

2025

Sustainability Report

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About the Report

This Report aims to disclose the management and performance of Goertek Inc. (hereinafter referred to as "Goertek", "the Company" or "we") in Environmental, Social, and Governance (ESG) aspects, and to communicate with stakeholders to respond to their needs.

Reporting Scope



The reporting scope covers Goertek Inc. and its subsidiaries. The scope of data coverage and corresponding calculation methodologies are fully stated in the Report.

Reporting Period



This is an annual report covering the period from January 1, 2025 to December 31, 2025. Unless otherwise specified, the term "this year" in this Report refers to the above Reporting Period. To ensure contextual coherence, certain content may cover matters beyond this time frame.

Preparation Basis



This Report is prepared in accordance with the *Self-Regulatory Guidelines No.1 for Companies Listed on Shenzhen Stock Exchange – Standardized Operation of Companies Listed on the Main Board* issued by the Shenzhen Stock Exchange, and with reference to the *Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation)* issued by the Shenzhen Stock Exchange, the *GRI Sustainability Reporting Standards* issued by the Global Sustainability Standards Board (GSSB), the UN Sustainable Development Goals (SDGs) for 2030 and stakeholder needs.

Report Access and Feedback Channels



This Report is published in Chinese and English. In case of any discrepancies, the Chinese version shall prevail.

To view and download the electronic version of this Report, please visit the Company's official website:

Website: <http://www.goertek.com>

For any questions or suggestions on this Report, please contact the Company via the following channels:

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Statement from the Chairman of the Board

Amid the rapid evolution of artificial intelligence, Goertek is capitalizing on the intelligent revolution. While advancing its globalization strategy, Goertek has made innovation an integral part of its corporate DNA. Guided by our core values of "Client Orientation, Employee Development, Trustworthy, Cooperation and Mutual Benefits", we continuously drive technological breakthroughs and industrial upgrading. These efforts earned us a spot on the list of Fortune China Top 50 Tech Companies. At the same time, the Company actively practices the sustainable development philosophy. The Company integrates its sustainable development strategy into the business chain to jointly create commercial and social value. In 2025, Weifang Goertek Electronics Co., Ltd., a wholly-owned subsidiary of Goertek, was selected as a National Green Factory.

We deliver sustainable long-term value to earn the trust of our shareholders. We have built a sustainable, responsible, and resilient corporate governance system. By continuously refining our risk management mechanisms and enhancing risk prevention & control capabilities, we have laid a solid foundation for development. At the same time, we have strictly adhered to business ethics, advocated for fair competition, and strived to foster a fair, transparent, and clean business environment. We have also placed high importance on intellectual property protection and continuously fortified our core technological barriers, while paying close attention to information security. In addition, we have actively built an information security ecosystem characterized by company-wide participation,

intelligent defense, and shared value creation, with our robust governance capabilities escorting the long-term development of the Company.

We always pursue green development and strive for harmonious coexistence with nature. We create innovative technology while building a better future for people and the planet. In proactive response to the national "dual carbon" strategy, the Company integrates green and low-carbon concepts throughout the entire business chain from R&D and innovation to manufacturing and supply chain collaboration. The Company also capitalizes on green and low-carbon development opportunities by embedding clean technology innovations into its business strategy. In 2025, our self-developed digital energy and carbon management platform was officially launched, marking a zero-to-one breakthrough in the digitalization of energy management. By optimizing resource utilization efficiency and enhancing emissions management, the Company strived to minimize the environmental impact of its operations, striving to achieve a win-win balance between environmental and economic benefits and safeguarding the natural ecosystem with practical actions.

We always adhere to technological innovation and continuous improvement, lighting up the future side by side with our customers. Staying client-oriented, we stay in sync with our customers. We remain true to our mission of "A Better Life Enriched by Technology", driving development through innovation. We continuously increase

R&D investment, explore possibilities at the forefront of technology, and advance smart manufacturing upgrades and higher-level vertical integration to make a positive impact on the world. With quality as its cornerstone, Goertek has earned the trust and respect of customers and has continuously refined full-lifecycle quality control to deliver outstanding products. At the same time, we have constantly enhanced service quality, utilized AI to work better, and created diversified value for customers to achieve win-win results.

We always insist on win-win collaborations and work to build a sustainable industrial ecosystem with our partners. Goertek's growth cannot be separated from the support and trust of global partners. We are committed to building a sustainable supply chain system to make progress and develop together with our partners. We incorporate ESG elements into the entire supply chain management process and gradually strengthen the online ESG management of the supply chain. We actively participate in the formulation of industry standards, strengthen external communication and exchange, and contribute Goertek's wisdom to industry progress and sustainable industrial development. Virtue is never solitary; it is bound to attract companions. The Company gives back to society with practical actions, actively participates in public welfare, and gathers forward momentum through the tech for good, co-creating a bright future with all walks of life.

We accompany our employees with genuine care, ensuring that every striver grows happily at Goertek. We are dedicated to fostering a diverse, equitable, and inclusive workplace. We jointly train talents with well-known domestic and foreign universities, strengthen the talent reserve, and provide a broader dream-building stage for employees through comprehensive career development paths and systematic platforms. Goertek prioritizes the physical and mental well-being of its employees, organizing diverse cultural activities and continuously improving the working environment to build a "happy factory". These efforts ensure that every Goertek employee feels a sense of belonging, achievement, and happiness on their journey to pursue technological dreams, enabling them to grow and shine here.

Looking ahead, with the AI wave surging forward, smart devices develop at an accelerated pace, and the mission of "tech for good" becomes increasingly clear. Goertek will stay true to its original aspirations. Rooted in its business advantages and driven by innovative technology, we will continue to contribute to social progress and a better human life while realizing commercial value. We look forward to joining forces with all stakeholders to jointly create a future where the light of technology illuminates sustainable development.

Jiang Bin
Chairman of the Board of Goertek Inc.

About the Company

Company Overview

Goertek Inc. (Stock Code: 002241) is a globally positioned technology innovation enterprise. Founded in June 2001, Goertek is headquartered in Weifang City, Shandong Province. The Company was listed on the Shenzhen Stock Exchange in May 2008 and is currently a constituent stock of the CSI 300 and SZSE 100 Indices.

The Company focuses on R&D, manufacturing, and sales of precision components, smart devices, and high-end equipment. The Company is committed to providing vertically integrated product solutions for precision components and smart hardware, serving leading global customers in the technology and consumer electronics industries. The Company's business spans design, R&D, and manufacturing services, helping customers accelerate product iteration and commercialization. The Company's core product lines include precision components, such as acoustics, optics, microelectronics, and structural components, alongside a series of smart hardware products, including AI smart glasses, mixed reality (MR), augmented reality (AR), smart wearables, smart wireless earphones, smart gaming consoles, and smart home devices.

The Company has established a global R&D network, with centers located in major Chinese cities such as Beijing, Weifang, Qingdao, Shanghai, Shenzhen, Nanjing, and Xi'an, as well as in countries including the United States, Japan, South Korea, and Denmark. The Company's R&D efforts focus on core technologies such as acoustics, microelectronics, and optics. By integrating cross-disciplinary technologies, the Company provides customers with systematic overall solutions. Through continuous technological accumulation and capability enhancement, the Company consistently solidifies its competitive edge in precision and smart manufacturing, actively promoting deep collaboration with world-class customers to achieve collaborative innovation, mutual benefit, and shared growth.



2025 Sustainability Report of Goertek Inc.

Company Culture

With the mission of "A Better Life Enriched by Technology", the Company aspires "To be a Great Company". The Company is rooted in its core values of "Client Orientation, Employee Development, Trustworthy, Cooperation and Mutual Benefits", and its corporate spirit of "Excellence, Proactivity, Pragmatic, Innovation". Guided by the management philosophy of "Craftsmanship and Continuous Improvement", the Company leverages its culture as a driving force for development, promoting the cultural slogan of "We Make, We Share, We Thrive" which has helped establish the "Together" cultural model. This model, built upon the four core values and four elements of corporate spirit, powers the Company's continuous progress and shared growth.

Mission A better life enriched by technology
Vision To be a great company



Milestones of Goertek in 2025

January

- Goertek made an impression at CES 2025.
- Goertek unveiled its DLP 3D printing optical engine module.

February

- Goertek debuted its AR full-color waveguide display module with surface relief etched grating.
- Hurun Research Institute released the *Hurun China 500 Most Valuable Private Companies 2024*, with Goertek ranking 116th.

March

- Goertek hosted the "Great Sound, Zero Noise" 3rd Seminar on Speaker Technology in Shanghai, featuring upgraded speaker products.
- "Goertek RNC 2.0 Pro - High-Performance RNC Technology" was awarded the "Gold Award for Technology Advancement" at the "2025 GAS Consumer Electronics Technology Innovation Awards".

April

- Goertek was awarded the prestigious Shandong May 1st Labor Medal.

May

- Brand Finance released the Brand Finance China 500, with Goertek ranking 132nd. In the Brand Finance's Electronics & Electricals Brands 2025, Goertek ranked 30th.
- Goertek hosted the 9th VR&AR Display Optics Technology Summit.
- Goertek received two China Patent Excellence Awards.

June

- Two of Goertek's innovations (i.e., a customized 3D-printed VR device and iBuild, a MR platform-based application) won the prestigious German Red Dot Product Design Award.

July

- First-ever Innovation Expo, "GoerInno2025", was hosted across both its headquarters in Weifang and its Global R&D Center in Qingdao.
- Goertek made the 2025 *Fortune* China 500.

August

- Goertek was recognized on three major Shandong provincial rankings: the "Top 200 Shandong Private Enterprises in 2025", "Top 100 Shandong Private Enterprises for Employment in 2025", and "Top 100 Shandong Private Enterprises for Innovation in 2025".
- Goertek was named to the *Fortune* China Top 50 Tech Companies for 2025.
- At the 2025 China Electronic Components Industry Summit, Goertek won the First Prize for Science and Technology Progress from the China Electronic Components Association for its Project of Development and Application for Near-Ear Open Audio Technology System, the only audio project to receive an award at the event.
- Goertek ranked 186th on the list of *TopBrand 2025 China Top 500 Brands*.

September

- The Company's subsidiary, Goertek Optical Technology Co., Ltd., integrated high-quality industry resources through capital operations.
- The Ministry of Industry and Information Technology (MIIT) announced the List of Excellent Smart Factory Projects 2025, with Goertek's "Smart Factory for Precision Electroacoustic Devices Integrated with Multimodal AI" selected for inclusion.

October

- The Goertek • Weifang Marathon 2025 was held.
- The World Conference on VR Industry released the List of 2025 China Top 50 VR Enterprises, with Goertek ranking first for consecutive years.
- The China Electronics Standardization Institute published the Enterprise List for Expert Review of Intelligent Manufacturing Capability Maturity Model (CMMM) Assessment. Goertek Smart Technology Vina Co., Ltd., Rongcheng Goertek Technology Co., Ltd., and Weifang Goertek Microelectronics Co., Ltd. are all on the list. Goertek Smart Technology Vina Co., Ltd. is one of the first 10 overseas enterprises to receive the CMMM certification.
- Goertek Microelectronics Co., Ltd. was again listed among the "Top 10 Chinese MEMS Enterprises of 2024", ranking first.

November

- The 2025 Goertek Core Partner Conference was held in Qingdao.
- Goertek was once again awarded the Intelligent Manufacturing Capability Maturity Model Level 4 (CMMM L4) Certification (the highest rating currently available) by the China Electronics Standardization Institute.

December

- Goertek held its Annual Integrity Conference.

Company Honors



Fortune China Top 50 Tech Companies

- 2025 Fortune China 500
Fortune China
- Brand Finance China 500
Brand Finance
- 2025 China Top 50 VR Enterprises
World Conference on VR Industry
- Top 100 Most Valuable Main Board Listed Companies
Securities Times
- 2025 People's Corporate Social Responsibility Cases
People's Daily Online
- 2025 Shandong Metaverse Innovative Famous Products
Shandong Provincial Department of Industry and Information Technology
- TopBrand 2025 China Top 500 Brands
TopBrand
- Brand Finance's Electronics & Electricals Brands 2025
Brand Finance
- German Red Dot Product Design Award
Red Dot GmbH & Co. KG
- Tianma Award for Investor Relations Management of Listed Companies in China
Securities Times
- "Gold Award for Technology Advancement" at the "GAS Consumer Electronics Technology Innovation Awards"
Global Audio Summit (GAS)
- First Prize for Science and Technology Progress from the China Electronic Components Association
China Electronic Components Association

- First Prize for Science and Technology in the Non-Ferrous Metals Industry in 2025
China Non-Ferrous Metals Industry Association
The Nonferrous Metals Society of China
- Second Prize in the Six Sigma Management Category in 11th Enterprise Improvement Case Competition
China Quality Club
- Typical Cases 2025 of Audio-Visual Systems
General Offices of the Ministry of Industry and Information Technology, the Ministry of Culture and Tourism, the National Radio and Television Administration, General Office of the China National Intellectual Property Administration, and General Office of the China Media Group
- Excellent Smart Factory Project 2025
Ministry of Industry and Information Technology
- National Green Factory for Weifang Goertek Electronics Co., Ltd.
Ministry of Industry and Information Technology
- First Prize for Scientific and Technological Progress in Energy Conservation and Emission Reduction in the Carbon Neutrality Field
China Energy Conservation Association
- First Prize (Group Category) in the 1st Collective Bargaining Competition by Labor Union of Weifang High-Tech Industrial Development Zone
Labor Union of Weifang High-Tech Industrial Development Zone
- Outstanding Organization for the 2025 "Work Safety Month" Campaign Launched by Shandong Provincial Work Safety Committee
Shandong Provincial Work Safety Committee
- 2025 Outstanding Collective for Fire Safety
Fire Protection Station of Weifang Comprehensive Bonded Zone
- Intelligent Manufacturing Capability Maturity Model Level 4 (CMMM L4) Certification (the highest rating currently available)
China Electronics Standardization Institute
- Advanced Unit in Energy Conservation of Weifang City
Weifang Municipal People's Government
- Shandong May 1st Labor Medal
Shandong Provincial Federation of Trade Unions
- 2025 Best Companies to Work For in Asia
HR Asia
- Advanced Enterprise in Work Safety for 2025
Work Safety Committee of Weifang Comprehensive Bonded Zone
- 2025 Outstanding Member of the Traffic Safety Public Welfare Alliance
Traffic Management Detachment, Weifang Municipal Public Security Bureau

ESG Governance and Strategy

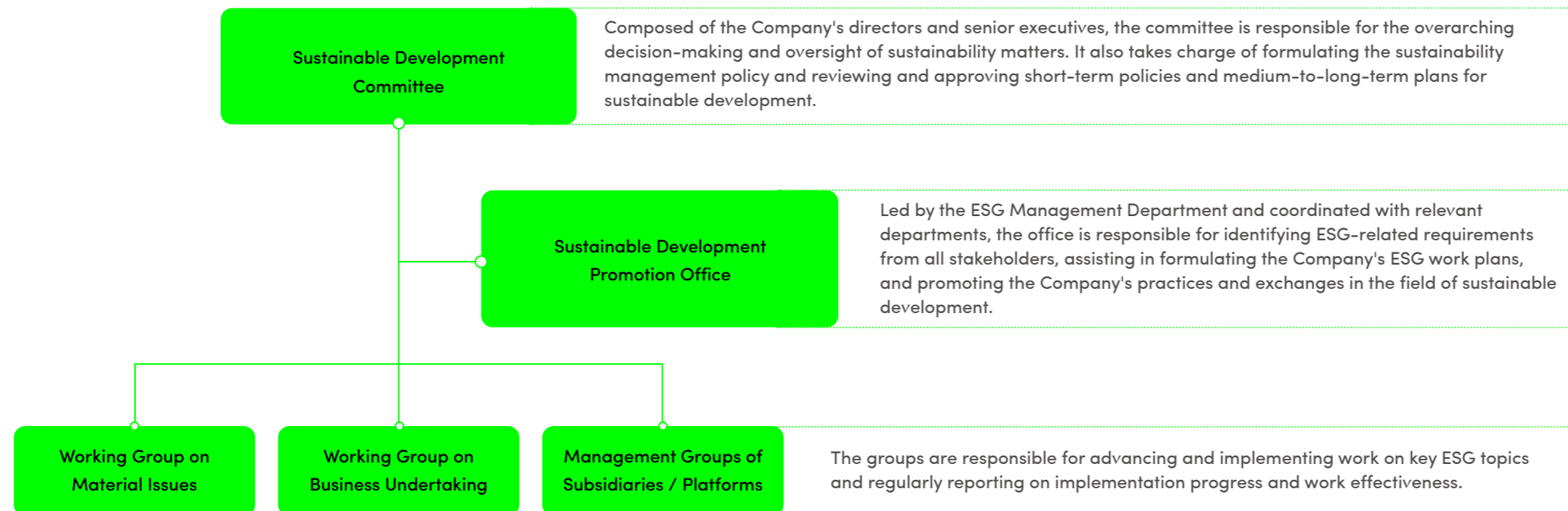
We embed ESG into our corporate governance and business operations, strengthen our governance framework and management systems, advance ESG priorities across every aspect of our operations, and proactively address the priorities of our stakeholders, including customers, employees and investors. At the same time, the Company has formulated an ESG strategy and defined clear sustainable development goals and action pathways for key issues, continuously advancing its high-quality and sustainable development through a more systematic approach to ESG management.

Sustainable Development Management Structure

An ESG management system is a crucial cornerstone for an enterprise to achieve long-term sustainable development. The Company has continued to deepen its ESG management philosophy, building and optimizing a systematic management structure while improving the relevant institutional system.

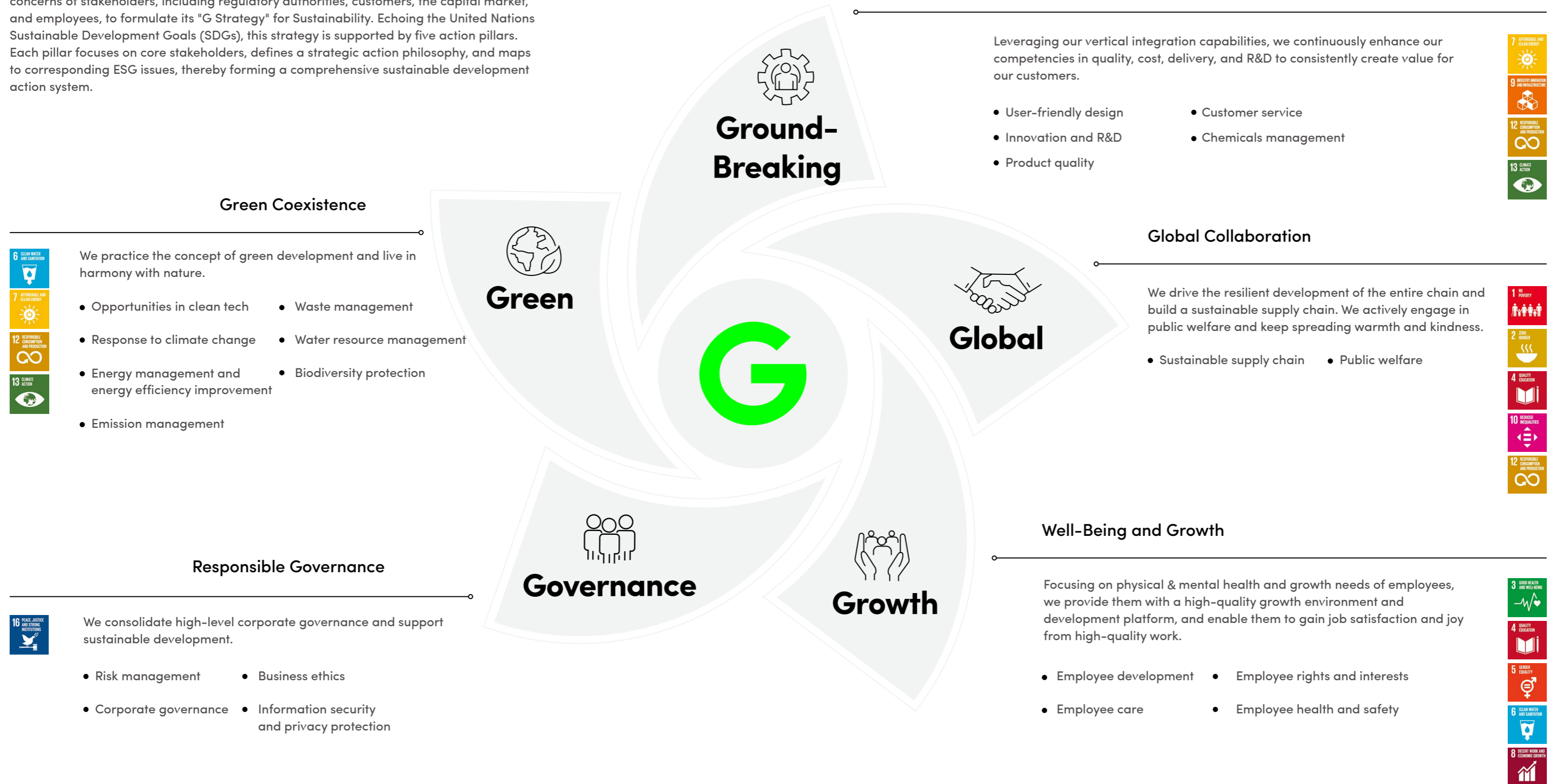
The Company has continuously enhanced the collaborative participation and overall governance level of ESG initiatives, establishing a tiered sustainable development management structure with clear rights and responsibilities at each level. Guided by the ESG strategy and clear ESG management principles, organizations at all levels work together to support the orderly and efficient progression of sustainable development, continuously elevating the Company's overall ESG management level and performance. The Company conducts specialized training for all levels, continuously solidifying ESG professional skills and capabilities through professional qualification assessments, dynamic knowledge sharing, and dedicated meetings.

Sustainable Development Management Structure



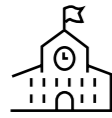




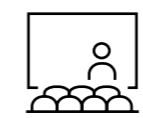

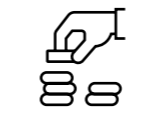
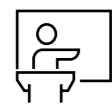

"G Strategy" for Sustainability

Based on the landscape of global development and aligned with industry transformation trends, Goertek integrates its corporate strategic layout with the expectations of its stakeholders. Through the double materiality assessment, Goertek fully addresses the key concerns of stakeholders, including regulatory authorities, customers, the capital market, and employees, to formulate its "G Strategy" for Sustainability. Echoing the United Nations Sustainable Development Goals (SDGs), this strategy is supported by five action pillars. Each pillar focuses on core stakeholders, defines a strategic action philosophy, and maps to corresponding ESG issues, thereby forming a comprehensive sustainable development action system.



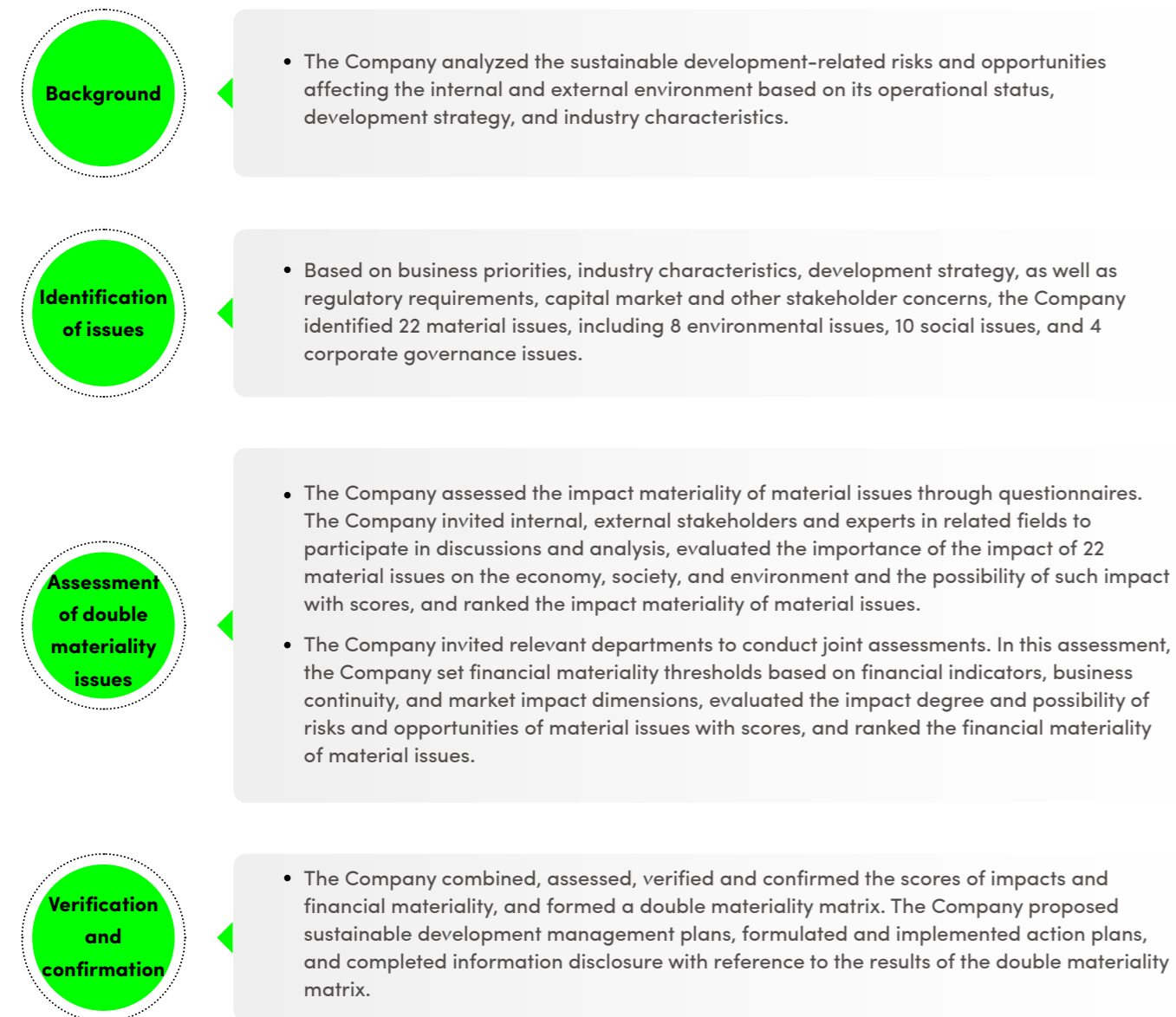
Stakeholder Engagement

Goertek fully respects and safeguards the legitimate rights and interests of stakeholders, and clarifies the identification, communication and feedback mechanisms for stakeholders in relevant internal systems. Goertek also maintains communication with stakeholders through diversified channels and continuously focuses on and responds to key issues of concern to stakeholders in its operations and decision-making to jointly promote its sustainable and steady development.

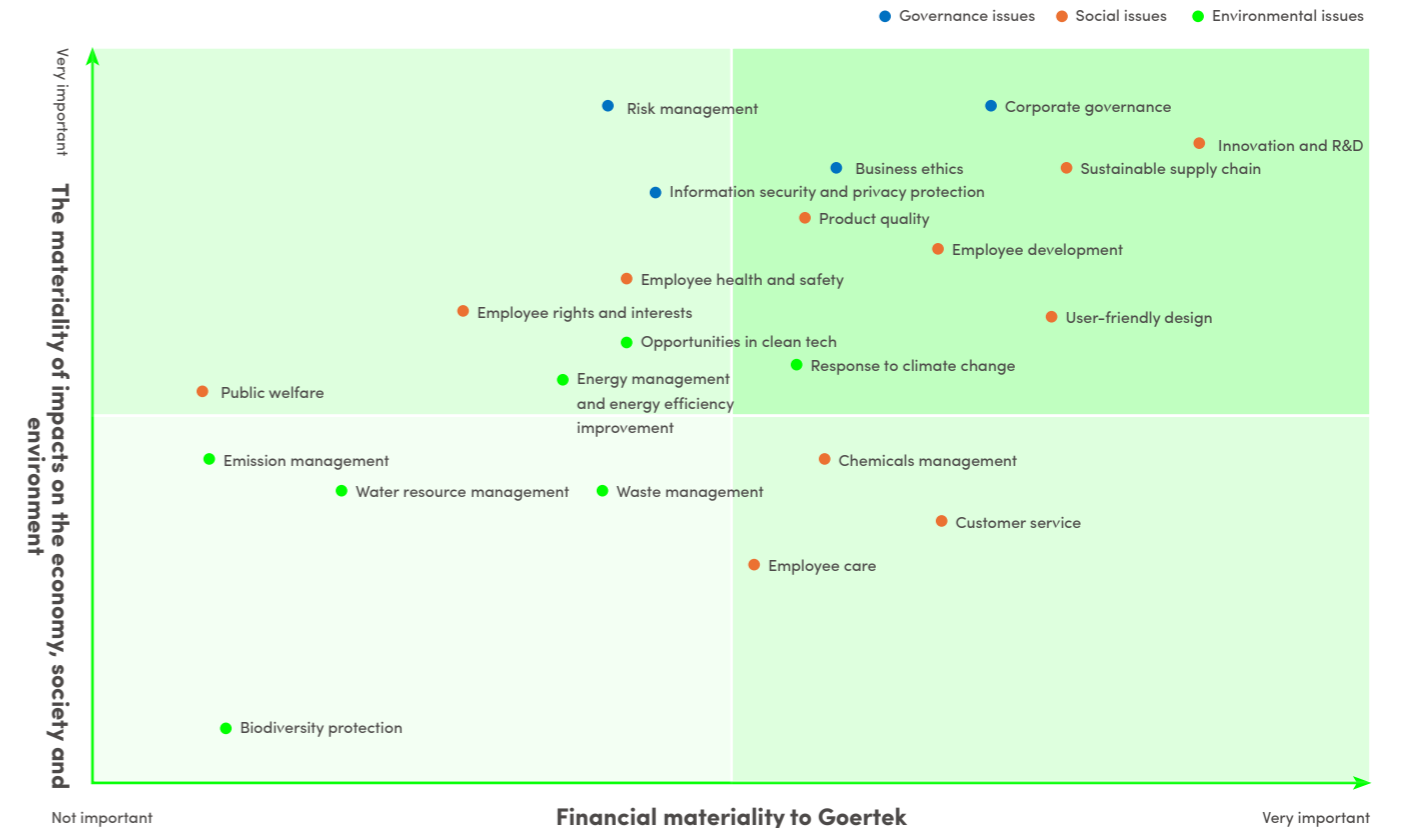
Stakeholders	Main Communication and Feedback Channels	Key Issues of Concern	Stakeholders	Main Communication and Feedback Channels	Key Issues of Concern
 Government and regulatory authorities	Work conference Work reporting Work inspections	Business ethics Corporate governance Energy management and energy efficiency improvement Response to climate change Emission management Waste management Water resource management	 Employees	Employee satisfaction survey Employee proposal system Staff forums Suggestion boxes QR code Employee hotlines	Employee health and safety Employee rights and interests Employee development Employee care
 Shareholders	General Meeting of Shareholders Board of Directors Investor communication meetings	Corporate governance Innovation and R&D Sustainable supply chain Risk management	 Media	Information disclosure Special interviews Seminars	Information security and privacy protection Business ethics Product quality User-friendly design
 Clients	Customer satisfaction survey Customer visits Special seminars	Product quality Business ethics Innovation and R&D Sustainable supply chain Information security and privacy protection Opportunities in clean tech	 Communities and the public	Public welfare activities Forums Participation in community projects	Public welfare Employee care Response to climate change Information security and privacy protection
 Partners (suppliers and contractors)	Supplier management Industry experience exchange and sharing Themed training Compliant tendering and bidding	Response to climate change Sustainable supply chain Product quality Chemicals management	 Potential investors and financial institutions	Institutional roadshow Investor communication meetings Regular information communication	Product quality Corporate governance Risk management Sustainable supply chain
 Directors and senior executives	Board meetings Regular work reports ESG-themed seminars	Business ethics Risk management Product quality Innovation and R&D Customer service	 Universities and research institutions	Industry-University-Research cooperation seminars Communication on joint research projects	Response to climate change Chemicals management Product quality User-friendly design Opportunities in clean tech

Assessment and Management of Double Materiality Issues

This year, Goertek conducted a double materiality assessment of ESG issues, with comprehensive considerations given to the financial impact of ESG issues on the Company and the impact of the Company's performance on corresponding issues on the economy, society, and environment. Based on its core business and strategic planning, Goertek analyzed the key influencing factors of its own sustainable development and the concerns of stakeholders and identified and assessed ESG issues with double materiality. Through stakeholder questionnaires, we assessed the degree of impact of ESG issues on stakeholders at the environmental, social, and governance levels. At the same time, we organized financial materiality seminars, inviting relevant departments to jointly discuss and assess the financial materiality of ESG issues. After confirming the results of the double materiality assessment, the Company formed a materiality matrix and took the matrix results as an important consideration for future development planning.



2025 Double Materiality Matrix of Goertek



Double Materiality Issues	Financial Materiality Issues	Impact Materiality Issues
<ul style="list-style-type: none"> Innovation and R&D Sustainable supply chain User-friendly design Corporate governance Employee development Business ethics Product quality Response to climate change 	<ul style="list-style-type: none"> Innovation and R&D Sustainable supply chain User-friendly design Corporate governance Employee development Customer service Business ethics Chemicals management Product quality Response to climate change Employee care 	<ul style="list-style-type: none"> Risk management Corporate governance Innovation and R&D Sustainable supply chain Business ethics Information security and privacy protection Product quality Employee development Employee health and safety User-friendly design Employee rights and interests Opportunities in clean tech Response to climate change Energy management and energy efficiency improvement Public welfare

Goertek

1. Responsible Governance

Goertek upholds the concept of sustainable development and commits to building a sustainable, responsible and resilient corporate governance system. The Company strictly complies with all applicable laws and regulations as well as regulatory requirements for listed companies. Combining its own strategic development plan, production and operation model and industry development characteristics, the Company has built a well-aligned and rational governance structure. At the same time, the Company continues to deepen rational governance and compliance management practices and constantly improves the comprehensive compliance management system covering internal control, business ethics, intellectual property, information security and privacy protection. These efforts protect the legitimate rights and interests of relevant parties, promote the collaborative coexistence between the enterprise and stakeholders, and lay a solid governance foundation for the high-quality and sustainable development of the enterprise.

- Corporate Governance
- Risk Management
- Business Ethics
- Intellectual Property Protection
- Information Security and Privacy Protection



Corporate Governance

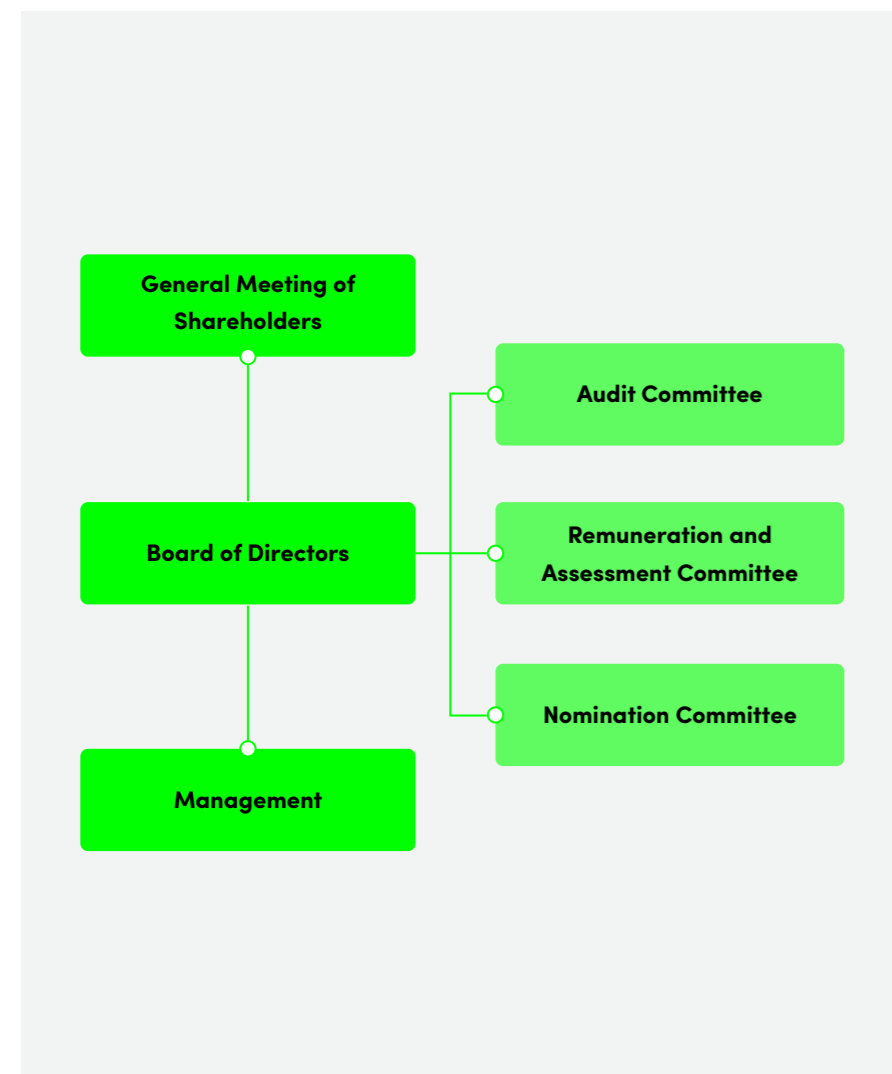
Goertek strictly complies with the provisions of relevant laws, regulations and normative documents such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *Guidelines for Articles of Association of Listed Companies*, and the *Rules Governing the Listing of Stocks on Shenzhen Stock Exchange*. Combining with its actual situation, Goertek continuously optimizes the governance mechanism and builds a long-term governance system with multi-dimensional measures. These measures include improved institutional norms, strengthened personnel placement, standardized deliberation and decision-making, enhanced professional support, performance assurance for independent directors and enhancement of supervision & assessment. Moreover, Goertek continuously improves the level of standardized operation and decision-making quality, laying a solid foundation for its long-term sustainable development.

Governance

Governance Structure

The Company has established a governance structure consisting of the General Meeting of Shareholders, the Board of Directors and the Management, clearly defining the powers and responsibilities of each level to ensure the effective operation of its decision-making and supervision mechanisms.

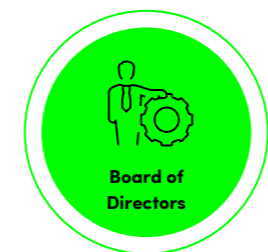
During the reporting period, the Company revised or formulated nearly 30 corporate governance-related policies. These policies include the *Articles of Association of Goertek Inc.*, the *Rules of Procedure for the General Meeting of Shareholders of Goertek Inc.*, the *Rules of Procedure for the Board of Directors of Goertek Inc.*, the *Independent Director Working System*, the *Implementation Rules for the Audit Committee of Goertek Inc.*, the *Implementation Rules for the Remuneration and Assessment Committee of Goertek Inc.*, and the *Implementation Rules for the Nomination Committee of Goertek Inc.* They clearly define the division of powers between the Board of Directors, the General Meeting of Shareholders and the Management, standardize the performance requirements and operation procedures of the Board of Directors, directors and special committees, and lay an institutional foundation for the effective operation of the Board of Directors.



The General Meeting of Shareholders is the highest authority of the Company. The Company strictly follows relevant laws and regulations, and standardizes the procedures for convening, holding and voting of the General Meeting of Shareholders pursuant to its policies, thereby providing institutional guarantee for shareholders to exercise their rights. In terms of meeting procedures, the Company ensures legal and compliant meetings and protects the participation and voting rights of all shareholders, especially minority shareholders, by providing online voting, separately counting and disclosing the votes of minority shareholders, and engaging lawyers to witness on site. The Company also protects the rights and interests of shareholders through multiple mechanisms (examples are as follows):

- In the election of directors, when a single shareholder and its concerted actors hold 30% or more of the shares, the cumulative voting system shall be applied for the election of more than two directors.
- When more than two independent directors are elected, the cumulative voting system shall be adopted.
- Eligible minority shareholders have the right to put forward proposals to the General Meeting of Shareholders.
- The General Meeting of Shareholders is responsible for electing an auditing institution, which shall conduct an independent audit of the Company's annual report to strengthen external supervision.

The above mechanisms together form a complete shareholder rights protection system, effectively safeguarding the legitimate rights and interests of the Company and all shareholders.



As the core management and decision-making body of the Company, the Board of Directors is accountable to the General Meeting of Shareholders and executes its resolutions. Adhering to the principle of strictly complying with laws and regulations, the Board is responsible for establishing the Company's internal management structure, appointing or dismissing senior executives, formulating basic management policies, and resolving other major governance and operation matters. The Company has also established an independent director system. Independent directors, independent of major shareholders and the Management, safeguard the overall interests of the Company. They have the right to express independent opinions on matters such as major related party transactions and compensation for senior executives and pay special attention to the protection of the rights and interests of minority shareholders.



To enhance the professionalism and independence of the Board of Directors, following the Board reconstitution this year, all members of the Audit Committee and the Remuneration and Assessment Committee are composed of independent directors. Additionally, a Nomination Committee was newly established. In accordance with the provisions of the *Articles of Association*, the Nomination Committee is responsible for nominating director candidates and conducting qualification reviews, while considering the diversity of the Board structure. The Audit Committee is responsible for financial auditing, internal control supervision, etc. The Remuneration and Assessment Committee formulates the performance evaluation and assessment plans for directors and senior executives and incorporates sustainable development indicators into the assessment. This year, the Audit Committee under the Company's Board of Directors assumed the relevant responsibilities of the former Board of Supervisors and took charge of supervising the behaviors of directors and senior management to safeguard the interests of the Company and shareholders.

Independence and Diversity of the Board of Directors

The Company fully recognizes the importance of the independence and diversity of Board members in enhancing the rational decision-making and safeguarding the rights and interests of stakeholders. In terms of ensuring independence and promoting diversity, the Company has improved its governance mechanism and continuously optimized the diverse structure of the Board of Directors.

Independence Guarantee

The Company ensures that independent directors are independent of the controlling shareholders, actual controllers and the Management by standardizing the qualifications and the nomination & election mechanisms for independent directors. The proportion of independent directors on the Board of Directors meets the legal requirements. Independent directors account for the majority and serve as conveners in the special committees under the Board of Directors. In strict accordance with the *Measures for the Administration of Independent Directors of Listed Companies*, the Company has established a special meeting mechanism for independent directors to provide guarantee for their performance of duties.

Diversified Composition

When electing Board members, the Company considers factors such as age, gender, educational background, industry experience and professional qualifications to ensure the diversity and professionalism of the Board structure. The professional knowledge and experience of the current Board members cover multiple fields such as electro-acoustic technology, optoelectronic technology, enterprise management, R&D and manufacturing, financial auditing, strategic planning, investment and mergers & acquisitions, and ESG governance. This forms a diversified and complementary professional structure that effectively supports the Company's strategic decision-making and operational supervision.

Name	Position	Gender	Age	Education Background	Professional Knowledge and Skills	Main Experience
Jiang Bin	Chairman of the Board	Male	60	Master's degree	Electroacoustic Industry Expert Enterprise Management Expert	As the founder of the Company, Jiang Bin has more than 30 years of experience in the electroacoustic industry and profound experience in corporate management. He has won honors such as national/provincial model worker, leading entrepreneur in the electronic information industry, the highest award in science and technology of Shandong Province, and Qilu Outstanding Talent.
Jiang Long	Vice Chairman of the Board, President	Male	52	Ph.D.	Enterprise Management Expert	Jiang Long holds a Doctor's degree in Strategic Management from the University of Maryland, USA, a Master's degree in Management Science from Renmin University of China, and a Bachelor's degree in Materials Science and Engineering from Tsinghua University. He also serves as the Chairman of the Electroacoustic Branch of China Electronic Components Association, with rich experience in market, marketing, strategy and management.
Li Youbo	Director, Vice President	Male	49	Bachelor's degree	R&D and Manufacturing Expert Enterprise Management Expert	Li Youbo has more than 20 years of experience in the entire process of R&D and the manufacture of components and complete products in the electronic information industry. He has served in various positions such as Engineer, Technical Manager, Head of Business Unit, Vice President, and President. He has rich experience in the electronic information industry and enterprise management.
Duan Huilu	Director, Vice President	Male	50	Bachelor's degree	Finance and Accounting Expert	Duan Huilu has over 20 years of experience in the full-cycle management of corporate finance, covering multiple fields such as accounting, fund management and financial strategy formulation.
Liu Yaocheng	Director	Male	53	Ph.D.	Strategic Planning Expert Technology R&D Expert Investment and M&A Expert	Liu Yaocheng holds a Ph.D. in Materials Science and Engineering and a Master's degree in Electronic Engineering from Stanford University, as well as a Master's degree in Materials Science and Engineering from Tsinghua University. He has held positions at renowned companies such as IBM Semiconductor Research and Development Center, McKinsey & Company, etc. He has served as the head of the Company's strategy and investment department, the Central Research Institute and other departments. He has rich experience in strategic planning, technology R&D, and investment and M&A.
Dong Haixia	Employee Representative Director	Female	47	Master's degree	Enterprise Management Expert	Dong Haixia holds a Master's degree in Management from Renmin University of China and serves as the head of the Company's Business Performance Management Department. She has successively held positions such as Manager of the Enterprise Development Department, Manager of the Audit Department, and Head of the Operation Management Center of the Company, with rich experience in enterprise management.
Huang Yidong	Independent Director	Female	61	Ph.D.	Optoelectronics Technology Expert R&D and Manufacturing Expert	Huang Yidong is a professor in the Department of Electronic Engineering at Tsinghua University. She is also an International Member of the United States National Academy of Engineering, a fellow of the OSA, the executive director of the Chinese Optical Society, and the vice chairman of the China Education Society of Electronics, etc.
Jiang Fuxiu	Independent Director	Male	57	Ph.D.	Finance and Accounting Expert ESG and Governance Expert	Jiang Fuxiu is a professor and doctoral supervisor in the Department of Finance, the Business School of Renmin University of China, and a director of the Environmental, Social and Governance (ESG) Research Center of the National Academy of Development and Strategy of Renmin University of China. He has served as an Independent Director of many listed companies, deeply involved in the construction of corporate compliance governance mechanisms and sustainable development efforts.
Gao Yonggang	Independent Director	Male	61	Ph.D.	Enterprise Management Expert Financial Expert	Gao Yonggang currently serves as the founding director of the Hong Kong Independent Non-Executive Director Association, an executive member of the 8th Council of the Accounting Society of China, a doctoral supervisor at Hong Kong Graduate School of Business, an industry mentor for Ph.D. candidates of School of Accountancy at the Shanghai University of Finance and Economics, and an honorary president of Shandong Integrated Circuit Industry Association, etc. With over 40 years of corporate management experience, he possesses in-depth insights and extensive expertise in areas such as high-tech enterprise management, corporate governance, and investment and financing.

Strategy

Decision-Making Mechanism and Capacity Building

The Company strictly complies with the procedures for convening, notifying, holding, and voting on Board meetings, as well as their information disclosure, in accordance with regulations, effectively protecting the directors' rights to be informed, to participate, and to vote. In related party transactions, related directors recuse themselves from voting in accordance with laws and regulations, and relevant resolutions are disclosed in a timely manner.

In 2025, the Company revised the *Working System for the Meetings of Independent Directors*, clarifying the pre-deliberation responsibilities of independent directors on major matters such as related party transactions. The aforesaid major matters were submitted to the Board of Directors only after being approved by a majority of the independent directors, thus building the line of defense for supervision for the Company's compliant operation and sustainable development.

The Company regularly organizes directors to participate in regulatory and internal training, covering policy updates, professional knowledge, industry trends and practical performance of duties, etc., to continuously improve the professional decision-making ability of directors.

Remuneration of Directors and Senior Executives

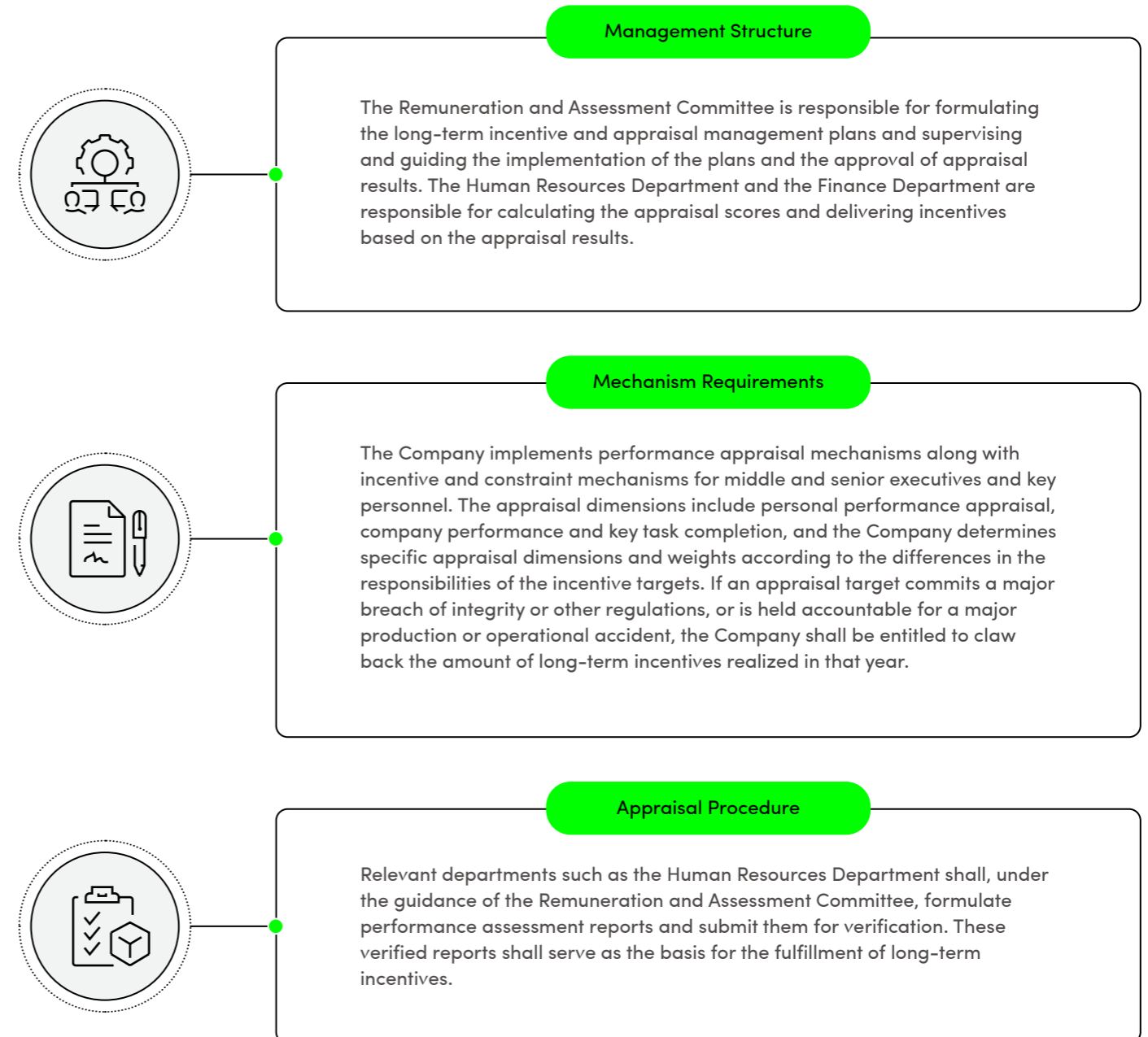
In terms of the remuneration decision-making mechanism, the *Rules of Procedure for the General Meeting of Shareholders of Goertek Inc.* clearly stipulates that the General Meeting of Shareholders shall exercise the power to determine the remuneration of directors in accordance with the law and protect the decision-making power of all shareholders in remuneration distribution. The Remuneration and Assessment Committee formulates the director remuneration policies, plans and assessment criteria in accordance with the *Implementation Rules for the Remuneration and Assessment Committee of Goertek Inc.* These shall be submitted to the General Meeting of Shareholders for approval and implementation after being deliberated by the Board of Directors.

The Company has fully integrated sustainable development indicators into the senior executive remuneration system, with these indicators accounting for an average of more than 20% of the total. These indicators cover areas such as energy conservation, green & low carbon, employee development, health & safety, and other dimensions. Safety issues are regarded as important company-level matters. Workplace safety, information security, and customs compliance incidents are classified as zero-tolerance items, serving as deal-breakers in the personal performance commitments of senior executives. If such accidents occur, they will seriously affect the annual performance evaluation of senior executives.

In 2025, the Remuneration and Assessment Committee held 11 meetings and completed the personal performance evaluation and remuneration payment for directors and senior executives for 2024. The committee also formulated the draft of the 2025 stock option incentive plan and the "Home No.8" employee stock ownership plan, and reviewed matters such as adjustments to existing incentive plans, the remuneration plan for directors of the seventh Board of Directors and the allowances for independent directors.

In terms of performance evaluation, incentives and constraints, the Company has formed a well-balanced value distribution system in accordance with the accountability and recovery mechanisms for directors and senior executives as well as the Board performance evaluation requirements specified in the *Articles of Association*, the *Implementation Rules for the Remuneration and Assessment Committee*, and the management measures for long-term incentive assessment, so as to realize the unity of interests of shareholders, the Company and employees.

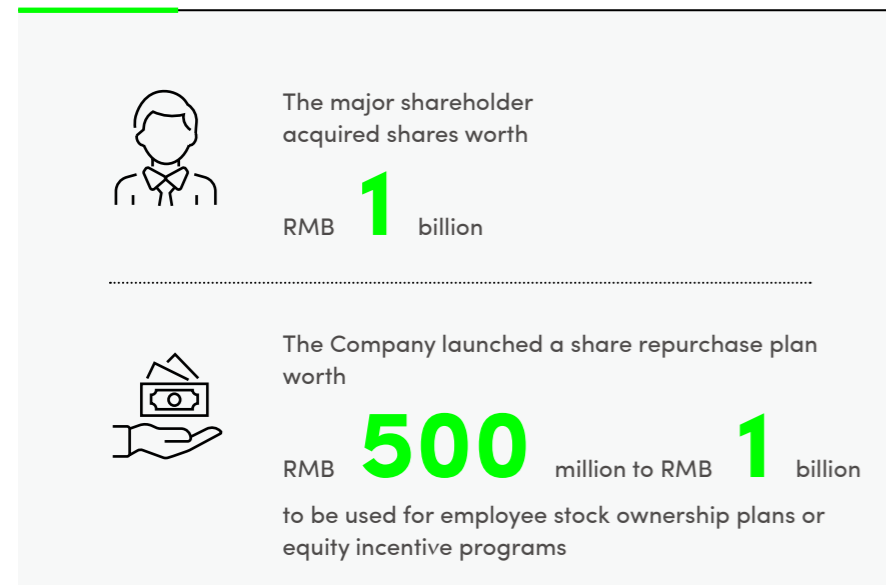
For details of the specific remuneration of directors and senior executives this year, please refer to Section IV: Corporate Governance of the *2025 Annual Report of Goertek Inc.*



Information Disclosure and Investor Relations Management

The Company has set up a dedicated department equipped with a professional team. The Company strictly complies with regulatory provisions to fulfill its information disclosure obligations, ensuring the truthfulness, accuracy, completeness and timeliness of information disclosure. The Company also adheres to the principle of fairness in information disclosure, maintains the continuity and consistency of information disclosure, and protects the right of all shareholders to access information on an equal basis. The Company discloses information through the designated media, including *China Securities Journal*, *Shanghai Securities News*, *Securities Daily*, *Securities Times* and CNINFO.

Regarding shareholder returns, the Company strictly implements the profit distribution policy stipulated in the *Articles of Association*, maintains the continuity and stability of dividends, and increases interim cash dividends when it is profitable and meets the conditions. Regarding market value management, the Company protects the interests of shareholders and boosts market confidence through various measures. During the reporting period, the Company's controlling shareholders completed the share increase plan, and the Company actively promoted the implementation of the share repurchase plan.



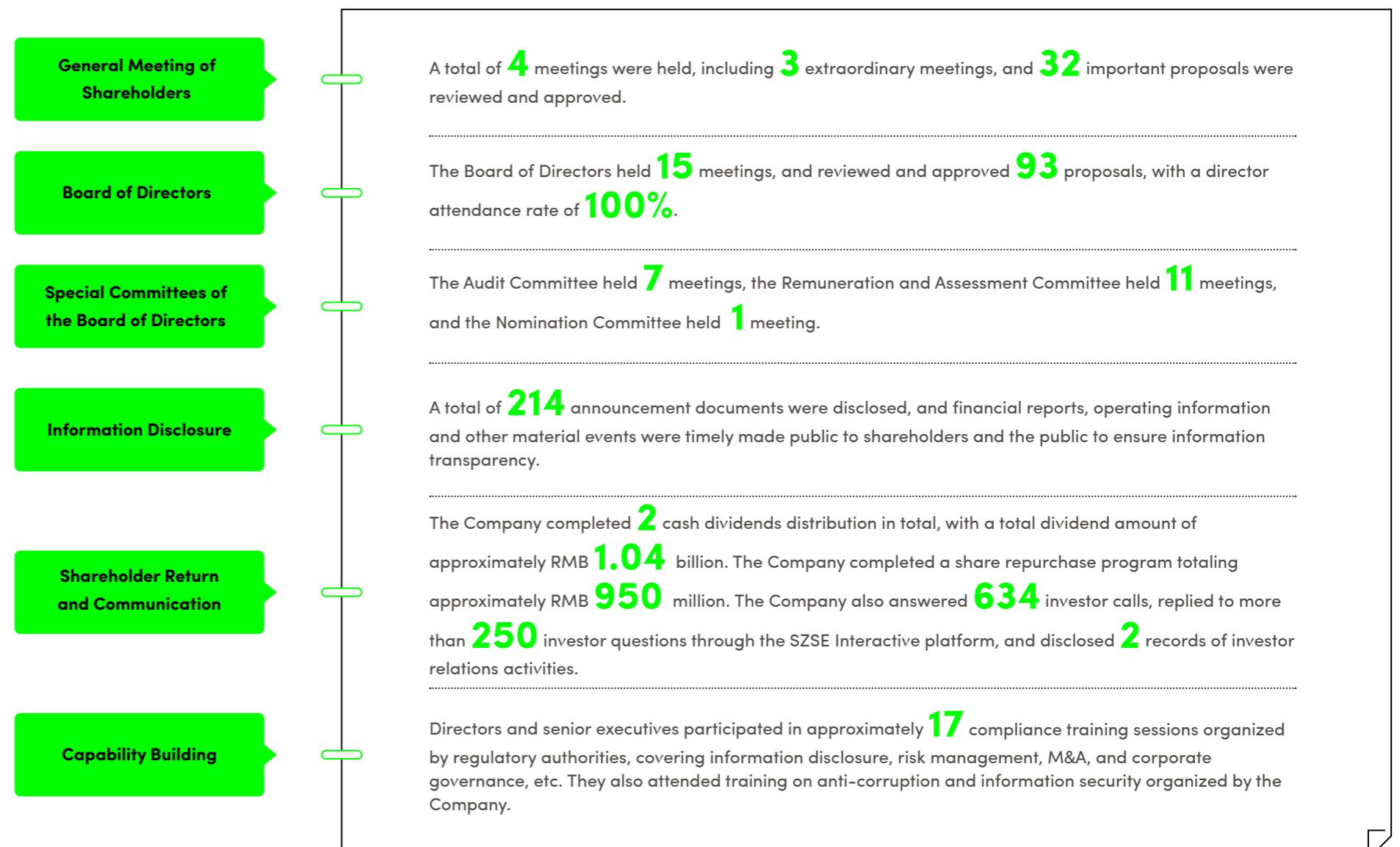
Regarding investor relations management, the Company has formulated the *Rules for Investor Relations Management*, designated the Board Secretary as the person in charge of investor relations management. The Company has also employed a professional team to be responsible for related affairs, including receiving shareholder visits, holding annual performance briefings, and providing online voting platforms. The Company has an investor relations column on its official website and responds to investors' questions fairly and timely through multiple channels such as the SZSE Interactive platform, performance briefings, and investor service hotlines. In this way, the Company builds a fair and efficient communication bridge among investors, the public and the Company.

Impact, Risk and Opportunity Management

To manage risks related to corporate governance, we have established a sound risk management system. For details, please refer to the "Risk Management" section in the "Responsible Governance" chapter of this Report.

Indicators and Targets

This year, the Company's performance against corporate governance indicators is detailed below:



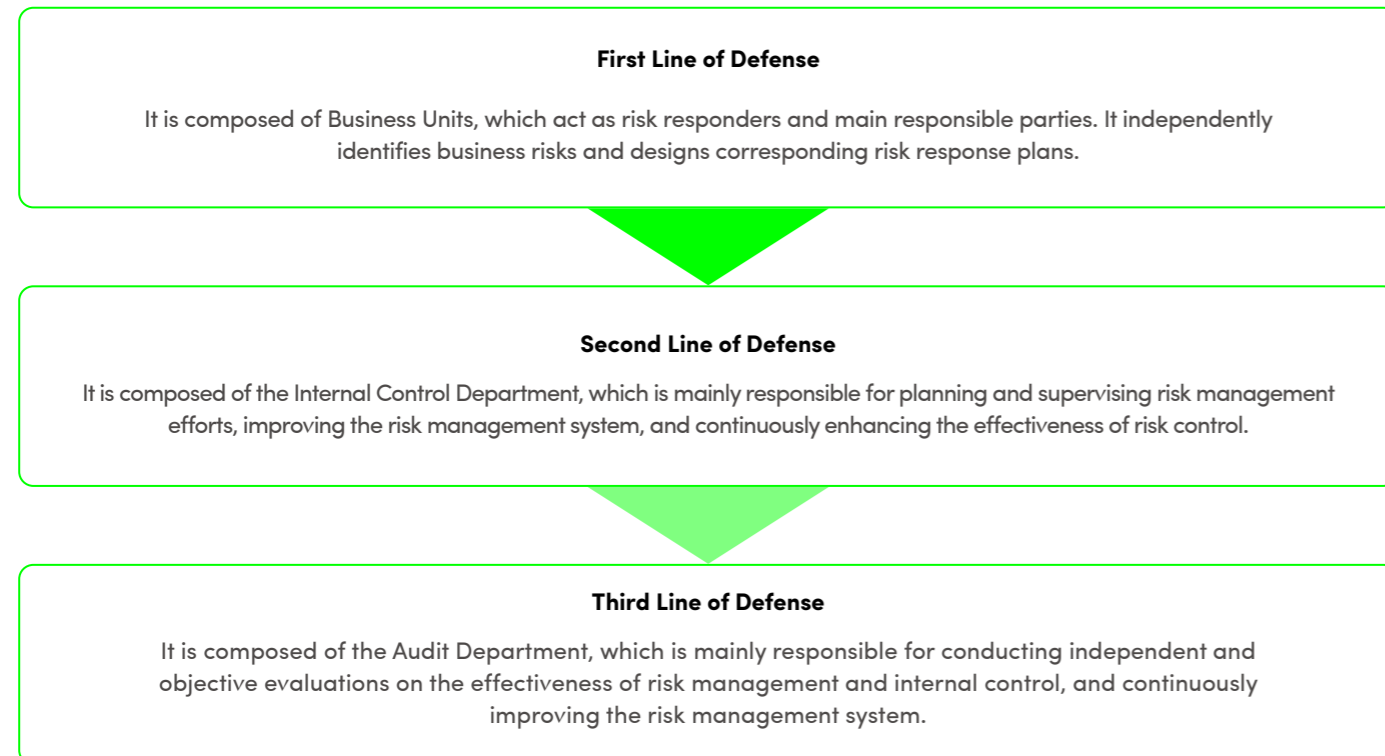
Risk Management

Goertek adheres to the risk control philosophy of "effectively controlling risks and maintaining sustainable and healthy operations". With internal control development as the foundation and compliant operations as the baseline, we integrate enterprise operation and sustainable development-related risks into its risk management system. By establishing a sound risk management framework and continuously improving the risk management mechanism, we endeavor to enhance risk awareness and professional management capabilities of all employees. We foster enterprise-wide risk awareness and strengthen risk mitigation capabilities across all employees, thus building a solid risk defense line for our sustainable development.

Risk Management Framework

Goertek embeds internal control functions into all levels of the company, business groups, and platforms, strictly tracking the implementation of functions while continuously optimizing risk identification, assessment, and control processes, and constantly enhances risk management capabilities. The President, as the top executive, assumes the ultimate responsibility for risk management.

The Company deeply integrates risk management into various business links and effectively controls operational risks through collaborative coordination and closed-loop management. At present, the Company has established a three-line defense system for risk management to ensure compliant operations, improve operational efficiency and protect company assets.



Internal Control Management Mechanism

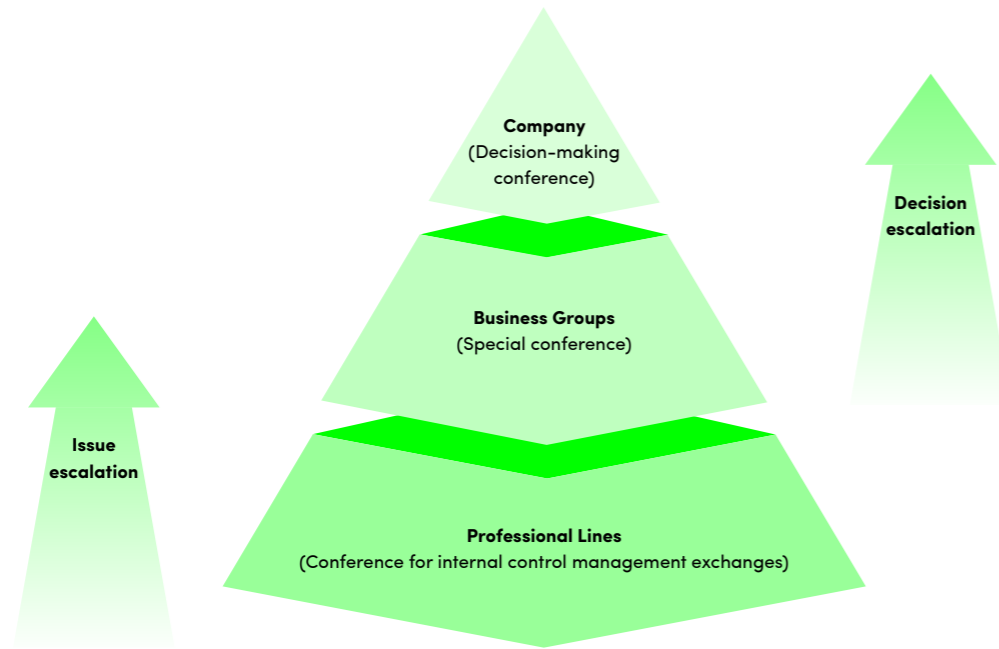
Goertek continues to deepen the risk management mechanism and continuously optimizes and upgrades the risk management system. Goertek has built an all-round and multi-level risk prevention and control network, and accurately identified, rationally evaluated and dynamically monitored all risks throughout the entire cycle of enterprise operations.

The Company has formulated such policies as the *Risk Management Handbook*, the *Identification and Management Process of Three Risk Elements*, the *Process of Setting and Changing Risk Control Goals*, the *Routine Process of Inspecting Risk Control*, the *Risk Control Sampling Process*, and the *Special Improvement Process of Risk Control*. For major risks, the Company implements centralized management and priority disposal strategies and ensures the smooth advancement of strategic goals by planning and implementing response measures.

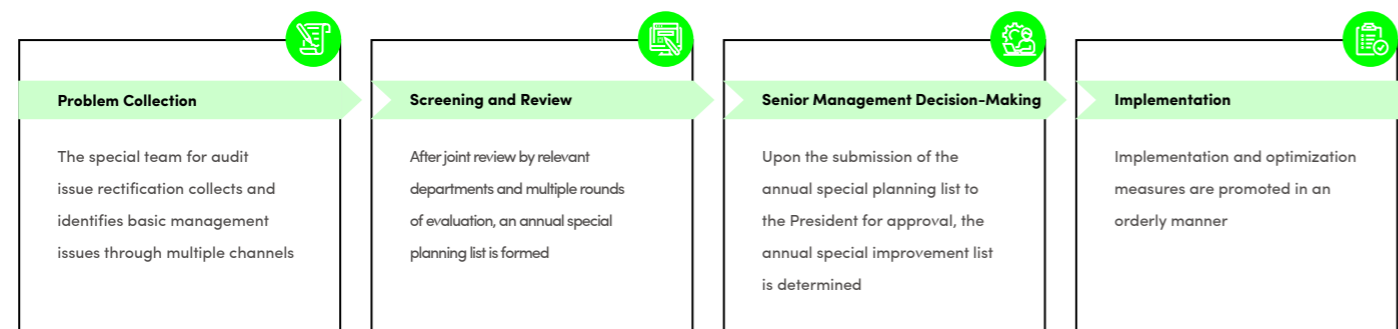
Goertek closely follows national policy guidance and changes in the market environment and continuously deepens the integration of risk control and business operations. Goertek has built a closed-loop management system covering risk identification, rational evaluation, effective response and dynamic optimization. By comprehensively identifying potential risk factors, Goertek has developed and continuously updated a list of risk issues, thereby enhancing the systematic and proactive approach to risk management.



The Company has established a "three-conference coordination" management system composed of professional lines, business groups, and company levels. The Company holds internal management communication meetings on a regular basis and establishes an immediate escalation path for issues and decisions. By focusing on basic management optimization and internal control process monitoring, this mechanism has effectively improved decision-making efficiency and promoted problem solving and flexible resource allocation. Additionally, by holding monthly business review meetings, the Company identifies issues and initiates targeted corrective actions, which are tracked to closure on the corporate affair management platform.





This year, the internal control team of the Company, based on the existing model, explored a new internal control model of "promoting construction through evaluation". The team integrated the continuous optimization mechanism throughout the entire process, completed the maturity evaluation of relevant risk control by systematically sorting out operational risks. The team also achieved precise control over risks in key areas and further consolidated the risk prevention and control network. In 2025, the Company conducted a comprehensive review of risks in the Manufacturing and Operations 3.0 domain. The Company selected the module for work order management risks and carried out internal control evaluations in all business groups. With the focus placed on 43 risk points, the Company completed the risk control maturity evaluation through a combination of compliance testing of control measures and risk detection and identified a total of 100 defects. The identification of relevant problems & defects has provided information input for promoting management improvement in the next step.



In 2025, the Company continued to promote audit issue rectifications and special improvements. Among the 50 company-level improvement items, 38 items were completed and closed, and the remaining 12 items are in the continuous improvement stage.

In addition, the Company regularly carries out annual major risk identifications, updates the risk identification list every year in accordance with the risk management process, and formulates targeted control measures. During the reporting period, Goertek identified 2 emerging risks through comprehensive identification and assessment, evaluated their impact on the business, and formulated control measures.


Risk Category	Risk Description	Risk Level	Control Measures
 Tariff risk	Export control measures place higher requirements on the stringency of the Company's export customs declaration.	Moderate	<ul style="list-style-type: none"> The Company established a dynamic tracking mechanism for trade policies to promptly identify tariff adjustment risks and collaborate with Business Units to formulate solutions. The Company optimized the management of origin compliance, provided professional customs affairs analysis during overseas layout inspections, and strictly abided by the rules of origin of target markets to preemptively avoid tariff risks. The Company promoted the refinement of import and export control and ensured that export goods meet control requirements through various professional methods. The Company continuously advanced compliance system research and upgrading.
 Artificial intelligence risk	AI technology has given rise to new information security risks, and employees' irregular use of external AI may lead to information security hazards.	Moderate	<ul style="list-style-type: none"> The Company built a locally deployed AI and large model gateway and adopted means such as permission control and log audit to guard against information security risks arising from AI applications. The Company implemented audit and network blocking targeting employees' use of external AI services to standardize their operational behaviors. The Company established an AI audit platform and developed AI situation awareness alarm and judgment functions to enhance its overall information security protection capabilities.

Development of a Risk Management Culture

Goertek attaches importance to the development of risk culture. By enriching training carriers and content forms, Goertek strengthens employees' in-depth understanding of internal control logic, promotes the integration of risk control requirements into daily work habits, and consolidates the standardized operation of internal control.

In terms of establishing a training mechanism, the Company integrates premium internal and external expert resources by inviting senior industry instructors to deliver targeted, tiered training programs. These programs are specifically designed to empower the internal control professional team, the Management, and general employees based on their respective categories.

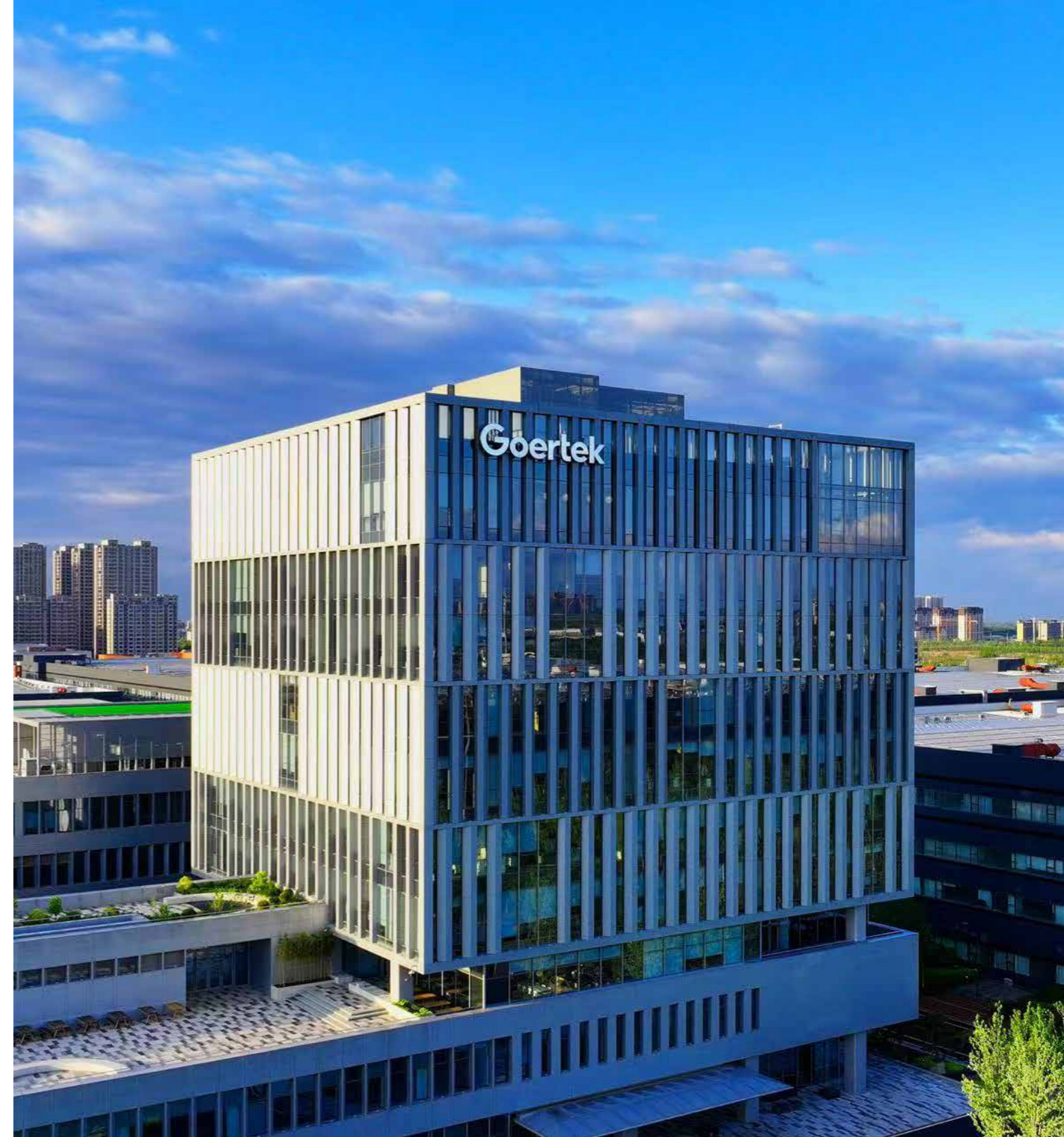
During the year, the Company organized 16 specialized training sessions and launched an internal control function enhancement program in parallel. These initiatives effectively elevated the Management's awareness of internal control and risk decision-making capabilities, as well as the practical proficiency of professional teams, facilitating the continuous improvement of the Company's internal control management system and the steady elevation of overall management efficiency.



This year, the Company carried out **16** special training sessions



In terms of cultural communication, the Company leverages diverse media channels to comprehensively articulate risk management concepts and popularize internal control knowledge. At the same time, the Audit Department regularly sends business risk briefings to share common risks and strengthen the risk warning awareness of all employees. Each business group regularly releases internal control knowledge and typical cases through various forms such as emails, posters, and official WeChat accounts to enhance risk prevention awareness of employees on all fronts.

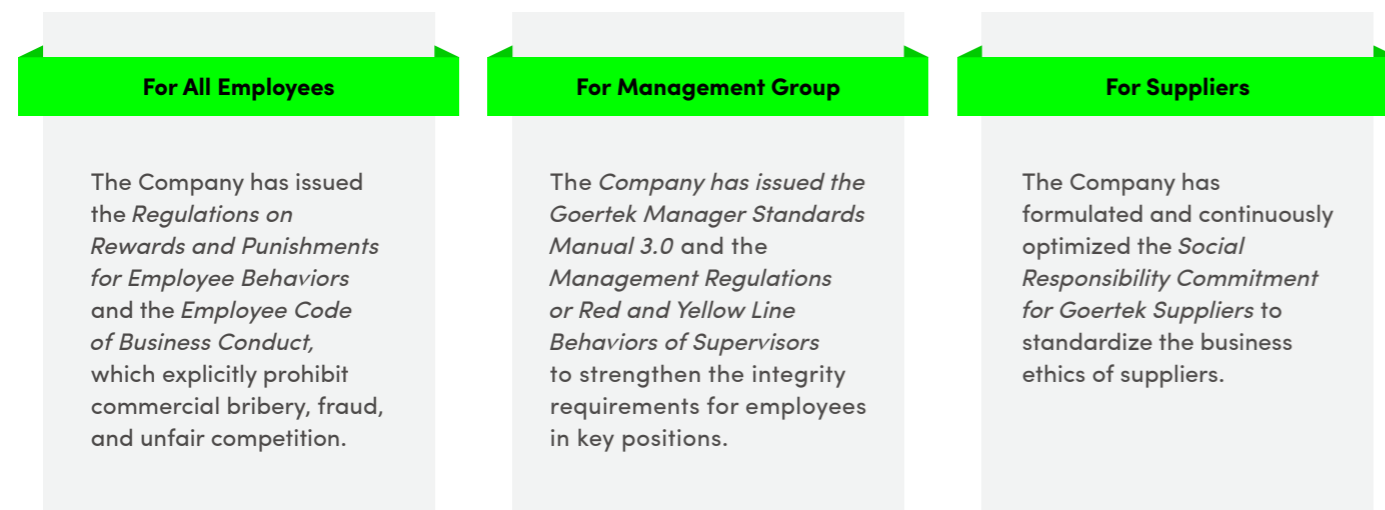


Business Ethics

Goertek adheres to business ethics and maintains a "Zero Tolerance" stance towards bribery, corruption, and unfair competition. The Company strictly complies with relevant laws and regulations in the places where it operates, establishes a business ethics management mechanism covering all employees and partners, and continuously optimizes the management structure. The Company also creates a fair, transparent, and clean business environment through risk supervision, cultural development, and other means.

Governance

Goertek strictly complies with relevant laws and regulations concerning business ethics in the places where it operates, including the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, and the *Anti-Money Laundering Law of the People's Republic of China*, and continuously improves the internal business ethics system.



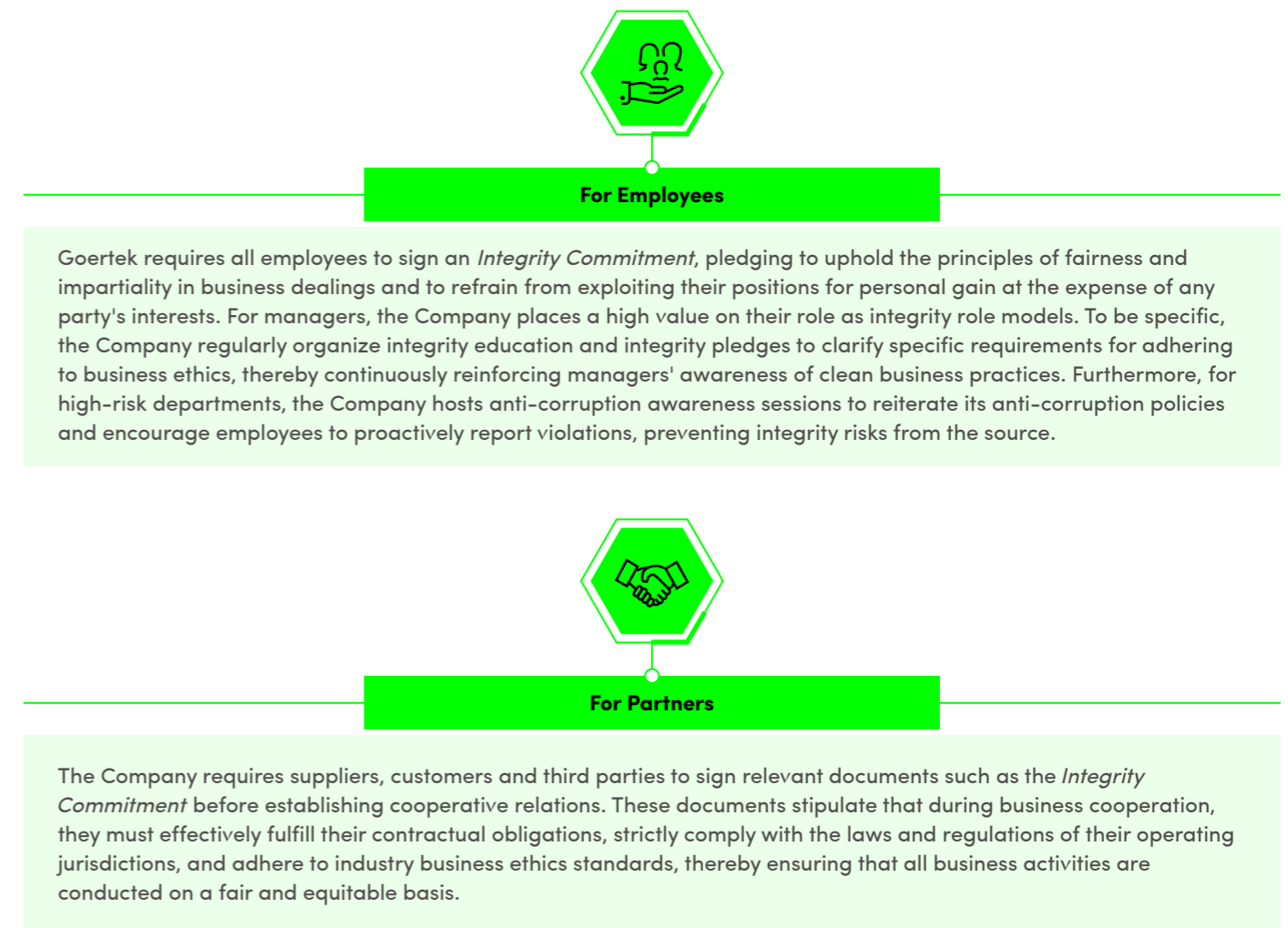
To prevent the infringement of trade secrets, the Company has formulated the *Information Security Red Line and Reward & Punishment Management Policy*. This policy lists "disclosing the Company's trade secrets to any third party" as a high-voltage line that employees must not touch and specifies corresponding accountability measures.

This year, the Company optimized the business ethics management structure. The Joint Cultural Development Group, as the overall coordination and management body, is led by the Chairman of the Board and composed of members including senior management, heads of relevant departments, and cultural specialists. This working group coordinated the promotion of efforts in the fields of culture, business ethics, and employee care. The Joint Cultural Development Group has a subordinate Ethics Compliance Office, which is responsible for driving the development of an integrity culture and promoting ethics compliance. In accordance with the *Audit Work Management System*, the Audit Department accepts and investigates cases, and formulates complete investigation plans. The department is also responsible for the authenticity and integrity of case materials and the fairness and compliance of case results.

Strategy

Anti-Commercial Bribery and Anti-Corruption Management

The Company extends the requirements of anti-commercial bribery and anti-corruption from employee management to partners and implements differentiated control measures for different groups.



Anti-Unfair Competition Management

The Company continues to improve internal control policies related to anti-unfair competition to prevent monopolistic behaviors and unfair competition. To address the risk of false advertising, the Company has formulated a management process for external communication information covering information release, media interviews, and business trips for communication. These efforts ensure that all public information undergoes authenticity and compliance reviews and conforms to the actual situation of the enterprise. To address the risk of infringement of trade secrets, in addition to the information security red line policy, the Company strengthens trade secret protection through technical means and process control, strictly penalizes violations, and transfers those that constitute crimes to judiciary authorities in accordance with the law.

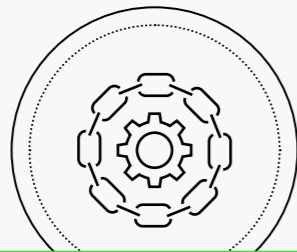
Development of Business Ethics Culture

The Company has established a comprehensive business ethics training and communication system that covers all employees with tiered and categorized approaches. Through various methods, including employee training, integrity culture campaigns, warning case sharing, and the display of integrity slogans, the Company drives the integration of anti-corruption values into daily operations and supply chain management.



Employee Training Level

- Full employee coverage: All employees completed integrity pledges and self-assessments this year, achieving a **100%** coverage rate. The Company conducted themed training on "Cultivating Personal Integrity", sent integrity reminder emails during holidays, and publicized complaint and reporting channels through multiple platforms.
- Management leadership: The Company organized the "12·9" Integrity Conference to strengthen the exemplary leading role of the Management.
- Targeted training for high-risk roles: The Company carried out education on asset safety management and infrastructure topics, with a coverage rate of **100%** for key risk groups.
- Online platform: The Company set up the "Integrity Goertek" forum section to regularly release case analyses and warning education videos.



Supply Chain Management Level

- Regular promotion and education: The Company regularly communicates integrity & compliance requirements and complaint channels through the system, official website, and emails.
- Offline engagement: The Company organized supplier integrity promotion meetings in East China, South China, Shandong, and Vietnam. The Company promoted anti-fraud and anti-commercial bribery policies. Over **1,000** suppliers have participated in the meetings.
- Pre-holiday warnings: The Company sent out integrity reminders prior to the Spring Festival and Mid-Autumn Festival, specifying complaint channels and requiring read receipts, to drive the supply chain to jointly practice ethical business operations.

Impact, Risk and Opportunity Management

The Company has established a full-process closed-loop management mechanism covering the identification, assessment, monitoring and disposal of business ethics risks to ensure that all types of improper behaviors are effectively detected and handled in a timely manner.

Reporting and Investigation

The Company has formulated the *Audit Work Management System*, which clarifies the reporting mechanism, whistleblower protection, complaint rewards and voluntary declaration policies, providing an institutional basis for the management of reports and complaints. In accordance with this policy, the Company has established and made public multiple reporting channels (telephone, email, mail, enterprise WeChat QR code, offline communication, etc.) covering internal and external stakeholders to accept reports of violations such as commercial bribery, leakage of trade secrets, embezzlement and misappropriation of company assets.

At the same time, we encourage employees of suppliers to report issues using local language hotlines, dedicated email addresses and online reporting platforms. All our channels support anonymous reporting, and our suppliers are required to inform their employees of the above reporting channel information through training, meetings, etc. to ensure full awareness from all employees. After receiving the information, the Audit Department conducts a preliminary assessment and then initiates internal investigations at different levels. The Company strictly adheres to the confidentiality policy regarding reported matters, strictly keeps confidential the personal information of the whistleblower and the reporting materials provided, and prohibits anyone from retaliating against the whistleblowers in any form.



Risk Identification and Assessment

The Company incorporates identified business ethics risks such as accepting improper benefits that violate the Responsible Business Alliance (RBA) Code of Conduct into the comprehensive risk management system, and identifies high-risk areas based on risk analysis every year to provide key directions for audit and supervision.



Audit and Supervision

The Audit Department conducts business ethics-themed audits on a regular basis (at least once every three years) across the entire operational scope of the Company. The audits cover inspections and audits of employee conduct, as well as effectiveness evaluations of business ethics management processes, to delve deep into potential issues in terms of process compliance, regulatory compliance, and risk management. On this basis, the Audit Department will launch special audits and in-depth compliance investigations and verify the effectiveness of key control points with various methods such as document review, data analysis, and on-site interviews.

At the same time, the Audit Department conducts at least four inspections on high-risk areas every year, focusing on the promotion of integrity culture and supervision, and proactively scanning for potential risks.






Closed-Loop Management and Continuous Improvements

Audit findings of non-compliances and investigation results from reports are consolidated and analyzed. Relevant departments are then notified to develop corrective and preventive actions, with the implementation status tracked and verified. The Audit Department regularly reports the overall risk status, major cases, and rectification effectiveness to the Board of Directors and Management, driving the continuous optimization of policies, processes, and training, and forming a complete closed loop from risk identification to systematic improvement.



Reporting Channels

-  Telephone: 0536-3050999
-  Email: tousu@goertek.com
-  Mailing address: Audit Department, No. 268, Dongfang Road, Weifang High-Tech Industrial Development Zone, Weifang City, Shandong Province, China



Reporting QR Code

Indicators and Targets

The Company establishes quantitative indicators to continuously monitor the effectiveness of business ethics management. This year, the Company conducted anti-corruption and business ethics training for all employees (including full-time and part-time employees) and employees of partners (including suppliers and contractors) through internal employee training, external integrity culture promotion & empowerment, warning case sharing, integrity reminders, and slogan prompts, with a coverage rate of 100%. All directors and senior management of the Company participated in anti-commercial bribery and anti-corruption training.

This year, the Company resolved 3 cases of commercial bribery and corruption¹.

For key indicators with quantitative targets set, the achievement status for this year is as follows:

Indicator	Target	Achievement Status in This Year
Coverage rate of integrity training for the Management	100%	Achieved
Effective closure rate of complaint handling for internal and external complaints	100%	Achieved

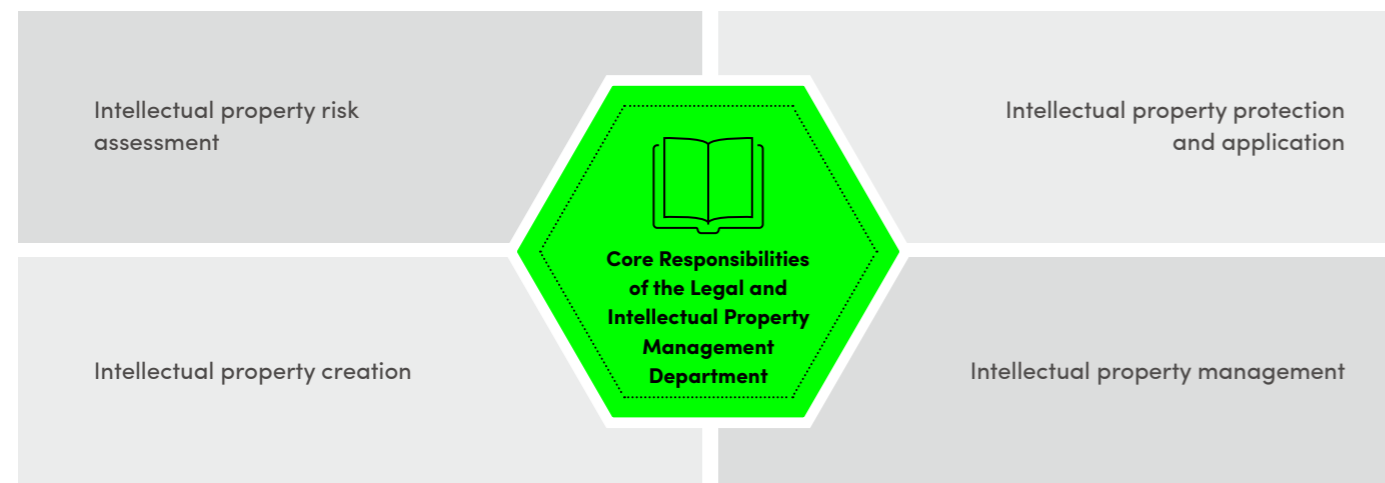
¹The Company has handed over the personnel involved in the case, who constituted the crime of bribery of non-state personnel, to the judicial authorities for legal disposal and has terminated their labor contracts.

Intellectual Property Protection

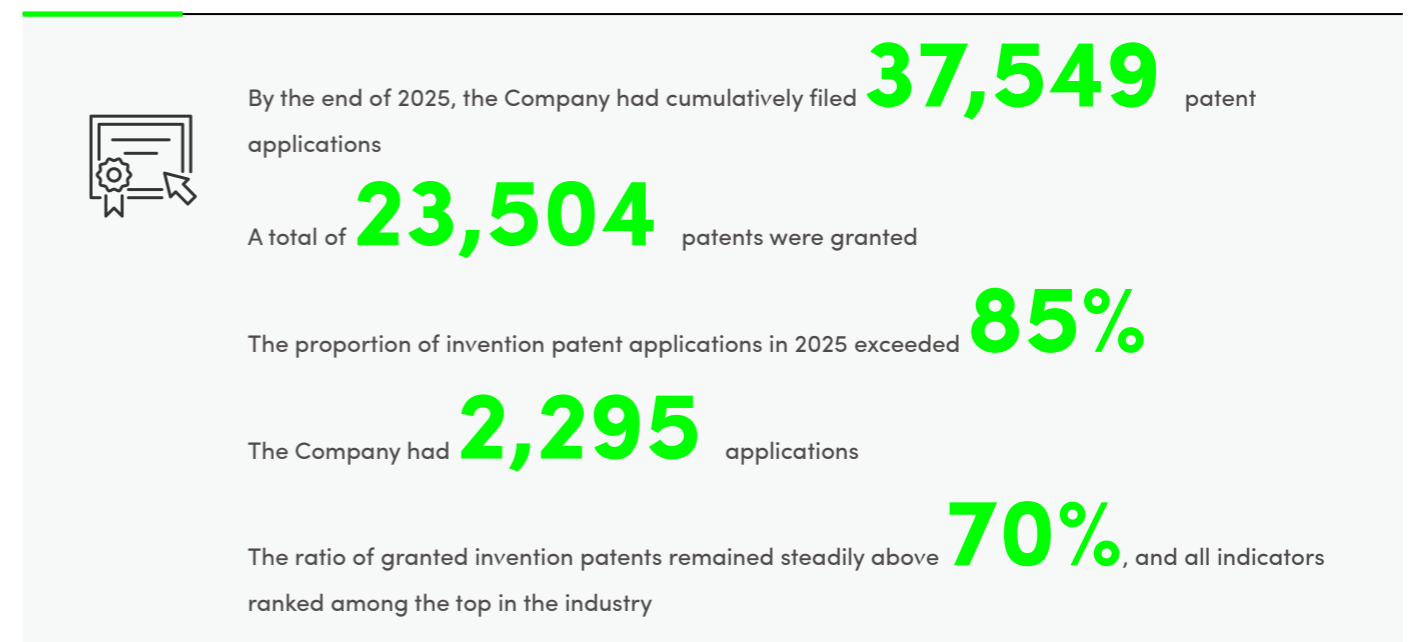
Regarding R&D as the foundation for competing in the market and innovation as the driving force for enterprise development, Goertek continuously increases investment in R&D and strengthens the protection of innovative intellectual property rights.

The Company strictly complies with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the intellectual property-related laws and regulations of the countries or regions where its business operates. The Company has established the Legal and Intellectual Property Management Department. The department is responsible for formulating the Company's intellectual property strategy plans and rules & regulations, establishing intellectual property management policies and management systems, and assisting and guiding Business Units in conducting intellectual property compliance initiatives and risk screenings. Goertek respects the intellectual property rights of others and ensures compliant and legal procurement, R&D, production, and sales.

The Company attaches importance to the protection of its own intellectual property rights. The Company takes the initiative to safeguard our rights against infringement acts such as counterfeiting and shoddy products, trademark infringement, and malicious competition that infringe upon our intellectual property rights and damage our legitimate rights and interests. The Company resolutely defends its legitimate rights and interests, improves its ability to use intellectual property rights, and promotes its continuous innovation and sustainable business development.



The Company continues to strengthen its capabilities in the entire chain of intellectual property creation, application, protection, and management. With solid intellectual property management capabilities, the Company holds the title of "National Intellectual Property Demonstration Enterprise". During the reporting period, the Company won two China Patent Excellence Awards, and as of the end of the reporting period, a total of nine patents won the China Patent Silver Awards and China Patent Excellence Awards. The Company actively implements the intellectual property policy and continuously focuses on its core strategic business and intellectual property protection needs. Guided by the metric of improving patent application quality, the Company emphasizes the significance of high-value patents in areas such as patent application incentives for R&D personnel and the KPIs of both R&D and the Legal and Intellectual Property Management departments. In addition, the Company actively engages in industry-university-research cooperation, bringing in premium R&D resources from renowned universities and research institutions to participate in our core technology development, which has yielded a substantial number of high-value patent achievements.



In addition to the creation and protection of high-value patents, the Company also attaches importance to the basic link of personnel capability building. To enhance employees' awareness of intellectual property rights and practical patent capabilities on all fronts, the Company has established a systematic training system covering new employees, R&D personnel and department employees. The training topics include knowledge and skills related to basic patent knowledge, patent application process management, patent mining and analysis methods, etc.

Information Security and Privacy Protection

The Company is committed to fostering an information security ecosystem characterized by data as a core asset and collective governance. By continuously optimizing management policies, upgrading operational mechanisms, and enhancing personnel training, the Company has solidified information security and privacy protection as the cornerstone of our sustainable development.

Information Security

Goertek strictly complies with national laws and regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, as well as the legal requirements for data security protection applicable in operating locations, such as the EU's *General Data Protection Regulation (GDPR)* and the *Vietnam's Personal Data Protection Law*. This year, the Company newly formulated the *Data Security Management Policy* and the *Security Management Policy for the Construction and Use of AI Large Models*, and continuously revised management policies such as the *Management Policy for Information Security Configuration Baseline* in accordance with the law to systematically standardize its information security management.

Information Security Management

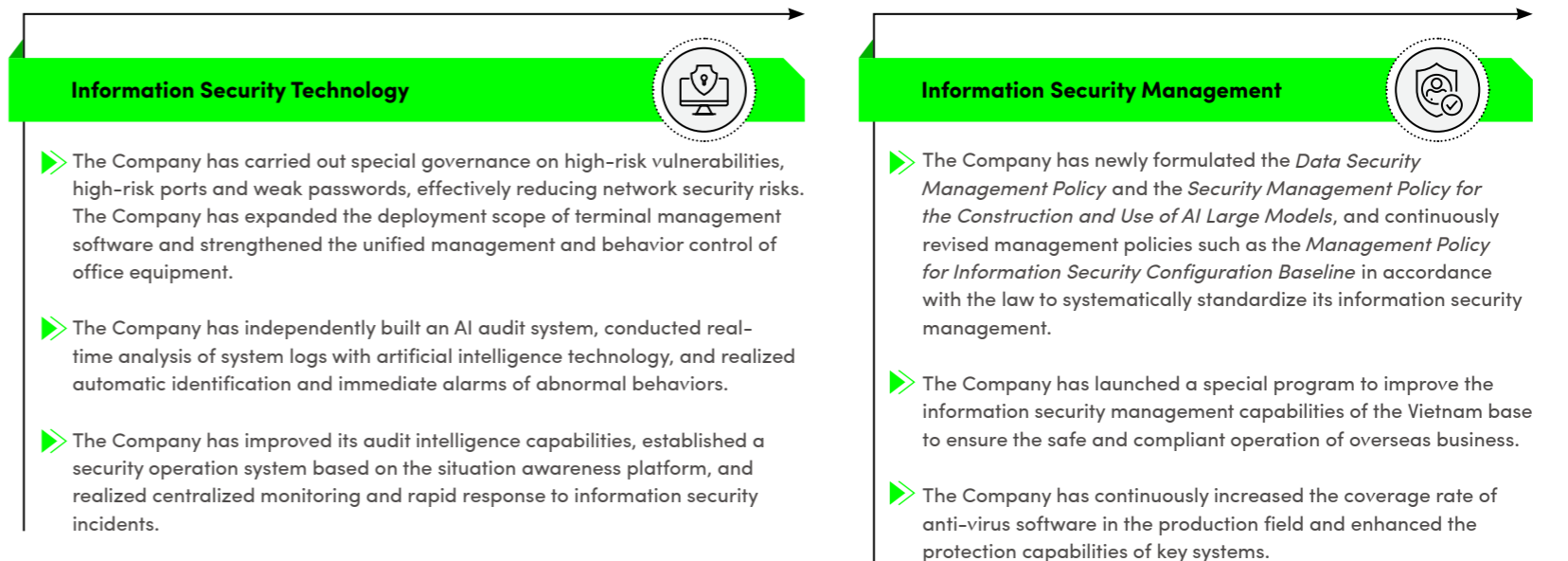
The Company has established an Information Security Management Committee, directly led by the President and overseen by the Vice President of IT, to fully coordinate the planning, formulation, and implementation of its information security strategy. At the level of each business group, a full-time information security team is established. This team is responsible for the implementation and daily management of information security-related policies and regularly reports work progress to the Information Security Management Committee, forming a seamlessly integrated, closed-loop information security management system.

Goertek has established and improved its information security performance appraisal and reward & punishment mechanism, deeply binding information security responsibilities with performance appraisal, and strengthening the implementation of information security responsibilities for all employees. The *Information Security Red Line and Reward & Punishment Management Policy* clearly defines the rules for linking employees' information security behaviors with performance appraisal, building a solid information security defense line and effectively safeguarding the Company's data security.

Goertek strictly complies with laws and regulations related to trade secret protection. Goertek regularly updates policies and procedures such as the *Classified Management System for Confidential Information* and the *Confidentiality Management Policy*. Goertek conducts data asset identification and impact assessments and implements differentiated protection measures for information based on varying sensitivity levels to effectively mitigate the risk of trade secret leaks. During the reporting period, Goertek recorded zero confirmed incidents of customer privacy infringement, complaints regarding the loss of customer data, or trade secret leaks.

Regarding trade secret protection for suppliers, the Company requires them to sign non-disclosure agreements. Integrated with the *Supplier Selection and Management Process*, the Company conducts routine audits and unannounced spot checks on suppliers. These efforts elevate trade secret protection capabilities across the entire value chain, earning the long-term trust of customers and partners.

Enhancement of Technical and Management Capabilities for Information Security



Emergency Management for Information Security

In 2025, the Company carried out various emergency management drills for information security to improve emergency response capabilities and ensure its information security and stable business operation:

- ▶ The Company organized offensive & defensive drills and penetration tests conducted by third-party security institutions. The Company promptly repaired the vulnerabilities found during the drills and formed closed-loop management to prevent security risks.
- ▶ The Company carried out emergency drills for social engineering to improve the information security awareness of all employees through practical drills and strengthen their emergency prevention capabilities.
- ▶ The Company launched network emergency drills to avoid the impact of emergencies such as computer room power outages on its business through regular drills and ensure the continuous, stable operation of core businesses.

Information Security Audit

Goertek follows the ISO 27001 Information Security Management System standard. Goertek has established a closed-loop management mechanism encompassing information asset identification, risk assessment, control measures, review & improvement, and incident response, thereby achieving systematic control over information security risks. During the reporting period, all factories of the Company were certified to ISO 27001 Information Security Management System.

The Company has built a comprehensive information security audit system that incorporates both internal and external audits. Through multi-level, routine audit controls, the Company ensures the effective implementation of information security compliance:



Internal Level

The Company conducts an internal system audit once a year and on-site inspections every six months, focusing on evaluating system compliance and identifying potential safety hazards. The Company has established a closed-loop tracking and rectification mechanism. At present, the Company has formed a multi-dimensional audit mechanism including internal monitoring, on-site inspection, system verification and customer supervision, which effectively promotes the accurate identification of safety risks and problem rectification, providing solid support for the compliant operation of its global business.



External Level

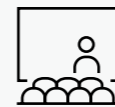
The Company undergoes ISO 27001 Information Security Management System certification or surveillance audit every year. At the same time, in accordance with customer requirements, the Company regularly conducts special audits on information security and privacy protection, with an average of more than 20 audits per year, fully covering key business links.

Information Security Culture Development

With great importance attached to the cultivation of employees' information security awareness, the Company has established a regular information security training mechanism. For professionals in the asset identification and risk assessment line, the Company organizes special training and invites external experts to give lectures to improve their professional capabilities.

In 2025, Goertek hosted two sessions of Information Security Month, featuring activities such as knowledge quizzes, offline check-ins, improvement proposals, and phishing email drills. These initiatives further enhanced employees' information security awareness and fostered an inclusive culture where everyone values and actively engages in information security. The Company encourages all employees to promptly report any information security incidents upon discovery via standardized channels, such as internal dedicated platforms, designated email addresses, or hotlines.

In 2025, guided by our *Information Security Management Manual*, we set and successfully achieved the target of "zero cybersecurity and information security incidents".



In 2025, the Company organized **4** company-wide training sessions at the corporate level, achieving a **100%** employee participation rate.



Non-operational roles are required to complete no less than **2** hours of training per quarter, while production roles must complete a minimum of **0.5** hour of training on a cumulative quarter basis.

Artificial Intelligence Security

In terms of management of artificial intelligence application, the Company has issued relevant policies such as the *Security Management Policy for the Construction and Use of AI Large Models* to build a standardized, safe management system for AI large models and ensure their compliant, orderly operation. In the user usage stage, it is clearly stipulated that classified information must be processed through local models, and that illegal operations are strictly prohibited. The developer deployment and invocation stage is subject to a mandatory approval process. Local models must be prioritized, and all invocations must be routed through the Company's security gateway. At the same time, the Company fully implements security baseline standards and permission control to ensure that the entire process of AI applications is safe and controllable.

Privacy Protection

The Company has formulated policies such as the *Management Policy for Personal Information Protection* and the *Emergency Plan for Personal Information Security*, clarifying specifications for data processing and emergency response mechanisms. The Company continuously optimizes the privacy protection system and effectively mitigates data security risks. The Company also signs personal information usage notices in accordance with laws during the personal information collection stage. At the same time, the Company stipulates that upon termination of the cooperative relationship, relevant personal information shall be deleted or anonymized in compliance with applicable laws, regulations and contractual agreements.



2.

Green Coexistence

Goertek practices the concept of green development and lives in harmony with nature. We take proactive action to respond to the global climate change agenda, actively addressing and embracing the challenges and opportunities brought by climate change. At the same time, we seize development opportunities in clean technology and integrate the innovation and application of clean technologies throughout the product life cycle. We also advance the low-carbon transition of production and operation and foster a sustainable development model featuring harmonious coexistence between humanity and nature.

- Response to Climate Change
- Ecological Environment Protection
- Optimizing Use of Resources
- Opportunities in Clean Tech



Response to Climate Change

We constantly explore and steadily implement green actions across the entire business chain, including R&D and innovation, manufacturing, supply chain collaboration, and daily office work. By implementing concrete measures such as building green factories, deploying digital energy and carbon management systems, and promoting renewable energy, we systematically drive our low-carbon transition and empower green development through technology.

Governance

The Company incorporates climate change into the overall sustainable development governance system, which is managed by the existing sustainable development management structure. Under the supervision and guidance of the Board of Directors and Management, the Company promotes the identification, assessment and response to climate-related risks and opportunities and advances the gradual integration of climate factors into its strategic plans, operation management and risk management processes.

Strategy

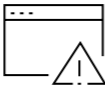

Goertek proactively aligns with domestic and foreign climate-related policies, regulations and compliance requirements. Supported by systematic climate scenario analysis, Goertek identifies the potential impacts of climate change and various related risks and development opportunities and integrates climate factors into corporate strategic planning and major decision-making. At the same time, Goertek enhances climate change adaptation and response capabilities, both internally and across our upstream and downstream partners, to build a collaborative, low-carbon industrial chain.



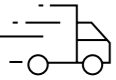
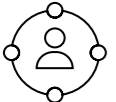
² According to the Company's strategy and development goals, the time cycles under the topic of response to climate change are defined as short-term (1-3 years), medium-term (3-5 years), and long-term (more than 5 years).

Climate-Related Risks and Opportunities

Goertek systematically identifies and assesses climate-related risks and opportunities, by considering its strategic development goals, business operations and value chain, as well as referring to industry practices and results of stakeholder engagement. Based on the assessment results, Goertek formulates targeted action plans, promotes their implementation, and steadily enhances its climate resilience.

During the reporting period, through industry analysis and interviews with Business Units and value chain stakeholders, we identified a total of 14 climate-related risks and opportunities, including 4 acute physical risks, 3 chronic physical risks, 4 transition risks and 3 climate opportunities. We effectively reduced the risk of property losses by regularly purchasing property insurance.

Types of Climate-Related Risks	Potential Impacts	Response Strategies	Impact Cycle ²
Physical risks			
 <p>Extreme precipitation Typhoon/storm</p> <p>Acute physical risks</p>	<ul style="list-style-type: none"> Upstream: Extreme weather may affect the production and operation of some upstream suppliers, resulting in delays in the supply of key components or raw materials and an increase in supply costs. Own operations: Extreme weather may cause damage to factories and precision equipment, resulting in asset impairment losses and affecting production continuity. Own operations: Extreme weather such as typhoons may affect employee commuting and work safety, which may cause production interruption and affect main business income. Downstream: Extreme weather may paralyze logistics and transportation, delay product delivery schedules, and adversely affect core business revenue. 	<ul style="list-style-type: none"> We establish a diversified supplier system, distribute key materials dispersedly, and enhance supply chain resilience. We continuously improve emergency plans for extreme weather events, and carry out flood prevention and drainage renovation for factories and precision equipment. We conduct regular typhoon weather forecast & monitoring and issue timely alerts for working at home and staggered shifts. We optimize logistics and transportation plans to ensure on-time delivery. 	Short-term
Flood	<ul style="list-style-type: none"> Own operations: Floods will cause equipment, machinery and facilities to be submerged in water, leading to reduced service life, delays in production and logistics plans, increased equipment maintenance costs, and higher operating costs. 	<ul style="list-style-type: none"> Through quantitative flood risk analysis, we identify high-risk factory sites. Based on these findings, we reinforce flood prevention infrastructure and material reserves and integrate the intelligent monitoring and maintenance of emergency facilities into our routine operations. 	Short- and medium-term
Rising temperatures	<ul style="list-style-type: none"> Own operations: Higher temperatures may increase factory energy consumption and cooling costs, driving up overall operating expenses. Own operations: Rising temperatures can easily cause workers to suffer from heatstroke or physical discomfort, reducing overall productivity, and leading to delays in production plans and a decrease in operating income. 	<ul style="list-style-type: none"> We optimize the heat dissipation performance of workshops. We formulate cooling management measures for workshops and warehouses. By procuring cooling equipment such as air coolers and industrial fans, we provide heatstroke prevention and cooling supplies for employees working in high-temperature affected areas. 	Medium- and long-term
 <p>Sea level rise</p> <p>Chronic physical risks</p>	<ul style="list-style-type: none"> Own operations: Sea level rise can easily cause damage to factories or storage facilities located in high-risk coastal areas, affecting the stability of production facilities and asset security, thereby incurring additional maintenance costs. 	<ul style="list-style-type: none"> We incorporate sea level rise into climate risk assessments, and integrate climate assessment results into the site selection and planning stage of new factories. 	Long-term
Water shortage	<ul style="list-style-type: none"> Upstream: Long-term drought and water shortage may lead to interruptions in regional industrial water supply, affecting the supply of upstream materials. Own operations: Water scarcity increases the pressure to obtain water resources in production and operations, leading to higher operating costs. 	<ul style="list-style-type: none"> We adjust material reserve plans according to climate change. We adopt proactive water resource management strategies by promoting wastewater classification & treatment, reclaimed water reuse, water-saving renovation projects, and other initiatives. 	Medium- and long-term

Types of Climate-Related Risks	Potential Impacts	Response Strategies	Impact Cycle
Transition risks			
 Policy and legal risks	Tightened emission reporting requirements	<ul style="list-style-type: none"> Stringent carbon emission reduction standards and environmental compliance policies are tightened both domestically and internationally. A lagging green transition may expose the Company to market access restrictions and administrative penalties. Enterprises need to invest more resources in carbon emission data collection and calculation to meet compliance reviews. 	<ul style="list-style-type: none"> We actively follow up national and local compliance requirements, and formulate, update and implement various management measures. Short-term
 Technical risks	Cost of transitioning to lower-emission technologies	<ul style="list-style-type: none"> As national low-carbon policies gradually tighten and downstream customers impose mandatory emission reduction requirements, the Company may need to adopt lower-carbon production technologies in its manufacturing processes in the short and medium term, resulting in higher operational costs. 	<ul style="list-style-type: none"> We continuously reduce energy consumption in own operations and production processes, strengthen research on low-carbon and recycled materials, and put great efforts in promoting the research, development and application of clean technologies. Medium- and long-term
 Market risks	Fluctuations in energy prices	<ul style="list-style-type: none"> Against the backdrop of climate change, fluctuations in energy prices may drive volatility in energy procurement and transportation costs, thereby affecting the Company's overall operating expenses. 	<ul style="list-style-type: none"> We continuously optimize the energy structure, plan and deploy self-built photovoltaics projects, and increase the proportion of renewable energy use. Medium- and long-term
 Reputation risks	Increased attention from stakeholders	<ul style="list-style-type: none"> If business practices fail to meet stakeholders' expectations for the Company's green and low-carbon development, it may affect the Company's reputation and image, thereby affecting its market performance. 	<ul style="list-style-type: none"> We establish special communication channels with various stakeholders to timely understand their needs and make adjustments and responses. Medium- and long-term

Types of Climate-Related Opportunities	Potential Impacts	Response Measures and Potential Value	Impact Cycle
 Product and service	<ul style="list-style-type: none"> As the low-carbon transition accelerates, market and regulatory demand for green products and sustainable solutions continues to rise. The Company can rely on its green manufacturing capabilities and technological R&D advantages to promote innovation in low-carbon products and green services, meeting the needs of customers and end consumers for environmentally friendly products. 	<ul style="list-style-type: none"> We give comprehensive considerations to material selection, energy efficiency performance and life cycle carbon emissions in the product design stage, and promote green product design and low-carbon technology R&D. We promote the application of low-carbon technologies such as bio-based materials to reduce carbon emissions throughout the product life cycle. We enrich the green product matrix to form differentiated competitive advantages and develop new revenue sources. We strengthen the green image and enhance market recognition and brand loyalty. 	Short- and medium-term
 Market	<ul style="list-style-type: none"> The global low-carbon transition promotes the development of green supply chains, and customers and regulators impose increasingly higher requirements for corporate environmental performance, bringing new market expansion opportunities for the enterprise with green manufacturing and sustainable management capabilities. 	<ul style="list-style-type: none"> We actively respond to customers' low-carbon transition needs and energy attribute certificate requirements, and enhance the collaborative capabilities of the green supply chain. We accelerate the implementation of renewable energy projects and promote the improvement of low-carbon production and green manufacturing capabilities. We optimize the global market layout, diversify regional market risks and enhance industrial chain synergy capabilities. We seize opportunities in green investment and policy support, and expand space for international cooperation and low-carbon business development. 	Short- and medium-term
 Resource efficiency	<ul style="list-style-type: none"> Improved energy and resource utilization efficiency helps reduce operating costs and carbon emission intensity, and build a circular economy model. 	<ul style="list-style-type: none"> We improve energy and resource utilization efficiency through technological innovation and process optimization. We continuously optimize energy structure We promote water resources and material recycling, and improve resource utilization efficiency. We advance waste recycling and reuse to reduce resource consumption while creating added value. We optimize production processes, improve operational stability and help achieve carbon emission reduction targets. 	Short- and medium-term

Climate-Related Financial Impact Analysis

This year, with considerations given to the geographical location and asset layout of its operations as well as the operational characteristics of the industry, the Company identified two major climate risks that may have a material impact on its future financial performance. The two risks are energy price volatility (transition risk) and flood (physical risk). The Company also conducted a quantitative financial impact analysis accordingly.

Current Financial Impact

Physical Risks

Extreme precipitation may cause water leakage from factory roofs or local water accumulation, resulting in losses to work-in-progress or inventory products, and such losses may be recorded as non-operating expenses in the form of product scrapping, etc. During the reporting period, the Company reduced operational risks caused by extreme weather by strengthening inspection and maintenance of factory facilities and improving flood prevention measures, etc. The overall impact was controllable and did not have a significant adverse impact on the Company's current operating performance.

Transition Risks

Against the background of global low-carbon transition, the Company continues to promote energy conservation and consumption reduction as well as technological upgrading related to green manufacturing. During the reporting period, the Company carried out energy-saving technological upgrading projects focusing on the energy-efficient upgrading of production equipment and optimization of production processes. Relevant investments were mainly reflected in capital expenditures such as investments in energy-saving technological upgrading projects and equipment renewal, and to a certain extent, in operating expenses. The above investments constituted an important measure for the Company to improve energy use efficiency and reduce carbon emissions and had no material adverse impact on its current operating performance.

Expected Financial Impact

Physical Risk Assessment

As global warming intensifies, the frequency and intensity of extreme precipitation and flood disasters continue to rise. To proactively identify and assess climate-related physical risks, we conducted an assessment and quantitative financial analysis on the flood risk exposure level of assets in different business regions to provide support for subsequent risk response and management decisions.

Physical Risk Scenarios

Scenario Type	Scenario Description	Analysis Timeframe
RCP 4.5	Medium emission pathway scenario, where GHG emissions gradually stabilize in the middle and late 21st century, corresponding to a medium level of climate change impact	2030, 2050
RCP 8.5	High emission pathway scenario, where GHG emissions continue to increase, climate change impacts intensify significantly, and the frequency and intensity of extreme climate events may further rise	2030, 2050

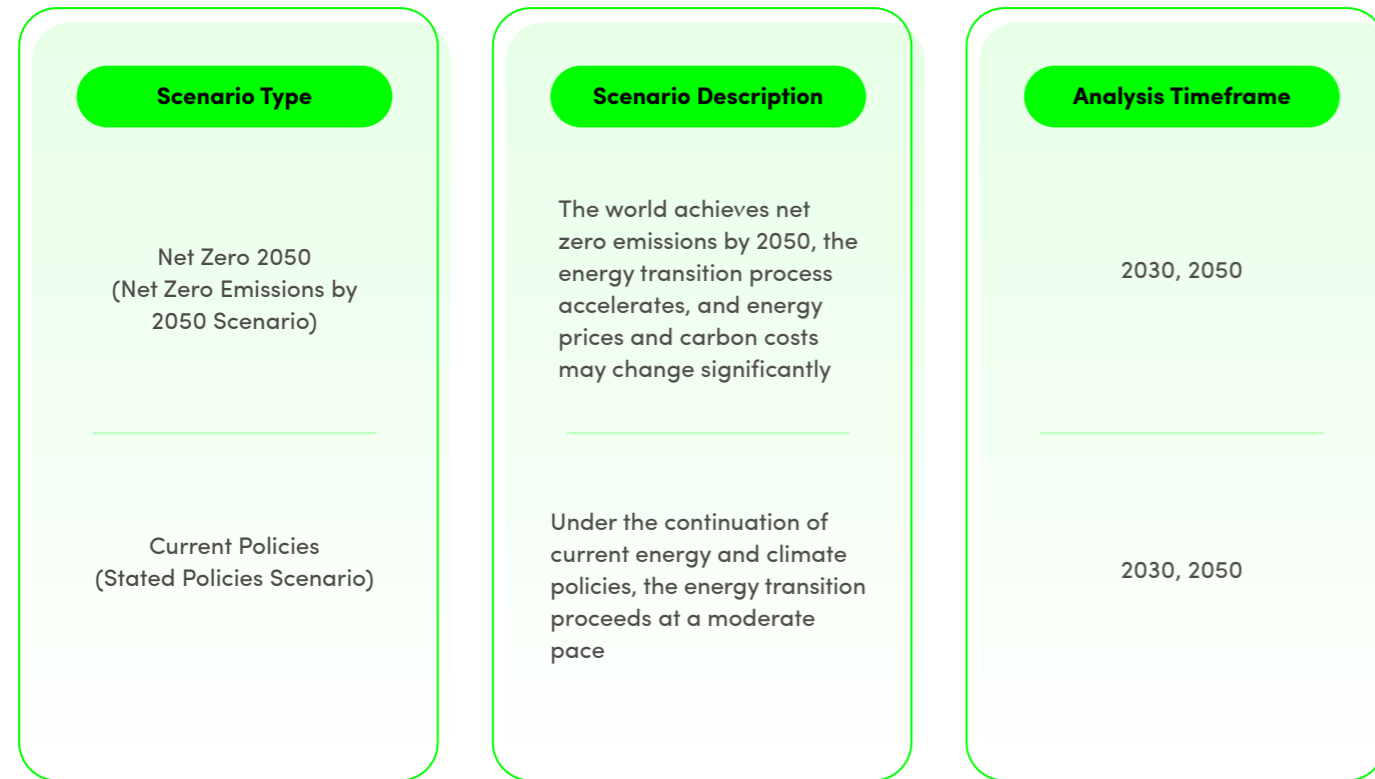
To ensure the assessment accuracy, we assumed that the geographical locations of existing production bases and office buildings remain unchanged in the target years, and that business expansion or capacity migration is not considered for the time being. To eliminate interference factors, the analysis scope focuses on core buildings and production facilities and does not include other auxiliary fixed assets.

In terms of assessment methods, the Company sorted out the elevation data of core assets in various business locations, extracted the predicted water depth data for 2030 and 2050 in each region based on GRI Risk Viewer and WRI Aqueduct Floods database, and quantitatively calculated the degree of asset value damage. The calculation results show that the ratio of asset value loss to total fixed assets under the two scenarios in 2030 and 2050 is less than 0.5%, and that the physical risk level is assessed as "Low".

Transition Risk Assessment

Against the macro background of the global acceleration towards a low-carbon economy, the adjustment of energy structure and the gradual improvement of carbon pricing mechanisms will directly lead to price fluctuations in the external electricity market. In view of the high correlation between electricity procurement and its production and operational activities, the Company focused on assessing the potential impact of future electricity price fluctuations on operating costs and overall profit margins.

Transition Risk Scenarios



This stress test used the actual 2025 grid power purchases from the State Grid as the base model. The test excluded green power procurement and focused primarily on the price fluctuation risk of traditional grid power. During the assessment, based on the actual electricity prices of the baseline year and macroeconomic power price forecast indices from authoritative institutions, the Company projected the electricity price trends for the target years. These projected prices were then mapped against the baseline electricity consumption to calculate the ratio of electricity costs to the projected revenue for the same period. The calculation results show that although purchased electricity expenses exhibit significant fluctuations under different climate transition scenarios, the electricity cost-to-revenue ratio remains below 1% in all cases, indicating a "Low" level of transition risk for this item.

Impact, Risk and Opportunity Management



Fully recognizing that climate change risks are an important part of enterprise risk, Goertek has incorporated the risks into the unified management of the enterprise risk management system. The Company has comprehensively identified and continuously monitored climate-related risks in various operational stages, and constantly enhanced risk management capabilities. At the same time, the Company has established a sound full-process management mechanism for climate-related risks and opportunities.

Goertek's Process for Identifying, Assessing and Managing Risks and Opportunities



Indicators and Targets

Goertek adheres to the philosophy of reducing carbon emissions, improving energy efficiency, and adopting sustainable production methods. Goertek sets short-term climate change targets and medium- and long-term "dual carbon" targets, and implements refined carbon emission management, contributing to promoting the green and low-carbon development of society.

Stage Targets	Achievement of Targets in 2025
 <p>Short-Term Targets (2025 - 2026)</p>	<ul style="list-style-type: none"> Increase the proportion of renewable energy to over 30%. Build a digital energy and carbon management platform to achieve real-time monitoring and refined management of energy and carbon data, driving reductions in carbon emission intensity and carbon emissions.
 <p>Medium- and Long-Term Targets (2030 - 2050)</p>	<ul style="list-style-type: none"> We aim to peak carbon emissions by 2030 and achieve carbon neutrality across operations by 2050. Continuously improve energy efficiency; expand the proportion of renewable energy usage; promote green production practices on all fronts; and drive low-carbon transition across the entire value chain.

³ Carbon emissions in 2022 have been adjusted and accounted for based on the 2025 operational boundaries.

Key Paths and Measures for Carbon Neutrality

Energy Structure Optimization

Expand the application scale of renewable energy and gradually increase the proportion of renewable energy use through self-built photovoltaic projects and green power procurement.

Energy Efficiency Improvement

Optimize the energy management system, promote energy-saving technological upgrading and production process optimization, and continuously reduce energy consumption per unit product.

Green Design and Manufacturing

Integrate green concepts into the product design stage, focus on material selection and the environmental impact of the entire product life cycle, and promote the development of low-carbon products.

Green Supply Chain Collaboration

Strengthen carbon management for supply chains, work with suppliers to promote energy conservation and emission reduction, and gradually build a green supply chain system.

Digital Innovation

Improve resource utilization efficiency through technological innovation and digital transformation, and promote low-carbon transition.

Annual Climate Change-related Indicators of Goertek

GHG Emissions ⁴		
Indicator	2025	Unit
Total GHG emissions (Scopes 1 & 2)	Market-based: 572,901.04 Location-based: 620,080.01	tCO ₂ e
GHG emissions (Scope 1)	45,480.61	tCO ₂ e
GHG emissions (Scope 2) ⁵	Market-based: 527,420.43 Location-based: 574,599.40	tCO ₂ e
GHG emission intensity per unit of revenue (Scopes 1 & 2)	Market-based: 5.93 Location-based: 6.42	tCO ₂ e/million revenue
Total GHG emission reductions	23,482.53	tCO ₂ e
Retrofitted equipment	19,087.83	tCO ₂ e
Improved processes	4,394.70	tCO ₂ e
GHG emissions reductions (Scope 1)	270.82	tCO ₂ e
GHG emissions reductions (Scope 2)	23,211.71	tCO ₂ e

The Company continues to promote carbon emission management in the value chain. Since 2017, the Company has commissioned professional third-party institutions to conduct independent verification of GHG emission data. During the reporting period, all manufacturing bases of the Company conducted Scope 3 GHG verification. To be specific, Weifang manufacturing base systematically verified the 15 categories of Scope 3 emissions in accordance with the GHG Protocol, and identified and quantified major value chain emission sources, thereby laying a crucial foundation for the subsequent deepening of Scope 3 emissions management. In the future, the Company will gradually expand the coverage of Scope 3 verification in light of data foundation and management needs.



GHG Verification Statement of Goertek

⁴GHG emissions are calculated with reference to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), the *Greenhouse Gases Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals* (ISO 14064-1: 2018), the *IPCC Sixth Assessment Report*, as well as the *Guidelines for the Accounting and Reporting of Corporate Greenhouse Gas Emissions (Trial)* and the *Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions from Electronic Equipment Manufacturing Enterprises (Trial)* issued by the National Development and Reform Commission, with the organizational boundary defined by the operational control approach.

⁵The grid emission factors used for Scope 2 calculation refer to the *Announcement on the Release of 2023 Electricity Carbon Dioxide Emission Factors* issued by the Ministry of Ecology and Environment and the global electricity emission factors released by international research institutions.

⁶This category covers carbon emission data for applicable categories with available data. The Weifang manufacturing base has conducted Scope 3 GHG verification in accordance with the *GHG Protocol - Scope 3 Calculation Guidance*.

GHG Emissions (Scope 3) ⁶		
Indicator	2025	Unit
GHG emissions (Scope 3)	3,010,987.02	tCO ₂ e
Category 1: Purchased Goods and Services	2,872,792.88	tCO ₂ e
Category 2: Capital Goods	26,683.92	tCO ₂ e
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	77,512.59	tCO ₂ e
Category 4: Upstream Transportation and Distribution	4,780.83	tCO ₂ e
GHG emissions by category (Scope 3)	Category 5: Waste Generated in Operations	1,635.81 tCO ₂ e
Category 6: Business Travel	9,173.97 tCO ₂ e	
Category 7: Employee Commuting	2,752.22 tCO ₂ e	
Category 8: Upstream Leased Assets	3.00 tCO ₂ e	
Category 9: Downstream Transportation and Distribution	10,195.02 tCO ₂ e	
Category 13: Downstream Leased Assets	5,456.77 tCO ₂ e	

Goertek has steadily reduced carbon emissions throughout the entire operational process by continuously improving the refined production and operation, reducing energy consumption of production equipment, and optimizing energy consumption structure and other key paths. For specific implementation details, please refer to the chapter "Energy Management and Energy Efficiency Improvement" in this Report. At the same time, the Company continues to enhance carbon reduction awareness and management capabilities through initiatives such as carbon emission verification and carbon emission training for employees.

Training for Carbon Inventory Internal Auditors

During the reporting period, **49** employees obtained internal auditor qualification certificates.

By the end of the reporting period, a total of **132** employees had obtained internal auditor qualification certificates.

Industry Standard Compilation

The Company participated in the compilation of the *Evaluation Specification for Zero-Carbon Factories* led by the Carbon Neutrality Committee of China Energy Conservation Association, providing guidance for enterprises in the industry to build zero-carbon factories.



Goertek Participates in the Compilation of the *Evaluation Specification for Zero-Carbon Factories*

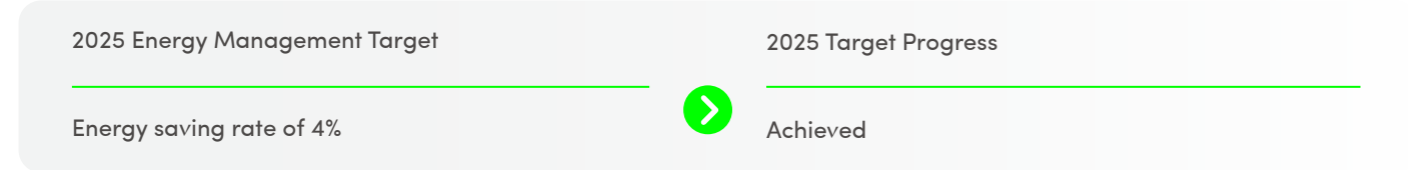
Optimizing Use of Resources

The Company continuously improves its energy management system and advances the management of energy, water resources, and waste in a coordinated manner. Through the development of information-based platforms, the Company drives resource efficiency improvements and green, low-carbon development in synergy.

Energy Management and Energy Efficiency Improvement

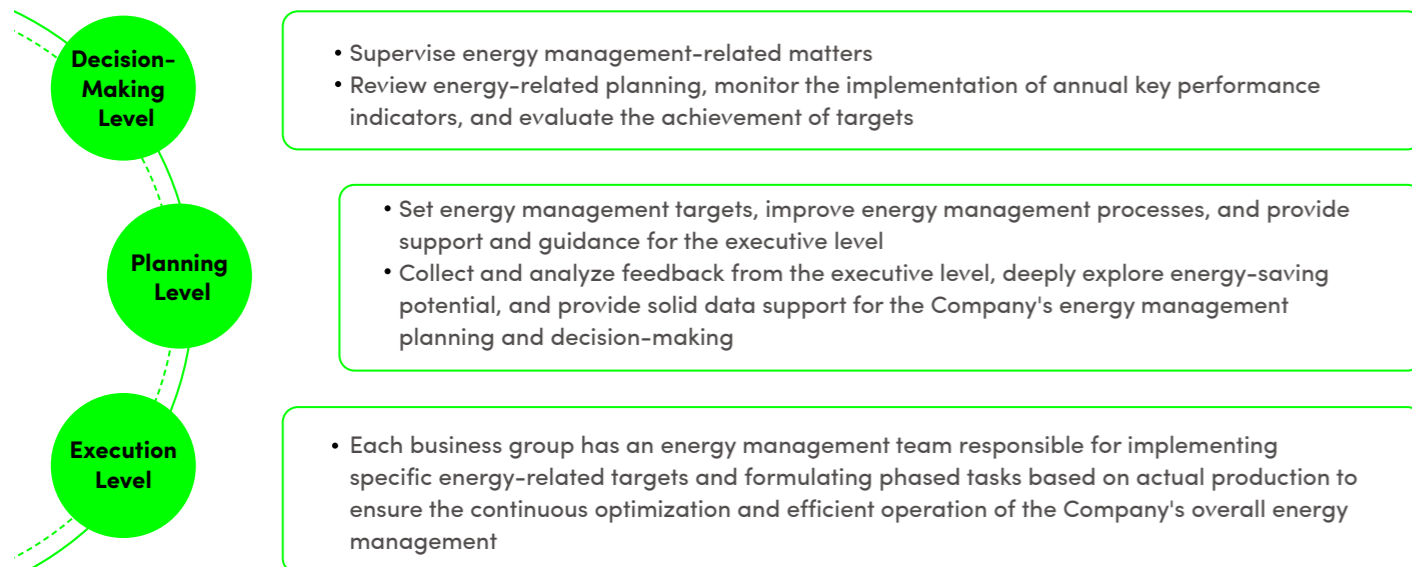
Goertek adheres to the energy management policy of "Compliant Energy Use, Efficient Emission Reduction, Full Participation, and Green Development". Goertek adopts a systematic approach to implement energy-saving and consumption-reduction retrofit projects and accelerates the development of a digital energy and carbon management platform. Goertek steadily increases the proportion of renewable energy used and continuously optimizes energy utilization efficiency.

The Company has established a routine mechanism for energy risk identification and management, conducting periodic assessments of potential risks to energy supply and use that may arise during production and operations. Targeted corrective actions are then pursued based on the assessment results. By the end of 2025, we had identified and completed more than 10 energy-related risk rectifications, primarily involving power outages, water supply interruptions, and compressed air disruptions. To address these risks, the Company strengthened personnel training and equipment inspection, enhanced emergency response plans, and engaged in energy equipment leasing based on actual needs. These measures continuously improved its energy assurance and emergency response capabilities, safeguarding the stability and continuity of production and operations.



Energy Management System and Strategy

In terms of organizational management, the Company has established a dedicated energy management department and built a three-tier governance structure comprising a decision-making level, a planning level, and an execution level. This structure coordinates all energy management activities, promoting standardized, intensive, and long-term operations, and ensuring the effective realization of energy management objectives.



In terms of strategic energy management planning, the Company positions "Efficient Use of Energy to Drive Product Competitiveness" as the core objective. The Company is committed to reducing energy consumption by coordinating supply-side and demand-side measures and implementing energy-saving projects. Through a progressive energy management system that moves from "Data Perception" to "Data Valuation", then to "Data Governance", and finally to "Data Intelligence", the Company continues to evolve its energy management from simple data perception toward intelligent decision-making.

Launch of Goertek Digital ECM (Energy and Carbon Management) Platform

In October 2025, the Company's self-developed Digital ECM (Energy and Carbon Management) Platform was officially launched, marking a breakthrough digitalizing energy management from scratch. The platform integrates functional modules including energy-saving project management, real-time energy monitoring, energy metering management, energy efficiency early warning and analysis, and greenhouse gas (GHG) inventory, and achieves data interconnection with 12 business systems. Covering all manufacturing sites, business groups, and production facilities, the platform supports the Company's progression toward a new stage of green intelligent manufacturing.

Leveraging the innovative practice of the ECM platform, the Company's project "Construction of Digital Ecological Management Platform for Smart Energy and Carbon" received the First Prize for Scientific and Technological Progress in Energy Conservation and Emission Reduction in the Carbon Neutrality Field, awarded by the China Energy Conservation Association.

The Company attaches great importance to the development of energy management talent teams, adopts a systematic approach to promote professional talent training, and carries out various energy-themed activities, providing solid support for its energy conservation and efficiency improvement.

Energy Capacity Building

- Certified Energy Manager (CEM) qualification: 18 employees obtained CEM certificates
- Data analysis capability: The Company established a 54-member energy data analysis team
- Energy efficiency research projects: The Company delivered 9 outcomes in energy efficiency and data application
- Internal audit capability: The Company added 30 certified internal auditors, with a total of more than 100 certified personnel

Energy-Themed Publicity

- The Company published 12 promotional articles via its WeChat official account, focusing on energy-saving case studies and publicity activities
- The Company published 24 analyses on energy policies, focusing on domestic and international policy research and advanced industry technology surveys
- The Company released the first-ever energy awareness promotional video to strengthen energy management consciousness

Energy Improvement Activities

- The Company held Energy Awareness Weeks in March and December
- The Company held a Continuous Energy Improvement Month in May
- The Company held an Energy Conservation Awareness Week in June
- The Company held an Energy Conservation Knowledge Competition in August
- The Company held an Energy Conservation Exchange Forum in November

Operation Energy Consumption Management

Focusing on the two core directions of "stable and efficient energy supply" and "continuous improvement of energy-saving management", the Company has established and refined the regulatory system for energy management. The Company has successively formulated normative documents including the *Energy Review Management System*, the *Green Electricity Demand Management Process*, and the *Energy-Saving Project Management Policy*, covering aspects such as energy demand planning, energy supply assurance, energy efficiency process control, and energy performance evaluation. In 2025, the Company obtained ISO 50001 energy management system certification for 6 new subsidiaries across a total of 13 sites, enhancing its energy management capabilities.



ISO 50001 Energy Management System Certification

At the same time, the Company upholds its energy management standards, embedding management requirements across multiple dimensions, including energy-saving plant design, high-efficiency power equipment room construction, and production & office energy use control. This ensures that standards are in place for all stages, from source planning to daily operations, and drives the sophistication and systematization of energy management.

Achievements of Energy-Saving Technical Retrofit

To enhance energy efficiency, in 2025, the Company focused on all energy use scenarios, including HVAC, compressed air, production, lighting, and office environments, implementing and accepting 72 energy-saving projects. Relying on technological upgrades, equipment retrofits, and the application of intelligent control technologies, and through real-time monitoring of equipment operating conditions, the Company implemented a precise energy management strategy featuring dynamic, on-demand energy supply. This effectively reduces energy losses during production and transmission, improving energy utilization efficiency.

This year:

72 energy-saving projects were implemented, across four major systems - motors, compressed air, HVAC, and production processes

The annualized benefits amounted to RMB **26.73** million

Annual energy saving was **5,299.80** tons of standard coal

Annual emissions reduction was **23,482.53** tCO₂e

Efficiency Improvement for Heat Pump Chiller Cooling and Energy Saving via Heat Recovery

We introduced heat pump units to enhance cooling efficiency and recover waste heat for use in office area and combined air conditioning heating, achieving waste heat utilization.

Application of Energy-Saving Accessories

We promoted the use of high-efficiency vacuum generators, vacuum suction pens, air guns, and other energy-saving accessories, achieving effective consumption reduction at the source of energy use.

Building Intelligent Automation Control

We applied intelligent automation control technology to automatically switch lighting and air conditioning on and off based on external environmental changes, reducing energy waste from long-term lighting and air conditioning operation.

Achievements of Energy-Saving Technical Retrofit for This Year

S/N	Category	Number of Projects	Annual Energy Saving (Tons of Standard Coal)	Annual Carbon Reduction (tCO ₂ e)
1	High-efficiency motors	20	723.33	3,573.83
2	Compressed air systems	19	1,742.82	7,564.78
3	HVAC systems	22	1,815.73	7,949.22
4	Production processes	11	1,017.92	4,394.70

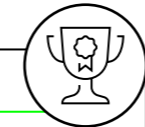
Weifang Goertek Electronics Co., Ltd. was Recognized as a 2025 National Green Factory

On the list of 2025 National Green Factories publicly announced by the Ministry of Industry and Information Technology, Weifang Goertek Electronics Co., Ltd., a wholly owned subsidiary of Goertek, was successfully selected for its in-depth cultivation and innovative practice in the field of green manufacturing.

This marks another national authoritative recognition obtained by Goertek's subsidiary, following its own certification as a National Green Factory in 2022.



Honors and Awards for This Year



Goertek received the title of Model Unit for Energy Conservation in Weifang City



Goertek was selected as a Council Member of the First Shandong Green and Low-Carbon Industry Development Association



Goertek became a Member Unit of the Carbon Neutrality Committee of China Energy Conservation Association



Goertek received the Corporate Social Responsibility Leader Award by GoldenBee Think Tank, and the submitted case "Green Intelligent Manufacturing to Address Climate Change and Optimizing Resource Utilization to Practice High-Quality Development" was included in the 2025 GoldenBee Responsibility Corporate Competitiveness Case Collection

Clean Energy Utilization

The Company continuously promotes the application and management of clean energy in its operations, steadily increasing investment in the construction of clean energy facilities at all plants and actively participating in green power trading. In 2025, the Company continued to expand its clean energy application portfolio, with a new 5 MW photovoltaic power generation project added at its Vietnam plant, bringing the total installed capacity to 56.3 MW.

This year:



Total purchased green power was **55,263.00** MWh

Total electricity volume corresponding to obtained energy attribute certificates was **220,678.00** MWh



Self-generated renewable electricity consumed from photovoltaics was **59,701.89** MWh



Water Resource Management

The Company strictly complies with laws and regulations including the *Water Law of the People's Republic of China* and the *Water Pollution Prevention and Control Law of the People's Republic of China*. We have established internal water resource management policies and targets. This year, the Company newly formulated the *Water Resource Management Policy* and the *Management Manual for AWS Group Certification Members*. The two documents clarify departmental responsibilities and the full water management process based on the "PDCA" cycle, ensuring the systematic, standardized, and continuously improved management of water resources.

The Company published the *Public Disclosure of Sustainable Water Management*, outlining its sustainable water management strategy, commitments, and organizational structure, thereby continuously enhancing the transparency of water resource management.

Tracking Water Resource Management Target

Establishment of a Water Resource Management System	➤	10 sites have successfully passed the Alliance for Water Stewardship (AWS) group certification and received the gold-level certificates
Water Resource Efficiency Improvements	➤	We continuously improve water use efficiency by optimizing production processes, equipment modification, water balance testing, etc.
Water Resources Monitoring Analysis	➤	A monitoring mechanism for water resource consumption and wastewater discharge has been established, with regular data collection, analysis, and reporting
Increasing Water Conservation Awareness	➤	We continuously conduct water conservation publicity and training activities to strengthen all employees' awareness of and active participation in water conservation



AWS Partner Operations Gold-Level Certificate

This year, guided by our water conservation plan and water resource management targets, the Company has steadily advanced various initiatives. Through measures such as reclaimed water system upgrades and retrofits, key equipment optimization, AWS certification system development, professional talent capacity building, and supplier collaborative management, the Company has continuously improved its water resource management system, comprehensively enhancing its sustainable water management performance.

Water Resource Recycling and Recovery

- An industrial park at the Weifang Factory underwent a reclaimed water upgrade, optimizing the filtration mode to achieve an annual reclaimed water output exceeding 200,000 m³.
- Another industrial park at the Weifang Factory implemented reclaimed water improvements, setting specific liquid level upper and lower limits to control pump start and stop, thereby enhancing reclaimed water recovery efficiency and stability.

AWS Standard Certification

- Guided by the five AWS outcomes and indirect water use management requirements, the Company formulated a sustainable water management policy tailored to its own circumstances. The Company continuously explores water-saving potential, conducts water quality testing to ensure environmental and employee water use safety, and promotes water management measures among suppliers and service providers, improving water resource management performance on all fronts.

Training for Water Resource Management

- The Company engaged a third-party organization to deliver specialized AWS water resource training, The *AWS International Water Stewardship Standard Training-Specialist - Advanced Training*, covering water resource managers and professional employees from 10 sites. A total of over 20 individuals passed the assessment and obtained certification, effectively enhancing the team's professional capacity in sustainable water management.

Goertek's Water Conservation Week Publicity Campaign

In March 2025, in response to the China Water Week themed "Promoting High-Quality Development of Water Resources for National Water Security", the Company organized a Water Conservation Week publicity campaign. Implementing the concept and commitment of "Systematic, Precise and Long-Term Effective Water Conservation", the Company carried out a Clean Riverside Walk to strengthen employees' awareness of water resource protection. The Company also organized the selection of "Walking Champions" and "Water Guardians". These effectively enhanced employees' water conservation awareness and sense of environmental responsibility, further solidifying the foundation of the Company's water resource management and culture development.



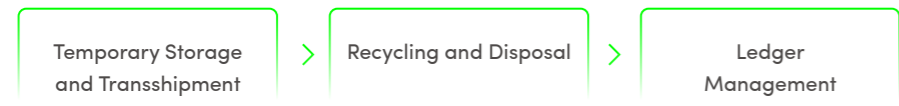
Waste Management

The Company strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *Administrative Measures for the Prevention and Control of Environmental Pollution by Electronic Waste*, and the *Administrative Measures for Hazardous Waste Transfer*, and has established a management system with the *Waste Management Process* as the core. This system standardizes the entire waste management process, continuously advancing the comprehensive treatment of waste reduction, recycling and harmless disposal.

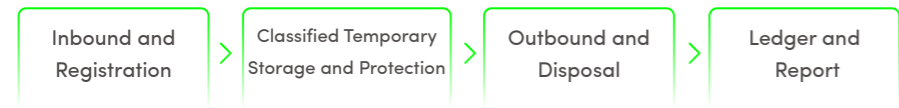
For hazardous wastes such as waste organic solvents, waste oil, and organic resin-based waste, the Company fully implements standardized management measures including labeling, intelligent weighing data reporting, engagement of qualified service providers for disposal, and the declaration of transfer manifests. In the disposal phase, the Company lowers the proportion of landfilling and increases the use of more environmentally friendly methods such as incineration for power generation, thereby reducing the potential environmental impact. For general solid waste such as waste wood, plastics, paperboard, stainless steel, copper, and iron, the Company uniformly entrusts qualified renewable resource companies for recycling and processing.

2025 Waste Management Target	2025 Target Progress
85% waste recycling rate	➤ Achieved
100% compliant waste disposal	➤ Achieved

Non-Hazardous Waste Disposal Process



Hazardous Waste Disposal Process



Development of the Digital Waste Management Platform

In August 2025, the Company's self-developed digital waste management platform was completed and put into operation. The platform integrates multiple functional modules, including waste scrapping process management, disposal ledger generation, intelligent weighing, and automated report generation, achieving full-chain management of waste from generation to disposal.

In terms of waste recycling, the Company continues to promote green design innovation, the application of environmentally friendly materials, and the implementation of closed-loop resource recycling strategies, systematically enhancing material utilization efficiency and reducing resource consumption and environmental impact.

Green Design Innovation

- We promote the application and development of detachable packaging in supplier incoming materials, optimizing packaging structures to reduce breakage and waste during circulation.

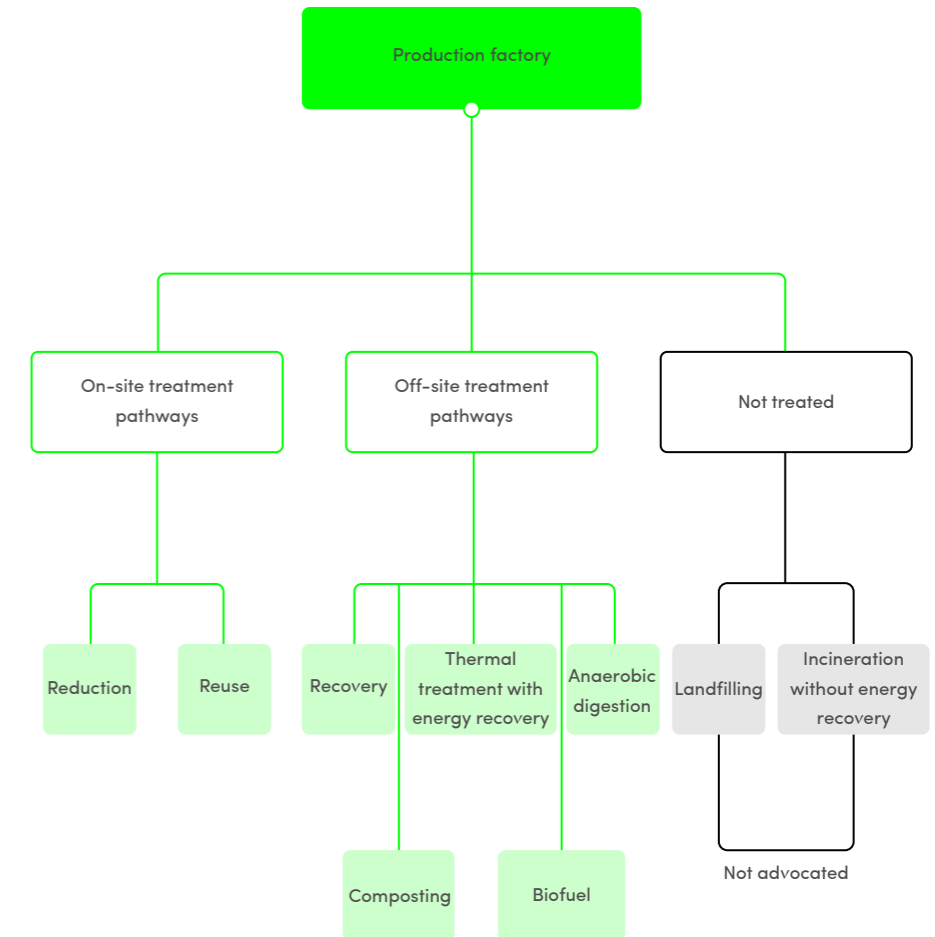
Environmentally Friendly Material Application

- We prioritize raw materials with renewable, degradable properties or low carbon footprints, reducing the burden on the ecological environment.
- We promote the substitution of environmentally friendly materials among suppliers and strengthen green procurement standards, achieving a green upgrade from source reduction to industry chain collaboration.

Closed-Loop Resource Recycling

- We collaborate with consumable material suppliers to recycle, exchange, or reprocess raw and auxiliary materials used in mold production, reducing the resource pressure from new material procurement.
- We promote the circular utilization of plastic materials and complete packaging sets, covering various types such as corrugated cardboard boxes, lids, and wooden pallets, achieving high-efficiency reuse of packaging materials.

Waste Disposal Methods



As of the end of the reporting

period, Goertek had obtained **6** Platinum-Level Zero Waste to Landfill certifications

Certified area was

2,163,800 m²

With a year-on-year increase rate of

71.9%

Ecological Environment Protection

To fully implement its sustainable development strategy, the Company consistently adheres to the policy of "Compliance with Laws and Regulations, Pollution Prevention, Health and Safety Protection, full participation, promotion of sustainable development". The Company continuously strengthens the environmental management organizational structure and refines internal policies and management processes.

As of the reporting date, ISO 14001 environmental management system certification covers 100% of sites that have been in formal production and operation for more than one year, including factories in Weifang, Qingdao, Rongcheng, and Vietnam. During the reporting year, the Company experienced no major environmental incidents and has not received any significant administrative penalties from ecological and environmental authorities or other relevant government departments.



During the reporting year, the Company experienced no major environmental incidents and **has not** received any significant administrative penalties from ecological and environmental authorities or other relevant government departments.

Emission Management

The Company upholds a strong sense of social responsibility and environmental stewardship, consistently advancing the standardized management of wastewater and waste gas in strict compliance with environmental laws and regulations. The Company ensures that all emission activities are lawful, compliant, and within controlled limits and adopts a dual strategy of source control and end-of-pipe treatment. The Company continuously upgrades waste gas and wastewater treatment facilities, strengthens routine equipment inspection and maintenance, and prioritizes green material substitution by adopting raw and auxiliary materials with low volatile organic compounds (VOCs). These efforts enhance the Company's environmental management and fulfill its commitment to green development on all fronts. The Company's pollutant emissions have had no adverse impact on employees, local communities and residents, or the surrounding environment.

Wastewater Discharge

The Company strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* and other relevant environmental laws and regulations. Tailored to its actual operating conditions, the Company has established internal normative documents such as the *Environmental Protection Management Policy* and the *EHS Monitoring Process*, which set clear requirements for key aspects including wastewater pollutant discharge standards, monitoring frequency, and treatment procedures, ensuring comprehensive compliance of wastewater discharge. Water resource consumption of the Company primarily comes from employees' domestic water use, and no adverse effects have been caused to the surrounding aquatic environment, effectively safeguarding regional water environmental safety.

Wastewater Type	Pollutant Components	Treatment Methods
<p>Domestic wastewater</p>	COD, SS, ammonia nitrogen, animal and plant oils, total nitrogen, total phosphorus, etc.	The Company conducts pre-treatment via septic tanks and grease traps. After meeting standards, the wastewater is discharged into the municipal wastewater pipeline network. Regular inspections and third-party testing and maintenance by qualified providers ensure continuous and stable operation of the facilities.
<p>Industrial wastewater</p>	COD, SS, petroleum substances, ammonia nitrogen, etc.	Industrial wastewater is treated at the Company's self-built wastewater treatment station to meet standards before being discharged into the municipal wastewater pipeline network. The entire process is monitored in real time through online monitoring devices to ensure discharge compliance.

China:

Pollutant Category	Pollutant Name	Annual Total Discharge (Tons)	Subject to Approved Annual Total Limit (Yes / No)	Approved Annual Total Discharge Limit (Tons)	Any Excessive Discharge
	Total industrial wastewater discharge	598,306	No	/	/
	Total domestic wastewater discharge	2,427,608.24	No	/	/
Water pollutant emissions	Ammonia nitrogen (NH3-N) emissions	49.13	Yes	61.9	/
	Chemical oxygen demand (COD)	256.17	Yes	740	/
	Total nitrogen (TN)	69.03	No	/	/
	Total phosphorus (TP)	4.85	No	/	/

Vietnam:

Pollutant Category	Pollutant Name	Annual Total Discharge (Tons)	Subject to Approved Annual Total Limit (Yes / No)	Approved Annual Total Discharge Limit (Tons)	Any Excessive Discharge
	Total industrial wastewater discharge	/	No	/	/
	Total domestic wastewater discharge	1,136,920.6	No	/	/
Water pollutant emissions	Ammonia nitrogen (NH3-N) emissions	4.18	No	/	/
	Chemical oxygen demand (COD)	112.84	No	/	/
	Total nitrogen (TN)	55.16	No	/	/
	Total phosphorus (TP)	11.6	No	/	/

Waste Gas Emissions

The Company strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* and other relevant laws and regulations and fully implements technical standards including the *Integrated Emission Standard of Air Pollutants* and the *Technical Specifications for Monitoring Site Setting of Waste Gas from Stationary Pollution Sources*. Guided by our internal documents such as the *Environmental Protection Management Policy* and the *EHS Monitoring Process*, the Company further defines and refines core management requirements covering waste gas emission limits, monitoring frequency, and treatment processes. At the same time, the Company engages third-party organizations to conduct air pollutant emission testing in strict accordance with regulatory requirements, and all test results have been 100% compliant with relevant national and local emission standards.

To ensure compliant waste gas emissions, the Company has established a full-process safeguard system.

- Before the Operation

The Company strictly implements the "three simultaneous" system for new construction, reconstruction and expansion projects to ensure that pollution prevention and control facilities are designed, constructed and put into use in tandem with the main project.

- During the Operation

Regular and real-time monitoring of waste gas emissions are continuously conducted to ensure that all air pollutant emissions fully comply with legal and regulatory requirements.

China:

Pollutant Category	Pollutant Name	Annual Total Discharge (Tons)	Subject to Approved Annual Total Limit (Yes / No)	Approved Annual Total Discharge Limit (Tons)	Any Excessive Discharge
Air pollutant emissions	Suspended particle and particulate matter (PM) emissions	2.55	Yes	16	/
	Sulfur oxides (SOx) emissions	0.19	Yes	1.55	/
	Nitrogen oxides (NOx) emissions	2.69	Yes	13.1	/
	Volatile organic compounds (VOCs) emissions	33.55	Yes	22.3	/

Vietnam:

Pollutant Category	Pollutant Name	Annual Total Discharge (Tons)	Subject to Approved Annual Total Limit (Yes / No)	Approved Annual Total Discharge Limit (Tons)	Any Excessive Discharge
Air pollutant emissions	Suspended particle and particulate matter (PM) emissions	38.06	No	/	/
	Sulfur oxides (SOx) emissions	/	No	/	/
	Nitrogen oxides (NOx) emissions	/	No	/	/
	Volatile organic compounds (VOCs) emissions	/	No	/	/

To further optimize waste gas management and advance VOCs emission reduction, the Company launched the Clean Air Project. Through pollution source identification, mapping of raw and auxiliary materials, and analysis of on-site processes, the Company systematically identifies opportunities for VOCs emission reduction and optimization. In 2025, the Company upgraded five sets of intelligent VOC monitoring equipment, enabling real-time monitoring of VOC concentrations and the temperature and humidity of captured waste gas. By integrating production and environmental data, the Company can monitor environmental indicators such as activated carbon adsorption saturation and VOC emissions in real time. A data analysis model has also been built to enable environmental data prediction and early warnings for emission exceedances, steadily improving the refined management of waste gas. In 2025, the total waste gas emissions of the Company were 10,199,291,900 m³, and all pollutant emissions achieved 100% compliance, fulfilling our commitment to green and low-carbon development.

Waste Gas Management Target

The Company aims to progressively reduce the emission concentrations of VOCs, particulate matter, tin, and its compounds to 5% below the respective regulatory limits by 2030.



2025 Target Progress

The annual emission concentrations are all kept below 98% of statutory limits, achieving the target of reducing emission concentrations to 2% below the limits.

Emergency Management for Environmental Risks

To address environmental risks, the Company revised its *Emergency Response Plan for Sudden Environmental Incidents* in July 2025 and filed the plan with the local environmental protection authorities as required. The plan covers aspects such as production processes, raw material use, and waste collection.

- Emergency Drill for Sudden Environmental Incidents

In September 2025, the Company conducted an emergency drill based on the *Emergency Plan for Sudden Environmental Incidents*. The drill simulated a scenario involving a leak of liquid hazardous waste that could cause soil contamination, practicing emergency procedures including incident reporting, emergency response team mobilization, and on-site response, ensuring rapid and effective response in real emergency situations to minimize risks and losses.



During the reporting period, the Company **has not** received any significant administrative penalties or faced criminal liability for pollutant emissions

Biodiversity Protection

The Company always adheres to the principles of ecological priority and green development, deeply integrating sustainable development into the entire industrial chain of production and daily operation. The Company conducts routine ecological and environmental assessments for all new projects, strictly avoiding ecologically sensitive areas to build a strong line of ecological security at the source. Within the factory premises and surrounding areas, the Company plants native tree species according to local conditions and actively restores and improves wildlife habitats. At the same time, the Company creates green spaces such as plant walls and rooftop gardens in office areas to provide natural shelters for birds, insects, and other organisms, tangibly promoting biodiversity conservation. Furthermore, the Company actively builds a green supply chain system, extensively promotes the use of eco-friendly materials and green technology innovation, and works collaboratively with upstream and downstream partners along the industry chain to practice low-carbon and environmental protection concepts, jointly achieving sustainable development across the entire chain.

Opportunities in Clean Tech

Against the global macro-trend of climate change and low-carbon transition, Goertek, grounded in its core business of precision acousto-optic manufacturing and intelligent hardware, has a deep understanding of the central role of clean technology in supporting sustainable industrial development. The Company proactively seizes opportunities to achieve both environmental and economic benefits, leveraging automation, digitalization, and intelligent manufacturing to advance the low-carbon transition of the entire industrial chain.

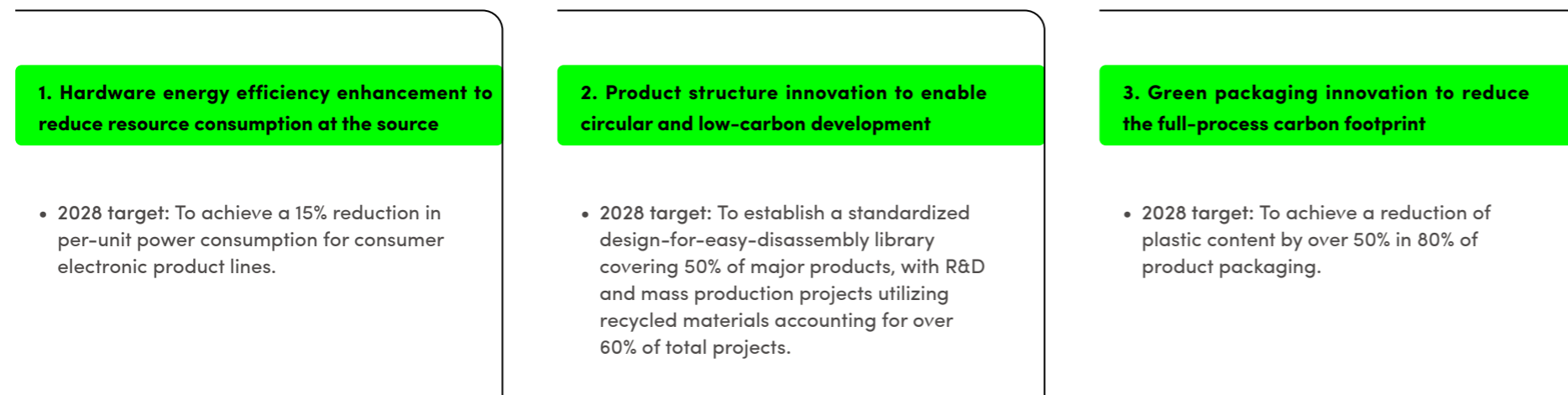
Governance

Under the guidance of the Company's Sustainable Development Committee and with the Operations Office serving as the coordinating department, a dedicated Clean Technology Working Group has been established to manage opportunities in clean technology. The group connects R&D, finance, procurement, legal, and intellectual property functions, and evaluates industry development trends and potential opportunities in clean technology. It adopts a systematic approach to identify core issues and drives the implementation of related work. At the same time, the Clean Technology Working Group has formed a collaborative mechanism with the Company's Technology Committee, specifically responsible for identifying, analyzing, and connecting opportunities in clean technology, as well as promoting and executing day-to-day work.

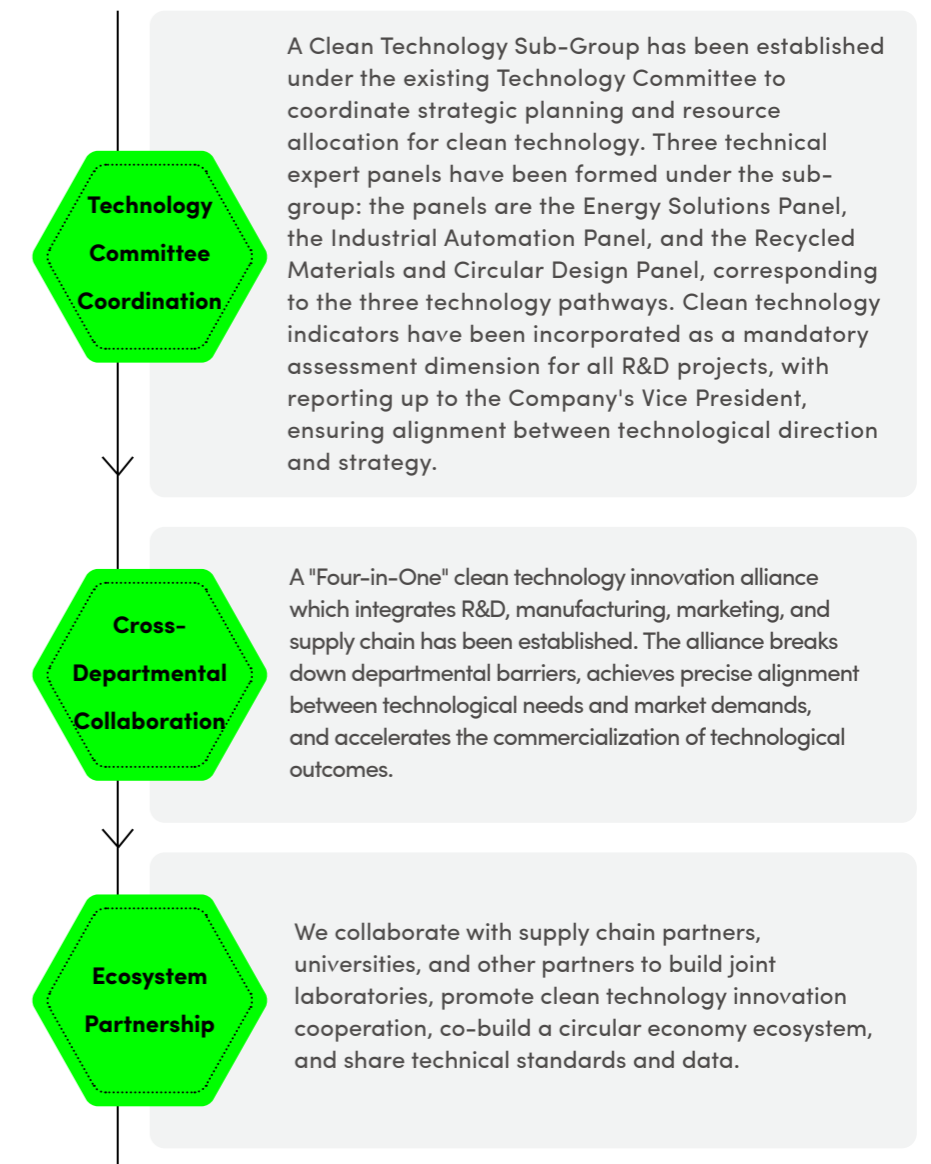
Strategy

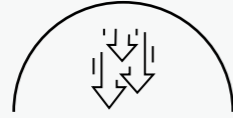
In response to the definitive global trend of carbon neutrality transition, Goertek has positioned clean technology innovation as a core growth engine. Goertek is committed to building a sustainable technology ecosystem covering the full lifecycle of "Design - Production - Packaging - Recycling" through the triple drivers of "Product Innovation, Material Innovation, and Energy Efficiency Enhancement".

Three Strategic Technology Pathways



Innovation Support Mechanisms





Hardware Energy Efficiency Enhancement to Reduce Resource Consumption at the Source

- In the hardware R&D stage, we continuously improve resource utilization efficiency through clean technology innovations such as circuit optimization and chip integration, reducing resource consumption and carbon emissions at the source.
- Our smart earphones adopt a low-power integrated design aligned with clean technology principles, integrating the USB-to-UART function that originally required two chips into a single chip. This effectively reduces product power consumption, improves ease of disassembly, and facilitates electronic waste recycling.
- Our AR/VR glasses follow clean technology design principles, utilizing low-power Bluetooth and intelligent charging management solutions, and using rechargeable lithium batteries to eliminate disposable battery waste, reducing energy consumption and carbon emissions during the use phase.
- Our TV boxes optimize circuit board design by adjusting component layout and reducing the number of components, saving circuit board space and reducing the use of substrate and electronic components, thereby lowering carbon emissions and resource consumption across the entire industrial chain.



Product Structure Innovation to Enable Circular and Low-Carbon Development

- We focus on product structure optimization, with detachable design, modular structure, and circular energy use as key approaches of clean technologies to drive low-carbon and circular product transformation.
- Our gaming consoles adopt modular design with independent component zones. Glue usage is reduced during assembly to support individual component replacement and extend product service life. All materials are non-toxic and eco-friendly in compliance with environmental standards.
- Our remote controllers feature a detachable battery design allowing user self-replacement and are equipped with photovoltaic panels to enable solar self-charging, reducing reliance on external charging devices and lowering lifecycle carbon emissions.
- Our smart ring charging case uses a modular battery structure that allows battery replacement without tools while meeting waterproof standards. This facilitates the recovery of rare metals such as lithium and cobalt. The standardized design is compatible with multiple product series, reducing material and energy consumption in battery production.



Green Packaging Innovation to Reduce the Full-Process Carbon Footprint

- We focus on plastic elimination and low-carbon processes as key clean technology applications, continuously advancing the green upgrading of packaging to combine environmental friendliness, functionality, and aesthetics.
- Our smart camera packaging uses an all-paper, plastic-free design, ensuring protective performance through structural optimization while eliminating plastic. The lightweight design improves storage and transportation efficiency, reducing carbon emissions in logistics.
- Our smart watch packaging has transitioned from silk-screen gold powder printing to physical embossing, simplifying the production process and reducing energy consumption and chemical pollution. No additional environmental treatment is required after embossing, further conserving resources and energy.

Impact, Risk and Opportunity Management

Grounded in its clean technology strategy and aligned with its core business landscape, Goertek faces clear development opportunities in the clean technology field while also needing to address various risks.

In terms of opportunities, we can leverage the green supply chain deployment of key customers and our own technological expertise to explore clean technology application scenarios and potential in areas such as recycled material applications, low-power intelligent hardware R&D, and automotive electronics, cultivating new growth drivers and providing solid support for strategy implementation.

In terms of risks, clean technology R&D involves high investment and long cycles, placing high demands on the optimal allocation of the Company's R&D resources and potentially affecting the pace of strategic advancement. Additionally, the acceleration of clean technology compliance standards in the industry requires continuous adaptation to avoid compliance risks. The instability of the recycled material supply chain may also affect production delivery efficiency and cost control. Furthermore, peers are continuously accelerating their deployment in the clean technology field, further intensifying market competition pressure and posing challenges to strategy implementation. Goertek has designated green and clean products as a key development direction, assessing relevant internal categories accordingly. This allows us to precisely align with industry standards and customer needs, integrating green and clean concepts into the entire R&D and production process. By proactively addressing risks and seizing opportunities, Goertek ensures the successful implementation of its core clean technology strategy.

Indicators and Targets

To establish the core direction of low-carbon transition and sustainable development and steadily implement the core clean technology strategy, the Company, based on its business strengths and industry trends, has clearly set a series of clean technology development targets. These targets establish a clear development pathway across four dimensions (i.e., revenue share, R&D investment, R&D planning, and business expansion) to continuously deepen clean technology innovation and industrial application.

- **Revenue:** In 2025, our clean technology-related revenue accounted for approximately **52%**.
- **Annual expenditure target:** In 2025, our total R&D investment in core clean technology products amounted to RMB **390** million. We commit to a total R&D investment of no less than RMB **2** billion in core products with clean technology attributes over the five years starting from 2025.
- **R&D plan for clean technology products:** We have set clear R&D objectives in areas including energy efficiency enhancement, structural innovation, and green packaging innovation of product hardware.



In 2025, Goertek's clean technology-related business grew steadily. The specific business distribution and revenue share are shown in the table below:

Clean Technology Category	Product Type	Clean Technology Environmental Benefits	Revenue Share
Involvement in developing energy solutions for household products	Smart hardware including gaming consoles, smart glasses, and other products	<ul style="list-style-type: none"> Upstream resource conservation: By optimizing component layout and reducing the number of components, we save circuit board space, directly decreasing substrate material usage and thereby reducing energy consumption and pollutant emissions in the raw material extraction and processing stages. Industrial chain collaboration for carbon reduction: The reduction in the number of components decreases the production demand for electronic parts such as chips, resistors, and capacitors, indirectly lowering carbon emissions and water consumption in upstream manufacturing. Full-chain energy efficiency enhancement: Low-power integrated design deeply aligned with clean technology concepts establishes a virtuous cycle of green technology iteration through technological innovation, while also improving product ease of disassembly and further enhancing e-waste recycling efficiency. 	Approximately 30%
Involvement in production or distribution of industrial automation technologies	System solutions including automated production equipment and intelligent warehousing systems	<ul style="list-style-type: none"> Automated assembly equipment and lines, flexible automated packaging lines, AOI visual inspection: Replacing manual visual inspection, lowering the defect miss rate and improving inspection stability. Flexible automated testing lines: Achieving full automation with flexible and quick changeover capability, replacing manual work and reducing per-unit product testing energy consumption. Fully automatic acoustic/optical testing equipment: Reducing production waste and improving production reliability through automated, high-precision, integrated, and data-driven design and application. AGV solution for warehouse logistics: Replacing manual transport, loading/unloading logistics, and cross-floor automated handling lines, reducing personnel work intensity, as well as improving the automation level of production workshops. 	Less than 1% ⁷
Involvement in development and distribution of reused products or products using recycled waste	Smart hardware products such as VR headsets and audio products	<ul style="list-style-type: none"> Complete elimination of plastic packaging: Structural optimization using honeycomb paper cores and corrugated reinforcement achieves equivalent protection performance as plastic packaging, realizing 100% plastic-free packaging transformation. Full-process carbon footprint reduction: Lightweight paper packaging improves warehouse and transportation space utilization, reduces the weight load of logistics vehicles, and lowers fuel consumption and carbon emissions. Cleaner process upgrading: Physical embossing replaces traditional chemical printing, eliminating high-energy-consumption steps such as ink mixing, drying, and curing, and reducing equipment operation energy consumption and pollutant generation. Extended product lifecycle: Modular design and easy-to-disassemble structures support the independent replacement and upgrade of core components, significantly lowering the overall product scrapping rate and reducing e-waste generation at the source. Improved resource recovery efficiency: Standardized structural design facilitates standardized sorting and recycling by professional organizations, significantly increasing the recovery rate of rare metals (lithium, cobalt, etc.) and reducing dependence on virgin mineral resources. 	Approximately 22%
Total revenue share of clean technology products			Approximately 52%

※ Statement: We conducted our first inventory of clean technology-related products in 2025. The data are based on the presence of clean technology attributes in core products, which serves as the benchmark for identifying corresponding R&D investment and operating revenue.

Our clean technology patents also achieved significant growth, with 225 clean technology patents granted. The total number of valid clean technology patents has reached 2,394.

We will continue to strengthen the R&D and application of recycled materials, promote the adoption of green technologies across multiple fields, and dedicate ourselves to improving environmental performance, building a "green+" industry. By increasing the proportion of recycled materials, we will improve resource recovery and utilization rates, carry out green upgrades for mobile terminal structural components, and meet market demand for environmentally friendly terminal products. At the same time, we are dedicated to building and continuously improving a resource recycling ecosystem to address global resource scarcity challenges.

⁷Automated equipment is sold both internally and externally, and the data here only refer to external sales data.

3.

Ground-Breaking Future

Goertek takes innovation as its core engine and is deeply engaged in smart manufacturing. The Company continuously increases R&D investment, drives breakthroughs in key technologies, and integrates the philosophy of user-friendly product design into the entire product lifecycle. Meanwhile, we build trust on the foundation of quality. We strengthen our governance structure and strategic planning to systematically manage quality risks and implement full chemical lifecycle management to ensure compliance. We connect with customers through high-quality services and elevate service capabilities across the industrial chain.

- Leading Scientific and Technological Innovation
- Service Quality Management
- Product Quality Management



Leading Scientific and Technological Innovation

Regarding technology innovation as its development engine, Goertek consistently deepens system integration capabilities in precision components and smart hardware products, transforming forward-looking technologies into tangible comfort experiences for users.

Innovation and R&D

Goertek adheres to an innovation-driven approach and leverages a systematic innovation governance structure and forward-looking strategic planning to drive technological breakthroughs and convert them into commercial value.

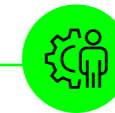
Governance

The Company has established an innovation governance structure under the leadership of the Technology Committee, which is responsible for strategic decision-making, supervision and management related to R&D and innovation. The Technology Committee is composed of the Company's R&D leaders and technical experts. The committee uses internal evaluation and training mechanisms to identify and develop experts in advanced and specialized fields, integrating and sharing expert resources to strengthen the Company's technology innovation capabilities.



System Development

We have established and continuously improved innovation management policies, including the *Administrative Measures for Technological Innovation Projects*, the *Whole-Process Control Procedures for R&D Projects*, and the *Incentive Plan for Technological Achievement Transformation*. These policies cover core aspects such as technological innovation project management, R&D process control, and achievement commercialization incentives, forming a full-process framework spanning project initiation, process control, and achievement commercialization with incentives.



Performance Assessment

During the reporting period, Goertek officially implemented the management and assessment system for OKR (Objectives and Key Results) targets. Centered on setting challenging targets, this system encourages R&D teams to think beyond traditional boundaries and proactively set forward-looking and breakthrough objectives. Through OKR cascading and target alignment, a three-level (corporate, departmental, and individual) target linkage mechanism has been established, ensuring the effective implementation of strategic targets and significantly enhancing the initiative and creativity of R&D personnel.



Strategy

Goertek upholds an innovation-driven development strategy. By systematically planning core technology R&D, building a global innovation platform, deepening AI empowerment, and fostering an innovation culture, Goertek fully seizes opportunities and addresses challenges brought by technological changes. This in turn supports core business growth, new business incubation, and brand development.

Direction of R&D

The Company focuses on four major domains of personal intelligence & smart home, automotive electronics, industrial applications, and digital health. Centered on Video and Audio as the Company's main trajectories, and supported by three platforms of software algorithms, hardware technology, and product innovation, the Company continuously deepens its core technological competencies in optics, acoustics, and interactive algorithms and solutions. This allows the Company to build comprehensive leading product and system solution capabilities.

Ecosystem Development

Goertek has built a global R&D network covering major domestic cities including Weifang, Qingdao, Beijing, Shanghai, Nanjing, Xi'an and Shenzhen, as well as overseas countries such as the United States, Denmark, Japan and South Korea. Goertek takes the lead in constructing 14 provincial and above-level R&D platforms, including the National Virtual Reality Innovation Center (Qingdao), the Technology Innovation Center of the Ministry of Culture and Tourism for Common Virtual Reality Technology, and the National Engineering Laboratory for Virtual Reality/Augmented Reality Technology and Applications. Goertek also establishes joint R&D centers and laboratories with world-renowned universities, research institutes and industrial partners, forming an industry-university-research collaborative innovation ecosystem.

Innovation Process Management

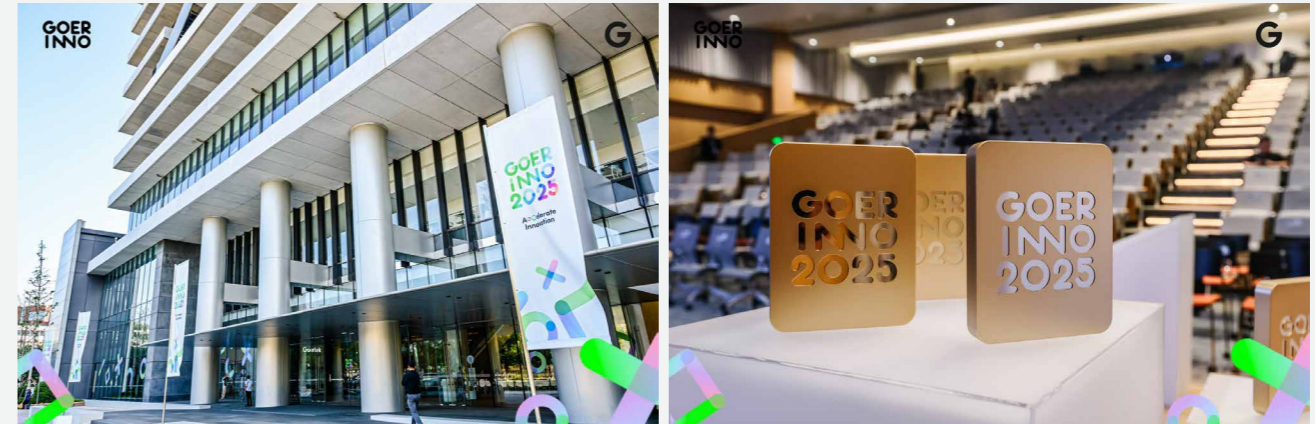
The Company continuously optimizes the innovation management process system. The Company accurately identifies diverse innovation scenarios, incorporates science and technology ethics, and formulates efficient customized workflows to ensure standardization and efficiency throughout project initiation to achievement commercialization. At the same time, The Company promotes in-depth integration of artificial intelligence into the entire R&D process. The Company builds an enterprise-level AI capability platform, and applies AI in areas such as code development, NPI process optimization, and process parameter tuning, thereby systematically improving R&D efficiency.

Talent Empowerment and Exchange

The Company empowers technical R&D teams through specialized training programs to enhance their awareness of technological innovation and technical development capabilities. At the same time, the Company has established cross-departmental, cross-disciplinary exchange and discussion mechanisms and strengthened external learning and exchanges. These efforts open new product R&D perspectives for technicians, support in-depth planning of technology R&D work, and drive the effective application of technological achievements.

The First Innovation Expo Successfully Held

In 2025, the first Innovation Expo was held. With the Goertek Global R&D Headquarters as the main venue, the event adopted a dual-city linkage and four-site exhibition model, featuring four themed exhibition zones: Tech Inno, Kaizen Inno, GPS Inno and Brands Inno. A series of activities were organized, including technology press conferences, technical seminars, family open days, the Goertek Cup National University VR/AR Challenge, and the Inno Party, showcasing more than 160 technological achievements. The Expo reached over 10,000 participations including clients, university teachers and students, employees and their families. During the Innovator Gala, focusing on technological innovation and continuous improvement, the Company presented 8 categories of awards including the Special Award for Technological Innovation based on team and individual contributions. A total of 63 outstanding teams and individuals were recognized, with total bonuses approaching RMB 10 million, effectively unleashing the innovation potential of all employees.



Highlight of the First Innovation Expo 2025

Honors and Awards in R&D and Innovation for This Year

First Prize for Science and Technology Progress from the China Electronic Components Association

Development and Application for Near-Ear Open Audio Technology System

2025 Shandong Metaverse Innovative "Famous Products"

AR Smart Glasses Series Products

Typical Cases 2025 of Audio-Visual Systems

Integrated AI/AR Glass Solution

First Prize for Science and Technology in the Non-Ferrous Metals Industry in 2025

Industrial Development and Application of High-Performance Titanium Alloy Miniature, Complex, and Precision Structural Parts

Impact, Risk and Opportunity Management

Goertek has established a risk identification and opportunity management mechanism covering the full R&D and innovation process. Through this mechanism, Goertek systematically assesses the various factors influencing cutting-edge technology R&D to ensure steady progress of technological innovation under the principles of compliance and safety.



We focus on key areas that pose potential impacts on R&D and innovation, such as technology roadmap deviations, intellectual property infringement, loss of core talent, data security breaches, and misconduct in science and technology ethics.



We actively embrace emerging market opportunities such as AI+ Metaverse, and transform technological innovation into commercial value and industry influence through industry-university-research collaboration, formulation of technical standards and AI-enabled R&D.

In response to the above risks and opportunities, the Company has established corresponding management policies and response measures. For details on intellectual property management, please refer to the "Intellectual Property Protection" section in the "Responsible Governance" chapter of this Report; for information security and privacy protection, please refer to the "Information Security and Privacy Protection" section in the "Responsible Governance" chapter; for technical standard formulation and industrial collaboration, please refer to the "Industry Development Empowerment" section in the "Global Collaboration" chapter.

Science and Technology Ethics Risk Management



We strictly comply with the national standard - *Opinions on Strengthening the Governance of Science and Technology Ethics* and international norms on science and technology ethics. We conduct pre-assessment of ethical risks that technology applications may trigger, including privacy breaches, algorithmic bias, and data security, to ensure alignment of R&D directions with ethical bottom lines and to prevent ethical risks at the source.

The Company has formulated the *Security Management Policy for the Construction and Use of AI Large Models*. This policy clearly defines management requirements for large model deployment, access authorization, and data security, to effectively mitigate science and technology ethics risks. For users, the Company specifies the scope of accessible models and usage prohibitions, forbidding the upload of confidential business information to non-locally deployed models, generation of inappropriate content and jailbreak attacks. For developers, deployment needs must undergo review by relevant departments; API calls must go through the Company's AI gateway; local deployments must meet information security baselines, and vector databases must implement access control to strictly prevent sensitive information leakage.

The Company adopts a "Zero Tolerance" policy against violations of science and technology ethics. Once confirmed, responsible personnel are subject to serious disciplinary action, and relevant Business Units are required to conduct a review and rectify the issues within a set timeframe to ensure issue closure. Additionally, the Company incorporates science and technology ethics education into mandatory courses for all employees, and regularly conducts specialized training and assessments, particularly for R&D personnel and core technicians, to reinforce ethical awareness across the workforce and foster a culture of responsible innovation.

Indicators and Targets

R&D Investment



This year, the Company's R&D investment was RMB **5.026** billion, accounting for **5.21%** of the Company's main business revenue.

The Company maintained a relatively high-intensity R&D investment to fund core technology research and new product development.

Talent Team



The number of R&D personnel and their proportion of the total workforce were **13,645** and **12.23%**, respectively. High-quality R&D teams provided solid talent support for the Company's technological innovation.

Science and Technology Ethics Compliance



During the year, no violations of science and technology ethics occurred, and no relevant penalties were received.

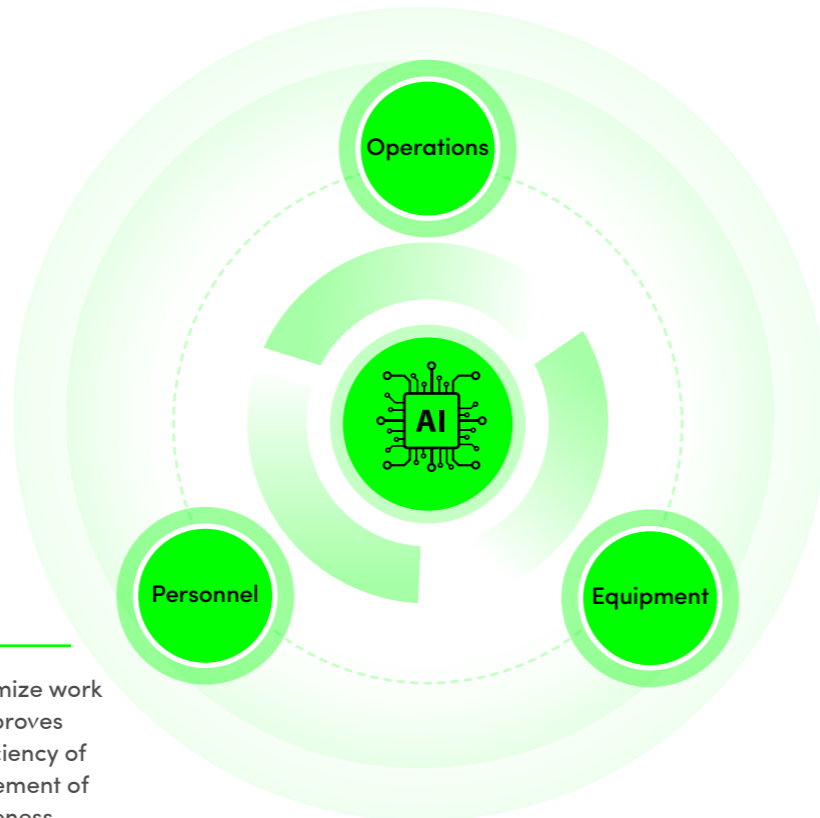
AI Empowerment

AI Governance

To ensure the effective implementation of the AI strategy, the Company has established an overarching AI Leading Group at the top level. The Company has also built a three-tier organizational structure featuring "the guidance of project sponsors, the central hub role of the overall coordination group, and the vertical execution of domain-specific project teams", providing solid governance support for AI development. At the execution level, the Company leverages a unified AI technology platform and follows the path of "pilot verification followed by large-scale promotion" with clearly defined phased targets. These targets are full AI application coverage for "People, Tasks, and Things" in the short term, and deep integration with core business in the medium term to drive a comprehensive upgrade in intelligence levels. On this basis, the Company prioritizes the establishment of long-term mechanisms, tracking AI penetration rates and quality and efficiency improvements throughout the full PDCA cycle. Key indicators are incorporated into the operational assessment system to drive the continuous creation of intelligent value.

AI Development Strategy

To build core competitiveness, the Company has formulated an AI master plan that covers all business areas, specifically advancing from the three dimensions of "Personnel, Operations, and Equipment".



Tool Empowerment, Reshaping Work Experience

We deploy AI office tools to intelligently optimize work models. This approach comprehensively improves the office experience and collaboration efficiency of our employees, creating a two-way enhancement of individual value and organizational effectiveness.

Intelligent Decision-Making, Deepening Business Integration

We focus on achieving leaps in business process optimization and operational decision-making efficiency. Drawing on business data and experiential knowledge, we are building autonomous "AI Digital Humans" that deeply empower core functions (including product and process R&D, manufacturing and operations, talent management, quality, supply chain, finance, and administration), driving an intelligent upgrade across the entire operations chain.

Equipment Upgrading, Advancing Green and Intelligent Manufacturing

We are advancing equipment intelligence as a strategic priority. By precisely segmenting business usage scenarios, we promote the widespread deployment of intelligent equipment, setting new benchmarks for our intelligent development while realizing operations that are more efficient, less costly, and lower in carbon.

AI Risk and Opportunity Management



AI accelerates R&D and product innovation and upgrades production efficiency and flexible manufacturing capabilities. AI also optimizes supply chain and operational management and reduces energy and resource consumption.



Information security and data risks (such as data breaches, data quality and compliance, and system intrusion), science and technology ethics and social risks (such as algorithmic bias and employment impacts), and technology and operational risks (such as technology dependence and supply disruptions, and model failure).



We have built a protection framework covering technical defense, institutional constraints, and process control in accordance with national laws and regulations to ensure data security, ethical compliance, and stable operations.

User-Friendly Design

The Company consistently upholds the philosophy of "A Better Life Enriched by Technology" and integrates human-centric technology into product innovation. While meeting diverse usage scenarios, the Company continuously enhances the comfort and convenience of products for users.

Governance

The Company incorporates user-friendly design into the R&D management system and integrates environmental and health concepts into the entire product design process via internal policies. During the new product design phase, the Company follows the EU *Ecodesign Framework Directive*, the *Directive on Waste Electrical and Electronic Equipment (WEEE)*, and China's *General Principle and Requirements of Eco-Design for Products*. Drawing on the *Principles of Green Chemistry*, the Company has also formulated management policies and procedures, including the *Hazardous Substance Management Policy of Goertek Inc.* and the *Goertek Restricted Substances Specification*. These policies and procedures integrate the assessment of impacts on the ecological environment and human health across all lifecycle stages including product design, procurement, and manufacturing. Through this framework, the Company is committed to reducing the product's impact on both the ecological environment and human health. In addition, we fully implement the concept of hazardous substance reduction (including HF, HSF, and other customer requirements) and adopt harmless chemical ingredients.

The Company has disseminated and implemented the *Goertek Restricted Substances Specification* internally and across the supply chain. Goertek has also incorporated dimensions such as recycled materials, lightweight design, ease of disassembly, low energy consumption, and long battery life into design considerations.

Strategy

Guided by a user-centric and data-driven design strategy, the Company is committed to delivering product experiences that harmonize comfort, aesthetics, and functionality.

In terms of data empowerment, the Company has developed an industry-leading multimodal human-machine database, which now contains human body feature data and standard classifications for 550,000 individuals across 40 countries, providing evidence-based support for ergonomic comfort design. In terms of testing and certification, the Company has collaborated with authoritative organizations to continuously enhance testing and certification capabilities and developed automated simulation testing equipment to form full-chain testing capabilities. In terms of customized innovation, the Company has explored eco-friendly materials, lightweight processes, and accessory innovations, and combined them with mobile-side scanning algorithms to meet diverse user needs.

We actively practice the LCA (Life Cycle Assessment) management concept. Throughout the entire product lifecycle from raw material acquisition, manufacturing, transportation, use, and maintenance to final recycling or disposal, we analyze the product's environmental impact and improve the eco-design level at every stage. During the product design phase, we assess potential environmental and human health impacts and enforce environmental requirements for material selection. Allergies and radiation exposure are treated as design baseline requirements, with proactive testing conducted to verify compliance with applicable regulations. Our design approach incorporates modular and easy-to-disassemble concepts to enhance product longevity, extend the product lifecycle, and facilitate product recycling and disposal.

In terms of standard leadership, the Company actively promotes the formulation of domestic and international ergonomics standards. The Company has jointly released the *White Paper on Wear Comfort Evaluation for Smart Wearable Products* with SGS, committed to becoming a setter and promoter of ergonomic standards.

Acoustic Design Practice for AI Glasses

Goertek has introduced a series of acoustic technical solutions for AI glasses to protect user privacy. The multi-MIC plus VPU sensor audio pickup solution integrates bone conduction modules and deep neural network algorithms, enhancing noise reduction performance and voice recognition accuracy in complex environments. The Company has concurrently developed a rapid audio effect verification system, completing acoustic effect evaluation and optimization at the product design stage. The above solutions, taking privacy protection and call clarity as design goals, respond to the core usage needs of AI glasses users.

Human-Centric Design Practice for Automotive Electronics

Goertek extends ergonomic expertise accumulated in consumer electronics to automotive electronics, enhancing the driving and riding experience through human-centric design. The RNC 2.0 PLUS road noise cancellation solution achieves a noise reduction effect of over 8 dB(A), effectively reducing noise fatigue during long-distance driving and protecting the auditory health of drivers and passengers.



Goertek Releases the *White Paper on Wear Comfort Evaluation for Smart Wearable Products* with SGS

Cases of User-Friendly Product Design

At the product design stage, the Company assesses the environmental and health impacts across the full lifecycle. By adopting green materials, eco-friendly processes and design approaches, the Company reduces the product carbon footprint and resource consumption, building a circular and low-carbon product system.

Remote Control - Detachable Battery Design

- A battery wrapping design compliant with EU standards, enabling the lithium battery to be detachable.
- This design aims to extend the product's service life. When the battery degrades, users only need to replace the battery rather than the entire unit, thereby significantly reducing e-waste generation at the source.

Remote Control - Solar-Powered Self-Charging Design

- An integrated design solution combining solar self-charging with rechargeable lithium batteries reduces the need for external charging adapters and docks, which in turn lowers the energy consumed in producing and transporting these peripheral devices.
- By avoiding the additional carbon emissions associated with long-distance charging, this design achieves carbon reduction and energy savings throughout the product's life cycle.

Camera - Plastic-Free Packaging Design

- The packaging uses all-paper materials instead of plastic, and structural optimization ensures reliability and protection during transportation.
- The plastic-free design directly reduces plastic pollution, improves warehouse and transportation space utilization, and lowers the weight load of logistics vehicles and fuel consumption.

TV Box - Optimized Circuit Layout Design

- In the hardware design, we save 15.8% of circuit board space by optimizing circuit board wiring, adjusting component positions, reducing the number of components.
- This reduction in substrate material usage and lower production demand for components such as chips and resistors consequently reduces energy consumption and carbon emissions in upstream manufacturing.

Earphones - Low-Power Integrated Design

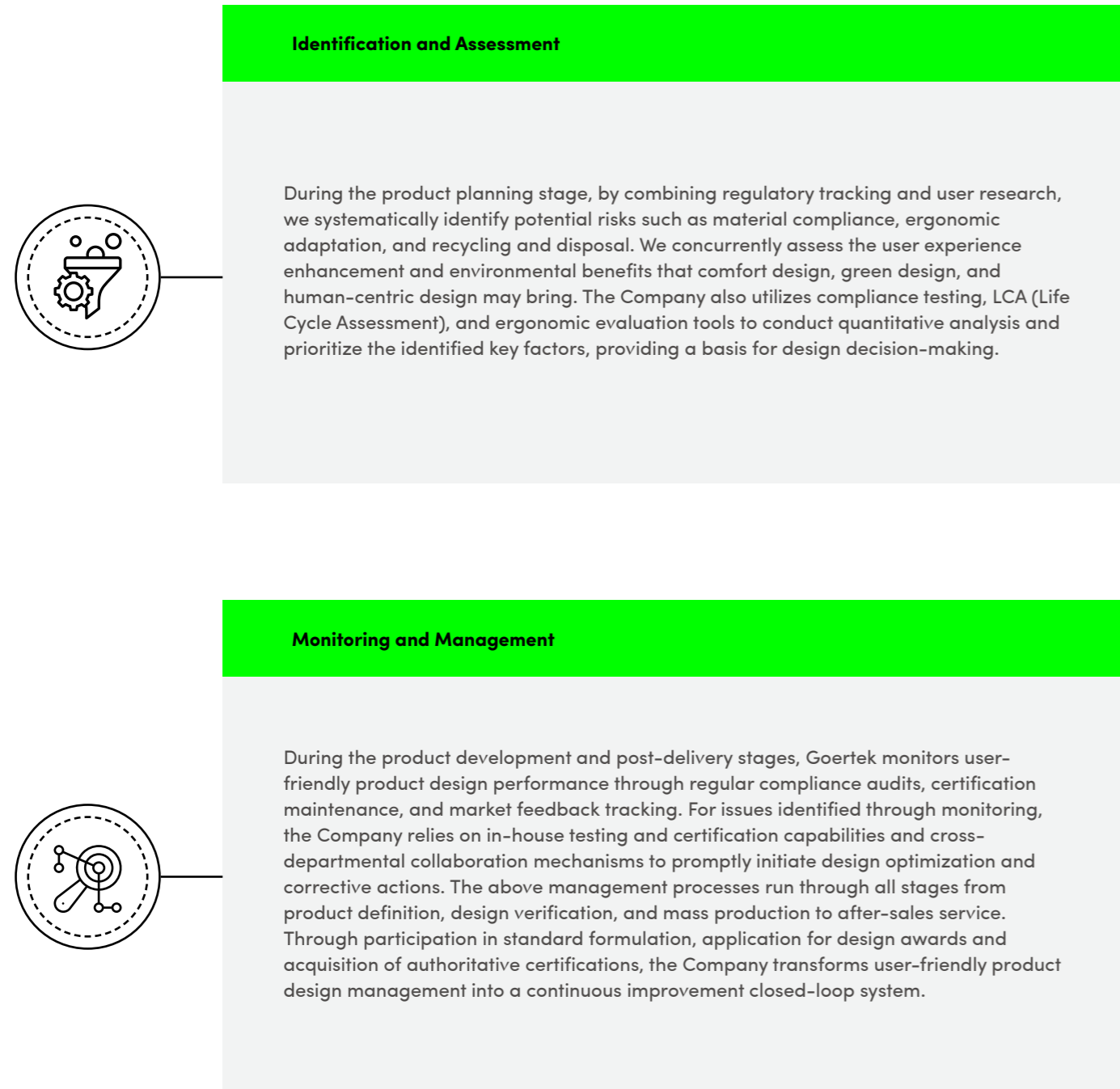
- The USB-to-UART function originally requiring two chips is now integrated into a single chip, realizing circuit consolidation and power consumption optimization.

Smartwatch - Embossing Replaces Silk-Screen Printing Process

- This project replaces the silk-screen gold powder printing process on the product packaging box surface with a physical embossing process. The embossing process has streamlined steps, significantly shortening production time and lowering equipment operation energy consumption.
- This avoids the use of chemical inks, reduces subsequent environmental treatment procedures, and lowers pollution emissions and resource consumption.

Impact, Risk and Opportunity Management

The Company integrates the identification, assessment, and monitoring of impacts, risks, and opportunities related to user-friendly product design into the R&D management system, forming a management process that covers the full product life cycle.



Indicators and Targets

The Company has established a quantitative indicator system for user-friendly product design to track its key performance in areas such as standard formulation, certification acquisition, and award recognition.

Standard Formulation

The Company collaborates with organizations such as the China National Institute of Standardization, the China Academy of Information and Communications Technology, and the China Electronics Standardization Institute to lead and participate in the development of **4** ongoing standards for product comfort design, continuously advancing the standardization process in the ergonomics field.

Authoritative Certification

The Company collaborates with SGS to issue wear comfort certifications for **5** products, gaining international authoritative recognition for product safety and usability.

Design Awards

The Company has received a total of **11** international design awards, including **4** U.S. IDEA Design Awards, **3** German iF Design Awards, **2** German Red Dot Design Awards, and **2** Japanese G-Mark Good Design Awards. These accolades demonstrate its outstanding capabilities in user-friendly product design.

In addition, relevant design tools of the Company have been selected as industry-recommended tools at the MIIT China User Experience Conference, and its design cases have been recognized as Outstanding Cases at the China-ASEAN Digital Economy Development Forum.

Product Quality Management

Goertek Inc. regards quality as the cornerstone of corporate development and has formulated the quality policy: Quality Is Lifeline, adhere to a customer-oriented approach, based on the ISO 9000 quality management system, focus on process management, comply with procedural rules, and engage in continuous improvement across all personnel to provide clients with exceptional products and services.

Governance

Goertek ensures the reliability, safety and sustainability of product quality in four dimensions of quality organization & accountability governance, system & process governance, product safety & compliance governance, and quality performance governance. Goertek has built a quality management system that spans the full product lifecycle.

- Proactive Design**

We conduct rigorous regulatory identification and compliance design in the R&D phase to avoid risks at the source.
- Full-Process Control**

We ensure stability and reliability at every stage through advanced process monitoring and collaborative supplier management.
- Closed-Loop Improvement**

We maintain an efficient customer feedback and complaint handling mechanism to drive continuous system optimization.

Quality Governance Mechanism

<div style="background-color: #00a651; color: white; padding: 5px; border-radius: 10px; text-align: center; margin-bottom: 10px;"> Quality Organization and Accountability Governance </div>  <p>The Company has established a three-tier quality management structure. At the corporate level, the Quality Management Headquarters is set up to be responsible for quality strategy planning, standard formulation, supervision and evaluation. At the business group level, quality management teams are set up to build quality capabilities, plan and allocate resources, and conduct quality supervision and audits for their respective groups. At the business unit level, quality management groups are deployed to control process quality for specific product lines and to support customer delivery.</p>	<div style="background-color: #00a651; color: white; padding: 5px; border-radius: 10px; text-align: center; margin-bottom: 10px;"> System and Process Governance </div>  <p>The Company has established a comprehensive quality management process system encompassing regulations such as the <i>Basic Law of Quality Management</i>. These regulations set specific quality management requirements for all employees across various business segments such as R&D, engineering, materials, and manufacturing.</p> <p>The Company also implements a full-lifecycle management process covering customer demand acquisition to satisfaction, and product R&D to final delivery. Key procedures include market research, demand analysis, product planning, design and development, production and delivery, after-sales service and customer feedback handling. The framework guarantees consistent product and service quality and consolidates customer trust.</p>	<div style="background-color: #00a651; color: white; padding: 5px; border-radius: 10px; text-align: center; margin-bottom: 10px;"> Product Safety and Compliance Governance </div>  <p>We attach great importance to product safety and compliance management. We strictly comply with product safety-related laws, regulations, and standards applicable in all sales regions worldwide, including the <i>Product Quality Law of the People's Republic of China</i> and the <i>Code of Federal Regulations of the United States</i>. At the same time, we have formulated internal procedures, such as the <i>Product Quality Standard Development Process</i>, the <i>Product Regulatory Compliance Control Process</i>, and the <i>Process Quality Control Procedures</i>. We have also built a product certification standards library to centrally manage and dynamically update applicable regulations and technical standards. In addition, the Company embeds regulatory compliance requirements into the product design, development, and manufacturing stages, and implements quality and compliance management through process and gate review mechanisms.</p>	<div style="background-color: #00a651; color: white; padding: 5px; border-radius: 10px; text-align: center; margin-bottom: 10px;"> Quality Performance Governance </div>  <p>Goertek has established an operating mechanism for quality performance. Goertek has also created tiered quality performance matrices to set quality targets by indicator, organization, and project. In addition, Goertek has mapped out the deployment steps and critical business actions for each performance indicator across different project phases. Goertek has defined performance evaluation rules along with quality reward, penalty, and accountability mechanisms. This approach achieves closed-loop performance management and effective cost control.</p>
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In 2025, the Company obtained certifications for a number of international and industry-related quality management systems, including the ISO 9001 Quality Management System, the IATF 16949 Automotive Industry Quality Management System, the ISO 13485 Medical Device - Quality Management System, the ANSI/ESD S20.20 Electrostatic Discharge Protection Management System, the IECQ QC 080000 Hazardous Substances Process Management System, the IEC 61340-5-1 General Requirements for Electrostatic Protection of Electronic Devices, the ISO/IEC 17025 Laboratory Accreditation System, and TL 9000 Telecommunications Quality Management System.

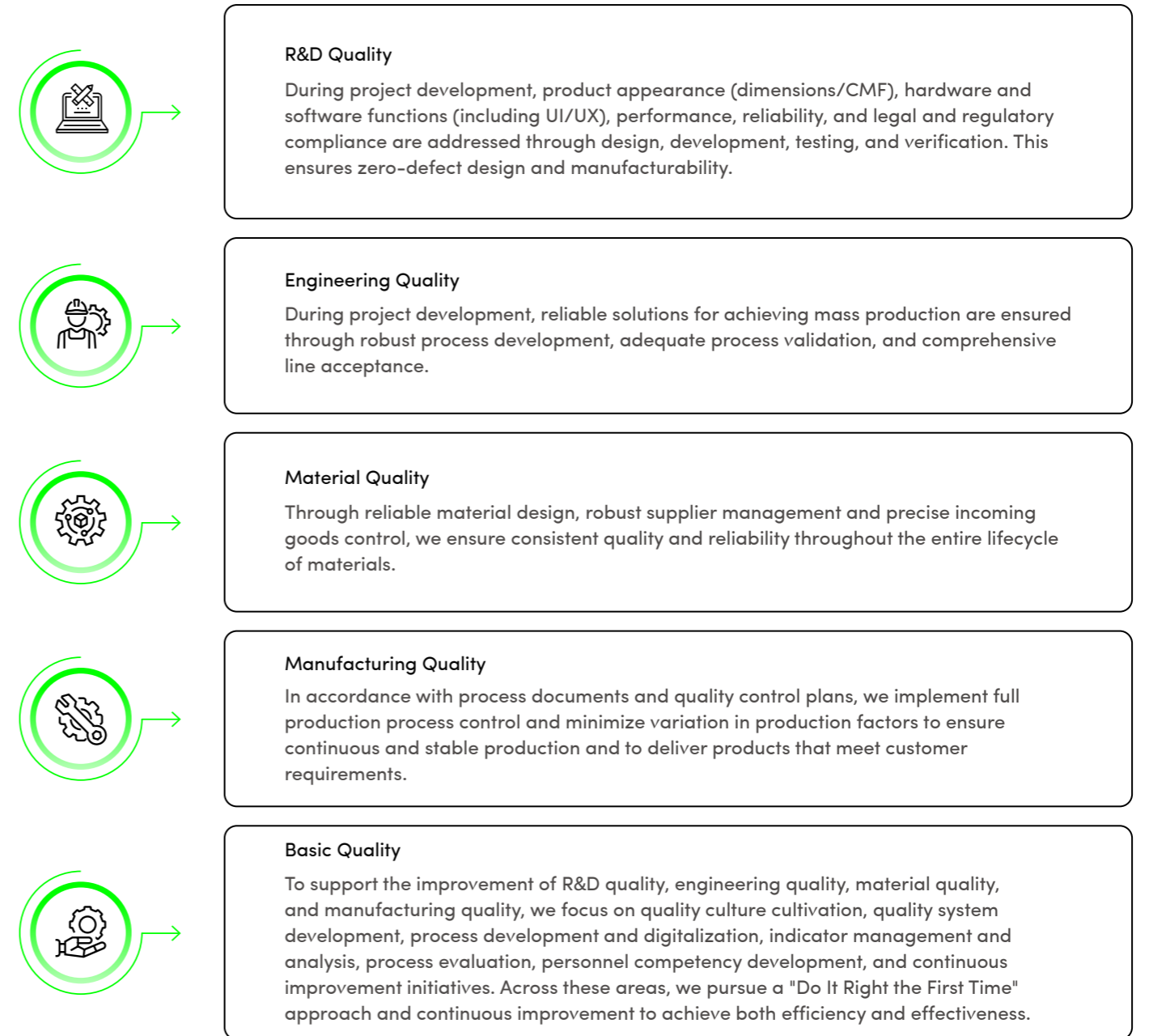
Strategy

Goertek has built a digital quality management system, established predictive and preventive mechanisms, and implemented end-to-end quality control and assurance. This approach creates quality value and supports the Company's business operations. To support the implementation of the quality strategy, Goertek promotes quality automation and digitalization in three phases: strengthening the quality foundation, advancing quality digitalization, and building quality intelligence.



Process Management Requirements

The Company defines product quality requirements across five dimensions of R&D quality, engineering quality, material quality, manufacturing quality, and basic quality. Guided by these requirements, the Company ensures high-quality delivery across design, technology transfer, supply and production, and fully meets customer needs and market access requirements.



Impact, Risk and Opportunity Management

Goertek conducts regular product quality risk assessments. Goertek has developed and implemented the *Risk and Opportunity Management Policy*, which systematically standardizes risk identification, assessment, response, and monitoring. Goertek also drives all departments to proactively identify internal and external risks and improvement opportunities in daily operations. Together, these efforts create a forward-looking management mechanism that enhances organizational adaptability and continuous improvement.

Product Quality Risk Management

The Company manages product quality risks through DFMEA (Design Failure Mode and Effects Analysis) and PFMEA (Process Failure Mode and Effects Analysis). The Company identifies potential failure risks in product design and manufacturing processes, conducts risk analysis to determine risk levels, and establishes control measures. Preventive and corrective actions are incorporated into technical reviews and process management to control and mitigate risks.

To address product safety and compliance risks, the Company has established the Product Safety Certification Department. This department is responsible for determining the applicable regulations and technical standards for each project and, during the R&D stage, conducting compliance assessments and defining design control requirements. The Company has also formulated and implemented the *Product Regulatory Compliance Control Process*. Through this policy, regulatory requirements are embedded into R&D design, engineering transfer, and manufacturing management, with ongoing monitoring to verify full implementation.

Emergency and Incident Management

To address production risks, the Company has developed emergency management plans to ensure that customer requirements are effectively met under emergency conditions. The Company has regularly tested and reviewed response procedures. In the event of a product quality incident, the Company will conduct a thorough investigation of every step, rigorously implement corrective actions, and ensure proper resolution and the prevention of recurrence.

Product Recall

Goertek actively assists customers with the recall and disposal of defective products. Goertek strictly follows relevant customer policies and procedures and fully cooperates throughout the recall process from implementation to product disposal. At the same time, we maintain close communication with customers, and provide real-time progress updates, professional support, and solutions to ensure the orderly execution of recall activities.

Intelligent Transformation

The Company actively pursues intelligent transformation in quality information system development, quality indicator data governance, and AI applications. This enables the Company to address the opportunities and challenges posed by rapid industry changes and continuously meet customer demands for high quality.


In terms of digitalization, we have developed the G-QMS system to drive quality control and management across the full project lifecycle. Through interaction with various other systems, the system enables end-to-end quality control and effectively supports the implementation of management measures for R&D quality, engineering quality, material quality, manufacturing quality, and basic quality.

In terms of quality indicator data governance, we have built a unified quality indicator dictionary to standardize indicator management. By establishing linkages among various IT systems, we have developed an indicator visualization system with unified application to digitize and standardize indicators. This has ultimately enabled fully automated indicator data calculation and significantly reduced manual statistical work hours and data errors.

In terms of measurement management, the Company has identified opportunities for applying AI technology in industrial measurement scenarios. The Company has introduced AI dimensional measurement technology into OMM (Optical Measuring Machine) equipment operations to optimize operational methods and support multi-device collaborative operation. Measurement programs are invoked in a standardized manner, and the measurement data are automatically organized and uploaded. This reduces manual intervention and provides structured data to support process analysis and production management.

Quality Culture Development

The Company's quality culture development centers on the *Basic Law of Quality Management*. The Company conducts quality policy interpretation sessions, on-site quality promotional campaigns, and other initiatives to continuously enhance quality awareness. The Company also organizes regular activities such as Quality Season events, quality improvement case sharing, and quality knowledge contests to foster a quality-centric culture. A total of 800 employees has completed the quality skill training and passed the certification exams, strengthening the professional capabilities of the quality personnel.



In 2025, a total of **800** employees completed the quality skill training and passed the certification exams

Indicators and Targets

Goertek has set a management target to continuously improve FPY (First Pass Yield) and strengthen process control, thereby ensuring process stability. Goertek has also rigorously pursued a "0PPM"(Zero Parts Per Million) defect rate in the market. Through full-lifecycle product quality control, Goertek ensures product consistency and reliability, and achieves zero major customer complaints about product quality.



In 2025, the Company achieved the target of **0** customer complaint related to major product quality issues through strengthened quality management and optimized product design and process control

Chemicals Management

Goertek is committed to designing and manufacturing safe and healthy products. Throughout the entire chemical lifecycle, Goertek strictly complies with applicable international and local laws and regulations, meets customer restricted substance requirements, and tests chemicals used in our products. By managing chemicals to high standards, Goertek strives to reduce, control, and circumvent the impact of hazardous substances on health and the environment.

Goertek has completed 100% identification and risk assessment of all chemical substances used in all products and provided customers with full chemical substance information for every product.

Governance

Adhering to "standard leadership", the Company keeps track of updates to global regulations and customer requirements. The Company has established a well-defined, standardized chemical and hazardous substance governance system aligned with international standards to ensure operational compliance. The Company strictly complies with the *Regulations of the People's Republic of China on the Administration of Controlled Chemicals*, the *Catalogue of Hazardous Chemicals*, the *Regulations on the Safety Management of Hazardous Chemicals*, the *Regulation on the Administration of Precursor Chemicals*, the *Measures for the Administration of Hazardous Chemicals Registration*, and other applicable laws and regulations in the operating locations. The Company has also formulated the *Chemical Management System* to implement full-lifecycle management and standardize the management of chemical introduction, procurement, handling, use, storage, and disposal. This year, the Company experienced no chemical-related safety incidents.

In 2025, we focused on revising the *Goertek Restricted Substances Specification*, adding control requirements for substances such as pentachlorobenzene (PeCB), decabromodiphenyl ether (DecaBDE), tetrabromodiphenyl ether (TetraBDE), and pentabromodiphenyl ether (PentaBDE). Responding to industry trends, we also introduced automotive VOCs (Volatile Organic Compounds) requirements and related appendices and updated all referenced regulations and standards. We provide customers with relevant information on the use of restricted and controlled substances in all products.

The Company maintains a strong focus on restricted substances in process chemicals. After reviewing customer requirements, the Company has compiled the *Restricted Substances and Requirements for Process Chemicals*. Combined with RBA requirements, The Company identifies and controls restricted substances at the chemical introduction stage. At the same time, we have assigned dedicated Green Product Engineers in each business group to supervise material selection assessment, hazardous substance review, control implementation, and customer compliance documentation submission throughout the product lifecycle. This ensures that all stages meet high environmental standards.



By the end of 2025, factories in Weifang, Qingdao, Rongcheng, Dongguan, Vietnam, and other locations have achieved **100%** coverage of IECQ QC 080000 Hazardous Substance Process Management System Certification.



This year, the Company **has not** experienced any chemical-related safety incidents


Strategy

Through forward-looking green design, rigorous supply chain management, and company-wide awareness enhancement, the Company is committed to systematically addressing chemical-related environmental and health risks.

During the new product design phase, the Company deeply integrates environmental and health standards into R&D. The Company strictly follows the *General Principle and Requirements of Eco-Design for Products* and the *Specification for Restricted Substance Management of Materials and Finished Products* and draws on the *Principles of Green Chemistry*. A full-lifecycle environmental impact assessment is conducted at the feasibility analysis and preliminary design review stages. The Company fully implements the Hazardous Substance Free (HSF) philosophy and adopts harmless chemical ingredients. The Company embeds the *Goertek Restricted Substances Specification* throughout internal R&D, manufacturing processes, and the supply chain to reduce potential impacts on human and environmental health during product use and disposal at the source.

In terms of proactive hazardous substance reduction and substitution, the Company goes beyond baseline compliance to pursue higher-standard controls. As of the end of the reporting period, its controlled substance list covers 77 categories of restricted substances, 22 categories of managed substances, and 18 categories of process-restricted substances. The 2025 hazardous substance reduction and substitution plan has been completed. By identifying environmentally friendly alternative materials and deploying reduction plans ahead of schedule, the Company has effectively strengthened its compliance competitiveness in key international markets.

Additionally, the Company reinforces the resilience of its management strategy through comprehensive awareness-raising activities. All hazardous substance management training courses have been made available online, providing convenient access to basic knowledge, the latest regulations, and customer-specific requirements for both internal and external personnel. Tiered and customized training is provided for employees in different positions. Real-time updates are released via IT systems, emails and other channels to ensure that employees fully understand control requirements within their responsibilities. The Company also conducts regular annual training for value chain suppliers, covering all suppliers of customized materials, structural components, packaging materials and auxiliary materials. This improves suppliers' understanding and implementation of hazardous substance management rules.



As of the end of the reporting period, the Company's controlled substance list covers **77** categories of restricted substances, **22** categories of managed substances, and **18** categories of process-restricted substances. The 2025 hazardous substance reduction and substitution plan has been **completed**.

Impact, Risk and Opportunity Management

Goertek has established a dynamic risk identification and response mechanism. We embed chemical safety management deeply into all business processes. Through systematic research, we accurately identify the laws, regulations, industry standards, and importing-country legal requirements that have a significant impact on us and comprehensively assess their potential implications and risks for the management system. For the risks identified, our operations teams utilize technical tools such as the chemical warehouse management system and automatic alarms to implement classified control and real-time monitoring of chemical storage and use. We also conduct regular emergency drills to continuously strengthen our emergency response capabilities for sudden environmental and safety incidents.

Hazardous Substance Management Standards



The Company's hazardous substance management standards not only encompass legal and regulatory requirements but are also more stringent than such requirements. These standards cover RoHS, halogen, REACH, CP65, POPs, Battery Directive, Packaging Directive, VOCs, and others. Restricted substances controlled under these standards are categorized as either prohibited substances or declarable substances. The Company proactively identifies updated laws and regulations and implements tightened control measures in advance. Regarding RoHS Exemption 6(c), we have reached a consensus with some customers to ban the use of lead-containing copper alloys in watches, bracelets, headphones and other products in advance to ensure that the products meet higher environmental standards.

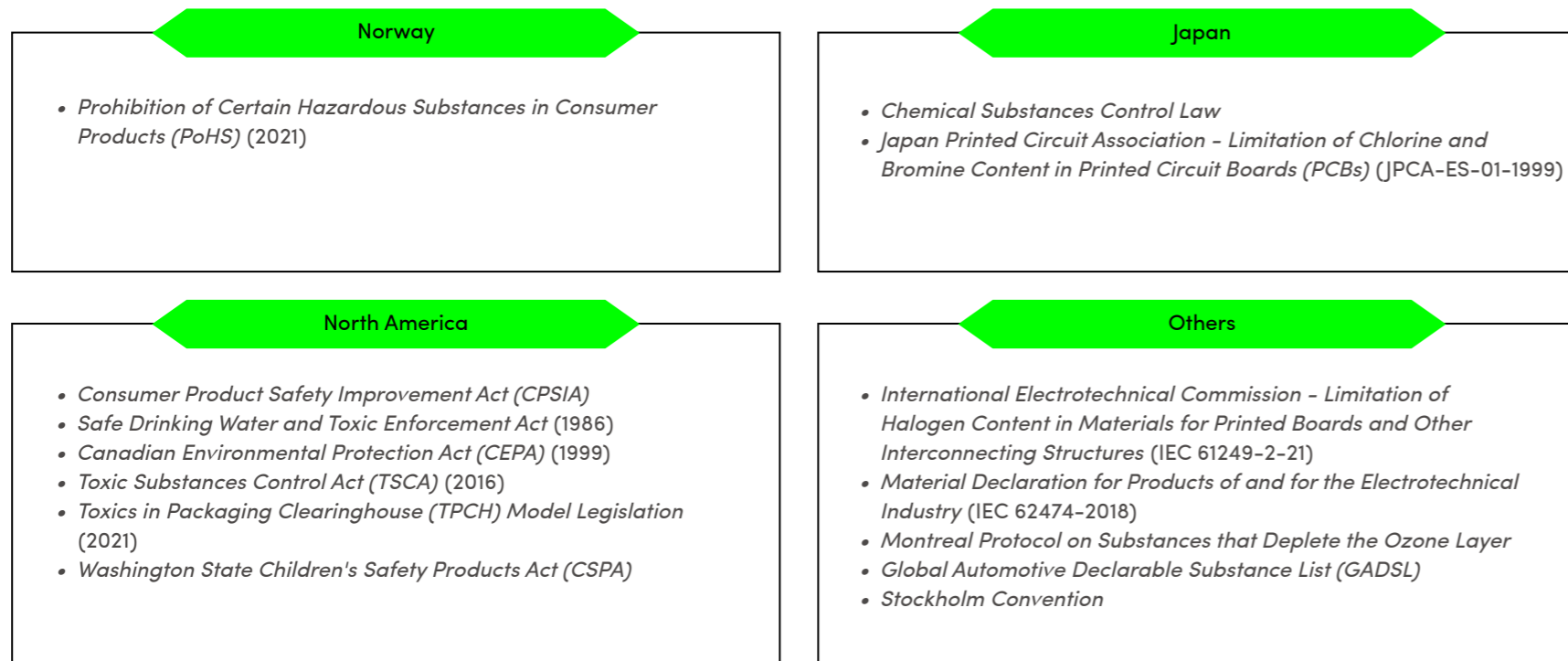
The Company has identified and strictly complied with relevant laws, regulations, standards, and requirements related to hazardous substances, including:

China

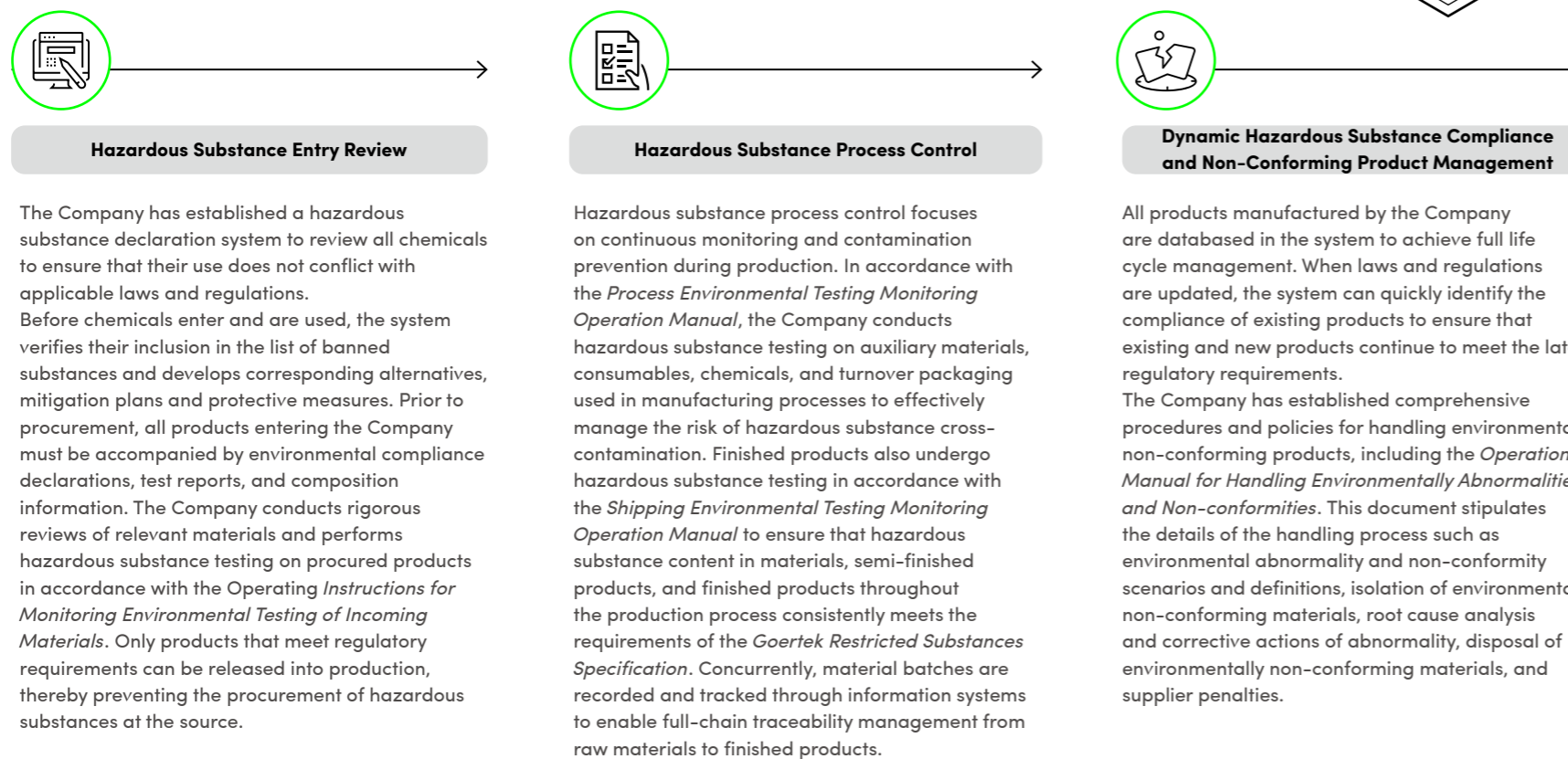
- *Administrative Measures on the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products*
- *Limit of Harmful Substances of Coatings—Part 2: Industrial Coatings* (GB 30981.2-2025)
- *Limit of Volatile Organic Compounds Content in Adhesive* (GB 33372-2020)
- *Limits for Volatile Organic Compounds Content in Cleaning Agents* (GB 38508-2020)
- *Limits of Volatile Organic Compounds (VOCs) in Printing Ink* (GB 38507-2020)

EU

- *Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment* (2011/65/EU)
- *Directive on Waste Electrical and Electronic Equipment (WEEE)* (2012/19/EU)
- *EU Packaging and Packaging Waste Regulation (PPWR)* (EU) 2025/40
- *EU Batteries Regulation* ((EU) 2023/1542)
- *EU Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)* ((EC) No 1907/2006)
- *EU Regulation on Persistent Organic Pollutants (POPs)* (2019/1021/EU)
- *French AGECLaw - Law Regarding a Circular Economy and the Fight Against Waste* (No. 2020-105)
- *Swedish Chemical Tax Act* (SFS 2022:1774)
- *EC Regulation on Substances that Deplete the Ozone Layer* (2037/2000/EC)
- *EU Biocidal Products Regulation* (EU No. 528/2012)
- *EU Timber Regulation* (No. 995/2010)



Full-Process Hazardous Substance Management



Chemical Safety Management

In 2025, the Company completed a toxic chemical automated dosing project in its electroplating workshops through equipment and technology upgrades. The existing manual dosing process was upgraded to an automated dosing system. This system integrates functional modules such as leak detection, gas detection, and linked abnormal alarms, which can effectively reduce the risk of personnel exposure to toxic chemicals, lower safety hazards, and significantly enhance the intrinsic safety level of the chemical dosing process.

Emergency Response Capabilities



In November 2025, the Company conducted a chemical leakage emergency drill. Throughout the drill, full-process measures, including early warning, cordoning and evacuation, emergency response, and remediation, were carried out in an orderly manner. The leaked chemicals were handled quickly and safely, successfully achieving the expected outcomes of the drill and further strengthening the emergency response and handling capabilities for sudden chemical leak incidents.

Safety Training



The Company strengthened the chemical safety awareness of all employees. In April 2025, the Company organized a company-wide special training on hazardous chemicals. In May, the Company issued a training task for all employees to learn online on the theme of hazardous chemical safety, achieving a 100% training coverage for personnel involved in chemical storage, packaging, cleaning, use, and disposal, as well as contractors involved in landscaping and cafeteria operations.

Indicators and Targets

With zero process pollution incidents, customer environmental complaints, chemical accidents, or hazardous substance excursions, the Company achieved all key annual performance targets for 2025, maintaining a 100% environmental compliance rate for both incoming materials and shipped products.

Phase-Out and Reduction of Hazardous Substances

In terms of substance reduction, the Company has achieved 100% identification of all chemicals used. Furthermore, the Company has fully replaced eight categories of priority substances that pose carcinogenic risks, reproductive toxicity or environmental hazards, including mineral oils (MOAH/MOSH), UV-328, mercury compounds, perfluorinated and polyfluoroalkyl substances (PFAS), Dechlorane Plus (DP) and halogen compounds, across all applicable applications.

Phase-Out Substance	Hazard Properties	Scope of Application	Status in 2025
MOAH with 1 to 7 aromatic rings	Carcinogenic risk, genotoxicity, organ damage	All uses	100% substituted
MOSH with 16 to 35 carbon atoms	Bioaccumulation, metabolism, and toxicity	All uses	100% substituted
2-(2H-Benzotriazol-2-yl)-4,6-bis(1,1-dimethylpropyl) phenol (UV-328)	Organ damage, eye, respiratory and skin irritation, environmental hazards	All uses	100% substituted
Phenylmercuric acetate	Lipophilic toxicants that mainly invade the nervous system	All uses	100% substituted
(Neodecanoato-O) phenylmercury	Acute toxicants, organ damage, environmental hazards	All uses	100% substituted
Perfluorinated and polyfluoroalkyl substances (PFAS)	Carcinogenic risk, endocrine disruption, liver damage, immune system damage	All uses	100% substituted
Dechloran (DP)	Liver, pulmonary and reproductive toxicity, potential neurotoxicity and endocrine disruption	All uses	100% substituted
Fluorine (F), chlorine (Cl), bromine (Br), iodine (I) and their compounds	Substances containing halogen elements will generate harmful gases when burned, causing harm to the human body	All uses	100% substituted

In 2026, the Company plans to further expand the phase-out scope of restricted substances and fully substitute four key substance categories. These include the replacement of decabromodiphenyl ether (DecaBDE) and pentachlorobenzene (PeCB)—both associated with neurotoxicity and bioaccumulation potential—in all uses, as well as the targeted alternatives to tetrabromodiphenyl ether (TetraBDE) and pentabromodiphenyl ether (PentaBDE) in adhesive applications. The Company will continue to monitor substitution progress to ensure products remain aligned with international environmental standards.


Phase-Out Substance	Hazard Properties	Scope of Application	2026 Target
Decabromodiphenyl ether (DecaBDE)	Neurotoxicity, potential carcinogenicity, reproductive toxicity, bioaccumulation potential, environmental hazards	All uses	100% substituted
Tetrabromodiphenyl ether (TetraBDE)	Neurotoxicity, potential carcinogenicity, reproductive toxicity, bioaccumulation potential, environmental hazards	Adhesives	100% substituted
Pentabromodiphenyl ether (PentaBDE)	Neurotoxicity, potential carcinogenicity, reproductive toxicity, bioaccumulation potential, environmental hazards	Adhesives	100% substituted
Pentachlorobenzene (PeCB)	Neurotoxicity, potential carcinogenicity, hepatic toxicity, renal toxicity, skin and mucous membrane irritation, endocrine disruption	All uses	100% substituted

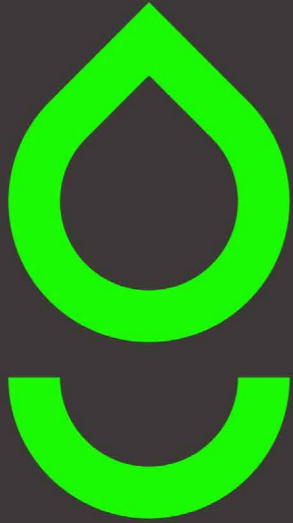
Service Quality Management

Committed to continuously improving service quality, Goertek has established a closed-loop management mechanism covering the entire process from customer request acceptance to follow-up feedback. By constantly refining service details, Goertek ensures fast response and efficient resolution of customer requests.

Governance

The Company has fully integrated service quality management into the ESG governance system. A tiered organizational structure is established with clear boundaries of responsibility and authority to build a collaborative and interlinked operating mechanism. The Company continues to refine its quality management policies and procedures, strengthen full-chain risk prevention and closed-loop improvement, and enhance team capabilities through regular training, performance assessment, and workshops. These efforts embed quality control deeply into the full ESG process and drive simultaneous improvements in both governance effectiveness and service quality.





CLIENT ORIENTATION

- Respect our customers as the foundation of business development
- Maintain agile responsiveness and fully commit to customer satisfaction
- Continuously create value for customers

Strategy

Service Quality Management Requirements

In terms of customer feedback management, the Company formulates targeted improvement measures in response to customer feedback and monitors their implementation to ensure that the resulting improvements are recognized by customers. Cases with outstanding improvements are promoted and shared internally to foster a positive environment of motivation and experience sharing.

For customer requests for returns, exchanges, and repairs, the Company has established the *Customer Return and Exchange Handling Process* to systematically manage the accounting of returned goods and the identification of defects, as well as repair processing. By real-time tracking and analysis of the delivery fulfillment rates and return data, the Company identifies systematic risks and supports continuous optimization of service and product quality.

To solidify the customer service foundation, the Company continuously strengthens employee training and fosters a core value of client orientation. Leveraging internal platforms such as the Marketing Professional Academy and Enjoy Learning Classroom, we conduct integrated and in-depth training from two dimensions: key customer projects and business group operations. This internal enhancement training enhances the service capabilities and professional vision of customer-facing personnel.

• "All Hands - Customer-Oriented Improvement Month" Campaign

In November 2025, the Company launched and organized the "All Hands - Customer-Oriented Improvement Month" campaign. Through activities such as a proposed improvement contest and the selection of engaging award titles such as "Customer Value Creator" and "Customer Satisfaction Booster", a positive climate conducive to improvement was created. The implementation rate reached 90% in terms of employee proposals for improvement. The campaign has significantly boosted employee participation, enthusiasm and initiative, and effectively promoted improvements in customer experience and the optimization of internal processes.

Impact, Risk and Opportunity Management

Goertek actively identifies risks and embraces opportunities and continuously deepens the development of its service quality management system to achieve effective risk response and sustained value enhancement. In 2025, the Company identified contract-related risks and conducted a comprehensive review of aspects such as intellectual property, confidentiality, and liability for breach of contract. Based on this review, a customer contract review mechanism was established and implemented to effectively prevent legal disputes and financial losses and build a robust compliance and safety defense for business stability.

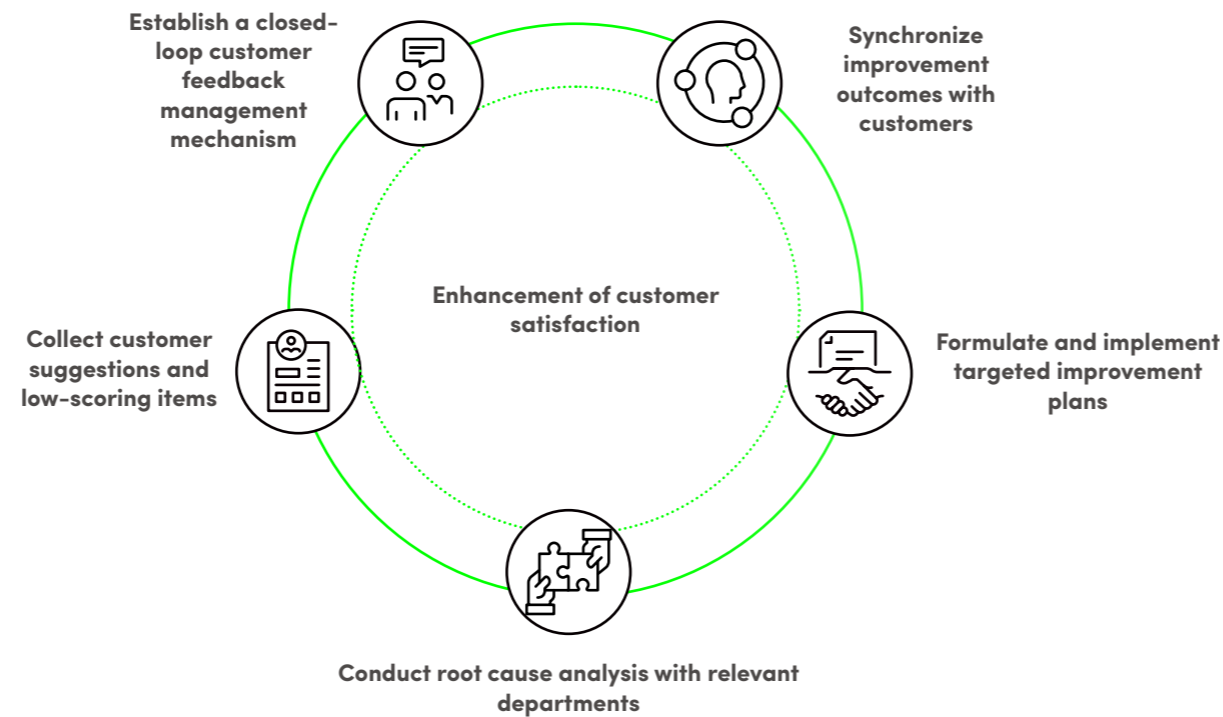
Intelligent Transformation

The Company actively seizes the development opportunities presented by AI empowerment and advances its digital and intelligent transformation.

Implementation Measures	Application Support
<ul style="list-style-type: none"> Aligned with its overall intelligent development plan, the Company has initially established a marketing Agent Q&A knowledge base. Through a real-time interactive response mechanism, this knowledge base facilitates the efficient internal sharing of knowledge and lays a solid foundation for the intelligent upgrade of marketing. 	<ul style="list-style-type: none"> Robust support is provided for employee capacity building and the implementation of customer service. An improvement rate of over 20% is achieved in service response efficiency, contributing to the continuous enhancement of customer satisfaction.

Customer Communication and Satisfaction


To address the potential risk of a divergence between services and customer needs, we organize annual face-to-face interviews with key customer representatives to systematically review business cooperation performance and the effectiveness of improvements made over the years and collect the latest customer needs and suggestions.



Indicators and Targets

To continuously improve customer satisfaction, Goertek constantly refines the customer satisfaction surveys. Goertek clarifies the channels for collecting customer feedback, the mechanisms for analysis, and the pathways for applying the findings to drive the use of survey results in internal management and improvement.

In 2025, the Company conducted customer satisfaction surveys through both online and offline channels, covering five dimensions of quality, cost, delivery, service, and technology. A total of 240 questionnaires were distributed, with 233 returned, achieving a response rate of 97%. The overall score for the customer satisfaction survey reached 91 points.



The overall customer satisfaction score reached

91

一起创造 一起分享 一起成长

We Make We Share We Thrive

4.

Global Collaboration

Goertek embraces an open approach to foster win-win collaboration, building a sustainable supply chain system with layered management from source control to responsible procurement, and from green low-carbon practices to conflict minerals management. At the same time, the Company empowers industry development through technological strength, actively participates in the formulation of technical standards, and drives deep integration of technological achievements with industrial collaboration. The Company consistently fulfills social responsibilities, spreading warmth through community public welfare and volunteer activities, contributing its share to rural revitalization, and jointly creating a better future with all partners.

- Sustainable Supply Chain
- Industry Development Empowerment
- Fulfillment of Social Responsibilities



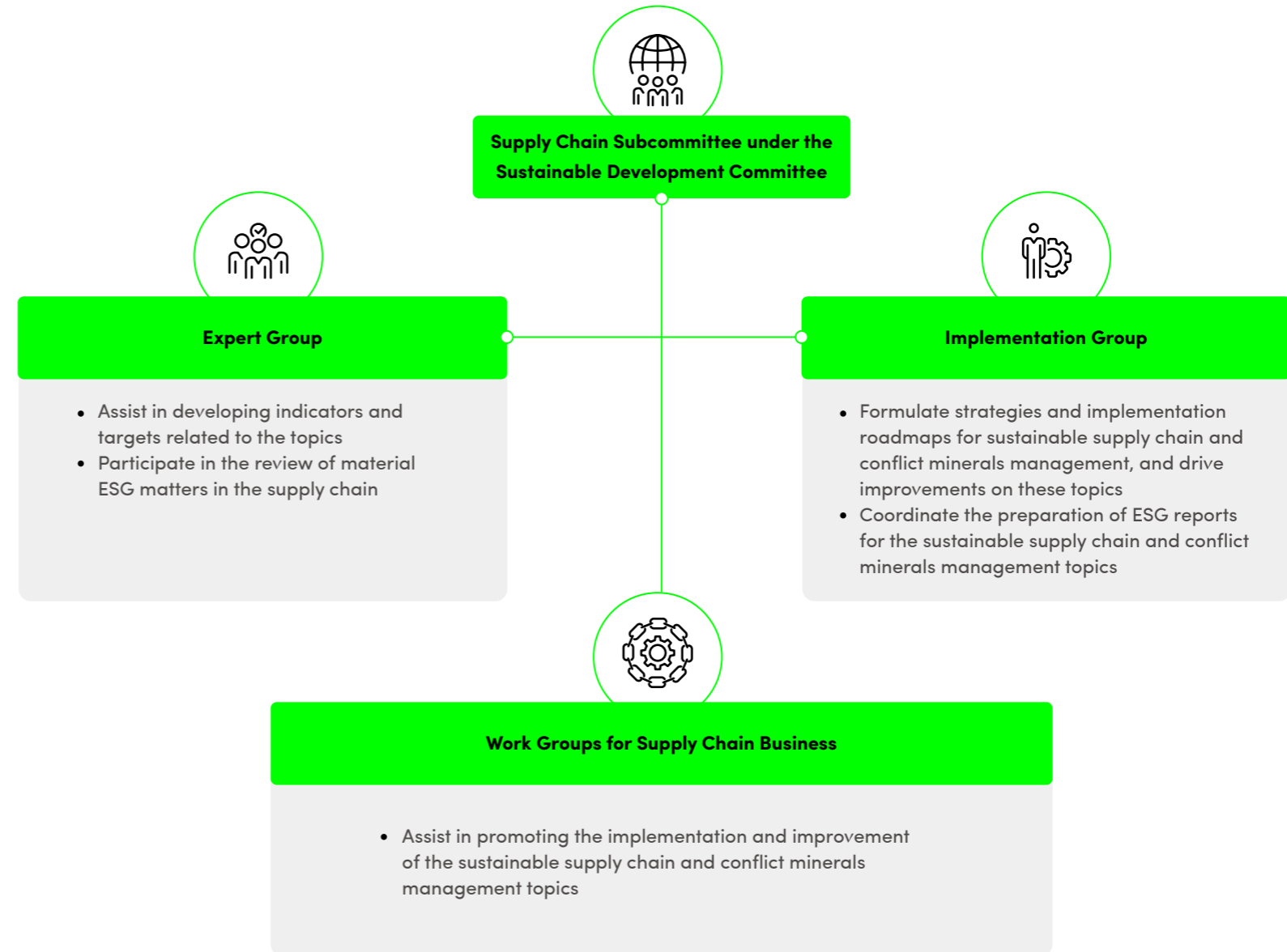
Sustainable Supply Chain

Guided by the principles of "Agile Resilience, Win-Win Collaboration, Transparency and Professional Leadership", Goertek systematically integrates ESG requirements into every stage of the supplier lifecycle—access, management, and exit. Through well-established systems and performance assessment mechanisms, Goertek drives continuous improvement among suppliers in areas such as social responsibility, environmental compliance, and business ethics. The Company systematically identifies and manages supply chain risks, strengthens raw material traceability and conflict minerals management, and strives to build a resilient, end-to-end transparent value chain. By growing together with its partners, the Company steadily advances toward its long-term vision of a sustainable supply chain.

Governance

Goertek has established a supply chain management system with clearly defined responsibilities and distinct hierarchical levels. This system is overseen by the Supply Chain Subcommittee under the Sustainable Development Committee, which assumes full responsibility for implementing the Company's strategic requirements related to the sustainable supply chain and conflict minerals management. The subcommittee defines organizational roles and division of responsibilities, continuously improves its governance framework, and drives the closed-loop operation of ESG performance across both internal supply chain management and supplier-end practices.

Management Structure for Sustainable Supply Chain



In terms of supplier access, the Company established and updated the *Supplier Development and Certification Management Process* to enhance the precision of access management. Regarding supplier code of conduct, the Company optimized the *Goertek Supplier Social Responsibility Code of Conduct* and the *Supplier Annual and Special Audit Process* addressing previously identified management gaps and strengthening supplier audit execution. For supplier performance management, the Company rigorously implemented the *Supplier Performance Evaluation and Application Process*. During the reporting period, the weighting of supplier ESG performance in the annual audit and evaluation was increased, thereby deepening the linkage of ESG performance to key business decisions such as order allocation and contract renewal.

Strategy

Goertek embraces a supply chain vision "to pursue lean operations and continuous proactive innovation to become a world-class, leading supply chain". Goertek's mission is to "build flexible and agile product delivery capabilities, establish globally competitive supply capabilities with optimal total cost, lead a highly resilient, end-to-end transparent and collaborative value chain, and realize a green and sustainable supply chain". Goertek continuously builds and improves its supply chain management system. At the same time, the Company integrates ESG factors throughout the supplier management process. By strengthening integrity management, communication, and collaboration with its partners, the Company establishes a robust institutional framework and evaluation standards to effectively ensure ESG compliance and sustainable development capabilities across the supply chain.

Supplier Development and Access

The Company developed the *Goertek Supplier Social Responsibility Code of Conduct* with reference to internationally recognized frameworks such as the Responsible Business Alliance (RBA) Code of Conduct. This document explicitly requires suppliers to comply with all applicable laws and regulations in places where they are registered and operate. During the supplier selection process, assessments are conducted across four dimensions: business, social, environmental, and governance. For instance, on the social dimension, supplier labor management practices are assigned a corresponding weighting and a scoring mechanism is established. During the supplier screening phase, evaluations are conducted on areas including compliant employment and the protection of lawful labor rights and interests.

The Company strictly enforces supplier access management requirements, including the *Supplier Survey Form*, the *Supplier Development Requirement Form*, and the *Supplier Development and Introduction Access Threshold*. In accordance with the *Supplier Development and Certification Management Process*, the Company evaluates the completeness and effectiveness of internal and external suppliers' environmental and social risk management efforts as well as their environmental management systems through a combination of document reviews and on-site audits.

While ensuring alignment with the Company's and the industry's standards, we prioritize suppliers with superior social and environmental performance, as part of our commitment to responsible procurement. Key considerations include their practices in protection of employees' rights, working condition improvements, prohibition of the use of forced labor, prohibition of child labor, environmental management, and resource utilization. Suppliers that meet the access criteria are required to sign the *Purchase Contract*, the *Confidentiality Agreement*, the *Integrity Commitment Letter*, and other relevant documents. These practices embody the supply chain management principles of "win-win collaboration, and transparency" and safeguard the stability and sustainability of the supply chain.

Tiered Supplier Management and Performance Evaluation

The Company continuously optimizes the *Supplier Grading and Classification Management Process*, implementing dynamic and differentiated management—categorizing suppliers as Preferred, Optional, Restricted, or Eliminated—based on key indicators such as their performance levels, resource alignment, and willingness to cooperate.

The Company has continuously refined the *Supplier Performance Evaluation and Application Process* and established a three-tier supplier performance evaluation mechanism operating on a monthly, quarterly, and annual basis. Core ESG-related indicators, which include compensation and benefits, protection of labor rights, and environmental protection, are incorporated into the evaluation criteria. Evaluations are conducted by cross-department teams, which assess supplier performance across dimensions such as technology, quality, responsiveness, delivery, cost, and social responsibility, with performance levels assigned as A, B, C, or D. Evaluation results serve as critical decision-making criteria for order allocation and contract renewal.

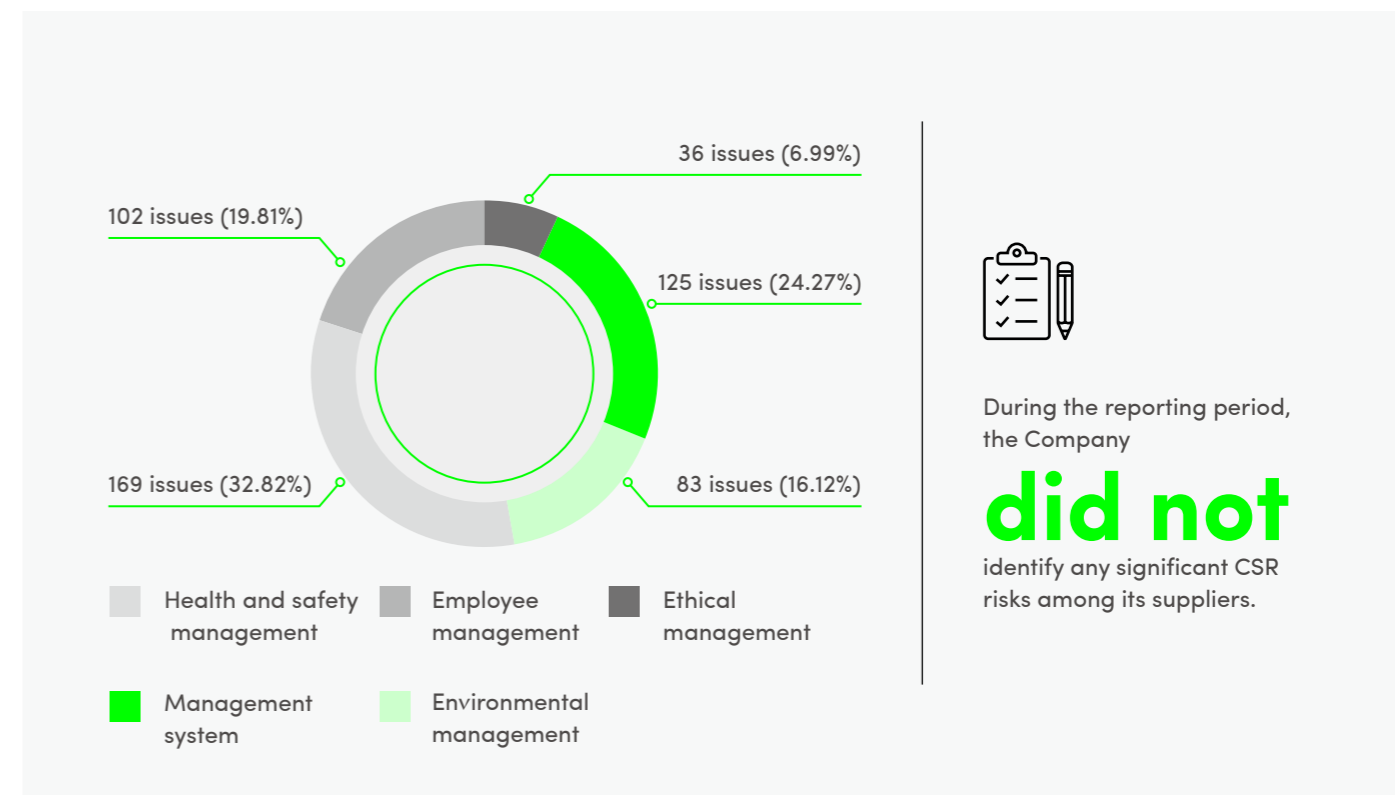
⁸ High-risk suppliers are those that have a significant impact on the Company's product quality and business cooperation.

Supplier Audit

The Company conducts audits of all suppliers identified as high-risk in social responsibility areas, including employees' rights, occupational health and safety, and environmental protection, and urges them to make continuous improvements.

With respect to audits of suppliers' corporate social responsibilities (CSR), the Company has built a systematic supplier assessment mechanism that fully integrates CSR requirements throughout the procurement lifecycle—covering supplier certification, selection, material selection, day-to-day management, performance evaluation, and exit. Audit methods include internal on-site audits, third-party audits, and desktop audits.

During the reporting year, the Company achieved a 100% CSR audit rate for high-risk suppliers⁸ and a 100% completion rate for components and raw materials suppliers included in the annual CSR audit plan. A total of 515 issues were identified during audits of key, high-risk, and new suppliers. Through ongoing follow-up and guidance, all audit findings were closed. The distribution of identified issues is shown below.







During the reporting period, the Company

did not

identify any significant CSR risks among its suppliers.



The Company's social responsibility audit process follows a closed-loop mechanism of "supplier self-assessment, on-site audit, corrective action, and review and verification". The Company conducts periodic compliance screenings of suppliers and dynamically monitors their violations.

-  Prior to qualification audits for new suppliers, the Company requires them to complete a self-assessment and submit the results, encouraging them to perform internal reviews, and identify and manage gaps to meet our requirements.
-  Through a combination of on-site audits, document reviews, and employee interviews, the Company carries out routine monitoring of suppliers, focusing on critical compliance areas such as the implementation of compensation policies, wage payment records, and working hour management.
-  For suppliers found with general non-conformities during on-site audits, we will urge them to take corrective actions based on the severity of the issues and verify the effectiveness of the corrections through a final review.
-  For suppliers that fail to meet the Company's standards on quality, delivery, price, and service over multiple performance evaluations, or that violate CSR standards concerning labor rights, environmental protection, and business ethics, we will reduce the share of procurement from them.

Supplier Exit and Elimination Mechanism

To strengthen supply chain management, the Company will take corresponding measures against suppliers that fail to satisfy correction requirements, including suspending new project awards, downgrading the partnership, or even terminating cooperation.

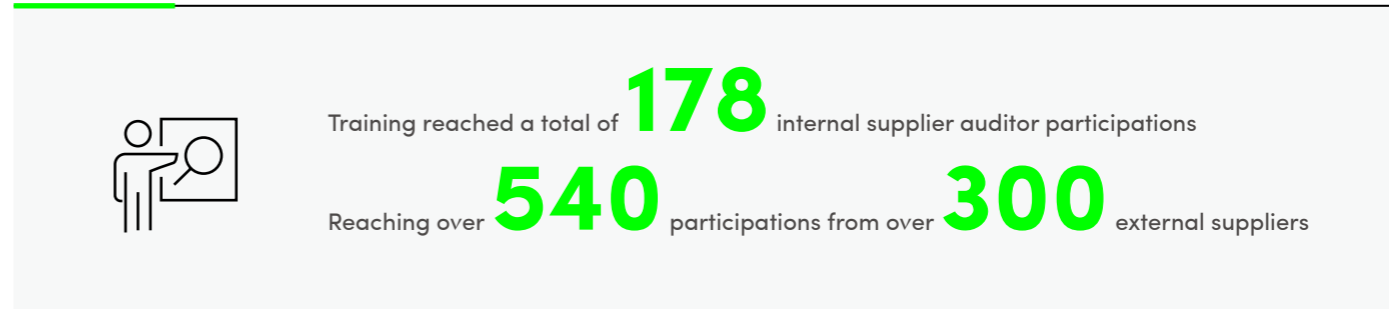
Supplier Integrity Management

The Company is committed to fostering a transparent and impartial supply chain oversight environment. By establishing a multi-channel reporting mechanism, the Company encourages suppliers and their employees to use a hotline, a dedicated email address, and an online reporting platform to file anonymous reports. The Company also requires each supplier to effectively communicate these reporting channels to all its employees through training, meetings, and other means, ensuring full information accessibility. In addition, the Company has put in place a strict whistleblower protection mechanism and explicitly promises to suppliers and their employees that whistleblowers' personal information and the content of their reports will be kept strictly confidential. Any form of retaliation or discrimination is met with a "Zero Tolerance" approach. All appeals are handled directly by an independent audit and compliance team. Access to case information is strictly limited on a need-to-know basis to prevent information leakage, ensuring the investigation process is fair and transparent, and effectively safeguarding the safety of whistleblowers.

Supplier Empowerment and Communication

We regularly conduct targeted ESG training and exchange activities covering areas such as labor management, business ethics, environmental protection, and energy conservation and carbon reduction. We have invited external experts in social responsibility management to develop training courses on ESG-related topics, including labor management, business ethics, environmental protection, energy conservation and carbon reduction, water resources, and management systems. These courses have reached a total of 178 internal supplier auditor participations, and over 540 participations from over 300 external suppliers, achieving an overall improvement in suppliers' ESG management capabilities.

During the reporting year, through professional course design and delivery, we provided specialized training to suppliers and their employees. The training content included, but was not limited to, topics such as protection of labor and human rights and business ethics as outlined in the *Goertek Supplier Social Responsibility Code of Conduct* and the *Supplier Social Responsibility Commitment Letter*. Through annual conferences, shared guidance documents, and on-site coaching, we communicated the importance of fair compensation payment to suppliers and shared best practice cases, helping them establish fair and lawful compensation management policies.



● Business Development and Compliance Conference between Goertek and Partners

To deepen collaboration and exchanges with supplier partners and jointly foster a fair, transparent, and ethical business environment, Goertek held multiple sessions of the "Business Development and Compliance Conference between Goertek and Partners" at various locations. At the conference, Goertek presented its supply chain business development plans and concrete practices in integrity and compliance to its partners, shared its business philosophy of upholding compliance, lawful operations, and integrity, and emphasized anti-corruption policies and requirements. Goertek called on all partners to respond and join Goertek in resisting all forms of fraudulent conduct, working together to build an open and transparent supply chain collaboration ecosystem.



Highlight of Business Development and Compliance Conference between Goertek and Partners

To reduce communication costs and enhance cooperation efficiency, the Company developed the *Essentials Handbook for Collaboration between Goertek and Partners*, defining requirements for material quality, category R&D, supplier audit, and social responsibility management. Through on-site presentations and handbook presentation ceremonies, the Company presented the handbook to 63 core partners and distributed more than 1,500 copies at regional supplier conferences. These efforts ensured that partners fully understand and implement the relevant requirements, and effectively improved collaboration efficiency between both sides.

In 2025, Goertek positioned technology-driven collaborative innovation as a key pathway for supply chain upgrading, promoting a shift with its partners from "supply-demand matching" to "mutual technological benefits". The Company continued to build and improve its technical professional talent system for supply chains, strengthened exchanges and interactions with partners in technological innovation, and engaged in deep technological collaboration with core partners, precisely aligning innovation needs with cutting-edge technology resources. Both sides deepened collaboration around areas such as technological innovation, bottleneck breakthroughs, and frontier deployment, accelerating the adoption of key technological achievements within the supply chain system, and injecting new momentum into building a more resilient, innovative, and dynamic industrial ecosystem.

Green Supply Chain

The Company regards environmental compliance as a key principle in supplier access and ongoing cooperation with them, with a commitment to building a green and sustainable supply chain system. In the process of supplier access and ongoing cooperation with them, the Company strictly reviews their environmental compliance to ensure that suppliers' environmental performance meets regulatory requirements. At the same time, we respond to the national "dual carbon" strategy, guiding suppliers to establish carbon management systems and advancing carbon reduction targets from concept to practice.



Goertek leverages third-party environmental data platforms, including the Institute of Public & Environmental Affairs (IPE) platform, to review suppliers in respect of their environmental compliance, systematically identifying their potential risks in environmental performance. During the reporting period, the Company completed environmental compliance reviews for a total of 102 suppliers, fully identifying the risk points in their environmental performance. For the high-risk suppliers identified during the review process, we have driven 15 of them to complete targeted corrective actions, ensuring their environmental performance meets the Company's and regulatory requirements.



Relying on its Supplier Relationship Management (SRM) system, the Company collects and dynamically tracks information on suppliers' institutional development regarding key green supply chain topics (such as carbon emissions and water resource utilization) as well as relevant industry certification status. This enables a preliminary assessment of the environmental performance in the supply chain and provides data support for subsequently driving suppliers' targeted efforts in carbon reduction. On this basis, we further identify and screen key suppliers, promoting the enhancement of their green management capabilities and contributing to building a low-carbon, efficient, and sustainable supply chain system.

Impact, Risk and Opportunity Management

Goertek continuously monitors supply chain risk developments, systematically identifying and evaluating potential risks related to suppliers' operations, compliance, and environmental practices to ensure supply chain continuity and stability. Goertek also seizes development opportunities brought by responsible procurement and technological collaboration.

During the reporting period, the Company had no overdue payments to small and medium-sized enterprises (SMEs).

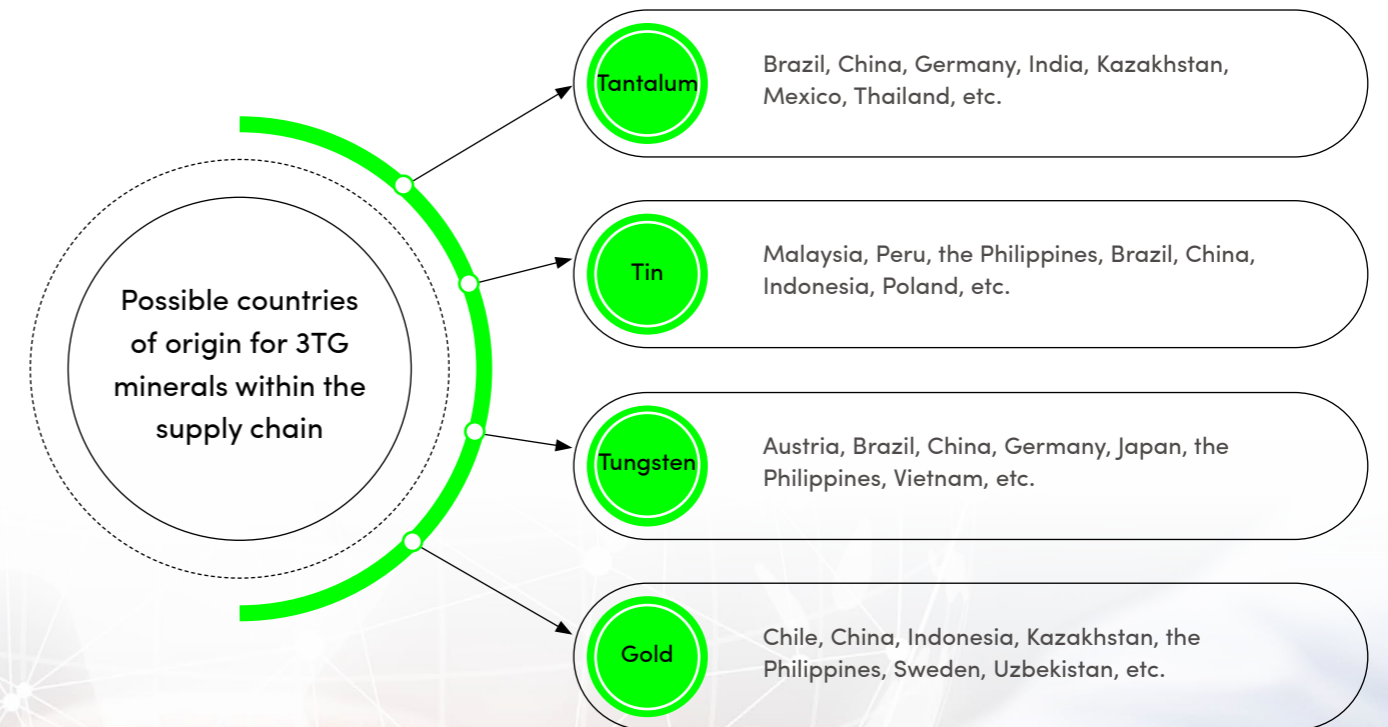
Supplier Risk Management System

Goertek has formulated the *Supplier Risk Management Process* to standardize the supplier risk management procedure. Through activities such as supplier risk identification, analysis and evaluation, as well as risk mitigation measure development and implementation, Goertek reduces the impact of risks and prevents service disruptions caused by risk events.

In 2025, the Company built an N-tier supply chain risk dashboard. By connecting to third-party risk information systems and trade compliance systems, the dashboard monitors in real time and promptly warns against procurement risks for Tier 1 suppliers involved in Goertek's business, as well as for key Tier 2 and Tier 3 suppliers, while providing risk response solutions. The monitoring scope includes operational, legal, financial, administrative (including environmental), disaster, and compliance risks.



Conflict Minerals Management

We neither support nor use minerals originating from armed conflict areas, illegal mining, or areas with egregious working conditions, defined as "conflict minerals". We require all suppliers to comply with the RBA Code of Conduct and sign the *Conflict-Free Minerals Commitment*. Suppliers must conduct due diligence and traceability management for conflict minerals in accordance with the relevant requirements of the Organization for Economic Cooperation and Development (OECD), ensuring that 100% of raw materials containing 3TG (tantalum, tin, tungsten, and gold) used for all products are traceable to their country of origin.



Indicators and Targets

Goertek has established a systematic supply chain ESG indicators framework. Through quantitative tracking and target-based management, Goertek continuously drives enhancement in suppliers' performance across social responsibility, responsible procurement, and green operations.

Stage Targets		Achievement of Targets in 2025
 <p>Short-term targets (2025-2026)</p>	<p>Suppliers' Social Responsibilities</p> <ul style="list-style-type: none"> CSR-specific audit questionnaires will cover 100% of Tier 1 suppliers. Internal training and external exchanges will be organized on ESG for the supply chain. 	<ul style="list-style-type: none"> CSR-specific audit questionnaires covered 100% of Tier 1 suppliers. A total of 515 issues were identified during CSR audits of suppliers. No red-line violations were found throughout the process. Following on-site communication and supervision of corrective actions, all audit findings were closed. The Company conducted internal training on ESG for the supply chain, reaching 178 participations.
	<p>Conflict Minerals Management</p> <ul style="list-style-type: none"> CMRT and EMRT questionnaires will be distributed to and collected from 100% of suppliers. All suppliers' 3TG smelters and refiners will have undergone RMAP certification, with a compliance rate of 100%. 	<ul style="list-style-type: none"> CMRT and EMRT questionnaires were distributed to and collected from 100% of suppliers. All suppliers' 3TG smelters and refiners will have undergone RMAP certification, with a compliance rate of 100%.
	<p>Intelligent Warehousing and Logistics</p> <ul style="list-style-type: none"> Intelligent warehouse coverage rate will reach 70%. Battery-electric autonomous vehicles will account for over 12% of total transport volume 	<ul style="list-style-type: none"> Advanced warehousing equipment such as AGV and automated storage and retrieval systems (AS/RS) was deployed across all business units of the Company. The overall intelligent warehouse coverage rate stood at 60%. The Company achieved intelligent and unmanned processes across the entire chain from order placement, loading/unloading, and transportation to customs clearance and delivery confirmation. Battery-electric autonomous vehicles accounted for over 5% of the pilot transport volume.
 <p>Medium- to long-term targets (2030-2050)</p>	<ul style="list-style-type: none"> Through lean operations and continuous proactive innovation, the Company aims to drive the comprehensive ESG leadership of the supply chain, enabling shared growth and sustainable development with partners. 	<ul style="list-style-type: none"> The Company is steadily advancing the development and upgrade of the ESG management system for the supply chain, enhancing the sustainable development capabilities of the supply chain and progressing toward its long-term vision.

Industry Development Empowerment

Goertek upholds a philosophy of win-win collaboration. Driven by technological innovation, Goertek continues to push the boundaries of the industry. Goertek also participates in the formulation of standards actively, and works hand in hand with partners to promote high-quality industry development and create new industrial value together.

Formulation of Technical Standards

Goertek places technological innovation at its core and deeply integrates its technology accumulation with industrial collaboration, transforming its profound expertise in technology and management into industry standards.

Enterprise Technical Standards

The Company continuously improves its technical standardization management system, taking the smart manufacturing standardization strategy as its core pathway. The Company integrates standardization concepts and requirements into the awareness and actions of all employees and across the process from product R&D to manufacturing resource planning. While elevating its internal technical specifications, the Company proactively participates in the formulation of industry technical standards, contributing its corporate expertise to technological progress and sustainable industrial development in relevant fields.

Formulation of Industry Technical Standards

Goertek focuses on cutting-edge technology domains such as audio, XR (VR/MR/AR), smart manufacturing, AI glasses, and humanoid robots, channeling its technical experience into the development of industry standards. During the reporting period, leveraging its strong innovation capabilities, the Company participated in the formulation of a total of 22 new standards, including 7 national standards, 3 industry standards, 10 group standards, and 2 industry white papers. Additionally, 10 standards to which the Company contributed as a drafter were newly published, including 2 national standards, 2 industry standards, 1 industry white paper, and 5 group standards, providing critical references and benchmarks for technological development in the relevant fields.



22 new standards to which the Company contributed as a drafter



10 standards to which the Company contributed as a drafter were newly published

The new external standards to which Goertek contributed as a drafter in 2025 are as follows:

National Standards

- General requirements for establishing anthropometric databases
- Artificial intelligence—Grading of terminal intelligence—Part 6: Glasses
- Information technology—Computer graphics, image processing and environmental data representation—Style representation for mixed and augmented reality
- Information technology—Computer graphics, image processing and environment data representation—Object/environment representation for image-based rendering in virtual/mixed and augmented reality (VR/MAR)
- Humanoid robot electrically driven integrated joint—Part 1: Technical requirements and test methods for rotary joints
- Humanoid robot electrically driven integrated joint—Part 2: Technical requirements and test methods for linear joints
- Humanoid robot electrically driven integrated joint—Part 3: Joint interface requirements

Industry Standards/White Papers

- Technical Specification for High-Resolution Wireless Audio
- Technical Specifications for Wrist-Worn Wearable Devices - Part 1: Blood Pressure Status Assessment
- Technical specification for multi-camera monocular shooting system image quality consistency
- Extended Reality (XR) Industry and Standardization Research Report (2025 Edition)
- Study on AI Glasses: Technology, Applications, and Standardization Requirements

Group Standards

- T/CIET 1036-2025 5G fully connected factory general technical requirements for flexible production lines
- T/CIET 1037-2025 5G fully connected factory General technical requirements for digital workshop
- T/CIET 1035-2025 5G fully connected factory cross-workshop equipment interconnection and interoperability specification
- T/CECA 114-2025 Measurement method for vibration balance of Microspeaker suspension systems
- General technical requirements for AI Glasses
- The Measurement Metrology of Eye Tracking Performance for Wearable Devices
- Terminal Embedded Camera Image Quality Technical Specification—Part 1: Exposure
- Terminal Embedded Camera Image Quality Technical Specification—Part 2: Color
- Terminal Embedded Camera Image Quality Technical Specification—Part 3: Texture and Noise
- Terminal Embedded Camera Image Quality Technical Specification—Part 4: Compensating of Image Quality Defects

Newly published standards to which Goertek contributed as a drafter in 2025 are as follows:

<p>National Standards</p>	<ul style="list-style-type: none"> • GB/T 12060.21-2025 <i>Sound system equipment—Part 21: Acoustical (output-based) measurements</i> • GB/T 46886-2025 <i>General technical requirements for intelligent detection equipment</i>
<p>Industry Standards/ White Papers</p>	<ul style="list-style-type: none"> • SJ/T 11965-2025 <i>Technical specification for Ultra HD virtual reality display device</i> • SJ/T 12020-2025 <i>General specification for wireless headphones and earphones</i> • <i>Extended Reality (XR) Industry and Standardization Research Report (2025 Edition)</i>
<p>Group Standards</p>	<ul style="list-style-type: none"> • T/CIET 1036-2025 <i>5G fully connected factory general technical requirements for flexible production lines</i> • T/CIET 1037-2025 <i>5G fully connected factory General technical requirements for digital workshop</i> • T/CIET 1035-2025 <i>5G fully connected factory cross-workshop equipment interconnection and interoperability specification</i> • T/CVIA 81.4-2025 <i>Technical requirements of display products for visual health Part 4: Head mounted virtual reality (VR) displays</i> • T/CECA 114-2025 <i>Measurement method for vibration balance of Microspeaker suspension systems</i>

● **Release of the White Paper on Wearable Comfort Evaluation for Smart Wearable Products**

In January 2026, during International Consumer Electronics Show (CES) 2026, Goertek joined hands with SGS, an internationally recognized testing, inspection, and certification company, and other leading industry enterprises to release the *White Paper on Wear Comfort Evaluation for Smart Wearable Products*, establishing a new quantifiable benchmark for comfort evaluation in the industry.

So far, SGS and Goertek have launched a "Wear Comfort Certification Service" for multiple product categories, including earphones and smart glasses, and have issued certificates to a number of enterprises for their wearable products. This evaluation system sets a new benchmark for experiential competition in the industry, aimed at helping propel the industry into a "people-oriented" phase of high-quality development.

● **Group Standard of Head-Mounted VR Displays for Visual Health Adopted as National Standard**

In February 2026, the group standard *Technical requirements of display products for visual health—Part 4: Head-mounted virtual reality (VR) displays*, developed under the auspices of the China Video Industry Association (CVIA) with the participation of Goertek and others, was successfully adopted as a national standard (Project Plan No. 20260739-T-339).

This standard sets out optical indicators related to visual and physiological health, establishing a unified technical specification for the visual health of head-mounted VR displays in China and also providing a reference for head-mounted AR and MR devices.

● **Publication of Group Standard – Wearable Cuffless Blood Pressure Device**

In March 2026, the China Food and Drug Corporation Quality and Safety Promotion Association published *Wearable Cuffless Blood Pressure Measuring Devices*, the first domestic group standard in this field, which officially took effect on March 14, 2026. As a core participating organization in drafting the standard, Goertek was deeply involved in its formulation, helping cuffless blood pressure measurement technology enter a new phase of standardization, industrialization, and large-scale clinical application.

Led by Guangdong Medical University and Hong Kong Institute of Medical Engineering, this standard was jointly drafted by several leading industry enterprises such as Goertek and research institutions and unanimously approved after review by an authoritative expert panel consisting of bodies such as Chinese Hypertension League. The standard fills a gap in the domestic standardization landscape for cuffless blood pressure devices and is deeply aligned with the international IEEE 1708 standard and the latest guidance from the U.S. FDA. It unifies the industry's verification and evaluation system, provides clear standard criteria for product R&D and manufacturing, and lays a foundation for the clinical application and global development of such devices.

Technology-Industry Collaboration

Goertek always upholds the principles of industry collaboration and mutual benefit, committed to contributing core strengths to scientific and technological progress.

In terms of industrial chain collaboration, the Company has established deep strategic cooperation with upstream and downstream benchmarking enterprises and industry organizations. Through joint R&D initiatives focused on cutting-edge technologies and product resources, the Company significantly enhances overall innovation efficiency. The Company continuously strengthens cooperation with leading universities and research institutions both at home and abroad. Working with renowned universities, think tanks, and industry partners, the Company advances industry-university-research collaborative innovation through joint technology R&D, major scientific and technological projects, and high-level talent development.



Fulfillment of Social Responsibilities

Remaining steadfast in its mission of "A Better Life Enriched by Technology", Goertek extends this original aspiration to the fulfillment of its social responsibilities. We actively engage in public welfare initiatives, partnering with employees and all sectors of society to give back through concrete actions, harnessing the power of technology for good to drive us forward and co-create a better future.

Public Welfare and Volunteer Activities

Goertek participates in public welfare and charitable endeavors, focusing on key areas such as education, health, rural revitalization, and community service. Goertek has built an inclusive public welfare platform that enables employees, stakeholders, and the public to contribute, and developed public welfare programs where employees can participate and the public can witness impact. Through these programs, Goertek promotes the public welfare values of mutual assistance, equality, actionable kindness, innovation, and emphasis on brand integrity and talent development.

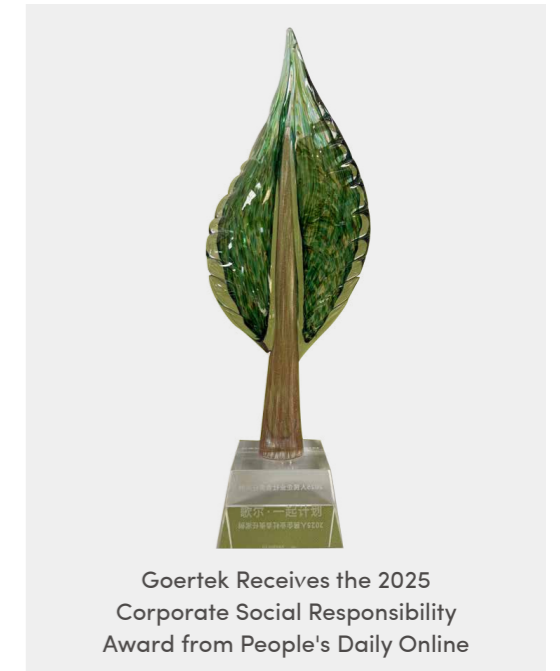
Adhering to the principle of "two-way communication, joint efforts, and shared benefits", the Company has established a normalized community communication mechanism. Through diverse communication channels, we listen to the expectations and concerns of community members and stakeholders. At the same time, the Company customizes differentiated communication strategies for various groups to accurately collect feedback, gains deep insights into social needs, and proactively identifies intersections between social value and business value. On this basis, we develop innovative public welfare programs with comprehensive value.

To effectively evaluate the implementation outcomes and social impact of its public welfare programs, Goertek has built a

robust monitoring system for public welfare programs. This system sets tiered alert thresholds to dynamically monitor sensitive issues such as poor project execution, community environmental impact, and non-transparent information disclosure. It ensures that early warning information is pushed and emergency response procedures are initiated within one to three hours, safeguarding the credibility and sustainability of the programs.

The Company upgraded the "Goertek Charity Platform", enhancing features such as public welfare news and continuously driving the digital empowerment of volunteer services. In 2025, the platform brought together volunteers and released public welfare tasks centered on main-line missions like the "Goertek-We Make It Together Program", covering areas such as free clinics, environmental protection, and education support, persistently promoting the diversification and normalization of public welfare services.

We also organize and encourage more employees to participate in volunteer services through the "China Volunteer Service Network" and "Goertek Charity Platform", carrying out a variety of distinctive volunteer activities on a regular basis, including pen-pal programs with children in mountainous areas and visits to nursing homes and special education schools.



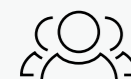
In 2025, the Company conducted a total of **10** interactive activities through approaches such as event follow-ups and satisfaction surveys.



In 2025, the platform brought over **1,000** volunteers together and released **37** public welfare tasks, while the Company released **4** main-line public welfare tasks.



By the end of 2025, the Company had taken the lead in forming **35** public welfare teams that conducted **38** volunteer service sessions, with **671** participations.



During the reporting period, more than **200** individuals from impoverished backgrounds were provided with employment opportunities.

• "6.25 Public Welfare Day" Event Themed "Together, We Hear the Voice of Love"

In June 2025, Goertek held its annual "6.25 Public Welfare Day" event themed "Together, We Hear the Voice of Love", dedicated to bringing warmth and support to hearing-impaired children. Online, the Company launched the "GoerBoy Sign Language Class" on platforms such as Douyin and WeChat Channels, inviting employees and netizens to record blessing videos. Offline, the Company initiated relay charity runs in cities including Beijing, Shanghai, and Shenzhen, calling for sustained attention to children with special needs. Over 50 volunteers visited the Weifang School for the Deaf and Mute, delivering sign language blessings to the children and presenting XR devices and daily care packages to convey warmth and care. Moreover, we donated RMB 200,000 to the Goertek Charity Fund of Weifang Charity Federation to help children in difficult circumstances and support their healthy growth.



6.25 Public Welfare Day at Weifang School for the Deaf and Mute

● **Illuminating Life with Technology, Co-Creating a Better Society—Weifang Marathon Charity Run**

In October 2025, during the Goertek • Weifang Marathon 2025, the Company specially invited 100 teacher and student representatives from "Goertek Growth Stations" to join volunteers in forming a charity running group. They participated together in the 5-km fun run, conveying care and warmth with every step. At the same time, we organized study tours to help the children broaden their horizons and increase their knowledge, organically extending the essence of public welfare into sports experiences and science education.

At the event venue, the Company set up a technology exhibition zone. While providing high-quality event services, the Company showcased cutting-edge technological innovations such as eye-tracking technology and AR glasses to runners and citizens alike, creating an immersive interactive technology experience.



Teachers and Students from "Goertek Growth Stations" Participate in the Weifang Marathon

● **"First Lesson of the Semester"—Lighting Up Children's Future with AI**

In 2025, Goertek continued its public welfare event "First Lesson of the Semester". Volunteers visited multiple "Goertek Growth Stations" across Weifang to deliver gift packages of school supplies and cutting-edge AI courses to approximately 700 students, bringing both technology and care into rural campuses. They listened to the students' thoughts and gained a deep understanding of their academic and daily needs, thereby enhancing the effectiveness of assistance through targeted care initiatives. By empowering education with technology and providing emotional companionship for children's growth, Goertek not only stimulated the children's interest in learning but also continually injected warm and lasting momentum into rural education, supporting the all-round development of rural youth.



Highlight of the Public Welfare Event "First Lesson of the Semester"

In Vietnam, the Company continues to deepen its local social responsibility practices, giving back to local communities through public welfare initiatives such as poverty alleviation through education and disaster relief assistance. On 2025 Mid-Autumn Festival, the Company's labor union organized a poverty alleviation through education activity in Luong Tai commune, presenting Mid-Autumn gift boxes to 200 children from underprivileged families and donating bicycles to help improve their commuting conditions for school.

Rural Revitalization

Devoted to rural revitalization, Goertek works with employees, partners, and forces from all sectors of society to build a collaborative public welfare ecosystem, injecting lasting momentum into sustainable rural development. In 2025, the Company took the lead in forming 35 public welfare teams that conducted 38 volunteer service sessions throughout the year, translating its organizational strengths into concrete actions that serve the countryside, and allowing the power of public welfare to take root and sprout across the vast rural landscape.

• Donation for Disaster Relief in Vietnam

In October 2025, several areas in Bac Ninh Province were severely flooded due to typhoon-induced heavy rainfall, leaving residents stranded and facing material shortages. Goertek's labor union swiftly responded to the needs of the disaster area by organizing a special aid campaign "Joining Hands to Support Flood-Affected Compatriots". Goertek donated essential supplies worth approximately VND 100 million to the affected areas, including bottled water, instant noodles, biscuits, and other urgently needed items. We also provided VND 300 million in cash assistance to the affected residents to support post-disaster reconstruction and emergency relief efforts. The combined value of in-kind and cash assistance amounted to VND 400 million, equivalent to approximately over RMB 100,000.

• "Goertek-We Make It Together Program" Reaches Rural Schools

In 2025, as part of its ongoing efforts to advance the "Goertek-We Make It Together Program", the Company established "Goertek Growth Stations" at Chezhuang Primary School in Anqiu and Shaying Primary School in Qingzhou. The Company offered rural students diverse technology and interest-based courses such as VR immersion experiences, drone practice, physics experiments, model assembly, and outdoor activities to ignite their curiosity and innovative thinking. While donating brand-new desks and chairs to Shaying Primary School in Qingzhou, the Company also provided modern teaching equipment such as VR headsets and drones, effectively optimizing the learning environment and promoting the balanced allocation of educational resources.



"Goertek-We Make It Together Program" Reaches Chezhuang Primary School in Anqiu

• "Nutritious Egg" Program

In 2025, as part of its ongoing efforts to implement the "Nutritious Egg Program", Goertek regularly provided free lunch eggs for students in rural schools with demonstrated needs to improve their nutritional status. To date, the program covers five rural schools, benefiting over 3,000 students and supporting the healthy growth of these children.

5.

Well-Being and Growth

Committed to safeguarding the well-being and growth of every employee, Goertek has established a comprehensive talent attraction and retention mechanism that spans from rights protection to compensation and benefits, and from daily care to humanistic warmth. Additionally, the Company stimulates potential through fair promotion and broadens development space through diversified opportunities, enabling talent to grow in sync with the Company. Prioritizing employee health and safety, we advance occupational health protection and work safety management in parallel to create a secure environment that fosters employees' sense of fulfillment and belonging.

- Talent Attraction and Retention
- Talent Promotion and Development
- Employee Health and Safety



Talent Attraction and Retention

Goertek regards talent as a core strategic resource for corporate development. Upholding the talent philosophy of "Talent First, Attracting and Nurturing First-class, Making the Best Use of Talent, and Growing Together", Goertek seeks to build a fair, inclusive, and warm working environment.

With the advancement of our AI strategy, the role of human resources has also begun to change. We leverage AI technology to reconstruct intelligent workflows, reshaping organizational core competitiveness through data-driven, precise, forward-looking, and personalized talent management to support the Company's strategic transformation.

Since 2024, the Company has piloted AI implementation in human resources, building scenarios such as Employee Service Assistant, Team Management Assistant, Training Assistant, AI-powered experience extraction, intelligent resume search, and AI resume recommendation, accumulating experience for further AI advancement.

In 2026, the Company formulated an AI-driven human resources strategy, establishing six AI development initiatives in human resources field focusing on deep integration of AI and human resources. These initiatives aim to promote AI application in human resources field and drive comprehensive upgrades in talent management and organizational effectiveness.

Employee Rights and Interests

Goertek strictly complies with laws and regulations including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, and the *Trade Union Law of the People's Republic of China*. In accordance with international standards such as the *Universal Declaration of Human Rights*, Goertek has established and implemented internal policies including the *Regulations on the Prohibition of Child Labor*, the *Regulations on the Protection of Female and Minor Employees*, the *Regulations on the Prohibition of Forced Labor*, and the *Attendance and Leave Management Regulations* to protect employees' human rights and labor rights. To standardize overseas employee management, Goertek has formulated and issued employee handbooks tailored to local conditions as per labor compliance requirements in Singapore, Vietnam, Malaysia, and other regions to avoid overseas labor compliance risks and ensure full lifecycle management compliance for local employees.

To ensure effective implementation of management policies for protection of employee rights and interests, the Company has established labor risk prevention, control, and supervision mechanisms. Through in-depth compliance management empowerment for managers across business groups, the Company enhances their compliance awareness and capabilities, reducing risks at the source to safeguard employee rights & interests and build harmonious labor relations.

The Company safeguards fundamental rights of every employee and prohibits forced labor, child labor, discrimination, harassment, and other illegal activities. The Company also ensures employees' reasonable working hours and compensation rights, and respects employees' freedom of association. In 2025, Goertek identified no violations regarding infringement of freedom of association and collective bargaining rights, forced labor, illegal servitude, child labor, or any form of discrimination.

The Company systematically assesses risks related to labor and human rights, focusing on identifying and evaluating potential human rights-related risk issues throughout the operational process. The Company has established a multi-party linkage supervision mechanism involving internal audits, customer audits, and external third-party audits (such as RBA), achieving comprehensive coverage of audits and supervision on issues concerning protection of human rights.

Prohibition of Child Labor

The Company pledges to strictly prohibit child labor. The Company has formulated the *Regulations on the Prohibition of Child Labor* and implemented a five-step verification method during employee onboarding, combined with facial recognition devices, to prevent the employment of child laborers.

Anti-Harassment and Anti-Discrimination

The Company pledges to treat all employees fairly and impartially, without discrimination based on religion, race, gender, region, skin color, or other factors. The Company has established the *Anti-Discrimination, Anti-Harassment, and Anti-Abuse Management Regulations*. The Company provides employees with accessible reporting and grievance channels to prevent inhumane behaviors.

Prohibition of Forced Labor

The Company pledges not to employ any form of forced or involuntary labor and has formulated the *Regulations on the Prohibition of Forced Labor*. Labor contracts are signed in accordance with the law, clearly defining employment conditions to ensure standardized and transparent employee management. During the resignation process, employees can go through resignation procedures freely and conveniently provided that they observe reasonable notice periods.

Wages and Benefits

The Company pledges that employees legally enjoy wages and benefits. Its robust *Compensation Management System* defines salary components and calculation rules, ensuring employees' lawful access to benefits, holidays, and fair, legal, reasonable compensation and benefits. The Company also regularly conducts external salary benchmarking and continuously adjusts compensation to ensure that employees' compensation remains relatively competitive.

Working Hours and Leave

The Company pledges that employees' working hours comply with local legal requirements, with all overtime being voluntary. In 2025, we updated the number of national statutory holidays and marriage leave requirements. Additionally, severe weather response procedures were introduced, allowing temporary use of 2-hour personal leave.

Freedom of Association and Collective Bargaining

The Company fully respects and protects employees' rights to freedom of association and collective bargaining and convenes an employee representative conference every year. At the conference, the Company conducts collective bargaining negotiations, and reviews and signs collective agreements and related institutional documents.

Female Employee Protection

The Company is committed to safeguarding female employee rights and interests and health by providing maternity leave, breastfeeding breaks, social insurance benefits, and health protection. It is strictly prohibited to discriminate against or dismiss female employees on the grounds of pregnancy, maternity leave or breastfeeding. Regarding childcare support, we offer all eligible employees across global operations no less than 14 weeks of paid parental leave (including maternity and paternity leave).

Talent Recruitment, Diversity and Inclusion

Goertek adheres to principles of fairness, openness, merit-based selection, and personnel avoidance. Goertek continuously optimizes its employee recruitment management system and further refines recruitment management policies to ensure lawful, compliant, fair, and transparent hiring practices.

Fair Employment

The Company continuously advances process optimization and digital management while strictly complying with regulations including the *Recruitment Management System* and the *Anti-Discrimination, Anti-Harassment, and Anti-Abuse Management Regulations*. These regulations set out recruitment principles, requirements, planning, talent sourcing, interviews, hiring, and channel management to guarantee fairness and professionalism throughout the recruitment process.

In 2025, the Company revised and issued the *Job Posting Operation Guide* and the *Interview Management Process* to strengthen standardized management of job posting and operational norms in interviews, thereby enhancing recruitment quality and efficiency. The Audit Department and the Human Resources Department conduct regular internal compliance checks on recruitment processes, driving corrective actions to ensure policy implementation.

The Company advances talent acquisition programs, expanding job opportunities through campus recruitment and social hiring. The Company upgrades its internal talent mobility mechanism and improves internal talent selection procedures. Internal positions are now company-wide visible, with online applications and transparent processes, effectively stimulating organizational vitality and promoting employees' career development.

In 2025, the Company continued to deepen industry-education integration, cultivating 2,037 technical and skilled personnel through diversified university-enterprise cooperation models. Domestically, the Company partnered with multiple vocational colleges to jointly train 1,277 skilled personnel and collaborated with undergraduate institutions to jointly train 146 manufacturing engineers.

The Company established the Goertek Training Center in Vietnam and engaged in talent development partnerships with 14 local vocational colleges and undergraduate institutions, training 247 skilled personnel and 112 engineers. We also deepened the development of "Ban-Mo College" and advanced the China-Vietnam "School-Enterprise-School" joint training program, cultivating 218 technical and skilled personnel for the local market.



Job Posting Process

The Company focuses on the match between job requirements and candidates' competencies, eliminating discrimination based on race, skin color, age, gender, ethnicity, disability, religious beliefs, or other factors.



Interview Process

The Company standardizes recruitment interview procedures with defined interview rounds, ensuring that two or more business and HR interviewers participate in each round to prevent subjective individual decisions. All interview evaluations are recorded in the system for full-process traceability and retrospective management.



Interview Feedback Process

The Company provides unsuccessful candidates with rejection reasons via phone, WeChat, etc., improving candidate experience and demonstrating corporate respect and humanistic care.



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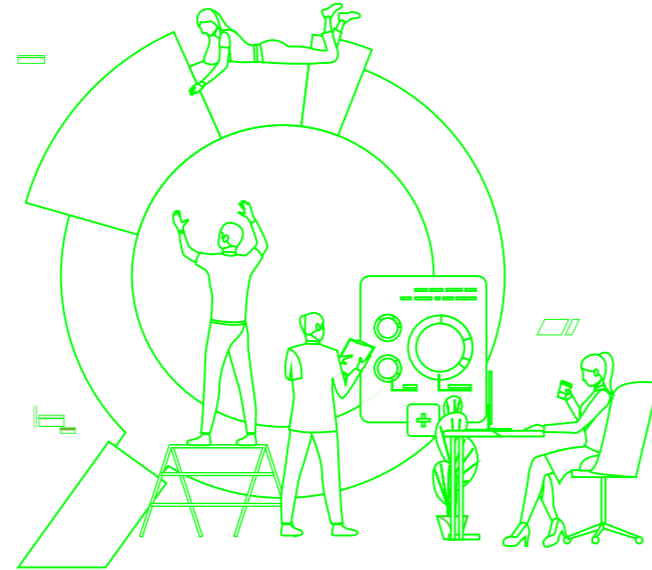
The Company also collaborated with undergraduate institutions to jointly train

146 manufacturing engineers.

Diversity and Inclusion

The Company is committed to fostering an equal, diverse, and inclusive work environment by flexibly designing positions to provide equitable employment opportunities for people with disabilities. In 2025, the Company's diverse workforce increased by 390% and the number of positions adapted for diverse groups rose by 155%, significantly expanding employment inclusiveness.

The Company prioritizes cross-cultural integration and international talent development. Since 2024, the Company has systematically implemented culture integration and exchange enhancement programs at its overseas bases, including Vietnam. Key efforts focused on language proficiency, job standardization, employees' skills development, specialized training activities and translation team building. With these efforts, the Company strived to build a sustainable talent ecosystem featuring cultural synergy.



For employees with disabilities, the Company formulated the *Accessible Dormitory Construction Standards* to provide tailored accommodation, supporting their work and daily needs on all fronts. At the same time, the Company launched a diversification and inclusiveness empowerment program that trained over 270 participants cumulatively. Through special training sessions such as inclusion awareness workshops for middle and senior management and barrier-free communication training, the program enhanced all employees' capacity to understand and support colleagues with disabilities, effectively boosting their sense of belonging.

To support the professional development of employees with disabilities, the Company actively deepened cooperation with disabled persons' federations at all levels, promoting the recruitment and development of diverse groups to fulfill corporate social responsibility. The Company continuously participated in specialized job fairs and recruited talent broadly through the operation of diverse community groups. Additionally, the Company engaged in skills training for people with disabilities by co-establishing practical teaching bases and signing cooperation agreements. The recognized Weifang Intelligent Manufacturing Training Center for Persons with Disabilities trained 46 individuals throughout the year. Furthermore, the Company strengthened partnerships with special education institutions, recruiting outstanding graduates with disabilities through campus recruitment and training center development.

In 2025, the Company continued improving its systematic, multilingual cross-cultural dissemination and integration support platform, and completed trilingual (Chinese, English and Vietnamese) translations of the cultural handbook *The Goertek Way* and commonly used "G-culture", providing standardized textual support for global communication. The Company advanced the development of regional culture databases in parallel, with the U.S. regional culture database and the Vietnam regional culture database officially launched, covering local cultural customs, business practices and integration guides. The Company completed the data compilation for other target regions, with full deployment planned for 2026. In addition, the Company provided training on cultural awareness and collaboration strategy for 144 core Chinese and Vietnamese employees, significantly enhancing the collaboration effectiveness of cross-cultural teams and laying a solid foundation for global business synergy.

Highlight Cases of Cultural Exchanges at Overseas Factories

The Company revised and promoted the language incentive policy, driving 125 employees to participate in language proficiency tests with an overall pass rate exceeding 90%, effectively strengthening the foundation for cross-cultural communication.

The Company established virtual translation teams covering various business domains to provide professional and timely translation support for daily collaboration and project communication.

Focusing on key positions with low localization standards and high business value, the Company completed standardization for seven positions throughout the year and trained employees to achieve qualified competence, thereby enhancing work efficiency.

The Company developed and launched 11 micro-courses for development of employees' abilities. The core content has been integrated into the G-plan and "Goer-Wing" curriculum systems, reinforcing the systematic embedding of learning resources.

The Company independently developed the featured course *Cross-Cultural Communication and Management*, employing flipped classroom and course co-creation models, and designing differentiated learning content for employees of different nationalities. Five new multi-national instructors were certified, and the course has been incorporated into the G-plan training system.

In terms of cultural development, the Company integrated diversity and inclusion themes into corporate events such as the Innovation Expo and the Mid-Autumn Cultural Festival. The Company also organized Diversity and Inclusion Theme Month activities, continuously fostering an inclusive and equal organizational atmosphere. The Company collaborated with local labor unions to design and execute over 20 cultural events covering multicultural themes, attracting broad employee participation and significantly enhancing team cohesion and cross-cultural integration.

● Co-Establishment of a "Practical Teaching Base" with Shandong Vocational College of Special Education

In January 2025, Goertek and Shandong Vocational College of Special Education jointly established a practical teaching base. Leveraging Goertek's craftsmanship training system, this initiative deepens industry-education integration and school-enterprise collaborative education, providing skills training and internship opportunities for students from special groups to help them acquire practical skills and achieve high-quality employment.



Inauguration Ceremony of "Practical Teaching Base"

● Co-Establishment of "Weifang Intelligent Manufacturing Training Center for Persons with Disabilities" with Weifang Disabled Persons' Federation and Shandong Vocational College of Special Education

In February 2025, on the 26th National Ear Care Day, the "Weifang Intelligent Manufacturing Training Center for Persons with Disabilities" co-established by Goertek, Weifang Disabled Persons' Federation, and Shandong Vocational College of Special Education was officially inaugurated. This project would leverage Goertek's craftsmanship training system to provide intelligent manufacturing skills training for diverse groups including the hearing-impaired. Job fairs would be regularly organized for the hearing-impaired community, supporting equal employment and dignified work opportunities for diverse groups.



Inauguration Ceremony of "Weifang Intelligent Manufacturing Training Center for Persons with Disabilities"

● First Innovation Expo Features Diversity and Inclusion Section

In July 2025, the First Innovation Expo featured a sign language interaction zone. Through fun teaching and hands-on practice, employees were guided to learn basic sign language and master communication methods with the hearing-impaired community, experiencing the charm of diverse cultures up close. Participants actively engaged, and their awareness of inclusion was strengthened through the interaction, making the inclusive philosophy of "equality, participation and sharing" resonate deeply with everyone.



Sign Language Learning at First Innovation Expo

● Diversity & Inclusion Activities for UpGoer "Jia-Yuan Mid-Autumn Festival Street" Event

In September 2025, the Company organized the UpGoer themed event for the Mid-Autumn Festival, featuring special activities such as charity sales and sign language challenges. The charity sale area showcased handicrafts and cultural creative products meticulously made by employees with disabilities, while the sign language challenge zone enhanced employees' awareness of diversity and inclusion through interactive fun teaching, laying a solid foundation for advancing diversity and inclusion efforts.



Diversity & Inclusion Activities for UpGoer "Jia-Yuan Mid-Autumn Festival Street" Event

● Special Training Program Themed with "Diversity and Inclusion Ambassador"

In November 2025, the Company launched a special training program themed with "Diversity and Inclusion Ambassador". Through immersive experiences, typical case studies, and practical task assignments, the program helped participants deepen their understanding of diverse groups. During the program, participants engaged in face-to-face exchanges with outstanding industry experts on disability inclusion, sharing inclusion concepts and practical experience. 29 participants successfully passed the assessment and certification to become the Company's first cohort of "Diversity and Inclusion Ambassadors". They formed a core force in promoting better integration of diverse employees into the enterprise and achieving mutual development.



Diversity and Inclusion Ambassador Empowerment Workshop

● Deepening China-Vietnam Cultural Integration, and Building Overseas Talent Team

In November 2025, the Company successfully held the second China-Vietnam Cultural Integration Workshop in Vietnam. Focusing on the review of cultural integration and local talent development achievements at overseas factories, the workshop facilitated best practice sharing and special discussions. This contributed to the formation of systematic, implementable talent development strategies and execution plans for the Company.

Employee Remuneration and Benefits

Goertek has established a competitive compensation system that ensures employees' efforts are proportionally rewarded, while also improving a full range of benefits, from basic protections to distinctive care, to holistically enhance employees' sense of gain and well-being.

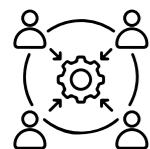
Employee Remuneration

The Company continuously improves internal management policies such as the *Remuneration Management System* and the *Employee Welfare Manual*, striving to build a compensation system that is competitive in the market. In 2025, the Company thoroughly analyzed its internal compensation by job family and position against external compensation based on industry data, providing support for the annual compensation evaluation. At the same time, the Company specifically adjusted salaries for key positions to enhance the incentive effectiveness for core talent.

The Company continues to deepen the development of its incentive mechanism. Guided by high-performance and high-reward principles, the Company allocates more resources to employees making outstanding contributions and holding key positions, ensuring that outstanding talent receives more competitive rewards. Furthermore, the Company values long-term incentives by establishing equity incentive programs for employees. In 2025, the Company launched the "Home No. 8" Employee Stock Ownership Plan and the 2025 Stock Option Incentive Plan, covering over 6,000 key employees, further strengthening value co-creation between employees and the Company.

In terms of executive performance evaluation and option incentive plans, the Company continuously optimizes fair, transparent performance evaluation criteria and incentive and constraint mechanisms for directors and senior executives. Based on the performance assessment indicators set by the Company, evaluations are conducted in conjunction with assessment indicators and work performance for each stage, with the annual long-term incentive payout amount determined based on the assessment results. The Company is committed to forming a well-balanced value distribution system, effectively aligning the interests of shareholders, the Company, and core team members' personal benefits.

The Company has established a variable performance-based compensation system for all employees globally (including full-time and part-time employees). Performance bonuses are an integral part of the Company's overall compensation system. We have established a performance-oriented bonus mechanism, under which we distribute performance bonuses based on the achievement of departmental targets and employees' individual performance. This variable compensation policy covers 100% of all employees, effectively supporting the Company in attracting, motivating and retaining talent.



The variable compensation policy has achieved

100% coverage of all employees

Employee Benefits

In strict compliance with national, local laws and regulations, the Company safeguards all employees' basic benefits in terms of five social insurances and one housing fund, striving to build a compliant, comprehensive and caring employee security system.



Social Insurance and Housing Provident Fund

The Company ensures that all domestic and international employees are covered under comprehensive social insurance programs, including pension, medical, work-related injury, unemployment, and maternity insurances. Besides, the Company contributes to employees' housing provident funds according to national and local policies, as part of its efforts to fulfill corporate responsibilities.



Statutory Leave Entitlement Protection

All employees enjoy various statutory holidays, including local public holidays, marriage leave, parental leave, nursing leave for parents, work-related injury leave, paid annual leave, and sick leave. Prioritizing the protection of female employees' rights, the Company implements maternity checkup leave, maternity leave, and breastfeeding leave benefits.



Special Leaves and Flexibility Mechanisms

To help employees balance work and life, the Company offers multiple special leaves. These include welfare leave, expatriate family visit leave, paid hourly leave, and paid leave for specially recruited talent. These options provide compassionate time-off choices beyond legal requirements, enhancing employees' sense of belonging and well-being.

Employee Care

Upholding a people-oriented approach, Goertek has built a multi-dimensional employee care system covering festive care, health protection, hardship assistance, family support, and psychological care to effectively enhance employees' sense of belonging and well-being.

Governance

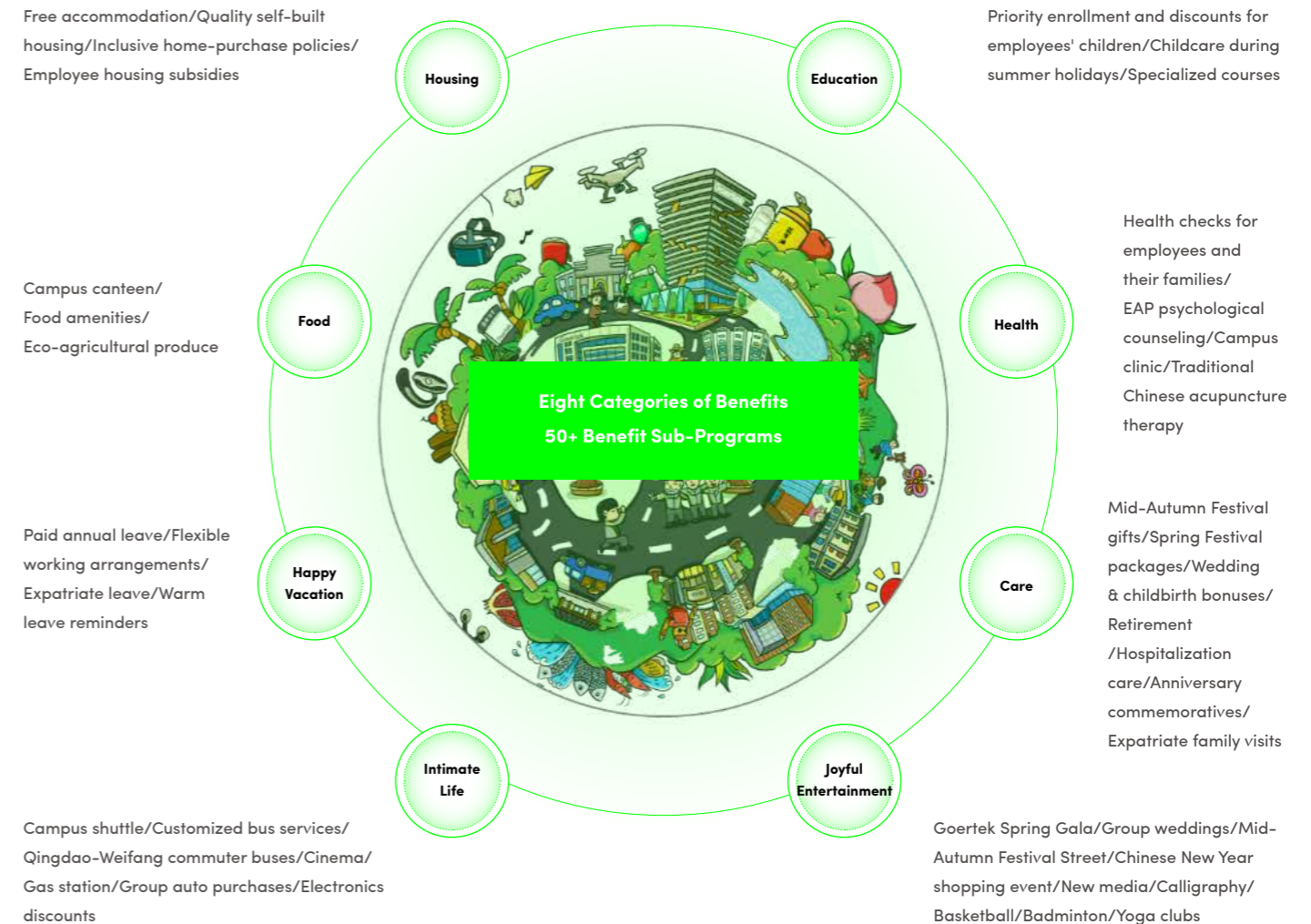
The Company incorporates employee care initiatives in its overall ESG management framework for coordinated management. These initiatives are jointly advanced by the Sustainable Development Committee, the Sustainable Development Promotion Office, and relevant working groups of the Company. Clear management responsibilities and execution mechanisms for employee care ensure alignment between employee care measures and the Company's ESG strategic objectives.

Strategy

Upholding the philosophy of "We Make, We Share, We Thrive", and guided by employees' needs, the Company has built a comprehensive, multi-tiered benefits system across eight categories. This system covers over 50 segmented benefits, including food, housing, education, health, care, recreation & entertainment, daily conveniences, and leaves. From daily necessities such as food, clothing, housing and transportation to physical and mental well-being, and from family security to personal development, the Company's benefits span all of employees' work and life scenarios, making care always within reach.

In 2025, the Company organized a series of recreational and care activities focusing on diversification and innovation targets. Through festive celebrations, sports events, hobby clubs, and youth social events, the Company continued to create immersive cultural experience scenarios, reaching tens of thousands of participations of employees and their family members in total.

To address expatriate employees' concerns about their families, the labor union, in collaboration with the Infrastructure Management Department, launched the "Monsoon Mail" Home Repair Program in June, providing reliable door-to-door repair services for employees' families and safeguarding employees' "home front". We also continuously supported employees facing hardships. Throughout the year, RMB 1.64 million in special relief funds was granted to 165 employees facing major difficulties, enhancing their sense of belonging. The Company distributed a total of RMB 3.0227 million in care subsidies to 4,082 employees in the year, conveying the culture of "We Share" through each thoughtful action.



RMB **1.64** million in special relief funds was granted to **165** employees facing major difficulties throughout the year



A total of RMB **3.0227** million in care subsidies was distributed to **4,082** employees in the year

Traditional Chinese Acupuncture Therapy

Prioritizing frontline employees, the Company's labor union implemented year-round care programs. In 2025, for key groups including peak-season project teams, outdoor workers, "Goer-Wing" members, and Vietnam-based expatriates, we organized themed campaigns such as "Cool Summer" and "Warm Winter". These initiatives reached over 50,000 participations of employees in total, distributing heat-relief and cold-protection supplies valued at approximately RMB 300,000.



Highlight of 2025 "Cool Summer" Event

• **New Year Joy Fair**

For the 2026 Chinese New Year, the Company successfully organized a cross-regional Spring Festival series under the theme "Year-Together New Year Joy Fair". Platforms in Weifang, Qingdao, East China, South China, Xi'an, and Beijing jointly participated, aiming to promote traditional culture, foster a "together" team atmosphere, and support the development of a Happy Factory. The Weifang industrial park introduced the G-Town Market, adding strong festive atmosphere to the industrial park, while launching group purchases for New Year goods, calligraphy sessions for Spring Festival couplets, and blessing-giving activities. The series attracted over 20,000 employees, effectively enhancing their sense of belonging and happiness while strengthening team cohesion.



Highlights of the Spring Festival Series

• **Together Goal Football Match**

In June 2025, Goertek launched its first global employee football league across its platforms. Guided by the "We Make, We Share, We Thrive" culture, 35 teams from China and Vietnam competed through group matches and semi-finals, culminating in the finals in Weifang. Over 700 employees and representatives participated, with teammates fighting side by side and collaborating seamlessly. Using football as a bond, the event consolidated global synergy, rooted the "Together" culture through competition, and injected vibrant energy into corporate development.



Highlights of the Together Goal Football Match

• **Jia-Yuan Mid-Autumn Festival Street**

During the Mid-Autumn Festival, the Company held the Up Goer 2025 "Jia-Yuan Mid-Autumn Festival Street" event in Weifang, upgrading the festival experience through dual drivers of technology and market. The three-day event reached 50,000 participations, featuring five themed zones, namely, Cultural Brainstorming, Tech Interaction, Children's Craft Corner, Gourmet & Leisure, and Talent Showcase. The event integrated China-chic photo spots, AI interactions, eco-friendly crafts, open-air movies, and cultural performances to create an immersive Mid-Autumn atmosphere. At the same time, global campuses in Beijing, Xi'an, Qingdao, Rongcheng, and Vietnam held synchronized celebrations, further bridging the distance between employees and their families, and between the Company and communities, extending festive care to broader groups.



Highlight of Up Goer 2025 "Jia-Yuan Mid-Autumn Festival Street" Event

• **Hobby Clubs**

To enrich employees' leisure lives, the Company established 20 hobby clubs across three categories, providing platforms for its employees to learn, communicate, and showcase their talents. Sports clubs include basketball, football, badminton, table tennis, cycling, running, and swimming, promoting healthy exercise and active lifestyles. Lifestyle clubs cover calligraphy & painting, creative arts, travel, reading, choir, yoga, and more catering to diverse hobbies and nurturing spiritual culture. Empowerment clubs feature EAP, Wing Pioneer, and New Media, supporting the enhancement in employees' skills, innovation practice, and social expansion.



The 15th "Bouncing Fun" Table Tennis & Badminton League

● **Star Community**

In 2025, the employee empowerment community served employees' growth through more flexible and open formats. Centered on five core themes—sports, technology, arts, culinary arts, and learning—the community offered 22 courses in collaboration with regional platforms in Qingdao and South China throughout the year, with over 6,000 participations in total. The community also hosted signature events "Star Community Family Day" and "Community Wonder Night". This further diversified the Company's service carriers, broadened employees' development pathways, and continuously stimulated their intrinsic motivation for self-improvement through interactive learning and hands-on experiences, effectively enhancing their comprehensive competencies.



Yoga Activity of Employee Empowerment Community

● **Youth Social Alliance**

Leveraging the Youth Social Alliance, the Company innovatively advanced matchmaking services aligned with contemporary youth interest, building communication bridges and expanding social channels for Goertek's young talents. Online, we created the exclusive column "Goertek Youth Social Corner", deeply integrating corporate youth culture. The column precisely pushed singles' profiles and offered relationship knowledge courses, accumulating 106,000 views and 867 participations. Offline, the Company organized 10 events featuring light-social formats like board games, sports, and gourmet activities, attracting over 1,000 participants.



Matchmaking Event Highlight of Youth Social Alliance

Employee Communication

To build an efficient and transparent internal communication and feedback environment, the Company systematically optimized and upgraded employee communication channels and issue resolution mechanisms in 2025. A diversified feedback system incorporating hotlines, online messaging platforms, and Chairman's Mailbox was established alongside an AI-powered customer service application, ensuring timely responses to and closed-loop handling of the issues submitted by employees. Furthermore, the Company implemented a joint investigation mechanism for complaints/reports and improved relevant policies, enhancing management standardization and impartiality at both procedural and source levels.

Communication and Feedback	Specific Initiatives	Core Content and Operational Outcomes
Channels for Employees to Submit Issues	Three-tier issue feedback mechanism and diversified channel development	In 2025, a systematic three-tier feedback mechanism was established, with new channels such as the "Labor Union's Troubleshooting Station" and Chairman's Mailbox added. Through the "Listening and Problem-Solving Special Campaign", closed-loop handling of appeals was ensured, with a 95% satisfaction rate for the year.
Intelligent Service Support	Launch of the labor union's intelligent Q&A application	In June 2025, a 24-hour intelligent customer service was launched to address common inquiries regarding compensation, benefits, policies, and procedures. By the end of the year, daily service volume had exceeded 20 instances, with an 88% positive rating, effectively enhancing information accessibility and reducing manual workload pressure.
Complaint and Report Handling Mechanism	Optimization of special mechanisms	A mechanism for joint investigation between Human Resources and the labor union was established to ensure time-bound verification of complaints and closed-loop feedback. We released the <i>Management Policy for Employees' Opinions, Suggestions and Feedback</i> to enhance management standardization and impartiality at the source.

The Company surveys employees' satisfaction every year to drive improvements and continuously enhance employee experience based on the effectiveness of implemented changes.

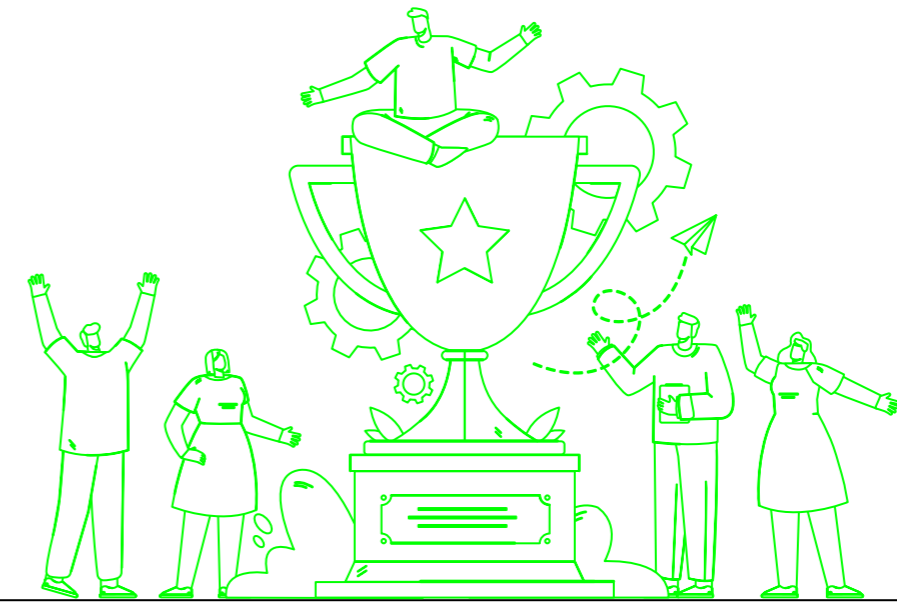
Impact, Risk and Opportunity Management

To rationally evaluate the effectiveness of the employee care system, the Company accurately identifies employees' core demands, deeply explores latent needs, and continuously advances care initiatives from foundational support to exceptional experiences.

Indicators and Targets

Under the theme "G-Satisfactory", we are committed to building a happy factory where employees feel content, customers give recognition, and society holds respect.

Indicators	2025	Unit
Number of company-level cultural and sports activities organized	10	Times
Participation count in company-level cultural and sports activities	102,300	Participations
Number of club activities organized	200	Times
Participation count in club activities	70,000	Participations
Percentage of employees joining independent trade unions or signing collective bargaining agreements	100	%



Honors and Awards

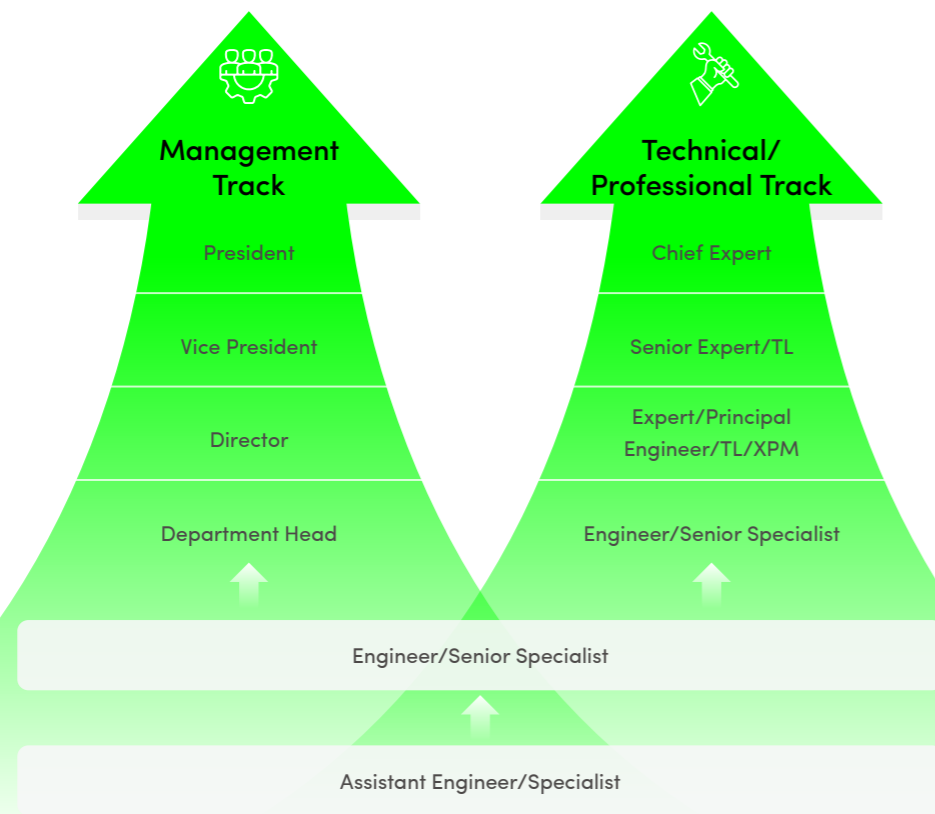
 <p>LinkedIn 2025 World's Most Attractive Employers</p> 	 <p>Liepin 2025 Extraordinary Employers</p> 
 <p>51job 2025 Model Employers</p> 	 <p>Zhaopin 2025 China's Best Employers</p> 
 <p>2025 GUCDC The Most Popular Global Employer</p> 	 <p>The University of Sydney Global Priority Employer Partner</p> 

Talent Promotion and Development

Goertek has established a transparent promotion system to facilitate talent development channels, and a well-structured training system, providing every employee with a platform to realize their value.

Employee Promotion

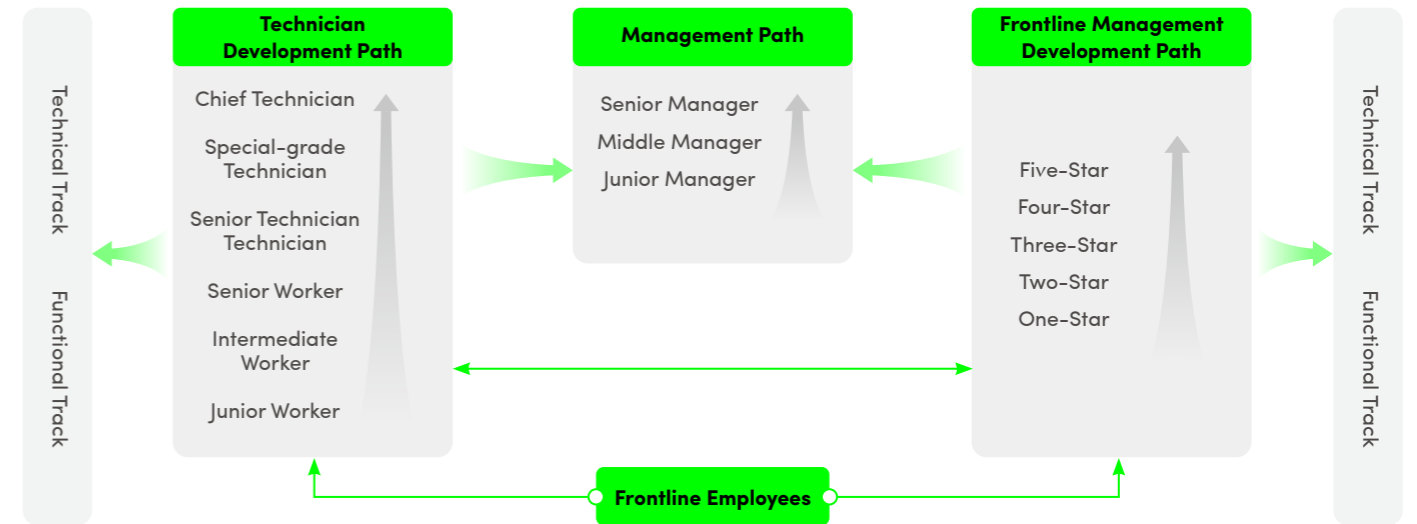
The Company has established a dual-track career development system covering both "Management and Professional" paths, which includes the Management Sequence as well as the Technical and Professional Sequence. This ensures clear career development pathways for all types of employees. This system comprises multiple levels from Assistant Engineer/Specialist to Company President/Chief Expert, offering employees diverse promotion options to avoid single-track career bottlenecks.



In 2025, the Company continued to optimize its talent development mechanism by establishing exclusive fast-track promotion channels for high-potential talents. Approximately 10% of outstanding employees were identified as high-potential talents based on role contributions and comprehensive performance, and those demonstrating exceptional performance could achieve multi-level promotions within a single year, effectively supporting employee value realization and strengthening core talent retention.

Regarding career development pathways, the Company restructured the dual-track "Manager and Expert" development channels, establishing expert positions and introducing the *Expert Management Mechanism*. This initiative has cleared the way for career advancement for technical professionals, set technical benchmarks, and fully unlocked the potential of technical employees. Moreover, the Company implemented a job rotation system by issuing the *Company Promotion-Based Rotation Mechanism* and the *Rotation Rules and Announcements for Various Professional Lines*. This system has encouraged orderly talent mobility within the organization to enhance multi-position experience and composite capabilities. To incentivize departments to proactively contribute their key talent, the Company established the *Transfer Fee Mechanism for Management and Technical Personnel*. This mechanism provides corresponding compensation to departments that train and transfer personnel, thereby promoting healthy talent mobility.

Direct Labor Promotion Path



The Company also focuses on the career development of overseas employees. To enhance their growth opportunities and sense of belonging, the Company synchronized and updated the local growth system based on Vietnam's business development stage and actual needs, with reference to the promotion paths for technicians and frontline managers in China. This initiative has advanced the localization of overseas talent teams.

Employee Development

Designating "Employee Development" as one of its core values, Goertek is committed to providing diverse development opportunities and growth platforms for all employees. Through systematic talent development strategies, the Company drives the synergistic development of both the organization and individuals.

Governance

Goertek is dedicated to building a first-class platform for talent development and employee self-improvement. The Global Learning and Development Center collaborates with all business units to continuously build multiple levels, composite talent teams and an efficient talent training system. Focusing on management, professional, technical, cultural, and general sequences, Goertek has established systematic learning roadmaps and development resources based on the qualifications for each position. Specialized skills and knowledge training is provided to all employees (including full-time and part-time staff), supporting their training needs across various work categories and effectively facilitating the implementation of diverse training activities. By continuously improving its talent development system, Goertek enhances its core organizational competitiveness and talent resilience, laying a solid foundation for its long-term value creation.

Strategy

As part of our efforts to establish innovative university-enterprise co-training platforms, we have established deep partnerships with over 40 top universities at home and abroad to create joint training paths spanning undergraduate, master's, and doctoral programs. By closely integrating research scenarios with industrial practice, we achieve integrated operation of "talent-project-platform", promoting deep convergence between research and industry while enabling two-way driving forces between education and practice. This ultimately fosters mutual growth and success for both talent and the enterprise. In 2025, the Company trained over 200 individuals through diverse university-enterprise co-training models.

To support rapid employee development, we have developed premium training programs tailored to different groups, including new hires, managers, and digital talents.

New Hire Training

"Goer-Wing" Training Program

The meticulously crafted "Goer-Wing" program for campus recruits has continuously operated for fifteen years, forming a systematic and targeted training system. In 2025, focusing on four core dimensions of adaptability, cultural integration, workplace competency, and practical skills, the program delivered over one month of intensive training for new "Goer-Wing" employees. The training included theoretical instruction, team-building activities, and frontline practice, laying a solid foundation for their swift integration, role transition, cultural identification, and job readiness.



2025 "Goer-Wing" Welcome Ceremony and Training Kick-off Meeting

HUG Training Program

Through a three-tier training framework at the corporate, departmental, and individual levels, combined with mentorship programs, departmental care, and probation management mechanisms, this initiative helps newly recruited social hires integrate rapidly. The corporate level training focuses on policies, strategies, and culture to help newcomers gain a comprehensive understanding of the enterprise. The departmental level training primarily features specialized courses to facilitate new employees' familiarity with business operations and team collaboration. The individual level training centers on developing learning and work plans aligned with job responsibilities, leveraging mentor guidance to achieve rapid role readiness. This tri-level synergy provides full-process guidance from organizational awareness to role competency for social hires, effectively shortening adaptation cycles and strengthening the foundation for talent development.




Highlight of HUG Training Program

● Manager Training

To build a managerial team supporting the Company's long-term sound development, Goertek has established a systematic training system covering incumbent managers (M-Plan) and potential managers (G-Plan) based on talent development practices. Based on the leadership model, this system is designed to enhance comprehensive capabilities of managers at all levels through a tiered and categorized approach:

M	M-Plan	While improving general leadership for junior, middle, and senior incumbent managers, the system is established to strengthen role-specific competencies for key positions.
G	G-Plan	The system precisely aligns with potential manager assessment outcomes, emphasizing cultural identification and leadership enhancement.

Additionally, the Company leverages external premium resources, collaborating with Renmin University of China, Shanghai Jiao Tong University, and other leading institutions to deliver business administration seminars, while engaging external experts for specialized leadership training courses. Training for incumbent and potential managers reached 7,800 participations, effectively ensuring that the Company's needs for management team building and competency enhancement are met as it pursues long-term development.



Training for incumbent and potential managers reached **7,800** participations

● Goertek Launches Phase II of "Emerging Leaders Program" to Sustain Young Management Talent Pipeline

To support the implementation of the Company's globalization and branding strategies while meeting ongoing innovation talent demands, Goertek accelerates the training of high-potential young talent with international perspectives, systematic thinking, and innovation capabilities. This multi-university domestic and international program integrates resources of preponderant disciplines from partner institutions and incorporates action learning workshops. Through a 1.5-year MBA-style systematic training, it aims to rapidly develop mid-to-senior potential talent who "understand management, excel in operations, broaden perspectives, and refine professionalism", continuously infusing young managerial talent into the Company.



Highlight of Goertek G100 - Emerging Leaders Program Training

● Goertek Launches "Forging Leaders Program" to Build a Talent Team with Inter-Disciplinary Backgrounds and Multi-Dimensional Perspectives

Inter-disciplinary talents serve as the core driving force for enterprises' high-quality operation and sustainable development. To build a talent team with inter-disciplinary experience and multi-dimensional management perspectives, the Company has established a selection, training, and appointment mechanism for medium- to long-term talents targeting high-potential individuals from R&D, production, sales, and other business backgrounds. The program features a "one person, one plan" approach that combines rotation training and multi-dimensional empowerment. Through parallel tracks of on-the-job training and systematic empowerment, the program helps trainees grow into operation management talents with experience in key domains and composite management capabilities in three to five years.



Highlight of Inter-Disciplinary Operation Talent Training in the "Forging Leaders Program"

● Digital Talent Training

To deepen the implementation of its GPS (Goertek Production System) strategy, Goertek officially established the GPS Academy. Goertek has built a "Rocket Model" talent training system underpinned by an intelligent manufacturing knowledge framework, centered on shaping a company-wide GPS culture, and structured around four tiers of key talents. The system features a tiered and categorized training model to ensure talent training precisely aligns with strategic needs and efficiently supports business growth.

In 2025, the GPS Academy comprehensively implemented a series of training programs, and systematically carried out projects for planning talents and implementation talents, along with special programs for technical talents such as data analysts, AI application engineers, and Agent development engineers. These initiatives extensively covered multiple business domains, strongly supporting the Company's talent team development and capability enhancement under the GPS strategy. Throughout the year, more than 4,000 individuals were trained, delivering over 350 solutions for specific business scenarios and achieving notable practical results.



Throughout the year, more than **4,000** individuals in total were trained



Drove the implementation of over **350** business scenario projects

Data Analyst Program

The second "Data Regatta" Analytics Competition was held, with over 1,600 participants submitting 210 projects, promoting the implementation of data visualization and rational management.

AI Application Engineer Program

Through specialized ML and CV training classes, participants completed the full process of theoretical learning, modeling, and deployment. Over 360 business personnel with AI modeling capabilities were certified cumulatively. AI coaches were cultivated to achieve autonomous training capabilities within business groups.

Additionally, regarding knowledge as a core asset, the Company pioneered a pilot knowledge management system in key business areas, using AI tools to deeply capture experts' tacit knowledge. This enables efficient knowledge codification and intelligent knowledge delivery.

● Continuing Education and Academic Certification Support

Goertek provides continuing education and academic certification opportunities for all regular employees (including full-time and part-time staff). Goertek collaborates with top universities such as Renmin University of China and Shanghai Jiao Tong University to deliver business administration seminars and leadership training. Goertek has also partnered with Shandong University, Qingdao University, and others to build continuing education platforms, offering policy support including corporate-specific classes and tuition discounts.

Additionally, we offer all regular employees (including full-time and part-time staff) incentive policies such as customized learning courses, tuition reimbursement, or tuition discounts to support employees in furthering their education. By the end of 2025, a total of approximately 90 students were enrolled in on-the-job postgraduate programs (master's degree programs for candidates with equivalent academic level and part-time master's degree programs). A total of approximately 950 students were enrolled in on-the-job undergraduate programs, including upgrading from junior college to bachelor's degree programs (top-up bachelor's programs), and upgrading from senior high school directly to bachelor's degree programs, supporting employees in furthering their education.



A total of approximately **90** students were enrolled in on-the-job postgraduate programs



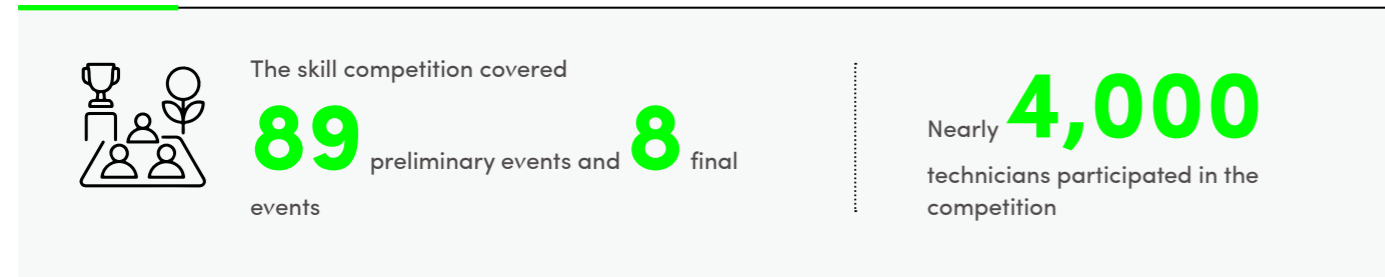
A total of approximately **950** students were enrolled in on-the-job undergraduate programs, including high school to bachelor's and junior college to bachelor's programs



Goertek Learning and Development Center

● Craftsmen Training and Skills Enhancement

In 2025, the Company successfully held the fourth Skill Competition "Passing on the Spirit of Craftsmanship, Forging Goertek Craftsmen" to promote the spirit of model workers and craftsmen, fostering a positive atmosphere that values skills and respects technical expertise. The competition covered 89 preliminary events and 8 final events, attracting nearly 4,000 technicians to participate, effectively driving skill enhancement and talent selection.



● Craftsmen Awards

In 2025, a total of **23** model worker and craftsmen honors were received through trade union channels, including:

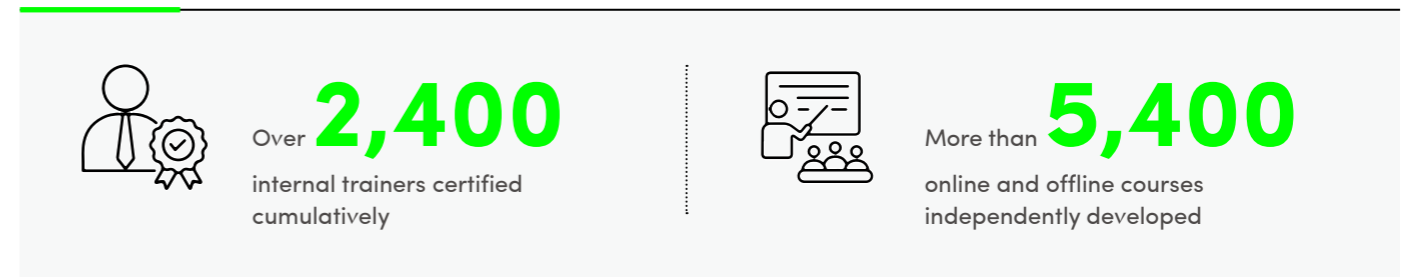
- 1 National Model Worker
- 2 Provincial-Level May Day Certificates (Medals)
- 1 Qilu Craftsman
- 1 Qilu Craftswoman
- 1 Municipal-Level Model Worker
- 4 Weifang (Gold Medal) Craftsmen
- 3 District-Level Craftsmen
- 4 Municipal-Level Models of Innovation and Efficiency
- 1 Provincial-Level Craftsmen Academy
- 3 Provincial/Municipal-Level Innovation Studios
- 2 Provincial/Municipal-Level Craftsmen Training Stations



● Internal Trainer and Curriculum Resource Development

Attaching great importance to knowledge accumulation and transfer, the Company encourages managers and experts to become certified trainers. Over 2,400 internal trainers have been certified cumulatively. By the end of 2025, more than 5,400 online and offline courses had been independently developed, covering management, technical skills, culture, and general competencies.

To facilitate efficient knowledge dissemination, the Company launched a self-developed integrated learning platform. On the front end, features such as micro-courses, online learning roadmaps, and learning task assignments are integrated for learners, continuously enhancing the learning experience and efficiency. On the back end, the platform enables the connection of training business processes and automatic data transfer, establishes an online learning resource library, and features process reports and training management dashboards, facilitating data-informed decisions on training operations and resource allocation.



Highlight of 2025 Trainers' Day

Cross-Cultural Development

Cross-Cultural Talent Development

For customer-facing critical positions, the Company provides scenario-based English training to enhance international communication capabilities. Pre-departure training on cultural customs, laws and regulations is offered to employees assigned overseas, supplemented by psychological adjustment guidance, to accelerate their cultural integration.



English Training Class

Employee Honors

Valuing the contributions of its talent, the Company has established a multi-tiered recognition system spanning innovation breakthroughs, strategic operations, employee growth, and cultural heritage, fully acknowledging and celebrating employees' efforts and achievements.

To commend teams and individuals with outstanding annual value contributions, the Company presents Technological Innovation Awards and Continuous Improvement Awards at its annual "Innovation Expo", while year-end ceremonies recognize excellence in strategic operations, employee growth, and cultural heritage.

<p>Innovation Breakthrough</p>	<ul style="list-style-type: none"> Innovation awards highlight the guiding role of technological and product innovation for future development, while improvement awards encourage continuous incremental progress in daily work.
<p>Strategic Operations</p>	<ul style="list-style-type: none"> The recognition system drives outstanding value contributions to corporate strategy and operational target achievement, quality improvement, and manufacturing optimization. The Company has established awards including Outstanding Contribution Team, Outstanding Quality Team, Market Development Team, Outstanding Contribution Individual, Outstanding Quality Individual, Outstanding Market Individual, and Outstanding Project Management Individual to recognize employees who make exceptional contributions to strategic target achievement, quality improvement, and manufacturing optimization.
<p>Employee Growth</p>	<ul style="list-style-type: none"> The recognition system prioritizes high-growth and high-potential employees, leveraging the power of role models to expand award coverage.
<p>Cultural Heritage</p>	<ul style="list-style-type: none"> The Pomegranate Award promotes the outstanding proactive and pragmatic genes, establishes cultural benchmarks, and inspires employees to achieve extraordinary performance in ordinary positions.

Additionally, the Company is committed to enhancing employees' sense of honor by strengthening ceremonial aspects, transforming recognition from mere "information transmission" into a profound "emotional imprint". By creating exclusive immersive award events and conducting recognition ceremonies through online and offline multi-channels, the Company integrates recognition into daily work scenarios such as sending award notification letters to award-winning employees' families, further reinforcing employees' sense of belonging and identity.

Impact, Risk and Opportunity Management

From the perspective of talent development risk management, the Company dynamically identifies gaps in key positions and core competencies at the strategic level, establishing a targeted talent demand inventory. Through centralized training program development, implementation process monitoring, and satisfaction evaluation, the Company systematically builds a learning resource platform and strengthens full-process operational management to create a dynamic matching mechanism between talent supply and business demands. At the same time, leveraging risk warning and response mechanisms, the Company ensures synchronization between key talent cultivation and business development pace, effectively mitigating risks of talent shortages and competency lags. This approach continuously delivers high-quality talent to the organization and fortifies the talent foundation for sustainable development.

Indicators and Targets

Employee Development Targets

At the employee development level, the Company sets employee development rate targets that are competitive in the industry, to measure talent cultivation effectiveness and continuously optimize development mechanisms.

Employee Development Indicators


Indicators	2025	Unit
Employee training sessions	2,360	Times
Annual employee training coverage rate	100	%
Average training hours per person	37	Hours
Annual training expenditure	2,201	RMB 10,000

Employee Health and Safety

Attaching great importance to employee health and safety, Goertek has established and improved an occupational health and safety management system while refining prevention and control mechanisms for occupational health and safety risks. Goertek is committed to creating a healthy and safe working environment that comprehensively safeguards employees' physical and mental well-being.

Occupational Health

Goertek has established and improved its occupational health and safety management system, and followed management process documents such as the *Occupational Health Management System* and the *Labor Protective Equipment Management System*. Goertek proactively identifies and effectively controls occupational hazards and prioritizes occupational disease prevention to safeguard employees' occupational health and safety. At the same time, the Company sets and regularly reviews safety objectives, and implements management reviews and corrective actions, as part of its efforts to promote continuous optimization of its occupational health and safety management system. In formulating and implementing occupational health and safety policies, the Company consistently conducts formal consultations with employees and their representatives and encourages their active participation.



In 2025, all the Company's workplaces and factory sites that had been operational for over one year were certified to ISO 45001 Occupational Health and Safety Management System, achieving **100%** coverage

Occupational Health Management Measures

Source Control of Occupational Hazards	Standardized Management of Protective Equipment	Closed-Loop Management of Occupational Health Examinations
<p>The Company regularly monitors and evaluates work environments, implementing tiered controls for positions with occupational hazards based on risk levels. Through engineering controls such as process substitution, isolation operations, local ventilation, and automation upgrades, the Company reduces the concentration or intensity of hazards such as dust, toxic substances, and noise at the source, continuously improving employees' working conditions.</p>	<p>In accordance with the <i>Regulations for the Management of Labor Protective Equipment by Employers</i> and job risk classification results, the Company formulates differentiated personal protective equipment (PPE) allocation standards. This ensures precise matching and on-demand distribution of items such as dust masks, earplugs, safety goggles, and protective clothing. Additionally, the Company organizes regular wear training and practical drills to enhance employees' awareness of proper usage. PPE compliance is incorporated into daily inspections and special audits to ensure effective implementation of protective measures. Furthermore, occupational disease prevention facilities and emergency rescue equipment are installed in key areas to strengthen health and safety defenses.</p>	<p>The Company dynamically identifies positions exposed to occupational hazards every year, promptly updates the <i>List of Positions Requiring Occupational Health Examinations</i>, and adjusts protection strategies accordingly. Pre-employment, during-employment, and post-employment occupational health examinations are strictly implemented, achieving 100% employee coverage. Examination results are truthfully communicated to employees. The Company establishes and maintains employees' occupational health surveillance records in parallel, enabling real-time linked updates between examination results and adjustments to protective measures. This ensures comprehensive, precise, and timely occupational health management.</p>

Caring about employees' physical and mental well-being, the Company systematically plans and constructs indoor/outdoor fitness facilities across all campuses. Regular fitness and sports activities are organized, cumulatively reaching nearly 30,000 participations annually, providing fundamental support for employees' physical fitness and stress relief. Regarding mental health protection, the Company deeply implements its Employee Assistance Program (EAP), collaborating with leading domestic professional institutions to build a comprehensive and systematic mental health support system. Centered on two themes of career development/crisis intervention and balance between work and life, this system covers mental health support services, and organizational diagnostics/training. A complete closed loop from prevention and warning to intervention and support has been formed. In 2025, the Company's EAP program provided professional counseling to employees, reaching over 100 participations, and featured 7 mental health activities reaching 33,000 participations, effectively enhancing employees' psychological resilience and sense of belonging.



Highlight of "Heartfelt Joy" EAP Program

Work Safety

Goertek strictly complies with relevant laws and regulations including the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, and the *Fire Protection Law of the People's Republic of China*. Goertek has formulated internal procedural documents such as the *Management Regulations for Work Safety Responsibility System*, the *Hidden Danger Investigation and Management System*, the *Safety Visualization Management Regulations*, the *High-Risk Work Management Regulations*, the *Emergency Management Regulations*, the *Fire Management Regulations*, the *Safety Education and Training Management Regulations*, the *EHS Accident Management System*, and the *Accident Analysis and Investigation Report Guidelines*. These documents set out safety conduct guidelines and operational procedures for employees to effectively safeguard the bottom line of work safety. In 2025, the Company recorded zero general or above-level work safety accidents and zero occupational disease cases.



The signing rate for safety management responsibility agreements by managers at all levels reached **100%**

Annual Work Safety Management Conference

In March 2025, the Company held its Annual Safety Management Review Conference, at which previous safety management efforts were comprehensively reviewed, key issues were thoroughly analyzed, and targeted improvement measures were formulated. At the event, the Company also defined the overall direction, core requirements, and key tasks for 2025 safety management. This drives continuous optimization of the safety management system, comprehensively enhances intrinsic safety levels, and provides solid safety assurance for the Company's high-quality development.



In 2025, the Company recorded **0** general or above-level work safety accidents

The Company registered **0** occupational disease cases

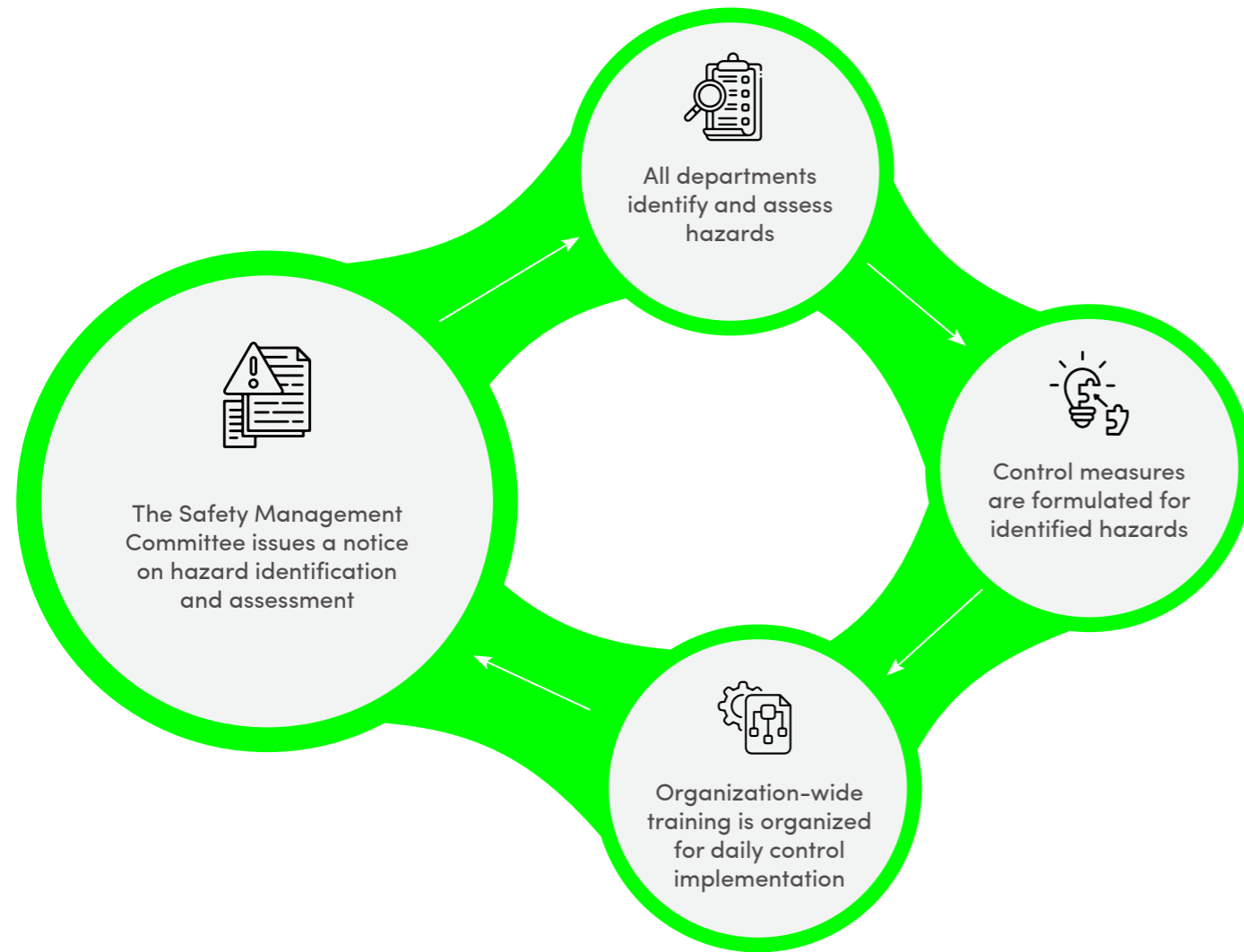
Work Safety Management Structure

The Company has established and implemented the *Regulations on the Operation and Management of the Safety Management Committee* to continuously optimize the organizational structure for work safety, defining safety responsibilities at all levels. The Company has set up a Safety Management Committee to be responsible for safety management. At the execution level, five special working groups are established, namely, Safety and Environmental Protection, Public Safety, Production Equipment, Special and Power Equipment, and Hygiene and Epidemic Prevention Working Groups, providing professional support. Additionally, safety leadership teams are established for each business group and functional department, and subcommittees of the Safety Management Committee are formed for subsidiaries and business platforms. This creates a comprehensive safety management system featuring clear responsibilities, vertical depth, and horizontal coverage. In 2025, the Company continued to implement the work safety responsibility system covering all employees. The Company strengthened the development of professional safety teams and promoted the fulfillment of equipment safety responsibilities. The Company further optimized safety management and assessment mechanisms and improved the work safety management system.

Throughout the year, the Company systematically advanced a multi-level safety management meeting mechanism. By regularly reviewing work progress, analyzing root causes, and formulating improvement measures, the Company formed a closed-loop safety management process.

Occupational Health and Safety Risk Prevention

The Company has established and improved an occupational health and safety risk prevention mechanism. Under the coordination of the Safety Management Committee, all departments employ evidence-based and reasonable methods to identify and assess hazards. Corresponding control measures are formulated for identified hazards. The Company organizes all employees for daily control implementation, training, and communication, achieving effective control and continuous improvement in safety risk management.

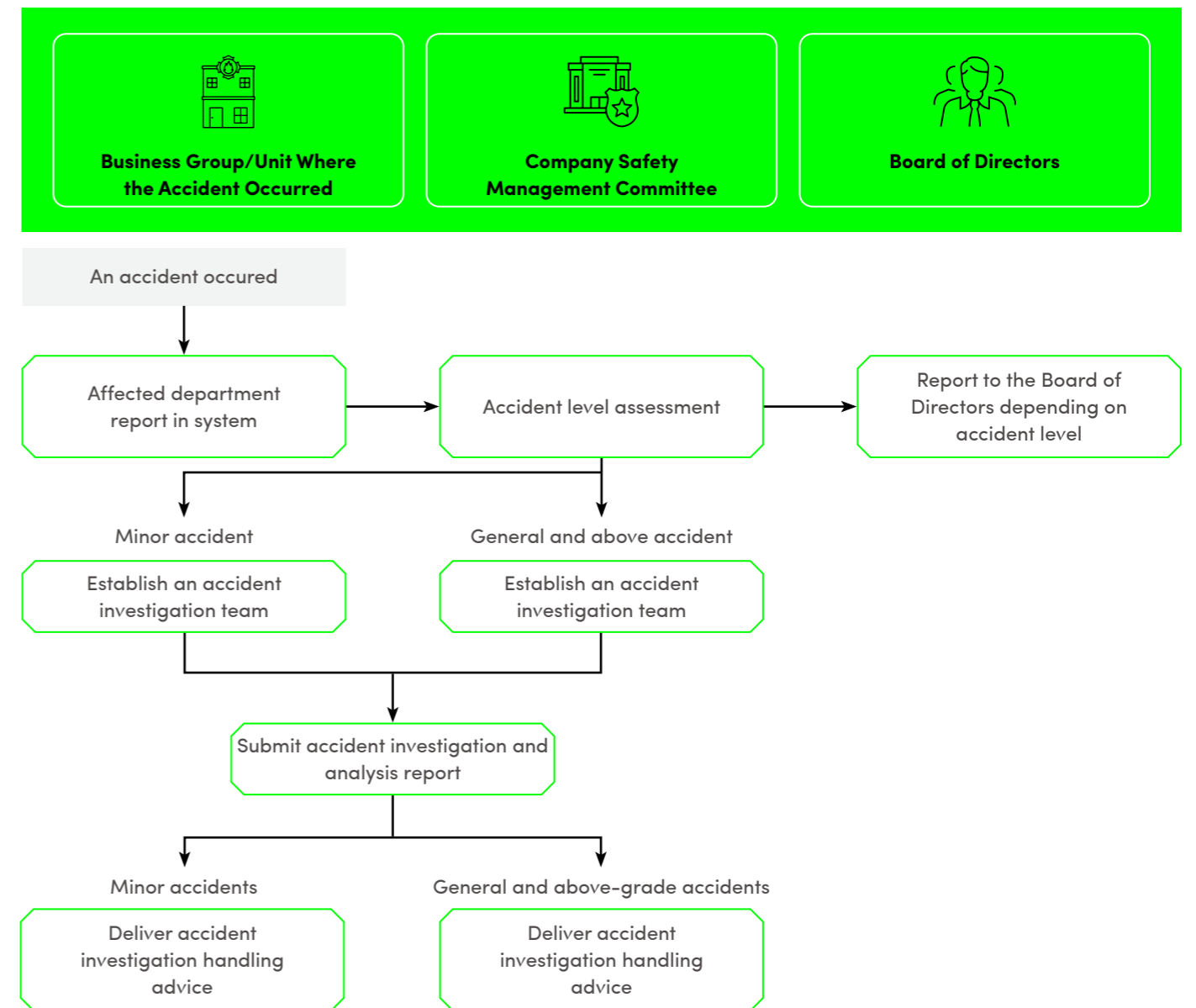


The Company strictly follows the *Hidden Danger Investigation and Management System* in its safety hazard management and continuously optimizes the lifecycle management mechanism for safety hazards.

Safety Emergency Response Process

The Company continuously improves emergency response mechanisms and safety accident handling procedures. In accordance with internal management regulations such as the *EHS Accident Management System* and the *Accident Analysis and Investigation Report Guidelines*, the Company standardizes reporting procedures, investigation processes, and handling measures for safety accidents and incidents, defining the safety management responsibilities of managers at all levels. The Company requires that the department where an accident occurs must report it immediately. The Safety Management Committee reports to government authorities based on the severity of the accident. Major safety accidents must be reported to the Board of Directors and publicly disclosed. A team is established to investigate the accident and produce a handling report. At the same time, the Company has implemented an EHS digital management system for closed-loop management throughout the safety accident process.

Safety Accident Handling Procedure



Intelligent Safety Management

Goertek continues to invest in the digitalization and intelligent transformation of safety management. Goertek has established a GPS-enabled smart manufacturing benchmark workshop covering full safety scenarios by integrating multiple scenarios including AI cameras, power distribution risk monitoring, equipment safety interlocking, perimeter intrusion alarms, smart fire protection, related party management, intelligent anti-collision systems for forklifts, and environmental health monitoring. This has transformed the safety management model from manual standardization to digitalization, real-time monitoring, precision, and intelligent transformation.

AI Intelligent Anti-Collision System for Forklifts—Strengthening Vehicle Safety in Factory Areas

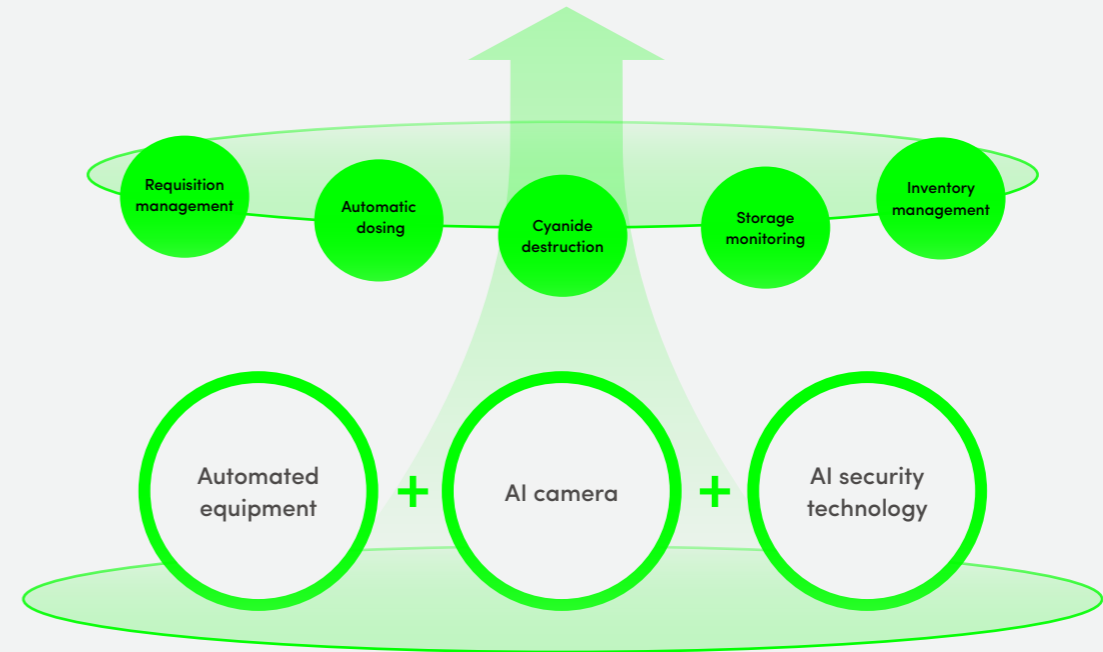
To effectively reduce accidents involving special equipment in factory areas, the Company has implemented an AI intelligent anti-collision system for forklifts. This system integrates technologies such as AI cameras, facial recognition, seat belt detection, driver posture linkage, and electronic fencing to build a multi-dimensional safety protection network. This system enables dedicated vehicle access management through facial recognition while monitoring seat belt usage and driving status, eliminating violations at the source. The system also utilizes AI vision to identify pedestrians and obstacles in blind spots in real time. When distances become too close, it triggers automatic warnings and deceleration/braking, achieving proactive collision avoidance. Additionally, the system supports remote real-time transmission of vehicle data and video feeds, facilitating visual supervision and post-incident traceability for management personnel. Since the deployment of the system, forklift operation safety in factory areas has significantly improved.



AI Intelligent Anti-Collision System for Forklifts

"Automated AI" Intelligent Control System for Toxic Chemicals

To address the risks of human contact and regulatory challenges in dosing, storage, and other processes involving toxic chemicals, the Company has introduced automated equipment and AI cameras to establish a fully automated, end-to-end control system. By replacing manual dosing with automated equipment, this system transforms traditional manual operation modes into automated equipment operation. At the same time, AI security technology is deployed in the process activation, cyanide destruction, and storage to identify abnormalities and violations in real time, ensuring full visibility and control throughout the process. This system enables closed-loop intelligent management of toxic chemicals from requisition and dosing to inventory management, effectively eliminating risks of personnel poisoning and leakage.



Automated AI Intelligent Control System for Toxic Chemicals

Work Safety Training

The Company regularly conducts work safety training for all employees. Tailored to different employee types, and focusing on occupational health and safety topics, the Company delivers comprehensive occupational health and safety education through legal interpretation, job-specific operational skills, and emergency drills to enhance employees' safety risk awareness and technical capabilities. In 2025, the Company officially launched a safety education and training system, further improving the efficiency of management of safety education and training for employees, standardizing the training process, enhancing effectiveness, and fully promoting closed-loop management of safety education.

Occupational Health and Safety Training of Goertek in 2025

New Employees

Systematic education on safety knowledge was provided with 100% training coverage, helping new employees quickly establish safety awareness, master basic self-rescue and mutual aid skills, and smoothly integrate into the Company's safety culture.

Work Safety Professionals

The Company strengthened their professional capabilities in safe operation, reinforced their mastery of safety operation skills, and improved their abilities to identify and control on-site risks, thereby enhancing the effectiveness of safety management.

Management

The Company organized specialized training on safety leadership for middle and senior management to strengthen their safety decision-making awareness and promoted their full implementation of safety responsibilities in strategic planning and daily management to demonstrate their exemplary leadership.

All Employees

The Company implemented a plan for monthly training on safety, covering key areas such as traffic safety, chemical safety, occupational health and labor protection, equipment safety, fire safety, and food safety, continuously improving the safety literacy of all employees and jointly strengthening the Company's safety defenses.

Specialized Training on EHS Comprehensive Skill Enhancement for Safety Management Professionals

In November 2025, the Company organized specialized training on EHS comprehensive skill enhancement for safety management professionals, with over 370 participants. The training covered mechanical safety management, electrical safety management, accident and incident investigation and root cause analysis, and the application of AI technology in safety management. It aimed to broaden participants' perspectives, inspire new ways of thinking, and further enhance the comprehensive capabilities of the Company's safety professionals, fostering a high-caliber safety management team.



Specialized Training on EHS Comprehensive Skill Enhancement

Work Safety Month


In 2025, Goertek actively responded to the national "Work Safety Month" initiative. Centered on its production realities, Goertek carefully planned and executed a series of diverse and substantive safety-themed activities. These activities include fire skill competitions, forklift driving skill contests, safety knowledge quizzes with prizes, a safety-themed improvement month, and hands-on emergency rescue drills. Through these efforts, Goertek significantly strengthened safety awareness among all employees, enhanced their ability to identify hazards and conduct self-rescue and mutual aid in case of emergencies, and further fostered a robust safety culture.

Honors





Goertek Safety Experience Center was designated as "the Practical Training Education Base for Work-Related Injury Prevention by Weifang High-Tech Industrial Development Zone"







Work Safety Knowledge Quiz & Hazard Identification Through Images Activity




Forklift Driving Skill Contest




Public Security Knowledge Quiz with Prizes



The 8th Volunteer Fire Brigade Skill Competition




Special Activity on Hazard Identification for Property Loss Prevention




Emergency Rescue Training

Safety Experience Center









Goertek's Safety Experience Center

● **Breaking Conventions Through Edutainment: All Employees Building a "Firewall" Together**

During the 2025 Fire Safety Month, all business groups of the Company planned a series of fire safety promotion activities that were highly interactive, deeply engaging, and truly immersive. These activities included fire safety knowledge quizzes, themed poster design, fire safety short video production, immersive VR scenario experiences, and volunteer fire brigade competitions. By building a communication matrix that linked online and offline channels, the Company achieved the fire safety promotion goal of "learning through fun with full participation" and fostered a robust fire safety culture.



Highlights of 2025 Fire Safety Month Event

● **Fire Evacuation Drill**

In strict compliance with fire safety laws and regulations, the Company organizes company-wide fire evacuation drills semi-annually. In 2025, a total of 253 fire evacuation drills were conducted, reaching over 159,500 participations in total. These drills covered all areas (including production zones, office areas, employee dormitories, and employee canteens) and engaged everyone on site, including all employees, third-party contractors, and on-site visitors. Through routine drills, the Company has effectively reinforced fire safety awareness among all personnel, and notably improved employees' self-rescue capabilities in fire emergencies, and further validated the soundness, feasibility, and practicality of the Company's fire emergency response plans.



Highlights of Fire Evacuation Drill

● **Development of "One-Call, All-Respond" Fire Emergency Response System**

The Company continuously advances its "One-Call, All-Respond" fire emergency response system, establishing the core incident-handling mechanism. To be specific, when a fire occurs, a rapid call is broadcast via two-way radios to trigger a coordinated response. Volunteer fire brigade members must arrive at the site within one minute to verify the fire, while professional fire brigade members must arrive within three minutes to commence firefighting operations. In 2025, the Company carried out targeted "One-Call, All-Respond" fire alarm response tests. Throughout the year, the Company conducted over 2,000 tests of volunteer fire brigade members, achieving a response compliance rate of 95.4%, and over 1,500 tests of professional fire brigade members, achieving a compliance rate of 99.2%. These results fully demonstrate the efficiency and reliability of the "One-Call, All-Respond" system.



Targeted Fire Alarm Response Test

● **Enhancement of Rooftop Photovoltaic Fire Safety Management**

To strengthen fire prevention and control capabilities in photovoltaic (PV) areas, the Company deployed a PV temperature sensing and monitoring system that enables all-weather, all-round real-time temperature monitoring of PV modules. The system can accurately identify fire hazards such as abnormal temperature rises and local overheating. Once an anomaly is detected, it automatically triggers a real-time alert and pushes the alarm information to the fire control room. The Company also formulated the Fire Emergency Response Plan for PV Areas, specifying emergency response procedures, responsibility allocation, and response mechanisms. Regular joint PV fire emergency drills are organized with relevant departments to enhance the coordinated response to PV fire incidents and further strengthen the defense for fire safety in PV areas.



Rooftop Photovoltaic Fire Safety Management

● **Fire Emergency Drill in Charging Areas for New Energy Vehicles**

The Company conducted targeted fire emergency drills for new energy vehicle (NEV) fires. Recognizing the specific combustion characteristics of NEV fires, the Company equipped itself with fire blankets specially designed for NEVs and incorporated them into practical drills to ensure the drills remained professional and relevant. The drills focused on key steps such as early-stage NEV fire identification, proper deployment and use of the fire blankets, emergency evacuation of personnel, fire containment, and coordinated response. They also featured clearly defined emergency responsibilities and standardized response procedures, aiming to enable participants to become proficient in using fire blankets specially designed for NEVs and further strengthen the emergency response capabilities for NEV fires.



Highlights of Fire Emergency Drill in a Charging Area for New Energy Vehicles

Appendix I: Key Performance Indicators

Environmental KPIs⁹

Topic	Indicator Name and Definition	2025	Unit	
Response to climate change	Total GHG emissions (Scopes 1 & 2)	Market-based: 572,901.04 Location-based: 620,080.01	tCO ₂ e	
	GHG emission intensity per unit of revenue (Scopes 1 & 2)	Market-based: 5.93 Location-based: 6.42	tCO ₂ e/million revenue	
	GHG emissions (Scope 1)	45,480.61	tCO ₂ e	
	GHG emissions (Scope 2)	Market-based: 527,420.43 Location-based: 574,599.40	tCO ₂ e	
	GHG emissions (Scope 3) ¹⁰	3,010,987.02	tCO ₂ e	
	GHG emissions by category (Scope 3)	Category 1: Purchased Goods and Services	2,872,792.88	tCO ₂ e
		Category 2: Capital Goods	26,683.92	tCO ₂ e
		Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	77,512.59	tCO ₂ e
		Category 4: Upstream Transportation and Distribution	4,780.83	tCO ₂ e
		Category 5: Waste Generated in Operations	1,635.81	tCO ₂ e
		Category 6: Business Travel	9,173.97	tCO ₂ e
		Category 7: Employee Commuting	2,752.22	tCO ₂ e
		Category 8: Upstream Leased Assets	3.00	tCO ₂ e
		Category 9: Downstream Transportation and Distribution	10,195.02	tCO ₂ e
	Category 13: Downstream Leased Assets	5,456.77	tCO ₂ e	
Total GHG emission reductions	23,482.53	tCO ₂ e		
GHG emission reductions	GHG emissions reductions (Scope 1)	270.82	tCO ₂ e	
	GHG emissions reductions (Scope 2)	23,211.71	tCO ₂ e	
	Retrofitted equipment	19,087.83	tCO ₂ e	
	Improved processes	4,394.70	tCO ₂ e	
Energy management and energy efficiency improvement ¹¹	Total energy consumption	190,434.59	Tons of standard coal	
	Energy consumption intensity	1.97	Tons of standard coal/million revenue	

⁹Unless otherwise specified, the statistical scope of environmental data covers the Company's factories in Weifang, Qingdao, Rongcheng, Dongguan, and Vietnam.

¹⁰This category covers carbon emission data for applicable categories with available data. The Weifang manufacturing base has conducted Scope 3 GHG verification in accordance with the *GHG Protocol - Scope 3 Calculation Guidance*.

¹¹The total energy consumption of domestic factories is calculated in accordance with *General Rules for Calculation of the Comprehensive Energy Consumption* (GB/T 2589-2020), and the total energy consumption of Vietnamese factories is calculated with reference to the relevant parameters issued by the Energy Management Division of the Department of Industry and Trade of An Giang Province, Vietnam.

Topic	Indicator Name and Definition	2025	Unit	
Energy management and energy efficiency improvement	Total direct energy consumption	4,403.52	Tons of standard coal	
	Direct energy consumption	Total gasoline consumption	235,876.62	Liters
		Total diesel consumption	40,906.73	Liters
		Natural gas consumption	2,958,646.76	Cubic meters
		Total liquefied petroleum gas consumption	96,530.00	Kg
	Total indirect energy consumption	186,031.07	Tons of standard coal	
	Total electricity	1,153,724.34	MWh	
	Electricity	Purchased non-renewable electricity	818,081.45	MWh
		Purchased renewable electricity	275,941.00	MWh
		Self-generated renewable electricity	59,701.89	MWh
	Consumption by type of energy	Steam	31,240.00	Tons
		High-temperature water	99,868.84	GJ
	Clean energy consumption	Total clean energy consumption	45,454.28	Tons of standard coal
		Natural gas consumption	2,958,646.76	Cubic meters
		Natural gas consumption proportion	8.66	%
		Solar energy consumption	59,701.89	MWh
		Solar energy consumption proportion	16.73	%
		Purchased green power	55,263.00	MWh
Purchased energy attribute certificates	220,678.00	MWh		
Proportion of clean energy consumption	23.87	%		
Total installed capacity of self-owned clean energy equipment for power generation	56.30	MW		
Number of energy-saving technological transformation projects	72	Projects		
Energy savings generated by energy-saving technological transformation projects	5,299.80	Tons of standard coal		
Opportunities in clean tech	Cumulative total of granted and in-force clean technology patents	2,394	Items	
	Number of newly granted clean technology patents	225	Items	
	Proportion of clean technology revenue	Development of energy solutions for household products	Around 30	%
		Involvement in production or distribution of industrial automation technologies	<1.00	%
	Involvement in development and distribution of reused products or products using recycled waste	Around 22	%	

Topic	Indicator Name and Definition	2025	Unit	
Emission management	Total waste gas emissions	10,199,291,904.00	Cubic meters	
	Air pollutant emissions	Suspended particle and particulate matter (PM) emissions	40.61	Tons
		Sulfur oxides (SOx) emissions	0.19	Tons
		Nitrogen oxides (NOx) emissions	2.69	Tons
		Volatile organic compounds (VOCs) emissions	33.55	Tons
	Total wastewater discharge	4,162,834.84	Tons	
	Water pollutant emissions	Total industrial wastewater discharge	598,306.00	Tons
		Total domestic wastewater discharge	3,564,528.84	Tons
		Ammonia nitrogen (NH3-N) emissions	53.31	Tons
		Chemical oxygen demand (COD)	369.01	Tons
Total nitrogen (TN)		124.19	Tons	
	Total phosphorus (TP)	16.45	Tons	
Waste management	Total waste generation	68,943.54	Tons	
	Hazardous waste generation	3,822.75	Tons	
	Hazardous waste intensity	0.04	Tons/million revenue	
	Non-hazardous waste generation	65,120.79	Tons	
	Non-hazardous waste intensity	0.67	Tons/million revenue	
	Total waste recycled/reused	59,549.05	Tons	
	Waste recycling rate	86.37	%	
	Consumption of renewable resources	58,746.98	Tons	
	Proportion of renewable resource consumption in total consumption of corresponding resources	85.21	%	
	Number of zero waste to landfill certifications	6	Items	
Water resource management	Total water consumption	2,900,460.00	Tons	
	Total water consumption intensity	30.04	Tons/million revenue	
	Total water withdrawal	7,063,294.84	Tons	
	Number of AWS-certified sites	10	Sites	
	Water withdrawal in areas identified as having high water scarcity risk	4,554,417.00	Tons	
	Water consumption in areas identified as having high water scarcity risk	1,972,584.36	Tons	
	Percentage of total water consumption in water scarcity areas	68.00	%	
	Percentage of total water withdrawal in water scarcity areas	64.50	%	
Environmental compliance management	Percentage of employees trained on specific environmental issues	100	%	
	Percentage of operating sites that have undergone specific environmental risk assessments	100	%	
	Percentage of environmental management systems internally certified/audited/verified by the Company's own experts	100	%	
	Amount of major administrative penalties imposed by relevant authorities such as the ecological and environmental departments due to environmental incidents	0	RMB 10,000	

Social KPIs

Topic	Indicator Name and Definition	2025	Unit		
Employee rights and interests	Number of discrimination or harassment incidents	0	Cases		
	Total number of employees entitled to parental leave	6,010	Persons		
	Total number of employees entitled to parental leave by gender	Male	4,014	Persons	
		Female	1,996	Persons	
	Total number of employees who took parental leave	4,766	Persons		
	Total number of employees who took parental leave by gender	Male	3,137	Persons	
		Female	1,629	Persons	
	Employee employment	Total number of employees	111,585	Persons	
		Number of employees by gender	Male	70,099	Persons
			Female	41,486	Persons
Number of employees by age group		30 years old and below	58,235	Persons	
		30-49 years old	52,824	Persons	
		50 years old and above	526	Persons	
Number of employees by category		Senior management	174	Persons	
		Middle management	779	Persons	
		Front-line management	888	Persons	
		Non-management employees	109,744	Persons	
Employee turnover rate ¹²	11.88	%			
Employee care	Number of employees covered by ESOP/ESPP	6,389	Persons		
	Scope of employees covered by variable compensation policy	100	%		
	Proportion of employees covered by non-wage benefits	100	%		
Employee development	Number of employee training sessions	2,360	Times		
	Average training hours per person	37	Hours		
	Training expenditure	2,201	RMB 10,000		
	Training coverage rate	100	%		
Employee health and safety	Premium for work-related injury insurance	2,118.36	RMB 10,000		
	Premium for work safety liability insurance	16.28	RMB 10,000		
	Employee coverage rate of work-related injury insurance and work safety liability insurance	100	%		
	General & higher-level work safety accidents	0	Cases		

¹² Indirect employee turnover rate.

Topic	Indicator Name and Definition	2025	Unit	
Innovation and R&D	Amount of R&D investment	50.26	RMB 100 million	
	Proportion of R&D investment to main business income	5.21	%	
	Number of R&D employees	13,645	Persons	
	Proportion of R&D employees	12.23	%	
	Number of invention patent applications	2,295	Items	
	Number of invention patents granted	1,390	Items	
	Number of in-force patents as of the end of the reporting period	16,496	Items	
	Number of invention patents applied to the main business	2,124	Items	
	Number of science and technology ethics violations	0	Cases	
Product quality and customer service	Total number of customer complaints received due to major defects in products or services	0	Cases	
	Number of incidents of non-compliance with industry or regulatory requirements for product labeling and product marketing	0	Cases	
	Amount involved in major product/service safety and quality liability incidents	0	RMB 10,000	
Chemicals management	Chemical consumption across all facilities	5,067.05	Tons	
	Number of chemical-related drills conducted	62	Times	
	Number of chemical non-compliance incidents	0	Cases	
	Total penalties imposed for chemical non-compliance	0	RMB	
	Percentage of factories complying with the hazardous substance management system IECQ QC 080000 among all factories	100	%	
Information security and privacy protection	Number of data security incidents	0	Cases	
	Number of customer privacy leakage incidents	0	Cases	
	Specific amount involved in data security incidents	0	RMB 10,000	
	Specific amount involved in customer privacy leakage incidents	0	RMB 10,000	
	Frequency of internal or external audits on information security and privacy protection	Internal audits	3	Times
		External audits	6	Times
	Number of third-party cybersecurity attacks and defense drills	2	Times	
	Number of emergency drills for information security and privacy protection	1	Times	
	Number of information security and privacy protection training	4	Times	
	Coverage rate of information security and privacy protection training	100	%	
	Losses caused by violations of laws and regulations related to data leakage/customer information leakage incidents	0	RMB 10,000	

Topic	Indicator Name and Definition	2025	Unit	
Sustainable supply chain	Number of suppliers with transactions with the Company	1,071	Suppliers	
	Total number of suppliers with whom the Company has transactions	Domestic	888	Suppliers
		Overseas	183	Suppliers
Conflict minerals	Number of CMRT questionnaires issued to suppliers	349	Items	
	Response rate of suppliers to CMRT questionnaires	100	%	
	Proportion of suppliers whose 3TG smelters and refiners underwent RMAP certification	100	%	
Public welfare	Amount of charitable donation funds	593.34	RMB 10,000	
	Amount of funds invested in volunteer activities	41.5	RMB 10,000	
	Number of volunteer activities	38	Times	
	Volunteer activity participations	671	Participations	
	Hours of volunteer activities	391	Hours	
	Hours of public welfare	2,711	Hours	

Governance KPIs

Topic	Indicator Name and Definition	2025	Unit
Corporate governance	Total number of directors covered by anti-commercial bribery and anti-corruption training	9	Persons
	Percentage of directors covered by anti-commercial bribery and anti-corruption training	100	%
Business ethics	Total number of employees covered by anti-commercial bribery and anti-corruption training	111,585	Persons
	Percentage of employees covered by anti-commercial bribery and anti-corruption training	100	%
	Total number of management personnel covered by anti-commercial bribery and anti-corruption training	1,841	Persons
	Percentage of management personnel covered by anti-commercial bribery and anti-corruption training	100	%
	Number of concluded commercial bribery and corruption cases	3	Cases
	Number of conflict-of-interest incidents	0	Cases
	Number of money laundering or insider trading incidents	0	Cases
	Cases of unfair competition lawsuits or major penalties	0	Cases

Appendix 2: Index in accordance with Shenzhen Stock Exchange’s Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation)

Dimension	No.	Issue	Corresponding Article	Chapter(s) in the Report
Environmental	1	Response to Climate Change	Articles 21 to 28	Response to Climate Change
	2	Pollutant Emissions	Article 30	Ecological Environment Protection
	3	Waste Treatment	Article 31	Optimizing Use of Resources
	4	Ecosystem and Biodiversity Conservation	Article 32	Ecological Environment Protection
	5	Environmental Compliance Management	Article 33	Ecological Environment Protection
	6	Energy Utilization	Article 35	Optimizing Use of Resources
	7	Water Utilization	Article 36	Optimizing Use of Resources
	8	Circular Economy	Article 37	Optimizing Use of Resources
Social	9	Rural Revitalization	Article 39	Fulfillment of Social Responsibilities
	10	Social Contribution	Article 40	Fulfillment of Social Responsibilities
	11	Innovation Drive	Article 42	Leading Scientific and Technological Innovation
	12	Science and Technology Ethics	Article 43	Leading Scientific and Technological Innovation
	13	Supply Chain Security	Article 45	Sustainable Supply Chain
	14	Equal Treatment for SMEs	Article 46	Sustainable Supply Chain
	15	Product and Service Security and Quality	Article 47	Product Quality Management
	16	Data Security and Customer Privacy Protection	Article 48	Information Security and Privacy Protection
	17	Employees	Article 50	Talent Attraction and Retention Talent Promotion and Development Employee Health and Safety
Sustainable development-related governance	18	Due Diligence	Article 52	Sustainable Supply Chain
	19	Stakeholder Communication	Article 53	Stakeholder Engagement
	20	Anti-Bribery and Anti-Corruption	Article 55	Business Ethics
	21	Anti-Unfair Competition	Article 56	Business Ethics

Appendix 3: GRI Standards Index

Statement of Use	Goertek has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standards	Disclosure Items	Disclosure Title	Chapter(s) in the Report	
GRI 2: General Disclosures 2021	2-1	Organizational details	About the Report	
	2-2	Entities included in the organization's sustainability reporting	About the Report	
	2-3	Reporting period, frequency and contact point	About the Report	
	2-6	Activities, value chain and other business relationships	About the Report	
	2-7	Employees	Social KPIs	
	2-9	Governance structure and composition	Corporate Governance	
	2-10	Nomination and selection of the highest governance body	Corporate Governance	
	2-11	Chair of the highest governance body	Corporate Governance	
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	
	2-13	Delegation of responsibility for managing impacts	Corporate Governance	
	2-14	Role of the highest governance body in sustainability reporting	ESG Governance and Strategy	
	2-15	Conflicts of interest	Stakeholder Engagement	
	2-16	Communication of critical concerns	Stakeholder Engagement	
	2-17	Collective knowledge of the highest governance body	Corporate Governance	
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance	
	2-19	Remuneration policies	Talent Attraction and Retention	
	2-20	Process to determine remuneration	Talent Attraction and Retention	
	2-22	Statement on sustainable development strategy	ESG Governance and Strategy	
	2-23	Policy commitments	Statement from the Chairman of the Board	
	2-24	Embedding policy commitments	Statement from the Chairman of the Board	
	2-25	Processes to remediate negative impacts	Business Ethics	
	2-26	Mechanisms for seeking advice and raising concerns	Business Ethics	
	2-27	Compliance with laws and regulations	Business Ethics	
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	
	2-30	Collective bargaining agreements	Talent Attraction and Retention	
	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Assessment and Management of Double Materiality Issues
		3-2	List of material topics	Assessment and Management of Double Materiality Issues
		3-3	Management of material topics	Assessment and Management of Double Materiality Issues

GRI Standards	Disclosure Items	Disclosure Title	Chapter(s) in the Report	
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	Ecological Environment Protection	
	101-2	Management of biodiversity impacts	Ecological Environment Protection	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	About the Company	
	201-2	Financial implications and other risks and opportunities due to climate change	Response to Climate Change	
	201-3	Defined benefit plan obligations and other retirement plans	Talent Attraction and Retention	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Fulfillment of Social Responsibilities	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Business Ethics	
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics	
	205-3	Confirmed incidents of corruption and actions taken	Business Ethics	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Business Ethics	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Optimizing Use of Resources	
	302-3	Energy intensity	Optimizing Use of Resources	
	302-4	Reduction of energy consumption	Optimizing Use of Resources	
	302-5	Reductions in energy requirements of products and services	Optimizing Use of Resources	
	303-3	Water withdrawal	Optimizing Use of Resources	
GRI 303: Water and Effluents 2018	303-4	Water discharge	Optimizing Use of Resources	
	303-5	Water consumption	Optimizing Use of Resources	
	305-1	Direct (Scope 1) GHG emissions	Ecological Environment Protection	
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Ecological Environment Protection	
	305-3	Other indirect (Scope 3) GHG emissions	Ecological Environment Protection	
	305-4	GHG emissions intensity	Ecological Environment Protection	
	305-5	Reduction of GHG emissions	Ecological Environment Protection	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental KPIs	
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Optimizing Use of Resources

GRI Standards	Disclosure Items	Disclosure Title	Chapter(s) in the Report
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Optimizing Use of Resources
	306-3	Waste generated	Environmental KPIs
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain
	308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Social KPIs
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention
	401-3	Parental leave	Talent Attraction and Retention
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Employee Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Employee Health and Safety
	403-3	Occupational health services	Employee Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety
	403-5	Worker training on occupational health and safety	Employee Health and Safety
	403-6	Promotion of worker health	Employee Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Employee Health and Safety
	403-9	Work-related injuries	Social KPIs
	403-10	Work-related ill health	Employee Health and Safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent Promotion and Development
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Promotion and Development
	404-3	Percentage of employees receiving regular performance and career development reviews	Talent Promotion and Development
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Talent Attraction and Retention
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Talent Attraction and Retention
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Talent Attraction and Retention
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Talent Attraction and Retention

GRI Standards	Disclosure Items	Disclosure Title	Chapter(s) in the Report
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Fulfillment of Social Responsibilities
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain
	414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product Quality Management
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality Management
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Service Quality Management
	417-2	Incidents of non-compliance concerning product and service information and labeling	Service Quality Management
	417-3	Incidents of non-compliance concerning marketing communications	Service Quality Management
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy Protection

Appendix IV: Reader Feedback Form

Thank you for reading this Report. We sincerely invite your comments to help enhance our management and sustainability capabilities, while delivering greater value to all stakeholders. Please share your feedback through the following channels.

Telephone: 0536-3055688

Email: goertekcsr.list@goertek.com, ir@goertek.com

1. Which of the following stakeholder categories do you belong to?

- Directors and senior executives Employees Customers Shareholders
- Partners (suppliers and contractors) Government and regulatory authorities
- Communities and the public Media
- Potential investors and financial institutions Universities and research institutions Others_____

2. What is your overall evaluation of this Report?

- Excellent Good Average Poor Very Poor

3. How do you rate Goertek's performance in the following areas?

Corporate governance: Excellent Good Average Poor Very Poor

Environmental management: Excellent Good Average Poor Very Poor

Social responsibility: Excellent Good Average Poor Very Poor

4. How do you rate the following aspects of this Report?

Accuracy: Excellent Good Average Poor Very Poor

Integrity: Excellent Good Average Poor Very Poor

Readability: Excellent Good Average Poor Very Poor

Layout and design: Excellent Good Average Poor Very Poor

5. Your comments and suggestions on Goertek's sustainable development practices:

6. Your comments and suggestions on the preparation of Goertek's sustainability reports:

Goertek

We make **it** together



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