

**Hymson**  
海目星激光

Stock code: :688559

**2025**

**ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT**



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# About This Report

This Report provides a comprehensive disclosure of Hymson's practices and performance in economic, environmental, social, and corporate governance areas in 2025, with the objective of facilitating effective communication with stakeholders and systematically responding to their expectations and requirements.



## Reporting Cycle

This Report covers the period from January 1, 2025 to December 31, 2025, and constitutes the annual reporting cycle.



## Reporting Scope

This Report discloses information on Hymson's fulfillment of responsibilities in economic, social, environmental, and corporate governance aspects, with typical cases sourced from its affiliated companies.



## Reporting Period

This Report covers the period from January 1, 2025 to December 31, 2025. To enhance the comparability and forward-looking nature of the report, certain content may be extended to prior or subsequent periods where deemed appropriate.



## Basis for Preparation

- *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies — Sustainability Report (Trial)*
- *GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Sustainability Standards Board (GSSB)*
- *Guidelines on Sustainability Reporting for Chinese Enterprises (CASS-ESG 6.0) issued by the Chinese Academy of Social Sciences (CASS)*
- *Sustainable Development Goals (SDGs) of the United Nations in 2030*
- *ISO26000: Guidance on Social Responsibility (2010) issued by the International Organization for Standardization (ISO)*
- *The Ten Principles of the United Nations Global Compact (UNGC)*



## Data Sources

The data used in this Report comes from the Company's official documents, statistical reports, and public information.



## Abbreviations

For ease of presentation and reading, "Hymson Laser Technology Group Co., Ltd." is sometimes referred to as "Hymson", "the Company", or "we/us" in this Report.



## Reliability Assurance

We guarantee that the content of this Report is true, accurate, and complete, with no false record, misleading statements, or material omission.



## Report Accessibility

This Report is available in electronic format. You may log into our website ([www.hymson.com](http://www.hymson.com)) or the website of the Shanghai Stock Exchange ([www.sse.com.cn](http://www.sse.com.cn)) to download the electronic version. You may also contact us by sending an email to [ir@hymson.com](mailto:ir@hymson.com) or calling us at 0755-23325470 to obtain a copy.

## Message from the Chairman



Hymson Laser Technology Group Co.,  
Ltd. Chairman

**Zhao Shengyu**



In 2025, the global new energy industry underwent profound transformation as the wave of intelligent manufacturing surged forward. The industry moved forward under pressure amid cyclical adjustments, while steadily recovering through the restructuring of supply and demand. Faced with a complex and ever-changing external environment, Hymson has consistently remained true to its founding mission, and forged ahead with courage and resolve. We have never wavered in our strategic resolve despite market fluctuations, nor have we slowed our pace in the face of development challenges. This composure and resilience stem from our ultimate pursuit of technological innovation, our unwavering commitment to quality, and our resolute practice of long-termism. Amid the tide of technology reshaping the global industrial competitive landscape, we seized opportunities and took proactive actions. By leveraging laser technology as our core engine and practical action as the foundation of our development, we transformed strategic resolve into momentum for industrial upgrading. With market-oriented technical solutions, high-end equipment tailored to customer requirements, and a comprehensive and highly efficient service system, we steadily advanced toward our vision of "Transforming the global manufacturing landscape and advancing intelligent manufacturing."



**Upholding technological self-reliance and self-strengthening is the core foundation of Hymson's steady and long-term development.** We continuously increased investment in R&D, deeply engaged in technology fields such as laser sources, automation control, and intelligent software systems, tackled core technical challenges, and achieved a number of remarkable successes with independent intellectual property rights. During the year, our projects "Key Technologies and Equipment for High-Quality and High-Efficiency Welding of Large-Capacity Power Batteries" and "Complete Technical Equipment and Applications for High-Quality and High-Efficiency Laser Precision Welding of Lightweight Thin-Walled Structures" received prestigious science and technology awards respectively, demonstrating the Company's strong technological innovation capabilities. As of the end of the year, we have accumulated 1,023 valid patents and led or participated in the formulation of multiple international and domestic standards, achieving a leap from technological breakthroughs to standard leadership. These efforts have consolidated the Company's competitive edge in the global laser equipment field.

**Adhering to customer value orientation is the fundamental principle for Hymson's development and long-term success.** Guided by our core values of "customer orientation, commitment to excellence," we have established a strict quality management system and an efficient after-sales service network. Driven by market demand and supported by technological innovation, we have closely partnered with our customers to overcome process challenges and achieve industrial upgrading, have won market trust through high quality, and have built brand reputation through premium service. Meanwhile, we have actively expanded our global strategic footprint. During the year, we have successfully completed the strategic acquisition of the Laser Plastic Welding (LPW) division of Leister Group in Switzerland and Xteg, a German company, increasing the number of overseas subsidiaries to 11. This marked a successful transition into a new development stage of "technology integration + brand synergy + global resource optimization," achieving a substantive leap from product exports to technology and brand globalization, and fully bridging the "last mile" of serving the high-end global market.

**Focusing on ecological synergy and common progress is Hymson's commitment to practicing sustainable development.** Internally, we attach great importance to every dedicated employee who creates value for the Company. By improving career development paths, optimizing compensation and benefit systems, and fostering a positive workplace environment, we aim to fully inspire employees' innovation and dedication to drive cohesive growth and mutual success for both employees and the enterprise. Externally, we place great emphasis on the coordinated development of the industrial chain. By deepening strategic cooperation with upstream and downstream suppliers and partners, we have built a reliable, green, secure, and highly efficient supply chain, driving industry collaboration through responsible fulfillment and jointly fostering a healthy and sustainable industrial ecosystem. Meanwhile, we have firmly advanced the green and low-carbon transition, enhanced ecological and environmental awareness, balanced economic benefits with environmental responsibilities, and consolidated a green foundation for the Company's high-quality and sustainable development.

**Hard work goes unnoticed by the stars, but is always rewarded by time.** Our perseverance and commitment in the past have laid a solid foundation to fuel the journey toward the future. In 2026, Hymson will continue to focus on its core advantages in laser and automation, empowering the upgrade of high-end manufacturing through technological innovation. Additionally, by connecting with the global industrial ecosystem through open cooperation, the Company will accelerate its deployment in cutting-edge fields such as solid-state battery equipment and core light sources to continuously deepen brand building and enhance global service capabilities. Moving forward with greater drive and practical actions, we will create higher value for global customers, contribute to the high-end, intelligent, and green transition of China's manufacturing industry, and jointly work side by side with partners from all sectors toward a new future of intelligent manufacturing.

# About Hymson

Hymson Laser Technology Group Co., Ltd. (hereinafter referred to as "Hymson") was established in 2008 and was listed on the Sci-Tech Innovation Board in 2020, with stock code 688559. The Company maintains a deep strategic focus on the foundational homologous technologies of laser optics and integrated automation. By harnessing our proprietary core technology platform, we achieve seamless synergy and efficient reuse of technology across diverse sectors and scenarios. This robust technical foundation supports our expansion into high-growth manufacturing fields such as lithium batteries, PV, consumer electronics, medical lasers, semiconductors, and advanced packaging. Driven by our core competencies in customized smart equipment, process R&D, system integration, and comprehensive life-cycle services, we are committed to empowering global industry leaders with holistic, intelligent manufacturing solutions.

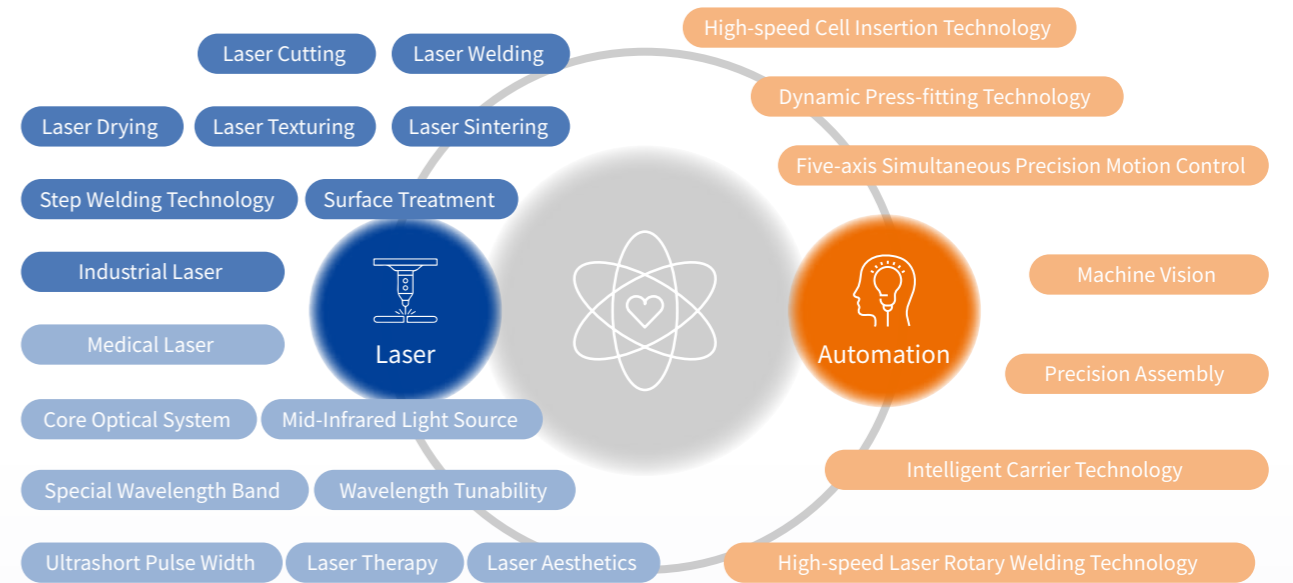
The Company's headquarters is located in Shenzhen, and we have four major production and manufacturing bases in Shenzhen, Jiangmen, Changzhou, and Chengdu, covering the regions of South China, East China, and Southwest China. Meanwhile, we have established multiple subsidiaries in Europe, North America, the Asia-Pacific region, and other regions, and our globalization process has continued to accelerate.

"Guided by light, leading the future with intelligence", Hymson is committed to becoming a globally leading innovative enterprise in laser and automation technology. We will always keep in mind our mission—"To change equipment pattern and promote manufacturing progress in the world", focus on cutting-edge technologies, facilitate industrial transformation, and work hand in hand with customers around the world to embrace the future of intelligent manufacturing.

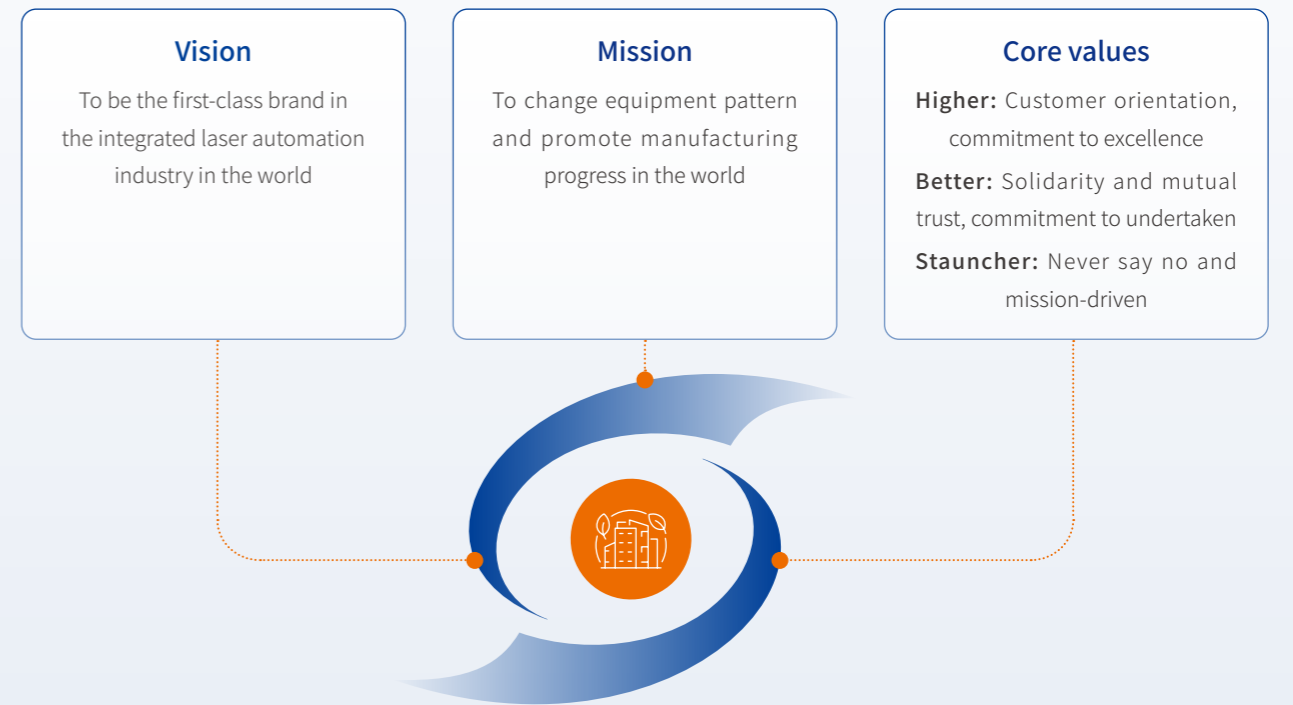


## Core Technologies

Hymson focuses on the two core technology areas of laser sources and automation integration. Leveraging full-chain innovation driven by "light source, process and intelligent control", we have achieved technological leadership in the three major fields of industrial lasers, medical lasers, and intelligent control, continuously creating greater value for global customers.



## Corporate Culture



# Intelligent Manufacturing Solutions



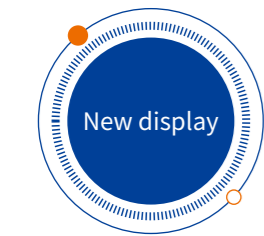
As one of the few equipment manufacturers in the world with end-to-end delivery capabilities for intelligent lithium battery manufacturing lines, Hymson has remained committed to independent R&D, building a comprehensive technology matrix covering core production links such as electrode sheets, cells, and module/PACK, and achieving leapfrog development from domestic substitution in China to global leadership.

- Hymson is China's first developer of laser tab welding equipment for power batteries
- Hymson innovatively launched high-speed laser cleaning equipment, overcoming industry pain points in battery charging and discharging efficiency, capacity increase, and cycle life
- Our laser die-cutting machine won the Manufacturing Single Champion Award from the Ministry of Industry and Information Technology
- We are the first in the industry to have simultaneously developed two technology routes: "oxide + lithium metal anode" and "sulfide + silicon-carbon anode."



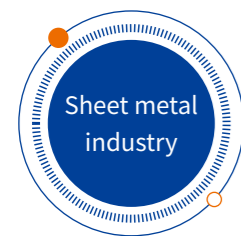
In response to the development of the photovoltaic market and the practical application needs of customers, Hymson has strategically expanded into emerging technology fields such as TOPCon and xBC cells, launching a series of innovative products with significant competitive advantages.

- Hymson created the industry's first TOPCon laser doping equipment and achieved mass production
- Hymson innovatively launched BC large-spot laser opening equipment featuring high precision, high efficiency, and low damage, effectively supporting xBC battery production in reducing costs and improving efficiency
- We have the industry-first laser welding equipment for junction boxes of photovoltaic modules, addressing industry pain points such as false welding and other issues



Leveraging our self-developed lasers and optical systems, Hymson took the lead in achieving full coverage of process technologies in the new display field, including Micro LED laser lift-off and transfer, Mini/Micro LED mass welding, and defective pixel repair, thereby advancing Micro LED technological transformation and the domestic substitution and independent development of key equipment for new displays.

- We have China's leading DPSS laser massive transfer technology, breaking through precision technology barriers and advancing the localization of core laser technologies
- Hymson pioneered the development of laser welding equipment for Micro LED substrates, achieving seamless splicing technology for laser-welded substrates and large-size splicing and welding processes
- Hymson pioneered the R&D of laser-based equipment for removing abnormal chips after bonding, achieving nanoscale surface repair precision
- We have national first-of-its-kind Micro LED non-contact EL inspection equipment, significantly improving production yield



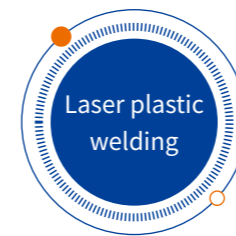
Hymson has more than 13 years of experience and capabilities in intelligent laser sheet metal manufacturing, as well as industry R&D, production, sales, and services, providing industry customers with comprehensive laser sheet metal solutions ranging from sheet cutting to tube cutting, from cutting to welding, and from standalone machines to automated production lines.

- As a leader in high-speed laser cutting machines in China, we were the first to develop and launch high-speed machines
- High-power, large-format 10,000-watt laser cutting machine tools were among the first to be applied by industry customers in China and overseas



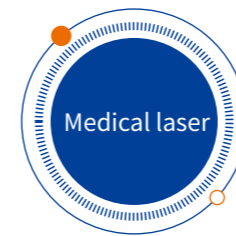
Based on advanced laser R&D, optical design, and beam shaping technologies, combined with strong automation integration capabilities, Hymson provides fully automated whole-line solutions for consumer electronics, digital batteries, the AI industry chain, medical care, and other fields.

- Leveraging years of accumulated transformer and wire harness assembly technology, we successfully entered the field of high-speed wire harness assembly for AI servers
- Hymson developed six-axis motion control + spatial precision assembly technology, providing a solution to manufacturing challenges for AR and VR optical engine modules
- We pioneeringly developed an automated assembly and welding line for ultra-thin steel casings



Hymson has inherited more than 30 years of technological expertise from Leister Group of Switzerland, a global leader in the laser plastic welding industry, and, leveraging the Swiss company's continuous research, development, and innovation as well as extensive global application experience, is committed to providing outstanding, precise, and future-oriented laser plastic welding solutions to global customers in fields such as automotive electronics, medical devices, and consumer electronics.

- The globally pioneered Globo welding technology uses dynamic glass spheres to achieve focusing and pressurization, precisely completing the welding of complex workpieces, and was awarded the Swiss Technology Award
- The leading mask welding process leverages masks to precisely define areas, enabling high-precision manufacturing of precision components, and won the Swiss Technology Award
- Pioneering use of specially designed process lenses and advanced process control successfully overcame the challenge of the heat-affected zone in transparent plastic welding



Building on our deep expertise in laser and automation technologies, Hymson successfully extended the core technological strengths into the medical laser field. Through sustained innovation and R&D, we provided brand-new solutions for the innovative development of medical laser technology, guiding domestically developed medical laser technology toward a path of high-quality advancement.

- We successfully developed a groundbreaking new product—the high-power tunable mid-infrared femtosecond laser
- We achieved technical breakthroughs in mid-infrared femtosecond laser technology, with three key technical features: tunable between 5-11μm, watt-level average power, and femtosecond pulse width
- Our products have wide application potential in mainstream healthcare, elective healthcare, and cutting-edge scientific research fields

 Our 2025

Highlights

February

- The ultimate roll vacuum drying equipment overcame the North American 480 V vacuum discharge challenge and was successfully exported to the United States.

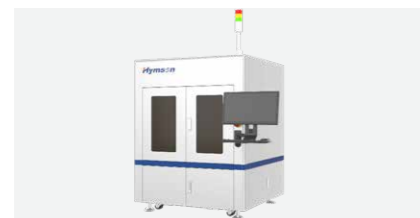


- We made strategic acquisition of the laser plastic welding business of Leister Group of Switzerland



May

- Hymson joined hands with Fuzhou University to tackle the challenge of Micro LED mass inspection and developed China's first engineering prototype, FED-NCEL



May

- Hymson signed a strategic cooperation agreement with Suzhou Aview Image Technology Co., Ltd.



June

- Our subsidiary Haikejing Medical Technology Co., Ltd. successfully launched a number of innovative chromatographs



July

- The first overseas innovation laboratory was established in North America

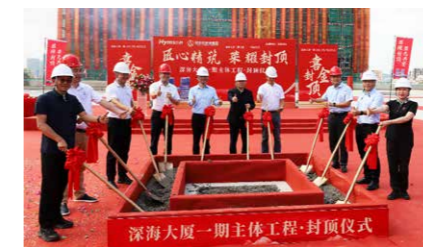


- Jiangmen Intelligent Equipment Industry Supporting Project (Phase I) broke ground



August

- Main structure of Deep Sea Building (Phase I) successfully topped out



- Hymson's 2025 Lithium Battery Technology Contribution Commendation Conference was successfully held



- The independently developed ultra-wide strip laser cutting and welding integrated machine was launched on the market



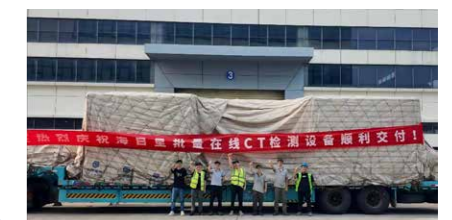
October

- Hymson wholly acquired Xteg, a German provider of high-end laser cutting equipment and services



October

- We completed mass shipment of online CT inspection equipment



November

- We sponsored the 2025 (15th) Gaogong Lithium Battery Annual Conference



- We issued the "Equity Incentive Plan" and the "Employee Stock Ownership Plan"



December

- The project "Key Technologies and Equipment for High-Quality and High-Efficiency Laser Manufacturing of Large-Capacity Power Batteries" won the Second Prize of Guangdong Provincial Science and Technology Progress Award



## Annual Honors

### Shenzhen Top Brand

Shenzhen Top Brand Evaluation Committee

### 2024 Benchmark Enterprise for New Quality Productive Forces in Jiangmen's Intelligent Equipment Industry

Jiangmen Intelligent Equipment and Robotics Association

## January

### Annual Outstanding Lithium Battery Equipment Brand

China Industrial Association of Power Sources

### 2025 SID China Display Industry Awards, Silver Award

Society for Information Display (SID)

### 2025 Glorious Laser New Product Award

Organizing Committee of Glorious Laser Award

## March

### 2025 Solid-State Battery Industrialization Collaboration Pioneer Award

GGII Lithium Battery

### Innovation Award in Laser Industrial Equipment (Secret Light Awards/SLA)

Organizing Committee of Laser Industry Innovation Awards (Secret Light Awards/SLA)

Guangdong Laser Industry Association  
Shenzhen Intelligent Manufacturing Laser Technology Research Institute

## June

### Guangdong TOP Brand

Professional Committee of Guangdong Top Brand Evaluation

### Helios Award - 2025 Excellent Equipment Enterprise Global Partners & Excellence Enterprise Award

Organizing Committee of the China International PV and Energy Storage Industry Conference

### 2025 Laser Rising Star Award

Hubei Optical Society

### Leading Enterprise in Strategic Emerging Industries in the Greater Bay Area

Shenzhen Strategic Emerging Industry Development and Promotion Association

## November

## February

### 2024 Provincial Enterprise Technology Center (Jiangsu Hymson)

Industry and Information Technology Department of Jiangsu

## April

### Guangdong Province Advanced Collective Commendation

People's Government of Guangdong Province

## October

### 2025 Top 500 Enterprises in Guangdong Province

Guangdong Provincial Federation of Enterprises

### 2025 Top 500 Enterprises in Shenzhen

Shenzhen Enterprise Confederation, Shenzhen Entrepreneurs Association

### Shenzhen Headquarter Enterprise

Development and Reform Commission of Shenzhen Municipality

### Top 100 Industrial Enterprises of Longhua District, Shenzhen in 2024

The People's Government of Longhua District, Shenzhen

## December

### Second Prize of Guangdong Provincial Science and Technology Progress Award

People's Government of Guangdong Province

### Famous and Excellent High-tech Products in Guangdong Province

Guangdong High-tech Enterprise Association

### 2025 Advanced Scientific and Technological Innovation Company Leading Enterprise of 2025 Advanced Equipment Enterprise

Guangdong Battery Industry Association

### Top 100 Manufacturing Enterprises of the Year

Shenzhen Electronic Equipment Industry Association

# Sustainability development governance

Hymson highly values environmental, social, and corporate governance (ESG) responsibility management, and deeply integrates ESG principles into the daily operations of all departments. In 2025, the Company systematically carried out research on ESG material topics, continuously optimized the responsibility management system, effectively improved our overall performance in environmental protection, social responsibility, and corporate governance, and contributed to sustainable development. In the future, the Company will further improve the ESG management structure, continuously enhance ESG management performance, and lay a solid foundation for the Company's long-term, stable, and high-quality development.

## ESG governance framework

We have established an ESG management framework that encompasses governance, management, and execution. The Board of Directors is responsible for developing ESG strategic goals as well as reviewing and making decisions on significant ESG-related matters. The Chairman serves as the chair of the ESG Committee, composed of heads from key business units and departments integral to ESG efforts. The ESG Committee is responsible for researching, analyzing, and evaluating the implementation of ESG initiatives, and proposing recommendations for ESG development.

The ESG Committee regularly updates the Board of Directors on our ESG endeavors and assesses annual ESG reports before their submission for the board's review. The ESG Working Group, operating under the Committee, manages the day-to-day ESG matters and executes the Committee's decisions. Responsibilities include but are not limited to organizing committee meetings, executing specific ESG initiatives in the Company, and preparing ESG reports.



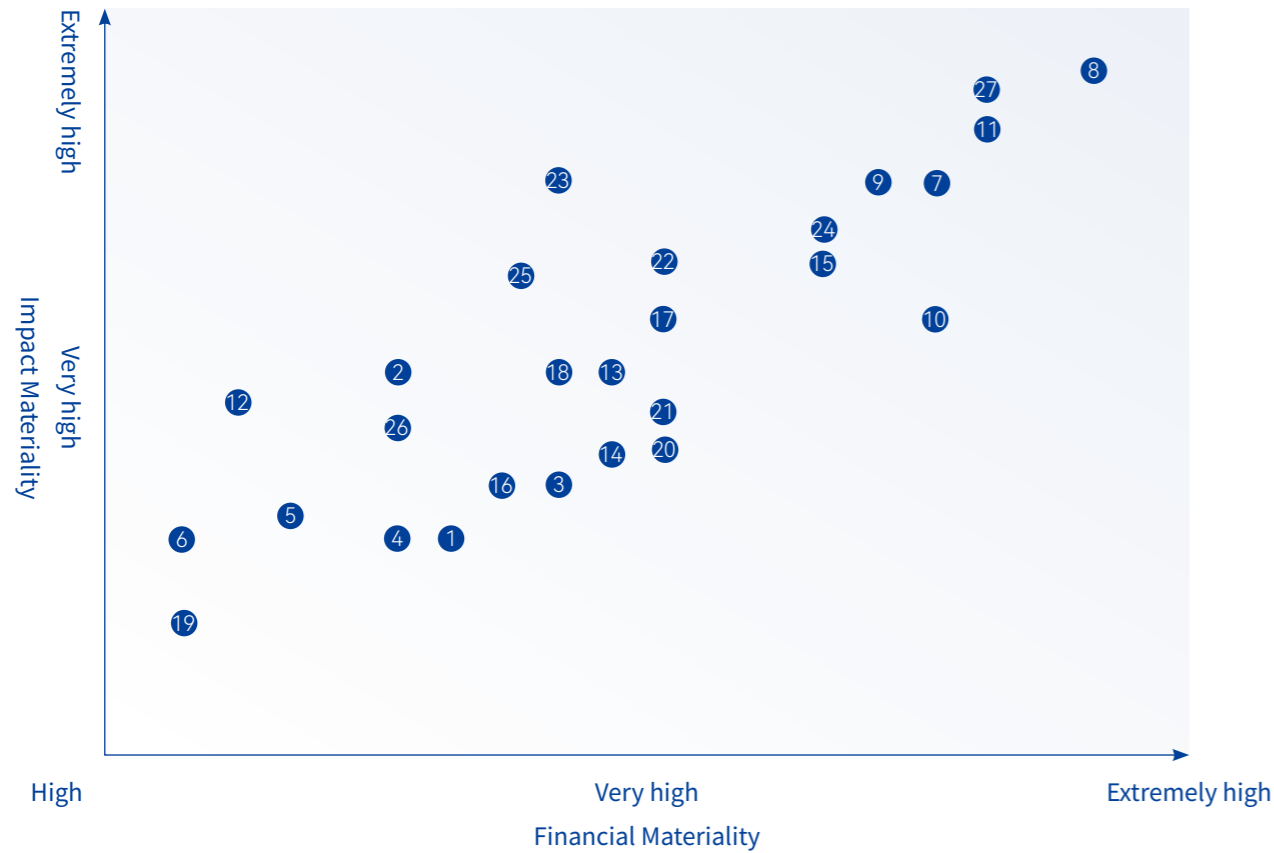
## ESG topic management

We identify and analyze material topics based on strategic planning, industry trends, stakeholder demands, international standards, and best practices among peers. Through stakeholder research, we identify and finalize the annual list of material topics, and develop our management objectives and strategies for these key areas. These efforts are detailed in the annual report, underscoring our commitment to sustainable development.

### Materiality Assessment Process and Specific Steps

- Establishment of a material topic database**
  - We identify a list of ESG topics relevant to the Company by considering our ESG background (geographical location, business activities, business relationships), standard policies, industry practices, and expert opinions.
  - These topics are categorized into environmental, social, and corporate governance areas.
- Stakeholder research**
  - We pinpoint key stakeholder groups and determine the most effective ways and channels for communication.
  - By applying the double-materiality principle, we design both online and offline questionnaires. We invite key stakeholders from both inside and outside the Company to rate the materiality of the listed topics.
- Assessment and prioritization of materiality**
  - We review the feedback and scores from the questionnaires and assign stakeholder weights based on expert opinions.
  - We create a materiality matrix based on the impact of material topics on our sustainable development and stakeholders.
- Confirmation and reporting of key topics**
  - We confirm the material topics by considering expert opinions.
  - The ESG Committee reviews these material topics, submits them to the Board of Directors, and prioritizes their disclosure in the annual ESG report.





Environment	Society	Corporate governance
<ul style="list-style-type: none"> <li>1 Improve the Environmental Management System</li> <li>2 Address Climate Change</li> <li>3 Energy and Resource Consumption Management</li> <li>4 Management of Wastes</li> <li>5 Green Office</li> <li>6 Noise Control</li> </ul>	<ul style="list-style-type: none"> <li>7 Product Quality and Safety</li> <li>8 Research, Development, and Innovation</li> <li>9 Information Security and Privacy Protection</li> <li>10 Sustainable Supply Chain</li> <li>11 Excellent Customer Service</li> <li>12 Industry Development Promotion</li> <li>13 Employee Rights and Interests Protection</li> <li>14 Employee Care</li> <li>15 Employee Training and Development</li> <li>16 A Comfortable Working Environment</li> <li>17 Occupational Health and Safety</li> <li>18 Competitive Compensation and Benefits</li> <li>19 Community Engagement and Investment</li> </ul>	<ul style="list-style-type: none"> <li>20 Improve the Environmental Management System</li> <li>21 ESG Risk and Opportunity Management</li> <li>22 Stakeholder Communication</li> <li>23 Internal Control and Risk Management</li> <li>24 Business Ethics</li> <li>25 Diversity in Board of Directors</li> <li>26 Investors Rights</li> <li>27 Intellectual Property Protection</li> </ul>

## Stakeholder communication

The Company attaches great importance to regular communication with stakeholders, has established diversified communication channels, extensively listens to the opinions and suggestions of shareholders, customers, employees, governments and regulatory authorities, suppliers, communities, partners, and other parties, actively responds to stakeholders' expectations and demands, and works together to promote coordinated and sustainable development among all parties.

Key stakeholders	Topics of concern	Partial communication and response methods
<p>Shareholders</p>	<ul style="list-style-type: none"> <li>Improvement of ESG Governance Framework</li> <li>Investor Rights Protection</li> <li>Internal Control and Risk Management</li> <li>Diversity in Board of Directors</li> </ul>	<ul style="list-style-type: none"> <li>Convene shareholders' meetings, performance briefings</li> <li>Regularly disclose operating and financial information</li> <li>Regularly and routinely communication with investors</li> <li>Strengthen the risk control system</li> <li>Promote gender and background diversity in the Board</li> </ul>
<p>Clients</p>	<ul style="list-style-type: none"> <li>Product Quality and Safety</li> <li>Information Security and Privacy Protection</li> <li>Excellent Customer Service</li> <li>Research, Development, and Innovation</li> <li>Industry Development Promotion</li> <li>Intellectual Property Protection</li> </ul>	<ul style="list-style-type: none"> <li>Improve the quality management system and the safety management system</li> <li>Enhance information security and privacy protection measures</li> <li>Respond to clients' demands quickly and improve action plans</li> <li>Provide training and technical support for clients</li> <li>Establish a long-term partnership</li> <li>Continuously conduct R&amp;D innovation and digital construction</li> <li>Drive the ecological design of products in the entire lifecycle</li> <li>Refine intellectual property management</li> </ul>
<p>Employees</p>	<ul style="list-style-type: none"> <li>A Comfortable Working Environment</li> <li>Employee Rights and Interests Protection</li> <li>Employee Care</li> <li>Employee Training and Development</li> <li>Occupational Health and Safety</li> <li>Competitive Compensation and Benefits</li> </ul>	<ul style="list-style-type: none"> <li>Establish a mechanism for talent development</li> <li>Strengthen the construction of an occupational health and safety management system</li> <li>Provide holiday care and cultural activities</li> <li>Improve the salary system and strengthen performance management</li> </ul>
<p>Governments and regulatory organs</p>	<ul style="list-style-type: none"> <li>Business Ethics</li> <li>Internal Control and Risk Management</li> <li>Energy and Resource Consumption Management</li> </ul>	<ul style="list-style-type: none"> <li>Strictly abide by the laws and regulations of each operating location</li> <li>Strengthen anti-corruption management, and improve the reporting mechanism</li> <li>Operate with integrity and pay taxes in accordance with the law</li> <li>Apply lean energy management for sustainable development</li> </ul>
<p>Suppliers</p>	<ul style="list-style-type: none"> <li>Sustainable Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>Establish fair and transparent procurement principles and processes</li> <li>Sign commitments to responsibility with suppliers</li> <li>Conduct regular communication and training with suppliers</li> </ul>
<p>Communities</p>	<ul style="list-style-type: none"> <li>Community Engagement and Involvement</li> </ul>	<ul style="list-style-type: none"> <li>Conduct charitable donations</li> <li>Organize charity activities</li> </ul>
<p>Partners</p>	<ul style="list-style-type: none"> <li>Industry Development Promotion</li> </ul>	<ul style="list-style-type: none"> <li>Participate in industry summits and forums</li> <li>Become members of related industry associations</li> </ul>

# Stay Steady

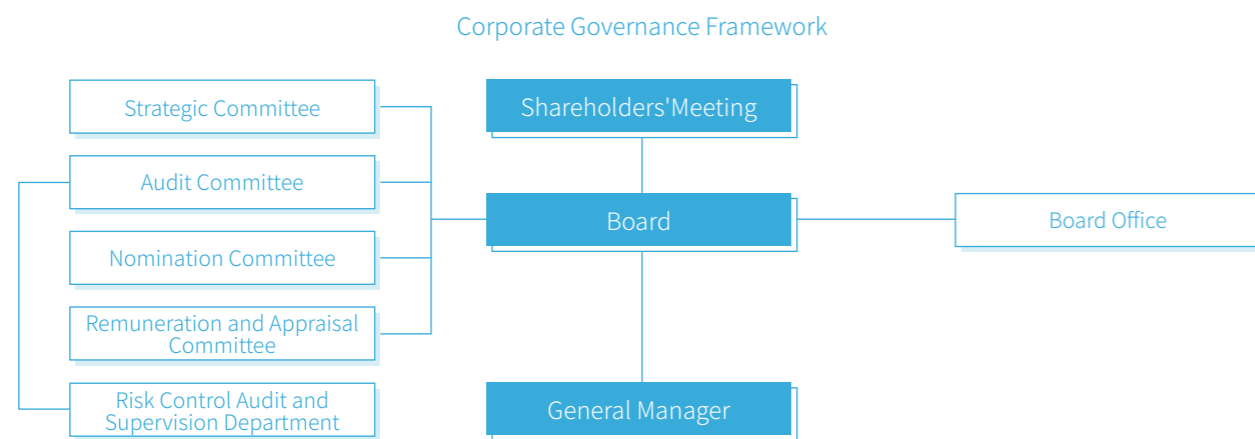
## Build a Responsible Value Chain

Scientific decision-making and transparent operations are the core principles of modern corporate governance. Hymson strictly complies with national laws and regulations, business standards, and the spirit of contracts, and adheres to the value philosophy of placing equal emphasis on risk prevention and control and steady development, thereby earning the long-term trust of customers, employees, suppliers, the government, and the public. The Company continuously improves its governance framework and, through systematic optimization of the governance system and mechanism innovation, establishes a governance model featuring scientific decision-making, standardized operations, and transparent supervision, laying a solid compliance foundation for our strategic execution and business development.

- Corporate governance
- Business ethics
- Information security
- Party leadership
- Compliance and internal control

# Corporate governance

Hymson strictly complies with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies* and the *Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange* and other laws and regulations, as well as various regulatory requirements issued by the China Securities Regulatory Commission and the Shanghai Stock Exchange. In light of the Company's development and regulatory standards, we continuously revise and improve our institutional system, forming a corporate governance mechanism with clearly defined responsibilities, mutual checks and balances, and standardized and effective operations, so as to ensure compliant operations and enhance the fairness and scientific basis of governance decision-making. In 2025, in accordance with relevant laws, regulations, and related regulatory requirements, the Company streamlined and optimized its governance structure, legally abolished the Board of Supervisors, and transferred its supervisory functions to the Audit Committee of the Board of Directors.



## Shareholders' Meeting

The Shareholders' Meeting consists of all shareholders. The Shareholders' Meeting is the Company's governing body, responsible for deciding the Company's business policies, electing and replacing directors, reviewing and approving relevant reports and proposals of the Board of Directors, among other matters. In 2025, the Company operated in strict accordance with the relevant provisions of the *Articles of Association* and the *Rules of Procedure for Shareholders' Meetings*, fully safeguarding shareholders' rights to know, participate, vote, and raise questions.



## Board

The Company has established a Board of Directors, which is accountable to the shareholders' meeting. In 2025, the Board of Directors performed its duties in accordance with the law, actively and effectively exercised all its powers, earnestly implemented all resolutions of the Company's Shareholders' Meeting, and carried out all Board-related work with diligence and dedication, effectively safeguarding the lawful rights and interests of the Company and all shareholders, and ensuring the Company's standardized operations and sustainable development.



## General Manager

The General Manager of the Company is accountable to the Board of Directors, and is responsible for overseeing the Company's production, operation, and management activities, organizing the implementation of Board resolutions, and reporting to the Board on such work. In 2025, the Company's management faithfully performed its duties and effectively safeguarded the best interests of the Company and all shareholders.

## Effectiveness of the Board of Directors

Under the Board of Directors, there are four specialized committees: the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and the Strategy Committee. Among them, the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee are all chaired by independent directors, ensuring the independence and professionalism of decision-making. During the Reporting Period, the Company strictly implemented the relevant internal control regulations, gave full play to the roles of the specialized committees of the Board and independent directors, convened meetings in accordance with laws and regulations, reviewed major matters and adopted effective resolutions, ensured the effectiveness of corporate governance, and effectively safeguarded the legitimate rights and interests of the Company and all shareholders.



### Audit Committee

- The members consist of three directors, including two independent directors; one Chair acts as the convener of the committee, held by the independent director with accounting expertise, who is responsible for convening and presiding over the committee.
- It is responsible for communication, supervision, and verification related to the Company's internal and external audits, promoting the Company to establish effective internal controls and provide true, accurate, and complete financial reports.
- Nine meetings were held during the year.



### Nomination Committee

- The members consist of three directors, including two independent directors; one Chair acts as the convener of the committee, held by the independent director, who is responsible for convening and presiding over the committee.
- It is responsible for selecting and making recommendations on candidates for the Company's directors and executives, as well as the selection criteria and procedures.



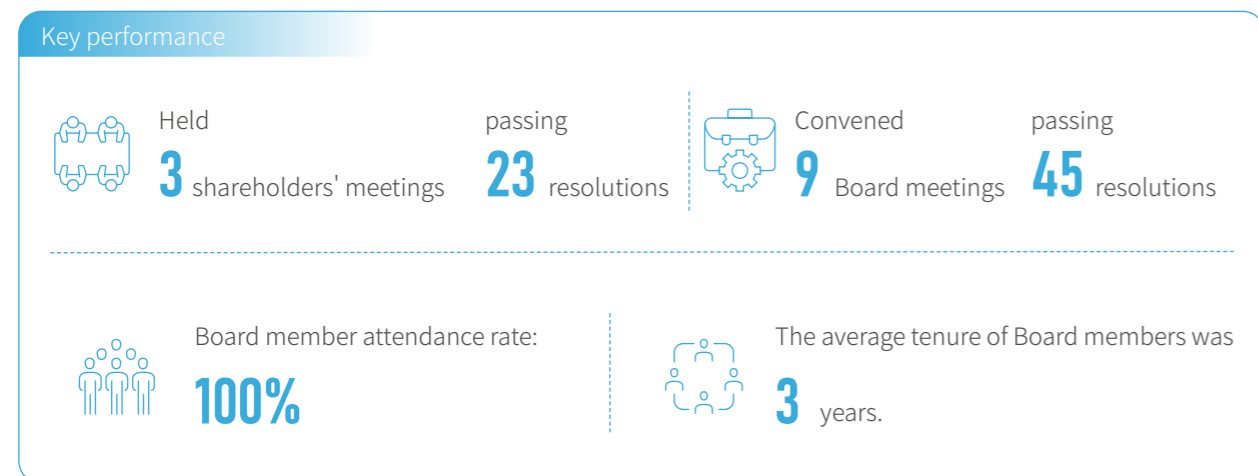
### Remuneration and Appraisal Committee

- The members consist of two independent directors and one director; one Chair acts as the convener of the committee, held by the independent director, who is responsible for convening and presiding over the committee.
- It is responsible for studying and formulating the assessment standards for the Company's directors and senior management, conducting assessments and making recommendations, and studying, formulating, and reviewing the remuneration policies and plans for the Company's directors and executives.
- Four meetings were held during the year.



### Strategy Committee

- The members consist of four directors; one Chair acts as the convener of the committee, held by the Chairman of the Company, who is responsible for convening and presiding over the committee.
- It is responsible for studying and formulating recommendations on the Company's long-term development strategy and major investment decisions.



### Diversity in Board of Directors

The Company upholds the diversity in Board of Directors governance philosophy and incorporates diverse perspectives into the nomination and selection of Directors, comprehensively considering key dimensions such as candidates' educational background, professional experience, gender composition, and age structure, thereby enhancing the scientific rigor and effectiveness of Board decision-making and supporting the Company's long-term sustainable development. During the Reporting Period, the Board of Directors of the Company comprised a total of nine members, including three independent directors and one female Director. Their areas of expertise covered key fields such as laser technology, mechanical engineering, financial management, legal compliance, and corporate management, forming an efficient team with complementary knowledge structures and comprehensive decision-making perspectives, and providing solid professional support for the Company's strategic decision-making.

Type	Name	Gender	Professional competence			
			Industry experience	Strategic planning	Accounting	Operations management
Director, Chairman, and General Manager	Zhao Shengyu	Male	✓	✓		
Director, Deputy General Manager	Zhou Yuchao	Male	✓			
Director, Deputy General Manager	Luo Xiaoxi	Female				✓
Director	Guofu Zhou	Male	✓			
Director	Liang Houkun	Male	✓			
Employee Representative Director	Lu Ming	Male	✓			
Independent Director	Xu Yao	Male			✓	
Independent Director	Fan Wenming	Male	✓			
Independent Director	Zhou Yongquan	Male	✓			

### Policy updates

In 2025, the Company continued to optimize its internal governance framework by systematically advancing institutional development and refinement. This included the comprehensive revision of the Articles of Association and its ancillary policies. Concurrently, the *Rules of Procedure for the Board of Supervisors* and related institutional frameworks were repealed. During the reporting period, the Company finalized the revision of seven internal policies and the formulation of three new ones.

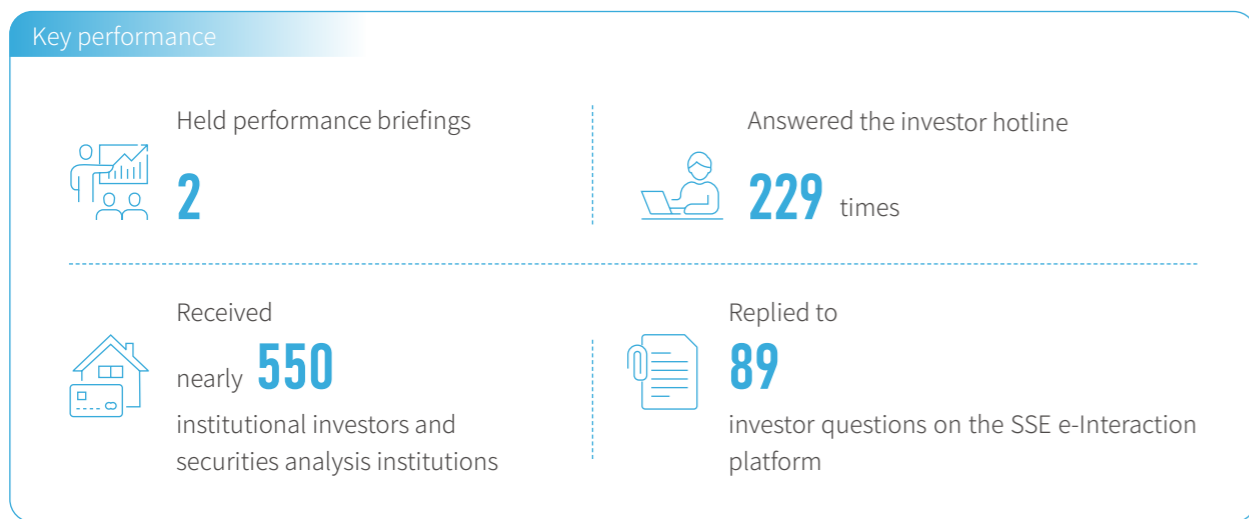
### Investor relations management

The Company has always regarded integrity, fairness, and impartiality as the basic principles of investor relations management. In strict compliance with laws, regulations, and regulatory requirements such as *Company Law of the People's Republic of China* and *Securities Law of the People's Republic of China*, and in light of actual operating conditions, we formulated the Investor Relations Management System to deepen communication and interaction between the Company and the broad base of investors, and maintain long-term, stable, and sound cooperative relationships. The Company's communication covers core and critical information such as development strategy and business policies. Through standardized investor relations management, we continuously enhance the quality and transparency of information disclosure, and deepen investors' understanding and recognition of us.

#### Investor communication channels

The Company has established a comprehensive, multi-level investor communication system that blends online and offline channels to continuously enhance our investor relations management. In addition to traditional communication channels such as dedicated investor hotlines and email, we actively leveraged online platforms such as the SSE e-Interaction platform (<https://sns.sseinfo.com>) and the Investor Relations section on our official website (<http://www.hymson.com>) to enable real-time interaction with investors. We also host regular performance briefings and investor meetings to safeguard the participation rights and voice of small and medium-sized investors. Furthermore, we closely monitor online investor communities such as Xueqiu ([xueqiu.com](http://xueqiu.com)) and Guba ([guba.eastmoney.com](http://guba.eastmoney.com)) to respond promptly to investor concerns. This multi-dimensional communication network enables our efficient, real-time interactions and engagement with a wide range of investors, helping safeguard their rights to information and continuously strengthening the foundation of capital market trust.





## Information disclosure management

In accordance with laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Measures for the Administration of Information Disclosure by Listed Companies*, as well as normative documents such as the *Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange*, and in combination with relevant requirements including the *Articles of Association*, the Company has formulated the Information Disclosure Management System to comprehensively standardize the workflow for information disclosure, strictly adhere to the core principles of truthfulness, accuracy, completeness, and timeliness in information disclosure, and effectively safeguard the legitimate rights and interests of the Company's shareholders, creditors, and other stakeholders. The Company has established a sound information disclosure mechanism, clarified information disclosure standards and management requirements, provided institutional support for standardized operations, and promoted the steady improvement of corporate governance. During the Reporting Period, the Company disclosed a total of four periodic reports and 72 ad hoc announcements.

## Business ethics

Business ethics is a core component of Hymson's governance system and has a profound impact on corporate reputation, operational efficiency, and market competitiveness. The Company elevates anti-corruption and business ethics development to a strategic level, ensuring that business operations are open and transparent, compliant, and orderly. The Company strictly complies with the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and other laws and regulations, and resolutely eliminates all forms of unfair competition. Meanwhile, the Company adheres to the principle of equal cooperation, focuses on protecting the legitimate rights and interests of SMEs in supply chain management, actively safeguards a fair and healthy market environment, and builds a solid ethical foundation for the Company's sustainable development.

### Anti-corruption and anti-fraud

The Company strictly adheres to business ethics standards, fostering an upright, clean, and integrity-driven business atmosphere. The Company has formulated anti-corruption and anti-bribery-related institutional documents such as the *Administrative Measures for Punishing Employee Violations* and the *Management Regulations on Integrity for Transparent Procurement*, established a systematic integrity management system, required employees to sign the *Integrity Commitment Letter*, and continuously strengthened awareness of integrity and self-discipline. We also regularly carry out integrity-themed training and publicity and education activities to strengthen the foundation of a culture of integrity. In addition, all employees are encouraged to participate in internal oversight, strictly avoid conflicts of interest, and ensure that all business decisions are fair and impartial. The Company continuously strengthens its anti-corruption defenses through a series of diversified initiatives, establishes a responsible corporate image, and safeguards the steady and sustainable development of its business.

### Antitrust and fair competition

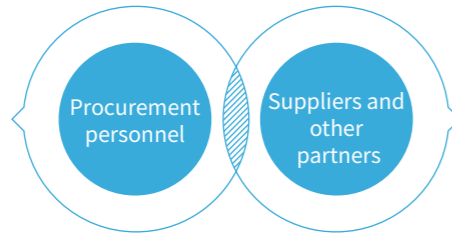
The Company upholds the philosophy of fair competition, resolutely opposes all forms of conduct that restrict market competition, such as entering into monopoly agreements and abusing market dominance, consciously accepts government regulation and public oversight, and safeguards the fair competition order of the market. The Company explicitly prohibits employees from exchanging sensitive information with competitors or engaging in unfair competition that disrupts market order, such as bid rigging, price manipulation, market allocation, and output restriction. At the same time, the Company has formulated the *Code of Business Conduct* to establish clear and practical codes of conduct for procurement and business cooperation, requiring both supply and demand parties to conduct cooperation in accordance with the principles of fairness, impartiality, integrity, and honesty, resolutely opposing commercial bribery and unfair competition, effectively safeguarding the legitimate rights and interests of all parties, and jointly building a healthy and orderly market ecosystem. During the Reporting Period, the Company was not involved in any legal proceedings related to anti-monopoly or anti-unfair competition conduct, nor did it have any related non-compliance records.

### Whistleblowing and whistleblower protection

The Company has established and improved anti-corruption reporting channels and whistleblower protection mechanisms, adhering to the basic principles of "truth-based, objective, and fair" reporting. We encourage whistleblowers to report violations in their real name while respecting and protecting anonymous whistleblowers. The Company encourages whistleblowers to provide detailed accounts of the incidents and relevant evidentiary materials. All reported matters are uniformly handled by the Discipline Inspection Section, which responds on the acceptance status within five working days and, based on the progress of the case investigation, provides feedback on the investigation and handling results within three months. Through an efficient and transparent handling process, we demonstrate our firm zero-tolerance stance toward corruption.

### Definition of Company violations

These include accepting or soliciting bribes, collusion with suppliers to rig bids, acceptance violations, irregularities in price inquiry and comparison procedures, misappropriation of corporate assets, falsification in quality-related operations, unauthorized investments in or employment at supplier-related entities, unreported business transactions, failure to proactively disclose benefits received, and leakage of confidential information.



These include violations of the *Code of Business Conduct*, engaging in unreasonable entertaining or entertainment, providing loans or kickbacks, offering cash or gifts, among other improper conduct.



#### Reporting channels

- Tel.: 0755-28197985-8118
- E-mail: jubao@hymson.com



#### Whistleblower protection

- Special protective measures are taken for real-name whistleblowers, including priority consideration for salary increases and awards;
- All whistleblower information is kept strictly confidential to prevent disclosure or loss;
- Retaliation against whistleblowers is strictly prohibited. Violators will be dismissed and held legally accountable.



#### Whistleblower rewards

- Offering tiered cash incentives in accordance with internal policies, based on the validity of provided leads as well as the nature and severity of the incident.

## Equal treatment of SMEs

The Company consistently upholds fair and equitable business principles, treating all partners equally within the supply chain management system, with particular attention to collaborative and win-win development with small and medium-sized enterprises. The Company has established and strictly implemented a standardized payment management system, and strictly adhered to the payment cycles and settlement standards agreed in contracts. By optimizing procurement processes and shortening approval cycles, we have effectively improved payment efficiency and ensure that SME suppliers receive payments due to them in a timely manner. This not only safeguards the legitimate rights and interests of our partners, but also strengthens the stable coordination of the upstream and downstream segments of the industrial chain, helping to build a healthy and orderly industrial ecosystem.

## Information security

Hymson attaches great importance to information and data security, strictly complies with the requirements of laws and regulations such as the *Cybersecurity Law of the People's Republic of China* and the *Data Security Law of the People's Republic of China*, has established comprehensive information management systems, and actively enhances the information security awareness and protection capabilities of employees and partners to jointly safeguard the information security ecosystem. During the Reporting Period, zero incident of classified information disclosure was recorded.

### Information security management

The Company implements the information security policy of "implementing risk management to ensure information security and complying with regulations to guarantee business growth", and has established, implemented, and continuously improved an information security management system in strict accordance with the international standard ISO/IEC 27001:2022 *Requirements for Information Security Management System*. Through systematic operation and full-process risk control, we have built a strong digital security defense line for compliant and steady business development.

#### Information Security Management Measures

##### Privacy and data security



#### Information security risk assessment:

Standardizes the methods for identifying the Company's information assets and assessing risks, aiming to keep information security risks at an acceptable level while considering the balance between control costs and risks.



#### Data backup management:

Standardizes the management of data backups related to the Company's information systems, the formulation of backup strategies, execution and recovery of backups, and the control of other processes.



#### Information security incident management:

Standardizes the procedures for managing information security incidents, including classification of incidents, vulnerabilities and fault classification, reporting channels, methods and deadlines, response strategies, investigation and handling of incidents, and measures to prevent recurrence.



#### Information classification and processing:

Standardizes classification methods for the Company's information (data) and requirements for information processing.



#### Protection of employees' personal information security:

Ensures the security of all employees' personal information and guarantees its lawful, secure, and confidential processing and use.

Cybersecurity



Cybersecurity management:

Standardizes the security management of the Company's computer networks, ensuring the safe and stable operation of the information system network.



Account, password, and permission management:

Strengthens the management of the Company's information system accounts and passwords, ensures controlled allocation of access permissions through the control over user passwords and permissions, and prevents unauthorized access to internal networks.



Data center management:

Ensures the safe and efficient operation of the Company's computer network system (internal information platform), and maintains all equipment in optimal condition, with proper equipment use and maintenance procedures, well-defined management regulations, and clear responsibilities in place.

## Culture of information security

We place great importance on fostering a culture of information security by actively building a safety culture framework involving all employees. We adhere to a combination of institutional standards and regular training, continuously strengthen the information security awareness of all employees, deeply integrate information security concepts into various business processes, and build a strong ideological defense line for security. In addition, we carry out diverse communication and implementation activities, establish a security management mechanism that "focuses on prevention and all-staff governance", and a safety management pattern where "everyone is involved and everyone contributes", comprehensively safeguard information security, and provide solid and reliable support for the steady, high-quality development of all our businesses.



## Upgrading digital systems

The Company continuously deepens digital transformation and, on the basis of optimizing and upgrading existing information systems, focuses on advancing the development and launch of core systems and their application, providing solid and reliable system support for business development.

System name	Main value and functional modules	Scope of coverage
<p>Product Lifecycle Management (PLM) System</p>	<ul style="list-style-type: none"> <li>Achieve full-process intelligent warehouse management in the automation industry</li> <li>Warehouse resource management, inbound management, outbound management, and in-warehouse management</li> </ul>	The whole Group
<p>Warehouse Management System (WMS)</p>	<ul style="list-style-type: none"> <li>Achieves full-process intelligent warehouse management in the automation industry</li> <li>Warehouse resource management, inbound management, outbound management, and in-warehouse management</li> </ul>	Automation Industry Center, Photovoltaic Industry Center
<p>Business Intelligence System (BI)</p>	<ul style="list-style-type: none"> <li>Provides data-driven decision-making support for major business centers</li> <li>Data collection and modeling, data integration, data display, and intelligent dashboard</li> </ul>	The whole Group

### Case: Hymson Builds a Customer Data Security Shield Under a "Zero Trust" Architecture

Hymson thoroughly implemented the "Zero Trust" security philosophy and, through three implementation measures, namely physical and network isolation, full-process data encryption, and personnel compliance management, built a security shield for customer data.



Physical and network isolation:

We strictly enforce a project isolation system, achieving complete physical isolation of engineering teams and data access rights across different customer projects, with cross-access strictly prohibited. Meanwhile, all debugging networks for confidential equipment adopt dedicated private networks, achieving logical isolation from the public Internet.







Full-process data encryption:

Customers' product drawings, processing parameters, and test data are protected throughout the entire process of transmission, storage, and processing using state-approved commercial cryptography encryption algorithms. In addition, an automatic erasure mechanism has been set for local data storage on equipment, ensuring that no customer-sensitive information is retained after services are completed.



Personnel compliance management:

All employees with access to customers' core data are required to sign a strict *Non-Disclosure Agreement* (NDA) and regularly receive training on information security and business ethics. We have also established a "red-line" system for violations and adopted "zero tolerance" for information leakage.

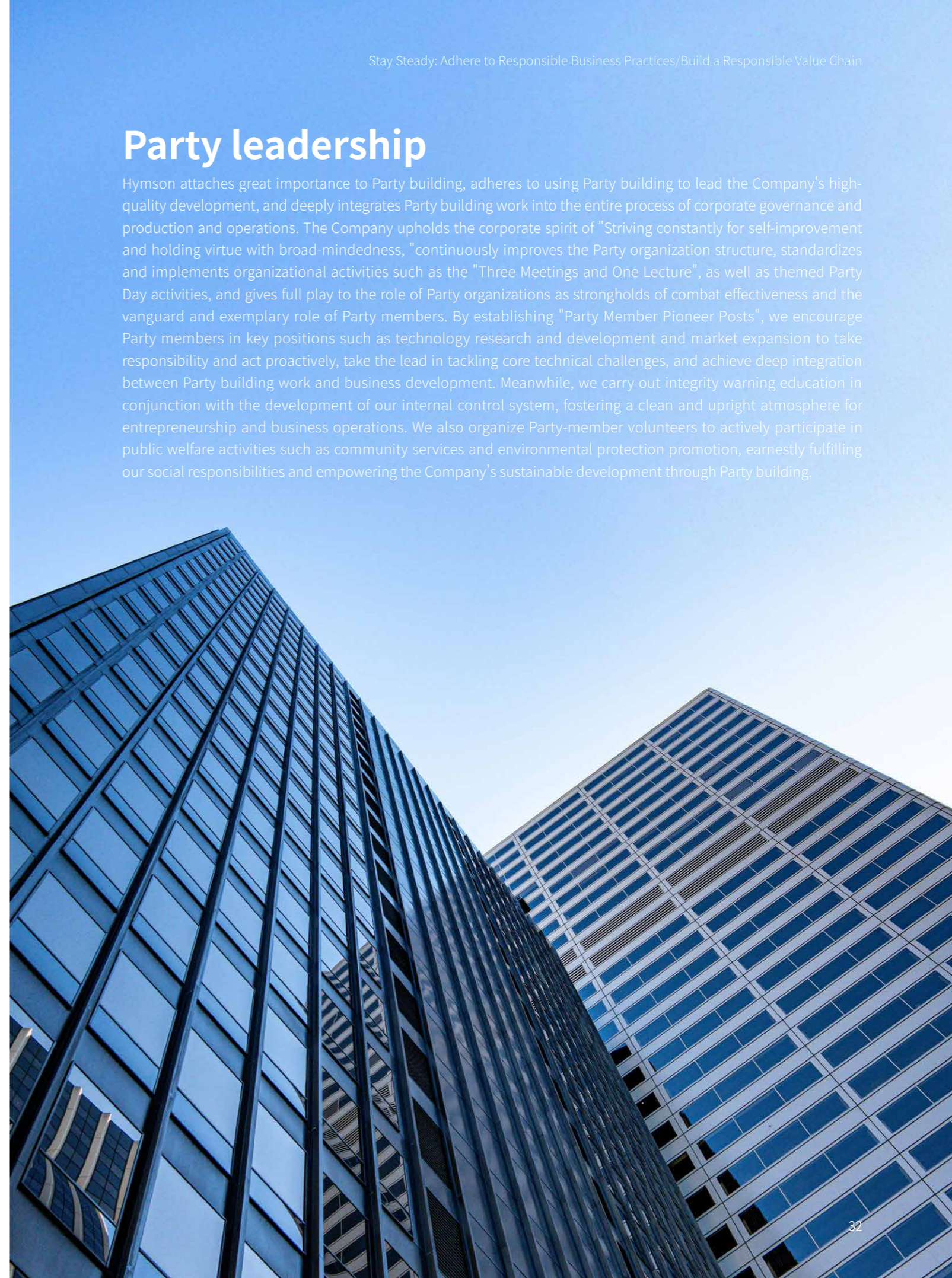
System name	Main value and functional modules	Scope of coverage
 <p>Financial Shared Service Center (FSSC)</p>	<ul style="list-style-type: none"> <li>Achieves standardized and intelligent financial processes in the Group</li> <li>Invoice management, accounting management, travel reimbursement, fund claims, voucher management, and electronic archives</li> </ul>	The whole Group
 <p>Treasury Management System (TMS)</p>	<ul style="list-style-type: none"> <li>Significantly improves the Group's fund operation efficiency</li> <li>Bank accounts, bank-enterprise direct connection, bill management, bill direct connection, fund planning, and investment and financing management</li> </ul>	The whole Group
 <p>Supplier Relationship Management (SRM) System</p>	<ul style="list-style-type: none"> <li>Comprehensively improves supply chain collaboration efficiency</li> <li>Supplier management, inquiry, tendering and bidding, purchase order management, goods receipt and incoming material inspection management, and accounts payable management</li> </ul>	The whole Group
 <p>Customer Relationship Management (CRM) System</p>	<ul style="list-style-type: none"> <li>Achieves sales activity management, supports sales decision-making and data analysis, and enhances order acquisition and delivery capabilities as well as customer satisfaction</li> <li>Customer management, order management, lead management, opportunity management, sales activities</li> </ul>	The whole Group

In addition, leveraging AI Smart Helper, the Company has built and improved the corporate knowledge base and has innovatively developed the AI+OA intelligent ticket submission function, supporting employees in quickly obtaining company policies, product information, and system operation guidelines through intelligent Q&A, significantly improving overall office efficiency.



## Party leadership

Hymson attaches great importance to Party building, adheres to using Party building to lead the Company's high-quality development, and deeply integrates Party building work into the entire process of corporate governance and production and operations. The Company upholds the corporate spirit of "Striving constantly for self-improvement and holding virtue with broad-mindedness," continuously improves the Party organization structure, standardizes and implements organizational activities such as the "Three Meetings and One Lecture", as well as themed Party Day activities, and gives full play to the role of Party organizations as strongholds of combat effectiveness and the vanguard and exemplary role of Party members. By establishing "Party Member Pioneer Posts", we encourage Party members in key positions such as technology research and development and market expansion to take responsibility and act proactively, take the lead in tackling core technical challenges, and achieve deep integration between Party building work and business development. Meanwhile, we carry out integrity warning education in conjunction with the development of our internal control system, fostering a clean and upright atmosphere for entrepreneurship and business operations. We also organize Party-member volunteers to actively participate in public welfare activities such as community services and environmental protection promotion, earnestly fulfilling our social responsibilities and empowering the Company's sustainable development through Party building.

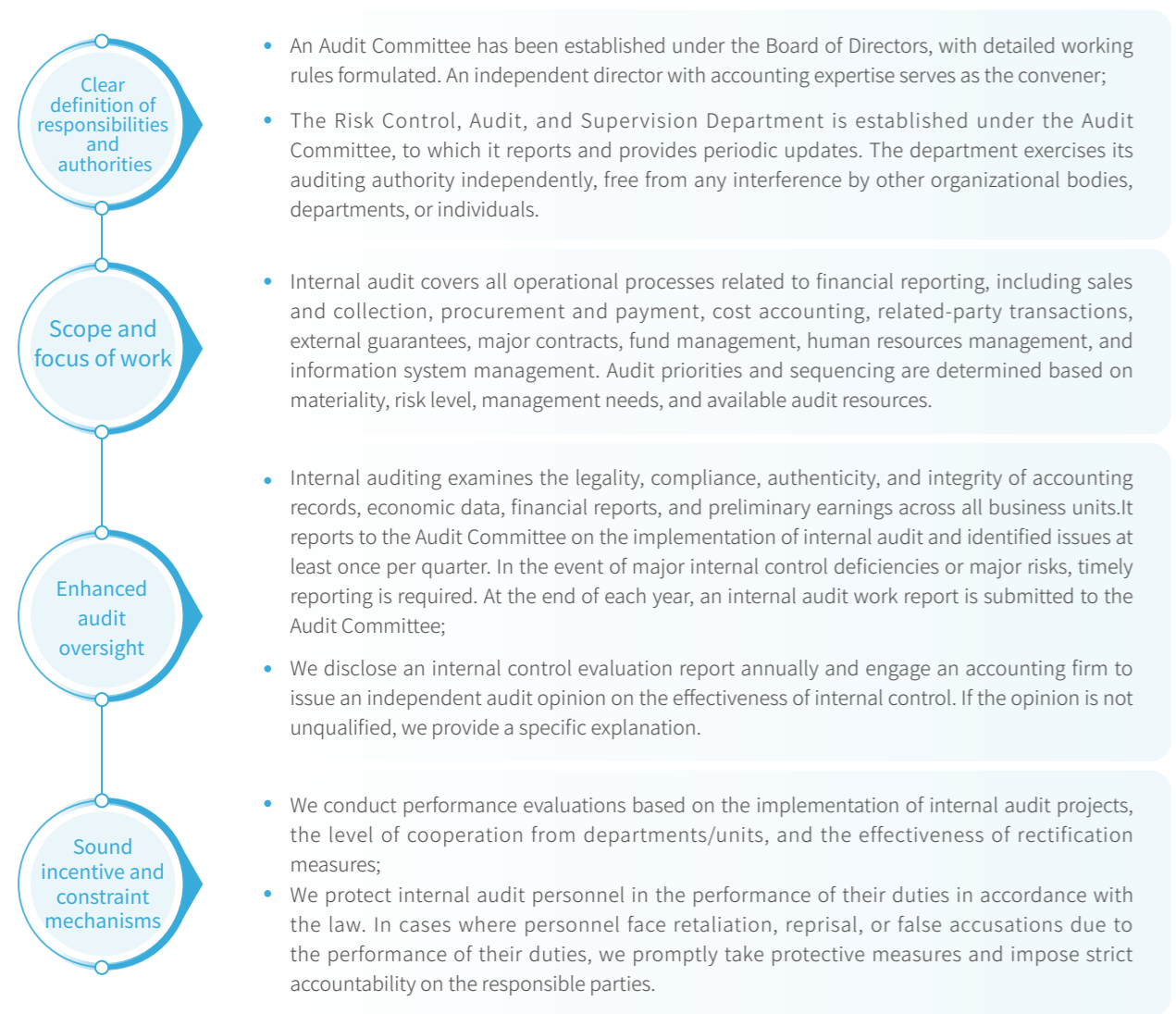


# Compliance and internal control

We attach great importance to law-based corporate governance, embedding compliance requirements into all areas and stages of production and operations. We continuously improve our internal control and risk management systems, regularly review and evaluate the design rationality and operational effectiveness of business processes and the internal control system, strive to prevent and mitigate various risks, enhance employees' compliance awareness, and support the Company's steady and sustainable development.

## Internal audit

We strictly comply with the *Audit Law of the People's Republic of China and the Guidelines No. 1 of Shanghai Stock Exchange for Self-regulation of Listed Companies—Standardized Operation—Standardized Operation*, and have formulated the Internal Audit Policy to provide institutional support for internal audit and compliance internal control management, thereby improving operational efficiency and standardized management, and promoting the healthy development of our business.

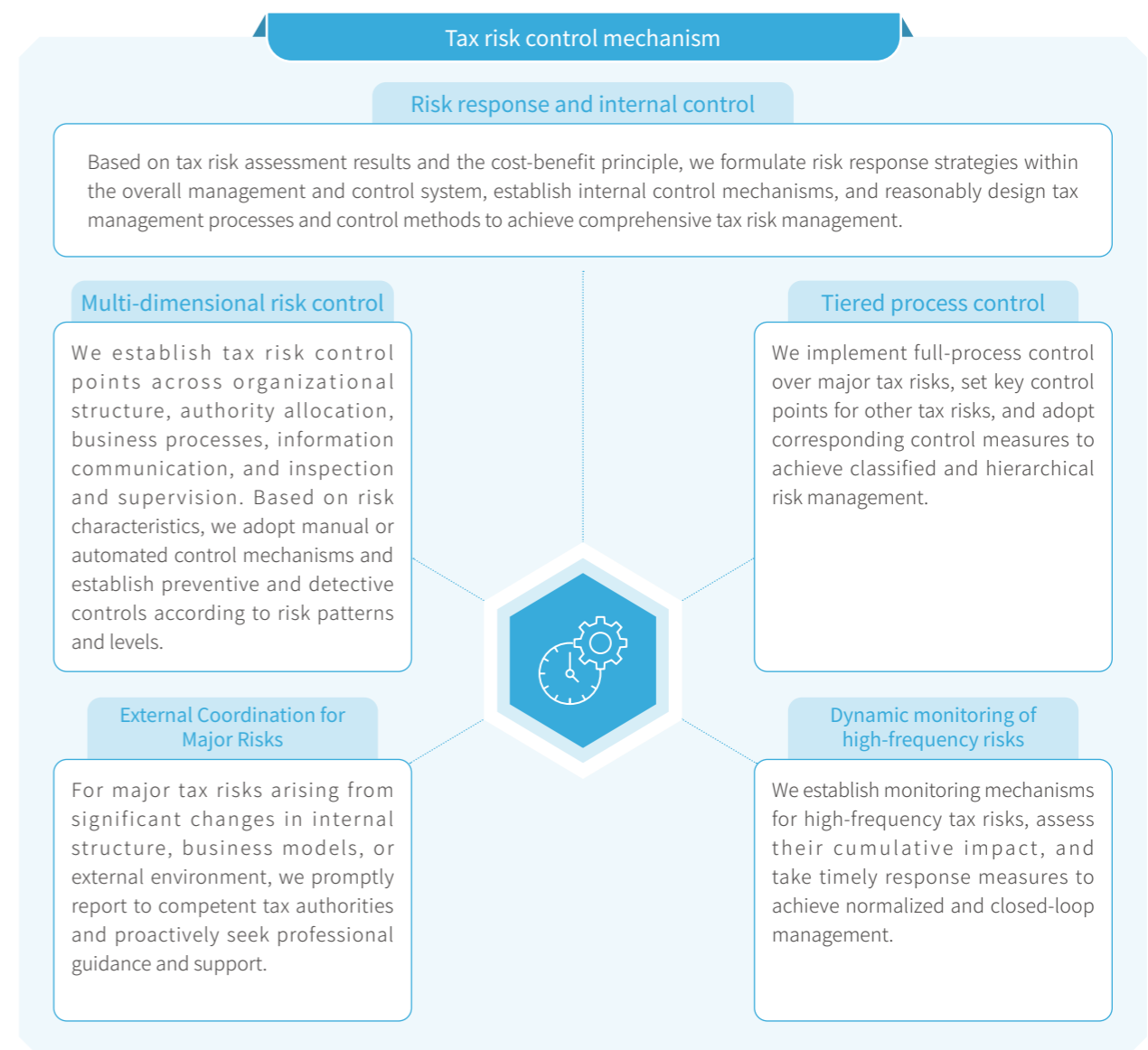


In addition, we regularly conduct various training sessions, business seminars, and internal learning activities in line with compliance management requirements to strengthen the foundation of our compliance culture. In 2025, we organized six legal and compliance training sessions for new employees. We also conducted a specialized training session titled *Risk Prevention and Dispute Resolution in Overseas Contracts from the Seller's Perspective* for overseas employees, strengthening compliance awareness and comprehensively enhancing overall governance standards.

## Tax management

We adhere to the principles of compliant operations and lawful tax payment, incorporate tax compliance into the overall internal control framework, improve the Tax Management Policy, and establish a dedicated tax management team responsible for tax filing, tax planning, and risk management. We place great importance on tax credit management, designate responsible personnel to oversee tax credit management, regularly monitor changes in credit status, continuously optimize management processes in response to feedback from tax authorities, and steadily enhance our tax credit rating, ensuring no major tax violations. During the Reporting Period, we further strengthened tax compliance management measures, promoted the deep integration of tax operations with financial and business systems, and achieved systematic invoice management.

We continuously improve the tax risk management system, ensure the accuracy and compliance of tax treatment through regular audits, and build a solid tax defense line for stable operations. In 2025, in line with evolving business development, we focused on enhancing specialized tax risk management for cross-border operations, established standardized and systematic compliance mechanisms overseas, ensured that corporate income tax, value-added tax, sales tax, and other taxes were fully and lawfully paid, fulfilled local tax obligations, and effectively controlled potential tax risks. We support business innovation and sustainable development through tax strategies and will continue to deepen the integration of "technology + taxation" to build a more intelligent and transparent modern tax management system.



# Reach far

## Build a New Blueprint for Development

Hymson has consistently adhered to innovation-driven development. Relying on a comprehensive R&D management system, we steadily enhance our independent R&D and technological innovation capabilities, make every effort to overcome key technical challenges, and accelerate the implementation and commercialization of scientific and technological achievements. To safeguard innovative results, the Company has established a full-process intellectual property management system, effectively ensuring the security of core technical assets and achieving compliant and efficient technology operations. Meanwhile, the Company upholds the bottom line of quality, establishes a full life-cycle product quality management system, strictly controls production quality at every stage, ensures stable product performance and reliable quality, and consolidates the foundation for high-quality development.

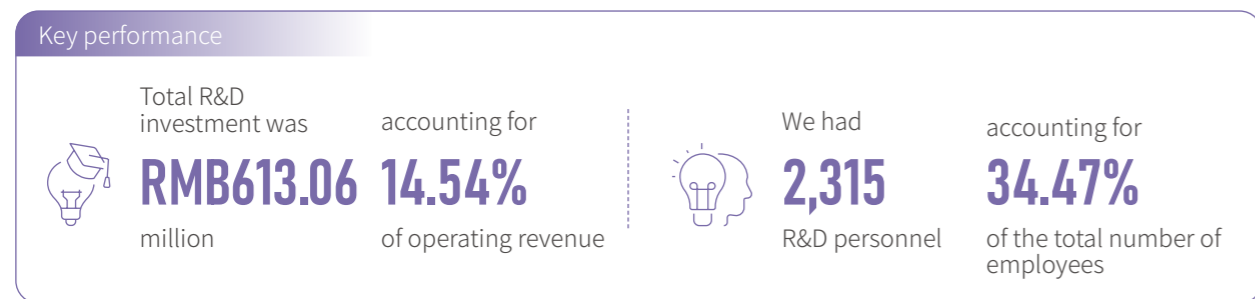
- Innovative R&D
- Product quality manufacturing
- Customer service
- Responsible partner

# Innovative R&D

Hymson has always regarded technological innovation as its primary core competitiveness. Upholding the philosophy of "being willing to take on challenges and learning from honest mistakes", we focuses on customers' actual needs, closely track the pain points in industry development, rely on our strong R&D capabilities, and continue to make breakthroughs in key areas such as product performance upgrades, production process optimization, and intelligent capability enhancement. We consistently refine products with outstanding performance and strong economic benefits, steadily build competitive barriers in core technology areas, and continuously consolidate our industry-leading strength.

## R&D management

The Company has improved the R&D management system centered on the *R&D Project Management System*, with full life cycle project management as the core, comprehensively standardizing R&D processes and effectively enhancing the systematic nature and operational efficiency of scientific research through strengthened budget management and expense control mechanisms. Each of the Company's business units, in light of their actual operations, strictly implement the relevant institutional requirements, continuously advance scientific and technological management toward standardization and higher efficiency, and foster a proactive, professional, and rigorous R&D ecosystem.



## Innovative results

With a focus on technological innovation in high-end intelligent equipment and laser precision processing, we have formed a series of core technologies achievements with independent intellectual property rights. By continuously optimizing our technology roadmap and improving our product architecture, we have continuously achieved breakthroughs in key manufacturing fields such as laser cutting, automated assembly, and new displays, comprehensively enhancing overall process standards and equipment operating performance. This not only strongly empowered our customers' industrial transformation and upgrading, but also injected strong momentum into promoting the intelligent manufacturing industry toward high-quality development.

In 2025, the innovative results "Key Technologies and Equipment for High-Quality and High-Efficiency Welding of Large-Capacity Power Batteries" in which the Company participated won the Second Prize of the Technological Innovation Award issued by the China Association for the Promotion of Science and Technology Industrialization, and the innovative achievement "Complete Technical Equipment and Applications for High-Quality and High-Efficiency Laser Precision Welding of Lightweight Thin-Walled Structures" won the Second Prize of the Technological Invention Award issued by the People's Government of Beijing Municipality.



### Annual Key Innovative Results

#### Innovative results in the lithium battery sector



##### Front-end process section

We launched laser perforating machines, laser scribing machines, roll surface laser cleaning machines, and laser flying cleaning machines, all of which have been successfully delivered.



##### Mid-end assembly section

We continuously optimized and upgraded the fully automatic ultrasonic welding machine, fully automatic adapter tab welding machine, fully automatic top cover welding machine, and fully automatic sealing pin welding machine, and the equipment upgraded with the new process has been put into production.



##### Cylindrical battery manufacturing

We provide battery manufacturers with turnkey line solutions and collaborative development services for flattened tabs/all-tab cylindrical batteries, and have newly launched equipment such as turret tab-flattening machines, current collector tray laser welding machines, terminal post penetration welding machines, current collector tray wall-attachment welding machines, and turret HiPOT testing machines.



##### V Series carrier tape laser cutting and welding system



We pioneered in the industry a vision-guided fully automated cutting, welding, and splicing technology, achieving fully automated identification and precise alignment of new and old material strips, with a splicing accuracy of up to 0.02 mm. Meanwhile, without the need to replace fixture hardware, one-click switching of process recipes enables rapid adaptation to the processing of material strips of different specifications

Innovative laser welding products establishing a new paradigm for flexible production.



##### W/H Series Carrier Tape Laser Cutting and Welding System

Developed for ultra-wide and ultra-thick carrier tapes (with a maximum thickness of 3 mm and a maximum width of 600 mm) to meet the needs of more fields, it features fully automated edge positioning. The upgraded structure and process can cut thick carrier tapes in a single pass, and post-weld rolling reduces weld seam height to within 0.05 mm.



##### Micro LED wafer inspection equipment

The Company completed the design of Micro LED wafer inspection equipment, capable of efficient pattern defect inspection and delivering high-sensitivity (0.5 μm@20X) and high-precision (coordinate measurement accuracy ≤ 1 μm) inspection capabilities. It can be used for die-by-die COW inspection and shipment inspection of 4/6-inch Micro-LED wafers, as well as inspection after COC transfer.

 Micro LED repair equipment

**Development of Micro LED pad planarization process**



This achievement focuses on breakthroughs in the Micro LED pad planarization process. Using micron-scale laser spots in combination with a self-developed real-time focus and positioning system, it first efficiently removes the oxide layer on the solder surface, and then performs deep planarization of the pads. After planarization, the flatness of the solder surface can reach 0.2μm, and the solder removal thickness can reach 0.16μm, meeting customers' process requirements for single-point transfer welding.

**Laser spot shaping and homogenization**



The traditional output spot of a laser is Gaussian light. Due to its uneven energy distribution, with high energy at the center and low energy at the edges, it can easily lead to issues such as pad planarization damage, electrode residue during chip removal, and chip breakage. To ensure stable removal performance, we developed a laser spot planarization device that converts unevenly distributed Gaussian light into top-hat light, effectively improving the stability of the planarization process and avoiding potential adverse impacts on the Micro LED manufacturing process.

 Solid-State battery manufacturing scenarios

We successfully developed innovative products applicable to solid-state battery manufacturing scenarios, including dry electrodes, ultra-thin coating, laser notching & drilling & cleaning & irregular-shaped cutting, and full-size solid-state stacking. For dry electrode processes, we developed full-process dry equipment covering mixing and dispersion, fibrillation, film forming, thinning, and lamination, namely high-speed mixers and integrated film forming-thinning-lamination machines, overcoming issues such as the order-of-magnitude difference between MD strength and TD strength of membranes, uneven areal density, and online inspection of roller-surface membranes, thereby facilitating the transition of dry electrodes from pilot testing to mass production.

During the Reporting Period, the Company cooperated with multiple customers to advance the construction of all-solid-state and semi-solid-state battery production lines, secured equipment orders from leading battery manufacturers, and established strategic partnerships with multiple industry-leading enterprises, forming a sustained stream of orders.

 Intellectual property protection

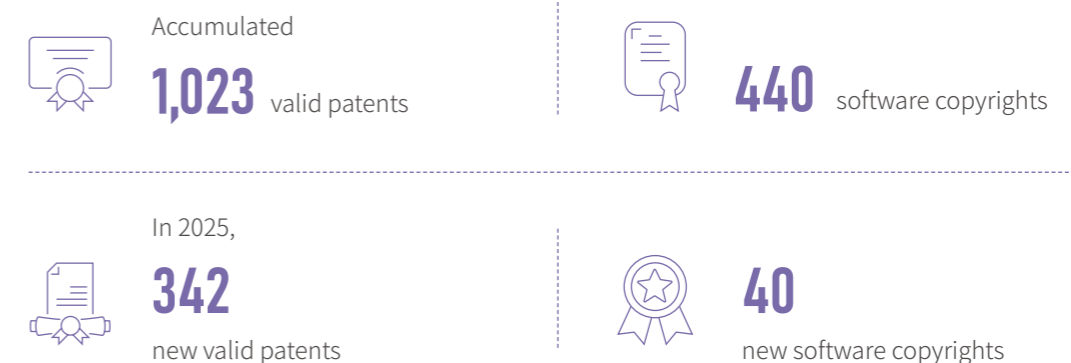
The Company attaches importance to the application for and maintenance of intellectual property rights, strictly complies with the *Copyright Law of People's Republic of China*, the *Patent Law of the People's Republic of China* and other laws and regulations, fully respects the intellectual property rights of customers, suppliers, peer companies, and other parties, and resolutely prohibits any infringement of others' trademarks, patents, copyrights, and other lawful intellectual property rights. Meanwhile, the Company continuously deepens the development of the intellectual property management system, ensuring that various innovative results receive strong support and standardized protection. In accordance with the GB/T 29490-2013 standard and the current national laws and regulations related to patents, trademarks, and other areas, the Company has established a closed-loop management mechanism covering the entire process of idea generation, achievement right confirmation, rights operation, dispute resolution, and risk early warning. During the Reporting Period, the Company did not experience any intellectual property infringement disputes or related non-compliance incidents.

Intellectual Property Management Responsibilities

Building the Group's intellectual property management system and continuously improving our IP management system and processes	Organizing and developing the Group's annual, medium-and-long-term patent layout plans, and creating core technological patent barriers
Assisting our R&D team in patent searches and analyses, patent mining and innovative design, and patent application layout throughout the product development process	Monitoring patent application and granting status, evaluating patent value, maintaining patent rights, managing patent registers and materials, and developing and managing patent agencies
Collecting and analyzing international patent laws and regulations, conducting international patent applications and layout, collecting patent intelligence for overseas products, carrying out risk inspections, infringement analysis, and early warning management, as well as participating in international intellectual property lawsuits	Supporting the Group's R&D departments in managing the entire patent lifecycle, including patent intelligence management, patent navigation analysis, patent infringement analysis and early warning management, as well as patent mining and innovative design around
Assisting the Company in patent licensing and transfer management	Managing intellectual property honors, platform planning, and construction
Handling software copyright registration	Organizing professional knowledge training of intellectual property

The Company has established a multi-level intellectual property incentive mechanism to encourage employees to actively engage in technological innovation and the commercialization of scientific and technological achievements. By clearly defining reward standards for various innovative results such as patents and software copyrights, we closely link innovation value with individual contributions, with incentives covering stages such as project initiation, application, authorization, and commercialization of achievements. The Company adopts diversified incentive methods such as cash rewards, authorship recognition, and performance linkage, fully stimulating the creativity and innovation vitality of our R&D teams and fostering a positive corporate atmosphere that respects knowledge, advocates innovation, and encourages creativity.

Key performance



Intellectual Property Lifecycle Management

<p><b>Acquisition of intellectual property</b></p> <p>We developed the Control Procedure for Intellectual Property Acquisition in accordance with the intellectual property development strategy. Annually, we devise work plans for intellectual property creation and acquisition, specifying the methods and channels for securing intellectual property.</p>	<p><b>Maintenance of intellectual property</b></p> <p>We developed the <i>Control Procedure for Intellectual Property Maintenance</i>, a categorized ledger for the intellectual property rights we hold, as well as a regular evaluation system and a supervision and maintenance system for intellectual property.</p>	<p><b>Implementation, licensing, and transfer of intellectual property</b></p> <p>We developed the <i>Control Procedure for the Implementation, Licensing, and Transfer of Intellectual Property</i>. This ensures that our intellectual property is utilized prudently in production, operations, and market transactions, in compliance with relevant laws and regulations.</p>
<p><b>Management of intellectual property risks</b></p> <p>We developed the <i>Control Procedure for Intellectual Property Risk Management</i>. As per laws and regulations, each product center regularly monitors any possible infringements on others' intellectual property rights, identifies and assesses intellectual property risks, and implements corresponding risk control measures to prevent infringement on others' intellectual property rights.</p>	<p><b>Handling of intellectual property disputes</b></p> <p>We developed the <i>Intellectual Property Dispute Handling Procedure</i> to promptly identify and monitor intellectual property infringements, and utilize administrative and judicial means in real time to protect our intellectual property rights.</p>	

# Product quality manufacturing

Product quality is an important engine for an enterprise's sustainable development and the key to building core competitiveness for the future. Hymson consistently upholds high standards for product quality, strictly complies with relevant national laws and regulations, and establishes and improves a long-term, stable, and effective quality management system to ensure that product quality can withstand the long-term scrutiny of the market and customers.

## Product quality management

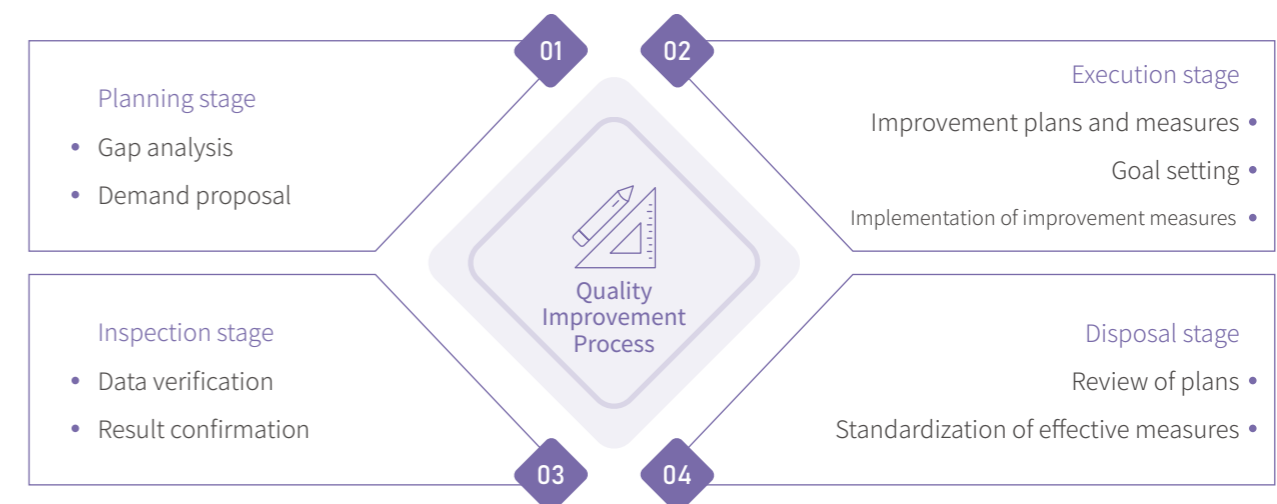
The Company steadfastly adheres to the core philosophy that "product quality and reliability are the foundation of our survival." We have established a comprehensive and systematic quality management system to continuously enhance product consistency and reliability. Centering on whole-process quality control, the Company has formulated and implemented core policies such as the *Product Inspection Control Procedure*, *Non-conforming Product Control Procedure*, and *Corrective and Preventive Measures Control Procedure*, ensuring that every stage—from incoming materials and production to final delivery—remains under effective control. Leveraging a solid foundation in quality management, the Company has obtained ISO 9001 certification. We continuously drive quality improvements and enhance customer satisfaction to ensure stable operations and maintain long-term customer trust. The Company implements systematic quality management throughout the entire product life cycle, establishing clear inspection standards and control protocols for every link from raw material entry to finished product shipment. By implementing a full-process quality gatekeeping mechanism encompassing Incoming Quality Control (IQC), In-Process Quality Control (IPQC), and Final Quality Control (FQC), we ensure controllable quality and issue traceability at every stage. Furthermore, by integrating inspection systems, operating standards, and anomaly management measures, the Company has built a quality management system spanning the entire process of design, manufacturing, and delivery, steadily improving product consistency and customer satisfaction.

The Company places a high priority on alignment with international standards and the robust construction of compliance frameworks, with our products successfully securing multiple prestigious certifications—such as UL and CE—to ensure safety and environmental performance consistently fulfill the stringent market access requirements of major global regions, including North America and the European Union; meanwhile, we maintain rigorous oversight and continuous optimization of our integrated management systems, including ISO 9001, ISO 14001, ISO 45001, and AEO, while establishing a comprehensive medical quality management system to uphold the highest industry standards. By virtue of the systematic implementation of these frameworks, we ensure exceptional product quality that has earned profound recognition and trust from our global clientele, effectively injecting strong momentum into our sustainable development and strategic expansion across key sectors such as lithium-ion batteries, photovoltaics, sheet metal, 3C electronics, and healthcare.



## Quality complaint management

We have established a well-rounded quality complaint and improvement management mechanism. Relying on systems such as the *Control Procedure for Continuous Improvement* and the *Management Regulations on Corrective and Preventive Measures*, we systematically implement closed-loop problem handling and quality improvement work. In response to customer quality complaints and internal quality anomalies, the Company strictly implements the *Quality Control Management Standards* at each stage, carries out issue traceability and responsibility determination, and promptly formulates and implements corrective and preventive measures. Meanwhile, in conjunction with audit results, data analysis, and management reviews, the Company continuously tracks the effectiveness of rectification, optimizes control processes, promotes the prevention of quality issues at the source and fundamental improvement, and continuously strengthens the level of quality control.






# Customer service

Hymson has always adhered to the core principles of compliant operations, customer first, safeguarding information security, and promoting sustainable cooperation. Relying on a stable and professional customer management organizational structure, we make every effort to protect customers' legitimate rights and interests, continuously improve service quality and customer trust, and are committed to building long-term, stable, mutually beneficial, and win-win customer partnerships.

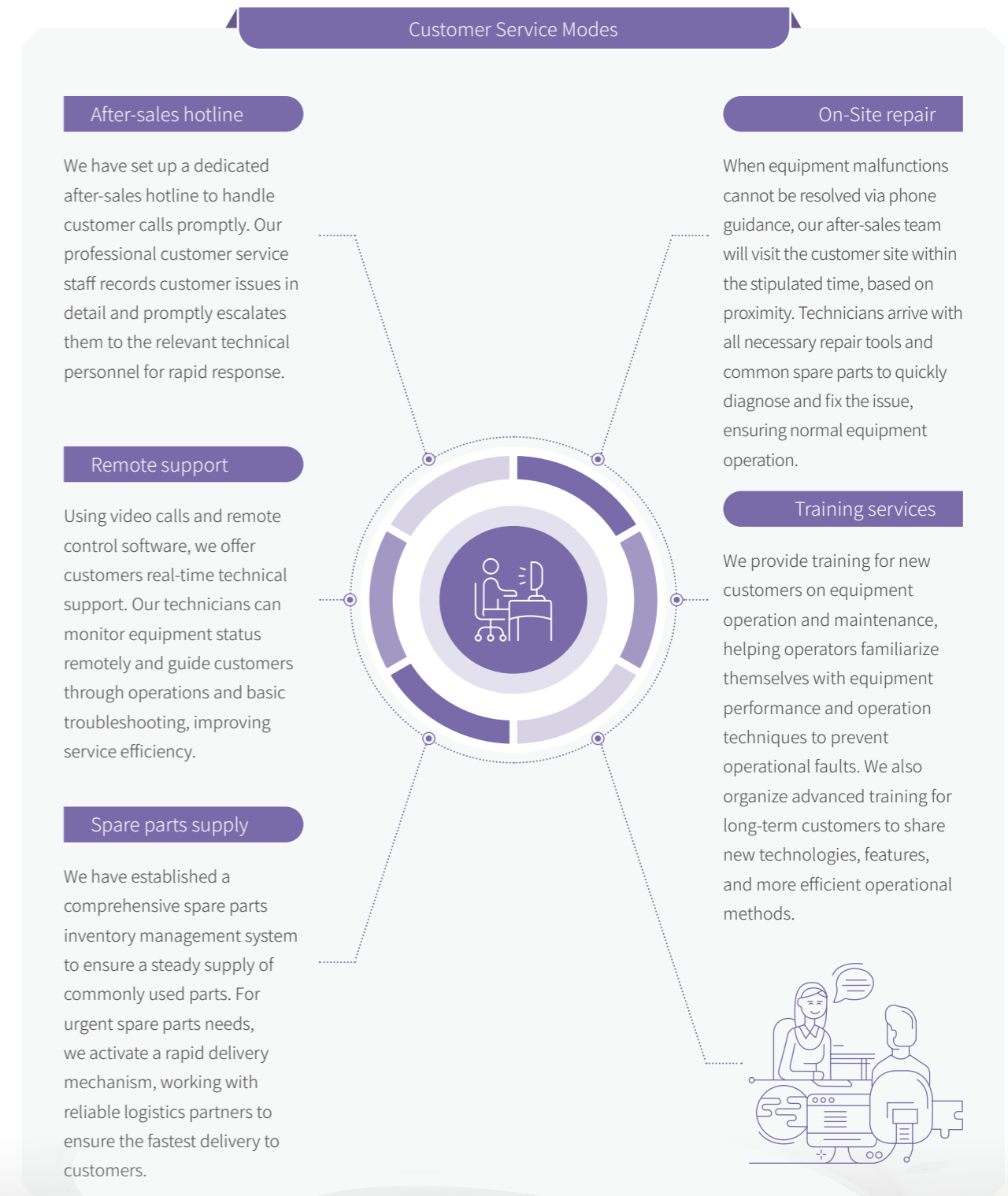
## Ensuring service quality

The Company upholds the service philosophy of "customer-oriented, prevention first, professional and efficient", built a service system centered on "providing tailor-made services for win-win partnerships", and has established and improved the organizational structure for customer management. By continuously improving service mechanisms and enhancing rapid response capabilities, we continuously optimize the customer experience, deepen and strengthen cooperative relationships with customers, and provide solid assurance for fostering a sound, orderly, and sustainable external cooperation environment.

 <p><b>Customer-oriented</b></p> <p>We place the needs of our customers at the forefront, ensuring a quick and proactive response to equipment repairs, technical inquiries, and usage guidance. We guarantee that any issues encountered by our customer during the use of sheet metal equipment are addressed promptly, ensuring minimal disruption to their production and operations.</p>	 <p><b>Prevention first</b></p> <p>We focus not only on repairing equipment after issues arise but also on identifying potential risks in advance through regular follow-ups, equipment inspections, and other proactive measures. We also assist customers in maintaining and servicing their equipment, thereby reducing the likelihood of failures.</p>	 <p><b>Professional and efficient</b></p> <p>Our after-sales team members possess solid professional knowledge and extensive practical experience, enabling them to accurately diagnose equipment issues and provide advice and solutions we offer are the fastest repairs. The technical based on professional judgment, thereby saving customers both time and cost.</p>
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The Company has established a full-lifecycle customer service management system covering the entire process of pre-sales, in-sales, and after-sales services. Through standardized systems, professional teams, and digital platforms, we have achieved a closed-loop service mechanism and continuous improvement.



### Case: Building the "Quick Response" Agile Full-Lifecycle Service System for 3C Customers

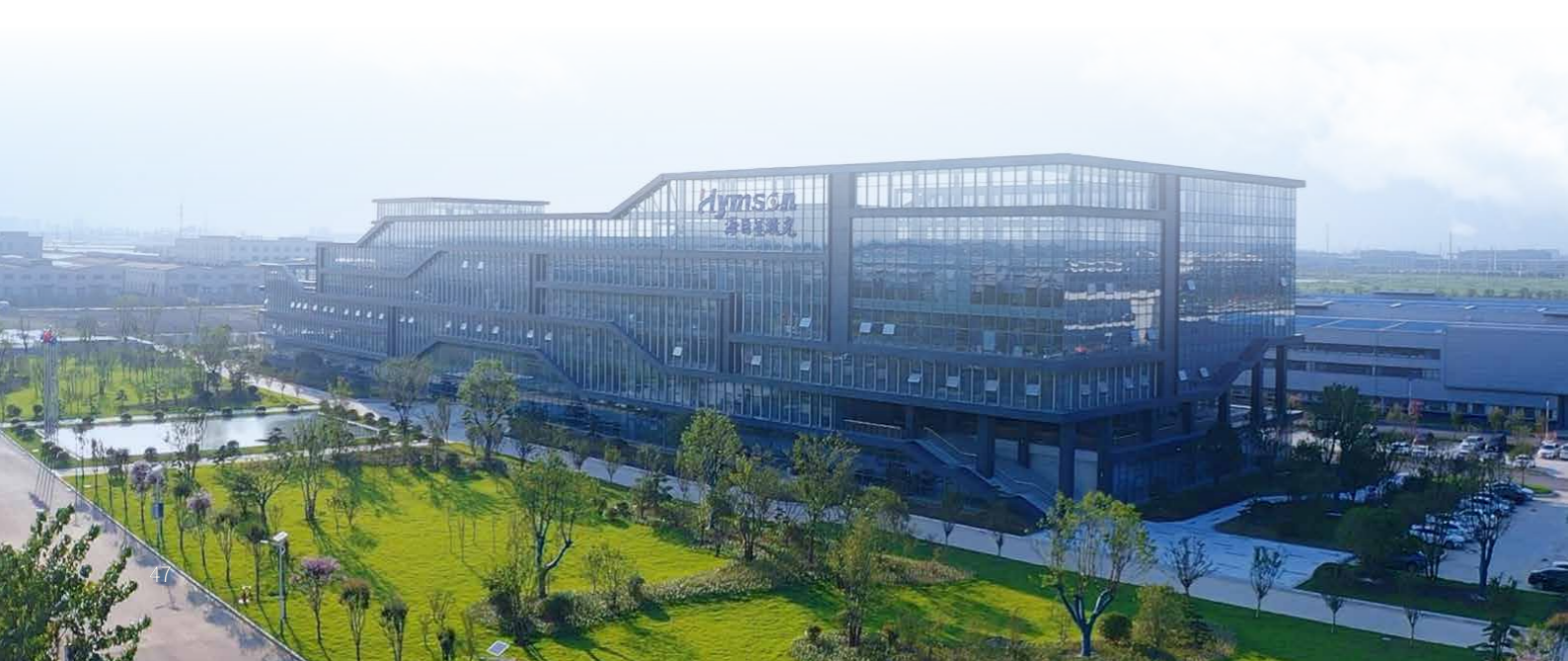
In response to the production characteristics of 3C electronic products, namely "small batches, multiple varieties, and rapid iteration", traditional equipment after-sales services often face pain points such as delayed response and slow spare parts matching. Hymson's 3C Industry Center aims to break service boundaries and shift from "passive repair" to "proactive prevention", ensuring the maximization of customer production line OEE (Overall Equipment Effectiveness) and helping customers respond to market fluctuations.

During the customer's New Product Introduction (NPI) stage, we formed an expert "iron triangle" team consisting of process, automation, and software specialists to participate on-site in the planning of the customer production line. Through virtual simulation technology, we verified laser processing paths in advance and eliminated potential process risks before mass production, shortening the commissioning cycle of the customer's new production line by an average of 30%.

**Digital Remote Operation and Maintenance Platform:** Leveraging the intelligent cloud service platform, we installed IoT modules on equipment for core 3C customers. This enabled 24/7 real-time monitoring of laser power, galvanometer status, and motion control accuracy. The system predicted the service life of key components through AI algorithms, automatically pushed warnings and generated spare parts recommendation forms before failures occurred, thereby achieving preventive maintenance.

**Knowledge Empowerment and Co-creation:** We regularly hold the "Hymson 3C Laser Process Seminar", open the latest micro-fabrication laboratory resources to customers, and assist customers in sample testing of new materials.

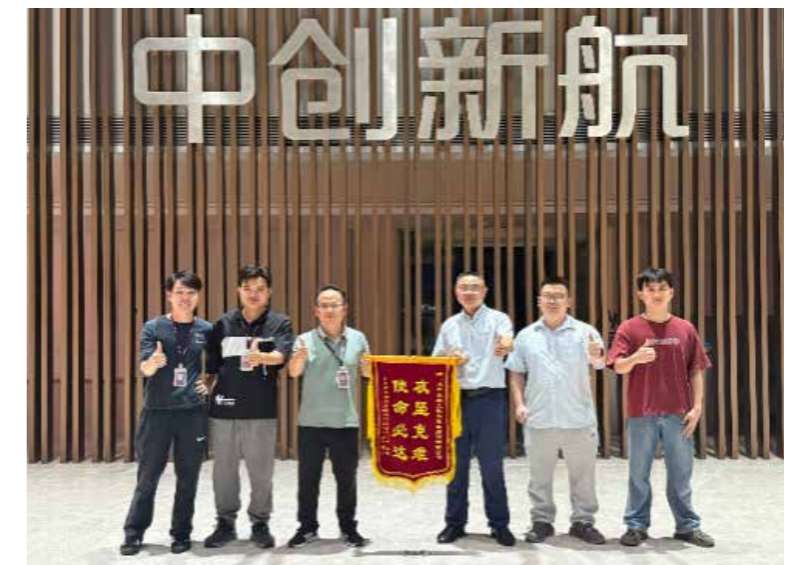
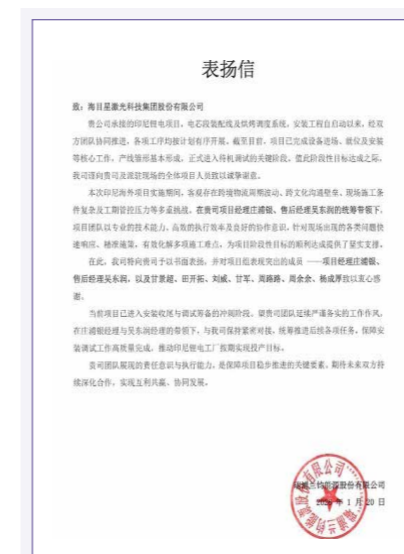
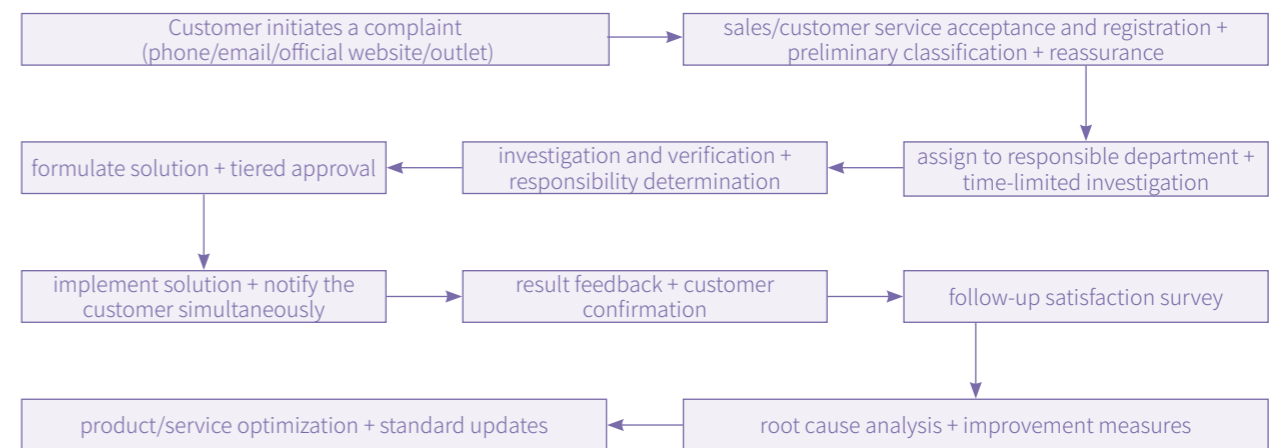
By virtue of our outstanding service quality and stable delivery capability, we were awarded the "Annual Diamond Quality Award" and the "Excellent Supplier" title by core key customers.



## Valuing customer satisfaction

The Company always considers customer satisfaction as the core goal of its service efforts. We have established a satisfaction management mechanism covering the entire order execution and service process. By promptly handling customer complaints and regularly distributing customer feedback surveys, we systematically collect customer opinions on product quality, delivery efficiency, technical support, service response, etc. This ensures that customer feedback is promptly captured and addressed. Based on the survey results, we compile customer satisfaction analysis reports, continuously optimize service processes and product performance, and constantly raise customer experience and satisfaction to a higher level. This drives the establishment of long-term, stable, and trust-based cooperative relationships between the Company and our customers.

### Customer Complaint Management Procedure



The Company received letters of commendation and honorary banners from customers

Case: Helping a New Energy Industry Leader Build the Industry's First High-speed Short-blade Stacking Intelligent Production Line

In response to the stringent requirements for power batteries from high-end vehicle models such as ZEEKR 001 of leading new energy vehicle companies, as a strategic partner, Hymson formed a dedicated task force of 30 senior engineers and achieved breakthroughs through three innovative measures:

<p>Process innovation:</p> <p>We independently developed a third-generation stacking precision compensation system, increasing equipment utilization to <b>98.5%</b> and achieving a daily production capacity of over <b>20,000</b> battery cells during the 45-day ramp-up period, setting a new industry record;</p>	<p>Quality control upgrade:</p> <p>We established a four-level foreign material prevention and control system (environmental 5S management + equipment enclosed retrofitting + process error-proofing devices + AI visual inspection), increasing the yield rate of key processes to <b>99.93%</b>;</p>	<p>Agile service:</p> <p>We established a "2-hour response - 8-hour on-site presence - 24-hour closed-loop" service mechanism, completing a total of <b>17</b> production line changeover upgrades and reducing the average changeover time by <b>40%</b>.</p>
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After project delivery, three major milestones were achieved:

- |   |  |   |
|---|--|---|
| <p>China's first <b>24 ppm</b> high-speed stacking line reached full production <b>28</b> days ahead of schedule;</p> | <p>The CPK was stably controlled at <b>1.67</b>, <b>13%</b> above the industry standard;</p> | <p>A record of zero customer complaints was achieved for <b>90</b> consecutive days, and we received the <b>Annual Excellence in Quality Award</b> from the customer.</p> |
|---|--|---|

Customer comment:

"In our cooperation with Hymson, we deeply felt three forms of 'ultimate excellence' - ultimate technical strength, ultimate response speed, and ultimate pursuit of quality. From project launch to mass production ramp-up, the Hymson team demonstrated top-tier equipment manufacturing capabilities and engineering service standards, making them a truly benchmark-level partner in the industry."

— Director of Customer Production Line

## Enhancing customer service capabilities

We place a great emphasis on building customer service capabilities by continuously improving our internal personnel training mechanism to enhance the professional expertise and responsiveness of our service teams. Through systematic training, we help our service personnel better understand and address customer needs, providing more efficient, standardized, and professional service support, thereby strengthening the stability and execution power of our service system.

In 2025, the central sales department of the Lithium Battery Industry Center conducted special training focused on customer relationship management and operations, as well as the standardization of customer information management, continuously enhancing its capabilities in the systematic planning and refined maintenance of customer relationships, deeply exploring customer value, improving customer loyalty and market share, and consolidating long-term, stable, and sound cooperative relationships.



## Responsible partner

Hymson continues to deepen its philosophy of responsible procurement. By optimizing the supplier admission mechanism, strengthening performance assessment management, and enhancing training and guidance, we continuously improve and refine the supplier management system, steadily enhance suppliers' overall capabilities in quality management, environmental protection, and social responsibility, and increase the compliance and sustainable development of the entire supply chain. Meanwhile, the Company further advances transparent procurement management, strictly implements the code of conduct for integrity in business operations, actively practices the concept of green procurement, implements conflict minerals control requirements, and works hand in hand with partners to build a transparent, standardized, mutually beneficial, and win-win sustainable supply ecosystem.

Key performance



## Supplier management

The Company attaches great importance to supply chain management, improves supplier management and admission mechanisms, and ensures that procurement activities are conducted in compliance and advanced sustainably. In accordance with the Company's *Supplier Management Procedures* and related assessment standards, comprehensive evaluations of suppliers are conducted on a regular basis. Assessment indicators cover key dimensions such as delivery, quality, service, and commercial performance. Based on the scores, the Company classifies and manages suppliers by tier, develops targeted improvement plans, and urges suppliers to improve quality and enhance efficiency. For suppliers with poor assessment results, we take measures such as warnings, rectification, and freezing, continuously optimizing the overall quality and operational efficiency of the supply chain. Meanwhile, the Company also incorporates labor protection, environmental protection, occupational health and safety, business ethics, information security management, and other aspects into the review of suppliers' social responsibility certification, strictly controlling supplier access and operational maintenance.



Supplier grading reward and punishment measures

Evaluation score	Rating	Determination	Rewards and penalties
90 ≤ i ≤ 100	A	Excellent supplier	Priority orders, priority payment
75 ≤ i < 90	B	Good supplier	Normal procurement
60 ≤ i < 75	C	Average supplier	Reduced order volume and assisted procurement
i < 60	D	Disqualified supplier	Restricted orders, deadline for improvement, and last-place elimination

For new suppliers, the Company strictly follows the Supplier Management Procedures to carry out onboarding, explicitly requiring potential suppliers to submit qualification documents, accept background investigations, and undergo comprehensive reviews through on-site inspections or video audits. The scope of the reviews covers key areas such as environmental management, social responsibility, and compliant operations. After completing the internal approval process, qualified suppliers can be formally incorporated into the supply chain system and sign the *Letter of Commitment to Non-Use of Conflict Minerals* and various cooperation agreements. Through the above mechanisms, the Company continuously optimizes the supplier structure and makes every effort to ensure transparency, compliance, and orderly operations throughout the entire supply chain.

## Ethical procurement

The Company strictly implements the relevant requirements of the *Management Regulations on Integrity for Ethical Procurement* and the *Regulations on Rewards and Penalties for Ethical Procurement*, establishing an ethical procurement accountability system led by the General Manager, and further strengthening supplier management and procurement ethics. In the procurement of raw materials and production materials, we fully implement environmentally friendly and compliance control mechanisms, requiring suppliers to sign environmental protection and integrity commitment letters to ensure that the materials supplied contain no hazardous substances and do not involve sources of conflict minerals. Through review and assessment, document filing, and third-party testing, the Company steadily advances green procurement and responsible procurement, effectively building a fair, impartial, and ethical procurement environment.



The Hymson' Management Regulations on Integrity for Ethical Procurement clearly stipulates that procurement personnel shall adhere to the following job responsibilities, including but not limited to:

- Strictly comply with relevant national laws and regulations and the relevant provisions of the Group's rules and regulations, and consciously abide by the relevant provisions on fair dealing, integrity and self-discipline, and anti-corruption in applicable laws, regulations, and rules and regulations.
- When cooperating with suppliers and conducting all business activities, the principles of integrity and business ethics must be observed. Ensure fairness and integrity in procurement operations, handle procurement matters in a fair and reasonable manner, do not differentiate against or discriminate against suppliers, and respect and treat every supplier or potential supplier equally.
- Strictly follow the Company's procurement procedures and institutional requirements, focus on the overall procurement strategy of "value procurement and ethical procurement", and adhere to the principles of justice, openness, and fairness. Procurement personnel are responsible for obtaining the best overall value for the Company and ensuring that every procurement activity and decision delivers the best overall interests to the Company.
- Comply with the Group's rules and regulations and fulfill confidentiality responsibilities. Employees' confidentiality obligations are detailed in the Non-Disclosure Agreement signed with the Company.
- Exercise mutual supervision. If any person is found to have violated integrity provisions in business activities, the other party shall be promptly reminded to make corrections, and the situation shall be reported to the Group in a timely manner.



The Company issued posters promoting a culture of integrity in procurement

## Supplier training

The Company regularly conducts special training for suppliers, covering practical operational procedures such as platform registration and login, order receipt, delivery schedule feedback, and reconciliation management, to ensure that suppliers' online operations in procurement, delivery, reconciliation, and other processes are standardized and smooth. Through targeted platform-use training, we guide suppliers' staff to become proficient in the operating skills of the online business platform, enhancing collaboration efficiency and information transparency between both parties. The Company has further deepened the digital integration between both supply and demand sides, and promoted the steady development of supply chain management toward greater intelligence and efficiency.



Supplier Training Conducted by the Company

# Green Development

## Contribution to Ecological Sustainability

Hymson adheres to ecological priority and a low-carbon orientation, proactively fulfilling environmental protection responsibilities. We integrate green development with technological innovation into our corporate development, actively advancing green transformation, continuously improving resource utilization efficiency, strengthening pollution prevention and ecological protection, and minimizing the impact of our operations and value chain on the environment, thereby contributing to high-quality and sustainable industry development.

- Environmental protection
- Climate and energy
- Water resource management
- Chemicals management
- Effluents and Waste Management
- Biodiversity conservation

# Environmental protection

Hymson thoroughly implements national ecological civilization requirements, strictly complies with environmental laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and the *Measures for the Administration of Ecological Environment Standards*, continuously improves our environmental management system, actively promotes energy conservation and ecological protection, and builds an environmentally friendly enterprise, contributing to the Beautiful China initiative through concrete actions. During the Reporting Period, the Company did not experience any general or more serious environmental violations.

Company environmental targets	Progress in 2025
Zero fire and explosion accidents	No fire accidents occurred
Zero environmental pollution incidents	No environmental pollution incidents occurred
Annual per capita consumption of water, electricity, and paper reduced by 0.2%	Implementation of energy-saving and consumption-reduction measures, achieving year-on-year reductions in per capita water, electricity, and paper usage in compliance with targets
100% compliance of hazardous waste disposal with regulatory requirements	Disposal methods are lawful and compliant
100% compliance of exhaust gas, wastewater, and noise emissions with regulatory requirements	Disposal methods are lawful and compliant

## Environmental management system

We continuously improve our environmental management system and establish standardized management processes, forming an organizational structure led by the General Manager, coordinated by the management representative, supported by the EHS System Promotion Committee, and jointly implemented by various functional departments. With clear division of responsibilities and authority, we systematically advance environmental management work such as energy conservation and carbon reduction, pollution prevention, and compliant operations. We have formulated supporting procedural documents such as the Environmental Health and Safety Manual, promote our subsidiaries to improve systems such as the EHS Related Party Management Measures and the Administrative Measures for New, Renovated, and Expanded Facilities, and continue to optimize them, thereby achieving standardized control throughout the entire process. During the Reporting Period, the Company headquarters, Jiangmen Base, and Jiangsu Base all passed the annual audit of the ISO 14001 environmental management system, and the system operated stably and effectively. Among them, as a "Green Factory in Jiangsu Province", Jiangsu Base adhered to green and low-carbon development, deepened cleaner production and the efficient use of resources, and led the industry's green upgrading through benchmark demonstration.



The Company passed the annual environmental management system certification

Key performance

Total environmental protection investment amounted to

**RMB750,000**

## Environmental risk management and control

We strictly comply with the *Law of the People's Republic of China on Environmental Impact Assessment*, systematically establish procedures for identifying and evaluating environmental factors and hazard sources, implement hierarchical and categorized control, and formulate targeted control measures to effectively reduce the likelihood and potential impact of environmental incidents. For new, renovated, and expanded projects, the Company standardizes work at all stages, including project construction and completion acceptance, in accordance with regulations, and engages third-party professional institutions to conduct environmental impact assessments and environmental protection acceptance monitoring, thereby strictly controlling the environmental impacts of projects at the source.

The Company attaches great importance to environmental risk management and hazard prevention and control, has established and improved environmental safety management mechanisms, and formulated institutional documents such as the *Contingency Plan for Environmental Emergencies* and the *Management Procedure for Emergency Preparedness and Response*, clarifying control objectives and operational standards. Through normalized inspections, hidden danger investigations, and a closed-loop rectification mechanism, we maximize the protection of ecological environmental safety and regional stability.

### Emergency Management for Environmental Incidents





## Environmental protection training

We attach great importance to enhancing environmental awareness and professional competence among all employees. We regularly organize employees from various departments to participate in specialized environmental management training conducted by external institutions. The training comprehensively covers key areas such as environmental compliance management and energy-saving, low-carbon operations. Through professional training guidance, we continuously strengthen employees' environmental awareness and promote the deep integration of green development concepts into all aspects of production, operation, and management, making green development a conscious action of all employees and supporting sustainable development.






The Company participated in green factory and low-carbon knowledge training activities



Jiangsu base participated in environmental laws and regulations publicity

**Key performance**

 <p>Number of environmental protection training sessions:</p> <p><b>29</b> times</p>	 <p>Total duration of environmental protection training:</p> <p><b>31.5</b> hours</p>	 <p>Number of people participating in environmental protection training:</p> <p><b>1,070</b></p>
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## Climate and energy

Hymson actively responds to the national "dual carbon" goals by establishing and improving mechanisms for identifying, assessing, and responding to climate change risks. We strictly control various environmental risks, continuously optimize our energy structure and usage methods, and effectively reduce carbon emissions and overall energy consumption through energy-saving process upgrades, deployment of intelligent energy management systems, and improvement of production equipment efficiency, thereby enhancing environmental performance and promoting green, low-carbon, high-quality industry development.

## Addressing climate change

We integrate climate change response into our operational development strategy and actively carry out carbon inventory work. Through measures such as energy-saving retrofits, promotion of clean energy applications, development of green and low-carbon products, and technological innovation, we advance greenhouse gas emission reductions, continuously enhance our ability to withstand climate-related risks, and steadily consolidate the foundation for green and low-carbon development.

## Climate governance system

Closely aligned with the national "dual carbon" strategy, we have established a comprehensive climate governance system, integrating climate management into the entire production and operation process. Based on ISO14001 and ISO50001 systems, we have clarified the responsibilities of the Board of Directors, management, and all departments, and coordinate efforts in carbon reduction, energy conservation, and climate risk prevention.

We have established a special emergency management mechanism for extreme weather. For severe convective weather, early warnings are issued in advance to remind employees to travel safely and comprehensive safety inspections are conducted in plant areas. During high temperatures, heat prevention measures for employees are implemented, electricity safety management is strengthened, and electrical fire risks are strictly prevented. For typhoon conditions, early warnings are issued, plant reinforcement and drainage measures are taken, and post-disaster site cleanup, equipment maintenance, and production resumption are carried out promptly to ensure personnel safety and plant stability.

## Carbon neutrality action

We have established a greenhouse gas emissions management mechanism, carrying out routine monitoring and professional verification, and clarifying emission reduction pathways and key control areas. We actively promote the replacement of clean energy, promote rooftop photovoltaic power generation at various production bases and achieve grid connection for use, continuously optimize the energy consumption structure, and effectively reduce fossil energy consumption and carbon emissions in the production process. Meanwhile, the Company adheres to empowering green development through technological innovation, focusing on the research, development, and application of clean energy technologies, building diversified green energy solutions such as photovoltaics and energy storage, continuously carrying out research on key energy-saving and carbon-reduction technologies, launching a variety of high-efficiency energy-saving products, and comprehensively improving energy utilization efficiency and the level of low-carbon development. Through whole-process, systematic green management, the Company effectively fulfils its ecological and environmental protection responsibilities, providing solid support for regional low-carbon transition and the sustainable development of the industry.



Company greenhouse gas verification report



Photovoltaic equipment at Jiangsu base

### Key performance



Total photovoltaic power generation:

**8,442.3** MWh



Total photovoltaic power consumption:




**5,349.8** MWh

## Risk identification and opportunity management

We have established a systematic climate risk management mechanism and formulated the *Control Procedure for Enterprise Risk and Opportunity Identification* to comprehensively identify, systematically assess, and dynamically manage climate-related risks and opportunities. Based on assessment results, we improve risk early warning and response plans, continuously enhancing climate adaptability and risk resilience. Centered on our climate governance objectives, we steadily advance green infrastructure upgrades, the efficient use of energy and resources, the deployment of clean energy and low-carbon transformation, deeper policy coordination and industry cooperation, and innovation in the supply of green products and services. While effectively managing climate risks, we also accurately seize opportunities for green development, driving the sustainable and high-quality development of the enterprise.

Type	Subcategories	Risks/ Opportunities	Duration of impact	Value chain process	Financial impact	Responses
Risk	Acute physical risk	Extreme weather such as typhoons and floods leads to fixed asset depreciation and supply chain disruptions	Short to medium-term	Inbound logistics and production & operation	Increased costs and decreased revenue	<ul style="list-style-type: none"> <li>Establish emergency response teams for extreme weather events, implement climate incident emergency management mechanisms, strengthen early warning issuance, implement targeted protective measures, and carry out post-disaster maintenance to ensure personnel safety and plant stability;</li> <li>Formulate emergency plans for extreme weather and conduct regular drills and reviews;</li> <li>Incorporate climate disaster considerations into environmental impact assessments for new plants.</li> </ul>
	Reputational risk	Failure to proactively address climate change may lead to inability to meet stakeholder expectations, resulting in damage to corporate image and reputation	Short to medium-term	Marketing and sales	Decreased revenue	<ul style="list-style-type: none"> <li>Build a low-carbon corporate image and conduct community environmental protection promotion;</li> <li>Incorporate climate disaster considerations into environmental impact assessments for new plants.</li> <li>Formulate carbon neutrality plans and promote renewable energy substitution;</li> <li>Build a green supply chain and conduct green due diligence on suppliers.</li> </ul>
	Policy and regulation risks	Stricter climate regulations and new policies bring compliance management pressure	Medium to long-term	Production & operation, marketing, and sales	Increased costs	<ul style="list-style-type: none"> <li>Fully electrify fossil fuel-based facilities, construct rooftop photovoltaics, and increase the proportion of renewable energy use;</li> <li>Establish energy management systems and intelligent platforms to optimize energy management and reduce consumption;</li> <li>Implement lean production to build a resource-efficient enterprise; track domestic and international low-carbon policies and adjust internal planning and business models in a timely manner.</li> </ul>
Opportunities	Low-carbon products and services	Under a low-carbon economy, increasing demand for green products and services presents opportunities for business growth from developing related products	Long-term	Marketing and sales services	Increased revenue	<ul style="list-style-type: none"> <li>Focus on the "laser + intelligent manufacturing" strategy, gain insights into market demand, accelerate product innovation, and provide low-carbon and efficient intelligent manufacturing solutions for multiple industries;</li> <li>Improve the energy efficiency of self-developed lasers;</li> <li>Establish strategic cooperation with low-carbon component suppliers to enhance product energy efficiency.</li> </ul>



Type	Subcategories	Risks/ Opportunities	Duration of impact	Value chain process	Financial impact	Responses
Opportunities		Improved accessibility and reduced costs of renewable energy can lower energy costs and respond to low-carbon regulations	Medium to long-term	Production and operation	Decreased costs	<ul style="list-style-type: none"> <li>Gradually increase the proportion of renewable energy such as solar energy;</li> <li>Actively participate in the green electricity trading market and promote energy structure transformation.</li> </ul>
		Promoting energy and material recycling can improve resource efficiency and reduce waste	Medium to long-term	Production & operation, inbound and outbound logistics	Decreased costs	<ul style="list-style-type: none"> <li>Establish a systematic resource management system and promote green production and logistics;</li> <li>Enhance production and supply capabilities through lean production.</li> </ul>
		Improving climate adaptability and building climate-resilient infrastructure and supply chains can help create new development opportunities	Long-term	Production & operation, inbound and outbound logistics, marketing and sales services	Increased revenue	<ul style="list-style-type: none"> <li>Improve the EHS management mechanism and timely disclose climate response strategies and performance;</li> <li>Develop first-class laser and automation products and services and introduce renewable energy adaptation projects;</li> <li>Continuously strengthen the climate risk resilience of supply chains and infrastructure.</li> </ul>

### Metrics and goals

Key performance	Unit	2025
Total greenhouse gas emissions	tCO <sub>2</sub> e	285,048.48
Scope 1 greenhouse gas emissions		329.11
Scope 2 greenhouse gas emissions		284,719.37

### Energy management

We continuously enhance our energy management capabilities, promoting the standardized implementation and ongoing optimization of energy management systems across all production bases. Among them, the Jiangsu base formulated the *Management System for Water, Electricity, and Gas Conservation*, improved procedural documents such as the *Energy Operation Control Procedures* and the *Energy Management Monitoring, Measurement, and Analysis Control Procedures*, and established a systematic and standardized energy management system, forming a closed-loop full-process control mechanism covering training, operation, monitoring, measurement and analysis, internal audits, and management reviews. For key energy-using systems and critical equipment in production, compressed air, lighting, and other areas, the Company has formulated quantitative operating indicators and operating instructions, and implemented full-dimensional control over equipment operation, maintenance, rational energy use, and emergency response, to ensure compliant and efficient energy use and controllable risks.



The Jiangsu base obtained Energy Management System Certification

Relying on intelligent systems to automatically collect energy consumption data, the Company implements routine monitoring of key energy performance characteristics, establishes a statistical analysis mechanism for energy and material consumption, statistically records the consumption of water, electricity, paper, and other resources on a monthly basis, promptly analyzes the causes of excessive consumption and implements corrective actions to form a closed loop for the continuous improvement of energy conservation and emissions reduction. We strictly regulate the management of energy metering instruments by establishing equipment archives and strengthening maintenance supervision to ensure data accuracy and traceability. We also establish a rigorous energy audit mechanism, conducting at least one internal audit and organizing one management review annually, with dual supervision driving continuous improvement of the management system. Meanwhile, annual training plans and ad hoc supplementary training mechanisms are established for all employees and each energy-related position, comprehensively enhancing employees' energy-saving awareness and professional capabilities.

Energy consumption	Unit	2025
Gasoline	Liter	94,021.44
Diesel oil	Liter	3,978.92
Natural gas	m <sup>3</sup>	51,394
Liquefied petroleum gas (LPG)	kg	9,000,000
Purchased electricity	MWh	536,598.88
Purchased green electricity	MWh	185.8
Total energy consumption volume	tce	82,208.06

We integrate energy conservation and emission reduction into daily operations and the entire production process, adopting multi-dimensional measures to reduce energy consumption and carbon emissions. In daily operations, we control emissions and reduce consumption through basic measures such as optimizing air conditioning usage, prohibiting high energy-consuming equipment, replacing LED energy-saving or sensor-based lighting, and strictly implementing waste sorting. Meanwhile, we standardize office paper requisition and usage, reduce paper waste through print preview functions, refine energy consumption management through backend control of air handling units, application of smart switches and time-control devices, and adjustment of landscape lighting schedules. We also strengthen employees' energy-saving awareness by posting reminder signs and promoting conservation concepts. In the production process, we prioritize energy-saving equipment and phase out high energy-consuming equipment, with a focus on advancing the innovative application of advanced technologies such as TopCon and BC. Relying on process flow optimization and improvements in equipment energy efficiency, we achieve energy conservation and emission reduction. We carry out heat dissipation retrofits for air compressors and gave priority to the use of variable frequency control. At the same time, we perform regular maintenance on production equipment such as air compressors and forklifts to extend equipment service life and reduce the additional energy consumption caused by aging.



Energy conservation publicity and training

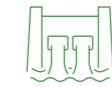
In addition, the Company actively advocates green travel and uses electric vehicles, carpooling, and other modes of transportation to build an efficient and environmentally friendly travel system. Through the EZ Car platform, we achieved carbon emission reductions of 13,499,491.17 kg during the Reporting Period. Through the DiDi platform, cumulative carbon emission reductions reached 168,461 kg, with electric vehicle travel contributing the core reduction effect. Total mileage exceeded 1.57 million kilometers, and low-carbon travel orders accounted for over 85%, contributing in practice to the achievement of the "dual carbon" goals.



## Water resource management

Hymson attaches great importance to water resource protection and efficient utilization. In strict compliance with relevant policies such as the *Water Law of the People's Republic of China*, we have integrated water conservation management into the entire production and operation process, systematically reducing water consumption and improving water use efficiency through technological upgrades, process control, and company-wide advocacy.

### Key performance



Total water withdrawal:

**187,500** m<sup>3</sup>



### Water management

- Water usage is controlled in accordance with annual quotas set by local authorities. We conduct water balance tests to identify water usage across all processes and determine potential areas for conservation;
- By installing water meters by area and subdividing departmental water usage, along with deploying smart water meters and flow meters, we can achieve zoned measurement and remote monitoring of water usage, providing data support for water conservation management.



### Water-saving measures

- We continuously innovate, promote, and apply water-saving technologies, explore new models for water recycling, and regularly utilize recycled water;
- We complete the replacement of water-saving devices and promptly repair damaged water supply facilities to prevent leakage. Green areas adopt water-saving irrigation methods such as drip irrigation and micro-sprinkler systems. Wastewater reuse is implemented for plant irrigation and ground cleaning, maximizing water reuse efficiency.



### Daily management

- Water-saving training is incorporated into routine management. We carry out water conservation campaigns in various forms to strengthen employees' awareness, guide good water-use habits, and promptly correct wasteful behavior;
- We conduct irregular inspections of daily water usage, comprehensively identifying potential waste risks to ensure that water consumption remains within target ranges and to guarantee efficient and rational use of water resources.



The Company reuses treated wastewater for irrigating green plants

# Chemicals management

Hymson has formulated the *Chemicals Management Measures* and established a full-process management system covering procurement, transportation, storage, and usage. This system applies to all chemicals used in production and all relevant personnel, aiming to prevent adverse impacts on the environment and human health. In the procurement of raw and production materials, we have fully integrated eco-friendly and compliance control mechanisms, requiring suppliers to sign environmental protection and integrity commitments to ensure that supplied materials contain no hazardous substances.



## Source Risk Control

The Company strictly enforces environmental and safety procurement standards, ensuring all introduced chemicals are accompanied by the latest Chinese Material Safety Data Sheets (MSDS), which are systematically compiled and disclosed internally. By extending compliance requirements to the upstream of the supply chain, functional departments simultaneously conduct supporting training to build a robust knowledge-based defense for chemical management at the source.



## Standardized Transportation

During logistics and internal handling, the Company clarifies suppliers' safe transportation responsibilities through contract terms and strictly controls the frequency of internal handling to reduce exposure risks. For high-risk positions, the Company persists in conducting annual occupational hazard factor testing to ensure controlled risks within the logistics environment.



## Securing Storage Defenses

Chemical storage strictly follows the principles of "classification by zone and scientific isolation," with a strict prohibition on mixing incompatible substances. Hazardous chemicals are centrally stored in dedicated cabinets equipped with hardware protections such as grounding, ventilation, and clear signage, eliminating safety hazards in storage areas through refined management.



## Safeguarding Occupational Health

During usage, all departments strictly implement standardized operations and pre-job training. Professional ventilation facilities are configured for volatile work environments, and Personal Protective Equipment (PPE) is distributed according to hazard levels. Additionally, the Company conducts annual occupational health examinations to effectively guard against potential occupational disease hazards.



## Improving Emergency Mechanisms

For abnormal scenarios such as chemical spills, splashes, or fires, we have developed detailed emergency response procedures and specialized contingency plans. By clarifying on-site disposal measures, equipping emergency supplies, and conducting regular drills, we ensure rapid response during emergencies to fully protect employee safety and environmental quality.

# Three wastes management

Hymson strictly complies with laws and regulations such as the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*. We establish effective compliance emission policies and systems, actively develop and improve environmental protection measures, effectively control various pollutants generated during operations, and reduce or mitigate environmental impacts. In 2025, the test results for wastewater, exhaust gas, and noise emissions all met the applicable emission standards, our production and business operations did not involve environmental pollution issues, and we were not subject to any administrative penalties during the Reporting Period.

## Wastewater discharge

The Company's wastewater primarily originates from production wastewater and domestic sewage generated in office and living areas. The Company has established a sound wastewater management system and formulated dedicated systems such as the *Management Measures for Wastewater and Drinking Water* and the *Wastewater Management Measures* to implement classified control and standardized disposal of production and domestic wastewater. Production wastewater is centrally

### Key performance



Domestic sewage discharge:

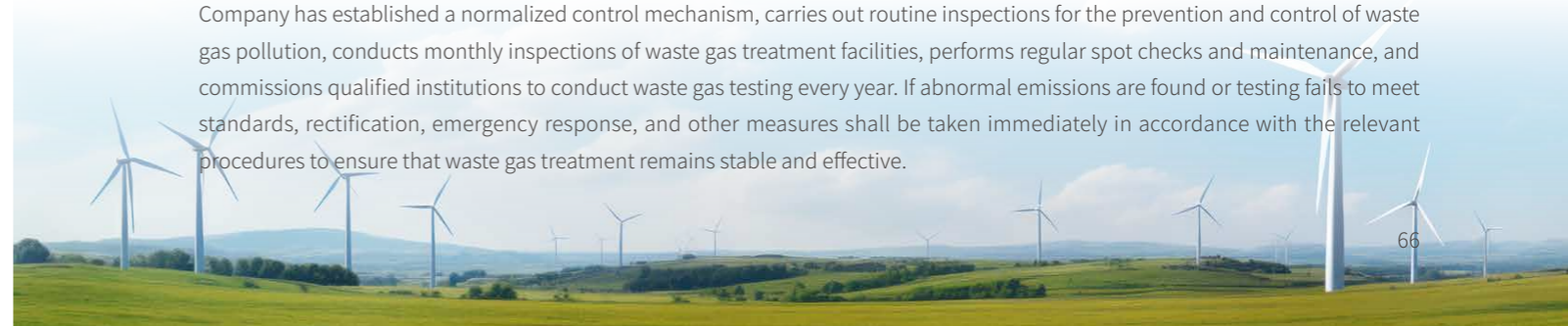
**242,000** m<sup>3</sup>

collected and stored before being entrusted to qualified third-party units for disposal. Domestic sewage is treated to meet standards and then discharged through municipal pipelines to wastewater treatment plants for further treatment.

During daily operations, we conduct weekly inspections of discharge outlets, focusing on issues such as accumulation, blockage, and leakage, and promptly address them to ensure smooth drainage networks. We also standardize the storage management of waste oil and liquids to keep them away from drainage outlets and prioritize the use of low-pollution cleaning agents to reduce water pollution risks at the source. Each year, the Company entrusts a third-party professional institution to conduct sampling and monitoring of wastewater discharge outlets, ensuring that the discharged water quality complies with the DB44/26-2001 *Discharge Limits of Water Pollutants* standard. If monitoring found that any indicator exceeded the standard, we will promptly conduct an investigation into the cause and, in conjunction with the professional technical guidance of environmental monitoring institutions, formulate and implement rectification measures to ensure the continued compliance of wastewater discharge.

## Exhaust gas emissions

The Company's exhaust emissions mainly originate from unorganized emissions such as soldering fumes in workshops, air compressors, and machine tool operations, as well as organized emissions from kitchens. We have formulated the *Waste Gas Management Measures* to advance all departments to implement full-process control over waste gas generated from production and office support activities, ensuring that emissions comply with national and local standards. We prioritize the selection of equipment and raw materials with lower exhaust emissions at the source. Kitchen fumes are collected through ventilation ducts and treated via purification devices to achieve compliant organized discharge. Workshops are kept well ventilated, and ventilation equipment is installed and regularly maintained in areas with higher concentrations of harmful gases and dust. Meanwhile, the Company has established a normalized control mechanism, carries out routine inspections for the prevention and control of waste gas pollution, conducts monthly inspections of waste gas treatment facilities, performs regular spot checks and maintenance, and commissions qualified institutions to conduct waste gas testing every year. If abnormal emissions are found or testing fails to meet standards, rectification, emergency response, and other measures shall be taken immediately in accordance with the relevant procedures to ensure that waste gas treatment remains stable and effective.



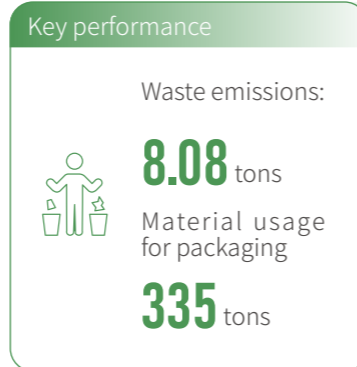
## Waste emissions

We have formulated the *Management Measures for Wastes*, classifying waste into four categories: recyclable waste, hazardous waste, kitchen waste, and other waste, achieving standardized and categorized management. We have also established the Management Regulations on General Industrial Solid Waste, specifying requirements for the collection, storage, transportation, and disposal of such waste.

For hazardous waste, strict separation from general waste is enforced. Dedicated storage areas with waterproof, fireproof, and anti-seepage measures are established, with hazardous waste labels posted. Storage and transfer records are maintained, and disposal is entrusted to qualified entities after declaration to environmental authorities. Recyclable waste is stored in designated areas to promote packaging reuse and is handled professionally by qualified units. Kitchen waste is uniformly placed at designated canteen locations and handed over daily to qualified units for disposal. Other waste is managed by category (domestic waste and construction waste) and transported by sanitation departments to designated disposal sites in accordance with regulations. The

Company conducts monthly inspections of management of wastes, maintains ledger records throughout the process, eliminates mixed storage and non-compliant disposal of waste, and prevents environmental pollution risks.

We also practice the circular economy concept by continuously optimizing process flows to reduce resource consumption during production. In the photovoltaic equipment manufacturing field, we independently develop recyclable component design solutions and establish a comprehensive recycling system for obsolete equipment. Internally, we promote the reuse of packaging materials and standardize waste classification and disposal, enhancing overall resource utilization efficiency. In 2025, Hymson Shenzhen recycled 235 wooden pallets and more than 100 adhesive frames.



## Noise emissions

The Company's noise primarily originates from production equipment, air compressors, motors, and vehicle operations. We have established a comprehensive noise control system, strictly implementing the *Management Measures for Noise* and conducting full-process control over noise at plant boundaries and workplaces. In our control efforts, we prioritize selecting low-noise equipment at the source, equip it with sound insulation, silencing, and vibration reduction facilities, and reduce noise generation by optimizing processes, standardizing equipment operation, and conducting regular maintenance and upkeep. Within the plant area, we strictly control vehicle horn use, strengthen the supervision of construction noise, post warning signs in noisy areas, provide employees with hearing protection such as earplugs, and conduct protection training. We annually engage third-party professional institutions to conduct noise monitoring, ensuring that plant boundary noise complies with national standards. Regular inspections of noise emissions and protective measures are conducted, and corrective actions are promptly initiated for any abnormalities, effectively preventing noise pollution and safeguarding employee occupational health and the surrounding environment.



# Biodiversity conservation

Hymson adheres to the principle of ecological priority, actively fulfills our responsibility for biodiversity conservation, and deeply integrates green manufacturing and ecological protection into the full lifecycle management of our products. As a provider of laser and automation intelligent manufacturing solutions, the Company continuously optimizes production processes, improves resource utilization efficiency, strictly controls waste emissions, and minimizes the impact of production and operations on the surrounding ecology and biological habitats to the greatest extent possible. In the field of new energy equipment, the Company relies on technological innovation to launch green products such as high-efficiency photovoltaic equipment and solid-state battery production lines, supporting the large-scale application of clean energy and indirectly alleviating the ecological disturbance and biodiversity pressure caused by traditional energy development.

The Company strictly complies with ecological and environmental protection laws and regulations, improves the systems for the classified disposal, recycling, and utilization of hazardous waste and general solid waste, strictly adheres to the red line for ecological protection, and safeguards the stability of regional ecosystems. In the future, the Company will continue to deepen research and development of green and low-carbon technologies, empower ecological protection through intelligent manufacturing, protect biodiversity through practical actions, and contribute corporate strength to harmonious coexistence between humanity and nature and to global ecological sustainable development.



# People-oriented

## Co-creating a Shared Future

Hymson respects the contributions and value of every employee, emphasizing the initiative, proactiveness, and creativity of employees. We build a fair and equitable career development platform, promote mutual growth between the Company and employees, focus on employees' physical and mental well-being and workplace happiness, and foster an inclusive, warm, and progressive work environment, forming a strong collective force to drive high-quality development.

- Employee rights and interests
- Compensation and benefits
- Talent development
- Healthy workplace
- Giving back to society

# Employee rights and interests

Hymson 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 relevant laws and regulations in overseas operating locations. We continuously improve our human resources management system, standardizes the management of recruitment, employment, and attendance, and ensures the protection of employees' lawful rights and interests throughout the entire process of employment management and workplace environment development. In 2025, the Company did not experience any violations involving child labor, forced labor, workplace discrimination, or similar matters. Our efforts to protect employee rights and interests were widely recognized by society, and we received multiple employer brand honors.



Employer branding awards (partial)

## Compliant employment

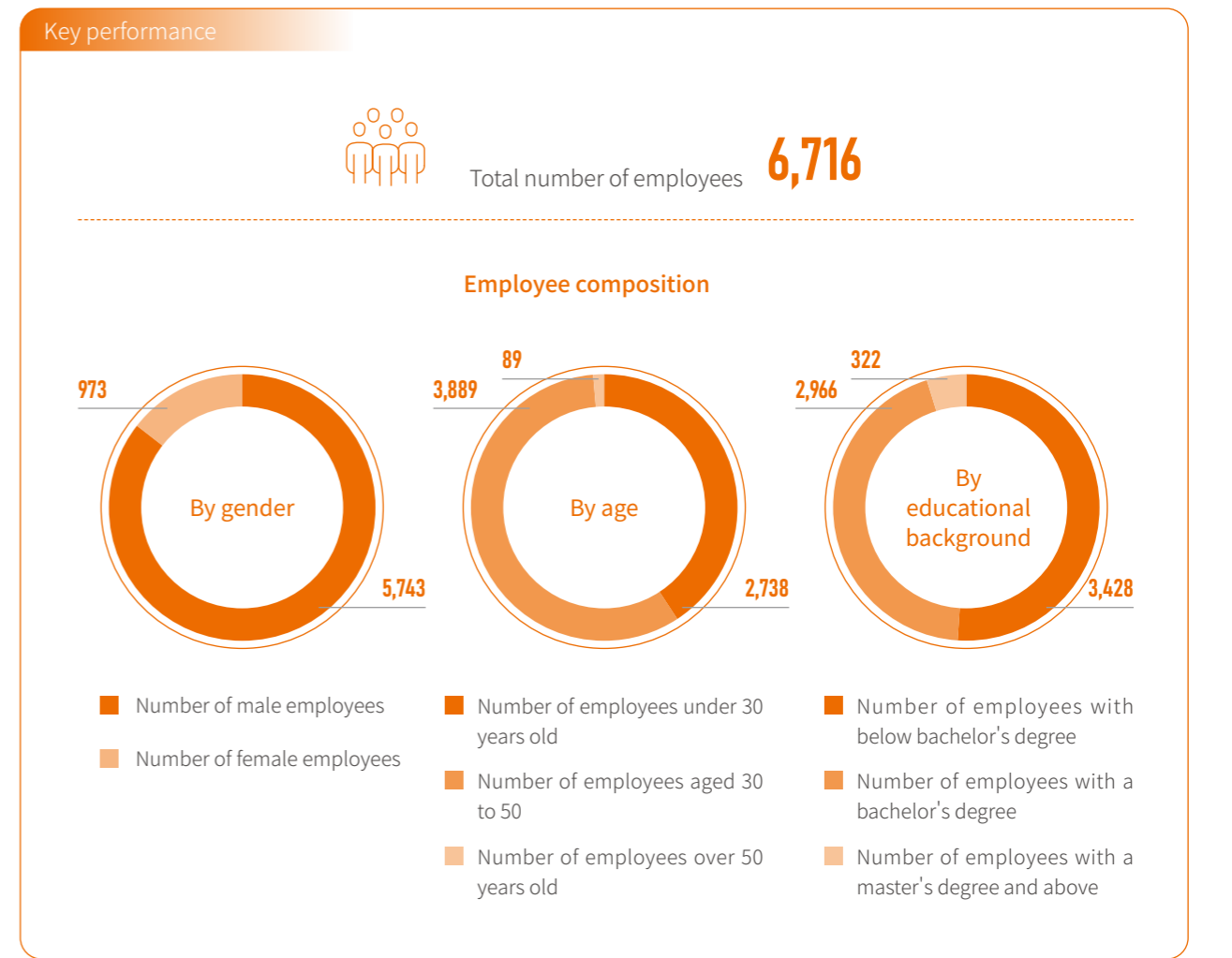
We have improved systems such as the *Recruitment Management Policy*, the *Management Regulations on Prohibition of Forced Labor*, the *Attendance and Leave Management Policy*, the *Administrative Regulations on Anti-Discrimination*, the *Safety Protection Policy for Female and Underage Workers*, the *Management Measures for Protection of Employees' Human Rights*, and the *Code of Conduct for Overseas Employee Compliance*, comprehensively safeguarding employees' lawful rights and interests.

We strictly prohibit the use of child labor and have established remediation procedures for child labor, while regulating the protection of underage workers. Forced labor is eliminated through the lawful signing of labor contracts to ensure employees' personal freedom. We strictly prohibit sexual coercion, threats, and personal humiliation, establish compliance disciplinary mechanisms, and strictly implement working hours and leave regulations. The Company improves the grievance mechanism, ensures smooth communication channels for safeguarding rights, and provides dedicated explanations of human resources policies and systems during new employee onboarding training to clarify employees' statutory rights.



## Diversity and equality

We respect the diverse values of employees and prohibit any form of discrimination. We uphold principles of fairness and equity throughout recruitment, training, promotion, and termination, ensuring that no differential treatment occurs based on race, nationality, religion, disability, age, gender, marital status, or other differences. We strictly adhere to the principle of gender equality, safeguard the legitimate rights and interests of female employees, and implement special labor protection measures based on women's physiological characteristics. We provide female employees in early pregnancy, the three months before childbirth, and during the breastfeeding period with one hour of rest or breastfeeding time each day, and regularly organize health check-ups for female employees.



## Compensation and benefits

Hymson has established a scientific and comprehensive performance management system, supported by a flexible compensation system linked to performance, fully reflecting value orientation and incentive mechanisms. The Company attaches importance to employee welfare protection. In accordance with the law, we contribute to the five social insurances and one housing fund for all employees. Taking into account job characteristics and humanistic care, we have introduced diversified measures such as high-temperature allowances, birthday benefits, and holiday benefits. Through a systematic and people-oriented welfare system, we safeguard the practical interests of employees and enhance their sense of belonging and well-being.

### Compensation and benefits

We continuously optimize compensation management by formulating policies such as the *Management Regulations on Compensation, Position Grade and Salary Standard Table, and Annual Salary Adjustment Plan*, establishing a standardized, fair, and market-competitive compensation system. We ensure that employee compensation levels are not lower than local regulatory standards and are sufficient to meet basic living needs. The Company follows principles such as position value, individual capability, and performance contribution, and divided compensation into a performance-oriented system and a commission-oriented system. Monthly compensation consists of fixed compensation and variable compensation, of which fixed compensation includes standard salary, position salary, confidentiality allowances, and other fixed subsidies, while variable compensation is linked to duty performance, performance, and commissions. At the same time, overtime pay is paid in accordance with the law, and targeted incentives are implemented for frontline employees and employees on key projects.

The Company determines job grades and salary bands based on job value evaluation and employee competencies. Salary adjustments are divided into three categories: annual adjustments, regularization adjustments, and position change adjustments, and are linked to performance, operating results, and market levels. In addition, we standardize the payroll accounting and payment processes, pay salaries in full on a monthly basis, strictly implement the salary confidentiality system, and handle violations in accordance with regulations.

The Company has built a diversified long-term incentive system, using equity incentive plans and employee stock ownership plans as important supplements to the compensation of core talent. In 2025, we released the *Restricted Stock Incentive Plan (Draft)*, proposing to grant 2,643,078 restricted shares to 295 incentive recipients, representing approximately 1.0668% of the total current share capital. We also introduced the *Employee Stock Ownership Plan (Draft)*, with a planned shareholding scale of no more than 3,356,922 shares, accounting for approximately 1.3549% of the total current share capital.

**Key performance**

Coverage rate of employee social insurance contributions:

**100%**

### Performance management

We have improved the performance management system, implementing the *Management Measures for Performance* and the *Detailed Rules for the Application of Employee Performance Results* across all employees. We standardize the entire process of goal setting, performance coaching, evaluation interviews, and result application, fostering a performance culture oriented toward accountability and results. Performance targets are scientifically set in alignment with our business strategy, departmental work, and job responsibilities. Comprehensive evaluations are conducted based on KPI, key tasks, team management, and other aspects. The assessment cycles are divided into monthly and quarterly periods, and all employees undergo semi-annual (except for specific groups) and annual assessments.

Performance results are widely applied across scenarios such as bonuses, salary adjustments, equity incentives, cadre development, and job promotion, fully leveraging their motivating and guiding role. Meanwhile, the Company effectively safeguards employees' right to appeal performance assessments. If employees have objections to the assessment results, they may initiate a written appeal by submitting the *Employee Performance Assessment Appeal Form* in accordance with the prescribed procedures. The Company completes acceptance and investigation within the specified time limit, and formally replies to the appellant with the results within 15 calendar days, thereby ensuring that the performance process is fair, just, and transparent.

## Talent development

Hymson places great emphasis on employee growth and career development, positioning talent development as the core driver supporting strategy implementation. We have established a demand-driven, closed-loop training system and built a multi-level, multi-dimensional talent development mechanism covering all employees, supporting the dual-driven development of business and technical talent, and providing strong talent support for long-term development and global strategy deployment.

### Employee training

To support business strategy, we have established a full-chain training system covering onboarding, pre-job, on-the-job, and paid training. The Company adopts a blended learning approach that combines theory and practice, using the intelligent platform Star Academy to achieve precise matching of resources and dynamic evaluation of outcomes, ensuring that talent capability enhancement closely aligned with business needs and promoting synchronous progress in employee growth and Company development.

### Tiered and graded talent development system

We have established a tiered and graded development system covering the entire employee lifecycle, aiming to improve job-person fit through standardized management and support the synchronized achievement of employee career development and the Company's strategic objectives. This system is mainly divided into four core sections.

**Key performance**

Total employee training investment: **RMB800,000**

Total number of employees trained: **5,586**

Employee training coverage rate: **73%**

Total employee training hours: **60,149** hours

Average training hours per employee: **8.54** hours

**Onboarding training: integration and setout**

**Core concept:** Systematic understanding and rapid integration.

**Main content:**

- Online training:** It covers essential knowledge such as financial reimbursement, attendance and leave, and IT operations, ensuring employees quickly master basic office skills.
- Centralized training:** It focuses on corporate culture, Company and business knowledge, cultural development activities, and face-to-face sessions with senior management, helping new employees integrate into the Hymson community.
- Management features:** The training adopts a blended online and offline learning approach. In 2025, more than 40 integrated training sessions were conducted for over 2,000 new employees, with training outcomes directly linked to probation confirmation, ensuring the quality of talent entry.



### Pre-Job training: familiarization and competence

**Core concept:** A business-led and mentor-empowered model to shorten the adaptation period and enhance departmental efficiency.

**Main content:**

- **Knowledge:** Introduction to departmental structure, business scope, product knowledge, and working environment
- **Skills:** Job-related business processes, practical tasks, and professional knowledge
- **Management features:** Full-process mentorship during the probation period: Mentors are responsible not only for imparting job-related knowledge and skills but also for guiding employees through a six-step training method—informing, demonstrating, imitating, improving, consolidating, and innovating—helping them quickly master practical skills while supporting their mindset and cultural integration.



### On-the-Job training: deepening and enhancement

**Core concept:** Tiered and categorized development to support both strategic goals and individual growth.

**Implementation framework:**

- **Group-level programs:** They are coordinated by the Group Human Resources Center, covering leadership development (for middle and senior management), key talent (such as system engineers and product managers), and general competency training (such as the Hymson Lectures).
- **Department-level programs:** They are led by individual departments, focusing on skill enhancement based on actual job requirements, with resource support provided by the Group as needed.
- **Management features:** Establishment of strict training records and evaluation mechanisms to ensure traceability of training data and the measurability of training effectiveness.



### Paid training: high-potential talent and empowerment

**Core concept:** Investing in high-potential talent and introducing cutting-edge external knowledge.

**Applicable scenarios:**

For new technologies or skills not available internally, employees may be assigned to attend external public courses, and external instructors may be invited to conduct internal training, or external online courses may be procured upon the Company approval.

**Management features:**

**Outcome transformation:** Employees participating in training are required to conduct knowledge reviews and sharing sessions, transforming external knowledge into organizational capabilities.

## Talent development support environment

The cultivation of outstanding talent depends not only on course content but also on a supportive development ecosystem. To this end, the Company has built a three-dimensional talent development environment, with internal instructors as the source of knowledge, mentorship as the guarantee for growth, and Star Academy as the technical foundation. This system aims to capture organizational wisdom, accelerate talent transformation, and build a learning-oriented organization.



### Internal trainer system: knowledge sharing and mutual growth

**Core concept:** Everyone teaches and everyone learns.

**System overview:**

The Group established a comprehensive internal trainer certification and incentive mechanism, with a trainer pool composed of departmental trainers and certified junior, intermediate, senior, and specially appointed trainers.

- **Professional certification:** Trainers must demonstrate strong alignment with corporate culture and course development capabilities and are selected through evaluation. In 2025, we developed two courses leveraging AI tools to restructure course development and delivery processes, doubling training efficiency and enabling trainers to create professional and high-impact content.
- **Value return:** The Company provides teaching allowances, annual awards, and priority access to external training resources for trainers.

**Career development:**

Teaching experience is linked to performance evaluation and promotion, encouraging managers and key personnel to externalize tacit knowledge and promote internal knowledge sharing.



### Mentorship management system: tailored guidance and precise support

**Core concept:** Equal emphasis on ideological guidance and skill transfer.

**Implementation features:**

A rigorous mentorship system is implemented for new employees and high-potential talent, ensuring "effective recruitment, retention, and rapid development" of talent. In 2025, we conducted mentor evaluation activities, recognizing a group of outstanding mentors and teams for excellence in mentoring outcomes, talent development, and team contributions.

- **High-standard entry requirements:** Mentors must have at least one year of tenure, performance ratings of B+ or above, and must be managers or senior key personnel who have completed specialized training and certification.
- **Full-coverage mentoring:** It covers both socially recruited and campus-recruited new employees (throughout the entire probation period), as well as newly promoted managers and high-potential personnel (6–12 months).
- **Strong binding mechanism:** "One-to-one" or "one-to-many" mentoring relationships. Notably, employees promoted to managerial or senior technical positions must have prior mentoring experience, fully reflecting the Company's emphasis on talent development responsibility.



### Star academy platform: Digitally driven intelligent learning

**Core concept:** Digital operation at any time and anywhere.

**Platform functions:** "Star Academy" serves as a unified digital platform for online learning and management for all employees.

- **Full lifecycle management:** From automatic account activation on the second day of onboarding to the full-process digital tracking of pre-job training and on-the-job learning.
- **Engagement incentives:** A credit and ranking mechanism has been established to select outstanding learners and departments annually. Quarterly engagement management is also implemented, with accounts of long-term inactive users deactivated to ensure an active learning atmosphere.
- **Resource integration:** Group-level and departmental training resources are integrated, supporting employees' self-directed learning and enabling refined data management by departmental administrators (such as attendance tracking, assessments, and satisfaction surveys).

**Data overview:**

In 2025, a total of 2,161 internal courses were launched, 70 live sessions were conducted, and 161 training programs were implemented, providing efficient and convenient support for employee capability enhancement.



General Manager development program



Training for middle and junior management



New employee induction training



### Key projects in 2025

#### Management competency essentials program

The Company is committed to building a management team that is both business-savvy and skilled in management. In 2025, we launched the "Management Competency Essentials" empowerment program. This program is not only a company-wide training initiative but also a profound transformation that converts management theory into practical capabilities.



**Focusing on practical scenarios and redefining management standards**

The program breaks away from traditional theoretical instruction, focusing on key challenges faced by managers across three dimensions: self-management, team management, and task management. Content covers high-frequency practical scenarios such as role cognition, performance interviews, goal decomposition, and efficient meetings, aiming to unify management language and ensure immediate application of learning to effectively address real business challenges.



**Introducing AI-powered simulation to enable learning**

To overcome the limitations of traditional training—"easy to understand but limited practice"—the program innovatively introduced AI-powered simulation technology. Managers engage in simulated real-life dialogue scenarios (such as handling difficult employee communications) through AI, enabling low-cost, high-frequency practical training. This immersive and interactive learning approach helps managers internalize rules and systems into instinctive management behaviors.



**Remarkable quantified outcomes and development of benchmark teams**

Through data-driven operations, the program achieved outstanding results: participating managers demonstrated significant capability improvement, with excellent assessment scores and pass rates, validating the program's effectiveness. High-frequency AI simulations and extensive practical case accumulation effectively promoted the transformation from knowledge to capability. The program achieved full participation with higher-than-expected engagement, fostering a strong learning atmosphere and producing multiple benchmark teams, creating a positive cycle of competition and growth.

Through "rigorous standards, innovative technology, and strict evaluation", the program successfully injected new vitality into the Company's management pipeline, reflecting Hymson's pragmatic and innovative approach to talent development.

#### General Manager development program

The General Manager development program exemplifies the Company's "training through real-world practice" approach. It deeply integrates executive development with business management, ensuring that real business challenges are addressed while cultivating core leadership talent for the Company's future development.

**Core logic:** A three-in-one intensive development approach

The program breaks traditional training frameworks and establishes a closed-loop system of "cognitive reshaping – operational efficiency enhancement – practical implementation":

Cognitive reshaping (internal focus)	Operational efficiency enhancement (external learning)	Practical implementation (forward action)
Top leadership experts are introduced to address deep-rooted challenges faced by senior managers in role cognition, team trust, and cross-department collaboration by reshaping mindset frameworks.	Aligned with leading international business school frameworks, the program addresses gaps in business knowledge among technically trained managers in areas such as finance, marketing, and risk management.	Adopting an action-learning model, participants directly tackle four major real business challenges, develop solutions, and apply them to guide business practices.

To strengthen the pivotal stages of "Cognitive Reconstruction" and "Team Cohesion" within the General Manager Cultivation Program, a specific 2-night, 1-day "Outdoor Leadership" course was designed. This module aims to break traditional classroom boundaries through immersive experiences and high-intensity interaction. By upgrading mental models through real-world collaboration and challenges, it forges executive leadership and achieves a leap from individual cognition to team consensus.



Sword-Honing Action" General Manager Cultivation Program

### Empowering Talent Development Through Digital Innovation and Cultivating Compound Talents

The Company was awarded the Outstanding Award for Talent Development in Digital Corporate Learning at the Seventh YunTu Award in recognition of our innovative practices and remarkable achievements in the field of digital corporate learning. This award is not only a recognition of the Company's talent development efforts, but also highlights the Company's benchmark position within the industry. In the future, the Company will continue to use digitalization as a lever to drive the continuous enhancement of organizational capabilities, cultivate more versatile talent for the industry with entrepreneurial spirit and practical capabilities, and support enterprises in maintaining a leading advantage in global competition.

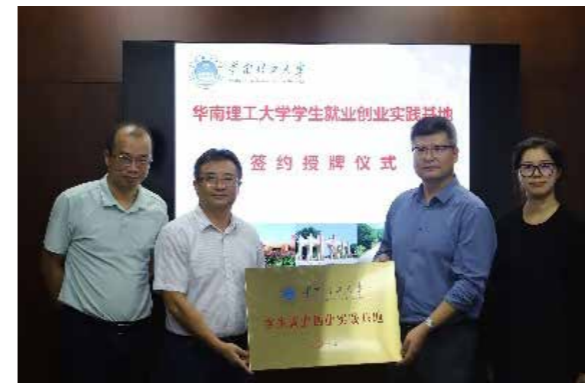


## Career development and promotion

With a talent-driven strategy at its core, the Company continuously improves its talent development and promotion system, building a fair, transparent, and predictable career growth platform and cultivating a high-quality talent pipeline to support long-term high-quality development.

### Talent attraction

We optimize talent planning and recruitment systems in alignment with business strategy, focusing on attracting high-end talent in strategic areas such as overseas markets and emerging businesses. We have established expert-level talent selection standards and completed the inclusion of multiple expert candidates in the talent pool. We have deepened school-enterprise collaboration to attract talent, connecting with cutting-edge academic resources. To bolster talent acquisition through industry-university partnerships, the Company collaborated with South China University of Technology to develop a joint training base for postgraduates and finalized a joint R&D initiative with Southern University of Science and Technology. Through "matrix-style" campus promotion and nearly 100 specialized recruitment sessions, the Company successfully recruited 312 outstanding graduates during the reporting period, effectively integrating academic excellence into its workforce.



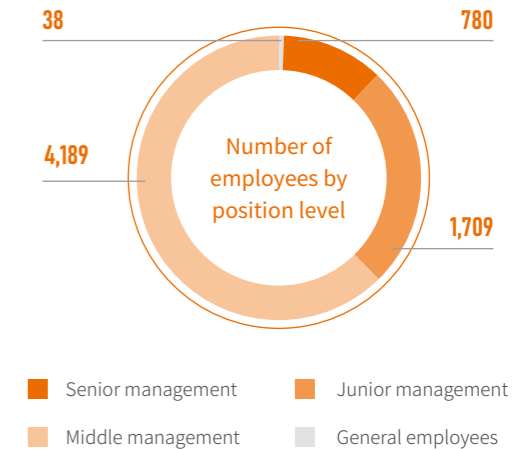
Employment base plaque awarded by south China university of technology



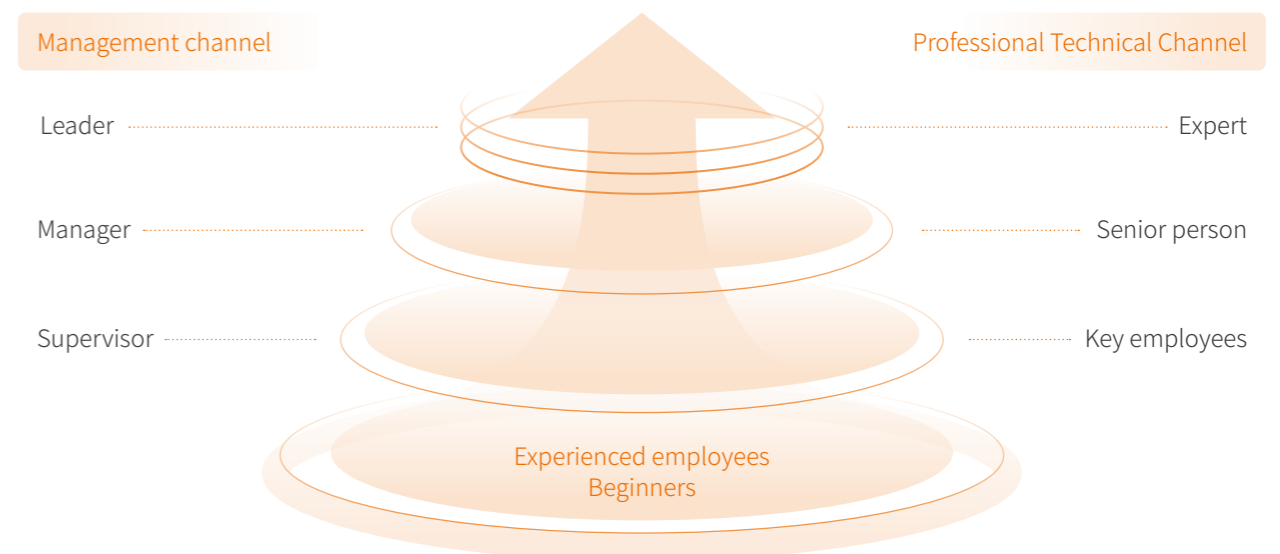
Campus presentation at Wuhan universities

## Career development

We have established a standardized career development mechanism by formulating the Management Measures for Position and Promotion, building a dual career path system of "management + professional". Employees can independently choose their development direction and achieve grade promotion through annual talent reviews. Moreover, we have implemented tiered and categorized talent development programs, established a dynamic talent development mechanism, and introduced Management Regulations on Continuing Education Subsidy of Employees to encourage employees to improve their academic qualifications and professional skills in their spare time. From 2024 to 2025, the Company invested a cumulative total of more than RMB90,000 to support 12 employees in completing academic qualification improvement.



### Dual-track Career Development



# Healthy workplace

Hymson adheres to the core principle of "people-oriented and prevention first", placing employee occupational health and production safety at the forefront of business development. We fully implement our responsibilities to ensure occupational health and production safety, creating a secure and reassuring working environment.

## Occupational health and safety

We strictly comply with the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. We have established a full-process safety management system covering protective measures, training and drills, emergency response, accident accountability, and work-related injury identification and compensation, continuously improving management effectiveness and ensuring the safety of employees' lives, Company assets, and production facilities.

Occupational health and safety targets	Progress in 2025
0 safety accidents	No safety accidents occurred
100% rectification rate of hazards identified in monthly EHS inspections	Achieved
0 occupational disease cases among employees throughout the year	Achieved
Annual number of work-related injury incidents ≤ 17 (including ≤ 5 at Hymson Shenzhen, ≤ 8 at Hymson Jiangmen, and ≤ 4 at Hymson Jiangsu)	Three work-related injury incidents occurred, strictly controlled within the target range

## Work safety management

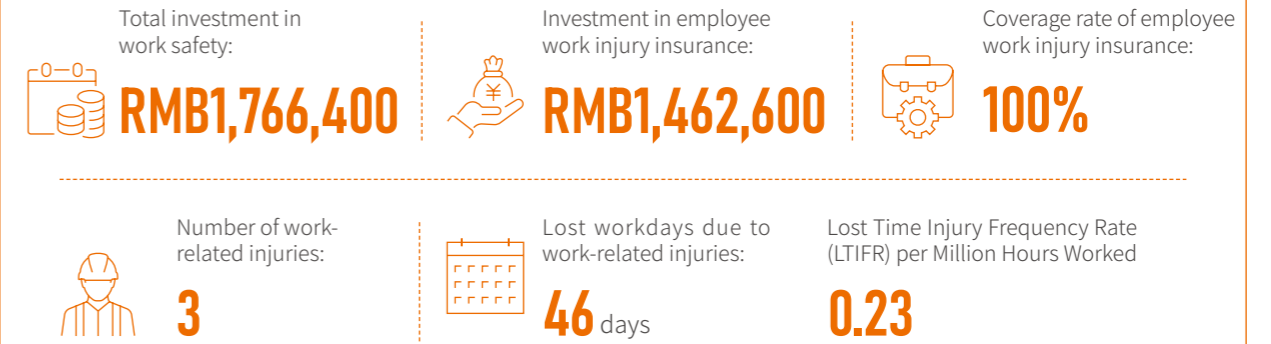
We have established a top-down, clearly structured occupational health and safety management system, coordinating EHS management in accordance with the *Environmental Health and Safety Manual*. Each production base implements detailed measures, with well-defined organizational structures and management systems. During the Reporting Period, the Company successfully passed the ISO 45001:2018 Occupational Health and Safety Management System certification, continuously improving the standardization and normalization of safety management.

The Company has established a compliance-driven safety management mechanism, updated regulations and standards in real time, and formulated special-purpose systems such as the Special Equipment Management System. Each year, we decompose work safety targets level by level and reinforce the primary responsibilities of departments. During the Reporting Period, the Company focused on strengthening the management of high-risk operations, completed upgrades to safety protection measures for lifting, cutting, and other operations, and continuously improved on-site safety assurance capabilities.



The Company obtained annual certification for the occupational health and safety management system

### Key performance



## Occupational health protection

We uniformly implement specialized occupational health and labor protection systems, applying standardized management across all production bases. We upgrade protective facilities for occupational hazard factors, optimize on-site management, and regularly conduct safety skills training and emergency drills. In accordance with the *Management Measures for Employee Occupational Health*, Jiangmen base conducted hazard factor testing in workplaces and installed facilities such as welding fume purification, noise reduction and vibration isolation, and laser protection for positions including machining, soldering, and debugging. It standardized hazard notification and occupational health examinations and established closed-loop health monitoring records to reduce occupational disease risks at the source. The Jiangsu base has strictly implemented the *Safety Management System for Labor Protection Equipment* and the *Occupational Health Management System*, standardized the management of protective equipment, strengthened occupational health training and on-site supervision, equipped first-aid kits on production lines, and improved emergency rescue conditions.



Participation in occupational health management training in Guangdong province



Upgrade of safety protection for cutting operations

### Key performance



## Safety risk control

We have established a comprehensive production safety control system, formulating and implementing policies such as the *Hazard Identification and Rectification Management System*, the *Hazard Source Identification and Evaluation Management System*, the *Accident Investigation and Handling Management System*, and the *Hazard Source Identification and Evaluation Procedures*, achieving full-chain integration of risk identification, hazard inspection, process control, accident handling, and continuous improvement.

### Key performance



Cumulative number of safety drills:

24



### Risk prevention

- We adopt the LEC risk assessment method to identify hazards in routine and non-routine operations, equipment and facilities, and working environments. By comprehensively assessing the likelihood of accidents, exposure frequency, and severity of consequences, we classify risks into major, relatively major, general, and low levels, and have established a *List of Unacceptable Risks*.
- Following the hierarchy of controls—elimination, substitution, engineering controls, administrative controls, and personal protection—we formulate targeted control measures and conduct annual reviews and updates of hazard sources to ensure risks remain under control.



### Hazard identification and rectification

- We conduct daily, weekly, monthly, and special audits covering key areas such as electrical systems, chemicals, special equipment, fire safety, dormitories, and canteens, encouraging employees to proactively report hazards;
- We establish a hazard register and implement time-bound rectification, tracking verification, and monthly disclosure. Major hazards require immediate suspension of operations for resolution, ensuring dynamic elimination of risks.



### Emergency management

- We have improved emergency response plans for production safety accidents and completed government filing, clearly defining processes for emergency response, on-site handling, and rescue support;
- We have established rapid accident reporting, investigation, and handling mechanisms, adhering to the "Four No-Release" principle, and standardizing accident reporting, first aid, site protection, root cause analysis, and rectification tracking, while handling work injury identification and compensation in accordance with regulations.

## Case: Jiangsu Base Conducts "National Fire Safety Month" Emergency Drill

To strengthen emergency response capabilities for fire safety, the Jiangsu base conducted a practical fire drill on November 24, themed "Fire Safety for All, Life First — Safe Use of Fire and Electricity", simulating a fire scenario involving a distribution box in a plant building, with full participation from employees in both administrative and production areas. The drill included fire alarm activation, personnel evacuation, headcount assembly, and hands-on firefighting practice. The Yaotang Fire Brigade was invited to provide on-site guidance, demonstrating the use of fire extinguishers and fire hoses, with employees practicing individually. The entire evacuation process was completed in only five minutes, with orderly evacuation and rapid assembly. Each emergency team had clear responsibilities and operated efficiently in coordination. The drill tested the practicality of emergency plans and the responsiveness of emergency teams, effectively enhancing employees' capabilities in fire escape, self-rescue, and mutual rescue.



Security personnel assisting in safety inspections



Regular safety hazard inspections



Liu Xiujiang, the Company's emergency response leader, was awarded the "Safety Guardian" honorary title by the Emergency Management Bureau of Longhua District, Shenzhen

## Safety culture promotion

The Company strictly implements the *Management System of Safety Education and Training*, builds a systematic safety training system, and organizes safety publicity and knowledge quizzes activities in conjunction with "Safety Production Month" and "Fire Safety Publicity Month". During the Reporting Period, the Company conducted special training sessions focused on core topics such as work safety laws and regulations, working at heights, and traffic safety, covering management personnel, frontline employees, and special operations personnel. Meanwhile, we strictly implemented the "three-level" safety education for new employees and training for personnel transferred to new positions or returning to work, enhancing employees' safety awareness through a combination of theoretical instruction, practical drills, and case warnings.



Safety production knowledge promotion



Safety awareness campaign




Mechanical injury prevention training



Safety production warning education

### Key performance

Total safety training duration:  
 **184** hours

Average training duration per employee:  
 **2** hours

## Employee care

The Company adheres to a people-oriented approach, implementing human-centered management and democratic communication mechanisms. We integrate employee care into daily management and corporate culture development, creating a warm and inclusive workplace environment through diverse activities and thoughtful services, thereby enhancing team cohesion and sense of belonging.

## Democratic management




We safeguard employees' rights to information, participation, and supervision, and establish diversified communication channels. Leveraging the WeCom "Colleague Bar" platform, we support real-name posting, replies, and communication among employees. The Employee Service Department is responsible for platform operation and promptly addresses employee concerns. Regular employee forums are also held, with participants randomly selected by a satisfaction task force to address questions and track corrective actions. The Company respects employees' lawful rights to freedom of association, participation in labor unions, and collective bargaining, assists employees in establishing labor unions, supports the election of employee representatives, and provides venues and various conveniences for labor union operations and employee activities.




Employee symposium


The Company has established a sound employee grievance protection mechanism. In accordance with the Management Procedure for Employee Grievances and Complaints, we have clearly defined the scope of grievances and complaints and opened acceptance channels such as telephone, letters, face-to-face discussions, fax, and email. The responsible department completes acceptance, investigation, and feedback in accordance with regulations, forming a standardized and transparent closed-loop grievance handling process. During the Reporting Period, the Company conducted a Gallup Q12 engagement survey for all employees, prepared an analysis report, and supported the optimization of day-to-day management.

### Appeal channels

-  Email: [hr-er@hymson.com](mailto:hr-er@hymson.com)
-  Mailing address: Employee Service Department, Human Resources Center, 3rd Floor, Building B, Kemron Technology Park, 5 Guansheng 5th Road, Guanhu Sub-District, Longhua District, Shenzhen, Guangdong Province
-  Tel: 0755-28197975 (extension for Employee Service Department, Human Resources Center)

### Key performance

Number of symposiums held:  
 **6** times

Employee engagement score: up by  
 **87.6** **2.8%** year-on-year

## Enriching employee life

We focus on work-life balance and provide diverse activity platforms. We organize themed celebration activities in conjunction with traditional festivals, hold collective birthday parties for employees, and present festival gifts to all female employees and conduct themed activities on every International Women's Day(March 8), conveying the warmth of the enterprise. Furthermore, we actively organize cultural and sports competitions on tug-of-war, table tennis, and dragon boat racing, encouraging employees to participate actively and build physical fitness, unleash vitality through sports, and gain happiness.



Employee birthday party

International Women's Day(March 8) activities



Dragon Boat Festival activity



Table tennis competition



Dragon Boat Racing League

Mid-Autumn Festival care activities



## Giving back to society

Hymson actively fulfills its corporate social responsibility, focusing on public welfare assistance and care for workers. We encourage employees to participate in community volunteer services and charitable activities, delivering care and giving back to society through concrete actions. In 2025, Hymson Shenzhen organized an "Army Day" outreach visit Fire and celebration activity at the service station of the Fire Rescue Brigade in Longhua District, paying tribute to frontline firefighters. Meanwhile, the Chengdu base collaborated with local subdistrict authorities to carry out assistance programs for left-behind children in the community, demonstrating corporate responsibility and commitment through diverse public welfare initiatives.



"Army Day" visit to the Hymson Shenzhen Headquarters Fire Rescue Station

### Key performance



Total investment in public welfare:

**RMB95,000**



Number of participants in volunteer activities at the Chengdu base:

**10**

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# Feedback

Dear Readers:

Thank you for reading the *Hymson 2025 Environmental, Social, and Governance (ESG) Report*. To provide you and our stakeholders with more professional and valuable ESG information, we sincerely invite you to complete this feedback form. Your valuable feedback will help us continuously optimize our ESG management and enhance our overall performance.

### Multiple-choice questions (Please mark ✓ in the corresponding position)

1. What is your relationship with Hymson?

- Employee    Customer    Supplier    Regulator    Media    Other

2. What is your overall evaluation of this report?

- Very good    Good    Average    Poor    Very poor

3. How would you rate the structure of this report?

- Very reasonable    Relatively reasonable    General    Poor    Very poor

4. How would you rate the layout design and presentation format?

- Very good    Good    Average    Poor    Very poor

5. How would you rate Hymson's overall performance in Environmental issues?

- Very good    Good    Average    Poor    Very poor

6. How would you rate Hymson's overall performance in Social issues?

- Very good    Good    Average    Poor    Very poor

7. How would you rate Hymson's overall performance in Governance issues?

- Very good    Good    Average    Poor    Very poor

### Open-ended Question:

Do you have any other comments or suggestions regarding Hymson's ESG performance?

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