-Generation Laser Trimming Machine



The Company has launched its second-generation laser trimming machine, delivering significant improvements in core performance. The upgraded system offers a wider measurement range, enhanced accuracy, higher trimming efficiency, and increased channel capacity.

Through continuous performance optimization, the new system addresses key limitations of previous-generation products and further enhances the Company's high-end laser equipment portfolio.

It provides downstream customers with more efficient and precise solutions, supporting the Company's expansion in related market segments.





### Picosecond Mode-Locked Laser

JPT has made significant advancements in key SESAM-based device technologies through collaboration with domestic research institutions. The Company has successfully launched a picosecond mode-locked laser based on self-developed SESAM materials, delivering improved stability, efficiency, and precision for high-end manufacturing applications.

This development marks a breakthrough in the localization of critical SESAM-based components, reducing reliance on imported core technologies.

Building on its expertise in ultrafast laser technologies, JPT continues to optimize product performance to meet the stringent requirements of high-precision manufacturing, providing strong technical support for China's advanced manufacturing industry.



### CL Series Air-Cooled 500W MOPA Fiber Laser

To address the limitations of water-cooled systems in high-power laser cleaning applications, the Company developed an innovative air-cooled solution.

During the reporting period, JPT launched a 500W-class air-cooled MOPA fiber laser, enabling water-free, high-efficiency, and flexible laser cleaning operations.

With advantages in stable performance, reliability, and ease of deployment, the product has been successfully applied across multiple industrial scenarios and widely recognized by customers.



### Hairpin Motor Welding System

In the new energy vehicle (NEV) sector, the Company launched the HiPA OCT & Vision laser welding system for hairpin motor applications, a critical component in electric drive systems.

The system integrates OCT and vision-based inspection technologies, enabling real-time monitoring of welding quality and intelligent feedback control to ensure process stability and product reliability.

Equipped with ring and Gaussian beam fiber lasers and a large-format galvanometer system, it achieves high precision and high efficiency, significantly improving yield and supporting intelligent manufacturing of NEV components.





## Industrial Chain Collaboration

During the reporting period, the Company actively promoted industrial chain synergy and cooperation, deepened the integration of industry resources, and expanded its development boundaries business scope. Through a dual-drive strategy of "strategic cooperation + strategic investment," the Company strengthened its industrial chain layout. The Company completed two key strategic cooperations and two strategic investments, providing new momentum for the enterprise's high-quality development.

### Shenzhen Follow Intelligent Technology Co., Ltd.,

On September 15, the Company officially completed the strategic investment in Shenzhen Follow Intelligent Technology Co., Ltd., deepening its layout in the intelligent equipment field and further enhancing the Company's high-end equipment ecosystem

### Wuhan Optix-Link Technology Co., Ltd.

In August, the Company reached a strategic cooperation agreement with Wuhan Optix-Link Technology Co., Ltd. The two parties will carry out in-depth cooperation in OCS-related passive component technologies, focusing on the R&D and application of next-generation FAU products. This cooperation not only extends JPT's strategic presence in optical connectivity into core OCS technologies, providing key support for optical network upgrades in data centers and intelligent communications, but also marks another important step in advancing the Company's "Optics + AI" strategy.

### Shenzhen Matrix Optoelectronics Technology Co., Ltd.

On July 15, the Company completed strategic investment in Shenzhen Matrix Optoelectronics Technology Co., Ltd. through high-quality industrial chain resource integration. This move marks its official entry into the FAU market, further expanding industrial chain layout and filling relevant business gaps. Leveraging Matrix Optoelectronics' FAU technical expertise and market resources, alongside the Company's core technological strengths, both parties will realize resource synergy, scale up FAU business, cultivate new growth drivers, and enhance comprehensive industrial chain competitiveness.

### Singapore Raintree Photonics Pte. Ltd.,

On June 26, the Company formally signed a strategic cooperation agreement with Singapore Raintree Photonics Pte. Ltd., marking a new stage in the two parties' cooperation in silicon photonic wafer-level testing technology. This cooperation aims to integrate the advantageous resources of both parties and jointly advance the development of silicon photonic wafer testing technologies

### Guoji Diamond (Henan) Co., Ltd.

On May 14, the Company signed a strategic cooperation agreement in Zhengzhou with Guoji Diamond (Henan) Co., Ltd., a leading enterprise in the superhard materials sector. Leveraging Guoji Diamond's technical expertise and resource advantages in superhard materials, together with the Company's strengths in laser equipment, the two parties will deepen collaboration in technological R&D, product innovation, and market expansion in related fields. The partnership will promote complementary advantages, resource sharing, further improve the industry chain layout, and enhance core technological competitiveness.





# Intellectual Property Rights

## Intellectual Property Achievements

During the reporting period, the Company obtained 62 intellectual property rights, including 18 invention patents, 17 utility model patents, and 26 software copyrights.

As of December 31, 2025, the Company had filed a total of 865 intellectual property applications, including 317 invention patents, 311 utility model patents, 45 design patents, and 191 software copyrights.

As of the same date, the Company had obtained a total of 667 intellectual property rights, including 144 invention patents, 286 utility model patents, 45 design patents, and 191 software copyrights.

Intellectual Property Category		Invention Patents	Utility Model Patents	Design Patents	Software Copyrights	Others	Total
Newly in 2025	Filed	14	24	0	26	1	65
	Granted	18	17	0	26	1	62
Cumulative Total	Filed	317	311	45	191	1	865
	Granted	144	286	45	191	1	667

## Intellectual Property Management and Training

The Company regards intellectual property management as a key component of its innovation-driven development strategy and long-term competitiveness. A comprehensive intellectual property management system has been established, covering the full lifecycle from identification and application to protection, commercialization, and risk management.

Through internal policies such as the Intellectual Property Management Regulations and Intellectual Property Incentive Measures, the Company has defined clear procedures and responsibilities across all stages, while implementing incentive mechanisms to promote innovation and compliance.

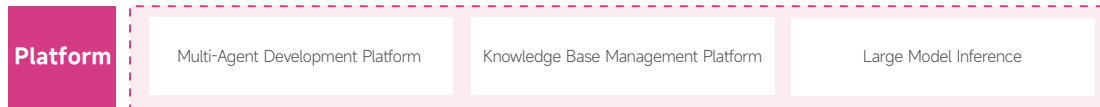
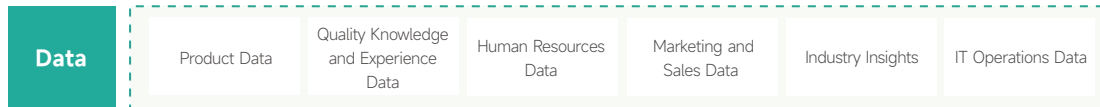
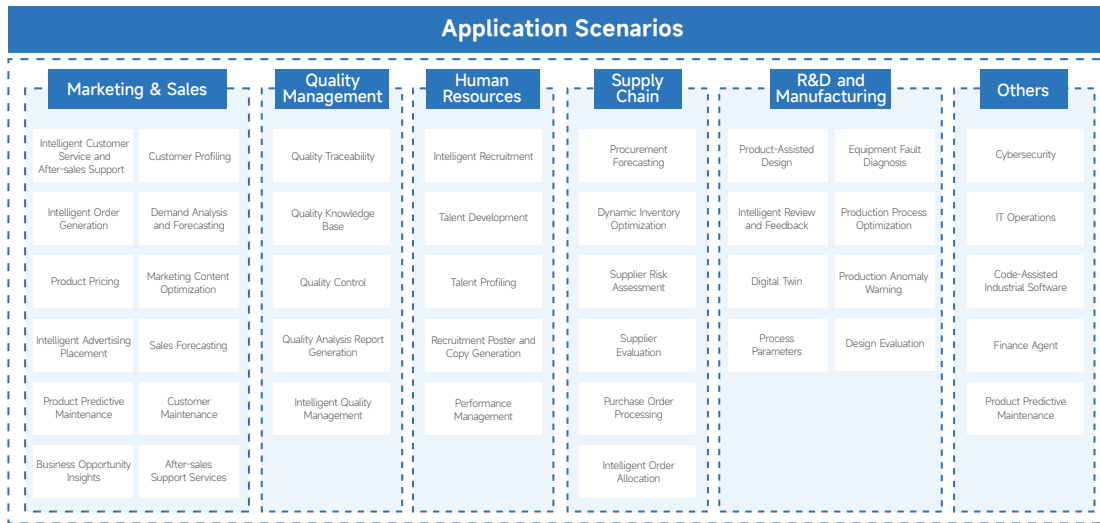
In terms of capability building, the Company has established a structured intellectual property training system for employees at different levels. During the reporting period, specialized training sessions were conducted to enhance employees' awareness and capabilities in intellectual property protection and application.

These initiatives have improved patent quality and the efficiency of innovation commercialization, supporting continuous enhancement of the Company's innovation capabilities and core competitiveness.

# AI Applications

During the reporting period, the Company established a dedicated AI application team and formulated a three-year AI development roadmap.

By integrating AI technologies into core business processes, the Company aims to enhance operational efficiency, strengthen digital capabilities, and support intelligent transformation across its operations.



During the reporting period, the Company launched two key AI application projects: Official Website AI Customer Service and an AI-Based Laser Technical Support System. These projects support customer service, internal R&D, and after-sales service, helping improve operational efficiency and service responsiveness. Details are as follows:

## Official Website AI Customer Service



Launch Date: September 18, 2025

Status: In operation

This system provides 24/7 multilingual customer service support, enabling automated query handling and intelligent intent recognition. It delivers accurate product recommendations and supports real-time responses across customer service scenarios.

The system improves service availability and response efficiency, enhances customer experience, and supports scalable customer service operations.

## AI-Based Laser Technical Support System



Purpose: To support technical personnel in addressing common operational and troubleshooting issues in laser equipment applications.

The system integrates a technical knowledge base with AI-powered Q&A capabilities, enabling rapid responses to standard technical queries and reducing reliance on manual consultation.

It enhances internal knowledge sharing, improves problem-solving efficiency, and supports R&D and after-sales service teams in delivering more consistent technical support.

# 04

## LIGHT OF GREEN

### JPT Sustainable Development

JPT is committed to advancing environmentally responsible operations by integrating green principles across its production and business processes.

The Company continuously promotes energy conservation and emission reduction, strengthens resource recycling, and enhances green manufacturing practices. It also improves its environmental management system through systematic implementation and operational optimization.

By advancing the development and application of clean technologies, JPT supports the transition to low-carbon development and actively fulfills its environmental responsibilities.

- Environmental Management
- Climate Action and Carbon Reduction
- Resource Efficiency
- Waste Management
- Energy Efficiency
- Green Supply Chain





# Environmental Management

The Company adheres to sustainable development principles and complies with applicable environmental laws, regulations, and standards. Based on its operational needs, it has established and continuously improved internal environmental management policies and procedures, including environmental monitoring, measurement, and impact assessment systems.

The Company conducts annual reviews of environmental aspects, formulates targeted improvement plans, and continuously enhances its environmental management capabilities.

All headquarters and production facilities have obtained ISO 14001:2015 environmental management system certification. The system is effectively implemented and continuously optimized in accordance with relevant standards.

During the reporting period, the Company maintained compliant environmental management practices and recorded no environmental violations, complaints, or penalties.



# Promoting Environmental Awareness Among Employees

During the reporting period, the Company implemented various initiatives to enhance employees' environmental awareness and promote the integration of green and low-carbon practices into daily work and life.

01

The Company encouraged employees to use reusable cups in workplace activities, reducing the use of disposable products. Incentive mechanisms were introduced to promote participation, integrating environmental practices into daily work routines.



02

Environmental initiatives were incorporated into employee activities, such as organized outdoor events where participants engaged in environmental protection practices, including litter collection. These activities promoted low-carbon lifestyles and strengthened employees' sense of environmental responsibility.



03

Environmental awareness posters are displayed in office stairwells to encourage employees to take the stairs instead of elevators. This initiative helps reduce energy consumption and incorporates green office practices into employees' daily routines. Through ongoing communication and guidance, the Company encourages employees to reduce carbon emissions in everyday actions while supporting both personal well-being and green development.





# Climate Action and Carbon Reduction

In alignment with China's carbon peaking and carbon neutrality goals, the Company actively advances low-carbon development. It has established internal policies and management measures to promote energy conservation and reduce emissions. During the reporting period, the Company implemented both management and technology-based approaches to improve energy efficiency and reduce carbon emissions.

## Management Measures for Carbon Reduction



**Energy Use Monitoring:** The Company conducts regular monitoring and analysis of energy consumption across water, electricity, gas, and fuel. Abnormal consumption patterns are promptly investigated, with improvement plans formulated and implemented to continuously enhance energy efficiency.

**Air Conditioning Management:** In accordance with the Administrative Measures for Air Conditioning, the Company has established clear temperature control standards for office areas and production workshops:

- Cooling mode is activated only when the outdoor temperature exceeds 28°C, with the set temperature not lower than 25°C
- When indoor temperature exceeds 30°C, cooling is set between 25–28°C
- When indoor temperature is between 26–30°C, dehumidification mode is used at 24–25°C
- When indoor temperature is 25°C or below, air conditioning is not permitted (except for special equipment requirements)

Designated personnel are assigned for air conditioner management in each area. The Administrative Service Department conducts periodic inspections to ensure compliance with standardized usage protocols.

**Lighting System Management:** Pursuant to the Management Regulations on Lighting System Control, the Company has standardized lighting management across office and production facilities. Lighting schedules for key areas are optimized based on seasonal variations to achieve refined energy management. The Administrative Service Department performs periodic inspections and promptly addresses any issues to minimize lighting energy consumption.

## Technological Measures for Carbon Reduction



The Company continues to invest in clean energy solutions. Following the completion of rooftop photovoltaic projects, additional investments were made in energy storage systems to improve energy utilization efficiency.

### (1) Huizhou JPT Factory Rooftop Photovoltaic Project

Installed capacity: 1.06 MWp

Annual power generation: approximately 1,174,324 kWh (fully self-consumed)

Estimated annual carbon emission reduction: 606.5 tonnes of CO<sub>2</sub>, calculated based on standard emission factors.

### (2) Huizhou JPT Factory Energy Storage Project

The energy storage system has a designed daily discharge capacity of 4,200 kWh and is fully operational.

Total annual discharge: 1,310,748 kWh

Estimated annual carbon emission reduction: 698.6 tonnes of CO<sub>2</sub>.





# Resource Conservation

During the reporting period, the Company adopted various management measures to continuously reduce the consumption of resources, including water, paper, and materials, and made concerted efforts to become a resource-efficient and environmentally friendly enterprise.

## Water Conservation

The Company has implemented management measures to improve water use efficiency, including monitoring water consumption, maintaining water-related equipment, and promoting water-saving awareness among employees.

Regular analysis of water consumption is conducted to identify abnormal usage and implement corrective actions. Equipment inspections and maintenance are carried out to prevent leakage and waste. Water-saving awareness campaigns are also conducted to encourage responsible water use.

## Packaging Optimization

The Company optimizes packaging solutions to reduce material consumption and improve efficiency.

For domestic shipments, traditional wooden boxes have been replaced with pallet-based packaging, reducing packaging material usage by approximately 40%. Packaging standards have been standardized based on product types to improve efficiency and reduce complexity.

For smaller and lighter products, carton packaging is used as an alternative to wooden materials, reducing resource consumption while maintaining packaging efficiency.

## Paper Conservation

The Company actively promotes green office practices, with a focus on paperless and reduced-paper operations. Various measures have been implemented to minimize paper consumption at the source and encourage employee participation in resource conservation.

In daily operations, the Company promotes duplex and consolidated printing. Employees are required to prioritize double-sided printing and combine documents where possible to maximize paper utilization.

In addition, single-sided, non-confidential paper is collected and reused for drafts and internal notes, reducing the consumption of new paper.

The Company actively promotes digital office practices to reduce paper usage at the source. Electronic business cards are encouraged to replace traditional paper cards. Document circulation and approval processes are conducted online, with notices, reports, and policies primarily distributed through digital platforms. Employees are also encouraged to use online document editing and collaboration tools instead of printed materials.

In addition, paper-saving reminders are displayed in office areas and near printing equipment to strengthen awareness. The Company encourages employees to develop sustainable habits and integrate green office practices into their daily work routines.





# Waste Management

The Company strictly complies with applicable environmental laws and regulations, including the Environmental Protection Law of the People's Republic of China and the Law on the Prevention and Control of Environmental Pollution by Solid Waste. It has established standardized management covering the full lifecycle of waste generation and disposal, supported by internal policies such as the Guidelines for Waste Classification and Disposal Management. Through systematic management, the Company effectively reduces environmental impact and continuously strengthens its environmental risk control capabilities.

Category	Itemized List	Example Items	Disposal Method
Recyclable Waste	Waste Paper	Newspapers, periodicals, books, various wrapping papers, office papers, advertising papers, paper boxes, etc.	Recyclable waste materials are sold to qualified waste suppliers.  Household waste is collected in garbage bins and uniformly collected and processed by sanitation departments.
	Plastic	Various plastic bags, plastic packaging, disposable plastic lunch boxes and tableware, toothbrushes, etc.	
	Glass	Various glass bottles, broken glass, mirrors, etc.	
	Metal	Cans, tins, toothpaste tubes, etc.	
	Fabric	Non-oily discarded rags, towels, cleaning cloths, etc.	
Non-hazardous General Waste	Work Waste	Waste fiber core, waste plastic paper, waste gloves, waste stationery, waste work clothes, waste sticky plastic bags, etc.	Collected, transferred, and processed
	Household Waste	General rags and household garbage, etc.	Collected into trash bins and disposed of by the Environmental & Sanitation Department
Hazardous Waste	Chemicals / Solids	AB glue, one-time curing glue, fluorescent tubes, waste carbon ribbons, cleaning solvents, tin slag, waste batteries, etc.	Uniformly collected, transferred, and processed.
	Containers of Chemicals	Bottles and containers for alcohol, glue, lubricating oil and other chemical waste, containers for flux, thinner and other waste	
	Liquids	Waste lubricating oil, waste solution, diluent, cutting fluid, engine oil water, oily wastewater, etc.	
	Chemicals / Solids	Toner cartridge	Collected uniformly and handed over to qualified suppliers for processing



## Energy Consumption Data

Indicators	2024	2025
Diesel Consumption (L)	5,450	4,520
Gasoline Consumption (L)	29,542	24,865
Electricity Consumption (kWh)	Shenzhen 3,680,696	Shenzhen 3,929,201
	Dongguan 159,555	Huizhou 8,409,724
	Huizhou 8,452,274	
Internal Clean Energy (kWh)	1,968,106	2,485,072
LPG Consumption (kg)	0	0
Tot. Energy Consump. (kJ)	44,452,386,000	45,444,985,000

Note: Dongguan JPT was deregistered during the reporting period.



## Waste Emission Data

Indicator	2024	2025
Total Waste Emissions (t)	121	129
Total Hazardous Waste (t)	1.43	1.49
Total General Solid Waste (t)	155	161
Total Waste Recycled (t)	8.33	10.85
Landfilled Waste (t)	0	0



## Water Withdrawal and Discharge Data

Indicators	2024	2025
Total Water Withdrawal (t)	59,351.9	68,590.2
Municipal Water (t)	59,351.9	68,590.2
Surface Water (t)	0	0
Groundwater (t)	0	0
Water Intensity (t / million RMB revenue)	40.82	33.07
Total Wastewater Discharge (t)	59,351.9	68,590.2

## Greenhouse Gas (GHG) Emissions Data

Indicators	2024	2025
Scope 1 – Direct GHG Emissions (tCO <sub>2</sub> e)	116.30	69.55
Scope 2 – Indirect GHG Emissions from Energy (tCO <sub>2</sub> e)	11,653.31	7,168.92
Total Scope 1 & Scope 2 Emissions (tCO <sub>2</sub> e)	11,769.62	7,238.47
Revenue (million RMB)	1,453.85	2,074.02
GHG Emissions Intensity (tCO <sub>2</sub> e / million RMB revenue)	8.10	3.49
Emissions Reduction from Clean Energy Use (tCO <sub>2</sub> e)	1,560.70	1,443.83
Year-on-Year Reduction Rate of GHG Emission (%)	9.24	56.89





# Cost Optimization and Efficiency Improvement

## Rent Cost Reduction

In response to market rental fluctuations, the Company conducted lease reviews and renegotiations, resulting in annual rental cost savings of RMB 680,000.

## Energy Consumption Control

The Company implemented energy-saving upgrades at its Huizhou facility, including variable-frequency systems, centralized controls, and high-efficiency heat exchangers, improving overall energy efficiency by approximately 12% and reducing annual electricity costs by RMB 150,000.

Through optimized time-based electricity management and seasonal adjustments, electricity consumption was further reduced by approximately 10%, generating annual savings of RMB 90,000.

## Administrative Cost Control

The Company optimized administrative operations by internalizing certain outsourced services. For example, vehicle licensing processes were managed internally, reducing costs by RMB 50,000.

Employee activities were organized in collaboration with internal and community resources, replacing outsourced services, improving employee satisfaction while reducing costs by RMB 100,000.

## Procurement Cost Reduction

The Company strengthened procurement cost control by establishing target pricing mechanisms and conducting detailed cost analyses in collaboration with R&D teams. Design optimization and component standardization reduced redundancy while ensuring product quality.

These measures improved procurement efficiency and delivered cumulative cost savings of RMB 70 million during the reporting period.

## Digital Cost Optimization

The Company advanced digital transformation to improve operational efficiency and reduce costs. An internally developed service management platform replaced a commercial ITSM system, reducing annual subscription costs by RMB 95,000 while improving efficiency by 20%.

In addition, customer credit management processes were streamlined, enhancing process efficiency by 50%. The migration of training systems to an internal platform further reduced reliance on external systems, achieving annual savings of RMB 150,000.





# Building a Safe and Resilient Supply Chain

JPT adheres to the principle of mutual benefit and shared responsibility, integrating sustainable development principles into all aspects of supply chain management. Building on its existing management framework, the Company continues to enhance the safety, resilience, and sustainability of its supply chain, supporting long-term and stable business development while promoting ESG responsibility across upstream and downstream partners.

## Response to Tariff Risks

Faced with uncertainties and challenges brought about by fluctuations in global trade tariffs, the Company quickly launched a comprehensive response strategy, taking multiple measures to mitigate the potential impact of tariff changes and fully ensuring the stability and continuity of the supply chain.

### Precise Traceability and Risk Identification

The Company formed a dedicated expert team to implement full traceability for seven core product categories and over 2,000 materials and brand resources, enabling end-to-end tracking of material sources and circulation. Based on traceability findings, the Company pinpointed high-risk materials affected by tariff adjustments and completed a comprehensive supply chain vulnerability assessment. It provides solid data and decision support for targeted countermeasures, and enhances upstream supply chain risk prediction.

### Exploration and Development of Alternative Solutions

Relying on the results of risk identification, the Company actively promoted the implementation of alternative solutions featuring simultaneous implementation of supplier substitution and independent R&D. Priority was given to verifying localization and nearshoring substitution plans for affected materials, with a focus on cultivating qualified alternative suppliers, effectively reducing the risk of dependence on single suppliers and single regions, alleviating cost pressure caused by tariff increases, avoiding potential supply interruption risks, and improving the autonomy and controllability of the supply chain.

### Research on Supplier Impacts

To better understand the impact of tariff changes on upstream suppliers, the Company conducted targeted surveys and established an efficient communication mechanism with suppliers. Through these efforts, the Company collected first-hand information on supplier challenges and operational impacts, providing a basis for developing practical and coordinated response strategies.

### Collaborative Response to Short-Term Challenges

For tariff-sensitive materials lacking viable short-term alternatives, the Company collaborates closely with core suppliers to develop optimal solutions. A cross-departmental emergency team has been established to standardize risk response procedures. By optimizing the supply chain resource database and structure, the Company strengthens supply chain flexibility and resilience, secures stable supply of key materials, and mitigates short-term operational risks.

## Establishment and Operation of Expert Panels

The Company values expert leadership in supply chain governance. A dedicated expert panel has been set up to drive standardized, refined and digitalized supply chain management, underpinning long-term supply chain sustainability.

### (1) Multidisciplinary Expert Team

The Company brings together cross-functional and cross-product professionals to form expert teams covering supply chain management, material R&D and quality control. With solid expertise and industry experience, the teams support the continuous optimization and upgrading of supply chain systems.

### (2) Targeted Professional Guidance

Leading the formulation of unified material coding standards, the panel defined core parameters for high-value and high-risk materials. Nearly 2,000 specifications were deployed in the PLM system, realizing standardized raw data management and improving supply chain data consistency and accuracy. In supplier development and cost optimization initiatives, the team delivers professional solutions and innovative management approaches to boost operational efficiency and cost control.

### (3) Dynamic Continuous Optimization

A regular iteration mechanism for core data standards has been established, focusing on material classification and attribute specifications. Over 60 optimization updates were completed during the period, ensuring data rules adapt to evolving business and market demands. Such measures strengthen overall supply chain data governance, and deliver precise, reliable data to support scientific decision-making.



## SRM Optimization

### Closed-Loop Supplier Performance Management

With the upgraded SRM system, the Company regularly evaluates over 600 suppliers and has established a closed-loop management approach covering assessment, analysis, improvement, and review. Targeted improvement measures are implemented for underperforming suppliers to address operational risks in a timely manner. These efforts enhance supplier performance and strengthen long-term, stable partnerships.

### Enhanced Material Code Attribute Management

The Company launched material code attribute management, completing precise tagging for over 60,000 item codes. Real-time data synchronization across SRM, EBS and PLM systems eliminates data silos. A full-lifecycle visual management system for materials has been established, covering selection, application, development and phase-out. Real-time material monitoring greatly enhances supply chain transparency, controllability and operational efficiency.

### Strengthened Data Governance

The Company advanced systematic data governance, deactivating over 20,000 obsolete codes and rolling out phased disposal plans for another 40,000 dormant items.

These actions reduced redundant data, optimized system efficiency and data accuracy, and upgraded overall data governance. Robust data management delivers reliable insights for supply chain planning, procurement decisions and risk control, enabling data-driven and scientific supply chain operation.

## Integrating ESG into Supplier Qualification and Optimization

The Company integrates ESG principles throughout supplier management processes. By embedding ESG requirements in supplier qualification, conducting regular supplier evaluations, and implementing continuous improvement mechanisms, the Company promotes coordinated ESG development across the supply chain and supports the establishment of a sustainable supply chain ecosystem.

### Embedding ESG Requirements into the Qualification Process

During the initial screening of new suppliers, the Company requires 100% implementation of credit due diligence and ESG compliance assessments. These assessments cover key areas such as environmental compliance and labor rights, and transparency is enhanced through disclosure mechanisms. By strengthening control at the entry stage, the Company ensures that all newly onboarded suppliers meet its ESG standards and requirements, thereby managing supply chain responsibility from the source.

### Supplier Structure Optimization and Rationalization

Based on comprehensive evaluation results, the Company continuously optimizes its supplier structure. During the reporting period, nearly 20 underperforming or high-risk suppliers were phased out, while cooperation with more than 50 high-quality suppliers was strengthened. At the same time, strict entry controls are maintained for new suppliers. Through a closed-loop management approach, the Company continuously improves supplier quality, resilience, and sustainability.

### Advancing Green Supply Chain Development

The Company implemented a supplier classification management system, categorizing suppliers into four groups—preferred, standard, restricted, and customer-designated—to define a clear pathway for green supply chain development. During the reporting period, more than 200 new suppliers were classified. Based on this classification, the Company provided systematic guidance in resource allocation and order prioritization, directing resources toward suppliers with stronger ESG performance and operational capabilities, thereby effectively promoting the sustainable transformation of the supply chain.

Through these comprehensive, multi-level, and systematic supply chain management initiatives, the Company continuously strengthens the safety, resilience, and sustainability of its supply chain. These efforts effectively mitigate various supply chain risks and support the achievement of high-quality and environmentally sustainable development across the supply chain.



# 05

## LIGHT OF HUMILITY

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### JPT Employees

JPT places strong emphasis on protecting employee rights and fostering talent development. The Company has established a sound labor risk management system to safeguard employees' lawful rights and interests while promoting a diverse and inclusive workplace.

JPT has developed a tailored training system covering professional skills, leadership development, and ESG-related topics. In addition, the Company continuously improves its compensation, benefits, and performance management systems, enabling employees to share in the Company's growth and enhancing its ability to attract and retain talent.

- Employee Rights and Welfare
- Compensation and Incentives
- Create Unique Corporate Culture Stories
- Talent Development
- Employee Relations Management
- Workplace Experience and Employee Engagement
- Safety Training and Management
- Enhance Accident Emergency Management





# Employee Rights and Welfare

## Lawful Employment and Protection of Employee Rights

The Company strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other applicable laws and regulations. It ensures fair and compliant recruitment and employment practices, upholds the principle of lawful employment, and provides competitive remuneration packages aligned with industry standards. The Company ensures that employees receive fair and equitable compensation and that their fundamental labor rights are fully protected.

## Strengthening the Employee Rights Protection Framework

The Company places strong emphasis on safeguarding employee rights and has established a comprehensive protection framework covering both human resource management and workplace safety. In terms of human resources, the Company has developed policies covering working hours and leave, compensation and benefits, and occupational health examinations, with a focus on positions exposed to occupational hazards. In terms of workplace safety, the Company has implemented management measures covering personnel safety, equipment safety and workplace environment safety, ensuring comprehensive protection of employees' physical and mental well-being.

## Strengthening Occupational Health and Safety Management

The Company regards senior management commitment as the foundation of occupational health and safety (OHS) management. It has established a clear OHS policy and promotes employee participation and continuous performance improvement.

In terms of risk prevention and control, the Company conducts risk identification and assessment for processes, job positions, workplaces, equipment, facilities, and new projects before they are put into operation. Targeted preventive and control measures are developed to ensure that risks remain within acceptable levels.

The Company continuously reviews and improves its OHS management system to ensure compliance with applicable laws, regulations, and standards. For positions exposed to occupational hazards, the Company organizes regular occupational health examinations, promptly identifies occupational health risks, eliminates occupational hazards, and effectively prevents occupational diseases to safeguard employees' health.

## Equal Employment and Effective Communication Channels

The Company complies with the Labor Law of the People's Republic of China, International Labour Organization (ILO) standards, the United Nations Global Compact (UNG), the Responsible Business Alliance (RBA) Code of Conduct, and applicable customer codes.

It is committed to fostering a diverse and inclusive workplace with equal employment opportunities. Discrimination or unfair treatment based on protected characteristics is strictly prohibited across all employment practices, including recruitment, compensation, training, promotion, and career development.

The Company has established structured communication channels to promote dialogue and employee participation, safeguarding employees' rights to information, participation, and expression, and supporting a fair and transparent workplace.

### 2025 Employee Rights and Interests Performance Indicators

Diversity, Equity & Inclusion Performance Indicators	2024	2025
Reported discrimination incidents during recruitment	0	0
Reported discrimination incidents during employment	0	0
Reported incidents of harassment and abuse	0	0
Coverage rate of anti-discrimination anti-harassment and anti-abuse training	100%	100%
Child Labor and Forced Labor Performance Indicators	2024	2025
Reported discrimination incidents during recruitment (times)	0	0
Reported discrimination incidents during employment (times)	0	0
Reported incidents of harassment and abuse (times)	0	0
Coverage rate of child labor and forced labor prevention training	100%	100%



Labor and Human Rights	2024	2025
Percentage of workplaces that have undergone Occupational Health and Safety (OHS) risk assessments (%)	100	100
Percentage of all employees represented by formal management-worker joint health and safety committees (%)	3.2	3.2
Percentage of all employees covered by formal collective agreements on working conditions (%)	100	100
Percentage of all employees covered by formally elected employee representatives (%)	95	95.68
Percentage of employees receiving regular performance and career development reviews (%)	91.03	91
Percentage of employees receiving job- or skills-related training (%)	91.3	91
Percentage of employees from minority or vulnerable groups (%)	8.91	10.94
Percentage of female employees in total workforce (%)	26.25	31.8





# Compensation and Incentives

To support employee development and enhance organizational performance, the Company continuously expands career development pathways and has established a structured and competitive compensation and incentives framework. This framework aligns employee development with the Company's strategic objectives, fostering shared value creation.

The Company adopts a performance-based approach, under which performance outcomes serve as the primary basis for annual salary adjustments and career advancement. This approach encourages employees to continuously enhance their professional capabilities and performance levels.

Through well-defined incentive mechanisms and transparent career development pathways, the Company fosters a fair, open and performance-driven work environment, motivating employees to achieve both individual and organizational goals.

Under a unified compensation and benefits framework, the Company implements differentiated remuneration structures for different employee categories

### Management, key R&D personnel, and core business employees

Compensation packages consist of fixed salaries, project bonuses, patent bonuses, performance incentives, equity incentives, allowances and benefits. As of the end of 2025, a total of 311 employees held company shares, accounting for 13.09% of the total workforce.

### Other employees

Their compensation packages include fixed salaries, performance-based bonuses, allowances, and benefits.



## Compensation, Benefits & Working Condition Metrics

2024

2025

Compensation, Benefits & Working Condition Metrics	2024	2025
Ratio of standard entry-level wage to local minimum wage	1.33	1.33
Percentage of employees earning a living wage	Shenzhen: 100% Huizhou: 100% Dongguan: 100%	Shenzhen: 100% Huizhou: 100% Dongguan: 100%
Coverage of statutory social insurance and housing provident fund	100%	100%
Percentage of employees receiving regular performance and career development reviews	91.03%	91%

Note: Dongguan JPT Opto-electronics Co., Ltd. was deregistered in June 2025.



# Building a Distinctive Corporate Culture

The Company integrates corporate culture into daily operations through diverse and accessible communication approaches, enhancing employee engagement, strengthening alignment with corporate values, and supporting sustainable development.

## Interpreting Corporate Culture through Animation Content

The Company moves beyond traditional text-heavy cultural promotion, and adopts engaging animations to convert abstract cultural concepts and core values into vivid stories and visuals, balancing high engagement and effective communication. Tailored to employees' daily work scenarios, the animations help staff easily understand corporate culture in a pleasant viewing experience. This deepens cultural cognition and memory, and advances the integration of corporate culture into daily work.



## Disseminating Employee Stories through Video Content

The Company collects exemplary stories of outstanding employees and high-performing teams focusing on operational excellence, career growth and dedicated professionalism. These stories are produced as feature videos and promoted via platforms including Jiexiang Community to expand reach, helping employees learn from role models around them. By embedding corporate culture in authentic employee stories, cultural values become tangible and relatable. Leveraging the exemplary power of role models to convey positive values, the Company inspires employees' motivation and sense of responsibility, and accelerates the overall recognition and implementation of corporate culture across the organization.



## Hosting the 2nd "Craftsman Cup" Skills Competition

To further strengthen the development of skilled talent, the Company organized the 2nd "Craftsman Cup" Skills Competition from October to November 2025, under the theme of enhancing capabilities through competition and fostering innovation. The competition included five categories, with a total of 178 participants. It provided a platform for employees to enhance technical skills, exchange knowledge and promote continuous improvement. During the competition, participants demonstrated strong professional competencies and technical expertise, as well as innovative thinking. The event contributed to cultivating a culture of craftsmanship, continuous improvement and excellence across the organization. The competition also supported employee development and organizational capability building, further reinforcing the integration of technical expertise and innovation within the Company.

The 2nd "Craftsman Cup" Skills Competition further enhanced the Company's talent development system and strengthened the integration of technical expertise and innovation. It also contributed to cultivating a culture of craftsmanship and continuous improvement, supporting both individual development and the Company's long-term organizational capability building.





# Talent Development

In 2025, guided by the talent philosophy of "People-Oriented, Empowerment, and Symbiosis", the Company built an integrated talent development framework covering competency improvement, employee well-being and value creation. Through systematic training, diversified development initiatives and professional support systems, the Company facilitates employees' career growth and aligns individual progress with corporate strategic goals. It also extends the social value of talent development to boost social progress and fulfill corporate social responsibility.

## Key Practices and Achievements

Performance Indicators	2024	2025
Total Training Hours	76,145.40	78,280.60
New Employee Training Coverage Rate (%)	627/98.8%	666/99.8%
Average Training Hours per Employee	45.03	32.96
Total Number of Training Sessions	1,561	1,577
Number of External Training Sessions	76	67



# Internal Trainer Development

## Strengthening Internal Talent Capability

Focusing on internal knowledge sharing and capability transfer, the Company has established a closed-loop internal trainer development framework covering selection, training, certification and delivery, supporting the sustainable development of internal training resources.

- **Development of Internal Trainer Team:** Through rigorous selection and structured training, the Company developed a team of 15 qualified internal trainers across management, technical and business functions, providing key support for internal training delivery.
- **Development of Core Training Programs:** The internal trainer team developed three core workplace training programs, including "Effective Upward Communication," "Performance Motivation," and "Building Workplace Trust," addressing key capability development needs of employees.
- **Training Implementation and Outcomes:** During the reporting period, the three training programs were delivered four times, reaching a total of 89 employees. The average satisfaction score for course content was 4.75 out of 5, and the instructor evaluation score reached 4.83 out of 5. These programs contributed to enhancing employees' capabilities in communication, team management and trust building.

Indicator	Quantity
Number of Certified Internal Trainers	15
Number of Internally Developed Courses	3
Number of Participants in Internal Training Programs	89

Rating Type	Score	Star Rating
Course Content Satisfaction	4.75	★★★★☆
Instructor Rating	4.83	★★★★★



## Comprehensive Training System

### Addressing Diverse Development Needs

Guided by business capability enhancement, compliance assurance and employee well-being, the Company has established a comprehensive training framework covering professional skills development, certification programs, compliance management and life-oriented learning scenarios. This framework enables systematic training implementation, continuous monitoring and effectiveness evaluation.

Training Category	Percentage (%)	Remarks (Basis for Resource Input)
Business Capability Development	40	Regularly conducted programs such as workshops and strategic alignment sessions
Well-being and Engagement Training	30	Broad participation through book clubs and family-oriented activities
Compliance and Systems Training	20	Core compliance courses with company-wide coverage
Professional Certification Programs	10	Certification programs tailored for high-potential talent

### Business Capability Development Programs

The Company identifies training needs through close engagement with frontline business operations and delivers targeted workshops and capability development programs.

#### Targeted Workshops

Customized workshops were conducted, including bid strategy development sessions for key clients, presentation skills training for high-potential employees within product lines, and strategic alignment workshops for regional subsidiaries. These initiatives supported business performance improvement and capability enhancement.

#### Professional Certification Programs

The Company offers various professional certification programs, including CPPM, international trainer certification, knowledge management and best practice training, as well as HPTI and PPA assessments. These initiatives support employees' professional growth and career advancement.

### Compliance and Governance Training

In response to overseas business expansion and compliance requirements, the Company strengthens employee awareness of regulatory compliance and operational standards.

#### Compliance Training Programs

Anti-fraud policy training was conducted for employees in key roles to strengthen compliance awareness and reinforce internal control practices

#### Financial Compliance Training

The Company introduced training on "Financial Management Standards for Overseas Subsidiaries" to support compliant financial operations and enhance governance capabilities across international business units.

### Employee Well-being and Engagement Programs

The Company extends learning initiatives beyond the workplace to support employees' well-being and work-life balance.

#### Family-Oriented Programs

During Mother's Day, the Company organized a themed session on parent-child communication, followed by workshops focused on emotional well-being and family relationships. These programs helped employees develop communication skills and promote positive family interactions.



#### Reading and Learning Programs

A total of nine themed reading sessions were organized throughout the year, covering topics such as family relationships, career development, classic literature and management practices. Five books, including Toyota Production System: The Manga and Soft Skills, were selected for group learning. These programs engaged over 120 participants and contributed to fostering a culture of continuous learning and knowledge sharing.





## Employee Well-being Programs

### Supporting Mental and Physical Health

The Company has established a professional, multi-location employee support network to promote mental and physical well-being.

Coverage Area	Number of Services	Area Type
Shenzhen	25	Core Office
Huizhou	12	Production Base
Singapore	8	Overseas Office

#### Development of Employee Support Counselors

The Company trained five qualified employee support counselors, with services covering Shenzhen, Huizhou and Singapore, ensuring access across major office locations.

#### Ongoing Employee Support Services

During the reporting period, a total of 45 one-on-one counseling sessions were conducted, addressing areas such as workplace stress management, interpersonal relationships and personal well-being. These services provided employees with a safe and confidential support channel and contributed to enhancing their mental resilience.



## Talent Development and Social Value Creation

In fulfilling its corporate social responsibility, the Company integrates industrial talent development with educational initiatives to enhance its social value contribution.

#### Industrial Workforce Development

The Company was accredited by the Shenzhen Federation of Trade Unions as the JPT Industrial Worker Training Center. Leveraging this platform, it launched academic upgrading programs for frontline workers and safety skill competitions, improving professional competence and safety awareness, and fostering manufacturing talent development.

#### Youth Education and Outreach Programs

The Company received students from Shenzhen Xin'an Middle School and Beijing No. 4 High School, delivering themed programs integrating laser cutting technology and interactive learning. Through hands-on model making, students gained practical experience with advanced manufacturing technologies. These efforts facilitate the construction of a regional high-tech education base and demonstrate the Company's commitment to science education and talent development.



In 2025, the Company's talent development initiatives focused on internal capability building, comprehensive training coverage and social value creation. Through internal trainer development, diversified training programs, employee well-being initiatives and external education activities, the Company enhanced workforce capabilities, strengthened organizational development and contributed to broader social value creation.



# Employee Relations Management

The Company places strong emphasis on employee relations and adheres to a people-centered approach. By strengthening management mechanisms and communication platforms, the Company promotes a harmonious, stable and mutually trusting workplace environment, enhancing employee engagement and organizational cohesion.

The Company has established a Labor Dispute Mediation Committee to provide a structured and standardized mechanism for conflict resolution. Labor disputes are addressed proactively and at an early stage. The Company actively listens to employee concerns, identifies key issues and facilitates communication to reach mutual understanding, effectively reducing potential legal risks. While safeguarding employees' legitimate rights, the Company also maintains effective operational management, strengthening trust and understanding between employees and management and supporting long-term stable labor relations.



## Digital Employee Engagement and Support Platform

The Company has established a digital employee platform integrating functions such as communication, feedback and employee interaction. This enhances informal communication channels, reduces hierarchical barriers and provides employees with accessible channels for expression and engagement. The platform also supports employee well-being initiatives by providing mental health resources and stress management guidance, as well as organizing regular online and offline activities. These efforts help employees manage work and life pressures and maintain overall well-being. Through these initiatives, the Company strengthens employee support mechanisms, enhances engagement and promotes a positive workplace environment.





# Workplace Experience and Employee Engagement

The Company is committed to creating a positive and engaging workplace environment through diverse employee activities, an inclusive culture and comprehensive development support. These initiatives aim to enhance employee experience, strengthen collaboration and foster a sense of belonging. Employees are encouraged to contribute to shared goals, develop their capabilities and grow alongside the organization. The Company seeks to build a workplace that supports employee development and enables individuals to realize their potential.

In 2025, the Company continued to adopt a people-centered approach, promoting employee well-being and fostering a positive and inclusive workplace environment. In addition to regular weekly club activities, nearly 40 large-scale employee engagement events were organized throughout the year, covering areas such as employee care, life skills development, and cultural and sports activities. These initiatives helped alleviate work-related stress, strengthen team cohesion and enhance employees' sense of belonging.

## Employee Club Activities

### Fitness & Culture, Vibrant Daily Life

The Company operates nearly 10 employee clubs, including badminton, basketball, football, table tennis, yoga and boxing. Each club is managed by designated coordinators responsible for activity planning, organization and communication, forming a structured and self-managed operating model. All clubs organize regular weekly activities, bringing together employees with shared interests. During the year, more than 300 club activities were conducted. These initiatives provide employees with opportunities to maintain physical health, relieve stress and enhance social interaction, contributing to a supportive and engaging workplace environment.



## Employee Welfare Activities

### Warm Care, Accompany with Heart

During the reporting period, the Company launched nearly 10 employee care initiatives focusing on employees' physical and mental wellbeing and daily needs, including TCM consultations, health check-ups, holiday benefits, engagement activities and seasonal care programs. Covering healthcare and daily welfare support, these efforts improve employee wellbeing and strengthen organizational cohesion. By meeting staff's physical and emotional needs, the Company fosters a caring workplace and enhances employees' sense of security and belonging.





## Life Skill Enhancement Activities

### Empower with Skills, Enjoy Life Fully

Throughout the year, the Company hosted over ten life skill and cultural activities to boost employee wellbeing and work-life balance, enriching daily life and cultivating practical capabilities. Events featured traditional cultural and creative workshops, including tangyuan making, Dragon Boat Festival herbal crafts, parent-child handcrafts, Mid-Autumn Festival traditional hair accessory production and lacquer fan decoration. These interactive activities enabled employees to acquire life skills and experience traditional culture, ease work pressure, and sustain a healthy work-life balance.



## Large-scale Sports & Cultural Competitions

### Unite through Competitions, Strive for Excellence

During the reporting period, the Company held over 10 major cultural and sports competitions, covering badminton, basketball, table tennis, skill contests, hiking and other diverse events. Employees competed with solid teamwork, demonstrating a positive and enterprising spirit. Active off-site interaction further strengthened team cohesion. These events provided a talent showcase platform and fostered the team's culture of unity, collaboration and pursuit of excellence.



These warm, dynamic, and meaningful cultural events have effectively brought colleagues closer together, strengthened mutual bonds, and made the corporate culture of unity, cooperation, positivity, and harmony deeply ingrained in the hearts of all employees. This rich and diverse cultural life has not only alleviated work-related stress and inspired team vitality, but also injected continuous motivation and cultural strength into the company's high-quality development.



# Safety Training and Management

## Strengthening Safety Commitments to Protect Lives

In 2025, with the goal of achieving zero major accidents, the Company continued to strengthen its safety culture, advancing from broad coverage to deeper integration. Building on its existing framework, it further developed a next-generation safety management system featuring company-wide participation, intelligent processes, and comprehensive operational control.

### Enhancing Safety Training and Building Proactive Safety Capabilities

#### Training Scale and Coverage

A total of 56 safety training sessions were conducted during the year, with 2,241 participants. Training coverage reached 100% for new employees, personnel in specialized roles, and on-site contractors. The certification rate for personnel engaged in special operations was also maintained at 100%.

#### Special Capacity Development Program

A special training program titled "Safety Leadership and On-Site Risk Identification" was launched for frontline team leaders and new safety officers. Through case study workshops and field training, the proactive risk management skills of supervisory staff were enhanced. A total of 10 training sessions were completed during the year, covering 609 key personnel.

### Advancing End-to-End Safety Management

#### Strengthening System and Accountability Framework

The Company implemented updated dual prevention mechanisms for risk classification control and hazard identification and management, ensuring that risk assessment is embedded across all positions and operational processes. During the year, 278 safety inspections were conducted, identifying and addressing 2,959 hazards, with a 100% remediation rate achieved.

#### Expansion of Emergency Response System

The Company organized three large-scale comprehensive emergency drills covering complex scenarios such as hazardous chemical leaks, battery-related incidents and fire evacuation. Over 1,000 participants were involved, and an integrated emergency response mechanism was established to enhance cross-department coordination and emergency response capabilities.

## Scale up Safety Investment

In 2025, the Company adhered to the principle of targeted and efficient investment, ensuring that resources were effectively allocated to enhance safety performance. During the reporting period, total safety-related investment amounted to RMB 487,500, allocated as follows:

- **Hardware Upgrades:** Focused on laser safety protection systems and renovation of old electrical circuits to reduce risks at the source.
- **Access Control for High-Risk Areas:** Upgraded the access control system in high-risk operation zones to enhance risk management capabilities.
- **Occupational Health and Personal Protection:** Continued to provide employees with next-generation personal protective equipment that meets the latest national standards and offers better comfort, and upgraded ventilation and noise reduction facilities in workshops.



During the reporting period, the Company recorded zero major work-related safety incidents, with key safety performance indicators showing significant improvement. The injury rate decreased by 45%, violations of high-risk operation permits declined by 40%, and the cycle time for hazard identification and remediation was reduced by 50%. Employee safety satisfaction increased to 92%.



# Enhance Accident Emergency Management

## Achievement of Various Safety Indicators of JPT in 2025

Health and Safety Indicators	2024	2025
Implementation Rate of Safety Laws and Regulations (%)	100	100
Popularization Rate of Occupational Health and Safety Training (%)	100	100
Annual Work-Related Fatality / Serious Injury Rate (%)	0	0
Occupational Disease Incidence Rate (%)	0	0
Rate of Major and Extremely Serious Fires (%)	0	0
Coverage Rate of Workplaces with Health and Safety Risk Assessment (%)	100	100

# 06

## LIGHT OF SOCIETY

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### JPT Corporate Citizenship

The Company actively participates in industry associations and collaborative platforms to promote sector-wide development. At the same time, it fulfills its social responsibilities by supporting community development, disaster relief and rural revitalization initiatives, and by providing assistance to vulnerable groups. Through these efforts, the Company contributes to inclusive and sustainable social development.

- Giving Back to Society
- Industrial Collaboration
- Participation in Industry Exhibitions
- Industry–Academia–Research Collaboration and Social Responsibility





# Giving Back to Society

The Company is committed to advancing sustainable development through innovation in core laser and optoelectronic technologies. By leveraging its industrial capabilities, it contributes to regional economic development, creates quality employment opportunities, and supports the upgrading of advanced manufacturing.

The Company integrates social responsibility into its development strategy and actively engages in public welfare initiatives. Key focus areas include education support, rural revitalization, regional development and assistance for persons with disabilities.

In 2025, the Company invested 476,700 RMB in education support, assistance for disadvantaged groups and other public welfare initiatives. Through these efforts, it contributes to talent development, enhances community well-being, and promotes shared value creation for society.



2025 Tax Contribution

**RMB 89.84 million**

Jobs Created

**2375**

## Charity Activities

### Supporting Rare Disease Patients

In February 2025, the JPT Public Welfare Fund donated RMB 229,000 to the Shenzhen Charity Federation to support the "Light Up Together" Rare Disease Public Welfare Program. The fund was dedicated to rare disease R&D, boosting innovative progress in early diagnosis and standardized treatment. By gathering small acts of kindness, JPT provided tangible assistance to rare disease patients and their families, relieved their medical and living burdens, and brought renewed hope for vulnerable groups.

### Medical Assistance for Vulnerable Groups

In November 2025, the JPT Public Welfare Fund launched the Medical Assistance Program for vulnerable groups. It offers targeted support to medically disadvantaged individuals, including certified disabled persons, patients with sudden illnesses, accidental injuries, rare diseases and long-term chronic conditions. The program ensures timely treatment, alleviates medical financial burdens, and builds a reliable health safety net for needy families.

### Technology Empowerment for Education

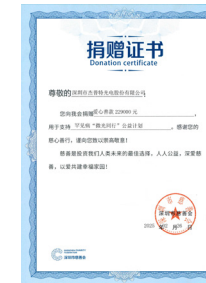
In June 2025, the JPT Public Welfare Fund launched the "Empowering Dreams with Technology" education initiative to improve grassroots education resources. Targeted donations were delivered to Dongjiang Primary School, upgrading teaching facilities, equipping students with basic computer skills and building a technology enlightenment platform, empowering rural children to pursue scientific and technological dreams.

### Supporting Rural Revitalization

In December 2025, in line with China's rural revitalization strategy, the JPT Public Welfare Fund steadily advanced the Guangdong-Guangxi pairing assistance initiative. It donated special funds to Banyang Village, Naweng Township, which were used to improve village service venues and public activity spaces, and enhance primary-level service capacity.

### Support for Workers and Vulnerable Groups

In August 2025, the JPT Public Welfare Fund provided support to the Shenzhen Staff Development Foundation and took an active part in the "Shenzhen Workers in Need · Warmth for Longhua" program. Focusing on key groups in Longhua District, including workers in new forms of employment, marginalized disadvantaged employees, and children of employees in need, the fund organized a series of public welfare activities such as care visits and development empowerment programs, delivering timely and effective targeted assistance.





# Industrial Collaboration

In January 2025, Mr. Huang Zhijia, Chairman of the Company, attended the 2nd Members' Congress of the Guangdong Laser Industry Association and the China Laser CEO Shenzhen Night, where he delivered a speech as President of the Association. He shared insights on the development of China's laser industry in 2024 and discussed priorities for future industry development.

In March 2025, Mr. Huang attended the China Laser Industry Summit and China Laser CEO Shanghai Night, where he exchanged views with industry peers on future trends and global development of the laser industry.

## Industry activities

### China Laser CEO Night

In January 2025, Mr. Huang Zhijia, Chairman of JPT, attended the 2nd Session of the 2nd Members' Congress of Guangdong Laser Industry Association & China Laser CEO Shenzhen Night and delivered a speech. In his capacity as President of Guangdong Laser Industry Association, Chairman Huang Zhijia gave a detailed review of the development of China's laser industry in 2024 to the attending guests, and put forward targeted proposals for the development of the laser industry in the new year.

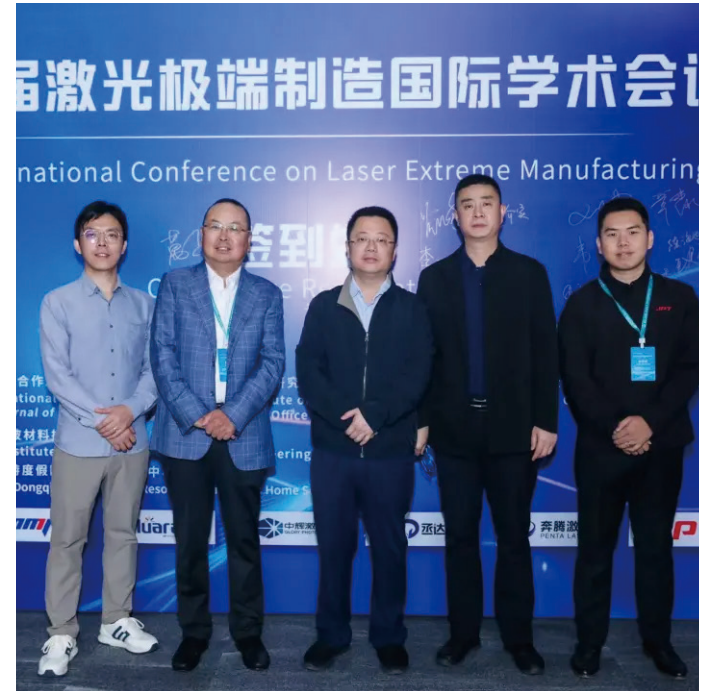
In March 2025, Mr. Huang Zhijia, Chairman of JPT, was invited to attend the 2025 China Laser Industry Summit & China Laser CEO Shanghai Night. He exchanged views on the new future of the industry with fellow industry professionals, supporting the global expansion and high-quality development of China's laser industry.

### ICLEM 2025

In April 2025, the Company participated in the 2nd International Conference on Laser Extreme Manufacturing (ICLEM 2025). Representatives engaged with global industry peers to discuss technological developments and trends in advanced laser manufacturing.

### 2025 Exchange Conference on Laser Technology Innovation

In May 2025, the Company participated in the Laser Technology Innovation and Industrial Application Conference, where it delivered a keynote presentation on whole-process control technologies for laser welding and related applications. The event facilitated technical exchange among industry experts, enterprises and research institutions.





### China Laser Technology and Industry Development Conference

In December 2025, Mr. Liu Jian, Vice Chairman of the Company, attended the inauguration ceremony of the Laser and Advanced Manufacturing Industry Innovation Consortium under the Chinese Optical Engineering Society.

At the conference, he delivered a presentation on the development opportunities of laser welding technologies, contributing to industry dialogue and knowledge sharing.



### LMN 2025 World Laser Manufacturing Conference

In June 2025, Mr. Huang Zhijia, Chairman of the Company, attended the LMN 2025 World Laser Manufacturing Conference and delivered a keynote speech.

The presentation outlined the Company's progress in core laser technologies and its efforts to integrate advanced technologies into intelligent manufacturing applications.



### Laser Technology Applications in Semiconductor Manufacturing Forum

In September 2025, the Company participated in the Forum on Laser Technology Applications in Semiconductor Manufacturing and delivered a presentation on the application of laser trimming technologies in chip manufacturing.

The presentation highlighted the role of precision laser processing in improving manufacturing accuracy and yield, and shared the Company's practical experience in this field.

### 2025 (15th) GGII Lithium Battery Annual Conference

In November 2025, the Company participated in the 15th GGII Lithium Battery Annual Conference and delivered a keynote presentation on process control technologies in laser welding.

The presentation introduced real-time process control approaches to improve welding stability and reduce defect rates, contributing to quality enhancement in lithium battery manufacturing.



Through continuous technological development and industry collaboration, the Company has strengthened its core capabilities and expanded its participation in the laser industry ecosystem.

Looking ahead, the Company will continue to promote open collaboration, deepen industry-university-research partnerships, and expand the application of laser technologies, contributing to the sustainable development of advanced manufacturing.



# Industry Events

## Case Study | Laser World of Photonics Munich 2025

In March 2025, the Company participated in Laser World of Photonics Munich, an international exhibition in the laser and optoelectronics sector.

During the event, the Company showcased its laser products and system solutions, and engaged with global industry partners to exchange technical insights and explore collaboration opportunities. The participation supported knowledge sharing and enhanced the Company's engagement in the global industry ecosystem.



## Case Study | JPT Presents at LASER World of PHOTONICS CHINA 2025

In March 2025, the Company participated in Laser World of Photonics China held in Shanghai.

The Company exhibited a range of laser products and solutions, demonstrating its capabilities in precision manufacturing, new energy and semiconductor applications. The event provided a platform for technical exchange and supported the expansion of industry collaboration.



## Case Study | JPT at CIOE 2025

In September 2025, the Company participated in the 26th China International Optoelectronic Exposition (CIOE 2025) in Shenzhen.

At the exhibition, the Company presented its latest R&D achievements and integrated solutions in optical connectivity and optoelectronic testing. The event facilitated exchanges with customers, partners and industry professionals, strengthening market engagement and application collaboration.





# Industry-Academia-Research Collaboration and Social Responsibility

The Company has established long-term cooperation and carried out targeted business R&D with renowned domestic and international technology enterprises, leading universities, and government authorities. Covering joint talent cultivation, technological R&D and industrial integration of lasers and laser equipment, as well as joint laboratory construction, such all-round and multi-level cooperation has enhanced the Company's R&D and manufacturing capabilities in the field of lasers and intelligent laser equipment.

Science popularization services for communities play a vital role in advancing the Company's environmental, social and governance (ESG) objectives. By collaborating with local communities, we launch educational programs and support science education in local schools, fostering environmental awareness and innovation capabilities among the younger generation. This two-way interaction not only elevates the Company's social image but also injects new vitality into the sustainable development of communities.

## Case Study | JPT Laser Industry College Officially Inaugurated

In June 2025, the JPT Laser Industry College, co-established through in-depth cooperation between JPT and the College of Intelligent Science and Engineering, Hubei Minzu University (hereinafter referred to as "Hubei Minzu University"), was officially inaugurated at the plaque-unveiling ceremony.

Representatives from Hubei Minzu University and JPT attended the event, joined by officials from relevant university departments, faculty members and students, who jointly witnessed the official launch of this strategic cooperation.

Focused on the development needs of the industry, the Laser Industry College will build a three-in-one system featuring talent cultivation, technological innovation and industrial empowerment. It aims to nurture practical engineering professionals, create an innovative platform for industry-education integration, strengthen talent support, and empower China's laser industry to advance toward the high-end of the global value chain.





# ESG Indexes

Instructions	The Company has reported for the period from January 1, 2025 to December 31, 2025, with reference to the GRI standards.
GRI 1 used	GRI1: Foundation 2021

GRI Standards	Disclosure	Index Location
GRI 2: General Disclosures 2021		
<b>Organizations and Reporting Practices</b>		
2-1	Organizational Profile	Strengthen Governance Foundation
2-2	Entities Included in the Sustainability Report	About This Report
2-3	Reporting Period, Reporting Frequency and Contact Person	About This Report
2-4	Restatement of Information	N/A
2-5	External Assurance	N/A
<b>Activities and Workers</b>		
2-6	Activities, Value Chains and Other Business Relationships	Build a Secure and Resilient Supply Chain
2-7	Employees	Employee rights protection, compensation and incentives, distinctive corporate culture development, talent cultivation, employee relationship management, fulfilling work experience, collaborative growth, safety training and management
2-8	Workers Other Than Employees	Build a Secure and Resilient Supply Chain
<b>Governance</b>		
2-9	Governance Structure and Composition	Strengthen Governance Foundation
2-10	Nomination and Selection of the Highest Governance Body	Strengthen Governance Foundation
2-11	Chair of the Highest Governance Body	Strengthen Governance Foundation
2-12	Oversight Role of the Highest Governance Body in Impact Management	Strengthen Governance Foundation
2-13	Delegation of Responsibilities for Impact Management	Strengthen Governance Foundation
2-14	Role of the Highest Governance Body in Sustainability Reporting	Strengthen Governance Foundation
2-15	Conflict of Interest	Strengthen Governance Foundation



GRI Standards	Disclosure	Index Location
2-16	Communication on Key Concerns	Stakeholder identification, materiality topic assessment methods and processes
2-17	Collective Knowledge of the Highest Governance Body	Strengthen governance foundations
2-18	Performance Evaluation of the Highest Governance Structure	Strengthen governance foundations
2-19	Remuneration Policies	Compensation and incentives
2-20	Remuneration Determination Procedures	Compensation and incentives
2-21	Annual Total Remuneration Ratio	N/A
<b>Strategies, Policies and Practices</b>		
2-22	Strategic Statement on Sustainable Development	Chairman' s Message
2-23	Policy Commitments	N/A
2-24	Integration of Policy Commitments	N/A
2-25	Procedures to Remediate Negative Impacts	Stakeholder identification, materiality topic assessment methods and processes
2-26	Mechanisms for Seeking Advice and Raising Concerns	Stakeholder identification, materiality topic assessment methods and processes
2-27	Compliance with Laws and Regulations	Strengthen governance foundations, risk management and internal control, improved environmental management, waste management, and employee rights protection
2-28	Association Membership	Honors and Awards, Industry Associations
<b>Stakeholder Engagement</b>		
2-29	Stakeholder Engagement Approaches	Stakeholder identification, materiality topic assessment methods and processes
2-30	Collective Bargaining Agreements	N/A
<b>Materiality</b>		
3-1	Process for Identifying Material Topics	Materiality topic assessment methods and processes
3-2	List of Material Topics	Materiality topic assessment methods and processes
3-3	Management of Material Topics	Materiality topic assessment methods and processes
<b>Financial</b>		
201-1	Direct Economic Value Generated and Distributed	N/A
201-2	Financial Impacts, Risks and Opportunities Arising from Climate Change	Operational Excellence, Green Initiative
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Employee Rights Protection



GRI Standards	Disclosure	Index Location
201-4	Government financial subsidies	N/A
202-1	Ratio of standard entry-level wages by gender to local minimum wage	Not applicable
202-2	Proportion of senior executives recruited from local communities	Not applicable
203-1	Infrastructure investment and supporting services	N/A
203-2	Significant indirect economic impacts	N/A
204-1	Proportion of procurement expenditure from local suppliers	Not applicable
205-1	Operations sites assessed for corruption risks	Not applicable
205-2	Dissemination and training of anti-corruption policies and procedures	Build a Safe and Resilient Supply Chain
205-3	Confirmed corruption incidents and corresponding remedial actions	N/A
206-1	Legal proceedings concerning unfair competition, trust and anti-monopoly practices	N/A
207-1	Tax strategy	N/A
207-2	Tax governance, control and risk management	Adhere to Compliant Operation
207-3	Stakeholder engagement and management on tax-related concerns	Stakeholder Identification
207-4	Country-by-country reporting	Not applicable
301-1	Weight or volume of raw materials used	Not applicable
301-2	Recycled raw materials consumed	Green Initiative
301-3	Recycled products and packaging materials	Material Conservation



GRI Standards	Disclosure	Index Location
<b>GRI 302: Energy 2016</b>		
302-1	Direct energy consumption within the organization	Energy Consumption Data
302-2	Direct energy consumption within the organization	Energy Consumption Data
302-3	Energy intensity	Energy Consumption Data
302-4	Reduction of energy consumption	Energy Consumption Data
302-5	Reduction of energy demand for products and services	Energy Consumption Data
303-1	Organization' s interactions with water as a shared resource	N/A
303-2	Management of impacts related to discharge	N/A
303-3	Water withdrawal	N/A
303-4	Water discharge	N/A
303-5	Water consumption	N/A
304-1	Operations owned, leased or managed by the organization located in or adjacent to protected areas and biodiversity-rich areas outside protected areas	Not applicable
304-2	Significant impacts of activities, products and services on biodiversity	Not applicable
304-3	Protected or restored habitats	Not applicable
304-4	Species listed on the IUCN Red List and national conservation lists in habitats affected by operations	Not applicable
305-1	Direct (Scope 1) GHG Emissions	Greenhouse Gas Emission Data
305-2	Energy Indirect (Scope 2) GHG Emissions	Greenhouse Gas Emission Data
305-3	Other Indirect (Scope 3) GHG Emissions	Greenhouse Gas Emission Data
305-4	GHG Emission Intensity	Greenhouse Gas Emission Data
305-5	GHG Emission Reductions	Greenhouse Gas Emission Data



GRI Standards	Disclosure	Index Location
305-6	Emissions of Ozone-Depleting Substances (ODS)	Not applicable
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and Other Significant Air Emissions	Not applicable
306-1	Waste Generation and Significant Waste-related Impacts	Not applicable
306-2	Management of Significant Waste-related Impacts	Not applicable
306-3	Waste Generated	Not applicable
306-4	Waste Diverted from Disposal	Not applicable
306-5	Waste Sent to Disposal	Not applicable
308-1	New Suppliers Screened by Environmental Evaluation Criteria	Build a Safe and Resilient Supply Chain
308-2	Negative Environmental Impacts within the Supply Chain and Corresponding Actions Taken	Build a Safe and Resilient Supply Chain
401-1	New Hire Rate and Employee Turnover Rate	Employee Rights Protection
401-2	Benefits Provided to Full-time Employees (Excluding Temporary and Part-time Employees)	Employee Rights Protection
401-3	Parental Leave	Employee Rights Protection
402-1	Minimum Notice Period for Operational Changes	Not applicable
403-1	Occupational Health and Safety Management System	Safety Training and Management
403-2	Hazard Identification, Risk Assessment and Incident Investigation	Safety Training and Management
403-3	Occupational Health Services	Employee Rights Protection
403-4	Worker Participation, Consultation and Communication on Occupational Health and Safety Matters	Safety Training and Management
403-5	Occupational Health and Safety Training for Workers	Employee Rights Protection
403-6	Worker Health Promotion	Employee Rights Protection
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	Safety Training and Management



GRI Standards	Disclosure	Index Location
403-8	Workers covered by the occupational health and safety management system	Safety Training and Management
403-9	Work-related injuries	Safety Training and Management
403-10	Work-related ill health	Safety Training and Management
404-1	Average annual training hours per employee	Talent Development
404-2	Employee skills enhancement programmes and transition assistance programmes	Talent Development
404-3	Percentage of employees receiving regular performance and career development reviews	Compensation and Incentives
405-1	Diversity of governance bodies and employees	Governance Foundation, Employee Rights Protection
405-2	Ratio of basic salary and remuneration by gender	Not applicable
406-1	Incidents of discrimination and corrective actions taken	Not applicable
407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	Build a Safe and Resilient Supply Chain
408-1	Operations and suppliers with significant risk of child labour incidents	N/A
409-1	Operations and suppliers with significant risk of forced or compulsory labour	N/A
410-1	Security personnel trained in human rights policies or procedures	Not applicable
411-1	Incidents involving violations of indigenous peoples' rights	N/A
413-1	Operations with local community engagement, impact assessments and development programmes	Not applicable
413-2	Operations with actual or potential significant negative impacts on local communities	Not applicable



GRI Standards	Disclosure	Index Location
414-1	New suppliers screened using social evaluation criteria	Build a Safe and Resilient Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Build a Safe and Resilient Supply Chain
415-1	Political contributions	N/A
416-1	Assessment of health and safety impacts of product and service categories	N/A
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	N/A
417-1	Requirements for product and service information and labelling	N/A
417-2	Incidents of non-compliance related to product and service information and labelling	N/A
417-3	Incidents of non-compliance involving marketing communications	N/A
418-1	Substantiated complaints regarding violations of customer privacy and loss of customer data	N/A



# ESG Indexes

Instructions		The Company complied with the requirements of the Guidelines during the period from January 1, 2025 to December 31, 2025.		
GRI 1 used		Self-Regulatory Supervision Guideline No. 14 for Listed Companies of the Shanghai Stock Exchange – Sustainability Reporting (Trial)		
Dimension	No.	Disclosure Item	Corresponding Clauses	Index Position
Environment	1	Climate Change Response	Articles 21 to 28	Improve environmental management and carbon neutrality initiatives
	2	Pollutant Emissions	Article 30	Waste management
	3	Waste Disposal	Article 31	Waste management
	4	Ecosystem and Biodiversity Conservation	Article 32	N/A
	5	Environmental Compliance Management	Article 33	Improve environmental management
	6	Energy Utilization	Article 35	Carbon neutrality initiatives
	7	Water Resources Utilization	Article 36	Resource conservation
	8	Circular Economy	Article 37	Resource conservation
社会	9	Rural Revitalization	Article 39	Social feedback
	10	Social Contribution	Article 40	Social feedback
	11	Innovation-driven Development	Article 42	R&D investment, innovation and intellectual property rights
	12	Tech Ethics	Article 43	N/A
	13	Supply Chain Safety	Article 45	Build a safe and resilient supply chain
	14	Equal Treatment of SMEs	Article 46	Adhere to compliant operations and build a safe and resilient supply chain
	15	Product and Service Safety and Quality	Article 47	N/A
	16	Data Security and Customer Privacy Protection	Article 48	Information security
	17	Employees	Article 50	Employee rights protection, compensation and incentives, creation of distinctive corporate culture stories, talent development, employee relationship management, enjoyable work & collaborative growth, safety training and management
可持续发展 相关治理	18	Due Diligence	Article 52	Materiality Issue Identification Methods and Processes
	19	Stakeholder Communication	Article 53	Stakeholder Identification
	20	Anti-commercial Bribery and Anti-corruption	Article 55	Risk Management and Internal Control
	21	Anti-unfair Competition	Article 56	Adhere to Compliant Operations



# Feedback

## 2025 Shenzhen JPT Opto-electronics Co., Ltd. Sustainability Report Reader Feedback Form

Dear Readers:

Hello!

Thank you for reading the Shenzhen JPT Opto-electronics Co., Ltd. - 2025 Sustainability Report. We are very concerned about your opinions on the report, as they will help us promote the company's work in the areas of environment, society, and corporate governance. Therefore, please provide your comments and suggestions on this report and give us feedback so that we can continue to improve.

1、Your overall evaluation of this report.

Very good  Better  Generally  Poor  Very poor

2、Your evaluation of the readability of this report.

Very good  Better  Generally

3、Your evaluation of the structure of this report.

Very good  Better  Generally  Poor

4、Whether the contents disclosed in this report meet your expectations?

Yes  No  Unclear 5. Does this report fully reflect the

5、What is the social responsibility undertaken Shenzhen JPT Opto-electronics Co., Ltd.?

Comprehensive Reflection  Partial Reflection  No Reflection

6、What are your thoughts on the "Shenzhen JPT Opto-electronics Co., Ltd. 2025 Social Responsibility Report"? Any suggestions or comments are welcome.

## Feedback Form for Shenzhen JPT Opto-electronics Co., Ltd. 2025 Sustainability Report

Name \_\_\_\_\_ Contact Number \_\_\_\_\_

Workplace \_\_\_\_\_ Correspondence Address \_\_\_\_\_

Email \_\_\_\_\_

Mailing address Building A, Kemron Science and Technology Park, Guanlan Hi-tech Industrial Area, Longhua District, Shenzhen, China, 518110

Fax +86-0755-29528185

Company website <https://en.jptoe.com>

Contact +86-0755-29528181/2/3



# JPT

With hope in our hearts, we chase the light and find our path;  
With stars in our eyes, we walk forward bathed in light.  
Advancing intelligent manufacturing for a common bright future.  
For every member of jpt, there is a purpose to pursue.  
I am chasing the light, sailing alongside it!



**SHENZHEN JPT OPTO-ELECTRONICS CO., LTD.**

Building A, Kemron Science and Technology Park, Guanlan Hi-tech Industrial Area, Longhua District, Shenzhen, China, 518110

Tel: +86-0755-29528181/2/3

Fax: +86-0755-29528185

E-mail: [sales@jptoe.com](mailto:sales@jptoe.com)

Web: [en.jptoe.com](http://en.jptoe.com)